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. Biased 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 working to expand our fundamental rights and stepping up our fight for 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 launched 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 told the truth and won—defeat. If you come for us, we’ll fight back.

Since the 2016 election, we’ve fought alongside civil rights allies and other partners to thwart efforts to repeal the Affordable Care Act and to pass a so-called “bathroom bill” in Texas. We’ve appealed our wins in South through Project One America, creating space for LGBTQ people to live that fully respects and honors their identity. But we know there’s more work to be done.

Congress is gridlocked, but we’re working to ensure that the Equality Act, which remains HRC’s top legislative priority, moves forward. 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’s politics of bigotry and hate by electing equality allies—and a huge number of out LGBT people to Congress, governorships and state legislatures. In Virginia, HRC-endorsed candidates Ralph Northam, Justin Fairfax, Mark Herring and Danica Roem all claimed decisive victories over the anti-LGBTQ politicians and candidates they face. In Georgia, HRC-endorsed former state representative cyclics, David Jacoby, flipped a 20-year-old seat. In Alabama, HRC-endorsed Doug Jones 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 stepping up on this age-old battle of history. And with your support, HRC will protect our hard-won gains, renew our fight, and defend each and every member of the LGBTQ community from discrimination and hatred.
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.

**HRC Rising**

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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 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 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 competitive elections.

Priorities for 2018 are states with competitive races for the U.S. Senate and House, and anti-LGBTQ ballot measures, including Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin. These are also perpetual presidential battlegrounds and states that will be priorities in 2020.

HRC Rising has recruited 45 volunteers and local steering committees to engage the LGBT community and partners, reach volunteers, mobilize constituents, register voters and organize grassroots events 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 a new, active, inclusive community, HRC is making activism a community experience wide enough to include the movement as a whole and all people in the fight for LGBTQ equality.

This summer, the movement will expand through HRC Rising to every city and state, reaching a new level of engagement and organizing. This is the largest grassroots expansion in our 37-year history.
State-sponsored violence against LGBTQ people is so inexcusable that even the United Nations Human Rights Council has never described it as a crime against humanity. This reality should be a wake-up call for all nations, especially those that claim to uphold human rights and respect for all.

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 Colombian journalist Diego Mora. Lyubenov founded Deystvie, which provides pro bono legal services to LGBTQ Ukrainians. 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 BUSINESS COALITION
HRC’s Global Business Coalition is a network of 30 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 business principles, including respect for human rights and equality for all employees, including basic protections for workers and LGBTQ individuals who happen to work in the same employ-

GLOBAL INNOVATIVE ADVOCACY SUMMIT
In April, HRC welcomed 30 remarkable Global Innovation Fellows from 20 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 how their innovations have overcome obstacles to offer legal, fundraising and communications strategies for building a movement.

EYESONCHECHNYA
In April, as many as 40 Chechen men accused of being gay or bisexual were rounded up, placed in secret prison cells, beaten, 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 even those who escaped to marginally safer places like Moscow, require immediate humanitarian intervention.

HRC Global and Human Rights First honored the contributions of two international activists at the second annual Advocates and Allies award ceremony, held on April 12 in Washington, D.C. Carlos Zuzio of Brazil cofounded an LGBTQ group that successfully sued his government to overturn Brazil’s colonial-era law criminalizing homosexuality. Olona Titio, mother of a gay Ukrainian activist, cofounded Terjo, a support group for parents and friends of LGBTQ Ukrainians.

*State-sponsored violence against LGBTQ people is so inexcusable that even the United Nations Human Rights Council has never described it as a crime against humanity. This reality should be a wake-up call for all nations, especially those that claim to uphold human rights and respect for all.*

**CHAD GRIFFIN, HRC PRESIDENT**
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"

UNITE. RESIST. ENLIST.
EXPANDING OUTREACH TO THE LATINX COMMUNITY

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 build their LGBTQ inclusion programs with confidence and on-timeliness. HRC Equidad MX has 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 LGBTQ inclusion.

At an 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, when Javier came out to his mother—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 49 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

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

RECURSOS EN ESPAÑOL DE HRC
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 homophobic 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 in employment, housing, education, public accommodations, and other important areas 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.

According to Greenberg Quinlan Rosner Research, 69 percent of voters — even 55 percent of Trump voters — support the Equality Act. And more than 60 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.
The Municipal Equality Index (MEI), produced by HRC and the Equality Federation Institute, evaluates municipalities’ 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, use of preferred names and titles, 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.
CITIES ACHIEVED A PERFECT SCORE OF 100—THE MOST IN MEI HISTORY.

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.
- **87** CITIES SCORED ABOVE THE OVERALL NATIONWIDE MEAN OF **56** POINTS, WITH AN AVERAGE SCORE OF **80** POINTS AND **22** PERFECT SCORES.

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

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

- **8** CITIES RECEIVED A ZERO RATING (AUBURN, ALABAMA; HOMER, SITKA AND WASILLA, ALASKA; MONROE, LOUISIANA; SOUTHAEVEN, MISSISSIPPI; CLEMSON, SOUTH CAROLINA; AND SHERIDAN, WYOMING)

THE AVERAGE SCORE WAS FEWER THAN **25** PERCENT OF CITIES RATED SCORED BELOW **33**.

The average score was **55**; **33** percent of cities rated scored below **55**.

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HRC FOUNDATION: TOUCHING EVERY ASPECT OF LGBTQ LIVES
2017 TIME TO THRIVE CONFERENCE

SAVE THE DATE:
Time to THRIVE 2018
Orlando, February 16–18.

Time to THRIVE 2018
SAVE THE DATE:
ABOUT THEIR FAMILY LEGISLATURE, TALK AND FIND A HUMAN OF AN UNFRIENDLY MOUNTAINS. THEY CAN SIT IN FRONT OF THE WINDOW. THEY ARE RELAXED, ADDRESS BIAS-BASED BULLYING, ACKNOWLEDGE THE RANGE OF GENDER IDENTITIES AND EXPRESSIONS, AND ENFORCE DISCIPLINARY POLICIES THAT MAKE ALL STUDENTS FEEL WELCOME.

Special guests at Time to THRIVE included New York Times columnist Charles M. Blow, author and documentary filmmaker Coley West and Dr. Chris Metzner, the first openly transgender.multi-ethnic queer student of color at the University of California, Berkeley. Four people were awarded the Upstander Awards for outstanding support of LGBTQ youth: journalist Nate Coast, high school principal Tom Abbott of Kentucky, transgender advocate Ruby Corado, founder of LGBT Change Coalition; and Eric, a South Carolina teen who acts as a role model for transgender advocates and star of TLC’s I Am Jazz.

Four people were awarded the Upstander Awards for outstanding support of LGBTQ youth: journalist Nate Coast, high school principal Tom Abbott of Kentucky, transgender advocate Ruby Corado, founder of LGBT Change Coalition; and Eric, a South Carolina teen who acts as a role model for transgender advocates and star of TLC’s I Am Jazz.

More than 70 workshops and panels offered participants a platform to share their experiences living today’s LGBTQ youth. Topics ranged from boosting resilience and preventing bullying to hosting school and community leaders and mapping parents’ experiences.

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Time to Thrive was presented by the HRC Foundation in partnership with the National Education Association and the American Counseling Association, with support from Toys“R”Us, ZTE and other corporate and community sponsors.

Parents for Transgender Equality Council

In December 2016, HRC launched its Parents for Transgender Equality Council, a groundbreaking coalition of parent advocates fighting for equality and fairness for transgender people.

Youth who are at the center of the battle for transgender equality, especially who are living in states that have passed discriminatory laws, can sometimes feel isolated. That’s why HRC has created a network of parent-advocates, known as the HRC Equality Council, that connect, empower, and support one another.

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

“I Am Jazz.

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

WELCOMING SCHOOLS

HRC Foundation’s Welcoming Schools works with elementary schools to create respectful, support- making a difference for transgender students and their families. From educating educators on their rights and responsibilities to providing training and consulting, HRC works with schools and communities to create more welcoming and inclusive environments for all students.

In Minnesota, the Department of Education’s Advisory Council approved the use of Welcoming Schools’ four-day intensive seminar focusing on the Welcoming Schools approach. Among those participating were Jorge Herrera and Maria De Jesus of Meza City, founders of DIYOS, a community-based organization.

On May 18, 2017, students, parents and educators in a Texas district participated in HRC’s annual National Teacher Certification Training, a four-day intensive seminar focusing on the Welcoming Schools approach.

 Welcoming Schools works with elementary schools to create respectful, supportfull environments that make all students and families feel welcome. This approach includes training educators on their rights and responsibilities to providing training and consulting, HRC works with schools and communities to create more welcoming and inclusive environments for all students.

In Minnesota, the Department of Education’s Advisory Council approved the use of Welcoming Schools’ four-day intensive seminar focusing on the Welcoming Schools approach.

In April, 820 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 its16th and 17th education and prevention, the intersectional nature of LGBTQ and other identities and the experiences of transgender and gender-expansive youth.

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PROTECTING OUR HEALTH

HIV and AIDS, HRC is dedicated to improving health care for people and their families.

A prominent national benchmarking tool, the HEI has given health care facilities the information and tools they need to provide truly patient-centered care — and when they do get treated, they have access to comprehensive care, wherever they live.

For the 2017 edition, HRC evaluated 4,874 health care facilities nationwide on their commitment to LGBTQ equality and inclusion. The results are available on a fully interactive database. Here are some highlights:

- A record 500 health care facilities actively participated in HRC 2017. More than half (50%) scored a perfect 100 to achieve the coveted status of “2017 Leader in LGBTQ Healthcare Equality.” Only New York and California had more facilities.
- 28 hospitals participated in the HEI, with 22 earning the “Leader” designation. Participants will be required to have at least nine of 15 key health care insurance plans that affirmatively provides trans-gender-inclusive coverage.

COMBATING HIV & AIDS

Dramatic recent advances have made it easier and more possible with a generous grant from the Elton John AIDS Foundation.)

Beginning with the HEI 2019 (survey year 2018), this year’s HEI highlights the need for comprehensive multi-disciplinary clinical care programs to treat transgender children and adolescents — and the facilities that are stepping up to meet that challenge.

HRC’s PEP and PEP Resource Center is an online and mobile application that includes a comprehensive guide of terms and treatment for HIV/AIDS work being done across the country, the Trump administration is upping its point of attention to HIV and AIDS, and why and how other experts resigned from the Presidential Advisory Council on HIV/AIDS.

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, whenever they live.

HRC’s Prep and PEP Resource Center is an online and mobile application that includes a comprehensive guide of terms and treatment for HIV/AIDS work being done across the country.

HRC’S PREP AND PEP RESOURCE CENTER

HRC’S GUIDE TO GETTING IT RIGHT

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.

In 4 in 10 infections occur between the ages of 13 and 24.

Despite nearly 30 years of research, there are still 45,000 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 alarming higher HIV infection rates. According to one recent international analysis, transgender women are 4.5 times more likely to have HIV than the general population. Transgender men are less likely to be HIV positive than transgender women, but with rates almost 10 times higher than the general population.

HRC'S PREP AND PEP RESOURCE CENTER

PROTECTING OUR HEALTH

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

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WE ARE ON THE RISE

WHEN THE DEPARTMENT OF HEALTH AND HUMAN SERVICES PROPOSED DROPPING A QUESTION ABOUT SEXUAL ORIENTATION FROM THE 2017 NATIONAL SURVEY OF OLDER AMERICANS ACT PARTICIPANTS, HRC PARTNERED WITH SAGE TO MOBILIZE GRASSROOTS ACTION AGAINST IT.

SOON, HHS WAS FLOODED WITH 14,000 COMMENTS—INCLUDING 4,800 FROM HRC MEMBERS AND SUPPORTERS—URGING THAT SENIORS BE COUNTED. HHS QUICKLY REVERSED ITS DECISION ON SEXUAL ORIENTATION (UNFORTUNATELY, THEY WILL NOT ASK ABOUT GENDER IDENTITY).
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Since 2014, PROJECT ONE AMERICA has been advancing social, institutional and legal equality in the nation’s most challenging regions, starting with the three states of 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 advocate within their communities and reach their neighbors. As people get to know LGBTQ individuals personally, they 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 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 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 the state has made some progress in improving healthcare for LGBTQ patients, Arkansas is still not protecting LGBTQ residents from discrimination on a bipartisan vote. This year, HRC Arkansas joined forces with the American Health Association to compel the health department to promote PrEP, the daily pill that can prevent HIV.

• HRC Arkansas 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 has identified. In total, HRC volunteers logged 583 hours—or 24 days—towards GOTV efforts.

ARKANSAS

This year, HRC Arkansas joined forces with the American Health Association to compel the health department to promote PrEP, the daily pill that can prevent HIV. The Arkansans 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 other community partners.

• In observance of National HIV Testing Day, task force members visited Walgreen’s stores across Arkansas to provide free 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 150 healthcare providers, clinicians, social workers and others from across the state’s leading hospitals and universities.

MISSISSIPPI

Mississippi does not protect LGBTQ people from discrimination in housing, employment or public accommodations, and recently passed a law that would allow businesses to discriminate in hiring. This year, Mississippi is no longer a basket case on gender identity or sexual orientation protections.

• In observance of National HIV Testing Day, task force members visited Wellcome’s stores across Mississippi 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 150 healthcare providers, clinicians, social workers and others from the region’s leading hospitals and universities.

• The #LoveYourNeighbor 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, the #LoveYourNeighbor releases new videos periodically throughout the year.

• #LoveYourNeighbor: We take the stories of LGBTQ people living in the South and share them with a national 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 stories.

#PRIDE2018: INSPIRING INTEGRITY FOR EVERYONE.
The HRC Foundation’s 15th annual Corporate Equality Index reflects tremendous leaps forward among corporate America since the first edition of this critical 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 23 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; 90 percent have equal employment policies governing gender identity; 98 percent offer same-sex domestic partner or spousal benefits.
HATE
President Donald Trump and GOP congressional leaders wasted no time in fulfilling their promise to erase President Barack Obama’s legacy and roll back decades of progress on LGBTQ issues.

Within moments of Trump’s swearing in, all mention of LGBTQ issues disappeared from the official White House website. Questions about sexual orientation and gender identity were removed from the 2020 Census. Soon, Trump rescinded Obama’s guidelines 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 — disrupted 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 clear 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.

At this is designed to discourage and deflate us. But we are not afraid. We are not intimidated then, and we aren’t intimidated now. 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 coalitions 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.

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 grant marriage licenses to same-sex couples.

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#STOPMARKGREEN
Enforced by Donald Trump’s victory, bigoted state lawmakers ramped up the hate during the 2017 legislative session — with more than 20 anti-LGBTQ bills introduced in 36 states.

- The FLORIDA House passed a religious exemp-
tion bill so broad that it could allow hatred with 
LGBTQ statements to be made with impunity, even
an official school event.
- TENNESSEE passed a law requiring the use of 
so-called “natural” gendered statutory language —
sexes like “man,” “woman,” “husband” and
“wife” — in government documents and
departmental policies.
- ALABAMA’s governor signed a law allowing 
state-licensed adoption and foster care agencies
to reject gay or lesbian adoptive or foster parents.
- MISSISSIPPI passed the worst anti-LGBTQ law of 
any state. The “Freedom of Conscience from 
Government Discrimination Act” allows almost 
two dozen different religiously based organizations
to refuse to serve LGBTQ people or even 
be a part of any state. The “Protecting Freedom of Con-science
Government Discrimination Act” allows almost 
dozen different religiously based organizations
be a part of any state.
- TENNESSEE’s governor signed a bill modeled after North Carolina’s HB2, which
mandates discrimination against transgender people in public-owed facilities and
pro-local non-discrimination ordinances.
- TEXAS 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
regular sessions, thousands of Texans spoke out against proposed and LEGISLATION
including, 27 Fortune 500 companies, more than 680 faith
leaders, 113 Texas state legislators who
either signed petitions or testified against discriminatory bills.

In August, the Texas House adjourned without pass-
ing SB3. It was still a difficult session, with several
hard-fought 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
again attacks a state’s LGBTQ residents, we will exert
the same level of force and strength to defeat their efforts.

BRIGHT SPOTS

In ORREGON, 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
and give same-sex couples equal
protections under the law.

In WISCONSIN, legislators passed a bill 
adding gender identity and expression to Wisconsin’s non-discrimination
laws. And, in Minnesota, the legislature passed a bill requiring 
local agencies to treat children for LGBTQ youth; and requiring state
training for foster parents in caring for LGBTQ youth and acquiring state
and local agencies to treat children 
according to their gender identity.

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.
FIGHTING THE RISING TIDE OF HATE
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-Knudslien 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.

At least 28 transgender people were killed in the U.S. last year, making 2017 the deadliest 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; almost 60 were transgender people of color and these disturbing numbers likely underreported crimes that 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 these issues, including enhancing law enforcement response and training; improving data collection and reporting; passing non-discrimination protections; and adopting common-sense gun violence protections.

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 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 2017 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 600 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 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.
“There is no separation between reproductive rights and LGBTQ rights. They are literally one and the same, and if there is an attack on one of us, it's an attack on all of us.”

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 to learn what issues are impacting our community and to read our blog
- Subscribe to HRC’s A.M. Equality Tipsheet to get daily roundup of the latest news and send us your tips at 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

**FOLLOW AND SHARE OUR POSTS WITH YOUR FRIENDS:**
- Wear your support for inclusion on your sleeve: Snap a picture of our token 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.

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WEAREHRC

23