We entered 2012 with a commitment to each other and to FIERCE; a commitment to work hard and to rest, to be accountable to our values of youth leadership and power, to create healthy structures that promote sustainability, to build trust and stay true to the organization's values. A core theme of 2012 for us was relationship building - or more honestly, it was a stark reminder of how relationship building is a value, a practice and a commitment vital to FIERCE’s mission of building the leadership and power of LGBTQ Youth of Color.

We continue to build relationships with West Village residents and business owners because that is the work of building a safer community for LGBTQ youth of color. As people of color, as poor people, as immigrants, as workers we know that our rights can’t be taken for granted; that are victories must be defended and maintained as we work towards liberation. This means vigilance in keeping eyes and ears to the ground. In 2012, that meant following reports of the NYPD looking into a building a permanent command center on Christopher St Pier. It meant mobilizing to Community Board meetings where yet again private development was threatening to overtake public space, increase private security and send clear messages about who has the right to access public space and who will be pushed out.

Alongside deepening our presence in the West Village, we worked in community through Communities United for Police Reform against discriminatory policing, bringing Queer/Trans youth of color voices to the table. This work honors our roots, having been founded in the wake of the NYPD killing Amadou Diallo in 1999 and the galvanized city-wide grassroots organizing against police brutality where teenage queers of color claimed their voice as targeted bodies fighting back and visionaries ready to organize. Over a decade later, with more members, more staff, more infrastructures to support access to the tools and knowledge for youth organizing, we remain acutely aware of how much is at stake. When Super Storm Sandy hit, we were harshly reminded of the oppression and injustices our communities face - and how this is amplified in times of crisis and trauma when resources are limited and our communities are de-prioritized. As soon as it was physically possible, staff and members were present calling other members to make sure they were ok. By showing up for each other and participating in relief work, we were able to transform the hurt into solidarity building and care. We were able to use the moment as a space for reflection and visioning for what our communities need and deserve.

As we move forward, the resilience we demonstrated in 2012 is in our hearts and minds. The institutional and interpersonal violence our membership faced in 2012, from hate violence to detention to sexual assault to police brutality, transformed all of us. We bore witness, created the conditions for a safe space to foster bringing our whole selves to the work of building the leadership and power of LGBTQ youth of color.

In Solidarity and Community,

Krystal and Dulani
Co-Directors
Dear Friends, Community and Supporters:

This year was a time for deep reflection, assessment and growth. As a board we reflected on the role we’ve played in years past and how we want to engage moving forward. We examined the conditions of our community, the role of our work and what it means to be 12 years old and still growing.

Indeed, 2012 was a year of exploration, discovery and creativity. We said goodbye to some longstanding board members as we made room to bring on new board members. As a board, we assessed our identity and took stock of our skills and strengths. This exploration led us to new strategies of fundraising, generated new ways of connecting with FIERCE members, staff and donors, and challenged us to meet the needs of members and staff in new ways, such as attending retreats with members and directly supporting professional development of staff.

We watched FIERCE members and staff grow into a new stage of development and awareness under the leadership of Dulani and Krystal. We were thrilled to see them thrive after a successful transition and fully step into the reinstated Co-Director structure, a structure that we believe makes this work more sustainable and provides more opportunities for leadership as we continue through the years.

As an organization now into the teens, we are incredibly proud of the growth, strength, success and fabulousness the membership and staff continue to exude. We witnessed perseverance and dedication to this work even through difficult conversations, even when members were facing the day-to-day challenges that are their lives and even when natural disaster Superstorm Sandy struck and shut down our city and work.

It is this resilience, strength and growth that make us proud to be board members. We look forward to continued growth as we venture forth and thank you for your invaluable support.

In Solidarity,

FIERCE Board of Directors
CAMPAIGNS

For more than four decades, homeless and low-income LGBTQ youth have found a safe haven and affirming community among their peers on the Christopher Street Piers in the West Village. However, due to rapid gentrification and increased police presence in the area, this safe space is in danger of diminishing and LGBTQ youth face threats of being pushed out of one of the most significant public spaces for our communities – historically and now.

2012 was a huge year for our Safe Space Saves Lives Campaign! We built new relationships with West Village community members, expanded our presence and raised up the connection between fighting for public space and pushing back against police violence.

- Summer Programming: Mini Ball
  a FIERCE held our 4th Annual Kiki Ball in conjunction with The Kiki Coalition: The Know Your Rights Ball. Some of the categories of resistance included: "Critiquing Stop and Frisk" and "The Privatization of Queer Public Space."

- Strengthening Community Relationships
  - We brought together key stakeholders for a West Village community panel in May to build community and breakdown barriers.
  - We raised public awareness on the issues facing LGBTQ youth
  - Violence, homelessness, and police harassment

WHOSE STREETS? OUR STREETS! ~
Queer Youth Fight for Public Space

Former FIERCE Staff Organizer Tara: "the Piers were filled with hundreds of young people standing up to transform NYPD’s discriminatory policing practices (such as Stop & Frisk), fusing a long-standing tradition of expressing Vogue and Ballroom culture on the Piers with community organizing to know our rights. It was a beautiful night of resistance."

photography credit: HendryGof Photography
**PULL UP A CHAIR! LGBTQ YOUTH DEMAND A SEAT AT THE TABLE**

- This year the Hudson River Park Trust announced they would begin a new process to explore development of Pier 40. FIERCE mobilized to these meetings to stand up for community usage and needs on Pier 40 and share our vision!

- We envision a city in which LGBTQ youth of color are seen as decision-makers and are consulted about public policies that impact them. By creating space in society for LGBTQ youth of color to be seen as leaders, we are breaking down the stigmas that exist and creating new ways to think about the involvement of youth of color who are LGBTQ identified in the political landscape.

- Our focus has been to bring LGBTQ youth of color to the decision-making table as equals with other members of the West Village community, including wealthy residents, families, business owners, police, elected officials, and park goers.

- FIERCE co-hosted “Stonewall to Stop and Frisk: LGBTQ Resistance to Discriminatory Policing” with other coalition members of Communities United for Police Reform. This event brought together LGBTSTOGNC people of color to talk about stop and frisk and other forms of discriminatory, unlawful and abusive policing. FIERCE created Know Your Rights Palm Card that is culturally specific to LGBTQ youth.

**KNOW YOUR RIGHTS OUTREACH & POLICE ACCOUNTABILITY**

FIERC is so excited to be getting back to our roots, working with LGBTQ youth of color to develop campaign strategies that hold the police accountable and create safety solutions that don’t rely on the policing of our communities and bodies.

- FIERCE joined the Communities United for Police Reform to end discriminatory policing in NYC.
- FIERCE mobilized with tens of thousands New Yorkers for the Silent March against Stop and Frisk.
BASEBUILDING

To create real social change in our communities, we need to build a strong membership base. FIERCE builds its membership base through street outreach, monthly base-building events, and presentations at LGBTQ youth service organizations.

This year we focused heavily on building synergy between our campaign and base-building work. With the return to police accountability work, we shifted our outreach strategy to focus on Know Your Rights outreach and trainings, created new materials that discussed this work that was culturally appropriate and specific to LGBTQ youth and expanded our outreach work to high school Gay Straight Alliances.

创变2012

FIERCE organized the 2nd Annual Creation Conference at which approximately 10 participants in a media training workshop specifically for LGBTQ youth of color. We organized a workshop at the 2nd Annual Conference for talks that are more accessible and more understandable. We’re creating a new media training that addresses the needs of LGBTQ youth. We want to create a new media training that addresses the needs of LGBTQ youth. We want to create an approach that is more accessible.

Allied Media Conference

FIERCE and NARAL coordinated the first national media conference. Over 25 youth representatives and 180 other youth attended the Conference.

Movement Solidarity

FIERCE as an organization is a part of the #BlackLivesMatter movement. The organization is in solidarity with those fighting for human rights and freedom. The organization is in solidarity with those fighting for human rights and freedom. The organization is in solidarity with those fighting for human rights and freedom.

To make our rights real, we fight for the rights of others. To make our rights real, we fight for the rights of others. To make our rights real, we fight for the rights of others.
In 2012, we deepened our leadership development program in four key ways:

Education for Liberation Program (ELP) Level 1
FIERCE held 2 cycles of ELP Level 1 — the first level of our leadership development training — and graduated 35 youth. ELP supports youth who experience the intersections between race, class, gender and sexuality are trained and ready to lead the work of our movements into the next generation. We revamped our political education curricula and workshops and covered topics such as Capitalism and Classism, Racism, The History of the Police and Gentrification, and LGBTQ Movement History. FIERCE also introduced new topics into the program like Agentic, Gender Self-Determination, What it takes to be an ally, and removed workshops that were not successful from past evaluated programs.

Education for Liberation Program (ELP) Level 2
FIERCE accepted 15 members into ELP Level 2. This program digs deep into community organizing skills and FIERCE members get to learn about campaign development, media advocacy, base-building and grassroots fundraising; as well as political education workshops, including the Histories of Imperialism and Colonialism and The History of Policing. Additionally, ELP2 interns learn about self-awareness and sustainability, including mindfulness and centering, and safer sex and healthy relationships. Many ELP2 interns increased their involvement and leadership capacity by becoming members of our member-led committees - the Campaign Steering Committee and Outreach Team.

Education for Liberation Program (ELP) Level 3
ELP3 began in the fall. Stage 3 of ELP supports deepening of skills in a focused program area. FIERCE accepted 8 members: 2 campaign interns to work on the Our SPOT campaign and Police Accountability (Safe Space Saves Lives) campaigns; 1 base-building intern to coordinate Know Your Rights workshop outreach to high schools; 4 major donor interns; 1 media advocacy intern to support the campaign work and raise visibility.

Youth Fellowships, Base-building Apprenticeship, and Let’s Politic Events
FIERCE provided three fellowships in 2012, including an ELP Program Assistant to coordinate the leadership development of ELP 1 interns and facilitate workshops; A Safe Zone Campaign Fellow to coordinate the member-led Campaign Steering Committee and help members develop strategic plans for this new exciting work; and a National Fellow to coordinate the 2nd National LGBTQ Youth of Color Organizing Summit. Our fellowships are open to youth members coming to being organizing staff, and the experience gives FIERCE members invaluable work experience to help them get work elsewhere.

We’re so delighted that after completing his ELP Program Assistant fellowship, FIERCE member Lee Anstett went on to become the FIERCE Base-building Apprentice for three months and was hired as the staff organizer in March 2013. Lee joins a staff made up of 65% former FIERCE members, in line with our Leadership Pipeline goal to have a 100% of staff coming directly from the membership.
“Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome.” -- Booker T. Washington.

Booker T. Washington's quote holds a special place in my life and growth as a FIERCE youth organizer. As a queer immigrant youth of color who has experienced many forms of injustice, I find empowerment in developing my consciousness and working towards the liberation of all oppressed communities. Organizing with FIERCE has helped me build greater awareness of the world around me and given me the tools I need to fight injustice. My experiences, although painful, have shaped me and sparked a fire inside me that keeps growing – a fire to work for fundamental social change and improve my community and myself.

Since joining FIERCE, I've had many profound moments. I participated in marches and campaign rallies, spoke on panels in national movement spaces, and shared strategies and experiences with fellow FIERCE members and other LGBTQ youth from across the country. I also learn how to dismantle the obstacles that prevent me from soaring as an agent of social change. At FIERCE, I get to raise my voice in protest with hundreds of people fighting for justice and build relationships and friendships that will last a lifetime.

These are the moments I live for; these are the moments that are shaping my life. And in these moments, I am not alone. I share them with dozens of FIERCE members like me.

2012 was a big year of overcoming obstacles and creating deeper awareness and transformation for FIERCE. Together, we returned to our roots of organizing against police brutality and profiling. We also challenged other issues affecting our community, like the lack of safe public space for queer youth in NYC. We took a step back to look at our leadership development program and explored new ways to support the next generation of social justice leaders. In our wellness and sustainability program, we learned to heal through reflection and creativity. FIERCE also began shifting our base-building strategies and focused on having authentic relationships with each other. We used media to amplify our values, politics, visions and solutions into broader conversations about the issues impacting LGBTQ youth. And we broke down geographical borders and shared resources to establish a national network of queer and trans youth of color organizers through our national program.

While FIERCE celebrated many accomplishments in 2012, we know the changes we want can't happen in a year. I'm excited to embark on this journey of transformation with FIERCE. I'm so proud of FIERCE for the seeds we have planted and the work we do as LGBTQ youth organizers to make them grow. Together, we are shaping history by building people power and addressing the root causes of the issues that directly impact us.

As a FIERCE member, I feel humbled and honored by the work we've done to connect with other issues, communities, and movements. Together, we're embracing our intersections and building solidarity so that we can all flourish. We're growing, transforming and expanding. Dear members, thank you for your collective love, respect of self and others; for pouring your hearts into the work that we do as FIERCE and for always challenging me to think critically and push my growing edge. And, on behalf of the members, I'm grateful for our staff, board, and allies who motivate, support, strengthen and believe in us. We thank you with our radical and fabulous hearts. We're proud to be in a community that fights for and loves each other so passionately.

Sincerely,

Akil Stewart
FIERCE Member

While FIERCE's campaign work addresses the systemic issues LGBTQ youth of color face in the world, our Wellness and Sustainability Program supports members in their personal transformation. This program helps members develop the tools to build spiritual, physical, and emotional wellbeing for themselves and others as well as independent living and career building skills. FIERCE partners with community organizations to hold wellness events, skill-building events, and fitness activities that include a political education aspect. These events support FIERCE members' wellness and deepen their commitment to achieving social justice for all oppressed communities.

We had a wellness retreat at the end of 2012 with members, staff and board members to determine the purpose and vision of our wellness programming and identify infrastructure to ensure the long-term success of the program and sustainability of our organization. The retreat provided members the opportunity to take yoga classes, participate in daily centering practices, take an herbal class and make homemade tonics and beauty supplements.
**FINANCIAL STATEMENT**

FIERCE Statement of Activities and Change in Net Assets - Year Ended December 31, 2012

**PUBLIC SUPPORT AND SUPPORT REVENUE**

Unrestricted

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<th>Public Support</th>
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<td>Foundation support</td>
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<td>Individual Contributions</td>
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<td>Sustainer Income</td>
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<td>Event income, net of expenses $7,067</td>
<td>25,842</td>
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<tr>
<td>In-kind donations</td>
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<td><strong>Total Public Support</strong></td>
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<tr>
<th>Revenue</th>
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<tr>
<td>Other income</td>
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<tr>
<td><strong>Total Revenue</strong></td>
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<th>Expenses</th>
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<td>Program Expenses</td>
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<td>Supporting Services</td>
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<td>Fund raising</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>1,815,199</strong></td>
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| NET ASSETS AT BEGINNING OF YEAR | 618,824 |
| NET ASSETS AT END OF YEAR | 717,752 |

**FIERCE 2012 BOARD OF DIRECTORS**

Jasmine Burems, *Treasurer*
Natalie Chin
Aaron Cobbs
Shalonda Ingram
Raquel Lavina, *Board Co-Chair*
Micia Mosely, Ph.D., *Board Co-Chair*
Clint Ramos
Suzy Salamy
Karen Thompson, *Secretary*
Julian Yu

**FIERCE 2012 STAFF**

John Blasco, *Lead Organizer*
Emerson Brisbon, *Leadership Development Director*
Jai Dulain, *Co-Director*
Naa Hammond, *Development Director*
Krystal Portalatin, *Co-Director*
Tara Tabassi, *Organizer*
Ellen “Manny” Vaz, *Communications Director*
GRASSROOTS FUNDRAISING

On October 20th, FIERCE held our 5th annual Bowl-a-thon community fundraiser. The event was a smashing success and it was wonderful to see over 150 community members attend, decked in fabulous costumes and fierce spirit! We raised over $26,000.

Through our grassroots fundraising work and support of donors we raised close to $70,000 in 2012.

FiERCe released our Resource Organizing Toolkit

We attended the Grassroots Institute for Fundraising Training biannual conference where we led a training on youth led fundraising. This year we expanded our Major Donor campaign internship from a 2-person team to a small cohort of 4. This allowed for increased member participation and leadership development of our members.