The Arcus Foundation is a leading global foundation advancing pressing social justice and conservation issues.

Arcus works to advance LGBT equality, as well as to conserve and protect the great apes.
Dear Friends,

As I write this letter we are approaching the 50th anniversary of Dr. Martin Luther King Jr.’s I Have a Dream speech delivered at the famous March on Washington in August 1963. It was a mere five years old at the time.

Certainly our world has changed a lot since Dr. King described his elusive dream in that iconic moment at the Lincoln Memorial. We should all be left awestruck at the civil rights movement’s tireless and resolve arc of progress that has been evolving since that astonishing day.

Movements—whether social justice, animal conservation, or any other—take time and a sustained sense of urgency, commitment, and fortitude. They require collaborations and alliances among an intricate network of individuals, institutions, communities, governments, and businesses. And it takes years, and often decades, for these critical collaborations to effect sustained and meaningful change.

Despite heroic efforts, the pace of progress can seem glacial, and often the movements never catch up to all of the individual lives they were meant to transform. Famously Dr. King said, “The arc of the moral universe is long but it bends toward justice.” We at Arcus are determined to scale that arc. I hope you’ll stay with us throughout our journey.

We are encouraged but not at all complacent with the world where LGBT populations are truly safe. Neither is there any terrain on the planet where great apes live free from threat. Some 900 of these magnificent creatures survive, many of them caught in the crossfire of war in the eastern Democratic Republic of the Congo. Continued habitat loss, spillover from conflict, or the threat of capture have forever regret the abuses and losses of so many individuals, institutions, communities, and businesses.

In 2012 alone, we partnered with more than 110 courageous organizations working in over 40 countries around the globe.

In the words of U.S. historian John D’Emilio, movements advance by “creeping and leaping”: Years of hard work building the trust and partnerships that undergird movements then lead to bursts of progress that seem to happen almost overnight.

2012 was a year of leap in both of Arcus’ mission areas. For the first time in U.S. history, people voted marriage equality into law—in Maryland, Maine, and Washington. The federal government announced plans to release the vast majority of its chimpanzees from their cruel and unnecessary use in medical experimentation.

At Arcus in 2012 alone, we partnered with more than 110 courageous organizations working in over 40 countries around the globe. We are proud to be part of a worldwide movement to create a just and humane world, from Cameroon to Turkey to the United States. We are excited to have supported the movements that won these leaps forward.

But our work is far from finished. The exciting progress of 2012 is equally matched by peril. There is still no country in the world where LGBT populations are truly safe. Neither is there any terrain on the planet where great apes live free from threat.

While we see areas of progress in the fight for legal equality for LGBT people, we are also learning the painful lesson that passing a law is the end of the beginning of the work we need to do to achieve lived equality—not the beginning of the end.

The milestones that you will read about in this report happened because people worked in movements for decades to achieve them. I am hopeful that the seeds we are planting today will yield victories that we report in 10, 20, or 50 years, achieved by people who have the vision and the courage to believe in a world more just and humane, where all humans and other animals can live in safety and in freedom.

With warmest regards,

Kevin Jennings
Executive Director

Dear Friends,

Looking back on some of the significant milestones of 2012, it would be easy to overlook the decades of collaborative effort that preceded the advances that the year brought in. For this reason, we chose to focus on movements and their tremendous collective power as the theme of this Annual Report.

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With warmest regards,

Jon Stryker
Founder and President

Movements—whether social justice, animal conservation, or any other—take time and a sustained sense of urgency, commitment, and fortitude.
The long-term survival of both humans and the great apes* is dependent on how we respect and care for all species and our shared natural resources. The Arcus Foundation seeks to improve conservation of, respect for, and recognition of the great apes and strengthen protections from threats to their habitats.

* The Great Ape strategy includes gibbons, because these smaller apes are often excluded from ape-focused conservation approaches despite significant threats to their survival.
Long-Term Partnerships Catalyze Growth in Mountain Gorilla Population

The world’s mountain gorilla population grew by more than 10 percent from 2006 to 2011, reflecting successful cross-border partnerships and conservation efforts in Uganda, Rwanda, and Democratic Republic of the Congo (DRC). An official census, conducted in 2011, showed that, unlike anywhere else in the world, the number of mountain gorillas in Uganda’s Bwindi Impenetrable Forest rose from 302 in 2006 to 336 five years later, bringing the world population to 880.

“Not that the threats and dangers have diminished, it’s that conservation efforts are succeeding in abating those threats,” says Anna Behn Masozera, interim director of the International Gorilla Conservation Programme (IGCP), which in 2012 comprised the African Wildlife Foundation, Fauna & Flora International, and the World Wildlife Fund.

“That’s the result of years of partnership and cooperation among the wildlife authorities of all three countries,” says Masozera. Mountain gorillas, whose thick fur allows them to survive at high altitudes, are ranked “endangered” by the International Union for the Conservation of Nature (IUCN). They and eastern lowland, or Grauer’s, gorillas are subspecies of the eastern gorilla.

Both mountain and eastern lowland gorillas live in groups ranging from a handful of individuals to several dozen members, each led by a dominant male whose sexual maturity is displayed in the silver fur on his back.

Conflict and a rapidly rising human population have put much of the region’s gorilla habitat under threat, with the center of instability located in Virunga National Park in eastern DRC, where hostilities continued throughout 2012.

In April, rebels in DRC’s North Kivu province, on the border with Rwanda, began a renewed insurgency against the government, causing a collapse in Virunga tourism and a revenue drop of $700,000 in the park’s annual budget.

An emergency grant to the Virunga Fund enabled vital park ranger activities to continue by funding supplies related to patrols, health care, and transport for rangers.

“We work closely with the regional park authorities, who’ve improved law enforcement and ways of securing mountain gorilla habitat,” says Masozera. “Communities neighboring the parks have become more direct beneficiaries of mountain gorilla conservation in recent years...that’s encouraged greater participation.”

For several decades, IGCP has collaborated with local communities on enterprise development, ranging from beekeeping and honey production to operating luxury tourist lodges. It has also helped ensure that revenue from gorilla tourism is shared with local residents to fund conservation-oriented livelihood projects.

Community cooperatives and associations bordering the parks now earn more than US$120,000 per year from businesses that have benefited from IGCP training in governance, product development, and marketing.

Moreover, the linkage of income-generating activities to conservation is changing attitudes toward mountain gorillas—a trend evident in the engagement of former poachers to help with anti-poaching patrols and practical conservation work.

In Rwanda, for example, some 3,000 members of the ex-poacher group Amizero now patrol the stone “buffalo walls” that keep animals off smallholder farms and help to keep the park free of snares and rubbish that are a danger to gorillas.

Another element of the multi-faceted conservation approach in the region’s highlands combines close monitoring, community involvement, and active intervention, when needed, to protect gorilla health. In 2012, the Mountain Gorilla Veterinary Project (MGVP), which has worked in the region for more than 15 years, performed 1,43 routine checks on mountain and eastern lowland gorillas.

MGVP vets fielded reports of 52 ill or injured animals located by trackers working for the wildlife authorities of all three range states. They were able to administer life-saving care to 13 gorillas within 24 hours of receiving these reports.

Among the conditions treated by MGVP were diseases such as respiratory viruses, which can arise through human-gorilla transmission—one of the major threats identified by IUCN as endangering the survival of the species.
Ten years ago, not a single poacher, dealer, or trafficker had been prosecuted under Cameroon’s wildlife laws, even though Central and Nigeria-Cameroon chimpanzees and western lowland and Cross River gorillas were being traded or killed in numbers that threatened their survival. But in 2012 and every year since 2006, an average of one major wildlife dealer has been arrested and convicted every week in Cameroon, with 94 percent imprisoned for their offenses for periods ranging from 2 to 30 months, according to data from the Last Great Ape Organization (LAGA).

“The Conde Nast Traveler Environmental Award shines a valuable spotlight on heroes like Ofir Drori who dedicate their lives to protecting species endangered by poaching and habitat loss...Thanks to his tireless efforts, we can help secure a thriving future for great apes and the other magnificent creatures that walk this earth,”—#CONDECRITTERS, PRESIDENT AND CEO OF THE WORLD WILDLIFE FUND, U.S. AND CONDE NAST TRAVELER ENVIRONMENTAL AWARD JUDGE

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LAGA’s legal-assistance team supports the prosecution of wildlife cases, and a sustained media campaign resulted in 362 radio, television, and press stories in 2012, showing the enforcement of wildlife laws and the consequences of law-breaking. In line with the Convention on International Trade in Endangered Species of Wild Fauna and Flora, to which Cameroon is a signatory, the country’s national wildlife-protection law prohibits the sale and trafficking of endangered species, with penalties ranging from fines of about US$1 million to life imprisonment. The LAGA model of support for law-enforcement authorities is now being used in Togo, Benin, Republic of Congo, Gabon, and Central African Republic. Similar plans are also advancing in Chad and Nigeria.

A chimpanzee rescued from a trafficking operation in Cameroon’s capital, Yaounde.

Groups Confront
Ape Poaching and Raise Profile of Rare Gorilla

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“We take a direct approach,” says LAGA director Ofir Drori. “Long-term solutions can take decades to be implemented, and there’s a serious risk there will be no apes left to save by then.”

“Our fight is against the corruption and complicity that facilitates this trafficking, and our sole aim is getting wildlife traffickers arrested, prosecuted, and imprisoned to deter future crimes,” says Drori, whose organization was recognized in 2012 by the Marsh Christian Trust Award, the Duke of Edinburgh Conservation Medal, and the Conde Nast Traveler Environmental Award.

Working in close collaboration with Cameroon’s Ministry of Forestry and Wildlife, a LAGA network of undercover investigators and informants gathers evidence to support law-enforcement agencies, while its operations help coordinate arrests and monitors cases closely to minimize corruption risks.

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Some successes were seen in 2012, including the arrests in Congo of a trafficker—found with a chimpanzee aboard a boat on the Congo River—and the boat’s captain, who had allowed the use of his vessel. In Gabon a forestry official who was found with his car full of bushmeat has been imprisoned and is awaiting trial for his role in poaching and corruption.

The growing movement against stronger law enforcement includes the Wildlife Conservation Society’s (wCS) efforts to conserve the Cross River gorilla, Africa’s most endangered ape, whose habitat straddles the Cameroon-Nigeria border.

The main threats to the 250-300 remaining gorillas are illegal hunting for body parts and meat, and habitat loss due to logging and agricultural expansion.

A WCS partnership with national governments, communities living close to the endangered populations, and nongovernmental organizations has helped to increase surveillance around a main habitat site.

Foot patrols in the Okwangwo Division of Nigeria’s Cross River National Park rose from 87 days covering 327 miles in 2011 to 235 days covering 996 miles in 2012, according to WCS’s reports.

These patrols discovered and destroyed 130 hunting camps, more than double the number in 2011. The average number of wire snares found per mile dropped from more than three in 2011 to around two in 2012.

Okwangwo and Cameroon’s adjacent Takamanda National Park are home to about one-third of all Cross River gorillas. In 2012, Takamanda patrols covered more than 935 miles over 118 days, resulting in 12 arrests and the removal of 203 hunting camps and 1,028 wire snares.

The number of gorilla and chimpanzee nests recorded by patrols in Okwangwo increased from 32 in 2011 to 50 during the year, and, for the first time in many years there were direct sightings of both Cross River gorillas and Nigeria-Cameroon chimpanzees.

In January WCS captured its first camera-trap footage of a group of elusive and rarely observed Cross River gorillas strolling through the forest, including a chest-beating display and a charge from a silverback.

The footage spread widely online, attracting more than 400,000 viewers on YouTube, and was posted on several high-profile news sites.

“This type of exposure is hugely important in terms of raising awareness and creating a move to save these extraordinary and critically endangered animals,” says Graeme Patterson, deputy director of WCS’s Africa Program.

A chimpanzee rescued from a trafficking operation in Cameroon’s capital, Yaounde.

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<thead>
<tr>
<th>CHIMPANZEE</th>
<th>BONOBO</th>
<th>GORILLA</th>
<th>ORANGUTAN</th>
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<tr>
<td>LIVE</td>
<td>614</td>
<td>&gt;48</td>
<td>78</td>
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<td>DEAD1</td>
<td>&gt;29</td>
<td>Many</td>
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<td>TOTAL</td>
<td>&gt;643</td>
<td>&gt;48</td>
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1* Reports of ape trafficking do not always provide precise numbers, but refer to “are” or “are,” in a numerical range. These estimated numbers are reflected in the table as the “range that is” followed by an indication who.

1* Number of ape skulls, hands, meat, and other body parts are often confiscated as part of the illegal trade, and can be counted as an ape lost to the illicit trade.

Around one-tenth of Africa’s Congo Basin forest, home to the majority of the world’s approximately half-million great apes, is covered by certification programs that give some level of protection to the region’s many endangered plants and animals, including gorillas, chimpanzees, and bonobos.

Logging companies that adhere to certification by the independent nongovernmental Forest Stewardship Council (FSC) can be catalysts for long-term survival of the continent’s ape populations, according to a 2012 report by the International Union for the Conservation of Nature.


“Conservation of resources is necessary for human survival,” says the report’s author David Morgan, a Lincoln Park Zoological Society (LPZ) research fellow. “At the heart of committed conservation work is a respect for the needs of both humans and other animals, and a need to find sustainable ways to manage our resources in ways that avoid endangering the lives and homes of great apes or other species.”

With more research, says Morgan, logging operations might be designed to avoid heavier impacts on apes and other species, by, for example, rethinking the size and shape of logging zones and by addressing the timing of logging to minimize stress.

An estimated 1,050 gorillas and 614 chimpanzees remained stable over eight years in FSC-certified zones of the Kabo timber concession that borders the protected Goualougo Triangle in northern Republic of Congo, according to a separate 2012 study that LPZ co-authored with the Wildlife Conservation Society.

The study of reduced-impact logging (RIL) covered a period between 2004 and 2012 and included the Congo Basin’s largest FSC-certified forestry concession run by the Singaporean company Olam International.

RIL practices include advanced mapping to avoid construction of unnecessarily damaging roads and other infrastructure, harvesting of only the most commercially valuable trees, avoidance of falls that hit or pull down other trees, and reduction of wood waste and soil disturbance.

### CHANGES IN AFRICAN RANGE GREAT APE POPULATIONS

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<td>Bonobo</td>
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<td>Western Lowland Gorilla</td>
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<td>Chimpanzee</td>
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Actions Against Corruption in the Timber Sector

Most loggers abusing artisanal permits target wenge, an endangered hardwood in high demand in China for flooring and furniture, often for export to Europe and North America. While there are no complete data on bonobo populations, some estimates suggest a population of between 29,500 (Myers Thompson, 1997) and 50,000 (Dupain and Van Elsacker, 2003), with more recent estimates suggesting a minimum population of between 15,000 and 20,000 (IUCN/Institut Congolais pour la Conservation de la Nature, 2012). The right laws are vital to ensuring the survival of the great ape species—gorillas, chimpanzees, and bonobos—as well as many other threatened plants and animals. Africa’s great ape species—gorillas, chimpanzees, and bonobos—as well as many other threatened plants and animals. Africa’s apes are found in the following countries:

- Eastern lowland gorilla – eastern Democratic Republic of the Congo (DRC)
- Mountain gorilla – DRC, Rwanda, Uganda
- Cross River gorilla – Cameroon, Nigeria
- Western lowland gorilla – Angola, Central African Republic (CAR), DRC, Equatorial Guinea, Gabon, RDC


The Congo Basin provides ecosystem resources in the form of food, water, and shelter to more than 75 million people. The carbon captured by its forest cover earns it the title "the lungs of the world." The area also contains extraordinary biodiversity that includes all of Africa’s great ape species—gorillas, chimpanzees, and bonobos—as well as many other threatened plants and animals.

Between January and May 2012, for the first time, more of the DRC’s timber was exported to China than to the whole of the European Union. The table below demonstrates the growth of exports to the Chinese market since 2005. Given that not a single Chinese company has an industrial logging concession in the DRC, and that European and Lebanese logging companies are still mainly exporting to European markets, it is likely that a significant portion of the exports to China in 2011 were linked to the increase in companies using artisanal logging permits meant for individuals.

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A two-year logging freeze, introduced by the government of Indonesia in 2011, was intended to open the way for a broad assessment of the country’s forestland, strengthen forest governance, and enable solutions to be found for the use of forest resources by local communities. However, according to environmentalists, in spite of the moratorium’s extension in 2013, illegal logging, corruption, and land grabs have led to ongoing forest destruction and continue to take a heavy toll on orangutan populations in Sumatra and Indonesian Borneo.

“We had great hopes when the 2011 moratorium was put in place, but we continue to see the homes and food sources of fragile orangutan populations destroyed and individuals and families displaced, leaving them stranded,” says Moas.

In 2012, a Global Witness report into logging and plantation operations in Malaysian Borneo by companies financed by HSBC led the British bank to make a commitment that failed to meet its forest-related policies. HSBC now requires that its forestry clients be at least 70 percent compliant with the Forest Stewardship Council (FSC), which sets standards for responsible forest management around the world. Global Witness’ investigations showed that none of the four companies in its report held a single FSC or equivalent certificate.
Also in Malaysian Borneo, in the northeast province of Sabah, roughly 452,000 acres of forest were given protected status in 2012. This land includes orangutan habitat that was previously heavily exploited for timber.

Over the past decade, Malaysia’s government has extended protection to several key areas, increasing protected forest from 15 to 20 percent of Sabah’s territory in 2012.

The government’s action followed a pivotal advocacy effort by the HUTAN-Kinabatangan Orang-utan Conservation Programme and Land Empowerment Animals People that has engaged Sabah’s wildlife and forestry departments, local communities, research institutions, nongovernmental organizations, and others in partnerships over the last 15 years.

While more than 60 percent of the province’s estimated 11,000 orangutans lived in unprotected forests early in the last decade, HUTAN’s work in 2012 showed that, due to the increase in protected areas, more than 65 percent of Sabah’s orangutans now live in protected forests.

But with up to 3,800 individuals still living outside these areas, HUTAN is looking at how orangutans cope with timber exploitation and with agro-industrial landscapes such as palm oil and pulp-and-paper plantations.

"We’ve found evidence that orangutan survival in these man-made landscapes depends on the availability of mixed-use forests as vital corridors between protected areas that support larger populations," says HUTAN co-founder and wildlife veterinarian Dr. Marc Ancrenaz.

“Our results and recommendations will be able to guide smallholders and bigger producers in practices that will help the orangutan to survive in a changing environment.”

GRANTEES: TOTAL AMOUNTS TO END 2012

- Greenpeace $1,200,000
- International Union for Conservation of Nature $1,153,810
- Global Witness $600,000
- HUTAN-Kinabatangan Orang-utan Conservation Programme $600,000
- Land Empowerment Animals People $1,738,490

Organizations are listed in order of appearance above.

Also part of the Sinar Mas group, palm oil producer Golden Agri-Resources published a 2012 report on carbon retention in forests in five of the company’s concessions in West and Central Kalimantan in Indonesian Borneo.

The HCS Forest Report, produced in collaboration with partners including Greenpeace, made recommendations for maximizing the size of protected high carbon stock forest patches and maintaining connectivity between patches to enable wildlife migration.
Well-Being of Captive Apes

Hundreds of chimpanzees now living in medical research facilities in the United States may look forward to leaving their concrete and steel cages and retiring to sanctuaries if recommendations from a U.S. government study completed in 2012 are implemented.

More than 400 chimpanzees used for research at facilities in Texas and Louisiana could be retired to sanctuaries as a result of the National Institutes of Health (NIH) study, which recommends an end to their use in trials of new drugs and vaccines, zero-gravity experiments, and being exposed to invasive medical testing.

The NIH report also describes acceptable conditions for housing captive chimps, many of whom will step on grass for the first time in their lives after decades living in small, barred cages.

Many groups working on issues addressed by the NIH report supported its research process and recommendations. These include HSUS, Animal Protection of New Mexico, Lincoln Park Zoological Society, New England Anti-Vivisection Society, North American Primate Sanctuary Alliance (NAPSA), Physicians Committee for Responsible Medicine, and Save the Chimps.

Sanctuaries Raise the Bar

With the 2012 accreditation of Save the Chimp, the number of chimpanzees in NAPSA member sanctuaries accredited by the Global Federation of Animal Sanctuaries (GFAS) rose to more than 465. Save the Chimps is a 150-acre Florida sanctuary where more than 350 chimpanzees, most rescued from lives of pain and isolation in biomedical laboratories, live on 12 spacious islands.

Providing a high standard of care throughout the lives of apes, who can reach 55 years of age in captivity, requires an organization with a commitment to both quality care and financial strength—among the key attributes that the GFAS accreditation process seeks to ascertain.

As part of its process, which must be revisited every three years, “GFAS looks at every single facet of care that we provide for the chimpanzees,” says Jennifer Feuerstein, sanctuary director of Save the Chimps, which in 2012 became the 100th GFAS-accredited sanctuary.

“They take a look at our organizational sustainability, because we can provide wonderful care to the chimpanzees, but it doesn’t really mean anything if we don’t have a sustainable organizational infrastructure to carry us into the future.”

Jackie Bennett, deputy director of Great Apes and Regional Accreditation for GFAS, says “The greatest challenge for any sanctuary is fundraising and diversifying funding streams” for long-term sustainability.

The Arcus Foundation published a report in 2012, Building Sustainable Sanctuaries, in an effort to support such initiatives to create healthy sanctuary organizations that can remain strong into the future.

During the year, NAPSA and other animal protection groups successfully urged the NIH to move 100 chimpanzees to a legitimate sanctuary instead of transferring them from a research facility in Louisiana to another one in Texas.

GFAS and NAPSA actively share information through workshops, webinars, and other outreach, and encourage sanctuaries to participate as a community to strengthen the animal-welfare movement and plan for future needs.

Research Agency Recommendation Brings Hope for U.S. Captive Chimpanzees

“This is the history-changing moment we’ve all worked so hard for: a final decision to move away from invasive experimentation on chimpanzees and provide these amazing individuals with the peace they so deserve,” says Kathleen Conlee, vice president of Animal Research Issues at The Humane Society of the United States (HSUS).

“We must now roll up our sleeves and make sure that even the eldest chimpanzees are afforded a better life in high-quality sanctuaries as soon as possible.”

(continued to lower p. 18)
Petitioning by HSUS and its partners in animal protection during 2012 influenced the U.S. Fish and Wildlife Service (FWS), which had been reviewing the status of chimpanzees and put forward the 2013 recommendation that all chimpanzees be listed as “endangered.”

Previously, the FWS had split the listing of chimpanzees into two groups. Those considered wild and living in their range states were “endangered,” but captive ones, including all those living in the United States, were considered “threatened.”

The lesser “threatened” status afforded a lower level of protection and allowed chimpanzees to be kept as pets, experimented on, transported without permits, and exploited for commercial purposes.

As this publication went to press, the FWS announced that it had determined that the [Endangered Species] Act does not allow for captive-held animals to be assigned separate legal status from their wild counterparts on the basis of their captive status.”

The recommendation is followed by a public comment period before a final rule is issued.

**African Chimp Finds New Home in Florida**

At the Center for Great Apes in Wauchula, Florida, a chimpanzee named Clyde enjoys a game of chase with his caregivers, meets some other chimps, and ventures onto climbing frames and through aerial chutes.

He’s in much better health than he was when Patti Ragan, founding director of the center, discovered him behind bars in a garage in New York after he’d been shipped from his birthplace at an unknown location in Africa.

They named him, taught him table manners, dressed him in clothes, took him for motorcycle rides, and fished with him in a boat.

But as Clyde grew into a strong adolescent, he responded to his unnatural living conditions with frustration, aggression, and unpredictable behavior.

Realizing he could no longer safely share their home, Clyde’s owners moved him to a cage.

After his relocation to the Center for Great Apes in November 2011, Clyde’s progress was slow.

“When he first arrived, everything frightened him,” says Ragan. “He wouldn’t leave his enclosure and screeched with fear when we opened the door.”

But before long, Clyde began to gain weight and respond to the care and patience of the center’s staff. His health improved, his skin darkened, his hair regrew.

Clyde still lives alone rather than in a social group, but he is increasingly happy and confident.

His lifestyle in Florida has brought him closer to home.

**CHIMP “BILL OF RIGHTS”**

In a high-standard sanctuary, chimpanzees should be able to:

- Form social groups of about seven individuals
- Eat fresh fruit and other healthy food
- Receive preventative and routine veterinary care and live in a clean environment
- Roam freely and forage in natural settings
- Enjoy enrichment activities to increase mental stimulation
- Live free from exploitation, including captive breeding, commercial trade, or use in entertainment
- Climb and play on outdoor structures or trees
- Gain privacy from humans, having limited contact with caretakers and visitors
- Count on a stable environment of long-term and high-quality care

**GRANTEES**

Total amount to end 2013:

- The Humane Society of the United States $766,068
- Animal Protection of New Mexico $230,000
- Lincoln Park Zoological Society $1,030,861
- New England Anti-Vivisection Society $168,750
- North American Primate Sanctuary Alliance $65,000
- Physicians Committee for Responsible Medicine $190,289
- Grandmothers Against Extreme Vivisection $144,000
- Save the Chimp $38,906,903

**ORGANIZATIONS ARE LISTED IN ORDER OF APPEARANCE ABOVE**

Photo © Jurek Wajdowicz (p.20, 21 bottom)
Great Apes Program

Grants awarded in 2012

APES IN THE WILD

African Wildlife Foundation
AWF.org
Washington, DC
$216,160
One year of support for the International Gorilla Conservation Program to build a foundation for collaboration in mountain gorilla conservation.

African Wildlife Foundation
AWF.org
Washington, DC
$244,850
For a year of support for kamba conservation and management of the Lomako Reserve.

Center for Great Apes-Orangutan and Chimpanzee Conservation
centerforgreatapes.org
Wauchula, FL
$480,000
For one year of consultant services and staff expansion to advance succession planning, strengthens fund development, and prepare for the 20th Anniversary Capital Campaign.

Conservation International Foundation
conservation.org
Arlington, VA
$300,000
Support for 3 years to the conservation of habitat for northern yellow-cheeked gibbons and other high-biodiversity-value areas in the Yae-Sa-Si swamp sanctuary area in northeastern Cambodia.

Fauna & Flora International
Fauna-Flora.org
Cambridge, UK
$19,099
One year of support for the pilot program Integrating Local Values, which promotes a cultural-values approach to protected-area planning for Lake Pico Multiple Use Protected Area in Liberia.

Fauna & Flora International
Fauna-Flora.org
Washington, DC
$370,500
For 3 years of support to mountain gorilla conservation through increased capacity, strategic design, and functioning of the Greater Virunga Transboundary Core Secretariat.

Greenpeace Fund
Greenpeaceusa.org
Washington, DC
$30,000
Two years of funding for a campaign to achieve “zero deforestation” in Indonesia by 2015, which will result in habitat protection for the orangutan.

Hutan - Kinabatangan Orang-Utan Conservation Programme
Hutan.org.my
Sandakan, Sabah, Malaysia
$500,000
For 3 years of support to this project to implement holistic solutions for the conservation of orangutans compatible with socioeconomic development in Sabah, Borneo.

In Defense of Animals
Idas.org
Arlington, VA
$1,000,000
Three years of support of a collaborative program to strengthen great ape conservation through the implementation of priority actions identified in the eastern Democratic Republic of the Congo Conservation Action Plan.

Lukuru Wildlife Research Foundation
Lukuru.org
Matola, MZ
$400,000
One year of support for community interventions into the protection of the Tshuapa-Lomami-Lualaba (TLL) landscape, a gorilla habitat in the Democratic Republic of the Congo, to involve villages in project areas in the regulation and zoning of their forest.

Max Planck Society
Mp.de
Leipzig, DE Germany
$106,306
For one year of support for a viabiity assessment for bonobo conservation in the Salonga National Park region, Democratic Republic of the Congo.

Mountain Gorilla Veterinary Project
gorilla-docs.org
Denver, CO
$7,500
One year of support for an annual appeal letter, and collaboration with a local chain-restaurant.

Max Planck Society
Mp.de
Leipzig, DE Germany
$156,306
One year of project support for the orangutan NGO Yayayi to secure the conditions for the long-term conservation of the Belantikan Hulu forest ecosystem as a priority habitat for endangered Great Ape populations in Central Kalimantan, Borneo, Indonesia.

Orangutan Foundation International
Orangutan.org
Sanctuaries
Kumana, Bongo Indonesia
$210,000
One year of support to strengthen gorilla tourism and health monitoring in Orang-Orang, Central African Republic.

People Resources and Conservation Foundation
Prcfoundation.org
Washington, DC
$100,000
One year of support, through the Gorilla Touring Initiative, which will work to match grant funds and provide permanent ape habitat enrichment.

World Wildlife Fund
wwf.org
Washington, DC
$100,000
One year of support to strengthen gorilla tourism and health monitoring in Orang-Orang, Central African Republic.

Yasavu IAR Indonesia
International academic rescue
Tanaman Cipres, Bango Indonesia
$210,000
Support over one year to support capacity building for an orangutan rehabilitation and release program in West Kalimantan, Borneo, Indonesia.

Zealand Society of London
Zsl.org
London, UK
$300,775
Three years of support to ensure responsible wildlife management in areas identified as a priority for great ape conservation in Cameroon through improved logging practices and strengthening sustainable natural resource management.

CAPTIVE APES

A. H. Schultz Foundation
Schultzfoundation.org
Hamburg, Germany
$100,000
For 3 years of support of a financial development project.

Primate Rescue Center
Primaterescue.org
Nicholasville, KY
$30,000
For 3 years of general operating support to provide high-quality care for primates formerly used as pets and laboratory experiment subjects.

Quebec Fauna Foundation
Quebecfauna.org
Chambly, Quebec Canada
$50,000
For one year of support of caregiver salaries.

Save the Chimps
Savechimps.org
Fort Pierce, FL
$2,700,000
For one year of support for the delivery of high-quality care to the chimpanzees residing at the organization’s Florida sanctuary and for organizational management and development planning and implementation activities.

The Humane Society of the United States
Humaneusa.org
Washington, DC
$300,000
Two years of support for the “Chimps Deserve Better” campaign to end invasive research on chimpanzees in the United States.

Pan African Sanctuary Alliance
Pasa.org
Lumakonza, Democratic Republic of Congo
$140,000
For 3 years of support of a financial-development project.

Wildlife Conservation Society
Wcs.org
Washington, DC
$200,000
One year of emergency support for the conservation of the Republic of the Congo.

World Wildlife Fund
wwf.org
Washington, DC
$75,000
One year of support for a social-media campaign through the Gorilla Touring Initiative, which will work to match grant funds and provide permanent ape habitat enrichment.

Global Federation of Animal Sanctions
Sanctuariesfoundation.org
Washington, DC
$60,000
One year of project support of Great Apes Sanctuaries: Accreditation and Addressing Challenges to Sustainability.

Global Federation of Animal Sanctions
Sanctuariesfoundation.org
Washington, DC
$7,500
One year of support through the Gorilla Touring Initiative, to award small “compliance” grants to ape organizations in Asia to help bring them into compliance with IUCN standards.

International Primate Protection League
Ipp.org
Summerville, SC
$170,000
For general operating support to promote well-being and provide care for orangutans and captive apes in their home countries.

Pan African Sanctuary Alliance
Pasa.org
Lumakonza, Democratic Republic of Congo
$140,000
For 3 years of support of a financial development project.

Primate Rescue Center
Primaterescue.org
Nicholasville, KY
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For 3 years of general operating support to provide high-quality care for primates formerly used as pets and laboratory experiment subjects.

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The Humane Society of the United States
Humaneusa.org
Washington, DC
$300,000
Two years of support for the “Chimps Deserve Better” campaign to end invasive research on chimpanzees in the United States.
The Foundation’s strategy focuses on 35 priority landscapes within ape range states. It also centers on countries where apes are held in captivity, whether or not the country includes ape range areas. Priorities are adopted through a planning process that involves input from multiple partners and is based on data collected in reports and through information-sharing platforms*. The strategy aims to: reconcile socioeconomic development and conservation activities in priority great ape landscapes, build an integrated and coordinated conservation movement, and improve respect and recognition for the intrinsic value of apes.

*Such platforms include A.P.E.S. portal (mapper.eva.mpg.de).
**GRANTS AND OPERATING EXPENSES 2012**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,609,741</td>
</tr>
<tr>
<td>Accrued interest and dividends</td>
<td>367,957</td>
</tr>
<tr>
<td>Investments</td>
<td>169,103,484</td>
</tr>
<tr>
<td>Prepaid federal excise tax</td>
<td>358,269</td>
</tr>
<tr>
<td>Property, equipment, and leasehold improvements (net)</td>
<td>3,873,027</td>
</tr>
<tr>
<td>Other assets</td>
<td>831,910</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$17,714,358</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th>TOTAL</th>
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<td>Grants payable (net)</td>
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<tr>
<td>Accounts payable and accrued expenses</td>
<td>1,139,382</td>
</tr>
<tr>
<td>Deferred federal excise tax</td>
<td>605,009</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>605,376</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$24,760,301</strong></td>
</tr>
<tr>
<td>Net Assets</td>
<td>154,473,067</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$177,233,368</strong></td>
</tr>
</tbody>
</table>

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

**GRANTS AWARDED 2012**

<table>
<thead>
<tr>
<th>GRANTS AWARD</th>
<th>TOTAL</th>
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<td>$18,091,450</td>
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<tr>
<td>$60,833,930</td>
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<td>$10,563,930</td>
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<td>$6,000,000</td>
<td></td>
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<tr>
<td>$3,500,000</td>
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<tr>
<td>$12,487,175</td>
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<tr>
<td>$15,000,000</td>
<td></td>
</tr>
<tr>
<td>$6,079,921</td>
<td></td>
</tr>
</tbody>
</table>

*Reflects decreases of grants awarded in prior years

**Consolidated Statement of Financial Position**

As of December 31, 2012. Audited by PKF O'Connor Davies, LLP

**Board & Staff**

As of September, 2012

**Board Members**

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

**Executive Members**

- Kevin Jennings, Executive Director
- Annette Languse, Vice President, Strategic Initiatives and Great Apes Program
- Jay Michaelson, Vice President, Social Justice Programs
- Cindy Rizzo, Vice President, Organizational Learning and Grants Management
- Bryan Simmons, Vice President, Communications
- Arie Weissman, Vice President, Finance and Operations

**Staff Members**

- United States
  - Kelly Ashworth, Grants and Knowledge Manager
  - Monica Charles, Grants Management Associate
  - Adrian A. Coman, International Human Rights Program Director
  - Cheryll Dudley, Global Religion Program Director
  - Desiree Flores, U.S. Social Justice Program Director
  - Elisa Gerontianos, Policy Director
  - Linda Ho, Controller
  - Sandor Johnson, Controller
  - Rafael Torres, Administrative Assistant, Social Justice Programs
  - Daniel Werner, Grants Management and Evaluation Associate

- United Kingdom
  - Adam Phillipson, Great Apes Program Officer
  - Helen Baker, Conservation Program Director
  - Maria Stevenson, Program Assistant / UK Office Manager

- United States
  - Linn M. Nguyen, Accountant
  - Ericka Novotny, Grants Management Director
  - Adriana Ocilo, Financial Reporting and Analysis Director
  - Jennene Triemey, Human Resources Director
  - Rafael Torres, Administrative Assistant, Social Justice Programs
  - Daniel Werner, Grants Management and Evaluation Associate

**Combined**

- Combined Cash and cash equivalents $2,609,741
- Combined Accrued interest and dividends $367,957
- Combined Investments $169,103,484
- Combined Prepaid federal excise tax $358,269
- Combined Property, equipment, and leasehold improvements (net) $3,873,027
- Combined Other assets $831,910
- **Combined Total Assets** $17,714,358

- Combined Grants payable (net) $23,300,543
- Combined Accounts payable and accrued expenses $1,139,382
- Combined Deferred federal excise tax $605,009
- Combined Deferred rent $605,376
- **Combined Total Liabilities** $24,760,301
- Combined Net Assets $154,473,067
- **Combined Total Liabilities and Net Assets** $177,233,368

*This Consolidated Statement of Financial Position is a combined statement for the Arcus Foundation and the Arcus Operating Foundation. The Arcus Operating Foundation supports the mission of the Arcus Foundation through convenings, research, and special projects that increase philanthropic engagement.
The Arcus Foundation is a leading global foundation advancing pressing social justice and conservation issues.

Arcus works to advance LGBT equality, as well as to conserve and protect the great apes.
Movements—whether social justice, animal conservation, or any other—take time and a sustained sense of urgency, commitment, and fortitude.

Dear Friends,

As I write this letter we are approaching the 50th anniversary of Dr. Martin Luther King Jr.’s I Have a Dream speech delivered at the famous March on Washington in August 1963. I was a mere five years old at the time.

Certainly our world has changed a lot since Dr. King described his elusive dream in that iconic moment at the Lincoln Memorial. We should all be left awestruck at the civil rights movement’s tireless and resolute arc of progress that has been evolving since that astonishing day.

Movements—whether social justice, animal conservation, or any other—take time and a sustained sense of urgency, commitment, and fortitude. They require collaborations and alliances among an intricate network of individuals, institutions, communities, governments, and businesses. And it takes years, and often decades, for these critical collaborations to effect sustained and meaningful change.

Despite heroic efforts, the pace of progress can seem glacial, and often the movements never catch up to all of the individual lives they were meant to transform. For example, many who heard Dr. King’s speech in 1963 never got to live in the Promised Land of legal equality. Regardless of any future progress, we will forever regret the abuses and losses of so many LGBT people worldwide whose lives have been and continue to be irrevocably damaged or destroyed just because of who they are.

You will read in this report how the LGBT and Great Ape Conservation movements are progressing and becoming more global, collaborative, and effective. These are heroic stories about people, working on a multitude of diverse and often very perilous frontlines, making real change in lives—one at a time.

We are encouraged but not at all complacent with the growth of the world population of mountain gorillas. They now number 880, which represents a nearly 400 percent increase in their population from two decades ago. This is clearly a huge and amazing conservation success story—but the species continues to be extremely vulnerable and precarious.

We are happy that Argentina has made it legal to change one’s name and gender without surgery or psychiatric diagnosis, and we are happy to see transgender youth become more visible. Still, there were at least 267 reported transphobic killings worldwide in 2012, and we are certain this represents but a fraction of the real number of such tragic events. Too often, authorities don’t even bother to respond when it’s a trans person who has been killed.

I am so gratified that Arcus has been able to become a significant leader working for great ape conservation and LGBT equality. Our remarkable board of directors and staff, along with our heroic grantees and partners, have such incredible passion, expertise, and commitment. For more than a decade, we have been working together to make justice a reality in society and in nature, and we are committed to continue doing this critical work for decades to come. We too share a dream—a dream of living in a world where all beings can live full, free, and fulfilled lives. Famously Dr. King said, “The arc of the moral universe is long but it bends toward justice.” We at Arcus are determined to scale that arc. I hope you’ll stay with us throughout our journey.

Jon Stryker
Founder and President

Looking back on some of the significant milestones of 2012, it would be easy to overlook the decades of collaborative effort that preceded the advances that the year brought in. For this reason, we chose to focus on movements and their tremendous collective power as the theme of this Annual Report.

In the words of U.S. historian John D’Emilio, movements advance by “creeping and leaping”: Years of hard work building the trust and partnerships that undergird movements then lead to bursts of progress that seem to happen almost overnight.

2012 was a year of leaping in both of Arcus’ mission areas. For the first time in U.S. history, people voted marriage equality into law—in Maryland, Maine, and Washington. The federal government announced plans to release the vast majority of its chimpanzees from their cruel and unnecessary use in medical experimentation.

At Arcus in 2012 alone, we partnered with more than 110 courageous organizations working in over 40 countries around the globe. We are proud to be part of a worldwide movement to create a just and humane world, from Cameroon to Turkey to the United States. We are excited to have supported the movements that won these leaps forward.

But our work is far from finished. The exciting progress of 2012 is equally matched by peril. There is still no country in the world where LGBT populations are truly safe. Neither is there any territory on the planet where great apes live free from threat.

While we see areas of progress in the fight for legal equality for LGBT people, we are also learning the painful lesson that passing a law is the end of the beginning of the work we need to do to achieve lived equality—not the beginning of the end.

The milestones that you will read about in this report happened because people worked in movements for decades to achieve them. I am hopeful that the seeds we are planting today will yield victories that we report in 10, 20, or 50 years, achieved by people who have the vision and the courage to believe in a world more just and humane, where all humans and other animals can live in safety and in freedom.

With warmest regards,

Kevin Jennings
Executive Director

Dear Friends,

In 2012 alone, we partnered with more than 110 courageous organizations working in over 40 countries around the globe.
Discrimination, social exclusion, violence, and persecution affect millions of individuals around the world, whose sexual orientation and gender identity are seen as non-conforming. The Arcus Foundation seeks to overcome cultural and policy obstacles that are barriers to full acceptance, respect, and human rights for lesbian, gay, bisexual, and transgender people.*

* In the following pages, the letters Q and I are abbreviations for queer and intersex. They appear when referenced by individuals quoted or presented in organization descriptions.
LGBT Groups Worldwide Step up Pressure for Human Rights

As this publication went to press in July 2013, Cameroon’s LGBT community was demanding that authorities act to stop homophobic violence in the wake of the torture and murder of Eric Dhena Lembembe, 34, a journalist and executive director of the Cameroon Foundation for AIDS.

“It’s a shock in the community,” said Yves Yomb, 32, a fellow Cameroon activist, responding to the murder. “We really ask about the security of gay leaders in Cameroon with this crime. Since I started my LGBTI activism, I’ve never been as afraid as I am now.”

Lembembe, 34, a journalist and executive director of the Cameroonian organization Alternatives-Cameroun, was murdered in November 2012 after he revealed his sexual orientation—Yomb now assists his family and community scorn as a director of the Douala-based organization Alternatives-Cameroun. Yomb, who did not speak to his father for two years when he revealed his sexual orientation—Yomb now assists other LGBT Cameroonian activists facing family and community scorn as the director of the Douala-based organization Alternatives-Cameroun.

Alternatives, featured in the 2012 film Born This Way—which documents the lives of LGBT Cameroonians—is one of six groups seeking fundamental change in the country, where danger is ever-present for those in same-sex relationships or working on same-sex issues. Alternatives’ office itself was the target of a arson attack in June 2013.

Cameroon’s government brought charges against at least 28 people and convicted more than one-third for homosexual conduct between 2008 and 2013, according to research by HRW and Alternatives. Convictions have been based on little or no evidence, and some confessions have been extracted by torture.

According to Alternatives, several other Cameroon organizations along with HRW and the International Gay and Lesbian Human Rights Commission (IGLHRC), submitted these and other data in a 2012 report to the United Nations, which periodically reviews its member countries’ performance on human rights.

The report’s presentation to the Geneva-based U.N. Human Rights Council led 15 countries in May 2013 to recommend that Cameroon decriminalize same-sex activity between consenting adults—to which the government must respond in October 2013.

Cameroon is one of more than 35 countries in Africa and 76 worldwide where same-sex acts are illegal. Anti-homosexuality laws also lead to the death penalty for some crimes in five countries and parts of Nigeria and Somalia.

Nigeria was the site of a 2012 meeting organized by the Coalition of African Lesbians (CAL) prior to the government’s 2013 passage of a law that, under the pretext of prohibiting same-sex marriage, extended existing penalties for consenting same-sex relations to anyone who speaks up for, meets with, or forms a group to support LGBTI rights.

CAL is an organization seeking to protect lesbian and women’s rights defenders in 19 countries. It also worked with organizations in Kenya, Uganda, Malawi, and Botswana during 2012 to submit their first reports addressing discrimination based on sexual orientation or gender identity to the U.N. Human Rights Council.

A separate body, the U.N. Human Rights Committee, heard in 2012 for the first time from a representative of the trans community in Turkey, which has among the highest rates of transphobic murders in the world.

Seval kilic, representing the organization LGBTI Istanbul, along with five local partners and IGLHRC, urged that Turkey “enact legislation on anti-discrimination and equality, ensuring that it includes a comprehensive prohibition of discrimination on all the grounds.”

In February 2013, 70 members of the Turkish Parliament requested the first inquiry into the country’s LGBT human rights, a significant development that Kilic (picted on Pg. 9) believes will result in SDGI-based anti-discrimination language being added to a Turkish hate crimes law.

“Since I started my LGBTI activism, I’ve never been as afraid as I am now.”

—YVES YOMB, DIRECTOR, ALTERNATIVES-CAMEROON

---

**TABLE:** Evolution of Legislation Related to LGBT Rights

<table>
<thead>
<tr>
<th>YEAR</th>
<th>NUMBER OF COUNTRIES</th>
<th>TYPE OF LAW</th>
<th>SO is considered an aggravating circumstance in hate crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
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<td>Homosexual Acts Legal</td>
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<td>Homosexual Acts Illegal</td>
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<tr>
<td>2009</td>
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<td>Laws Prohibit SO Discrimination in Employment</td>
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<tr>
<td>2013</td>
<td>1</td>
<td>Constitution Prohibits SO Discrimination</td>
<td>0</td>
</tr>
</tbody>
</table>

---

*U.N. Member States
† SO = Sexual Orientation  GI = Gender Identity

Figures are based on data from the International Lesbian, Gay, Bisexual, Trans, and Intersex Association, as of July 2013. The status of these laws are based on incomplete or unclear sources of data. For more information, please visit the report.
Beyond Geneva

In Geneva and beyond, the judges have ruled,” says IGLHRC executive director Jessica Stern. “It’s now in the hands of the very governments that have trampled LGBT rights to take seriously the recommendations of international bodies to protect those within their borders.”

Several nations responded positively in 2012 to international recommendations: Both Chile and Moldova enacted anti-LGBT-discrimination laws—a step that had been recommended during their U.N. human rights reviews. Lesotho, which had earlier rejected U.N. members’ calls to decriminalize homosexuality, did so in 2012.

In addition, the U.N. refugee agency in October published guidelines clarifying the words “sexual orientation,” which had been removed from the resolution in 2010, and added “gender identity” for the first time.

Among the countries in which Comité IDAHOT reported that events were organized for the May 17 International Day Against Homophobia and Transphobia were Burma and Haiti, as well as Morocco, which launched a campaign to repeal the country’s criminalization of same-sex relationships.

In honor of Human Rights Day, December 10, U.N. Secretary General Ban Ki-Moon praised Argentina for passing some of the most progressive legislation in the world on gender recognition. He criticized so-called “anti-propaganda” bills that had been set in motion to criminalize public discussion of homosexuality in Ukraine, as well as in Russia where such a law was passed in June 2013.

“Let me say this loud and clear: lesbian, gay, bisexual, and transgender people are entitled to the same rights as everyone else,” he said. “They, too, are born free and equal. I stand shoulder-to-shoulder with them in their struggle for human rights.”

“A resolution condemning "extrajudicial, summary or arbitrary executions" based on sexual orientation or gender identity, this vote followed a campaign by a group of organizations— including IGLHRC, HRW, Global Action for Trans* Equality, and ARC International, among others—to reinstate the words "sexual orientation," which had been removed from the resolution in 2010, and added "gender identity" for the first time.

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“Church wasn’t just church for me. It was family,” says Aubrey Thonvald, 32, who grew up in rural Willmar, Minnesota, where the Evangelical Lutheran Church of America (ELCA) was the center of her home life. “Yes, there was a strong sense that if I lived fully into who I was, then that family wouldn’t want me.”

Thonvald (pictured above, right) enrolled in a master’s degree program in 2009 at the Seattle University School of Theology and Ministry. After ELCA’s decision the same year to allow ordination of clergy in same-sex committed relationships, Thonvald told her mother she was gay.

With her family’s support, in 2012 she was hired by Seattle’s Pride Foundation to reach out to faith communities during a campaign to defeat a referendum that would have overturned same-sex marriage in the state of Washington.

Thonvald relied on messaging developed by New York–based Auburn Theological Seminary, which equips faith leaders to stand for justice. A pre-referendum campaign workshop for clergy in Seattle was attended by 83 participants, five times more than expected.

The clergy trainings, based on research published in Auburn’s 2012 report My Mind Was Changed, played a key role in shifting religious views toward LGBT acceptance in the four states where marriage equality won in 2012: Maine, Maryland, Minnesota, and Washington.

“It was thrilling that the strongest Christian messages—such as ‘God is love’ and ‘We are not to judge’—communicated by the right messengers, beat the strongest anti-LGBT messages,” says Macky Alston, a senior director at Auburn. “We saw a staggering movement of ideas.”

Helping to push votes over the top in Maine were some 15,000 phone conversations, coupled with several sold-out screenings of the 2012 documentary Love Free or Die, a film Alston directed about the country’s first openly gay bishop, Gene Robinson.

“People are a lot better, but we still have a long way to go,” Alston says. “We really need to tell our story in a consistent way.”

A series of 2012 and 2013 convenings, including black pastors, scholars, and activists, aimed at reconciling faith and LGBT inclusion within U.S. black churches led to the establishment of the Black Church Center for Sexual Politics, which will open in 2013 at New York’s Columbia University.

Providing alternatives to the conservative education received by the majority of clergy is a worldwide priority, according to Robinson, to be extended to parts of the world such as sub-Saharan Africa, where there are now more practicing Christians than in Europe and where anti-LGBT evangelics preach with considerable effect.

While anti-LGBT attitudes have been rising in countries such as Cameroon, Zambia, Nigeria, and Uganda, some religious leaders in the region—including Anglican priests Bishop Christopher Senyonjo in Uganda and Rev. Dr. Kappya Kaoma from Zambia (now a fellow with Political Research Associates)—have declared strong acceptance of LGBT people of faith. (continued on lower left)
"I felt I was the only one like me," says Musonda, 27, of his isolation at school in Zambia’s capital, Lusaka, where, self-identified as male from childhood, he silently wished he were treated as male by others.

Musonda, whose name has been changed to protect his anonymity, started at around age 13 to make sense of the word “transsexual,” which he had learned from books and movies.

In 2001, at the age of 15, he lost his mother, who had raised him alone, and moved in with an aunt and uncle who made him wear a dress to church and family gatherings. “If God accepts every child, I should be able to wear what I want,” he recalls thinking, and he soon began avoiding church.

At 23, Musonda returned from his relatives’ home in Kitwe, the country’s second-largest city, to Lusaka, where he met Chan Mubanga, co-founder of Transbantu Zambia—a group of eight trans men and women who met informally on a university campus. “It’s so important for us to be able to get together and break the isolation,” he says, having since joined the organization as the finance and IT staff member. “But we have to be careful. The more visible our members, the greater the risk.”

Homophobia and transphobia present constant dangers in Zambia, where a sodomy conviction—a legacy of British colonial law—can carry a prison term of 10 years or more. The trans community is aware of both a transphobic rape and a murder in 2012, but witnesses to the murder feared going to the police, who have taken no action “because of the nature of the person who was murdered,” according to Musonda.

With a membership of more than 40, Transbantu Zambia opened an office in 2012 and began new services, including a library of trans and intersex information, support groups, peer education, and outreach to families and communities miles away from Lusaka.

To illustrate how LGBT people in Zambia hide their identities, Transbantu produced a short video, "Behind the Mask," for the 2013 International Day Against Homophobia and Transphobia.

The organization intends to raise awareness among health care professionals in Zambia, where hormone therapy is inaccessible, but for now only one physician is known to provide sensitive general health care to the trans community.

“As much as our groups’ reputations are growing, there’s no medical access for most people,” says Liesl Theron, co-founder of the South Africa–based Gender Dynamix, which is approached by trans people needing help all over the world.
Medical Access a Priority

Support for networking and meeting basic needs of small, local organizations benefiting multiple transgender communities was advanced in 2012 through partnerships with organizations such as Mama Cash, the Astraea Lesbian Foundation for Justice, and others.

Yet Gender Dynamix and its partners were forced to scrap a meeting of Southern African trans organizations in Nairobi, Kenya, in August 2012, when hotel staff, who became aware of the meeting’s topic and participants, evicted them.

Gender identity is rarely explicitly acknowledged as grounds for discrimination, and trans-specific hate-crime legislation is even rarer, according to a landmark report, Transrespect versus Transphobia Worldwide, in 2012.

The report moreover found a continual upward march in transphobic killings, including 267 cases in 2012—five more than the previous year. Statistics on 58 countries in 2008.

Following years of work by Global Action for Trans* Equality, a meeting of Southern African trans organizations in 2012 advanced in 2012 through partnerships with organizations such as the Astraea Lesbian Foundation for Justice, and others.

Fielding an increasing number of calls from parents of trans children, in the summer of 2012 the center brought together health and wellness professionals seeking to develop new protocols to help trans populations and activists from around the world who came to share strategies and coordinate advocacy efforts.

“Most trans people, and many doctors, would say that ‘transgender’ doesn’t belong in a mental health manual at all,” says Dr. Robert Winn of Philadelphia’s Mazzoni Center, an LGBT health and wellness organization that held its largest ever trans health conference during the year.

The conference brought together 2,500 attendees, among them medical and behavioral health professionals seeking to develop new protocols to help trans populations and activists from around the world who came to share strategies and coordinate advocacy efforts.

Fielding an increasing number of calls from parents of trans children, in the summer of 2012 the center brought together health and wellness professionals from across the United States to develop a new protocol to help families.

“Wherever they are in the world, every trans person was once a trans kid, and they probably had no support,” Winn says, recalling the many individuals who have sought his care or treatment.

Musonda concurs. “First, we have to inform people and make them aware,” he says. “We will have to move from ourselves to family to religion to schools to government. It will take quite some time to change perceptions.”

267 documented transphobic killings in 2012

© Euro Geographics for the administrative boundaries. Reproduced with kind permission of Transgender Europe.

Some members of Uganda’s LGBT community hide their identities to protect their personal security.

LISTED TO APPEAR

<table>
<thead>
<tr>
<th>GRANTEES</th>
<th>TOTAL AMOUNTS TO END 2012</th>
</tr>
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<tbody>
<tr>
<td>Mama Cash</td>
<td>$400,000</td>
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<tr>
<td>Astraea Lesbian Foundation for Justice</td>
<td>$3,852,500</td>
</tr>
<tr>
<td>(inc. funds through: International Gay and Lesbian Human Rights Commission)</td>
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<tr>
<td>Gender Dynamix</td>
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<tr>
<td>Transgender Europe</td>
<td>$200,000</td>
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<tr>
<td>Global Action for Trans* Equality</td>
<td>$350,000</td>
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<tr>
<td>(inc. funds to The Pipeline Project, Freedom To Marry, Global Action for Trans* Equality)</td>
<td></td>
</tr>
<tr>
<td>Mazzoni Center</td>
<td>$50,000</td>
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ORGANIZATIONS ARE LISTED IN ORDER OF APPEARANCE ABOVE.
LGBT Youth of Color: Join Forces Against Homophobia, Prejudice

Stopped by New York police five times over the last five years, in New York City neighborhoods from the West Village to Park Slope, Mitchell Mora weighs his options when he sees an officer on an upcoming street corner: “Do I cross before the corner or after?” he asks himself.

“One time the officer frisking me grooped me and called me ‘faggot’ because of the way I was dressed,” says Mora, a 23-year-old gay Latino, who moved to New York City several years ago from the U.S. Midwest.

“Of course, they never found a weapon or any reason to detain me,” says Mora, who is shocked by how many times he and his friends have been stopped and frisked even when there is no objective ‘reasonable suspicion of criminal activity.’”

Mora cannot envision a scenario in which he would go to the police for help. “When you’re of color and queer or trans, and a police officer sees you, you’re assumed to be doing something wrong,” he says.

While New York’s Black and Latino communities make up 52 percent of the city’s total population, they comprised 87 percent of the 533,000 stops in 2012 by the New York City Police Department (NYPD), according to an analysis by the New York Civil Liberties Union. In the vast majority of stops, there were no grounds for arrest and no weapons found.

Homeless youth, of whom 25 to 40 percent have been estimated to be LGBT, are particularly targeted, says Andrea Ritchie, co-coordinator of Streetwise and Safe (SAS).

As a result of SAS advocacy in alliance with other organizations, the NYPD in June released broad changes to its Patrol Guide to address discrimination and abuse of LGBT or gender-non-conforming people, and the department is training officers about the guide’s implications.

In addition, work by the Communities United for Police Reform campaign, which includes SAS, led the New York City Council to make history, also in June, by passing legislation banning police profiling based on sexual orientation and gender identity in addition to race and other grounds.

“I see a national youth movement growing around discriminative policy;” says Mora. “People working with LGBTQ youth in Los Angeles and New Orleans are building off each other’s work to seek similar changes.”

[continued to lower p.18]
**SELECTED 2012 LGBT MILESTONES IN THE UNITED STATES INVOLVING ARCUS PARTNERS**

**FEBRUARY**
A federal district court rules that a Missouri school district cannot censor LGBT web content—a victory for the “Don’t Filter Me” campaign.

**GRANTEE**
American Civil Liberties Union

**MAY**
The U.S. Department of Health and Human Services clarifies that the Affordable Care Act’s prohibitions against sex discrimination includes gender identity.

**GRANTEE**
National Gay and Lesbian Task Force

**JULY**
The U.S. Court of Appeals, Second Circuit, rules Section 3 of the Defense of Marriage Act to be unconstitutional.

**GRANTEE**
American Civil Liberties Union

The report Intimate Partner Violence in Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected (LGBTQH) Communities in the United States in 2011 is released, recommending passage of an LGBTQ-inclusive Violence Against Women Act—which is signed by President Obama in March 2013.

**GRANTEE**
National Coalition of Anti-Violence Programs

**OCTOBER**
**NOVEMBER**

Same-sex marriage is affirmed in all four states where it is put to a popular vote – Maine, Maryland, Minnesota, Washington.

**GRANTEE**
American Civil Liberties Union, Audubon Theological Seminary, Center for American Progress, Freedom to Marry, Gay & Lesbian Advocates and Defenders, GLAAD, Lambda Legal, National Gay and Lesbian Task Force, National Center for Lesbian Rights

Tribal Equity Toolkit: Tribal Resolutions and Codes to Support Two Spirit and LGBTQ Justice in Indian Country is published.

**GRANTEE**
Just Detention International

**DECEMBER**

U.S. Supreme Court agrees to hear Utah States vs. Windsor, a landmark challenge to the last major barrier to nationally sanctioned same-sex marriage.

**GRANTEE**
American Civil Liberties Union

**GRANTEES**

- American Civil Liberties Union $3,690,000
- Center for American Progress $1,455,000
- Freedom to Marry $1,125,000 (inc. funds through Astrea)
- Gay & Lesbian Advocates and Defenders $725,000
- GLAAD $2,240,000
- Just Detention International $437,500
- Lambda Legal $625,000
- National Center for Lesbian Rights $475,000
- National Coalition of Anti-Violence Programs $300,000 (inc. funds through New York City Gay and Lesbian Anti-Violence Project)
- National Gay and Lesbian Task Force $7,310,169 (inc. funds through NLGTLT to Unite)
- American Civil Liberties Union
- Lambda Legal
- GLAAD
- National Gay and Lesbian Task Force
- National Center for Lesbian Rights
- National Coalition of Anti-Violence Programs
- Unify

**TOTAL AMOUNTS TO END-2012**

**SOCIAL JUSTICE**

**SAFE SCHOOLS LAWS**

- Law covers discrimination based on sexual orientation and gender identity (19 states + D.C.)
- Law covers only sexual orientation (1 state)
- School regulation or teacher code prohibits discrimination based on sexual orientation (5 states)
- State education laws expressly forbid teachers from questioning LGBT issues in school (8 states)
- No law protecting LGBT students (18 states)

*Law also prohibits discrimination based on a student’s association with a parent or guardian of a different gender identity.

Note:
There are two types of safe schools laws: non-discrimination laws and anti-bullying laws. States with either kind of law are reflected on this map. States with both laws are only reflected on this map. Some states may interpret state laws in ways that violate federal law.

**NUMBER OF STATES RECOGNIZING SAME-SEX MARRIAGE 1999-2012**

<table>
<thead>
<tr>
<th>Year</th>
<th>States</th>
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<tbody>
<tr>
<td>1999</td>
<td>0</td>
</tr>
<tr>
<td>2009</td>
<td>5</td>
</tr>
<tr>
<td>2013</td>
<td>13</td>
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**Progressive policy advancement in the U.S. as a whole is contingent upon political movement in the South...**

—BETTER TOGETHER IN THE SOUTH: BUILDING MOVEMENTS ACROSS RACE, GENDER, AND SEXUAL ORIENTATION, PG. 11

Source: Applied Research Center, June 2013

**Even amidst this policy desert [in the U.S. South], there are many flourishing oases of deep experience, courage and creative organizing.**

—BETTER TOGETHER IN THE SOUTH: BUILDING MOVEMENTS ACROSS RACE, GENDER, AND SEXUAL ORIENTATION, PG. 11

Source: Applied Research Center, June 2013
Social Justice Program

GLOBAL

Astraea Foundation
astrafoundation.org
New York, NY
$10,000
One year of support for the Global Philanthropy Project to advance the human rights of LGBT people by expanding financial resources for LGBT organizations and deepening knowledge among funders around the globe.

Astraea Foundation
astrafoundation.org
New York, NY
$2,500
Short-term general operating support

Community Initiatives
communityinitiatives.org
San Francisco, CA
$400,000
Support over a two years for the Council for Global Equality to advance U.S. foreign policy that is inclusive of sexual orientation and gender identity.

GLSEN
glsen.org
New York, NY
$125,000
Nine months of support for planning to explore the possibilities, opportunities, challenges, and potential strategies for a global anti-hate/anti-bullying/pro-school equity campaign.

Heartland Alliance for Human Needs & Human Rights
heartlandalliance.org
Chicago, IL
$20,000
One year of continued support to expand global LGBT services, rights, and protection efforts through the Global Initiative for Sexuality and Human Rights.

International Federation of Black Rights
iFibrd.org
Washington, DC
$125,000
One year of general operating support to expand and develop an international network of community-based organizations originally founded to focus on producing annual black LGBT pride programs.

International Lesbian and Gay Association
ilga.org
Brussels, Belgium
$15,075
Short-term support for the Interfaith project focusing on coming to the ILGA World conference in December 2012.

International Lesbian and Gay Association
ilga.org
Brussels, Belgium
$50,000
One year of project support for 3 partners with managers in 3 countries in the global South and East to actively contribute to and regularly update the ILGA-World interactive global LGBT map.

Nonprofit Enterprise and Self-Sustainability Team (NESt)
nesst.org
San Francisco, CA
$50,000
One year of support to strengthen the capacity of the Salesforce Capital project to develop, launch, and expand LGBT social enterprises across the world.

Protestant Episcopal Church Diocese of Chicago Bishops and Trustees
saintpeterpmc.edu
Chicago, IL
$200,000
One year of support for the full inclusion of LGBT Christians in the Episcopal Church and the worldwide Anglican Communion.

United States Department of State
state.gov/lgbtqiality
Washington, DC
$1,000,000
One year of support for the United States Department of State's Global Equality Fund to expand the efforts of local, national, and regional human rights organizations to advance public awareness and dialogue in support of the human rights of LGBT individuals around the globe.

The Equal Rights Trust
equalrightstrust.org
London, UK
$100,000
One year of project support to strengthen the organization’s working partnership with the Kenya Human Rights Commission and the Gay and Lesbian Coalition of Kenya to improve the legal protection of LGBT people in Kenya and to promote equality inclusion of sexual orientation and gender identity.

Highest Common Denominator Fund
hcdfund.wordpress.com
Addison, TX
$200,000
Eighteen months of funding to support Midwest Youth in enablingshae.org to make more widely available its unique platform for safe LGBT organizing, to reach economies of scale that will ensure financial sustainability.

Inclusive & Affirming Ministries
iam.org
Cape Town, South Africa
$50,000
One year of project support for the Regional Partnerships Program to facilitate dialogue between African LGBT communities and mainstream Christian leadership in Africa.

American Jewish World Service
ajws.org
New York, NY
$100,000
One year of support for the ARCC International’s work to advance the recognition of human rights based on sexual orientation and gender identity at the international level through strategic planning, coalition and movement building, and exchange.

Coalition of African Lesbians
cal.org.za
Kathiki, South Africa
$127,000
One year of support to promote and protect the sexual and reproductive health and rights of lesbian, bisexual, and trans-diverse people in Africa, by strengthening the work and influence of member organization outside of southern Africa.

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American Civil Liberties Union
aclu.org
New York, NY
$50,000
One year of support for comprehensive impact litigation, public education, and advocacy aimed at advancing discrimination based on sexual orientation, gender identity, and HIV status.

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Asian Women's Freedom Network
awfnl.org
Chicago, IL
$2,575
Short-term support for a Giving Tuesday/lunch event to bring Affinity to a broader audience and introduce a one-day online fundraising campaign.

Affinity Community Services
affinitycs.org
Chicago, IL
$2,500
Short-term general operating support

Affinity Community Services
affinitycs.org
Chicago, IL
$2,500
Short-term general operating support

Astraea Foundation
astrafoundation.org
New York, NY
$500,000
Two years of support for the LGB Tribal Justice Collaborative Fund, a new funder collaborative to support the leadership and engagement of LGB people of color to advance rights for LGBT people in the United States.

Audre Lorde Project
alp.org
New York, NY
$2,500
Short-term general operating support

Austin Latino Lesbian & Gay Organization (ALP)
alp-arg.org
Austin, TX
$50,000
One year of general operating support to build the capacity of an emerging network of universities LGBT people of color organizations and leaders to influence LGBT rights and racial justice groups in Texas to include the priorities of LGBT people of color.

Center for American Progress
americanprogress.org
Washington, DC
$400,000
One year of support for the 2012 State Marriage Initiator research project to facilitate and disseminate a comparative analysis of efforts to increase support for LGBT rights within the context of the November 2012 ballot initiatives on marriage equality and to memorarize lessons learned.

Center for American Progress
americanprogress.org
Washington, DC
$300,000
Two years of project support for Fight Back/Kea Beach Equality (FBKE), a three-year initiative to provide an integrated approach to addressing LGBT equality and racial justice issues through policy analysis, research, and communications.

Freedom to Marry
freedomtomarry.org
New York, NY
$300,000
One year of general operating support for legal, policy, and cultural change strategies to secure the right to marry for same-sex couples.

Freedom to Marry
freedomtomarry.org
New York, NY
$100,000
Nine months of support for the Family to Family project, a new public education program to increase dialogue, support, and allies within Latinx communities for LGBT issues, including family safety, anti-bullying, non-discrimination, and marriage equality.

Freedom to Marry
freedomtomarry.org
New York, NY
$25,000
Short-term support for a post-election analysis of the 2012 marriage movement ballot campaigns to capture the lessons, document what took place, and quickly prepare for new challenges and opportunities for the future.

Fund for the City of New York
fcny.org
New York, NY
$125,000
One year of support for the Service Women’s Action Network to follow up with women after the repeal of Don’t Ask, Don’t Tell, to ensure benefits and family benefits are provided and to work with the transgender community to assist in obtaining benefits.

Funders for Lesbian and Gay-rights.org
Fundersforlesbianandgayrights.org
Kalamazoo, MI
$2,500
Short-term support for membership dues for 2013.
Grants awarded in 2012

Social Justice Program

Gay Men’s Health Crisis
newyork.org
$100,000
One year of support for the Federal Advocacy Initiative to advocate for HIV federal policy with a focus on HIV and aging, ending the TSA ban on blood donation by gay men, and implementation of the new National HIV/AIDS Strategy

Harley Film Foundation
harleyfoundation.org
$50,000
One year of support for the development of the Love Free or Die project website “The Phoenix Family,” an effort to engage communities of faith through film and the internet and to equip movement leaders with tools to win full equality for LGBT people in America

Hispanics in Philanthropy
hispanicinphilanthropy.org
Oakland, CA
$50,000
Short-term support for membership dues for 2013

Just Detention International
just detention.org
Los Angeles, CA
$7,500
Short-term support for a holiday card campaign launched through the Great Friday Initiative

Kalamaazoo Gay-Lesbian Resource Center
hgltc.org
Kalamazoo, MI
$50,000
One year of general operating support to provide programs and advocacy for LGBT citizens in Michigan

Kick - The Agency for LGBT African-Americans
kick.org
Detroit, MI
$150,000
Fifteen months of general operating support to continue programming and strengthen capacity to conduct advocacy and education that positively impacts the lives of LGBT African-Americans in metropolitan Detroit

Legal Services of South Central Michigan
formwmtlaw.org
Ann Arbor, MI
$40,000
One year of continued support for the Michigan Immigration Rights Center to support and strengthen two coalition-building activities, including those with the LGBT community, to provide statewide leadership on policy issues

Lesbian Gay Community Network of Western Michigan
lgbtnet.org
Grand Rapids, MI
$50,000
One year of general operating support to strengthen programs, build community coalitions, and develop the organization’s board to better serve LGBT communities in western Michigan

Lesbian and Gay Community Services Center
geycen.org
New York, NY
$5,000
One year of general operating support

Lesbian and Gay Community Services Center
ogycen.org
New York, NY
$5,000
Short-term support for Keith Haring mural restoration

LGBT Labor Leadership Initiative
plilab.org
Washington, DC
$100,000
One year of support to implement a targeted plan to increase membership, train new leaders, and form new chapters, resulting in greater LGBT representation in decision-making roles within the labor movement

Lulac Institute
lulac.org
Washington, DC
$10,000
Short-term support for the Regional LGBT Latino Summit

Lutherans Concerned North America
lcn.org
St. Paul, MN
$25,000
Short-term support for a post-election survey to examine online Facebook一层的“Recasting Roles” issue, and for a campaign to solicit support through video display of how members’ lives have been impacted by the organization’s work

Mexican American Legal Defense and Educational Fund
mimedf.org
Los Angeles, CA
$10,000
Short-term support for the organization’s LGBT efforts

Michigan Citizens Education Fund
michconnection.org
Kalamazoo, MI
$50,000
One year of general operating support for efforts to advance inclusive policy in western Michigan

Michigan Psychological Association Foundation
mepafoundation.org
Lansing, MI
$75,000
One year of support for the Michigan Project for Informed Public Policy to inform public policy and opinion through educational programs that provide the latest science-based psychological information on sexual orientation and gender identity

Michigan Technological University
mtu.edu
Houghton, MI
$40,000
One year of project support to establish an LGBTQ Diversity Office to build campus and community awareness and educational programs, and to provide leadership opportunities for LGBT people and allies in the Upper Peninsula

National Black Justice Coalition
nbjc.org
Washington, DC
$2,500
Short-term general operating support

National Justice & Advocacy Centers
njac.org
Washington, DC
$2,500
One year of general operating support to advance federal marriage discrimination based on sexual orientation, increase access to legal assistance for LGBT youth, and secure legal rights for transgender people in the six New England states

Planned Parenthood of Mid and South Michigan
plannermid.org
Detroit, MI
$125,000
Fifteen months of general operating support to advance access to health care for the LGBT community including equitable implementation of national health care reform

Podcast New York
podcastnewyork.org
New York, NY
$55,000
One year of support for the expansion of a collaboration with the Basic Rights Education Fund to support and advance long-term alliance building, education, and leadership development efforts among and within the social justice and LGBT movements in Oregon

Western States Center
westernstatescenter.org
Portland, OR
$55,000
One year of support for a collaboration with Indigenous Ways of Knowing and the Native Americans Program of Legal Aid Services of Oregon to expand the launch of the Tribal Equity Toolkit on LGBTI and Two Spirit Native Equality

Council on Foundations
foundationcenter.org
Alexandria, VA
$16,000
One year of support for membership dues for 2013

Philanthropy New York
philanthropynewyork.org
New York, NY
$17,350
One year of support for membership dues for 2013

Gay Rights
New York
$250,000
One year of general operating support to increase statewide LGBT people’s role in base-building and to launch targeted issue campaigns in the southern United States

Tides Center
tides.org
San Francisco, CA
$9,500
Short-term support for the National Gay and Lesbian Task Force’s transgender-inclusive LGB report 2012

New York Public Library
nypl.org
New York, NY
$15,000
One year of support for the Project Prideatwork.org

Parents, Families and Friends of Lesbians & Gays
pflag.org
Washington, DC
$2,500
Short-term general operating support for PFLAG’s Lobstick

Park Square Advocates, Inc. (Gay & Lesbian Advocates & Defenders)
plad.org
Boston, MA
$100,000
One year of general operating support to end federal marriage discrimination based on sexual orientation, increase access to legal assistance for LGBT youth, and secure legal rights for transgender people in the six New England states

Ruth Ellis Center
ruthelliscentre.com
Highland Park, MI
$16,000
Short-term general operating support

Sageusa.org
Washington, DC
$100,000
One year of general operating support

Services and Advocacy for GLBT Elders
sageusa.org
Washington, DC
$100,000
One year of support to advance SAGE’s transgender-inclusive LGBT aging agenda and its efforts to advocate for federal policies that improve the lives of diverse elders nationwide through the Diverse Elders Coalition, and to engage the organization in strategic and sustainability planning during 2012

Southernmost On New Ground
southernmostonnewground.org
Atlanta, GA
$100,000
One year of general operating support to increase statewide LGBT people’s role in base-building and to launch targeted issue campaigns in the southern United States

Southerners On New Ground
southernmostonnewground.org
Atlanta, GA
$100,000
One year of general operating support to increase statewide LGBT people’s role in base-building and to launch targeted issue campaigns in the southern United States

The Regents of the University of California
uwashingtonセンター.../uwacu.edu
Los Angeles, CA
$300,000
Two years of support for the Williams Institute to complete its public opinion research center and archive, which would provide a clearinghouse for public opinion research that would be available to the LGBT movement at large to advance pro-LGBT policy at both the state and federal level

Rockwood Leadership Institute
rockwoodleadership.org
Oakland, CA
$80,000
One year of continued support of the National LGBT Advocacy Leaders Fellowship, a leadership development program for LGBT advocates and leaders, with a primary focus on people of color who advance the transgender community

Transgender Law Center
transgenderlawcenter.org
San Francisco, CA
$7,500
Short-term support for engagement of diversity-initiative populations (youth, transgender, and people-of-color communities) in the center’s fundraising campaigns, “My Authentic Life,” launched on Giving Tuesday

Urban Justice Center
urbanjustice.org
New York, NY
$77,000
Two years of support for the development of a long-term strategy to build a Black Church movement for the recognition of the moral and civil equality of LGBT people

Washington, DC
$200,000
Eighteen-months of support for Streetwise-and-Safe to amplify the voices and leadership of LGBT youth of color and homeless LGBT youth in national policy debates on sex work and trafficking

Western States Center
westernstatescenter.org
Portland, OR
$250,000
One year of support for the expansion of a collaboration with the Basic Rights Education Fund to support and advance long-term alliance building, education, and leadership development efforts among and within the social justice and LGBT movements in Oregon
The Foundation’s social justice strategy is driven by its mission to enable individuals and families of every sexual orientation and gender identity, race, and ethnicity to live their lives with dignity and respect, and express their love and sense of self wherever they are in the world. Depending on the country, community, or family, the steps toward reaching this goal vary considerably. Yet, underlying each one is the premise that culture change and laws and policies are mutually reinforcing and must be pursued together to advance freedoms and protections for LGBT individuals.
**Board & Staff**

**As of September, 2013**

**Board Members**

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

**Executive Members**

- Kevin Jennings, Executive Director
- Annette Lanjouw, Vice President, Strategic Initiatives and Great Apes Program
- Jay Michaelson, Vice President, Social Justice Programs
- Cindy Rizzo, Vice President, Organizational Learning and Grants Management
- Bryan Simmons, Vice President, Communications
- Linda Ho, Controller

**Staff Members**

- Lani M. Nguyen, Accountant
- Erica Novotny, Grants Management Director
- Adriana Olick, Financial Reporting and Analysis Director
- Jennene Tierney, Human Resources Director
- Rafael Torres, Administrative Assistant, Social Justice Programs
- Daniel Werner, Grants Management and Evaluation Assistant

- **UNITED KINGDOM**
  - Adam Phillipson, Great Apes Program Officer
  - Helga Rainer, Conservation Program Director
  - Marie Stevenson, Program Assistant

- **UNITED STATES**
  - Kerry Ashworth, Grants and Knowledge Manager
  - Monica Charles, Grants Management Associate
  - Adrian R. Coman, International Human Rights Program Director
  - Cheryl Dudley, Global Religion Program Director
  - Desiree Flores, U.S. Social Justice Program Director
  - Elisa Gerontianos, Policy Director
  - Linda Ho, Controller
  - Sandor Johnson, Executive Assistant
  - Melanie Jung, Accountant
  - Roz Lee, Racial, Ethnic, and Gender Justice Senior Program Officer
  - Erica Lim, Program Associate / Coordinator
  - Linda May, Captive Apes Program Director
  - Sebastian Naidoo, Global Media Director

**Staff Members**

- Arie Weissman, Vice President, Finance and Operations

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**Consolidated Statement of Financial Position**

As of December 31, 2012. Audited by PKF O'Connor Davies, LLP

**ASSETS**

- Cash and cash equivalents: $2,609,741
- Accrued interest and dividends: $357,057
- Investments: $169,102,464
- Prepaid federal excise tax: $358,361
- Property, equipment, and leasehold improvements (net): $3,873,027
- Other assets: $831,910
- **Total Assets**: $177,143,368

**LIABILITIES**

- Grants payable (net): $22,300,543
- Accounts payable and accrued expenses: $1,399,372
- Deferred federal excise tax: $636,000
- Deferred rent: $69,328
- **Total Liabilities**: $24,796,851

**EQUITY**

- Net Assets: $152,476,517
- **Total Liabilities and Net Assets**: $177,143,368

**GRANTS AND OPERATING EXPENSES 2012**

**$18,091,450 Total**

- $10,683,930 Operating Expenses
- $7,407,520 Grants Awarded

**GRANTS AWARDED 2012**

**$18,091,450 Total**

- $54,568 Employee Match and Misc.
- $55,370 Special Opportunities
- $2,355,000 Great Apes Program - Captive Apes
- $6,023,441 Great Apes Program - Apes in the Wild
- $1,538,375 Social Justice Program - Global
- $565,000 Social Justice Program - International
- $6,079,921 Social Justice Program - U.S.

*Reflects decreases of grants awarded in prior years*