



# HUMAN RIGHTS CAMPAIGN FOUNDATION 2019

**THE HUMAN RIGHTS CAMPAIGN FOUNDATION** improves the lives of lesbian, gay, bisexual, transgender and queer (LGBTQ) people by working to increase understanding and encourage the adoption of LGBTQ-inclusive policies and practices.

LGBTQ people face significant inequalities in nearly every aspect of our lives -- from childhood to the end of life -- shaped not only by our laws but our culture itself. Those at the intersection of multiple marginalized identities often face more extraordinary obstacles and disproportionate risk to our health, safety, and security.

HRC Foundation Programs are guided by the vision of a world where those inequalities are abolished, and all LGBTQ people can participate fully in the very systems that shape our daily lives. Our programs advance the vision by:

- Building understanding and shaping the public debate of LGBTQ people and the challenges they face;
- Changing policy and practices in the institutions that shape everyday lives;
- Empowering strategic partners, community advocates and allies through resources and opportunities to advance equality through capacity building, convenings and tools;
- Leveraging relationships with allies to advance LGBTQ local, state and federal policy objectives.

To follow are highlights from the Human Rights Campaign Foundation's **2019 Accomplishments** – a year-end overview of the research, educational outreach and advocacy of priority initiatives that complement the work of the Human Rights Campaign to build better and more inclusive communities for LGBTQ people. Through the following programs and projects, we are enhancing the lived experiences of LGBTQ people and their families, as we change hearts and minds across America and around the globe.

## DEFENDING CIVIL RIGHTS THROUGH PARTNERSHIP AND ACTION

Civil rights in the United States are under attack - and these attacks are particularly acute for those who have intersecting marginalized identities. With this in mind, HRC has locked arms with our allies in the civil rights community to defend our communities. We are uniting against hate, standing up for immigrant rights, protecting health care, calling for common-sense gun safety measures, and speaking out against institutionalized white supremacy and voter suppression. Whether partnering with RAICES to co-produce an award-winning video series on LGBTQ immigrants with RAICES, being a national sponsor of the first National Trans Visibility March or supporting the NAACP's annual conference, we know we are stronger together.



## PRODUCING CUTTING-EDGE RESEARCH AND RESOURCES

The public education and research team focuses on creating original public education materials to advance LGBTQ inclusion and partners with other programs and departments to integrate original research and data analysis. Notable projects in 2019 included crucial new resources like the the 2019 Black and African American Youth Report, the LGBTQ Asian and Pacific Islander Youth Report, and the Bi+ Youth Report. The team also conducted several first-of-their-kind surveys exploring a myriad of topics, including foster care and adoption, LGBTQ sports and athletic experiences, and LGBTQ voting experiences. In addition, HRC released "A National Epidemic: Fatal Anti-Transgender Violence in America in 2019", a heartbreaking report honoring the transgender people killed in 2019, and detailing the contributing and motivating factors that lead to this tragic violence





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## FOCUSING ON LGBTQ YOUTH

The HRC Foundation launched Project THRIVE, an innovative multi-year campaign to help reduce the significant health and safety disparities facing LGBTQ youth. Project THRIVE engages the nation's leading health, education, and human services organizations in a collaborative, strategic approach to promoting LGBTQ youth well-being. Project THRIVE currently has twenty member organizations including the American Academy of Pediatrics, the National Education Association, the National Association of Social Workers, and the American Counseling Association.

The HRC Foundation hosted its sixth--and largest yet, annual Time to THRIVE conference in 2019. Co-presented by the National Education Association and the American Counseling Association, the annual conference has attracted over 5,000 youth serving professionals from 45 states. Clips from the conference appeared on CNN, ABC News, "The Ellen DeGeneres Show" and more. The sixth annual Time to THRIVE conference will take place on February 14 to 16, 2020 in Washington, DC. More than 40 national and grassroots organizations are slated to present workshops to an anticipated attendance of over 1,000 youth serving professionals from across the country.



## SUPPORTING YOUTH IN FOSTER CARE

In 2019, All Children - All Families (ACAF) released "Celebrating Everyday Change-Makers in Child Welfare" – a first-of-its-kind report highlighting more than 70 child welfare agencies across the country that partnered with the project throughout the year to improve the services they provide to the LGBTQ community, including children in foster care and prospective foster and adoptive parents. These organizations serve more than 350,000 clients annually in 23 states, and employ nearly 11,000 people. After conducting an internal self-assessment guided by ACAF, the organizations provided professional development to staff and implemented ACAF's "Benchmarks of LGBTQ Inclusion," which track policy and practice changes within agencies.

"Celebrating Everyday Change-Makers in Child Welfare" features three "Tiers of Recognition," which celebrate the strides agencies have made toward becoming fully LGBTQ welcoming and affirming. Thirty-two organizations achieved status as "Innovators," the highest tier of recognition awarded to those that, in addition to ensuring their own policies and practices are LGBTQ-inclusive, are helping to lead the field toward more inclusion through advocacy and public education efforts.







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## CREATING WELCOMING SCHOOLS

Welcoming Schools is the nation's premier professional development program providing training and resources to help elementary school educators welcome diverse families, create LGBTQ and gender-inclusive schools, prevent bias-based bullying, and support transgender and non-binary students. In 2019 Welcoming Schools provided training in 200 schools across the country, reaching 15,000 educators and impacting 400,000 students. An additional 170,000 people accessed the Welcoming Schools website for open-source resources and information to support LGBTQ youth.

Other highlights from throughout the year included adding a new training module, “Intersectionality: Schools Practices with an Intersectional Lens” to its line-up of seven training modules currently available to schools. We also awarded the prestigious Welcoming Schools Seal of Excellence to three schools, including the Guild School in Boston, MA (pictured). And we partnered with the National Education Association (NEA) to prepare a cohort of NEA facilitators to deliver trainings to NEA schools across the country. Overall, Welcoming Schools is currently in 39 states and the District of Columbia, as well as Mexico and Canada.



## MOBILIZING PARENTS OF TRANSGENDER YOUTH

The HRC's Parents for Transgender Equality Council (PTEC), a group of inspiring parents of transgender youth from across the country serves as a coalition of the nation's leading parent-advocates working for equality and fairness for transgender people, with the intention of connecting, mobilizing and amplifying many of the most powerful voices of love, inclusion and support for transgender equality. In 2019, PTEC helped to generate over 2,000 signatures on a letter to Senator Ted Cruz following his disparaging remarks about trans-affirming parents. HRC published “Navigating Health Care: A Guide for Parents,” and “Supporting your Non-Binary Child: Answers to Frequently Asked Questions.”



## ENGAGING WITH HBCUs

The Historically Black Colleges and Universities (HBCU) Program at HRC continues to equip students and campus personnel with the tools to create LGBTQ-inclusive environments. In addition to a highly successful 2019 national student leadership summit—bringing together 50 students from 33 HBCUs, two additional “mini summits” took place in both New Orleans and Charlotte, reaching an additional 50 students and key campus leaders. The program also launched “HBCU Out Loud Day,” a new annual event that elevates the voices of LGBTQ students and faculty at HBCUs across the country.





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## COMBATING HIV AND AIDS

HRC's HIV & Health Equity program is relentless in its work to combat HIV-related stigma and end the HIV epidemic once and for all, through innovative public education campaigns, cutting edge resources targeted for the community, advocates, and partnerships with direct-service organizations and federal agencies. HRC spearheaded the development of "ELEVATE: A Fellowship Advancing Public Health Leadership for Transgender Women of Color", which provides skills needed to increase community-level competencies that will improve health outcomes for Black and Latinx transgender women.

HRC partnered with minority-led and serving community-based organizations to develop "The Gathering", a quarterly series of convenings designed to organize, mobilize, and capture the priorities of minority-led CBOs within the federal End the Epidemic Plan. The inaugural convening took place during the 2019 United States Conference on AIDS in Washington, DC.



## ENGAGING FAITH VOICES IN ADVANCING EQUALITY

With the support of our Religion and Faith program, faith leaders across the country spoke out in support of the Equality Act. We convened nearly 50 faith leaders in Washington, DC for a public policy briefing to provide them with background on the importance of passing the LGBTQ non-discrimination protections. In addition, we partnered with coalition allies on a national faith letter in support of the Equality Act that urged members of Congress to support the measure. The faith letter garnered more than 5,000 signatures and was delivered to members of Congress prior to a successful vote in the House of Representatives. This year also saw further engagement with the American Muslim community. We co-hosted our 2nd annual Ramadan Iftar with Muslims for Progressive Values. Additionally, we partnered with MECCA Institute, a Muslim think tank and online Islamic theological seminary, for a day-long workshop on Inclusive Islam on the margins of the annual convening of the Islamic Society of North America. Moreover, throughout the year, we paired up with our Global program to host workshops for LGBTQ advocates in Europe, Asia, and Latin America on how to engage members of the faith community in the fight for equality.







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## DRIVING LGBTQ INCLUSION IN HEALTH AND LONG-TERM CARE FACILITIES

The Health and Aging Program, announced the launch of the Long-Term Care Equality Index (LEI) in April at the nation's largest aging conference, Aging in America. The LEI is a joint program with SAGE to transform the policies and practices of long-term care communities to make them more LGBTQ inclusive. It is modeled after the successful Healthcare Equality Index (HEI), which continued to grow and thrive in its 12th year.

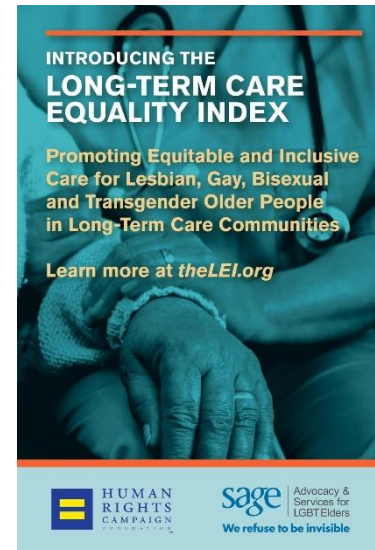
The HEI 2019 was released on August 16th in Columbus, Ohio as part of Alphonso David's first national tour as HRC's President. The HEI 2019 reported its highest number of participating hospitals (680), 60% of which scored 100 points under the new stronger criteria and obtained the designation of LGBTQ Healthcare Equality Leader. In addition, HEI 2019 facilities completed over 94,000 hours of staff training, an increase of over 35% from 2018.

## BUILDING INCLUSIVE CITIES

The eighth annual Municipal Equality Index (MEI) rates a total of 506 cities from every state in the nation on how inclusive their laws, policies, and services are of LGBTQ people. Cities and municipalities are meeting and exceeding HRC's inclusion standards with innovative measures to protect LGBTQ people. The record 88 cities earning perfect scores is up from 78 in 2018 and 11 in 2012, the first year of the MEI. The average score for cities has increased every year Trump-Pence have been in office — from 57 in 2017, to 60 this year. The overall increase in city scores this year sends the promising message that municipalities from every corner of the country - no matter their size or political leaning - continue to strive to realize the fundamental American value that no one should live with the fear of being fired, evicted, or excluded from public places simply because of who they are or who they love.

## STRENGTHENING INCLUSIVE POLICIES AND PRACTICES IN THE WORKPLACE

The Workplace Equality Program launched the 2019 Corporate Equality Index with over 570 top-scoring companies under our most stringent criteria to date. The CEI has driven wide-scale adoption of transgender-inclusive initiatives: 97% of all companies rated in the 2019 CEI have gender identity protections in their non-discrimination policies; 83% offer transgender-inclusive health care coverage; and, 515 major businesses have adopted gender transition guidelines for employees. These major businesses provide workplace protections and inclusive environments to millions and millions of workers in the U.S. and abroad.





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## TAKING OUR CORPORATE INCLUSION EFFORTS ABROAD

In 2016, the Workplace Equality Program expanded its programs for Global Business engagement through the launch of surveys in Mexico (2016) and Chile (2017). The Equidad MX report debuted in 2018 with 31 top-rated companies out of 32 participating companies. For 2019, Equidad MX more than doubled its participation to 73 companies and the number of top scorers at 69 companies. In May 2019, the Equidad CL report debuted with 31 companies participating in the inaugural survey and 15 receiving a top score. The expansion of these programs into Latin America builds on the success of HRC's Corporate Equality Index to ensure workers in Mexico and Chile are protected by LGBTQ inclusive workplace policies and practices.



## DEEPENING OUR WORK WITH COMMUNITIES IN THE SOUTH

Project One America's (POA) chief aim is to improve the lived experience of LGBTQ people and to make progress on three fronts — changing hearts and minds, advancing enduring legal protections and building more inclusive institutions for LGBTQ people from the church pew to the workplace. Over the last five years, HRC and HRC's Foundation have done just that. In June of 2019, we added Texas to our portfolio of POA states, and we look forward to bringing the progress to Texas that we've been able to achieve in Mississippi, Arkansas, and Alabama. One highlight from our 2019 Update reports that the Governor of Arkansas's office "reached out to HRC for proposed language that would include sexual orientation and gender identity in a hate crimes bill." This is an extraordinary step in one of the last states in the U.S. without a state-level hate crimes law.



## PARTNERING WITH LGBTQ ADVOCATES AROUND THE WORLD

In 2019, HRC welcomed to Washington, DC 30 advocates for LGBTQ equality for our fourth annual Global Innovative Advocacy Summit as well as three Global fellows from Albania and Tanzania. These advocates are now part of our growing alumni network of over 125 activists from 80 countries. Through the Partnerships in Pride Program, we sponsored 9 pride events in Colombia, Jordan, Sri Lanka, Uganda, Barbados, Bermuda, Ukraine, Malawi and Ecuador. At the beginning of 2019, we conducted three regional workshops on Engaging Employers in Advancing Equality with members of our alumni network in Peru, Albania and Vietnam. In the fall, we held regional workshops on Engaging People of Faith as Allies in Asia, Europe and Latin America. HRC Global celebrated important victories across the world, including marriage equality in Taiwan and Northern Ireland and the decriminalization of consensual same-sex sexual activity in Botswana and Angola. We sounded the alarm on the backsliding of rights and attacks on LGBTQ people in places such as Brunei, Tanzania, Poland, Chechnya, and Indonesia as well as LGBTQ asylum seekers in the United States.





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**The Human Rights Campaign Foundation  
is thankful for the many individual  
donors, companies and foundations that  
support our mission.**

If you would like to make a gift to or partner with the HRC  
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