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The abbreviation LGBTQI—referring to Lesbian, Gay, Bisexual, Transgender, Queer/Questioning,
and Intersex persons—appears in various forms and combinations throughout this report depending
on its use by the organization(s) referenced.
I. Introduction

This is the third annual Arcus Social Justice Program evaluation report, providing updates on specific strategy-related outcomes identified in 2021, perspective on data and information acquired during the year, and an in-depth look at our work supporting Increased Safety, a key goal area in the program’s strategy. The section devoted to increased safety examines our implementation to date, what we’re learning, and how the team is adjusting our approach-based on a reassessment of assumptions articulated when the strategy was designed. The report, which focuses exclusively on work conducted in 2021, also includes a section on the continued impact of the SARS-COVID-19 pandemic—how grantees and the communities they represent pivoted, adjusted, and even took advantage of new opportunities.

As with previous annual evaluation reports, we provide grant data that help us determine whether our financial investments are advancing our strategy, in alignment with our focus on priority themes and geographic regions, and whether we are indeed resourcing LGBTQ communities that are most impacted by structural and systemic inequities. In 2023, our evaluation process and a resulting report will provide a more detailed assessment of the first five years of implementing the current 10-year strategy. In that report, we will compare outcomes achieved against original baselines, provide a thorough review of our indicators (i.e., measures) along with any recommended changes, and reassess the appropriateness of our geographic priorities to consider whether we have been able to adequately assist in building and resourcing an effective LGBTQ movement in a given location. This will be a mid-point “deep dive”, as we refer to the process, but not a rearticulation of the strategy as a whole.

1 The Social Justice Program previously used the term “those most pushed to the margins” to define these priority populations, which typically include those who are Black, Indigenous, and People of Color (BIPOC), transgender, and migrant/asylum-seeking, among others, depending on the context.
The Arcus Social Justice Strategy

LGBTQ people, and particularly those most impacted by systemic and structural inequities, are at risk of discrimination and violence around the world. Arcus has focused on LGBTQ people in specific regions of significant need, and where there is an opportunity for change—not only where threats to the lives of LGBTQ people are acute, but also where the foundation can make a difference based on our knowledge, contacts, and partners on the ground. We place a significant emphasis on LGBTQ people of color, trans communities, refugees, and those living at the intersections of these identities, because of the particular challenges and difficulties they face. These are some of the most marginalized communities who are thus under the greatest threat of violence and discrimination.

Our consultations with leaders in the field, as well as learning from our own work in LGBTQ social justice since the foundation’s inception, led us to focus on three goals: increased safety, increased protections and the curtailing of harmful policy, and increased acceptance and inclusion. All three together are necessary ingredients for LGBTQ people to live authentic lives with dignity.

Goal Areas and Cross-Cutting Strategies

1. Goals and Objectives

Within each of these goal areas, we are focused on specific objectives where we believe Arcus can contribute to change.

**GOAL 1 Increased Safety for LGBTQ People**

Across all of the geographic regions in which we fund, the safety of LGBTQ people is a critical threshold issue. Without safety, it is difficult, if not impossible, for LGBTQ communities to gain visibility, power, and influence in order to advocate for protections and inclusion. To increase safety, our Theory of Change posits that (a) gathering and using documentation of hate violence and discrimination, especially when disaggregated by race and gender identity, will enable both advocates and public officials to better understand the extent of the problem, and those most impacted, and underscore the need to address the issue through legal and community-generated means; (b) protecting, empowering, and advocating for those most impacted by a lack of safety, while they are unable to take a proactive role themselves, will enable them to do so since they are in the best position to know what is needed to keep them safe; and (c) supporting community-generated safety initiatives that determine whether it is in their best interests to work with, against, or separate from criminal justice and legal systems will enable communities to design and implement programs that best respond to their own safety-related needs and local contexts.

**GOAL 2 Increased LGBTQ-Affirming Protections**

Policy change is a necessary ingredient for promoting safety, acceptance, and the ability of LGBTQ people to thrive. This work involves advocacy for positive protections, such as nondiscrimination and identity-document changes, as well as organizing to curtail harmful policy proposals such as religious exclusions or restrictions on transition-related healthcare. Our Theory of Change posits that to increase protections, LGBTQ and allied communities need to engage in (a) base-building and mobilization in order to build the kind of power and influence for their policy goals that can both increase public support and create necessary pressure for public officials to advance positive policy change and stop the enactment of regressive measures; (b) grassroots, “grasstops,” and media advocacy that enables both experts and members of the base to educate and engage with policymakers and educate the public through media; and (c) strategic litigation in both the United States and increasingly in Global South countries and regions to promote positive policy and stop harmful measures through establishing legal precedent.

**GOAL 3 Increased Acceptance and Inclusion of LGBTQ People**

The Social Justice Program is working to increase acceptance and inclusion by focusing on two objectives for which we have seen positive outcomes throughout our decades of work. Our Theory of Change posits that (a) increasing the visibility and influence of affirming faith leaders and faith

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2 In the U.S., the Williams Institute found that nearly half of LGBT people of color live in low-income households, transgender people are over four times more likely than cisgender people to experience violent victimization, and LGBTQI+ migrants are more likely to experience sexual assault in detention from staff and other migrants. Indigenous communities historically and systematically face violence, forced assimilation, genocide, racism, criminalization of protest, and systemic poverty. An Arcus-funded study by grantee Mexfam in Mexico surveyed 128 Muxe—gender variant people—and revealed discrimination in accessing health services (46%) and violence (41%) as the two main problems that the Muxes confront. The *Trans Murder Monitoring Project of Transgender Europe* documented 4,042 murders of trans people between 2008 and 2021 around the world (U.S. 324, Mexico 293, Honduras 112, Guatemala 60, El Salvador 58, Guyana 4, Trinidad & Tobago 1, Uganda 2); relative to a country’s total population, the worst situation in the world is in our focus country of Honduras.)
messages will help counter the narrative that faith leaders, communities, and theology are per se anti-LGBTQ and instead present visible, public examples of the ways in which people of faith and faith doctrines are able to embrace people of all sexualities and gender identities; and (b) improving the accuracy and fairness of media reporting, particularly on issues where public opinion is still fluctuating, especially with regard to promoting acceptance of transgender communities, will help provide their audiences with a more authentic picture of LGBTQ lives.

2. Cross-cutting Strategies

SUPPORT ECOSYSTEMS OF ORGANIZATIONS
It is rare that one organization by itself brings about impactful change. That is why the Social Justice Program funds ecosystems of organizations working on the same or similar issues and employing a range of tactics. Many of these groups are based in U.S. states or in countries that we have prioritized for support. Others are regional or national in scope (in the case of the United States) but are partnering with those working at the community level.

SUPPORT THE ENABLERS OF POLICY AND SOCIAL CHANGE
When taken together, the goal-level objectives described in the preceding section comprise, as a group, enablers of change: documentation, base-building and mobilization, advocacy, strategic litigation, lifting of pro-LGBTQ faith voices, fair and accurate reporting, and LGBTQ community-generated initiatives.

PROVIDE GRANTEES WITH ADEQUATE FLEXIBILITY
The opportunities and challenges presented to Arcus grantees change and shift regularly. With a new U.S. administration in 2021 have come new possibilities and threats. At the state and country levels, well-funded opponents are engaging in multi-issue culture wars that manifest in new policy proposals on a variety of issues. These threats mean that grantees must be able to pivot from promoting positive change to defeating regressive measures, for example. As a result, their funding must be flexible and sustained. Thus, when possible, the Social Justice Program provides its grantees with multiyear general operating support that takes into account the shifting landscapes grantees are facing while also advancing grantees’ core missions and plans, as well as meeting Arcus goals and indicators.
Assist, Pivot, Zoom and Repeat: Another Year of Pandemic Impact and Adjustments

In last year’s evaluation report, we discussed the impact of the COVID-19 pandemic on our grantee organizations and the communities in which they work. In 2021, the pandemic continued to exacerbate already high levels of violence, discrimination, and poverty.

Impact

In Honduras, government quarantine and curfew measures restricted many trans women to homes where they experienced violence. In addition, those engaging in sex work, who were forbidden from being outdoors at night, saw their already precarious economic circumstances become even more dire (Centro de Derechos de Mujeres – MDR). LGBTQ Kenyans, also subjected to lockdown measures, were subjected to familial rejection, forced evictions, arbitrary dismissal by employers, targeted police extortions, blackmail, and other forms of extortion (National Gay and Lesbian Human Rights Commission – NGLHRC). Increased incidents of violence led to a greater need for legal assistance resulting in grantee staff burnout.

Access to the judicial system in Uganda to seek redress was greatly curtailed during lockdowns, which meant longer periods of detention for LGBTQ defendants (Human Rights Awareness and Promotion Forum – HRAPF). One U.S. grantee reported that its advocacy efforts were successful in keeping courts open to process name changes (Transgender Legal Defense & Education Fund – TLDEF). Among other cancellations were parliamentary sessions, which delayed the introduction and enactment of non-discrimination legislation in Honduras (Parliamentarians for Global Action).

For U.S. grantees working on LGBTQ refugee and migration justice, the government’s use of a public health measure, Title 42, effectively closed the border to asylum seekers, an action taken by the Trump administration and maintained by the Biden administration (Santa Fe Dreamers).

Lockdowns and the need for social distancing necessitated the move of most grantee activities from in-person to online. Arcus’ Social Justice Technical Assistance Initiative (TAI) provided training, coaching, and funds to enable our grantees to gain the capacity to raise funds and pursue other efforts online. Even with this assistance, the pandemic shed a much-needed light on the digital divide, especially in low-income, rural regions, like the Central Valley of California (California Rural Legal Assistance), and also highlighted the value of in-person gatherings, such as trainings, especially when dealing with sensitive subjects like sexuality and gender (Just Detention South Africa).

Documentation and Advocacy

In the second year of the pandemic, several Arcus grantees documented its impact on LGBTQ communities, provided evidence that humanitarian assistance from government agencies was not effectively reaching these communities, and disseminated these findings widely. These efforts included the following:

- “Where are the Global COVID-19 Resources for LGBTI Communities?” (Global Philanthropy Project), in which GPP documented that only one in over 4,000 researched providers of humanitarian assistance named LGBTQ people specifically among potential recipients.
- Impact reports on the human rights situation of trans people in Guatemala during COVID-19 (HIVOS/OTRANS), on the impact of COVID-19 restrictions on access to justice for LGBTQ persons and sex workers in two districts in Uganda (HRAPF), and on the impact of the pandemic on LGBTIQ+ people in East and Southern Africa as well as on LBQ women in Southern Africa Development Community (SADC) countries (Pan Africa ILGA).
- The Independent Expert on SOGI presented his Annual Report to the UN Third Committee on the disproportionate impact of the pandemic on LGBTQ persons and reiterated measures to ensure pandemic responses are free from

3 When the Transgender Legal Defense & Education Fund (TLDEF) analyzed client median incomes in the United States directly before the pandemic and during its first full year, they found that poverty levels increased from 62% to 69%.
4 Biden’s later efforts to discontinue the use of Title 42 met with opposition by some border states. In May 2022, a federal judge in Louisiana issued a temporary injunction stopping the administration from rescinding Title 42.
5 An evaluation of the TAI’s work will be conducted later in 2022.
6 This effort led to a larger research project (not yet published), with support from Astraea and USAID, to articulate how humanitarian assistance needs to be inclusive of LGBT people.
violence and discrimination based on SOGI (UN Foundation funded for support of the Independent Expert).

- After hosting an online safe space to understand how the pandemic is impacting trans and gender diverse people in Southern Africa, an evidence-based Recommendatory Report was commissioned, focused on access to healthcare and the feasibility of telemedicine for trans and gender diverse persons (Gender Dynamix).
- In Botswana, Arcus grantee LEGABIBO, the country’s largest LGBTQ organization, joined the National Civil Society Organization (CSO) COVID-19 Technical Working Group to monitor the government’s response to COVID and ensure inclusion of vulnerable groups.
- In the U.S., a bilingual “Know Your Rights” guide was published for trans people grappling with issues related to accessing public benefits and healthcare, and how to respond to incidents of discrimination during the pandemic (TLDEF).

Continued Mutual Aid and Distribution of Financial Resources

Serving as a convener of mutual aid makes us a better partner to others working on issues that intersect with the identities of the broader LGBTQ community like immigration, reproductive justice, bail reform, decriminalization, and economic justice. –Equality North Carolina Foundation

Given the significant impact of the pandemic on LGBTQ communities, especially those prioritized in our strategy, as well as the failure of government and NGOs to include LGBTQ persons in their assistance plans, grantee organizations continued to provide life-saving services to their communities, often diverting staff and other resources from organizing, advocacy, and other mission-related activities. Notable examples included:

- Street distribution of safety and hygiene kits as well as educational materials (Triangle Project, Urgent Action Fund subgrantees).
- Distribution of Personal Protective Equipment (PPE), rides to/from the polls, and pharmacy runs and grocery deliveries (Equality North Carolina Foundation, Gay and Lesbian Coalition of Kenya, Jinsiangu).
- Creation, fundraising for, and distribution of special COVID-19 funds to help community members pay for basic necessities (Familia raised $20,000, Campaign for Southern Equality raised $475,000, The Astraea Foundation raised more than $1 million7).
- Distribution of PPE and hygiene kits in places of detention (COMAVIS TRANS).

Lemonade from Lemons: Pivoting to New Solutions and Opportunities

The disruptive nature of the pandemic, as difficult as it has been, often provided the opportunity as well as the necessity for grantees to try new strategies and launch new initiatives that might not have been conceived of in pre-pandemic times. Grantees reported that the changes they experienced and ultimately made often resulted in unanticipated opportunities and new approaches to advancing their missions.

Reaching New and Expanded Advocates, Supporters and Audiences

- In its state’s 2021 legislative session, the Equality Arizona Foundation took advantage of online public comment (instituted as a public health measure) to mobilize over 300 activists to attend committee hearings virtually to advocate against dozens of anti-LGBTQ bills. This opportunity allowed the organization to create a new LGBTQ leadership table in Arizona comprised of over 30 LGBTQ and allied organizations to coordinate strategy and messaging. The online format allowed the Equality Arizona Foundation to develop new digital outreach strategies to reach previously un-engaged LGBTQ communities across the state.
- The need to move fundraising activities online resulted in Equality Florida Institute retaining a digital strategist and a direct mail firm focused on raising funds from small-dollar and monthly donors. These efforts opened up a new funding horizon for the organization, which saw digital fundraising increase by 400 percent.
- The move to online programming enabled grantees to reach new, key audiences (150 mainstream service providers [NYC Anti-Violence Project (AVP)]; Community Gay Straight Alliance (GSA) model for students in schools without a GSA [Genders & Sexualities Alliance Network]; rural and small-town residents throughout Georgia [Equality Foundation of Georgia]; Gender Affirming Health Care Training participants from South Africa, Zimbabwe, Zambia, Lesotho, eSwatini, Uganda, and Kenya, as well as from Honduras, Chile, Spain, Pakistan, and Indonesia [Gender Dynamix]).

Re-thinking data-gathering strategies

- The closure of local anti-violence programs, long the

7 Like many funders, Astraea also allowed existing grantees to repurpose their funding for pandemic relief and reduced application and reporting requirements.
source of data on hate violence incidents, resulted in the NYC AVP deciding to begin working on a new national survey model that will focus on incidents of hate violence and the impact they have on the community. Although AVP had previously concluded that it needed to improve its data gathering process, the pandemic raised this need to a higher priority than it had been.

Reimagining grantmaking processes

- In 2021, the Fund for Trans Generations (FTG) at Borealis Philanthropy experimented with video format proposals for potential grantees to alleviate the burdens of traditional grantmaking processes that were further intensified by the pandemic. FTG received over 40 video submissions from community-based, trans-led organizations. As a result of this effort, the Fund’s advisory committee reported that they were able to have a clearer sense of the work and context of the groups submitting proposals, which aided the rigor of their decision-making, and grantees felt appreciative of the non-written option. FTG’s experience with alternate proposal formats is an example from which other foundations may learn.

Reexamining Safety: Findings and Adjustments

A life free of violence and oppression enables LGBTQ people to more easily access employment, education, housing, healthcare, and other necessities. It also enables communities to be organized and mobilized to engage in advocacy with public officials, with the media, with their faith communities, and with the public generally.

The roots of violence and a lack of safety are similar across all of Arcus’ priority regions in the U.S. and the Global South—social stigma, religious intolerance, gender-based oppression, state-sanctioned oppression, and police violence.

As stated above, the goal of increased safety has three main objectives: (1) Gathering and using documentation of hate violence and discrimination. (2) Protecting, empowering, and advocating for those impacted by a lack of safety. (3) Supporting community-generated safety initiatives.

When the Social Justice strategy was developed, our approach to the goal of increased safety was developed in accordance with the following underlying assumptions:

- The collection and use of documentation will improve evidence-based advocacy and litigation as well as the willingness and ability of officials to address violence.
- Increased coordination of activists (including faith leaders) will improve efforts to address violence.
- Advocates will need to work to convince authorities to use the documentation and overcome resistance.

Thus, the original focus of this goal area was on decreasing incidents of hate violence through documentation, reporting, organizing, and advocacy. By and large, the indicators (i.e., measures) identified reflected the accuracy of this focus, with one exception—a “catch all” indicator to track community-generated safety initiatives. This latter category was identified to ensure we were tracking grantees’ efforts to advance safety that did not involve engagement with either legal enforcement or public officials.

As the strategy was implemented through grantmaking, it soon became clear in the U.S. portfolio that most of the work of our grantees was not focused on data gathering and reporting or on advocating with officials. Instead, grantees were working in their communities on safety initiatives that were more preventive in nature.8

In contrast, many grantees in the international portfolio were gathering and reporting data and advocating with officials to address the high incidence of hate violence, while others were engaged in more community-focused prevention efforts.

The difference in these approaches is based in part on the fact that the U.S. does not consider itself accountable to global human rights bodies in the same way that other countries do. Thus, when advocates in African or Central American countries collect and disseminate data, they are able to use it to put pressure on their governments through mechanisms such as the Universal Periodic Review or through litigation at the Inter-American Court of Human Rights. Such options are not viable for U.S.-based organizations where courts regularly ignore rulings of their counterparts abroad.

Thus, while grantees across all regions are pursuing safety in some similar ways (e.g., through petitions for name and gender marker changes; through assisting migrants, asylum-seekers, and those in detention; and through a variety of services), the collection and use of hate violence and other forms of data are not as relevant and useful a strategy in the U.S. as they are in the Global South. Moreover, Global South grantees appear to be more engaged in using their resources to train judges, police, prison officials, and others

8 The housing initiatives being pursued by The Outlaw Project in Arizona are a good example of this.
to improve their treatment of LGBTQ people. While a few Arcus grantees in the United States engage in such training, more organizations are advocating for approaches to safety that are non-carceral and do not involve the police.

The following sections further explain the somewhat disparate approaches of the two portfolios, detailing findings related to the work of grantees in the Global South and recounting the staff-led research project on rethinking our approach to safety in the U.S.

Increased Safety in Global South Regions: Implementation Findings

Anti-LGBTQ discrimination and violence occur in a larger context of abuses of the general population in most of our focus countries, perpetrated by both law enforcement and private actors, often with impunity. In most countries, there are serious concerns about the rule of law, from the lack of impartiality of magistrates in El Salvador and Guatemala in cases regarding corruption/integrity of high public officials to the use of military courts in Uganda.

Gathering and Using Documentation

Grantees are using documentation to identify and analyze violence and discrimination and present the information before national authorities (e.g., prosecutors, human rights and other offices, and courts), regional bodies (e.g., the African and the Inter-American Commissions on Human Rights), and UN human rights bodies to highlight the responsibility that governments have to protect the human rights of LGBTQ people. This work relies on the principle of accountability of governments toward all people and on the shaming of governments at the regional and UN levels for not complying with commitments made in those fora. For instance, Honduras received 16 recommendations from other states in the United Nations’ Universal Periodic Review, and our grante Cattrachas, a lesbian group, highlighted in that context their documentation of a number of deaths of LGBT people three times larger than that acknowledged by the government, showing therefore that the government needs to improve its data collection in order to be able to implement proper remedies. TEA Kenya successfully used its survey of trans people and individual stories in their petition before courts. Cattrachas successfully introduced its data in support of the Vicky Hernandez vs. Honduras petition in the Inter-American Court of Human Rights. Letra S in Mexico used its annual hate crimes reports to obtain cooperation with a high prosecutor’s office for developing a protocol on investigating crimes against LGBT people based on hatred. Other examples include LEGABIBO in Botswana and NGLHRC, galck+, and NYARWEK in Kenya.

Documentation that we have supported has become a reference in the conceptual understanding of the human rights of LGBTQ people.

Two reports were presented to the United Nations by the UN Independent Expert on SOGI (whose work was previously supported by Arcus through a grant to the UN Foundation and now through a grant to Harvard College) on “Law of Inclusion” and “Practices of Exclusion,” on the international legal recognition of gender and gender identity and expression, in connection, respectively, with the struggle against violence and discrimination, and the backlash against the incorporation of gender frameworks in international human rights law. Also, the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) published “State-Sponsored Homophobia,” the “Trans Legal Report,” and a report on so-called “conversion therapy,” each with a training webinar on how activists can use these reports at the national, regional, and international levels. GPP’s “Manufacturing Moral Panic: Weaponizing Children to Undermine Gender Justice and Human Rights,” published jointly with Elevate Children Funders Group, highlights such strategies employed by gender restrictive groups, undermining democracy and strengthening illiberal politics. Several grantees’ hate crimes documentation is quoted in U.S. State Department human rights reports, expanding the audience of our grantees’ data and confirming that their documentation is a reliable reference on these issues. Among those quoted are COMCAVIS TRANS (El Salvador), Cattrachas (Honduras, supported via Centro de Derechos de Mujeres [CDM]), and Lambda (Guatemala, supported via Letra S, Mexico).

Peer-level regional networks in Central America and Mexico are producing more documentation than in other regions.

The network Sin Violencia (Without Violence) documents hate crimes in a variety of countries. In Mexico, for instance, network member Letra S documented 117 murders of LGBTQ people in 2019-20, of whom 64 were trans women. Corpora en Libertad (Bodies in Freedom) network documented the situation of LGBTQ people in detention in El Salvador, Guatemala, Honduras, and Mexico, with the first-ever published survey of LGBTQ people in detention. Corpora contributed its views to the Inter-American Court of Human Rights, which will issue an advisory opinion on the subject.
Grantees have used innovative and reliable methods to document violence and to ascertain community needs. *Iranti*, working regionally in Africa, has created and launched a mobile app so LGBTQ+ people can document cases and violations when they do not want to report to law enforcement. Through the creation and implementation of Action Groups, *Iranti* has trained community organizations, LGBTQIQ+ persons, and stakeholders to monitor hate crimes and violations in South Africa through the Margins to Mainstream app. The Action Groups track hate crimes that are published in mainstream media as well as those that community members inform them about.

Although statistically not necessarily representative, results from surveys administered by grantees can become powerful tools in the hands of advocates because they rely on individual stories and statistics, such as Muxe-conducted surveys in Oaxaca (*Mexfam*). *Las Reinas Chulas* surveyed bisexual women in Mexico; *Movimiento de Diversidad en Resistencia (MDR)* surveyed LGBTQ people in Honduras; and *TEA* surveyed trans people in Kenya. Grantees used these surveys to inform their own strategies and priorities.

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**Protecting, Empowering and Advocating for Those Most Impacted by Inequities**

For LGBTQ populations that are significantly more vulnerable to violence, discrimination, and lack of access to basic necessities, Arcus’ funding focused on safety prioritizes the following:

**Trans communities:** Direct funding is provided to organizations able to absorb a grant of at least $50,000. Smaller groups are funded through intermediaries, such as the International Trans Fund, HIVOS in Central America, and *Fondo Semillas* in Mexico.

**Migrants and refugees:** In Mexico, a network of LGBTQ groups along migration routes provide support and referrals to services to LGBTQ migrants and refugees, and advocate with authorities to protect their rights (*Fundación Arcoíris*). *Centro para el Desarrollo y la Cooperación LGBTI (SOMOS CDC)* supported displaced LGBTQ human rights defenders from Honduras, advised on safe routes and procedures to Costa Rica, and organized advocacy with governments. In Kenya, regional grantmaker *UHAI-the East Africa Sexual Health and Rights Initiative* awarded Arcus funds to support the work of small groups led by refugees.

**Lesbian, Bisexual, and Queer Women:** Arcus provided funding to LBT women’s groups through intermediaries *Fondo Semillas* in Mexico, *Astraea* in the Caribbean, and *Fundación Fondo Centroamericano de Mujeres (FCAM)* in Central America. A direct grant to *Las Reinas Chulas* in Mexico supported a first-ever conference of Mexican bisexual women, plus a survey of individuals. Other women-led and women-focused efforts we supported include *Balance* in Mexico, *The Initiative for Equality and Non-Discrimination (INEND)* in Kenya, and *Triangle Project* in South Africa.

**Indigenous LBT people:** Funding supported Muxe Indigenous trans women’s empowerment, documentation, and advocacy in Mexico (*Mexfam*); and legal assistance in Guatemala (*Colectivo Amigos Contra El Sida* [*CAS*]).

**Intersex people:** *Astraea’s Intersex Human Rights Fund* is the main vehicle for our support to intersex groups. In addition, small grants are awarded from Arcus funds by *Fondo Semillas* in Mexico and *UHAI* in Uganda. Some of the groups we support directly, such as *Jinsiangu* in Kenya and *Iranti*, focus their work on both trans and intersex people. We recognized intersex people as a group impacted by structural and systemic inequities and in need of resources. Given the size of intersex organizations, their absorption capacity in our regions is limited.

**Community-Generated Safety Initiatives**

Grantees’ service delivery programs not only enhance safety for their communities but provide data that is used to advance policy through advocacy. Services include:

**Legal assistance to individuals:** *HRAPF* in Uganda assisted in the case of 44 individuals arrested by police following a raid of the Happy Family Youth Uganda LGBTQI+ shelter outside Kampala (May 2021). This case was similar to one the previous year in which 20 LGBTQ people were arrested at the Children of the Sun Foundation’s shelter for homeless LGBTQ youth in Uganda. In both cases, police claimed a breach of COVID-related protocols. In Kenya, grantee *NGLHRC* provided legal advice about security situations and family relations. *Amicus DH* in Mexico and *TEA* in Kenya provided support to trans and gender nonbinary individuals to change their identity documents based on self-determination. *Amicus DH* obtained the first court judgment in Mexico recognizing a nonbinary individual and drafted guides specific to Mexican states to guide individuals in following the procedures for legal gender recognition without assistance from a lawyer. *CAS* in Guatemala provided support to LGBTQ groups seeking legal registration. *Triangle Project* provided legal assistance to survivors of hate violence, such as assault and rape.
Psychological assistance: Individual and group sessions are sometimes offered complementary to legal assistance (e.g., NGLHRC in Kenya). Groups such as MDR in Honduras surveyed community members about psycho-social issues they face.

Many groups provide referrals to services by other organizations, particularly in the case of LGBTQ migrants and refugees. For instance, CAISO in Trinidad & Tobago and Fundacion Arcoiris, the Mexican Network to support LGBTQ migrants and refugees, provided referrals to other groups, such as organizations running shelters.

Training of public officials: Grantees engaged in training judges, prosecutors, police, and other law enforcement officials mainly highlight basic human rights issues, types of abuses from authorities, and remedies. Some facilitate dialogues with openly LGBTQ persons, highlighting their humanity and the responsibility of public officials. These groups include NGLHRC, INEND, and TEA in Kenya, and Mexfam in Mexico, which went as far as documenting human rights protection obligations derived from international, regional, and national law, and discussing them with public officials. The Network of African National Human Rights Institutions (NANHRI) trained staff of National Human Rights Institutions (government-funded bodies monitoring human rights) in African countries, including Kenya, Uganda, Malawi, and South Africa. Evaluation of such efforts is usually at the level of outputs, only measuring public officials’ satisfaction with the learning sessions. However, relationships are formed in these dialogues, and the impact is likely to be long term and not as a result of one training, but through a variety of learning opportunities. INEND in Kenya, and more recently also in Uganda, reached out to boda-boda (moto) drivers, who sometimes are perpetrators of abuses against LGBTQ people, with dialogues and relationship building, turning some of them into supporters, and therefore helping reduce such abuses. Faith groups MANERELA+ and ZANERELA+ train community members and police who have, as a result, intervened in cases to reduce violence and to assist survivors who wish to file a report.

It is important to point out that, while training of police and other criminal justice officials can provide some short-term relief, it is not seen as a long-term solution. In many African countries, these systems are an outgrowth of colonialism unable to be systemically changed through trainings.

Reevaluating Our Approach to Safety in the United States

Questioning Our Reliance on Data Gathering and Reporting

In 2021, we saw an unprecedented level of attacks on LGBTQ people in the United States, as evidenced in part by the historic number of harmful bills introduced in state legislatures and continued murders of transgender people, especially trans women of color. In addition, as noted above, the unrelenting impact of the COVID-19 pandemic kept LGBTQ organizations focused on direct services and mutual aid in order to ensure that their communities could stay safe and healthy.

At Arcus, our Social Justice Program strategy recognizes how central safety is to the lived experience of LGBTQ people who exist at the intersections of multiple identities. When the strategy was originally conceived, one of its core, underlying assumptions was that the collection, disaggregation, and dissemination of hate crime incidence data would raise the visibility of the issue, both to the public and to the authorities, in order to provide solid evidence of how hate violence was impacting communities experiencing the highest levels of violence. In addition, we assumed that once accurate, disaggregated data was provided to authorities, they would become more responsive to investigating these incidents and prosecuting those responsible.

During the first years of the strategy’s implementation, staff undertook research in order to better understand the current status of hate violence incident data collection, both by public authorities and by community sources. We soon learned how significantly flawed both processes were. In the government realm, while the U.S. Hate Crimes Act includes a provision on data collection by the Federal Bureau of Investigation (FBI), the local data sources (county officials and other criminal justice agencies) were under no legal obligation to supply this data. It was essentially a voluntary act. Thus, the data received by the FBI was at best spotty, insufficiently covering the entire United States, especially in Arcus priority states, and when furnished, may or may not have included incidents of anti-LGBTQ violence.

On the community side, we learned that many sources, such as the Southern Poverty Law Center, use media reports as their source of hate incident data, which means that only the most highly visible acts of violence are included. Within the LGBTQ community, the National Coalition of Anti-Violence Projects, an Arcus grantee that is housed at the New York City Anti-Violence Project, has for many years published
an annual report on hate violence incidents. While this community organization is perhaps the most trusted of all sources, we learned that the data collected comes primarily from the Coalition’s local AVP members, scattered across the United States and not covering the entire country. Moreover, the limited resources of these local organizations and their priority focus on providing services to survivors of violence rather than on collecting data, means that the Coalition’s data, while more trustworthy than that provided to the FBI, was still inadequate.

In the final analysis, we needed to acknowledge that, even if data gathering was comprehensive and expertly disaggregated, the reporting of data to criminal justice authorities in order to gain their cooperation in arresting and prosecuting perpetrators meant that we would be encouraging collaboration with the very institutions that are often the source of harm to the communities we fund. Thus, we realized that reliance on data reporting to advance safety could ultimately prove counterproductive.

Based on this understanding, it became clear to Arcus program staff that our initial assumptions regarding the value of data collection might not be the best way to support efforts by LGBTQ organizations to increase safety in their communities. As a result, the Social Justice U.S. team undertook a new investigation, led by Program Officer Glo Ross, to obtain insights into how our grantee partners and their allies define safety and how the foundation might re-think our support in this area. We spent part of 2021 talking with grantees and others in the field, as well as reviewing an extensive body of literature and reports on the topic. Our key findings are outlined below, along with examples of how these findings are aligned with the work of current Arcus grantees.

**Findings from the Reassessment**

To advance safety for LGBTQ people, we must advocate for the elimination of laws that harm those most impacted by inequalities. We found that members of the LGBTQ communities we prioritize overwhelmingly define safety by first acknowledging that systems of oppression perpetuate violence by criminalizing non-normative sexual orientation, gender, ability, and race, as well as poverty and citizenship status, among other identities and experiences.

The Solutions Not Punishment Collaborative (SNaPCo) conducted two surveys in Atlanta, Georgia, and found that transgender and queer people are often stopped by police as “suspicious” because of their gender identity, sexual orientation, or race, leading to interactions with police that end in arrest and detention for non-criminal behaviors. To advance community safety solutions, SNaPCo successfully advocated for the establishment of a pre-arrest diversion program, the reclassification of marijuana as a non-arrestable offence, and an ordinance that eliminated cash bail for non-violent offenses, among other victories.

Grantees of the Contigo Fund in Central Florida secured pledges from officials that they would support the elimination of ordinances related to sex work, which disproportionately target trans women, especially trans women of color.

To advance safety for LGBTQ people, we must keep LGBTQ people out of detention. We found that LGBTQ communities are not safe when incarcerated and detained within the criminal justice and immigration systems, as they are disproportionately subjected to harassment, abuse, and neglect by authorities and others.

The Santa Fe Dreamers Project (SFDP), based in New Mexico, facilitated the release of 140 transgender women who were detained in the Cibola Detention Center. SFDP also supported detained transgender women who were relocated to other states by mobilizing a network of movement partners across the country to support them. SFDP’s goal is that every transgender woman imprisoned in the United States is released from custody and placed into a safe community.

Black Youth Project 100 (BYP100) Education Fund, in coalition with other organizations in Durham, North Carolina, successfully established the Department of Community Safety and Wellness. This new department will be equipped to provide non-carceral care to communities in crisis, ultimately keeping individuals out of detention.

To advance safety for LGBTQ people, we must expand access to services that support those most impacted by inequalities. We found that LGBTQ communities overwhelmingly understand that increasing access to services, such as housing, education, and healthcare, is required for safety. In addition to being actively criminalized, LGBTQ communities disproportionately lack access to services to thrive and heal from the trauma of being targeted. Lack of access to services also leaves LGBTQ people vulnerable to increased criminalization and incarceration. Additionally, we found that because LGBTQ people living at the intersection of multiple identities are disproportionately criminalized and incarcerated, they are more likely to have criminal records, which makes it extremely difficult to access housing, employment, and educational services.
The Outlaw Project, based in Arizona, learned that housing insecurity was the major barrier to a critical aspect of safety for their community, as well as to the group’s achieving its short- and long-term leadership and advocacy goals. As a result, they launched a tiny homes housing project in 2021 to address the root cause of incarceration and violence experienced by their community. The project has supported at least 15 transgender women thus far.

California Rural Legal Assistance, working in the Central Valley of California, supported 10 transgender and gender-nonconforming individuals with name and gender marker correction cases. Accurate identification is key to ensuring these individuals can access needed services. The Transgender Legal and Education Fund (TLDEF) also provides these services to clients in other Arcus priority states.

Fortunately, when we took a close look at the work we are supporting (coded in our system as “community-generated safety initiatives”) we found that most of the safety-related work of U.S. grantees already aligned with the above findings. Essentially, many grantees were already engaged in work to advance the decriminalization and decarceration of LGBTQ people and expand their access to key services, often in tandem with advocacy and power-building strategies.

It is important to state here that Arcus is not a funder of direct services per se, a decision of long standing by our board and senior management. Service delivery is supported in the Social Justice Program only when it is part of a grantee’s larger strategy aimed at building a base of supporters and a grassroots advocacy initiative. Providing grantees with general operating support grants enables them to more easily engage in this combination of tactics with the dual goals of advancing safety and policy protections.

Based on these findings, in next year’s “Deep Dive” monitoring and evaluation report, the U.S. Social Justice team plans to further review indicators measuring increased safety and make recommendations for how best to align the program’s Theory of Change with what we have learned from the field and what we are actually funding. This will be part of a larger effort to review all indicators originally put in place when the strategy was approved. In the meantime, any new U.S. Social Justice grantees considered for a grant to advance safety for LGBTQ people will be evaluated against the framework and findings outlined above.
### III. Strategy Advancements in 2021

**Goal: Increased Safety**

Documenting and Addressing Violence and Discrimination

Arcus provided support to grantees who published and disseminated the following reports:

<table>
<thead>
<tr>
<th>Report</th>
<th>Documenting</th>
<th>Grantee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing Moral Panic: Weaponizing Children to Undermine Gender Justice and Human Rights</td>
<td>Strategies employed by gender restrictive groups, undermining democracy and strengthening illiberal politics.</td>
<td>Global Philanthropy Project with Elevate Children’s Funders Group</td>
</tr>
<tr>
<td>Anti-Trans Violence in Seven Countries in Southern Africa</td>
<td>Consolidated multiple studies on the topic.</td>
<td>Gender DynamiX</td>
</tr>
<tr>
<td>Overpoliced, Underprotected</td>
<td>Results of a survey of trans people in the Caribbean.</td>
<td>UC Trans with Outright Action International</td>
</tr>
<tr>
<td>Corpora en Libertad (Bodies in Freedom network)</td>
<td>LGBT people in detention in El Salvador, Guatemala, Honduras, and Mexico. The first-ever published survey of LGBT people in detention.</td>
<td>COMCAVIS TRANS</td>
</tr>
<tr>
<td>Hate Crimes Monitoring</td>
<td>Annual reports for Mexico, Guatemala, El Salvador, and Honduras.</td>
<td>Letra S, COMCAVIS TRANS, Catrachas/CDM</td>
</tr>
<tr>
<td>The Roots of Anti-Trans Violence</td>
<td>Homicide data in all U.S. states and Puerto Rico between 2017-20. Examination of root causes and community-led solutions.</td>
<td>Transgender Law Center</td>
</tr>
<tr>
<td>Anti-LGBTQ Violence Targeting Youth in Northeast Florida</td>
<td>Online report form and community survey of LGBTQ youth.</td>
<td>JASMYN</td>
</tr>
<tr>
<td>Incidences of Anti-Trans Violence and Service Refusals in Arizona</td>
<td>Hate violence and denial of services.</td>
<td>The Outlaw Project</td>
</tr>
<tr>
<td>Stories of anti-LGBTQ/anti-Asian Violence</td>
<td>Campaign to document stories.</td>
<td>NQAPIA</td>
</tr>
</tbody>
</table>
Protecting, Empowering and Advocating for Those Most Impacted by Inequities

- Facilitating changes to identification documents (names, gender markers) for trans and intersex people helps keep them safe from arrest, detention, and harassment; and allows them to travel safely and more easily access services and benefits.
  - *Amicus DH* in Mexico: 50 successful cases.
  - *CAS* in Guatemala: 41 successful cases.
  - *Transgender Legal Defense & Education Fund* in the United States: 357 name changes.
  - *California Rural Legal Services in the Central Valley*: 10 successful petitions with 21 pending.

- Training of judges, police, and human rights advocates to reduce harassment, violence, unlawful arrest, and detention, and improve advocacy.
  - *Transgender Education and Advocacy (TEA)* in Kenya.
  - *Trans Youth Initiative Uganda* (grantee of the *International Trans Fund*): training resulted in increased proactive engagement by police and judicial officers to respond to human rights violations and violence against rural trans youth.
  - *PEMA Kenya* worked with police to save trans people from violence by private actors.

- Legal assistance resulting in release following arbitrary arrest and unlawful detention.
  - *Human Rights Awareness and Promotion Forum (HRAPF)* in Uganda: 22 gay men released from detention after they were taken from a youth shelter and charged with violating COVID-19 mandates.

- Ensuring that LGBTQ migrants and asylum seekers are able to travel safely and arrive in places where they can live safely.
  - *Fundación Arcoíris* assisted over 50 LGBTQ refugees/migrants as they traveled through Mexico.
  - As a result of the work of *Santa Fe Dreamers*, trans and queer migrants who were paroled through Title 42 exceptions were detained for only a few hours, and all were released. They won the release of 13 trans and queer migrants from detention and helped

41 clients cross the border with Title 42 (remain in Mexico) exceptions.
- *Border Butterfly Project.*

Community-Defined Safety Initiatives

- Placing agency in the hands of those most impacted to help keep themselves safe.
  - *Point Source Youth* successfully piloted Direct Cash Transfers to unhoused youth.
  - *Southerners on New Ground (SONG)* and *BYP100 Education Fund* secured the reallocation of 60 police vacancies over the next three years to the new Durham Department of Community Safety and Wellness Taskforce, with five positions being reallocated in 2021 and 15 additional police positions being frozen.
  - *The Outlaw Project* used information gathered from a survey of their community to engage in a housing-first organizing model that included the development of a tiny homes pilot project.
  - *BYP100 Education Fund* increased Black people’s access to non-police approaches to dealing with gender violence through *She Safe, We Safe* campaign where local chapters created informal alternatives to calling the police. Their new national campaign builds on the findings of the *She Safe, We Safe*, and the official report was released in 2022.

Goal: Increased Protections

Base-Building for Power and Influence

- A growing base of supporters is a key element in advancing advocacy of and public support for policy protections.
  - *Pan Africa ILGA* held its largest conference to date online with 1,000 participants. Its membership grew from 138 member groups to 256, an 85% increase.
  - An organization in East Africa allied with *The Fellowship of Affirming Ministries* helped increase the base of support among women, resulting in a retreat where women were 40% of attendees.
  - *Transgender Education and Advocacy (TEA)* in Kenya.
  - *Trans Youth Initiative Uganda* (grantee of the *International Trans Fund*): training resulted in increased proactive engagement by police and judicial officers to respond to human rights violations and violence against rural trans youth.
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- *Border Butterfly Project.*
turning out to vote.

• The Freedom Center for Social Justice organized 200 LGBTQ groups to participate in racial and economic justice demonstrations across North Carolina, and in doing so helped build bridges between the LGBTQ community and civil rights organizations.

• SONG grew its base and increased formal members by over 1,000; 11 new chapters developed across 8 states.

• Equality Florida Institute added almost 19,000 new supporters; successfully mobilized over 400 volunteers to advocate for protections; held 80 meetings with policymakers on the importance of LGBTQ inclusion; and added 20 major employers and 250 small businesses to their business coalition partners.

• Equality Arizona Foundation supported more than half a million voters through non-partisan voter education and helped more than 200,000 voters create a voting plan in a critical election. The organization created a statewide leadership group and network of LGBTQ and ally activists that spearheaded advocacy to fight and defeat dozens of anti-LGBTQ bills. As a result of this work, EQ AZ established a grassroots network of more than 300 activists across the state and developed a new LGBTQ leadership table in AZ to support meaningful connection and collaboration with 30+ LGBTQ and allied organizations.

Policy Advocacy

• New policy protections, implementations, and human rights resolutions

  • Synergía - Initiatives for Human Rights successfully advocated for an annual resolution of the Organization of American States on LGBTQ protections that included references to degrading medical practices, such as conversion therapies; and access to health and the labor market, particularly in the context of the COVID pandemic.

  • After LEGABIBO met with Botswana’s president, he committed to fully implementing the court decision striking down the anti-LGBT criminal law.

  • Inclusive & Affirming Ministries and partners successfully advocated for the removal of a religious exemption in the Civil Union Act of South Africa that allowed marriage officers to object on grounds of conscience, religion, or belief.

  • Successful advocacy by Triangle Project with the South Africa Police Service resulted in the release of a comprehensive set of Standard Operating Procedures for working with LGBTIQ+ communities.

• Fundación Mexicana para la Planeación Familiar (Mexfam) identified the legal framework to combat discrimination of Muxe (gender variant) Indigenous people and wrote an antidiscrimination perspective, which they discussed with 30 candidates for local council presidents (3 of whom won their elections) in 7 towns during the local elections in June 2021.

• The Campaign for Southern Equality’s advocacy resulted in the North Carolina Department of Public Instruction updating its student information system to ensure that students’ preferred names are shown by default.

• New protections at the municipal level:
  ○ North Carolina: 16 new nondiscrimination ordinances (Campaign for Southern Equality and Equality North Carolina Foundation)
  ○ Georgia: 7 new nondiscrimination ordinances, including three outside metro Atlanta. (Equality Foundation of Georgia)
  ○ Arizona: 4 new nondiscrimination ordinances (Equality Arizona Foundation)

• Equality Florida Institute secured historic statewide protections for LGBTQ people in housing, public accommodations, and workplaces through the Florida Commission on Human Relations.

• Equality Arizona Foundation successfully advocated for the inclusion of LGBTQ people as a special community in the redistricting process, with its maps influencing the redistricting process.

Strategic Litigation

• A key tactic for asserting legal protections and striking down discriminatory policies

  • In a case brought by Cattrachas/CDM, the Inter-American Court of Human Rights found Honduras responsible for the murder of a trans woman, Vicky Hernández, and asked for a series of reforms. The new President of Honduras, Xiomara Castro, committed publicly in 2022 to implement court-mandated reforms, including gender legal recognition, continuance of the investigation into Hernández’s murder, training for security forces, a protocol for criminal investigations in such cases, and improving data collection in cases motivated by anti-LGBTQ bias.

  • Two court decisions in which AMICUS participated resulted in Mexican consulates in the United States reissuing birth certificates to trans people, reflecting their chosen name and gender. The Mexican government also issued a guidebook to recognize trans people’s identity when the procedure is initiated.
at a consulate abroad (160 people benefited, as of January 2022).

**Goal: Increased Acceptance and Inclusion**

 Increased Visibility and Influence of LGBTQ-Affirming Faith Leaders

- Allied faith leaders command the respect of their congregants, other faith leaders and public officials. Their messages garner the attention of the media and they are often given their own public platforms through broadcast and online vehicles.
  - *Church World Service’s* work with faith leaders in South Africa and Kenya has led to the adoption of inclusive action, such as offering affirming counseling to LGBTQ+ refugees by 136 faith leaders. Of those faith leaders participating in CWS’ training sessions, 74% were using more inclusive language and exhibiting other positive attitudes and practices.
  - A newly created Caribbean Interfaith Network organized by *Eastern Caribbean Alliance for Diversity and Equality (ECADE)* as part of the *Global Interfaith Network (GIN)* held its first online conference on faith and LGBTQ+ people in the Caribbean.
  - *Faith in Public Life* organized the Religious Freedom Week of Action to reclaim the meaning of religious freedom. It uplifted this messaging through its national network of 50,000 faith leaders.

 Fair and Accurate Media Coverage

- Given the pervasiveness and influence of media, particularly on issues where public opinion is still fluctuating, fair and accurate reporting through media monitoring, advocacy, and training of activists and journalists is one important driver of increased acceptance and inclusion. Our primary focus is on reporting of trans communities to eliminate misgendering and “deadnaming.”
  - Convening, training, and monitoring of journalists’ reporting, as well as training activists to engage with journalists, is undertaken by *Investigative Reporters and Editors* throughout regions in Africa. Other grantees pursuing these strategies are *East African Visual Artists (EAVA)* in Uganda, *SOMOS CDC* in Honduras, and *the National Coalition of Anti-Violence Projects* in the United States.

- *Investigative Reporters and Editors* published several stories of queer activism as well as a guide for journalists and media monitoring reports.
- In Malawi, *MANERELA+* hosted community radio programs with trained religious leaders, local government leaders, and community police and police officers on LGBT+ people’s safety and their inclusion in places of worship and communities. As a result, four LGBT+ people have taken part in community police forums.
- In South Africa, *The Other Foundation* produced the TV series “We’re Queer, My Dear” to promote dialogue on sexual orientation and gender identity.
- *Just Detention International South Africa* produced a documentary about a survivor’s search for justice and healing.
- *Public Religion Research Institute (PRRI)* generated 679 earned-media placements, including among mainstream media outlets. Among its messaging activities were key findings from the 2020 American Values Atlas that 76% of U.S. nationals favor nondiscrimination measures, a higher level of support than any PRRI has recorded in the past, and a significant increase from 2019’s level of 72%. Majorities of nearly every subgroup of U.S. nationals support these protections across race, age, religious, and partisan lines, including Republicans (62%) and white evangelical Protestants (62%).
- *SONG’s* values and messages were amplified in an article entitled “Lawsuit Says Georgia Medicaid Should Cover Gender-Affirming Surgeries” (*Atlanta Journal-Constitution*). Articles were also published about SONG’s work to end cash bail in Atlanta, bail out Black mothers, oppose anti-transgender violence, and campaign to rename schools named for confederate figures.
IV. Grantee Maps 2021

2021 U.S. Social Justice Grantees

- **CENTRAL VALLEY, CA**
  - California Rural Legal Assistance
  - Power California for 99Rootz program
  - The Source LGBT+ Center

- **ARIZONA**
  - Equality Arizona Foundation
  - The Outlaw Project
  - Trans Queer Pueblo

- **NEW MEXICO**
  - Santa Fe Dreamers Project
  - Transgender Resource Center of New Mexico

- **SOUTHWEST AND SOUTHEAST U.S. - REGIONAL**
  - Faith in Public Life
  - Forward Together
  - Border Butterfly Project
  - Funders for LGBTQ Issues – Out in the South Fund
  - Proteus Fund for Rights, Faith & Democracy Collaborative
  - Southerners On New Ground (SONG)
  - Third Wave Fund
  - Mijente

- **NORTH CAROLINA**
  - BYP100 Education Fund
  - Campaign for Southern Equality
  - Equality North Carolina Foundation
  - The Freedom Center for Social Justice
  - Southern Vision Alliance

- **GEORGIA**
  - Equality Foundation of Georgia
  - Solutions Not Punishment Collaborative (SNaP)
  - SPARK Reproductive Justice NOW

- **FLORIDA**
  - Proteus Fund for Contigo Fund
  - Equality Florida
  - JASMYN (Jacksonville Area Sexual Minority Youth Network)

- **NATIONAL**
  - Advocates for Informed Choice (interACT)
  - Groundswell Fund for Black Trans Fund
  - Borealis Philanthropy for Fund for Trans Generations (FTG)
  - Mexican American Legal Defense and Educational Fund (MALDEF) for Familia: Trans Queer Liberation Movement
  - Genders & Sexualities Alliance (GSA) Network
  - National Center for Civic Innovation for Justice Work
  - La Red Latina Luterana Por Diversidad
  - National Center for Lesbian Rights
  - National LGBTQ Task Force
  - National Queer Asian Pacific Islander Alliance
  - NYC Gay and Lesbian Anti-Violence Project
  - Point Source Youth
  - Public Religion Research Institute
  - Borealis Philanthropy for Emerging LGBTQ Leaders of Color Fund (ELLC)
  - Transgender Law Center
  - Transgender Legal Defense and Education Fund
  - Urgent Action Fund for Women’s Human Rights
  - UCLA for Williams Institute

- **Trans**
- **Faith**
2021 International Social Justice Grantees

**MEXICO, CENTRAL AMERICA, CARIBBEAN – MULTIPLE COUNTRIES**
- Colombia Diversa for Red de Litigantes LGBT de las Américas (LGBT Litigants Network of the Americas)
- ILGA LAC
- Inter-American Commission on Human Rights/OAS
- Parliamentarians for Global Action
- Synergia - Initiatives for Human Rights
- Letra S (grantmaking)
- Mexfam
- Género, Ética y Salud (GES) for Coalición Mexicano LGBTITI+ (Mexican LGBTITI+ Coalition)
- Las Reinas Chulas

**GUATEMALA**
- Colectivo Amigos Contra El Sida (CAS)

**HONDURAS**
- Centro de Derechos de Mujeres (CDM) for Catrachas
- CDM for Movimiento Diversidad en Resistencia (MDR)
- SOMOS CDC

**CENTRAL AMERICA – REGIONAL**
- FCAM (Fondo Centroamericano de Mujeres) (grantmaking)
- Hivos (grantmaking)
- Human Rights Watch

**CARIBBEAN – REGIONAL**
- Astraea Foundation (grantmaking)
- Eastern Caribbean Alliance for Diversity and Equality (ECADE)
- Outright International for United Caribbean Trans Network (UCTTRANS)

**INTERNATIONAL**
- Astraea Foundation for International Trans Fund (grantmaking)
- Astraea Foundation for Intersex Human Rights Fund (grantmaking)
- Columbia University for Human Rights Advocates Program
- GATE

**AFRICA – MULTIPLE COUNTRIES**
- Church World Service
- Initiative For Strategic Litigation In Africa (ISLA)
- Investigative Reporters and Editors
- Network of African National Human Rights Institutions (NANHRI)
- Pan Africa ILGA

**UGANDA**
- Human Rights Awareness and Promotion Forum (HRAPF)
- Universal Coalition of Affirming Africans

**KENYA**
- galck+
- Initiative for Equality and Non-Discrimination (INEND)
- Jinsiangu
- National Gay and Lesbian Human Rights Commission (NGLHRC)
- Transgender Education and Advocacy (TEA)

**MALAWI**
- MANERELA+

**BOTSWANA**
- LEGABIBO

**SOUTH AFRICA**
- Triangle Project
- Western Cape Council of Churches

**EAST AFRICA – REGIONAL**
- Yvette A. Flunder Foundation for The Fellowship of Affirming Ministries (TFAM)
- UHAI EASHRI (grantmaking)

**SOUTHERN AFRICA – REGIONAL**
- Gender Dynamix
- Inclusive and Affirming Ministries
- Iranti
- Just Detention International South Africa
- The Other Foundation (grantmaking)
- ZANERELA+ Zambia

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Multi-year grant
Trans
Faith
In this section, a series of charts will present key data trends that are highly related to priority areas of the current Social Justice strategy. The data will show the contrast between 2018 grantmaking (i.e., which included grants made under the former strategy as well as grants awarded under the current strategy) and an average of the first three years of the current strategy, (i.e., 2019, 2020, 2021).

Both types of funding increased over this period. In 2018, 23% of grant dollars were awarded as multiyear funding ($3.5m). The average of 2019-2021 saw an increase to 66% ($9.3m) of grant funding. Similarly, general operating support grants in 2018 were 32% ($4.9m) of funds awarded with an increase to an average of 36% over the next three years ($5m). This data is evidence of a commitment by the Social Justice Program to increase both types of funding to the extent that is both appropriate and in accordance with United States Internal Revenue Service regulations.
In both the United States and International portfolios, faith funding decreased during the first three years of the current strategy—from 30% in 2018 ($4.5m) to an average of 12% over the next three years ($1.7m). Some of this change can be attributed to a) the lack of faith organizing in the new region of Mexico, Central America, the Caribbean and b) the need to clarify U.S. faith funding in Arcus’ priority states. Currently, the International portfolio has a higher amount of faith funding (14% v 10% [$929k v $742k] in the U.S. over the three-year period). It is anticipated that the U.S. amount will increase in 2022 now that a scoping project has been completed and new, potential faith grantees have been identified.

Trans funding increased overall in the current strategy from 19% ($2.9m) in 2018 to an average of 32% ($4.5m) over the following three-year period. The dotted trend lines show the upward trajectory, smoothing out year-to-year peaks and valleys that are the result of multiyear grant funding. While international trans funding increased over 2018, its three-year average of 27% [$1.8m] is lower than that of the U.S. (38%) [$2.7m].
Indirect funding through intermediaries and pooled funds increased during the first three years of the strategy, from 28% ($4.3m) in 2018 to a three-year average of 36% ($5m). This increase was smaller for the International portfolio (36% to 42% [$2.5m to $2.9m]) than it was for the U.S. (21% to 38% [$1.8m to $2.7m]). The higher increase in the U.S. is likely the result of the advent of new pooled fund investments such as the Fund for Trans Generations and the Black Trans Fund. Nevertheless, it is important to keep an eye on the overall figure in order to ensure that most of Arcus’ funds are awarded directly to grantee organizations. Direct funding enables staff to nurture and develop trusting relationships with grantees.

The International portfolio team has made a concerted effort to ensure that most of our funding is directed to organizations based in the Global South, including intermediaries and pooled funds. That effort is evident in the data, which shows an increase in funding to the Global South from 40% ($2.8m) in 2018 to 74% ($5.1m) over the three-year average.
Both of these charts show the shift of funding to priority regions and countries/U.S. states in the current strategy. The dotted trend lines help show the overall trajectory. In the International portfolio, funding to global organizations decreased from 38% ($2.6m) in 2018 to 12% ($819k) in the three-year average, while funding regionally and in specific countries increased from 50% ($3.2m) to 57% ($4m) and from 12% ($840k) to 30% ($2m), respectively.

In the U.S., the shift is similar, from 53% ($4.4m) to national groups in 2018 to 42% ($3m) over the three-year period. With increases for regional funding (from 3% to 21% [$263k to $1.5m]) and state-focused funding (from 16% to 36% [$1.3m to $2.5m]).
About Arcus Foundation

Founded in 2000 by Jon Stryker, the Arcus Foundation is a private grantmaking institution dedicated to the idea that people can live in harmony with one another and the natural world. Arcus’ work is based on the belief that respect for diversity among peoples and in nature is essential to a positive future for our planet and all of its inhabitants. The Foundation works globally and has offices in New York City and Cambridge, UK.

For more information about reports in our learning series: arcusfoundation.org/learnings
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