



ASTRAEA LESBIAN FOUNDATION FOR JUSTICE

Interwoven

Communities:

The Fabric

of LGBTQI+

Movements

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Astraea Lesbian Foundation for Justice
2023 Annual Report

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Welcome

from Executive Director, Joy Chia

Dear Friends,

The family heirlooms I treasure the most are the Peranakan sarong kebayas that belonged to my grandmother. Made of muslin, the kebaya tops were hand-embroidered, each exquisite design along the edges of the cloth, created with tiny stitches that combine to make its edges resilient and strong. The sarongs weave together different motifs of flowers and animals, with each pattern flowing into the next. Each is distinct, yet all connected.

These sarong kebayas remind me that, across borders, identities, and struggles, our lives and liberation are inextricably interconnected – even when the details of our lives are distinct. The Astraea Foundation’s work acknowledges and honors these inter-linkages – our grantees create a worldwide network of freedom leaders, each one threading the needle of our mission.



If our liberation is inextricably linked, how should that influence philanthropy? For the Astraea Foundation, that means bridging the gap between awardee and awardee. We intentionally implement more equitable grant-making processes, allowing newer and smaller groups to access much-needed resources. **We prioritize community organizing led by queer women who are often BIPOC, championing intersectional feminism as fundamental in the fight for liberty.** Our program staff are based in the regions of the world where our grantee partners work, ensuring a closer connection and ongoing support by someone close to their community. If philanthropy can move forward in acknowledgment of our intertwined struggles, our successes will create a safety net for generations to come.

In 2024, the Astraea Foundation supported a record number of grantees. Our three flagship funds, the U.S. Fund, the International Fund, and the Intersex Human Rights Fund (IHRF), shifted the most resources to the highest number of LGBTQI+ activists in our organization’s history. Together, the International Fund and IHRF awarded over \$1.8 million to 126 groups in 88 countries. The U.S. Fund awarded \$1.4 million in 23 grants going to groups across the U.S. and its claimed territories.

Funding global grassroots movements is just one aspect of the fight for freedom. Bringing people together to build community, help decrease burnout, and support leadership longevity are key ways that the Astraea Foundation supports our grantee partners. These in-person gatherings are designed for partners to have structured time to share experiences, movement strategies, and also to heal and foster joy. In June 2023, we brought together 110 participants from 45 countries in the largest conference of activists in the Astraea Foundation’s history. I’m so proud of this achievement and look forward to refining how we will continue to bring

together our grantee partners in service of collaboration and our collective struggle.

Anytime I meet with our grantee partners, board of directors, staff, or supporters in the community, it reasserts how much we all have in common. A desire for progress, an urgency in our spirits, and a longing to support each other are just a few things we all bring to the Astraea Foundation’s community. With this annual report, I invite you all to review last year’s milestones and join us in 2024. As we push and pull on our respective corners of the collective struggle, it spreads out like a blanket, stretching to make space for anyone who wants to stand with us.

Yours in Solidarity,

Joy L. Chia (she/her)
Executive Director

Our Mission

Our mission is to fuel local and global movements that shift power to LGBTQI+ people and organizations pursuing social justice and human rights. We do this through grantmaking, philanthropic advocacy, communications, and capacity building.

Our Vision

We envision a world where all people can actively and enthusiastically belong, regardless of their sex, sexuality, gender, bodies, dis/ability, race, class, nationality, migration status, or any other aspect of identity or circumstance.

The Astraea Lesbian Foundation for Justice's work is anchored by our mission statement and vision for a liberated world. Every element of our work incorporates the following values:

LGBTQI+ Communities Need Support All Over the Globe

In addition to providing critical funding, we have international presence and proximity to the communities we support.

Our Philanthropic Model Aims to Push Philanthropy Forward

Innovation in philanthropy requires us to move away from restrictive processes and towards flexible funding for maximum impact.

Intersectional Feminism Underscores Everything We Do

This core value is embedded in the foundations of our grantmaking, internal processes, and vision implementation.

Grassroots Activism is Closest to Both the Problems and Solutions

The future of liberation must be rooted in prioritizing the people who are impacted most by oppressive actors and who are also the experts in what they need to make progress.

INTERWOVEN GIVING STRATEGIES AWARDMAKING BY THE NUMBERS:

The Astraea Lesbian Foundation for Justice's intersectional values are reflected in how we support activist movements across the globe. Grants providing general operating funds mean that our grantee partners can address their community's needs without burdensome oversight. Multiyear awards provide more sustainability for their missions. A focus on Black and POC-led groups helps address the inequities found in philanthropy at large. Across movements and borders, intersex activism remains severely underfunded, and the Astraea Foundation's commitment to closing that gap resulted in the Intersex Human Rights Fund (IHRF) having its biggest year yet. As we expand our giving portfolio, it's more evident than ever that our movements are intertwined. Awardees from each fund identify struggles that overlap, whether that's fighting for liberation while also dealing with the impact of climate change, or experiencing some progress in gender equality, only to see that progress felt only by those with economic or racial privilege. As the Astraea Foundation continues to uncover the many ways our struggles are woven together, our efforts to push philanthropy forward are reinforced.

CONTINUING OUR LEGACY



\$64.3M

to 2,000 grantee partners through 5,699 awards to support organizations in 120 countries & 46 U.S. States since 1977



\$3.41M

in 2023 to 187 awardees in 66 countries & 23 U.S. states through 199 awards



89%

of our core support grants were renewal grants

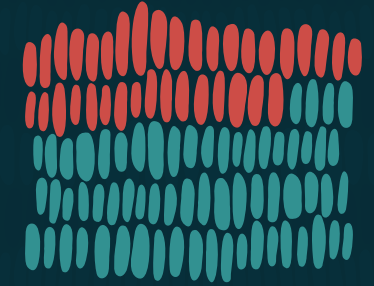
STRENGTHENING THE CORE



94%

of our grantees received general operating support grants

EXPANDING & DIVERSIFYING THE MOVEMENT



36%

of our grants support TNB-led organizing

2023

was our IHRF's biggest grantmaking year yet, totaling \$870,507; awarding \$725,507 in grants to 62 groups in 48 countries, & \$145,000 in additional support



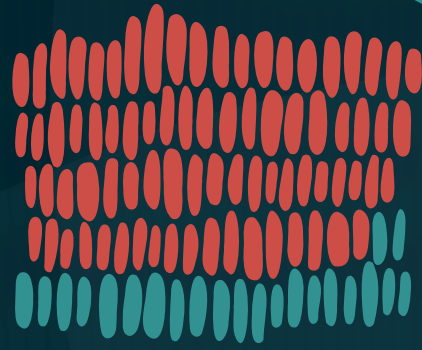
98%

of our grantee partners are LGBTQI+-led groups

91%

of our U.S.-based grantee partners are BIPOC-led

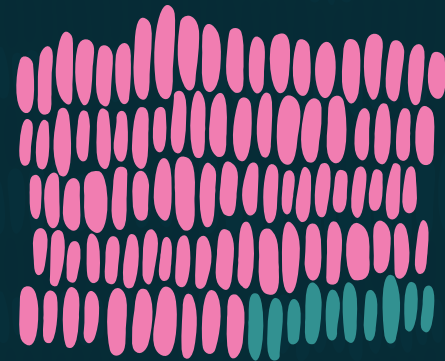




78%

of our international grantmaking went to groups in countries with obstructed, repressed, & closing civil societies

INTERNATIONAL FUNDING



90%

of all international grant money went to grantees in the Global South

U.S. FUNDING



83%

of our U.S. funding supported groups led by & for BIPOC



96%

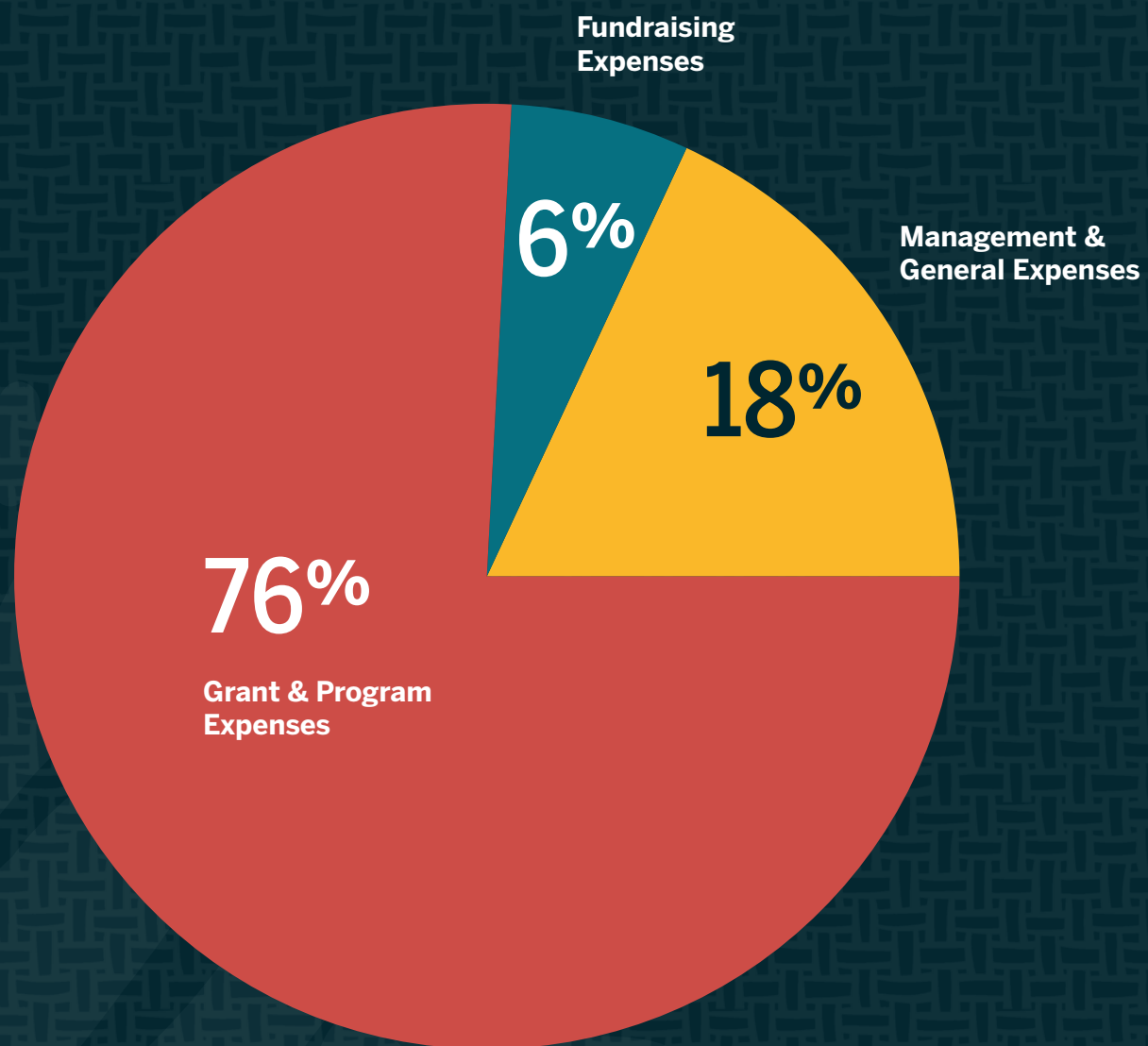
of our U.S. funding supported LGBTQI+ BIPOC-led groups



100%

of our TNB U.S. funding was for groups led by & for BIPOC

FINANCIAL STATEMENT



2023	Without Donor Restrictions	With Donor Restrictions	All Funds
Support and Revenue			
Grants and contributions	853,821	3,512,272	4,366,094
<i>Government Grants</i>	405,004	3,251,621	3,656,624
<i>Investment Income, net</i>	407,509	801,855	1,209,364
Other revenue	1,624	-	1,624
Net assets released from donor restrictions	11,557,628	(11,557,628)	-
Total support and revenue	13,225,586	(3,991,881)	9,233,706
Expenses			
Program Services			
<i>Core Programs</i>	9,834,846	-	9,834,846
<i>Sponsored Projects</i>	466,263	-	466,263
<i>Total Program Services</i>	10,301,110	-	10,301,110
Supporting Services			
<i>Management and General</i>	2,457,741	73,751	2,531,493
<i>Fundraising</i>	778,987	-	778,987
<i>Total Supporting Services</i>	3,236,729	73,751	3,310,480
Total Expenses	13,537,838	73,751	13,611,590
Changes in Net Assets	(312,252)	(4,065,632)	(4,377,884)
Beginning Net Assets as of June 30, 2020	3,694,302	18,042,953	21,737,256
Ending Net Assets as of June 30, 2021	3,382,050	13,977,321	17,359,371

Based on Unaudited Financial Statements for the year ending June 30, 2023

GRANTEE PARTNERS

We do not publicize a number of our courageous grantee partners because of the security threats they face in their local contexts, so groups may be missing from this list.

Africa

African Intersex Movement (AIM)
Regional, Africa

DSD Support Uganda Limited
Mbarara, Uganda

Elles Cameroun
Douala, Cameroon

Empowered Ladies Initiative For
Equality-Elite
Burusamba, Kenya

Groupe Intersexe Désirs (GIDE)
Kinshasa, Democratic Republic of the
Congo

Intersex Advocate Trust Zimbabwe
(IAZ)
Bulawayo, Zimbabwe

Intersex Community of Zimbabwe
Chitungwiza, Zimbabwe

Intersex Persons Society of Kenya
(IPSK)
Nairobi, Kenya

Intersex Society of South Africa
(ISSA)
Johannesburg, South Africa

Intersex Society of Zambia (ISSZ)
Lusaka, Zambia

Intersex-Nigeria
Lagos, Nigeria

Ivy Foundation
Lilongwe, Malawi

Jinsiangu
Nairobi, Kenya

Key Watch Ghana
Accra, Ghana

Ladies' Voice
Lomé, Togo

Leha Self Help Group
Thika, Kenya

Lesbian Bisexual Queer Rights
Swaziland (LBQRS)
Manzini, Swaziland

Mawjoudin - We Exist
Tunis, Tunisia

Mesahat Foundation for Sexual and
Gender Diversity
Egypt & Sudan

Nassawiyat
Rabat, Morocco

Pakasipiti Zimbabwe
Harare, Zimbabwe

Parents, Families & Friends of the
South African Queers (PFSAQ)
Johannesburg, South Africa

QET Inclusion
Abidjan, Côte d'Ivoire

Queer Feminist Film Festival
Cape Town, South Africa

Rainbow Identity Association
Gaborone, Botswana

Support Initiative for People with
atypical sex Development (SIPD)
Kampala, Uganda

Tanzania Voice of Humanity
Tanzania

The Initiative For Embracing
Humanity In Africa - IEHA (Liberties
Alliance Cameroon)
Bamenda, Cameroon

Together for Women's Rights -
Burundi
Bujumbura, Burundi

Trans Bantu Association of Zambia
Lusaka, Zambia

Trans Dynamics (La Dynamique Trans
- (ديناميك سنأ)
Rabat, Morocco

Trans Smart Trust
Harare, Zimbabwe

Voice of the Voiceless (VOVO)
Bulawayo, Zimbabwe

West African Trans Forum / Forum
Trans* de l'Afrique de l'Ouest
(WATF-FTAO)
Monrovia, Liberia

Asia & the Pacific

Alternative Law Forum: LGBTQI Project
Bangalore, India

Asia Pacific Transgender Network
Bangkok, Thailand

Campaign for Change
Kathmandu, Nepal

GALANG Philippines, Inc
Quezon City, Philippines

Human and Institutional Development Forum (HID) - Transform Program
Bengaluru, India

Intersex Asia Network
Taipei City, Taiwan

Intersex Human Rights Australia
Sydney, Australia

Intersex Philippines
Dingalan, Philippines

Intersex Trust Aotearoa New Zealand (ITANZ)
Wellington, New Zealand

Organization Intersex International-Chinese (OII Chinese)
Kaohsiung City, Taiwan

Women Possibility
Dhaka, Bangladesh

Queer Youth Group
Kathmandu, Nepal

Sappho for Equality
Kolkata, India

Sompurna
Dhaka, Bangladesh

Caribbean

Caribbean Forum for Liberation and Acceptance of Genders and Sexualities (CARIFLAGS)
Kingston, Jamaica

Conexión Intercultural por el Bienestar y la Autonomía - La Ceiba
Santo Domingo, Dominican Republic

Guyana RainBow Foundation (GuyBow)
Georgetown, Guyana

Guyana Trans United
Georgetown, Guyana

Our Circle
Belize City, Belize

Promoting Empowerment Through Awareness for Lesbian and Bisexual Women (PETAL)
Belize City, Belize

Tamùkke Feminist Rising
Georgetown, Guyana

Trans Siempre Amigas - TRANSSA
Santo Domingo, Dominican Republic

Women's Empowerment for Change (WE-Change)
Kingston, Jamaica

Women's Way Foundation
Paramaribo, Suriname

Europe, Caucasus & Central Asia

Bilitis Resource Center Bulgaria
Sofia, Bulgaria

Collectif Intersexes et Allié.e.s - OII France
Paris, France

Egalite Intersex Ukraine
Kyiv, Ukraine

FemHouse NGO
Yerevan, Armenia

Fundacja Interakcja
Kraków, Poland

iCon UK
London, United Kingdom

ILGA World - The International Lesbian, Gay, Bisexual, Trans & Intersex Association
Global

Interaction – Association Suisse pour les Intersexes
Lausanne, Switzerland

Intersex Danmark
Ryomgård, Denmark

Intersex Esiste APS
Milano, Italy

Intersex Greece
Syros, Cyclades, Greece

Intersex Ísland -félag intersex fólks á Íslandi
Reykjavik, Iceland

Intersex People's Human Rights – ISIO Finland
Helsinki, Finland

Intersex Sweden - OII Sverige
Stockholm, Sweden

Intersexioni
Varese, Italy

IVIM - OII Germany
Berlin, Germany

kolekTIRV
Zagreb, Croatia

Labris - Lesbian Human Rights Organization
Belgrade, Serbia

LGBTIQA Association Okvir
Sarajevo, Bosnia & Herzegovina

Organisation Intersex International Europe (OII Europe)
Regional, Europe

Right Side Human Rights Defender NGO
Yerevan, Armenia

Roma Women of Vojvodina
Novi Bečej, Serbia

Rromnjako Ilo (Roma Women's Center)
Novi Bečej, Serbia

Verein Intersexuelle Menschen Österreich VIMÖ / OII Austria
Linz, Austria

XY Spectrum
Belgrade, Serbia

Latin America

Alerta Torta Córdoba
Argentina

Argentina Intersex
San Miguel de Tucuman, Argentina

Asociación Peruana de Personas Intersexuales
Lima, Peru

Associação Brasileira de Intersexos (ABRAI)
São Paulo, Brazil

Brújula Intersexual
México

Caribe Afirmativo
Barranquilla, Colombia

Chola Contravisual
Huancayo, Peru

Comunidad de Lesbianas Inclusivas Dominicanas COLESDOM
Santo Domingo Norte, Dominican Republic

Diversidades Trans Masculinas
Peru

IntersexualesChile
Santiago, Chile

Intertulias - Círculo Cultural Intersex
Cuenca, Ecuador

Morras Help Morras
Aguascalientes, Mexico

Movimiento de Mujeres Unidas Diversas y Empoderadas (MUDE)
Palmira, Colombia

Mulabi - Espacio Latinoamericano de Sexualidades y Derechos
Guadalupe, Costa Rica

Posa Suto
Cali, Colombia

Potencia intersex
Córdoba, Argentina

Rede Jacob - Apoio a Família e Pessoa Intersexo
São Paulo, Brazil

Red Latinoamericana y del Caribe de Mujeres Trans Migrantes (Red FemiTransLac)
Regional, Latin America & the Caribbean

Rosa Rabiosa
Lima, Peru

Santamaria Fundación
Cali, Colombia

Taller de Comunicación Mujer
Quito, Ecuador

Vivir y Ser Intersex
Mexico City & Leon, Mexico

Southwest Asia

alQaws for Sexual and Gender
Diversity in Palestinian Society
East Jerusalem, Palestine

Haven For Artists
Beirut, Lebanon

İnter Dayanım (Intersex Turkey)
Balıkesir, Turkey

Qorras – Tajassod
Beirut, Lebanon

Freedom to Thrive
Oregon, U.S.

Genders & Sexualities Alliance
Network (GSA Network)
Nationwide, U.S.

House Lives Matter
New York, U.S.

House of Tulip
Louisiana, U.S.

Humanities Amped
Louisiana, U.S.

Immigrant Youth Coalition
California, U.S.

InReach (AsylumConnect)
New York, U.S.

Intersex Canada
Toronto, Canada

inTRANSitive
Arkansas, U.S.

Intrepida Foundation Project
Texas, U.S.

Law for Black Lives
Nationwide, U.S.

Lifewerq Project
Washington, U.S.

MediaJustice
California, U.S.

My Sistah's House
Tennessee, U.S.

National Queer & Trans Therapists of
Color Network
Nationwide, U.S.

Native Justice Coalition
Michigan, U.S.

Providence Youth Student Movement
Rhode Island, U.S.

Southern Vision Alliance (SVA)
North Carolina, U.S.

SPARK Reproductive Justice NOW
Georgia, U.S.

TGI Justice Project
California, U.S.

The I Am Human Foundation
Georgia, U.S.

Trans Sistās of Color Project
Michigan, U.S.

TRANScending Women
Alabama, U.S.

Transgender Advocates
Knowledgeable Empowering
(TAKE)
Alabama, U.S.

WeCare TN
Tennessee, U.S.

ZAMI NOBLA: National Organization
of Black Lesbians on Aging
Georgia, U.S.

Donor Advised Funds

Beyond 2 Cents Giving Circle

Korean Queer and Trans National
Network
Los Altos, U.S.

SALGA NYC
New York, U.S.

UTOPIA (United Territories of Pacific
Islanders' Alliance)
Kent, U.S.

Viet Rainbow of Orange County
Garden Grove, U.S.

Marsha Day Memorial Fund

Strive Till I Rise
Ocean Springs, U.S.

Roots and Wings Fund

Agisanang Domestic Abuse
Prevention and Training
Johannesburg, South Africa

Children's Music Network
Massachusetts, U.S.

Encounters
Cape Town, South Africa

Free Gender
Cape Town, South Africa

Gay and Lesbian Memory in Action
(GALA)
Johannesburg, South Africa

Iranti-Org
Johannesburg, South Africa

Lesbian Herstory Archives
New York, U.S.

National Center for Lesbian Rights
California, U.S.

The Lesbian, Gay, Bisexual and
Transgender Community Center
New York, U.S.

The OTHER Foundation
Johannesburg, South Africa

Transgender & Intersex Africa
Pretoria, South Africa

Theresa Rose and Maria J.
Rintrona Fund

Center For Constitutional Rights
(CCR) Inc
New York, U.S.

United States & Canada

Audre Lorde Project (ALP)
New York, U.S.

Baltimore Safe Haven
Maryland, U.S.

Black LGBTQIA+ Migrant Project
Multi-Regional, U.S.

Black Transmen Inc
Texas, U.S.

Bold Futures
New Mexico, U.S.

BYP100
Illinois, U.S.

Círculo Violeta
Mayagüez, Puerto Rico

Communities United for Police
Reform
New York, U.S.

Community Estrella
Georgia, U.S.

Cousins
Oklahoma, U.S.

EI/La Para TransLatinas
California, U.S.



DONORS

As a queer feminist fund that endeavors to center gender, racial, and economic justice in all that we do, we recognize all of our donors who make our work possible. Every single dollar makes a difference, stretching all the way back to Astraea's cross-class founding around a kitchen table in 1977. Therefore, we present our donor list alphabetically, rather than by size of gift, as a better reflection of our true appreciation of each and every one of you. Thank you!

11th Hour Project of the Schmidt Family Foundation
Doriana Abeyta
Sarah Abramowitz
Katherine Acey
Bradley Ackerson
Ashley Acuna
Mary Grace Agbunag
Angela A. Aidala
Sumeet Ajmani & Preeyanka Shah
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AmazonSmile Foundation
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Naa Amissah-Hammond
Elise Ammondson
Aperio Philanthropy
Aquila Fund of RSF Social Finance
Arcus Foundation
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Liz Armstrong
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Diann Bowoman
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Peter Brantley
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Common Counsel Foundation
Community Foundation For Greater Buffalo
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Jaye Fishel
Faith Fleck
Katherine Fligg
Cynthia Flynn & Deirdre Boyle
Dwight Foley
Patricia Fontaine
Jane Foote & John Tartaglia
Kim Ford
Ford Foundation
Foundation for a Just Society
Foundation to Promote Open Society
Katherine Franke & Jan Lori Goldman
Susana Fried & Debra Liebowitz
Fujitu Conseil Canada inc.
Cynthia Funk & Janice Kuhagen
Mark Gardiner
GayRealEstate.com
Linda Gebroe
Susan Gedanke
James Genzano
Steven Genzano
Dale George
Ellen Gerber & Pearl Berlin
Bookda Gheisar

Hannah Giessler
Gabe Gilliam
Rebecca Gitlin
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GiveOut
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Daniel Goldstein
Sue Goldwoman
Christine Goodfellow
Meg Gouraud
Marlene Graham
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Francis Greenburger
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Horizons Foundation

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Lara Lee
Susan Lee
Danielle Leger
Erica Leman
Jackson Lennox
Mary Leno
Lesbian Equity Fund
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Kathy Levinson and Naomi Fine
Havens Levitt
Michael Lew
LGBT Charities
Libra Foundation
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Diane Lincoln
Tracey Little
Christine Liu
Kelsey Livingston
Claudia Loftis
Andrea Long
Rebecca Lowry
Lucas Lubben
Michaele Luisi
Lumos
Catherine Lundoff
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Pamela Moore
Maris Mosley
Monica Mowery
Carrie Mullan
Gene Munnis
David Munson
Sara Murray
Elana Dykewomon
Premilla Nadasen
Ragnar Naess & David Charles
Joshua Nagele
Asieh Nariman
Marjorie Newman
Cynthia Newth
Ann Nitzan
Brian Noriega
North Star Fund
Zan Northrip
Oak Foundation
Open Society Foundations
Jo Oppenheimer
Krystal Osburn
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¹ This list includes The Astraea Foundation staff members in 2023

² This list includes The Astraea Foundation board members who served in 2023

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In loving memory of Susanna George, a fiercely committed feminist leader and facilitator at the Astraea Foundation's Global Activist Convening in Thailand in 2023.



2023 Global Activist Convening, Thailand



Tamùkke Feminist Rising, International Fund Grantee Partner



African Intersex Movement, Intersex Human Rights Fund Grantee Partner



2023 Global Activist Convening, Thailand



Cousins, U.S. Fund Grantee Partner



2023 AstraEA Across the Decades board event, U.S.



Tamùkke Feminist Rising, International Fund Grantee Partner



ASTRAEA LESBIAN FOUNDATION FOR JUSTICE

THE ASTRAEA LESBIAN FOUNDATION FOR JUSTICE is the only philanthropic organization working exclusively to advance LGBTQI+ human rights around the globe. We support brilliant and brave grantee partners in the U.S and internationally who challenge oppression and seed change. We work for racial, economic, social, and gender justice, because we all deserve to live our lives freely, without fear, and with dignity.

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- EIN #13-2992977