

THE AUDRE LORDE PROJECT



2023. IMPACT REPORT

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ABOUT US

THE
**AUDRE
LORDE**
PROJECT



The Audre Lorde Project is a Lesbian, Gay, Bisexual, Two Spirit, Trans & Gender Non-Conforming, People of Color center for community organizing, centering the NYC area.

Committed to struggling across differences, we seek to responsibly reflect, represent & serve our various communities.

Through mobilization, education & capacity-building, we work for community wellness, progressive social & economic justice.



2023 ANNUAL REPORT

OUR HISTORY

THE
AUDRE
LORDE
PROJECT



The Audre Lorde Project was first brought together by Advocates for Gay Men of Color – a multi-racial network of gay men of color HIV/AIDS policy advocates. They saw a need for innovative and unified community strategies to address the multiple issues impacting LGBTSTGNC people of color communities.

In those 30 years our commitment to building power with our communities has not changed. We head into the future grounded in our mission centering the liberation and quality of life for LGBTSTGNCPOC across New York City.



AT A GLANCE

THE
AUDRE
LORDE
PROJECT



PEOPLE ENGAGED

PEOPLE TRAINED
41

PARTICIPANTS
199

NEW MEMBERS
22

5

Events

14

Organized Meetings

5

Community Outreach Outings

5

Political Education Sessions

3

Trainings



PROGRAMS

THE
AUDRE
LORDE
PROJECT



TJ

TransJustice (TJ) is a political group created by & for trans & gender non-conforming POC. TransJustice works to mobilize its communities through organizing trainings, member-led meetings, and political education. We work towards addressing the roots of oppression and how that oppression manifests against trans and gender non conforming New Yorkers. We develop campaigns to address access to employment, housing, healthcare, education, HIV-related services & state based violence.

SOS

The Safe OUTside the System (SOS) Collective is an anti-violence program led by and for Lesbian, Gay, Bisexual, Two Spirit, Trans, and Gender Non Conforming people of color. We are devoted to challenging hate and police violence by using community based strategies rather than relying on the police.





✦ The 3rd Space Support program seeks to work with Lesbian, Gay, Bisexual, Two-Spirit, Trans and Gender Non-Conforming People of Color (LGBTSTGNC POC) who struggle with issues around employment, education, health care and immigration status. It is a place to give and receive sustainable support; where creation, invention and innovation will be practiced.

Member Engagement and Leadership holds the needs of our organizing areas and commitment to community building, political education, skills building, holistic health and wellness. Our membership program makes space for a range of capacities and interests. All ALP members fall under membership and many are also part of other programs. General membership is a container for leadership development, facilitation training, coalition work and community organizing training.

PROGRAM HIGHLIGHTS

THE
AUDRE
LORDE
PROJECT



Daring to be Powerful

12 PARTICIPANTS

Base Building Training

9 PARTICIPANTS

Audre Lorde's Birthday

80 IN ATTENDANCE

Pride Event

40 IN ATTENDANCE

Community Freestyle

20 IN ATTENDANCE

Political Education

Healing Justice

10 PARTICIPANTS

Outreach and
basebuilding cypher

15 PARTICIPANTS

Reproductive Justice

18 PARTICIPANTS

Member Meeting/Kickback

41 PARTICIPANTS

Rapid Response Meetings

27 PARTICIPANTS

Orientation

12 PARTICIPANTS

Resource Organizing Training

10 TOTAL

Strategic Planning

FULL STAFF, BOARD, SOME
MEMBERS

New Hires

3 FULLTIME STAFF

10



2023 HIGHLIGHTS

THE
AUDRE
LORDE
PROJECT



POLITICAL EDUCATION



Political education fuels our movement. At ALP, developing a political analysis is a crucial part of our work. This year we hosted political education programs for LGBTSTGNC POC community learning in areas of Reproductive Justice, Alternatives to Policing, Community Care and Healing, and Outreach Development. Members and attendees utilize these programs to build their capacity as agents of change using foundational history, strategy, and political understanding.



**“I HAVE COME TO BELIEVE OVER AND OVER AGAIN THAT
WHAT IS MOST IMPORTANT TO ME MUST BE SPOKEN, MADE
VERBAL AND SHARED, EVEN AT THE RISK OF HAVING IT
BRUISED OR MISUNDERSTOOD.”**

— AUDRE LORDE





DARING TO BE POWERFUL

Daring to Be Powerful (DTBP) is the Audre Lorde Project's community organizing training. We aim to build both individual and collective power to better challenge the multiple oppressions faced by Lesbian, Gay, Bisexual, Two-Spirit, Transgender and Gender Non-Conforming People of Color communities. DTBP is our signature organizing institute for building skills, analysis of oppression & power, learning about current issues and campaigns to get involved with, and offering opportunities for strategizing and community organizing.

10



**"THERE IS NO THING AS A SINGLE-ISSUE STRUGGLE BECAUSE WE
DO NOT LIVE SINGLE-ISSUE LIVES."**

— AUDRE LORDE

AUDRE LORDE'S BIRTHDAY

We celebrated Audre Lorde's 89th birthday by uplifting the cultural work and artistic expression of our LGBTSTGNC communities of color! We enjoyed an abundance of food, music, art and care. We offered workshops addressing community safety and developing a stronger political analysis. We offered healing practices, including reiki, tarot, and an interactive altar honoring Audre as our ancestor.

"WITHOUT COMMUNITY, THERE IS NO LIBERATION."
-AUDRE LORDE





STRATEGIC PLANNING

As we move into a new year ALP is working on a new three-year strategic plan meant to help guide us as we move towards organizing in a new political landscape. This past November, the first of three strategic planning retreats was held for staff, board members, and members. We came together to identify the strengths and areas of growth for ALP so we can carry our legacy of effective member-led organizing forward. Strategic planning will continue in early 2024 to further align our work with our organizational mission.

"I AM DELIBERATE AND AFRAID OF NOTHING."

— AUDRE LORDE

NEW HIRES

2023 was a year of growth for ALP. We welcomed three new members to the team, Talaya Robinson Dancy, Oscar Rodriguez Cruz and Xelba Gutierrez.

Xelba Gutierrez is the new ALP Campaign Manager. This position supports all program staff in the development of new campaigns and strategies towards building a better and safer NYC for the LGBTSTGNC POC community.

Talaya Robinson-Dancy is joining the team as our new Communications Coordinator, and will be the person behind all social media, newsletters and outward communications!

Oscar Alexis Rodriguez Cruz joins us as our new Grassroots Fundraising Coordinator who you will hear from via email regularly with notes of inspiration and calls for support.



GRASSROOTS POWER RAISED

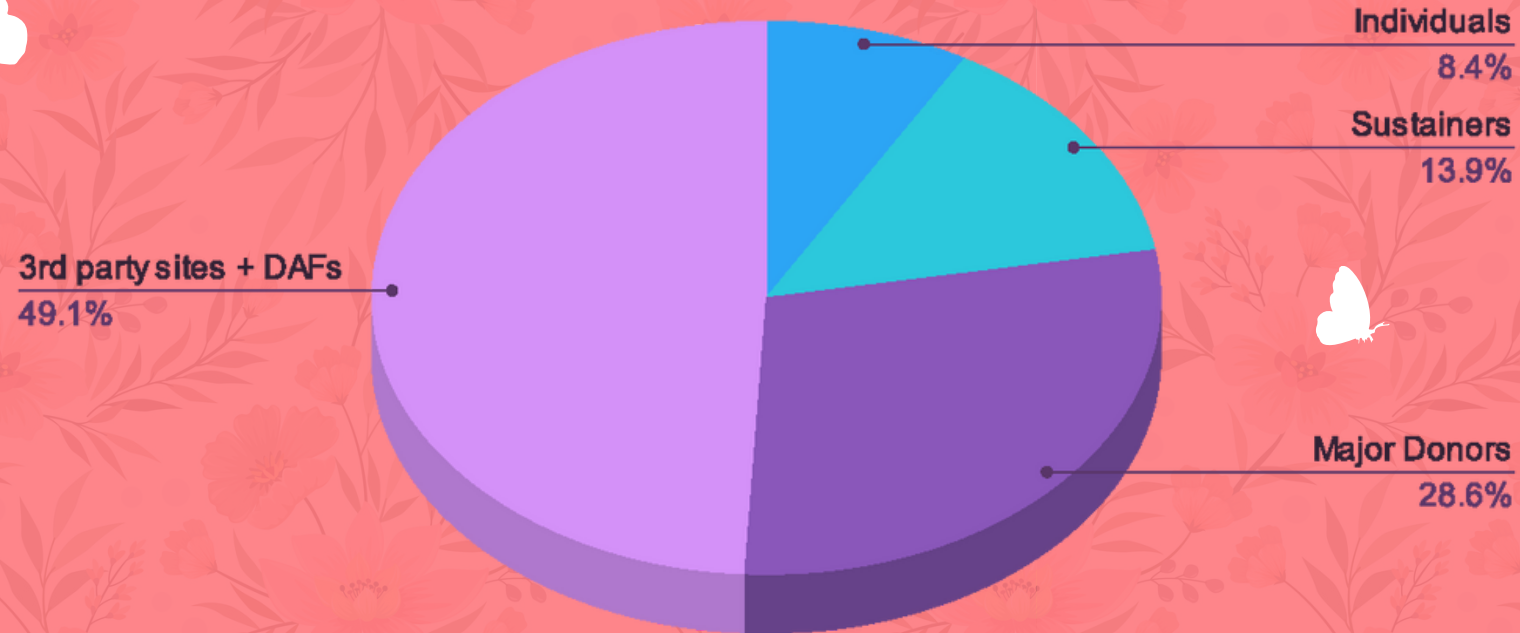


IN 2023, WE CONTINUED TO BUILD GRASSROOTS POWER TO SUSTAIN AND RESOURCE OUR COMMUNITIES.

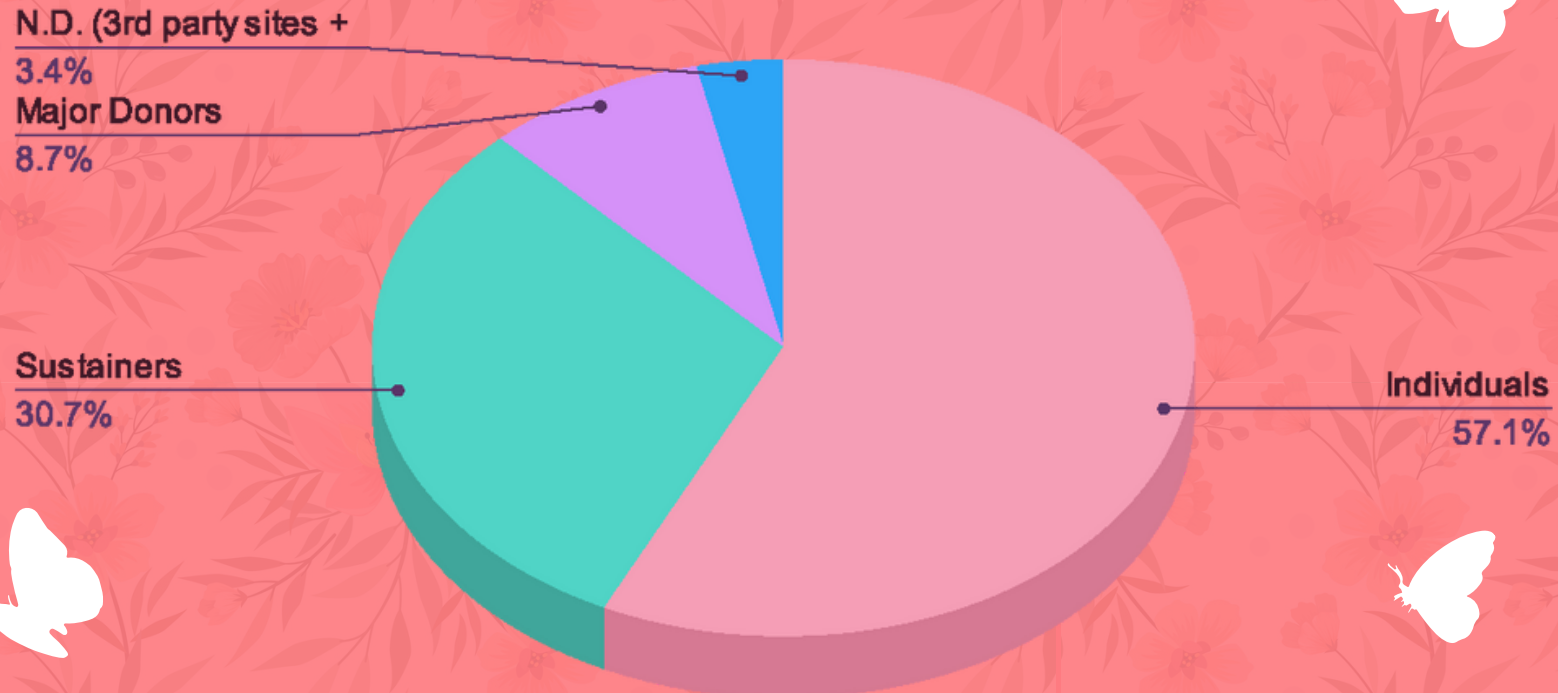
Grassroots Fundraising Calendar Year 2023

Donor Types	Total Amount	Number of Donors
Individuals	\$22,099.16	316
Sustainers	\$36,542.63	170
Major Donors	\$75,580.69	48
N.D.(3rd Party Sites + DAFS)	\$129,612.69	19
TOTAL	\$263,835.17	553

NUMBER OF DONORS



GRASSROOTS FUNDING RAISED IN 2023



SUPPORT FROM COMMUNITY LIKE YOU



As ALP enters its 30th anniversary, we can only continue our work towards LGBTSTGNC POC liberation, with support from our community. Our membership is central to organizing of the Audre Lorde Project & this past year we've accomplished so much.

Thank you to our members, partners, donors, and staff for being part of our story in 2023. Without you, none of this would be possible! You've shown up for us time & time again. We've seen sustainable growth & community engagement in grassroots fundraising at ALP this year! We're looking forward to continuing during 2024.



Thank you

