



A TAPESTRY

OF LEGACY

Trans Justice Funding Project

2019 ANNUAL REPORT





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*This report and more resources are available at [transjusticefundingproject.org](https://transjusticefundingproject.org).*

## Acknowledgements

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Colectivo Intercultural TRANSgrediendo, Jackson Heights, NY, 2019 TJFP Grantee



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Black Queer Intersectional Collective, Columbus, OH, 2019 TJFP Grantee



# Terminology

Terminology is constantly changing as we grow, expanding our knowledge while finding a 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.

We've also provided some clarity on acronyms that you'll come across within these pages.

**TGNC:** Trans and Gender Non-Conforming

**QTPOC:** Queer Transgender People of Color

**BIPOC:** Black and Indigenous People of Color

**LGBTQI\*:** Lesbian, Gay, Bisexual, Trans, Queer, Intersex, and more. Versions of this acronym attempt to include most all sexual and gender identities.

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**Trans:** An umbrella term for people whose gender identity, expression, and/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 (GNC):** A term for individuals whose gender expression is different from societal expectations related to gender.

**Gender Non-Binary:** A term for individuals whose gender identity is something other than male or female.

**Cisgender/Cis:** A term for people whose gender identity matches the sex that they were assigned at birth.

**Intersex:** A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male. Intersex people can have variations in their gonads, chromosomes, or genitalia.

**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, bi-sexual, 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 on the right to self-determine our gender and gender expression, free from all forms of violence and oppression, including personal and state violence.



## A Letter from TJFP Executive Director Gabriel Foster

### Dearest friends, family, and community:

As I sat down to write to you during the final months of 2019, I realized that we are nearly at the end of the decade. A decade! Can you believe it?

In a time when a week can feel like an entire year, it's no surprise that many of us feel like we've been through quite a lot. We have!

Is time moving faster or is it the new pace of life?

I don't know if this question resonates with you, but the push-pull of the past decade has left so many of us feeling rattled and stretched to our limits. The same decade that saw the first black president also elected an unapologetic white supremacist. DACA was created and shut down; migrants, both children and adults, who are predominantly Black and Brown, are still locked



2019 TJFP Grantmaking Fellows (left to right), Sammie Ablaza Wills and Micky Bradford

in cages in detention centers and prisons. We are finally seeing representation of our lives and ourselves while the number of Black and Brown trans women murdered continues to grow. The staggering realities of the climate crisis and tragic loss upon loss from gun violence have spawned youth activism that only continues to grow. The same social media platforms that changed how we connect to one another both devastated our political process and helped to propel the critical messages of Black Lives Matter and the #MeToo movements.

The past decade also launched the Trans Justice Funding Project.

After seven years of moving money to trans justice groups in the US using a community-led model, TJFP too is still learning and refining our understanding of what it means to fund trans justice in these times.

For the past year and a half, TJFP staff, consultants, volunteers, and community have engaged in a deep, intentional, and introspective strategic planning process to assess how to best ensure that TJFP is positioned to resource trans justice movements.

At the core of this vision is a world where trans, non-binary, and gender non-conforming (GNC) communities are safe, liberated, and resilient. In our vision, trans, non-binary, and GNC communities have abundant resources, and boundless personal and political power, so that TJFP no longer needs to exist. In this world, trans people are free and able to grow in truth and power, our elders are safe, and we live in interdependent and intergenerational communities of care. Ten years from now, if not sooner, this is where we hope to be.



New Jersey Red Umbrella Alliance, Long Branch, NJ, 2019 TJFP Grantee

## Embodying the Politic of Love

Last June, our panel of community organizers showed up for our annual grant decision-making meeting. Our team of six 2019 grantmaking Fellows were trans and non-binary community organizers from Little Rock, Arkansas; Richmond, Virginia; Atlanta, Georgia; Philadelphia, Pennsylvania; San Francisco, California; and Portland, Oregon. For the first time ever, we were a group of all trans and non-binary Black and Indigenous, people of color (BIPOC)—from Fellows to facilitators, meeting coordinating consultants to staff and volunteers. The only white person in the room was our long-time caterer—maybe times really are a-changin’!?

As the Fellows entered the meeting room on the first day, one by one by one, some seemed confident, some seemed slightly nervous, perhaps even a bit tentative, not yet knowing what to expect from the weekend or the process. Others seemed slightly reserved, you know, the way some of us introverts or shy folks can be around new people. Regardless of how they entered the space, they all came in without hesitation, each of them settling into their chairs around a large table with a deep sense of purpose.



They came to learn, they came to represent—they came to fund trans justice.

Upon reflecting on their experience this year, one of the Fellows shared why they agreed to join this year's grantmaking team:

***"To be honest, I was a little bit like, 'Who, me? What do you mean? You want me to do this incredible work?' And it's no small feat—like it's a lot of work. But it's also power. It is very concretely power, and most of my life I have had to fight for or take power. People were not just giving it to me. Before I said yes, I had to really think for myself: what would it mean for me to step into this place of power?"***

It's not often that trans and non-binary folks and/or BIPOC communities are trusted or allowed to make funding decisions in philanthropy. It's not a given that we get the opportunity to authentically direct where funding resources go. And even more rarely do we get to prioritize what we deem strategic, urgent, and necessary for our survival.

So it may come as no surprise that after reading 241 applications, diligently reviewing, voting, and painstakingly selecting grantees and award sizes, the Fellows were exhausted!

But it was the good kind of exhaustion. The kind that comes from actively practicing a politic of love.

I hope everyone reading this understands how much work TJFP Fellows put into the process. It's not an easy task when you feel a profound sense of responsibility to multiple trans communities, when you know that the need is extraordinary, the work is incredible, and the opportunities for resources are so limited. The Fellows are always striving to do their very best and do right by their communities. Like Fellows of the past, this group pushed themselves mentally and physically. As a unified group, they were

constantly grounding themselves and their decisions in curiosity and joy, followed by wide smiles, warm laughter, brave honesty, deep trust, and many, many tears. From Friday to Sunday we cried our faces OFF! Moved to tears nearly every step of the way.

While TJFP knows we always have room for improvement in our process, several of our Fellows described their experience as "life changing" and "transformative." It was a mutual feeling, as the TJFP team was also moved by the spirit and brilliance of the talented Fellows.



TJFP grantmaking meeting

Thank you to the 2019 TJFP Fellows for distributing \$750,000 amongst 186 trans justice groups and projects!

I want to personally extend a special heartfelt thank you to one of our Fellows: our beloved elder, Sharyn Grayson, for gifting us this year with your love, your fight, your light, and your words. You gave us all your everything and we will never be the same having worked with you!

The work of our community-led funding panel is so special to us, and it's an integral part of the story of how TJFP carries out its mission to support trans justice organizing and efforts. We could not do this without their labor and fierce dedication to liberation.

And yet, this is not the entirety of our story.

**"I wanted an accurate understanding of what trans people around this country are going through, what they're working on and what they're organizing towards, to be able to have a grounded assessment of what I believe a 'trans movement' needs to be and should be thinking about.**

**This felt like a really concrete opportunity to literally hear from groups around the country who are thinking, acting, and doing, and how I can take in all that information to complicate and nuance my own understanding of what our movement needs and where we're at at this time."**

**– TJFP 2019 Fellow Sammie Ablaza Wills, on why they agreed to join TJFP's grantmaking team**

### **A Tapestry of Legacy**

Storytelling can be a way of sharing moments and conversations of the past, informing our visions for the future.

The 241 applications we received this year offered us 241 narratives of a trans justice movement.



UTOPIA, Kent, WA, 2019 TJFP Grantee

I remember when TJFP made its very first grants in 2013. As the applications came out of the printer (yes, paper applications back then!), TJFP co-founder Karen Pittelman carefully laid each page of the applications on her floor, arranging them in preparation for our first grantmaking meeting. Page after page stretched across her living room like a tapestry, telling stories of organizations' beginnings, strategies, strengths, and challenges, and everything in between.





And as lawmakers, police, hospitals, schools, and even our neighbors deem us “criminal” because of our skin color, our bodies, our disabilities, our immigration or economic status, our gender expressions and sexualities, these

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**When artist Zahyr Lauren describes their cover artwork "The BeeKeeper," they not only ask us to examine the work, they invite us to think of the network bees create and are in service of.**

**"This piece of peace was a meditation on intense communal effort resulting in the production of enough honey to feed the entire village. The art is a reflection of an ecosystem designed to protect, preserve, and pollinate the flower of life."**

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The applications we receive are more than words. They are the very real experiences of real people. TJFP's applicants and grantees fight with everything they have to improve and support the lives of trans people while simultaneously changing the landscape in which we live.

**A completed tapestry honors and celebrates all the efforts and people who came together to create it.**

In this report, you will find the living legacies of 186 groups and six TJFP Community Grant-Making Fellows who are weaving the tapestry of movements for trans justice .

However you position yourself in the fight for trans justice, we hope you also see yourself

as a part of this tapestry we are all weaving together. TJFP is honored to be entrusted with your narratives, your donations, your labor, and your love.

The art on the cover of this year's report was chosen because when I first saw it I had to look at it more than once. There were so many intentional lines and intricate details... I had to spend time taking it all in. When the artist Zahyr Lauren describes this piece, "The BeeKeeper," they not only ask us, the viewer, to examine the work, they invite us to think of the network bees create and are in service of.

Zahyr Lauren says of the work, "This piece of peace was a meditation on intense communal effort resulting in the production of enough honey to feed the entire village. The art is a reflection of an ecosystem designed to protect, preserve, and pollinate the flower of life."

Moving into a new decade, we at TJFP are thinking and meditating on the present and the future. As we look for our own answers, I want to share the questions we are reflecting on:

**A decade from now, how will people tell the stories of today?**

**What is the legacy you wish to leave in your lifetime?**

**What do you want our tapestry to look like?**

With love and gratitude,



Gabriel Foster  
Executive Director



# Our Grantmaking Year in Review

## 1. What We Do and Why We Do It

The Trans Justice Funding Project is a community-led funding initiative founded in 2012 to support grassroots trans justice groups run by and for trans people. We make grants annually by bringing together a panel of six trans justice activists from around the country to carefully review every application we receive. We center the leadership of trans people organizing around their experiences with racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other intersecting oppressions.

For us, *community-led* means trusting and supporting trans leadership. Each year, we work hard to put together a geographically diverse, intergenerational, multi-ability, multi-racial grantmaking panel of passionate new and established trans justice activists to make the grant decisions. We are deeply committed

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**We center the leadership of trans people organizing around their experiences with racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other intersecting oppressions.**

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Deep South Wellness Project, New Orleans, LA, 2019 TJFP Grantee



2019 TJFP Grantmaking Fellows (left to right), Micky Bradford, Úmi Vera, Zakia McKensey, Sammie Ablaza Wills, Priyank Jindal

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. TJFP staff have no decision-making power in this process, and each year, we are humbled by the brilliance of our TJFP grantmaking fellows, grantees, and applicants.

Our grant process is simple. Applicants fill out a short application and we convene a knowledgeable and thoughtful activist panel to make informed funding decisions. We give unrestricted funds because we think our grantees know best how to use the money. While we love to learn from the leaders we support and share their work with other funders and community members, we don't conduct site visits and we don't require any reporting. We do

require that our applicants have a budget of \$250,000 or less, but we don't require non-profit status. TJFP moves money to our community as quickly as possible and with very few obstacles, because we know that these groups have more important work to do, and they do it every single day.

**The Trans Justice Funding Project is about investing in trans communities who are making decisions by and for ourselves. In the last seven years, we've received 1118 applications and distributed 903 grants through our community-led process, with funds we've raised that total over \$2.7 million!**

*Thank you for believing in TJFP and supporting trans-led grassroots activists and organizers. We're so excited to share our seventh report with you.*

## 2. Our Seventh Year

In 2019, our communities continue to grow, connect, and create visionary ways to show up for liberation and justice. TJFP is inspired and driven by the beautiful community

of passionate trans leadership across the country and we're committed to funding these dreams and all the ways our communities are cultivating life and caring for one another.



In TJFP's seventh year of funding, we moved \$750,000 to 186 trans justice groups—more than we've ever given away. And as our communities both gear up for an election year and continue to expand in power, it's clear that we need to continue to fund at this level and find more resources as our community grows.

This year and every year, we were shown some of the most radical and brilliant organizing across the country. Reading application after application, we were filled with inspiration, we were filled with rage, and we are endlessly grateful for the lives and love of the trans leaders who are on this path, this fight, this journey towards liberation and justice.

### **More Applications and New Ideas**

Over the last seven years, we've seen an increase in applications and grantees from trans activists and organizers all across the country. It is very clear that our support for grassroots trans justice groups remains fundamental to the trans justice movement.

This year we received 241 applications—a record-breaking number, with 96 of these from first-time applicants. We read about the struggle, the beauty, the interconnected systems of support that are bringing trans communities together and keeping each other safe. We learned about some of the creative and thoughtful ways that trans, gender non-conforming, and non-binary folks are breathing life and transformation into one another's work and each other's lives. Trans leaders across the country are not only envisioning a world they want to live in, they are creating it.

### **Our Fabulous Grantmaking Team**

We brought together another brilliant panel of trans justice activists to make this year's grant decisions: Sammie Ablaza Wills, Micky Bradford, Sharyn Grayson, Priyank Jindal, Zakia McKensey, and Úmi Vera. Their work ranges from providing housing and support for trans women of color; organizing and uplifting the creative and cultural work of our people; and working to

Left: WeCareTN, Memphis, TN, 2019 TJFP Grantee; right: My Sistah's House, Memphis, TN, 2019 TJFP Grantee



abolish oppressive systems that cause harm or try to erase and kill trans folks across the country, on the borders, and within our own communities. We are in awe of our amazing panelists and grateful that they brought their organizing experience, regional understanding, and commitment for justice to the decision-making process.

The weekend-long, in-person meeting was facilitated by Nico Amador, for his seventh year, and the most amazing Glo Ross. Every year, these two bring their experience and attention towards creating a safe and empowering container for our fellows to build trust with one another. We can't thank Nico and Glo enough for so gracefully ushering TJFP's grantmaking team through another successful year of moving money to our people with love and generosity of spirit.

We were also supported by two amazing contracted coordinators this year: Cathy Kapua, a 2017 TJFP Grantmaking Fellow, and Cristina Herrera, of TransLatina Network, a previous TJFP grantee. Cathy and Cristina did such a fabulous job as they welcomed, trained, and cheered on this year's Fellows; coordinated countless logistics; and organized the decision-making process with so much love.

These are some of the most talented organizers on the planet; we are so lucky we got to work with them.

### **About Our Grants and Grantees**

As noted, the 2019 grantmaking process gave away 186 grants totaling \$750,000. The grants were allocated as follows: 114 grants for \$2,500, 51 grants for \$5,000, and 21 grants for \$10,000. The grantmaking panel also decided to prioritize support for groups led by Black trans women; groups run by Black, brown, and indigenous folks; and groups working on policy change and immigration.



Black Transwomen Inc., Carrollton, TX, 2019 TJFP Grantee

All grantees are small organizations with budgets ranging from zero to \$250,000. This year, 33 percent of grantees were 501(c)(3) non-profits, 33 percent percent had fiscal sponsors, and 34 percent had no non-profit status at all. This range of fiscal status shows us that we are meeting our goal of funding groups organizing in whatever ways work best for their communities.

We are proud to support ongoing work: 128 of last year's grantees applied again and all but nine received another grant. Of the 96 groups that applied for a TJFP grant for the first time, 63 were awarded funding.

We encourage groups who were not funded to get in touch with TJFP staff, so we can offer feedback for next year. We know it can be a challenge to apply year after year, but we do encourage folks to apply again with a different grantmaking panel.





Bridging the Gap, Ft. Lauderdale, FL, 2019 TJFP Grantee

Seventy-four percent of our grantees had a budget of less than \$50,000; 61 percent had a budget under \$25,000; and 33 percent had a budget below \$5,000. Many of those had no budget at all. All the work, play, creativity, and time that make all this meaningful work flourish and grow across the country amazes us!

The applications we receive contain an enormous amount of information about the state of trans justice organizing in the country. We publish this report in part to share this valuable information, so that others can learn, connect, and be inspired.

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. The infographics on the following pages show some of the issues our applicants work

on and how they intersect in trans justice organizing.

### Who Gave?

From June 1, 2018, to June 10, 2019, we raised over \$750,000 to redistribute to our grantees in our 2019 grant cycle. In the past year, we've actually raised enough money to cover TJFP grantmaking and operations for

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**We're proud that we keep growing our base of support, and we are so grateful to the 20 percent of our donors who are monthly sustaining supporters.**

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2019 TJFP Grantmaking Fellows (left to right), Micky Bradford, Sammie Ablaza Wills, Priyank Jindal, Zakia McKensey, Úmi Vera. Sharyn Grayson (on top)

the next two to three years, thanks to TJFP's co-founder Karen Pittelman.

Karen also continues to cover TJFP staff salaries and operational expenses, which meant that every penny raised from our supporters goes directly to our grantees!

This has been a big year, as we've met the needs of our grantees while exploring our own organizational growth as we expand our team.

We're proud that we keep growing our base of support, with contributions from 746 donors this year! And we are so grateful to the 20 percent of our donors who are monthly sustaining supporters, helping us create a reliable annual base of donations.

We also receive support from some very generous family funds and foundations. Their contributions comprise 30 percent of our annual grantmaking.

Finally, 41 percent of our individual donors give \$50 or less, with many people sending ten, five, or even one dollar, along with a lotta love. The large donations help us tremendously, but it's the two to five dollar gifts that remind us why we do what we do and what can happen when we all pitch in what we can to support one another.

We are so thankful for the community support. Each and every dollar makes a difference. Thank you for supporting trans justice!





### 3. What's Next?

With the increase in applications and grantees, we are working to increase our fundraising efforts so we can raise as much money as we possibly can for our eighth grant cycle and the future of TJFP! The trans justice movement is growing and the need for community support is necessary to keep up with the growth of our movement. We received 96 applications this year from groups that hadn't applied before.

As we move into our eighth year of funding and into the new decade of 2020, we are hopeful and reflective. This work is not going to slow; instead, we're seeing an increased need as more people find their home and their role in the trans justice movement.

We have been learning from our community about what they want to see from TJFP, and we're taking it to heart. We're building and growing in ways that will unfold over the next year and we're currently laying the groundwork to support that growth.

Our grantees and applicants need the support of long-term donors and volunteers too, so we hope you'll also consider reaching out to



the trans-led groups in your community. Our searchable online trans justice organizing map at [transjusticefundingproject.org/map/](https://transjusticefundingproject.org/map/) allows you to easily learn about how people are organizing locally and around the country. Information about our grantees is also in the pages of this report. We encourage you to find out what's going on in your area, donate, volunteer, and spread the word!

Applications for the next grantmaking cycle are open in English and Spanish on our website at [transjusticefundingproject.org](https://transjusticefundingproject.org), due February 15. Please spread the word to your friends, family, and community and encourage trans-led groups to apply for funding! And we hope you'll also join us by making a donation. Every penny you give will once again go directly to our grantees.

Let's continue to dream big and fund even more trans justice work in 2020!

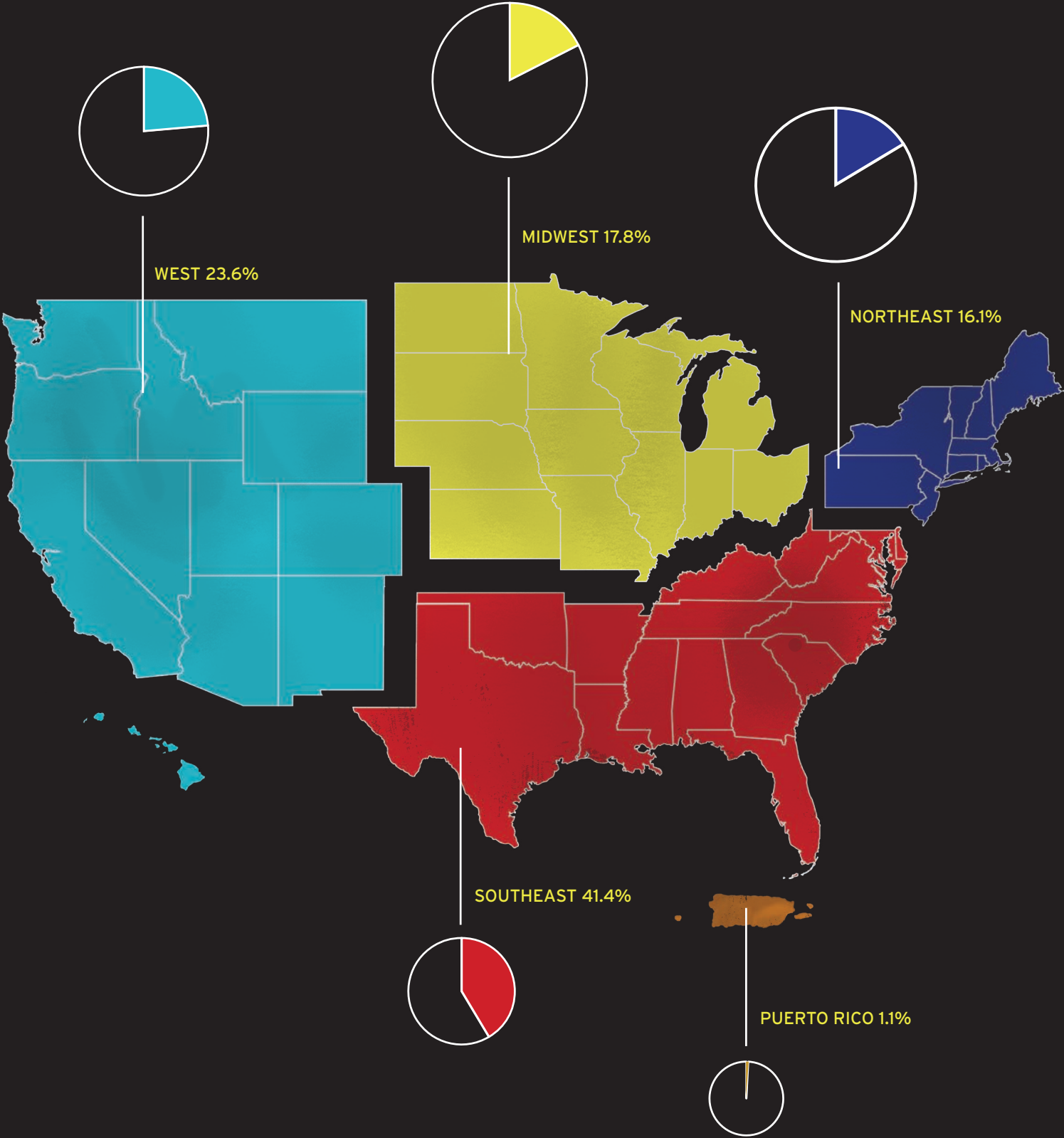


Left to right starting from preceding page, 2019 TJFP Grantees: New Legacy, New Orleans, LA; Nationz Foundation, Richmond, VA; Minority Transgender Unity, Norfolk, VA; TAKE, Birmingham, AL; Transcending Barriers, Atlanta, GA

Photo above: Mahu O Maui, Wailuku, HI, 2019 TJFP Grantee

# 2019 TJFP GRANTEES

## REGION





# 2019 TJFP GRANTEES

## FOCUS AREAS

**Anti-Violence**  
28 grantees  
15.05%

**Arts, Culture and Media**  
41 grantees  
22.04%

**Community Building and Visibility**  
146 grantees  
78.49%

**Criminalization and Policing**  
22 grantees  
11.83%

**Disability Justice**  
8 grantees  
4.3%

**Economic Justice**  
54 grantees  
29.03%

**Education and Safe Schools**  
22 grantees  
11.83%

**Elder Issues**  
5 grantees  
2.69%

**Family and Parenting**  
11 grantees  
5.91%

**Gender Justice and Reproductive Justice**  
84 grantees  
45.16%

**Healthcare**  
56 grantees  
30.11%

**Immigration**  
12 grantees  
6.45%

**Indigenous Rights**  
8 grantees  
4.3%

**Intersex Rights**  
4 grantees  
2.15%

**Legal Services**  
24 grantees  
12.9%

**Racial Justice**  
73 grantees  
39.25%

**Religion and Spirituality**  
13 grantees  
6.99%

**Rural Issues**  
9 grantees  
4.84%

**Youth Issues**  
34 grantees  
18.28%

# The 2019 TJFP Team



## **Sammie Ablaza Wills**

Sammie is an enthusiastic queer, non-binary Pilipinx person with a vivid love for their chosen family, social justice, and grassroots organizing. They currently serve as director of APIENC, a trans and queer Asian and Pacific Islander grassroots organization in the San Francisco Bay Area. Sammie's politic has come from witnessing xenophobia against their family, from fighting budget cuts to public schools, and from learning from queer Pilipino people in their communities. It's from this that Sammie has worked to train hundreds of young, queer, trans, Asian people to lead from values of abundance and interdependence. Sammie is dedicated to ethnic studies, racial justice, and environmental justice, working closely in groups such as Asians4BlackLives and Movement Generation. Sammie believes that anything can be turned into a chant and brought onto the streets (literally and emotionally). At all times, they strive to learn more about their ancestors, practice vulnerability, and share stories.



## **Micky Bradford**

Micky B is a Black Trans Woman using cultural organizing to build the political leadership of Trans/GNC leaders across the South. Though a German-born Army brat, Micky descends from the first free Black welders in Southwest Georgia. Her political development was grown through a village of white feminist lesbians, Black trans women, and HIV-positive Black gay men. Since 2015, Micky B co-founded and continues to curate "Southern Fried Queer Pride" (SFQP), a DIY art education non-profit and weeklong queer art festival. Through SFQP, she explores the nuanced intersections of queer performance art, installation, and film.

Micky has organized trans communities across the South as the first lead of the TLC@ SONG program, where she co-organized against the anti-immigrant House Bill 2 in North Carolina, held a TGNC leadership convening in Nashville, and organized a listening tour across the region. Currently, Micky works as the Organizing Program Associate for the Transgender Law Center, serves on committees funding trans-led movement work, and trains organizations with the SUSTAIN Wellbeing COMPASS Center.

Micky is a proud member of the Pioneering House of Ultra Omni, member of Southerners on New Ground, graduate of the 2017 Sojourner Truth Leadership Circle, and 2018 Atlanta Pride Grand Marshal.

Micky B is a proud bisexual mama living and loving in Atlanta, Georgia. She loves fried vegetarian cuisine after a long day of voguing in resistance to the police state.



## **Sharyn Grayson**

During the early years of the HIV/AIDS pandemic, Sharyn worked in various administrative and program management roles with several Bay Area nonprofit groups and service providers. She has received numerous awards and special commendations for her pioneering HIV program achievements with many organizations across the country, particularly for her representation of the MTF People of Color Transgender community.



Prior to embracing a rewarding career in social justice and nonprofit community services beginning in 1981, Sharyn taught Business Education classes at Valley Trade and Technical School in Fresno, and at Greater Flint OIC and Charles Stewart Mott College, in Flint, Michigan.

In 2006, recognizing the need for an expanded focus on innovative social justice projects and equity among community health and human services providers, Sharyn organized her own company and began operations in Oakland, California. Today, the Nonprofit & Consumer Services Network (NPCSN) offers a full range of professional business services and resources that launch, sustain, and support the economic growth, development, and continuity of community-based and grassroots organizations, nonprofit corporations, and small businesses that directly and positively impact the lives of all Transgender and LGBTQI residents. Sharyn is CEO and Senior Consultant at NPCSN, now based out of Little Rock, Arkansas. Among her many achievements, she is part of a small but growing list of minority Transgender women who own and operate businesses across the country.

Sharyn also serves as Chief Operations/Financial Officer at the Griffin-Gracy Educational Retreat & Historical Center (House of GG) in Little Rock, a Trans-led nonprofit organization she co-founded with world-renowned Stonewall pioneer and Trans activist/advocate, Miss Major.

Sharyn's many professional business affiliations and alliances extend across the US. She is a public speaker, trainer/facilitator, nonprofit business development consultant, grant writer, Transgender advocate, and highly respected 'senior' leader among the national TLGBQI neighborhood and healthcare community sectors.



### **Priyank Jindal**

Priyank is a longtime transsexual, part-time amateur Muay Thai fighter. They are a member of LeftRoots and a nurse practitioner. They love accessories, a gorgeous braid, and fighting to end heteropatriarchy and racial capitalism.



### **Zakia McKensey**

Zakia is a native of Richmond, Virginia, where she is an active member of the LGBTQ community. For many years Zakia was a national performer and pageant competitor. She is a former Miss Gay Black America, Miss Black National, Miss International Supermodel, Miss Godfrey's, and Miss Virginia Capitol Pride. She has worked for Fan Free Clinic where she was instrumental in creating the Transgender Clinic as well as Richmond City Health District, where she was a Disease Intervention Specialist and also the first African-American Transgender Women to work for the health district.

In October 2015, Zakia opened the Nationz Foundation, a 501(c)(3) organization that provides advocacy for transgender individuals, along with HIV/STI testing, a food pantry, emergency housing, and other supportive services to the Greater Richmond Metropolitan Area. She recently acquired an RV to create a mobile testing unit to offer services in communities where transportation is a barrier to accessing testing, safer-sex items, or food.

Zakia also works for the Virginia Anti-Violence Project, where she serves as the Transgender Advocate, assisting individuals who have experiences of violence. She was

named a 2018 Outstanding Virginian by Equality Virginia and honored with a 2018 Firework Award by Virginia Pride. In her free time, she enjoys time with family and friends, traveling, competing and attending pageants, cooking, and spending time with her dog, Japan.



### **Úmi Vera**

Úmi is a child of Tepehuan O'dami indigenous immigrant parents. She was born and raised half of her life in southeast Los Angeles, and currently resides in the Pacific Northwest. With 15 years of organizing experience, predominantly in policy advocacy around the intersections of migrant and trans/queer grassroots organizing, she joined Familia: Trans Queer Liberation Movement as the Campaign Director.

She has executive leadership experience and was most recently the End Profiling Legislative Campaign Director at Unite Oregon, a refugee and immigrant rights organization. There she co-created Resilient Connections, a support group and leadership program for trans/queer refugees and migrant new arrivals. Úmi is very passionate about her fellowship role at TJFP and hopes to continue building with TJFP's incredible network of Trans-led movement building.

### **FACILITATORS:**

#### **Nico Amador**



Nico Amador grew up in California and is now a trainer, organizer, and writer based in Vermont. Nico got his start as a trainer working with youth on issues of oppression and leading workshops on the impacts of militarism and the prison-industrial complex on people of color. He was formerly the executive director at Training for Change. He has led workshops in the U.S., Canada, Europe, and Latin America, and has worked with groups such as Choice USA, Service Employees International Union (SEIU), Energy Action Coalition, National Youth Advocacy Coalition, National Gay and Lesbian Task Force, Aquelarre Trans Coalition, Diverse City Fund, Audre Lorde Project, and Global Philanthropy Project. Nico is also an experienced community organizer who has participated in grassroots efforts for prison abolition, urban farming, keeping casinos out of residential neighborhoods, and stopping the harassment of transgender riders on Philadelphia's public transportation system.

#### **Glo Ross**



Glo is originally from Los Angeles, California, but calls Atlanta, Georgia, home. As a gender-queer lover of all animals and the earth, Glo is committed to building the world we all deserve to live in by organizing power in our communities and actively practicing compassion for all beings. Currently, Glo works in the public sector as a senior policy analyst on environmental issues. In previous lives, Glo directed campaigns at FIERCE! to build power among LGBTQ youth of color in New York City, helped lead anti-police brutality organizing in Atlanta, and facilitated numerous organizing workshops for young people across the country. In the past nine years, Glo has actively supported community-based organizing strategy through technical assistance and issue research and has facilitated numerous retreats and workshops for organizations on a variety of issues including strategic planning and organizational development. Most of all, Glo has a passion for supporting individuals



in being their most authentic badass selves in the collective pursuit of social change. When not facilitating or conducting research, you can find Glo hiking with two lovable rescued pit bulls, trying out a new vegan recipe, or practicing Brazilian Jiu-Jitsu.

**STAFF:**

**Gabriel Foster, Co-founder and Executive Director**



Gabriel Foster is a black, queer, trans, 'momma's boy' who's returned to his home Seattle, most recently from New York. From age 15 to 26, he went from a program constituent to program staff in the American Friends Service Committee's GLBTQ Youth Program. Gabriel has worked with the Northwest Network of bisexual, trans, lesbian and gay survivors of abuse, helping to create youth programming in Seattle; at SPARK Reproductive Justice Now with LGBTQ youth of color and allies in Atlanta; the Leeway Foundation, supporting women and trans people creating art and social change in Philadelphia; and provided outreach for the Johnathan Lax Fund at the Bread & Roses Community Fund, also in Philadelphia. Gabriel is also a former staff member of the Sylvia Rivera Law Project, a retired disco dancer extraordinaire, and a lover of memes!

**Marin Watts, Operations and Communications Director**



Marin is a queer, trans, Filipinx-American multimedia artist who is deeply committed to social justice. Over the years, he has been involved with many grassroots media projects, as an artist and media educator. He is constantly exploring art and media as a tool for change and can often be found getting messy in his art studio exploring how personal and political everyday experiences and intergenerational histories impact our sense of self—our physical body, emotional landscape, and spirit.

When he's not in the office or his studio, he can be found walking his dog somewhere in Brooklyn and day dreaming of the ocean, the mountains, or a long country road.

**Demian Yoon, Administrative Assistant**



Demian Yoon received his B.A. in English and minored in Religion at Haverford College. Since then, he's worked in education (both indoor and outdoor) and currently splits his time between roles as an Administrative Assistant at Trans Justice Funding Project and a Trust and Safety Assistant at DonorsChoose. He is a New Yorker born and raised, now living in Brooklyn, and enjoys science fiction, educational podcasts, hiking, and spending time with his loved ones.

**Cathy Kapua, Community Grantmaking Fellowship Coordinator**



Cathy has worked with the transgender community since 2003, first as a Peer Educator at Kulia Na Mamo, then eventually as the Transgender Service Manager at the Hawaii Health & Harm Reduction Center. Cathy is proud of her academic accomplishments in the University of Hawaii – West Oahu, where she received a B.S. in Public Administration and continues to use these skills to help her Native Hawaiian community. She has been successful in advocating for transgender programming and providing cultural competency trainings throughout the nation but prides herself mainly on being a role model for younger transgender women in Hawai'i.



### **Cristina Herrera, Community Grantmaking Meeting Coordinator**

Cristina founded the Translatina Network back in 2007, to organize and empower the transgender immigrant community through leadership development and education. Over the years she has served on countless panels, committees, and boards to provide expertise on effective HIV prevention and community organizing. Cristina has been presented with awards and recognition by the New York City Council and Department of Health, the Queens (NY) Borough President, the AIDS Institute, and many organizations.

Cristina was formerly the Trans Program Coordinator at the Lesbian, Gay, Bisexual and Transgender Community Center (The Center) in New York City, where she worked for 11 years. She oversaw the workforce development program that is specifically designed to meet the needs of the TGNC community. She has been working in the field of HIV prevention, advocacy, and community organizing for almost 20 years.



### **Karen Pittelman, Co-founder**

Karen 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*. In 1999, she dissolved her \$3 million trust to co-found the Chahara Foundation, a fund run by and for low-income women activists in Boston. She's been organizing people with class privilege ever since. Karen lives in Brooklyn, where she works as a writer and writing coach, and sings with her country band, Karen and the Sorrows.



2019 TJFP Grantmaking Fellows, facilitators, coordinators and staff



# Letter to the Grantmaking Panel

**A letter we sent to the TJFP grantmaking panel to help guide their decision-making process**

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Dear Panel,

Making funding decisions is always hard. But in a moment like this one, when money is so urgently needed, resources are so scarce, and we have more applications than ever before, it can come with a particular kind of grief, sorrow, and even panic. We want to get this right. We need to get this right. *What if we don't get this right?*

Philanthropy has its traditional ways of "getting it right." It can be easy to fall into those established patterns without even realizing it, unless we pause first to ask if that's really how we want to do things. Philanthropy may talk a good game about supporting movements, but when you look at how it actually works, foundations and funders are often controlling and co-opting those movements more than supporting them.

You can see this play out in the two main ways philanthropy answers the question of urgency. One way is to contain the need: cap who can apply, narrow the pool of applicants, hire a consultant to report on how to be more targeted in funding, and then push grantees in that direction. The other is to dial up the control, perfectionism, and professionalism. If there is more need, then funders must be more discriminating. They must choose only the best, the most effective, the cream of the crop. Then they must ensure, through vigilant oversight and reporting, that they have made the best investments.

Since our goal is to support movements, not control them, we want to do the opposite of all this! Now, more than ever, we have to trust in the leadership and creativity of our applicants. To remember that it's our job to get as many resources as possible to as many groups as possible and then get out of their way. We need to take the word "grassroots" literally and keep the wild grass in mind. The rain doesn't think it's getting it right by watering just one or two perfect blades. When the rain comes down, it waters the whole prairie.

We don't have to run away from this grief and sorrow—together, we can sit with it. Name that sadness at the heart of what it feels like to have power over something that people need. And we can let it show us how to let go. After all, these resources don't really belong to us—they already belong to our communities. We are just the conduit, the channel that carries this money, like water, to where it was always meant to flow. Let us honor and nurture our beloveds, lift up and celebrate their work, and give at least a thousand bucks to everyone we can.

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**These resources already belong to our communities. We are just the conduit, the channel that carries this money, like water, to where it was always meant to flow.**

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# Funding Criteria

## Is Your Group Eligible for a TJFP Grant?

- Are you a grassroots, trans justice group run by and for trans people?
- Is your group's total budget less than \$250,000?
- Are you located in the United States or the U.S. territories?
- Are you centering the leadership of trans people organizing around their experiences with racism, economic injustice, transmisogyny, ableism, immigration, incarceration, and other intersecting oppressions?
- Are you meeting the needs of different local communities and using organizing and/or providing services to help bring people together?
- Do you see your work as part of a bigger picture of trans-led work that seeks dignity and justice for all people?

*You do not need to be a 501(c)(3) nonprofit or have a fiscal sponsor to apply!*

## What we don't fund...

- Individuals
- Groups with a budget of more than \$250,000
- Groups that are not led by trans or gender non-conforming people
- Groups outside the United States or the U.S. territories
- Programs within an organization (other than a fiscal sponsorship agreement) with a budget over \$250,000



Left: Upswing Advocates, Chicago, IL, 2019 TJFP Grantee; right: GenTex, Mcallen, TX, 2019 TJFP Grantee



# Doing Philanthropy Differently

Here is some of what we think about when we make grants.

## 1. We give unrestricted funds.

That means we don't tell our grantees what to do with the money or put any conditions on it. When we read about a group's plans for their grant money, we keep in mind that we're here to help them not only with exciting program expenses but also with boring stuff like the cost of meeting space, electricity bills, buying a new computer, paying staff, helping a group that feels isolated go to a conference. In fact, we are especially excited about funding the boring stuff!

## 2. We know that trans justice work can take many forms. So the way people organize may look very different from community to community.

For those of us who live in a big city with lots of services, a support group might not seem like a radical or interesting thing to fund. But, as one of our applicants reminded us in our first year, if you are in a small town in Iowa, the fact that a support group even exists may already be a radical success. What matters to us is that communities are organizing themselves and setting priorities based on what feels most urgent to them.

## 3. 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. A lot of 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



TGI Network RI, Providence, RI, 2019 TJFP Grantee

with intersecting oppressions. It's easy to get excited about applications that are super well-written or use familiar language. 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 writing and vocabulary to make decisions based on what the group is actually doing.

## 4. We aim to keep our grant process as simple, easy, and quick as possible.

Our grant application is only a few pages. We don't have site visits. We don't require reports. People just fill out our form online and that's it. Why? Because we know these groups have more important work to do than spending all their time trying to romance us. We believe that a short application—plus a community panel of wise and experienced trans justice activists—is all it takes to make informed funding decisions.

## 5. We want to be sure to support groups across the country, not just in the big cities 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.

**6. 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 can sometimes be an important step in bringing communities together. Providing services can also make it possible for people to participate who might otherwise be unable to because they are busy meeting their survival needs.

**7. There is more than one way to define success.**

A lot of funders see grantmaking as an investment. The return on their investment is their grantees' success. They want tangible results from their grantees (like big numbers or big policy changes) so that they can prove they made a good investment.

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**There is more than one way to define success in grassroots organizing.**

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But 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. A group that may look like a failure to some funders may have in fact trained a crucial future leader, provided important resources in the moment, or done inspiring work that others will build on. So we try to take the long view of the movement and remember that there is more than one way to define success in grassroots organizing.

**8. We fund groups that aren't incorporated.**

This means that even if a group is not a 501(c)(3) non-profit and does not have a fiscal sponsor, we can still fund them. Sometimes it makes sense for a group to be incorporated, sometimes it doesn't. It depends on what their goals are. All that matters to us is: are they doing good work?

**9. We reject the idea that grantees should be accountable to funders. We think 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.

**10. We are here to provide resources, not to pit everyone against each other in the Thunderdome.**

Funding in the non-profit world usually turns us all into competing activist-gladiators, fighting each other for scarce resources. Instead, we ask our panelists to read the applications as a friend; as someone shepherding resources to nurture a growing movement and support the people and communities making that movement happen. This is grassroots funding—we want to try to support the whole field of grass, not just a few blades!

# A Grassroots Theory of Funding

Karen Pittelman, Co-Founder

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“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 instead 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

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**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.**

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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,



Trans Legal Aid Clinic, Houston, TX, 2019 TJFP Grantee



and a multi-million dollar budget fed by its deep roots in private and corporate philanthropy and perhaps even government funding.

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**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.**

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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 complete. 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 the story of the grass.



FTM A2 Ypsi, Ypsilanti, MI, 2019 TJFP Grantee

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 does the movement—not because of any one group’s leadership, but because of the collective, collaborative creativity and strength of the grasslands.

A grassroots theory of funding 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.



Latinas Trans Dallas, Dallas, TX, 2019 TJFP Grantee

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**For every \$100 given by  
foundations in the U.S., about  
3 cents goes towards trans  
communities.**

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## Ten Questions About Your Work

It's not unusual for people to reach out to TJFP requesting to view our application. Sometimes this request comes from funders, looking for examples of more simplified applications to draw inspiration from and sometimes it comes from potential applicants who are curious and eager to know in advance what kinds of questions they might be expected to answer. Because this happens so frequently and in the spirit of having an annual report that is also a resource tool, we decided to share our application here!

TJFP does our best to minimize the amount of work our grantees and applicants go through each year to receive funding, but we do still require an application. We try to reduce the funding barriers so that grassroots trans justice activists and organizers who are doing the work get the money they need as quickly as possible with minimal red tape. We don't ask for any financials or a budget breakdown. We don't do reporting or require any updates. And we give unrestricted funds, regardless of nonprofit status; the group decides how the money is used.

So what's the purpose of an application? Why not just give the money away and call it a day?

There's simply not enough money for radical grassroots trans leadership and we do feel like we need to protect what little there is to ensure it goes directly to those most affected and impacted by oppression. As it is, a very small percentage of all philanthropic dollars fund trans-led groups fighting for trans justice, and even less is directed to trans-led groups led by people of color and groups with no nonprofit status. In fact, according to the 2016 Tracking Report by Funders for LGBTQ Issues, for every \$100 given by foundations in the U.S., about 3 cents goes towards trans communities. (according to the 2018 infographic "Foundation Funding for U.S. Trans Communities," produced



Trans Liberation Coalition, Albuquerque, NM, 2019 TJFP Grantee





Black Trans Media, Brooklyn, NY, 2019 TJFP Grantee

by Funders for LGBTQ Issues and Grantmakers United for Trans Communities).

We have an application for the sake of transparency and accountability—to make sure that those applying for funding from TJFP are the grassroots trans-led trans justice groups who this money is set aside for. Our goal is to make sure that these dollars are going directly into the hands of these powerful leaders. These same trans activists and organizers are often at the forefront of the fight for justice, and too often do we see the needs of our community shoved to the back, eliminated, and overlooked. We're making sure that we are putting the needs of the trans community up front.

We strive to make our application simple, only asking questions to help our grantmaking Fellows make informed decisions and better understand the landscapes, conditions, and truths our applicants are organizing within.

It's pretty typical for foundations to filter and sort through applications before sending them to their final decision makers. But for us, having an open application process has always been integral to our work. If we're being honest, yes, having an open call for applications requires a heavier lift on our grantmaking Fellows who read and vote on every application we receive. In 2019 we received a mountain of applications that totaled 241. But if staff filtered

out applications before our community-led grantmaking panel had a chance to review them, that would be in conflict of having a truly community-led process. And if we didn't have an open application process then we might miss out on learning and funding innovative, grassroots work by groups who we aren't familiar with. For those groups that are new, small, isolated, or trying to stay under the radar due to stigmatization, there may be no other way to find funding. This year alone, TJFP had 96 applications from groups we had never heard of. For some of these, this may be their first-ever grant.

Applying for funding can be stressful. For many of our grantees, it's more than just money: it's a paycheck, rent, lights, gas money, doctor visit, website... any number of necessities for people's survival and ability to care for each other. Folks are out there finding and creating radical and visionary ways to support and protect one another from the oppressive and violent systems that attempt to diminish the spirit and livelihood of transgender, gender non-conforming, and non-binary people. The application helps us learn about the trans justice groups that exist and that are being created every year and allows TJFP to be able to better advocate for this work in philanthropy spaces, in order to move more funding to trans justice.

But we also know it's impossible to describe the impact of your work in ten questions. That's why, to honor the work of the amazing activists and organizers applying for funding, the people reading and reviewing the applications—TJFP's Grantmaking Fellows—are trans justice activists and organizers from within the community. We center the lives and experiences of folks who are in this fight for trans justice by putting them in the seat of power to make decisions for their communities.

**We trust and support trans leadership.**

Here's what we ask our applicants to share with our grantmaking panel about their work. As we grow, shift, and change, our application questions may do the same.

*We're honored and humbled by the time and energy set aside to try to put life-changing work into words for this application—when every one of our applicants are already doing the most for our communities every single day. Thank you for all that you do and for contributing to this legacy of trans justice work!*

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## Ten Questions About Your Work:

(We also ask applicants to stay under 400 words per question, if possible.)

1. A really short description of what you do.
  2. A more in-depth description of the work you do.
  3. For those of us who don't know about the local landscape, tell us more about what it's like for trans people in your communities right now.
  4. What kind of programs or projects are you working on? How do they connect to what's going on in your communities?
  5. Do you work together with other local groups? Tell us more about some of your recent collaborations. We want to understand how you are connected to other organizing efforts in your area.
  6. What have been some of your recent successes? Your recent challenges? If you received a grant from TJFP last year, this would also be a good place to tell us more about how you put those funds to use.
  7. How does your group support and encourage trans leadership within your organization? In your communities?
  8. Give us a few concrete examples of how your commitment to trans justice and anti-oppression work guides what you do.
  9. How would you use this grant?
  10. What have been some of your fundraising challenges?
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TJFP 2019 Fellows Sammie Ablaza Wills and Sharyn Grayson (onscreen, left) with facilitator Glo Ross (onscreen, right)

## Reflections from the Table

### Thoughts from the 2019 Grantmaking Fellows

**That is what matters to us. You got here; you're alive:**

#### **A conversation with 2019 Fellow Sammie Ablaza Wills**

Transcribed and lightly edited from a conversation in August, 2019

*"For trans folks, sometimes the best thing that can happen is that people are in a room together, and sometimes the impact is that those people in that room are still alive."*

#### **Stepping into Power**

Before I said yes to becoming a TJFP Community Grantmaking Fellow, I had to really think about it. *What would it mean for me to step into this position of power?*

I questioned if it was appropriate for me and if I was the right person to really be doing this.

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**The trans movement is in a crucial moment, where our rights and our people are being visibilized in a way we have never been before, and in a very mainstream way. How are others experiencing this moment?**

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After finding out who the Fellows were for this year's grantmaking panel, who past Fellows had been, and learning more about the intentions of the grantmaking process, it instilled a feeling of trust and reassured me that saying yes was the right decision!

**I thought: if TJFP thinks I would be a good fit as a decision-maker, I should trust that.**

Signing up to review hundreds of





TJFP 2019 Fellows Micky Bradford, Zakia McKensey, and Úmi Vera

applications seemed like a really concrete opportunity to hear directly from groups around the country about what they're doing and thinking, and to complicate and nuance my own understanding of what our movement needs and where we are at this time.

My own organizing experience has been mostly in trans communities and in the Bay Area, a place with a multitude of groups and resources. What's it like for folks in other areas? Also, the trans movement is in a crucial moment, where our rights and our people are being visibilized in a way we have never been before, and in a very mainstream way. How are others experiencing this moment?

I wanted an accurate understanding of what's happening for trans people all around this country, in all sorts of circumstances—what are they going through, working on, and organizing towards? So I could learn from them to have a grounded assessment of what a “trans movement” needs to be or should be thinking about.

**“Wherever we are, there is a need.” -Sharyn Grayson**

A big part of how trust was built within the grantmaking panel was because of Ms. Sharyn Grayson. Having our trans elder in the room, sharing her true wisdom and vulnerability with us, made it more possible to do this hard thing together. Ms. Sharyn brought a longevity of experience, as well as her overflowing generosity, which made people be in that value of abundance, seeing every application as an opportunity.

There was a moment during the weekend when we were discussing whether or not to fund a group. It seemed like all of the other Fellows were in alignment about one decision, but I had a really strong feelings about funding another organization. I thought to myself, “Well, I'm disappointed, but everyone else thinks we should do this, so let's just do it.” But Micky B, another panelist, told me, “No—if you have a feeling about it, you have to fight for your people! Tell me what you think!”

No one tells me to do that! Very rarely do people actually want to hear what I think, or put up with me fighting for my people. Micky B encouraged it—in fact, would accept me doing no less.

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**I felt empowered in my voice in a room of people who I deeply respect, with so many amazing experiences, knowing they trust in me.**

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In the end, we found a way to fund the group I wanted, at the level I wanted. And that was amazing!

I felt empowered in my voice in a room of people who I deeply respect, with so many amazing experiences, knowing they trust in me. Not only to feel like people wanted to hear what I said, but to share my opinion and have it lead to very material consequences for an organization or the larger movement—that really meant the world to me.

### **Lessons for Philanthropy**

Wouldn't it be helpful if applications, if they still have to exist, would just ask "why is this impressive, why is this important, why is this impactful, or what's dope about this?" So I can say, "This has never happened before," or "I get to see people's lives transformed all the time," or "Here's some things that my own members say about why this was fucking dope."

I would hope that groups and organizations don't have to write essays to be funded, but on the other hand, sometimes funders expect us to state what we do in a tweet's worth of content. "Tell us about your programs in 240 characters"—and then we're told we don't do enough. Having ample time and space to answer questions is important. If grantmakers are not doing the work ahead of time to learn about where I come from, it feels insensitive to ask me to explain my community in 240 characters or less.

On the opposite extreme, some funders ask us to explain all of our context, appropriately brag about it, and talk to them about impact. But it's likely that we're speaking different languages about what counts as exceptional. Unfortunately for us, some funders are reading for what's impressive in a way that doesn't center or even understand the experiences of the people doing the work.

For instance, I am impressed by the person who, despite having some shitty job and having a hard time paying rent, brings a potluck item to my potluck! They have no money and they still brought something to share. They drove two and a half hours to come to an event that lasts two hours. I am impressed by that. If I say an average of 50 people might show up if we host a potluck, a lot of people might think that's nothing—that's just a normal event, what people do on the weekends. But I'm like, you do not understand! When I say we host a potluck, I see people are coming here and changing in the bathroom because they can't be trans anywhere else.

We need a fundamental shift in understanding of the impact of an organization's work when we're talking about funding trans organizing. So many people in positions of power still see impact—positive, amazing impact—as being like, "This policy was changed!" or "This new program was started!" or "Some big and kind of flashy thing was launched!" **But for trans folks, sometimes the best thing that can happen is that people are in a room together and sometimes the impact is that those people in that room are still alive.**

I want funders to understand that while we should have high expectations of ourselves and each other, the expectations need to be properly calibrated to the context in which people are living. Sometimes just getting together and being in a room and eating food, learning about your ancestral

foods—that is an amazing thing when people are conditioned to never leave the house. When someone is too scared to leave their house, getting them to come to an event is an amazing feat. That needs to be celebrated as something worth investing in.

## What is Trans Justice?

**“When I’m able to be trans in the fullness of who I am, that feels like the small justice that’s going to get us to that bigger liberation.”**

To be trans—to do it, to be it, faithfully and in a way that feels empowering; that is justice. To feel like you can be your full ass trans self and not feel scared, to feel excited and experimental about it, that’s what trans justice is.

Justice is the ability to love being who you are and be loved by others. To struggle through the hardness of being a human but not feel like that part of you is going to be the reason you die or you can’t do certain things.

I feel lucky to love that I’m trans and I feel lucky that other people love that about me. But it’s not an easy road. I’ve also lost a lot of people in my life for that very reason. They refuse to love that part of me and they refuse to understand it.

I want everyone to have access to trans justice personally, interpersonally, and systemically. I think that’s what the liberation looks like. It’s the practice of being all of who we are, claiming our power and not participating in systems that fuck us over, while having the safety, joy, and imagination to just be in this world, in our genders, identities, experiences, and our differences. I feel like that’s possible.

## Organizing for Trans Justice

Sometimes, we’re not dealing with policies or other important things like wages, we’re

talking about people’s will to live. In some regions across the country, the work trans justice groups do is that they get people together—that’s life-saving work, it really is.

**“We’re talking about people’s will to live.”**

There are concrete things that trans folks are trying to establish for ourselves, not necessarily in a direct service type of way, but in the sense that people just need each other, and sometimes organizing is about bringing us together in community.

**To the trans justice activists and organizers out there reading this report: thank you for doing what you do.**

This work is not seen by many, and for that I am sorry. Thank you for all the things you are doing. It matters. As you’re doing this really hard work, there are people who are actively trying to see you, to let you know that you are not alone, and are fighting for you.

When you submit that grant application, or you tell someone about your work, or you stand up at that rally, you’re not only advocating for yourself, you’re advocating for whole communities that will come after you. There are so many folks around this country and around the world that are doing that and impacting one another. For all the folks submitting applications: you’re part of that. You’re part of this big big wave and this big movement, and I feel so appreciative that you have shared so abundantly about the work that you’re doing. I hope you know that while you fight, folks are fighting for you too.



# Matters of the Heart in a Movement:

## A conversation with 2019 Fellow Micky Bradford

*(Transcribed and lightly edited from a conversation  
in August, 2019)*



The heart connection is crucial and will always be crucial. It's what makes the work powerful—and also difficult. You have to be vulnerable with people, you have to be real, you have to bring yourself. I think that's what makes the trans justice movement so different from other movements; we have to rely on each other in such a different way.

It's not always being able to see each other; it's also about being able to make space for each other, even when we're not all in the same room.

In this moment, it feels like trans people across the board are claiming space in a different way, feeling bold as shit, and calling people out, not only in a callout culture way but in a *calling out power* way. This was not the case when I first started organizing. We weren't in that place yet as a movement—to be able to call things out, able to be bolder.

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**For some of these groups,  
we're deciding whether  
or not they're going to be  
around in the next year  
or two.**

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During this grantmaking fellowship, I wanted to be very clear what the criteria were that we were looking for; how they reflect community values; how they reflect my values. I needed to be proud of those decisions. That's really hard to do when you have 241 applications, and they're all so amazing, doing good work, and all struggling.

People are framing their work and talking about what they need clearly, in a very matter-of-fact way, while also leaning into being like, "Fuck this, we're going to do our own shit, we're going to make our own shit. We don't need 501(c)(3) structures, we don't need this or that—we're going to do it all." A lot of what I read in the applications felt so anti-corporate: people doing away with old structures. Our community sees that TJFP is open to that and will fund you no matter how radical the work is.

On the other hand, there were groups that had learned their language from the HIV and public health sectors, and really weren't thinking about community organizing or how to make change. Their applications were more focused on how to bring participants into a medical or

public health establishment. This isn't how I work, but with these groups, I was like, "I feel for you and see you and know you're trying to make change in the ways that have been presented to you." This work is how a lot of people first learn about models of change, and it is an entry point for a lot of organizers.

The second day of the funding panel is when things really dawned on me. For some of these groups, we're deciding whether or not they're going to be around in the next year or two.

That was really hard realization for me. I wanted to fund stuff that's revolutionary, radical, and visionary. I also know that people are working within all kinds of confines, like needing to stay at an organization that will pay them, since some places won't hire folks like us because we're being Black or trans or don't have enough experience.

This means that for a lot of people, groups, and organizations, TJFP is their bread-and-butter funding. Other funding sources might be telling them their work has to be tied to a particular program or grant deliverable, whereas TJFP offers general operating, unrestricted funds, which means it can be used for whatever is best for people's communities. Having that type of flexibility definitely changes how people are able to approach shit.

## An Offering on Giving with Intention

Giving money should be more intentional. Because of our different relationships to money and the different ways we learn to talk about and relate to money, awarding grants should be coupled with optional training around money management with a social justice framework, to equip folks who are getting that money. So many of these things are not actually taught in a course-specific way. You either come into this knowledge



Chukson Healing Market, Tucson, AZ, 2019 TJFP Grantee

because you're raised by or around people who have this knowledge, or you don't.

I'd like to see funders shift and say that it is our responsibility to give the money and also offer a level of tailored support to groups to do what they need and want, so that they don't just replicate some of the weird stuff about philanthropy.

## Intersections of Culture and Politics in our Movement

I was surprised by the amount of cultural work happening around the country. I learned about a group in Queens, New York, doing theatre-based work and I liked what they were doing and thinking about engaging in theatre. A group in Kansas City is working with theatre and the ballroom scene, mixing their policy and advocacy with underground organizing.

I didn't know folks were doing this kind of work, because I don't know folks in Kansas City and I didn't know folks in Queens.

Reading about these groups... I was just stunned! I've been doing work like this in the South for years. It felt big to read about other folks who are also thinking about the intersections of cultural organizing and how we can use them!

### **What does it mean to give trans people access to making our own media that reflects our culture?**

The House of Pentacles has been one example where I've gotten to feel and question this firsthand. When I first started my fellowship with the House of Pentacles, I hadn't held a camera—I hadn't done anything yet. But I knew there was power in being able to train people how to capture and edit a moment that they themselves had experienced, and how to put it out there for consumption.

When I talk to some of the Black trans women who have informed the agenda of the National TGNC Coalition, there's a lot of just being tired of having to respond to violence and death and there's that push and pull where it comes to visibility. It's like they are now asking what's going on with this, how can we bring attention to this—and you're also on the back end, reporting on something that's already happened, rather than putting out a piece that's like: here's our lives before all this violence; here are our lives outside of the violence; here's the joy in being trans and Black and living in the south, living with HIV, living with disabilities... all the things that make us beautiful.

I don't know exactly what's keeping everyone together other than the little moments of visibility we can jump onto. I think specifically that *Pose* and the *Pose* stars have shifted conversations for some folks. The show has given trans people visibility and a feeling of connection to folks who are seemingly living



Nuui Waav Brotherhood, Detroit, MI, 2019 TJFP Grantee

a life that is not as violent and a struggle and dark. It gives people hope.

### **I don't know what else folks are really relying on, because all we really have is each other. That's what I rely on—the people I have right here.**

As long as I've been doing this organizing with SONG (Southerners on New Ground), I have been asking folks, "What is your vision for a South where trans folks are free?"

It was hard for folks to vision what they wanted, rather than what they didn't want or what we wanted to tear down or where we needed to intervene—that was all easy to name. That came like that [snaps], but other things like, "What do we put in place of the police?" or "What do we put in place of whatever-fucked-up-structure-there-is-now?"... It was just crickets.



We need other ways to help us vision another world. If we engaged folks with different art mediums, to draw, do some free meditation, and relax and try to focus on what it could look like, I feel like we start to get it. When folks start to put their dreams together and speak out loud about what could happen, what they've been afraid to actually name—it's beautiful. It's liberation.

I really want to push people into that hard heart space where they're pushing for what they deserve, not just what they think they can get.

I see it happen on an individual level, and then I see it on a structural level: policies are proposed that do not envision a world where we're all free. Often it's, "This is what we're going to do policy-wise." Then, "Here's the reform we're going to push for." It feels like we're just working for what we feel like we can get, not what we feel like we *should* get or what we deserve.

We are so often presented with what's viable under this administration, and I'm tired of it. That way of thinking hasn't served us and it doesn't allow us to vision. Anything that instead allows us to exercise that muscle and see not just a year out, but twenty, forty years out—that is what I'm trying to push myself and other folks to do.

## A Focus on Criminalization and Accountability

There's so much focus on issues other than the criminalization of our communities and I can't say enough that I don't like it. Focusing on anything else doesn't address the needs of Black people, of Black trans people, of poor people, of sex workers, of disabled folks, of people living with HIV.

Issues around criminalization are top priority. I'm often met with folks who meet this with, "Isn't it also important to make sure there are nondiscrimination clauses and protections for people? Access to identity documents? Isn't it also important to make sure people have access to public spaces like bathrooms?"

Yes, all of that is important. But at the end of the day, if we cannot stop our people from being exploited and really abused by the state in jails, detention centers, by police, or any law enforcement, then what are we doing?

There's a conversation brewing about accountability between Black trans women and the cis men that harm us. When I first started getting into this work and having these conversations, folks were very adamant about hate crime legislation and sending cis men to jail. I've seen that shift a lot over the years.



Left: Trans Lab, New York, NY, 2019 TJFP Grantee; right: Gender Justice LA and Friends, Los Angeles, CA, 2019 TJFP Grantee

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**In our future, I see joy ... I see us being real free. Not having that tension in your shoulders or in your back that you've learned to carry by being Black, being trans.**

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More and more Black trans femmes in particular are using abolition as a guide and saying, "All right, even though I really want these men locked up and as far away as possible from me and other women they've caused harm to, I recognize that isn't doing a damn thing. It doesn't keep us safe and doesn't do anything for those men either... so what is the alternative?" We're still trying to figure out the alternative, but we're at the point where more people are asking these questions, and I see that reflected in community. We're trying to be different with each other—we're trying to be gentler, to hold space, to have space for alternatives instead of punishment and isolation.

In our future, I see joy. I see us modeling a whole different way of being with each other. I see us being real free. Not having that tension in your shoulders or in your back that you've learned to carry by being Black, being trans. I see us figuring out how to do accountability differently.

We need each other in ways other groups of people don't necessarily need each other. That necessity means that we have to treat each other better.

I think we're learning slowly that. Learning we can't say "fuck you" to everybody. We can't survive on our own and we're not meant to survive on our own. No one really is.



## Our Growing Legacy

There's something really grounding about having a trans legacy of movement building. I'm really grateful for being in the room with the people who were part of the TJFP 2019 grantmaking fellowship.

The word legacy keeps coming into my head. We're a cohort within this legacy of trans people who have made these funding decisions; everybody who applies to TJFP is entering into this legacy; and TJFP is leaving a legacy of how to do this work. There's a need for doing funding in ways that center community needs, and I think TJFP does that really well.

Whenever I feel isolated, lonely, without direction, or feel like the work is not connecting, this is what I always return to. What is the legacy we stand on? What are the ways in which we know this is the right way, the right move, the right direction? I know that by the people that have come before me.

What we're doing with this fund is expanding opportunities for folks to come into that legacy, to claim that legacy, and to carry that legacy forward.

## Our Funding Model as a Non-Charitable Trust

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**Now that we are functioning as a non-charitable trust, we have the freedom to cut checks to groups regardless of their non-profit status.**

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It's been seven years and we're happy to report that TJFP's funding model as a non-charitable trust is allowing us to move the money we need to move to the groups we want to move it to.

It hasn't always been smooth sailing. As a funding project, we've tried on different iterations to see what would work best. When we were just getting started in 2012, we operated like a non-profit as a Collective Action Fund at Tides Foundation. This worked for a while, but didn't meet all of our needs. To stay true to our mission of funding grassroots groups, many of whom are not incorporated, we had to think of another solution. We then decided to incorporate as a small business, a limited liability company (LLC), where we were able

to fund groups that lacked non-profit status by technically making them our consultants—in the business of trans justice! Sounded good at the time and it definitely worked for a couple of years, but to avoid any possible run-ins with the IRS, we talked with our lawyers and accountants and found a better model: the non-charitable trust.

We've been happily functioning as a non-charitable trust for nearly four years. So far, this structure has allowed us to move money quickly and with as little red tape as possible to our grantees, while also making sure that the way we operate meets the needs of our community.



Transcend Arizona, Paradise Valley, AZ, 2019 TJFP Grantee



Non-charitable trusts are usually a way for the wealthy to preserve and pass on their assets to the next generation. But we are hoping that a structure that was created to preserve wealth, when guided instead by community leadership, can also become a powerful means of redistributing it. Now that we are functioning as a non-charitable trust, we have the freedom to cut checks to groups regardless of their non-profit status.

Since we are “non-charitable,” we do not claim any deduction for our giving, so our grantees don’t need to be certified as charities. Our tax burden will remain low and as a trust, the IRS expects us to be giving away money, not making it. Perfect!

### **Will anyone donate if it isn’t tax-deductible?**

Donations to the non-charitable trust are not tax deductible. We know this is a fundraising risk. What if no one wants to contribute

without a tax deduction? But once again this year, the support we’ve received has been inspiring.

### **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. All contributors are eligible for a tax deduction because Tides Foundation is a public charity. “Donor-advised” simply means that TJFP advises that all donations to the fund be distributed to our grantees.

The Tides Foundation Collective Action Fund is how we made all our grants in TJFP’s first year, and we have kept it open as an option since then. Although many of our donors choose to give through our non-charitable trust, some of our biggest gifts still come through the donor-advised account. In 2019, we made about half of our grants through Tides Foundation. Here’s how we did it: groups that had 501(c)(3) status or a fiscal sponsor were funded through the donor-advised account, and we pulled together fiscal information for Tides ourselves, doing

our best to keep things simple for those grantees. Groups without non-profit status or with other issues were funded through TJFP’s trust.

With over 162 grants to distribute, the TJFP office and staff had our hands full! But we believe it’s our job as funders to deal with these logistics so that our grantees can keep their focus on taking care of one another and the movement!

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**Groups that had 501(c)(3) status or a fiscal sponsor were funded through the donor-advised account. Groups without non-profit status were funded through TJFP’s trust.**

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# 2019 TJFP GRANTEES

**The Knights and Orchids Society**  
Selma, AL

**Transgender Advocates Knowledgeable Empowering (TAKE)**  
Birmingham, AL

**Arkansas Transgender Equality Coalition**  
Little Rock, AR

**Griffin-Gracy Educational Retreat and Historical Center**  
Little Rock, AR

**inTRANSitive**  
Little Rock, AR

**Chukshon Healing Network**  
Tucson, AZ

**Southern Arizona Gender Alliance**  
Tucson, AZ

**Native Trans Support Team of Arizona**  
Phoenix, AZ

**The Outlaw Project**  
Phoenix, AZ

**Transcend Arizona**  
Paradise Valley, AZ

**API TransFusion**  
Oakland, CA

**API Equality - Northern California (APIENC)**  
San Francisco, CA

**Deaf Queer Resource Center**  
San Francisco, CA

**Dem Bois Inc.**  
San Pablo, CA

**Gender Justice LA**  
Los Angeles, CA

**Homobiles**  
San Leandro, CA

**Kween Culture Initiative**  
Oakland, CA

**Mirror Memoirs**  
Los Angeles, CA

**PEACE Out Loud**  
San Francisco, CA

**Peacock Rebellion**  
Oakland, CA

**Quest House Community Healing**  
Pacifica, CA

**San Francisco Transgender Film Festival**  
San Francisco, CA

**#StillHere Collective**  
Sacramento, CA

**Trans-E-Motion**  
Fresno, CA

**Trans and Nonbinary Housing Collective**  
Cameron Park, CA

**Trans and Queer Youth for Gender Justice**  
Oakland, CA

**Trans Oral History Project**  
Berkeley, CA

**TransTech Social Enterprises**  
Culver City, CA

**Unique Woman's Coalition**  
Los Angeles, CA

**Bridging the gap!**  
Fort Lauderdale, FL

**New Beginnings TLC, Inc.**  
Winter Haven, FL

**Orlando Trans Collective**  
Orlando, FL

**QLatinx**  
Orlando, FL

**Rooted Resistance**  
Tallahassee, FL

**Social Film Projects LLC**  
North Miami Beach, FL

**TransSOCIAL, Inc.**  
Miami, FL

**TransInclusive Group**  
Pembroke Pines, FL

**Unity Coalition | Coalicion unida**  
Miami Beach, FL

**Community Roots**  
Decatur, GA

**Community Estrella**  
Acworth, GA

**Freedom Overground**  
Marietta, GA

**International Association of Trans Bodybuilders, IATB**  
Atlanta, GA

**LaGender, Inc.**  
East Point, GA

**Queer Culture[s]**  
Atlanta, GA

**Sexual Liberation Collective**  
Decatur, GA

**TMBLM, Inc.**  
Atlanta, GA

**Trans(forming)**  
Atlanta, GA

**Trans\*Visible**  
Covington, GA

**Trans Housing Atlanta Program**  
Atlanta, GA

**TRANScending Barriers Atlanta**  
Atlanta, GA

**Mahu O Maui No Ka Oi**  
Wailuku, HI

**Brave Space Alliance**  
Chicago, IL

**Masjid al-Rabia**  
Chicago, IL

**Transformative Justice Law Project of Illinois**  
Chicago, IL

**Transilient**  
Chicago, IL

**Upswing Advocates**  
Chicago, IL

**Youth Empowerment Performance Project (YEPP)**  
Chicago, IL

**GenderNexus**  
Indianapolis, IN

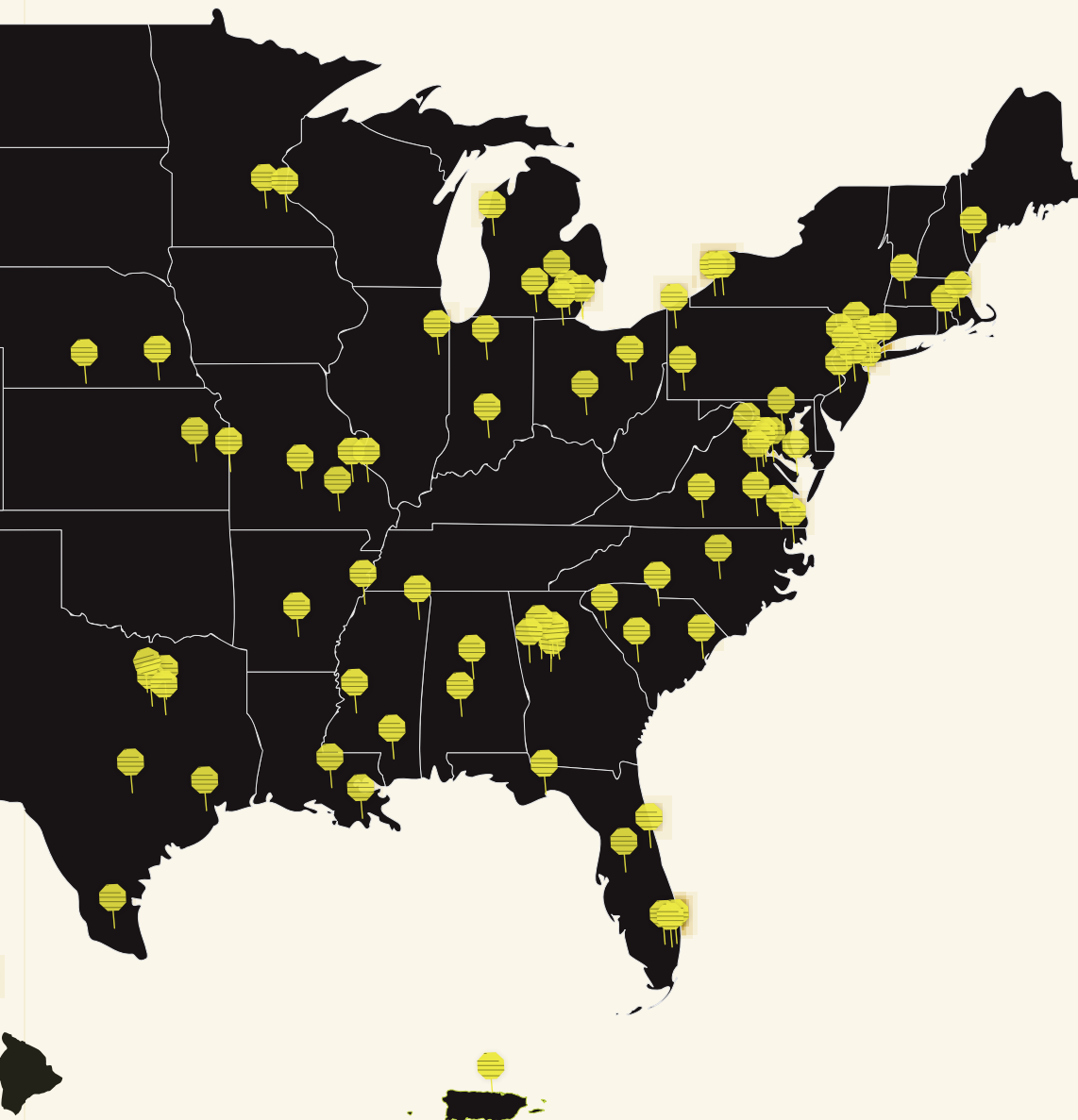
**TREES, Inc.**  
South Bend, IN

**Kansas Statewide Transgender Education Project**  
Topeka, KS

**Deep South Wellness Project**  
New Orleans, LA

**LOUD**  
New Orleans, LA





**Native Justice Coalition**  
Manistee, MI

**Salus Center UCC**  
Lansing, MI

**Transcend the Binary**  
Ferndale, MI

**For the Culture**  
Minneapolis, MN

**Queer Science**  
Saint Paul, MN

**SPIRAL Collective**  
Minneapolis, MN

**Gabriella Rosé Justice Support System**  
Wildwood, MO

**Kansas City Center for Inclusion**  
Kansas City, MO

**Metro Trans Umbrella Group**  
St. Louis, MO

**Mid Missouri Transgender Support**  
Jefferson City, MO

**Our Spot KC**  
Kansas City, MO

**Trans People of Color Coalition**  
Washington, MO

**Trans Queer Flat STL**  
St. Louis, MO

**Transformations**  
Kansas City, MO

**Transfuturism by The Justice Fleet**  
St Louis, MO

**Bois of the Sippi**  
Corinth, MS

**Love Me Unlimited for Life**  
Jackson, MS

**The Spectrum Center**  
Hattiesburg, MS

**Montana Two Spirit Society**  
Missoula, MT

**Asheville Transformers**  
Asheville, NC

**Decolonizing Fitness**  
Charlotte, NC

**House of Pentacles**  
Durham, NC

**HYPHA Healing Garden and Apothecary**  
Durham, NC

**Ministries Beyond Welcome**  
Winston-Salem, NC

**Name Change Project**  
Asheville, NC

**NC Trans Leadership Network**  
Asheville, NC

**Tranzmission**  
Asheville, NC

**WNC QTPOC Support Group**  
Asheville, NC

**Louisiana Trans Advocates**  
Baton Rouge, LA

**New Legacy**  
New Orleans, LA

**Diversidad Sin Fronteras**  
Cambridge, MA

**The Baltimore Transgender Alliance**  
Baltimore, MD

**Trans-Latinx DMV**  
Greenbelt, MD

**Trans Healthcare MD**  
Gaithersburg, MD

**Trans Justice Healing Project**  
Baltimore, MD

**Maine Transgender Network, Inc.**  
Portland, ME

**Portland Outright**  
Portland, ME

**Detroit REPRESENT!**  
Detroit, MI

**FTM A2/Ypsi**  
Ypsilanti, MI

**Nuui Waav Brotherhood**  
Detroit, MI



**Trans Collaborations  
Community Board**  
Kearney, NE

**TransLNK**  
Lincoln, NE

**Black Excellence Collective**  
Newark, NJ

**New Jersey Red Umbrella  
Alliance**  
Long Branch, NJ

**Tertium Quid**  
Jersey City, NJ

**Corpus Arts**  
Albuquerque, NM

**SW Two Spirit Society**  
Albuquerque, NM

**Trans Liberation Coalition -  
New Mexico**  
Albuquerque, NM

**Transwoman Empowerment  
Initiative**  
Albuquerque, NM

**Gender Justice Nevada**  
Las Vegas, NV

**Trans Pride Foundation**  
Las Vegas, NV

**Transgender SOS**  
Las Vegas, NV

**All Youth, Inc.**  
Lancaster, NY

**The ATAC, Awakening Trans  
Art Coalition**  
Boiceville, NY

**Black Trans Media**  
Brooklyn, NY

**Colectivo intercultural  
TRANSgrediendo/CITG**  
Jackson Heights, NY

**Community Kinship Life  
(Ck life)**  
Bronx, NY

**Dorian Corey Project  
WNY/Transgressions**  
Kenmore, NY

**F2L**  
New York, NY

**Gays and Lesbians Living in a  
Transgender Society (GLITS)**  
Queens, NY

**The Gender and Sexuality  
Therapy Collective**  
New York, NY

**NYC Trans Oral History Project**  
New York, NY

**STARR**  
Bronx, NY

**Trans Lab**  
New York, NY

**TransGenerational Theatre  
Project**  
Queens, NY

**Black Queer and Intersectional  
Collective**  
Columbus, OH

**Margie's Hope**  
Akron, OH

**META Center, Inc.**  
Akron, OH

**TransOhio, Inc.**  
Columbus, OH

**Glitter Squadron**  
Portland, OR

**QTPoC Mental Health**  
Portland, OR

**Real Choice Initiative**  
Portland, OR

**Trans\*Ponder**  
Eugene, OR

**Trans Intentional Community**  
Portland, OR

**Garden of Peace Project**  
Pittsburgh, PA

**Hearts on a Wire**  
Philadelphia, PA

**Transfaith**  
Philadelphia, PA

**Lehigh Valley Transgender  
Renaissance**  
Orefield, PA

**SisTers PGH**  
Pittsburgh, PA

**TransCamp**  
Philadelphia, PA

**TransFamily of NWPA**  
Erie, PA

**Semillas**  
San Juan, Puerto Rico

**T.E.A. (Transgenero En Accion)**  
Guaynabo, Puerto Rico

**TGI Network of Rhode Island**  
Providence, RI

**Triumphant 2Gether**  
Providence, RI

**Gender Benders**  
Piedmont, SC

**T-Time Myrtle Beach**  
Myrtle Beach, SC

**Transgender Awareness  
Alliance: Greg Green**  
Lexington, SC

**Bold and Beautiful**  
Memphis, TN

**WeCareTN**  
Memphis, TN

**Black Trans MX**  
Carrollton, TX

**Black Transmen, Inc**  
Carrollton, TX

**Black Transwomen, Inc**  
Carrollton, TX

**Borderland Rainbow Center**  
El Paso, TX

**Cicada Collective**  
Lewisville, TX

**Gentex**  
McAllen, TX

**Latinas Trans Austin**  
Houston, TX

**Latinas Trans Dallas**  
Houston, TX

**Organizacion Latina Trans  
in Texas**  
Houston, TX

**Somos Mapas**  
Houston, TX

**Trans Legal Aid Clinic Houston**  
Houston, TX

**Trans Pride Initiative**  
Dallas, TX

**Transgender Education Network  
of Texas**  
Austin, TX

**Lynchburg Transgender Alliance**  
Lynchburg, VA

**Minority Transgender Unity**  
Norfolk, VA

**Nationz Foundation**  
Richmond, VA

**Southeastern Transgender  
Resource Center**  
Norfolk, VA

**TEA of Greater Washington D.C.**  
Burke, VA

**Transgender Assistance  
Program of Virginia - TAPVA**  
Virginia Beach, VA

**Transgender Veterans Support  
Group - Virginia**  
Richmond, VA

**Green Mountain Crossroads**  
Brattleboro, VT

**Heartspark Press**  
Olympia, WA

**Lavender Rights Project**  
Seattle, WA

**Rad Care**  
Seattle, WA

**Seattle Nonbinary Collective**  
Seattle, WA

**Stonewall Youth**  
Olympia, WA

**Trans Women of Color  
Solidarity Network**  
Seattle, WA

**UTOPIA**  
Kent, WA

**Black and Indigenous  
Transgender Safehaus (B.I.T.S.)**  
Washington, D.C.

**Nelwat Ishkamewe**  
Washington, D.C.

**No Justice No Pride**  
Washington, D.C.

**Queer Healing Circle**  
Washington, D.C.

**Trans United Inc.**  
Washington, D.C.

**Trans Women of Color  
Collective**  
Washington, D.C.

# Our 2019 Grantees

## Alabama

**The Knights & Orchids Society** (Selma) builds the power of trans, gender non-conforming, and LGBTQ communities of color throughout Alabama through group economics, education, leadership development, and organizing.

**Transgender Advocates Knowledgeable Empowering (TAKE)** (Birmingham) works together as a community to empower trans women of color by meeting needs and increasing accessibility.

## Arizona

**Chukshon Healing Network** (Tucson) is building a community network dedicated to accessible and empowering healing justice for TGNC POC.

**Native Trans Support Team of Arizona** (Phoenix) is a grassroots organization that supports, educates, and advocates for native/indigenous trans individuals, their family members, and friends.

**Southern Arizona Gender Alliance** (Tucson) supports, advocates, and promotes justice for southern Arizona's transgender, non-binary and gender creative people.

**The Outlaw Project** (Phoenix) is based on the principles of intersectionality to prioritize the leadership of people of color, transgender women, gender non-binary people, and migrants for sex worker rights.

**Transcend Arizona** (Paradise Valley) is mostly formerly-detained trans, GNC and queer migrants and refugees doing solidarity work with people like themselves in detention centers and prisons, and building community-based resources for surviving and thriving.

## Arkansas

**Arkansas Transgender Equality Coalition** (Little Rock) holds clinics for name and gender marker updates, conducts competency trainings in medical settings, provides an emergency fund, and holds POC-specific spaces monthly.

**Griffin-Gracy Educational Retreat and Historical Center** (Little Rock) was founded and is led by Trans and gender non-conforming Black women and other POC. The center creates programs that positively impact the lives of Transgender, gender-questioning, and gender non-conforming persons.

**inTRANSitive** (Little Rock) seeks to support, educate and celebrate the Trans community and its narratives in Arkansas, through community building, organizing, and political education.



Native Trans Support Team of Arizona, Tucson, AZ, 2019 TJFP Grantee



Left: #StillHere Collective, Sacramento, CA, 2019 TJFP Grantee; right: Mirror Memoirs, Los Angeles, CA, 2019 TJFP Grantee

## California

### #StillHere Collective

(Sacramento) is a trans-led collective bringing the trans and GNC community together politically, focusing on political education, direct action, and community building.

**API Equality - Northern California (APIENC)** (San Francisco) builds power for trans, GNC, and queer Asians and Pacific Islanders in the Bay Area through skill building workshops, oral history storytelling, and trans and GNC API-centered resources and spaces.

**API TransFusion** (Oakland) provides an opportunity for Asian and Pacific Islander transmasculine individuals to build community, develop self-acceptance and self-confidence, share resources, and live authentically with pride.

**Deaf Queer Resource Center** (San Francisco) is a national nonprofit organization that works to inform, support, empower, and bring more visibility and awareness to marginalized Deaf LGBTQ communities.

**Dem Bois, Inc.** (San Pablo) offers financial economical assistance to POC who identify as female to male in order to obtain chest reconstruction and/or genital reassignment surgery.

**Gender Justice LA** (Los Angeles) is a member-based, grassroots social justice organization led by and for trans, non-binary, gender non-conforming, genderfluid, two spirit, Intersex, questioning and trans people, centering Black, Indigenous and low-income POC in LA County.

**Homobiles** (San Leandro) offers safe transportation to members of the TLGB community and their allies, who may, due to their perceived sexuality or gender, be at risk on the street or on other forms of transportation, regardless of their ability to donate.

**Kween Culture Initiative** (Oakland) promotes the social and cultural empowerment of transgender women of color.

**Mirror Memoirs** (Los Angeles) is a national storytelling project centering the narratives, healing, and leadership of transgender, non-binary, queer, lesbian, gay, and/or bisexual Black, indigenous, and people of color survivors of child sexual abuse in movements for social justice.

**PEACE Out Loud** (San Francisco) is a team of black, brown, queer, trans, and poor social permaculturists that identifies needs in the community and co-creates programs in response.

**Peacock Rebellion** (Oakland) is a trans/genderqueer/GNC POC-centered team of artists, cultural workers, and community organizers using the arts to build cultures of safety and healing for QTPOC.

**Quest House Community Healing** (Pacifica) provides sliding scale lodging and supportive wraparound services to folks on the transmasculine spectrum going through lower surgery in the San Francisco Bay Area.



**San Francisco Transgender Film Festival** (San Francisco) conducts media arts programs that strengthen awareness of transgender history, identity, rights movements, and culture that stimulate community dialogues.

**Trans and Non-Binary Housing Collective** (Cameron Park) seeks to establish safe, affordable, accessible housing for trans, nonbinary and gender non-conforming people, especially those most vulnerable to violence, through collective liberation, intersectional feminism, harm reduction, disability justice, transformative justice, and alternatives to policing.

**Trans and Queer Youth for Gender Justice** (Oakland) is a national youth-led organization offering leadership development, field mobilization, and resources so that TGNC youth can lead lasting change in their own communities.

**Trans Oral History Project** (Berkeley) is dedicated to recording, preserving, and sharing a diverse range of transgender stories from an anti-oppression framework.

**Trans-E-Motion** (Fresno) provides support, education, and advocacy for transgender persons and the allied community in Fresno and throughout California's Central Valley.

**TransTech Social Enterprises** (Culver City) is an incubator for LGBTQ talent with a focus on economically empowering transgender people and developing skills and value within marginalized LGBTQ communities.

**Unique Woman's Coalition** (Los Angeles) is a supportive organization for and by Transgender POC, creating spaces and platforms that elevate voices and narratives of Trans POC.

## Florida

**Bridging the gap!** (Fort Lauderdale) empowers Queer and Trans youth to reach their academic goals and navigate areas of support for friends, families, and allies.

**New Beginnings TLC** (Winter Haven) is a unique surgical recovery center providing food, activities, transportation, financial and emotional support, along with pre-surgery support with a binder program and counseling.

**Orlando Trans Collective** (Orlando) is a collaboration of local leaders advocating for the rights, empowerment, and visibility of trans-identified and non-binary community members.

**Q Latinx** (Orlando) is a grassroots racial, social, and gender justice organization dedicated to the advancement and empowerment of Central Florida's LGBTQ+ Latinx community.



Peacock Rebellion, Oakland, CA, 2019 TJFP Grantee



QLatinx, Orlando, FL, 2019 TJFP Grantee

**Rooted Resistance** (Tallahassee) is committed to creating socially-just wellness environments for trans, queer, gender non-conforming, non-binary, and the gender-queer community.

**Social Film Projects LLC** (North Miami Beach) produces projects with a social cause. These stories are told by their own protagonists who educate the community through their life experiences.

**TransInclusive Group** (Pembroke Pines) works collaboratively to "build trust and relationships" within the trans/gender non-conforming community, and end discrimination, mistreatment, and racial disparities in healthcare, employment, education, and housing.

**TransSOCIAL, Inc.** (Miami) works to expand safe and affirming resources for the Trans, GNC, and LGBTQ+ community.

### **Unity Coalition | Coalición Unida**

(Miami Beach) is the first and only organization for the South Florida Latinx|Hispanic|LGBT community, advancing equality and fairness through education, leadership, and awareness since 2002.

## **Georgia**

**Community Estrella** (Acworth) is an independent project that is dedicated to defending and advocating for the rights of the Latinx Trans and GNC community in its diverse social, legal, fiscal, and spiritual aspects in the state of Georgia. //

Community Estrella es un proyecto independiente que se dedica a defender y abogar por los derechos de la comunidad Trans latinx y género no conforme en sus diversos aspectos sociale, legales, fásicos y espirituales en el estado de Georgia.

**Community Roots** (Decatur) is a collective of queer and trans herbalists and individuals dedicated to healing justice, offering monthly pop-up free clinics and providing herbal medicine and health and wellness education to LGBTQI+ youth.

**Freedom Overground** (Marietta) has a vision is to improve the quality of life and life expectancy of the TGNC incarcerated community, both during and after incarceration.

**International Association of Trans Bodybuilders (IATB)** (Atlanta) is an organization created for bodybuilders who identify as Trans (at any level of the Trans spectrum).

**LaGender, Inc.** (East Point) is a black and trans women of color organization dedicated to empowering the community on issues of HIV/AIDS, homelessness, wrongful incarceration, mental health, and societal discrimination.

**Queer Culture[s]** (Atlanta) utilizes activism and wellness to engage progressive movement builders in caring for one's self as an act of political warfare to fight racism, shaming, sexism, homophobia, and transphobia.

**Sexual Liberation Collective** (Decatur) is a collaboration of professional sex educators who provide holistic sexuality education and transformative healing for QTPOC.

**TMBLM, Inc.** (Atlanta) fosters and creates leadership, empowerment, acceptance and healing to effectively change the everyday narratives of Black Transgender men, Black Transgender women, Cisgender women, Intersex and Cisgender men in alignment with our vision.

**Trans Housing Atlanta Program, Inc.** (Atlanta) provides the transgender and gnc community education, direct services, and resources to fight the epidemic of homelessness.

**Trans(forming)** (Atlanta) is a POC- and volunteer-led organization with diverse membership that offers peer support, resources, activism, advocacy, and a social group connection.

**TRANScending Barriers Atlanta** (Atlanta) advocates for and empowers the transgender and GNC community in Georgia through holistic healing, leadership development, and harm reduction from the prison industrial complex.

## Hawaii

**Mahu O Maui No Ka Oi** (Wailuku) trains Transgender leaders residing in the County of Maui to become gatekeepers in the community through outreach to other transgender men and women.

## Illinois

**Brave Space Alliance** (Chicago) is a collective by and for transgender women and gender non-conforming people of color, to empower them to become changemakers in the fight for trans liberation.

**Masjid al-Rabia** (Chicago) is a trans-led, women-centered, queer-affirming Islamic community center building a safer world through education, advocacy, and outreach, with a focus on LGBTQIA+ Muslims who are incarcerated.

**Transformative Justice Law Project of Illinois** (Chicago) is a group of radical activists, social workers, and organizers who provide support and free holistic advocacy and legal services to poor and street-based transgender people in Illinois.

**Transilient** (Chicago) is a traveling photo and interview-based project that candidly documents transgender and gender non-conforming people in their day-to-day lived realities, using only their voices.

**Upswing Advocates** (Chicago) uses a self-as-expert approach to deliver sliding scale, accessible educational programming and community-focused research opportunities that strengthen and support transgender and queer people in Chicago and surrounding areas.

## Youth Empowerment Performance Project

**(YEPP)** (Chicago) seeks a safe environment for LGBTQ youth experiencing homelessness to explore their history, struggles, and strengths through programming incorporating forms of art expression.

## Indiana

**GenderNexus** (Indianapolis) empowers transgender and non-binary persons to lead authentically healthy and holistic lives by providing connections to supportive services in all areas of wellness.

**TREES, Inc.** (South Bend) is a mobile education organization doing transgender education and resource-building with a focus on small town and rural communities.

## Kansas

**Kansas Statewide Transgender Education Project** (Topeka) seeks to end discrimination against transgender and gender non-conforming Kansans through education.

## Louisiana

**Deep South Wellness Project** (New Orleans) is a group for and by queer/trans/non-binary Indigenous and POC that offers therapeutic sessions and musical performances, curates healing retreats for wellness practitioners, and hosts community care gatherings.





Maine Trans Network, Portland, ME, 2019 TJFP Grantee

**LOUD** (New Orleans) is a radical trans and queer youth theater company utilizing theater-making to fight oppression, build youth leadership, and increase LGBTQ youth wellness.

**Louisiana Trans Advocates** (Baton Rouge) is advancing the core human rights of self-determination and expression for all trans, non-binary, and gender non-conforming people in Louisiana.

**New Legacy** (New Orleans) creates a safe space to document the stories of overlooked and underserved individuals via media advocacy and the arts.

## Maine

**Maine Transgender Network** (Portland) provides peer-to-peer support groups, social and community events, and advocacy for the transgender community across Maine, and trains medical, mental health, and social service providers on transgender cultural competency.

**Portland Outright** (Portland) builds the power of LGBTQ+ youth in Maine to fight issues like homelessness and criminalization, through gender, racial, and economic justice organizing.

## Maryland

**Diversidad Sin Fronteras** (Cambridge) is a trans-territorial research and activist collective led by trans-queer displaced refugees from Central America and Mexico, without a central location.

**The Baltimore Transgender Alliance** (Baltimore) witnesses, equips, and nurtures the next generation of trans leadership in Baltimore City.

**Trans Healthcare MD** (Gaithersburg) promotes trans wellness throughout Maryland by increasing access to affirming services and resources while nurturing young trans leadership.

**Trans Justice Healing Project** (Baltimore) was formed to uplift healing for at-risk trans people who experience violence by convening a series of "Grassroots Healing Arts Institutes" and publishing a healing arts resource.

## Trans-Latinx DMV

(Greenbelt) is a Two-Spirit Trans Woman-led organization centering Black and Indigenous Trans-Latinx people, and working to amplify educational resources promoting Trans leader empowerment through peer advocacy and the arts.

## Michigan

**Detroit REPRESENT!** (Detroit) is a queer and trans youth of color collective working towards racial justice and youth and LGBTQ+ liberation through media organizing in the city of Detroit.

**FTM A2/Ypsi** (Ypsilanti) is a grassroots organization in Southeast Michigan that provides support and resources for transition, as well as advocacy, education, and social events for the local community.

### **Native Justice Coalition**

(Manistee) works on social and racial justice in rural and remote Anishinaabe communities in Michigan and the Great Lakes region.

### **Nuii Waav Brotherhood**

(Manistee) hosts events and meetings to help transmen mentally, physically, and emotionally, providing them with resources they need.

**Salus Center UCC** (Lansing) strives to cultivate radical communities of care and empower people to authentically live into their whole selves.

**Transcend the Binary** (Ferndale) is a 20-member team collectively organizing to solve problems and provide support through TGNC-led services.

## **Minnesota**

**For the Culture** (Minneapolis) focuses on community-based body workers and healing arts practitioners, decolonizing gender and wellness practices.

**Queer Science** (Minneapolis) organizes free multidisciplinary science outreach events for trans and queer high school students to work alongside trans and queer scientists.

**SPIRAL Collective** (Minneapolis) provides free, compassionate, non-judgemental support to the full spectrum of people across all pregnancy outcomes and reproductive experiences.

## **Mississippi**

**Bois of the Sippi** (Corinth) brings visibility to masculine-of-center women of Mississippi.

**Love Me Unlimited for Life** (Jackson) focuses on connecting transgender women and other LGBT people to resources including housing, career counseling, HIV/STD screening, and transgender care and empowerment.

**The Spectrum Center** (Hattiesburg) is a resource and advocacy center for members of the LGBT+ community in the Pine Belt of Mississippi.

## **Missouri**

**Gabriella Rosé Justice Support System** (Wildwood) provides financial and other support to trans students at Mizzou so that they can continue and succeed in their education.

### **Kansas City Center for**

**Inclusion** (Kansas City) is Kansas City's only LGBTQ+ community center, providing programming, resources, and a community space inclusive of the transgender population and allies.

**Metro Trans Umbrella Group** (St. Louis) brings together the community of transgender, non-binary, gender queer, androgynous, and intersex humans and allies through community, visibility, advocacy, and education.

**Mid-Missouri Transgender Support** (Jefferson City) offers financial assistance for trans-identified individuals to legally change their name and get legal documentation matching their gender identity.

**Our Spot KC** (Kansas City) provides resources, programming, events, leadership development, and outreach to marginalized communities within the LGBTQ+ spectrum.



Queer Science, Minneapolis, MN, 2019 TJFP Grantee





Left: Love Me Unlimited For Life, Jackson, MS, 2019 TJFP Grantee; right: Gabriella Rosé Support System, Wildwood, MO, 2019 TJFP Grantee

### Trans People of Color Coalition

(Washington) exists to advance justice for all trans people of color by amplifying their stories, supporting their leadership, and challenging racism, transphobia, and transmisogyny.

**Trans Queer Flat STL** (St. Louis) is a radical, prosocial, anti-racist, intentional, affirming and affordable living option for trans and trans expansive adults.

**Transformations** (Kansas City) is a Kansas City youth social/support drop-in group for young people who are TGNC or questioning their gender identity, as well as a separate guardian support group for adults caring for TGNC youth.

**Transfuturism by The Justice Fleet** (St. Louis) is a photography, oral history, and art activism project aimed at humanizing trans and gender fluid people through a mass digital media campaign and traveling pop-up exhibit, spearheaded by a

trans and gender fluid duo.

### Montana

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

### Nebraska

**Trans Collaborations Community Board** (Kearney) is a community-academic partnership that aims to reduce health disparities in the Central Great Plains Transgender and Gender Diverse community.

**TransLNK** (Lincoln) facilitates social events connecting the trans community by building support through forming relationships and sharing positive experiences.

### Nevada

**Gender Justice Nevada** (Las Vegas) is dedicated to an intersectional approach to changing law, policy, and attitudes so that all Nevadans can live free from fear, violence, and mistreatment regardless of sex/ gender identity or expression.

**Trans Pride Foundation** (Las Vegas) provides housing and resources to the trans community, focusing on political asylum refugees, and provides resources, referrals, advocacy, and legal name changes.

**Transgender SOS** (Las Vegas) provides short-term emergency shelter, transportation, food, and other basics to trans victims and survivors of violence and discrimination, along with crisis intervention and education.



## New Jersey

### **Black Excellence Collective**

(Newark) uses art, activism, and awareness to organize around issues facing trans, gender non-conforming, and queer people of color.

### **New Jersey Red Umbrella**

**Alliance** (Long Branch) is a sex worker-led group centering Trans/GNC/Non-binary leadership, specifically those who are POC, advocating for and providing harm reduction in diversion programs to address incarceration of sex workers.

**Tertium Quid** (Jersey City) is a weekend-long sleepaway camp for transgender youth and their families that fosters a welcoming and supportive environment for transgender, gender non-conforming, and questioning youth and their families.

## New Mexico

**Corpus Arts** (Albuquerque) is a non-profit organization aimed at providing library resources in a safe space, while fostering queer and trans cultures and literacies.

### **SW Two Spirit Society**

(Albuquerque) was established for Native Indigenous LGBTQ Two Spirit people from the southwest region to advocate, grow in community, be in ceremony and host the Two Spirit Grand Entry at the Gathering of Nations.

### **Trans Liberation Coalition of New Mexico**

(Albuquerque) provides post-release support for Trans asylum seekers who are detained at the Cibola Detention Center in Milan, New Mexico.

### **Transwoman Empowerment**

**Initiative** (Albuquerque) is for the financial, political, and educational

advancement of transwoman of color communities through trans leadership, and functions as a surgical/leadership pipeline for trans individuals.

## New York

**All Youth, Inc.** (Lancaster) provides safe spaces for LGBTQ youth and offers services and support to reconnect youth with their families when it is safe to do so.

**Black Trans Media** (Brooklyn) are black trans and gender non-conforming folks fusing community, media, and education to shift and re-frame the value and worth of black trans people.

### **Colectivo Intercultural**

**TRANSgrediendo (CITG)** (Jackson Heights) is recognized nationally as a bilingual and multicultural movement that defends and promotes the human rights of the diverse TransGNC population and people with diverse gender identities in the US. // El Colectivo Intercultural TRANSgrediendo es reconocido a nivel nacional como un movimiento bilingüe y multicultural que defiende y promociona los derechos humanos de las diversas poblaciones TransGNC y con identidades de genero diversas en los EEUU.

### **Community Kinship Life (CK**

**Life)** (Bronx) assists affirmed men and women with necessary life skills, medical needs, counseling, and access to the resources needed to improve their quality of life.



SW Two Spirit Society, Albuquerque, NM, 2019 TJFP Grantee

**Dorian Corey Project WNY/TRANSgressions** (Kenmore) is a local watchdog organization dedicated to serving black and POC youth and adults who are in the LGBTQ spectrum living in western New York.

**F2L** (New York) is a volunteer-run network supporting queer and trans people of color in New York State who are facing felony-level charges, by providing jail, court, media, and housing aid to the impacted and their support communities.

**Gays & Lesbians Living in a Transgender Society (GLITS)** (Brooklyn) is a transwoman-led organization providing crisis intervention, post-incarceration support, leadership training, health care advocacy, and safer sex education for transgender women who engage or have engaged in sex work.

**NYC Trans Oral History Project** (New York City) is a volunteer collective of activists, artists, scholars, and community members committed to oral history as anti-oppression work. The project is forged in partnership with the New York Public Library and local community groups.

**STARR** (Bronx) responds to emergencies, advocates for "Radical Reform" as a means of improving life for Trans folks, changes laws, and empowers disenfranchised TGNC folks.

**The ATAC, Awakening Trans Art Coalition** (Boiceville) was built and run by trans artists to empower trans artists. The coalition creates events, collaborates resources, attends protests, and organizes and facilitates trans healing art groups.

**The Gender & Sexuality Therapy Collective** (New York) provides individual, relationship and group psychotherapy specializing in gender, sex and sexuality, the queer and trans community, sex workers, parents of queer and transgender kids, and those who practice kink, bdsm, and non-monogamy.

**Trans Lab** (New York) provides fellowships to trans and non-binary theater artists, shares work by trans artists with the larger theater and TGNC communities, and fights for more trans people to be recognized and employed in theater and the arts.

**TransGenerational Theatre Project** (Queens) is a multigenerational theatre project in which trans, non-binary, and gender non-conforming people create theatre from their own experiences, culminating in a final event.

## **North Carolina**

**Asheville Transformers** (Asheville) is a support network for individuals who are non-binary, gender non-conforming, transgender, and questioning, along with their friends, partners, and families.

**Decolonizing Fitness** (Charlotte) is a social justice platform that provides affirming fitness services, community education, and apparel in support of body diversity.

**House of Pentacles** (Durham) is a film training program and production house that launches Black trans youth into the film industry and tells stories at the intersection of being Black and Trans.

**HYPHA Healing Garden & Apothecary** (Durham) is an affirming space where QTPOC can practice healing through growing medicinal herbs and native plants, while providing skillshare opportunities, exchange, and oral histories.

**Ministries Beyond Welcome** (Winston-Salem) affirms, honors, and celebrates the spirituality of transgender/gender non-conforming persons and communities through education, community-building, organizing, advocacy, activism, and reconciliation work.

**Name Change Project** (Asheville) advocates for and facilitates legal name changes for non-binary and transgender individuals in Western North Carolina and the surrounding areas.

**NC Trans Leadership Network** (Asheville) funds and facilitates organization between transgender, non-binary, queer, and PoC activists in North Carolina.

**Trans\*Visible** (Durham) challenges binarism/cissexism in our movements by nourishing the leadership of TGNCNB12-Spirit healing/arts justice practitioners and facilitators.

**Tranzmission** (Asheville) works to increase the safety, health, quality of life, and resilience of non-binary and transgender people in Western North Carolina and the Southeast through education, advocacy, and support.

**WNC QTPOC Support Group** (Asheville) meets to offer peer-led and professional support to some of the most intersectional and marginalized people in the community.

## Ohio

**Black Queer & Intersectional Collective** (Columbus) works towards the liberation of Black queer, trans, and intersex people from all backgrounds, through direct action, community organizing, education, and creating spaces to uplift their voices.

**Margie's Hope** (Akron) offers resources, training, and support to help transgender/non-binary/non-conforming individuals in need.

**META Center, Inc.** (Akron) creates regular programming for transgender and gender non-conforming youth ages 7-19 to create social change and foster acceptance.

**TransOhio** (Columbus) is a state-wide organization dedicated to providing support, education, advocacy, and resources to the gender variant communities, and is best known for its annual Trans and Ally Symposium.

## Oregon

**Glitter Squadron** (Portland) is a disabled, poc and trans-led collective focused on abolishing ableism.

**QTPOC Mental Health** (Portland) creates healing spaces for queer and trans people of color by hosting a monthly meditation space, an online peer support group, and in-person workshops.

**Real Choice Initiative** (Portland) is an organization run by and for diverse people with disabilities to support and maintain independent living in their communities.

**Trans Intentional Community** (Portland) is intentional community for trans folks and their family/friends where folks may heal, grow, and thrive.

**Trans\*Ponder** (Eugene) is a grassroots support, resource, advocacy, and educational organization dedicated to the transgender/gender diverse community and its allies.

## Pennsylvania

**Garden of Peace Project** (Pittsburgh) celebrates the lived experiences of black trans and queer youth, parents (and caretakers), and families, through

art as resistance, healing practice, and leadership development.

**Hearts on a Wire** (Philadelphia) is a collective organizing across prison walls that supports incarcerated transgender and gender variant people throughout Pennsylvania and engages local communities affected by mass imprisonment and state violence.

**Lehigh Valley Transgender Renaissance** (Orefield) has a mission to improve the lives of transgender individuals and their families by providing education, peer support, resources, and outreach, along with public education.

**SisTers PGH** (Pittsburgh) offers outreach, accurate trans/non-binary education, advocacy, and emergency shelter for trans/non-binary youth and adults.

**Transfaith** (Philadelphia) serves at the intersections of race, gender, faith, and practice to support trans folks around the country through community gatherings and individual support.

**TransCamp** (Philadelphia) is a one-week summer day camp for transgender, non-binary, gender non-conforming youth offered by the Chestnut Hill United Church.

**TransFamily of NWPA** (Erie) supports the transgender community of northwest Pennsylvania, as well as those who are questioning, their loved ones, family members, and allies, through advocacy, education, and community engagement.



## Puerto Rico

**Semillas** (San Juan) is a collective co-creating an autonomous, transformational healing space for TGNC and queer communities in Borikén/ PR and the diaspora, addressing food and health injustice and chronic isolation.

**T.E.A. (Transgenero En Accion)** (Caguas) identifies existing and emerging individuals who display leadership in the community and hosts an event once a year to celebrate their empowerment and achievement.

## Rhode Island

**Triumphant 2Gether** (Providence) is a nonprofit formed in April 2018 on the shores of Providence, Rhode Island, to further the social welfare and economic empowerment of women and children impacted by State and community violence.

**TGI Network of Rhode Island** (Providence) serves the needs of the transgender, gender diverse, and intersex communities in Rhode Island and surrounding areas through support, advocacy, and education.

## South Carolina

**Gender Benders** (Piedmont) is a grassroots organization that connects trans, gender non-conforming, and allied individuals in the South to resources, provides support and advocacy, and initiates trans-inclusive community change.



Latinas Trans Austin, Austin, TX, 2019 TJFP Grantee

**T-Time Myrtle Beach** (Myrtle Beach) is a non-partisan and independent peer-support group for TGNCI founded in 2005, that advocates and provides resources for the community in the Myrtle Beach and surrounding areas in northeastern South Carolina.

**Transgender Awareness Alliance** (Lexington) assists transgender persons in South Carolina with legal name changes and provides support for healthy living.

## Tennessee

**Bold & Beautiful** (Memphis) is a social supportive group that promotes healthy living, educational opportunities, and employment opportunities.

**WeCareTN** (Memphis) serves black trans women of color who have experienced violence, trauma/abuse, have done sex work, and are newly identified, by referring them to HRT providers and holding meetings.

## Texas

**Black Trans MX** (Carrollton) creates space for building community and advocating for the black gender non-conforming, non-binary, and gender diverse community.

**Black Transmen, Inc.** (Carrollton) works to empower African-American transgender men by addressing multi-layered issues of injustice faced at the intersections of race and gender identities.

**Black Transwomen, Inc.** (Carrollton) is the only national nonprofit organization established to specifically address the urgent concerns facing transwomen in African-American communities.

**Borderland Rainbow Center** (El Paso) has a mission to create a community space where LGBTQI people and their allies can heal, grow, and empower themselves and others in a substance-free space.

**Cicada Collective** (Lewisville) is a queer and trans people of color-centered organization that provides access to reproductive resources and transition-related care.

**Gentex** (McAllen) is a trans POC-led organization that provides services, support, and visibility to the transgender and gender non-conforming community in the Lower Rio Grande Valley of south Texas.

**Organizacion Latina Trans in Texas** (Austin, Dallas, Houston) works directly with trans people, providing services and resources. // Trabajo directamente para las personas trans, ofreciendo servicios y recursos.

**Somos Mapas** (Houston) assists queer, trans, and intersex people through the full spectrum of reproductive experiences.

**Trans Legal Aid Clinic Houston** (Houston) is a transgender-led legal organization that assists transgender people with obtaining name change and gender marker correction orders in Texas and works with elected officials to improve legal access for transgender Texans.

**Trans Pride Initiative** (Dallas) advocates for trans and gender diverse persons in housing, healthcare, employment, and education, supports survivors of violence, and focuses on access to safe housing and healthcare in Texas prisons.

**Transgender Education Network of Texas** (Austin) empowers, educates, and advocates for gender variant individuals throughout the state of Texas.

## Virginia

**Lynchburg Transgender Alliance** (Lynchburg) is a networking group and a safe space that provides resources and referrals for trans identifying individuals and their families.

**Minority Transgender Unity** (Norfolk) looks for employment and funding to help pay for certifications that can help the transgender community with a source of income.

**Nationz Foundation** (Richmond) provides education related to HIV prevention and overall wellness, inspires the community to take responsibility for its health, and works towards a more inclusive central Virginia for LGBTQIA-identified individuals.

**Southeastern Transgender Resource Center** (Norfolk) is the first transgender center in Norfolk.

**Transgender Assistance Program of Virginia (TAPVA)** (Virginia Beach) provides safe emergency housing to adult, homeless, transgender Virginians; provides trans-affirming resources; and provides education and advocacy on trans-specific issues such as homelessness, discrimination, socio-economic status, and racism in Virginia.

**Transgender Education Association of Greater Washington, D.C.** (Burke) serves the needs of all those along the gender spectrum in the Washington, D.C., area through advocacy and education.

**Transgender Veterans Support Group-Virginia** (Richmond) serves veterans who identify as transgender and who are in need of guidance, support, and building confidence in themselves and their identity.

## Vermont

**Green Mountain Crossroads** (Brattleboro) connects rural LGBTQ people to build community, visibility, knowledge, and power, pushing back on the notion that rural communities are not positive places for trans people.

## Washington

**Heartspark Press** (Olympia) is a nonprofit dedicated to amplifying the creative voices of transgender girls, transgender women, and CAMAB (coercively assigned-male-at-birth) non-binary people everywhere.

**Lavender Rights Project** (Seattle) provides low-cost civil legal services and community programming for trans and queer low-income people and other marginalized communities.

**RAD Care** (Seattle) is led by QTPOCs who also have disabilities, are also sex workers, are active drug users, are homeless and/or

participate in street economies. They bridge the intersections of health, which includes making art and performances; advise organizations on diversity; and are kickstarting a mobile street-based peer outreach project.

**Seattle Nonbinary Collective** (Seattle) exists to create authentic, vibrant community among those beyond the gender binary through workshops, activities, celebrations, and other events.

**Stonewall Youth** (Olympia) is a youth-led organization that empowers LGBTQ+ youth to speak for themselves, support each other, survive and thrive, educate themselves and their communities, and create social change.

**Trans Women of Color Solidarity Network** (Seattle) upholds the self determination of Two-Spirit, Trans Women, and Femmes of color and creates opportunities to exercise collective and community care.

**UTOPIA United Territories of Pacific Islanders Alliance** (Kent) provides sacred spaces to strengthen the minds and bodies of queer and trans Pacific Islanders through community organizing, community care, civic engagement, and cultural stewardship.

### **Washington, D.C.**

**Black & Indigenous Transgender Safehaus (B.I.T.S.)** is a Community Haus for Black and Indigenous Transgender and Intersex People of Color facing chronic housing and employment inequality (centering Deaf, Undocumented, and Femme folks, folks 25+ years old, and migrants from the US South), providing housing justice in unceded Piscataway land.

**Nelwat Ishkamewe** is a Two-Spirit collective of artists, healers, educators, and advocates, whose Two-Spirit Theatre program offers three fully-produced productions during the year.

**No Justice No Pride** mobilizes Trans and Queer activists to create and support community-based solutions based on holistic and abolitionist principles and practices for those most on the margins.

**Queer Healing Circle** is creating a "Consent-based Healing Workshop" to build a "safe" space for creating community and healing for the Trans, Two-spirit, and non-binary community.

**Trans United Inc.** is a national trans-led (by majority trans women of color) group organizing, developing thought leadership, training, resources, partnering with trans leaders/organizations, and building collective capacity of trans communities.

**Trans Women of Color Collective** works to uplift the narratives, leadership, and lived experiences of trans and GNC POC through healing, advocacy, and art, while building toward the collective liberation of all oppressed people.



Green Mountain Crossroads Brattleboro, VT, 2019 TJFP Grantee



# Donor Reflections

"I couldn't be prouder to support TJFP and I wish I had a million dollars to give! Thank you for everything you do."

- Roey Thorpe

"I donate to TJFP because seeing resources get to grassroots trans leaders around the country is needed now more than ever. Trans leaders have the solutions, they just need resources."

- Shelby Chestnut, Transgender Law Center

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**"So many of us have to fight for power, seek it or demand it. I was so humbled by how the fellows were engaging with the power that was given to them—in the form of decision making."**

**-Úmi Vera, 2019 TJFP Fellow**

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Long time TJFP donor, Shelby Pearl Chestnut

# Thank You to Our Donors!

Listed here are the names of most of the amazing donors who supported our seventh grant cycle. We wanted to share their names to inspire others to support trans justice around the country. Thank you so much—we couldn't have done this without you!

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## In memory of Stephanie Mott, TJFP Grantee and 2016 Grantmaking Fellow



We remember the first time we met Stephanie Mott. Soft spoken and kind. At the time, she was the first out trans activist we had ever met from Topeka, Kansas. Like so many trans warriors who organize statewide and in rural communities, Stephanie got in her car month after month, traveling hundreds of miles across the state to provide trans affirming education.

Stephanie founded and served as Executive Director of the Kansas Statewide Transgender Education Project (K-STEP), one of TJFP's very first grantees, in 2013. As you might imagine, it was a great pleasure to have Stephanie be on the other side of our funding project by joining our 2016 community-led grant making panel. It was there that we were fortunate to get to know her better and learn more about her great love for her community.

In addition to founding and leading K-STEP, she was also the Founder and Director of the Transgender Faith Tour. She had been a columnist for Liberty Press and a volunteer blogger for Huffington Post. Stephanie published more than 100 articles about being transgender, and as the Executive Director of K-STEP, she participated in nearly 400 workshops and presentations related to gender identity, in venues from college classrooms and mental health centers to jails and prisons. Additionally, Stephanie achieved a major life goal of hers just before she passed by earning her certification as a Licensed Clinical Social Worker.

In her 2017 Huffington Post article, "Becoming A 60-Year-Old Transgender Activist," Stephanie wrote, "As an activist who found her activism later in life, I know there are many younger activists who have been doing this longer than I have. I also know when I started doing activism in Kansas, there were few transgender footsteps for me to follow. Today, there are many trans and gender non-conforming (TGNC) activists across the state. Their messages are changing hearts and minds wherever they raise their voices. It does my heart good to see this in ever-increasing numbers. I did not set out to become an activist. I simply knew I could not be silent in the face of oppression and marginalization. **Then one day someone referred to me as an activist, and I realized it was true.**"

On behalf of TJFP, we thank you, Stephanie, for your endless commitment to justice, your tenderness, compassion, and generosity, and for finding the activist in yourself.

Your impact will continue to be felt and you will live on as our beloved trans ancestor.

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 [twitter.com/TransJusticeFP](https://twitter.com/TransJusticeFP)

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