SYLVIA RIVERA LAW PROJECT



2008-2009 ANNUAL REPORT

FROM THE COLLECTIVE



moving day! collective members Catherine and Alisha at with the unpacking party

Dear Friends, Community Members, and Allies -

This Annual Report comes to you at a time of exciting change and growth for Sylvia Rivera Law Project. In April, we moved into a new office that gives us room to grow and create a welcoming space for all our work. We're thrilled to share an office building with our close organizational allies FIERCE!, Queers for Economic Justice, and (coming soon) Audre Lorde Project! Stay tuned for a 4-floor housewarming party in September!

The new office is one of many big changes this Spring/Summer. We've also made some important adjustments to our Collective Structure in the last year. First, we agreed to make our full Collective the Board and end the role of our separate Board Team. This change helps us to streamline decision-making processes and reflects the reality that our full Collective takes part in many of the tasks of traditional Boards, including creating, reviewing, and confirming annual budgets, workplans, and financial reports. On Page 6 of this report, we introduce our new Movement Building Team (MBT). The creation of the MBT reflects another re-organization of our collective structure after much careful thinking and planning. This new team combines many of the roles of our former Public Education and Organizing Support Teams.

We look forward to the new opportunities opened up by all of these changes, and to working with all of you in the coming year!

SYLVIA RIVERA

LAW PROJECT

FY 2009 Annual Report (July 2008-June 2009) Published in May 2010

Annual Report editors, contributors and producers: Ash Hammond, Daniel McGee, Emily Nepon, Elias Shebar.

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Condolences to the family and friends of Amanda Gonzalez-Andujar

We share the grief and sorrow of those who knew Amanda. In solidarity, we promise to continue to fight against hatred, transphobia and violence against our communities.



The mission of SRLP is to guarantee that all people are free to self-determine their gender identity and expression, regardless of income or race, and without facing harassment, discrimination, or violence. SRLP is a collective organization founded on the understanding that gender self-determination is inextricably intertwined with racial, social and economic justice. Therefore, we seek to increase the political voice and visibility of low-income people of color who are transgender, intersex, or gender non-conforming. SRLP works to improve access to respectful and affirming social, health, and legal services for our communities. We believe that in order to create meaningful political participation and leadership, we must have access to basic means of survival and safety from violence.

ISSUES:

Criminal Justice
Gender-Segregated Facilities
Health Care
Identity Documents
Immigration
Public Benefits
Youth

SRLP SERVICES ACCESSED BY CLIENTS (Many of our clients seek legal services on multiple issues)		
Name Change	51%	
Identity Document Change	35%	
Health Care	19%	
Medicaid &/or Public Benefits	18%	
Criminal Justice	15%	
Discrimination in Employment, Education,		
&/or Public Accomodation	14%	
Immigration	12%	
Housing Issues	9%	

SRLP prioritizes issues that disproportionately affect transgender people who are low income and/or people of color. Our work addresses both the root causes and effects of discrimination and violence on the basis of gender identity and expression. The right to self determine gender identity and expression and be free from violence is only one facet of a multi-issue movement for justice and self-determination of all people. We believe that justice does not trickle down, and that those who face the most severe consequences of violence and discrimination should be the priority of movements against discrimination. Accordingly, our agenda focuses on poor people and people of color who lack access to identity documents, healthcare, public assistance, housing, employment and education, and those who face systemic discrimination and harassment in foster care, juvenile justice and criminal justice settings.



A MULTI-STRATEGY APPROACH

POLICY REFORM

A VICTORY IN THE HRA CAMPAIGN!

Since SRLP opened our doors in 2002 our clients have faced constant, persistent and egregious discrimination while attempting to access government benefits at the **Human Rights Administration (HRA)**. Transgender and gender non-conforming individuals are often called by the wrong names and /or pronouns, often as a means of harassment, by workers at the agency. Some of our clients were refused access to benefits and with statements like "come back when you are dressed



2005 trans day of action

more like a girl/boy." Many of our clients refused to access benefits at all because they were so afraid of the discrimination they had to endure every time they tried to do so.

This year, SRLP along with TransJustice, Queers for Economic Justice and Housing Works celebrated a hard-won HRA campaign victory!! In December 2009, after years of organizing and advocacy by the transgender communities, the Department of Health's Commissioner signed into effect a policy that protects people from discrimination on the basis of their gender identity and expression.

Since 2005, Trans and Gender Non-Conforming (TGNC) communities in New York City have been fighting back by urging HRA to address the widespread Transphobia, discrimination, and harassment that Trans and Gender Non-Conforming people in New York City face when accessing public assistance. In 2005 SRLP and allies developed a "Best Practice Protocols for Serving Trans and Gender Non-Conforming Clients" (the new procedure is based on this document). Unfortunately, these protocols sat on the shelf for years and were never implemented or adopted by HRA.

A short while later, low-income, transgender communities of color came together once again to organize against the horrible discrimination they encountered at the HRA. This group, also led by TransJustice, called themselves the **Gender Action Coalition (GAC)**. Once again, the group urged the HRA to stop discriminating against trans communities. They drafted a letter urging HRA to adopt the best practices that the committee drafted over two years ago. However, once again, the HRA denied responsibility and falsely responded that "they did not discriminate against transgender people."

Of course, the stories of discrimination against transgender and gender non-conforming individuals continued. In 2008 TransJustice decided to centralize this work and convened another group entitled "Welfare Justice." This group included TJ, Housing Works and Queers for Economic Justice. Welfare Justice reached out to SRLP to provide legal assistance with negotiating, drafting and reviewing the proposed non-discrimination policy. Together, we structured a targeted campaign against the HRA. Simultaneously, we had small, closed meetings with HRA members about the proposed policy while also mobilizing our communities to protest HRA's practices. We worked together to document individual stories in which our clients and community members experienced discrimination at various HRA offices. We led a postcard mailing campaign urging HRA to implement the policy. We also led a demonstration to one of the most egregious HRA offices and hand-delivered a list of our demands. Finally, we staged a "fax blast" to shut down HRA operations until they signed onto the policy. Nevertheless, HRA continued stalling any approval of the procedure.

Finally, last December the members of Welfare Justice got notice that the procedure was finalized, signed and distributed among all of its employees. **Now, for the first time ever, it is illegal for HRA to**

<u>discriminate against transgender people on the basis of their gender identity.</u> Specifically, now people can not be denied benefits because they are trans or don't match gender stereotypes; welfare workers must address people by their preferred names, pronouns and titles; transgender and gender non-conforming individuals must be allowed to use facilities that match their gender identity and that no one should be forced to dress "more like a girl / boy."

We are thrilled about this victory! However, as Reina Gossett explained to the *Gay City News*, our fight is not over yet: "We still have far to go. In the past, similar city policies have failed in the training phase using inadequate curriculum and trainers lacking cultural competence. We need everyone's support to insure that all HRA employees are trained."

NEW TRANSGENDER HEALTH CARE POLICY FOR PEOPLE

IN DETENTION

The Sylvia Rivera Law Project, together with several other legal and medical organizations and individuals, including the TGI Justice Project, Lambda Legal, the National Center for Lesbian Rights, and Lori Kohler of the Correctional Medicine Consultation Network, worked closely with the **National Commission on Correctional Health Care (NCCHC)** to support the adoption of an **official position statement on transgender health care for people in detention.** In late 2009, NCCHC officially adopted a position statement that advocates a common sense, individualized approach to the health care needs of transgender people in detention. The statement opposes the type of policy that is all too common in prison systems today banning hormone therapy for anyone who does not have a record of a prescription before detention. NCCHC



is an organization that provides accreditation, technical assistance, and education resources to improve the provision of health care in prisons, jails, and juvenile detention facilities. It is our hope that this position statement will cause systems of detention to rethink their policies and to allow health care decisions to be made based on need, not prejudice. For more information, check out www.srlp.org/ncchc

SRLP FIGHTS TO STOP SEXUAL ASSAULT IN DETENTION

On May 10, SRLP submitted comments supporting regulations that would implement the Prison Rape Elimination Act (PREA). We also urge the Attorney General to make certain important changes in the regulations to protect the rights of trans, intersex, and gender non-conforming people in terms of searches, placement, discipline, and release. SRLP and SRLP's Prisoner Advisory Committee have been involved in fighting for the most effective and positive implementation of PREA possible for years. Many of our PAC members have also submitted individual comments. To read SRLP's organizational comment, go to **www.srlp.org/prea**

ORGANIZING

PEOPLE'S MOVEMENT ASSEMBLY

On April 21, SRLP, Audre Lorde Project, FIERCE, and Queers for Economic Justice convened a People's Movement Assembly bringing together about 75 folks from our communities of Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit, Gender Non-Conforming people of color and low-income people in New York City. Participants talked and strategized together about the major problems we face, what we can do about it as a community, and what actions we can take locally and nationally.

Emerging themes showed that key issue areas for our community members include housing and homelessness, jobs and discrimination, and immigration.

Next up, these partnering organizations will head to the **United States Social Forum (USSF)** to gather with groups from around the country who have been holding similar events in their regions. A four-hour national-level

People's Movement Assembly at the USSF will help to frame a national organizing campaign, directly reflecting the feedback from all of our communities.

The Astraea Lesbian Foundation for Justice created a Movement Building Fund and provided the opportunity for twelve of their grantees from around the country - all working on issues impacting queer people of color - to gather and work collectively to suzanne pharr brought together 12 of their poc/queer grantees around the country to work collectively on the creation of a national campaign. We send thanks to Astraea and consultant Suzanne Pharr for their support in this crucial work!

PUBLIC EDUCATION

SRLP uses trainings, workshops, documentary video, and speaking engagements to spread information about transgender rights and resources, and to reduce discrimination and violence against transgender, gender non-conforming and intersex people. In 2009, we held over 40 trainings and workshops, and our public education work continues to grow.

We know that the **trainings we provide to attorneys, agencies and judges increase access to safe legal services for our clients.** In May 2009, SRLP attorneys facilitated a free training on transgender issues within the Criminal Justice System for 30 attendees including judges, court officers, clerks, public defenders and district attorneys in the Brooklyn Criminal Court. In October 2009, we held a similar training for over 60 attendees at the Manhattan Criminal Court.

An important aspect of Public Education at SRLP is the work we do to empower our own community. We provide **know your rights trainings** for transgender, gender non-conforming, intersex people, and other community members at many allied organizations. Popular trainings include how to change your name and legal identification, trainings on public benefits, trans issues in immigration, and dealing with the police.

Public Education helps to multiply the effect of our direct services by providing awareness and training to other organizations that work with transgender, gender non-conforming and intersex clients. In October 2009, SRLP lawyers facilitated a 6-hour training at the Harm Reduction Coalition on transgender issues in the Prison Industrial Complex. The training focused on providing **trans awareness and strategies for service providers** to make interventions to prevent re-incarceration.

Our Public Education work aims to **reshape the LGBT agenda** to address the intersections of gender identity, race and class and bring more attention to the concerns of those facing the worst dangers in jails and prisons, public schools, shelters, and public benefits systems.



As of May 2010, we're very happy to announce a re-release of our documentary video Toilet Training - now with the option of Spanish subtitles! Many thanks to Julienne Brown, Félix Gardón, Gael Guevara, and Jules Rosskam for their work to make Toilet Training accessible en Español! Check out www.srlp.org/films/toilettraining for more information.

GET INVOLVED WITH SRLP!

Interested in volunteering? Please fill out the application form online at www.srlp.org/support/volunteer, or contact us at <u>volunteer@srlp.org</u> to request an application.

We are always looking for supportive lawyers, artists and performers, graphic designers, video editors, and people who want to help organize events or join in for a mailing party.

VOLUNTEER ORIENTATIONS ARE EVERY 2ND MONDAY AT 6PM. FIND OUT MORE AT WWW.SRLP.ORG

INTRODUCING THE MOVEMENT BUILDING TEAM

This Summer, SRLP is making some big changes! We recently restructured the Collective to combine and reimagine the work of our Public Education Team and Organizing Support Team into a new structure which we are calling the **Movement Building Team (MBT)**.

MBT's work centers on developing the skills, leadership and political power of low-income transgender people and transgender people of color while increasing our capacity to improve access to respectful and affirming social, health, and legal services for our communities. The MBT will build and strengthen relationships with community members, and support members' participation in SRLP's work. In this way, **SRLP will build a membership base, increasing both our organizational capacity and the scope and scale of our leadership development.**

We understand leadership development as a key element in building movements for change that are led by the people most impacted by our issues, and a key element of building movements for change. Because many community members struggle with daily survival issues that can be barriers to political engagement, SRLP is committed to creating and expanding accessible entry points for involvement in our organization. As a by-and-for trans organization we provide a safe, trans-positive space to develop leadership skills and experience while working towards social change.

MBT will build SRLP's membership structure using our **new monthly Membership Meetings.** These meetings will serve as an entry point to the organization and will focus on building power through **skill shares, political education and connection to policy and campaign work.** The meetings will be designed to be welcoming, accessible, not focused on organizational development questions, but instead a place to meet folks, get involved, get a sense of what SRLP is about, and get mobilized.

HOW WE GOT HERE:

- With the creation of our Five-Year Strategic Plan, we were able to focus on our most crucial goals and identify the barriers and opportunities in our work.
- Our work with allied organizations (including participation in a Movement Building Convening organized by Astraea Lesbian Foundation for Justice), our impending move to share space with many allied groups, and other recent opportunities for collaboration offered clarity about SRLP's specific role and resources in our shared work for justice.
- Our Membership Research Committee interviewed a dozen organizations on the challenges and strengths
 of their different grassroots membership models and reported to the Collective with recommendations
 (a public report is forthcoming). Another committee turned those recommendations into a proposal to
 restructure the Collective focused on using our strengths legal skills and advocacy as the first step to
 increasing participation.

WHAT TO LOOK FOR:

 Two new Staff - a Membership Coordinator and an Outreach Coordinator, starting in July!

 Monthly Membership Meetings featuring skill-shares and political education, starting this Fall

• Larger gatherings and film screenings (thanks to the big open space of our new office!)

Stay tuned for more updates, coming soon!



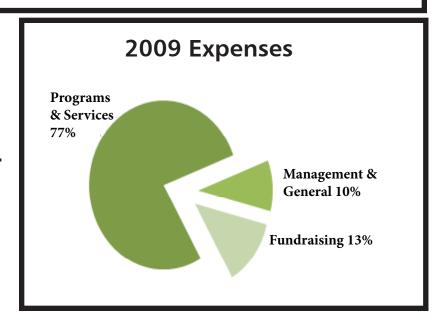
FY 2009 FINANCIAL REPORTING

SYLVIA RIVERA LAW PROJECT STATEMENT OF ACTIVITIES FOR THE YEAR ENDING JUNE 30, 2009

Del l'a Canada de Danasa		Temporarily	- -4-1
Public Support & Revenue	<u>Unrestricted</u>	Restricted	<u>Total</u>
Individuals Events Foundation grants	\$ 40,207 \$ 30,842 \$ 111,500	\$ 241,600	\$ 47,707 \$ 30,842 \$ 345,600
Program revenue Product sales	\$ 2,000 \$ 5,612	¥ 2+1,000	\$ 2,000 \$ 5,612
Honoraria Interest income In-kind contributions	\$ 2,984 \$ 4,781 \$ 10,466		\$ 2,984 \$ 4,781 \$ 10,466
Net assets released from restriction	\$ 254,600	\$ (254,600)	\$ -
Total Public Support & Revenue	\$ 462,992	\$ (13,000)	\$ 449,992
Expenses Program services	\$ 366,525		\$ 366,525
Administrative & general	\$ 45,680		\$ 45,680
Fundraising	\$ 60,082		\$ 60,082
Total Expenses	\$ 472,287		\$ 472,287
Change in Net Assets	\$ (9,295)	\$ (13,000)	\$ (22,295)
Net Assets as of June 30, 2008	\$ 286,069	\$ 226,000	\$ 512,069
Net Assets as of June 30, 2009	\$ 276,774	\$ 213,000	\$ 489,774

We are happy to share that **77% of our expenses went to Programs & Services** between July 1, 2008-June 30, 2009.





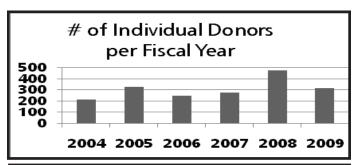
COMMUNITY SUPPORT

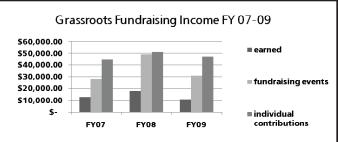
SRLP is proud to demonstrate the diverse income streams that make up our annual budget, including those raised through Grassroots Fundraising: annual events including house parties, Small Works for Big Change and the Summer Reception; individual donor campaigns; earned income including sales of our documentary video *Toilet Training*, workshop and speaking gig honoraria. These strategies build support for SRLP and raise community awareness about trans issues while bringing in crucial funds.

In Fiscal Year 09, SRLP saw a drop in our Grassroots Fundraising income as the economy crashed and impacted people and organizations around the world. We saw the impact of the "economic downturn" in a rise in client needs as many local organizations and service providers were forced to scale back or even shut down. We also saw an impact in our fundraising: as you'll see in these charts, all three areas of our grassroots fundraising and our total number of donors dropped compared to the prior year, though they did exceed FY07. Many of our donors and supporters were impacted by the economy, but we also saw incredible generosity as people stepped up to sustain SRLP's work whenever possible.

In anticipation of this funding drop, and in order to maintain all of our work so we can continue providing consistent services, SRLP's Collective agreed to put funds from our savings towards the FY09-11budget: you see that reflected in the financial reporting as a \$22,295 drop in our net assets. As we head into the 3rd Quarter of FY10, we're pleased to see support for SRLP continue to grow, giving us confidence in our sustainability even as we take on new costs including increased rent for our new office.

All of this is possible because of SRLP's incredible community of supporters and donors!





HOW TO SUPPORT SRLP

To make a tax-deductible donation, **send a check** to SRLP at: 147 W 24th St, 5th Fl/NYC NY 10011. You can use the enclosed envelope you'll find attached to this annual report.

at www.srlp.org/support you can

- donate easily online
- Join our mailing/email list,
- fill out a volunteer form
- join our Allied Attorney Network
- find out more about making a donation of stock

Purchase our **Toilet Training documentary DVD,** or an SRLP **tshirt**, **poster**, or **tote bag**!

We also love **in-kind donations**! Office supplies and food and beverages for events are always on our wish list!

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Questions? Write to info@srlp.org

HOUSE PARTY!



On October 28, 2009 community members, supporters and allies gathered at SRLP's annual House Party Fundraiser at the home of Mariette Pathy Allen to learn more about SRLP and support important work for gender self-determination! This event was co-sponsored by the Center for Lesbian and Gay Studies (CLAGS) and brought together educators, researchers, advocates, and activists. Mariette Pathy Allen gave a welcoming speech and Sarah Chinn spoke on behalf of CLAGS. We're proud to have raised \$2,500 from this event!

Thank you to all our Host Committee members who helped to spread the word: Mariette Pathy Allen, Edgar Rivera Colon, Jordan Greenwald, Sonya Katyal, Kestryl Lowrey, Rachel Mattson, Maryse Mitchell-Brody, Ananya Mukherjea, Soniya Munshi, Gary Y. Okihiro, Svati P. Shah, & Ray Wofsy.

SMALL WORKS FOR BIG CHANGE

On February 18, 2010 we held our 6th Small Works for Big Change; an annual benefit art auction that brings together our creative community to support social justice. Over 70 artists generously donated their amazing work and over 350 people attended this year! Thank you to everyone who came and packed Participant Gallery to the walls, and to MC Tara Mateik, DJs Tikka Masala and Kingdom, and Dynasty Handbag for keeping the crowd moving. We raised about **\$22,000**, almost double our goal!

Major thanks to all those who donated art, volunteered, donated refreshments, framing, raffle prizes, printing costs, sound tech skills, and gallery space! Special thanks to the host committee for organizing this event and making it such a huge success. So many people helped to raise these funds to support SRLP's work for **racial**, **economic and gender justice!**



photo by Ari Banias

GLITTER IN THE GARDEN

On May 15th, SRLP was the beneficiary of Glitter in the Garden II - an evening in the glorious Brooklyn garden of H.G. Duchess Audra Fox & Kevin Green. Co-Hosted by The Imperial Court of New York & Their Most Imperial Sovereign Majesties Emperor XIX Jack & Empress XXIV Farrah Moans with the NYC (dis)Order of the Sisters of Perpetual Indulgence. Food, drink, music and performances by ICNY Courtiers and Special Guests.

SRLP thanks our generous In Kind Donors (Dec 09-April 10): ARTFORUM, Babeland, Brooklyn Frame Works, Browning Frames, Chelsea Frames, Morty Diamond, GAYFEST NYC, Izze Sparkling Juice, Ilana Lobet Framing, Jeanine Oleson, Julie Blair, Latis Imports, Means of Production Apparel, MIXFEST NYC, Participant Gallery, Peter Freeman Gallery, Re/Dress, Swoon Sweets and Savories, Michael Worthy (sound tech).

DONOR SUPPORT SINCE DECEMBER 2009

S Abbott, T Alexander, M Pathy Allen, Anonymous, J Arbagey, C Argyros, Z G Arkles, K Ashforth, D Attig, M Barnard, E Barnes, M Barusch, M Bassichis, U Batz, C Baugh, C Bell, A Bellink, I Bello, R Bergmann, J Berkley, L & C Berkley, M Biklen, J Bleich, T Boucher, J Brenner, B Brewer, L Brilliant, J Brooks, T Brooks, E Brown, L Byrne, E Bulkin, J Busch, J Bussolini, A L Cahn, N Callaway, M Carmody, C Chanton, K Chauncey-Allen, D Chin, S E Chinn, R Churner, N Clark, J Click, Clifford Chance LLP, L Cohen, R Cohen & M Delone, A C Wagner, D Collins, J Collis, C Colvin, L Comstock Oramas, E Conley, S Daniels, Judy Darling Party, C Davis, M Davey, T Delong, E Devereaux, U Di Pietro, R Diaz, S Dickson, B Dobbs, E A Drabinski, M Duberman, C Duffy, J DuLong, C Earle, S Z Ebrahimi, J Eisfeld, C Farrell, A Federow, T Feher, S Flynn, A Fox, A Bowen Frame, S Frazer, C Gaffney, F Gardon, N Gareeb, P Gehi, D George, A Gerig, A Geyer, D Gillmor, E Gilmore, T Gleason, S Goldin-Perschbacher, A Gratiot, J Greenwald, M Griffin, A Grossman, R Gupta, A Haber, D Hagner, K L Hanson, C Hanssmann, M Hawkins, A Hegarty, M Heiner, W Hembree, G Hendricks, I Henry, J Hoffman, J Hollar, M Holota, C. S Horton, Housing Works, A Humm, R –Y Hwang, D Irons, M Iwata, K Jerman, K Johnson, T Jones, T.J. Jourian, B Joyce, L Karchmer, M Kay, J Keady, H Keenan, D Kelley, N Kief, M King, M Kleinberg Neimark & A Solomon, A Kolar, T Kraft-Stolar, M Krayenhoff, A Kronley, P Kruza, I Kwock, G K Laris, L Lauren, M Lennon, Z Leonard, D Levinsohn, E Lin, K Llanes, G Lobban, M Long, M Lugones, M Lyons, R Mattson, T McCafferty, M McFee, D McGee, V C McGuire, S Meckler, MelsenInk, S Miller, M Mitchell-Brody, R Montague, C Moss, M Motel, U Mueller, A Mukherjea, B Mullhaupt, B & JNepon, E Nepon, R Newman, F Nguyen, L Odynocki, L Osman, V Overton, A Palmer, M Petruzzi, E Phillips, M Phillips, C Picker, J Pidot, K Poor, M Porta, R Pryor, N Qurashi, J Raisler Cohn, C Ratliff, P Raube, A Ray, Sir Real, C & D Redfield, D Resnick, J Richards, E Rivera Colon, S Rosin, C Ross, D Roth, M Rothstein, J Roumeliotis, L Rubin, A Sadao, R Sanahan, S Sanematsu, M Scales, D Schaffer, K Schaffer, B Schroeder, M Schulte, H Shafigullah, R Shanahan, E Shebar, J Shen, S Sivesind, B Slutzky, T Smillie, M Smith, D Spade, K & R Spade, J Spector, M Spirito, J Stafford-Hill, S Stapel, R Steiger-Meister, A L Steiner, M Stevens, C Strangio, L Strock, C Suzuki, M Swirsky, J Tanzer, H Tauber, R Teeters, P Teitelbaum, I Ten Cate, J Tennant, E Thompson, J Toy, J Underwood, J Waddill, J Walworth, M Warner & S Hendrix, D Weinstein, E Weinstein, J Weiss, J Weiss-Berman, S Wess, B Weston, R Wicker, B Widom, A Wise, R Wofsy

SPECIAL GIFTS

In honor of: Iris & Girija Brilliant, Eric, Lisa, Sam, & Max Davis, Herbert Davis, Chloe Dzubilo, Laboni Hoq & Ahilan Arulanantham, Alesdair Henry D. Ittelson, Julie Johnson, Steven Keith and Roscoe Betsill, Isaac Kwock, Donna Pinto & Anna Moody, Jean Howard Moses, Bob & Louise Motel, Emily Nepon, Rose Pink, RBR aka AD, Stefanie Rivera, Benjamin Stallman

In memory of: Spencer Barnett, Samantha Jane Dorsett, Mia

FOUNDATION SUPPORT FY 2009 (JULY 08-JUNE 09)

Thank you to the foundations that support our work: Arcus Foundation, Astraea Lesbian Foundation for Justice, The Calamus Foundation, Gill Foundation, Kicking Assets Fund of Tides Foundation, The Miller-Wehrle Family Foundation, The New Prospect Foundation, The New York Women's Foundation, Open Society Institute, Paul Rapoport Foundation, Queer Youth Fund of the Liberty Hill Foundation, The Rainbow Endowment, Stonewall Community Foundation, and the Union Square Awards, a project of the Tides Center.

SRLP COLLECTIVE MEMBERS 2008-2009 Gabriel Arkles Jorge Irizarry-Vizcarrondo Elana Redfield Iulienne Brown Isaac Kwock Stefanie Rivera Naomi Clark Mickey Lambert Franklin Romeo Félix E. Gardón Daniel McGee Dean Spade Pooia Gehi **Emily Nepon** Alisha Williams Catherine Granum Rachel Peters Qadir Gael Guevara Nadia Qurashi

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