



INTERNATIONAL  
**TRANS FUND**

Resourcing Trans Movements Worldwide

# ANNUAL REPORT 2021





The ITF's work is motivated by imagining a world where all trans people are safe, free and can live with dignity and respect. Where we celebrate and uplift our community's unstoppable creativity, joy, defiance and innovation to make change. Where trans movements are resourced, resilient and robust, working intersectionally to promote liberation and transform inequalities.

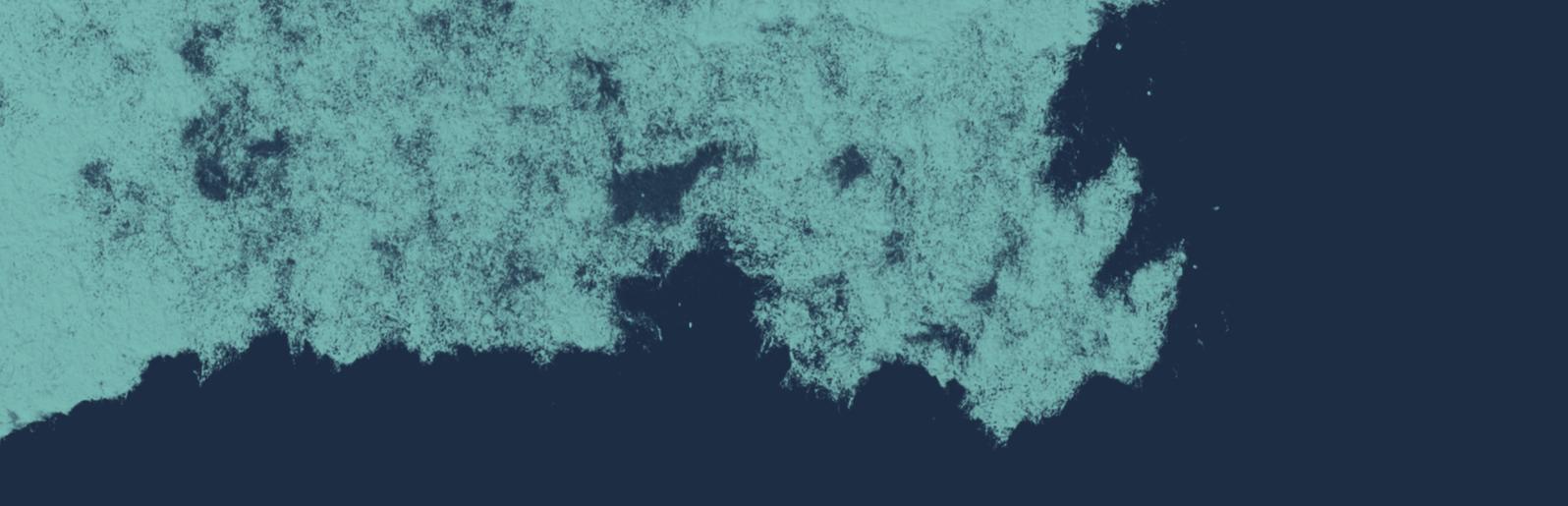
International Trans Fund (ITF)  
Annual Report 2020 - 2021  
Writer: Dodo Karsay

## **Acknowledgments**

The ITF would like to thank our staff, Board, Grant Making Panel, grantee partners, and our allies and collaborators who are moving money to trans movements across the globe and supporting trans liberation.

This work would not be possible without the generous support of our funders: American Jewish World Service, Arcus Foundation, Foundation for a Just Society, GiveOut, Global Equality Fund, MacKenzie Scott, Open Society Foundations, Sigrid Rausing Trust, and Wellspring Philanthropic Fund.





## Message from the Co-Chairs

**Dear trans communities,  
movements, activists,  
dear philanthropic  
partners,  
dear friends,**

Several years ago we came together to form the International Trans Fund (ITF) to strengthen trans movements and gender-diverse communities so that our voices are heard and we can achieve the full recognition of our rights. The past year proved that, even when the daily oppressions and attacks against our siblings, trans women of color, sex workers, immigrants and many others, are paired with a global pandemic and a wave of disregard for our needs and livelihoods, trans groups and organizations are fighting for better lives with unbelievable grit, grace and devotion. We at the ITF are honored and humbled to be a part of this movement, and we strive to bolster and contribute to the hard work of frontline activists in the best way we can.

Our mission is to create lasting change to the realities of trans movements globally, and to do so, we must work for the social recognition of our identities and experiences in a complex, global setting, and an ever-changing one. Many of our trans siblings are deprived of liberty, many are not recognized by the hegemonic cultures violating their rights, many are facing oppressive prison and police states, racism, sexism, and socio-economic injustice. We see clearly that the years of the pandemic impoverished our communities even further, pushing many people further into precarity, displacement, migration, and crisis.

As the ITF, we feel and worry about these harsh realities our communities live in. We want our work to help fund and strengthen these struggles and the dignity of our movements. We do this to the extent of our possibilities, trying to reach as many communities as feasible.

This last year, the ITF awarded its 5th grant cycle. We organized support and webinars for hundreds of our grantee partners and applicants, advocated for more resources to be made available, and mobilized funds for trans movements. And this was just the overture. The ITF continues to become an effective and sustainable long-term mechanism of resourcing trans-led groups, and a recognized partner for philanthropic engagement.

Thanks to the support of our own funders, we are steadily growing our capacity, striving to issue more grants, to more groups, across more countries and communities, because the sorrow and hardships of trans communities are still too often overlooked and inadequately addressed.

It is impossible to fully capture the strength, diversity and devotion of trans movements. As you flip through this Annual Report, you will see to a fuller extent the growth we were fortunate enough to experience as the ITF, and the impact fostered through our grantee partners.

As the Board of the International Trans Fund, we feel deeply privileged to be able to offer our support and be part of this work, and we vow to keep rising to the challenge. Together we will guarantee a better world for the generations to come.

**Chaber &  
Alejandra Collette  
Spinetti Núñez**

Co-Chairs of the Steering Committee





## Message from the Director

### Dear friends,

This year the ITF crossed an important threshold, for the first time since our inception we moved over a million dollars (\$1.19M to be exact) in the 5th grant cycle to trans-led groups across the globe. Since our first grant cycle in 2017, we have increased our annual giving by 138%. And when we look back across all grant cycles, we are proud to report that we have allocated \$3.867M to 133 grantee partners in 80 countries. This is a phenomenal achievement, and one made all the more impressive by the fact that every single decision that has been made, and dollar that has been moved, has been firmly grounded in a participatory model of grantmaking whereby our Grant Making Panel, who are trans activists from across the globe, review all applications and select all grantee partners.

This is an effective way of grantmaking because it places decision-making in the hands of those most impacted by injustice. It allows us at every step of the process to ground ourselves in an intersectional approach, where we strive to intentionally address systemic barriers in our grantmaking and provide support to trans-led organizations that are working on the frontlines, employing strategies that are innovative and that work. Given the swell of anti-trans campaigns and rhetoric, which are on the rise in all regions, we know we need to look to our communities and support their leadership.

One of the most urgent challenges facing trans movements is the lack of funding available to support this critical work. In this past grant cycle, the ITF received 375 eligible applications and were able to fund just 50 (13%) of these groups.

While we are thrilled to be able to support this year's grantee partners who are doing incredible work, we recognize that there is a huge gap in funding that keeps trans-led groups operating on tiny budgets and under enormous stress in very hostile and dangerous environments. This needs to shift. At the ITF, a core pillar of our work is to engage with philanthropy and advocate for an increase in resources to our movements. While we always make the case that the ITF is one excellent mechanism to move money, we also advocate more broadly to encourage funders to make their own grants directly to trans communities and support peer funds that move money directly to trans movements.

As you read through our Annual Report you will find powerful narratives of change from our 4th grant cycle and get a glimpse of the work from our 5th grant cycle.

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**There is no doubt that trans activists are at the forefront of the struggles for racial justice, for sexual and reproductive rights, for disability rights, for sex worker's rights, and for queer and trans liberation (to name a few!) and it is crucial that this work is meaningfully supported. The time is now.**

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**Broden  
Giambrone**  
Director



## Greetings from the ITF's current staff<sup>1</sup>



Being part of the ITF is being part of a dynamic change driver, the ITF espouses the true ethos of empowering communities by placing trans activists at the front and center of our grantmaking. Over the past 5 years, the ITF has remained committed to ensuring that vibrant and resilient trans organizations and movements continue to exist and thrive, fulfill their visions and celebrate their impact. The work and achievements articulated in this report would not have been possible without the relentless and courageous efforts of our partners and trans activists across the globe and we salute them for this.

**Chivuli Ukwimi**  
Deputy Director



The trans movement is struggling to meet ever-growing needs and never-ending challenges, more especially in these unprecedented times of pandemics, conflict and rights violations. We are deeply committed to a world where all trans persons are empowered, living free and resourced; as for so long, these voices have been silenced in multiple ways. In decolonizing work, reimagining philanthropy and supporting the most marginalized, I see this fund as the future! Even with so much progress, there still remains a lot to be done. Thank you to the amazing trans activists and supportive donors.

**Mukasa**  
Senior Program Officer



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<sup>1</sup> Staff members at the publication of this Annual Report.



Learning and being inspired by our grantee partners and the trans people working as our staff, Grant Making Panel, and Board, is an amazing feeling. The ITF is a living example in philanthropy of how **trans leadership at all organizational levels makes a critical difference in how grants are designed, distributed, and managed.**

**Viviane Vergueiro  
Simakawa**  
Program Officer



The ITF is a commitment to trans futures, trans power, and trans livelihood in the form of a participatory grantmaking fund. There is **euphoria, interconnectedness, and strength in global trans movements** and it's an honor to work with ITF to actively support our community.

**Anesu Nyatanga**  
Program Associate



The ITF is a unique philanthropic fund driven by a vision of prosperity for trans communities in all parts of the world. The work that has been done in the past 5 years is truly impressive. I am grateful and proud to be part of an organization that follows participatory grantmaking principles and prioritizes its grantees above all else. **It is a place where I feel like our work matters and we are able to make a positive difference.**

**Luca Lukina**  
Communications Associate



# ANNUAL REPORT 2020–2021

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**BACKGROUND:**

**WHO WE ARE  
AND WHAT WE DO**



2021 marked the fifth year of the ITF's existence.<sup>2</sup> Over our first five grant cycles, we have allocated US\$3.867M to 133 grantee partners in 80 countries.

Our commitment to participatory grantmaking places accountability, transparency and participation at the center of everything we do. We strive to embody the ethos of “nothing about us without us” in all aspects of our work, which means that trans people are in leadership and decision making roles across the ITF.

The ITF is the only global participatory grantmaker that is exclusively dedicated to supporting trans-led groups to secure the rights and improve the lived realities of trans people.

This second Annual Report covers the period between July 1, 2020 to December 31, 2021

You can access the ITF's first Annual Report (2019-2020) [here](#).

### The aims of this Annual Report are to:



1 Continue being accountable and transparent in all of our work.



2 Share key data and trends of our funding over the first five funding cycles.



3 Highlight the work of the 4th cycle grantee partners.

<sup>2</sup> This Annual Report incorporates excerpts from the ITF's Strategic Plan (2021-2025), reports to funders, notes and other internal ITF documents, and interim and final reports of the 4th cycle grantee partners.



## Our Vision

The ITF envisions a network of robust, resilient and well resourced trans organizations and movements working inclusively and intersectionally to increase safety and liberation for trans people worldwide.

## Our Purpose

- To develop and sustain a mechanism to support trans-led groups of different sizes working on a range of issues at the international, regional, country and local levels, with emphasis on smaller groups with limited resources.
- To educate our peers in the philanthropic community on trans issues and influence other funders and strategic allies in trans related commitments and strategies.

## Our Mission

The mission of the ITF is to mobilize and facilitate sustainable resources for strong, trans-led movements and collective action, and to address and eliminate funding gaps impacting trans groups across the globe.

- To increase and enhance access to resources to support trans movements by increasing financial resources dedicated to trans-led organizations and groups; providing access to non-financial resources for trans organizations, such as skills building, organizational strengthening, leadership development and activist support; and improving advocacy in philanthropy to increase access to new donors.

Grupo de Acción y Apoyo a Personas Trans (GAAT) (Colombia)



# Our structure

Three entities work together to govern and execute the ITF's work:

## 1 Board of Directors (formerly Steering Committee)

**10 to 13** trans activists  
and funders from around  
the world

*Governs the ITF, providing  
guidance and overseeing  
strategic, financial, and  
governance-related  
decisions.*

## 2 Grant Making Panel (GMP)

**15** trans activists from  
around the world

*Reviews and discusses  
grant applications and  
selects grantee partners.*

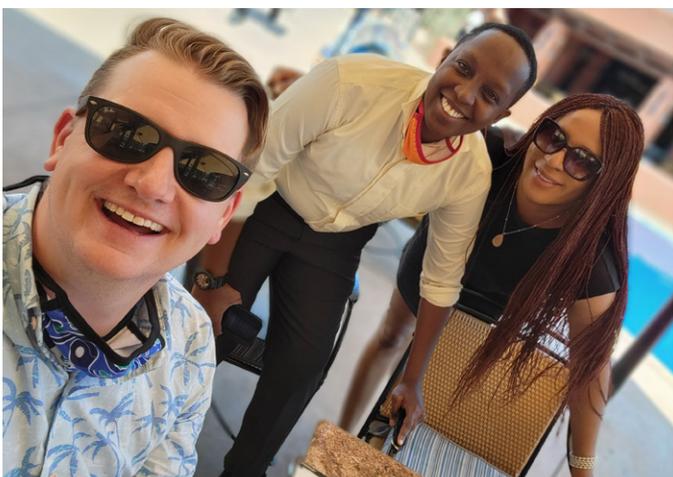
## 3 Secretariat<sup>3</sup>

**6** staff members, namely  
Director, Deputy Director,  
**2** Program Officers, a  
Program Associate, and a  
Communications Associ-  
ate, working from Brazil,  
Canada, Kyrgyzstan, US,  
Uganda, and Zambia.

*Conducts the day-to-day  
work of the ITF.*



Steering  
Committee  
Meeting



Senior Staff Meeting in Zambia



ITF Staff Meeting

<sup>3</sup> As of June 2022, at the time of the publication of this report.

# STRATEGIC GOALS

The ITF has four strategic goals that drive and shape the work that we do.



# GOAL 1: Grantmaking

Increase and expand the ITF's direct grantmaking to trans-led organizations with limited resources that are engaged in movement building activities.

Over the first five grant cycles, we increased and expanded:

## Annual grantmaking



## Number of grantee partners per cycle



## Number of countries with at least one funded group per cycle



## Increase in rate of trans-led Global South grantee partners



## Increase in rate of eligible applications

**112%**

<sup>4</sup> The ITF had 52 grantee partners in the 4th grant cycle, and 50 in the 5th grant cycle.

Over five grant cycles, the ITF has allocated

**\$3.867** millions to **133** grantee partners in **80** countries

	1st cycle (2017-2018)	2nd cycle (2018-2019)	3rd cycle (2019-2020)	4th cycle (2020-2021)	5th cycle (2021-2022)
No. of total applications	<b>256</b>	<b>384</b>	<b>331</b>	<b>337</b>	<b>464</b>
Eligible applications	<b>177</b>	<b>300</b>	<b>281</b>	<b>258</b>	<b>375</b>
Funded applications	<b>29</b>	<b>33</b>	<b>38</b>	<b>52</b>	<b>50</b>
% of funded applications	<b>16%</b>	<b>11%</b>	<b>14%</b>	<b>20%</b>	<b>13%</b>
No. of countries	<b>23</b>	<b>25</b>	<b>32</b>	<b>40</b>	<b>41</b>
No. of regional networks	<b>1</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>
Total amount of grants	<b>\$500,000</b>	<b>\$640,000</b>	<b>\$707,000</b>	<b>\$830,000</b>	<b>\$1,190,000</b>

→ Since 2017, there has been **138% increase** in annual grantmaking from \$500K to \$1.19M.

→ Between the 4th and 5th cycle, there was a **37% increase** in the number of applications we received (337 vs 464).

	No or limited funding (US\$10,000 and under) in the previous year	Budget of US\$10,001- US\$50,000 in the previous year	Budget of US\$50,001 or more in the previous year
1st cycle grantee partners (N=29)	<b>55% (N=16)</b>	<b>31% (N=9)</b>	<b>14% (N=4)</b>
2nd cycle grantee partners (N=33)	<b>36% (N=12)</b>	<b>46% (N=15)</b>	<b>18% (N=6)</b>
3rd cycle grantee partners (N=38)	<b>26% (N=10)</b>	<b>55% (N=21)</b>	<b>18% (N=7)</b>
4th cycle grantee partners (N=52)	<b>38% (N=20)</b>	<b>37% (N=19)</b>	<b>25% (N=13)</b>
5th cycle grantee partners (N=50)	<b>24% (N=12)</b>	<b>42% (N=21)</b>	<b>34% (N=17)</b>



[Our experience of receiving an ITF grant has been] phenomenal. I feel like we can always just tell you what we're actually working on and we feel understood. We love that we don't need to justify why something is important. It's so simple to relate to other transgender activists and organisers.

**Gender Minorities  
Aotearoa**

Grantee partners in the 1st, 2nd, 4th, and 5th cycles



For us, having a grant to be able to do the app is a big thing for trans people in Vietnam. We, the trans community in Vietnam, have always been hard on having grants, as we mostly are the grassroots organization without being registered. Having the opportunity to do such great projects despite how hard it is, and having back with lots of good results, have been a great motivation for the trans movement.

**FTM Vietnam  
Organization**

Grantee partners in the 4th cycle



- ➔ The change in our funding trend in terms of the grantee partners' organizational budget is largely due to the fact that we have continued funding some groups over several years, including through our new THRIVE grants.

## What happened during this reporting period?

The 4th grant cycle<sup>5</sup> started on August 1, 2020 and ended on July 31, 2021. Similar to the previous year, many groups required extensions on their final reports as a result of the devastating effect of the COVID-19 pandemic.

We received applications for the 5th grant cycle between September and December 2020. The GMP selected the applications from February 2021 onwards, and made the final decisions in June 2021. The 5th grant cycle started on August 1, 2021 and will end on July 31, 2022.

We introduced an online application form and received applications for the 6th grant cycle between October and December 2021.

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<sup>5</sup> The 3rd grant cycle ended on July 31, 2020 and grantee partners submitted their final reports in August 2020. More information about the 3rd cycle grantee partners can be found in the ITF's 2020 Annual Report.

# Grantee Partner Support and Accompaniment

The Program Officers continued to hold introductory meetings or email correspondence with grantee partners to present the ITF, offer support, outline expectations and share reporting templates. The ITF also made referrals for 12 grantee partners to access additional financial resources from 13 funders, and at least 50% of the grantee partners

successfully secured funding during this 2020 - 2021 period. Two trans activists were also referred to emergency response funds for assistance pertaining to safety and security issues. One other trans activist, referred in the previous cycle, successfully received an emergency grant.



Trans Mreža Balkan (TMB) (Balkan Region)

# GOAL 2: Institutional Strengthening

Build and sustain the ITF as an efficient, effective and independent participatory grantmaker.

The ITF continued to build and sustain by:

Establishing itself as an autonomous legal entity in Canada and transitioning the Steering Committee to the Board of Directors.

**Steering Committee**

**Board of Directors**

Developing organizational policies and revising Bylaws

Expanding to a staff team of **6** by hiring a **Program Officer** and **Program Associate** in 2020 and a **Deputy Director** in 2021

# ITF Meetings

The ITF's commitment to participatory grantmaking means we actively engage our Board and Grant Making Panel in leadership and decision making.

Due to the ongoing COVID-19 pandemic, our meetings continued to be held online.

## The Board

- held **7** online meetings between July 2020 - December 31, 2021;
- formalized the Finance Committee and Human Resources Committee which included the adoption of Terms of Reference and elected membership;
- members continue to participate in thematic working groups related to hiring, selection of the GMP and incorporation.

The **Grant Making Panel** held online meetings to select the grantee partners in May & June 2021.

In 2020, the staff held its meetings online. The ITF's senior staff, which includes the Director, Deputy Director, and Senior Program Officer, met in Livingstone, Zambia, for an in-person staff meeting on October 11-15, 2021.

# Communications & Messaging



The ITF's Brand and Messaging Guide, prepared by consultants, was finalized in February 2021.

The ITF further revised its application form and **guidelines** based on recommendations from the Grant Making Panel and Board, available in English, French, simplified Chinese, Russian and Spanish. A new section includes **advice** on how to write strong applications.

We recorded and published two videos for our 6th grantmaking cycle outreach, 'About the ITF and our grants', and 'How to write a strong application', with 550 and 106 views to date respectively.<sup>6</sup>

<sup>6</sup> As of July 2022.

# Policy Developments

## The ITF's first Strategic Plan

The ITF's first Strategic Plan was adopted in November 2020 and publicly launched in March 2021 in English and Spanish. The Strategic Plan is the culmination of an in-depth and engaged process of co-creation.



Here are the four goals that will drive and propel our work over the next five years:

**1** Increase and expand the ITF's direct grantmaking to trans-led organizations with limited resources that are engaged in movement building activities.

**2** Build and sustain the ITF as an efficient, effective and independent participatory grantmaker.

## Incorporation

The ITF continued working on institutionalizing the Fund. In November 2020, the Board selected Canada as the top choice for incorporation. The ITF became an independent legal entity in Canada on September 21, 2021 and ended its fiscal host agreement with Astraea Lesbian Foundation for Justice in October.



Read the ITF's Strategic Plan (2021-2025) [here](#).

**3** Increase the capacity of grantee partners to secure additional funds and effectively respond to the needs of their communities.

**4** Catalyze more and better funding for global trans movements through philanthropic advocacy and be acknowledged as the leading expert in international trans funding.

The ITF's independent day-to-day operations began on January 1, 2022 and we continued to work with a consultant to support the transition. This included a focus on developing the necessary Human Resources and Finance policies and protocols to ensure a smooth transition and limited disruption to operations. We continue to explore the technology and IT needs this transition requires.

## Staff capacity building

In 2021, the Director, both Program Officers and the Treasurer participated in the FIRE (Financial Innovation and Resilience) training and other learning sessions run by Spring Strategies, for instance on virtual facilitation.

The Director participated in a course on Effective Nonprofit Management in Canada to prepare for the ITF's incorporation.

## Hiring

The ITF was supported by a recruitment consultant to develop a Recruitment Policy policy that includes findings and recommendations to the ITF. The goal was to look at our hiring and develop an intentional process that is firmly rooted in an anti-colonial framework that addresses bias and power in our structures. We are currently working on a Staff Handbook.

## Language justice

The ITF has a deep commitment to language justice and is continuously looking at ways to improve our communication in all working languages. In October 2020, our Program Officer convened a meeting between Spanish-speaking members of the Board, staff and language experts to discuss the creation of a glossary and shared terminology. This led to the creation of a guidance document and glossary to be shared with translators and interpreters that the ITF regularly works with. We are exploring doing a similar resource for French, Russian and Chinese.

We have also been participating in an inter-institutional dialogue about language justice, with nine other organizations.

## The ITF's Following

We use e-newsletters to share information with interested parties and host two lists, one in English and one in Spanish. As of March 2022, the ITF was followed by:

**835**  
people on its English  
mailing list

**327**  
on its Spanish  
mailing list



**13,437**  
followers  
on Facebook



**1,398**  
people  
on Twitter



Between April 2020 and 2022 the ITF doubled its Twitter following:

2020	646
2022	1,398



# GOAL 3: Capacity Building

Increase the capacity of grantee partners to secure additional funds and effectively respond to the needs of their communities.

## Webinars

During the call for applications, we delivered:

### 5th grant cycle

**12**  
Webinars

**131**  
Participants

**6**  
Languages

**46**  
Countries represented

### 6th grant cycle

**12**  
Webinars

**146**  
Participants

**6**  
Languages

**56**  
Countries represented

5th cycle	Strongly agreed or agreed that...	6th cycle
<b>92%</b>	... “the webinar helped our organization have a better understanding of the criteria and what makes a strong application to the ITF.”	<b>100%</b>
<b>84%</b>	.... “participating in the funding webinar helped our organization prepare a better/stronger proposal to the ITF for funding.”	<b>97%</b>
<b>95%</b>	... “the presenter was knowledgeable and responded appropriately to participants’ questions.”	<b>100%</b>
<b>94%</b>	... “they would recommend this funding webinar to other trans-led groups who want to apply for an ITF grant.”	<b>97%</b>

The ITF's Program Officers also delivered a highly rated two-session **capacity-building webinar workshop on strategic finance and organizational effectiveness**, to a total of 50 participants from 31 trans organizations from our 4th cycle grantee partners. The workshops were held between July and September 2021:

English/Russian/  
Chinese:

**27** participants from  
**21** grantee partners

Spanish:

**15** participants from  
**7** grantee partners

Portuguese:

**8** participants from  
**3** groups.



It was amazing, since we could evaluate ourselves as an organization, and share and get to know of other sibling organizations' good practices. There was so much learning and exchange of ideas and questions that the time was not enough, and we had the desire to keep talking, and that the topics could have a longer time to delve into to enrich ourselves more.

**Trans Este  
Podemos Avanzar**  
(TEPA) (Dominican Republic)



This is wonderful! As an org of 10 years, we have still much to learn on how we can adapt to these changes from being a peer support group into our full-grown potential as an NGO for transgender masculine rights.

**Pioneer Filipino  
Transgender Men  
Movement**  
(Philippines)



The Program Officers tracked the capacity development of the main individual activist/ITF point of contact for all 52 of the grantee partners in our 4th grant cycle. Of these 52 activists:

- **48%** increased their capacity to budget and manage their finances;
- **44%** increased their capacity to develop and implement program strategy;
- **42%** increased their capacity to keep themselves safe and secure;
- **63%** increased their capacities in at least one of the identified target areas.

# Draft Review Service

Since the 4th grant cycle, the ITF has provided the Draft Review Service (DRS) to targeted groups to support them in the development of a grant proposal to the ITF.

## 5th grant cycle

During the 5th cycle application period, we offered one-on-one support to

**25** groups from

**17** countries, including

**13**  
groups from  
Latin America  
and the Caribbean



**15**  
groups from  
Latin America  
and the Caribbean



**9**  
groups from  
Africa and  
West Asia



**4**  
groups from  
Africa and  
West Asia



**2**  
groups from  
Central Asia



**1**  
group from  
Southeast Asia



**1**  
group from  
South Asia



5th cycle

Strongly agreed or agreed that...

6th cycle

**92%**

... *“Draft Review Service helped our organization have a better understanding of the criteria and what makes a strong application to the ITF.”*

**100%**

**100%**

... *“the presenter was knowledgeable and responded appropriately to participants’ questions.”*

**100%**

**100%**

... *“they would recommend the Draft Review Service to other trans-led groups who want to apply for an ITF grant.”*

**100%**



## GOAL 4: Philanthropic Advocacy

Catalyze more and better funding for global trans movements through philanthropic advocacy and be acknowledged as the leading expert in international trans funding.

We have continued engaging in philanthropic advocacy to increase funding for trans groups since our creation and participated in a wide range of donor convenings and individual meetings with foundations, governments and multilateral donors.

### 2020

- The Director continued to participate in the Advisory Committee for the Act Together for Inclusion Fund (ACTIF) and joined the Advisory Committee for Arcus' Grantee Technical Assistance Initiative. The Director also became part of GPP's Member Table for the Canadian government, which is working on advocating for increased funding for LGBTI work.
- In December, the Senior Program Officer participated in Outright Action International's OutSummit and was a speaker on the panel 'Forging ahead: Past, present, & future of trans liberation'. He also took part in a GPP and Elevate Children's Funder Group launch event as part of Shimmering Solidarity Global Human Rights Summit in 2021.

### 2021

- In April, we hosted a session called Participatory Grantmaking 3.0: Disrupting and Democratizing Philanthropy at GPP's Shimmering Solidarity Global Human Rights Summit.
- Our Director ended his mandate as Co-Chair of the GPP Trans & Intersex Working Group in 2020 and our Program Officer took up the role in 2021. Our Program Officer also participated in the GPP Global Resources Report Advisory Committee, as the GPP mapped government and philanthropic support to LGBTI communities worldwide.
- In September, the Program Officers participated in White House Listening Sessions which focused on policy recommendations for advancing safety, opportunity, inclusion, and respect for human rights of trans people.

→ In October, we participated in the virtual GEF Partners Fall Meeting co-hosted by the Dutch Ministry of Foreign Affairs and US State Department; facilitated a panel discussion on 'LGBTQI Rights and the Power of Following the Funding', hosted by the Human Rights Funders Network (HRFN) and Global Philanthropy Project (GPP); presented at a meeting of INCLO, a network of 13 independent, national

human rights organizations from different countries in the North and South; presented our grantmaking at Ciclo Vis-a-Vis, an event with 50 participants from the Mexican trans community ; presented on the ITF at Google's Transconf 2021, an event dedicated to trans employees at the company.

→ We continued to foster positive relationships with our funders and potential funders.



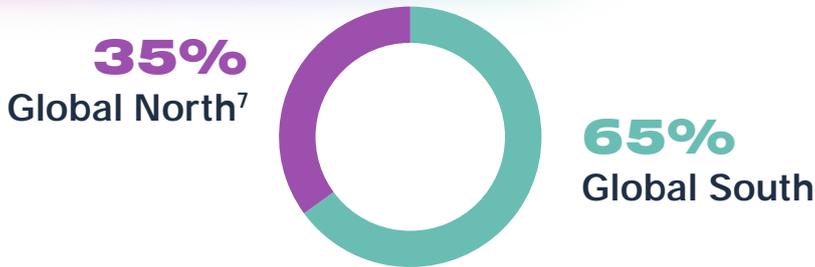
# IN FOCUS:

## THE ITF'S 4TH GRANT CYCLE

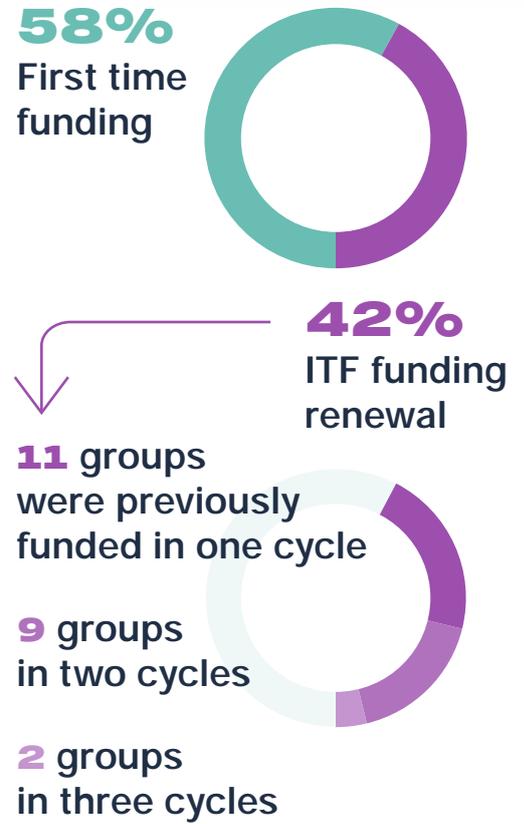
In the 4th grant cycle, the ITF received **337** applications, of which **258** were eligible. We funded **52** organizations and disbursed a total of **\$830,000**. We funded groups in **40** countries, **14** of which were countries that we had not previously funded in.

# An Overview

## Global South vs. Global North



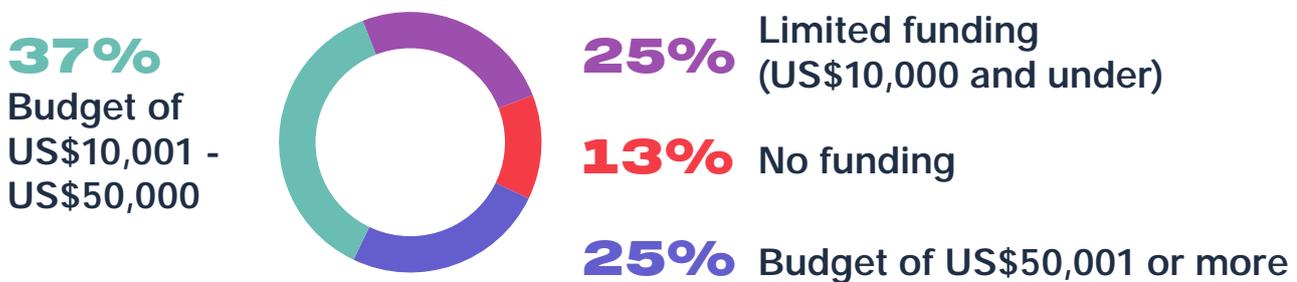
## ITF funding history



## Registration Status of Group



## Access to Institutional Funding (in the previous year)



<sup>7</sup> For the purposes of this Annual Report, we included Argentina, Armenia, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, India, Indonesia, Jamaica, Kenya, Kiribati, Kyrgyzstan, Lebanon, Malawi, Malaysia, Mexico, Nigeria, Papua New Guinea, the Philippines, Sudan, Tajikistan, Thailand, Togo, Uganda, Uruguay, and Vietnam under the Global South umbrella; Israel, Italy, Macedonia, the Netherlands, Poland, Portugal, Russia, Slovenia, New Zealand, UK, USA, and the regional organization in the Balkans region as part of the Global North.

## Project Funding vs. General Support

**100%**  
General support



*Due to COVID-19, and the fact that many groups had to change their plans, all grants in the 4th cycle were issued as general support.*



## Key Thematic Areas (top 10)

*\*Number of groups working in each area*

### Community building



### Mental health & wellbeing



### Visibility



### Legal gender recognition



### Discrimination



### Policy & legal change



### Access to healthcare



### Safety and security



### Sexual health



### Violence prevention & hate crimes



## Funding by Region

Region	# of Grantee Partners	Total Funding	% of Overall Funding
Africa and West Asia	<b>8</b>	<b>\$198,000</b>	<b>24%</b>
East, South, Southeast Asia and the Pacific	<b>11</b>	<b>\$176,000</b>	<b>21%</b>
Eastern Europe and Central Asia	<b>10</b>	<b>\$136,000</b>	<b>16.5%</b>
Latin America and the Caribbean	<b>13</b>	<b>\$176,000</b>	<b>21%</b>
USA, Europe, Australia, New Zealand and Canada	<b>10</b>	<b>\$144,000</b>	<b>17.5%</b>
<b>Total</b>	<b>52</b>	<b>\$830,000</b>	<b>100%</b>

# Meet the Grantee Partners



## East, South, Southeast Asia and the Pacific

- Anonymous (East Asia)
- Anonymous (South Asia)
- Boutokaan Inaomataia ao Mauriia Binabinaine Association (BIMBA) (Kiribati)
- FTM Vietnam Organization (Vietnam)
- Hetura NCD LGBT Group (Papua New Guinea)
- Kerukunan Waria Bissu Sulawesi Selatan (KWRSS) (Indonesia)
- Pertubuhan Pembangunan Kebajikan dan Persekitaran Positif Malaysia (SEED) (Malaysia)
- Pioneer Filipino Transgender Men Movement (Philippines)
- Pondok Pesantren Waria Al-Fatah (Indonesia)
- The Foundation of Transgender Alliance for Human Rights (TGA) (Thailand)
- Transman Equality and Awareness Movement (TEAM) (Philippines)



The ITF grant has truly created the opportunity for us to build a visible movement in Malaysia. It is truly a community building movement. We would not have been able to move as we do now if it's not for ITF. We are looking forward to being able to focus on 2 years and see the continuation of activities.

**Pertubuhan Pembangunan Kebajikan dan Persekitaran Positif Malaysia**

(SEED) (Malaysia)





## Africa and West Asia

- Alive Malawi (Malawi)
- Dynamic Initiative for Healthcare & Human Rights (DIHHR) (Nigeria)
- Helem – Trans\* Committee (Lebanon)
- Refugee Trans initiative (RTI) (Kenya)
- Rise Initiative for Women Rights Advocacy (South Sudan)
- Trans Youth Initiative - Uganda (TYI) (Uganda)
- Transgender Equality Uganda (TEU) (Uganda)
- UNITY TOGO (Togo)



Thanks to this grant we have established associations in cities, which gather trans people and educate them. We have a place where we work, we have created allies that we call upon in case of problems, we have built relationships with other institutions, we have educated and empowered trans people.



**UNITY**  
(Togo)



UNITY (Togo)



## Latin America and the Caribbean

- Almas Cautivas A.C. (México)
- Archivo de la Memoria Trans Argentina (Argentina)
- Asociación Generación de Hombres Trans de El Salvador (El Salvador)
- Asociación Silueta X – (Centro Psico Trans Ecuador) (Ecuador)
- CASA CHAMA (Brazil)
- Colectivo Trans por la libertad de ser y decidir (México)
- Grupo de Acción y Apoyo a Personas Trans (GAAT) (Colombia)
- Libertarian Union of Trans and Travestis People (ULTRA) (Brazil)
- Síwo Alâr Hombres Trans Costa Rica (Costa Rica)
- Trans Boys Uruguay- Niñez, Adolescencia y Familia (Uruguay)
- Trans Este Podemos Avanzar (TEPA) (Dominican Republic)
- TransWave Jamaica (Jamaica)
- Anonymous (Latin America)



## USA, Europe, Australia, New Zealand and Canada



- Associazione Gruppo Trans (Italy)
- Gender Minorities Aotearoa (Aotearoa / New Zealand)
- Ma’avarim (Israel)
- Man.ish Cave (Netherlands)
- Masjid al-Rabia (US)
- My Generation (UK)
- Rainbow Path Aotearoa New Zealand (Aotearoa / New Zealand)
- Trans(forming) (US)
- Transgender Assistance Program of Virginia (TAP) (US)
- TransMissão: Associação Trans e Não-Binária (Portugal)



TransWave Jamaica  
(Jamaica)



## Eastern Europe and Central Asia



- Društvo Kvartir (Slovenia)
- IG “Myrzaïym” (Kyrgyzstan)
- Institute Transfeminist Initiative TransAkcija (Slovenia)
- Light (Anonymous)
- Project for transgender people and their closed ones “T9 NSK” (Russia)
- Right Side Human Rights Defender NGO (Armenia)
- T\*Revers (Russia)
- Trans Mreža Balkan (TMB) (Balkan region)
- Trans-Fuzja Foundation (Poland)
- TransFormA (Macedonia)



We were able to hold a three-day event where we formulated our clear vision, mission, principles, goals, objectives and direction of work. We were able to understand and formulate who we are, what we want, where we are going, for whom we are working, in what direction we will move.

**IG Myrzaïym**  
Kyrgyzstan



# The ITF's impact

## The work of grantee partners<sup>8</sup>

The grantee partners engage in diverse tactics for change across many thematic areas, working inclusively and intersectionally to increase safety and liberation for trans people worldwide.

### The 4th cycle grantee partners have, for instance ...

- Built resilient trans communities by connecting and empowering trans people
- Educated medical professionals, school staff, and other key stakeholders
- Advocated for changes in law, policy, and practice
- Shaped the discourse on trans people
- Contributed to the body of research on trans people's experiences and published reports, booklets, e-books, videos, and other informational materials
- Provided emergency housing
- Facilitated trans people's access to gender affirming and general healthcare
- Provided indispensable mental health support to trans communities
- Supported incarcerated trans people
- Continued to mitigate the impact of the COVID-19 pandemic

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<sup>8</sup> These descriptions of the grantee partners' work and/or quotes were compiled by the ITF on the basis of the grantee partners' final reports, and were included here with the approval and consent of the grantee partners.



**Gender Minorities Aotearoa** (New Zealand) released a free online course “Supporting Transgender People”, which has had over 1,000 people enroll in the first year, including at least 750 healthcare workers and school staff. A national medical training establishment has decided to include the course as part of their mandatory certification.

**Alive Malawi** ran movement building workshops to trans people in Nkhata Bay, Mzuzu, Salima, Blantyre and Phalombe, and published ‘A Guide to Building Social Movements’ to empower others. One of the participating groups started the ‘Mama Knows It All’, a door-to-door initiative to encourage mothers of LGBTI persons to be allies to their children.



Almas Cautivas  
(Mexico)

**The FTM Vietnam Organization** developed a Trans App that features information about trans healthcare, a list of trans-friendly service providers, and a very practical hormone therapy dose tracker. The app has been welcomed by hospitals as well, who want to collaborate on facilitating access to care.

**Almas Cautivas (AC)** carried out 100 activities to support trans and LGB people who are in prisons in Mexico, some of whom are indigenous, sex workers or people living with HIV. Personal hygiene items, food and clothing were provided for 150 incarcerated trans people, and health professionals were trained, as well as prison guards, on inclusive treatment and without discrimination against trans people in prison.

**The Slovenia-based Društvo Kvartir** published a booklet about care before and after top surgery for transmasculine people, accompanied by photos and videos of exercises designed by a physiotherapist, and practical information on navigating the healthcare system.

**Archivo de la Memoria Trans Argentina** continued to collect testimonies from trans survivors of the military dictatorship in Argentina (1976-1983), and continues to work to demand reparations for detentions and forced disappearances. As part of the Archivo de la Memoria Trans program, they carried out training for trans people on archival management in various provinces.

The grantee partners also shared that...

... their ITF grants gave them freedom, stability, flexibility, and agency.



[...] The ITF has been a friendly funder, offers flexibility in working, and is fully understanding of the grantee's contexts, not limited to COVID-19 situations

**The Foundation of Transgender Alliance for Human Rights**  
(TGA) (Thailand)



... the ITF application process and grantee experience was inclusive, simple, and personal.



The grant making process of ITF is probably one of the best we have dealt with. [...] The ITF has also been keen on developing the capacities of grant recipients through various forums. To us this is very important and highly appreciated.

**Alive Malawi**  
(Malawi)



... their ITF grants helped them adapt to a rapidly changing environment.



The fact that it is flexible and core funding especially allowed us to more easily adapt our strategies and tactics to changing contexts.

**Trans Mreža Balkan**  
(TMB) (Balkan Region)



.... their ITF grants helped them grow as organizations.



This ITF 4th cycle grant is really an important part of our organizational history. Starting as an unregistered group, it is hard for funders to trust a small group with no government documents. This grant opportunity has helped us to build a history and capacity proof that our trans men group can accomplish projects, while fortunately getting the training and capacity building that we need in order to grow from a support group to a sustainable advocacy group.

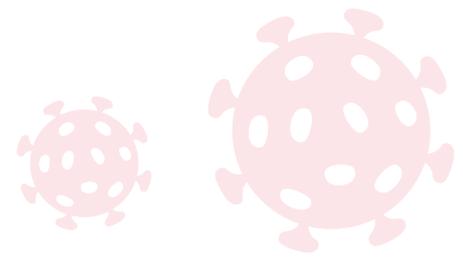
**Pioneer Filipino Transgender Men Movement**  
(Philippines)



# RESPONDING TO THE COVID-19 PANDEMIC



The COVID-19 pandemic continued having a devastating impact on trans communities throughout 2020 and 2021. The ITF continued supporting grantees in multiple ways, including:



Offering **support to grantee partners**, meeting with groups to discuss how they can adjust their work, and being **flexible in adjustments of work plans and budgets**.

Meeting with key trans leaders to identify opportunities to develop a **collective international trans response** to the COVID-19 pandemic and share current plans.

Providing **three top-up funds** of **\$1000** to grantee partners. This was an addition to the **\$32,000** that was distributed in the previous years, making a total of **\$35,000** that went to trans-led groups for COVID-19 relief.



# A GLIMPSE OF THE ITF'S 5TH CYCLE

The ITF provided **50** trans-led organizations in **41** countries with **\$1.19M** funding in the 5th grant cycle, which started on August 1, 2021, and will end on July 31, 2022. In this cycle, the ITF funded in 14 new countries.

During the 5th cycle, we introduced the **SEED** (1-year) and **THRIVE** (2-years) grant types to support the sustainability of trans-led groups while recognizing that it is crucial that the ITF remains an organization that funds groups with limited access to resources.

## **1** SEED grants

- \$10,000 - \$30,000 per year
- open to all trans-led groups

## **2** THRIVE grants

- \$20,000 - \$40,000 per year for a 2-year period
- only available to former grantee partners in good standing.

A Board Working Group met several times in 2021 to identify a course of action for the 6th grant cycle. These discussions focused on grant terms (e.g. 1-year vs 2-year grants), types (e.g. SEED & THRIVE) and amounts (e.g. floors and ceilings).

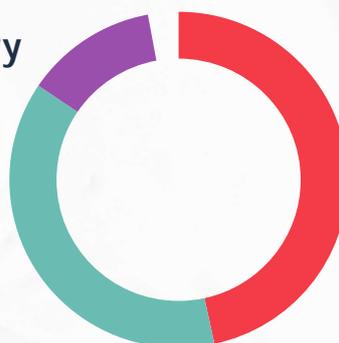
# THE ITF TEAM

The ITF is composed of three interconnected and mutually dependent bodies that work closely together to achieve our strategic goals. The staff, Board, and the Grant Making Panel are made-up of trans activists and donors (trans and cis).

Across the three bodies, we are composed of:



**13%**  
non-binary



**48%**  
trans  
feminine

**39%**  
trans  
masculine

**32%**  
from  
the Global  
North



**68%**  
from  
the Global  
South

The following section refers to staff, Board, and Grant Making Panel members who were with the ITF during the period that this Annual Report covers.

## Staff

**Broden Giambrone**, Director (2017 - present)  
**Chivuli Ukwimi**, Deputy Director (2021 - present)  
**Mukasa**, Senior Program Officer (2017 - present)  
**Viviane Vergueiro Simakawa**, Program Officer (2021 - present)  
**Anesu Nyatanga**, Program Associate (2020 - present)

## Board (formerly Steering Committee)

**Ymania Brown**

(2017 - 2021)

**Chaber**

(2017 - present)

**Zhan Chiam**

(2017 - present)

**Rebecca Fox**

(2017 - present)

**Chan Grey**

(2017 - present)

**Alex Rodrigo**

**Castillo**

**Hernández**

(2019 - present)

**Natasha Jiménez**

(2019 - present)

**Cleopatra**

**Kambugu**

(2021 - present)

**Barbra Wangare**

**Leone**

(2017 - present)

**Jabu Pereira**

(2019 - present)

**Sara R. Phillips**

(2020 - present)

**Alejandra Colette**

**Spinetti**

(2017 - present)

## Grant Making Panel

**Denny Baliraine**

(2020 - present)

**Stephanie W. R.**

**Belemu**

(2020 - present)

**Yael**

**Demedetskaya**

(2019 - 2021)

**Tyler Diaz**

(2020 - present)

**Franco Fuica**

(2019 - 2021)

**Mikee Inton**

(2019 - 2021)

**Deon Mejri**

(2019 - 2021)

**Deyonce Naris**

(2020 - present)

**Sayonara**

**Nogueira**

(2020 - present)

**Isa Noyola**

(2019 - 2021)

**Maceo Persson**

(2020 - 2021)

**Bianka Rodríguez**

(2020 - present)

**Lenny Semenova**

(2020 - present)

**Chamindra**

**Weerawardhana**

(2020 - present)

**Joe Wong**

(2017 - 2021)

We asked Grant Making Panel members who were active during this reporting period what they learned and what their involvement in the ITF meant to them. This is what they told us:

“

Overall, this is my first focused application review experience...at the same time, it is important for me to say that I am separately delighted with the fact that only communities are involved in the distribution of resources to communities and we are given space to speak, express opinions, thoughts, hopes.

“

My experience on the GMP has been both enlightening and rewarding.

”

“

I want to thank the ITF for making resources available to communities that really need them the most, I hope that this support will continue and increase even further.

”

TransForma  
(Macedonia)



# FINANCIAL STATEMENT

The ITF has experienced considerable financial growth since our inception. We have successfully leveraged over **US\$9,500,000** to resource global trans movements during this time, including multi-year grants that will be used to support the work outlined in our Strategic Plan.

The ITF has been fiscally hosted by the Astraea Lesbian Foundation for Justice since 2017. Astraea provided a range of fiscal, administrative and programmatic services and support, for which the ITF paid an administrative fee. The ITF's financials are included in Astraea's audited accounts as a Statement of Activities of Affiliate Project. Astraea's 2021 audit was not complete at the time of publication, these figures are pulled from our draft statement of activities. In 2022, the ITF began independent operations.

## Overview

The ITF's expenditure was **US\$1,545,726** in 2021. **58%** of our expenses were allocated to grantmaking and program expenses and **42%** went to administrative and general expenses.

**58%**  
Grant  
& Program  
Expenses



**42%**  
Administration  
& General  
Expenses

The ITF’s grantmaking and program expenses include direct grantmaking as well as the indirect costs associated with participatory grantmaking, including capacity building initiatives, hosting in-person meetings, honorarium for Board and Grant Making Panel members, and translation and interpretation costs associated with working in English, Chinese, French, Russian and Spanish. The program expenses also include the ITF’s fundraising and philanthropic advocacy.

The administrative and general expenses include the ITF’s direct costs, such as salaries, staff development expenses and capital assets, as well as the fiscal host administrative fee.

## STATEMENT OF OPERATIONS

### SUPPORT & REVENUE

GRANTS AND CONTRIBUTIONS	<b>\$1,545,726</b>
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### EXPENSES

#### PROGRAM SERVICES

→ Grantmaking*	<b>\$822,999</b>
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→ Core programs	<b>\$70,878</b>
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#### SUPPORTING SERVICES

→ General administrative costs and salaries**	<b>\$472,653</b>
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→ Fiscal host administration fee	<b>\$179,196</b>
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<b>TOTAL EXPENSES</b>	<b>\$1,545,726</b>
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\* In the annual report, the ITF reports on general grants totalling \$830,000 and three COVID-19 grants (\$3,000). The ITF disbursed one grant of \$10,000 through the newly registered organization, which does not appear here.

\*\*Includes all salaries, staff development, bank fees and capital assets.

## Funders

The ITF is deeply appreciative of the support we have received from our new and long-term funders. Without these financial resources, the ITF would not be able to resource global trans movements. During the reporting period, the ITF was supported by:

- American Jewish World Service
- Arcus Foundation
- GiveOut
- Global Equality Fund
- Foundation for a Just Society
- MacKenzie Scott
- Open Society Foundations
- Sigrid Rausing Trust
- Wellspring Philanthropic Fund

The ITF is also a partner in *Building our Movements. Supporting Intersex and Trans Defenders to Claim their Rights and Advocate for Change*, supported by the **European Instrument for Democracy and Human Rights (EIDHR)**.

We would like to acknowledge the donations that we receive from individuals who support our work, this support is critical to our work.



INTERNATIONAL  
**TRANS FUND**

Resourcing Trans Movements Worldwide