

Thank You

2016–2017 Gratitude Report



Pride
Foundation



Be who you are, where you are...

Alaska

NORTHERN LIGHTS OVER THE KNIK RIVER
ANCHORAGE, AK

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Nicole Browning
Board President



Kris Hermanns
Chief Executive Officer

Your generosity makes Pride Foundation's work possible, and we want to share our heartfelt appreciation for all the ways you are helping to build a world where every single person's humanity is protected and valued.

Pride Foundation was founded 32 years ago on the shoulders of generations of leaders who brought simple but revolutionary values to our movement: the courage to truly see one another, the compassion to recognize our shared humanity, and the conviction to show up every day to protect one another.

We live in times of incredible progress and persistent backlash, when our long-awaited gains in recognition, access, and equity are met with unrelenting efforts to roll them back. As our collective struggle plays out in courts, at the ballot box, and in public discourse, we find our lives threatened and erased. For those within our communities who continue to be targeted most, including people of color, transgender people, immigrants, and women, the harm is even greater.

Creating long-lasting, systemic change will take the courage, compassion, and conviction that have guided Pride Foundation since our doors first opened.

Through great changes and challenges, we have been honored to stand with you—exactly as you are. With your continued support and ongoing commitment to cultivate these values in ourselves, in our institutions, and in our communities—there is nothing we cannot achieve together.

Thank you for being part of the Pride Foundation family.

With pride,

A handwritten signature in black ink, appearing to read 'Nicole'.

Nicole Browning

A handwritten signature in black ink, appearing to read 'Kris'.

Kris Hermanns



Be who you are, where you are...

Idaho

SAND DUNES OF BRUNEAU DUNES STATE PARK
MOUNTAIN HOME, ID

Our Lives in Numbers

While data cannot tell the whole story of our lives, it provides a snapshot of how communities are impacted by inequality—and who is being impacted most. It helps us see patterns that guide our work to places and people that might otherwise be overlooked.

These numbers represent the real lives of LGBTQ people in our region, and show the urgent need to deepen our work.

Institutional Investment in LGBTQ Communities is Declining

Despite the growing need for support and services, funding from private, community, and corporate foundations for LGBTQ issues continues to be alarmingly low. While we have made progress, our communities are still not invested in at the rate that is required to fully address the needs of everyone in our community—or even close.

Data Paints a Painful Picture of Impact

The data undeniably shows that LGBTQ people continue to face harsh conditions across many aspects of our lives, and this is especially true for elders, people of color, transgender people, youth, immigrants, and people living in rural communities. There are still too many people who do not have access to the full equality we all deserve. Impacting these deep-rooted issues and creating lasting change takes focused effort—and resources.

(See page 6)

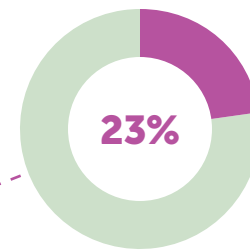
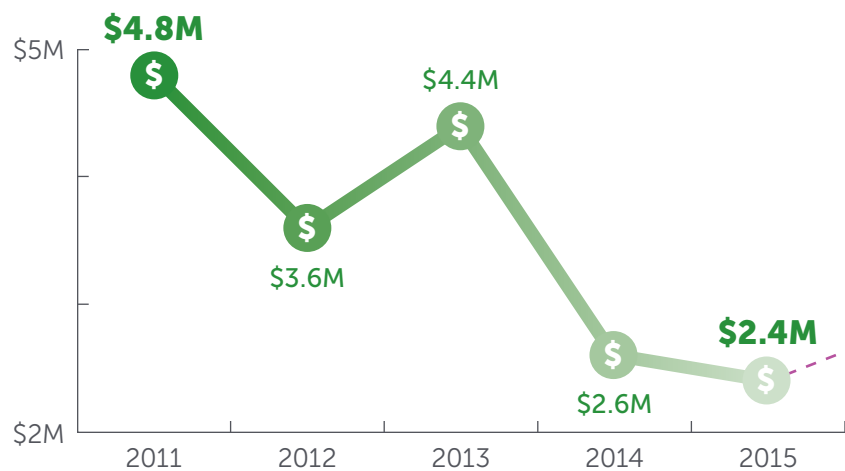
Nationwide, **for every \$100** awarded by foundations in the US, **only 27¢** goes to LGBTQ issues.¹



OUT OF



Despite growth in Pride Foundation's funding in Alaska, Idaho, Montana, Oregon, and Washington between 2011 and 2015, **institutional funding for LGBTQ issues in the Northwest was cut in half.**¹



Pride Foundation provides 23% of the institutional funding for LGBTQ communities in the Northwest.

The Story the Data Tells

These are just some of the sobering examples that paint the picture of the all-too-real barriers LGBTQ people in the Northwest and across the country are currently facing.

CRIMINALIZATION

and LGBTQ Youth²

LGBTQ youth only make up
7% of the population



YET

they make up **20% of the youth who are incarcerated**



AND

85% of them are
LGBTQ youth **of color**



POVERTY

and LGBTQ Older Adults³

1 out of 3 LGBTQ older adults live at
or below 200% of the federal poverty level



WITH

**40% of LGBTQ African American
and Latinx older adults** living at or below
200% of the federal poverty level



AND

48% of transgender older adults
living at or below 200%
of the federal poverty level



VIOLENCE

and LGBTQ People⁴

1 out of 5 hate crimes reported
in 2014 were **against LGBTQ people**

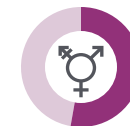


AND

more than 8 out of 10 of those
were against LGBTQ **people of color**



Of the LGBTQ people killed in the US
from 2012-15, **53% were
transgender women of color**



The need, and our mission, is clear: we must work to ensure that the humanity of every single person in our community is fully recognized, valued, and protected.

Our community's response to growing injustices has been to mobilize, respond, and resist.

We know that it is our resilience that will change these numbers—and, in turn, the lives of the people in our community.



GRANTS

We invest in organizations and programs that meet the needs of LGBTQ youth, adults, seniors, and families across the Northwest.

From urban cities to rural towns, we know that the landscape for equality in Alaska, Idaho, Montana, Oregon, and Washington varies significantly.

With an emphasis on reducing the growing disparities and inequities facing our community, we partner with local leaders and nonprofits to invest in strategies and solutions that support people in their home communities.

Funds granted to support LGBTQ equality since our founding 32 years ago **\$67,603,932**

Grants awarded to nonprofit partners since 1985 **5,663**

Our funding supports the breadth of critical and timely issues impacting LGBTQ people, including:

- Workplace equality
- Safe schools
- Healthcare access
- HIV & AIDS support and prevention
- Food and housing security
- Education access



SCHOLARSHIPS

We provide essential financial resources and community support to LGBTQ and allied students across the Northwest.

While much has changed for the LGBTQ community in recent years, this support has remained critical since the scholarship program was established more than two decades ago.

Pride Foundation scholars have incredibly varied educational goals and lived experiences, representing the rich diversity within our community. Many have been bullied or isolated—in some cases forced out of their homes—because of who they are. Receiving a Pride Foundation scholarship connects students to a wider community of support, providing important affirmation and encouragement.

Since our scholarship program began in 1993:

Funds invested in LGBTQ and ally students **\$4,823,227**

Scholarships awarded **1,739**

Volunteers that reviewed scholarships **3,242**

Scholarship funds established **84**



ADVOCACY

Pride Foundation was founded during the HIV & AIDS crisis in the 1980s to help build a better world for LGBTQ people—one that not only recognizes our humanity, but protects it. Convincing our government to help achieve this vision was, and remains, no small task.

Our rights have been denied in countless ways over the years, and there are no guarantees that the gains we have made are permanent. We know that rights are not won in a singular moment—but must instead be protected continuously.

While thoughtful and intentional grantmaking is core to our identity, the current political climate makes it increasingly important for foundations to engage in public education and advocacy efforts.

We must use every strategy at our disposal to advocate for a better world, including our institutional voice. It is this advocacy and education that helped humanize our community during the HIV & AIDS crisis and win marriage equality.

Pride Foundation will continue to work on the ground across our region to defend and advance equality through policies, initiatives, and legislation that will impact our communities for years to come.

Key examples of our advocacy efforts in 2016-2017:



I-1552 in Washington

This initiative sought to repeal longstanding anti-discrimination protections for transgender Washingtonians, but was defeated through the collaboration of three campaigns, each of which Pride Foundation was a founding member. Washington Won't Discriminate, TRANSform Washington, and WA SAFE Alliance focused on public education, cross-sector coalition-building, and engagement of grassroots groups.



Montana Locker Room Privacy Act

Alongside local partners, Pride Foundation mobilized LGBTQ Montanans and allies to come out in force against statewide legislation targeting transgender people—resulting in this discriminatory bill failing in a bipartisan vote.



Anchorage Non-Discrimination Ordinance Repeal

These efforts sought to repeal Anchorage's recently-passed anti-discrimination protections for LGBTQ Alaskans. Pride Foundation, our community partners, and local activists utilized public education and advocacy efforts to defeat this disastrous measure.



Workplace Equality through Shareholder Advocacy

Pride Foundation has successfully worked with 26 companies to add anti-discrimination protections to their employment policies, impacting more than 3.3 million employees worldwide. These policies remain critical in places like Alaska, Idaho, and Montana, where people can still be legally fired for being LGBTQ.



BUILDING ORGANIZATIONS

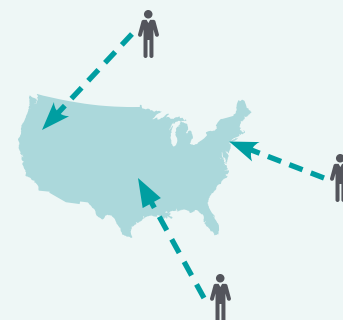


A Family's Turn at Freedom in an Unsettling Time

Johnny* and his parents are migrant workers in rural Southeastern Idaho. As a 19-year-old undocumented Latino gay man, Johnny and his family long dreamt of the day when they would become U.S. citizens.

*A pseudonym has been used to protect this person's identity.

DATA SNAPSHOT: IMMIGRATION



Approximately **3,500 LGBTQ refugees** arrive in the country **annually**.

An additional **1,250** are **granted asylum** every year.⁵

“When you look someone in the eye who is distressed, especially in this moment of political uncertainty, and you can offer assistance—that is an amazing feeling. That is community.”

Joe Kibbe
Board Member, The Community Center

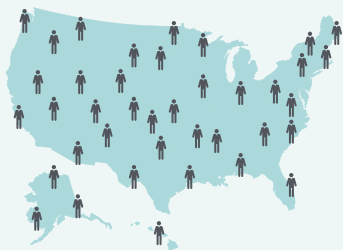
For years, Johnny and his family tried repeatedly to earn their citizenship, but with no success. Even though the uncertainty of having an undocumented status was problematic, their situation as a family had largely felt manageable.

Then everything changed after the election in November 2016.

“They began witnessing their family and friends being rounded up,” recalls Joe Kibbe, a board member of The Community Center (TCC), the LGBTQ center in Boise.

“Since January, we’ve witnessed a massive surge in ICE (U.S. Immigration and Customs Enforcement) raids, in places where, prior to the election, raids were unheard of—including in schools, churches, and courthouses. Now is just a very unsettling time to be an immigrant, a person of color, an LGBTQ person of color, or anyone perceived as different.”

Compelled by the Idaho Legislature’s recent failure to pass a bill targeting undocumented immigrants, Johnny and his parents decided to apply for citizenship one last time. [Continued on page 12...](#)



There are an estimated
904,000 LGBTQ immigrants
in the **United States.**⁶



Nearly one-third of LGBTQ
immigrants are **undocumented.**⁶

BUILDING ORGANIZATIONS (continued)

This time, Johnny and his family knew they needed help navigating the complex and frustrating citizenship process—one that is known to require equal parts diligence, patience, and luck. Unsure of where to go, they learned that TCC was partnering with Idaho Organizing Project to host a Citizenship Day event in Twin Falls in April.

Ninety immigrants and refugees—including Johnny and his parents—came from across Idaho to receive volunteer assistance with their citizenship application paperwork, and Pride Foundation Rapid Response Funds were used to cover application fees. Fifteen of the applicants openly identified as LGBTQ.

During the event, Johnny's parents explained that Johnny often experiences fear and persecution for being both an immigrant and gay.

"They said, 'We love our son, our whole son, for who he is.'"

Their unwavering love and perseverance in the face of fear and discrimination sustained their family and created a bond that was unbreakable—and it also made their dream of citizenship become a reality.

"With their papers in hand and tears in their eyes, Johnny and his family stood in line for five hours waiting for what they called 'a turn at freedom,'" Joe remembers. "They watched closely while we processed their information and then embraced in a big hug when it was done."

And this spring, their dream finally came true: Johnny and his parents became US citizens.

Smiling, Joe reflected, "When you look someone in the eye who is distressed, especially in this moment of political uncertainty, and you can offer assistance—that is an amazing feeling. That is community." ●

DATA SNAPSHOT: IMMIGRATION (continued)



LGBTQ detainees are **15 times more likely** to be **assaulted in detention**.⁷



Transgender women in particular are frequently placed in solitary confinement inside men's detention centers, and **denied access to gender-appropriate clothing, health care, and hormones**.⁸

COMMUNITY IMPACT

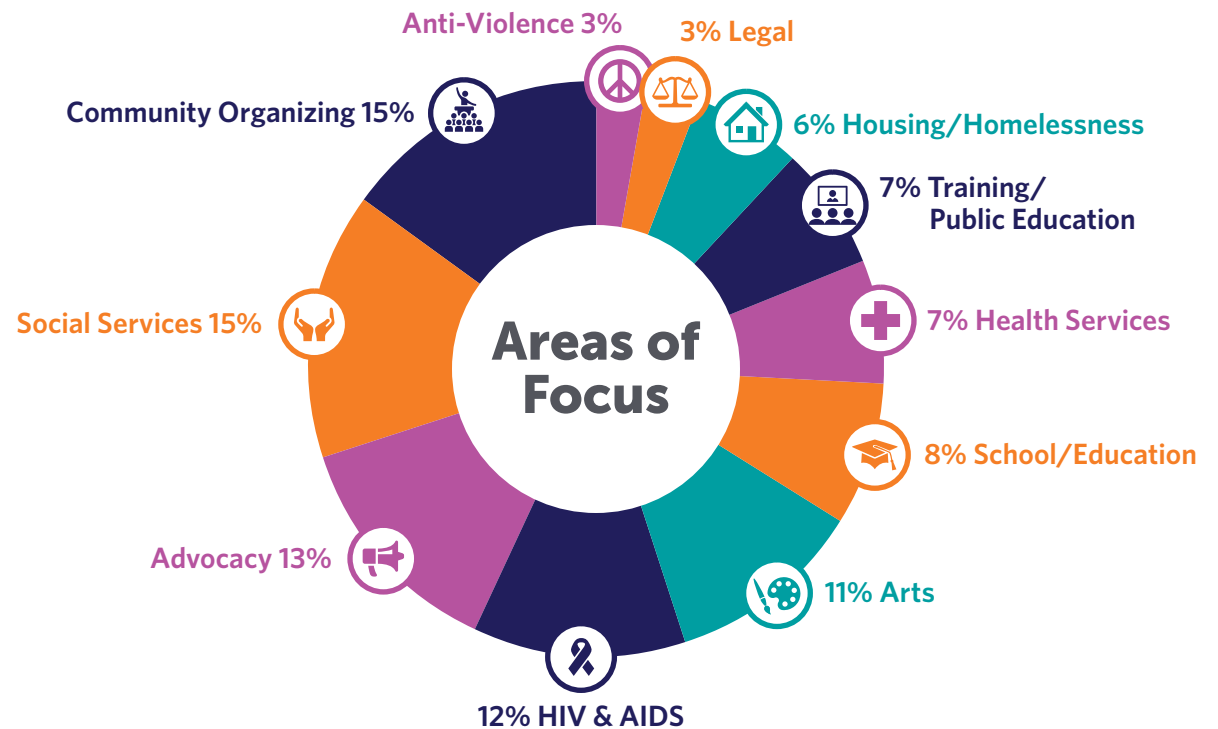
Your support builds the capacity of local organizations to address the issues that matter most to our community.

Grant dollars awarded in 2017:

\$6,856,666

Number of organizations funded:

296



Immigration and Customs Enforcement (ICE) Officers **detain** LGBTQ immigrants **at a significantly higher rate** than computer automated systems recommend.

The computer automated system recommends detention for **18% of LGBTQ immigrants.**⁹



VS.



ICE officials elect to detain **90% of LGBTQ immigrants.**⁹



SUPPORTING STUDENTS

Changing Medical Education: Competent and Compassionate Health Care

“I have been called ‘it’ and wounded by people’s words more often than I care to count,” recalls Dr. Peek Ehlinger, an openly transgender resident in the Alaska Family Residency Program.

Throughout their four years of medical school in Minnesota and first year of residency in Alaska, Peek experienced many disheartening moments—as a student, as a physician, and as a patient.

“There is a lack of exposure and understanding,” Peek reflects with a deep sigh. “I have had to grow a much thicker skin.”

This experience and the experiences of LGBTQ patients in Alaska and beyond prompted Peek and a group of colleagues to develop, with support from a Pride Foundation grant, a holistic and comprehensive residency curriculum to help family practitioners better serve their LGBTQ patients.

DATA SNAPSHOT: HEALTH CARE ACCESS FOR TRANSGENDER PEOPLE



One-third of the transgender people surveyed who saw a health care provider in the past year reported having **at least one negative experience related to being transgender**, with higher rates for people of color and people with disabilities.¹⁰

With the goal of creating the most robust residency curriculum of its kind, few would have expected this groundbreaking resource to begin in Alaska. Medical schools in the United States currently only dedicate, on average, five hours of training focused on serving LGBTQ patients during a three-year residency. This lack of education often translates to uninformed care and—for LGBTQ patients sitting on paper-lined examination tables across the country—the impact can be deeply harmful and long-lasting.

More than half of LGBTQ people report facing discrimination from a health care provider—ranging from misgendering, to denial of service and even sexual or physical assault—and one in four transgender respondents report being completely refused medical care by a provider. As a result, nearly one quarter of transgender people report postponing necessary medical care because they fear discrimination from those who are tasked with caring for them.

Dr. Annie Derthick, a Pride Foundation Scholar Alum and clinical psychologist with Providence Family Medicine Center, is partnering with Peek to develop this life-changing curriculum. *Continued on page 16...*



Dr. Annie Derthick (left) and Dr. Peek Ehlinger (right)



23% of respondents **did not see a doctor** when they needed to because of **fear of being mistreated as a transgender person.**¹⁰



55% of those who sought **coverage for transition-related surgery** in the past year were **denied.**¹⁰

SUPPORTING STUDENTS (continued)

With passion in her eyes, Annie describes the critical need for this work, “For as long as I can remember, there’s been a desire among my colleagues to better serve the LGBTQ community.”

“We need to figure this out because our patients often have nowhere else to go.”

The curriculum, which will be finalized this year and made available to other family medicine residencies across the country, will include lectures and peer-reviewed resources. But it will also call upon health care providers to fundamentally change their mindset.

“It’s about not making assumptions about people,” Peek explains. “Not assuming what kind of care they need or the gender of sexual partners based on the sex listed on a chart.”

LGBTQ patients deserve competent and compassionate care no matter where they live—and Peek and Annie are working tirelessly with the Alaska Family Residency Program to make this a reality. ●

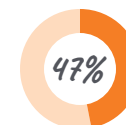
COMMUNITY IMPACT

Your commitment makes it possible for students to reach their full potential.

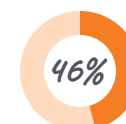
Scholarship dollars awarded in 2017 in Alaska, Idaho, Montana, Oregon, and Washington:

\$454,000 to 109 students

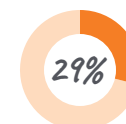
2017 scholars who grew up in a rural area



2017 scholars who have experienced or are currently experiencing homelessness



2017 scholars who are first-generation college students



DATA SNAPSHOT: HEALTH CARE ACCESS FOR TRANSGENDER PEOPLE (continued)



SCHOLAR REFLECTION

Finding His Own Way

"In high school I was a socially anxious, gay teenager in Eastern Washington and one of the only people of color or LGBTQ people. Organizing was how I built community," reflects Mike Penhallegon, a 2017 Pride Foundation Scholar.

An organizer and self-described lover of history and data, Mike believes all equity work must be driven forward with historical, qualitative, and quantitative data.

"People know that LGBTQ people and people of color face inequities. But when we learn to tell our stories using data—whether we're talking about rates of violence, discrimination, homelessness, or any other issue—we gain new insights into these inequities."

This belief led Mike to study at Evergreen in hopes of eventually becoming an epidemiologist. He is currently an intern at Fred Hutch for the HIV Vaccine Trials Network. Because Mike's passion for equity finds roots in history, receiving the Brian M. Day Scholarship at Pride Foundation means more to him than the financial support it offers.

"Brian is an inspiration to me in my activism—a black, HIV+ gay man in the early 90s, he found his own way to overcome the racism and bias he experienced in the Northwest. Our movements for justice stand on the shoulders of activists like Brian."



DATA SNAPSHOT: HIV & AIDS

If current **HIV diagnosis** rates continue...



1 in 6 white men

who have sex with men will be
diagnosed in their lifetime.¹¹



1 in 2 black/African American men

who have sex with men will be
diagnosed in their lifetime.¹¹



1 in 4 Latino men

who have sex with men will be
diagnosed in their lifetime.¹¹



CONNECTING LEADERS



Alex, Speaker at MT Summit on Youth Homelessness

A Community Approach to Ending Youth Homelessness

Doctors looked Alex in the eyes and explained that depression and anxiety were just passing phases. Teachers dismissed Alex as an overly emotional teen. Even a desperate suicide note to Alex's high school English teacher was chalked up as insincere dramatics.

DATA SNAPSHOT: YOUTH HOMELESSNESS



An estimated **1.6 million youth** are **homeless** each year.¹²

"I felt like I was crying for help my whole life," said Alex, who still remembers the shame, frustration, and loneliness of sitting outside the principal's office day after day for what teachers called inappropriate behavior. "But I felt like no one was willing to help me. I felt like no one was listening."

That changed last fall when Alex walked on stage and spoke to attendees of the first-ever Summit on Youth Homelessness in Montana, an audience that included Montana Governor Steve Bullock. Homeless since dropping out of high school as a junior, Alex was overwhelmed by the response. "Finally, someone was listening. Finally, I was being heard."

"People were actually asking me for policy and program recommendations to implement. We, the other LGBTQ youth and me, were the experts."

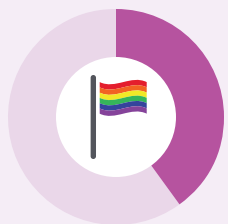
The conference—sponsored by Pride Foundation, the Poverello Center, and Pride Foundation grantee, Empower Montana—brought together educators, non-profit leaders, politicians, and LGBTQ youth and young adults experiencing homelessness to address a tragic and too often

"People were actually asking me for policy and program recommendations to implement. We, the other LGBTQ youth and me, were the experts."

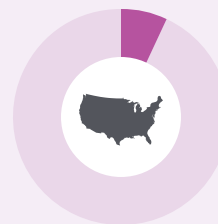
Alex
Speaker at MT Summit on Youth Homelessness

overlooked problem: the overrepresentation of LGBTQ youth and youth of color among the state's homeless population. Officials estimate that more than 3,000 children in Montana are currently homeless.

Alex told Summit attendees about the lack of resources available to unstably housed LGBTQ youth in the state and the lack of knowledge among youth about what resources are available—particularly LGBTQ-friendly resources. *Continued on page 20...*



up to **40%** of them are **LGBTQ**.¹²



LGBTQ youth only make up **7%** of the **general youth population**.¹²

CONNECTING LEADERS (continued)

Alex shared the heartbreak LGBTQ teens feel when they survey the landscape and see no friendly faces or welcoming places. This is even the case in urban areas like Missoula, where Alex lived when becoming homeless.

The Summit prompted the creation of a task force that is working to remove legal barriers that undermine efforts to help at-risk youth. For example, under current state law, parental consent is required to provide programming and services to youth. For many young people, this law is not a problem. But for LGBTQ youth like Alex whose housing instability is rooted in strained parental relationships, this law can mean the difference between sleeping in a safe space, and sleeping on the street.

The Summit also helped create a stronger network of organizations to support LGBTQ youth experiencing homelessness, with Empower Montana and Pride Foundation acting as hubs.

“People wanted to help, but they didn’t know how,” said Alex, now 22 and in stable housing which offers the opportunity to engage in a favorite hobby—cooking.

“Now, finally, I am seeing the start of something really great.” ●

COMMUNITY IMPACT

Your generosity connects leaders who are sharing best practices, fostering collaboration, and aligning around common goals for greater impact.

Last year, Pride Foundation helped organize:

a Summit on Youth Homelessness in Montana attended by more than 50 representatives

from nonprofits, businesses, local and state government, and faith institutions who are working to address the needs of youth experiencing homelessness across the state.

150+ Businesses in Montana

participated in the Open to All - LGBTQ Supportive Business Initiative



Equity Foundation + Pride Foundation




Pride
Foundation

United with Equity: A Merger to Propel Change in Oregon

For 27 years, Equity Foundation, our peer LGBTQ community foundation in Oregon, has worked alongside us to create a more equitable Oregon. This year, we announced that we unified our philanthropic efforts, and Equity Foundation became part of Pride Foundation's regional network.

This merger strengthens our ability to connect our communities, spark new efforts, and amplify ideas that will allow all of us to live safely, openly, and genuinely.

Now, more than ever, we need to come together to make sure we all feel safe and connected throughout the Northwest. This partnership brings us closer to realizing that vision.



Be who you are, where you are...

Montana

THE MILKY WAY OVER REYNOLDS MOUNTAIN
GLACIER NATIONAL PARK, MT

2017 GRANTEES

With support from generous donors and dedicated volunteers, Pride Foundation has granted a total of \$6,822,160 to 195 organizations advancing LGBTQ equality in the last year. This includes our community grants program, donor designated, and donor advised funds.

Alaska

Alaska Family Medicine Residency
Alaskan AIDS Assistance Association
Identity, Inc.

Idaho

ACLU of Idaho Foundation
Goodwill Industries of the Inland NW
Idaho Gender Network
Idaho State University Gender Resource Center
North Idaho AIDS Coalition
Safe Passage
The Community Center Inc
Wassmuth Center for Human Rights

Montana

Bridgercare
Empower MT
Grace UMC
Great Falls LGBTQ+ Center
Montana Human Rights Network
MSUN Multicultural Center
Rainbow Coffee House
Western Montana LGBT Community Center

YWCA – Great Falls
Zootown Arts Community Center

Oregon

Astoria Music Festival
Beyond These Walls
Bradley Angle
Cascade AIDS Project
Friendly House Inc/ SAGE Metro Portland
HIV Alliance
Human Dignity Coalition
Immigration Counseling Service
Lotus Rising
Mercy Corps Dept W
Oregon Attorney General's Sexual Assault
Oregon Safe Schools & Communities Coalition
Oregon Symphony
PFLAG Oregon Central Coast
Q Center
Safe Harbors
Sankofa Collective Northwest
Shangri-La Oregon
Trans*Ponder
Unite Oregon

Washington

Arts Fund
Atlantic Street Center
Bailey-Boushay House
Blue Mountain Heart to Heart
Broadview Community United Church of Christ
Camp Ten Trees
Cardea Services
Care to Help Project
Cedar River Clinics
Center for Children and Youth Justice
Central Area Senior Center
Changes Parent Support Network
Children's Home Society of WA
Cocoon House
Communities in Schools of Federal Way
Community Pride Walla Walla
Companis
Consejo
Coupeville Foundation for Public Schools
Crooked Trails
Downtown Emergency Services Center
Elizabeth Gregory Home
Entre Hermanos

Farestart
 Food Lifeline
 Fred Hutchinson Cancer Research Center Foundation
 Gay City Health Project
 Global Partnerships
 Greater Spokane Progress
 Greater Tacoma Community Foundation
 Grist
 GSBA
 Habitat for Humanity – East Jefferson County
 Habitat for Humanity – East King County
 Holocaust Center for Humanity
 Ignation Resource Center
 Intercommunity Peace & Justice Center
 Intiman Theatre
 Jefferson Land Trust
 The Jewish Day School of Metropolitan Seattle
 Jewish Family Service
 JM Perry Institute of Trades Industries and Agriculture
 Jubilee Women's Center
 KBCS – Bellevue Community College
 KBTC Association
 KCTS Public TV
 King FM, 98.1
 KNKX
 KUOW 94.9 FM
 Landesa
 Lazy F Camp & Retreat Center
 Legal Aid for Washington Fund
 Legal Voice
 LGBTQ Allyship
 Lifelong AIDS Alliance

Lifewire
 Mockingbird Society
 Museum of History and Industry
 NAMIWalks Washington
 National Council of Jewish Women
 National Queer Asian Pacific Islander Alliance (NQAPIA)
 Nature Conservancy of Washington
 Nonprofit Assistance Center
 Northwest Harvest
 Northwest Immigrant Rights Project
 Oasis Youth Center
 Odyssey Youth Movement
 Olympic Music Festival
 Omprakash Foundation
 Pacific Northwest Ballet
 PAWS
 Peace & Justice Action League Spokane
 Peace for the Streets by Kids from the Streets
 Peace Trees Vietnam
 PFLAG Benton/Franklin
 PGM For Appropriate Technology in Health
 Pierce County AIDS Foundation
 Pigs Peace Sanctuary
 Planned Parenthood of the Great Northwest
 Plymouth Healing Communities
 Plymouth Housing Group
 Port Townsend Food Bank –
 Port Townsend Community Center
 Q Youth Resources
 Rainbow Center
 Real Change

Recovery Café
 Roots Young Adult Shelter
 Seattle Art Museum
 Seattle Children's Theatre
 Seattle Counseling Service
 Seattle Men's/Women's Chorus
 Seattle Parks Foundation
 Seattle Public Library
 Seattle University
 Seattle Young People's Project
 Skagit PFLAG
 Skagit Valley YMCA
 South Whidbey Schools Foundation
 Spokane AIDS Network
 Stonewall Youth
 Studio Learning
 Swedish Heart and Vascular Institute –
 Swedish Medical Center Foundation
 Teen Feed
 Temple Beth Am
 Thin Air Community Radio
 Three Dollar Bill Cinema
 Town Hall
 University Congregational Housing Association
 University Congregational United Church of Christ
 University Unitarian Church
 UTOPIA Seattle
 UW World Series
 Ventures
 Washington State Budget & Policy Center
 Washington Women in Need
 Whim W'him Dance Company

Win/Win Network
Wing Luke Museum
Women's Funding Alliance
Yakima Neighborhood Health Services
Youthcare
YWCA of Clark County

Other States

ACLU Foundation Inc.
Adler University
AFP Foundation for Philanthropy
Alzheimer's Association
American Cancer Society
AMFAR, The Foundation for AIDS Research
Amnesty International
Amy's Treat
Annie's Hope
Brandeis University
Carolina Friends School
Columbia Law School Association
Council on Foreign Relations
Diverse and Resilient

Doctors Without Borders
Earthjustice
Faith in Public Life
Freedom Center for Social Justice
Friends Committee on National Legislation
Education Fund
Gay & Lesbian Alliance Against Defamation
Gay, Lesbian, Straight Education Network
Heifer International
International Rescue Committee
Jesuit Volunteer Corps
Lambda Legal Defense & Education Fund
Mazon
National Center for Lesbian Rights
National LGBTQ Task Force
Natural Resources Defense Council
Nature Conservancy
New Israel Fund
New Mexico State University Foundation
Orangutan Outreach
Outright Action International
Outserve-SLDN

Oxfam America
Parents & Friends of Lesbians & Gays (PFLAG)
Partners in Health
Planned Parenthood Federation of America Inc.
Planned Parenthood of the Heartland
Planned Parenthood of Wisconsin
Project Inform
RespectAbility USA, a Project of Autism Society
Serenity Hospice and Home
Sierra Club
Small Business Majority Foundation
Smile Train
Smith College School of Social Work
Southern Poverty Law Center
That Man May See
Tricycle the Buddhist Review
The Trustees of Columbia University in the City of
New York
UCLA Film & TV Archive
Wesleyan University
Witness Change
YWCA of Southeast Wisconsin

2017 SCHOLARS

Pride Foundation's 2016 scholars are current and emerging leaders in the LGBTQ and straight ally community. Scholars play an important role in deepening understanding of LGBTQ issues, supporting our community, and advocating for cultural change. They are the face of our future.

Quinn Angelou-Lysaker
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Brandy (right), Elana, and their son Asher

Becoming a parent made me think more about the kind of world we are leaving behind for our children—especially mine, who is being raised by two moms. I'm

involved with Pride Foundation because I want to make a meaningful impact on that world.

While my wife, Elana, and I support other issues that are important to us, we focus our giving on Pride Foundation. Even after winning marriage equality, the struggle for actual lived equality is still pressing. There are people who continue to stand against equality—against our family's very existence—and they are unrelenting in their efforts.

For us, it is personally, professionally, and financially critical to stay invested, and not become complacent.

We are proud monthly sustainers of Pride Foundation, and we appreciate knowing that each of our dollars is being maximized for our community and making the world a place where all children can thrive.

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Mitchell Chen
Ari Chivukula
Daniel Christopher
Erin Clark

Cory James Clouse
Andy Coates
Harriett Cody
Laurie Cogan
Rosemary Coleman
Sarah Cook
Nikki Coyote
Connor Crinion
Cheryl Cristello
Amy Cromer
Nicole Cundiff*
Mark Dale
Jasmine Daniels
TDiane Day
Sheri Day
Tammy Do
Jeffrey Dodge
Linda Downing
Kimberly Early
Christopher Economakos
Matthew Ehlinger
Kyle Essenmacher
Bob Evans*
Douglas Exworthy*

Molly Fay
Erin Fishburn
Kate Flaming
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Sarah Flynn
Linda Foster
Liz Fountain
Jessica Frederick
Jonathan Frochtzwaig
Jason Fussell*
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T. Luis Galvan
Andrea Geraghty
Jesse Gilliam
Stephanie Ginger
Jessica Giordano
Tonei Glavinic
Kris Gonzalez
Ashlei Goodman
Eve Gourley
Elliat Marie Graney-Saucke
Barbara Green
Paul Gregersen
Mason Griffin

Stella Guo
Efrain Gutierrez*
Melissa Habit
Tiffany Hall
Brennon Ham
Jen Ham
David Hare
Ragan Hart
JoAnn Hartline
Joe Hatcher
Donavon Hawk
Lucas Hedrick
Karen Heroy
Rina Herring
Robert Heuer
Nikki Hines
Tuyen Hoang
Kade Hodges
Katy Hogan
Ariel Holcomb-Hockin
Jennifer Howell
Steven Hrubes
Bryce Hughes
Jason Hunke*

Joanna Hunt	Craig Larson	Anders McConachie	Thomas Nguyen	Kory Riley
Joy Hunt	Nic Lee	Eric McDermott	Jessica Nguyen-Ventura	Deison Rios
Susan Inman	Sarah Leeds	Dan McGlothlen	Nancy Nickelson	Sunny Rivera
Alex Irwin	Ernie Lefler	Sarah McGlothlen	Diana Noviello	Jan Roark
Richard Isaac	Paul Lenehan	Bastian McKeen	Joe Nuber	Laura Robins-Morris
Linda Isenson	Alicia Levy	Jessica McKimmie	Linnea Nydatich	Stephen Robinson
Emilie Jackson-Edney*	Keri Lobdell	Marci McLean-Pollock*	Eva Odom	Wes Robinson
Michael Jarvis	John Longres*	Beth McNamara	Wilena Old Person	Julius Rodriguez
Curtis Jefferson	Jeff Lowe	Tyler Menzel	Joseph OMeara	Elias Rojas*
Tabitha Jensen	Ander Lyon	Jude Mercer	Carolyn O'Neill	Cara Romanik
Austin Johnson	Melanie Lyons*	Phil Mervin	Rhiannon Orizaga	Crystal Rondeaux-Hickman
Beth Johnson	Aimee MacLeod	Mija	Athen O'Shea	Ariana Rosales
Billie Johnson	Jack Quinn MacNichol	Donna Miller	Steven Ostermiller	Laura Rowlett
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Colin Jones	Mike Madden	Jill Moerk	Jason Patterson	Jeff Sakuma*
Ron Jones	Christine Madsen	Melinda Moeur	Marschel Paul*	Deb Salls
Brian Judd	Evon Mahesh	Heidi Montoya	Justin Pava	Fletcher Sandbeck
Carlo Juntilla	Dusti Mahoney	Claire Moore	Jeff Petrie	Michael P. Schaefer
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Tyler Kelly	Barry M. Maletzky, M.D.	Erin Morotti	Brandy Pirtle-Guiney*	Fred Schoen*♥
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Laurie Kops	Kenneth K. Marshall	Ryan Narciso	Tom Rasmussen	Jill Sheldon*
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Stacey Krynsky	Karissa Masciel	Jeff Natter	Kat Reuter	Jules Shindel
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Nicole Laporte	Camille Mayeux	Daneil Newcomb	Elizabeth Rifer	Hunter Sidel
Jennifer Larsen	Kimberley McCollim	Teresa Nguyen		Ron Silver

Al Smith	Kim Spurzem	LaToria Thomas	Paul Vestal	Cyndi Wilder
Ella Smith	Emily Squires	Amy Allison	Lora Volkert	Peter Williams
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Shannon Solie	Lynn Stromski	Laura Treadway	Jonathan Warn	Fiona Yau-Luu
Shaun Song	Debra Sullivan	Jessica Trupin	Adam Warren	Kenneth Yuen
Nathan Sorseth	MZ Sutro	Brett Turrell	Gary Wasdin	Anton Zannotto
Anna Southern	Karen Taber	Annie Van Avery	Mariah Westhoff	Bobbie Zenker
Megan Spencer	William Teska♥	Leroy Van Camp III	Lynne Weynand	Phoebe Zhou
Shambricia Spencer	Lee Ann Teylan	Peggy Van Kirk	Betsy White	Leah Zoller
Eric Spivack	H. William Thieleman	Greg Van Leuven	Adrien Wieland	

ORGANIZATIONAL SUPPORT

Pride Foundation is grateful to receive support and matching gifts from more than 100 leading corporations, employee groups, partnering nonprofit groups, and foundations.

This list reflects donations from our fiscal year **April 1, 2016 – March 31, 2017**

Anonymous (5)
1st Security Bank *different*
ADAM Queer Youth Initiative
Aegis Living
Aether Advisors LLC
AIDS Project of Snohomish County ^F
Alexander Strategies
Amazon
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Aria Foundation
Artful Dodger Tattoo & Comics
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Coalition for Charitable Choice
Combined Federal Campaign of the National Capital Area
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GE Foundation
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Greater Olympic Peninsula Combined Federal Campaign
Hawai'i Community Foundation
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IATSE Local 15
IBM Employee Charitable Contribution Campaign
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The Luise Hass Donor Advised Fund at The Community Foundation, Strengthening Inland Southern California through Philanthropy
Jim McBroom and John H. Weston Charitable Fund ^F
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Mountain Java
Myoptic Optometry + Modern Eyewear ^F
Nate Gowdy Photography
Network For Good
NorCal Combined Federal Campaign
Nordstrom
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The Northwest School
PFLAG Bellevue ^{F 10}
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Skillet Diner
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State of Washington Combined Fund Drive¹⁰
Tableau Foundation
TAP 365^F

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United Way of Tri-State
United Way Silicon Valley¹⁰
Vancouver Heights United Methodist Church
Vanguard Charitable Endowment Program
Walden Asset Management
Washington State Department of Transportation
Wells Fargo Advisors
Wells Fargo Foundation
Wimmer Solutions
Yellowstone Fitness

Welcome to the fundholders who joined us from Equity Foundation!

(Read about our merger on p.21)

ADX Fund
Ann Bunnenberg & Jamie Ross
Bud Hill
Carol Adler
Davis Wright Tremaine
Dennis Alleman
Dennis C. Johnson
Don Powell
Fred Miller & Karla Wenzel
Fred Ross
George V. Eighmey & Peter Livingston
Gregori Jakovina & Larry McDonald
Hillary Miller
Jackson Miller
James M. Hansen
Jim McBroom & John H. Weston Charitable Fund
John Grigsby & Jim Vegher
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Pride of the Rose
Rev. Shakti Khan
Robert Kennedy
Terry Bean



Be who you are, where you are...

Washington

SUNSET ON WHEAT FIELDS OF THE PALOUSE
WHITMAN COUNTY, WA



FINANCIALS

Statement of Financial Position

Year Ending March 31, 2017

Assets

Cash & Cash Equivalents	1,041,565
Investment Portfolio	29,172,473
Land Held for Sale	157,800
Marketable Securities Held in Trust	302,642
Trusts	1,213,167
Property & Equipment, Net	9,931
Promises To Give	359,658
Other Assets	43,197

Total Assets: **\$32,300,433**

Liabilities & Net Assets

Accounts Payable	29,494
Grants & Scholarships Payable	81,790
Workplace Giving Payable	107,545
Trust Funds Held For Others	302,642
Other Liabilities	36,827
Net Assets:	
Unrestricted	131,325
Temporarily Restricted	6,238,641
Permanently Restricted	25,372,169

Total Liabilities & Net Assets: **\$32,300,433**

Statement of Operations

Year Ending March 31, 2017

Revenue

Individual Contributions	1,383,157
Workplace Contributions	39,258
Corporate/Foundation	2,316,890
Bequests	546,032
Other	98,953

Total Revenue: **\$4,384,289**

Expenses

Scholarships	413,458
Grants	910,021
Regional Leadership Development	1,761,626
Fundraising	292,810
Management & General	240,783

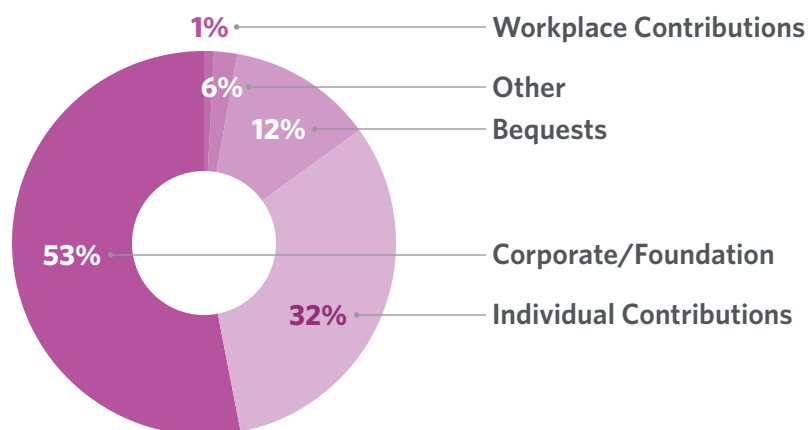
Total Expenses: **\$3,618,698**

Net Surplus (Shortfall)

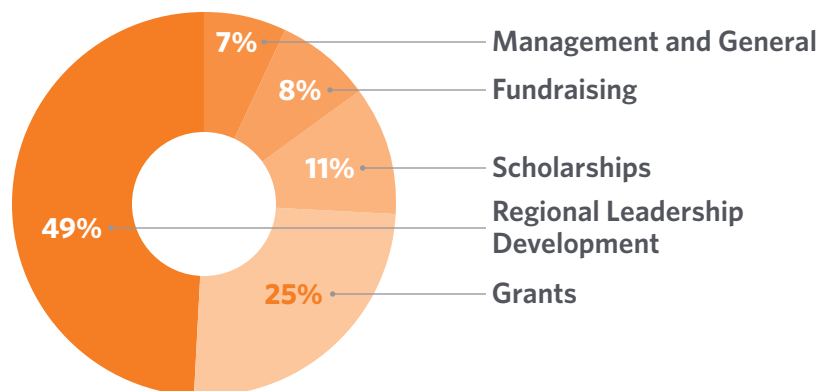
Before Gains & Losses	765,591
Net Investment Activity	2,476,545

Net Surplus (Shortfall): **\$3,242,136**

Revenue



Expenses



STAFF & BOARD

Staff

Jeremiah Allen
TRANSform WA Project Director

Alli Auldridge
Director of Community Engagement

Tylene Carnell
Regional Philanthropy Officer, Washington

Katie Carter
Director of Strategic Priorities

Halley Cody
Database Administrator

Josh Hemsath
Regional Philanthropy Officer, Alaska

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Director of Programs

Eden Shore
Volunteer Manager

Kim Sogge
Regional Philanthropy Officer, Oregon

Craig Williams
Office Manager

Jimbo Worm
Director of Finance and Operations

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Melanie Lyons (WA)

Lee Ann Martinson (WA)

Susie Matsuura (ID)

Marci McLean- Pollock (MT)

Greg Mullins (WA)

Brandy Pirtle-Guiney (OR)

Elias Rojas (AK)

D. Gregory Smith (MT)

Tara Smith (WA)

Wakefield (WA)

Jean-Paul Willyncx (WA)



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Seattle, Washington 98122

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info@pridefoundation.org | pridefoundation.org

 PrideFoundation

 PrideFdn

 pridefdn

Our Mission

Pride Foundation inspires giving to expand opportunities and advance full equality for LGBTQ people across the Northwest.

Our Vision

We envision a world in which all LGBTQ youth, adults, and families enjoy the freedom to live safely, openly, and genuinely.

Sources:

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7. National LGBTQ Task Force, "LGBTQ People & Immigration Fact Sheet" 2014, http://www.thetask-force.org/static_html/downloads/reports/fact_sheets/immigration_factsheet_10_8_14.pdf
8. Center for American Progress, "Dignity Denied: LGBT Immigrants in U.S. Immigration Detention" 2013, <https://www.americanprogress.org/wp-content/uploads/2013/11/ImmigrationEnforcement.pdf>
9. Center for American Progress, "ICE Officers Overwhelmingly Use Their Discretion to Detain LGBT Immigrants" 2016, <https://www.americanprogress.org/issues/lgbt/reports/2016/10/26/291115/ice-officers-overwhelmingly-use-their-discretion-to-detain-lgbt-immigrants/>
10. National Center for Transgender Equality, "2015 US Transgender Survey" <http://www.ustranssurvey.org/>
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12. True Colors Fund, "Our Issue" 2017, <https://truecolorsfund.org/our-issue/>