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PART THREE:
THE
OPPORTUNITIES

OUT IN THE SOUTH



FUNDERS FOR
LGBTQ
ISSUES

OPPORTUNITIES FOR FUNDING LGBT COMMUNITIES IN THE U.S. SOUTH

The South is home to more LGBT adults
than any other region in the country...

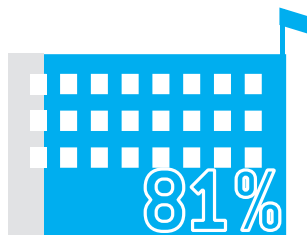
In fact, **3 in 10 LGBT adults** live in the U.S. South.

LGBT Southerners are more
likely to be people of color,
have low-incomes, and be
raising children.

**LGBT Southerners face alarming disparities compared to non-LGBT Southerners
and LGBT people in better-resourced regions.**



None of the 14 Southern states
have statewide non-discrimination
protections for LGBT people in employment,
housing or public accommodations.



of rural LGBT students felt unsafe
at school during the past year
because of a their sexual
orientation or gender identity.

PERCENTAGE OF SOUTHERNERS
WITHOUT HEALTH INSURANCE



LGBT PEOPLE

NON-LGBT PEOPLE

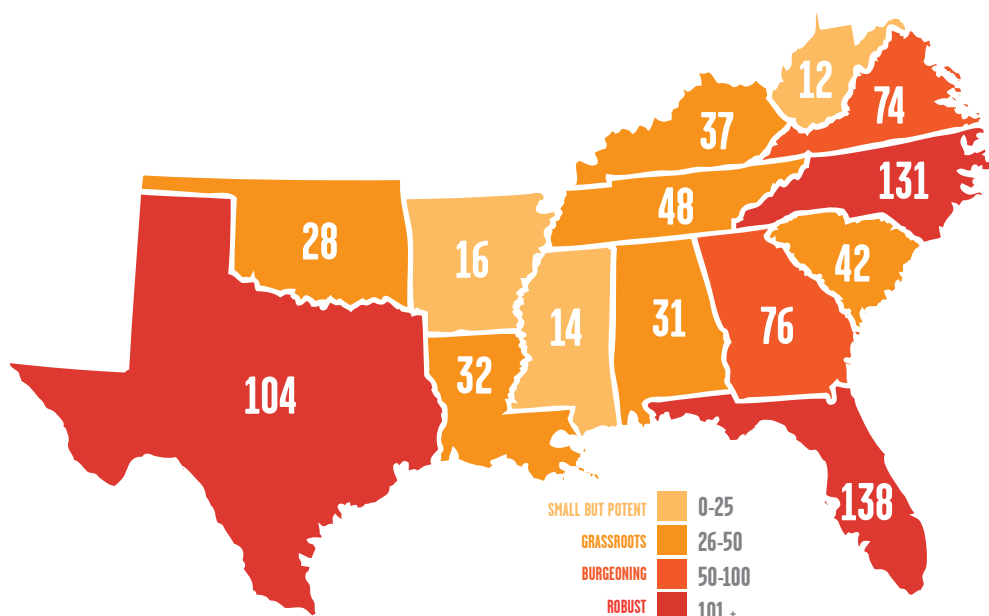
LGBT people in the South are more likely to lack
health insurance than their non-LGBT peers.



HIV infection rates continue to
rise faster in the South than any
region in the U.S., with youth,
Black and Latino men, and
transgender women at highest
risk.

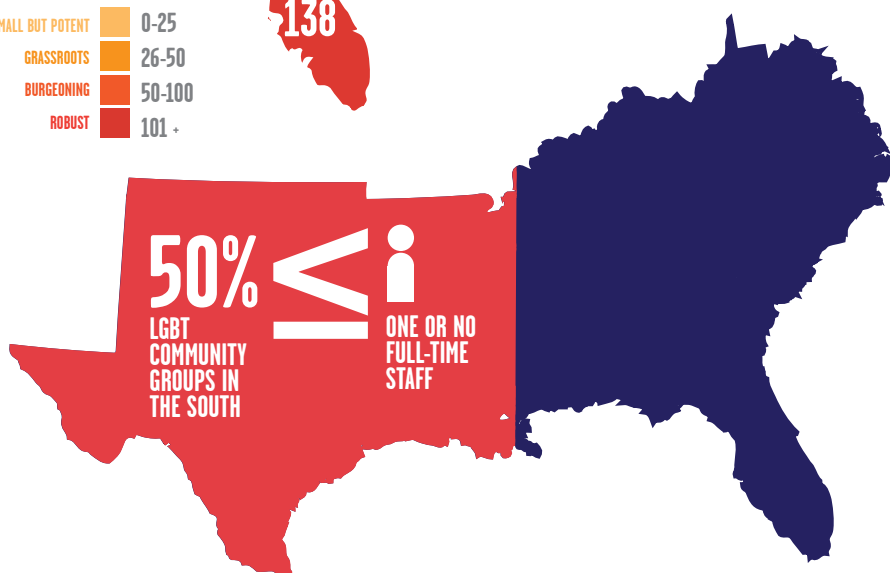


**The South only receives about 8 percent
of domestic LGBT funding each year.**



More than 750 groups and organizations in the South are doing important work to support LGBT people in the region.

The majority of these groups are significantly underresourced and do impressive work with limited financial support and few paid fulltime staff.



Funders with a diverse array of priorities and strategies have the opportunity to positively impact LGBT communities in the South, particularly in the areas of economic opportunity, education, health, HIV/AIDS, media, arts and culture, policy reform, social justice, and youth:



BUILD CAPACITY OF LGBT ORGANIZATIONS AS WELL AS INDIVIDUAL LEADERS



PROVIDE TRAINING FOR TEACHERS, ADMINISTRATORS AND SERVICE PROVIDERS WORKING WITH LGBT YOUTH



SUPPORT ALLIANCE BUILDING AND STRENGTHEN INTERSECTIONAL COALITIONS



STRENGTHEN ORGANIZING THAT IS LOCALLY-ROOTED AND COMMUNITY-LED



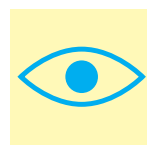
INCREASE LGBT-INCLUSIVE PROGRAMMING AMONG "MAINSTREAM" ORGANIZATIONS



INCREASE LGBT CULTURAL AND CLINICAL COMPETENCE OF HEALTH, HIV/AIDS & YOUTH SERVICE PROVIDERS



STRENGTHEN LGBT POLICY, ADVOCACY, AND SERVICE PROVISION ACROSS AREAS OF HEALTH, EDUCATION, EMPLOYMENT, AND HOUSING



SUPPORT EFFORTS TO CHANGE THE NARRATIVE ABOUT LGBT SOUTHERNERS AND INCREASE VISIBILITY THROUGH DATA-COLLECTION, PUBLIC EDUCATION, AND CULTURAL WORK

INTRODUCTION

One third of lesbian, gay, bisexual and transgender (LGBT) adults in the United States call the South home. As more and more LGBT Southerners live their lives openly and authentically across the South, a myriad of organizations — and the funders who support them — are working every day to strengthen and serve this diverse community.

This third report in our *Out in the South* series highlights clear and compelling funding opportunities for funders interested in improving the lives of LGBT Southerners.

We understand that at first glance, “LGBT issues” may seem far afield from the priorities of many funders who do not currently fund LGBT-specific work. For funders who are committed to making a meaningful impact on the critical issues facing the South — such as education, health, HIV/AIDS, poverty, social justice issues, and youth issues — this report offers a starting point for understanding the unique ways that LGBT Southerners are affected by these issues. With a deeper understanding of the specific issues, challenges, and opportunities within LGBT communities in the South, funders can both sharpen their grantmaking strategies and increase their impact on the lives of LGBT Southerners and all Southern communities.

This report provides contextual information that highlights the intersections between critical funding priorities and the lived experience of LGBT Southerners. It also offers specific opportunities and recommendations for funding, as well as examples of successful partnerships between funders and grantees working in the South.

We hope this report will create opportunities for funders to have further conversations, plan, and take action throughout the region.

If you are a funder who is new to LGBT issues in the South and would like to explore more, we encourage you to reach out to us at Funders for LGBTQ Issues. We have an array of research, training, and resources available, and can also help to connect you with both local and national funders exploring similar challenges as they work to strengthen LGBT communities across the South.

This report builds on our first two reports, which highlighted two critical findings:

1. The underfunding of LGBT issues in the South; and
2. The impressive array of LGBT organizations and groups working tirelessly throughout the region to create positive changes in the lives of LGBT southerners.

This series of reports is part of the Out in the South Initiative, which seeks to expand the scale and impact of funding for LGBT communities in the South. We hope this report will be a useful resource for both funders and nonprofit leaders seeking to improve the lives of LGBT Southerners.

Take care,



Chantelle Fisher-Borne
Project Director, Out in the South Initiative, Funders for LGBTQ Issues



Ben Francisco Maulbeck
President, Funders for LGBTQ Issues

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OUT IN THE SOUTH

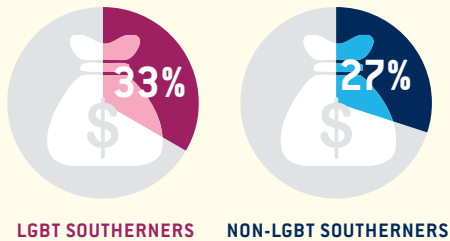
ECONOMIC OPPORTUNITY

EXPANDING ECONOMIC OPPORTUNITY FOR ALL

Fifty years after America's "War on Poverty" began, millions of people's lives continue to be shaped by the stresses of being poor in the United States. Stable employment, affordable housing and reliable income are out of reach for many people, including lesbian, gay, bisexual and transgender (LGBT) people. LGBT Southerners are more likely to have low incomes than non-LGBT Southerners -and than their LGBT peers in better-resourced regions of the U.S.

FACTS ABOUT POVERTY AND LGBT COMMUNITIES

PERCENTAGE OF SOUTHERNERS WITH INCOMES UNDER \$24,000



LGBT Southerners are more likely to have low incomes than their non-LGBT peers, and they have fewer protections from discrimination in employment and housing.

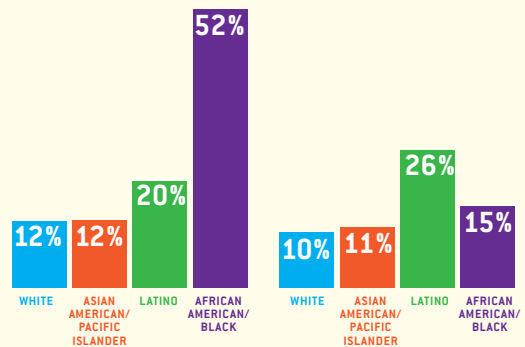


Lesbian, gay and bisexual people are more likely to rely on the federal food stamp program (SNAP) for assistance than their non-LGB counterparts.

Transgender people, including those living in the South, are more likely to have incomes under \$10,000 per year than non-transgender people.

4x

POVERTY RATE OF CHILDREN BY RACE AND ETHNICITY



African American/Black children in gay male households have the highest poverty rate (52.3 percent) of children in any other household type.

The disproportionately high rates of poverty among LGBT people may be surprising given that media and popular images of LGBT people in the U.S. often reflect the lives of affluent white gay men and lesbian women. This stereotype obscures the true lived experience of LGBT people, who face disproportionate levels of poverty—especially in the South, and especially among communities of color. The economic disadvantage faced by LGBT people stems in part from discrimination. Unfortunately, not one Southern state has explicit protections from discrimination on the basis of sexual orientation or gender identity. The lack of legal protections are exacerbated by other challenges. Too often, LGBT youth are rejected by their families or harassed by their peers at school, pushing them out of homes and schools and onto the streets, into the foster care system, or into the criminal justice system.

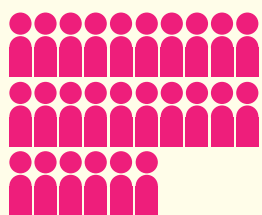
Like others living in or near poverty, LGBT people who are poor are often one financial set back – sudden illness, sick family member, or costly car repair bill - away from spiraling further into poverty. Legal discrimination, lack of family protections, and hostile educational systems impact LGBT Southerners and make it more difficult for them to provide for themselves and their families.

Transgender people often have lower incomes and face greater barriers to employment than non-transgender people due to employment discrimination based on gender identity. Additionally, lesbian, gay and bisexual people often have lower incomes than non-LGB people and face employment discrimination based on sexual orientation and a lack of access to critical safety net programs. This experience is magnified for LGBT people who are people of color, immigrants, youth, older adults, and people with disabilities. Due to a lack of legal recognition for their families, LGBT people frequently incur higher costs for essential needs, such as housing and healthcare.

Philanthropy has long endeavored to strengthen the economic security of individuals and families through increased access to education, meaningful employment, and affordable housing. Through tax policy reform and asset-building many funders strive to increase the incomes and savings for working class and poor people. Other funders have committed significant resources to providing much needed safety net programs and early childhood interventions.

STRENGTHENING EXISTING ASSETS

Across the South, hundreds of qualified 501(c)(3) organizations are providing direct services and engaging in advocacy efforts on behalf of the LGBT community, including:



26 youth service organizations with connections to students and families from all backgrounds throughout the South.



31 Southern LGBT Community Centers providing services to a diverse constituency.



93 local, regional and statewide advocacy organizations eager to expand their advocacy agenda in partnership with allied organizations addressing issues of poverty and economic justice.



Dozens of national and Southern organizations focus on poverty and address the unique needs of LGBT Southerners, such as Southern Poverty Law Center and the National Coalition to End Homelessness.

Organizations throughout the South have long been committed to supporting those living in poverty and addressing the root causes of poverty. From soup kitchens and homeless shelters to affordable housing coalitions and living wage campaigns, groups throughout the South work tirelessly to provide much needed services and support-systems for those struggling to meet basic needs.

However, despite the fact that LGBT Southerners are overrepresented among people living in poverty, they are often denied access to critical support services, or do not access them for fear of discrimination and harassment.

Funders have a unique opportunity to change the narrative about who is impacted by poverty in the South and encourage those addressing issues of poverty to be responsive to the lived experience of LGBT people and their families.

FUNDING OPPORTUNITIES

STRENGTHEN THE CAPACITY OF EXISTING SERVICE ORGANIZATIONS: Many organizations attending to the needs of poor and working class Southerners do not understand the unique needs of LGBT people living in poverty. Capacity building through training and education tailored for these organizations can help them better serve the communities they call home.

PILOT NEW MODELS TO ADVANCE ECONOMIC OPPORTUNITY IN LGBT COMMUNITIES: A small but growing number of LGBT centers, youth programs, and other service providers have begun exploring innovative service models for advancing economic opportunity in LGBT communities. These programs address the unique challenges faced by LGBT communities--and draw on their unique assets--to help LGBT people find employment and housing or to start their own businesses. Funders have an opportunity to support these pilot initiatives, to identify promising practices for advancing economic opportunity in LGBT communities, and to help effective models grow to scale.

PROVIDE OPPORTUNITIES FOR CROSS-ISSUE COALITION BUILDING: Advocacy on poverty and economic justice is essential to address the high rates of poverty within LGBT communities. Funders have a unique opportunity to expand support for economic justice by funding cross-issue coalitions between LGBT and non-LGBT poverty groups. These coalitions have the potential to advance a number of policy reforms that will benefit LGBT people and others who are vulnerable to poverty, such as increasing the minimum wage, assuring paid sick leave, providing nondiscrimination protections for LGBT people and other marginalized groups, and improving the safety net.

ADOPT A HUMAN RIGHTS FRAMEWORK: Access to basic needs such as adequate shelter, food and enough income to provide for oneself and one's family is considered by many to be a human right. Funders can encourage a different approach to addressing poverty by developing a human rights framework that challenges traditional notions of charity and welfare with structural changes that move to increase access to economic opportunity for all.

SUPPORT EFFORTS TO CHANGE THE NARRATIVE: Often, the media representation of LGBT communities is limited to reflecting the lived experiences of affluent white gay men and lesbian women. Funders have an opportunity to support efforts that present a different story about the lived experiences of all LGBT Southerners, including those living in poverty.

PARTNERSHIP SPOTLIGHT: INTERACTIVE RESOURCE CENTER AND THE COMMUNITY FOUNDATION OF GREATER GREENSBORO

In Greensboro, North Carolina, the **Interactive Resource Center (IRC)** provides safe space, community and services for LGBT individuals experiencing homelessness. The organization provides fundamental services such as showers, mail delivery and voicemail as well as an on-site federally-qualified health center, a robust social work and case management team, shelter and housing referral and additional on-site programs that include GED classes and access to job training. While the city is host to other programs and services for people experiencing homelessness, none are as safe and inclusive as the IRC. From asking guests their preferred pronoun when welcoming them into the day center to ensuring that all housing options are safe spaces, the IRC is driven to keep the needs of this community at the heart of its work. Under new leadership including an openly lesbian executive director, the IRC is working to ensure the on-site health center can provide services requested by transgender

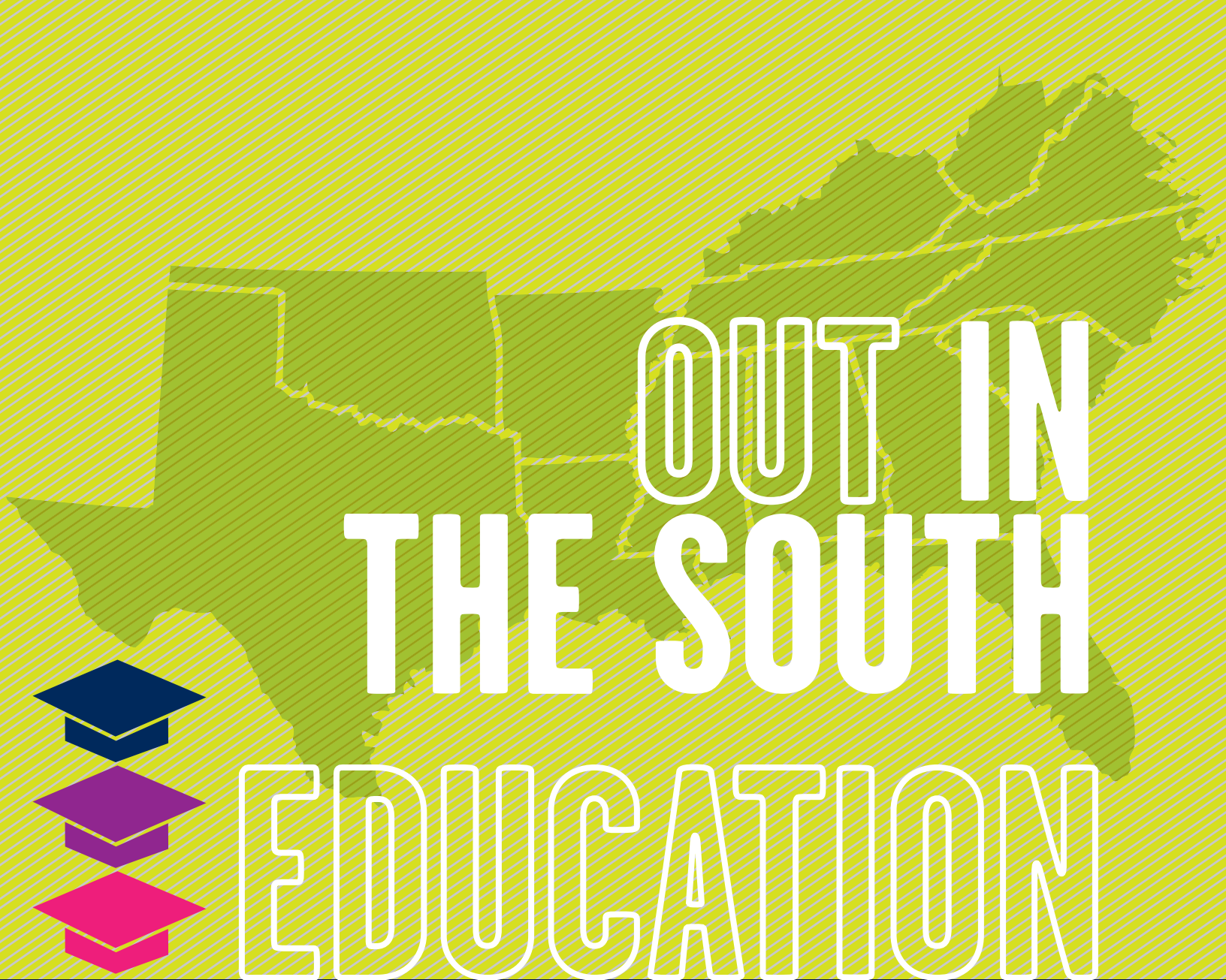


individuals, to provide gender-neutral bathroom and shower facilities, and to increase outreach to LGBT youth. The IRC is also creating new programs, such as a workers center that will provide even more services and support tailored to the needs of the LGBT community.

The Community Foundation of Greater Greensboro supports IRC's inclusive approach to helping those in need of housing and shelter. The community foundation played an important role in the development of IRC by bringing together key stakeholders for initial planning as well as accepting a donor's generous gift of real estate for the center. As conveyed by Tara Sandercock, Senior Vice President at the Community Foundation of Greater Greensboro, "Our partnership with IRC is one of the many ways we are able to show our commitment to building a more welcoming and inclusive community here in Greensboro."

LEARN MORE:

For additional information or to learn more about how you or your organization can support efforts to expanding economic opportunity for all in the South, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.

A stylized map of the Southern United States, including Texas, Oklahoma, Arkansas, Louisiana, Mississippi, Alabama, Georgia, Florida, and South Carolina. The map is rendered in a light green color with a yellow outline, set against a background of diagonal yellow and green stripes.

OUT IN THE SOUTH EDUCATION



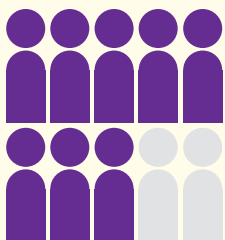
ENSURING STUDENT SUCCESS ACROSS THE SOUTH

Studies show that LGBT students are more likely to feel isolated and rejected at school and to experience harassment, bullying, and violence at significantly higher rates than non-LGBT students. As a result, LGBT youth are more likely to be absent from school and therefore less likely to succeed or graduate. These negative outcomes disproportionately impact LGBT youth of color, LGBT youth living in poverty, and homeless LGBT youth.

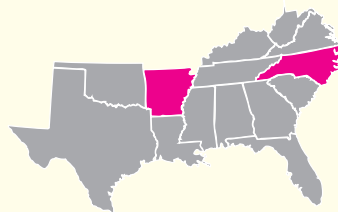
FACTS ABOUT SCHOOLS AND LGBTQ STUDENTS



One in four students regularly heard teachers and other school staff make homophobic, biphobic or transphobic remarks.

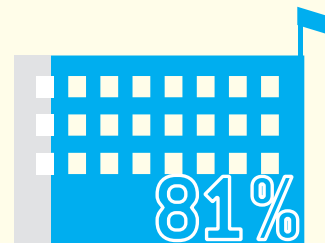


8 in 10 students regularly heard other students make negative remarks about how someone expressed their gender (i.e. not "feminine" or "masculine" enough).



12

Southern states have no anti-bullying protections for LGBT students and 6 of these states have enacted anti-LGBT laws and regulations for schools.



81% of rural LGBT students felt unsafe at school during the past year because of a their sexual orientation or gender identity.

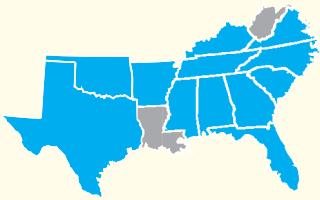
In the South, LGBT middle and high school students report alarming rates of harassment and discrimination. 12 Southern states offer no anti-bullying protections for LGBT students and six of these states have enacted discriminatory anti-LGBT laws and regulations for schools. According to GLSEN's 2013 National School Climate Survey, Southern schools were not safe for most LGBT high school students. In addition, many LGBT students in the South did not have access to important school resources, such as Gay-Straight Alliances (GSAs), and were not protected by comprehensive anti-bullying/harassment school policies.

LGBT students – particularly those of color – are also significantly more likely to be affected by harsh school disciplinary policies and practices and the increased role of law enforcement in schools. As a result, LGBT students are overrepresented in the “school-to-prison pipeline” resulting in high rates of suspensions, expulsions and school-based arrests. Hostile school climates increase absenteeism and put too many LGBT youth at risk of incarceration.

It is a crisis for both education and the juvenile justice system. Most of all, it is a crisis for LGBT youth.

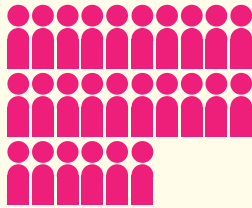
However, studies show these alarming trends can be slowed significantly where schools and communities work together to increase the resources, tools, and model policies available to teachers, administrators, parents, and students. Making GSAs and other resources available to LGBT youth is shown to decrease incidents of harassment and disciplinary action against LGBT students. When combined with changes to school policy, improved training for teachers, counselors, and local law enforcement, and familial support, LGBT students are able to learn and succeed.

STRENGTHENING EXISTING ASSETS



12 out of 14

Southern states have a statewide GSA Network.



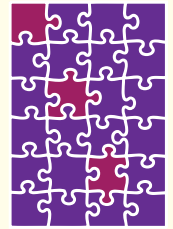
26 youth service organizations exist across the South, and most have programs that focus on improving school climate and student success.



100s of GSAs exist in schools and school districts across the South.



Several national organizations, including GLSEN, GSA Networks, and the Advancement Project, among others, have programs focused on creating safer schools across the South.



Several national youth-serving organizations with local chapters in the South have LGBT inclusive policies.

FUNDING OPPORTUNITIES

TRAINING FOR TEACHERS AND ADMINISTRATORS: Teachers, counselors, coaches and school administrators are critical allies for LGBT students. Yet, many lack the awareness and training to intervene and assist students in need and to serve as role models for acceptance. Funders can support and expand valuable training programs and other resources that will make schools more welcoming and supportive of LGBT students.

GAY-STRAIGHT ALLIANCES (GSAs): The presence of GSAs in schools has been proven to improve school climate for LGBT students, reduce bullying and harassment, and improve student success. In addition, youth-led coalitions foster greater understanding and acceptance in schools, including effective advocacy for changes in policies. Numerous local, state, and national organizations would benefit from increased investment that would enable the expansion of these effective clubs.

COMMUNITY-BASED EDUCATION REFORM ORGANIZATIONS: Reforming education to ensure student success requires community involvement and leadership. Organizations leading these efforts must be inclusive and address the needs of all students, including those who are LGBT. Funders are in a unique position to not only support such organizations, but to also increase awareness and help to make their efforts more comprehensive and inclusive.

COMMUNITY-LED LAW ENFORCEMENT TRAINING: Not unlike teachers and administrators, local law enforcement officials can benefit from improved training to allow them to better serve their diverse communities and address the needs of LGBT students, in particular. By supporting such training programs, funders can help to ensure the safe and compassionate treatment all students deserve.

SUPPORT ANTI-BULLYING INITIATIVES: Beyond punitive action, the most effective and long-term approaches to anti-bullying include policies and programs that have a restorative justice framework that emphasizes bringing together affected parties for reconciliation, repairing harm, and preventing future conflict. By supporting such efforts, funders can help Southern communities to learn, heal, and ensure that LGBT students are treated with dignity and respect.

PUBLICIZE LOCAL CHAPTERS WITH LGBT INCLUSIVE POLICIES: Several national youth-serving organizations, such as the Girl Scouts, have LGBT inclusive policies. Funders can encourage local chapters of these organizations to publicize their inclusive policies in order to connect LGBT youth and families with supportive services.

PARTNERSHIP SPOTLIGHT: TIME OUT YOUTH, FREEMAN FOUNDATION AND THE CHARLOTTE LESBIAN AND GAY FUND

Support from the **Freeman Foundation** and **The Charlotte Lesbian and Gay Fund of the Foundation For The Carolinas** has helped Charlotte, NC-based **Time Out Youth (TOY)** expand its services to include school outreach activities that benefit youth in the Charlotte region and across the state of North Carolina. TOY provides support for GSAs in middle and high schools, directs the North Carolina GSA Network, conducts trainings and workshops on LGBT issues for K-12 teachers,

staff, and administrators, provides individual consultations for school staff, and assists with LGBT-inclusive policy writing for area school districts. As Steve Bentley, the Board Chair of the Charlotte Lesbian and Gay Fund, shared, “Time Out Youth does an outstanding job of supporting youth in every aspect of their lives. And, importantly, TOY is developing the future leaders and advocates of the LGBTQ community.” The leadership opportunities offered to TOY youth have helped cultivate a generation of young adult leaders in the LGBT community



in North Carolina. These leaders are members of every segment of society, from teachers and administrators in area schools to leaders of community organizations fighting for equal rights.

In supporting TOY, the Freeman Foundation and the Charlotte Lesbian and Gay Fund, which is a collective giving fund and endowment initiative of the Foundation For The Carolinas, are joined by local funders such as Wells Fargo. Weston

Milliken, Founder of the Freeman Foundation, said: “We are so impressed that Time Out Youth supports hundreds of kids day in and day out. At the same time TOY does the critical work of reaching teachers, parents and counselors to deepen and sustain that support in and out of the classroom and at home. TOY’s leadership and programs are helping young LGBT people find their voice and advocate for a future of their own making.”

LEARN MORE:

For additional information or to learn more about how you or your organization can Ensure Student Success Across the South, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.



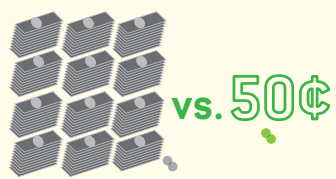
OUT IN THE SOUTH HEALTH



CREATING HEALTHIER COMMUNITIES

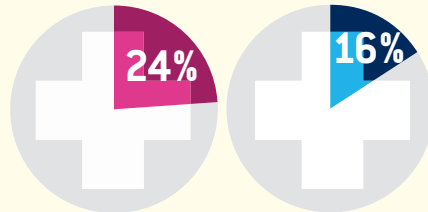
In recent years, the movement for lesbian, gay, bisexual and transgender (LGBT) rights has made amazing progress—but that progress has not yet led to improvements in the health disparities faced by LGBT communities, particularly in the South. LGBT Southerners are at greater risk for mental and behavioral health challenges and for diseases such as cancer, heart disease, and HIV/AIDS. They are more likely than their non-LGBT peers to lack health insurance, and they face other barriers to accessing healthcare – especially among those who are transgender, people of color, undocumented, or low-income.

FACTS ABOUT THE HEALTH OF LGBT SOUTHERNERS



Nationally, **less than half of one percent of foundation funding for health specifically serves LGBT people.** As such, for every \$100 dollars, foundations award for health issues, less than 50 cents benefits LGBT communities.

PERCENTAGE OF SOUTHERNERS WITHOUT HEALTH INSURANCE



LGBT PEOPLE

NON-LGBT PEOPLE

Twenty-four percent of LGBT Southerners lack health insurance compared to sixteen percent of non-LGBT Southerners.



HIV infection rates continue to rise faster in the South than any region in the U.S., with youth, Black men, Latino men, and transgender women at highest risk.

Lesbians and bisexual women are at **increased risk for breast cancer and gynecological cancers.**

In short, LGBT Southerners are more likely to need healthcare and are less likely to get the care they need. Like other marginalized populations in the South, LGBT Southerners face significant health disparities:

- **CANCER:** Due to higher rates of smoking, alcohol consumption, and delayed engagement in preventative health care, LGBT Southerners are at increased risk for developing various types of cancer.
- **MENTAL HEALTH:** LGBT individuals are more likely to report feelings of depression and anxiety, and they have higher rates of suicide and attempts, especially among transgender people – 41 percent of whom report having attempted suicide (compared to 1.6 percent of the general population).
- **SUBSTANCE ABUSE:** Disparities in cancer, cardiovascular disease, HIV/AIDS, and other conditions can be attributed in part to risk factors such as substance abuse and addiction. The higher rates of substance abuse among LGBT people are in part tied to coping strategies in the face of discrimination and stigma.
- **HIV/AIDS:** Despite decreasing rates of new HIV infections in the general U.S. population, rates among transgender women and men who have sex with men (MSM), including gay and bisexual men have continued to rise. These rates of new infection are particularly alarming in the South, where there is an especially high prevalence among youth, Black men, and Latino men. Transgender women are nearly twice as likely as gay and bisexual men to contract HIV. Even with promising HIV prevention tools such as PrEP (Pre-Exposure Prophylaxis), too many Southerners do not have access to such care.
- **HEALTH ACCESS FOR LESBIANS, BISEXUAL WOMEN, AND TRANSGENDER PEOPLE:** Health services for women, particularly poor women and women of color, continue to be difficult to attain in many Southern states. This restricted access is an added barrier for women who are lesbian, bisexual and/or transgender, as well as other transgender people, who already struggle to find culturally and clinically competent care. The increased risk of certain cancers, such as breast cancer and other gynecological cancers, and diseases among lesbians, bisexual women, and transgender people makes ensuring this access even more critical.

STRENGTHENING EXISTING ASSETS

Across the South, there are dozens of LGBT community centers, health centers, HIV/AIDS service agencies, and other community groups advancing LGBT health. There are also a number of non-LGBT-focused institutions—from hospitals to research centers—seeking to improve their capacity and effectiveness in working with LGBT communities.



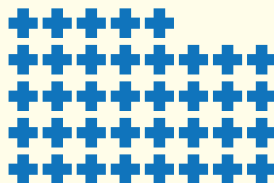
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LGBT-focused health centers offering culturally competent primary care and other medical services, ranging from dental care to sexual and reproductive health services.



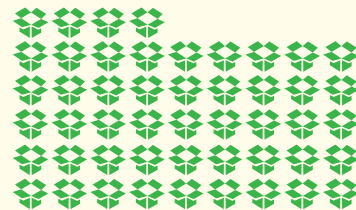
31

LGBT community centers across the South, which offer health services ranging from peer counseling to addiction recovery programs.



37

HIV/AIDS service organizations providing HIV prevention, counseling, and treatment, including outreach programs specifically for LGBT communities of color and transgender people.



49

other LGBT-focused service providers, including many providing services tailored for LGBT youth, LGBT older adults, and transgender people.

Many of the health disparities faced by LGBT Southerners are directly related to social determinants, meaning environmental factors that contribute to health outcomes. Too often in the South, LGBT people continue to be subjected to legal inequality, social marginalization, and other forms of discrimination based on sexual orientation and gender identity. This results in inequities in housing access, employment, socioeconomic status, and other stresses that in turn contribute to poor health.

Homelessness, family rejection, poverty, unemployment, violence and bullying, and delayed care are all factors that affect a disproportionate number of LGBT Southerners. These factors are particularly felt among LGBT people who are youth, women, people of color, or transgender. Unfortunately, when LGBT individuals are able to find health services, too many encounter providers who lack the training to effectively treat and support them, causing several LGBT people to avoid seeking treatment altogether. Many others do not disclose their sexual orientation or gender identity to their providers for fear of being turned away, which means these patients often do not receive complete and appropriate information and healthcare.

Funders can make an immediate and powerful impact by making strategic investments to improve the health outcomes of LGBT Southerners.

FUNDING OPPORTUNITIES

INCREASE ACCESS TO HEALTH INSURANCE COVERAGE: LGBT Southerners are less likely to be insured and more likely to face discriminatory insurance practices. Funders can help to assure that coverage outreach efforts reach Southern LGBT populations and that insurance providers do not discriminate against them, especially when it comes to medical care for transgender people.

BUILD CAPACITY OF THE LGBT HEALTH SERVICES SECTOR: Funders have an opportunity to build the capacity of these organizations and agencies, to expand the reach and scope of their work, and to help them develop sustainable revenue strategies. Southern LGBT health centers, community centers, and HIV/AIDS organizations all need support to diversify their revenue and grow their programs to address the great unmet needs in their communities.

INCREASE LGBT CULTURAL AND CLINICAL COMPETENCE OF HEALTH SERVICE PROVIDERS: All LGBT Southerners should feel comfortable speaking to their healthcare providers. In turn, healthcare providers need training to serve their LGBT patients with compassion, understanding, and clinical expertise. Funders can support training, curriculum development, and other efforts to increase the cultural and clinical competence of hospitals, health centers, and other mainstream providers across the South.

ADDRESS MENTAL HEALTH ISSUES AND STIGMA: Funders concerned about the significant health disparities and stigma facing LGBT Southerners can fund LGBT-inclusive mental and behavioral health programs, counseling services, crisis hotlines, and other resources in Southern communities.

STRENGTHEN LGBT HEALTH POLICY AND ADVOCACY: Funders can support Southern organizations to develop advocacy programs to address the health policy issues that affect LGBT communities, including inclusive implementation of Affordable Care Act (ACA) exchanges and advocacy to improve data collection on sexual orientation and gender identity. Each of the state equality organizations in every Southern state, as well as many community centers and LGBT health services organizations, are working to advocate for policies and services that are more responsive to the needs of LGBT Southerners.

PARTNERSHIP SPOTLIGHT: RESOURCE CENTER AND TEXAS INSTRUMENTS FOUNDATION

Resource Center empowers the LGBT community and strives to improve the health and wellness of LGBT people in Dallas and North Texas by strengthening families and communities and providing transformative education and advocacy. In 2008, the Center forged a significant partnership with Southern Methodist University to address the complex mental health issues of the Dallas region's diverse and vulnerable LGBT community. Through the school's Master of Science Counseling Education Program, the Center offers the only financially accessible LGBT-focused counseling services in North Texas.

Southern Methodist University invests directly in improving the mental health of the Dallas LGBT community by providing three counseling interns and a program director who oversees the program. Clients pay for services on a sliding scale and the University returns the co-pays to the Center. Counseling



is available for adults, teens and children in individual, group or family settings. **Texas Instruments Foundation** has been a longtime supporter of the Resource Center's mission to improve LGBT health and wellness and its mental health counseling programs, in particular, citing the Center's "impact on making life better for the North Texas LGBT community."

"TI is proud to support the work of the Resource Center," said Andy Smith, Executive Director of the Texas Instruments Foundation. "Their programs to serve persons living with HIV/AIDS and the LGBT community are making a profound impact in our community. Additionally, as a United Way of Metropolitan Dallas service provider, Resource Center is able to leverage broader resources and collaborate with other agencies to increase their effect. Our employees have also seen their work first-hand through numerous volunteer opportunities and have become champions of Resource Center."

LEARN MORE:

For additional information or to learn more about how you or your organization can support Healthier Communities for LGBT Southerners, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.



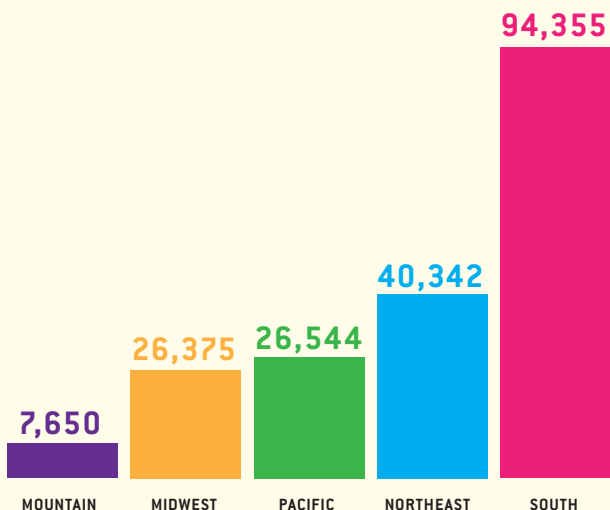
OUT IN THE SOUTH

HIV / AIDS

CONFRONTING HIV / AIDS IN THE SOUTH

Approximately half of all new HIV infections in the U.S. occur in the South, making the region the epicenter of the epidemic in the nation. The majority of infections are among gay and bisexual men, with a disproportionate impact in African American communities across the region. In fact, twenty percent of African American gay and bisexual men in the South are living with HIV—nearly five times the rate for their white counterparts.

TOTAL NEW HIV INFECTIONS IN US POPULATION (2008-11) BY GEOGRAPHIC REGION



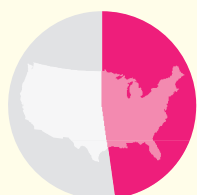
The HIV epidemic among transgender communities in the South is both alarming and under-researched. Most studies related to the impact of HIV miscategorize transgender people as the sex they were assigned at birth; trans women, in particular, are often incorrectly included in the “men who have sex with men” category, making their unique experiences invisible and resulting in insufficient data on the epidemic in the trans population. Recent studies that do capture the impact on transgender people show alarming HIV/AIDS rates, particularly among transgender women. A 2014 AmFar report found that trans women are 49 times more likely to be living with HIV than the general population.

The challenge of HIV in the region is compounded by deeply entrenched poverty, isolation and fear of discrimination, alongside significant gaps in affordable and accessible treatment. Too many Southerners are reluctant to get tested for HIV out of fear or misunderstanding the diagnosis. All fourteen Southern states criminalize the transmission of HIV, which contributes to a culture of stigma around HIV/AIDS across the region. Working together across identities and sectors, Southern communities can replace stigma with compassion for those affected by HIV/AIDS.

Even in the face of an expanding epidemic, we know what works in confronting HIV. First and foremost, we must redouble efforts to expand education about HIV/AIDS among all Southerners, especially educators and policy makers. In many Southern states, sexual health education in public schools is restricted or is in danger of being completely eliminated. Several Southern governors have refused to expand critical Medicaid coverage to those who need it most.

FACTS ABOUT HIV / AIDS IN THE SOUTH

NEW HIV INFECTIONS IN THE U.S.



50%
About
of all new HIV infections
in the U.S. occur in the South



In Atlanta, **6 out of 10 Black gay men** who become sexually active at age 18 will be HIV-positive by age 30.



More new HIV infections among gay and bisexual men have come from the South than any other region of the country.

Southerners have the **lowest 5-year survival rate** in the U.S. among people diagnosed with HIV or AIDS.



25%
More than
of Southerners living with HIV/AIDS
reside outside of urban areas, the highest of any U.S. region.

STRENGTHENING EXISTING ASSETS

Various organizations and agencies across the South are working to confront the spread of HIV, provide compassionate care for those affected, educate people in their communities, and advocate for improved funding and greater access to much needed services. These organizations include:



According to a recent report from the Southern HIV/AIDS Strategy Initiative (SASI) and the Centers for Disease Control and Prevention (CDC), “federal and state public health officials and policy makers must direct a laser focus on the deep South” in confronting HIV/AIDS. Such a laser focus requires more education, advocacy, compassion, and resources. And, it requires every Southern community to join the fight.

FUNDING OPPORTUNITIES

EXPAND CAPACITY OF HIV/AIDS SERVICE PROVIDERS: Many Southern HIV/AIDS service organizations struggle to meet the growing demands of a rapidly expanding patient population in need of care and services. Many organizations—especially those that serve people of color, rural communities, and transgender people—have small budgets, and the few organizations with larger budgets are highly dependent on a small number of government funding streams. In addition, the leadership of many HIV/AIDS organizations in the South does not yet reflect the diversity of communities most affected by the epidemic. Funders have an opportunity to increase the long-term sustainability and impact of these organizations by providing them with capacity-building grants, particularly in the areas of resource development, leadership development, and succession planning.

INCREASE AVAILABILITY OF TESTING: Confronting HIV/AIDS begins with knowledge that results from expanded testing, particularly among those populations most at risk, such as youth, African American/Black communities and other communities of color, transgender women, and gay and bisexual men. Funders have an opportunity to provide support for expanded testing by those organizations that have the most credibility in these communities, such as community centers, health centers, and other grassroots service providers.

STRENGTHEN EDUCATION EFFORTS: More effective education around HIV/AIDS is fundamental to combating stigma, stemming HIV transmission in the South, encouraging treatment, and increasing awareness about the need for increased public resources. Funders can play a critical role in expanding broad public education campaigns in Southern communities, as well as supporting targeted education and outreach efforts to those most at risk, namely youth, gay and bisexual men, transgender people, women, and African American/Black people and other people of color.

SUPPORT COALITIONS AND INTERSECTIONAL ADVOCACY TO ADDRESS HIV/AIDS AND RELATED CHALLENGES: The challenge of HIV/AIDS in the South is intertwined with the challenges of poverty, health disparities, homophobia, biphobia and transphobia, criminalization, and racial inequity. Funders have an opportunity to support progressive coalitions and intersectional advocacy efforts around issues such as expanding Medicaid and access to health insurance, increasing availability of sexual health education in public schools, decriminalizing HIV and advancing other criminal justice reforms, improving reproductive health access, advancing nondiscrimination protections, and increasing government funding for HIV prevention and treatment services. A range of organizations have the potential to help advance such efforts, including not only HIV/AIDS organizations, but also LGBT equality organizations, health consumer advocacy groups, reproductive health organizations, and local grassroots groups working in communities of color and immigrant communities.

PARTNERSHIP SPOTLIGHT: MY BROTHER'S KEEPER AND THE ELTON JOHN AIDS FOUNDATION

My Brother's Keeper (MBK) in Jackson, MS, with support from the **Elton John AIDS Foundation**, is taking a leading role in the fight against HIV in the state of Mississippi. The community-based organization, which works to eliminate health disparities in Mississippi through service provision, community organizing, and advocacy is pursuing a twofold approach to addressing the healthcare needs of the LGBT community.

MBK works to provide critically needed LGBT friendly medical services to Mississippians through its clinic, **Open Arms Healthcare Center**. At the same time the group is raising awareness in the wider community about the consequences of inequality and injustice across a range of areas including racial justice, economic justice, LGBT rights, food and nutrition access and more. The organization is com-



mitted to promoting equal opportunity and well-being in communities of color by expanding efforts to combat issues that drive the HIV/AIDS epidemic, including responding to needs such as housing, nutrition, transportation, employment, and access to health care.

The Elton John AIDS Foundation's support of My Brother's Keeper is part of the foundation's core vision to end AIDS by eliminating all new HIV infections

and ensuring everyone with the disease has the medical and social support necessary to lead a healthy, happy life. In the words of Elton John, founder of the Elton John AIDS Foundation, "We've come a long way. But as we celebrate these victories, we must also come together and redouble our efforts to end HIV. Only then will we truly have won freedom and equality."

LEARN MORE:

For additional information or to learn more about how you or your organization can support efforts to Confront HIV/AIDS in the South, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.



OUT IN THE SOUTH



MEDIA, ARTS AND CULTURE

FOSTERING THE SOUTHERN ARTISTIC LEGACY

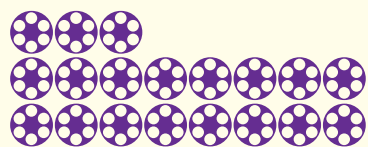
Some of the most renowned lesbian, gay, bisexual, and transgender (LGBT) artists, authors, and musicians in American history, such as Dorothy Allison, Truman Capote, Alice Walker, and Tennessee Williams, have called the South home. From Appalachia to the Mississippi Delta and beyond, the South is a region rich in creativity, artistic expression, and media. Art is a powerful tool to reach audiences across social divides and there is a long legacy of LGBT Southerners using cultural work to tell a different story of the South, break down barriers, and change hearts and minds.

Dozens of LGBT arts and culture organizations exist in the South. This includes LGBT and allied chorus groups, museums and archives, theater companies, media institutions, as well as grassroots groups that help to promote the visibility and pride of their local LGBT communities. These organizations often form a hub where LGBT people can gather and build community. For LGBT youth, artistic expression can often provide a lifeline to youth who are “coming out” or questioning their identity but who have limited venues to express themselves and find support in affirming spaces. Arts and culture organizations can help to bring LGBT people together to find their voices and community, shift the narrative about LGBT people in the South, and sway public opinion.

Contemporary Southern LGBT artists cross many disciplines, including dance, film, literature, music, painting, performance, photography, theater and video. Their work enriches the cultural fabric of Southern communities and the U.S. Together, individuals and organizations help to increase the understanding and acceptance of LGBT Southerners.

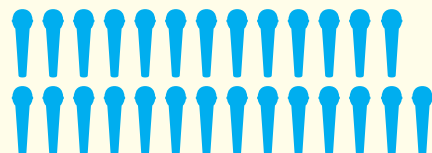
STRENGTHENING EXISTING ASSETS

There are hundreds of arts and cultural organizations throughout the South – including dozens that are LGBT-centric in their mission – that strive to present the works of LGBT artists, musicians, writers, and other performers. Our research found:



19

LGBT film festivals in
11 different states.



27

LGBT chorus organizations.



31

community centers across the South, many of which
offer programs that integrate visual art, writing, performance art,
and art and music therapy into their work throughout the community.



33

LGBT arts and culture organizations across
the 14 states of the South, though we believe this to be
an under-representation.

Several non-arts-focused social justice and policy organizations in the South incorporate art and cultural work as a key component of organizing and advocating for social change and policy reform. From effective public education campaigns, to engaging with media outlets, to employing creative popular education strategies that include storytelling and media making, LGBT Southerners are using art as a tool for changing culture and combating negative messages about LGBT people. This work helps to shift public opinion and can lay the groundwork for broader social change efforts.

Despite these important achievements, LGBT Southerners have often been invisible or negatively portrayed in the media. In recent years, more film and television shows, news coverage, and prominent celebrities speaking out have helped to boost the positive representation and perception of LGBT communities across the country. However, many LGBT communities continue to face under-representation and negative portrayals in the media, particularly transgender people, bisexual people, and LGBT people of color.

Funders have an opportunity to help shift public perceptions about LGBT people in Southern communities by increasing funding for LGBT-produced and LGBT-inclusive art, cultural work, and media, as well as funding media advocacy efforts that ensure accurate coverage and portrayals of LGBT people in the South. In addition, funders can support non-LGBT and mainstream arts and culture organizations that are working to expand opportunities for LGBT-inclusive art, literature, and cultural programs across the South.

FUNDING OPPORTUNITIES

BUILD CAPACITY OF LGBT ARTS/CULTURE ORGANIZATIONS: Funders have the opportunity to strengthen existing LGBT arts and culture organizations across the South by expanding their capacity to develop and present new works, diversify their revenue streams, and invest in audience development initiatives.

SUPPORT ASPIRING LGBT ARTISTS: Funders can invest in the long-term artistic legacy of the South by supporting young LGBT artists, writers, dancers and musicians through dedicated scholarships, fellowships, and apprenticeship programs, as well as by supporting arts education and enrichment programs that are inclusive of LGBT youth.

COMMISSION NEW WORKS FROM LGBT ARTISTS: Every artist seeks their “breakout” opportunity to showcase their talent before a broader audience. For LGBT artists, especially those who may live in smaller Southern towns and rural areas, this is particularly challenging. Arts funders have the opportunity to support these artists by being intentionally LGBT-inclusive in their competitions and commissions.

INCREASE LGBT-INCLUSIVE PROGRAMMING AMONG “MAINSTREAM” ARTS

ORGANIZATIONS: Funders can support LGBT-themed programming, including filmmaking, theater production, music, visual arts, and writing among non-LGBT arts organizations. Such investments not only support LGBT artists, but also help to present more diverse ideas and perspectives to broader audiences.

PARTNERSHIP SPOTLIGHT: BREAKOUT!, ARCUS FOUNDATION AND THE GREATER NEW ORLEANS FOUNDATION

BreakOut! is an LGBT youth-led organization in New Orleans, LA collaborated with Pin Chong + Company to produce *Say My Name, Say My Name*. Based on interviews, writings and conversations, the 45-minute theatrical performance features the true stories and life experiences of 5 young Black trans women. It explores the dynamics of growing up transgender against the backdrop of New Orleans, the incarceration capital of the world, and the fierce power of self-identification. *Say My Name* was supported by the **Arcus Foundation** through its Social Justice Program, which has a goal to ensure that individuals and families around the world of every sexual orientation and gender identity are able to live their lives with dignity and respect, and express



their love and sense of self. Arcus understands that art and cultural work engages, informs and calls people to action in ways that research and facts are often unable to do.

In addition, **Greater New Orleans Foundation (GNOF)** supported BreakOUT! through its IMPACT program that seeks to promote a resilient, vibrant, and equitable region in which the special character of New Orleans and its people is preserved, celebrated, and given the means to thrive. GNOF sees BreakOUT! as a crucial organization in the New Orleans’ nonprofit landscape, and it is proud to partner with BreakOUT! to ensure high-quality, LGBT-led programming in New Orleans.

LEARN MORE:

For additional information or to learn more about how you or your organization can help to Foster the Southern Artistic Legacy for LGBT Southerners, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.



OUT IN THE SOUTH POLICY



EXPANDING EQUAL TREATMENT UNDER THE LAW

In recent years, lesbian, gay, bisexual and transgender (LGBT) people across the United States have witnessed an historic expansion of their legal rights and protections. In addition to the historic Supreme Court decision on marriage in June 2015, lesbian, gay, and bisexual people may now serve openly in the U.S. military. Twenty-one states protect lesbian, gay and bisexual people from employment discrimination, eighteen of which also include protections for transgender people.

FACTS ABOUT LGBT LEGAL EQUALITY IN THE SOUTH



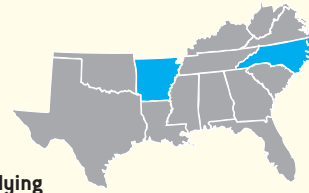
None of the 14 Southern states have statewide non-discrimination protections for LGBT people in employment, housing and public accommodations.



7 Southern states prohibit or limit LGBT second-parent and/or stepparent adoption.

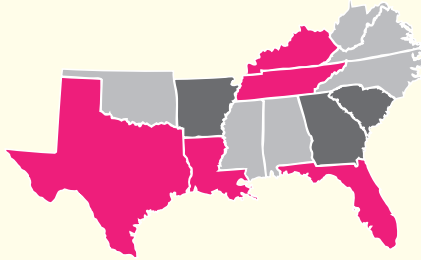
12

Southern states have no anti-bullying protections for LGBT students and 6 of these states have enacted anti-LGBT laws and regulations for schools.



14

Southern states allow “conversion therapy” as an accepted practice.



PINK LAW COVERS ONLY SEXUAL ORIENTATION
GREY EXISTING HATE CRIME LAW DOES NOT COVER SEXUAL ORIENTATION OR GENDER IDENTITY
DARK GREY NO HATE CRIME LAW

Nine Southern states are not LGBT-inclusive in their hate crimes statutes, three of which have no hate crimes law at all. The remaining 5 states have hate crimes statutes that cover sexual orientation but do not cover gender identity.

In states outside of the South, dozens of counties and municipalities have adopted some form of nondiscrimination protections for LGBT people. Parental recognition laws, safe schools/anti-bullying laws, LGBT-inclusive hate crime legislation, medical decision-making and hospital visitation, and bans on so-called “conversion therapy” are now realities for millions of LGBT people in the U.S. Unfortunately, few of these gains have reached LGBT Southerners.

With the exception of the national victories for military inclusion and same-sex marriage, the policy wins listed above have been won in states outside the Southern region. With a few notable exceptions, full and equal treatment under the law remains elusive for most LGBT Southerners. Though some municipal and county ordinances provide limited protections, it is still legal to be fired from your job in all 14 Southern states because of your gender identity or sexual orientation. In several Southern states, efforts are underway to prevent local governments from extending protections for LGBT people. In some instances, these efforts would rollback existing protections. In addition, policy makers throughout the region are now advocating for new state laws that would permit employers, businesses, and landlords to impose their own religious beliefs on others.

The South lags behind most of the country in LGBT legal equality and LGBT communities in the South have experienced backlash from gains won in other parts of the country. LGBT Southerners’ freedom to live openly, to provide for themselves and their families, and to be treated with dignity and respect in their own communities is at risk. Furthermore, the divisive rhetoric being extolled by some elected officials is fueling greater homophobia, biphobia, and transphobia in communities across the South, where reported incidents of verbal and physical assault against LGBT people are on the rise.

STRENGTHENING EXISTING ASSETS

Across the South, there are hundreds of qualified 501(c)(3) LGBT and allied organizations working with limited resources to expand equal treatment for LGBT Southerners, including:



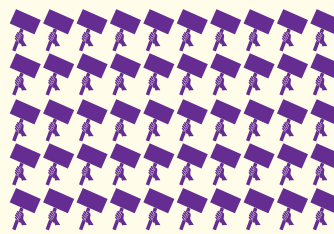
More than a dozen advocacy and movement-building organizations

have a regional focus, including Southerners on New Ground, the Campaign for Southern Equality, and allied organizations such as the Southern Poverty Law Center.



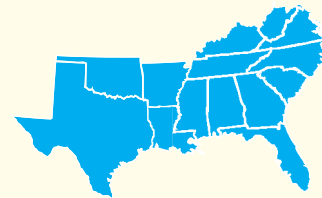
25

Over 25 locally-rooted organizations advocating for LGBT legal equality in local municipalities, counties, and urban areas across the South.



50

More than 50 state-level advocacy organizations, including state LGBT equality and allied organizations.



Each of the Southern states has at least two advocacy groups.

Funders can support 501(c)(3) organizations that are working to expand equal treatment under the law for LGBT individuals, and help to create more inclusive, fair, and just communities. By investing in organizations to expand their capacity for advocacy, grassroots community organizing, public education, and research, funders can have a direct and immediate impact on improving the lives of millions of LGBT Southerners.

FUNDING OPPORTUNITIES

BUILD CAPACITY OF LGBT ADVOCACY ORGANIZATIONS: Funders have the opportunity to strengthen existing local, state, and regional LGBT and allied advocacy organizations across the South by expanding their capacity and strengthening their infrastructure in order to better fulfill their mission.

SUPPORT EFFORTS TO RAISE PUBLIC AWARENESS: By supporting public education, outreach, and engagement efforts, including research, data collection, messaging, and story collecting, funders can help organizations to deepen the public's understanding of the issues and challenges that are unique to the South and that confront LGBT people.

FUND GRASSROOTS COMMUNITY ORGANIZING: There are more than 500 grassroots LGBT groups in the South. Many of these groups—such as grassroots community organizations, PFLAG chapters, LGBT family support groups, and LGBT business associations—provide a vital voice for LGBT people in their communities, towns, and schools. Most have small budgets and few or no staff, but have formidable volunteer leaders and community connections. Funders have an opportunity to leverage these grassroots groups through small or medium grants to enable these groups to increase their impact in local and state policy debates.

FUND ALLIES WORKING FOR LGBT EQUALITY: In order to win full dignity and equality for LGBT people, it is not enough to organize just within the LGBT community. Supporting broad-based community engagement among non-LGBT allies, business leaders, and people of faith, among others, will further amplify the voices of LGBT leaders who are working for equality in Southern communities. Increasing the visibility of business and faith leaders has proven to be particularly effective in advancing policies that protect LGBT people and promote equality.

SUPPORT COALITION BUILDING: Advocating for equal treatment for LGBT Southerners is not a unilateral, single-issue endeavor. The work is inherently intersectional with other critical issues and movements across the South, including efforts to address race, poverty, access to reproductive health services, immigrant rights, homelessness, HIV/AIDS, education reform, and criminal justice reform. Funders are in a unique position to facilitate and fund partnerships, coalitions, and convenings that build shared analysis among groups. Supporting collaborations and combined efforts by organizations from different sectors strengthens their ability to improve conditions across diverse communities.

PARTNERSHIP SPOTLIGHT: EQUALITY FOUNDATION OF GEORGIA, GILL FOUNDATION AND THE COMMUNITY FOUNDATION OF GREATER ATLANTA



Communities throughout the state of Georgia have engaged in limited public discussion about equal treatment for LGBT people. As the state's leading LGBT advocacy organization, the **Equality Foundation of Georgia (EFG)** is working to change that. With support from **Gill Foundation** and the **Community Foundation of Greater Atlanta**, EFG is collecting personal stories of discrimination and inclusion from across the state. Using digital tools and personal outreach from leaders and staff, EFG plans to collect and distribute at least 10 compelling vignettes on video. These stories will demonstrate the risks LGBT Georgians face every day—especially in communities outside Metro Atlanta. Through strong partnerships with faith leaders from a number of religious traditions, EFG will also highlight how communities of faith across the state are working to increase their support and acceptance of LGBT people. For the first time, this educational campaign will inspire and facilitate a broad conversation about the human impact of the lack of nondiscrimination protections in the state.

LEARN MORE:

For additional information or to learn more about how you or your organization can support Expanding Equal Treatment Under the Law for LGBT Southerners, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.



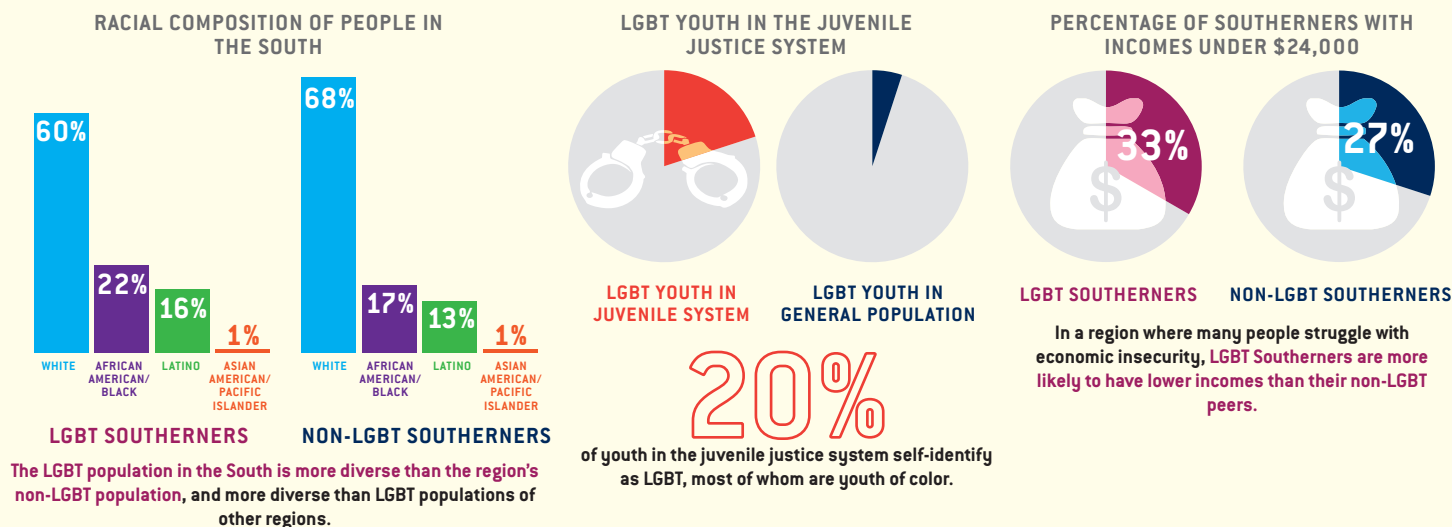
OUT IN THE SOUTH

SOCIAL JUSTICE

CONTINUING THE LEGACY OF SOUTHERN SOCIAL JUSTICE WORK

Building on its legacy as the birthplace of the Civil Rights Movement, the South continues to be the home for numerous organizations working to advance social, racial, gender and economic justice. LGBT leaders and organizations are active in coalitions and movements for a wide range of social justice issues, such as criminal justice and policing reform, living wage campaigns, affordable housing advocacy, reproductive justice and immigration.

FACTS RELATED TO LGBT JUSTICE IN THE SOUTH



Social justice work in the South is shaped by the challenging conditions that many Southerners face, including those who identify as LGBT. Southern states make up eight of the ten states with the lowest household incomes in the country. The South has more of its population in prisons and jails than any other region of the country. These social justice issues disproportionately affect LGBT people—who are more likely to live in poverty, more likely to be stopped by police, and more likely to be involved in the juvenile and criminal justice systems.

Communities of color and immigrants are among the fastest-growing demographic groups in the South, driving much of the region's overall population growth. These demographic shifts are even more evident in the South's LGBT community, which has a larger proportion of African American and Latino people than the non-LGBT population. Considering both the demographic shifts in the region and the challenging conditions facing many of its residents, achieving equity and justice for LGBT Southerners requires a broad-based intersectional approach. Moreover, since the region's challenges so disproportionately affect LGBT communities, advancing long-term social justice and equity for all Southerners requires an approach that is intentionally inclusive of LGBT communities.

Local LGBT leaders and organizations in the South are often part of larger regional movements for social justice. Our 2014 survey of over 125 Southern LGBT organizations found that more than thirty percent approach their work with a racial justice framework, and about half use an intersectional movement-building approach.

Building common cause across lines of race, class, gender and immigration status has long been a hallmark of Southern organizing. The same is true within LGBT organizing in the South where intersectional

A SNAPSHOT OF SOCIAL JUSTICE WORK IN THE SOUTH



A third of Southern LGBT organizations report using a racial justice framework, and a half use an intersectional approach.

LGBT people play critical leadership roles throughout Southern organizing efforts, creating opportunities for new partnerships.



Southern organizing has a strong history of intersectional approaches to social justice work. Building on this rich history,

there are over 90 local, state, and regional LGBT advocacy organizations

across the South ready to be mobilized to engage more deeply in intersectional work.

LGBT organizing efforts have worked to advance a broad range of issues, including economic justice, immigrant rights, and policing reform. Due to limited resources for social justice work in the South, Southern movements and organizations have frequently developed more cross-issue approaches, coalitions, and missions, instead of focusing on single-issue work.

Funders are in a unique position to strengthen groups working for social justice by fostering collaborations, partnerships and multi-issue coalitions in order to usher in a new era of justice for all Southerners.

FUNDING OPPORTUNITIES

STRENGTHEN INTERSECTIONAL COALITIONS: Advocating for equity and justice for LGBT Southerners is not a unilateral, single-issue endeavor. The work intersects with other critical issues and movements across the South. Funders are in a unique position to facilitate and fund partnerships, coalitions, and shared analysis of these issues and support organizations in strengthening their combined efforts to improve lives.

BUILD AND SUSTAIN INFRASTRUCTURE: Building a strong infrastructure for Southern-based social justice work means building and sustaining vibrant networks of organizations that come together to build regional strategy and learn from each other, providing ongoing training and technical support that is responsive to needs expressed by Southern-based organizations, and strong research and policy analysis that can inform movement strategy.

BUILD COHORT PROGRAMS TO DEVELOP CURRENT AND FUTURE LEADERS: Strong Southern leadership is critical. By investing in diverse cohorts of peers, leaders of various organizations have the ability to share ideas and best practices and think more strategically about how to create change most effectively. Funders can foster these collaborations in ways that allow organizations with different theories of change to better communicate, minimize conflict, and increase the likelihood of long-term working relationships.

STRENGTHEN ORGANIZING BEYOND THE “MARRIAGE MOMENT”: Historically, major advances in civil rights have resulted in backlash from those who feel threatened by such change. By building stronger inter-sectional coalitions, LGBT leaders and organizations are better positioned to work in partnership with other groups addressing a wide range of issues impacting the broader community. Coalition partnerships that build broad-based agendas help to lessen the negative impacts of backlash on communities throughout the region and can help use advances such as marriage equality to frame a broader message of Southern progress that, in turn, can facilitate other advances.

PARTNERSHIP SPOTLIGHT: SOUTHERNERS ON NEW GROUND, THE AMY MANDEL AND KATINA RODIS FUND AND LAUGHING GULL FOUNDATION

Two foundations based in North Carolina, the **Amy Mandel and Katina Rodis Fund** and **Laughing Gull Foundation** have been funding **Southerners On New Ground (SONG)** for many years to expand its regional grassroots organizing, focus on growing member leaders in communities across the Southern states, and long-term intentional commitment to inter-sectional coalition building.

“We have a deep respect for the expertise Southerners on New Ground has built over more than 20 years of grassroots organizing, intersectional coalition building, popular education, and an unwavering commitment to low-income, LGBT people of color in the South,” says Meg Coward of the Laughing Gull Foundation.

SONG members and staff connect with diverse groups across multiple issue areas for campaigns and convenings in order to build a more inclusive movement. Their emphasis on



“building a political home across race, class, culture, gender and sexuality” captures the holistic lived experience of LGBT people who have multiple identities and experiences. Recently the Laughing Gull Foundation joined with the Amy Mandel and Katina Rodis Fund to leverage support from other funders to finance SONG’s first OutSouth gathering, bringing together LGBT leaders from across the South to share strategies and build skills together.

According to Amy Mandel, “We feel that, as funders, effecting positive cultural change requires support for the skills and strengths of grassroots organizers, who know their local communities and are willing to lead in them. And, we are increasingly looking to fund organizations like SONG that are working at the intersections of class and race, particularly within the Southern LGBT community.”

LEARN MORE:

For additional information or to learn more about how you or your organization can support Building Bridges with Key Allies, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.



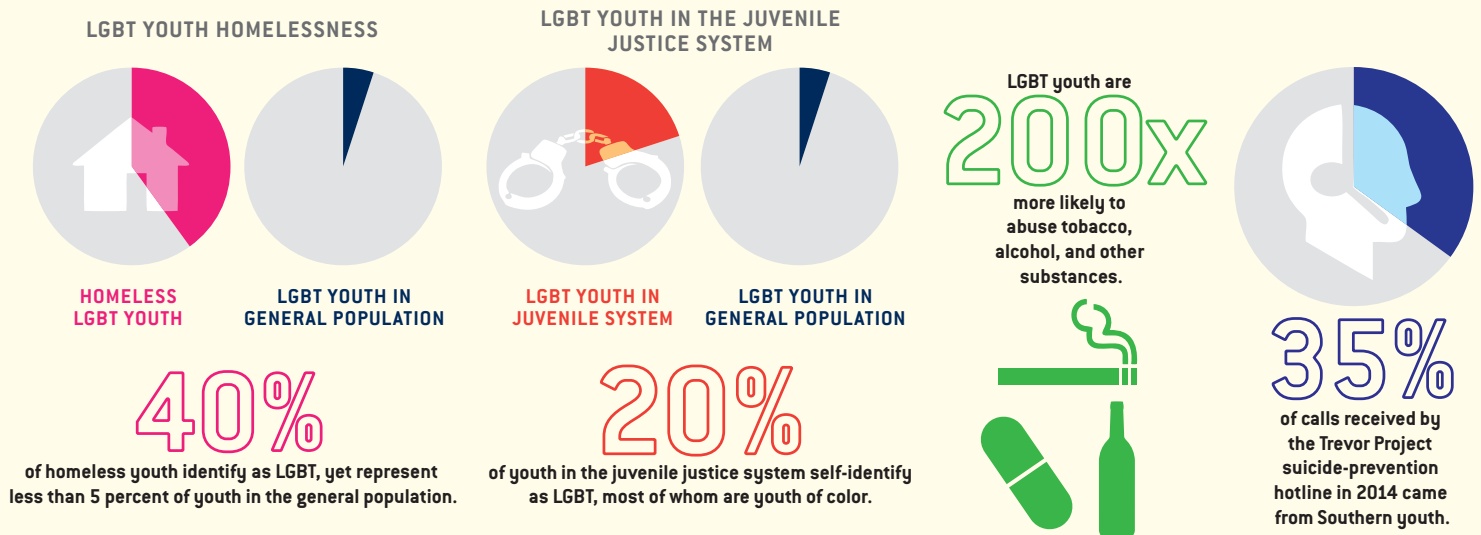
OUT IN THE SOUTH YOUTH



SUPPORTING LGBT YOUTH IN THE SOUTH

As more Americans come to accept and embrace lesbian, gay, bisexual and transgender (LGBT) people within their families, at their workplaces, and in their communities, increasing numbers of LGBT youth are deciding to “come out” at younger ages and share their sexual orientation and gender identity with their parents, families, and friends.

FACTS ABOUT LGBT YOUTH



For many young people “coming out” this is a liberating experience that enables them to live their lives openly and honestly. Unfortunately, for far too many youth, their honesty and courage are met with painful consequences, including rejection or isolation from their family and peers, bullying, verbal and physical assault, and being kicked out of their homes. Rejection and stigma put many LGBT youth in the vulnerable position of having to make difficult choices in order to survive, which can often put their health and personal safety at risk.

Southern LGBT youth often experience rejection from their families, communities of faith, and the larger community. For youth of color, undocumented youth, transgender and gender non-conforming youth, and those who are low-income, the situation can quickly become desperate due to the stigma and discrimination they face.

Without access to supportive families, faith communities, and school environments, LGBT youth are disproportionately more likely to skip school or drop out altogether. When rejected by family and community, LGBT youth are often forced onto the streets. As such, while LGBT youth represent an estimated 5 percent of the population, they represent 40 percent of the homeless youth population. Additionally, LGBT youth are at increased risk of suicide. The high representation of LGBT youth within the juvenile justice system is also a reflection of the lack of support these young people receive.

For many LGBT youth in the South, support can be difficult to come by. Many youth service providers lack the skill, training, and cultural competence to adequately assist LGBT youth. Homeless and runaway LGBT youth are frequently misunderstood and mistreated by the staff and other residents at shelters. As a result, as many as half of homeless youth who identify as LGBT choose to live on the streets rather than in such hostile shelter environments. Transgender homeless youth are especially unsafe in shelters that require them to be assigned to gender-specific beds and facilities, without consideration of their gender identity or expression.

Too often, schools in the South fail to provide safe, supportive environments for LGBT students. Though Gay-Straight Alliances (GSAs) and other support services have expanded in recent years, 11 of 14 states in the South still lack statewide anti-bullying protections for LGBT students. Six states—Alabama, Louisiana, Mississippi, Oklahoma, South Carolina, and Texas—state or local anti-LGBT curriculum laws that prohibit the discussion of LGBT issues in the classroom. As a result, LGBT youth centers, community centers and other organizations have seen increased demand for safe spaces, counseling, health services and other support services. However, such resources are geographically out of reach to many Southern LGBT youth, especially those who live in more rural areas.

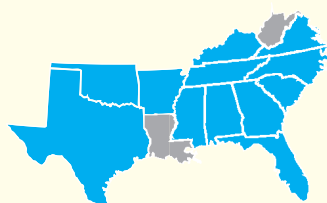
Funders can help to improve the circumstances for Southern LGBT youth by supporting new programs and services, as well as expanding the capacity of existing ones.

FUNDING OPPORTUNITIES

BUILD CAPACITY OF LGBT YOUTH ORGANIZATIONS: Funders have an opportunity to build the capacity of youth-led groups, youth organizations, and service providers to better meet the needs of LGBT youth. Southern LGBT youth centers, community centers, and “mainstream” youth service providers can benefit from increased investment, particularly with regard to expanding services and outreach in rural areas.

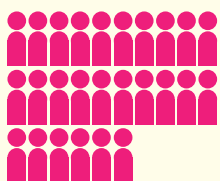
EXPAND GAY STRAIGHT ALLIANCES AND OTHER SCHOOL-BASED RESOURCES: The presence of GSAs in schools has been proven to improve school climate for LGBT students, reduce bullying and harassment, and improve student success. In addition, youth-led coalitions foster greater understanding and acceptance in schools, including effective advocacy for changes in policies. Numerous local, state, and

STRENGTHENING EXISTING ASSETS



12 out of 14

Southern states have a statewide GSA Network office.



26

LGBT youth service organizations are working hard across the South.



31

Southern LGBT Community Centers are offering support to young people.



93

local, regional, and statewide organizations advocating for improved policies affecting LGBT youth across the South.



Hundreds of GSAs exist in schools and school districts across the South.

national organizations would benefit from increased investment that would enable the expansion of these effective clubs.

ADDRESS LGBT YOUTH HOMELESSNESS: Four out of ten homeless youth identify as LGBT. This crisis calls for compassionate interventions and solutions. Funders have an opportunity to support LGBT and “mainstream” youth centers, community centers, and shelters in expanding their capacity and improving their cultural competency to respond to this troubling trend.

ENSURE SUPPORTIVE SERVICES FOR LGBT YOUTH: As a result of widespread homophobia, biphobia and transphobia, family rejection, and higher rates of homelessness, LGBT youth are at significantly higher risk for substance abuse, mental health challenges, and HIV infection. Funders may choose to support programs and services that target LGBT youth populations to improve their access to health services, counseling, and sexual health education.

SUPPORT FOR PARENTS, GUARDIANS, AND YOUTH WORKERS: Parents, guardians, educators, youth workers, and members of the community must be better equipped to help address issues affecting LGBT youth. By providing education, counseling, diversity trainings, and facilitating a broader dialogue in communities, funders can help nurture a more supportive environment for LGBT youth.

PARTNERSHIP SPOTLIGHT: JASMYN AND THE LGBT FUND AT THE COMMUNITY FOUNDATION OF NORTHEAST FLORIDA

In Florida, the **Jacksonville Area Sexual Minority Youth Network (JASMYN)** supports and empowers LGBT youth by creating safe space, advocating for change in the community and by providing youth development services. For 20 years JASMYN has been supporting LGBT youth as they navigate Jacksonville's rejection, hostility, and changing attitudes toward LGBT people.

JASMYN provides direct care for youth who are homeless and rejected, fosters a safer climate in area schools, advocates for policy reform that transforms services and systems caring for young people, and engages the community in conversations about the lived experiences of Greater Jacksonville's LGBT youth. JASMYN is a “youth-centric” organization, committed



to creating and providing youth development programs and supports through strong adult – youth partnerships, where youth leaders share power with adults in all aspects of the organization's work.

Thanks to a generous capacity-building grant from the recently established **LGBT Fund for Northeast Florida**, with matching funding from the **Chartrand Family Advised Fund** and the JASMYN board of directors, the organization hired its first full-time development director and is retooling its fundraising program.

By expanding its donor base and ultimately its facilities, JASMYN will be better positioned to serve the needs of local LGBT youth.

LEARN MORE:

For additional information or to learn more about how you or your organization can support Southern LGBT Youth, please contact Funders for LGBTQ Issues at www.outinthesouth.org and www.lgbtfunders.org.

LET'S WORK TOGETHER

Interested in engaging in a conversation within your own foundation or local funder network about how we can all be more inclusive of and responsive to Southern LGBT communities? We are happy to design educational trainings and funder briefings in partnership with you. Our trainings and presentations provide information about LGBT communities in the South, including demographics, critical issues of the day and funding trends. We engage with funders in dialogue about concrete strategies that will enable each of us to be more inclusive of LGBT issues within our institutions, including our own personnel policies as well as grantmaking protocols.

JOIN THE CONVERSATION: THE OUT IN THE SOUTH FUNDER NETWORK

Funding change across an entire region is complex. We all have a lot to learn together.

This is why we've created the **Out in the South Funder Network** for funders who would like to have conversations with each other as a way to learn more about how Southern LGBT communities and issues intersect with your own funding priorities, and to share experiences and best practices.

The Out in the South Funder Network is made up of both funders who have a long history of supporting LGBT issues as well as those who are new to the conversation. For some, LGBT-inclusive philanthropy is a natural extension of their funding priorities, whether their focus is on health disparities or economic opportunity. Whether you represent a family foundation, a community foundation, a corporate foundation, an LGBT community fund, or another type of funder, the Out in the South Funder Network provides a forum for you to connect with others who are committed to improving the lives of LGBT people in the South.

CHARTER MEMBERS OF THE OUT IN THE SOUTH FUNDER NETWORK INCLUDE:

- Appalachian Community Fund (KNOXVILLE, TN)
- Arcus Foundation (NEW YORK, NY)
- Charlotte Lesbian and Gay Fund (CHARLOTTE, NC)
- Chartrand Family Fund (JACKSONVILLE, FL)
- Community Foundation for Northeast Florida (JACKSONVILLE, FL)
- Community Foundation of Greater Atlanta (ATLANTA, GA)
- Community Foundation of Greater Greensboro (GREENSBORO, NC)
- Community Foundation of Middle Tennessee (NASHVILLE, TN)
- Ford Foundation (NEW YORK, NY)
- Foundation for a Just Society (NEW YORK, NY)
- Foundation for Louisiana (BATON ROUGE, LA)
- Foundation For The Carolinas (CHARLOTTE, NC)
- Freeman Foundation (LOS ANGELES, CA)
- Gill Foundation (DENVER, CO)
- Greater New Orleans Foundation (NEW ORLEANS, LA)
- Groundswell Fund (OAKLAND, CA)
- Guilford Green Foundation (GREENSBORO, NC)
- Laughing Gull Foundation (DURHAM, NC)
- LGBT Community Fund for Northeast Florida (JACKSONVILLE, FL)
- LGBTQ Fund of the Community Foundation of Greater Birmingham (BIRMINGHAM, AL)
- Amy Mandel and Katina Rodis Fund (ASHEVILLE, NC)
- Our Fund (FORT LAUDERDALE, FL)
- The Palette Fund (NEW YORK, NY)
- Third Wave Fund (NEW YORK, NY)
- Trans Justice Funding Project (NEW YORK, NY)
- Women's Foundation of Mississippi (JACKSON, MS)

LEARN MORE:

If you would like more information about the Out in the South Funder Network, please contact Funders for LGBTQ Issues at www.outinthesouth.org or www.lgbtfunders.org.

ABOUT THE AUTHORS

D. LANCE KING is a consultant to an array of nonprofit organizations working to advance health care, higher education, arts/culture, youth homelessness, and LGBTQ equality. A native Southerner who grew up in small town East Texas, Lance has contributed to the Out in the South initiative his 23 years of experience as a fundraiser, writer, and nonprofit executive. Most recently, Lance served as Vice President of Donor Resources at the Gill Foundation and has previously held leadership positions with the San Francisco Symphony, Grenzbach Glier & Associates, Stony Brook University, the University of Colorado Foundation, and The University of Texas at Austin, his alma mater. He resides in Denver with Molly, a Basenji mix that he says “rescued him.”

CHANTELLE FISHER-BORNE is the Project Director of Funders for LGBTQ Issues’ Out in the South Initiative. She has almost two decades of experience working in the nonprofit sector in the South within the areas of public health, affordable housing and homelessness, community development, and supporting LGBT youth. Most recently, she worked in the philanthropic sector as a consultant supporting funders concerned about issues of poverty and economic justice. Chantelle is inspired by the legacy of resilience and resistance found in communities throughout the South. She is originally from southern Louisiana and now calls North Carolina home.

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Part One: Foundation Funding for LGBTQ Issues in the U.S. South [FEBRUARY 2014]

Part Two: LGBTQ Community Assets in the U.S. South [SEPTEMBER 2014]

Part Three: Opportunities for Funding LGBT Communities in the U.S. South [NOVEMBER 2015]

LEARN MORE ABOUT THE OUT IN THE SOUTH INITIATIVE

Out in the South Initiative: Inspiring People and Philanthropy to Strengthen Southern LGBT Communities [MARCH 2015]

MISSION

Funders for LGBTQ Issues works to mobilize philanthropic resources to enhance the wellbeing of lesbian, gay, bisexual, transgender and queer communities, promote equity and advance racial, economic and gender justice.

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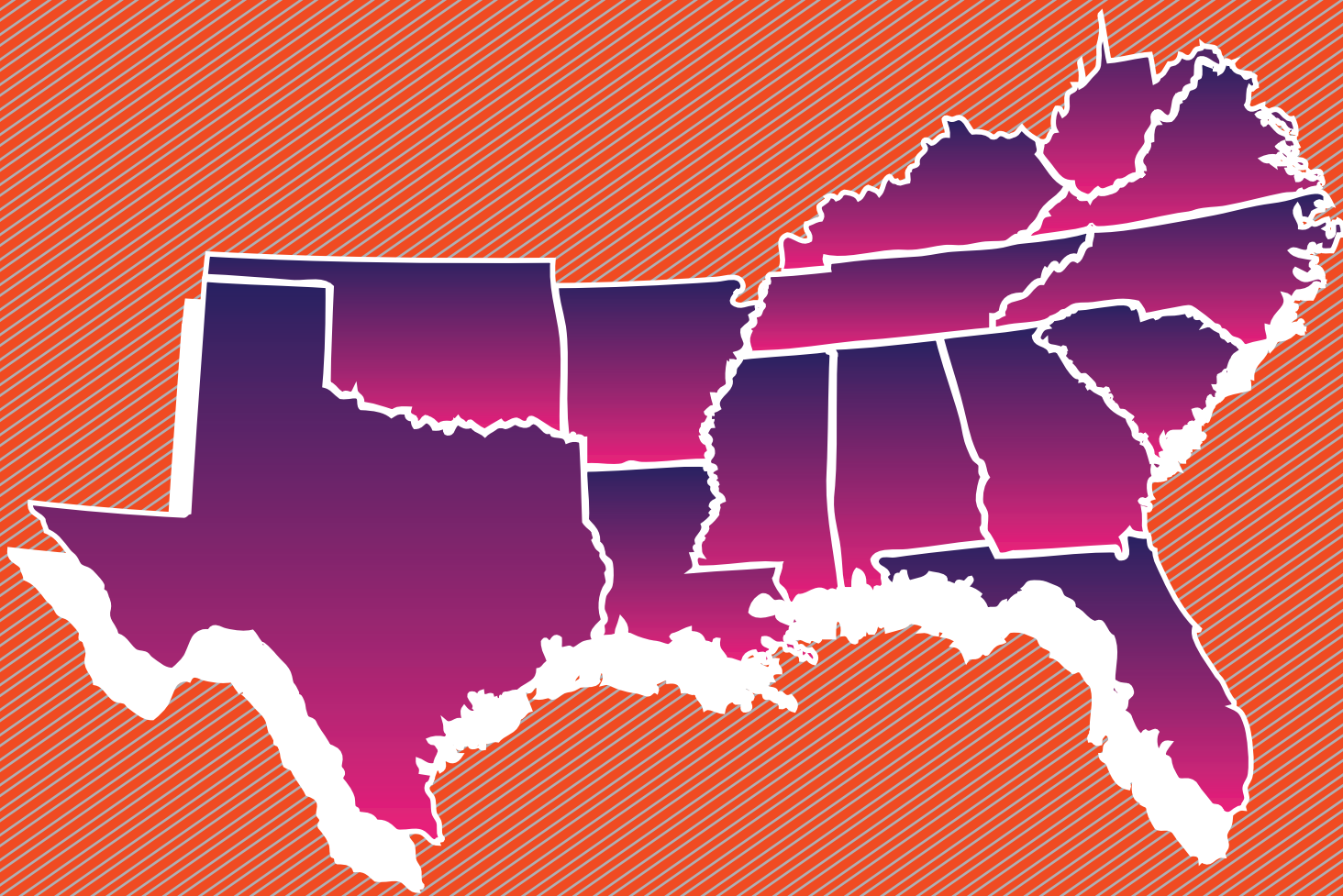
Lyle Matthew Kan, Ben Francisco Maulbeck, and Kristina Wertz

For a list of the research cited in this report, please see www.outinthesouth.org or www.lgbtfunders.org.

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