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[www.arcusfoundation.org](http://www.arcusfoundation.org)

## Mission Statement

**The Arcus Foundation envisions and contributes to a pluralistic world that celebrates diversity and dignity, invests in social justice and promotes tolerance and compassion.**

The Arcus Great Apes Fund works to conserve great ape habitat in Africa (left and center), Former bio-med chimp Casey on his cross-country journey to Save the Chimps sanctuary (right)



## We Believe

**All individuals have a right and responsibility to full participation in our society.**

**Education and knowledge can be antidotes to intolerance and bigotry.**

**All members of the gay, lesbian, bisexual and transgender (GLBT) community deserve to be welcomed, celebrated and to become an integral part of a healthy society.**

**All non-human animals have the right to live free of human cruelty and abuse.**

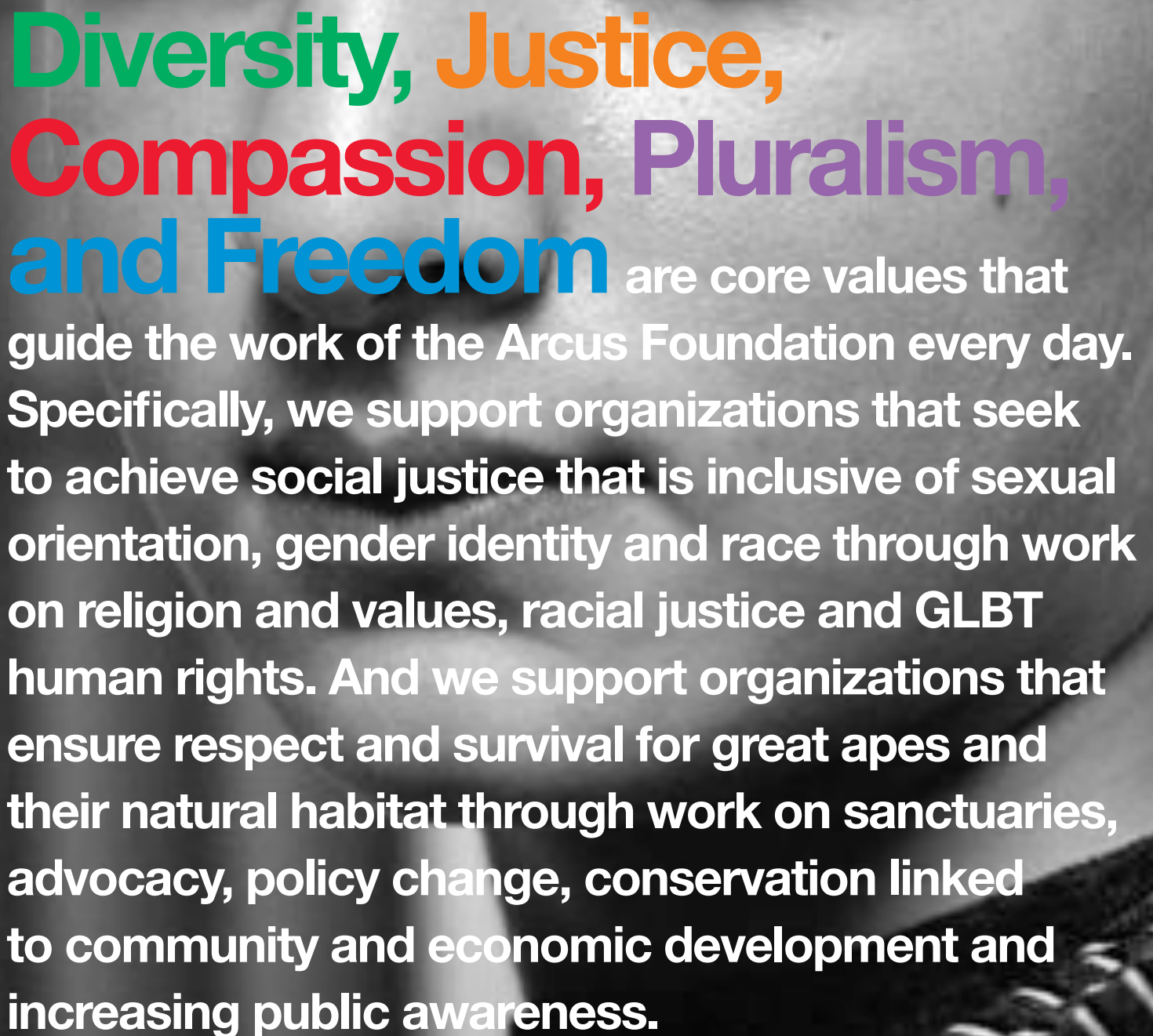
**We all have a responsibility to work for a healthy and sustainable natural environment.**

**Investing in youth is essential for their future and our community.**

**We should strive to develop an attitude of acceptance, appreciation and affirmation of all forms of diversity.**

**Southwest Michigan is a great place to live, work and grow, and is worthy of our investment of time, money and talents.**





**Diversity, Justice,  
Compassion, Pluralism,  
and Freedom** are core values that guide the work of the Arcus Foundation every day. Specifically, we support organizations that seek to achieve social justice that is inclusive of sexual orientation, gender identity and race through work on religion and values, racial justice and GLBT human rights. And we support organizations that ensure respect and survival for great apes and their natural habitat through work on sanctuaries, advocacy, policy change, conservation linked to community and economic development and increasing public awareness.

## President's Letter



Left: Jon Stryker visiting mountain gorillas of Volcanoes National Park in Rwanda

Right: Sugira, one of only 700 endangered mountain gorillas



**As I write this,** Urvashi and I are on a plane flying across the Atlantic Ocean. We spent several days in northern Kenya visiting the Ol Pejeta Conservancy project and are of course a bit weary from this brief but very long trip. From this perspective—where I can almost see the curvature of the earth—it is impossible for me not to reflect on the vast spectrum of traditions, customs, and attitudes among the many cultures that try to coexist on our fragile planet.

Vast tracts of space, earth and water that once separated us geographically—and had so much to do with bringing about our amazing cultural diversity—ironically also connect us both physically and metaphorically. Barriers like the oceans, which once seemed huge and impassable, ultimately enabled people to connect to cultures once unreachable. We must work to redefine those seemingly insurmountable barriers, the metaphoric oceans, until they become the very medium that unites us. This is the vision I have for Arcus.

But if we are to succeed in our search for ways to convert the gulfs between us into vital connective bodies that nourish us, sustain us, and make good work happen, then we must build bridges of understanding and compassion, invest in progressive coalitions, lift visionary voices, and empower promising new leadership.

We have a lot of work to do. Many forces in our midst work only to reinforce our “separateness.” There is some impulse within us to work out simple systems that categorize our world and our selves. We continually attempt to pack our reality in boxes, imposing an often mythical and archaic order on the world. We think of reality as binary, digital, polarized. We resort to justifications like tradition, history, habit—when it seems like only laziness.

The so-called “culture wars,” the military wars, and our devastating assault on the natural world come out of these false binaries by which we order our reality. They feed a very dangerous belief that one action does not affect another, that we are somehow not an integral part of the world, and that we need to care only for our own. These artificial ordering systems push us further toward our demise.

I believe the journey of the 21st century will be one where we renew the ancient understanding of the connectedness of the natural and human worlds. Life is not discrete, but instead part of a continuum. After all, what is sexuality—are any of us simply gay, straight or bi? What is gender—are any of us purely male or female? What is race—black, white, red? What is humanness—is there a line between human and animal?

All these binaries have been tools of discrimination. Now we must find ways to transcend these boxes, to move beyond “us” and “them.”

Building connectedness, seeking justice, and transcending seemingly insurmountable barriers is the work that Arcus has set for itself. We do not do this work alone. The voices on these pages reflect some of the amazing people with whom we work to achieve a new vision for our planet.

The world is truly not binary, nor flat.

Jon Stryker  
*President and Founder*



Left: Civic leaders Bobby Hopewell, Jack Urban and Robert Jones at ISAAC's Annual Banquet

Center: Family Pride rallies for equal rights for GLBT families in Texas

Right: Urvashi Vaid and Jon Stryker visit conservation projects in Kenya



## 2006: Plan, Focus, Act

*Urvashi Vaid is Executive Director of the Arcus Foundation.*

The past year was one of enormous energy and growth for the Arcus Foundation. We reviewed a record number of proposals and awarded more than \$20 million dollars in new grants. Our staff grew from 5 to 17, in two offices in Michigan and New York City. Our Board grew as well and oversaw strategic planning processes for both of our grantmaking programs, involving consultation with more than 200 people. The theory-of-change process resulted in the reorganization of all Arcus programs, a new focus articulated for each area, new staff, and an emphasis on outcomes, impact and self-assessment. Among the highlights:

### MISSION

The Foundation revised its mission. It now reads:

***The Arcus Foundation envisions and contributes to a pluralistic world that celebrates diversity and dignity, invests in social justice and promotes tolerance and compassion.***

### PROGRAM STRUCTURE

At the end of 2006 the Foundation restructured itself into two broad funding areas, the Arcus Gay & Lesbian Fund and the Arcus Great Apes Fund.

The mission of the **Arcus Gay & Lesbian Fund** is to advance social justice inclusive of sexual orientation, gender identity, and race. The mission of the **Arcus Great Apes Fund** is to ensure respect and survival of the great apes and their natural habitat.

Within the Arcus Gay & Lesbian Fund, the Foundation initiated three new program areas which were launched in 2007: a Religion and Values program; a Racial Justice, Sexual Orientation and Gender Identity program; and a program area focused on high impact strategies to advance gay, lesbian, bisexual and transgender (GLBT) rights in Michigan, nationally, and

internationally. In addition, the Foundation reaffirmed its ongoing commitment to Michigan through significant grantmaking, the expansion of its Michigan office, and the launch of a new Michigan Racial and Economic Justice Initiative.

The geographic scope of Arcus was expanded to include international GLBT grantmaking as well as continued work at the local (Michigan) and national (U.S.) levels.

### 2006 GRANTMAKING

The Arcus Foundation ranks among the top five funders of GLBT rights in the United States (according to *Funders for Gay and Lesbian Issues*, a philanthropic affinity group), and is the largest private funder of great apes sanctuaries and conservation in the world.

In 2006, Arcus awarded more than \$20 million in new grants to groups working to advance respect and rights for GLBT people and to conserve and provide sanctuaries for the world's great apes. By comparison, in 2005 Arcus awarded \$11.5 million in new grants. A complete list of all grants made by year is available at our website ([www.arcusfoundation.org](http://www.arcusfoundation.org)).

### LOOKING FORWARD

The next year will bring the completion and implementation of our Great Apes Fund strategic plan; the hiring of key new staff in the programs Religion and Values, Racial Justice and Sexual Orientation, and Great Apes Conservation; and the development of evaluation methodology for the Foundation to learn from its grantmaking and to document its impact. As we incorporate program staff with expertise in our areas of work, the Foundation will become more proactive in all of its activities, including grantmaking, convening of grantees and other partners and leadership in the fields in which we work.



# **Diversity,** Justice, Compassion, Pluralism and Freedom

We are sowing the seeds for a sustainable, broad-based trans justice framework. The goals of the movement—short-term reform and long-term redistribution—are within reach.





Left: Brethren Mennonite Council for GLBT Interests holds a public witness for inclusivity

Center: GLAAD promotes accurate, inclusive media images to combat GLBT discrimination (pictured: Neil Giuliano)

Right: Gay and Lesbian Advocates and Defenders (GLAD) celebrates equality legislation



## Transgender Politics

*Dean Spade is the founder of Sylvia Rivera Law Project.*

Transgender politics in the United States is at a juncture both inspiring and frightening. On the one hand, we see a steady increase in the adoption of anti-discrimination ordinances that prohibit discriminating on the basis of gender identity/expression. There is also a continued emergence and growth of activist groups and non-profits focusing on trans issues.

But trans communities continue to suffer severe obstacles to survival. Discrimination in employment as well as family rejection lead to disproportionate poverty and homelessness. Police profiling and harassment, along with involvement in “survival crimes” like sex work, lead to high numbers of trans people behind bars. Trans women are still placed in men’s prisons, leading to sexual violence and long-term negative health outcomes. Meanwhile, the prison system continues to expand its capacity to incarcerate economically marginalized people—increasing trans people’s vulnerability to targeting.

With HIV rates in our communities extremely high, discrimination prevents equal access to homeless shelters, Medicaid programs, welfare benefits, job training and other vital services. In some states, like Minnesota and Washington, we’ve seen new attacks on Medicaid programs, with conservative politicians using transphobic rhetoric to eliminate previously covered trans care. Simultaneously, emerging War on Terror policies make it harder for trans people to change gender on ID, an essential step for accessing employment and government services.

In these times of growing visibility and the simultaneous attack on our rights, the emerging trans movement—as well as larger movements that include trans people, such as GLBT

rights, immigrant rights, prison abolition, disability rights and feminism—face significant challenges. How can we meaningfully resist policies that endanger trans survival in contexts such as Medicaid, public assistance, prisons, foster care, and juvenile justice? Given that trans people are most vulnerable to violence and discrimination in contexts that also target people of color, immigrants, and poor people, how can we build a movement that centralizes our leadership of those people?

How can we build organizations that practice anti-oppression and build political agendas that reflect a multi-racial, multi-gender movement? Recognizing that the federal climate is prohibitively hostile, how can we encourage state and local interventions in discriminatory institutions and systems?

The Sylvia Rivera Law Project and our allies ask these questions as we recognize this moment of opportunity, contradiction, and danger. We are building strategies that support a long-term vision for trans politics, focusing on survival for our communities’ most vulnerable: prisoners, immigrants, youth, people of color, poor people, and people with disabilities.

By sharing model policies and local success stories across the country, by gathering leaders to strategize change in the most challenging areas of trans survival, and by using a feminist, anti-racist model of organizational development that actively cultivates anti-oppression in the non-profit structure, we are sowing the seeds for a sustainable, broad-based trans justice framework. The goals of the movement—short-term reform and long-term redistribution—are within reach. All that’s needed is vision and imagination.

A black and white close-up portrait of a young woman with short hair, looking directly at the camera. She has multiple piercings: a septum ring, two nostril rings, and a lip ring. The background is dark, making her face the central focus.

Diversity,  
**Justice,**  
Compassion,  
Pluralism and Freedom

We mixed soul food, spiced it with mobilization,  
and created a blueprint for social change that,  
worldwide, has freed many and fed even more.





Left: Beverly Guy-Sheftall, Ayoka Chenzira and Patricia McFadden honor lesbian poet Audre Lorde at Spelman College

Center: Rabbi Sharon Kleinbaum and Matt Foreman of NGLTF protest "Don't Ask, Don't Tell" in Times Square

Right: Leslie Feinberg and bell hooks at Spelman College's Audre Lorde event



## Standing Our Ground

*Juan Battle* is a Professor of Sociology at the Graduate Center of the City University of New York.

Black American lesbians and gays are at the intersection of two very important struggles—the Civil Rights Movement and the modern gay rights movement. The worldwide impact and import of both these movements in liberating millions of people cannot be underestimated.

In 1977, for example, at the first federally funded national women's conference, women from all walks of life joined hands and, drawing on the spirit of the Civil Rights Movement, sang, "We Shall Overcome." ... In 1989, during the rebellion in Tiananmen Square, China, students made constant reference to Black America's struggles in the 1950s and 1960s. ... Later that same year, when the Berlin Wall fell in Germany, posters were carried signifying "I AM A MAN"—a slogan used in the Civil Rights era. ... Several months later, following Nelson Mandela's release, South African supporters gathered together and sang, "Aint Gonna Let Nobody Turn Me Around." ... During East Timor's independence celebrations in May 2002, former President Bill Clinton participated as the country's citizens sang, "Before I'll be a slave, I'll be buried in my grave..."—yet another song referenced during the Civil Rights Movement.

In 1969, a group of gay men and lesbian women (including people of color) stood their ground against police and said no to state-sanctioned discrimination. This marked the beginning of the contemporary gay rights movement in the United States. The Stonewall Rebellion has served as inspiration for sexual minorities the world over in their struggle for

independence and freedom, including those in South Africa—one of the first countries in the world where same-gender loving rights are protected in a national constitution.

These freedom movements are therefore important not only from a political and economic perspective, but from a basic health perspective as well. They underscore the breadth and power of human rights.

I am convinced that whatever can be done to empower and strengthen the physical, mental, and political health of Black GLBTs will prove instrumental in empowering and strengthening *all* people, regardless of their social, geographic, cultural or political location.

Personally, I am proud to be me. My people—Black people and gay people—while often being treated like dogs getting scraps, created a cuisine. We mixed soul food, spiced it with mobilization, and created a blueprint for social change that, worldwide, has freed many and fed even more.

Though it has been said before, it merits application here: there's nothing more unequal than the equal treatment of unequals.

Until a perspective of equality and inclusion—in access and in outcome—is embraced by the sermons of our religious leaders, the policies of our politicians, the curricula of our schools, the teachings of our parents, and the agendas of our individual and collective communities, the state of America will be less than it should be, less than it could be and, ultimately, more harmful than it ought to be.



Diversity, Justice,  
**Compassion,**  
Pluralism and Freedom

As if parenting weren't hard enough, we have this "image thing" to contend with as well.



Left: Immigration Equality works to end GLBT immigrant discrimination

Center: Family Pride advocates for GLBT families

Right: COLAGE networks children of GLBT parents; here, the Gatto Family



## GLBT Families and The Pressure to Be Perfect

*Cindy Rizzo is the Director of Grantmaking Programs for the Arcus Foundation.*

The battle for GLBT family recognition and full legal rights is being waged not just in courts and state legislatures. It is being waged on a daily basis in the media, in PTA meetings and in daycare centers throughout the country. These are the places where it has become important to assert, in the words of The Who, that “the kids are alright.” Beneath the magazine cover stories with glossy photos of smiling parents and beautiful children, and unspoken in conversations about grade-point averages and athletic or artistic talent, lies a growing worry that our deep, dark secrets—our kid might be a bed wetter or on ADHD meds or coming home red-eyed from smoking pot—could get out to the straight world. We fear that as soon as any of these secrets becomes widely known, somebody will say, “See, I knew this kind of thing would happen if they had children.”

So instead we keep up appearances and tell the world that we do a better job of raising kids because we worked so hard to have them in the first place. Parents become public relations agents armed with study data and anecdotes of children attending elite colleges or doing important community service work. As if parenting weren’t hard enough, we have this “image thing” to contend with as well.

A parallel effort is going on in the fight for marriage equality, where couples are forever talking about how long they’ve been together, how loving and secure their relationships are,

and how they have persevered and worked hard to maintain their connection. No one mentions divorce, couples therapy, the dreaded “lesbian bed death” or infidelity. And there is not one word about domestic violence.

This pressure to be perfect places an enormous strain on our families and can prevent us from seeking important mental health, substance abuse or other services that could address the very problems we feel constrained from discussing. It leaves service providers unaware of the need to put certain programs in place. And it can prevent us from reaching out to friends and family for support.

Lately I’ve taken on a new crusade: to assert that GLBT parents are merely equal—no better and no worse than heterosexual parents. We have kids at Harvard and we have kids who dropped out of high school. We have the toddler who shares and the toddler who bites without provocation. We provide a loving, nurturing environment, and yes, some of us don’t. The equality argument leaves room for an admission of vulnerability and says to our families, “You are no worse off than anyone else, so go get the help you need to make it through the rough spots.” The alternative—suffering in silence—is really no way to raise kids.

*Cindy Rizzo is the parent of two sons, ages 20 and 15. One attends a very good college and the other is studying Chinese. Both are on ADHD meds, one has been brought home by the police twice and one is not involved in any extracurricular activities.*





**Diversity, Justice, Compassion,  
Pluralism  
and Freedom**

I believe that the perception of the immorality of our sexuality will change. It will change because our lives prove it to be wrong.



Left: Michigan families protest the Catholic Church's stance on homosexuality

Center: GLAD works for GLBT equality through litigation, advocacy and education

Right: Whole Art Theater of Kalamazoo presents socially relevant plays



## Sex and the Face of God

*Tom Kam is Senior Fellow for the Religion and Values Program of the Arcus Foundation.*

When General Pace made his remarks on the immorality of homosexual acts last March, his words were little more than a blip on my radar screen. Let's face it, we have heard them before. Spoken by our teachers, religious leaders and loved ones, these words evoke past memories and remind us of our vulnerability.

It is strange to me that so many people appear comfortable issuing statements on morality that are used to justify actions which debase us. When challenged, they clothe themselves in scripture and religious tradition and in the importance of being true to their faith. They speak from faith traditions which acknowledge that what was once "right"—such as the stoning of adulterers—is now "wrong." They recognize that the face of God has been revealed throughout history in the most unlikely places: a burning bush, in the lives of lovers, prophets, and magi. Yet despite the plurality allowed within these faith traditions, when it comes to our lives there appears to be something so wonderfully unique with how we use our genitalia that blindness descends and the conversation is ended. The only valid interpretation of scripture becomes literal, the world becomes flat, and we remain a people whose lives are tainted by our sexuality.

Even stranger is that we allow this to happen. We are reluctant to engage on the field of morality. We sidestep, we feint, we punt. We focus on law and rights, the separation of church and state, and we hope no one notices that we just ducked. It is almost as if we are afraid we will lose this battle. But the bottom line is, we cede this ground. In doing so I believe we do great injustice to our lives. We ignore the beauty and goodness of our love. We devalue the life-giving nature of the sexual expression of that love. We debase the love we have for our families. We ignore the everyday lives of GLBT people who, as our teachers and healers, serve as role models to society.

I believe that the perception of the immorality of our sexuality will change. It will change because our lives prove it to be wrong. Perhaps this will happen quickly—a wall that suddenly falls when its foundation is recognized as meaningless. Perhaps it will take many years. What I do know is that for this to happen we must raise our voices, we must believe strongly in the goodness of our lives, and we must openly engage people of faith as their moral equals. In short, we must invite people of faith to see in our love the face of God.



**Diversity, Justice,  
Compassion, Pluralism and  
Freedom**

**It is something that we can never stop desiring  
or fighting for.**





Left: Immigration Equality advocates for the rights of binational GLBT families like Steve and Oliver's

Center: Cambridge couple celebrates Massachusetts marriage equality

Right: Gov. Granholm at Triangle Foundation's Safe School Lobby Day



## Our Vision

*Matt Foreman is the Executive Director of the National Gay & Lesbian Task Force.*

For those within the GLBT movement it is time to lift up our heads, to think bigger and see further. While we have fought hard for every victory—spending so much of our energy and resources on simply trying to survive—our vision, focused on specific statutory rights, has narrowed in almost every way.

Equality under state and federal law is critical, essential and fundamental. It is something that we can never stop desiring or fighting for. And we still have a long way to go to win equal rights. This is particularly evident in Michigan—and more than 30 other states—where nondiscrimination protection and the most basic of family recognitions, such as domestic partnership, do not exist.

But our vision must go beyond editing the dry pages of law books and personnel manuals; it must extend to more than fighting for the crumbs of incremental equality. Though our agenda be specific, our vision must remain broad: to change society.

The floor of our agenda is, of course, that every gay, lesbian, bisexual and transgender person be protected from discrimination on the job, when buying or renting a home, and in public accommodations. But our vision must be to shatter the many glass ceilings that—in spite of nondiscrimination laws—still keep people down and in their place due to race, gender, religion or disability.

The floor of our agenda is, of course, that all of us can serve our country openly in the military. But our vision must be a country where none of the lives and limbs of our soldiers—whatever their orientation or identity—are wasted the way they are now: as fodder to advance lies, empire and economic interests.

The floor of our agenda is, of course, that queer and questioning kids be protected from bullying, harassment and violence in our schools. But our vision must be a country where race and class no longer dictate the quality of a kid's education, gay or straight.

The floor of our agenda is, of course, the demise of America's anti-gay industry and the end, once and for all, of us and our families being used for cynical culture wars. But our vision must be to end, once and for all, the scapegoating of any group of people for political gain, including immigrants and people of color.

The floor of our agenda is—unequivocally—fighting for and winning the freedom to marry, with, as Evan Wolfson says, all its rights, responsibilities and social significance. But our vision must be a country that honors and respects the amazing and wonderful diversity of all the families we have built, a country where a person's health insurance, support in old age, and access to other vital benefits and entitlements are *not* dependent on their marital status.

In short, we must proclaim that equality under the law is the floor, not the ceiling; it is the basic agenda, and not the moral vision we hold.

A close-up, black and white photograph of a chimpanzee's face, looking directly at the camera. The image is the background for the text.

# **Diversity,** **Justice, Compassion,** **Pluralism and Freedom**

Over time and with increasing research, many of the features we consider distinctive to humans are being revised.



Left & Center: Adult male silverback, Kurira, is the dominant leader of the group in Volcanoes National Park in Rwanda

Right: Gorillas and humans share 97.7% DNA



## Redefining Humanity

*Annette Lanjouw has worked with bonobos, chimpanzees and gorillas in the wild and was the Director for the International Gorilla Conservation Programme for 15 years. She is the newly named Director of the Arcus Great Apes Program.*

That humans and apes followed a shared evolutionary path throughout most of our history is generally accepted by those who believe in evolution. Classified together in the Order of Primates, apes and humans share countless similarities: anatomy, physiology, much of our social behavior, cognitive processes and even culture. The similarities most frequently cited are that we both have opposable thumbs and no tail, use tools, and teach skills to our offspring. Apes' faces are also expressive like humans', and show a similar range of emotions.

The differences cited are usually brain size, the shape of the voice box, anatomy of pelvis and genitalia, body hair, and human societal accomplishments like spoken and written language, art, tool-based technology and agriculture. Yet other distinguishing characteristics—abuse of toxic chemicals, perpetuation of genocide and torture, and large-scale destruction of our environment—are just as distinctively human.

### EVOLUTION & GENETICS

DNA evidence suggests that Asian apes are less closely related to humans than African apes, who are more genetically similar. It also shows that human DNA is almost identical to the DNA of chimpanzees, bonobos and gorillas. Even the blood type of chimpanzees and bonobos is like that of humans.

### INTELLIGENCE

Though often as difficult to define as it is to measure, our concept of intelligence is generally seen as our perception of what makes humans different from non-humans. We have variously defined “human intelligence” as the capacity to use

tools, the ability to communicate through “language”, the understanding of a concept of “self,” and expression through art. Research into both wild and captive populations of wildlife has shown that, in almost all of these areas, the position held by humans is merely relative. Studies show that chimpanzees in captivity can integrate previously acquired information and generate new concepts, cognitive processes and creative reasoning.

### SOCIAL BEHAVIOR

All of the ape species demonstrate enormous differences in social structure and behavior. Some are extremely sociable and rarely alone (bonobo), whereas others are more solitary (orangutan). The sexual behavior of apes is a large factor in the formation of social groups. Some are promiscuous and have male-bonded societies (chimpanzees), while others are promiscuous and have female-bonded societies. Gorillas, bonobos and humans—and probably chimpanzees, orangutans and possibly gibbons—engage in homosexual behaviour.

### ETHICS

By all standard empirical measures, chimpanzees clearly respond to physical and psychological pain in a manner that allows empathetic human interpretation. In other words, chimpanzees experience distress, pain, fear, and even what can be called the dehumanizing conditions of captivity, in much the same way as humans.

Our definition of what is “human” must constantly be revised. Over time and with increasing research, many of the features we consider distinctive to humans are being revised, as we discover that other species also engage in quite sophisticated forms of language, tool-use, social and empathetic behavior, agriculture and even art.





**Diversity,  
Justice,  
Compassion,  
Pluralism and Freedom**

Unless the local people can enjoy the basic necessities of life...it is unrealistic to expect them to help save the forests for the great apes.



Left: Jane Goodall greets bio-medical test chimp  
 Center: Chimpanzee Ike sleeps in the sun at Primate Rescue Center, Kentucky  
 Right: Whoop-Whoop, a resident gibbon of IPPL Sanctuary in South Carolina



## Justice for Chimpanzees and Communities

*Bill Johnston is President of the Jane Goodall Institute.*

In 2006 the Jane Goodall Institute (JGI) launched a new public policy program to educate the public and policymakers about issues affecting the welfare of great apes.

The program focuses on two areas: improving the status of great apes in captivity, and helping to protect them in the wild. During the first year we have sought to leverage Jane Goodall's reputation and raise her visibility on key policy issues by having her seek support from U.S. lawmakers for important measures that improve the lives of chimpanzees both in captivity and in the wild.

One key goal of JGI is to reform the "CHIMP Act," which governs the treatment of chimpanzees used in medical research by the National Institutes of Health. The NIH chimpanzees are subjected to years of isolation and constant invasive testing in the name of medical science. Yet even after these chimps are no longer needed for research, the law allows them to be brought back from retirement and returned to the misery of laboratory cages.

With the support of Arcus and other funders, JGI leads a growing movement to end this cruel possibility. Last year, legislation to provide for permanent retirement passed the U.S. House of Representatives, but was blocked in the Senate. This year the bill appears likely to pass both houses, which means the U.S. may finally be able to guarantee captive chimpanzees' permanent retirement in sanctuaries with other

chimpanzees—providing a small measure of freedom to these beings who have benefited and taught us so much.

Action by U.S. lawmakers could also provide additional, urgently needed funding to protect forests in Africa and Asia. These forests shelter the dwindling numbers of great apes—estimated at fewer than 200,000—who are still alive in the wild. Despite the urgent need to protect great apes (and many other endangered species), the U.S. invests little of its foreign aid for this purpose.

Preserving the forests that shelter endangered species can only be done by cooperating with the people who live near these forests. Unless the local people can enjoy the basic necessities of life—adequate food, clean water, basic health care, education for their children—it is unrealistic to expect them to help save the forests for the great apes.

This philosophy of conservation has guided Jane Goodall's work from her first months in Africa, when her mother provided basic medicines to villagers living near Gombe. Today, JGI's community-centered conservation provides scholarships for girls, agricultural assistance, family planning advice, potable water and many other services to communities living near great apes. But even more can be done if we can secure access to adequate funds for conservation and community economic development.

In surprising and tangible ways, justice for chimpanzees—the right to continue living in their forest homes—requires justice for the human communities who live near them.





**Diversity, Justice,  
Compassion,  
Pluralism and Freedom**

Sanctuaries put their arms around these chimpanzees and treat them with the same compassion with which they treat each other.





Left: Bonobo orphans with nursery caregivers at Lola Ya Bonobo sanctuary, near Kinshasa

Center: The African Wildlife Foundation is dedicated to bonobo conservation

Right: Sweetwaters sanctuary in Kenya takes in displaced chimps from neighboring countries



## A Common Connection

*Dr. Carole Noon is the Director of Save the Chimps, the world's largest sanctuary for chimpanzees, located in Fort Pierce, Florida.*

Dana was born in Africa well over 40 years ago. She was literally kidnapped from her family, sent across an ocean when she was two, and spent the next four decades in a research lab where, among other things, she “donated” a kidney to some poor baboon.

Jennifer was born in a lab 36 years ago. In the wild, a female chimpanzee may give birth to four or five—or even six—babies over her lifetime. Jennifer pumped out 13 babies in 20 years, all taken from her shortly after they were born to enter the research cycle.

Herbie was bought from a private breeder when he was just three months old and was kept as a family pet for 24 years. He ate meals with the family at the dining room table.

Sandy was chained outside of an auto repair shop in Zambia, Africa, to attract more customers.

In my version of Utopia, these chimpanzees would be returned to the forests of Africa. That would be great, since the wild sure could use more chimpanzees. Based on conservative estimates, chimpanzees could disappear in Africa within 20 years due to an alarming rate of habitat loss and human encroachment. But depositing chimpanzees

unable to fend for themselves into a rapidly shrinking wild is not the answer.

Dana, Jennifer, Herbie and Sandy—and hundreds of others with similar sad stories—are now living in sanctuaries. Genuine, legitimate sanctuaries, not imposter roadside zoos or breeders. These sanctuaries, whose job it is to serve the best interests of the chimpanzees (usually for the first time in the chimps’ lives), offer permanent, lifetime protection and the best care possible.

I have been keeping company with chimpanzees for over 20 years, and one of the most remarkable things I have learned about them is what scientific literature calls “reassurance behaviors.” A thunder storm scares Phyllis, and Daisy gives Phyllis a hug. If Amy steals Tammy’s apple, an outraged Tammy complains to everyone until someone listens and pats her on the back. Tammy calms down instantly. Without reason Garfield slaps Gromek. Gromek screams. Wes immediately rushes in and puts both arms around Gromek.

Clearly these chimpanzees feel sympathy for what the others are going through. I think that is what we call compassion. Sanctuaries put their arms around these chimpanzees and treat them with the same compassion with which they treat each other. I promise, they deserve nothing less.

←Threatened by the loss of their rainforest habitat and an escalating bushmeat trade, the bonobo is an endangered great ape native to only the Democratic Republic of Congo



**Diversity, Justice, Compassion,  
Pluralism  
and Freedom**

**FFI has established a program in Liberia's Sapo National Park which, in addition to undertaking direct conservation work, aims to help people find livelihoods that do not threaten chimps.**



Endangered mountain gorillas of Virunga and Bwindi, L-R: Nyagakangaga, a silverback male; twins Impano and Byishimo, born in 2005; Kurira, an adult male



## Conservation

*Mark Rose is Chief Executive Officer of Fauna & Flora International, the world's longest established conservation society. FFI works to conserve threatened species worldwide by choosing solutions that are sustainable, based on sound science and take into account human needs.*

Many developing countries that are host to the world's great ape species also have pressing human needs. It is understandable that people living in poverty want to improve their economic well-being, and for conservation to be sustainable it must address these human needs.

On the borders of Uganda, Rwanda, and the Democratic Republic of Congo lie two isolated forests—Virunga and Bwindi—adjacent to which exist some of the largest, and poorest, rural populations in Africa. The forests also contain the world's last remaining mountain gorillas, numbering just over 700. The struggle for land and resources, made worse by large-scale political conflict, poses a serious threat to the gorillas.

Fauna & Flora International is a founding member of the International Gorilla Conservation Programme, which works to protect mountain gorillas. Convincing national and local populations that their needs are best served by conserving these forests has been key to the project's success, as well as ensuring a tangible flow of economic benefits. Gorilla-based tourism is a vital part of this, generating more than \$21 million a year—equivalent to \$30,000 per gorilla. Revenue-sharing schemes ensure that income helps communities build schools and health centers. The program provides employment for community guides, scouts and rangers, with new activities planned that will add economic and social value at a community level.

Since 1989 there has been a 17% increase in the population of mountain gorillas in the Virunga massif, and over 10% in

Bwindi. The benefits arising from tourism have made a clear and positive contribution to this.

Fauna & Flora International realizes that it needs to influence the underlying social and economic pressures that threaten great apes. In East Africa a very special project addresses the problem of trade in chimpanzees. In 2004, FFI—with support from the Arcus Foundation—purchased for community ownership the 90,000 acre Ol Pejeta Conservancy in Kenya. The Conservancy is home to Sweetwaters Chimpanzee Sanctuary, which houses over 40 chimps that were orphaned as a result of forest destruction and deliberate capture for international trade. Sweetwaters is the only facility in the country properly equipped to house and rehabilitate these chimps, who arrive in a frail and traumatized state after being smuggled from their native lands.

There is also an urgent need to protect chimpanzees in their natural habitat. In Liberia, for example, years of war and instability have led to unchecked gold mining, logging and the bushmeat trade—which offer short-term economic opportunities for many, but expose chimps to slaughter and capture. FFI has established a program in Liberia's Sapo National Park which, in addition to undertaking direct conservation work, aims to help people find livelihoods that do not threaten chimps.

Conservation may struggle in the long term if it seems to be in conflict with the interests and economic health of populations in developing countries. Conservationists need to encourage people to protect their own natural resources by devising strategies that both conserve biodiversity and contribute to human development. This is not a compromise—it is how conservation should work.





**Diversity, Justice,  
Compassion, Pluralism and  
Freedom**

**The next and most important need is for the public—i.e., individual people—to object to the use of apes in entertainment.**



Left: Infant bonobo  
 Center: Juvenile chimp, Ali Kaka, at Sweetwaters, Kenya  
 Right: Radcliffe worked in television and circuses before retiring to the Center for Great Apes in Florida



## Apes in Entertainment

*Patti Ragan is the Director of the Center for Great Apes in Wauchula, Florida.*

In spite of the public's increased sensitivity and awareness of animal protection issues, chimpanzees and orangutans are still used today to perform in tourist attractions, television productions, movies, circuses, print ads, commercials, at mall openings, casinos, state fairs, and on late night talk shows.

As one of the most popular animals in show business, they can be cute, endearing, and sometimes hilarious. When appearing in advertisements, they make money for the company selling the product, the advertising agency, the ad production crew, the trainers, the actors, and everyone connected with the ad—but not for the apes themselves.

The truth is that the great apes used in advertising and entertainment usually endure a life of misery and uncertainty. Taken from their mothers when only weeks or months old, they are raised by humans and taught unnatural behavior and tricks. They are always infants and juveniles, since adolescent and adult apes are too strong, too unmanageable, and too potentially dangerous to work with. But with a working “shelf-life” of only six to eight years, where do they go after their “careers” are over?

The sad fact is that for decades the simian performers who made children laugh ended up as experimental subjects in biomedical research, in shabby roadside zoos, in tiny backyard cages, or in breeder compounds where their own babies were pulled from them to start the process all over again.

In all the animal kingdom, great apes are the closest to man in behavior and intelligence. They are sentient animals

who experience the same emotions as humans—compassion, affection, jealousy, anger, generosity, embarrassment, humor, depression, joy, and sadness. Why, then, shouldn't they share the same principle of freedom as humans: freedom to be raised by their own mother ... freedom to interact and live with their own species ... freedom from exploitation?

In an age when animatronics and digital animation allow filmmakers to create animal likenesses on computers—and computer-enhanced movies like *Happy Feet* and *King Kong* are box office successes—there is no need to ruin the lives of chimpanzees and orangutans for mere entertainment value.

Today more ex-entertainment apes are finding their way into legitimate sanctuaries, where they can live with their own species in enriched environments, with good nutrition and without exploitation. But there are only nine chimpanzee sanctuaries in North America, and all are currently at, or over, capacity. And since the trainers and owners of these apes rarely, if ever, provide any funding to these sanctuaries—where apes can live for up to 50 years after they “retire”—the financial responsibility of providing care for these former entertainers lies with the sanctuaries alone, at a cost of over \$10,000 per year for each ape.

Sanctuaries work to protect these great apes and provide them with a future beyond show business. But the next and most important need is for the public—i.e., individual people—to object to the use of apes in entertainment and to let movie producers, ad agencies, TV studios, and other users know that this is no longer acceptable to an enlightened generation.

←Pongo, a resident orangutan at the Center for Great Apes in Florida



# Grants Awarded in 2006 Total \$21,006,881

For 2007 and beyond, the Arcus Foundation has reorganized its grantmaking programs into two funds: the Arcus Gay & Lesbian Fund and the Arcus Great Apes Fund. For information on our grant guidelines, proposal process and a complete list of grant recipients, please visit our website at [www.arcusfoundation.org](http://www.arcusfoundation.org).



*\*This report features only the new grants awarded in 2006 by the Arcus Foundation. The Foundation also made payments on multi-year commitments that were awarded in previous years.*

**The Arcus Gay & Lesbian Fund supported projects in Southwest Michigan that promote social justice, youth, arts and culture and the environment while also affirming and celebrating the gay, lesbian, bisexual and transgender (GLBT) community.**

**—Total Awarded: \$2,801,821**

**Arts Council of Greater Kalamazoo** Kalamazoo, MI **\$20,000**—For general operating support to promote and fund the arts in the Greater Kalamazoo area, including outreach to the GLBT community.

**Brookview School** Benton Harbor, MI **\$75,000**—To expand the Seeds of Tolerance project, focused on creating community tolerance around GLBT and other diversity issues through diversity curriculum, teacher training, community dialogue, film screenings and exhibitions, and planning of a diversity center with community partners.

**Community Advocates for Persons with Developmental Disabilities** Kalamazoo, MI **\$7,000**—For the Community Participation Initiative to enable partnerships with area agencies to create a more inclusive environment for all citizens; and for GLBT-specific

diversity training to foster greater awareness of how to serve GLBT clients and family members.

**Community AIDS Resource and Education Services (CARES) of Southwest Michigan** Kalamazoo, MI **\$60,000**—For general operating support to serve 13 Southwest Michigan counties with HIV education, testing and counseling to minimize transmission of HIV and maximize the quality of life for persons living with HIV.

**Disability Resource Center of Southwestern Michigan** Kalamazoo, MI **\$25,000**—For development of programs designed to connect and advocate for GLBT people with disabilities.

**Drug Treatment Court Foundation of Kalamazoo County** Kalamazoo, MI **\$60,000**—For a program to provide non-violent law offenders who are substance abusers entry to recovery as an alternative to prison.

**ERAC/CE** Kalamazoo, MI **\$20,000**—For capacity-building support to serve as a resource for anti-racism/anti-oppression organizing and training.

**Fair Housing Center of Southwest Michigan** Kalamazoo, MI **\$35,000**—For general operating support to develop a state-level strategy to include “gender identity and sexual orientation” as protected characteristics against discrimination within the Michigan Elliot-Larsen Civil Rights Act; and work at the local level to reduce segregated housing patterns throughout Kalamazoo.

**Family Planning and Women's Health of Allegan County** Allegan, MI **\$8,800**—To support the Healthy Futures Program, which offers STI-HIV/AIDS counseling, testing and referral; to expand targeted outreach to areas with high Hispanic populations such as migrant camps; and to establish new outreach clinics in the Saugatuck/Douglas Area.

**Fontana Chamber Arts** Kalamazoo, MI **\$25,000**—For performances and educational outreach activities by chamber music ensembles, including jazz and baroque, that highlight presence and contributions of the GLBT community.

**Girl Scouts of Glowing Embers Council** Kalamazoo, MI **\$350,000**—For construction costs of a new Program and Training Center in central Kalamazoo to serve as a meeting and activity space for groups of girls from diverse backgrounds and communities.

**Gryphon Place** Kalamazoo, MI **\$10,000**—For the first international conference entitled, “Engaging the Other: The Power of Compassion.”

**Irving S. Gilmore Keyboard Festival** Kalamazoo, MI **\$20,000**—For presentation of music education programs in schools and communities across West Michigan.

**Kalamazoo College** Kalamazoo, MI **\$500,000 over 20 months**—For renovation of the student center to meet the contemporary needs of a diverse community of learners.

**Kalamazoo Communities in Schools Foundation** Kalamazoo, MI **\$79,396**—For assessment and research on students' needs in emotional, psychological and social arenas in the Kalamazoo Public Schools.

**Kalamazoo Community Foundation** Kalamazoo, MI **\$35,000**—For the Challenge Day program to be presented in four Kalamazoo-area middle and high schools, providing experiential workshops and programs that teach tolerance for diversity, truth and expression.

**Kalamazoo Community Foundation** Kalamazoo, MI **\$90,000 over 2 years**—For the Challenge Day Program to continue to four and expand to up to four Kalamazoo area schools during the 2006-07 and 2007-08 academic years.

**Kalamazoo County Parks and Recreation Development Foundation** Kalamazoo, MI **\$400,000 over 4 years**—For partial support of the construction of the Kalamazoo River Valley Trailway.

**Kalamazoo Nature Center** Kalamazoo, MI **\$35,000**—For support of Phase I of the Nature Ventures Urban Nature Park Project to reclaim an urban brownfield site and restore natural habitat.

**Kalamazoo Nature Center** Kalamazoo, MI **\$399,000**—For support of Phase II of the Nature Ventures Urban Nature Park Project to reclaim an urban brownfield site and restore natural habitat.





P. 24, left: Wellspring/Cori Terry & Dancers presents Christopher Williams in Kalamazoo

P. 24, right: Jerusalem Open House hosted international GLBT religious leaders in Israel during WorldPride 2006

Left: Bob Eils, of Fair Housing Center of SW Michigan, presents findings of a GLBT housing discrimination study

Right: Family Pride advocates for equality for GLBT families



## How to Apply

please visit our website at [www.arcusfoundation.org](http://www.arcusfoundation.org)

**Kalamazoo Symphony Orchestra** Kalamazoo, MI **\$30,000**—For the 2006-07 season with special emphasis on youth concerts featuring diverse forms of music and activities encouraging participation and promoting artistic leadership of the GLBT and Black communities.

**Kalamazoo Valley Community College** Kalamazoo, MI **\$18,200**—For the Kalamazoo Animation Festival International (KAFI) to bring to Kalamazoo internationally-known comedic writer, Mike Reiss, whose animation promotes acceptance of alternative life styles and sexual orientation.

**Krasl Art Center** Saint Joseph, MI **\$10,000**—To expand Art Angels, a program that uses a hands-on visual art experience as a form of self-expression for persons undergoing medical treatment, to reach and serve a more diverse audience through a partnership with CARES of Benton Harbor.

**Michigan Disability Rights Coalition** East Lansing, MI **\$30,000**—To bridge the disability and GLBT communities by opening dialogue about challenges and opportunities common to both, through education, advocacy and celebration in the southern lower peninsula, including Benton Harbor, Kalamazoo, Lansing and Detroit.

**Michigan Interfaith Voice** Kalamazoo, MI **\$25,000**—For support to the Interfaith Strategy for Advocacy & Action in the Community (ISAAC) to engage

non-gay congregations, leaders and faith-based leaders and the GLBT community to work together to address social justice issues.

**Michigan Maritime Museum** South Haven, MI **\$30,000**—For a GLBT Initiative Project to integrate GLBT awareness into the culture of the organization, and work with regional nonprofit organizations and the museum field on issues of diversity.

**New Horizon Learning Center** Kalamazoo, MI **\$10,000**—For Operation Breakthrough initiative to promote GLBT and diversity understanding through classes and training.

**Northside Economic Potential Group** Kalamazoo, MI **\$25,000**—To expand the economic revitalization program to two new underserved communities, Battle Creek and Three Rivers, by offering business and self-employment training, business start-up loans and marketing of the program.

**Parents, Families and Friends of Lesbians and Gays (PFLAG) – Southwest Michigan Chapter** Portage, MI **\$9,300**—For a Bridging Event, co-sponsored by the Kalamazoo Gay/Lesbian Resource Center and Kalamazoo Public Library in the fall of 2006, to strengthen community understanding and promote racial justice.

**Planned Parenthood of South Central Michigan** Kalamazoo, MI **\$200,000**—For the “Building for Tomorrow” capital campaign for this

leading advocate of reproductive rights and accurate sexuality information and education.

**Prevention Works of Southwest Michigan** Kalamazoo, MI **\$30,000**—For the *Peer Power–Dive into Diversity* education program that engages youth to address GLBT issues.

**Renaissance Enterprises** Portage, MI **\$10,000**—For general operating support of programs offering musical presentations to over 150 nursing homes and care facilities throughout Southwest Michigan; and to increase their roster of GLBT artists, artisans and performers.

**Saugatuck Center for the Arts** Saugatuck, MI **\$40,000**—To complete theater renovations in this newly established arts and cultural center to allow for a more diverse offering of theater, music and dance, as well as related outreach to the local community.

**Wellspring/Cori Terry & Dancers** Kalamazoo, MI **\$27,000**—For a dance residency project and education activities engaging the GLBT community and underserved youth and adults in the Kalamazoo/Battle Creek region.

**Western Michigan University** Kalamazoo, MI **\$28,125**—For the Office of Lesbian, Bisexual, Gay and Transgender Student Services to develop a Gender Equity Training Program (GETP).

**Whole Art Theater** Kalamazoo, MI **\$25,000**—For support of theatrical projects for the upcoming 2006-2007

season, including the production of a Pulitzer Prize-winning play that deals with gender identity, production of a play that deals with society’s prejudices and obsessions with appearance, the development of a play that tells a story of a small Midwestern town that has made heterosexuality illegal; and to offer a summer camp to at-risk youth.

The Arcus Fund supported efforts within Michigan to improve the quality of life of the gay, lesbian, bisexual and transgender (GLBT) community. —Total Awarded: \$1,252,666

**Affirmations Lesbian and Gay Community Center** Ferndale, MI **\$140,000 over 3 years**—For the Civic Engagement Program, including voter registration initiatives, town hall meetings, civic education workshops and other activities designed to empower the GLBT community to advocate on its own behalf.

**American Civil Liberties Union Fund of Michigan** Detroit, MI **\$150,000 over 3 years**—For the ACLU of Michigan’s LGBT Project, offering legal services and advice to individuals as well as advancing the rights of GLBT people in the public policy arena.



Left: Jerusalem Open House organized the Rally for Pride and Tolerance in Jerusalem

Center: Christopher Williams' choreography tackles GLBT/religious issues

Right: Plaintiffs in ACLU of Michigan's domestic partner benefit lawsuit



**American Friends Service Committee** Ann Arbor, MI **\$80,000 over 2 years**—For faith-based organizing initiative to promote GLBT rights and recognition.

**Council of Michigan Foundations** Grand Haven, MI **\$20,000**—For support of the 34th annual conference of Michigan grantmakers, entitled “Delivering on the Promise of Philanthropy”.

**Elder Law of Michigan** Lansing, MI **\$30,775**—To establish legal hotline for older members of the GLBT community in Michigan to assist with advice on personal legal issues, with a strong emphasis on aging and retirement issues, including wills, powers of attorney, joint tenancy, advance directive, pensions and caregiver concerns.

**Gays In Faith Together** Grand Rapids, MI **\$6,000**—For general operating support to help GLBT people and their allies reconcile concerns related to faith and sexuality through support, events, advocacy and outreach.

**Kalamazoo Gay/Lesbian Resource Center** Kalamazoo, MI **\$13,500**—To produce a series of Pride Connection events which will highlight social justice issues that impact GLBT people, encourage self-pride and pride in the GLBT community and offer opportunities for interaction with the community at large and, in particular, the African-American community.

**Lesbian/Gay Community Network of Western Michigan** Grand Rapids, MI **\$25,600 over 2 years**—

For GLBT youth programming, including outreach and marketing.

**Michigan AIDS Fund** Southfield, MI **\$90,000 over 3 years**—For an internship program to strengthen the work of Mpowerment Detroit, a community of young gay and bisexual men of color working to reduce HIV transmission.

**Michigan Network for Youth and Families** Lansing, MI **\$67,000 over 2 years**—To provide member organizations with training on GLBT youth culture and create regional certified trainers through a train-the-trainer model.

**Michigan United** Lansing, MI **\$50,000**—For a public education campaign, using paid media, on the benefits of affirmative action.

**Midwest AIDS Prevention Project** Ferndale, MI **\$29,090**—For a marketing campaign to increase awareness among gay and bisexual men of the dangers of methamphetamine use and provide information about resources for treatment and support services.

**Nokomis Learning Center** Okemos, MI **\$10,000**—For a lecture series on the theme of Native American gender roles and diversity among Great Lakes peoples, including historical “third and fourth genders” and contemporary “two-spirit people”; and an HIV/AIDS health outreach program to create awareness among health care professionals regarding issues of concern to the Native American GLBT community in Michigan.

**Regents of the University of Michigan, Institute for Research on Women and Gender** Ann Arbor, MI **\$25,000**—For the Lesbian, Gay, Queer Research Initiative’s “LGQRI On The Road” which will allow LGQRI to partner with other institutions in Southwest Michigan to present artists, scholars and writers working in sexuality and gender issues.

**Ruth Ellis Center** Highland Park, MI **\$322,821 over 3 years**—For this GLBT agency serving youth to improve its fund raising capacity, including the position of Director of Development.

**Third Level Crisis Intervention** Traverse City, MI **\$17,000 in matching funds**—For support of GLBT youth and diversity activities and services.

**Triangle Foundation** Detroit, MI **\$125,000 over 2 years**—For a field organizing project to provide information and training to strengthen local GLBT community groups in Western Michigan.

**YWCA of Bay County** Bay City, MI **\$5,880 over 2 years**—To continue the GLBT Advocacy Program that supports women and girls on coming out and living life as lesbians.

**YWCA of Berrien County (Women's Community Association of Berrien County)** Saint Joseph, MI **\$45,000**—For general operating support of the GLBT Out & Affirmation Center to strengthen long-term capacity through professional development, creation of a strategic plan, staff support and program development.

**The Arcus National Fund supported efforts with national scope and impact to improve the quality of life of the GLBT community nationwide.**  
—Total Awarded: **\$5,976,606**

**Advocates for Youth** Washington, DC **\$60,000**—For a one-year pilot project addressing homophobia in communities of color with the goal of improving the sexual health and well-being of GLBT youth of color.

**African-American AIDS Policy and Training Institute (Black AIDS Institute)** Los Angeles, CA **\$200,000 over 2 years**—To strengthen infrastructure and capacity to implement a five-year fundraising plan by supporting a full-time Development Director.

**American Association of University Professors** Washington, DC **\$25,000 outright; \$50,000 matching**—For research and publication of a national report useful to college faculty and administrators in order to increase the number of colleges and universities that have GLBT inclusive non-discrimination and benefits policies.

**American Civil Liberties Union Foundation** New York, NY **\$500,000 over 2 years**—For general operating support of the Lesbian & Gay Rights Project, which works on litigation



Left: ISAAC networks faith-based organizations working for social justice

Center: Plaintiffs in Servicemembers Legal Defense Network's lawsuit on behalf of those discharged under "Don't Ask, Don't Tell"

Right: ISAAC leader Kathy White and great granddaughter Aalayah at ISAAC's Annual Banquet



and public education issues such as marriage and relationship recognition, basic civil rights, parenting, youth and schools and gender identity.

**American Society on Aging** San Francisco, CA **\$50,000**—For the establishment of the LGBT Aging Resources Clearinghouse project to provide a comprehensive national source of information and resources to GLBT older adults, their caregivers, the general public, and the wide range of professionals who work with elders.

**Ballot Initiative Strategy Center Foundation** Washington, DC **\$30,000**—To research, analyze and improve the progressive community's capacity to successfully engage with anti-gay ballot measures.

**Brethren Mennonite Council for Lesbian and Gay Concerns** Minneapolis, MN **\$150,000 over 3 years**—For a collaborative project with Gay and Lesbian Disciples, Welcoming and Affirming Baptists, and Welcoming Congregation Network of Community of Christ to increase the number of congregations and advocate for denominational policies that are fully inclusive and non-discriminatory of GLBT people.

**Center for Policy Alternatives** Washington, DC **\$25,000**—For training, convening and further development of the Marriage Equality Leadership Circle, a network of state legislators in 30 states.

**COLAGE (Children of Lesbians and Gays Everywhere)** San Francisco, CA **\$25,000**—For the creation of a new five-year strategic plan to assess how to effectively develop its mission to support and advocate for children of lesbian, gay, bisexual and transgender parents.

**Council on Finance and Administration of the United Methodist Church** Washington, DC **\$25,000**—For the Dumbarton United Methodist Church's targeted marketing campaign for a new booklet on sexual orientation that serves as an educational resource for Spanish speaking families and communities of faith.

**Covenant Network of Presbyterians** San Francisco, CA **\$15,000**—For general operating support to work for the ordination of openly GLBT clergy within Presbyterian churches.

**Equality New Mexico Foundation** Albuquerque, NM **\$125,000 over 2 years**—For general operating support to strengthen the Equality Federation Institute, a national network of statewide GLBT organizations.

**Family Pride Coalition** Washington, DC **\$50,000**—For general operating support to secure equality for GLBT parents and their families.

**Funders for Lesbian and Gay Issues** New York, NY **\$55,000**—For an advertising campaign to encourage greater awareness within philanthropy to the needs of GLBT families and communities, and to promote a broader philanthropic commitment to these communities.

**Funders for Lesbian and Gay Issues** New York, NY **\$15,000**—To conduct research and convene a meeting of grantmakers from around the world who support GLBT human rights.

**Gay & Lesbian Alliance Against Defamation** Los Angeles, CA **\$250,000**—For general operating support to promote and ensure fair, accurate and inclusive representation of individuals and events in all media as a means of eliminating homophobia and discrimination based on gender identity and sexual orientation.

**Gay & Lesbian Leadership Institute** Washington, DC **\$350,000 over 2 years**—For general operating support for nonpartisan training, convening and leadership development for openly GLBT candidates for public office at the state and local levels.

**Gay Men's Health Crisis** New York, NY **\$40,000**—For capital improvements of the facility of a leader and innovator in the development of AIDS services, prevention and public education strategies, serving over 15,000 clients each year.

**Gill Operating Foundation** Denver, CO **\$250,000**—For the Movement Advancement Project to provide donors and organizations with strategic information, insights and analysis to help increase and align resources for highest impact on obtaining GLBT equal rights.

**Hartley Film Foundation** New York, NY **\$75,000**—For support of the Muslim Dialogue Project to develop

public education programs in conjunction with the release and distribution of the first film about GLBT Muslims entitled, *In the Name of Allah*.

**Healthy Teen Network** Washington, DC **\$15,000**—For a project of this national association of practitioners in the field of adolescent sexual and reproductive health to make sexuality education more inclusive of GLBT issues.

**Heartland Alliance for Human Needs and Human Rights** Chicago, IL **\$150,000 over 2 years**—For the National Asylum Partnership on Sexual Orientation (NAPSO), a program of the organization's Midwest Immigration & Human Rights Center to address the unmet needs of GLBT asylum seekers through education for service providers, agencies, advocates and policymakers.

**Hetrick-Martin Institute** New York, NY **\$50,000**—Challenge grant to develop, test, and launch "HMI To Go," a toolkit documenting the successful programs of this GLBT agency serving youth; and to enable replication by school districts, community centers and organizations across the nation.

**Housing Works** New York, NY **\$50,000**—For leadership development and organizing of Black men who have sex with men and its Campaign to End AIDS (C2EA), a national initiative focused at the state and national levels.





**Left: Family Diversity Projects celebrates GLBT families through photo/text exhibits. Here, a Watson-Hutchin family portrait**

**Right: Michigan Disability Rights Coalition bridges the disability and GLBT communities**



**Human Rights Watch** New York, NY **\$50,000**—For three U.S.-focused research projects conducted by the LGBT Rights Program on discrimination faced by same-sex couples, abuses against transgender people in detention and the treatment of homeless lesbians in shelters.

**Immigration Equality** New York, NY **\$15,000**—For a strategic planning process to strengthen work on advocating for equality for GLBT and HIV-positive immigrants.

**Lambda Legal Defense and Education Fund** New York, NY **\$300,000 over 3 years**—For general operating support to conduct strategically chosen lawsuits, advocacy initiatives and public education to defend and expand GLBT equality and fair treatment of people with HIV.

**Lesbian and Gay Community Services Center** New York, NY **\$50,000**—For “Causes In Common,” a national coalition to build deeper working alliances between GLBT activists and those working to maintain and expand reproductive rights.

**LGBT Labor Leadership Initiative** Washington, DC **\$15,000**—To mobilize mutual support between organized labor and the GLBT community.

**LGBT Labor Leadership Initiative** Washington, DC **\$30,000**—For support to educate union members and leaders to recognize and support rights of GLBT workers.

**Liberty Education Forum** Washington, DC **\$25,000**—For “Reaching the Heartland,” a nonpartisan project working to build new alliances with individuals in the Midwest and the South to increase support for gay and lesbian equality.

**Mautner Project, The National Lesbian Health Organization** Washington, DC **\$50,000**—For general operating support for communications and development efforts to improve its organizational capacity.

**National Association of Lesbian, Gay, Bisexual and Transgender Community Centers** Washington, DC **\$80,000 over 2 years**—For general operating support to expand the capacity of 150 GLBT community centers nationwide through leadership skills-building training, technical assistance, coalition building and organizational needs assessments.

**National Black Justice Coalition** Washington, DC **\$217,000**—For organizing and capacity building to educate and mobilize opinion leaders, individuals, public officials, clergy, community-based organizations and media on issues affecting GLBT African Americans.

**National Center for Civic Innovation** New York, NY **\$60,000 over 2 years**—For general operating support for the Center for HIV Law & Policy, a legal policy resource and strategy center for advocates addressing the legal needs of people with HIV.

**National Center for Lesbian Rights** San Francisco, CA **\$100,000**—For general operating support of this national legal resource center working to advance the rights and safety of GLBT people and their families through litigation, public policy advocacy and public education.

**National Gay & Lesbian Task Force Foundation** Washington, DC **\$184,606**—To underwrite the costs of nationwide newspaper advertising campaign in support of marriage equality.

**National Lesbian and Gay Journalists Association** Washington, DC **\$10,000**—For support of the Leroy F. Aarons Journalism Education Program to increase visibility and understanding of GLBT issues through outreach to journalism and communication educators and students.

**New Israel Fund** New York, NY **\$50,000**—For WorldPride 2006, a series of international conferences, meetings and events to be hosted in summer of 2006 by Jerusalem Open House, a grassroots activist organization working to expand civil rights and social justice in Israel.

**Pacific School of Religion** Berkeley, CA **\$50,000 over 2 years**—For the Center for Lesbian and Gay Studies in Religion and Ministry’s Racial/Ethnic Roundtable Program to build community among and expand the leadership of GLBT people of color active in various faith traditions.

**Parents, Families and Friends of Lesbians and Gays (PFLAG)** Washington, DC **\$200,000 over 2 years**—To strengthen the field and policy program working to build capacity of local PFLAG chapters through increased local chapter organizing, training and advocacy.

**People for the American Way Foundation** New York, NY **\$100,000 over 2 years**—To launch two pilot national training programs aimed at young GLBT and progressive leaders, including a year-long Leadership Academy training program and a three-day, GLBT-specific training program.

**Political Research Associates** Somerville, MA **\$100,000 over 2 years**—For research and public education on the anti-GLBT activities of right-wing social movements.

**Progressive, Inc.** Madison, WI **\$20,000**—For the Progressive Media Project’s Queer Voices series to prepare and disseminate GLBT op-eds and to improve the media capacity of GLBT organizations.

**Public Allies** Milwaukee, WI **\$35,000**—Challenge grant for the New Leaders/New Alliances initiative to train community-based leaders in order to increase public awareness and understanding of quality-of-life issues that affect the GLBT community.

**Queers for Economic Justice** New York, NY **\$55,000 over 2 years**—To launch the National Economic



Left: Midwest AIDS Prevention Project provides innovative outreach, education and services

Center: Arcus visits gorilla conservation programs of the Virunga transboundary region shared by the Democratic Republic of Congo, Uganda and Rwanda

Right: With help from the International Gorilla Conservation Programme, the mountain gorilla population is on the rise



Justice Advocacy Campaign to raise public awareness of poverty and the need for economic justice in GLBT communities.

**The Regents of the University of California** Los Angeles, CA **\$200,000 over 2 years**—For the Williams Institute on Sexual Orientation Law and Public Policy to conduct research and disseminate credible, timely, and data based public policy studies on GLBT employment discrimination.

**The Regents of the University of California** Santa Barbara, CA **\$30,000**—For general operating support of the Center for the Study of Sexual Minorities in the Military to educate military officials, policy makers, media and the public on the negative impact of the country's anti-gay military policy.

**Research Foundation of the City University of New York** New York, NY **\$25,000**—For Hunter College and the Graduate Center to convene Black sociologists to explore how to shape and inform increased conversation on GLBT sexuality in African-American communities.

**Research Foundation of the City University of New York** New York, NY **\$100,000 over 2 years**—For the Center for Lesbian and Gay Studies (CLAGS) to develop a national educational website on GLBT History.

**Rockwood Leadership Program** Berkeley, CA **\$150,000 over 2 years**—To train leaders from the

GLBT nonprofit sector to develop their individual skills and enable them to become more effective and collaborative as leaders.

**Senior Action in a Gay Environment** New York, NY **\$50,000**—For support of the LGBT Aging Leadership Initiative to build a national advocacy network focusing on GLBT aging issues.

**Servicemembers Legal Defense Network** Washington, DC **\$250,000 over 2 years**—To provide advocacy, education and pro-bono legal assistance to those directly affected by the military's anti-gay policies.

**Sexuality Information and Education Council of the United States** New York, NY **\$100,000**—To provide accurate and comprehensive information about sexuality and reproductive health and encourage open conversations about sexual orientation and positive representations of GLBT people.

**Soulforce** Lynchburg, VA **\$75,000**—For the "Equality Ride" project to change the hearts and minds of America on the issue of gay, lesbian, bisexual and transgender (GLBT) equality.

**Spelman College** Atlanta, GA **\$145,000**—For support of "Breaking the Silence: The Audre Lorde Black Lesbian Feminist Project," to catalog and digitize the archives of Audre Lorde, produce a national colloquium on her work, and support activities targeted toward college educators, scholars, activists, students and the

general public to increase awareness and understanding about African-American gay and lesbian experiences.

**Stony Brook Foundation** New York, NY **\$30,000 over 2 years**—For development and inclusion of GLBT inclusive content in the curricula used to train clinical psychologists in the United States, to be developed in partnership with AFFIRM (Psychologists Affirming their Lesbian, Gay, Bisexual and Transgender Family).

**Sylvia Rivera Law Project** New York, NY **\$75,000**—For policy and legal reform to benefit transgender individuals, to write model policies and create activist toolkits.

**United Church of Christ Coalition for Lesbian, Gay, Bisexual and Transgender Concerns** Cleveland, OH **\$70,000 over 2 years**—For organizational capacity building and organizing with welcoming congregations that are members of the UCC Coalition.

**Women's Educational Media** San Francisco, CA **\$150,000 over 2 years**—For Respect For All Project (RFAP) to launch a national media and education campaign of the documentary film addressing gender and homophobia among teens entitled, "Straightlaced."

**Women's Sports Foundation** East Meadow, NY **\$100,000 over 2 years**—For the "It Takes a Team!" initiative, an educational program dedicated to ending homophobia in both women's and men's sports.

**The Arcus Great Apes Fund** supported conservation efforts that promote the survival of the great apes in the wild and sanctuaries that offer safety and freedom from invasive research and other forms of human exploitation.  
—Total Awarded: \$5,982,885

**African Wildlife Foundation** Washington, DC **\$251,494 over 2 years**—For bonobo conservation efforts, including projects to establish a self-sustaining community-based research station committee, conduct a detailed survey of bonobos and develop a strategy to give local people skills and empowerment to monitor and manage wildlife resources.

**Chimp-n-Sea Wildlife Conservation Fund** Washington, DC **\$10,000**—For the Kibale Community Fuel Wood Project to protect chimpanzees from human encroachment.

**In Defense of Animals - Africa** Portland, OR **\$36,000**—For general operating support to care for chimpanzees at the Sanaga-Yong Chimpanzee Rescue Center in Cameroon.

**Institute for Collaborative Change** Santa Fe, NM **\$96,200**—To provide capacity-building support, including fundraising and organizational development, to Save the Chimps.

**International Primate Protection League** Summerville, SC **\$183,764**—To support six primate rescue projects



Left: African Wildlife Foundation estimates that less than 100,000 bonobos remain in the wild

Center: Gallmann Africa Conservancy engages in community projects such as the Four Generations Project aimed at staunching the loss of traditional tribal knowledge of surrounding tribes including the Pokot, represented here.

Right: Kurira, Virunga resident



located in developing countries where great apes are native. Funded sanctuaries are: The Endangered Primate Rescue Center, Cuc Phuong National Park, Vietnam; The Friends of Bonobos Association, Kinshasa, Democratic Republic of Congo; HELP Congo, Brazzaville, Republic of Congo; Highland Farm Gibbon Sanctuary, Amphur Prop Pra, Tak Province, Thailand; Kalaweit Gibbon Sanctuary, Indonesia; and Tacugama Chimpanzee Sanctuary, Sierre Leone.

**Jane Goodall Institute for Wildlife Research, Education and Conservation** Arlington, VA **\$450,000 over 2 years**—To establish a public policy department to secure greater resources and policy action on behalf of great apes conservation and care.

**Land Empowerment Animals People** Oakland, CA **\$30,000**—For a project organized by Hutan/KOCP to initiate, develop and implement a sound monitoring strategy for orangutans and other non-human primate species living in the Lower Kinabatangan Wildlife Sanctuary.

**Land Empowerment Animals People** Oakland, CA **\$150,000 over 2 years**—For capacity building to facilitate sustainable ecological co-existence for both orangutans and indigenous communities in Sabah, Malaysian Borneo.

**Land Empowerment Animals People** Oakland, CA **\$60,000**—For MESOCOT to complete construction of a community-owned rainforest ecological camp in the Lower Kinabatangan in

Sabah, Malaysia, creating a permanent economic development mechanism for orangutan habitat restoration.

**Land Empowerment Animals People** Oakland, CA **\$200,000 over 3 years**—To bolster the Sabah Forestry Department's (SFD) efforts to restore critical orangutan habitat linkages within the Ulu Segama Forest Reserve in Sabah, Malaysian Borneo.

**Lincoln Park Zoological Society** Chicago, IL **\$110,343**—For a project to monitor the health risks faced by chimpanzees at Gombe National Park, Tanzania.

**Lukuru Wildlife Research Foundation\*** Circleville, Ohio **\$200,000 outright; \$100,000 matching over 2 years**—For a program to explore and initiate protection of the Tshuapa-Lualaba Forest in the Democratic Republic of Congo to determine the presence of bonobo, as well as other primates, okapi, congo peacock and elephant.

*\*This grant was originally awarded to The Great Ape World Heritage Species Project, Inc., but subsequently regranted to Lukuru Wildlife Research Foundation.*

**Pandrillus Foundation USA** Portland, OR **\$63,670**—For the care and protection of chimpanzees – 47 at the Limbe Wildlife Center in Cameroon and 27 at the Drill Ranch in Nigeria.

**Project Primate** Orland Park, IL **\$30,000 over 2 years**—For general operating support of the Chimpanzee Conservation Centre (CCC) in Guinea,

West Africa and the release project of 18 chimpanzees.

**Save the Chimps** Fort Pierce, FL **\$3,971,414**—For construction and general operating support for a sanctuary which will house 300 individual chimpanzees.

**Social & Environmental Entrepreneurs** Los Angeles, CA **\$10,000**—For the Orang Utan Republik Education Initiative to work with local, regional and national governments and NGOs on an international conference, workshop and summit in Sumatra focusing on orangutan conservation education.

**Wildlife Conservation Society** Bronx, NY **\$30,000**—For a project to conserve Cross River gorillas in Cameroon and Nigeria through the establishment of protected areas, anti-poaching programs and building local capacity.

Conservancy Board of Directors strategic planning meeting.

**Fauna & Flora International** Cambridge, UK **(\$203,647)**—For refund of working capital and development costs of the Ol Pejeta Conservancy in Kenya.

**Gallmann Africa Conservancy** New York, NY **\$50,000**—For support of the construction of an art pavilion at the Laikipia Wilderness Education Centre in Kenya and for the local school visits program to enhance children's knowledge and commitment to the environment.

**Lewa Wildlife Conservancy USA** Marshall, VA **\$75,000 over 3 years**—For the Resident Medical Officer at Nanyuki Cottage Hospital, Nanyuki, Kenya.

**Lewa Wildlife Conservancy USA** Marshall, VA **\$5,000,000**—For a restricted fund to benefit Lewa Kenya's programs from 2009 to 2029.

*\*This report features only the new grants awarded in 2006 by the Arcus Foundation. The Foundation also made payments on multi-year commitments that were awarded in previous years.*

**Special Opportunities**  
—Total Awarded: **\$4,936,353**

**Fauna & Flora International** Cambridge, UK **\$15,000**—For a consultant to facilitate the Ol Pejeta





# Equal Employment Opportunity Policy Requirement

To advance its mission which envisions and contributes to a pluralistic world that celebrates diversity and dignity, invests in social justice and promotes tolerance and compassion, organizations that apply for funding to the Arcus Foundation must have in place a non-discrimination policy that includes, at a minimum, the following categories: gender identity or expression, sexual orientation, religion, race, color, national origin, sex, age, disability, height, weight, or marital status.

# Statement of Financial Position

December 31, 2006

Left: Saidia, Sweetwaters  
resident chimp

Right: Affirmations cel-  
ebrates their new state-of-  
the-art LGBT community  
center in Ferndale, Michigan



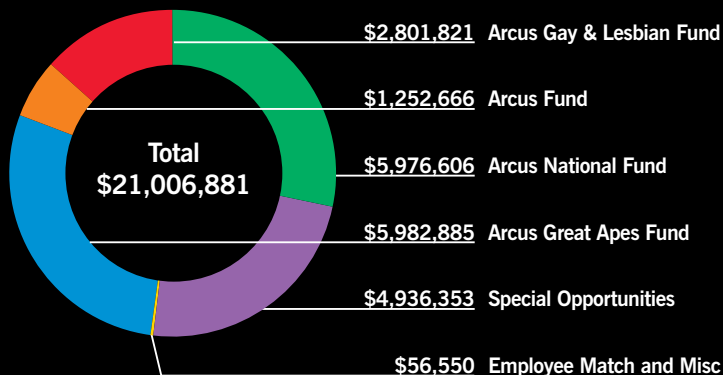
## ASSETS

Cash and cash equivalents	\$ 85,139,295
Accrued dividends receivable	135,828
Investments	33,446,314
Program related investment	450,000
Property, equipment and leasehold improvements, net	3,244,392
Other assets	54,336
<b>Total assets</b>	<b>\$ 122,470,165</b>

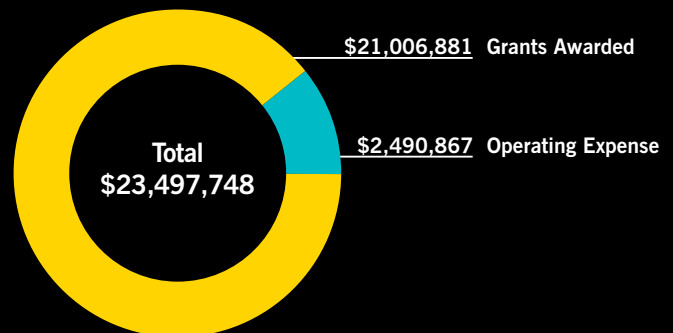
## LIABILITIES AND NET ASSETS

Liabilities	
Grants payable, net	\$ 12,204,218
Accounts payable and accrued expenses	150,256
Federal excise tax payable	245,371
Deferred federal excise tax	670,000
<b>Total Liabilities</b>	<b>13,269,845</b>
Net Assets	109,200,320
<b>Total liabilities and net assets</b>	<b>\$ 122,470,165</b>

## Grants Awarded 2006



## Grants and Operating Expenses 2006





## Board of Directors



**Jon Stryker**  
*President and Founder*



**Cathy J. Cohen**  
*Board Member*



**Daniel Schwartz**  
*Board Member*

## Staff Kalamazoo Office



**Myron Cobbs**  
*Administrative Assistant*



**Roxane Fitzpatrick**  
*Office Manager*



**Janet Karpus**  
*Executive Assistant to the President*



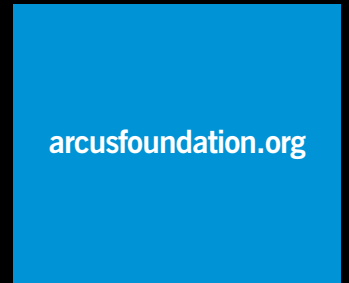
**Santiago Lopez**  
*Program Associate*



**Linda May**  
*Associate Director*



**Carol Snapp**  
*Program Officer/  
Communications Coordinator*

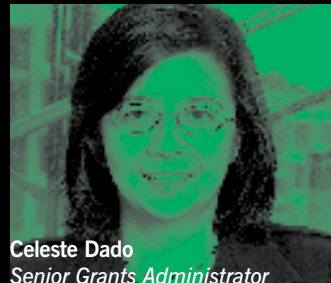


arcusfoundation.org

## Staff New York Office



**Jeff Arnstein**  
*Chief Financial Officer*



**Celeste Dado**  
*Senior Grants Administrator*



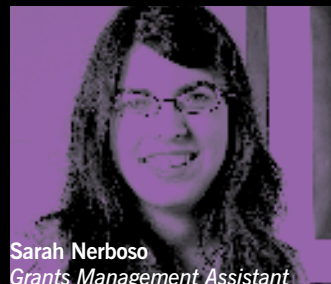
**Tom Kam**, *Senior Fellow  
Religion and Values Program*



**Rosemary Linares**  
*Program Assistant*



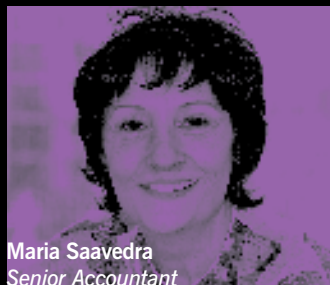
**Mikhail Mashudi**  
*Finance and Administration Assistant*



**Sarah Nerboso**  
*Grants Management Assistant*



**Cindy Rizzo**  
*Director of Grant Making Programs*



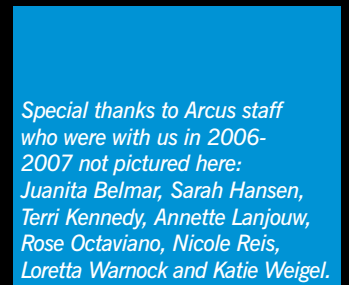
**Maria Saavedra**  
*Senior Accountant*



**Urvashi Vaid**  
*Executive Director*



**Josh Vandeburgh**  
*Executive Assistant*

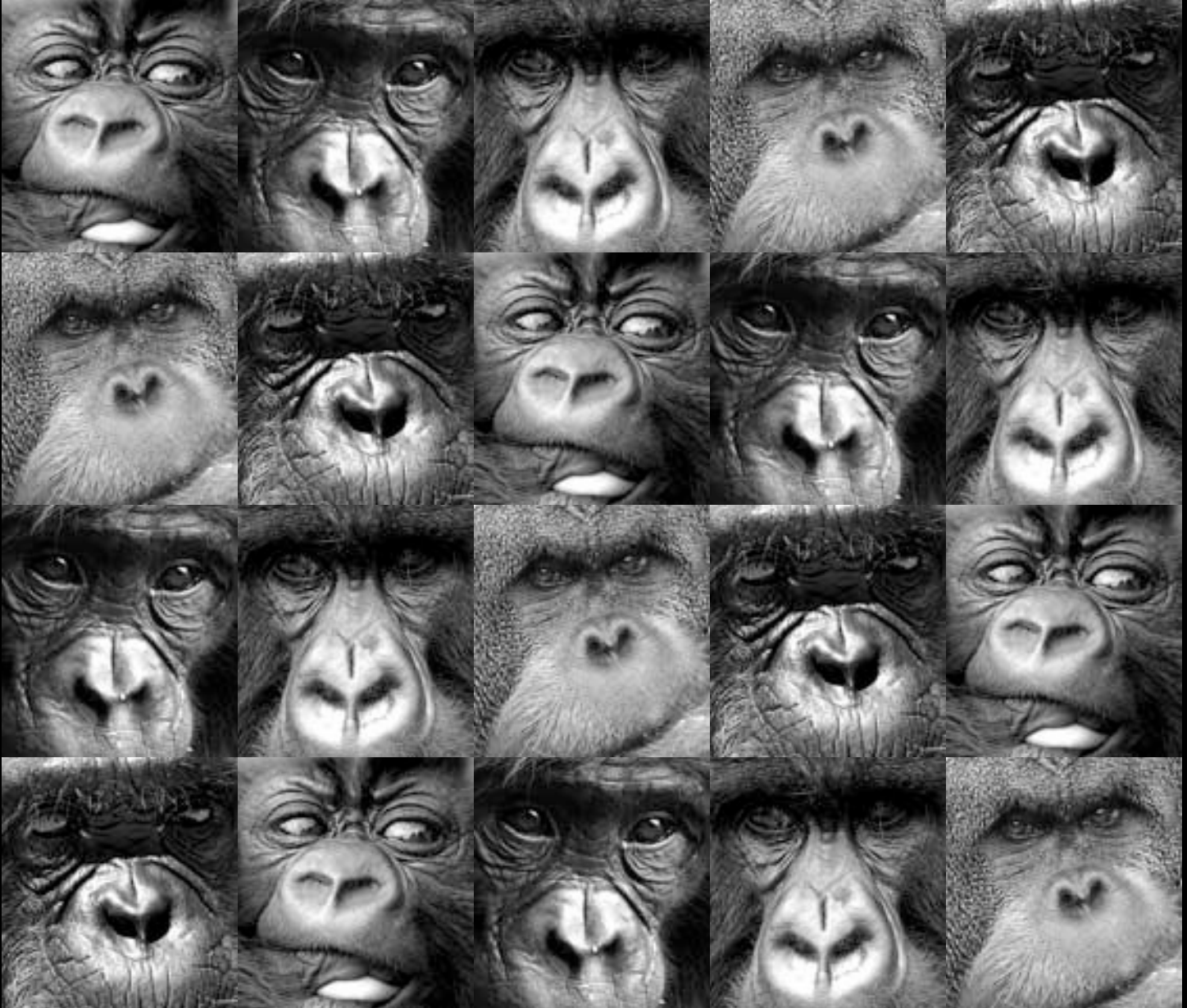


*Special thanks to Arcus staff  
who were with us in 2006-  
2007 not pictured here:  
Juanita Belmar, Sarah Hansen,  
Terri Kennedy, Annette Lanjouw,  
Rose Octaviano, Nicole Reis,  
Loretta Warnock and Katie Weigel.*



Arcus is a Latin word meaning an arc or arch; by implication: to bridge a gap; to provide support; to offer shelter. Arcus also refers to rainbows, a symbol of diversity and a promising future.

Created in 2000 by Jon L. Stryker, the Arcus Foundation has at its core the dual goals of obtaining equal rights for the gay, lesbian, bisexual and transgender community; and to support sanctuary and conservation of the world's great apes.



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