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

2. Letter from Jon Stryker
3. Letter from Jason McGill & Annette Lanjouw

GREAT APES & GIBBONS
10. Logging Threats Continue in World’s Most Diverse Great-Ape Habitat
12. Drone Maps Offer New Hope for Sierra Leone Chimps
14. Sumatra Conservationists Win Victory in Orangutan Habitat
16. 2017 Great Apes & Gibbons Program Grantees

SOCIAL JUSTICE
20. Activists Take Bold Steps to Bring Rights Home
22. Faith Leaders Call for “Golden Rule” of Mutual Respect
24. Immigrants, Trans Rights Groups Stand up to U.S. Backlash
26. 2017 Social Justice Program Grantees

30. Financials
32. Board & Staff
Dear Friends

The presentation of this report marks one of the most reflective times of the year for me. I think back, look forward, and contemplate where we are right now. Like most architects, when I walk into almost any built environment, I can hardly stop myself from scrutinizing how things are and dreaming about how they could be. (Perhaps it is an incurable affliction?)

So, when I decided to begin work in conservation and social justice 18 years ago, I naturally assumed that same mind frame. I was sure we could figure out ways to transform this world into something different and better—more equitable, more democratic, more beautiful. We really had no idea exactly what changes Arcus could effect, nor how long it would take, but the amazing team at Arcus never doubted we would make a significant difference and that we had a clear responsibility to give it all we had.

I still believe we are making huge strides in social equity and conservation although every year I am reminded that fighting for these causess can be a very long game. A big part of my conviction that things are improving is due to the amazing changemakers working on the frontlines and especially at the grassroots—comrades whom we have been honored to get to know and support. I believe we should celebrate them, and we feature many of them in this report. We can and should be incredibly proud of our movement’s accomplishments and the individuals who have risen to the forefront of this life-changing work.

Over the past years, we have been alternately bolstered by new milestones and challenged by setbacks across both our mission areas. We have ample reason both for optimism and concern. A recent Williams Institute study found that since 1980 more than a third of the world’s countries have become more accepting of LGBTQ people, while about a quarter have perceived as a retreat from human rights protections in the United States. She pointed out that movements in places like Kenya—one of the countries where the Williams Institute noted a decline in acceptance—need models of success to point to as they educate and campaign in East Africa. Our exchange reaffirmed just how fleeting or tenuous change can be—and how a small victory here inspires another victory there.

Last year, the foundation completed a strategic review of our LGBTQ programs—reflecting on the character of Arcus, our desired impact, and the strategies we should pursue. I am grateful to the team, but particularly to Annette Lanjouw and Jason McGill, our amazing co-executive directors, who did a fantastic job leading that process. As a result, Arcus’ Social Justice team will now be focusing our domestic LGBTQ work across the southern United States, and our international work in eastern and southern Africa, Central America, Mexico, and the Caribbean. In these regions, we believe that our knowledge, experience, and networks will make the greatest impact.

With the past to inform us and our values to guide us, we will not be deterred. Our board, staff and grantee partners are, more than ever, cohesive, global and strategic. We share the will and imagination to see our mission through. We can envision a world more beautiful, equitable and just—and we are as determined as ever to realize that vision.

Jon L. Stryker, President and Founder

Dear Friends

We’re pleased to share our 2017 annual report. In a difficult year, it’s important to take stock and acknowledge the challenges we’ve faced while remaining confident in the unflagging commitment of those around the world who stand up to deeply rooted prejudice and strong opposition, to realize our shared vision for social justice and conservation.

In our social justice work, Arcus focuses on improving the lives of some of the world’s most marginalized LGBTQ people, including transgender communities, ethnic and racialized groups, the young and old, immigrants, and others. We are neighbors, entwined in each other’s families, communities, and ecosystems—our lives contingent on the planet’s finite resources.

We have long known that for those most marginalized in LGBTQ communities, more survival can require a daily struggle against poverty, violence, and social rejection. Our recently revised strategy thus centers on fostering deeper and longer-term partnerships with our movement through interconnected goals (See pages 4–7). The fact that nearly half the world’s human population lives in systemic poverty only reinforces for us that we must also partner with other movements.

Whether in the United States, where a “family separation” immigration policy was being reversed as we went to press, or elsewhere, reformers and activists have used our lessons and models to push for change. Our exchange with activists, funders, and others in the southern United States, including many border states; across Mexico, the Caribbean, and Central America; and in East and southern Africa.

Ensuring safety from persecution—whether within or outside one’s national borders—is one of three goals of the revised LGBTQ strategy. It’s also the aim of several individuals we profile in this report, including Johlerina Timbo of Windhoek, Namibia, and Daronesha Duncan of Birmingham, Alabama—both mobilizing resources to ensure an end to transphobic bullying, violence, and discrimination—and Joshua Salhotra, challenging at widely held prejudices that fuel violence against lesbian, trans, and intersex people in Southern Africa.

What unites them is that they saw a need, took action, and refused to subscribe to the impossible. Seeing the possible in the face of daunting odds is what drives these engaged and committed individuals and inspires us every day to support their work.

No less dramatic are major land conversion and infrastructure projects that are encroaching upon the developing world’s forests and posing threats to the wildlife and people there. These forests include the habitats of great apes and gibbons across Southeast Asia and tropical Africa. These projects lead to significant loss of tree cover and fragmentation of habitats, posing further threats to apes, who face continued displacement or long periods in captivity.

In this report, you’ll meet Tatyana Humle, a researcher at the University of Kent, who is using drones in Borneo to track the behavior of chimpanzees living within or close to agriculture sites. You’ll also read about the country’s Tegucigalpa Chimpanzee Sanctuary, a safe haven for displaced chimps, that works with surrounding communities to help foster respect for the non-human apes in their midst.

Also in these pages is a focus on a consortium of organizations in Democratic Republic of the Congo, holding fast to a moratorium on logging that protects one of the most important rainforest habitats of the bonobo. And you’ll learn, in a preview of content from the latest volume in the State of the Apes series, about a conservation success in averting the potential impact of a large-scale power plant on the Sumatran orangutan, of whom only 6,000 to 8,000 individuals remain.

We urge you to get involved in the conservation and social justice movements you read about in these pages by joining our online communities or visiting arcusfoundation.org/partners where you’ll find links enabling you to support a broad range of our partners in their efforts toward a world where we live in harmony with one another and our environment.
We believe that respect for diversity among peoples and in nature is essential to a positive future for our planet and all its inhabitants.

We partner with experts and activists—brave advocates for change—who push boundaries and confront tough challenges.

Together, we learn from each other and take bold risks on groundbreaking ideas that drive progress toward a future of respect and dignity for all.
We work to:
- Reconcile socioeconomic development and conservation activities in the landscapes where great apes and gibbons live.
- Improve respect for and recognition of the intrinsic value of apes and improve their care and treatment in captivity.
- Build an integrated and coordinated ape conservation movement.
- Grow recognition and consideration of apes in larger, adjacent conservation movements.

The Arcus Foundation is among the largest and most consistent funders of efforts to ensure our fellow apes can thrive—living full lives on their own terms in their natural habitats.
Great Ape Habitat

Democratic Republic of the Congo (DRC) is home to the world’s most diverse population of great apes and is the only country where bonobos live.

The future of a 16-year logging ban on some of DRC’s pristine rainforests was uncertain in July 2018. The country’s environment minister, earlier during the year, granted more than 2,500 square miles for concessions in the Cuvette Centrale region (see map) within proximity of the country’s critically endangered bonobos.

“Lifting the moratorium on new logging licenses would be seen as one of the single biggest threats to ape populations in the Congo Basin.”—Simon Counsell, executive director, Rainforest Foundation UK, one of 50 groups that signed a letter opposing changes to a 2002 logging moratorium.

“Lomako’s bonobo populations are a very easy target, not only for local communities, but for workers at the logging concession.”—Charly Facheux, vice president, policy and program implementation in West and Central Africa, the African Wildlife Foundation

A bonobo wanders close to a logging concession in Yakata, northern DRC.
Drone Maps Offer New Hope for Sierra Leone Chimps

- More than half of Sierra Leone’s roughly 5,500 western chimpanzees, all classified as critically endangered, live outside protected areas. More than 80 percent of their Sierra Leone range is suitable for oil palm cultivation.

- Tacugama Chimpanzee Sanctuary, currently caring for 81 individuals, was set up in the mid-1990s as a home for chimpanzees who survived poaching or were being kept as pets.

“I remember Reggae being very shy ... but she adjusted to the group very well.”
--- Rosa Garriga, veterinarian and conservation researcher, Tacugama Chimpanzee Sanctuary, Sierra Leone

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“I remember Reggae being very shy ... but she adjusted to the group very well.”
--- Rosa Garriga, veterinarian and conservation researcher, Tacugama Chimpanzee Sanctuary, Sierra Leone

“The drone gives us much more data and more quickly on chimpanzee numbers and behavior. We can use that kind of data for effective land use and conservation planning.”
--- Dr. Tatyana Humle, senior lecturer in conservation and primate behavior, University of Kent, United Kingdom

“Drone Maps Offer New Hope for Sierra Leone Chimps.”

--- Dr. Tatyana Humle, senior lecturer in conservation and primate behavior, University of Kent, United Kingdom

See endnotes on inside back cover.

arcus.link/chimpdrone
**Sumatra Conservationists Win Victory in Orangutan Habitat**

“The threats have never been so severe for the last place on earth where orangutans, rhinos, tigers, and elephants still live together in the wild.” —Panut Hadisiswoyo, director, Orangutan Information Centre, Sumatra, Indonesia

Members of national and provincial governments in Indonesia cancelled plans in August 2017 for construction of a large-scale geothermal plant on the Kappi plateau, in the heart of the Leuser ecosystem, home to the critically endangered Sumatran orangutan.

The Orangutan Information Centre and Forest, Nature and Environment of Aceh were among a group of conservationists who called, at a UNESCO World Heritage Committee meeting in July 2017, for the project to halt.

Members of the group Protesters demand protection of Leuser Ecosystem in Aceh.

Kelly, a female Sumatran Orangutan, approximately 18 years old, hangs from the canopy, eating ants.

Arcus.link/sotavol3

LEARN MORE

The Kappi plateau geothermal plant is one of several case studies presented in the upcoming third volume of State of the Apes, Infrastructure Development and Ape Conservation.
### 2017 Great Apes & Gibbons Program

**CONSERVATION OF APES**

- **Global Financial Integrity**
  - Washington, DC: $75,000
- **International Union for Conservation of Nature**
  - Geneva, Switzerland: $150,000
- **Legal Atlas, The**
  - London, United Kingdom: $125,400
- **Liverpool John Moores University**
  - Liverpool, United Kingdom: $300,000
- **Max Planck Society for the Advancement of Science**
  - Leipzig, Germany: $100,000
- **Mountain Gorilla Veterinary Project**
  - Davis, CA: $230,000
- **Nature Conservancy, The**
  - Arlington, VA: $450,000
- **University of Kent**
  - Canterbury, United Kingdom: $31,300
- **Whitney Fund for Nature**
  - London, United Kingdom: $350,000
- **World Wildlife Fund**
  - Washington, DC: $200,000

**APES IN CAPTIVITY**

- **Sanctuary Federation (GFAS)**
  - Phoenix, AZ: $110,000
- **Friends of Bonobos**
  - Sandakan, Malaysia: $500,000
- **Chimp Haven**
  - Keithville, LA: $500,000
- **Center for Great Apes**
  - Centered on Apes.org: $250,000
- **Animal Protection of New Mexico (APNM)**
  - Albuquerque, NM: $20,000

**SPECIAL GRANTMAKING**

- **Tacugama Chimpanzee Sanctuary**
  - Freebown, Sierra Leone: $75,000
- **Pan African Sanctuaries Alliance (PASA)**
  - Portland, OR: $20,000
- **Alliance (PASA)**
  - Bilingam, Cameroon: $400,000
- **Center for Great Apes**
  - San Rafael, CA: $40,000
- **International Animals Rescue (IAR)**
  - Tamansari Ciapus, Indonesia: $450,000
- **Rescue Indonesia**
  - Kuching, Malaysia: $3,700
- **In Defense of Animals (IDA)**
  - San Rafael, CA: $40,000
- **PETA (People for the Ethical Treatment of Animals)**
  - Norfolk, VA: $100,000
- **Nonhuman Rights Project (NHRP)**
  - New York, NY: $100,000
- **Pan African Sanctuaries Alliance (PASA)**
  - PanAfricanSanctuaries.org: $20,000

### Additional Grants

An additional $187,000 in grants was awarded under the Great Apes & Gibbons program to organizations whose names are excluded from this list due to security concerns.
The Arcus Foundation is among the largest and most consistent funders of LGBTQ causes around the world. We work to:

- Support those most marginalized in LGBTQ communities.
- Reduce rates of anti-LGBTQ violence, particularly for those most affected, such as trans people of color and immigrants.
- Advance policy, protections and social change, including acceptance of LGBTQ people in faith communities.
Activists Take Bold Steps to Bring Rights Home

“Growing up, I didn’t have hope ... I didn’t have anybody to talk to. Setting up an organization where people can call and get comfort, get emotions out and feel safe in itself is a great achievement.”
— Jholerina Brinette Timbo, founder, Wings to Transcend, Windhoek, Namibia

“We believe in the potential of media changing people’s thoughts, perceptions, knowledge, and behavior. When we are the ones telling our own stories, there’s a lot of power in that.”
— Joshua Sehoole, advocacy manager, Iranti, a Johannesburg-based lesbian, trans, and intersex support organization.

- Trans and gender-diverse human rights defenders welcomed a World Health Organization announcement, in June 2018, that it had removed all trans-related categories from its international classifications of mental and behavioral disorders.
- 2,609 murders of trans and gender diverse people were reported in 71 countries between 2008 and 2017, according to the Trans Murder Monitoring project. A majority of the 325 reported during 2017 occurred in Brazil (171), Mexico (56), and the United States (25).
- Ghana and Kenya were among the world’s top five countries least accepting of LGBT people and rights that showed greatest decreases in levels of acceptance, according to a study released in March 2018 comparing two periods within the last 15 years.
Faith Leaders Call for “Golden Rule” of Mutual Respect

“I’m Jewish by my mother, a baptized Catholic, and I’ve read Buddhism. If we embrace our humanity at the core, we see that what we share far outweighs our differences.” – Tuisina Ymania Brown, who identifies as Fa’afafine from the island nation of Samoa, is co-chair of the Global Interfaith Network and took part in a multifaith gathering at the United Nations in New York.

Faith leaders from a range of religious backgrounds came together in October 2017 for the first time at the United Nations in New York to call for application of the reciprocity principle to LGBTQ acceptance: “Treat people as you would have them treat you.”

The U.S. Supreme Court in June 2018 ruled in favor of a Colorado baker who refused on religious grounds to make a wedding cake for a same-sex couple, sustaining uncertainties around when “religious liberty” can be used to deny rights.

Faith Leaders Call for “Golden Rule” of Mutual Respect

Rev. Ecclesia de Lange decided in September 2017 against pursuing legal action against South Africa’s Methodist church, which expelled her after her marriage to her same-sex partner. She turned her attention to grassroots organizing as director of Inclusive and Affirming Ministries.

A Refuge for Those Cast Out

iThemba Lami, meaning “hope” in the Xhosa language, provides refuge and counseling for those exiled by homophobia and transphobia. The safe house, including a soup kitchen that feeds hundreds daily, was built by Inclusive and Affirming Ministries in the impoverished neighborhood of Gugulethu, Cape Town, South Africa.
"In the Deep South, the Bible Belt, if you’re black or brown and you’re a trans woman, you’re outcast from the community. We face so much discrimination and hate, but folks don’t understand how critical it is to have TAKE, a specific space for trans women of color."

— Daroneshia Duncan, founder, Transgender Advocates Knowledgeable and Empowering (TAKE), Birmingham, Alabama

Social and racial justice, reproductive health, immigrant and civil rights groups, and local and state-level political campaigns joined forces during 2017 and 2018 in response to multiple LGBTQ-rights rollbacks in the United States, including the withdrawal of federal protections for trans students in public schools and trans employees in the workplace and the reinstatement of a ban on trans military personnel. As of June 2018, the number of transgender elected officials had doubled to more than 10.

22 trans women of color were murdered in the United States in 2017, making them the single most targeted group among the recorded 52 LGBTQ homicides, according to the Anti-Violence Project. Nearly half of the 52 murders took place in four states: Texas, Georgia, Louisiana, and Florida.

LGBT immigrants were being held in U.S. detention facilities for long periods of time, in unsafe conditions, and at far greater risk of sexual violence than the general population, according to May 2018 data.

"We’re among 11 million in the United States caught in a system that separates us into a sub-class who are not afforded those promises that make this country famous. We just want relief so we can live our lives without the fear of deportation hanging over our heads."

— Marco Antonio Quiroga, program director, Contigo Fund, resident of Orlando, Florida, and recipient of temporary relief under the 2012 legislation called Deferred Action for Childhood Arrivals (DACA).
### Grants 2017 Social Justice Program

**US Social Justice**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
<th>Amount</th>
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<tr>
<td>ARCUS Foundation</td>
<td>New York, NY</td>
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<tr>
<td>Forward Together for2020</td>
<td>Oakland, CA</td>
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<td>HRC - Human Rights Campaign Trust</td>
<td>New York, NY</td>
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<td>Equality Athletics</td>
<td>New York, NY</td>
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<tr>
<td>Freedom for All</td>
<td>New York, NY</td>
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<tr>
<td>National LGBTQ Task Force</td>
<td>Washington, DC</td>
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<td>National Public Radio</td>
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<td>Small Grants Fund</td>
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<td>United We Dream</td>
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<td>United Way Worldwide</td>
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<td>Equality and Justice</td>
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<td>Freedom Center for Social Justice</td>
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<td>Global Ministries</td>
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<td>Transgender Action Center</td>
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<td>Transgender Action Center</td>
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<td>International Human Rights Fund</td>
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<td>American Psychological Association</td>
<td>Washington, DC</td>
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<td>ARC International</td>
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<td>Association for the Prevention of Torture</td>
<td>Geneva, Switzerland</td>
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<td>Organization for American States</td>
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<td>Pan-American EGA</td>
<td>San Francisco, CA</td>
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**Grants Initiative**

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<td>Advocates for Transgender People</td>
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<td>Interfaith Working Group</td>
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<td>Horizons Project</td>
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<td>Pipeline Project</td>
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<td>Project Youth</td>
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<td>Southsiders on New Ground Project</td>
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<td>True Colors Fund</td>
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<td>Tyler Clementi Foundation</td>
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<td>United We Dream Anti-Violence Project</td>
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<td>University of California</td>
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**Social Justice Initiatives**

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MANERELA+ facebook.com/MANERELA Litongwe, Malawi $50,000
Many Voices manyvoices.org Washington, DC $75,000
Muslims for Progressive Values muslime.org Los Angeles, CA $200,000
Muslim Women’s Network UK muituk.co.uk Birmingham, United Kingdom $175,000
New Ways Ministry newwaysministry.org Mount Rainier, MD $35,000
Pacific School of Religion parirenyo.org Berkeley, CA $45,000
$95,000
Pembizo Christian Council facebook.com/pembizochristian. council Nairobi, Kenya $98,000
Political Research Associates politicalresearch.com Somerville, MA $150,000
Protests Fund protestsfund.org Amherst, MA $300,000
Public Religion Research Institute prri.org Washington, DC $250,000
Reconciling Ministries Network rmnetwork.org Chicago, IL $100,000
Religion Newsletters Foundation religionnewes.com Washington, DC $100,000
Religious Institute religiousinstitute.org Bridgeport, CT $100,000
Rocky Mountain Conference United rmcmusic.org Greenwood Village, CO $100,000
Soulforce soulforce.org Abilene, TX $100,000
Star King School for the Ministry sksinstitute.edu Berkely, CA $145,000
Union Theological Seminary utnyu.org New York, NY $175,000
Western Cape Provincial Council of Churches wcpc.org Cape Town, South Africa $150,000
Yeoville A. Funder Foundation radicalinclusive.org Oakland, CA $150,000
ZANERELA+ zanere.org Lusaka, Zambia $75,000
SPECIAL GRANTMAKING
Association of Black Foundation Executives abfe.org Washington, DC $50,000
Forward Together forwardtogether.org Oakland, CA $50,000
Foundation Center foundationcenter.org New York, NY $50,000
Food and Friends foodandfriends.org Washington, DC $50,000
Highers Heights Leadership Fund highersheightsleadershipfund.org Washington, DC $50,000
Intersections International intersectionsinternational.org Utrecht, Netherlands $20,000
Interfaith Alliance Foundation interfaithalliance.org Washington, DC $150,000
Interfaith Matters (Interfaith Voices) interfaithvoices.org Washington, DC $150,000
Inner Circle, The innercircle.org.za Johannesburg, South Africa $100,000
Interfaith Alliance Foundation interfaithalliance.org Washington, DC $150,000
International Fellowship of Reconciliation Richmond, Virginia $50,000
Intersections International intersectionsinternational.org New York, NY $100,000
LEARN MORE
arcus.link/partners

An additional $176,900 in grants was awarded under the Social Justice Program to organizations whose names are excluded from this list due to security concerns.
### Financial Position

**As of December 31, 2017**

#### Assets

- Cash and cash equivalents: **$10,464,437**
- Accrued interest and dividends: **$267,692**
- Due from investment managers: **$2,017,373**
- Prepaid federal excise tax: **$8,050**
- Property, equipment, and leasehold improvements (net): **$1,133,440**
- Investments: **$195,942,301**
- Other assets: **$438,803**

**Total Assets:** **$210,272,096**

#### Liabilities

- Grants payable (net): **$16,641,941**
- Accounts payable and accrued expenses: **$665,865**
- Deferred federal excise tax: **$2,020,000**
- Deferred rent: **$742,601**

**Total Liabilities:** **$20,070,407**

**Net Assets:** **$190,201,689**

**Total Liabilities and Net Assets:** **$210,272,096**

---

#### Grants and Operating Expenses 2017

- Grants Awarded: **$40,168,774**
  - U.S. Social Justice: **$4,135,000**
  - International Human Rights: **$5,198,681**
  - Social Justice Initiatives*: **$3,940,000**
  - Global Religions: **$4,430,000**
  - U.S. Social Justice: **$4,135,000**
  - Global Religions: **$4,430,000**
  - Conservation of Apes: **$5,891,461**
  - Well Being of Apes in Captivity: **$4,909,850**
  - Special Grantmaking**: **$387,280**

**Operating Expenses:** **$4,211,400**

**Programmatic Expenses:** **$7,065,102**

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*The majority of this grantmaking supports trans-related organizations.

**Additional grants intended to enhance program strategy**

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[arcus.link/grantmaking]
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Eileen Young  
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ENDNOTES

1 According to a 2010 census carried out by the Tacugama Chimpanzee Sanctuary.

2 Wich et al., 2014, cited at www.iucn.org

3 A project of Transgender Europe: https://transrespect.org/en


5 Williams Institute at the University of California, Los Angeles: Polariated Progress – Social Acceptance of LGBT People in 141 Countries 1991 to 2014.

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