THE BASIC HUMAN RIGHTS of Lesbian, Gay, Bisexual and Transgender people have again been tried and tested in recent years. Amazing triumphs towards full liberation have not gone without their heartbreaking tolls. Brandon Teena, Matthew Shepard, Tyra Hunter and Arthur “JR” Warren are just some of the more evident examples, reminding society of the power and threat of living openly as a Queer person. Yet, Vermonters have shared victory with the country, and as VT’s Supreme Court Justice Jeffrey Amestoy put it — “a recognition of our common humanity.”

The philanthropic efforts of NNG members and others to uphold human rights operate in the framework of these very real struggles. The challenge lies in our ability to understand the full impact of merciless acts against marginalized communities and how grantmakers will respond. Financial power is the primary means we bring to the organizing table. Together with expertise, experience and commitment we can aid in shaping solutions to seemingly insurmountable problems.

In this Network News Peter Teague accounts remarkable victories about how regionally-based Horizons Foundation moved a national agenda with the community. Surina Kahn broadens our lens explaining the interconnectedness of global Queer struggles and the need for a response by nonprofits and foundations.

At every step of our work for justice we make decisions as to where we will focus our efforts. The choices are never easy. NNG has had its own challenges in addressing Queer issues. The test is to find for our work, and ourselves where our varying struggles converge. As you read this Network News search for those connections. They are there. They are always there.

“the time has come you can feel it, in a hundred little ways year after year. it is so certain and inevitable, that the next century will be a time in which it is not simply safe, but commonplace, to be openly gay.”

—Anna Quindlen
The New York Times, April 6, 1994
International Focus is Progressive and Strategic

Surina Khan
International Gay and Lesbian Human Rights Commission

In Lebanon, people hosting a gay web site are threatened with arrest. In the U.S., a gunman opened fire at a Virginia bar. In Brazil, a growing right-wing skinhead movement has resulted in physical attacks on Jews, people of African descent and lesbian, gay, bisexual and transgender people. Most recently, letter-bombs and death threats were sent to the organizers of the LGBT Pride Parade in São Paulo, as well as to other human rights defenders there. Almost at the same time, posters calling for homosexuals to be killed appeared in three neighborhoods. In Canada, the Minister of Citizenship and Immigration stated that her department is considering implementing mandatory HIV testing for all prospective immigrants to Canada, and excluding all those testing positive (with the exception of refugees and family-class sponsored immigrants) from immigrating to Canada on both public health and excessive cost grounds. In Mexico, the Director of Regulations publicly voiced his opposition to gays, lesbians, bisexuals and transgender people. He asserted that while he holds authority he will not allow “this type of people” access to any public facility (including schools and health institutions) or allow them to work in the public sector.

These are examples of human rights violations that we confront daily at the International Gay and Lesbian Human Rights Commission (IGLHRC). We approach this work from the principled point of view that human rights are universal, indivisible, inalienable and interrelated. If the human rights of any group are left behind, the human rights of all people are incomplete. By naming human rights violations against LGBT people and demanding accountability for them, we will continue to advance LGBT issues on future human rights agendas. By using the international human rights legal framework and collecting documentation of human rights violations, we can contribute to a broad view of social change, which links traditional human rights ideas and mechanisms with grassroots activism.

A global perspective is necessary, not only because every day, in every country, the lengthy list of human rights violations suffered by individuals and communities on the basis of sexual orientation, gender identity and HIV status continues to grow—but because we have much to learn, and much to gain, from an internationally focused movement for social change.

An internationally focused perspective is not only truly progressive but it is also strategic. This is particularly important now, when the U.S. and Canadian right-wing is investing time and resources in exporting its ideas and practices to other countries and influencing international bodies like the United Nations. The U.S. right-wing has been effective in creating an international infrastructure. The ex-gay movement is an international movement—with a presence in many countries including Peru, Brazil, Hong Kong, Australia and India. Focus on the Family (FOF), one of the largest U.S.-based Christian Right organizations has radio broadcasts featuring FOF president, James Dobson, in more than 130 countries. In June 2000, FOF opened an office in Kenya—bringing its total of international offices to 17 countries, including China, the Netherlands, Singapore, Nigeria, Taiwan, Japan, Korea, Costa Rica, the United Kingdom and the Philippines.

Concerned Women for America (CWA), a mass-based anti-feminist organization in the U.S., is very active within the United Nations and vociferously opposes the Convention on the continued on page 4
Bringing Together Philanthropy and Activism Creates New Horizons

Peter Teague Horizons Foundation

The Horizons Foundation works to create a world where gay youth are loved and nurtured by their families; where lesbian elders are held and honored by their communities; where transgendered and bisexual people are heard and understood; and where we are all free to fulfill our potential—not in spite of who we are but because of who we are.

Working with and for lesbian and gay families has become a key focus of our expanded strategy to achieve this vision.

In crafting that strategy, we began with the understanding that the work of Horizons is about ending homophobia. It is the reason we spent the past 20 years doing everything we could to support organizations dealing with the damage done by homophobia. But as grantmakers, we have come to acknowledge that it makes little sense to continue addressing the damage without also moving upstream to address the root causes of that damage.

Extensive polling and focus group testing conducted in 1999 and 2000 told us that until lesbian, gay, bisexual and transgendered (LGBT) people seize the issue, the anti-gay right will continue to bludgeon us with lies about the threat we pose to children and families.

Horizons' first project to change public attitudes and perceptions, and to shift the terms of the debate, was the publication and marketing of a Stanford University analysis of California's anti-gay Proposition 22. The analysis, by Stanford law professor Michael Wald, generated headlines all over California to the effect that "Prop. 22 Hurts Kids." Not only had we succeeded in putting the spotlight on the damage done to children by homophobic public policy, but the study was utilized by reporters, columnists and editorial writers. By election day every major newspaper in California (with the exception of the Orange County Register) had endorsed our position on the initiative. The analysis also played a key role in reporters' coverage of the Vermont Supreme Court decision on gay and lesbian marriage.

continued on page 5
International Focus
continued from page 2

Elimination of All Forms of Discrimination Against Women (CEDAW), “CEDAW would captivate our children to the Left’s agenda through a U.N. mandate,” notes the CWA website. “Taxpayers could be forced to pay the high cost of “gender neutralizing” all textbooks and school programs. America could become a nation of androgynous children who are not allowed to believe that any gender differences exist beyond the external.”

U.S. right-wing organizations are astute in their understanding that an international focus will not only build their base in the U.S. but that global outreach will enhance their organizing capacity.

In response to this growing global conservatism, LGBT and HIV/AIDS organizations around the world must think strategically about challenging the right. There are thousands of organizations and millions of dedicated activists around the globe working for LGBT rights. We need to continue building this international infrastructure of progressive organizations and make sure that they are equipped to respond and challenge conservative forces that threaten the human rights of LGBT people and people with HIV. Research organizations, advocacy organizations, media outlets, public education, mass-based organizations, legal organizations, think tanks and funding organizations are only some of the networks we need to continue strengthening.

These infrastructure organizations must think strategically, analytically and programmatically about issues faced by the movement. Collectively, we can give direction to the movement, by providing resources to grassroots activists, helping to develop leadership and identifying political openings and opportunities.

We must act in coalition and network with each other while providing a “home” for movement activists, researchers, thinkers, writers, policy-makers, analysts and leaders, allowing them to support themselves and do full-time political work at the same time.

IGLHRC serves as an information conduit between domestic movements and movements elsewhere, creating links between and among activists, scholars and organizations throughout the world. We bring a human rights perspective to work that is largely based on civil rights strategies, thereby increasing the types of response and organizing strategies available to U.S. allies.

Clearly, there is much still to do here in the U.S. – approximately 14 countries have nationwide anti-discrimination protections for lesbian and gay people, and the U.S. is not one of them. Approximately six have some form of nationally recognized domestic partnership or marriage accessible to same-sex couples – and again, the U.S. is not one of them.

The U.S. is neither the leader nor the least advanced in our efforts to protect and promote the rights of LGBT people, and therefore we must have effective connections with LGBT groups throughout the world – to learn from their successes and their struggles, and to work together to develop strategies that will advance our collective efforts.

Surina Khan is Executive Director of the International Gay and Lesbian Human Rights Commission. IGLHRC was founded in 1990 to protect and advance the human rights of LGBT people and people living with HIV/AIDS.

NNG’s 20th Conference
October 2001 Oakland, California
New Horizons
continued from page 3

Just as we had used the Knight Initiative as an opportunity to talk to the public about the threat to children posed by anti-LGBT prejudice, Horizons decided to use notoriously anti-gay talk radio host Laura Schlessinger to further the message. In February, Horizons released an open letter to Dr. Laura signed by prominent child welfare, mental health, religious and civil rights groups and leaders, such as the Child Welfare League of America, and the National Mental Health Association. The letter cites just some of the voluminous data showing the damage done to public health — and to children in particular — by anti-gay prejudice.

We purchased full-page ads in national papers and held press conferences in three cities to call attention to the damage. [the letter, the list of endorsers and the ads are all available on our web site at horizonsfoundation.org] One of the most remarkable things about our effort was the support we received from diverse allies, showing that fighting prejudice is not a “gay” issue but something that affects all of us. Realizing the breadth of our potential and impact as a foundation made the rest of our program work and goals much clearer.

The ad campaign and press conferences released a flood of TV and newspaper coverage in cities and towns across the country, including Newsweek, USA Today, The Washington Post and The Los Angeles Times. By focusing on a cultural persona like Dr. Laura, we were able to reach the heart of America with the message of how dangerous anti-gay prejudice can be.

Beyond denouncing Horizons on the air, and making the bizarre claim that she had never made an anti-gay commentary, Schlessinger has never responded to the scores of organizations and distinguished individuals, including prominent theologians, academics and Matthew Shepard’s mom, who signed the Horizons letter.

Despite Schlessinger’s unwillingness to engage on the issues, and thanks to the wonderful work of our allies, most prominently StopDrLaura.com, which launched to enormous success, the debate has raged on for months. Dr. Laura has twisted herself into a pretzel trying to deny that she said what we all heard her say. She has backed off her most virulently anti-gay rhetoric. And yet she will forever be a poster child for the ugliness of anti-gay prejudice.

To thousands of gay and lesbian youth who have followed this controversy, there is hope that anti-gay prejudice will no longer be accepted without outrage and backlash. Indeed we are pleased to be able to say that the Dr. Laura phenomenon is a milestone in terms of public disapproval of anti-gay bigotry.

Horizons continues to seek out opportunities to shift public attitudes and perceptions about LGBT people and our families. We hope to inspire other foundations to do and support similar work. Later this year Horizons will release the first in a series of resources for parents, a brochure and web site (working title) “How to Talk to Your Kids About Gays and Lesbians.” Horizons will also be working with researchers at the University of California to publicize in the mainstream media some of the voluminous research on the damage done to children by homophobia. Existing research shows anti-LGBT prejudice to be a significant cause of high rates of depression, drug and alcohol abuse, homelessness and suicide among LGBT youth.

This work will complement new work planned by a collaborative of groups that includes the National Gay & Lesbian Task Force, the National Center for Lesbian Rights and the Family Pride Coalition. These groups will join Horizons in publicizing research designed to create positive and effective messages about LGBT families.

These are exciting times for our movement, as we push beyond legislative and litigation strategies, to be thoughtful and deliberate about the work of cultural change. This is work that affects all of us — not just LGBT people — and all funders who are interested in social justice and in issues affecting children, youth and families, public health, education, democracy and civic participation, civil rights, violence prevention and education should seriously consider supporting it.

Peter Teague is Executive Director of the Horizons Foundation, a social justice foundation committed to ending homophobia and the human suffering caused by it.

Love Makes A Family:
Portraits of Lesbian, Gay, Bisexual and Transgender People and Their Families

“A family is a bunch of people, or not so many, who love each other,” explains seven-year-old Liza Styles, who has two moms.

Liza’s family is among forty families represented in the Love Makes a Family exhibit and book of diverse families with gay, lesbian, bisexual and transgender members. In Love Makes a Family, photographs by Gigi Kaeser are accompanied by text edited by co-creator Peggy Gillespie from interviews with each family member. Together, the words and the images show in a visible and positive way, the existence, the love and the strength of all types of families, and contribute to the process of dismantling the destructive power of prejudice and intolerance.

Family Diversity Projects, Inc., a nonprofit educational organization, created Love Makes a Family as a tool to combat homophobia by breaking silence and making the invisible visible, and by spurring informed dialogue in communities where GLBT issues are emerging publicly.

NNG would like to thank the Family Diversity Projects and the families represented in this NetworkNews for their photographs. For more information about the Project or FDP’s other diversity photo-text exhibits, contact: Family Diversity Projects, Inc., P.O. Box 1209, Amherst, MA 01004-1209, 413.256.0502, www lovemakesafamily.org.
Changes in the Network

The Los Angeles Women’s Foundation (Los Angeles, CA) has announced the appointment of their new president, Deborah Ching, who is replacing Bernice Bratter, who retired in June. Shelley Davis has been appointed Associate Program Officer at The Joyce Foundation (Chicago, IL).

At the Arsalyin Foundation (Glendora, CA), Suk Rhee has left as Program Director, and they have announced the appointment of their new Executive Vice-President, Patrick Bushman. Jean Rudd is leaving the Woods Fund of Chicago (Chicago, IL) where she has served as President.

Rose Sackey-Milligan is leaving the Peace Development Fund (Amherst, MA) after 12 years. She and her partner are returning to her home in Accra, Ghana.

At the Public Welfare Foundation (Washington, DC), Anne Townsend is retiring as Deputy Director after ten years of service. Philippa Taylor has been hired as the new Chief Financial and Administrative Officer, and Abdillahi S. Alawy as Evaluation Director. Meanwhile, Jacqueline Chun has also joined the Foundation staff as the Executive Assistant. Millie Brobst, who has been a Program Associate since 1994, has been appointed as Program Officer for the Community Economic Development and Participation Program at PWF. Jason Walker, who has been a Program Associate since 1996, has joined the staff of the National Campaign Against Youth Violence.

NNG’s newest member: Chantel Walker, Program Officer, Marin Community Foundation (Lark Spur, CA).

Leading By Example

As we encourage NNG members to increase 1% more for Democracy, we would like to recognize those making a significant contribution to help empower and support communities and organizations whose voices have been traditionally unheard in the democratic process. In the philanthropic community we have remarkable institutions that can and do payout to the maximum capacity of their organization whether their objective is to exist in perpetuity or to spend out within a donor’s lifetime.

In 2000, the CarEth Foundation will payout 8.5%, with 7% in grants only from its asset base of approximately $3.5 million. In 1998, they paid out 7.5%, with 6% in grants only. This family foundation funds peace issues, with a major focus on the relationship between globalization and violent civil strife. Executive Director Ada Sanchez comments, “Two years ago, the Board discussed increasing our payout from 6% to 8%, but there was a difference of opinion when members of the younger generation wanted assets to grow to ensure future spending. The decisive factor for consensus on a higher payout was that less than 2% of American philanthropic dollars fund globalization issues and therefore we need to increase that funding base.

“This decision was combined with a discussion on the diversification of investment strategies. We are committed to socially responsible investment managers and our healthy rate of return on those investments made the decision to increase payout an easy one. Philanthropy needs to promote democracy and accountability through more than just our grantmaking.”

Grantmakers Directory 2000/2001

A Resource for Social Change Funders & Grantseekers
- 200 profiles of foundations
- Detailed application procedures
- Indexing by region, funding interest and target populations

Please refer to the bulk form insert ORDERING AS EASY AS 1-2-3.

Buy the Directory for your grantees today!
Their capacity to create change is about to grow.
When I first came to the Funding Exchange as an out lesbian executive director one of our long time donors asked me if there was now a gay agenda. A little taken aback, I answered "yes...there is" and explained that a gay agenda is about organizing in a way that challenges the basic foundations of our society. A gay agenda is fundamentally about change, not charity. And a gay agenda is anti-racist, anti-poverty and about organizing for social economic political and environmental justice. In short, a gay agenda is a progressive agenda, the kind of agenda that David Becker had in mind ten years ago when he founded the OUT Fund for Lesbian and Gay Liberation.

I think about all of the movements I have been involved in (to one degree or another) and I recall the incredible LGBT participation in these movements – the women's anti-violence movement was built with strong leadership and courage of lesbians and the local political campaigns I have supported have been coordinated by LGBT activists. There are out LGBT folks organizing against the prison industrial complex, in anti-police brutality organizing and in the fight for single payer health care and associated concerns. Here at home in our own network of progressive community foundations there is strong queer leadership in the local funds and at the national level.

And have we taken our voice as queer funders when discussing other movements? Not always. Did we come up with a progressive queer analysis to include ourselves in the NNG conference about globalization? No, and so our issues and concerns were absent from the agenda. And this occurred, despite the fact that there is strong LGBT leadership in NNG as well as on the Globalization Conference Planning Committee. I am ready for a queer/left dialogue. Aren't you?

In the meantime, the challenge remains for non-queer allies to support progressive, queer led organizing. Not a separate category in addition to their regular social change giving – but as essential to building progressive activist movements. As progressive funders we are often asked to decide what is the most important issue and we mostly work on some version of an analysis of economic and political inequity and make funding decisions therein. But our attention to democratic process and to examining how class race, gender and sexuality intersect should be the backbone of all of our funding and donor education.

And it is also the time for queer funders to look at how they support organizations who may not identify solely as queer. There are multi-issue organizations with queer leadership that provide strong voice to LGBT liberation, many in communities of color and many born of LGBT organizing, which are not being funded by traditional LGBT foundations and funders. Their organizations are, in fact, pursuing that broad "gay agenda" that I referred to above.

It seems to me that we still have lots of work to do together as progressive funders. LGBT and allies need to find new ways of talking about power and power relations, to develop an analysis of funding that truly does place race, sexuality and gender at the center of progressive class-based movement building.

Until then, it still feels important to identify as a lesbian director of a progressive foundation and articulate our version of that "gay agenda."

So much to do....

Yours is struggle.
Anna Quindlen, Gloria Anzaldúa, Audre Lorde and Urvashi Vaid have constantly reminded me that creating a world where we are all respected is intensely complex, but possible if we allow ourselves to articulate our vision so that the pain we struggle with can be turned into fire in our bellies to transform ourselves and the world around us to be respectful of Lesbian, Gay, Bisexual, Transgender (LGBT) and human rights.

When I was 15 delivering my daily newspapers, three boys from school bashed me. Later, as I cried in a nearby building, it was not the busted lip or black eye that hurt, but the tearing of my inner self. Not being able to tell my parents was demoralizing since I was not “out” and made it worse. And, not having a friendly counselor at school made it clear to me that such acts were permitted.

At home, my mother taught me to turn grief into power. She struggled as a wife in Brazil and a housekeeper in the U.S. So, a year later, I found strength to come out to my mom, and afterwards to my dad. That incident motivated my UCLA work to organize and win an LGBT resource and studies center, to fight against ROTC discrimination and later to take on affirmative action and immigration struggles as a board member of the U.S. Student Association and the National Gay and Lesbian Task Force.

College did not go without its incidents. As I received death threats for my Queer and people of color organizing to the point of needing daily check-ins with a police detective, I knew I had to be careful, but more importantly that I had to keep doing the work. With success in any dominant context comes persecution, but with perseverance comes a victory so sweet and powerful it leaves you dizzy knowing that what you won, however commonplace to those who take civil rights for granted, is still a remarkable step in our collective work for justice.

Being “out” in philanthropy has been a challenge. After my first program trip for NNG, report-backs of my performance were not based on my skills, but instead on my “openly gay” presence. I learned quickly that my work’s success would depend on “toning it down” – not wearing my earrings at conferences, not discussing my gay community involvement and not expressing myself honestly while in philanthropic arenas. In this sector there are defined safe Queer spaces at gatherings, but beyond the lavender lining, it’s hard to tell who genuinely understands human rights and those who superficially tolerate gays.

We all hold responsibility for supporting different communities. Within that context, I do believe those of us who are LGBT particularly need to educate and push. Study after study has shown that people come to understand and accept Queer individuals and support LGBT issues when they “know somebody who is LGBT.”

Take the time to recognize and publicly support those philanthropists who stand up and decidedly put their foot down in support of Queer rights in the larger realm of human rights – those who articulate the intersections between other social justice struggles and the LGBT movement. To Larry Kressley, Joan Garner, Ellen Gurzinsky, George Walker, Nancy Cunningham, Russell Roybal and others – both out of the closet, and those who I know are figuring a way out – thank you for paving the way. Your personal and professional triumphs have not gone unnoticed by those around you. At least today, I confidently speak of the need for LGBT funding, and about my partner Luis and our intent to start a family.

And I think, how do you tame a wild tongue, train it to be quiet, how do you bridle and saddle it? How do you make it lie down?

- Gloria Anzaldúa
Borderlands, La Frontera