

FAIRNESS *in* Philanthropy



**Leveling the Playing
Field for Our
LGBTQ Neighbors:**

*A Resource Guide
for Funders in
Minnesota*

**A Report by Trina C. Olson and
Margaret Adamek**

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for Our LGBTQ Neighbors:
*A Resource Guide for
Funders in Minnesota*

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- 3 About the *BEtter OUTcomes Initiative*
- 4 Call to Action
- 5 It's Time: Why Minnesota? Why Now?
- 6 Everyday Life for LGBTQ Americans
- 7 When Access to Opportunity is Eclipsed by Policy Backlash
- 8 The Importance of Both/And: Diversity, Equity, and Inclusion in Grantmaking
- 9 Poverty & LGBTQ People
- 10 Addressing Disproportionate Homelessness
- 11 Mental & Physical Health Continue to be Major Concerns for LGBTQ Minnesotans
- 13 Safety
- 14 If we are in, how does it work? JOIN!
- 15 An Instrument: Committing to Skillful, Sensitive Grantmaking:
The Appropriate Standard for LGBTQ-Inclusive Philanthropy
- 17 How to Help
- 20 Commit to Funding
- 21 Clear Commitment Can Help Level the Playing Field for LGBTQ Minnesotans
- 22 Partnerships: Allies in Inspiring Places
- 23 A Philanthropic Response to a Civic Disaster
- 24 Estamos Contigo: We're With You!
- 25 Glossary of LGBTQ Terms
- 27 Endnotes
- 29 Acknowledgements

Dear Colleagues,

It's time.

Philanthropy has always played a pivotal role in the advancement of civil rights and social justice. Foundations understand what affects one part of our community affects us all.

As a sector, grantmakers have invested in innovations to improve services that benefit communities and increased the flow of opportunity through social institutions designed to meet public needs, including lesbian, gay, bisexual, transgender, and queer (LGBTQ) people.

Strategic, long-term investments by funders are needed to ensure LGBTQ people can thrive, just as other communities do.

In recent years, the philanthropic sector in the upper Midwest provided much-needed support to advance policy wins for the LGBTQ community. Yet there is more work to do.

Evidence shows that LGBTQ people don't have a level playing field when it comes to educational outcomes, access to culturally sensitive healthcare, employment and income, and other critical social indicators. Our LGBTQ community members are struggling because they are not given a fair chance to do well.

Members of the Minnesota Council on Foundations, led by PFund Foundation, are embarking on a new initiative to collaborate with philanthropic partners throughout Minnesota, exploring potential opportunities for investing in solutions to serious issues that LGBTQ Minnesotans still face, by working together to level the playing field for all members of our community. This effort will bond our communities together and strengthen opportunity and access for all.

We need your help to work together to ensure that LGBTQ people enjoy equal access to opportunity and well-being as all members of our community.

The Inaugural *BEtter OUTcomes Initiative* co-chairs,



Sam Blackwell



Anil Hurkadli



Trina C. Olson



Alfonso Wenker



Investing in **bold** leaders &
thriving LGBTQ communities

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The *BETter OUTcomes Initiative* fosters awareness and commitment among Minnesota funders to ensure adequate, sustainable funding and skillful, sensitive grantmaking for solutions to serious issues faced by lesbian, gay, bisexual, transgender, and queer Minnesotans. With generous support from numerous funders across our philanthropic sector, *BETter OUTcomes* seeks to:

- » Foster skillful, sensitive grantmaking that is responsive to and knowledgeable about the unique challenges faced by LGBTQ community members.
- » Garner sustained, adequate support for LGBTQ members of our communities, increasing the flow of opportunity through social institutions designed to meet their needs.

What are the components of the *BETter OUTcomes Initiative*?

Learning – Understanding Opportunities and Challenges

The *BETter OUTcomes* team has undertaken a comprehensive review of existing data about the state of funding and quality of life for LGBTQ Minnesotans and consulted with national experts in philanthropy and LGBTQ issues and communities.

Listening – Hearing from Our Community

We have conducted focus groups and interviews with funders, as well as leaders representing LGBTQ-serving organizations and initiatives to learn about their perspectives and needs.

Building Capacity – Convening Learning Communities of Practice

We offer a powerful, five-session Learning Community of Practice for funders, who send teams of trustees, executive leadership, and staff from their organizations. This multi-month learning experience also includes one-on-one coaching. Designed to deepen awareness, cultivate skills, and build commitment, the *BETter OUTcomes Learning Community of Practice* is a comprehensive opportunity to foster skill and sensitivity among grantmakers in support of LGBTQ-inclusive grantmaking.

Connecting – Reaching Out to Funders

We engage funders across philanthropy to encourage their involvement and support of the *BETter OUTcomes Initiative* and sustained, skilled engagement with and funding for LGBTQ-related initiatives and organizations.

Want to learn more?

Join the Learning Community of Practice!

<http://boi.pfundfoundation.org>

Give. More. Consistently. Here.

Call to Action

The *BETter OUTcomes Initiative* asks funders to do four, simple things:

GIVE:

Be sure each year that your foundation has made a commitment to supporting LGBTQ-focused initiatives or organizations. There are numerous opportunities that are a good fit with a variety of funder priorities including poverty, housing, education, healthcare, safety, the arts, civil rights, and more.

MORE:

On an annual basis, make sure your foundation is investing at least the national standard percentage for LGBTQ-focused funding.

CONSISTENTLY:

Sustained funding is critical to ensure that LGBTQ people have equal access to opportunity and well-being as all members of our community. Organizations and initiatives that work to create this access to opportunity need a predictable base of support to do important work.

HERE:

Nearly half of all funding in 2015 for LGBTQ-focused efforts made by Minnesota-based foundations left the state. That means that most LGBTQ-focused initiatives and local organizations have very limited access to resources to support their work.¹

“There is a continued need for a bold philanthropic response to what can only be seen as a concerted effort to roll back our progress towards equality for LGBTQ people.”

BEN FRANCISCO MAULBECK

President of Funders for LGBTQ Issues

“Unfortunately, the small community of LGBTQ grantmakers just doesn’t have the resources to respond to attacks on this scale on so many fronts. We need new funders and allies to join us in supporting the struggle for equality and justice.”ⁱⁱ

Whether you are a trustee, executive, program officer, or other philanthropic professional, leaders in foundations across Minnesota are investing in *BETter OUTcomes* as a solution to serious issues that LGBTQ Minnesotans still face, by working together to level the playing field for all members of our community.



It's Time: Why Minnesota? Why Now?

In Minnesota, philanthropy has always played a pivotal role in the advancement of civil rights and social justice. Foundations understand what affects one part of our community affects us all. In recent years, the philanthropic sector in the upper Midwest provided much-needed support to advance policy wins for the LGBTQ community.

Yet more work lies ahead.

Evidence shows that LGBTQ Minnesotans do not have a level playing field when it comes to education outcomes, access to culturally-sensitive healthcare, employment and income, and other critical social indicators.

When it comes to adequate, sustained philanthropic support for LGBTQ-focused initiatives and organizations, the upper Midwest lags behind its counterparts across the nation.ⁱⁱⁱ

• Despite Minnesota having a long history of generous overall grantmaking, when it comes to LGBTQ issues there are zero Midwest funders in either the list of "Top 20 Funders of LGBTQ Issues by Dollar Amount" or "Top 10 Funders of LGBTQ Issues by Number of Grants."^{iv}

• As of 2015, the **Midwest is now last** in the country when it comes to a critical measurement. "The GDQ (grant dollars per queer) analyzes the total local and statewide LGBTQ grant dollars awarded per state or region divided by the estimated number of adults in said state or region who identify as lesbian, gay, bisexual, transgender or queer. The goal of the GDQ is to assess the level of funding for each state relative to its population."^v

GDQ by Region	
Region	2015
Pacific	\$9.47
Northeast	\$8.94
South	\$5.42
Mountain	\$5.22
MIDWEST	\$4.66

*The Midwest's philanthropic sector is investing less than half what the Pacific's philanthropic sector is investing in their own LGBTQ communities.^{vi}

• Comparing one year of LGBTQ-focused funding to the next, what is most notable in Minnesota is extreme volatility. Local LGBTQ organizations cannot count on local foundations. That means there often are not enough resources to keep lights on, doors open, and a core staff at many organizations.

• For decades, LGBTQ community leaders have been driving important projects, groups, and organizations; however, 61% of LGBTQ-focused grantmaking in 2015 went to organizations that are not led by the LGBTQ communities they are attempting to serve.^{vii}

"The U.S. Census is essential. It is key to ensuring fair representation and allocation of resources, and access to complete and reliable data to support community engagement, planning, and economic development."^{ix}

BOB TRACY

Minnesota Council on Foundations

Everyday Life for LGBTQ Americans: Better, yet worse. Same, yet different.

There is a pervasive and problematic myth that life is getting steadily better in all respects for LGBTQ Americans. While it is true that hard fought changes have resulted in progress for LGBTQ people, not everything is getting better, and it is certainly not getting better for all facets of the LGBTQ community.

Recent legal and policy progress is due in large part to strategic funding collaborations. For example, the Civil Marriage Collaborative, a Proteus Fund Initiative, came together in 2004 and worked tirelessly over 11 years, investing \$153,000,000 in order to achieve the ultimate goal of federal marriage equality by 2015.^x

On the other hand, many states have considered legislation such as so-called "bathroom bills" that aim to prevent transgender and gender non-conforming people from participating in public life and meeting basic biological needs. Additionally, recent statistics point to an increase in hate violence against LGBTQ people, including both attacks against individuals as well as the mass shooting targeting LGBTQ Latinx^{xi} community members at the Pulse Nightclub in the summer of 2016.^{xii}

Sadly, in May of 2017, the Center for American Progress released new evidence demonstrating that "LGBT [sic] people across the country continued to experience pervasive discrimination that negatively impacts all aspects of their lives."^{xiii}

The rise of social media has also given anti-LGBTQ sentiments new and damaging outlets. A study from the Gay Lesbian Straight Education Network (GLSEN) revealed that LGBTQ youth were nearly three times as likely to have been a victim of cyber-bullying as their non-LGBTQ peers.^{xiv}

What does that mean for our communities? One in five LGBTQ adults in this country live in the Midwest, and they live in virtually every county in the region.^{xv} That means that all communities include LGBTQ people. In these communities, LGBTQ people do not have a level playing field when it comes to safety, poverty, health, education, and employment.

Our LGBTQ community members are struggling, because they are not given a fair chance to do well. In fact, on all major social indicators—from education to safety to housing to employment to income to health and more—LGBTQ people fall far behind their straight counterparts. The disparities are real and concerning; they require our sustained, thoughtful attention and investments.

We acknowledge that we have not addressed, explored or named every facet, aspect, or identity in our broad LGBTQ community. It is our deepest hope that—together—we can learn, grow, and invest in one another so we all have a fair chance to thrive.

"Queer people are **all** people. There is no kind of person we are not. We are every race, every gender, we are every class background. We are undocumented, documented. We are able, we are disabled ... We are all of those identities."



M ADAMS
Co-Director, Freedom, Inc.



DID YOU KNOW? LGBTQ people are **not** tracked in the decennial census?^{viii}



When Access to Opportunity is Eclipsed by Policy Backlash

Since achieving federal marriage equality in 2015, the LGBTQ community has experienced relentless backlash.

In 2016 alone, the Human Rights Campaign^{xvii} tracked more than 200 pieces of anti-LGBTQ legislation.

These attacks on LGBTQ people at the local, state, and federal levels have mostly assumed two guises: bills restricting the use of restrooms and other facilities by transgender people, and bills allowing discrimination against LGBTQ people on the basis of religious beliefs.

At the federal level, the current administration has taken actions that signal support of these discriminatory

state measures, including the rescinding of protections allowing transgender students to use the bathrooms of their choice and the signing of an executive order directing the Attorney General to support and defend state "religious freedom" laws that discriminate against LGBTQ people.

Federal anti-discrimination protections were then further undercut by the Attorney General's subsequent directive to agencies to do as much as possible to accommodate those who claim their religious freedoms are being violated.

Spotlight on Some Organizations in the upper Midwest Working to Educate and Build LGBTQ Capacity:

- **Bisexual Organizing Project**
<http://www.bisexualorganizingproject.org>
- **Black Hills Center for Equality**
<https://www.bhcfce.org>
- **Black Lives Matter-Minneapolis**
<https://www.facebook.com/blacklivesmatterminneapolis>
- **Dakota OutRight**
<http://dakotaoutright.org>
- **Equality South Dakota**
<http://eqsd.org>
- **Fair Wisconsin**
<http://fairwisconsin.com>
- **Freedom Inc.**
<https://freedom-inc.org>
- **Gender Justice**
<http://www.genderjustice.us>
- **Iowa Safe Schools**
<http://www.iowasafeschools.org>
- **Minnesota Two-Spirit Society**
<https://mn2ss.wordpress.com>
- **Navigate MN**
<http://www.navigatemn.org>
- **OutFront Minnesota**
<https://www.outfront.org>
- **One Iowa**
<https://oneiowa.org>
- **Quorum**
<http://www.twincitiesquorum.com>
- **Queer South Dakota**
<https://www.queersd.org>
- **TransAction South Dakota**
<https://www.transactionsd.org>

*We recognize that we have not shared an exhaustive list of all upper Midwest LGBTQ resources, organizations, projects or groups. Continue to check back at boipfundfoundation.org and to engage with BEtter OUTcomes to find opportunities to level the playing field for LGBTQ people in the upper Midwest.

The Importance of Both/And: Diversity, Equity, and Inclusion in Grantmaking



Minnesota's philanthropic community is explicitly talking about—and, in some cases, committing to—the value of adopting diversity, equity, and inclusion as priorities for grantmaking, and undertaking the necessary analyses to do so in a rigorous and thoughtful way. As funders, we believe this awareness can aid our efforts to address disparities and reach populations that have been systemically pushed to the margins. This presents a natural opportunity to broaden the conversation to include the impact of gender identity and sexuality within the issue areas and in the places that local foundations are committed to funding.

As the philanthropic sector commits to promoting diversity, equity, and inclusion, we recognize the impact of history and the role that racial inequality has had on the distribution and accumulation of wealth in the United States. And we fully support committing resources to close the gaps created by institutional racism. We also firmly believe that a commitment to diversity, equity, and inclusion is not a zero-sum scenario. Practicing LGBTQ-inclusive grantmaking is a part of our work as funders to level the playing field for those communities who have not had the same access to opportunity.

In fact, there are strong intersections between a funding agenda that includes the concerns of LGBTQ people and people of color. Funders for LGBTQ Issues reports, "Thirty-nine percent of LGBTQ adults identify as people of color, including 15 percent who identify as Latinx, 11 percent as Black, two percent as Asian Pacific Islander, and one percent as Native American. This is more diverse than the overall U.S. adult population, which is 65 percent white."^{xviii}

Learning about how to reach and fund LGBTQ-focused work has added benefits beyond just learning more about the impacts of gender identity and sexual orientation on the lived experiences of our friends and neighbors. We believe that when you learn about the experiences and histories of LGBTQ members of our communities, our perspectives are broadened in irreversible ways. Once you learn good questions to ask to create more inclusive practices, workplaces, and environments overall, you realize those questions can be applied to any number of other groups, resulting in a vantage point and strategy that is more likely to reach the full community you are working to serve.



“Whether foundations are place-based, tactically-focused, or issue-driven, because LGBTQ people live everywhere and are a part of every community, LGBTQ people are impacted directly by grantmakers. *The BEtter OUTcomes Initiative* is an invitation to learn about how what you do intersects with who you serve. We would love for LGBTQ-inclusive grantmaking to become the new norm in Minnesota.”

TRINA C. OLSON
BEtter OUTcomes Initiative
Co-Chair

Poverty & LGBTQ People

“The LGBTQ[sic] community has made huge political strides over the past decade, but in economic matters they still lag far behind the rest of the country.”^{xix} If you are funding areas that touch on jobs, housing, or food you’ll want to know this information.

Evidence shows that due to pervasive discrimination at every level (school, housing, healthcare, jobs), LGBTQ people are actually more likely to be poor than straight Americans.

Jobs & Income

“Although sexual orientation and gender identity have no relationship to workplace performance, during the past four decades a large body of research using a variety of methodologies has consistently documented high levels of discrimination against lesbians, gay men, bisexuals and transgender (LGBT) people at work.”^{xx}

The Movement Advancement Project, designed to provide independent and rigorous research, insight, and analysis, published a series of reports called, “Paying an Unfair Price: The Financial Penalty for Being LGBTQ[sic] in America.”^{xxi} Findings from this series include:

- “LGBT[sic] Americans are more likely than non-LGBT[sic] Americans to be poor, even though individuals in same-sex couples are more likely to be in the labor force than individuals in opposite-sex couples. And among those at greatest financial risk from these laws: LGBTQ [sic] people with children, LGBTQ [sic] people of color, LGBTQ [sic] older adults, and LGBTQ [sic] people living in states with low levels of equality.”^{xxii}
- LGBTQ people of color are unemployed at higher rates: 8% unemployment rate for the general population vs. 11% for API LGBTQ[sic] adults, 14% for Latinx LGBTQ[sic] adults, 15% for African American LGBTQ[sic] adults.^{xxiii}
- “LGBT[sic] women struggle to find and keep good jobs. LGBTQ[sic] women face discrimination when looking for work and while on the job. The result is lower pay and fewer opportunities to advance. Workplaces also may be unwelcoming, hostile, or even physically unsafe. Transgender women face added challenges because they often cannot obtain accurate identity documents necessary for work.”^{xxiv}

- “Same-sex couples living in rural areas are twice as likely to live in poverty as their same-sex counterparts living in metropolitan areas.”^{xxv}

Being Transgender

“Transgender individuals are twice as likely to be unemployed as the general population, and those who have lost their jobs due to bias are six times more likely to be living in extreme poverty than the national average.”

Twenty-six percent of trans people lost a job due to bias, 50% were harassed on the job, 20% were evicted or denied housing, and 78% of trans students were harassed or assaulted.^{xxvi}

- In the past year, 26% of transgender Minnesotans who held or applied for a job during that year reported being fired, being denied a promotion, or not being hired for a job they applied for because of their gender identity or expression.^{xxvii}

Being a Trans Person of Color: Gender and Race

“Transphobia that results in discrimination is exacerbated when the trans person is a person of color and also faces compounding racism. Trans people of color face higher rates of discrimination.”^{xxviii}

“Contrary to popular stereotypes, LGBTQ[sic] workers are more racially diverse than the general population, making it critical to address the unique obstacles they face,” said Sharon Lettman-Hicks, executive director and CEO of the National Black Justice Coalition. “Bias and prejudice based on race, sexual orientation, and gender identity/expression intersect to the detriment of LGBTQ[sic] workers of color.”^{xxix}

DID YOU KNOW?

Lesbian, gay, bisexual and questioning students living in Minnesota are **more likely to be food insecure than their straight peers**. The Minnesota Student Survey shows that LGBTQ students were three times as likely to skip a meal because their family could not afford to buy food.^{xxx}

Addressing Disproportionate Homelessness

Thirty-two percent of respondents to the 2016 Voices of Health Survey of LGBTQ Health in Minnesota reported they experienced homelessness at least one time in the lifetime.^{xxxii}

Race was related to experiencing homelessness. 29% of white LGBTQ respondents have been homeless, compared to 48.9% of LGBTQ people of color.

Experiencing homelessness was not unique to urban respondents; in fact, 33.1% of LGBTQ respondents in rural areas have experienced homelessness, compared to 29.6% of urban LGBTQ respondents.^{xxxiii}

A staggering 40 percent of homeless youth are LGBTQ. Nearly all homeless youth service providers in the U.S. now serve LGBTQ youth. Family rejection was the most cited factor contributing to LGBTQ youth homelessness.^{xxxiv}

A Case Study in Minnesota Funding to Address LGBTQ Youth Homelessness: The Arise Project – Greater Twin Cities United Way^{xxxv}

The United Way Arise Project was established in 2010 to bring caring professionals together to support the lives of LGBTQ homeless youth. By 2017, “Arise has raised nearly \$1 million for local programs that help LGBTQ homeless youth feel safe and on a path to thrive.

- An estimated 2,500 youth are without shelter on any given night in Minnesota. (Wilder Research)
- One out of every five homeless young people identify as LGBT. (National Coalition for Homelessness)
- In Minnesota, there are only 93 shelter beds available for youth, and only two specifically allocated for LGBTQ homeless youth.

Arise Project partners are working on innovative ways to support LGBTQ homeless youth. Grants support case management services, safe living accommodations, expanded outreach and service areas, improved technology and training for service providers.”

A Snapshot of their investments to date include Arise Project’s 2015-2017 Grantees:

- Avenues for Homeless Youth
- Bridge for Youth
- Face to Face
- Hope for Youth
- Oasis for Youth
- YouthLink

“As Minnesotans, we pride ourselves on being a progressive, forward-thinking, compassionate community. Yet our state invests about one-fifth of what other states spend on LGBTQ youth issues. Solving youth homelessness isn’t easy – but it starts with people like you and me to serve as a voice for the voiceless!”^{xxxvi}

SASHA ANDREEV

Arise Project “Givenator”

*Spotlight on LGBTQ Organizations and Projects Focused on Housing:

- **Hope House of St. Croix Valley** <http://www.hopehousescv.org>
- **Spirit on Lake** <http://spiritonlake.org>
- **Clare Housing** <http://www.clarehousing.org>
- **GLBT Host Homes Program** <http://avenuesforyouth.org/glb-host-home-program>



Mental & Physical Health Continue to be Major Concerns for LGBTQ Minnesotans

In October of 2016 the National Institute on Minority Health and Health Disparities, a project of the U.S. Department of Health and Human Services, formally designated sexual and gender minorities a health disparity population. “Mounting evidence indicates that as SGM populations have less access to health care and higher burdens of certain diseases, such as depression, cancer, and HIV/AIDS. But the extent and causes of health disparities are not fully understood, and research on how to close these gaps is lacking.”^{xxxvii}

Pervasive discrimination and unfair treatment across the lifespan has led to a variety of very serious health disparities.

• Sixty-one percent of LGBQ adults in Minnesota reported being diagnosed with depression. (compared to 18% of all Minnesotans who have ever reported being diagnosed)^{xxxviii}

• Seventy-four percent of bisexual female students in Minnesota report feeling significantly depressed in the last year.^{xxxix}

• Over 50% of gay and bisexual male students in Minnesota report feeling significant depression, which is more than twice the rate of straight males.^{xl}

• Gay and lesbian students in Minnesota are four times more likely to struggle with drug and alcohol addiction and undergo treatment.^{xli}

• LGBQ youth are two to four times as likely to report having considered suicide in the last year.^{xlii} Forty percent of transgender respondents have reported attempting suicide at some point in their lives.^{xliii}

“Findings from the GLSEN 2015 National School Climate Survey demonstrate that Minnesota schools were not safe for most lesbian, gay, bisexual, transgender, and queer (LGBTQ) secondary school students.”^{xliv} “Minnesota LGBQ students experience their school environment in a very different way than their heterosexual counterparts – particularly in regard to their perception to fairness, positive connection to teacher and staff, bullying, and harassment.”^{xlv}

• Fourteen to 22 percent of LGBQ students felt unsafe at school, compared to only six percent of straight people.

• LGBQ students reported lower grades and educational aspirations than their straight peers.

• LGBQ students experienced sexual harassment, mean rumors or lies, social isolation, and cyberbullying at alarmingly high rates compared to their straight peers.

• Only 15% of Minnesota students attend a school with a comprehensive anti-bullying/harassment policy that included specific protections based on sexual orientation and gender identity/expression.^{xlvi}

“We’re all too aware of the educational opportunity gaps that exist across racial and class lines in this country, and those gaps widen significantly when layering in a student’s sexual orientation and/or gender identity. For LGBTQ students, school can be a very dangerous place.”

ANIL HURKADLI

Thrivent Foundation

“Teachers, principals, and support staff can make a difference, but an overwhelming majority are not equipped with the unique training or ongoing support necessary to keep our LGBTQ students safe from harm and free to learn. If we have a shared commitment to educating every student without exception, we need to advocate for change in every aspect of our educational system: teacher preparation and hiring, ongoing professional development and support within the school building, policy solutions that increase workplace protections for LGBTQ teachers and staff, and updated curriculum standards that shine a light on the richness of our LGBTQ students.”

Spotlight on Some Minnesota LGBTQ Health & Arts Organizations:

- **20% Theatre Company**
<http://www.tctwentypercent.org>
- **African American AIDS Task Force**
<http://www.aaatf.org>
- **Aliveness Project**
<http://aliveness.org>
- **Calliope Women’s Chorus**
<https://calliopewomenschorus.org>
- **Family Tree Clinic**
<https://www.familytreeclinic.org>
- **Intermedia Arts**
<https://www.intermediaarts.org>
- **Little Brothers Friends of the Elderly**
<https://www.littlebrothersmn.org>
- **Minnesota AIDS Project**
<https://www.mnaidsproject.org>
- **Minnesota Freedom Band**
<http://www.mnfreedomband.org>
- **Minnesota Philharmonic Orchestra**
<https://www.mnphil.org>
- **Minnesota Transgender Health Coalition**
<http://www.mntranshealth.org>
- **One Heartland**
<http://www.oneheartland.org>
- **One Voice Mixed Chorus**
<http://www.onevoicemn.org>
- **Out & Sober Minnesota**
<http://www.outandsoberminnesota.org>
- **Pangea World Theater**
<http://www.pangeaworldtheater.org>
- **Patrick’s Cabaret**
<http://www.patrickscabaret.org>
- **Proud Theater**
<http://proudtheater.org>
- **Rainbow Health Initiative**
<http://www.rainbowhealth.org>
- **Rare Productions**
<https://www.facebook.com/RAREARTQTPOC>
- **RECLAIM!**
<https://reclaim.care>
- **Red Ribbon Ride**
<http://www.redribbonride.org>
- **Rural AIDS Action Network**
<https://raan.org>
- **Theater Latté Da**
<http://www.latteda.org>
- **Training to Serve**
<http://www.trainingtoserve.org>
- **Twin Cities Gay Men’s Chorus**
<http://tcgmc.org>
- **Twin Cities Girls’ Choir**
<http://www.twincitiesgirlschoir.org>
- **Twin Cities Women’s Choir**
<http://www.twincitieswomenschoir.org>

Spotlight on Some LGBTQ Education/Youth Organizations:

- **Family Partnership** <http://www.thefamilypartnership.org>
- **Iowa Safe Schools** <http://www.iowasafeschools.org>
- **Lutheran Social Service of Minnesota—Together for Youth**
<http://www.lssmn.org/youth/duluth/together-for-youth>
- **Out4Good** <http://osfce.mpls.k12.mn.us/out4good>

Safety

In public and in private, LGBTQ individuals experience bullying, harassment and violence at disproportionate rates, impacting all aspects of their lives.



Home
“[Minnesota’s] Lesbian, gay, and bisexual youth were 3 to 9 times more likely to report being verbally abused than straight youth.”^{xlvii}



School
“[Minnesota’s] LGBQ students were 1.5 to 2 times more likely to report being physically assaulted one or more times during the past 30 days than straight students. Compared to straight students, LGBQ students were 2 to 5 times more likely to report physical assault on a daily basis.”^{xlviii}



Jobs
“78% of transgender and gender nonconforming employees experience some form of harassment, mistreatment or discrimination on the job.”^{xlix}



Systems
LGBTQ people experience damaging encounters with a variety of systemic institutions that govern both behavior and law in the U.S.



Criminal Justice System: Disproportionate Arrest and Harsh Sentencing

“Lesbian, bisexual, transgender and gender non-conforming girls account for up to 40 percent of girls in the criminal justice system. On average, the sentence given to LGBTQ individuals is more than 3 times that given straight counterparts.”^l LGBTQ prisoners are “6 times more likely to be sexually assaulted than the general prison population.”^{li}



Immigration: Especially Dangerous

Being gay is still considered illegal in over 70 countries around the world. For that reason, changes to the U.S. immigration process and systems can have life-altering impacts on LGBTQ asylum seekers, binational couples and detainees.

“LGBTQ immigrants in the United States encounter unique obstacles to securing protection and safety, particularly when caught up in the immigration enforcement and detention systems. One in four substantiated incidents of sexual abuse in immigration detention involved a transgender individual ... Further, LGBTQ immigrants pursuing claims to protection that are related to their sexual orientation or gender identity often face discriminatory attitudes in the immigration court system that lead to denials of immigration protection and longer periods of detention.”^{liii}



Healthcare: Barriers to Care

“5.18% [Minnesotans] reported a provider refusing to treat them because they are LGBTQ. 18.53% [Minnesotans] reported postponing or not getting needed medical care when injured or sick because of disrespect or discrimination from healthcare providers. 19.9% [Minnesotans] reported postponing or not getting checkups or other preventative medical care because of disrespect or discrimination from doctors or other healthcare providers.”^{liiii}

If we are in, how does it work? JOIN!

BETter OUTcomes has many opportunities to learn alongside your peers, as well as work with experts who are knowledgeable about the intersection of LGBTQ-inclusive philanthropy. Check out the opportunities to join the Initiative below:

LEARN: LGBTQ-Inclusive grantmaking requires a base of knowledge. Explore connections between your grantmaking strategy, funder priorities, the areas and people you serve and the intersections with LGBTQ people and issues.

There are multiple opportunities for learning through the BETter OUTcomes Initiative:



a. Participate in the BETter OUTcomes Learning Community of Practice:

A cohort learning experience comprised of a series of half-day, interactive sessions (all participants will get certificates of completion). Check the BETter OUTcomes calendar to learn more, see when the next sessions are scheduled, and to sign up!
<http://boi.pfundfoundation.org>



b. Work with a BETter OUTcomes LGBTQ-Inclusion Coach:

Get tailored technical assistance and support through 1-on-1 coaching sessions to take advantage of opportunities and work through barriers to LGBTQ-inclusive philanthropy that you are facing. Connect with a coach by emailing:
betteroutcomes@pfundfoundation.org.



c. Attend, Host or Co-Sponsor a BETter OUTcomes Forum:

Enjoy opportunities to learn more about a particular LGBTQ issue (ex. education, jobs, immigration), place (ex. rural Minnesota), or identity (ex. LGBTQ people of color, transgender community members, LGBTQ older adults).

Forums can be a number of different formats (lunch & learn, briefing, panel, Q&A, presentation). BETter OUTcomes leadership will work with you directly to plan a forum that is sure to inspire and catalyze your colleagues.



d. Become a member of Minnesota’s LGBTQ Funders Working Group:

This group meets quarterly to learn about how the needs of our LGBTQ neighbors intersect with funding opportunities. This group is chaired by PFund Foundation and coordinated by the Minnesota Council on Foundations (MCF).^{liv}

If you are already a dues-paying member of MCF, it is FREE to join!

<https://mcf.org/events/upcoming>

Committing to Skillful, Sensitive Grantmaking: The Appropriate Standards for LGBTQ-Inclusive Philanthropy

The Appropriate Standards for LGBTQ-Inclusive Philanthropy are a means to guide the promotion, consideration, and award of grant funding. You can use the below assessment tool to guide your organization's approaches and practices to ensure skillful, sensitive grantmaking with respect to LGBTQ-focused initiatives and organizations.



Each phase of your grantmaking process contains opportunities to engage in skillful, sensitive, LGBTQ-inclusive grantmaking. Check one box next to each phase of grantmaking, indicating the developmental phase that best describes your organization's CURRENT practices.

Approach to Grantmaking	Not Yet	Rarely	Sometimes	Consistently
Strategy Development – Do you consider LGBTQ connections to the issues, places, and people in which, you consider investing?				
Application Format – Do you track LGBTQ identity in a survey, asking open-ended questions so people can identify as LGBTQ or organizations can self-identify as LGBTQ-focused?				
Applicant Recruitment – Do you have relationships to LGBTQ people, and LGBTQ-focused channels and organizations to publicize funding opportunities?				
Application Review – Do you always ensure that there are at least some LGBTQ applicants in each applicant pool?				
Site Visit – Are your program officers equipped with the context and knowledge they need to understand LGBTQ-focused projects and/or organizations?				
Selection – Is there informed, rigorous discussion about LGBTQ proposals and their intended impacts during the proposal review process?				
Reporting – Are you explicit about your willingness to fund and funding practices with respect to LGBTQ people, projects and organizations?				
Evaluation – Is the context of LGBTQ-focused efforts considered?				

Appropriate Standards for LGBTQ-Inclusive Philanthropy

Organizational culture plays an important role in fostering skillful, sensitive grantmaking and an inclusive workplace. Use the below tool to assess the extent to which your organization has the readiness needed to engage skillfully in LGBTQ-focused philanthropy. Professionals in philanthropy work hard to learn about the communities they are working to serve. There is an adage, “no conversation about us, without us.” Whether you use a community review process for grant making decisions or there are in-house staff charged with making major decisions, it is important to assess whether or not there is the appropriate level of expertise available to consider grant applications, conduct site visits, and make funding choices.

Question	Not sure	We used to	We do now	We don't now
Do you currently have LGBTQ staff?				
Do you currently have LGBTQ trustees?				
Are LGBTQ people decision-makers for grants?				

Appropriate Standards Addressing Barriers Faced by LGBTQ People and Organizations

LGBTQ people are disproportionately poor, and many of our most important organizations are in transitional, emerging and fragile stages given decades of underfunding. In order to fund at the margins, we recognize it is important to revisit previously thought of “best practices” to determine if and where there is room for increased understanding and flexibility so that we, as grantmakers, can support the communities impacted by our work.

How do you think about accessibility to address financial disparities that very likely influence LGBTQ applicants and potential grantees?

Can applicants apply orally – over the phone or through a recorded message?

What are the minimum financial thresholds, if any?





How to Help

Given my role how can I help? Based on your vantage point, connection to philanthropy, and your field of expertise, below are some direct ways you can work towards LGBTQ inclusion.

Foundation Trustee

If you are a **Trustee** of a foundation, you can and should:

» Review internal policies and grantmaking strategy documents annually with an eye toward *who* from the communities you are serving are being explicitly counted. Rather than making assumptions, it is important to know who we are (and may not be) reaching with our grantmaking. Through our hiring practices, our community engagement and our grantmaking, are we proactively tracking demographic factors that are meaningful to our strategy?

• **For example, purposefully tracking: race, ethnicity, gender-identity, age, disability, sexual-orientation is the only way to know, for sure, that you are**

reaching an inclusive cross-section of the communities you are trying to serve. If you would like sample demographic questions, we'd be happy to share.

» Develop goals and measure movement towards those goals. Set incremental benchmarks so you and your team can practice one new element of inclusion at a time. If you would like help developing your goals and LGBTQ inclusion metrics—reach out, we'd love to help!

» Dialogue with key staff to understand how identity (for example race, disability, gender) fits into issue and place-based funding priorities.

“As a lesbian member of a foundation board of trustees in rural Minnesota, I am always grateful when my board colleagues ask questions and advocate for proposals that explicitly include the LGBTQ community. I’m not sure that straight allies know how meaningful it is when they support us – it’s wonderful!”

KANDACE CREEL FALCÓN

Blandin Foundation Trustee

Foundation Executive

If you are an **Executive** directing a program area or your foundation as a whole, you can and should:

» Select a staff person or staff people to take the lead on ensuring that your foundation meets the Appropriate Standards for LGBTQ-Inclusive Philanthropy. Who will your inclusion taskforce include?

» Allocate staff time and resources toward engaging in learning through the BEtter OUTcomes Initiative. Allow and/or assign staff to participate in the

Learning Community of Practice, to work with an LGBTQ-Inclusion Coach, and consider co-hosting an upcoming LGBTQ-focused forum.

» Support staff in identifying LGBTQ-focused initiatives and organizations that resonate with foundation priorities and offer sustained, adequate support every year. This effort will bond our communities together and strengthen opportunity and access for all.

Diversity Staff

If you are the lead **Diversity Professional Staff** or **Consultant** that works on diversity, equity, and inclusion for funders, you can and should work with foundation leadership to foster an organizational climate and funding priorities that recognize that LGBTQ community members are not given a fair chance to do well.

» Make a plan to communicate both internally and externally about why and how your foundation is engaging in this facet of diversity, equity and inclusion-focused grantmaking.

» Consider joining and participating in quarterly Minnesota LGBTQ Funders Working Group meetings so you are sure to be up-to-date about opportunities and issues affecting our LGBTQ communities – “it is for Minnesota

Council on Foundations (MCF) members interested in addressing grantmaking practices, issues, and public policy and systems change related to strengthening the LGBTQ community.”^{iv}

To learn more about this working group go here <https://www.mcf.org/working-groups> and to find upcoming meeting dates so you can RSVP, go to <https://www.mcf.org/events/upcoming>.

» Complete the BEtter OUTcomes **Learning Community of Practice** series of facilitated trainings so you feel comfortable connecting racial, disability and economic opportunity work with gender-identity and sexuality-focused work. For a calendar of upcoming trainings and to sign up go here: <http://boi.pfundfoundation.org>.

Foundation HR/Operations

If you are a **Human Resources, Operations** or **Finance** staff in philanthropy, you can and should:

» Review personnel and operations policies to ensure inclusion and identify potential unintended barriers. A BEtter OUTcomes Inclusion Coach would be happy to work side-by-side with you. This would include items such as:

• *Review health insurance, life insurance and other benefits:* what does your package cover (and not cover) and who is (and is not) considered eligible (including who is classified as ‘family’).

• *Assess restroom accessibility:* is there an explicit welcome and protocol for transgender, nonbinary and gender non-conforming folks to use the restrooms at your office(s) and events – ensuring both safety and access. Reach out to a BEtter OUTcomes inclusion coach for best practices.

• *Track demographic facets of staff, trustees, vendors and contract professionals through regularly occurring anonymous surveys;* we can provide sample questions.

• *Review internal meeting and communication practices, including:*

» Keep birth names confidential if a staff member does not use that name; ask what is required for mail to arrive and checks to get cashed and make a plan for keeping that information confidential (in the database and on paper – ex. don’t use a ‘check envelope’ with the clear window that shows the legal name on a check).

» Make it a habit to share pronouns in email signatures, on business cards and at the beginning of meetings so as to create a welcoming environment for transgender, nonbinary and gender non-conforming folks.

» Review hiring practices, considering what it would take to level the playing field for LGBTQ job candidates. For example, knowing that LGBTQ students are routinely harassed often resulting in poor school performance including lower high school graduation rates and college attendance, consider eliminating educational requirements in your application process, instead test for writing skills and critical thinking in different ways.

» Prioritize using vendors that are minority-owned businesses (ex. people of color, women, LGBTQ folks). See MCF’s Supplier Diversity Policy & Practice for an example. <https://mcf.org/equity-inclusion/supplier-diversity>

» Learn about the track record of the financial institutions and vendors your foundation uses by checking the Human Rights Campaign Corporate Equality Index. <https://mcf.org/campaigns/corporate-equality-index>

» Learn about best practices for database and other record keeping that avoids automatically gendering, and therefore potentially misgendering people (ex. Ms. Mr. Mrs. Miss). Work with a coach to make a plan that works for you.

“Tracking our grantees, members and donors accurately is always important. In order to show we value our relationship with someone we make sure we refer to them the way they refer to themselves (ex. Kathy instead of Kathleen).

“The same care must be paid to LGBTQ people who often are not afforded the opportunity to express who they are because the boxes they are given to check are too limiting.

“As a gay man of color I have lived, firsthand, with what it feels like for only one part of your identity to be seen. We don’t want to make anyone feel that way.

“By and large, databases are not hard to customize – but people have to take responsibility for customizing the fields. None of us get more than a few hundred applicants, so although more fields might mean a little more data entry, there are ways to automate much of it.

“Plus, it is almost always worth the bit of extra work to learn more about the people we come to work to serve. If you are intimidated by the data collection or tracking, I’d be more than happy to help!”

LUCIANO PATIÑO

Propel Nonprofits



How to Help: Consider

Communications

If you are a **Communications Professional** at a foundation, you can and should:

» Consult national LGBTQ communications experts at GLAAD. They have a media guide, now in its 10th year, which offers tools you can use to tell LGBTQ peoples' stories in ways that bring out the best in journalism. <https://www.glaad.org/reference>

» Consider highlighting the stories of LGBTQ-focused projects or organizations when your foundation funds them as a way to build visibility and deepened understanding about this often under-resourced community.

» Join the Minnesota LGBTQ Funders Working Group, coordinated by the Minnesota Council on Foundations so you can stay abreast of the ever-changing context in which LGBTQ grantees are doing the work. Go to their online calendar in order to attend the next quarterly meeting. <https://mcf.org/events/upcoming>

Donor Services

If you are **Donor Services Staff**, you can and should:

» Share this report with donors who might care about LGBTQ people and organizations and follow up to see what questions they have or if they are interested learning more about local LGBTQ funding opportunities. Work with a *BETTER OUTcomes* Inclusion Coach to develop tailored materials to help you answer any questions. Interestingly, evidence shows that a lot of LGBTQ-directed dollars from Minnesota are leaving the state, when there is still so much to do right here at home!

» Join the **Learning Community of Practice** to learn more about current investment opportunities.

» Consider developing an internal policy for refusing to disburse checks that go to hate groups as defined by the Southern Poverty Law Center. We can show you sample policies.

"As program officers, we have the opportunity and responsibility to build relationships, understanding and strategies to address the very real challenges our community members are facing. At Greater Twin Cities United Way, I oversee our Housing Stability portfolio.

Supporting LGBTQ youth through our Arise Project is just one part of my housing work – and it's an important and rewarding part of my everyday work. I have a strong commitment to helping create pathways to prosperity in our community. I am proud that I am part of a team that recognizes and is committed to addressing ways that LGBTQ people are included as part of our overall vision at United Way."

SAM BLACKWELL
Greater Twin Cities United Way

Program Officer

If you are a **Program Officer**, you can and should:

» Participate in *BETTER OUTcomes* activities so that you are sure to learn about and understand the specific, and potentially complex, ways that your grantmaking portfolio overlaps with LGBTQ people and issues. Read through the relevant LGBTQ research that connects to your foundation's priorities and strategy. Consider what you want to know about LGBTQ-focused philanthropy, the landscape for LGBTQ individuals given the region, identity or issue areas you serve.

» Learn about unintended barriers that might currently be part of your grantmaking norms – for example, if you have a relatively high minimum operating budget for organizations to get funded, it will be much harder to reach emerging, small organizations doing work on the margins without currently substantial budgets.

» Track demographic facets of grant applicants and grantees through surveys and data collection. What are the goals you have for the diversity of your applicant pool each cycle? What are you looking for and what are the protocols for delaying a grant round and/or adjusting recruitment, invitation, deadlines and selection processes? Put another way, it's not enough just to know who you are and are not serving – what do you do if you are, indeed, missing a facet of the population you are aiming to serve? For sample demographic questions and inclusion protocols you can work one-on-one with a *BETTER OUTcomes* Inclusion Coach.

How to Help: Commit to Funding

Commit to Funding: Commit to implementing the Appropriate Standards for LGBTQ-Inclusive Philanthropy and make a plan to reach your goals. *BETTER OUTcomes* leaders are ready to support you and your foundation on your journey towards greater inclusion.

a. Utilize the *BETTER OUTcomes* "Appropriate Standards for LGBTQ-Inclusive Philanthropy" (pgs. 16-17) to engage in a thoughtful and thorough inventory of your foundation's current practices.

i. *What are you already doing really well to include LGBTQ perspectives, people and issues in your current grantmaking strategy?*

ii. *Where is there room for improvement?*

b. Determine your internal and external goals for LGBTQ-inclusive grantmaking. Consider personal goals, departmental goals as well as group goals set with your philanthropic colleagues across your foundation.

What is your initial financial commitment?

What is your level of sustained LGBTQ-inclusive grantmaking annually?

c. Develop a plan to achieve your newly defined internal and external goals for LGBTQ-inclusion. Who is going to take the lead on this from your foundation? What do you need in order to move forward? How would you like to engage with *BETTER OUTcomes* coaches and learning opportunities? In addition to integrating LGBTQ-inclusive grantmaking best practices across your portfolios of work,

you may also want to consider the variety of ways you can make LGBTQ-inclusive grants through the following outlets:

i. *Engage donors and decision-makers. Do you have donor advised funds? Do you have special funds that are directed by just a few staff or trustees? BETTER OUTcomes leaders can provide information to your donors, donor services staff and other decision makers about opportunities for giving.*

ii. *Give LGBTQ-directed dollars through an expert intermediary. There are a number of Minnesota-based foundations with deep relationships throughout local LGBTQ communities and years of experience directing strategic investments towards LGBTQ projects, issues and communities.*

iii. *Join an LGBTQ-directed funder collaborative. Like a funder circle around early childhood education or immigration, Minnesota could follow in the footsteps of the "Out in the South" Fund^{lvii} to join forces and make LGBTQ-directed grants together. Through their collective grantmaking efforts in 2016 and 2017, the "Out in the South" collaborative has already invested more than \$1 million in the work and mission of their LGBTQ neighbors (read more on pgs. 22-23). If you are interested in an LGBTQ focused funder collaboration, please reach out to: betteroutcomes@pfundfoundation.org.*

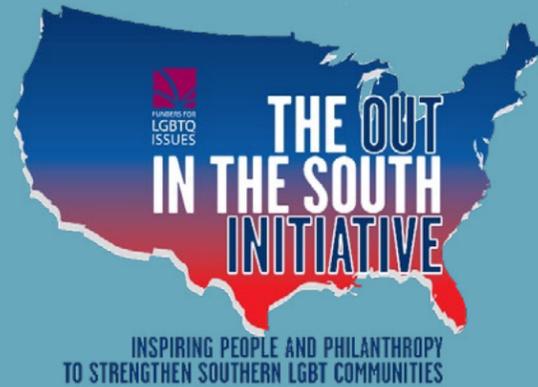
"Minnesota grantmakers have a long and strong history of working together to tackle problems and meet the needs of our fellow community members. Donor-advised funds, intermediaries and funder collaborations all play critical roles in our philanthropic ecosystem. We can apply what we know about working together in other areas to LGBTQ-inclusive grantmaking.

"This is a population that is, no doubt, affected by all of the grantmaking we do. Now, with our eyes wide open, we have the opportunity to engage in LGBTQ-inclusion work so that we are aligning the values of the people of Minnesota with our collective grantmaking."

ALFONSO WENKER
BETTER OUTcomes Initiative Co-Chair

Clear Commitment Can Help Level the Playing Field for LGBTQ Minnesotans

A Case Study: *Out in the South*^{lvii}



Out in the South is a multi-year initiative designed to increase the scale and impact of foundation funding for LGBTQ communities in the U.S. South. A group of Southern and national funders, coordinated by Funders for LGBTQ Issues, worked collaboratively to develop strategies for bringing more resources to the region, resulting in the Out in the South Initiative.

Core Strategies

The *Out in the South Initiative* has developed three core strategies for increasing the scale and impact of foundation funding for LGBTQ communities in the South:

1. Catalyzing locally driven LGBTQ philanthropy
2. Raising awareness of needs and opportunities for funding Southern LGBTQ communities
3. Building a network of funders committed to strengthening LGBTQ communities in the South

It's Working! Progress and Success To Date:

LGBTQ funding for the U.S. South has increased 3.5+ times since 2012 as a direct result of the *Out in the South* initiative.

The *Out in the South Fund* provides planning grants, matching funds, and technical assistance to stimulate the creation and growth of local LGBTQ funds and Southern funding collaboratives across the South.

The first round of grants for the Out in the South Fund was awarded in 2016 providing more than **\$500,000** for 11 LGBTQ funds; the second round of grants was distributed in the summer of 2017 and equaling \$514,800 to 13 local LGBTQ funds.



Partnerships: Allies in Inspiring Places

It is incredibly inspiring to see so many place-based foundations commit to LGBTQ-focused funding. The impact that these bold allies are making in the lives of their LGBTQ neighbors cannot be underestimated. These funding partnerships are one important way to level the playing field for LGBTQ families.

Out in the South Fund's summer 2017 grantees included:

\$50,000 > Multi-State: The Appalachian Community Fund's GLBTQ Initiative to support planning for the expansion of an LGBTQ fund serving rural Appalachia (TN, KY, VA, WV).

\$50,000 > Multi-State: Campaign for Southern Equality's Southern Equality Fund to provide matching grant funds for the Southern Equality Fund, which supports Southern LGBTQ grassroots organizing efforts.

\$40,000 > Florida: Contigo Fund in Central Florida to support planning for donor development for the newly established, community-driven fund established in response to the Pulse massacre.

\$49,800 > Louisiana: Foundation for Louisiana to provide matching grants for a developing collaborative fund in Louisiana to support state-wide LGBTQ organizing.

\$25,000 > Florida: HIV-AIDS Fund at Our Fund to support planning for a developing fund to address the HIV-AIDS epidemic in Southern Florida in partnership with community-based organizations and led by impacted communities.

\$40,000 > Florida: The LGBTQ Community Fund for Northeast Florida to support planning for a community needs assessment and strategic planning for the fund.

\$25,000 > South Carolina: LGBTQ Fund at Spartanburg County Foundation to provide matching funds in support of newly established LGBTQ fund in Spartanburg.

\$50,000 > Alabama: The LGBTQ Fund at the Community Foundation of Greater Birmingham to provide matching funds in support of this three year-old LGBTQ fund in Birmingham.

\$40,000 > Texas: Texas Pride Impact Funds to provide matching funds for newly established LGBTQ fund in Texas informed by a needs assessment supported during first year of grantmaking.

\$50,000 > Mississippi: LGBTQ Fund of Mississippi to provide support for a statewide community assessment to inform funding strategies for a newly established fund in Mississippi.

\$25,000 > Georgia: The Community Foundation of Greater Atlanta's Lorde-Rustin Giving Circle to provide matching dollars for this Black LGBTQ giving circle focused on LGBTQ youth in Atlanta.

\$40,000 > Florida: The OUT Miami Foundation to provide matching funds in support of LGBTQ foundation focused on engaging young donors of color in Miami.

\$30,000 > North Carolina/South Carolina: Queer Movement Fund @ Southern Vision Alliance to support planning for expansion of existing fund supporting primarily QTPOC grassroots organizing.

Out in the South's Fund has been a meaningful collaboration of funders including: The Arcus Foundation, the Chartrand Family Foundation, the Community Foundation of Middle Tennessee, The Freeman Foundation, Laughing Gull Foundation, The Amy Mandel and Katina Rodis Fund, The Tides Foundation – Kicking Assets Fund, The Palette Fund and an anonymous donor.



A Philanthropic Response to a Civic Disaster



On June 12, 2016 – almost exactly one year after federal marriage equality had been declared – we awoke to learn of the targeted massacre of primarily LGBTQ Latinx community members at the gay nightclub, “Pulse” in Orlando, Florida which ultimately killed 49 people, wounded 58 others and left the broader LGBTQ community feeling afraid and terrorized.

At the time in which it occurred, this was the largest mass shooting on U.S. soil since the massacre at Wounded Knee. There was a broad recognition that homophobia, transphobia and racism of this kind still very much exist in America, and that the events at Pulse that night could have realistically taken place almost anywhere

across the country.

“Shortly after the Pulse Nightclub shooting on June 12, 2016, as Central Florida grieved in shock and struggled to reel back from the horrific event that had taken place, **a visionary group of foundations across the nation recognized the extreme pressures that would be placed upon the region’s nonprofits serving the targeted communities.** Without immediate support, some would likely run out of resources to help those targeted by the act of hate, particularly LGBTQ and Latinx individuals, immigrants, and people of color.”^{lviii}

Spotlight on a Philanthropic Response to a Civic Disaster :

“The Contigo Fund, which emerged from the Pulse tragedy, offers financial support to organizations working to heal, educate, and empower LGBTQ and Latinx individuals, immigrants and people of color, as well as those working to end all forms of bigotry in Central Florida.”

– 2017 Contigo Fund Annual Report – An Initiative of Our Fund Foundation



Estamos Contigo - We're With You

“Given that Florida’s LGBTQ **Latinx and other people of color** populations are both more likely to face challenges such as acts of hate and violence as well as poverty, unemployment, and lack of health insurance, it is reasonable to assume that members of these communities in Central Florida face significant socio-economic barriers compounded by their dual minority status. Mindful of this, the Contigo Fund has developed an innovative model that is community-driven, intersectional and focused on long-term impact and on healing a community wounded by tragedy that includes several unique components:

- A participatory grantmaking model in which members of the communities most impacted by the tragedy drive decisions;
- Rapid response funding that provides flexible support for organizations to facilitate community healing and recovery, particularly from future acts of hate and violence;
- A capacity-building strategy that works to assure that the response to the tragedy is not only short-term but also fosters a sustainable infrastructure for social change and empowerment of the region’s marginalized communities.

Orlando’s philanthropic efforts hold various lessons learned and best practices of how national funders can positively show up in Southern communities. Contigo’s model both demonstrates how funders can proactively and thoughtfully respond, rebuild, and meaningfully transform a fractured community and in its process empowers those who are often those most likely to be left out of the decision-making process and distinctly impacted to lead.”

Estamos Contigo: We're With You!

“Almost a year later, the Contigo Fund is diligently working to help the community heal and get stronger every day. We are focused on our mission to develop and continuously improve on a philanthropic participatory model that is accessible, empowering, and replicable while funding existing and emerging agencies working at the intersection of LGBTQ equity and racial justice. The gifts received have enabled us to distribute to date more than \$480,000 in grants among 15 groups to lead these efforts to heal, educate and empower LGBTQ and Latinx, immigrant, and people of color communities... Estamos Contigo – We’re With You!”



MARCO ANTONIO QUIROGA
Contigo Fund

Glossary of LGBTQ Terms

Language, especially words used to describe identity and culture, are constantly changing.

We want to take the opportunity here to describe a number of terms being used widely in the contemporary LGBTQ lexicon – illustrating facets of both gender identity and sexual orientation.

We also recognize that in different regional, ethnic and generational communities language continuously develops and changes. What feels good to one community, may or may not feel good for everyone.

For the purpose of this report, we will use the acronym LGBTQ and we recognize all acronyms are limiting.

In January 2017, National Geographic^{ix}, published a special issue entitled “Gender Revolution” dedicated to the ever-changing nature of communication, culture and impacts of gender identity and sexuality around the world. “To a degree unimaginable a decade ago, the intensely personal subject of gender identity has entered the public square. In this special issue of the magazine, we look at cultural, social, biological, and political aspects of gender.”^{ix}

Here are some definitions of terms pulled from that publication:

Agender: Describes a person who does not identify as having a gender identity that can be categorized as man or woman or who identifies as not having a gender identity.

Androgynous: A combination of masculine and feminine traits or a nontraditional gender expression.

Cisgender (pronounced *sis-gender*): A term to describe a person whose gender identity matches the biological sex they were assigned at birth. (It is sometimes abbreviated as “cis.”)

Gender binary: The idea that gender is strictly an either-or option of male/man/masculine or female/woman/feminine based on sex assigned at birth, rather than a continuum or spectrum of gender identities and expressions. The gender binary is considered to be limiting and problematic for those who do not fit neatly into the either-or categories.

Gender expression: A person’s outward gender presentation, usually comprising personal style, clothing, hairstyle, makeup, jewelry, vocal inflection, and body language. Gender expression is typically categorized as masculine, feminine, or androgynous. All people express a gender. Gender expression can be congruent with a person’s gender identity, or not.



Genderfluid: Someone whose gender identity or expression shifts between man/masculine and woman/feminine or falls somewhere along this spectrum.

Gender identity: A person’s deep-seated, internal sense of who they are as a gendered being; the gender with which they identify themselves.

Gender marker: The designation (male, female, or another) that appears on a person’s official records, such as a birth certificate or driver’s license. The gender marker on a transgender person’s documents is their sex assigned at birth unless they legally change it, in parts of the world allowing that.

Gender non-conforming: A person whose gender expression is perceived as being inconsistent with cultural norms expected for that gender. Specifically, boys or men are not “masculine enough” or are feminine, while girls or women are not “feminine enough” or are masculine. Not all transgender people are gender non-conforming, and not all gender-non-conforming people identify as transgender. Cisgender people may also be gender non-conforming. Gender non-conformity is often inaccurately confused with sexual orientation.

Genderqueer: Someone whose gender identity is neither man nor woman, is between or beyond genders, or is some combination of genders.

Intersex: An umbrella term that describes a person with a genetic, genital, reproductive, or hormonal configuration that does not fit typical binary notions of a male or female body. Intersex is frequently confused with transgender, but the two are completely distinct. A more familiar term, hermaphrodite, is considered outdated and offensive.

LGBTQ: An acronym used to refer to lesbian, gay, bisexual, transgender, queer, and/or questioning individuals and communities. LGBTQ is not a synonym for “nonheterosexual,” since that incorrectly implies that transgender is a sexual orientation. Variants include LGBT and LGBQ.

Nonbinary: A spectrum of gender identities and expressions, often based on the rejection of the gender binary’s assumption that gender is strictly an either-or option of male/man/masculine or female/woman/feminine based on sex assigned at birth. Terms include “agender,” “bi-gender,” “genderqueer,” “genderfluid,” and “pangender.”

Pronouns: Affirming pronouns are the most respectful and accurate pronouns for a person as defined by that person. It’s best to ask which pronouns a person uses. In addition to the familiar “he,” “she,” and “they,” newly created nongendered pronouns include “zie” and “per.”^{ixi}

Queer: An umbrella term for a range of people who are not heterosexual and/or cisgender. It has been historically used as a slur; some have reclaimed it as affirming, while others still consider it derogatory.

Sexual orientation: A person’s feelings of attraction toward other people. A person may be attracted to people of the same sex, of the opposite sex, of both sexes, or without reference to sex or gender. Some people do not experience sexual attraction and may identify as asexual. Sexual orientation is about attraction to other people (external), while gender identity is a deep-seated sense of self (internal).

Transgender: Sometimes abbreviated as “trans,” an adjective used to describe a person whose gender identity does not match the biological sex they were assigned at birth. It can refer to a range of identities including transgender boys and men, people who identify as a boy or man but were assigned female at birth, and transgender girls and women, people who identify as a girl or woman but were assigned male at birth.

Transsexual: This is an older term that has been used to refer to a transgender person who has had hormonal or surgical interventions to change their body to be more aligned with their gender identity than with the sex that they were assigned at birth. While still used as an identity label by some, “transgender” has generally become the term of choice.

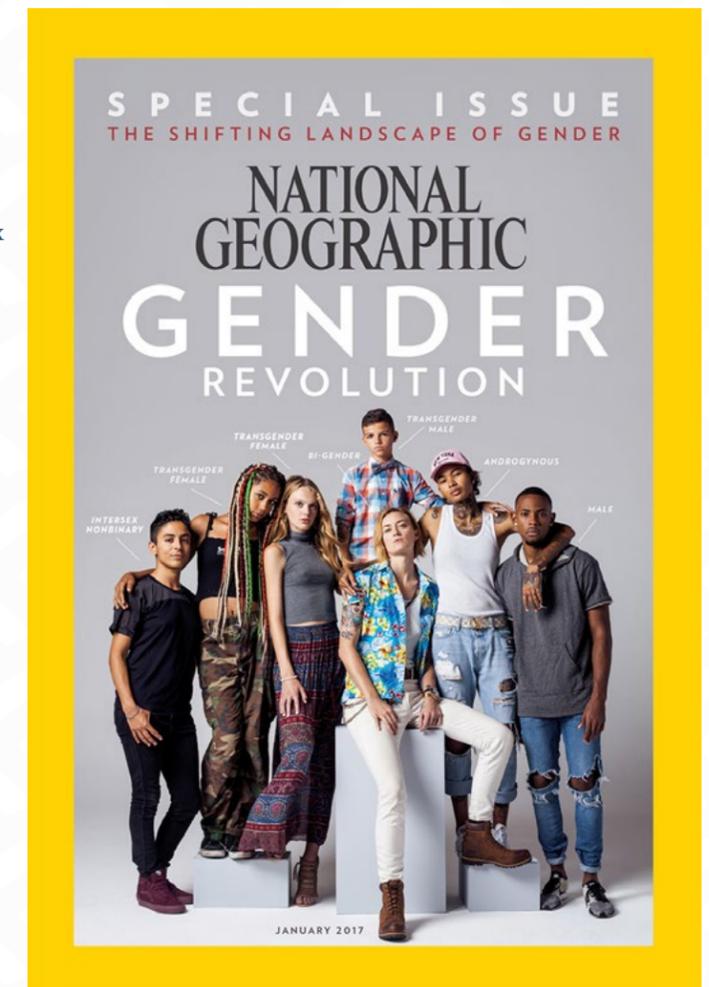
In addition to the National Geographic glossary, here are some additional terms:

Asexual: An asexual person is a person who does not experience sexual attraction.^{ixii}

FTM and MTF: female to male (FTM) and male to female (MTF) are terms some transgender people use to discuss their transition from the sex they were assigned at birth to the sex they are now.

Two-Spirit: The term Two-Spirit has been present in Native communities for countless generations that predate LGBTQ terminology. Two-Spirit people have both a male and female spirit within them and are blessed by their Creator to see life through the eyes of both genders. A Two-Spirit person may be gay, but a gay person is not necessarily Two-Spirit. Claiming the role of Two-Spirit is to take up the spiritual responsibility of the traditional role. Walking the red road, being for the people and our children/youth, and being a guiding force in a good way with a good mind are just some of those responsibilities.^{ixiii}

Notes: People do NOT generally refer to themselves as homosexual or heterosexual, although those terms still appear in literature regularly.



Endnotes

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If you and/or your foundation would like to join this list of partners, please go to <http://boi.pfundfoundation.org> to learn more.



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