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

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

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

The partners portrayed in this report illustrate that justice in all its forms is worth the risk. What compelled me then, as now, were the stories and daring of others who shared my concerns—people like Dr. Carole Noon (portrayed in the recent book Opening Doors)—people like Dr. Carole Noon (portrayed in the recent book Opening Doors) whose courage and resolve secured sanctuary at Save the Chimps in Florida for more than 250 chimpanzees who had been subjected to mental and physical torture in the name of medical research.

We were the stories and daring of others who shared my concerns. And of course, I invite you to join us in our efforts to create a world where respect, dignity, and nature are preserved for all.

Dear Readers,

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

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

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

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

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

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

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

Jon L. Stryker
President and Founder

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

We work to:

• Reconcile socioeconomic development and conservation activities in the landscapes where the great apes live
• Improve respect for and recognition of the intrinsic value of apes
• Build an integrated and coordinated ape conservation movement
• Grow recognition and consideration of apes in larger, adjacent conservation movements.
NhRP has appealed the cases to the New York State Supreme Court. The ethics of personhood and humans’ treatment of other apes was a focus of two 2013 events: a Great Apes Summit in Jackson Hole, Wyoming, and a conference titled Personhood Beyond the Human, held in New Haven, Connecticut. In addition, the volume The Politics of Species (see www.politicsofspecies.com), published in November, contained contributions from authors who noted that norms in many cultures, especially in the West, assume that the status of personhood applies only to humans. “Human is an honorific title,” said David Livingstone Smith, a contributor to the volume and speaker at a September 30 Arcus Forum in New York City, arguing that humans create a psychological distance from their closest relatives by casting them as “other.” This is the same device that for centuries enabled humans to degrade and demean others, whether through routine discrimination or “ethnic cleansing,” says Livingstone Smith, citing references to Jews as rats and to Rwandan Tutsis as cockroaches by the perpetrators of genocide against them. Despite the similarity of apes to humans, according to Livingstone Smith, few animals have suffered as much at human hands. In all their range states great apes are endangered, hunted for their meat or body parts, and dependent on a habitat that has shrunk largely to meet human demands. In biomedical research, apes have been infected with HIV, hepatitis C, and other viruses and subjected to torturous anti-gravity and aerospace experimentation intended to benefit human beings. “Their likeness to humans has made them uniquely valuable for certain types of research, but also demands greater justification for their use,” said Dr. Francis Collins, head of the National Institutes of Health, announcing in June that the use of chimps in U.S. biomedical research would be phased out. Ninety years after conducting its first medical research on chimpanzees—and having amassed the world’s largest chimpanzee research program—the United States in 2013 joined seven European countries, New Zealand, and Japan in halting or limiting invasive studies.

A Montgomery County judge in December denied a writ of habeas corpus filed on behalf of Tommy, a chimpanzee estimated to be in his twenties, who was caged for years at a used trailer lot in the nearby town of Gloversville. Judge Joseph Sise denied the application for Tommy’s release, made by Steven Wise, president of the Nonhuman Rights Project (NhRP), saying: “The Court will…not recognize a chimpanzee as a human or as a person who can seek a writ of habeas corpus.” Lawsuits by NhRP on behalf of three additional chimpanzees, held captive in New York and Louisiana, were dismissed on the same grounds. “Any entity who is autonomous, self-aware, and self-determined...clearly has what it takes to be a legal person with a right to bodily liberty,” says Wise, pointing to legal precedents for personhood in the United States and other countries that include corporations, ships, and even a river.

The debate over whether the term “person” can be applied beyond the human species reached a new level in 2013 with the first case of its kind, filed on behalf of a captive chimpanzee in a New York court.
Twenty-two-year-old Passion had been released from life in captivity at the New Iberia Research Center in the southern part of Louisiana, where she had been raised by humans and subjected to medical research. Of her three offspring, only five-year-old Arden survives.

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

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

While more than 300 chimpanzees remained in federal laboratories as this report went to press, Passion and Arden were settling into a new home that conforms to standards of care established by the North American Primate Sanctuary Alliance (NAPSA) and is accredited by the Global Federation of Animal Sanctuaries. The NIH decision came following a 2011 Institute of Medicine study that found that most experimentation on chimps was unnecessary except as a last resort where essential research on human conditions is not possible—even using advanced tissue culture or computer-based simulations—or is unethical.

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

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

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

“For Passion and Arden, who now enjoy traveling throughout their forested habitat and who have learned to climb trees and eat the natural vegetation, the impact of the NIH decision is clear,” says Chimp Haven President and CEO Cathy Willis Spraetz. “The space and choice they’re afforded in their daily lives—there are no words to describe how powerful that is to see,” says Laura Bonar of Animal Protection of New Mexico, one of the groups that long advocated to end medical research on chimpanzees.

“For me, as someone who is really troubled by the ways humans use and abuse animals, seeing us use our intelligence to help others instead of harm them is really life-affirming.”
Four years after Peni was rescued from attackers in a village in West Kalimantan, Borneo, the eight-year-old orangutan is set to become the fourth resident of International Animal Rescue’s sanctuary to be released into a natural forest habitat.

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

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

The Bornean orangutan, of which about 50,000 remain, is listed as endangered due to a decline of more than 50 percent over the past 80 years across both Indonesian and Malaysian parts of the Southeast Asian island, according to the International Union for Conservation of Nature.

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

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


Photo (p. 10 inset) © Feri Latief, IAR Indonesia. Photo (p. 11) © 2013 Nardiyono
The aim of Borneo Futures research (see www.borneofutures.org) is to move decision makers toward protection or restoration of forest ecosystems through better regulation and law enforcement combined with sustainable development for the people who depend on forest livelihoods.

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

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

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

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

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

“KiLLiNgs coNtiNuE PoPuLAtioN iF dEcREAsE iN KALiMANtAN oRANgutAN,” says Meijaard. I believe we can make a change. There is no choice. Otherwise, the orangutan could slip through our fingers.”

“Until we published scientific evidence on the prevalence of orangutan killings, no one accepted that the extinction of these orangutans was a serious threat.” —ERIK MEIJAARD, CODIRECTOR, BORNEO FUTURES
Named for the Muslim fasting period in which he was first observed, Ramadan is part of an ecotourism program that involves families in and around Sukau, HUTAN’s base, a village of about 1,200 people in the Lower Kinabatangan region of Sabah, a state in northeast Borneo.

“Before our homestay program began, the economy here came from the use of nature,” says Datu Md Abhnam Abulani, a native of Sukau and field project coordinator for HUTAN, an organization that conducts wildlife conservation research, raises awareness, and rehabilitates habitat for orangutan and other animals.

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

Approximately 800 orangutans were estimated to be living in Lower Kinabatangan in 2010, a reduction from about 4,000 in the 1960s and from about 1,100 in 2001—four years before the Lower Kinabatangan Wildlife Sanctuary, where HUTAN works, was protected by the state.
Palm oil cultivation by both large and small-scale industry since 1996 has deforested more than 210,000 acres—about three-quarters of the unprotected Kinabatangan valley land, according to HUTAN. Local villagers had used the forest as a food and fuel source for generations.

In 2013, HUTAN planted a new 20-acre site in the valley—its sixth reforestation plot—bringing the total to 69 acres of 15,884 new trees. It purchased 3,000 seedlings from tree nurseries established as a source of local income.

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

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

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

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

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

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

If found, orphans are brought to the Sepilok Orangutan Rehabilitation Centre in Sandakan, Sabah, run through the Tabin Orangutan Project of Orangutan Appeal UK.
As this report went to press, Emmanuel de Mérode, chief warden of the 3,000-square-mile Virunga National Park in eastern Democratic Republic of the Congo, had just returned to his post, having survived multiple gunshots in an ambush on April 15, 2014.

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

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

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

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

According to the International Gorilla Conservation Program, there are 480 mountain gorillas in the Virunga Massif (2010) and 400 in Uganda’s Bwindi Impenetrable Forest (2011). Members of the coalition in 2013 are FFI, Jane Goodall Institute, Wildlife Conservation Society, Centre de Rehabilitation des Primates de Lwiro, and Mountain Gorilla Veterinary Project.
The coalition estimates that the Grauer’s gorilla is now in a critical situation and could number as few as 2,000 individuals, down from an estimated 17,000 in the mid-1990s, surviving in 13 fragmented subpopulations scattered across a region that includes two major protected areas, Kahuzi Biega and Maiko National Parks. The coalition warns that chimpanzees are also extremely threatened by the same factors as gorillas in and outside of DRC’s national parks—primarily illegal hunting. The second most significant threat is clearance of ape habitat for small-scale agriculture and illegal artisanal mining. All of these threats are fueled in part by the ongoing conflict and lack of law enforcement.

“Communities are poor, and when people kill wildlife, it’s usually for survival,” says Mbake. “The war has gone on for so long, and if you’re starving, you can’t think about 10 years down the line.” Researchers from FFI and the Wildlife Conservation Society surveyed several regions. In October 2013, they confirmed the presence of three Grauer’s families in Regomuki, an area where they had not been spotted before, 22 miles south of Maiko.

The families—consisting of about 4, 7, and 10 individuals (based on 25 nests), each including a silverback adult male—represent a ray of hope for the community and the ecosystem in an area where the gorilla population has been decimated. The standardized methods and shared expertise and costs of the coalition’s approach represent a leap forward from the organizations’ independently conducted small-scale and less coordinated work in the past. In addition, apprehension of poachers by special security forces—and by local residents themselves—have made it more difficult to smuggle a baby gorilla or bushmeat.

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

“Once we find viable populations, like those in Usala appear to be, the challenge is to create stability in the population and work to ensure that future conditions allow the population to thrive. That’s one of the goals of our multi-partner coalition,” says Dario Merlo of the Jane Goodall Institute. The coalition hopes eventually to engage the Usala community and others in alternative livelihood projects, such as shade cocoa growing and mining projects that do not disturb gorilla habitat, and through education—particularly of village chiefs who hold strong authority in the region.

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

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

“People can see the whole ecosystem they understand the importance of the forest and animals to their own lives and to wider human development.”

—SIPWA MBAKE, MANAGER OF FIELD OPERATIONS, FAUNA & FLORA INTERNATIONAL
## Grants Awarded in 2013
### GREAT APES PROGRAM

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

- **Well-being of Ape in Captivity**
  - Animal Protection of New Mexico
    - Albuquerque, NM
    - $120,000
  - Center for Orangutan and Chimpanzee Conservation
    - Wauchula, FL
    - $340,000

- **Global Grants**
  - Global Green Grants Fund
    - Boulder, CO
    - $227,078
  - Global Federation of Animal Sanctuaries
    - Washington, DC
    - $100,000
  - Global Greengrants Fund
    - Boulder, CO
    - $200,000
  - Greenpeace Fund
    - Washington, DC
    - $300,000
  - Nature Conservancy
    - Arlington, VA
    - $300,000
  - Nature Conservancy
    - San Francisco, CA
    - $300,000
  - Rainforest Action Network
    - San Francisco, CA
    - $50,000
  - TRAFFIC International
    - Cambridge, UK
    - $199,703
  - Virunga Fund, Inc.
    - Brooklyn, NY
    - $54,000

- **Conservation of Apes**
  - African Wildlife Foundation
    - Washington, DC
    - $84,000
  - Fauna & Flora International
    - Cambridge, UK
    - $155,000
  - Fauna & Flora International
    - Cambridge, UK
    - $349,000
  - Fauna & Flora International
    - Cambridge, UK
    - $300,000
  - Fauna Flora International
    - Cambridge, UK
    - $300,000
  - International Union for Conservation of Nature and Natural Resources
    - Cambridge, UK
    - $300,000
  - Nature Conservancy
    - Arlington, VA
    - $300,000
  - TRAFFIC International
    - Cambridge, UK
    - $199,703

- **People and Ethics**
  - People for the Ethical Treatment of Animals
    - Norfolk, VA
    - $50,000
  - Project Primate, Inc.
    - Fort Pierce, FL
    - $2,430,000
  - Save the Chimps
    - Fort Pierce, FL
    - $2,430,000
  - Wildlife Conservation Society
    - Bronx, NY
    - $320,685
  - Zoological Society of London
    - London, UK
    - $138,000

- **Land Empowerment Animals People**
  - Lincoln Park Zoological Society
    - Chicago, IL
    - $196,267
  - Royal Zoological Society of Scotland
    - Edinburgh, UK
    - $309,961
  - Zoological Society of London
    - London, UK
    - $119,000
  - Zoological Society of London
    - London, UK
    - $100,000

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*All additional $500,000 was awarded through the captive apes program for an initiative to be announced at a later date.

For more information about program areas, see: arcusfoundation.org/what-arcus-supports/greatapes
Grants Awarded

$30,256,885

Grants Awarded 2013*

$30,256,885 Total

$3,568,590 Special Opportunities

$6,050 Great Apes Program — Apes and Ethics

$4,155,489 Great Apes Program — Apes in Captivity

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

$3,358,590 Special Opportunities

$8,167 Employee Match and Misc.

$3,985,471 Social Justice Program — International Human Rights

$4,612,301 Social Justice Program — Global Religion

$16,422,880 Social Justice Program — U.S. Social Justice

*Reflects decreases of grants awarded in prior years

Operating Expenses

$11,507,050

Consolidated Statement of Financial Position

As of December 31, 2013

Assets

Cash and cash equivalents

$17,859,860

Accrued interest and dividends

184,981

Due from investment managers

1,598,808

Prepaid federal excise tax

342,482

Property, equipment, and leasehold improvements (net)

1,665,198

Investments

193,323

Program-related investment

184,581

Other assets

541,886

Total Assets

$212,913,093

Grants payable (net)

22,645,051

Accounts payable and accrued expenses

1,029,893

Deferred federal excise tax

310,000

Deferred rent

669,517

Total Liabilities

$25,354,681

Net Assets

147,558,412

Total Liabilities and Net Assets

$212,913,093

The Arcus Foundation supports the mission of the Arcus Foundation through convenings, research, and special projects that increase philanthropic engagement.

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.
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I strongly believe that the best prospects for improving the quality of life on this planet depend on the ability of people to live together with a sense of respect and connectedness with one another and the natural world. That core belief is reflected in the language that we use when describing the foundation’s mission. Sure, it sounds kind of lofty to some, and maybe even a little work, but in reality it turns out to be tremendously hard, even at moments when we think we’ve reached a tipping point in the arc of progress.

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

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

As setbacks and some opportunities present themselves, I am happy to see a more mature Arcus moving and acting more boldly and thus, in partnership with other grantees and advocates: working closely with grassroots conservationists in the DRC to save Virunga National Park from destruction; marshaling resources to rebuild when a Cameroonian LGBT activist was murdered and an HIV center burned; and facilitating critical resources for LGBT advocates in Russia.

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

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

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Jon L. Stryker  President and Founder

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

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

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

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

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

Kevin Jennings  Executive Director
Arcus is among the largest funders of LGBT* causes around the world. We focus on people and issues at the leading edge of the movement:

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

*The letters Q and I, added to LGBT (lesbian, gay, bisexual, and transgender), are abbreviations for queer and intersex and appear in this following text when referenced in quotations or organizational program and mission descriptions.
Standing fabulously high in four-inch heels, Robert Guy was one of about 20 participants and hundreds of audience members who kicked off the first “Appropriate Attire” fashion show in November 2009, at Spelman College, the historically black women’s college in Atlanta, Georgia.

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

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

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

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

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

1 As identified in the report Out in the South by Funders for LGBTQ Issues.
Reauthorization of VAWA, on March 7, 2013, included protections for LGBT survivors of intimate partner and sexual violence, who face major barriers to safety and have historically been denied access to domestic violence shelters. It explicitly protects transgender individuals who are among the most visible targets of LGBT violence.

“The possible precedent is huge,” says Chai Jindasurat of the New York City Anti-Violence Project (AVP), noting that this was the first time in which a statute passed by Congress had explicit nondiscrimination passages covering LGBT people. In 2013, 13 of the 18 anti-LGBT homicides reported to the National Coalition of Anti-Violence Programs by organizations in 14 states and Puerto Rico were of transgender women. Almost 90 percent of the homicide victims were people of color.

The effects of unstable and informal employment for trans individuals adds to the scarcity of funding for organizations serving this community, says Gabriel Foster, cofounder of the Transgender Justice Funding Project and a participant at the Arcus National Transgender Advocacy Convening in November. (For photos of other participants, see right-hand column of this page and following page). In 2013, the organization made grants to 22 groups, including the TransLatin@ Coalition, whose report Transvisible: Transgender Latina Immigrants in U.S. Society, shows that the United States is a high-risk destination for the majority of trans Latinas who leave their countries of origin due to high levels of violence.

Some 57 percent of the 101 women surveyed found it “very difficult” to access secure and well-paid employment, and 34 percent were employed in the sex industry. “Transphobia manifests in so many different ways,” says TransLatin@ founder and president Bamby Salcedo. “What’s really important is for our community to be recognized and protected officially, by government and by employers, as individuals with human rights and civil rights.”

 Granny Support 

Spelman College $625,000*
Black Youth Project 100 (a program of the Center for the study of Race, Politics, and Culture, University of Chicago) $100,000
Southerners On New Ground $500,000
New York City Anti-Violence Project $400,000

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

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

Sousa-Rodriguez felt “heartbroken and afraid” as life without residency papers grew into a maze of snags and obstacles. Florida law barred him, for example, from driving a car, borrowing library books, or qualifying for in-state college tuition fees. His adjustment to undocumented U.S. life grew more complicated as he realized the importance of remaining silent about his sexual orientation: “I was worried about coming out, getting kicked out of my house, going to a shelter, and not having an I.D. because I didn’t have papers,” he says.

The U.S. undocumented population, estimated at as many as 11 to 12 million, shares the daily risk of deportation as a result of minor infractions, such as driving without a license—which only 11 states allow those without legal residency to obtain.2 Among this population are an estimated 267,000 LGBT adults, who face the additional dangers of being fired at work or evicted from their homes in approximately 30 states where no legal protections from anti-LGBT discrimination exist in employment or housing.

Sousa-Rodriguez began to embrace his dual identity when he joined a movement of student “Dreamers—young people brought to the country as children without legal status: ‘We found strength with each other,’” he says, adding, “I came out as gay to my family.”3

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1. Source: National Immigrant Law Center, March 2014
Having participated in the 2010 Trail of Dreams march to end deportations of youth and families and in support of legislation, known as the DREAM Act, that would allow provisional residency to undocumented students, Sousa-Rodriguez recalls: “Something beautiful came out of something horrible.”

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

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

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

Following graduation, Sousa-Rodriguez was hired by the national LGBTQ social-justice organization GetEQUAL and became a codirector. In 2013, he was accepted to the inaugural class of the Arcus LGBT Leadership Initiative (see next page) and a year later he joined United We Dream, the nation’s largest immigrant-youth–led organization. He presented at United We Dream. Sousa-Rodriguez had risen in 2007 to become the student government president of the 40,000-student Wolfson campus of Miami-Dade Community College, where he spoke openly about both his immigrant status and sexual orientation.

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

The Arcus LGBT Leadership Initiative (ALLI) was launched in 2013 to maximize the caliber, connectedness, and impact of leaders who are advancing LGBTQ equality in the United States by enhancing their skills and collaboration. Grants totaling $114,600 were awarded under the initiative during the year.
Anastasia Smirnova stepped into the media spotlight to bring attention to Russia’s brutal crackdown against its LGBT population in 2013. Risking her safety and security in the run-up to the 2014 Sochi Olympics, Smirnova stayed put.

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

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

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

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

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

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

With LGBT refugees also crossing into Jordan, Senegal, and Turkey—from severely repressive neighboring countries—ORAM held trainings in these countries in 2013 for about 300...
The Organization for Refuge, Asylum & Migration created LGBT-friendly posters to be displayed at refugee-service offices and ports of entry.


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

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


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

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

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

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

**Knowledge and Rights with Young people through Safer Spaces

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

Council for Global Equality

$850,000

ILGA Europe

$10,000

Organization for Refuge, Asylum, and Migration (OAR) $400,000

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

American Jewish World Service $1,028,000

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

Global Fund for Women $557,500

Total to end of 2013 $16,171,500

You are safe here

LGBT activists worldwide risk lives and livelihood to claim rights

Homosexuality is illegal in 78 countries

Source: International Lesbian, Gay, Bisexual, Trans, and Intersex Association. *This list represents the most accurate assessment as of December 31, 2013; however, laws in some countries were pending at press time.

*The use of an asterisk with the word trans indicates inclusion of multiple identities, for example, gender-queer or gender nonconforming.
Pope Francis’ words “Who am I to judge?” in July 2013 raised hopes, not least among LGBT Catholics and people of faith worldwide, for greater acceptance of homosexuality within the world’s largest Christian denomination, comprising one-sixth of the world’s population.

“We’ve hit a tipping point where many Catholics no longer see church officials as the center of the church,” says Marianne Duddy-Burke of DignityUSA, an organization based in Medford, Massachusetts, that promotes acceptance of LGBT people within the Catholic church. “[They] are claiming the power of their own beliefs and... embracing their LGBT members,” says Duddy-Burke, citing resistance growing among some priests who quietly refused orders to preach against marriage equality in recent years.

“Exclusion haunts our community members and affects their spirit,” says Chris Paige, executive director of Transfaith, which developed and piloted a suicide-prevention learning model in 2013 to enable religious communities to better serve their trans and gender nonconforming members. Baptist clergy also stepped forward during 2013 in some of the world’s least LGBT-accepting countries, including at least 10 in Africa, according to the Association of Welcoming and Affirming Baptists (AWAB), made up of churches that welcome all regardless of sexual orientation and gender identity.

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

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

Fearing the domino effect that these new laws could have, and seeing that the roots of their justification are often found in interpretations of sacred texts, Rev. Michael Kimindu of Other Sheep Afrika launched in 2013 a series of dialogues with Kenya-based Christian and Muslim religious leaders. Among the issues raised in the seminars were mental-health and substance-abuse problems that LGBT isolation can lead to, a growing concern among Muslim leaders in Kenya, including the 252 participants who attended the seminars.

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

“The Koran is whispered into a newborn’s ear. It becomes a part of your DNA,” says El-Hajoui. “When you don’t feel like you can be your whole self with the people who are meant to love and protect you, it’s verydamaging.”

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

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

“I think change has to come,” El-Hajoui says. “Culturally, we’re moving very fast.”

**GRANTEE SUPPORT**

- **Total to end of 2013**
  - DignityUSA $626,000
  - Transfaith (Interfaith Working Group) $8,100
  - Association of Welcoming & Affirming Baptists $70,000
  - Other Sheep Afrika $40,000
  - Muslims for Progressive Values $10,000
### Grants Awarded in 2013

**Social justice program**

For full descriptions of the scope and objectives of these grants see: [www.arcusfoundation.org/grantees](http://www.arcusfoundation.org/grantees)

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*For more information about program areas, see arcusfoundation.org/what-arcus-supports/social-justice-lgbt*

**International human rights**

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*An additional $90,000 in grants was awarded through the International Human Rights program to organizations whose names are excluded from this list due to security concerns.*
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</tbody>
</table>
### Grants Awarded 2013*

<table>
<thead>
<tr>
<th>Grants Awarded</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$30,256,885</td>
<td>Grants Awarded</td>
</tr>
<tr>
<td>$8,897</td>
<td>Employee Match and Gifts</td>
</tr>
<tr>
<td>$11,507,050</td>
<td>Operating Expenses</td>
</tr>
<tr>
<td>$41,763,935</td>
<td>Total Expenses</td>
</tr>
</tbody>
</table>

*Reflects decreases of grants awarded in prior years.

### Grants and Operating Expenses 2013

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Operating Expenses</td>
<td>$11,507,050</td>
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<tr>
<td>Grants Awarded</td>
<td>$30,256,885</td>
</tr>
<tr>
<td>Total</td>
<td>$41,763,935</td>
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</table>

### Consolidated Statement of Financial Position

As of December 31, 2013

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$17,850,880</td>
</tr>
<tr>
<td>Accrued interest and dividends</td>
<td>184,981</td>
</tr>
<tr>
<td>Due from investment managers</td>
<td>1,598,808</td>
</tr>
<tr>
<td>Prepaid federal excise tax</td>
<td>342,692</td>
</tr>
<tr>
<td>Property, equipment, and leasehold improvements (net)</td>
<td>1,266,148</td>
</tr>
<tr>
<td>Investments</td>
<td>150,537,152</td>
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<tr>
<td>Program-related investment</td>
<td>193,323</td>
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<tr>
<td>Other assets</td>
<td>541,588</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$172,923,093</td>
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</tbody>
</table>

#### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants payable (net)</td>
<td>$22,645,054</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>1,929,983</td>
</tr>
<tr>
<td>Deferred federal excise tax</td>
<td>310,000</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>669,517</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>$26,354,648</td>
</tr>
<tr>
<td>Net Assets</td>
<td>147,988,452</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$172,923,093</td>
</tr>
</tbody>
</table>

#### Staff and Board

**Executive Members**

- Kevin Jennings: Executive Director
- Annette Lamouge: Vice President, Strategic Initiatives and Great Apes Program
- Jason McGill: Vice President, Social Justice Programs
- Thomas W. Nichols: Vice President, Finance and Operations
- Cindy Rizzo: Vice President, Impact and Learning
- Rachel Kimber: Grants Manager
- Roz Lee: Special Justice Initiatives Director
- Erica Lim: Social Justice Program Coordinator
- Andy Marra: Communications Manager
- Stephanie Myers: Online Communications Manager
- Sebastian Naidoo: Global Media Director

**U.S. Social Justice Program Directors**

- Desiree Flores
- Linda Ho

**Global Religious Programs Directors**

- Ericka Novotny
- Jennifer Tierney

**Social Justice Programs Directors**

- Rachel Wood

**Special Assistant to the President**

- John Stryker: Founder and Board President

**Board Members**

- Jon Stryker: Founder and Board President
- Stephen Bennett: Board Member
- Evelyn M. Hammonds: Board Member
- Janet Muck: Board Member
- Catherine Pino: Board Member
- Jeff Trandahl: Board Member
- Darren Walker: Board Member
- Sandor Johnson: Controller
- Cheryl Kimber: Grants Manager

**Social Justice Program Coordinator**

- Ericka Novotny: Grants Management Director

**Social Justice Program Assistant**

- Jennefer Tierney: Human Resources Director

**Social Justice Program Manager**

- Rachel Wood: Finance and Operations Manager

**Social Justice Program Coordinator**

- Eileen Young: Office Coordinator

**Social Justice Program Coordinator**

- Linda May: Global Media Director

**Social Justice Program Coordinator**

- Adam Phillips: Global Media Director

**Social Justice Program Coordinator**

- Halina Rainer: Global Media Director

**Social Justice Program Coordinator**

- Marie Stevenson: Program Associate | UK Office Manager