



ADVANCE CHANGE TOGETHER

ACT

LEADERSHIP CONVENING BRIEF

POWERED BY **HISPANIC FEDERATION**

ADVANCE CHANGE TOGETHER



Leadership Convening Brief

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PREPARED BY

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Advance Change Together (ACT)

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Executive Summary

Over two days in February 2023, the Hispanic Federation brought together 25 LGBTQ+ Latinx community-based organizations from its Advance Change Together (ACT) Initiative to explore innovative ideas at the crossroads of racial and gender justice.

This convening marked an important coming together of LGBTQ+ Latinx¹ leaders from across the United States to explore the complex challenges they face every day, and collectively seek solutions that can empower and inspire others across the field. At a moment when the rights of LGBTQ+ Americans sit in immense precarity due to ongoing social and political persecution, the Federation was eager to create synergies and build connections with organizations and leaders who are among the most brilliant actors in the movement for racial and gender justice. ACT participants continue to lead the way in challenging the systems that have impeded progress toward the full equality of LGBTQ+ people, especially those from LGBTQ+ Latinx and immigrant communities.

What we experienced during our convening was one of the most powerful multi-lingual, multi-national, and multicultural learning spaces to embody practices of equity in assurance that all voices and experiences were honored.

The participants represented a diverse array of movement actors from across the United States and Puerto Rico, spanning work, identities, and ideologies that encompass the breadth of diversity within the LGBTQ+ equality movement. Twenty-eight percent of the participants came from the U.S. South, a region that has historically been viewed as prime for philanthropic investment as the bulk of the U.S. population of LGBTQ+ communities resides in the South². An additional twenty-eight percent of participants came from the Pacific region, twenty-four percent from the Northeast, eight percent from the Mountain region, four percent from the Midwest, and eight percent representing the U.S. territory of Puerto Rico.

A quarter of the participants in attendance, and of the organizations who received funding through the ACT initiative, were transgender, gender non-conforming, and gender expansive—marking a significant investment in the leadership potential of transgender communities by the Hispanic Federation. This level of support is notably different from what transgender-led and -focused organizations have and are receiving from traditional philanthropic institutions. According to the 2019-2020 report published by Funders for LGBTQ Issues, less than 5 cents for every one hundred dollars awarded by U.S. foundations is directed to support transgender communities.

1 Latinx is a term for a group identity used to describe individuals in the United States who have Latin American roots. Other names for this social category include Hispanic, Latino, Latina/o, Latine, and Latin@. Latinx is used as an alternative to the gender binary inherent to formulations such as Latina/o and Latin@, and is used by and for anyone of Latin-American descent who do not identify as either male or female, or more broadly as a gender-neutral term for such.

2 LGBT Demographic Data Interactive. (January 2019). Los Angeles, CA: The Williams Institute, UCLA School of Law.

The Takeaways

Through panel discussions, small-group sessions, and unscripted conversations, the convening offered opportunities for organizers, advocates, direct service providers, and others to discover common areas of interest, spark new strategies, and advance a shared agenda toward equality and justice. This report distills the spirited dialogue into four takeaways and ten actions³ that can advance more just racial and gender justice policies in the United States.

- 1 The most powerful campaigns unite directly impacted people and empower them to advance common causes.** To meaningfully advance change, we must uplift the efforts of each individual ACT partner organization and build a unified agenda and a national network that enables them to maximize their impact through shared strategies, collective action, and ongoing peer-to-peer support.
- 2 Investments in the leadership of those impacted by unjust systems can transform communities.** Social justice advocates have found that transformative impacts on communities are only possible when those who are directly impacted are empowered as agents of change. Making that happen requires a substantial investment in tools and training for those who have direct lived experience that inform their praxis.
- 3 Integrating direct service and advocacy roles can spur massive change.** Advocacy complements the work of direct services by supporting the fulfillment of organizations' visions, which almost always require larger social change efforts. The collaborations required to advance advocacy issues promote cooperation across sectors, which can also yield new programming partnerships.
- 4 To address trauma's pervasive impacts, healing work is needed for social justice staff.** Social justice is not possible without the people on the ground. Support and meaningful investments are needed to ensure that those on the frontlines are well-resourced and well in mind, body, and spirit to carry the work forward.

³ see [page 11](#)



HF, LGBTQ+ leaders and award-winning artists announced the ACT initiative by holding a press briefing in Orlando, Florida on Tuesday, June 14, 2022.

Introduction

Over two days in February 2023, more than 25 grantees of Hispanic Federation's Advance Change Together Initiative gathered in San Francisco for a convening of community organizers, advocates, direct-service providers, funders, and others committed to advancing the rights of LGBTQ+ communities.

In framing this program, we drew from the Hispanic Federation's legacy of work to empower and advance Latinx communities and toward their history of LGBTQ+ inclusion, acceptance, equity, and the promotion of social justice, and the civil and human rights of all people. For more than three decades now, the Hispanic Federation has been relentlessly focused on strengthening Latinx-led grassroots organizations—bringing together resources and know-how from the public, private, and third sector to help our community institutions build a movement for power, equity, and justice. This work is more important than ever.

In recent years an unprecedented wave of anti-LGBTQ+ legislation is sweeping state houses across the nation, with 2023 seeing the introduction of 300+ such forms of legislation. These relentless and coordinated attacks by extremist forces threaten the rights and lives of LGBTQ+ individuals nationwide, particularly transgender, gender non-conforming, and gender expansive youth and their families. This troubling reality is especially challenging for LGBTQ+ Latinx individuals that face intersectional discrimination—for their race/ethnicity, sexual orientation/sexual identity, and perceived or actual immigrant status. Like other Latinxs, they are less likely than other Americans to have health insurance and have less access to quality health care and mental health services. Like other LGBTQ+ people, especially LGBTQ+ people of color, they face discrimination in employment, housing, social services, and other aspects of life—including denial of services—as well as bullying and hate crimes.

The LGBTQ+ Latinx community receives limited attention from mainstream media, is inadequately credited/acknowledged in historical accounts of the gay and lesbian movement, and issues central to our communities are often sidelined by LGBTQ+ organizations and advocates. Much of the available information about LGBTQ+ Latinxs is outdated. However, results in new studies about LGBTQ+ Latinx community members are alarming. A rare recent analysis found that LGBTQ+ Latinx individuals report discrimination at a rate 15 percentage points higher than their White counterparts. When denied services, they face greater challenges in finding alternate providers, from adoption agencies to wedding vendors, hotels, and restaurants.⁴ A national mental health survey reported that LGBTQ+ Latinx youth were

⁴ "Hispanic LGBTQ Individuals Encounter Heightened Discrimination," 2020 CAP Survey, Center for American Progress, July 29, 2021; see <https://www.americanprogress.org/article/hispanic-lgbtq-individuals-encounter-heightened-discrimination/>.

30 percent more likely to report a suicide attempt in the past year, compared to non-Latinx LGBTQ+ youth, and that the difference is largely attributable to worries about immigration-related detainment or deportation.⁵ More than 90 percent of the 49 people who lost their lives in the Pulse Nightclub massacre in Orlando in 2016 were Latinx, but much of the mainstream and conservative media coverage focused on terrorism and said little about the victims or the xenophobic hate that potentially motivated the shooter. LGBTQ+ and liberal media sources described the shootings as an attack on the LGBTQ+ community, but often ignored or left unexamined the ethnicity or the immigrant backgrounds of many of those killed and wounded.⁶

In response to these challenges, the Hispanic Federation launched the Advance Change Together (ACT) Initiative to support LGBTQ+ Latinx organizations and to encourage development of a national LGBTQ+ Latinx agenda, coordinated advocacy based on that agenda, and the strengthening of Latinx-led, Latinx-serving LGBTQ+ nonprofits nationwide. In 2022, 25 LGBTQ+ Latinx nonprofits were awarded grants between \$25,000 to \$50,000 to support advocacy, services, and infrastructure. While ACT grantees partners are united in courageous campaigns for social change, they tend to serve different constituencies and rarely have the means to come together to find common cause in their own work.

That's why the Federation invited them—along with colleagues from across the philanthropic world—to sit down for panel discussions, small-group sessions, and unscripted conversations that would offer opportunities to discover common areas of interest and spark new strategies as leaders in our movement toward equality and justice.

The takeaways that follow are drawn from the convening's rich dialogues and debates. They highlight the thread of racial and gender justice that runs through the movement for LGBTQ+ equality. They identify smart local initiatives that have spurred statewide and national action. They explore tensions between direct service and advocacy roles, and the need to cultivate the leadership of directly impacted populations. Moreover, they consider the often unacknowledged impacts of trauma on frontline social justice movement staff as well as the healing support that is required.

We believe these takeaways offer valuable lessons for those working to shape more just approaches to racial and gender justice in the United States, as well as for funders, partners, and others who have a vested interest in advancing solutions at the forefront of the field.

We have also highlighted opportunities for philanthropic support that can bolster promising strategies and provide critical tools for social justice changemakers.

Above all, we hope these pages convey how incredibly proud we are of our grantee partners. As our two days together resoundingly affirmed, they are a galvanizing force of innovative ideas and relentless energy, taking aim at our society's most urgent social challenges.

5 Data from the Trevor Project's National Survey on LGBTQ Youth Mental Health, September 24, 2020; see <https://www.thetrevorproject.org/research-briefs/latinx-lgbtq-youth-suicide-risk/>.

6 Julian A. Bugarin Quezada, "Listen to What your Jotería is Saying": Coverage of the 2016 Orlando Shooting by English- and Spanish-Language Media," Portland State University, PSU McNair Scholars Online Journal: Vol. 11: Iss. 1, Article 7, 2017; see <https://pdxscholar.library.pdx.edu/mcnair/vol11/iss1/7/>.



WHAT WE LEARNED: Lessons for the Field

1 The most powerful campaigns unite directly impacted people and allies and empower them to advance common causes

For over 50 years, LGBTQ+ Latinx activists and service groups have worked tirelessly to illuminate LGBTQ+ Latinx issues and address homophobia and transphobia in Latinx communities and racism and xenophobia in LGBTQ+ communities. The most prominent national LGBTQ+ Latinx organization in existence, National Latino/a Lesbian and Gay Organization (LLEGÓ), founded in 1987, closed its doors in 2004, after 17 years of service. Since that time, many local, regional, and national LGBTQ+ Latinx leaders and organizations have provided much needed advocacy and services through severely under-resourced initiatives and mostly volunteer-led work. Additionally, the pressures brought on by the onset of the COVID-19 pandemic in 2020 led several local LGBTQ+ Latinx organizations, many of whom were often volunteer-based and operating with minimal financial resources, to suspend or end operations therein leaving vacuums in the LGBTQ+ Latinx care ecosystem in areas across the country.

To protect the rights and opportunities of LGBTQ+ Latinx residents and be recognized as partners in broader LGBTQ+ and Latinx rights advocacy, these groups need a joint agenda, additional resources, and ongoing support from both their peers and national leaders. **To meaningfully advance change, we must enjoy the collective efforts of each individual grantee partner organization and build a unified agenda and a national network that enables them to maximize their impact through shared strategies and ongoing peer-to-peer support.** By dismantling the invisible barriers that have resulted in organizations operating in silos across the country, an opportunity for collective impact and the potential for substantial change emerge by enabling a once fractured ecosystem of actors to unite and instill legislative and social change that advance racial and gender justice.

Case in point, across the Bay Area and Southeast Los Angeles efforts have been undertaken that directly support and serve youth as they navigate access to gender affirming healthcare, substance use treatment and harm reduction, and family acceptance. The individual organizations deployed a series of strategies

that ultimately yielded positive outcomes. Through establishing alliances with efforts to improve the conditions for LGBTQ+ youth through addressing the systems—from education to healthcare to criminal justice—the possibility for powerful and new strategies emerge.

2 Investments in the leadership of those impacted by unjust systems can transform communities

Social justice advocates have found that transformative impacts on communities are only possible when those who are directly impacted are empowered as agents of change. Making that happen requires a substantial investment in tools and training for those who have direct lived experience that inform their praxis.

Intentional efforts that invest in the leadership potential of individuals and the grassroots institutions they represent that sit closest to the issues can yield the potential for seismic culture shift. Offering capacity-building opportunities uniquely tailored to the needs of impacted communities enables individual leaders to acquire the necessary skills that enhance the efficacy of their work, enables ownership over the direction of their work, and empowers them as to the determination of victories because the conditions of their lives and those of their community have notability changed. Traditional approaches to capacity building have included, 1) the awarding of unrestricted grants that enable organization the license and flexibility to invest in their work in ways that program-specific grants do not, 2) direct investments in capacity-building providers who offer technical assistance and consulting to a cohort of grantees as a way to assist a broader array of nonprofits, such as by offering a leadership development series for nonprofit staff, and 3) the establishment of peer-based learning opportunities and grantee communities of practice as strategies for investing in grantee capacity building.

Philanthropic partners who offer unrestricted support often embed discussions on organizational capacity within grantmaking due diligence as an important part of ensuring that those funds contribute to capacity improvements. Alternatively, foundations can work directly with capacity-building providers to create safe space for grantees to get timely advice tailored to their individualized needs. Often learning in peer groups where grantees have some or complete control of the agenda—especially when the capacities to be built relate to more difficult or sensitive topics for grantees, like leadership or governance, or pushing to a next stage of organizational growth, or building fields or movements—result in better learning outcomes and allows for innumerable opportunities for collaboration and cross-issue exchange. **Of the discussion on capacity-building, one grantee remarked “We can never forget that we’re the experts in the field, and funders can learn how to best support us by allowing us to tell them what capacity-building can look like.”**

3 Integrating direct service and advocacy roles can spur massive change

Social justice organizations broadly fall into two different camps: service providers that directly assist those impacted with programs such as youth counseling or legal assistance, and advocacy organizations that build campaigns on behalf of those impacted to achieve legislative action, cultural change, or other goals. These two roles tend to be viewed as competitors when it comes to funder dollars—of which there are never enough to support each in equal measure. In practice, however, drawing a line between one role and the other is often impossible to do. And the moment when these two realms intersect can be a powerful opportunity for impact.

A clearly articulated, thoughtful connection between direct services and advocacy is critical if they are to be integrated in a complementary manner. Service organizations that frequently engage in advocacy in an *ad hoc* manner run the risk of over-stretching resources, while larger advocacy organizations that

are disconnected from the populations they purport to represent may find that the policy change they're proposing does not, in the end, solve the most critical problems their communities face. One grantee organization noted the tensions that lie at the intersection of providing direct services while knowing the systems that resulted in the circumstances faced by their clients will only repeat themselves, thereby preventing individuals from moving from a place of survival to a place where they can thrive.

Advocacy complements the work of direct services by supporting the fulfillment of organizations' visions, which almost always require larger social change efforts. The collaborations required to advance advocacy issues promote cooperation across sectors, which can also yield new programming partnerships, too. Fairly minor changes in how organizations approach advocacy can be very impactful. For example, educating volunteers or clients about the root causes of the problems their services address can build advocates. Further, direct-service organizations cannot and should not expect to drive all of the issues on their advocacy agendas. Direct service organizations can partner with advocacy groups with grassroots voices. **When merged thoughtfully and strategically, advocacy and direct services can accomplish more than either approach would be able to independently achieve.** Organizational culture matters a great deal in determining how an organization embraces the integration of advocacy into its programming. Cultures that encourage critical analysis of underlying problems, build cross-departmental structures to experiment with new approaches, and empower staff to have tremendous momentum on which to build. While there is no "right" balance between direct services and advocacy, being clear about goals, and how the right combination of strategies can achieve them is a vital step toward propelling massive change.

4 To address trauma's pervasive impacts, healing work is needed for social justice staff

Whether from day-to-day stresses, intergenerational violence, or the "vicarious" trauma of serving youth and adults impacted by anti-LGBTQ+ policies, workers in the social justice field are very often "wounded healers," deeply impacted by their own trauma exposure. If left unacknowledged, trauma can undermine the emotional well-being, physical health, and success of those on the front lines of these progressive social movements.

Indeed, there is growing interest among social justice organizations in addressing staff trauma and creating a more sustainable work environment through a movement known as healing justice. **Healing justice cannot be prescriptive. Healing practices are unique to each community and organization.** Supervisory check-ins with staff, monthly support groups, wellness stipends, sabbatical leave policies, and other benefits that address individuals' needs are all making a difference. Some organizations have applied restorative justice models to their own workplace, such as greeting new staff members with a welcome circle, or holding restorative justice circles at staff meetings, where "talking pieces"—a special object passed from person to person—allow each participant to share in an atmosphere of mutual respect. By emphasizing sharing and respect, social justice advocates can surface often buried experiences and begin to heal.

While there may be organizations who have an existing healing practice, there are many more who are interested in learning about incorporating healing approaches into their work but need technical support. Many grassroots organizations are led and staffed by system-impacted people. Their organizations are deeply rooted in some of the most disenfranchised communities and therefore are often directly impacted when incidents of violence or other community harm occurs. There have been countless stories of organizations who have had members violently murdered and whose leaders are also in need of healing. Often, these organizations call upon their elders to provide support in times of crisis. Committed to supporting their communities, these healers respond and are often rarely compensated. Social justice is not possible without the people on the ground. Support and meaningful investments are needed to ensure that those on the frontlines are well-resourced and well in mind, body, and spirit to carry the work forward.

What Can Funders Do

Our grantee partners noted the importance of providing training and skill building opportunities that dually enable their organizations to increase their capacity to implement changes. Over the course of the convening, participants identified actions that social justice funders can take to advance innovative approaches to advance LGBTQ+ equality and challenge the systems that inhibit progress.

1. Build connections between movements addressing racial and gender justice, including support for collaboration and cross-learning among LGBTQ+ and Latinx communities.
2. De-silo the roles of direct service and advocacy, recognizing that oftentimes these are most effective in tandem.
3. Seed opportunities for collaborative work among advocates, organizers, and direct service providers, bringing leaders in these different realms together to learn from one another and create collective solutions.
4. Fund Spanish and Indigenous language narrative change efforts that focus on humanizing LGBTQ+ people to combat rampant homophobia, transphobia, and white supremacy.
5. Change grantmaking processes and reduce language barriers that limit or prevent immigrant- and indigenous-led LGBTQ+ grassroots organizations from successfully applying for and securing funding.
6. Lift up successful practices that create leadership spaces and opportunities for LGBTQ+ people and their families.
7. Provide funding to create nontraditional partnerships and alliances with efforts to improve other social systems to address the lack of culturally competent services and social safety nets in housing, education, and healthcare faced by LGBTQ+ communities, with special attention to transgender and gender expansive communities who are most disproportionately impacted by these fractured systems.
8. Provide multi-year funding to organizations that will allow for more predictable and sustainable program and personnel support.
9. Take more risks and support innovation, including pilot programs that can test new ideas and advance promising solutions.
10. Support healing and resiliency practices for organizational staff and their constituencies who are impacted by system-generated trauma.

Grantee Participants

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Honor 41

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Executive Director
Somos Familia Valle

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Executive Director
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Executive Director
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Jesus Suatan
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Latino Equality Alliance

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Gerald Vega
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Puerto Rico Transgender Wellness Center

Liaam Winslet
Executive Director
Colectivo Intercultural TRANSgradiendo

Richard Zaldivar
Executive Director
The Wall Las Memorias



About the Grantees

Association of Latinos/as/xs Motivating Action

Chicago, IL

The Association of Latinxs Motivating Action (ALMA) mission is to fight for the rights of the Latinx Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning community by advocating for fairness and equality, and affirming Latinx LGBTQ culture.

Colectivo Acción Latina de Ambiente

San Jose, CA

Colectivo Acción Latina de Ambiente (ALA Collective) is on a mission to create a space for free expression, individual growth, and community development for LGBTQ+ Latineans.

Colectivo Intercultural TRANSgradiendo

Jackson Heights, NY

Colectivo Intercultural TRANSgradiendo (CITGNY) is an organization that works on the dissemination of human rights access to comprehensive health care of TransGNB people. By strengthening the social and cultural expression of diverse gender identities in New York City, CITGNY aims to guarantee the well-being and the right to a life free from all types of violence.

Colorado Organization for Latina Opportunity and Reproductive Rights

Denver, CO

Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) is a community-rooted nonprofit organization that works to enable Latinx individuals and their families to lead safe, healthy, self-determined lives through advocacy, organizing, policy and narrative work.

Community EsTr(EI-La)

Atlanta, GA

Community Estr(EI/La) is dedicated to programs that focus on the social, legal, physiological and spiritual sectors in some of the states of the deep south of the USA.

Del Ambiente, Inc.

Orlando, FL

Del Ambiente promotes the holistic development of the Puerto Rican LGBTQ+ community in Florida and their allies.

EI/La Para TransLatinas

San Francisco, CA

EI/La Para TransLatinas work to build a world where translatinas feel we deserve to protect, love and develop ourselves. By building this base, we support each other in protecting ourselves against violence, abuse and illness.

Fundación LatinoAmericana de Acción Social, Inc.

Houston, TX

Fundación LatinoAmericana de Acción Social (FLAS) is committed to enhancing behavioral health and wellness services for the Latino community.

Gran Varones

Washington, DC

Gran Varones is a digital storytelling project that amplifies history, culture, and HIV de-stigmatization through a Black Latinx Queer Lens.

Honor 41

San Francisco, CA

Honor 41 is a national Latinx LGBTQ online non-profit organization that celebrates, documents and promotes the Latinx LGBTQ Community.

Latino Commission on AIDS, Inc.

New York, NY

The Latino Commission on AIDS has various programming dedicated to the needs of Latinx LGBTQ+ community. The Commission's goal is to create a safe space and stigma free environment where the community can receive support for any of these needs.

Latino Equality Alliance

Los Angeles, CA

Latino Equality Alliance (LEA) is a Latinx LGBTQ nonprofit based in Boyle Heights. LEA's mission is to advocate for the safety, equity and wellness of the Lesbian, Gay, Bisexual, Transgender and Queer communities in Boyle Heights, east and southeast Los Angeles and the surrounding gateway cities.

Latino LinQ

Dalton, GA

Latino LinQ works towards increasing equity and promoting wellbeing for Latinx LGBTQ+ communities in the South. Latino LinQ provides direct services such as facilitating information, education, and training sessions for individuals and groups interested in expanding their mission to advance LGBTQ equity.

Latinx History Project

Washington, DC

The Latinx History Project documents and preserves our community's history, and educates the public on the rich identities and societal contributions of the Latinx LGBTQ community to promote tolerance and acceptance.

Organización Latina Trans In Texas

Houston, TX

Organización Latina Trans in Texas (OLTT) is dedicated to ensuring, protecting, and defending the human rights of all trans, gender-nonconforming, and LGBTQIA+ people in Texas.

Puerto Rico Transgender Wellness Center (formerly known as Camp Albizu, Inc.)

Bayamón, PR

The Puerto Rico Transgender Wellness Center (fka Camp Albizu, Inc.) promotes inclusion and visibility of transgender and transsexual people in all areas of society in Puerto Rico, through public campaigns and political participation. They seek to create socio-political conditions where all people of diversity of expressions and gender identities have the resources and where all people of diverse gender expressions and identities have the resources and protections necessary to flourish.

QLatinx

Orlando, FL

QLatinx is a grassroots racial, social, and gender justice organization dedicated to the advancement and empowerment of Central Florida's LGBTQ+ Latinx community.

Somos Familia

Oakland, CA

Somos Familia fills the gap in resources for LGBTQ+ Latinxs and their families by building community and creating our own media to open the doors of acceptance and understanding. Their mission is building leadership in Latinx families and communities to create a culture where people of diverse genders and sexual orientations can thrive.

Somos Familia Valle

Sun Valley, CA

Somos Familia Valle founded in 2014 is a local San Fernando Valley community organization led by trans queer people of color dedicated to support, empower, train, and mobilize trans and queer people, and allies for racial, gender, environmental, and economic justice.

South Texas Equality Project

McAllen, TX

South Texas Equality Project (STEP) services include advocacy, education and support intentionally catered for our Latinx LGBTQIA+ population.

The Wall Las Memorias

Los Angeles, CA

The Wall-Las Memorias (TWLM) was founded in 1993 to engage the community in dialogue, eradicate the stigma surrounding HIV/AIDS, and build a memorial for those who lost their lives to AIDS—which was the first publicly funded HIV/AIDS memorial in the country when it was unveiled in 2004. Over the years, the organization has expanded its focus to include a broad range of services and support for marginalized populations across Los Angeles County.

Trans Queer Pueblo - Semilla De Liberación

Phoenix, AZ

Trans Queer Pueblo is a self-governing community in Phoenix that is dedicated to fighting for racial and gender justice and focuses on grassroots organizing.

Translatinx Network

New York, NY

Translatinx Network has both a local and national focus, with a mission to promote the healthy development of trans people through the delivery of a wide range of information and services.

Unión=Fuerza Latinx Institute

Washington, DC

Unión=Fuerza Latinx Institute is committed to communicating bilingually (English and Spanish) and addressing language marginalization; inter-generational interactions from grassroots to grassroots; and prioritizing underrepresented populations such as transgender people, undocumented individuals, women, youth, families, and allies.

Waves Ahead

San Juan, PR

Waves Ahead is dedicated to working with and supporting marginalized and vulnerable communities in strengthening and reestablishing their various areas of need.

About the Hispanic Federation's ACT Initiative

The Hispanic Federation is committed to protecting and expanding the rights of the LGBTQ+ Latinx community. As a wave of anti-LGBTQ+ legislation sweeps through the nation, we have ramped up our efforts to fight back against these policies and are taking steps to strengthen the LGBTQ+ Latinx nonprofit networks that serve as critical lifelines for our communities.

In June 2022, Hispanic Federation launched the Advance Change Together (ACT) Initiative, a much-needed LGBTQ+ Latinx advocacy and capacity building initiative that will empower and support organizations working on the front lines to protect and serve Latinx LGBTQ+ communities. Our initial \$1 million investment has so far supported 25 Latinx LGBTQ+ nonprofits from 10 states with grants of up to \$50,000. The funds are granted to strengthen these organizations' advocacy efforts, services, and infrastructure to better serve Latinx LGBTQ+ communities. The ACT Initiative also hosts convenings and capacity building training to support our grantees.

ACT Initiative Leadership

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Acknowledgments

We gratefully acknowledge the boundless passion and dedication of all our grantee partners who participated in the ACT Initiative convening. Their deep engagement with one another and with the future of the racial and gender justice movements made for a powerfully inspiring program.

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Miranda Family Fund

The Coca-Cola Foundation

Broadway Cares/Equity Fights AIDS

Google.org

We also acknowledge our colleagues in philanthropy who joined the convening and contributed many valuable insights:

Pedro Arista

Senior Director, Hirsch Philanthropy Partners

Masha Chernyak

Senior Vice President of Programs and Brand Strategy, Latino Community Foundation

We also acknowledge our colleague who joined the convening and contributed many valuable insights:

Monica Trasandes

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We are indebted to our colleagues who helped ideate this convening and its content:

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