MISSION
FIERCE is a membership-based organization building the leadership and power of lesbian, gay, bisexual, transgender, and queer (LGBTQ) youth of color in New York City. We develop politically conscious leaders who are invested in improving ourselves and our communities through youth-led campaigns, leadership development programs, and cultural expression through arts and media. FIERCE is dedicated to cultivating the next generation of social justice movement leaders who are dedicated to ending all forms of oppression.

HISTORY
Fabulous Independent Educated Radicals for Community Empowerment (FIERCE) was founded in 2000 by group of primarily LGBTQ youth of color. FIERCE was founded on the principle that LGBTQ youth must realize and manifest our own social and political power to change our conditions, to shape our futures, and to become effective agents of change in our communities. While many organizations provide opportunities for LGBTQ youth to access services, none serve as a city-wide avenue for LGBTQ youth to direct our own social change agendas. FIERCE continues to serve as one of the nation’s few whose mission is to engage LGBTQ youth of color in community organizing.
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Dear Friends of FIERCE,

From the West Village Piers to the steps of City Hall, from Christopher Street to the streets of Chicago, 2013 was a year in which FIERCE demonstrated the power of community organizing among LGBTQ youth of color and furthered realized a transformative vision of social change.

FIGHTING BACK... & WINNING
In 2013 FIERCE pushed back against police violence and discrimination by joining the Communities United for Police Reform in advocating for fundamental changes to policing in NYC, including successful passage in August of one of the most important policy victories for the police accountability movement in the last decade, the Community Safety Act (CSA), creating for the first time in New York City protections against discriminatory police profiling on the basis of sexual orientation and gender expression, and establishing the office of an independent Inspector General to oversee NYPD policy and practice.

GROWING THE MOVEMENT
It was also a year in which FIERCE continued its work to build a LGBTQ youth movement across the country. In February, FIERCE convened a national gathering of over 20 youth-led organizations in Chicago —the Connect Our Roots Organizing Summit — to discuss issues facing LGBTQ youth, including police violence, immigration, homelessness and health access. Over 40 organizers from across the country participated.

TRANSITION & CHANGE
2013 also saw the closure of FIERCE's long running Our S.P.O.T. Campaign for a 24-hour LGBTQ youth drop in center in the West Village. While Our S.P.O.T. has ended, it leaves an important legacy of giving voice in the critical urban planning decisions that shape New York City's neighborhoods to those who are often excluded, and has laid an important foundation in terms of relationships built and knowledge and capacity gained for FIERCE's police accountability work.

RESOURCE DEVELOPMENT
2013 was also a banner year for FIERCE’s grassroots fundraising efforts, with a Bowl-a-Thon that raised record funds, over $40,000! Accompanying the Bowl-a-Thon was a board fundraising event featuring Tony Award-winning actor Billy Porter of Broadway’s Kinky Boots and Give Out Day, a social-media empowered online fundraising drive, which together raised over $10,000 more dollars for FIERCE. With a strong culture of grassroots fundraising firmly in place, FIERCE is giving focused attention to widening our base of foundation partners as well as innovating new sustainable income strategies to meet our budget needs over the long term.

2013 was a year of change and growth. We look forward to having your critical support towards building on this momentum in the coming years as FIERCE continues to shape the political future for LGBTQ youth of color in the West Village, throughout New York City, and across the country.

In Solidarity,

FIERCE Co-Directors and Board
As a young queer artist living and working in the Bronx, I am constantly seeking queer brown spaces where I can educate myself, feel empowered, be inspired to create and connect with my peers and community. I found this niche in March 2013 when I participated in a Know Your Rights training conducted by FIERCE at the NYQUEER Beyond Tolerance Conference (a conference for youth put on by New York queer and radical educators, a contingent of the New York Collective of Radical Educators). This workshop was the first space I had ever partook of that included other young queer people my age talking about social justice issues that affect our community and actually organizing and mobilizing to do something about it.

Following this workshop, I applied to FIERCE’s Education for Liberation program. Where I partook in a 10-week internship program from July until September focused on gaining political education and organizing skills training. This experience fully immersed my peers and I in the work and long history that FIERCE has and does. Not only did I gain and build with 16 new comrades, I was also able to build a path to my liberation and identify what I need to be apart of that process and journey.

Perhaps my proudest leadership moment at FIERCE was in August when I co-moderated the 2nd ever district 3 City Council Debate with candidates: Yetta Kurland and Corey Johnson. The debate discussed their solutions and proposals to meet the needs of LGBTQ Youth, Residents, and Business owners in the West Village. It sure got heated and it sure felt good to feel the room filled with passionate young people and community members whom were not letting these representatives give us easy answers!

I can genuinely say that FIERCE has challenged me in so many different ways this year. While deepening my political conscience and improving my facilitation skills, I have also learned to choose my battles on the streets and navigate my activism with the knowledge I’ve collected. I foresee myself remaining a member at FIERCE and continuing to engage in organizing work. My experience has been so liberating and empowering. This work is crucial and essential for my survival and sanity. I thank those who have funded this work and I thank the FIERCE staff and members who have validated me throughout this first year of membership.

Mucho Paz y Luz,
Hector Rivera
At FIERCE, we’re developing our leadership, raising our voices and building strong networks with LGBTQ youth of color committed to liberation! Organizing is the heart of FIERCE but just as central is how we build our capacity to organize and lead.

The Education for Liberation Project (ELP) is FIERCE’s paid leadership development program that provides comprehensive community organizing, political education & anti-oppression trainings to LGBTQ youth of color. Through practical hands-on experience and fun, easy-to-understand workshops FIERCE members receive the tools to direct our base-building, media advocacy, grassroots fundraising, national program and local campaigns. In 2013, we accepted 21 amazing youth organizers into ELP internships, provided stipends, and welcomed previous program graduates and outside facilitators to give a fresh perspective to workshops and expose participants to different forms of community organizing happening in the social justice world! Since 2002, FIERCE has intensively trained over 450 LGBTQ youth of color who have gone on to become leaders at FIERCE and in the broader social justice movement.
In addition to street and shelter outreach, we offered Know Your Rights training to LGBTQ youth across New York City. This allowed us to have a strategic base-building strategy that served as both public education and a direct pathway to recruiting LGBTQ youth of color to get involved in campaign work. In 2013 alone, we trained 183 LGBTQ youth.

We also revamped and launched a new member orientation structure that incorporates interactive games to learn about FIERCE history, get to know each other and to envision what a safer world would look like. The new structure allows for cohorts of new members to build with one another as they learn about FIERCE while empowering them to see themselves as organizers at FIERCE.
CAMPAIGNS:
SAFE SPACE SAVES LIVES

Safe Space Saves Lives is FIERCE’s cornerstone campaign that fights for LGBTQ youth to have ACCESS TO SAFE PUB-
BIC SPACE. From successfully fighting a 10pm curfew on the pier, advocating for affordable food options, and secur-
ing porta poties on the pier, this campaign asks, “What will it take to create a welcoming, warm and thriving community
that is safe for LGBTQ youth of color to continue to call their own?” and “What must we do for this to happen?” A
multi-pronged campaign that believes SAFE SPACE REAL-
LY DOES SAVE LIVES, 2013 was a year in which we both
maintained key victories and laid groundwork for the future.

For the 5th year, FIERCE organized to provide THE ONLY
FREE PROGRAMS BY AND FOR LGBTQ YOUTH ON
THE PIERS. All of these events are free and sponsored by
our long-time campaign target – Hudson River Park Trust
(HRPT). These programs create vibrant, free, participatory
and safe public events for LGBTQ youth to come together
and celebrate their culture, wellbeing, and community. In
2013, we offered 2 events for Queer and Trans Youth: An ar-

tistic night to showcase youth talents in a positive affirming
space and a Screening of the movie Pariah.

Queer film screening of Pariah – bring a picnic and spread out on the grass.
Monday, July 8th Pier 46, 5pm

Join us for an open-mic night for LGBTQ youth of color. Share talents with friends and allies!
Thursday, July 25th Pier 45, 5pm-8pm

5th LGBTQ Youth Mini-ball on the Pier – this year’s theme is “Community Safety.”
Saturday, August 3rd Pier 46, 5pm-8pm

For more information contact lee@fiercenyc.org
Another key strategy in fighting gentrification of the West Village and ensuring the needs of LGBTQ Youth of Color are heard is through building relationships with West Village residents, Community Board 2 and elected officials. Through our participation in Community Board 2 meetings and our leadership on the Social Services sub committee, FIERCE was poised to organize a debate for District 3 candidates, which covers the West Village.

In August, we hosted our 2nd ever DISTRICT 3 CITY COUNCIL DEBATE with candidates: Yetta Kurland and Corey Johnson. FIERCE coordinated the event and LGBTQ YOUTH OF COLOR MODERATED THE DEBATE. Over the years, FIERCE’s leadership and demands have demonstrated that LGBTQ Youth are important and long-standing stakeholders in the West Village. FIERCE members came up with questions for the candidates to discuss LGBTQ issues like policing, social services, and safety - issues that severely impact LGBTQ youth of color. The event was open to all Greenwich Village residents, visitors, and FIERCE supporters and allies.
Early in 2013, we made a major decision to close out the Our S.P.O.T. Campaign. Launched in 2008, this bold and visionary campaign fought for a 24-hour LGBTQ Youth Center on the Pier. When the Hudson River Park Trust announced that they would be opening up a request for proposals regarding development options for Pier 40, FIERCE’s leadership brought the political will and power of LGBTQ youth to the decision-making table. Through a mix of youth-led public education, strategic alliance building, and timely legislative strategy FIERCE gained the support of dozens of community-based organizations and key elected officials. However, due to a series of challenges – from the shifting economic landscape in the aftermath of the 2009 financial crisis, including budget cuts for social services and halting all development on the piers to the increased tensions from West Village businesses and residents regarding the “problem” of LGBTQ youth – FIERCE was faced with the severe decline in optimal political conditions that fueled our momentum.

We officially closed the campaign with a celebration to mark the hard work, victories, and lessons learned from this long-standing campaign. The celebration included a panel and q&a. Panelists were former FIERCE Lead Organizer Desiree Marshall, Dylan House from Hester Street Collaborative and Alexa Kasdan from Urban Justice Center. The celebration also brought together FIERCE alumni who were the fierce youth leaders and organizers of the campaign!

Moving forward, the fight for public space, for critical services, for LGBTQ youth leadership to be recognized, valued and heard continues. Our work to build a safer, brighter West Village that preserves the historical safe space of the Christopher St. piers for LGBTQ youth continues. We carry with us the strong and revolutionary foundation we created through the work of the Our S.P.O.T. campaign, a foundation of relationships, of youth-led community engagement and dreaming of and creating innovative and empowering safe spaces for LGBTQ Youth of Color.
Our Police Accountability work was multi-faceted, including critical prevention work. 2013 marked FIERCE’s biggest Copwatch presence during Manhattan Pride. Copwatch is a safety strategy to de-escalate police interactions and provide education to community on their rights. We had over 20 copwatch-er’s patrolling the West Village from 7th ave to the waterfront. Together, we documented police encounters, deescalated potentially violent and abusive police interactions, provided support to hundreds of community members and did Know Your Rights outreach to LGBTQ youth.

VICTORY: At 2AM on June 27th, the movement for police accountability and community safety took a historic step forward in New York City! Two bills of the Community Safety Act protecting New Yorkers from discriminatory policing (Intro 1080) and creating independent oversight over the NYPD (Intro 1079) were passed with veto-proof majority in City Council.

In 2013, FIERCE members were proudly organizing and amplifying the experiences of LGBTQ Youth of Color alongside thousands of New Yorkers demanding reform and accountability from the NYPD. Through Communities United for Police Reform, an unprecedented campaign to end discriminatory policing practices in New York, FIERCE co-anchored “Fabulous & United,” a successful “pack the court” day and press conference where LGBTQ communities said No to discriminatory policing while bringing visibility to the historic trial, Floyd v. City of New York, in which the NYPD stood trial for violating the 4th and 14th Amendments of the U.S. Constitution through discriminatory and abusive stop and frisk practices.
CONNECT OUR ROOTS: 2ND NATIONAL LGBTQ YOUTH OF COLOR ORGANIZING SUMMIT

Over three incredible days in February, FIERCE held the 2nd National LGBTQ Youth of Color Organizing Summit, this time in Chicago. 40 LGBTQ youth of color leaders from 21 organizations across the country attended this historic summit, representing over 16 cities, to participate in youth-led workshops to build our organizing skills, discuss the current conditions facing trans and queer youth of color in our areas, and share strategies for making social change!

With the support of our amazing Chicago-based Host Committee, Affinity, Broadway Youth Center, Gender Just and Young Women’s Empowerment Project, we had an amazing opening panel highlighting Chicago-based youth organizing. The panel featured youth organizers from FLY: Fearless Leading by the Youth of Southside Together Organizing for Power (STOP), Amigas Latinas Chicago, The Immigrant Youth Justice League (IYJL), Young Women’s Empowerment Project, Affinity and FIERCE!

Our amazing youth-led workshops in the Summit included: UndocuQueer ~ Organizing Without Papers by Reteaching Gender & Sexuality, Queer Southeast Report by Providence Youth Student Movement (PRYSM), a leadership development workshop by Young Women’s Empowerment Project, a Know Your Rights skillshare by Breakout! & Streetwise and Safe, and three workshops by FIERCE members: Introduction to Campaign Development, Branch Out, Build a Base! and a History of People’s Movements.

We’re building non-tokenizing spaces for ourselves, where LGBTQ Youth of Color build with each other as leaders and solution-makers!
MOVE UP, FIGHT BACK: NORTHEAST REGIONAL CONVENING

From December 10-11, 2013, FIERCE convened nearly 30 LGBTQ youth of color and adult allies from 9 youth programs across the northeast for our Move Up, Fight Back Northeast Regional Convening. The groups included the Attic Youth Center, FIERCE, Global Action Project, Youth Power Project and GLOBE from Make the Road NY, Out Now, the PRYSM (Providence Youth Student Movement), SMYAL (Supporting and Mentoring Youth Advocates and Leaders), and Streetwise & Safe.

This regional convening is part of FIERCE’s larger strategy to centralize and lift up grassroots work that’s being led by LGBTQ youth of color. FIERCE’s regional convenings recognize that as LGBTQ youth organizers create a path to LGBTQ youth liberation, strategies vary according to local context and history.

At the convening, participants shared their work, built relationships with each other, discussed intersecting issues impacting their local communities and shared strategies to address these issues. We held a queer and trans walking tour of the historic West Village, discussed resource sharing and generated ways groups could concretely support and forward each other’s work!

TRANS DAY OF ACTION

FIERCE was proud to be the official “Hype Squad” at the 2013 Trans Day of Action for Social and Economic Justice! As the Hype Squad, we kept the energy of the entire contingent up by drumming, chanting and bringing FIERCE energy! Our active leadership in this mobilization organized by the Audre Lorde Project is one way we actively build movement solidarity with our comrades fighting and organizing for justice!
2013 was also a banner year for fierce’s grassroots fundraising efforts, with a bowl-a-thon that raised record funds, over $40,000! Accompanying the bowl-a-thon was a board fundraising event featuring tony award-winning actor billy porter of broadway’s kinky boots and give out day, a social-media empowered online fundraising drive, which together raised over $10,000 more dollars for fierce. With a strong culture of grassroots fundraising firmly in place, fierce is giving focused attention to widening our base of foundation partners as well as innovating new sustainable income strategies to meet our budget needs over the long term.
## Financial Statement

### Revenue

#### Public Support

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<td>Individual Contributions</td>
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<td>Sustainer Income</td>
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<td>In-kind donations</td>
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#### Other Revenue

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<td>Interest</td>
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<tr>
<td>Other income</td>
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<td><strong>Total Revenue</strong></td>
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**Total Support and Revenue**

| Amount | $489,714 |

### Expenses

#### Program Services

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<tr>
<td>Fundraising</td>
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<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>$199,007</strong></td>
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**Total Expenses**

| Amount | $742,744 |

#### Realized Gain on Investment

| Amount | $586 |

**Total Expenses**

| Amount | $743,330 |

**Decrease in Net Assets**

| Amount | $(244,616) |

### Net Assets

- **At Beginning of the Year**: $717,752
- **At End of the Year**: $473,136

#### Programs & Services

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#### Management & General

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#### Fundraising

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<th>Amount</th>
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FIERCE 2013
STAFF & BOARD OF DIRECTORS

FIERCE 2013 BOARD OF DIRECTORS
(as of January 2014)

Natalie Chin, Board Co-Chair
Aaron Cobbs
Micia Mosely, Ph.D. Board Co-Chair
Yasmeen Perez, Treasurer
Suzy Salamy
Julian Liu, Secretary

FIERCE 2013 STAFF
(as of January 2014)

John Blasco, Lead Organizer
Emerson Brisbon, Leadership Development Director
Jai Dulani, Co-Director
Fred Ginyard, National Program Coordinator
Naa Hammond, Development Director
Lee Jimenez, Organizer
Krystal Portalatin, Co-Director
Ellen "Manny" Vaz, Communications Director
ANNUAL REPORT 2013

Maggie O’Brien
S.O. O’Brien
Nefarious O’snap
Randall Oakley
Alan Oberman
Rafael Obusan
Voula Ogrady
Emrys Oh’Clock
Eve Oishi
Rachelle Oliten
Nora Olsen
Deloris Onwuka
Dominion ONYX
Nicole Orton
Helen Owens
Laura Luna P
Yashna Padamsee
Yolanda Paillia
Cara Page
Myles Paisley
Allison Palmer
Ben Palmquist
Douglas Pamplin
Marco Panchame
Michele Paolella
Michael Paine
Cheryl Paradis
Shruti Parekh
Greer Paris
Michael Paris
Sung Park
Kyoong Park
Noam Parness
Cori Parrish
Sara Partch Smith
Enicet Pascal
Alex Pastor
Blavin Patel
Andre Patron
Aidge Patterson
Lauren Paulk
Curtis Paulin
Marilisa Pe
Lola Pellegrino
Christine Peng
Josh Pennington
Meropi Peponides
Ezak Perez
Lina Perez
Yasmeen Perez
Roy Perez
D’Hanna Perry
Sid Peterson
Dawn Philip
Petre Philomey
Juan Pinedo
Samantha Pinto
Marka Pitzer
Eric Pliner
Wai Yee Poon
Krystal Portalatin
Carmen Portalatin
Michelle Posadas
David Powell
Elliott Powell
Katherine Pratt
Tahira Pratt
Erin Pryor
Mjada Puca
Mitali Purkayastha
Nadia Qarashi
Ros R
Susan Reffo
Nitika Raj
Lorraine Ramirez
Fareen Ramji
Nevin Rao
Krithi Rao
Kyle Rapiani
Kameelah Rasheed
Alexandraskin
Ankit Rastogi
Rebecca Rathje
Hadley Raysor
Julie Reed
Ela Redfield
Bo Reed
Shannon Reagan
Lisette Reisman
Piro Rexhepi
Mark Reyes

Mariel Reyes
Edwin Reyes
Nina Reznick
Jamie Rhode
Charles Rice-Gonzalez
Morgan Rich
Allison Richards
Earle Richards
Zardon Richardson
Meejin Richet
Jared Ringer
Rafael Rios
Andrea Ritchie
Angel Rivera
Tamara Rivera
Kristina Rizza
Cindy Rizzo
Ash Robins
Jayrome Robinet
Allan Robles
Casey Rocheteau
Xin Roee
Gabriela Rodriguez
Anna Rodriguez
Rita Rodriguez
April Rohman
Tessa Rooney
Juan Ros
Jessica Rosenberg
Amanda Rosenblum
Becky Rosenfeld
Jah’dae Ross
Glo Ross
Lisa Ross
Helen Rothstein
Russell Royal
Kate Rox
Katy Rubin
Deseree Rucker
Jackie Rudin
Kristal Ruiz
Barbara Sacks
Richa Sahay
Virginia Saliny
Elizabeth Salamy
Caitlin Saleni
Jose Eduardo Sanchez
Lauren Sanders
Angélique Sang
Kate Sarrionito
Zanetta & Sashe
 Shruti Sasidharan
Rahul Sas\n Arielle Sarone
Joetta Saul
Sarah Saunders
Ralph Savarese
Jerome Scarlett
Kristen Schlicker
Kathina Schaffer
James Schaffer
Saskia Scheffer
Melissa Scheid Frantz
Lisa Schenberg
Ava Schlesinger
Hannah Schneider
Diana Schnee
Chuck Schuck
Brian Schumacher
Terry Schuster
Elise Schuler
Margot Seige
Nomi Selzter
Candice Sering
Michelle Segrillo
Purvi Shah
Silky Shah
Clare Shapi
Katharine Shapiro
Lucas Shapiro
Amy Sharp
Gina Sharp
Felice Shays
Bianca Shel
Ryan Shen
Jean Shepard
Parvoneh Shirigir
Adam Shoo\n Catherine Shugue dos Santos
Rondi Silva
Elena Silva
Rich Simons
Kenneth Simons
Sonny Singh
Jack Skelton
Jules Skloot
Avy Solomon
Susan Skoog
Camille Slater
Aimee Slater
Buzz Slutzky
Tricia Smith
Clay Smith
Simone Sneed
Naomi Sobel
Stina Soderling
Kristin Soerianata
Sandra Solis
Daniel Solis
Lena Solow
Julia Solow
Steve Solow
Mike and JanSolow
Diana Son
Kantara Souffrant
Nadir Sourig
Kerry Souza
Dean Spade
Lelia Spears
Jessie Spector
Josh Spiro
Jess St. Louis
Andrew Staana
Mollie Stapleton Clark
Whitney Stark
Eli Stark
Anne Stava
John Stedman
Anna Steffen
Lezley Stephens
Danny Stephens
Morgan Stevens-Garmon
Andrew Stiwell
Chase Strangio
Jenna Strizak
Ray strongin
Jenn Sturm
Peter Sturman
David Suarez
Alex Sugerman-Brozan
Sady Sullivan
Diana Sultz
Andrea Summers
Jean Sun
Naomi Sun\n Ralph Savarese
Stacey Sutton
P. Swan
Mark Swier
Tara Tabbasi
Sarah Tablet
Sam Tablet
Allie Takahashi
Chrysanthar
Tristan Tawar
Alexandra Teixeira
Cihan Tekay
Reuben Telushkin
Julien Terrell
Justin Terry-smith
Alia Than
Jasmin Thana
Saundra Thapa
Charles Theorin
Tracey Thomas
Andrea Thome
Tanisha Thompson
S. Leigh Thompson
Megan Thomlin
Jennene Tierney
Ananda Timpane
Elizabeth Todd
Candas Tovar
Oni Tongo
Vera Torres
Darlene Torres
Mark Tonny
Claire Tran
Kate Traub

Caelan Treacy
Vivian Truong
Leanne Tusurud
Zora Tucker
Irene Tung
Allison Tullos
Blake Unger Dvorhik
Marian Urquilla
Katharina Uva
Raymond VanDegg
Urshali Vaid
Alok Vaid-Menon
Meera Vaidyanathan
Azi Vajgha
Andrew Van Deega
Asher Vance
Jova Vargas
Mofeeda Vare
Jaya Vasandani
Manny Vaz
Tara Venkatarman
Robert Vidmar
Laxmi Vijayasankar
Elissa Vinnik
Lisa Vogl
Lord and Lady Vonstinkton
Cassie Wagler
Aleksie Wagner
Stewart Wagner
Dilany Wagner
Yana Wallon
Jun-Li Wang
Sharon Washington
Wanda Washington
Lara Webgen
Anissa Weinraub
Erica Weinstein
Franchesca Wassik
Charlie Welch
Rebecca Wellisch
Kimmy Wentling
Laura Wentling
Audrey White
Coya White Hat-Artchoker
Lindsy Whitmore
Ari Wesler
Camal Williams
Jill Williams
Jennifer Williams
Meggie Williams
Tracey Wilson
Johannes Wilson
Geoffrey Winder
Ona Winet
Michael Wise
Rebecca Witsky
Raymond Wofsy
Jonathan Wofsy
Jesse Wofsy
Julie Wolf
John Wong
Helena Wong
Darlene Wong-McKee
Alicia Woods
Phillip Wooten
Kent Wright
Sarah Wright
Kai Wright
Ardrea Wu
Thanu Yakupitiyage
Jesse Yarborough
David Yedid
Bea Yeh
Kai Yomfan
Claire Yoon
Sarina Yospin
Ryan Young
Diana Youke
Katrina Yu
Betty Yu
Michal Zitska
Cristina Zialcita
Catherine Zimmer
Jean Zorn
Rudolfo Bernstein and Nicole Gordon
Frederic Busch and Barbara Friedman
Tala Manassah & Deb Shoval
Thom and Danny