

INITE

REVS

ENLIT



# HRC RISING:

## UNITE.

## RESIST.

## ENLIST.

This has been a year like no other. After eight years of steady gains for equality under President Obama, the LGBTQ community is once again under siege. Bigoted voices hold sway in Washington, D.C., and in too many state capitols. Donald Trump, members of his administration and his allies in Congress view our values—indeed, our very existence—with contempt.

They are determined to roll back our progress. But, as you will see in these pages, we are not backing down. Far from it. Every day, HRC and our grassroots army of members and supporters are defending our fundamental rights and ramping up our fight for full equality across the board.

Over the past year, we've achieved tremendous advances and victories, even in the most challenging of environments. In 2016, we deployed the largest get-out-the-vote effort in HRC history—and helped elect four new pro-equality women to the U.S. Senate to block attacks on our community. We also helped Sen. Michael Bennett win a tough re-election campaign in Colorado, and re-elected every member of the U.S. House LGBTQ Caucus. Oregon's Kate Brown became the first openly bisexual person to win a gubernatorial election, and we replaced a notoriously anti-LGBTQ House member from New Jersey with pro-equality Rep. Josh Gottheimer.

In 2016, we led the resistance to defeat 95 percent of the anti-LGBTQ bills considered by state legislatures. In 2017, we fought against nearly 140 anti-LGBTQ bills, and only nine were signed into law. On the flip side, more than a dozen pro-LGBTQ bills became law—banning dangerous so-called "conversion therapy," repealing heinous "gay-panic" defenses and simplifying the update of identity documents, among other rights.

And the power of our movement was made abundantly clear in North Carolina in 2016, when we led the successful fight to unseat former Governor Pat McCrory—the only governor to lose re-election in 2016—after he signed a law attacking LGBTQ people, with particularly devastating impact on transgender people. Together we sent a loud and clear message: If you come for us, we'll come for you on Election Day.

Since the 2016 election, we've fought alongside our civil rights allies and other partners to thwart efforts to repeal the Affordable Care Act and to pass a vile HB2-style law in Texas. We've deepened our roots in the South through Project One America, creating space for LGBTQ people to live their full lives openly and forging alliances that will help expand equality in the future. Our allies in

Congress reintroduced and are fighting to pass the Equality Act, which remains HRC's top federal legislative priority.

We launched the largest grassroots expansion in HRC's 37-year history through HRC Rising, our strategic, 50-state plan to turn the tide on bigotry and hate in 2018 and 2020.

We weren't done. Before 2017 came to a close, HRC celebrated the outcome of races coast to coast, with voters soundly rejecting Trump-Pence politics of bigotry and hate by electing equality allies—and a huge number of out LGBTQ candidates to offices ranging from township and school boards, to mayors' offices and state legislatures. In Virginia, HRC-endorsed candidates Ralph Northam, Justin Fairfax, Mark Herring and Danica Roem all claimed decisive victories. Roem made history as Virginia's first out transgender public official, crushing Virginia's self-proclaimed "chief homophobe," Bob Marshall.

And HRC harnessed the political power of the LGBTQ movement and the strength of the pro-equality vote to help tip the scales for Democratic candidate Doug Jones in Alabama, who secured an incredible victory in the special U.S. Senate election. He defeated Roy Moore, the bigoted anti-LGBTQ politician twice ousted from the Alabama Supreme Court for ethics violations and recently accused of serially preying on teen girls.

Today, we are showing the world our true power. We are rallying, calling, and marching ... recruiting, mobilizing, and energizing ... organizing, protesting, and resisting ... and always drawing strength from the full diversity of our movement. We are proving as we have so many times before that we are stronger than hate and fear.

HRC and the LGBTQ people we represent embody the full diversity of America. And with the passionate, unwavering support of millions of fair-minded supporters like you, we will continue to lead the LGBTQ movement toward full equality in the days, weeks, months and years ahead.

Opponents of equality can rage and bully, but they can't turn back the tide of progress. A majority of Americans are standing with us on the right side of history. And with your support, HRC will protect our hard-won gains, secure our rights, and defend each and every member of the LGBTQ community from discrimination and hatred.



**CHAD GRIFFIN**  
PRESIDENT  
HUMAN RIGHTS CAMPAIGN

# HRC RISING

## THE LARGEST GRASSROOTS EXPANSION IN HRC'S 37 YEAR HISTORY

HRC is leading the resistance against the politics of hate ushered in by the Trump-Pence regime. But it's not enough to simply **resist**; we must also **unite** against injustice and **enlist** our grassroots force of more than 3 million people in every state, coast to coast.

That's why, in the summer of 2017, we launched **HRC Rising**, a 50-state grassroots campaign to advance equality, expand HRC's power and harness it for political change.

Through HRC Rising, we are investing \$26 million to engage HRC's members, supporters, volunteers and activists in a powerful grassroots movement to achieve full equality for all LGBTQ people — in every city and every state. It's the largest grassroots expansion in our 37-year history.

HRC Rising includes state-specific strategic plans to propel massive grassroots action in coming elections. Priorities for 2018 are states with competitive races for the U.S. Senate and House, critical gubernatorial races and anti-LGBTQ ballot measures, including Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin. These are also perennial presidential battleground states that will be priorities in 2020.

HRC Rising has more than 40 full-time staff dedicated to political and grassroots organizing, volunteer engagement, communications and digital outreach. They are working on the ground with 32 volunteer-led local steering committees to expand partnerships, recruit volunteers, mobilize constituents, register voters and grow our grassroots army, so we can flex our political muscle at the ballot box and in the legislatures.

The volunteer army of activists created through HRC Rising have an identity distinct from HRC members and supporters. By building this army, we are making activism a community experience while seizing the moment to expand and enlist millions in our fight for LGBTQ equality.

### HRC RISING

**HRC Rising** is the grassroots embodiment of our goals to **UNITE**, **RESIST** and **ENLIST** pro-LGBTQ activists and voters in every state:

**UNITE** to expand activist engagement online and in person and deploy new tools and organizing strategies.

**RESIST** attacks on progress from Trump and anti-equality lawmakers.

**ENLIST** and organize the nation's 10 million+ LGBTQ voters and allies.

### HRC'S SUMMER OF ACTION

In the summer of 2017, HRC supporters fanned out across the U.S. to empower and mobilize equality voters in direct grassroots action.

**HRC's Summer of Action** kicked off with pride marches across the country June 10 and 11. In an inspiring demonstration of unity, thousands marched through the streets, and thousands more participated in virtual marches, locking arms and standing up for LGBTQ people and equality.

Under the theme **Unite. Resist. Enlist.**, HRC held more than 250 grassroots events nationwide to register voters, train grassroots activists and demonstrate the power of LGBTQ people and allies.

All this lays the groundwork for an unprecedented offense in the 2018 midterms and the 2020 presidential election and will help us defeat any and all efforts to limit equality via legislation and ballot initiatives.



# UNITE.

**“FAILURE TO SPEAK OUT AGAINST THESE ATROCITIES SIGNALS TO DICTATORS AND HUMAN RIGHTS VIOLATORS THAT THE U.S. WILL TURN A BLIND EYE TO THEIR CRIMES... WE CAN, AND MUST, CONTINUE TO BE A BEACON OF HOPE.”**

**CHAD GRIFFIN, HRC PRESIDENT**

State-sponsored violence against LGBTQ people is on the rise at a time when international human rights are no longer a priority of the U.S. foreign policy establishment. President Trump's hateful rhetoric, unconstitutional travel ban and promise to build a wall on the southern border threaten the lives of LGBTQ people worldwide fleeing violence and oppression.

This means our work through **HRC Global** has never been more important.

HRC Global fights for the rights and dignity of millions of LGBTQ people around the world, especially those whose governments deny their humanity, oppress them, criminalize their existence and, in some places, torture and kill them.

Partnering with groups like the Clinton Global Initiative and the Global Equality Fund, HRC Global motivates international grassroots action to eradicate extremism, hate and violence toward LGBTQ people through advocacy, education, partnerships, fellowships and research.

HRC Global is a proud member of the International Lesbian, Gay, Bisexual, Trans and Intersex Association.

#### **#EYESONCHECHNYA**

In April, as many as 100 Chechen men suspected of being gay or bisexual were rounded up, placed in secret prisons, starved, tortured — even murdered. Reports that families are carrying out “honor killings” of those they suspect of being gay or bisexual, and of Chechen authorities tracking down men who escaped to marginally safer places like Moscow, require immediate humanitarian intervention.

HRC's **#EyesOnChechnya** campaign is shining a bright light on these atrocities and demanding that world leaders, including our own, work together to end these horrors.

In July, HRC President Chad Griffin called on President Trump to confront Russian President Vladimir Putin about Chechnya at the G-20 summit. But, not surprisingly, the Trump-Pence White House has remained unconscionably silent on this mounting human rights crisis.

Meanwhile, HRC worked with allies to pass a congressional resolution calling for an official investigation and demanding accountability for the perpetrators of the Chechen pogrom. In June 2017, the House unanimously approved this bipartisan resolution, brought by Republican Rep. Ileana Ros-Lehtinen. An identical resolution is pending in the U.S. Senate.

#### **HRC GLOBAL FELLOWSHIPS**

HRC's **Global Fellowship** program brings rising LGBTQ leaders from other countries to Washington, D.C., to work alongside HRC staff for 2 to 12 months. This year's fellows were Bulgarian attorney Denitsa Lyubenov and Columbian journalist Diego Mora. Lyubenov founded Deystvie, which provides pro bono legal guidance to LGBTQ people and has several cases pending before the European Court of Human Rights. Mora works for Bogota Rosa, an organization that seeks to reduce the stigma and discrimination of LGBTQ people and those living with HIV and AIDS.

#### **GLOBAL INNOVATIVE ADVOCACY SUMMIT**

In April, HRC welcomed 30 remarkable Global Innovators from 28 countries across five continents

to Washington, D.C., for the second annual **HRC Global Innovative Advocacy Summit**. Over three days, the summit showcased projects and approaches that advance equality and improve the lives of LGBTQ people around the world. Discussions centered on women's issues, strategic litigation and workplace inclusion. Participants described the challenges they've faced and shared the lessons they've learned, with HRC staff on hand to offer legal, fundraising and communications strategies for building a movement.

#### **GLOBAL BUSINESS COALITION**

HRC's **Global Business Coalition** is a network of 36 international businesses dedicated to establishing and upholding workplace protections for LGBTQ employees all over the world. These companies operate in over 200 countries and represent more than 3.5 million employees, with a combined annual revenue of more than \$1 trillion.

Members of the Global Business Coalition take the following pledge:

"The world's strongest and most competitive businesses are committed to fundamental fairness and opportunity in the workplace for all employees, including basic protections for lesbian, gay, bisexual and transgender employees, along with the rest of their workforce. As global business leaders, we support workplace fairness for all employees throughout our operations, both domestically and abroad, because equality is simply essential to good business around the world."

## **FACTS**

**HRC Global and Human Rights First honored the contributions of two international activists at the second annual Advocates and Allies award ceremony, December 12, 2016, in Washington, D.C. Caleb Orozco of Belize cofounded an LGBTQ group that successfully sued his government to overturn Belize's colonial-era law criminalizing homosexuality. Olena Hloba, mother of a gay Ukrainian activist, founded Tergo, a support group for parents and friends of LGBTQ Ukrainians.**

“  
**WE DON'T  
HAVE ANY  
GAYS.  
IF THERE  
ARE ANY,  
TAKE THEM  
TO CANADA.  
PRAISE BE  
TO GOD.  
TAKE THEM  
FAR AWAY  
FROM US.  
TO PURIFY  
OUR BLOOD,  
IF THERE ARE  
ANY HERE,  
TAKE THEM.**  
”

**RAMZAN KADYROV,  
LEADER OF  
THE CHECHEN REPUBLIC,  
ON HBO'S REAL SPORTS  
WITH BRIAN GUMBLE**

“

**WE MUST  
RESTORE OUR  
POSITION AS  
A BEACON OF HOPE  
FOR THE WORLD'S MOST  
VULNERABLE PEOPLE. WE MUST  
RESUME CARING FOR  
THE HUMAN RIGHTS  
OF ALL PEOPLE AROUND  
THE GLOBE. WHILE WE  
CANNOT FIX EVERY PROBLEM  
IN THE WORLD, WE CAN  
AT THE VERY LEAST  
KEEP OUR  
DOORS OPEN  
TO TAKE IN VULNERABLE  
REFUGEES, INCLUDING  
CHECHEN MEN WHO CAN  
NEVER AGAIN FEEL SAFE  
ENOUGH TO RETURN HOME  
TO THEIR FAMILIES.**

”

**TY COBB,  
DIRECTOR OF  
HRC GLOBAL**



AS HRC EXPANDS ITS LATINX OUTREACH, HRC MEMBERS AND SUPPORTERS ARE STANDING UP FOR IMMIGRANT AND REFUGEE RIGHTS.

# EXPANDING OUTREACH TO THE LATINX COMMUNITY

## RECURSOS EN ESPAÑOL DE HRC

This year we vastly expanded our outreach to Latinx communities with **Recursos en Español de HRC**, making HRC's most prominent resources available to Spanish-speaking LGBTQ people, allies and media.

Recursos en Español de HRC elevates our message of inclusion to give the Latinx, LGBTQ, immigrant and allied communities an opportunity to share their stories, advocate for justice and learn more about LGBTQ issues. It features original content and resources targeted to the Latinx LGBTQ community in the U.S. and around the world, with information about health, religion and education, along with Spanish-language video and blog posts.

### HRC EQUIDAD MX

In September 2016, HRC joined forces with LGBTQ advocates and Mexico's business community to launch **HRC Equidad MX: Global Workplace Equality Program**, a groundbreaking effort to promote LGBTQ inclusion and workplace diversity in Mexico. This is HRC's first non-U.S. program.

Through HRC Equidad MX, HRC is working with government agencies, embassies and corporate partners to help Mexican companies and organizations align their corporate policies on LGBTQ inclusion with international standards. HRC Equidad MX promotes three strategic pillars for corporate partners:

- **ADOPT** non-discrimination policies;
- **CREATE** employee resource groups or diversity and inclusion councils
- **ENGAGE** in public activities to support LGBT inclusion

At the international launch of HRC's 2017 Corporate Equality Index, we unveiled our HRC Equidad MX Spanish-language toolkit, a resource to help employees at predominantly Spanish-language workplaces create LGBTQ-inclusive environments.

## WE ARE HERE TO STAY

HRC was a proud partner at the **WE ARE HERE TO STAY** rally in support of immigration and refugee rights in Washington, D.C. that occurred the weekend before Donald Trump's inauguration. At the rally, HRC Youth Ambassador and HRC Global intern Javier Cifuentes shared his story via video about coming to the U.S. from Guatemala with his mother when he was just 6 years old. Years later, Javier came out to his mother—and learned she had brought him here because she sensed he was gay and feared for his safety. With his mother by his side “as she's always been,” Javier again shared his story at HRC's Time to THRIVE conference. “She gave up her life so that I could have mine,” said Javier.

## FACTS

- Latinx are the fastest growing racial minority among LGBTQ people in the U.S., according to Gallup.
- Racial and ethnic minorities now account for 40 percent of LGBTQ-identified adults, compared with 33 percent in 2012.

**“HRC EQUIDAD MX: GLOBAL WORKPLACE EQUALITY PROGRAM IS THE TOOL MEXICAN COMPANIES WERE NEEDING TO ACCELERATE THEIR LGBTQ INCLUSION EFFORTS.”**

FERNANDO VELAZQUEZ, FOUNDER OF FVCONSULTING, ONE OF HRC'S PARTNERS IN EQUIDAD MX



# THE FEDERAL EQUALITY ACT

It's been two years since marriage equality became the law of the land — and yet, there is still no federal law preventing an LGBTQ person in America from being fired or evicted because of who they are or whom they love.

Full LGBTQ equality remains elusive in 31 states — putting roughly half of us at risk. And we obviously can't count on the Trump administration to have our backs. Any doubts about the sincerity of Trump's claims to support the LGBTQ community were confirmed when he attempted to ban transgender people from serving in the armed forces via tweet. That same week, Trump appointed noted homophobe Sam Brownback as his "Religious Freedom Ambassador," and his Justice Department filed an amicus brief arguing that the nation's civil rights laws do not apply to LGBTQ people. Message received.

The need for us to unite and push for a federal law that explicitly protects LGBTQ people from discrimination has never been more clear. That's why passing the **Equality Act** is HRC's highest legislative priority.

In May 2017, our allies in Congress reintroduced the bill, with 195 cosponsors in the House and 46 in the Senate.

Given the volume of anti-LGBTQ legislation emanating from the states, the only way to stop bigots from targeting LGBTQ people is to pass a federal law prohibiting discrimination on the basis of sexual orientation or gender identity in employment, housing, education, public accommodations, and other important areas. Until this time, millions of LGBTQ people will remain at risk.

According to Greenberg Quinlan Rosner Research, 69 percent of voters — even 55 percent of *Trump* voters — support the Equality Act. And more than 90 major companies with operations in all 50 states have offered their public support.

It's the biggest legislative battle in the history of our movement, and HRC will stay in the fight until we win.



# MUNICIPAL EQUALITY INDEX (MEI): HOW FAIR IS YOUR CITY?

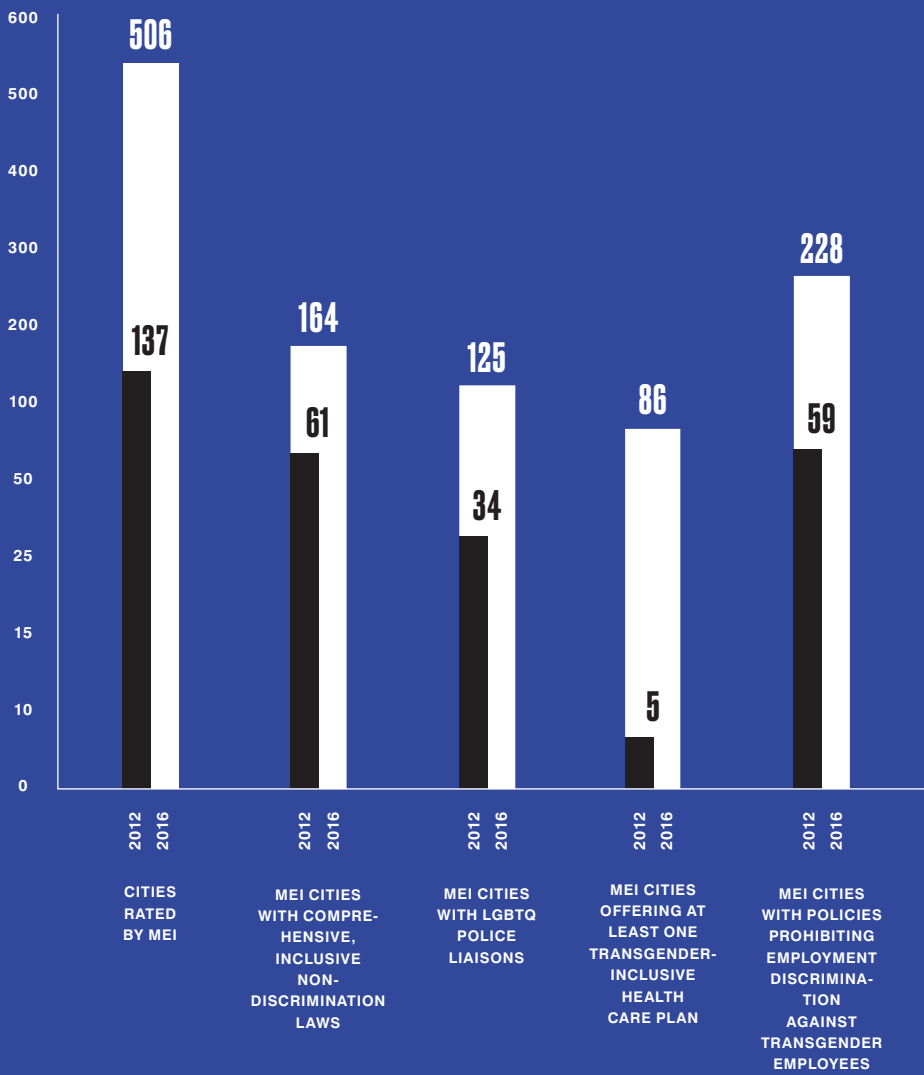
The Municipal Equality Index (MEI), produced by HRC and the Equality Federation Institute, evaluates municipal laws, policies and services to assess how inclusive they are of the LGBTQ people who live and work there. MEI ratings are based on non-discrimination laws, employment policies and benefits, municipal services, law enforcement policies, and city leaders' public positions on equality.

This year's MEI rated 506 cities from every state in the nation—98 more cities than the previous edition, and 369 more since the first MEI was released

in 2012. They include every state capital, the 200 largest cities in the U.S., and cities with a high proportion of same-sex couples, among other criteria. The combined population among all cities rated is more than 93 million.

By documenting and drawing attention to the issue of municipal equality, the MEI brings visibility to municipal efforts to end discrimination and celebrates the progress cities across the country are making with the help of local partners.

## MEI THEN AND NOW



POSITIVE STATE  
LAW IS NOT  
NECESSARY FOR  
A CITY TO SCORE  
100 POINTS:

22

CITIES IN STATES  
WITHOUT STATEWIDE  
NON-DISCRIMINATION  
LAWS FOR LGBTQ  
PEOPLE SCORED 100  
POINTS IN 2016.

AMONG STATES WITHOUT STATEWIDE  
NON-DISCRIMINATION LAWS PROTECTING LGBTQ PEOPLE,

87

CITIES  
SCORED  
ABOVE THE  
OVERALL  
NATIONWIDE  
MEAN OF

56

POINTS,  
WITH AN  
AVERAGE  
SCORE OF

80

POINTS  
AND 22  
PERFECT  
SCORES.

100

CITIES  
ACHIEVED  
A PERFECT  
SCORE OF 100—  
THE MOST IN  
MEI HISTORY.

11

CITIES HAVE  
ACHIEVED  
A PERFECT MEI  
SCORE FOR FIVE  
CONSECUTIVE  
YEARS.

8

CITIES  
RECEIVED  
A ZERO  
RATING

(AUBURN, ALABAMA;  
HOMER, SITKA AND WASILLA,  
ALASKA; MONROE, LOUISIANA;  
SOUTHAVEN, MISSISSIPPI;  
CLEMSON, SOUTH CAROLINA;  
AND SHERIDAN, WYOMING)

THE AVERAGE  
SCORE WAS

55;

FEWER THAN

25

PERCENT OF  
CITIES RATED  
SCORED BELOW

33

# HRC FOUNDATION: TOUCHING EVERY ASPECT OF LGBTQ LIVES

## 2017 TIME TO THRIVE CONFERENCE

### SAVE THE DATE:

Time to THRIVE 2018  
Orlando, February 16–18.

In April, 800 LGBTQ youth and youth-serving professionals from 43 states met in Washington, D.C., for the HRC Foundation's fourth annual **Time to THRIVE** conference.

The three-day conference promotes the safety, inclusion and well-being of LGBTQ youth in schools and communities. This year's conference focused on HIV and AIDS education and prevention; the intersectional nature of LGBTQ and other identities; and the unique concerns of transgender and gender-expansive youth.

More than 70 workshops and plenaries offered participants a chance to dive deep into the concerns facing today's LGBTQ youth. Topics ranged from boosting resilience and preventing bullying to mentoring social justice leaders and mastering pronouns.

Special guests at Time to THRIVE included *New York Times* columnist Charles Blow, labor activist Dolores Huerta and Erin O'Flaherty, the first openly lesbian Miss America contestant.

Four people were awarded the Upstander Awards for outstanding support of LGBTQ youth: journalist Katie Couric; high school principal Dr. Tom Aberli of Kentucky; transgender advocate Ruby Corado, founder of LGBTQ Center Casa Ruby; and HRC Youth Ambassador Jazz Jennings, a transgender advocate and star of TLC's *I Am Jazz*.

Time to THRIVE is presented by the HRC Foundation in partnership with the National Education Association and the American Counseling Association, with support from Toyota, AT&T and other corporate and community sponsors.

**“WHEN A CHILD  
TRANSITIONS,  
A FAMILY  
TRANSITIONS.  
AND WHEN  
A FAMILY  
TRANSITIONS,  
A COMMUNITY  
TRANSITIONS.  
AND WHEN  
ENOUGH  
COMMUNITIES  
TRANSITION,  
AN ENTIRE  
COUNTRY  
TRANSITIONS.”**



PHOTO: MOLLY RILEY / AP

HRC'S PARENTS FOR TRANSGENDER EQUALITY COUNCIL INCLUDES MANY OF THE NATION'S MOST PROMINENT PARENT-ADVOCATES WORKING TO AMPLIFY VOICES OF LOVE, INCLUSION AND SUPPORT FOR TRANSGENDER EQUALITY.



PHOTO: DAVID GOODMAN

LGBTQ YOUTH AND YOUTH-SERVING PROFESSIONALS MET FOR HRC'S TIME TO THRIVE CONFERENCE, INCLUDING UPSTANDER AWARD RECIPIENT, JAZZ JENNINGS.

# PARENTS FOR TRANSGENDER EQUALITY COUNCIL

**“PARENTS CAN MOVE  
MOUNTAINS. THEY  
CAN SIT IN FRONT  
OF AN UNFRIENDLY  
LEGISLATURE, TALK  
ABOUT THEIR FAMILY  
AND FIND A HUMAN  
CONNECTION.”**

ELLEN KAHN, DIRECTOR OF  
HRC FOUNDATION'S CHILDREN,  
YOUTH & FAMILIES PROGRAM

In November 2016, HRC launched the **Parents for Transgender Equality Council**, a groundbreaking coalition of prominent parent-advocates fighting for equality and fairness for transgender people.

Young people are often at the center of the battle for transgender equality, especially when the debate is about a child's right to use public facilities, like school restrooms, that align with their gender identity. This puts parents on the frontlines—educating the public, promoting equality and pushing back against discrimination and hate. These parent-advocates have been invaluable in defeating discriminatory bills like those in Texas and North Carolina.

Many of the parents on the Council are nationally known advocates, and many participated in HRC's Moms and Dads for Transgender Equality videos.

## WELCOMING SCHOOLS

HRC Foundation's **Welcoming Schools** works with elementary schools to create respectful, supportive, gender-inclusive environments that make all families and students feel welcome. HRC publications, films, toolkits and trainings help schools evaluate their policies to ensure they are inclusive, address biased-based bullying, acknowledge the range of gender identities and expressions, and embrace diversity.

- In Minnesota, the Department of Education advisory council approved the use of Welcoming Schools *Safe and Supportive Schools for Transgender and Gender Nonconforming Students* toolkit, which includes specific guidelines to support students and combat bullying.

- In June, 22 people from 16 states participated in HRC's second National Facilitator Certification Training, a four-day intensive seminar focusing on the Welcoming Schools approach. Among

those participating were Jorge Herrera and Maria Orozco of Mexico City, founders of DILO, a nonprofit dedicated to creating inclusive classrooms for LGBTQ students in Mexico.

- On May 18, 2017, students, parents and teachers in 23 states participated in the second annual *I Am Jazz* School and Community Readings, sponsored by Welcoming Schools. From the floor of the U.S. House to a backyard in Wisconsin—and in countless school libraries, classrooms and community centers across America—participants read and discussed the book, by HRC Youth Ambassador and transgender teen activist Jazz Jennings, that helps people of all ages understand and appreciate what it means to be a transgender youth.

- To date, Welcoming Schools has trained 100,000 educators and district officials who serve more than 2.5 million students nationwide. Staff have directly worked with more than 225 schools.

# PROTECTING OUR HEALTH

Fearing discrimination, many LGBTQ people avoid seeking health care—and when they do get treatment, they are often not treated with the respect or cultural competence that every patient deserves.

Through pioneering efforts such as our Healthcare Equality Index and multiple resources dealing with HIV and AIDs, HRC is dedicated to improving health care for LGBTQ people and their families.

## HEALTHCARE EQUALITY INDEX 2017

This year marks the release of the 10th annual HRC Healthcare Equality Index, which evaluates health care facilities’ policies and practices related to the equity and inclusion of LGBTQ patients, visitors and employees.

The HRC Foundation developed the HEI to help LGBTQ people find equitable, knowledgeable, sensitive and welcoming health care, free from discrimination. A prominent national benchmarking tool, the HEI has given health care facilities the information and resources they need to ensure that LGBTQ people have access to truly patient-centered care—and has helped transform hospitals and health care facilities into more welcoming, inclusive places for all.

For the 2017 edition, HRC evaluated 1,619 health care facilities nationwide on their commitment to LGBTQ equality and inclusion. The results are available online via a fully searchable database. Here are some highlights:

- A record 590 health care facilities actively participated in HEI 2017. More than half (303) scored a perfect 100 points to achieve the coveted status of “2017 Leader in LGBTQ Healthcare Equality.” Another 144 facilities earned the “Top Performer” designation (scoring 80 to 95 points), while 75 percent of participating facilities scored 80 points or more.
- HRC proactively researched 901 hospitals that did not respond to our invitation to participate, based on a variety of criteria related to size and location (the 100 largest hospitals in the U.S.; the largest hospitals in each of the 50 states, the District of Columbia and Puerto Rico; and the largest hospitals within a 25-mile radius of the 50 largest metropolitan areas with significant LGBTQ populations). These hospitals stand in stark contrast to the near-perfect adoption of positive LGBTQ policies by active participants: Only 61 percent were found to have policies that include both sexual orientation and gender identity, and only 52 percent were found to have an LGBTQ-inclusive employment non-discrimination policy. At 95 percent, only the equal visitation policy comes close to matching the rate of the participating facilities.

- In North Carolina, home of the vile HB2 law, a record 28 hospitals participated in the HEI, with 22 earning the designation of “Leader in LGBTQ Healthcare Equality.” Only New York and California had more Leader facilities.

- This year’s HEI highlights the need for comprehensive multidisciplinary clinical care programs to treat transgender children and adolescents—and the facilities that are stepping up to meet this challenge.

- Beginning with the HEI 2019 (survey year 2018), in order to receive a perfect score and obtain the “Leader” designation. Participants will be required to have at least one firm-wide health insurance plan that affirmatively provides transgender-inclusive coverage.

## COMBATTING HIV & AIDS

While major scientific advances have made it easier to prevent and treat HIV, it continues to be a major public health crisis in the U.S. and around the world. There is still no vaccine or cure, and tens of thousands of people contract the virus every year.

Woefully insufficient funding for public health programs, ideological opposition to commonsense prevention policies, and societal stigma and discrimination—challenges that have been exacerbated by the Trump-Pence administration—make it difficult to turn the tide against the epidemic.

In the face of governmental indifference and even hostility, **HRC and the HRC Foundation have redoubled our commitment to working with friends, partners and members to lead the way to a cure for HIV and AIDS**, and to ensuring that every member of the LGBTQ community has access to comprehensive care, wherever they live.

With help from generous individuals and institutional supporters, we’ve developed tools to educate LGBTQ people and allies about HIV prevention, treatment and care. We are mobilizing LGBTQ people to take action to end the dual epidemic of HIV and HIV-related stigma and, always, we advocate for the dignity, rights and well-being of people living with and affected by HIV in all aspects of life, at every level of society.

**HRC’S GUIDE TO GETTING IT RIGHT** is a valued resource for journalists, bloggers, advocates and anyone seeking to report on the HIV epidemic with accuracy and compassion.

**WHAT DO I DO? A HANDBOOK TO UNDERSTANDING HEALTH AND HIV**, produced by HRC in collaboration with AIDS United, was fully updated in 2017. This guide, available online and in print, is full of actionable information covering every aspect of HIV—from prevention and treatment, to disclosing status and dealing with discrimination. (Made possible with a generous grant from the Elton John AIDS Foundation.)

**HRC’S PREP AND PEP RESOURCE CENTER** is an online resource to help people find the right course of treatment and a provider who will help them pursue it. HRC has endorsed the use of Pre-Exposure Prophylaxis (PrEP), an HIV prevention strategy that can significantly reduce the chances of contracting HIV, and has called on insurers, regulators and drug manufacturers to make PrEP more broadly available.

**#HRCWITTERTAKEOVER:** On National HIV Testing Day, June 27, Lambda Legal HIV Project Director Scott Schoettes took over HRC President Chad Griffin’s Twitter feed to tweet about the important HIV/AIDS work being done across the country, the Trump administration’s appalling lack of attention to HIV and AIDS, and why he and other experts resigned from the Presidential Advisory Council on HIV/AIDS.

**#ENDBADHIVLAWS:** HRC, the National Center for Lesbian Rights and the Center for HIV Law & Policy joined forces to raise awareness about bad HIV laws and how we can all work together to end them via a video guide in both Spanish and English. In more than 30 states, people living with HIV can be tried and imprisoned simply because a partner accuses them of hiding their HIV status. These laws are fueled by fear and outdated medical knowledge, do not work and run counter to public health standards by discouraging people from getting tested and seeking treatment.

## 2017 HIV 360° FELLOWS

HIV 360°, now in its second year, is a capacity-building fellowship program for nonprofit leaders between the ages of 21 and 35 who are ready to take HIV-inclusive organizations and initiatives to the next level.

Made possible by a generous grant from the Elton John AIDS Foundation, this competitive program works with young leaders in communities that are particularly hard-hit by HIV and AIDS. HIV 360° fellows receive leadership and organizational development training, mentorship, professional coaching, a personal stipend, a mini-grant to complete a community service project, and opportunities for strategic partnership and collaboration with the HRC Foundation. During the nine-month program, fellows design, implement and evaluate a grant-funded community service project benefiting their city, town or region.

## FACTS ABOUT HIV AND AIDS

- **More than 35 million people worldwide are living with HIV/AIDS.**

- **More than 2 million youth are living with HIV/AIDS.**

- **1 in 4 new infections occur between the ages of 13 and 24.**

- **Despite nearly 30 years of research, there are still 40,000 new cases of HIV each year, two-thirds of which occur among gay and bisexual men.**

- **The few recent studies that consider transgender women reveal alarmingly high HIV infection rates. According to one recent international analysis, transgender women are 49 times more likely to have HIV than the general population. Transgender men are less likely to be HIV positive than transgender women, but still have rates of infection higher than the general population.**





PHOTO: JUDY ROLFE



PHOTO: MARY WOOD

# WE ARE ON



PHOTO: LARRY FRENCH / AP



PHOTO: LARRY FRENCH / AP

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PHOTO: LARRY FRENCH / AP



PHOTO: STEVE GRANITZ / AP

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PHOTO: MARY WOOD



PHOTO: HELEN PARSHAL

UNITE.

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# PROJECT ONE AMERICA

Since 2014, **PROJECT ONE AMERICA** has been advancing social, institutional and legal equality in the nation's most challenging regions, starting with permanent campaigns in Alabama, Arkansas and Mississippi. Through Project One America, HRC is building an infrastructure to support LGBTQ people where they work, worship, learn and live.

Project One America is changing hearts and minds every day by engaging with corporate and health care partners and reaching out to people of faith. We are empowering LGBTQ residents of these states to participate fully in their communities, knowing that people are more likely to support equality when they know LGBTQ individuals personally.

## ALABAMA

LGBTQ Alabamians have no statewide protections in housing, workplace, or public accommodations, or legal state recognition for their relationships and families. This year, the legislature passed a law allowing state-licensed adoption and foster care agencies to reject applicants based on religious beliefs, which could preclude LGBTQ people from adopting or fostering children in need.

- In June, HRC held its first annual Business Summit in a Project One America state. The day long gathering in Birmingham included leaders from Alabama-based companies eager to implement better LGBTQ-related policies and practices.
- HRC Alabama celebrated a major victory when Alabama's Court of the Judiciary suspended state Supreme Court Chief Justice Roy Moore, a notorious anti-LGBTQ bigot. Moore was under

investigation for unethical behavior, including instructing Alabama probate judges to defy the Supreme Court ruling on marriage equality. HRC Alabama's #NoMoore campaign highlighted Moore's long history of unethical behavior through rallies, news conferences and advertising. This work continued throughout Moore's failed campaign to win a U.S. Senate seat in a special election. HRC proudly endorsed Moore's opponent, Doug Jones. In the run up to Election Day, HRC organized at least 20 GOTV events, including phone banks, canvasses and community events. More than 160 HRC volunteers and 11 HRC staff worked to reach the nearly 200,000 "Equality Voters" across Alabama—a voting bloc comprised of not only the 60,000 LGBTQ voters across Alabama, but allies HRC has identified. In total, HRC volunteers logged 583 hours—or 24 days—towards GOTV efforts.

In June, HRC Alabama State Director Eva Kendrick joined legislators, opinion leaders and stakeholders at Alabama's first Pro-Growth Policy Retreat to talk about the state of civil rights in Alabama and how to use personal stories to transform public opinion.

## ARKANSAS

While six municipalities have passed limited measures protecting LGBTQ residents, there has never been a comprehensive campaign dedicated to LGBTQ equality on the scale of Project One America in Arkansas.

- This year, HRC Arkansas joined forces with the Arkansas Health Department to promote PrEP, the daily pill that can prevent HIV. The **Arkansas PrEP Task Force**, co-chaired by HRC Arkansas State Director Kendra R. Johnson, includes

representatives from the state health department, Latinx Revolucion LGBTQ, Part of the Solution and the University of Arkansas's Medical Sciences College of Public Health.

- In observance of National HIV Testing Day, task force members visited Walgreen's stores across Arkansas to provide free HIV testing and information about PrEP. Volunteers administered HIV tests and distributed condoms and bilingual HIV and PrEP materials.
- Arkansas's "Equal Care, Equal Lives" conference in Little Rock drew nearly 120 healthcare providers, clinicians, social workers and others from the region of several days of workshops and guidance about improving healthcare for LGBTQ patients.

## MISSISSIPPI

Mississippi does not protect LGBTQ people from discrimination in housing, employment or public accommodations, and recently passed a law that would allow just about anyone to use religion to justify discrimination. This shameful bill has made LGBTQ people and allies in Mississippi more determined to fight for a future in which LGBTQ residents can live without fear, discrimination or uncertainty.

- This year, the cities of Magnolia and Jackson unanimously approved ordinances protecting LGBTQ people from discrimination on a bipartisan vote.
- The Pride Parade in Oxford, Mississippi, drew a crowd of 500.

## #LOVEYOURNEIGHBOR

The #LoveYourNeighbor is a video storytelling campaign for LGBTQ people and allies in Project One America states to talk about their journeys, share their experiences and promote inclusivity in their community. Funded by a grant from Toyota, #LoveYourNeighbor releases new videos periodically throughout the year.

- "With #LoveYourNeighbor, we take the stories of LGBTQ people living in the South and share them with a broad audience—many of whom may not have had an opportunity previously to hear these powerful accounts. We are grateful to Toyota for helping to fund this project and shining a light on these people and their lives."

— BEN NEEDHAM, DIRECTOR OF PROJECT ONE AMERICA.

- "By opening their lives to their fellow Mississippians, [the people] featured in our #LoveYourNeighbor series are bravely taking action to create a more inclusive climate in their hometown."

— ROB HILL, HRC MISSISSIPPI STATE DIRECTOR.

# CORPORATE EQUALITY INDEX

The HRC Foundation's 15th annual **Corporate Equality Index** reflects tremendous leaps forward among corporate America since the first edition of this vital benchmarking tool was released in 2002.

Today, businesses know that treating LGBTQ workers with respect—and offering workplace protections and benefits that make them feel welcome—is not only the right thing to do, it makes them more competitive in the global economy. And at a time when LGBTQ rights are in serious peril, we value having our corporate allies stand with us on the side of fairness and equality.

## FACTS

- A record-breaking 515 businesses (out of 883 rated) earned the CEI's top score of 100, earning the distinction of Best Places to Work for LGBTQ Equality. That's a 25 percent increase over 2016 and the largest jump in the 15-year history of the CEI.
- 70 percent (647) of rated companies now offer transgender-inclusive health care coverage, the largest single-year increase since these benefits were added to the CEI in 2012.
- More than 90 percent of these companies offer employment protection on the basis of sexual orientation and gender identity—and extend these protections to their global operations.
- 94 percent have formal sexual orientation equal employment policies; 92 percent have equal employment policies governing gender identity; 98 percent offer same-sex domestic partner or spousal benefits.

# THE

**HATE**



# RESIST.

## THIS IS BROOKE

One of the many transgender people who depend on Planned Parenthood for care.

“Planned Parenthood definitely saves transgender lives.”



President Donald Trump and GOP congressional leaders wasted no time in fulfilling their promise to erase President Barack Obama's legacy and roll back years of progress on LGBTQ issues.

Within moments of Trump's swearing in, all mention of LGBTQ issues disappeared from the official White House web pages. Questions about sexual orientation and gender identity were removed from the 2020 Census. Soon, Trump rescinded Obama's guidance allowing transgender students to use public restrooms that correspond with their gender identity. His blizzard of cruel executive orders—attacking immigrants, refugees, women, transgender students—disrupt the lives of millions of LGBTQ people across the world.

In July, Trump scored a trifecta of hate. First, he tweeted that he was banning transgender Americans from serving “in any capacity” in the Armed Forces, a direct affront to the 15,000 transgender troops on active duty. That same week, his Justice Department filed an amicus brief arguing that the nation's civil rights laws do not apply to LGBTQ people. Then he appointed Sam Brownback, a notoriously anti-LGBTQ governor, as his “Religious Freedom Ambassador.” All of that took place over the course of just two days.

All this is designed to discourage and deflate us. But we've faced extreme hate before. We were not intimidated then, and we aren't intimidated now. We will not be silenced. We will not go away.

### DEFENDING THE AFFORDABLE CARE ACT

Passage of the Affordable Care Act in 2010 made affordable insurance available to millions of LGBTQ people. To stop Trump and congressional leaders from repealing this lifesaving law, HRC mobilized our

grassroots army to protest and resist the proposals, drafted in secret, that would rob millions of health insurance and throw lives into chaos.

HRC members logged 45,000 phone calls and emails to congressional offices and voiced their support for the ACA at rallies on Capitol Hill and across the country. We joined civil rights and health care organizations in reaching out to senators about protecting the Medicaid expansion, which enabled thousands of low-income people living with HIV to get affordable care.

We also fought proposed cuts to Planned Parenthood, which would endanger millions of LGBTQ people who count on Planned Parenthood for HIV testing, transition-related care, cancer screenings and more. HRC and Planned Parenthood teamed up for a **Digital Day of Action**, using social media to facilitate advocacy calls to members of Congress. HRC President Chad Griffin and Planned Parenthood President Cecile Richards swapped Twitter accounts to educate HRC and PP members about how threats to Planned Parenthood would impact their lives.

In the final weeks of July, more than 50,000 HRC members and supporters called the U.S. Senate demanding that senators vote against the secretive proposal and protect the Affordable Care Act.

While they failed to repeal the ACA this time, we know opponents won't give up. The Trump administration will try to roll back parts of the law, including anti-discrimination protections for transgender patients, via executive order and agency rulemaking. HRC will continue to monitor and oppose attacks on the ACA and seek to improve our healthcare system through an open and democratic process.

## #STOPMARKGREEN

Last year, HRC celebrated President Obama's appointment of Army Secretary Eric Fanning, the first openly gay leader of a branch of the U.S. military. So when President Trump nominated Tennessee Senator Mark Green to replace Fanning, it was a slap in the face—especially to LGBTQ service members and veterans.

HRC's War Room of opposition researchers, rapid response, digital and video staff immediately launched a multi-faceted campaign to expose Green's shameful history of anti-LGBTQ extremism, which included sponsoring anti-transgender legislation and calling on state judges to refuse to comply with the Supreme Court's marriage equality ruling. Green called being transgender “a disease” and likened President Obama's guidance protecting transgender students to tyranny. He also encouraged state officials to defy the Supreme Court and refuse to grant marriage licenses to same-sex couples.

HRC supporters answered our call to speak out and fight back against Green's nomination. Nearly 25,000 people signed our petition demanding that Green's nomination be stopped, and nearly 7,000 HRC supporters called their senators to urge them to reject Green's nomination. HRC cosigned a letter to ranking senators on the Armed Services Committee outlining not just Green's anti-LGBTQ record, but the whole panoply of his bigoted actions and views.

On May 5, Green withdrew his nomination amid growing outrage over his hateful views. Coming amid the dizzying pace of travesties emanating from the Trump White House, it was a sweet victory.

# FIGHTING DISCRIMINATION IN THE STATES

**ACCORDING TO EXIT POLLS, 62 PERCENT  
OF NORTH CAROLINA VOTERS SAID THEY  
OPPOSED HB2; 57 PERCENT OF VOTERS SAID  
HB2 WAS THE TOP FACTOR IN THEIR VOTE.**

Emboldened by Donald Trump’s victory, bigoted state lawmakers ramped up the hate during the 2017 legislative session—with more than 130 anti-LGBTQ bills introduced in 30 states.

- The **FLORIDA** House passed a religious exemption bill so broad that it could allow hateful anti-LGBTQ statements to be made with impunity, even at official school events.
- **TENNESSEE** passed a law requiring the use of so-called “natural” gendered statutory language—words like “man,” woman,” “husband” and “wife”—in direct conflict with laws requiring gender-inclusive language. This could prevent a woman from adding her wife’s name to their child’s birth certificate or prohibit same-sex couples from having children through surrogacy.
- **ALABAMA’S** governor signed a law allowing state-licensed adoption and foster care agencies to reject qualified LGBTQ adoptive or foster parents based on the agency’s religious beliefs. This measure will keep children from being placed in loving homes and harm LGBTQ youth in the foster care system, who are vulnerable to discrimination and mistreatment.
- **MISSISSIPPI** passed the worst anti-LGBTQ law of any state. The “Protecting Freedom of Conscience from Government Discrimination Act” allows almost anyone to use religion as an excuse to legally discriminate against LGBTQ people in multiple aspects of daily life, including employment, housing, school, foster care and adoption.

Through HRC Rising, HRC is energizing the nation’s 10 million+ LGBTQ voters and allies to lead a powerful, sustained grassroots resistance to these and other efforts to legalize discrimination—and we will be out in full force to hold lawmakers to account at the ballot box in 2018 and for years to come.

**CLEANING UP  
A MESS IN TEXAS**  
In 2017, Texas legislators proposed more anti-LGBTQ bills than any other state—at least 30. Eleven of these bills passed in one chamber or the other.

Then, after the regular session adjourned, Gov. Greg Abbot summoned legislators back to Austin for a special summer session dedicated to passing SB3, a bill modeled after North Carolina’s HB2, which would mandate discrimination against transgender people in publicly owned facilities and gut local non-discrimination ordinances.

HRC quickly deployed more than a dozen staff to join Texas-based partners Equality Texas, ACLU of Texas, Texas Freedom Network and the Transgender Education Network of Texas. Between the special and the regular sessions, thousands of Texans spoke out against proposed anti-LGBTQ legislation, including 27 Fortune 500 companies, more than 680 faith leaders and 50,124 people who either signed petitions or testified against discriminatory bills.

In August, the Texas House adjourned without passing SB3. It was still a difficult session, with several harmful bills signed into law. But the same eyes that watched Texas lawmakers this year will continue to keep a strong, watchful eye—and if the legislature tries to attack LGBTQ people again, we will exert the same level of force and strength to defeat their efforts.

**DEFEATING HATE  
IN NORTH CAROLINA**  
In March 2016, North Carolina’s then-governor, Pat McCrory, signed what was at that point the most heinous anti-LGBTQ law in any state: HB2. The first of the so-called bathroom bills, HB2 prohibited transgender people, including children, from using public restrooms and facilities that match their gender identity. It also rolled back municipal protections for LGBTQ people and prevented city officials from passing protective ordinances in the future.

If McCrory thought signing HB2 in the dead of night would help him escape the wrath of fair-minded North Carolinians, he learned otherwise on Election Day. **In a monumental victory for equality, HRC mobilized members and supporters across the state to unseat McCrory—the only sitting governor to lose that night—and help elect a pro-equality attorney general and four new pro-equality state representatives.**

Teaming up with Equality North Carolina and other partners, HRC members and supporters made phone calls, knocked on doors, lobbied legislators, registered voters, and conducted email and social media campaigns. HRC sent more than 50 staffers to help and released a series of ads targeting pro-equality voters. Our anti-McCrory efforts reached more than 90 million individuals.

By passing HB2, state lawmakers inflicted severe economic pain on their state—\$630 million in lost business in the immediate wake of passage, with projected losses up to \$3.7 billion. More than 200 businesses denounced the bill, and more than 35 entertainers spoke out or canceled performances because of it.

HRC’s massive grassroots campaign in North Carolina stands as a model for action in other states where LGBTQ equality is under assault.

## BRIGHT SPOTS

Lawmakers on the right side of history proposed or passed bills advancing LGBTQ equality. **New laws in Rhode Island, Nevada, New Mexico and Connecticut protect minors from harmful “conversion therapy.”** Republican Gov. Brian Sandoval of Nevada **also signed into law bills protecting LGBTQ youth in child welfare and juvenile detention facilities; requiring training for foster parents in caring for LGBTQ youth; and requiring state and local agencies to treat children according to their gender identity.**

**WISCONSIN** allies introduced a bill adding gender identity and expression to Wisconsin’s non-discrimination protections. **Wisconsin was the first state to pass a law prohibiting discrimination based on sexual orientation back in 1982, and transgender people are protected from discrimination via municipal orders in Madison and Milwaukee.**

In **LOUISIANA**, the only southern state that did not introduce anti-LGBTQ legislation this year, lawmakers introduced a bill to remove “opposite sex” from domestic violence laws and give same-sex couples equal protection under the law.

**OREGON** lawmakers proposed two bills to improve the lives of LGBTQ people in the state: one that would require businesses contracting with the state to have policies against sexual harassment and LGBTQ discrimination, and another to streamline the process for transgender Oregonians to get birth certificates that reflect their gender identity.

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# STOPPING THE RISING DEADLINE OF VIOLENCE AGAINST TRANS PEOPLE

As bigotry and discrimination grow in the top levels of government under the Trump-Pence administration, we are also witnessing a wave of anti-LGBTQ violence spread through our streets.

Violence against trans women continues at epidemic levels. Early in 2018, we lost two trans women, Christa Leigh Steele-Knudsen and Viccky Gutierrez. That same month, same-sex couple Shanta Myers and Brandi Mells were found murdered in their New York apartment with their two children, Jeremiah Myers, 11 and Shanise Myers, 5. Though these horrific and tragic crimes are still under investigation, they put a spotlight on the rising hate violence reported nationwide.

Seventy percent of respondents to HRC's post-2016 election youth survey reported bullying and harassment during or since the presidential election. Almost half of LGBTQ youth said they have taken steps to hide who they are since the election. FBI data released in 2017 recorded an overall increase in hate crimes in 2016, including a rise in bias-motivated violence based on gender identity and sexual orientation.

## A TIME TO ACT

At least 28 transgender people were killed in the U.S. last year, making 2017 the most deadly year on record for the transgender community. Eighty-six percent were people of color, and 82 percent were women. Since January 2013, HRC has documented at least 105 transgender people who were victims of fatal violence; at least 93 were transgender people of color. And these disturbing numbers likely underreported deadly violence targeting transgender people, who may not be properly identified by law enforcement officials as transgender.

HRC Foundation and the Trans People of Color Coalition released "A Time to Act: Fatal Violence Against Transgender People in America in 2017" in November, a heartbreaking report documenting this often deadly violence faced by transgender people and exploring factors that made 2017 year the deadliest on record for the transgender community.

It found that in many instances, violence was fueled by anti-LGBTQ prejudice, racism, too-easy access to guns and increasing political attacks on the transgender community at both the state and federal level. There are a number of actions lawmakers can take to address the violence, including enhancing law enforcement response and training; improving data collection and reporting; passing non-discrimination protections; and adopting common-sense gun violence protections.

## STOPPING THE HATE

Over the past year, HRC has been calling on the Trump administration to do more to respond to hate crimes. In March 2017, HRC joined 155 other civil and human rights organizations in a writing a letter urging the Trump administration to more strongly respond to bias-motivated acts of violence and intimidation. The letter cited examples of hate incidents, including the murder of seven transgender women of color, the February shooting targeting two Indian Hindu Americans in Kansas, and the numerous bomb threats against Jewish organizations and houses of worship, among others.

In addition, in September 2017, HRC joined more than 80 organizations on a letter to Acting Assistant Attorney General John Gore at the Department of Justice Civil Rights Division outlining steps that the DOJ should take in the wake of white supremacist violence in Charlottesville and in response to other bias-motivated crimes across the country. The letter also highlights the coalition's broader priorities to help inform the DOJ's plan of action to prevent and respond to hate violence.

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 OF US, IT’S AN  
 ATTACK ON ALL  
 OF US.**  
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**BROOKE,  
 ONE OF THE MANY  
 TRANSGENDER PEOPLE  
 WHO DEPEND ON  
 PLANNED PARENTHOOD  
 FOR CARE.**



# ENLIST.

**OUR DIVERSITY IS OUR STRENGTH,  
NOTHING CAN DEFEAT US WHEN WE JOIN  
TOGETHER, LIFT OUR VOICES, FACE DOWN  
THREATS AND DEMAND JUSTICE!**

Here are some of the ways you can take action and enlist in the fight for fairness and equality.

**VOTE IN EVERY ELECTION!**

Find out where your members of Congress stand on equality issues with HRC's Congressional Scorecard.

Contact your representatives to speak out against attacks on our rights—or thank them for being an ally.

**STAY UP-TO-DATE:**

Join HRC's Mobile Action Network and we'll send breaking news straight to your phone.

- Visit [HRC.org](http://HRC.org) to learn what issues are impacting our community and to read our blog
- Subscribe to HRC's A.M. Equality Tipsheet to get a daily roundup of the latest news (and send us your tips at [AMEquality@hrc.org](mailto:AMEquality@hrc.org))

## STEPPING UP TO FIGHT HATE

**HRC supporters don't sit on the sidelines!**  
**So many of you found the courage to step up and join in the fight this year**  
**— here's a snapshot of 2017 in action:**

- **52,018 new activists joined the HRC Mobile Activist Network**
- **85,000 people give monthly as HRC Partners or Federal Club members**
- **117,046 people took HRC's Pledge to Support LGBTQ Equality**
- **166,174 people joined HRC or renewed their memberships**



@HRC



@HUMANRIGHTSCAMPAIGN



@HUMANRIGHTSCAMPAIGN



WEAREHRC

**FOLLOW AND SHARE  
OUR POSTS WITH  
YOUR FRIENDS:**

- Wear your support for inclusion on your sleeve: Snag some gear from our online shop and put your HRC sticker on your car or bike.
- Be an equality shopper: Do business with high scorers on HRC's Buying for Equality Guide.
- Sign HRC's No Hate 'in My State pledge and get your friends and family on board.
- Speak out against hate! Write letters to the editor, attend public forums—and consider seeking office yourself.



# HRC ON THE RISE