



BUILDING TRANS JUSTICE FROM THE GROUND TO THE SKY

2014 REPORT

TRANS JUSTICE FUNDING PROJECT

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The Trans Justice Funding Project is a community-led funding initiative supporting grassroots, trans justice groups run by and for trans people.

ACKNOWLEDGEMENTS

The Trans Justice Funding Project (TJFP) recognizes that none of this would have been possible without the support of generous individuals and fierce communities from across the nation. Thank you to everyone who submitted an application, made a donation, shared our information with others, selected grantees, volunteered, spoke on behalf of the project, shared your wisdom and feedback with us, asked how you could help, and cheered us on. Most of all, we thank you for trusting and believing in this project.

A special shout out to: our TJFP panelists and facilitator, our incredible intern Chriss Sneed, Roan Boucher, Kurt Leege, Rebecca Fox, Elana Redfield, the Sylvia Rivera Law Project, Rebecca Wistosky, Cori Hook, Johanna Ocaña, Janet Mock, Mx. Justin Vivian Bond, Micah Bazant, Justus Eisfeld, Funders for LGBT Issues, Carol M. Cantwell at Fun with Financials, Suey Park, Quito Ziegler for our cover inspiration and collage, and our families, the Pittelmans and the Fosters.

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Terminology

Terminology is constantly changing as we grow, expanding our knowledge while finding home within ourselves and in our identities. We realize the definitions below may not speak for each individual's experience but we hope they are broad enough to create a useful baseline of understanding for the purpose of this report.

Trans: An umbrella term for people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth, including but not limited to transgender people, transsexuals, cross dressers, androgynous people, genderqueers, and gender non-conforming people.

Sometimes **Trans*** is also used to include a wide range of identities and expressions within trans communities.

Gender Non-Conforming: A term for individuals whose gender expression is different from societal expectations related to gender.

Two-Spirit: A contemporary term that references historical multiple-gender traditions in many First Nations cultures. Many Native/First Nations people who are lesbian, gay, bisexual, transgender, intersex, or gender non-conforming identity as Two-Spirit. In many Nations, being Two-Spirit carries both great respect and additional commitments and responsibilities to one's community.

Trans Justice: A movement that works to mobilize trans and allied communities into action around pressing issues like access to education, employment, health care and basic needs, incarceration, immigration, disability rights, policy reform, racial and economic justice, art and culture, and coalition building within trans communities. On the simplest level, it is based out of the right to self-determine our gender and gender expression, free from all forms of violence and oppression, including personal and state violence.

This report is available on our website along with more resources.

DEAR COMMUNITY

As 2014 comes to a stirring end, I write this letter feeling overwhelmingly emotional. Can you relate? We've witnessed and experienced complex combinations of heart-wrenching and electric moments.

Nationally and globally our communities have suffered innumerable loss with record-breaking violence targeting many, but, in particular, trans women of color and black communities.

2014 has also been about being bold.

Being a part of a group of marginalized and oppressed people, so many of us experience feelings of shock and denial, pain and guilt, anger, bargaining, reconstruction, and hope. These also happen to be known as the stages of grief. We are confronted with what feels like gigantic barriers, time and time again. But movement history has shown us that as we go through currents of loss and grief, we also begin to develop a different kind of awareness. In this awakening, our words become less soft while our heartbeats become louder. Instead of asking for our dignity and rights, we begin to demand them. Even as our voices tremble, we are organizing to demand our most basic needs and rights.

At the beginning of 2014, TJFP was once again stunned by the number of applications that came in. Even with a criteria change, capping our applicant budget cut-off at \$250,000, we still received over 100 applications. There was no decrease in the number received from the previous year. As you will see later in the report, what applicants and grantees define as trans justice is bold and expansive, confirming what many of us already know: trans justice can't and doesn't look one way. Trans justice work is racial, disability, and reproductive justice. It's about health and wellness and combating sexism and trans misogyny. Trans justice warriors are fighting against the criminalization, incarceration and deportation of our communities, creating and sustaining art and culture, reclaiming language and tradition, organizing and base building to make ourselves visible and recognized. Under the umbrella of trans justice, we provide direct services, struggle to stay in school, keep our jobs, find each other, and so much more. Just as people do not always operate

successfully in isolation, neither do our strategies or movements.

"Movements are not built on the backs of the most vulnerable in the service of the needs and whims of the most privileged. Movements are built and succeed when they begin in the most marginal of spaces—always evaluating who's positioned in the center of power and always ensuring that asymmetrical power relations are corrected so that we might exist in a more equitable society."

—Darnell L. Moore and Charles Stephens, "An Open Letter to Mainstream LGBT Organizations That Have Remained Silent on Black Lives Mattering"

The support TJFP received came from so many, making for the most incredible year yet. This year our grantmaking panel, a team of predominantly people of color activists, distributed over \$150,000 to 68 grantees. By bringing together a multiracial, intergenerational, and cross-class group representing a variety of experiences and abilities, we strive to challenge the dynamic of how funding decisions have traditionally been made, learning and unlearning what it means to do philanthropy differently.

No matter who you are or your relationship to trans justice work, I hope you will read through this report and be just as blown away as we were at how much so many groups are doing with so little. I also hope you will take into consideration how much more we could do if our movements were better supported and resourced.

Please keep in mind that what the 2014 grantees and applicants represent through their steady and innovative work is a commitment to trans justice and a commitment to hope. The same could be said for every panelist, facilitator, and TJFP donor and staff member. If it wasn't for all our collective hope and determination for justice for our communities, the Trans Justice Funding Project would not exist.

I look forward to all the possibility that awaits in 2015. Let us continue to look out for one another and dream big together, from the ground to the sky.

Gabriel Foster

Co-founder and Director

OUR STORY

What we do and why we do it

The Trans Justice Funding Project (TJFP) is a community-led funding initiative that supports grassroots, trans justice groups run by and for trans and gender non-conforming people. We center the leadership of trans people bringing their own experiences with racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other oppressions to their work, and who are thinking deeply about how these oppressions intersect.

Many of our grantees don't have non-profit status or a fiscal sponsor, and they are all small groups with budgets ranging from \$0 to \$250,000.

We believe in the power of local, grassroots groups like these to respond to people's immediate and long-term needs, to help create compassionate, resilient communities, and to fight for lasting, systemic change. And we believe in the power of community-led grantmaking to redistribute resources to these groups in a way that is accountable, effective, and strategic.

For us, community-led means trusting and supporting trans leadership. We keep our grant process simple and quick, so that groups can get back to their real work. We believe that a short application—and a wise and experienced activist panel to read it—is all it takes to make informed funding decisions. We give unrestricted funds because we think our grantees know best how to use that money. We love to learn from the leaders we support and to share their work far and wide, but we don't have site visits and we don't require any reporting. And each year we work hard to put together a geographically diverse, intergenerational, multi-ability, multi-racial panel of passionate new and established trans justice activists to make the grant decisions. We are deeply committed to removing barriers and building access so that community members who are most affected by intersecting

oppressions are able to participate in this process with us.

Why do we do all this? The fact is, there is almost no funding for trans justice work, especially trans-led, grassroots, local work. And when wealthy donors and foundations control the giving process, it gives them way too much power over what gets done and how groups do it. **The Trans Justice Funding Project is about investing in trans communities making decisions by and for ourselves.**

Our second year

We're back! And this time, we knew what we were in for. Or at least we thought we did.

First, a quick recap: In 2013, our first year, we were blown away by the overwhelming response we received to both our call for applications and our call for funds. 104 groups from across the



country requested grants. And 79 amazing supporters from trans, queer, and allied communities joined us to raise \$55,000. We brought together a national panel of six trans justice activists to distribute that money and they chose 22 grantees. Then we published a report and a directory, dedicating ourselves to

amplifying the work not only of our grantees but of all the applicants who met our criteria.

This year, we did it all again. But thanks to your help, we did it *bigger*. **With an outpouring of community support and a generous matching gift, we tripled our funding to \$150,000!** And we created a new structure—we incorporated as a small business—that allowed us to make grants to the smallest grassroots groups with a minimum of red tape.

Meanwhile, the funding situation that pushed us to start TJFP remained pretty much the same. There is still almost no grant money available for local, grassroots trans justice work, and most funders who do support trans issues are focused on national or state policy initiatives. One of our priorities is to use our philanthropic access, especially in LGBT funder spaces, to advocate for trans justice groups. This is one way we can help fight for both the small groups that we fund and the larger groups who may be more established but also have their own very present funding struggles. We hope to challenge foundations and donors to shift their funding focus to center the leadership of trans activists, especially activists from the most vulnerable communities.

More applications

Because last year's panel decided that TJFP should focus on smaller organizations, this year we only accepted applications from groups with budgets of \$250,000 or less. Since this focus had ruled out a number of organizations last time, we expected to get fewer applications. But **we still received 106 applications. Plus, 65% of those came from groups who hadn't applied the year before. With so many new applicants, we can only imagine how many other groups are out there that don't know about us yet or did not have the time to apply. We are more committed than ever to getting the word out about TJFP!**

Our amazing funding panel

We were lucky to have another incredible team of trans justice activists making the grant decisions this year: Cecilia Chung (San Francisco, CA), Peter Dakota-Molof (Portland, OR), English Fields (Corinth, MS), Andrea Jenkins (Minneapolis, MN), Elissa Marcelle (Burlington, VT), and Sebastian Margaret (Santa Fe, NM). And our fabulous facilitator Nico Amador returned again to guide everyone through the process. The panel reviewed and discussed all of the applications, and decided to distribute the \$150,000 to 68 groups across the country. They

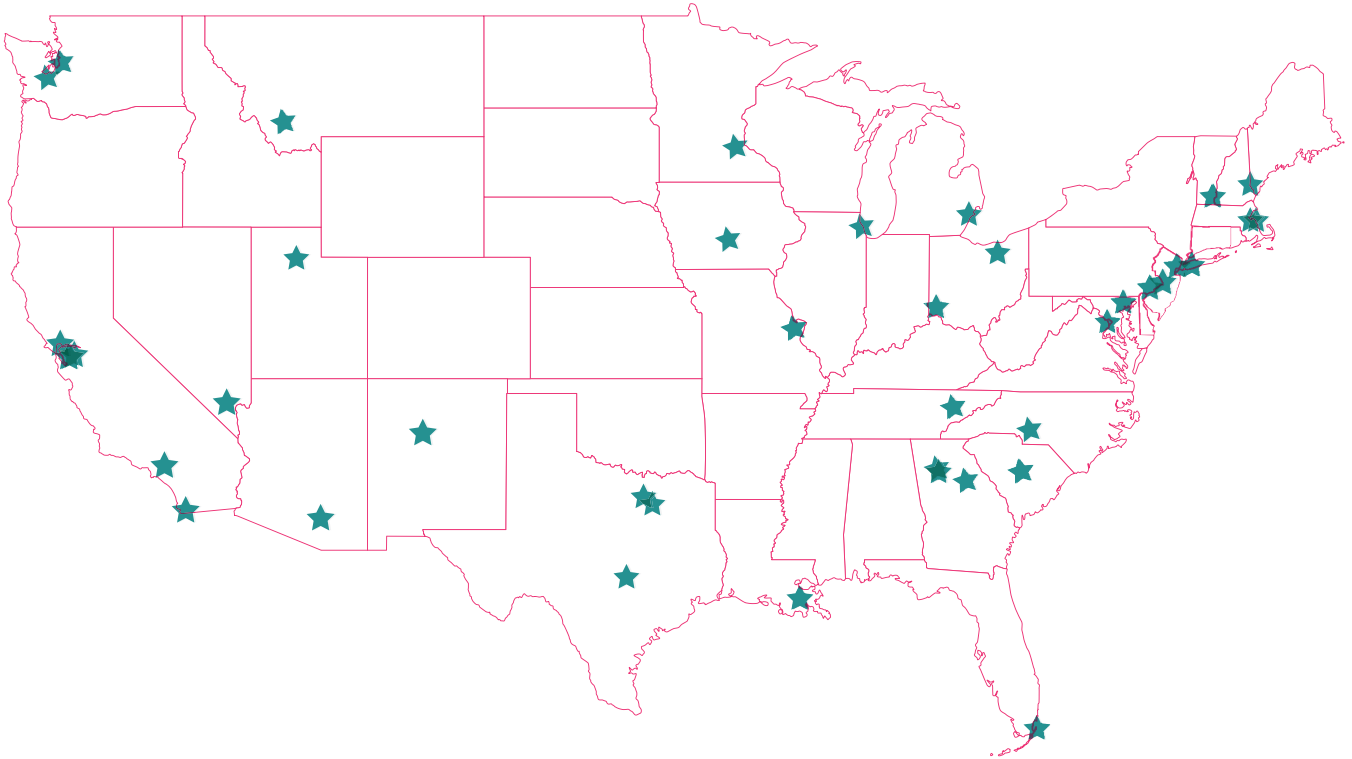


also chose to split the funding equally among the groups, which meant that each grantee received \$2,200.

About our grantees

32% of this year's grantees were 501c3 non-profits, 43% had fiscal sponsors, and 25% had no non-profit status. Out of last year's 22 grantees, only half applied again, and 9 of those 11 groups received a grant again. We plan to follow up and find out why half of last year's grantees didn't apply again. But we also know that there isn't always time for some groups to put together even a simple application, and we are thinking about how to make multi-year

Trans Justice Funding Project



2014 GRANTEES

Camp Born This Way, Tucson, AZ
Fluxx Studio & Gallery, Tucson, AZ
Trans*H4CK, Oakland, CA
La Oportunidad, Los Angeles, CA
Trans Women of Color Network Gathering, San Leandro, CA
Trans United with Family and Friends, Los Angeles, CA
Transitions: A Residence for the Trans* Community, Oakland, CA
San Diego Gender Coalition, San Diego, CA
Gender Justice LA, Los Angeles, CA
MAJOR! San Francisco, CA
Casa Ruby, Inc, Washington, DC
Trans-Miami, Miami Beach, FL
Trans(forming), Atlanta, GA
LaGender, Eastpoint, GA
JustUsATL, Atlanta, GA
TransGeorgia Legal Aid, Athens, GA
Someone Cares, Inc. of Atlanta, Marietta, GA
Transformations, Des Moines, IA
WeHappyTrans.com, Chicago, IL
Transformative Justice Law Project of Illinois, Chicago, IL
Affinity Community Services, Chicago, IL
Youth Empowerment Performance Project, Chicago, IL
BreakOUT! New Orleans, LA

West Suburban Alliance of Gay, Lesbian, Bisexual,
Transgender, and Queer Youth (WAGLY), Wellesley Hills, MA
BodyImage4Justice, Boston, MA
Black and Pink, Dorchester, MA
Transgender Day of Remembrance Unite! Roslindale, MA
Bois of Baltimore, Baltimore, Maryland
Detroit REPRESENT! Detroit, MI
Shades of Yellow (SOY), St Paul, MN
Visible Bodies: Twin Cities, St Paul, MN
Trans Youth Support Network (TYSN), Minneapolis, MN
Minnesota Transgender Health Coalition, Minneapolis, MN
Metro Trans Umbrella Group, St Louis, MO
Missouri GSA NetWork, St Louis, MO
Gender Expansion Project, Missoula, MT
Montana Two Spirit Society, Missoula, MT
Trans* People of Color Coalition, Charlotte, NC
Transgender New Hampshire, Dover, NH
Trans Women of Color Collective, East Orange, NJ
Hudson Pride Connections Center, Jersey City, NJ
Transfaith, Lawrenceville, NJ
National Native Transgender Network, Albuquerque, NM
Gender Justice Nevada, Las Vegas, NV
Otter Activism, New York, NY

Project I Am Enough, Baldwin, NY
Queer Detainee Empowerment Project, Brooklyn, NY
PRYDE-A Project of Make the Road New York, Jackson Heights, NY
Destination Tomorrow, Brooklyn, NY
Third Root Education Exchange, Brooklyn, NY
Heartland Trans* Wellness Group, Cincinnati, OH
Margie's Hope, Akron, OH
Hearts on a Wire, Philadelphia, PA
Sisterly L.O.V.E., Philadelphia, PA
SC TransAction, Columbia, SC
The STAY Project, New Market, TN
Cicada Collective, Denton, TX
Allgo, Austin, TX
Trans Pride Initiative, Dallas, TX
Black Transmen Inc, Dallas, TX
OUTreach Resource Center, Inc., Ogden, UT
HomoPromo, Brattleboro, VT
Gender Justice League, Seattle, WA
First Rain, Seattle, WA
Prison Doula Project, Olympia, WA
Stonewall Youth, Olympia, WA
United Territories of Pacific Islanders Alliance, Seattle, WA

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funding possible in the future as one way of to help address that fact.

88% of our grantees had a budget of less than \$20,000, and 57% had a budget of less than \$5000. ***This means that most of the***

groups rely solely or very heavily on volunteers to get their work done.

Once again, we are in awe at the creative genius that goes into getting so much incredible organizing accomplished with so little money.

When we think about what these groups could do with more cash, we are both excited and impatient. What are we all waiting for? Let's get that money to them now!

One of the main reasons that we put together this report is that our applications contain an enormous amount of information about the state of trans justice organizing right now. We hope that sharing this information can help connect, inform, and inspire local groups as they continue their work.

Most trans justice groups understand that their communities survive at the intersection of multiple oppressions. We are continually inspired by the ways these activists expand their experience and understanding into big and bold visions for radical change. To help visualize the way that organizing for trans justice can mean working on many intersecting issues at once, we created the infographics on the following pages. They are a picture of some of the main intersecting issues our applicants and grantees were focused on this year.

Who gave?

With the help of a successful indiegogo campaign and a powerful matching gift from donor Weston Milliken, we raised over \$150,000. We had a broad base of support again this year, with contributions from 329 donors. 76% of those donors gave \$50 or less, with many people sending in gifts of \$10 and \$5. Though we would

not have met our fundraising goals without some amazing major gifts, it's the \$5 donations that remind us why we do what we do. When you don't have a dollar to spare, but you still find a way to send us \$5, we get the message, loud and clear: so many lives depend on the work trans justice groups are doing. Get them more resources!

This year's expenses were again covered by co-founder and administrative coordinator Karen Pittelman. This meant that 100% of all donations were re-granted (except for a small surplus that will go into our Year 3 grant-making). We recognize that our commitment to community-led decision-making and creating respectful, nurturing working conditions is expensive and that many donors feel uncomfortable with overhead. The question of how to balance these expenses and respect people's labor while also moving the maximum amount of resources possible to our grantees is one we grapple with, especially now that we have a full-time staff member. There's no easy answer here, but we'll do our best to keep asking the big questions about how we can best trust and support trans leadership.

What's next?

Right now we are gearing up for Year 3. Applications opened on December 15th with grants due on February 15th. We need your help to get the word out and to raise as much money for these groups as possible! Or if you'd rather, consider sending a gift directly to one of our grantees or applicants. They need the support of long-term donors to make their work sustainable. Our directory organized by state can give you a glimpse of what's going on in your own area so that you can find new ways to get involved and reach out to create new collaborations and coalitions. We know that this is just the beginning.

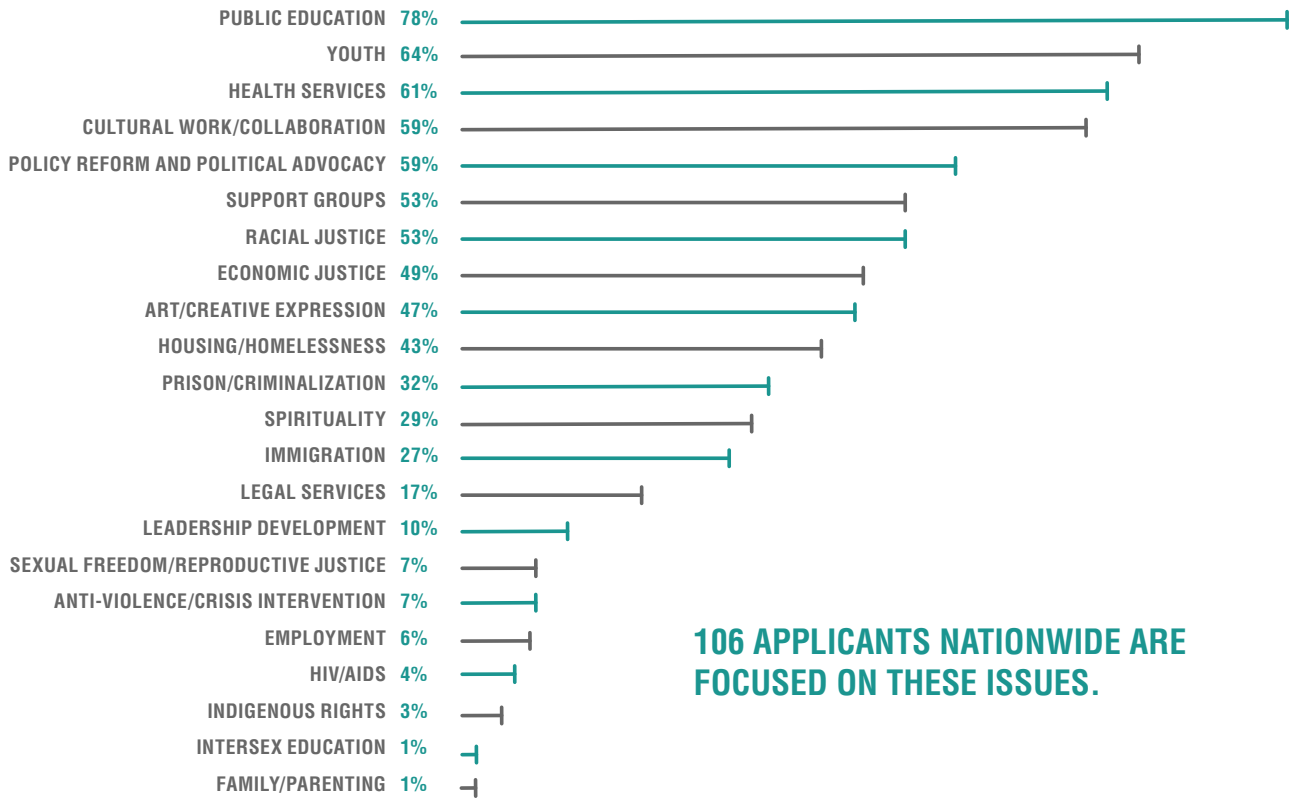
BUILDING TRANS POWER...

PUBLIC EDUCATION 68%
YOUTH 62%
RACIAL JUSTICE 59%
SUPPORT GROUPS 58%
HEALTH SERVICES 55%
POLICY REFORM/POLITICAL ADVOCACY 53%
CULTURAL WORK/COLLABORATION 53%
ART/CREATIVE EXPRESSION 46%
ECONOMIC JUSTICE 47%
HOUSING/HOMELESSNESS 38%
PRISON/CRIMINALIZATION 37%
IMMIGRATION 27%
SPIRITUALITY 25%
LEGAL SERVICES 15%
LEADERSHIP DEVELOPMENT 14%
SEXUAL FREEDOM/REPRODUCTIVE JUSTICE 8%
EMPLOYMENT 7%
ANTI-VIOLENCE/CRISIS INTERVENTION 7%
INDIGENOUS RIGHTS 5%
HIV/AIDS 4%
INTERSEX EDUCATION 2%

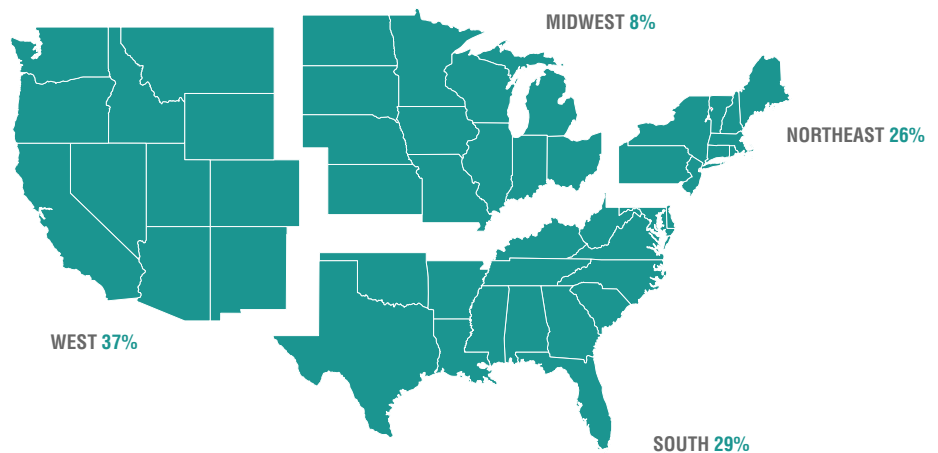
OUR 68 GRANTEES ARE FOCUSED ON THESE ISSUES.

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...FROM THE GROUND TO THE SKY



APPLICANTS BY REGION



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THE TEAM



Cecilia Chung, *panelist*, (San Francisco, CA), the Senior Strategist of the Transgender Law Center, is nationally recognized as a civil rights leader, advocating for HIV/AIDS awareness and care, LGBT equality, and social justice. She was the architect of the Transgender Economic Empowerment Initiative in San Francisco. Cecilia is currently a member of the San Francisco Health Commission and the Presidential Advisory Council on HIV/AIDS, the President of the US People Living with HIV Caucus, and a board member of the Global Network of People Living with HIV.



English Fields, *panelist*, (Corinth, MS) is an activist, Black History Scholar, Historically Black College and University supporter, Helping Others Pursue Education (HOPE) Dealer supporter, Southerners On New Ground (SONG) member, and the first Brown Boi from the state of Mississippi (7th cohort). She had the honor of being the leader of the first openly gay group in the NAACP Alcorn

County Branch sponsored parade the summer of 2013, as well as featured in Christian Hendricks' *South of the Ohio*. Currently she is sharing her story of growing up in Mississippi being openly gay through public speaking events, and has teamed up with a friend to create the It's Different Project to help people in the community. Her future will include finishing her degree in History at Jackson State University while continuing to bring awareness to the LGBTQ community and what it's all about, especially at historically black colleges and universities.



Andrea Jenkins, *panelist*, (Minneapolis, MN) is a Poet and Writer. She is currently employed by the Minneapolis City Council as a Senior Policy Aide. As an African American, Out Transgender Woman she has faced her share of significant challenges, however she continues to move on with grace, dignity, and pride. Andrea has worked on several causes to improve the the lives of young TG Women of Color, to help them realize that sex-work is not the only occupation they have to rely on. She was the Program Director for the All Gender Health Seminars hosted by the Program in Human Sexuality at the University of Minnesota, and serves on the board of Out Front, MN. Nationally, she was a grant panelist for the Out Fund at the Funding Exchange in New York City, and she served as a consultant for the first ever Transgender Consultation at the

Centers For Disease Control in 2005. Andrea's work has appeared in several publications, journals, and websites, including *The International Journal of Transgenderism*. She has performed with Leslie Feinberg, Kate Bornstien, and Minnie Bruce Pratt to name a few. Andrea has a B.A. in Human Services, a M.S. in Community Economic Development, and an MFA in Creative Writing at Hamline University.



J Sebastian Margaret, *panelist*, (Albuquerque, NM) is a disability justice community educator and a disabled Trans* queer immigrant who is kept deliciously exhausted parenting a pair of gorgeous kids. Not formally educated and richly informed by a working/welfare class perspective, Sebastian roots his capacity building work in racial, economic, gender, sexuality, immigration justice, and sovereignty struggles. He is committed to building self-determination, inclusion, leadership development, and vibrancy within disability communities, and is a co-founder of the Disability Justice Collective. Sebastian seeks to insert disability justice into the progressive left, progressive multi-issue politics into the disability community, and is passionate about the validity and glory of imperfect bodies and minds. Stubbornly invested in "the price of bread and rice" politics, Sebastian values community organizing that centers the leadership and perspectives of our people still excluded, alienated, or forgotten

from political spaces. You can often find Sebastian clutching close a good cup of tea.



Peter Dakota Molof, *panelist*, (Oglala Lakota/ Portland, OR) is a community organizer and actor, living in Portland, Oregon where he was born. He is queer, trans, Two Spirit, mixed-race, Jewish, femme, and lives with Obsessive Compulsive Disorder. His organizational home since 2010 is Basic Rights Oregon, where he has done work in their Racial Justice and Alliance Building Program, Marriage Program, and now Trans Justice Program. He is most passionate about his work building community with other Two Spirit people. In 2012, he helped create the fourth installment in a series of four videos uplifting the voices of LGBTQ People of Color, which was dedicated to Two Spirit families. Peter's lifelong love is theater and acting, which was his profession before publicly coming out as trans in 2010. In 2012, he organized the first of its kind, the "More Than Two Monologues"—a series of monologues written and performed by transgender, genderqueer, and gender non-conforming students. These days, Peter's performance art has taken him into the realm of exploring bodies, sexuality, and desire by performing queer burlesque with other trans* people of color. Peter is a Taurus through and through, except for his Venus which is in Gemini.



Elissa Marcelle, *panelist*, (Burlington, VT) is a fat, queer, disabled, genderfluid Mama Bear with a passion for food and public speaking, hailing from the Green Mountain state. A former youth member of Outright Vermont and a proud community activist, Elissa is focused on expanding education around the trans community and body positivity in rural areas and in society as a whole. She's an active blogger, a proud partner, and a fighter who never backs down from doing what is right!



Karen Pittelman, *co-founder and administrative coordinator*, (Brooklyn, NY) is the author of Resource Generation's *Classified: How to Stop Hiding Your Privilege and Use It For Social Change* and co-author of *Creating Change Through Family Philanthropy*. She co-founded Chahara Foundation, a fund that was run by and for low-income women activists in Boston for a decade. She lives in Brooklyn where she works as a writing coach, writes non-fiction and poetry, and is a singer/songwriter with her queer alt-country band Karen & the Sorrows.



Gabriel Foster, *co-founder and director*, (Brooklyn, NY) is a black, queer, trans, "momma's boy." Gabriel has a long history of working with LGBTQ communities in Seattle, WA, Oakland, CA, Philadelphia, PA, Atlanta, GA, and New York. He has worked for the American Friends Service Committee, Northwest Network for Survivors of Abuse, the Leeway Foundation, the Bread and Roses Fund, SPARK Reproductive Justice Now, and the Sylvia Rivera Law Project. Over the years, he has been incredibly lucky to have learned so much from the many brilliant hearts and minds he's encountered along the way. Additionally, Gabriel lives for turning vision into reality, deep laughter, and the dance floor.



Nico Amador, *facilitator*, (Philadelphia, PA) is a trainer, organizer, and writer. Nico got his start as a trainer leading workshops on the impacts of militarism and the prison industrial complex on people of color. In his role at Training for Change, Nico has led workshops in the US, Canada and Europe.

2014 FUNDING CRITERIA

We are committed to supporting groups that:

- Are run by and for trans communities.
- Support and encourage trans leadership
- Are guided by a commitment to trans justice and anti-oppression work.
- Center the leadership of trans people organizing around their experiences with racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other intersecting oppressions.
- Collaborate with other local groups and think of themselves as part of a bigger picture of trans-led work that seeks dignity and justice for all people.
- Are meeting the needs of different local communities and using organizing and/or providing services to help bring people together.

We fund groups, projects, and organizations:

- With a budget of \$250,000 or less*
- In the U.S., from rural areas to big cities
- With 501c3 status or fiscal sponsorship
- Without 501c3 status or fiscal sponsorship
- That are established
- That are just getting started

We don't fund:

- Groups with budgets above \$250,000
- Individuals
- Groups outside the U.S.

SOME OF THE THINGS WE THINK ABOUT WHEN WE MAKE GRANTS

Deciding whether or not a group fits our criteria is the first part of our activist panel's job. As they get into deeper conversations about the applicants, here are some other things that help guide the panel's decision-making.

1. Trans justice work can take many forms.

The way people organize may look very different across different communities. In a big city with lots of services, a support group might not seem like the most radical or innovative trans justice work. But, as one of our applicants reminded us, if you are in a small town in Iowa, the fact that a support group even exists can be a radical success in itself. What matters to us is that communities are organizing themselves and setting priorities based on what feels most urgent to them.

2. The way people talk about their work can also look very different.

Not everyone uses the same political language to describe their work—or to describe themselves. Many things factor into the way a grant application reads, including: where the writer is from, their communities, their class and education background, and their experiences with intersecting oppressions. Sometimes it's easy to be most swayed by an application that reads the same way you would say it. But we don't want our decisions to be based on who is the best writer or who has access to the most current political thinking. We try to look past the writing and vocabulary and make a decision based on what the group is actually doing.

3. We want to support groups across the country, not just in big cities or on the coasts.

We especially want to have a balance between rural and urban, small town and big city, and to

keep in mind that groups in more isolated areas often have less access to funding.

4. Providing services can be an important part of organizing.

Some grantmakers, especially more social-justice oriented funds, see organizing as separate from providing services. But we've seen how providing services is often an important step in bringing communities together. Providing services can also make it possible for people to participate who might otherwise be unable to join in because they are busy meeting their survival needs.

5. There is more than one way to define success.

We know that grassroots social justice movements are messy. Endless. Complicated. That tangible results may be the flower at the end of a long process, but you don't expect to see a flower when you are looking at the roots. Movements need sustainable groups that will be there for the long-run, and they also need short-term, kitchen-table groups that may only be around for a year or two. And a group that may look like a "failure" to some may have in fact trained a crucial future leader, provided important resources in the moment, or done inspiring work that others will build on. We aim to take the long view of the movement and try to remember that there is more than one way to define success in grassroots organizing. (See "A Grassroots Theory of Funding" on page 34 for more on this.)

6. We reject the idea that grantees should be accountable to funders. Funders need to be accountable to grantees.

Above all, we believe that grantees must be accountable to the communities they serve, especially to those who are most affected by oppression. Our job is to trust and support trans leadership and to help provide the resources that leadership needs to serve their communities.

7. We are here to provide resources, not to pit everyone against each other in the thunderdome.

Funding in the non-profit world sometimes turns us all into competing activist-gladiators, fighting each other for scarce resources. We try instead to read these applications as a friend. As someone who is shepherding resources to nurture a growing movement and to nurture the people and the communities that are making that movement happen.



"Participating in this process was a transformative experience, one that asked me to rethink philanthropy, the meaning of activism, the meaning of radical, and the meaning of community. Can't wait to give to the fund next year!"

— Peter Dakota Molof,
2014 Panelist

THOUGHTS FROM OUR SUPPORTERS

Three Reasons Why I Donate

Rebecca Wisotsky

Monthly Donor and Volunteer

1. Funding for LGBTQ issues has grown steadily over the past 20 years. However, little of this funding has been directed at issues specific to trans and gender non-conforming people and communities. Basic needs such as visibility, access to health care, and affordable housing, as well as safety while walking down the street, in public bathrooms, and at school are issues that TGNC people, in particular TGNC people of color, struggle with on a daily basis. TGNC people are literally fighting for their survival while gay and lesbian mainstream issues have become increasingly well-funded. It is for this reason that, as a queer-cisgender-mixed-race-light skin-female that fits comfortably into the gender binary, I believe it's critical to donate to the survival of TGNC people of color.

2. Despite limited funding, TGNC people have not stopped fighting for their rights. They have raised their voices, organized support groups in each other's homes, and become 501c3s, all the while increasing their visibility within the larger LGB movement. This is the formation of a well-constructed intersectional movement. From my perspective, the TGNC movement is deeply rooted in taking care of chosen family, holding a deep sense of community, self-love, and acceptance, honoring TGNC history, building leaders, and saying "I deserve to be seen, respected, and have the right to safety and care." I donate to TJFP because I believe in this movement.

3. I am your typical young donor who will donate to an online campaign, donate when a friend is running a race for a cause, or donate at an event where I get to see a band play or bid on an auction item. Before TJFP, I never donated to a group in response to an appeal letter or became a monthly donor. I am not a person with wealth and always thought I couldn't afford to be a monthly donor. TJFP's method of community-based fundraising has shown me that when we come together to fund what we care about,

regardless of the amount we give, we can create an abundance of support—financial and beyond. For the first time in my life, I'm a monthly donor. My donation may be small in comparison to others, but it is consistent and shows my commitment to the survival and thriving of TGNC communities. By being a monthly donor, I'm creating stability and sustainability for TJFP and its grantee partners. Through my monthly donation, I'm saying to a community who historically, has not received stable funding: you can count on my donation to be there every month, I'm committed to you. While I only listed my top three reasons why I fund TJFP, there are many more. Take a moment and look into the work of TJFP and their grantee partners and find your own inspiration for why you should donate an amount that is meaningful to you.

New Opportunities

National Center for Transgender Equality

The National Center for Transgender Equality, a non-profit organization dedicated to advancing the quality of life for transgender people through advocacy, collaboration, and empowerment did

"The Trans Justice Funding Project caught my attention because of the overwhelming number of grant applications it had received in its first year. There was a clear need to fill and the TJFP served it well. As a philanthropist, I take great pleasure in small grants programs administered by the communities they serve. Small grants permit organizations and programs to remove smaller roadblocks that make things better in their communities and can provide leadership or training opportunities."

—Weston Milliken, Donor

something that we hadn't seen before. They donated as an organization to the Trans Justice Funding Project.

Mara Keisling, the executive director at NCTE explains, "We are so thankful that the Trans Justice Funding Project exists. That's why the National Center for Transgender Equality pitches in, and that's why I personally support it. TJFP is revolutionizing how community-based efforts can find funding, and, maybe as importantly, how trans people as individuals get to be part of our own liberation. Finding ways to get and stay connected in our movement isn't always apparent. But the Trans Justice Funding Project does that—it bridges our community's scarce resources to the life-changing work of our community groups. There's still too much work that goes unsupported and unrecognized, but thanks to the Trans Justice Funding Project and the efforts we can all support through the network, we are seeing a sea change in trans public acceptance broadly and what resources are available for real people across the country. In the coming years, I expect the Project to grow even larger, and for our acceptance to move even faster. NCTE will continue to support TJFP. I will too."

"The most beautiful thing about the collaborative, community process of activists getting together from around the country, beyond the aspect of meeting each other, is reading about the amazing work being done in small towns, big cities, schools, and prisons being done by Trans activists with literally no resources outside of their brilliance and generosity of spirit."

I was blown away by the opportunity to be a part of the process, and to have had a small but important role in helping to determine which groups were able to get funding this year. But more importantly I was inspired by the breath, beauty, and brilliance of the Trans community. If you are asked to be a panelist, donate money, or host a fundraiser for TJFP, say yes. The blessings will come back to you one hundred fold, pressed down, shaken together, and overflowing."

— Andrea Jenkins,
2014 TJFP Panelist



2014 GRANTEES

Affinity Community Services

Chicago, IL

Affinity Community Services is a social justice organization that works with and on behalf of Black LGBTQ communities, queer youth, and allies to identify emergent needs, create safe spaces, develop leaders, and bridge communities through collective analysis and action for social justice, freedom, and human rights.

Allgo

Austin, TX

Allgo envisions a just and equitable society that celebrates and nurtures vibrant people of color queer cultures. Allgo works toward its vision through cultural arts, health, and advocacy programming.

Black and Pink

Dorchester, MA

Black and Pink is an open family of LGBTQ prisoners and “free world” allies who support each other. Our work toward the abolition of the prison industrial complex is rooted in the experience of currently and formerly incarcerated people.

Black Transmen Inc

Dallas, TX

Black Transmen, Inc is focused on acknowledgment, social advocacy, and empowering transmen, transwomen and SGLBTQI individuals with the necessary tools to secure identity and equality within society regardless of race, creed, color, religion, sexual identity or sexual expression.

“When I first heard about the Trans Justice Funding Project, I was elated. Finally an organization that understood the unique struggles of building and sustaining programs run by and for people of Trans experience.”

— Sean Coleman,
Destination Tomorrow

BodyImage4Justice

Boston, MA

BodyImage4Justice focuses on empowerment and social justice for the trans community through programs, events, political action, advocacy, and other activities that promote the health and well-being of community members, especially community members of color.

Bois of Baltimore

Baltimore, MD

Bois of Baltimore creates safe spaces for alternative masculinity by uniting those that identify along the masculine spectrum (Boi, Stud, Butch, AG, Lesbian, Trans*, Dom, and Masculine of Center) through a diverse offering of group activities, community service projects, local partnerships, discussions, and educational programs.

BreakOUT!

New Orleans, LA

BreakOUT! seeks to end the criminalization of LGBTQ youth who are directly impacted by the criminal or juvenile justice system in New Orleans. They affect concrete policy changes to build a safer and more just New Orleans.

Camp Born This Way

Tucson, AZ

Camp Born This Way provides a camp experience for transgender and gender creative children ages 5-12 and their families. Camp strives to create a supportive environment where the children can be themselves in a safe environment.

Casa Ruby, Inc

Washington, DC

Casa Ruby's mission is to create success stories among transgender, gender queer, and gender non-conforming gay, lesbian, and bisexual people.

Cicada Collective

Denton, TX

Working through a reproductive justice framework, the Cicada Collective addresses the barriers and lack of resources regarding reproductive health in Texas by providing a channel of access to the resources necessary for reproductive autonomy.

Destination Tomorrow

Brooklyn, NY

Destination Tomorrow is a grassroots organization whose focus is on providing resources and raising awareness about issues

that affect LGBT communities of color within the South Bronx and surrounding areas in New York City.

Detroit REPRESENT!

Detroit, MI

Detroit REPRESENT! inspires and supports community organizing efforts led by LGBTQ youth of color from Detroit. We resist erasure and misrepresentation by actively engaging in the work of self-education and self-empowerment to create a revolutionary media alternative that authentically portrays our communities, our lives, and our selves.

First Rain

Seattle, WA

First Rain is a commitment to creating more accessibility, reconnection, and awareness of brave spaces for making ritual around all stages of transformation during a two-spirited, gender-fluid, or trans person's realization of body, heart, and mind.

Fluxx Studio & Gallery

Tucson, AZ

Fluxx is a multi-functional space designed to host exhibitions, performance art, movie screenings, workshops, and special events that increase visibility and promote the creation of Queer Arts and Culture in Tucson.

Gender Expansion Project

Missoula, MT

The Gender Expansion Project's mission is to promote gender-inclusive education and awareness surrounding transgender, transsexual, intersex, and gender diverse people through evidence-based care, education, research, advocacy, public and private policy, and respect in transgender health and wellbeing.

Gender Justice LA

Los Angeles, CA

Gender Justice LA develops campaigns to bring about racial, social, and economic justice for low-income transgender people of color. We use community organizing, building networks with other social justice organizations, and developing leadership among our base to increase our power to transform the systems of oppression that affect our communities.

Gender Justice League

Seattle, WA

Gender Justice League works to empower trans* activists and our allies to fight oppression based on gender and sexuality in Washington, and to



Casa Ruby

create a community where trans* people can live our lives safely, true to ourselves, and free from discrimination.

Gender Justice Nevada

Las Vegas, NV

Gender Justice Nevada champions the healing, dignity, and justice of diverse trans* and gender non-conforming persons in Nevada.

Heartland Trans* Wellness Group

Cincinnati, OH

Heartland Trans Wellness Group is dedicated to the development of physical, emotional, and social wellness resources for trans* populations and our related communities in the Midwest through activism, advocacy, community-building, and education.

Hearts on a Wire

Philadelphia, PA

Hearts on a Wire is an advocacy network of T/GV people, prison justice activists, and social service providers supporting incarcerated T/GV people and assessing the impact of mass incarceration in our communities, particularly those of color because of the disproportionate policing and incarceration that affects those communities most.

HomoPromo

Brattleboro, VT

HomoPromo raises trans and queer visibility and combats isolation and harm in our rural communities through organizing sober and all-ages events. HOMOpromo puts the "social" back in social justice!

Hudson Pride Connections Center

Jersey City, NJ

Hudson Pride Connections Center is a non-profit community-based organization dedicated to meeting the bio-psycho-social needs of two of the most disenfranchised communities living

within Hudson County: LGBTQ individuals and people living with HIV/AIDS.

JustUsATL

Atlanta, GA

JustUsATL provides a community center for Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, Intersex, Undecided, Pansexual, and youth living with HIV where individuality is valued and encouraged, social and personal development is fostered, community is promoted, and youth empowerment is seen as a step toward social change.

La Oportunidad

Los Angeles, CA

La Oportunidad creates conditions for a healthy life for trans human beings. They provide food, clothing, baths, condoms, and a safe place to rest and work.

LaGender

Eastpoint, GA

LaGender empowers the transgender community on the unique issues we face on a daily basis such as HIV/AIDS, homelessness, wrongful incarceration, and name changes with social services referrals, peer counseling, and spiritual counseling.

MAJOR!

San Francisco, CA

MAJOR! is a documentary film about the life and times of Black transgender elder and activist Miss Major Griffin-Gracy.

Margie's Hope

Akron, OH

Margie's Hope assists transgender individuals in need and will soon have a transitional living program that will help homeless transgender clients to secure stable housing and employment as well as other necessary services.

Metro Trans Umbrella Group

Edwardsville, IL

Metro Trans Umbrella Group is by Trans* and for Trans*, bringing together the community of trans, gender queer, androgynous, intersex, and our allies in the St. Louis metro area.

Minnesota Transgender Health Coalition

Minneapolis, MN

The Minnesota Transgender Health Coalition is committed to improving health care access and the quality of health care received by trans and gender non-conforming people through education, resources, and advocacy.

Missouri GSA Network

St Louis, MO

Missouri GSA Network empowers student leaders to push against transphobia and homophobia in schools. They support 55 GSAs around the state, many of which focus their advocacy work on gender, racial, and social and economic justice.

Montana Two Spirit Society

Missoula, MT

Montana Two Spirit Society advocates, educates, and builds community among Native and Indigenous peoples, including LGBTI and allied communities, by sharing our two spirit histories and cultural traditions.

National Native Transgender Network

Albuquerque, NM

The National Native Transgender Network is a network of Native American, Alaska Native, and Native Hawaiian Transgender professionals, advocates, and community members that emphasize and promote the importance of cultural competencies and educational awareness for the services provided for our population.



Montana Two Spirit Society

Otter Activism

New York, NY

Otter Activism strives to empower, educate, inform, and create change in our communities. We are a transformative activist duo that organizes around varied forms of systematic violence and oppression, practicing radical and intersectional approaches to social justice.

OUTreach Resource Center, Inc.

Ogden, UT

OUTreach Resource Center is dedicated to transforming communities and saving lives through programs designed to promote positive outcomes for youth experiencing homelessness, family rejection, or victimization.

Prison Doula Project

Olympia, WA

Prison Doula Project is a reproductive justice collective of non-paid doulas working to interrupt the pervasive and systemic racism, sexism, classism, transphobia, and homophobia within the prison industrial complex. Our allegiance is to incarcerated parents everywhere.

Project I Am Enough

Baldwin, NY

Project I Am Enough seeks to promote self-love, acceptance, and respect for everyone on the gender spectrum. Our goals are to inform, educate, and inspire everyone to believe and live the truth: I Am Enough.

PRYDE, A Project of Make the Road New York

Jackson Heights, NY

PRYDE is a group of transgender, gender non-conforming, and queer people primarily from communities of color in Queens. Our mission is to empower our communities through organizing and education.

Queer Detainee Empowerment Project

Brooklyn, NY

The Queer Detainee Empowerment Project is an Alternative to Detention Program that works with LGBTQ, Two Spirit, Trans, and Gender Non-Conforming HIV+ detainees and their families currently in detention centers and those that are recently released from detention centers, seeking status in the United States.

San Diego Gender Coalition

San Diego, CA

San Diego Gender Coalition is committed to ending the oppression and negative stereotypes of those that fall under the trans umbrella.

“As the only LGBT organization of color in our state, funding has been problematic at times and the challenges of institutional racism continue to impact our access to limited funding opportunities. This makes the work of the Trans Justice Funding Project that much more important, given your commitment to addressing social justice and racism.”

— David Herrera,
Montana Two Spirit Society

SC TransAction

Columbia, SC

SC TransAction works to educate, empower, unify, and advocate by giving voice to the transgender and gender variant community in South Carolina.

Shades of Yellow (SOY)

St Paul, MN

SOY is the first and only Hmong LGBTQA organization in the world. SOY cultivates a community of empowered Hmong LGBTQ and allies to challenge what we've known and ignite positive cultural and social change.

Sisterly L.O.V.E

Philadelphia, PA

Sisterly L.O.V.E. leads programs and services for trans women in Philly, developed by trans women in Philly.

Someone Cares, Inc. of Atlanta

Marietta, GA

Our mission is to empower the LGBT and underserved populations at risk for or living with HIV/AIDS and other health disparities through comprehensive support services, in order to assist them to take control of their lives in making sound health decisions.

Stonewall Youth

Olympia, WA

Stonewall Youth is an organization of youth, activists, and allies that empowers LGBTQQIA youth to speak for themselves, educate themselves, and educate their communities.

The STAY Project (Stay Together Appalachian Youth)

New Market, TN

As young people from Central Appalachia, the STAY Project connects across our region to make our home communities places we can and want to stay.

Third Root Education Exchange

Brooklyn, NY

Third Root Education Exchange keeps the change-makers healthy so that collectively we facilitate vibrant individuals, communities, and society. Our work is to inform and impact the process of social change to be healing in every moment, on different levels along the way to justice.

Trans Pride Initiative

Dallas, TX

Trans Pride Initiative empowers trans* and gender nonconforming persons to rise above social barriers to equal healthcare, housing, employment, and education.

Trans United with Family and Friends

Los Angeles, CA

Trans United with Family and Friends aims to provide access to healthcare, transition services, safe housing, and education for the underserved transgender population.

Trans Women of Color Collective of Greater New York

East Orange, NJ

The Trans Women of Color Collective creates revolutionary change by uplifting the narratives, leadership, and lived experiences of trans people of color.

Trans Women of Color Network Gathering

San Leandro, CA

This network gathering will connect diverse and dispersed trans women of color to build the bridges, networks, and resources necessary to transform our communities using media and technology.



Trans Women of Color Network Gathering

Trans Youth Support Network (TYSN)

Minneapolis, MN

TYSN promotes racial, social, and economic justice for transgender youth, with the freedom to self-define gender identity and expression. TYSN's goal is to be led by those most impacted by the systems of oppression we challenge.

Trans-Miami

Miami Beach, FL

Trans-Miami empowers trans* individuals through social events, workshops, support, resources, and referrals to trans* sensitive services.

Trans(forming)

Atlanta, GA

Trans(forming) is a membership based, people of color led, FTM peer support/resource/advocacy group for anyone who identifies under the Female to Male trans man/male spectrum, including those who don't identify as trans but male and those who are questioning.

Trans* People of Color Coalition

Charlotte, NC

Trans People of Color Coalition is the only national social justice organization that promotes the interest of Trans People of Color. They inspire and nurture collaboration among communities of color dedicated to anti-racism and fighting transphobia and the empowerment of transgender persons of color.

Trans*H4CK

Oakland, CA

A hackathon and speaker series that radically shifts the ways trans* people live by creating technology that economically empowers, improves access to social services, promotes gender safety and community sustainability, while bringing visibility to trans*-led startups.

Transfaith

Lawrenceville, NJ

Transfaith is a national non-profit that is led by transgender people and focused on issues of faith and spirituality, with an emphasis on supporting health and well-being.

Transformations

Des Moines, IA

Transformations is a support group for transgender and non-binary people. Transformations also helps educate the general public about transgender issues and the challenges transgender individuals face.

Transformative Justice Law Project of Illinois

Chicago, IL

TJLP is a group of radical activists, social workers, and organizers who provide support, advocacy, and free, holistic advocacy and criminal legal services to poor and street-based transgender people in Illinois.

Transgender Day of Remembrance Unite! (TDOR Unite!)

Dallas, TX

TDOR Unite! works to provide virtual ways for all to connect and mutually support each other around the Transgender Day of Remembrance.

Transgender New Hampshire

Dover, NH

Transgender New Hampshire provides resources, community building, educational programs, and advocacy to assist transgender residents in New Hampshire, as well as significant others, friends, families, allies, and helping professionals.

TransGeorgia Legal Aid

Athens, GA

TransGeorgia Legal Aid is a collective of lawyers and volunteers from within the trans community who provide legal services and representation to the underserved trans population of Georgia, focusing especially on trans persons who lack financial resources.

Transitions: A Residence for the Trans* Community

Oakland, CA

Transitions is a community-driven and inspired project that seeks to empower trans* people through a network of intermediate housing, employment, and other services that lead to self-sufficiency and a stronger sense of community.

United Territories of Pacific Islanders Alliance (UTOPIA)

Seattle, WA

UTOPIA seeks to create a safe space for Pacific Islander LGBTQIA community members by advocating for social justice, education, and overall wellness.

Visible Bodies: Twin Cities

St Paul, MN

Visible Bodies is a dignifying reclamation of the mainstream media's inaccurate depiction of trans* lives through photography, video, and storytelling.

WeHappyTrans.com

Chicago, IL

WeHappyTrans.com shares positive stories by and about transgender people and their experiences to broaden the representation and understanding of trans people..

West Suburban Alliance of GLBTQ Youth (WAGLY)

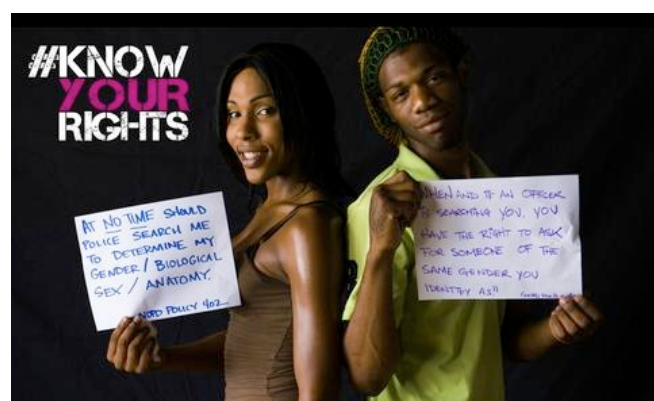
Wellesley Hills, MA

WAGLY supports the health and emotional well being of GLBTQ teens. Their youth-led program Umbrella is specifically for transgender and gender-nonconforming youth.

Youth Empowerment Performance Project

Chicago, IL

Through the process of developing a theatrical performance piece. YEPP's LGBTQ street-based youth explore their history, investigate new ways to address their struggles, and celebrate their strengths.



BreakOUT!

2013-2014 DIRECTORY

The following is a list of the groups that applied to TJFP over the last two years, matched our original criteria,* and gave us the thumbs up to share their information. We've also included our grantees here too, and organized it by state. We hope that this list can help connect groups with each other and that it will inspire everyone to support the important work that is happening right now in their communities!

**In 2013, our criteria did not include a budget cut-off, but the panel decided to focus on smaller groups. In 2014, our criteria included a budget cut-off of \$250,000.*

Alabama

Alpha Sigma Omega Fraternity Inc., Selma, AL

Arkansas

Gender Equality Arkansas (geAR), Little Rock, AR (2013 grantee)

Arizona

Camp Born This Way, Tucson, AZ (2014 grantee)

Fluxx Studio & Gallery, Tucson, AZ (2014 grantee)

Rainbow Defense Fund, Tucson, AZ

California

La Oportunidad, Los Angeles, CA (2014 grantee)



Affinity Community Services

Gender Justice LA, Los Angeles, CA (2014 grantee)	Trans*H4CK, Oakland, CA (2014 grantee)
Groundswell, San Francisco, CA	Trans Women of Color Network Gathering, San Leandro, CA (2014 grantee)
Los Angeles Transgender Film Festival, Los Angeles, CA	Trans United with Family and Friends, Los Angeles, CA (2014 grantee)
MAJOR! San Francisco, CA (2014 grantee)	Transgender, Gender Varient, & Intersex Justice Project (TGI Justice), San Francisco, CA (2013 grantee)
Pacific Pride Foundation, Santa Barbara, CA	Transgender Law Center, San Francisco, CA
Queer Yo Mind Conference, San Leandro, CA	Transitions: A Residence for the Trans* Community, Oakland, CA (2014 grantee)
San Diego Gender Coalition, San Diego, CA (2014 grantee)	Who We Know, Oakland, CA
SICK, San Francisco, CA (2013 grantee)	
St. James Infirmary, San Francisco, CA	
Stockton Transgender Alliance, Stockton, CA	Florida
Topsy Turvy: A Queer Circus Extravaganza, Oakland, CA	Jacksonville Area Sexual Minority Youth Network, Inc. (JASMYN), Jacksonville, FL
TransLatin@ Coalition, Glendale, CA (2013 grantee)	Trans-Miami, Miami Beach, FL (2014 grantee)
Trans March, San Francisco, CA	Georgia
	Alphabet Soup Atlanta, Atlanta, GA

JustUsATL, Atlanta, GA (2014 grantee)

Juxtaposed Center for Transformation, Decatur, GA

LaGender, Eastpoint, GA (2014 grantee)

Someone Cares, Inc. of Atlanta, Marietta, GA (2014 grantee)

Trans(forming), Atlanta, GA (2014 grantee)

TransGeorgia Legal Aid, Athens, GA (2014 grantee)

Transgender Individuals Living Their Truth (TILTT), Atlanta, GA (2013 grantee)

Iowa

Transformations, Des Moines, IA (2014 grantee)

Illinois

Affinity Community Services, Chicago, IL (2014 grantee)

Chicago Women's Health Center (CWHC), Chicago, IL

KokumoMedia Inc, Chicago, IL

Transformative Justice Law Project of Illinois, Chicago, IL (2013, 2014 grantee)

WeHappyTrans.com, Chicago, IL (2014 grantee)

Youth Empowerment Performance Project, Chicago, IL (2013, 2014 grantee)

Indiana

Gender Warriors, Evansville, IN

Kansas

Kansas Statewide Transgender Education Project (K-STEP), Topeka, KS (2013 grantee)

Louisiana

BreakOUT! New Orleans, LA (2014 grantee)

Louisiana Trans Advocates, Baton Rouge, LA (2013 grantee)

Massachusetts

BodyImage4Justice, Boston, MA (2014 grantee)

Black and Pink, Dorchester, MA (2014 grantee)

Transgender Day of Remembrance Unite! Roslindale, MA (2014 grantee)

Massachusetts Transgender Political Coalition, Boston, MA

Transgender Emergency Fund, Worcester, MA

West Suburban Alliance of GLBT Youth (WAGLY), Wellesley Hills, MA (2014 grantee)

Maryland

Bois of Baltimore, Baltimore, MD (2014 grantee)

Equality Maryland, Baltimore, MD

Maine

Trans Youth Equality Foundation, Portland, ME

Michigan

Detroit REPRESENT! Detroit, MI (2014 grantee)

Missouri

LGBT Center of St. Louis, St. Louis, MO

Metro Trans Umbrella Group, St Louis, MO (2014 grantee)

Missouri GSA NetWork, St Louis, MO (2014 grantee)

Minnesota

Minnesota Transgender Health Coalition, Minneapolis, MN (2014 grantee)

RECLAIM, Minneapolis, MN



Minnesota Transgender Health Coalition



Gender Justice LA

Shades of Yellow (SOY), St Paul, MN (2014 grantee)

Trans Youth Support Network (TYSN), Minneapolis, MN (2013, 2014 grantee)

Visible Bodies: Twin Cities, St Paul, MN (2014 grantee)

Mississippi

Bois of the Sippi, Corinth, MS

Montana

Gender Expansion Project, Missoula, MT (2014 grantee)

Montana Two Spirit Society, Missoula, MT (2013, 2014 grantee)

North Carolina

Durham Gender Alliance, Durham, NC (2013 grantee)

Greensboro Health Cooperative, Efland, NC

Rainbow Community Cares, Cary, NC (2013 grantee)

Trans* People of Color Coalition, Charlotte, NC (2014 grantee)

New Hampshire

Those Queers, Hanover, NH

Transgender New Hampshire, Dover, NH (2014 grantee)

New Jersey

Hudson Pride Connections Center, Jersey City, NJ (2014 grantee)

Transfaith, Lawrenceville, NJ (2014 grantee)

Trans Women of Color Collective, East Orange, NJ (2014 grantee)

New Mexico

National Native Transgender Network, Albuquerque, NM (2014 grantee)

Transgender Resource Center of New Mexico, Albuquerque, NM (2013 grantee)

Nevada

Gender Justice Nevada, Las Vegas, NV (2014 grantee)

New York

Destination Tomorrow, Brooklyn, NY (2014 grantee)

FIERCE, New York, NY

New York Citizens for Transgender Rights (NYCTR), Delmar, NY

Organization for Transgender Health Empowerment Resources (OTHER), Ridgewood, NY

Otter Activism, New York, NY (2014 grantee)

PERSIST Health Project, Brooklyn, NY

Project I Am Enough, Baldwin, NY (2014 grantee)

PRYDE-A Project of Make the Road New York, Jackson Heights, NY (2014 grantee)

Queer Detainee Empowerment Project, Brooklyn, NY (2014 grantee)

Sylvia Rivera Law Project, New York, NY

Third Root Education Exchange, Brooklyn, NY (2014 grantee)

Transgender Advocates of the Capital Region, Albany, NY

TransJustice/Audre Lorde Project, New York, NY

Ohio

Heartland Trans* Wellness Group, Cincinnati, OH (2014 grantee)

LGBT Community Center of Greater Cleveland, Cleveland, OH	Black Transmen Inc, Dallas, TX (2014 grantee)	First Rain, Seattle, WA (2013, 2014 grantee)
Margie's Hope, Akron, OH (2014 grantee)	Cicada Collective, Denton, TX (2014 grantee)	Gender Alliance of the South Sound, Gig Harbor, WA
Oregon	Trans Pride Initiative, Dallas, TX (2014 grantee)	Gendercast: Our Transmasculine Genderqueery, Seattle, WA
Basic Rights Education Fund, Portland, OR	Transgender Education Network of Texas, College Station, TX	Gender Diversity, Bellingham WA
TransActive Education & Advocacy, Portland, OR	Utah	Gender Justice League, Seattle, WA (2014 grantee)
Pennsylvania	OUTreach Resource Center, Inc., Ogden, UT (2014 grantee)	Ingersoll Gender Center, Seattle, WA
Hearts on a Wire, Philadelphia, PA (2013, 2014 grantee)	Vermont	LGBTQ Allyship, Seattle, WA
hotpot!, Philadelphia, PA (2013 grantee)	HomoPromo, Brattleboro, VT (2014 grantee)	Prison Doula Project, Olympia, WA (2013, 2014 grantee)
Sisterly L.O.V.E, Philadelphia, PA (2014 grantee)	Washington, DC	Queer Art Heals Your Heart (QAHYH), Olympia, WA
Trans Oral History Project, Upper Darby, PA	Casa Ruby, Washington, DC (2013, 2014 grantee)	Reteaching Gender & Sexuality, Seattle, WA
Rhode Island	Community Education Group, Washington, DC	Stonewall Youth, Olympia, WA (2014 grantee)
Transgender Intersex Network of Rhode Island, Providence, RI	DC Trans Coalition, Washington, DC (2013 grantee)	Three Wings/Queer Youth Space, Seattle, WA
South Carolina	DMV Trans Circulator, Washington, DC	United Territories of Pacific Islanders Alliance (U.T.O.P.I.A Seattle), Seattle, WA (2013, 2014 grantee)
Gender Benders, Greenville, SC	HIPS, Washington, DC	We Are Family, Seattle, WA
SC TransAction, Columbia, SC (2014 grantee)	Pride at Work/LGBT Labor Leadership Initiative, Washington, DC	Wisconsin
Transcendents, Bluffton, SC (2013 grantee)	Trans People of Color Coalition, Washington, DC	FORGE, Inc., Milwaukee, WI
Tennessee	Washington	
The STAY Project, New Market, TN (2014 grantee)	Camp Ten Trees, Seattle, WA	
Texas	Entre Hermanos, Seattle, WA	
Allgo, Austin, TX (2014 grantee)		

LETTERS FROM THE TABLE:

Essays & Poems from our Panelists

Since 2013, TJFP has brought together twelve brilliant trans and gender-nonconforming leaders from small towns and urban hubs throughout the country to serve on our national panel and lead our grantmaking. By bringing together a multiracial, intergenerational, and cross-class group, representing a variety of experiences and abilities, we strive to challenge the dynamic of how funding decisions have traditionally been made. Our visions of philanthropy are just as varied as our applicants' and grantees' visions of trans justice work.

At TJFP, we hope to deepen our conversations and grow as an organization along with our friends, allies, and communities. In this section our panelists highlight two areas we spend a great deal of time thinking about: disability justice and the critical need for the leadership of trans women of color. We hope you'll find these poems and writings to be informative, inspiring, and affirming of your own truths.

Sebastian Margaret

2014 TJFP Panelist

Presumed Burdens

For generations through time out of mind, Disabled and Sick bodies have the lifeblood of normalcy been in queer lgbtqi Trans* communities. Your familiars made strange, then systematically estranged, split away. Divided still. Yet we persist, our brilliant unapologetic imperfection in and draw deep fierce and ushgorge [gorgeous] defiance from. But incredibly even now we exist relegated still to the edges, the cracks and the shadows of even progressive community organizing, its critical life supporting service provision and the scent connection of.

Rarely are we approached stakeholders as, critical voices or essential comrades in 'the' struggle; rarer yet still are we leaders considered. Our politics, history, perspectives, life experience, culture and skills remain uninteresting and important not the majority

vast of lgbtqi Trans* and gender non-conforming spaces in. This secretive, silent dismissal, the discarding even consideration of is appallingly the state of the norm for disabled/Sick lgbtqi Trans* folk; it occurs without the outcry of allies and in ever deepening isolation. We fight back, rail against shame, pitching a ceaseless struggle of heart quickened ambivalence, stretching to reside bodies and minds ours in with grace, expectation and self-love. Companioned by a overwhelming despair of heartbreak repeated and the pain betrayal and disposal of; we remain lishushdil [delicious] and non-compliant. This all we experience the regularity of breathing with, witness without, and still clutch tight queer Trans*, lgbtqi, and more as identities, seeking recognition, inclusion and home.

To about talk funding for disability-led work is to collide not only class and poverty with, but colonization, war, militarized policing, prisons, gentrification, forced migration, border policing, homelessness, food insecurity and crappy working conditions just for starters. Conditions ever-present in people of color communities and poor whites alike. Cultivated through neglect, disregard or design, circumstances these disability and chronic illnesses create that swell the ranks our communities of, with folks joining those us of who simply this way born were.

When it comes to funding and the non-profit world where the bulk grassroots political education and community organizing work within resides, it always a fusconing [confusing] call been has for us. As disabled and sick lgbtqi Trans* and gender non-conforming folks, overall we little very success known in competing well those arenas in. To highlight the intense lack funding for disability-led work is to take issue

with charity, pity, burden, supremacy of all types and the state control that follows. It is to back peel the notion very of value and worth, useful or not, powerful or



Sebastian Margaret,
2014 TJFP Panelist

weak, good stock or bad, loyal or dangerous, virtuous or immoral, noble or savage, acceptable or vile, pretty or distasteful, and throughout all of these the present ever threat of fit or feeble-minded. For us, though, the latter at least, though not in isolation, never truly up discussion been for has, as feeble of body or mind is precisely what circumscribes differences' ours from other lgbtqi Trans* gender non-conforming folks.

The stark naked truth experience ours of is that for all the exclaimed desire the world in, progressive organizing and the funding that enables it, ensnared is deep blatant yet tacit beliefs of productivity in. Beliefs these incubate a practice unwitting indebted to ableism, white supremacy, worker exploitation and misogyny.

Disabled, sick, lgbtqi Trans* community and organizing shelter found hasn't in the illusion of safety, credibility, or worth through productivity... these never truly extended been us to. Instead we are invalids still and exist amongst the pendulum swing of individual heroes, courageous angels, dangerous tragedy, and patronized failures. Where an echoing illusion safety of never resides. Instead we it encounter thriving, ever-present seductive, insidious and virulent woven through able-bodied organizing and community work. Because enormous numbers our community begin life presumed burdens as, with the unknown only the details in—if it welfare, family, or state control that shoulder will the weight that accompanies the assumed tragedy our births of; disability centered community organizing necessity by is stepped deep and wide in honest acceptance. With smarts essential like breath, we incorporate and uplift fragile splendor, flawed perfection and our slow but relentless motion towards self-determination and liberation: insisting on credibility through a landscape re-imagining the notion very productivity of.

Funding that yearns to match this motion, to expand the scope and reach of its mission, to greet and meet us enthusiasm respect and rigor with, is actually not that hard really. It needs just to begin. Decide to dedicate money, skill shares, and technical assistance to disability rights/justice work. Contract disability-led efforts with deliberate dedicated and sustained funding

allocations. Gather appropriate disability community direction, and through training and targeted staff expansion craft a creative appropriate approach to the term-long support financial of multi-racial disability community organizing. Provide technical assistance monies to assist, embed and hone anti-Ableism capacity building and greater access and accommodations for lgbtqi organizations, community efforts and individuals who do the will political and desire have to engage in meaningful collaboration their disabled and sick constituents with.

This implementation of resources re-distribution, together with a culturally informed messaging campaign that uplifts the necessity and vitality of disabled and sick voices within lgbtqi Trans*spaces, movements and leadership can frankly an incredible amount accomplish. Commit to multi-year leadership development and community organizer fellowships and them make available specifically for poor, welfare and working class disabled sick lgbtqi Trans* community members. This alone within half a decade amplify will the lgbtqi Trans*disability political and cultural work even within funders quantifiable ways in. Work and direction that movements to many to here list, so desperate in of need are still sorely lacking the elemental presence and skills of disability and sick community truths . All this will help ensure accountability and transparency, keep us all grounded in truth and invest in grassroots collective strategy, action and community.

To commit to fund disability-led lgbtqi Trans* social justice work any is to choose a profound direction change. It will movement and texture new bring the very essence of how you your work do, and how you of it come to think. To extend sustained informed and accountable resources towards the leadership, agendas, desires, skills and momentum of disabled sick communities to, is to tilt the bedrock the status qua of. To exhibit trust in us as leaders, comrades, collaborators and critical voices necessary the achievement of a shared and interdependent liberation of, groundbreaking be would; to implement the work that ensures such trust is backed respectful funding with, is revolutionary. It is to engage in genuine actual solidarity. It is to boldly mock the core very capitalism of.

Andrea Jenkins

2014 TJFP Panelist

The poem "eighteen" was born out of a desire to encapsulate some of the experiences trans women of color deal with daily. It attempts to replicate the complicated nature of this identity by describing the joys and pain that some of us in the community have to navigate.

eighteen

18 hours since her last meal, her head is spinning with desperation,
hyper-sexualized body looks good, but the five o'clock shadow is nine hours over
the limit and her wig is beginning to look matted

she was 18 when she left home, college was life on the streets
the school day was long, seemed like it never ended, many nights spent on
sticky trick's sofas, days spent as a social activist, marching, lobbying, organizing

18 Trans women of color gathering for an outpouring of self love, Laverne Cox
said that "loving a Trans woman of color is a revolutionary act"
sistas are doing it for themselves...

walking the streets of Bangkok, Thailand, 18 hours before a life-altering
surgery, body didn't evolve the way she dreamed of in her tiny bed, inside of
a shared bedroom that proved to be unsafe

her mind flashed back to that birth certificate, assigned male at birth
socialized in a patriarchal world, yet unable to fully relate to the constant
challenge of trying to live her truth in an upside down reality

18 times she threw out all of her women's clothing, known in the community
as the purge, ridding oneself of all the reminders of the transgression she's
contemplated by the day, annually, for as long as she can remember

doctors prescribe birth control pills for women for approximately 18 days a month, but
some Trans women take estrogen everyday, the desired effects never really come
though, still she remains faithful to the goddess

18 candles on Transgender Day of Remembrance, 18 Trans women of color murdered
and not always by those who hate them, but by men who have made love and shared
love with them, but want to keep these secrets in the dark

S/O TO 18 TRANS SISTAS OUT THERE DOING THE DAMN THANG,
CHERNO BIKO, LOURDES ASHLEY HUNTER, ARIANNA LINT, CECILIA CHUNG,
VALERIE SPENCER, ASHLEY LOVE, ANGELICA ROSS,

ARYKAH CARTER, MONICA ROBERTS, MISS MAJOR!, JANET MOCK, LAVERNE
COX, TRACEE MCDANIEL, ANGELICA ROSS, CECE MCDONALD, PARADISE
LASHAY, REHEMA MERTINEZ, JUNE REMUS

it's been 18 years since this journey began, a long way from the days of fear and
loathing, and although her life might seem charmed to outsiders, she knows that her
Trans brothers and sisters are struggling out there, so she tells their story

everywhere she's invited, the Mayo Clinic, the Program in Human Sexuality-All Gender Health Seminars, the Women's Foundation, Ramsey County, the Human Rights Campaign Dinner, the Centers For Disease Control, Macalester College,

the Arcus Foundation, the University of Minnesota Medical School, Hamline University, the Minnesota Transgender Health Coalition, Metropolitan State University, Trans Ohio, the Minneapolis Urban League,

HRSA (the Health Resources and Service Administration), the Taskforce Creating Change Conference, and everywhere else she goes, visibility is key to changing the narrative that shapes this poem

the tables are rapidly turning, attention is being paid, Time Magazine put a Trans woman of color on the cover and said The Transgender Movement was at the "Tipping Point: America's Next Civil Rights Frontier," and while that's true

18 Trans women of color will likely be arrested tonight, processed and locked up with the male population or placed in solitary for their own protection, becoming more victims to the prison industrial complex

that thrives on poor, black bodies, to fuel the monetization of black labor, for corporate interests, how does she get through this madness? She remembers those 18 hours of hunger, those 18 years of struggle, the 18 Trans sistas

showing each other love, she remembers the 18 hours strolling around Bangkok, the 18 times she purged, and the 18 lives honored on TDOR, the 18 different places where she's shared their story of brilliance, resilience and beauty.



Kay Ulanday Barrett

2013 TJFP Panelist

Sick, Disabled, and Transgender community exist in the margins. Moreover if you are a Trans Person of Color, our bodies are under constant brutality by public assistance, police, medical industrial complex, and our very own families and peers. Our existence is deemed a pitiful one by our able-bodied Queer and Transgender community as we are seen as less viable to be “active” in the harsh capitalist norms of political, social, and sexual norms. How we receive resources and funding are harshly impacted in how we maintain our sustenance and seek joy.

The following poem, “You are SO Brave” is written in the form of a cento. A Cento is basically a found poem that is cut and pasted together from sayings, conversation, lines, and paragraphs of other people not the author. Basically, the entire poem has none of my own words, but is comprised of conversation and excerpts directed toward those who are in the resilience of the Sick and Disabled Transgender People of Color community. Please read this slowly. Imagine this in your daily bloodstream and heart. Imagine your erasure. Imagine the level of self-advocacy it takes to exist. Imagine how the acts to embrace trans justice, economic justice, disability justice, and racial justice are inextricable to seeking self-determination. Understand that building networks and community care that explore our whole selves is a true struggle.

You Are SO Brave: A Cento

*"& those scars i had hidden wit smiles & good fuckin
lay open
& i dont know i dont know any more tricks
i am really colored & really sad sometimes &
you hurt me"
—Ntozake Shange*



Kay Ulanday Barrett,
2013 TJFP Panelist

What happened? Aw, sweetie, here, let me get that for you. What do you mean “No thank you,” You don’t want my help? Some people are ungrateful, I was helping YOU. You are SO brave! *Please step on the scale, Please step on the scale, Please step off the scale.* You are SO brave! I’ve never seen someone one on a dance floor/protest move like that! What a pimp! Can I touch your cane? Does it hurt?

“People with disabilities are often seen as “flawed” beings whose hope of normalcy rests in becoming more like non-disabled people or on becoming “cured.” —Sins Invalid. (When will you get better?) Don’t worry everything will be normal soon. If you just try hard enough, you will heal. If you just pray hard enough you will heal. (Have you tried acupuncture? water therapy? meditation?) If you take these herbs enough, you can be like you were - better, normal. Why are you walking so slow? This is the city of the hustle, son. Buck up. If you can’t speed up, leave.

Dear _____; I understand that you have accessibility needs and we as a queer progressive organization love (love love love mmmlove) your work but we unfortunately, we find your requests to be unrealistic. We understand that you are a queer and transgender and person of color and with limited income, but we cannot fund you at this time. Please do send us samples of your work so that we may distribute them to our

participants **FOR FREEEEEEEEEEEE!** *Dear [insert assigned-at-birth name you no longer identify with that makes you want to cut yourself at every syllable]: It has come to our attention that you are 100% disabled. You cannot work at all. Disabled people don't work at all. They should never work. Don't even consider working. (Does it hurt still?)*
Classification: No prolonged standing, walking, steel pin impacted osteotomy aiken mcbride. Constant deviance in the foot based on affected use. Constant deviance. Constant deviance. Constant deviance. Cane usage to support impediment and prolonged limp. Oh my! Look.... at that hair! Don't you have a boyfriend to come to physical therapy with you?

"Seen as 'flawed' beings whose hope of normalcy rests in becoming more like non-disabled people or by becoming 'cured.'" *"For the report we're going to need to see some ID, [insert loud guffaw here] that cannot possibly be you. you were attractive once! What happened? Please step on the scale. So, you were attacked?*
Whatdidyoudotomotivatetheattack? What exactly does L G B T Q mean? Well, Ma'am, we have to use the biological sex it says on paperwork. It'd be nice if you wore some lipstick, maybe some make up? It might make this whole process easier. Does it hurt still? Hasn't it been years now? Why aren't you better? Based on your old life, don't you want to be more like me? Heeeeeeeey! Do you have a fundraiser? I don't know any disabled people personally, but we can raise funds to help YOU, because we think YOU deserve it. This is the city of the hustle, son. Buck up.

YOU DON'T KNOW WHAT YOU ARE DOING!

Give me that, you don't know how to take care of yourself! **Ugh, you are so slow. It's hard to imagine you could do anything yourself at all. You are so pathetic!** *(Does it hurt? Still?)*
*Yo homey, we're all going to the club! Should be some cuties there. Oh, yeah.... yeah, there are stairs dude. Oh yeah, sorry dude, I forgot. The march is 2.5 miles long, maybe you can meet us at the rally? Aw, look it that little boy with the cane! Why do I have to get up?! #^@ You want my seat faggot?! So... (long exhales) you were attacked? Why do I have to get up, chink? Hey! I'm talking to you! Do you uh-speak tha-english? He doesn't even look disabled. If you have any concerns around safety at this event/conference/protest, you should really bring up these concerns with this cisgender rad skinny able-bodied person who confuses wellness work for **everybody gets better work!** Wait (laughs) is that supposed to be a girl? Awwww, you look so cute when you dance! Let me take a picture of you holding your back - show the cane! **SHOWWW THE CAAANE!**
What did you do for someone to attack you? You must've done something to provoke it. Please step off the scale. You know if you lose weight, you'll be healed right? We'll help you because we think you deserve it, not like some people with disabilities, the ones who drool and make a fuss. Constant deviance. Constance deviance.
Constant deviance.
(You'll be normal soon, won't you? Won't you?) It's not far, just a few blocks. Aw, I know you're in pain, but you can make it, dude. What do you mean "No thank you?"
you don't want my help?! *Please step on the scale, Please step on the scale, Please step off the scale.**

A GRASSROOTS THEORY OF FUNDING

Karen Pittelman

Co-founder and Administrative Coordinator

“Grassroots” is a word that gets thrown around all the time in the non-profit world. Usually it means that a group is local, community-driven, or has a small budget. When funders identify ourselves as grassroots, we’re usually just talking about the kind of work we support. But I believe that we need to do much more than give money to grassroots groups. We need a grassroots theory of funding.

At the most basic level, a grassroots theory of funding requires that the communities a funder serves take the lead as grantmakers, grantees, and donors. This means prioritizing the leadership of those who are most affected by the issues we focus on, and committing serious time and resources to make participation accessible for people who experience multiple, intersecting oppressions.

But community leadership is just scratching the surface of what a grassroots theory of funding could be. We need to go deeper, and to do that, we’re going to have to start thinking like grass.

As funders, most of us are focused only on the trees. When groups first form, organizing with little cash and no paid staff, we see them as seedlings. Soon those seedlings will seek fiscal sponsorships, and with that, their first grants. We pride ourselves on knowing which seedlings hold promise and invest in those we think will grow tall over time. Eventually, if a group is successful, they will expand, hiring part-time and then later full-time staff. They will incorporate as their own non-profit and begin to broaden their scope, moving beyond local issues to state, national, or even global work.

At last, what started out as just a seedling has grown into a tall, strong tree with an impeccable reputation, a broad vantage point, and a multi-million dollar budget fed by its deep roots in private and corporate philanthropy and perhaps even government funding.

Let me say first that I’m not proposing chopping down anyone’s tree. Large organizations, as long as they are truly accountable to the communities they serve, provide stability, reliable services, organizing know-how, and inspiration. There should be funding for them. There should be big, multi-year grants with simple application requirements that don’t require a full-time development staff to comply. But our focus on trees has meant that we’ve missed the bigger picture. Social justice movements are not just the story of the trees. They are also the story of the grass.

Grass thinks horizontally. It doesn’t concentrate its resources into a thick trunk or wait until it’s older to develop seeds. The goal of grass is to spread and it can do that in multiple ways: it flowers; it sends out runners—stems that travel above ground; it sends out rhizomes—stems that travel below ground.

A grassroots theory of funding does not mow down the prairie in favor of just a few trees. It does not pit groups against each other, forcing them to fight for a few, lonely spots in a manicured garden. Instead, it helps the wild grasslands grow strong and spread. A grassroots theory of funding knows that if you want to see the grass flourish, you’d be a fool to water only a few blades.





What all this means is that we need to redefine our idea of success as funders. Every group does not and should not become a tree, with long-term growth, trackable results, and a focus on national policy. In the grasslands, some groups fill a need for a moment. Some stay long term. Some grow and some fall apart. Some stay fiercely local, some go global. Change is slow, complex, and messy. But in these ever-evolving grasslands, over time, new leaders emerge, new organizing tactics are tested, new theories of change evolve, new methods of interdependence thrive, and innovative ways of mobilizing and inspiring people are developed. As the field grows and spreads, so too the movement—not because of any one groups' leadership, but because of the collective, collaborative creativity and strength of the grasslands.

A grassroots funder is not afraid if grantees fail. Of course it's heartbreaking for everyone involved when that happens. But we can't forget what grassroots movements for social justice are really up against: a violent, globalized, system of white supremacy where a very small group of people control almost all of the planet's wealth and power. With these kinds of impossible odds, if we are not failing constantly, spectacularly, and tirelessly, even as we have our wins and gains, then we're not doing it right.

When funders require results with no room for failure, we co-opt the boldness of radical movements, forcing groups to play it safe for fear of losing their grants. This is not a sign that philanthropy has lost its way—co-opting radical movements is, in fact, exactly what philanthropy was designed to do. Philanthropy is often used as a synonym for giving, generosity, charity. But philanthropy is not a value. Philanthropy in the United States is an institution, just like the criminal justice system or the health care system. And like most American institutions, philanthropy's job is to preserve the status quo, to protect assets, and keep wealth and power in the hands of the few.

A grassroots theory of funding must demand nothing less than the redistribution of wealth and power. It must demand the end of philanthropy itself. Because if we are thinking like grass, we must think of the resources grass needs like the sun, like the rain. The money funders grant does not belong to them or to any donor. Funders and donors are not stewards either, carefully tending a sodded lawn—we are talking about the wild grasslands here.

In a grassroots theory of funding, this money, like the sun, like the rain, already belongs to the communities a funder serves, already belongs to all those who, through their organizing, service, time, love, and sacrifice, are making change happen. A grassroots funder's job is only to gather as many resources as possible and then distribute them to as many groups as possible. To honor and amplify the work those groups are doing. And to tread very, very lightly so that the grass can grow.

A NEW MODEL: WHAT WE'VE LEARNED SO FAR

Do trans justice groups need to be non-profits to succeed?

TJFP is dedicated to supporting local, grassroots groups organizing for trans justice. It's important to us that these groups center trans leadership. That they're accountable to the communities they serve. That they think about how racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other oppressions intersect. But how important is it that they incorporate with the government as 501c3 non-profits or find fiscal sponsors? Does non-profit status help trans justice groups succeed? Or does it make it harder for them to stay true to their missions?*

We believe groups should have the freedom to chose for themselves what financial structure works best, based on their own goals. This means we've had to answer a similar question for ourselves: what structure works best for a fund that grants money to grassroots groups regardless of whether or not they have non-profit status?



What structure works best for our own goals?

Technically, any non-profit foundation can make grants to groups without non-profit status. The problem is that it requires a lot of red tape and tracking their expenses. For a foundation to keep their own non-profit standing, they must prove to the government that all the money they give away goes to the public good. If a grantee is a 501c3 or has a fiscal sponsor, that is usually proof enough. But for grantees without non-profit status, a foundation must submit all kinds of documentation and receipts as part of their required due diligence.

One of TJFP's core values is to keep things as simple as possible for our applicants and grantees. Our application is short and we don't require any reports. So swamping our grantees in paperwork to prove our money went to the public good wasn't an option for us. Neither was forcing them to get a fiscal sponsor, especially since most fiscal sponsors charge for their services and require all kinds of paperwork of their own. After lots of questions, conversations, and research, last summer we decided to try venturing outside of the non-profit world altogether and incorporate as a small business—a limited liability company (LLC), one of the simpler forms a business can take.

How does the LLC work?

As an LLC, we still need to report our income and expenses for taxes just like any small business. However, by spending out all our donations, we don't make a profit and therefore keep our tax burden low. We now have the freedom to cut checks directly to our grantees, regardless of their non-profit status. Basically, our business is trans justice. And our grantees are the experts who help accomplish trans justice work for us. As far as we know, no one has ever done this before, so we've been working with lots of helpful lawyers and accountants to do our best to build a sustainable new model.

** For example, see The Revolution Will Not Be Funded for stories about how becoming a 501c3 and applying for foundation funding has gotten in the way of many groups' radical work.*

Will anyone donate if it isn't tax deductible?

We knew our new structure was a risk because it meant that donations to the LLC would not be tax deductible. What if no one wanted to contribute without a tax deduction? But the support we've received for this new model has been off-the-charts. We raised a total of \$66,000 through the LLC this year!

What about donors who need their contribution to be tax-deductible?

Donors who need their contribution to be tax-deductible can still give to TJFP via our Collective Action Fund at Tides Foundation. This is a donor-advised fund, which is like having a philanthropic bank account at a public charity. When donors contribute this way, they are eligible for a tax deduction because Tides Foundation is a public charity.

Although the majority of our donors chose to give through the LLC, some of our biggest gifts still came through our Tides account. This meant that we made about half of our grants through Tides. For those grants, we worked together with the groups to gather the information Tides needed to prove that the funds would be used for the public good. Luckily, we were able to support all the groups with more complicated structures or who did not have non-profit status through the LLC. We're still learning what information we need for both situations, so there were some bumps along the way. But we expect things to be even easier for all our grantees this year, whether they are funded by our LLC or by our donor-advised account at Tides.

Why re-invent the wheel?

Creating a new structure isn't easy. Some have wondered why we're trying to re-invent the wheel when institutional philanthropy is meant to make being charitable simpler. But we believe that a closer look at institutional philanthropy reveals plenty of reasons to try something new. We've written more about this on our website and in last year's report, but it bears repeating: like most

American institutions, philanthropy in the United States was designed to protect privilege and property and to shelter assets. For example, until 1969, private foundations weren't even required to give any money away! And today, foundations only have to spend 5% of their assets a year from which they can also deduct their operating expenses.

The power to decide where grant money goes and who is eligible to receive it has a serious impact on social justice movements. Institutional philanthropy says that the government and wealthy funders get to decide what legitimacy and accountability look like. We think that trans communities are the real experts in trans justice and should have the power to decide for ourselves what gets funded and why.

Another reason to look outside of institutional philanthropy: all the restrictions and requirements it takes for a group to maintain non-profit status and apply for foundation funding keep folks *busy*. Too busy. Who benefits from this? It seems to us that the answer is people with power who'd like to make sure things stay just as they are.

These are only a few of the questions we are wrestling with and we certainly don't claim to have all the answers. Since we're trying something new, there's still lots for us to learn, and we look forward to sharing all the twists and turns on the road ahead with you. Hopefully together we can begin to build new models that move resources—and the decision-making power over those resources—to the communities that need them most.

"This is one of the most well-thought out, well-executed, and highest impact efforts in our community. If you want to help, consider this a priority."

—Jen Richards,
WeHappyTrans.com

THANK YOU!

*These are just a few of this year's amazing donors who wanted to share their names to inspire others. **Thank you so much to all 329 of our supporters** —we couldn't have done this without you!*

Adriane Osborne
Alexandra DelValle
Alison Goldberg
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Brian Harris
Caitlin Schartner
Carole and Ira Pittelman
Cole Parke
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*Trusting and supporting
trans justice leadership*