

ALSO

A VISION FOR HRC
PRESIDENT ALPHONSO
DAVID ON THE PATH FORWARD
FOR OUR MOVEMENT

EQUALITY TOWN HALL
NINE PRESIDENTIAL CANDIDATES
SHARE THEIR AGENDAS FOR
LGBTQ EQUALITY

BUILDING POLITICAL POWER
HRC'S WORK TO MOVE EQUALITY
FORWARD IN 2019 ELECTION
AND BEYOND

■ HUMAN RIGHTS CAMPAIGN

EQUALITY

FALL 2019



POWER OF OUR PRIDE



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CURRENT AS OF OCTOBER 1, 2019

**DEAR FRIENDS,**

We all have identities that deserve to be respected and celebrated. But today we are at a crossroads in this nation, where our identities will either serve as a tool to achieve liberation, or as a tool to further oppress us.

There has been and continues to be widespread indifference and bigotry advanced through the highest halls of power, and a fundamental regression of our society. The Trump-Pence administration is using playbooks of the past to turn us against one another.

If we are to weather this existential crisis we face as a country, we must see beyond ourselves. We must see ourselves as the bisexual Black man living with HIV in the South with little to no access to health care; as the young Latinx lesbian immigrant who is being persecuted in her home country because of who she is and whom she loves; as the Black transgender woman who has witnessed more than 150 transgender people killed in the past several years in this country. Behind every anecdote and every statistic, there is a real person, and we must do more to transcend the artificial barriers that separate us.

Transcendence means action, not talk. We are committed to advancing initiatives to further break down barriers, to increase our capacity and to send a strong message to all those who sow division that we will not be torn apart.

We recently announced the launch of a Transgender Justice Initiative, with a deep focus on community-led work that addresses the needs of Black and Latinx transgender people. We will expand our existing work with transgender community leaders to build capacity of transgender advocates; we will leverage our strengths with our corporate and community partners to deliver

new economic and training opportunities for transgender people; and we will work to help transform communities by using all levers of local government to drive systemic change. And in all of this work, we will engage with local activists and advocates who are and have been addressing the range of barriers that put Black transgender women at risk.

Part of our work to empower the most marginalized must also include protecting one of the most fundamental rights we have: the right to vote. Which is why we are partnering with Stacey Abrams and her organization, Fair Fight, to combat voter suppression efforts which all too often target members of the LGBTQ community, including people of color, young people and transgender people. With this partnership, we will fight to protect and support our right to vote. And in doing so, we can elect a pro-equality Senate that will pass the Equality Act, and we can elect a pro-equality president who will sign it into law.

Finally, we must fight for our courts. We can never lose sight of how central the judiciary has been in our struggle and in protecting the disenfranchised and the marginalized. This year, we are expanding our legal footprint to do impact litigation work. Working with all of our movement partners, we will advance cases both domestically and internationally, because we are part of a global movement for equality.

As we embark on this journey, one thing is clear: To win, we must do it together. We must unite to break down the barriers both within and outside of the LGBTQ community that too often allow some of us to forget about the rest of us.

Because regardless of how we self-identify, we share a common dream — the dream of full equality. I promise you I will fight as hard and as long as necessary to make the dream of full equality a reality for all of us. All I ask in return is that you make that same promise. Together, there is nothing we cannot achieve.

In Unity,

Alphonso David
President

Human Rights Campaign



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HRC turns out the vote in Virginia.

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Cover: HRC Foundation and CNN's historic LGBTQ town hall underscores why we must fight to ensure a pro-equality president is elected in 2020

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and all the humans who
inhabit them.**

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BRINGING VISIBILITY

"As a person of color, as a gender non-conforming person... all my life I've just wanted to see myself represented just [the] slightest bit — to not only see myself represented but to be the representation that I wanted to see," said Basit Shittu, a Brooklyn-based artist and cast member of MTV's "Are You the One?" at HRC's second annual Bisexual Awareness Week panel.

In September, HRC celebrated Bisexual Visibility Day and Bisexual Awareness Week with allies and coalition partners.

During the event, which celebrated the power of bi+ representation in media, HRC Foundation and the University of Connecticut released their new Bi+ Youth Report. The report showed that 68% of bi+ youth report being teased or treated poorly because of their sexual orientation; 58% of transgender and gender-expansive youth identify as bi+; and only 11% of bi+ youth of color think their racial and ethnic group is regarded positively or very positively in the U.S.

For more bi+ resources, visit hrc.org/bisexual.



SCOTUS HEARS LGBTQ RIGHTS CASES

The U.S. Supreme Court heard three cases in October that will help determine the future of LGBTQ protections in the workplace.

All three cases involved people who were fired after their employer learned they were transgender or gay.

HRC had a significant presence outside the Supreme Court, joining the ACLU and other ally organizations in a rally as the justices heard the arguments. HRC President Alphonso

David, a civil rights attorney, and HRC Legal Director Sarah Warbelow were inside the court for the oral arguments.

We hope that in its decision, the Supreme Court will make a statement and protect LGBTQ people from discrimination.

"The Supreme Court has an opportunity to clarify this area of law to ensure protections for LGBTQ people in many important areas of life. The impact of this decision will have very real consequences for millions of LGBTQ people across the country," said Warbelow.

MARCHING FOR TRANSGENDER EQUALITY

HRC was proud to join our coalition partners, the LGBTQ community and allies in the first-ever National Trans Visibility March in Washington, D.C., in September.

"Together, we will beat back the hate and the indifference that we're seeing on our streets," said HRC President Alphonso David, who spoke at the rally before the march.

Other rally speakers included Jodie Patterson, an HRC Foundation Board co-chair and member of our Parents for Transgender Equality National Council; Angelica Ross, a businesswoman, actress and advocate; Carter Brown, who was fired from his job for being transgender

and is founder and executive director of Black Transmen Inc.; and more.

As David noted in his speech, HRC knows that conversations around transgender equality cannot take place only during rallies. The strength, diversity and resilience of the transgender community has driven so much of our progress for equality, and we must fight to support and protect our community. That's why HRC is proud to launch several new, major initiatives designed to move the needle for justice and equality for our transgender family.

To learn more about HRC's work on transgender justice, visit hrc.org/transgender.

**"TOGETHER,
WE WILL BEAT
BACK THE
HATE AND THE
INDIFFERENCE
THAT WE'RE
SEEING ON
OUR STREETS."**

Together we keep advancing

To meet the world's energy challenges we need our people to bring their whole selves to work. That's why being inclusive is at the heart of how we operate, and it's why we've been recognised as a top employer by the Human Rights Campaign's Corporate Equality Index. During the annual Pride celebrations we're especially proud to support the LGBT+ struggle for equality.

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AROUND THE GLOBE

HRC Foundation's Global team continues to share HRC's experiences with and build the capacity of global leaders for LGBTQ equality.

Staff traveled to conferences in Prague, Czech Republic, for ILGA Europe and Bogotá, Colombia, for ILGA LAC, where they presented workshops with advocates on how to engage the faith community as allies for equality.

HRC also traveled to Mexico to learn about the results of HRC Foundation's upcoming third annual Equidad MX report, where 100+ companies will be recognized as LGBTQ Best Places to Work.

HRC Global concluded the third year of the Global Partnerships in Pride program, supporting nine Pride-related events around the world, ranging from parades and celebrations of faith to showcasing creativity in radio programs, shows and comic books that elevate LGBTQ voices.

Keep up with our global work at hrc.org/global.

CELEBRATING LATINX HERITAGE MONTH

"IN MY SIX-PLUS YEARS AT THE HUMAN RIGHTS CAMPAIGN, I'M PROUD TO SEE US NOT ONLY ELEVATE LGBTQ LATINX VOICES... BUT ALSO PRIORITIZE AND TACKLE THESE ISSUES HEAD-ON,"

HRC Health and Aging Program Associate Director Marcos Garcia wrote in a blog post, where he shared his experiences as a Latinx LGBTQ person to celebrate Latinx Heritage Month, which is Sept. 15 - Oct. 15.

As we honored Latinx Heritage Month, HRC is proud to celebrate the cultures, contributions and resilience of Latinx, Hispanic and Latino-identified communities around the world.

23RD ANNUAL HRC NATIONAL DINNER

As HRC President Alphonso David addressed the 23rd annual HRC National Dinner crowd, more than 3,500 attendees at the event rose to their feet numerous times to applaud his vision for how to move the organization and the LGBTQ movement forward — including achieving racial equality within the LGBTQ community, uplifting the transgender community, ending voter suppression and more.

Global music icon **Ricky Martin**, who was honored at the event, made headlines when he announced for the first time that he and his husband are expecting a baby.

"I WAS IN THIS ROOM 10 YEARS AGO WHEN I CAME OUT... YOU'VE GIVEN ME SO MUCH STRENGTH TO GO AROUND THE WORLD TO TALK ABOUT WHAT'S IMPORTANT — OUR RIGHTS," MARTIN SAID.

Additional speakers and special guests included **actress Dominique Jackson, actor Jake Choi**, openly bisexual **NFL veteran Ryan Russell, actress Ana Ortiz, U.S. Sen. Chuck Schumer, D-N.Y.**, and more.

Read and watch highlights of the dinner at hrcnationaldinner.org.



CHEFS FOR EQUALITY

HRC Foundation's eighth annual Chefs for Equality once again brought together the capital region's top chefs, pastry chefs and mixologists for an evening of food, cocktails and music to benefit the fight for full LGBTQ equality. All proceeds support the work of the HRC Foundation.

Featuring savory tasting and drink stations, pastries, desserts, cakes and private tables headed by renowned chefs and mixologists from the Washington, D.C. area, Chefs for Equality once again lit up the Washington National Cathedral in rainbow colors and with a diverse range of food.

Missed it? Read more about Chefs for Equality and get ready for next year's event at chefsforequality.org.





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A photograph of a man and a woman embracing warmly at what appears to be a Pride event. The man is seen from the back, wearing a white shirt and a gold watch. The woman is smiling with her eyes closed, also in a white shirt. The background is filled with a crowd, a rainbow flag, and falling confetti in shades of purple, blue, and pink.

*When we fight for equal rights,
we fight for
our future.*

Citi supports the Equality Act (H.R.5), to protect sexual orientation and gender identity against discrimination.

citi

Welcome what's next

here's
to you!

HUMAN RIGHTS CAMPAIGN

Your trailblazing advocacy for equality and achievements in securing civil rights for all make us proud to be your partner. Thanks for your extraordinary work.

NORDSTROM

A VISION FOR HRC

In his first National Dinner speech as HRC president, Alphonso David opened his remarks with a question for the room:

“Who are you?”

For David, it's critical that we recognize that we all hold multiple identities — and that all of these identities are deserving of recognition and celebration. At the same time, David recognizes that for far too long, these identities have been used to disenfranchise and marginalize people — both within and outside the LGBTQ community. David also recognizes that the Trump-Pence administration is trying to use the dangerous playbooks of the past to turn our communities against each other.

But as David has made clear since his first day as president, the only way forward for our movement — and for the United States as a country — is to come together and transcend the barriers that separate us.

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VISION FOR HRC *cont'd from p. 11*

That's why David and HRC are launching multiple key initiatives to advance equity among some of the most marginalized members of the LGBTQ community. Informed by David's meetings with LGBTQ community members and grassroots advocates, these initiatives are grounded in real-world solutions.

One of these key programs is HRC Foundation's Transgender Justice Initiative.

"For too long, our system has failed the transgender community. And by depending on that system, we have also failed the transgender community," said David at the HRC National Dinner. "We must look outside of the existing paradigm to create new systems to support transgender people in the communities they call home."

This initiative will be rooted in community-led advocacy, working with transgender leaders to build the capacity of emerging leaders, leverage relationships with partners to deliver new economic and training opportunities

for transgender individuals and use all levers of local government to drive systemic change in areas most needed — including public safety, health care and employment. In doing all of this work, HRC will engage with local activists and advocates who are and have been on the frontlines addressing the range of barriers that put transgender people at risk, especially Black and Latinx transgender people.

According to David, part of HRC's work to empower the most marginalized must also include protecting one of the most fundamental rights we have: the right to vote. Which is why HRC will be partnering with Stacey Abrams and her organization Fair Fight to combat voter suppression efforts which all too often target members of the LGBTQ community, including people of color, young people and transgender people.

"With this partnership, we fight to protect and support our right to vote. And in doing so, we can elect a pro-equality Senate that will follow the House's lead and pass the Equality Act, and we can elect a president who will sign it into law," David said.

David and HRC are also expanding legal advocacy efforts to combat attacks on LGBTQ equality around the world. We will join with law firms to utilize the courts to hold accountable entities and governments that target us with discriminatory laws, regulations and policies.

These initiatives represent the next chapter of the fight for full LGBTQ equality, and HRC will continue to invest and advance incredible existing programs to educate, to advocate and to activate LGBTQ people and our allies to take action where we need it most.

"I PROMISE YOU I WILL FIGHT AS HARD AND AS LONG AS NECESSARY TO MAKE THE DREAM OF FULL EQUALITY A REALITY FOR ALL OF US," DAVID SAID.

"All I ask in return is that you make that same promise."

Because no matter who we are, we are all needed in the fight to make real the vision and promise of full equality for all. 🏳️‍🌈

#WeAreHRC

10

Days spent on the road by Alphonso David to kick off his tenure as HRC president.

30

Pro-equality candidates endorsed on the tour alone, including HRC's own Sarah McBride, who's hoping to make history as the country's first openly transgender state senator as she fights to make a difference for all Delawareans.

20+

Events with advocates, voters, pro-equality candidates and supporters and members of HRC during the seven-city tour.

1,600

Health care facilities evaluated in our 2019 Healthcare Equality Index, which David launched in Columbus, Ohio, on August 16 as part of his tour. The HEI recognizes facilities furthering equity and inclusion in care.



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POWER OF OUR PRIDE

**IN HISTORIC TOWN HALL,
DEMOCRATIC CANDIDATES SHARE
THEIR VISIONS FOR LGBTQ EQUALITY**

Throughout HRC Foundation and CNN's Power of Our Pride Town Hall, it was clear that one overarching theme ran through every issue — the importance of intersectionality, and the knowledge that achieving LGBTQ equality means addressing compounding injustices that affect LGBTQ people.

The historic event devoted to LGBTQ issues took place on Oct. 10 — the eve of National Coming Out Day — in Los Angeles, California. A multitude of issues were emphasized — from the epidemic of violence against Black transgender women in this country to the importance of prosecuting hate crimes and making health care more accessible.

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POWER OF OUR PRIDE *cont'd from p. 15*

Indeed, the town hall was a historic night for equality that reached more than 3.6 million viewers. Nine out of the 12 qualifying Democratic candidates participated, including former **Vice President Joe Biden**; **U.S. Sen. Cory Booker**; South Bend, Indiana, **Mayor Pete Buttigieg**; former **Secretary of Housing and Urban Development Julián Castro**; **U.S. Sen. Kamala Harris**; **U.S. Sen. Amy Klobuchar**; former **U.S. Rep. Beto O'Rourke**; businessman **Tom Steyer**; and **U.S. Sen. Elizabeth Warren**.

Throughout the night, questions about ending HIV, transgender military service and the practice of so-called "conversion therapy" arose, and the event included important moments when Black and Latinx transgender women of color demanded a voice and visibility.

Echoing activists from Stonewall and beyond, transgender women of

color — including the TransLatin@ Coalition, Blossom Brown and Shea Diamond — demanded that candidates prioritize addressing the epidemic of violence against transgender women of color in the U.S.

More than 150 transgender people have been killed in the U.S. in recent years — most were Black trans women and most were victims of gun violence. Many candidates acknowledged that we must do more to address the realities facing transgender people, especially trans women of color.

"I LOOK AT THE FACT THAT WHEN YOU COMPOUND RACE WITH BEING TRANSGENDER, YOU ARE DOUBLY EXPOSED... WE KNOW THAT CERTAIN POPULATIONS ARE MORE VULNERABLE TO HATE DUE TO OTHER PEOPLE'S PREJUDICE,"

— **SEN. KAMALA HARRIS**

To foster a culture that's more accepting of transgender people, we must also ensure that transgender children and youth are accepted and safe. So when HRC Foundation's Parents for Transgender Equality Council member Mimi Lemay had the microphone in her hand, she gave it to her son, Jacob, to ask Warren about prioritizing the safety of transgender youth.

"My name is Jacob, and I'm a 9-year-old transgender American," he said. "What will you do to make sure kids like me are safe in schools?"

Jacob's story reminds us that all of us — including public officials — must meet transgender and non-binary young people's perseverance with a commitment to fight to build welcoming schools and affirming communities for youth of all genders and gender identities.

"EQUAL MEANS EQUAL — EVERYWHERE."

— **SEN. WARREN**

Nine of 12 qualifying Democratic presidential candidates participated in HRC Foundation and CNN's Power of Our Pride Town Hall.



Many questions focused on systemic change. For Black Transmen Inc. Founder and Executive Director Carter Brown, addressing the need for hate crimes against LGBTQ people to be properly prosecuted was key. He and others sought to understand whether candidates would address intersectional issues such as youth homelessness and combating HIV and AIDS, two of many LGBTQ issues that disproportionately affect people of color.

Brown, who was fired from his job for being transgender, was among many LGBTQ and Equality Voters who would take the microphone during the course of the evening and ask candidates about their views on issues of importance to the LGBTQ community. Activist Judy Shepard, the mother of Matthew Shepard, who was murdered in an anti-LGBTQ hate crime in 1998, also notably ensured that hate crimes committed against the LGBTQ community were front and center in the debate.

As a major cable news network aired a presidential event devoted to LGBTQ issues for the first time, advocates vocalized our community's most pressing needs for the candidates.

"For the first time... millions of people across this country and across the globe will have the chance to watch a presidential town hall, televised by a national cable network, where the LGBTQ community is in the driver's seat," HRC President Alphonso David said to the crowd.

For many of the 57 million Equality Voters across the country, the event marked the first time they heard from this Democratic presidential field about how they plan to achieve full federal equality for LGBTQ people, among other issues vital to our community. Our community is at a crossroads, and we must unite behind a leader who can defeat the anti-LGBTQ Trump-Pence ticket and reverse their many attacks on LGBTQ people. That's why this town hall was so important.

"YOU WANT TO BE ABLE TO BRING PEOPLE IN. WE HAVE A PRESIDENT RIGHT NOW IN THE WHITE HOUSE WHO SPENDS HIS TIME DIVIDING PEOPLE ANY WAY HE CAN."

— SEN. KLOBUCHAR

Throughout the town hall, candidates also took a strong stance against the debunked and dangerous practice of so-called "conversion therapy," emphasizing the importance of promoting an affirming and accepting environment.

In addition to this acceptance, many acknowledged that the LGBTQ community is as diverse as the fabric of our nation.

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Transgender women of color demanded that candidates prioritize addressing the epidemic of violence against transgender women of color in the U.S.

POWER OF OUR PRIDE *cont'd from p. 17*

“THERE IS NO RIGHT OR WRONG WAY TO BE GAY, TO BE QUEER, TO BE TRANS, AND I HOPE THAT OUR OWN COMMUNITY, EVEN AS WE STRUGGLE TO DEFINE WHAT OUR IDENTITY MEANS, DEFINES IT IN [A] WAY THAT LETS EVERYBODY KNOW THAT THEY BELONG AMONG US.”

— **MAYOR BUTTIGIEG**, WHO IS THE FIRST OPENLY GAY CANDIDATE TO RUN FOR THE DEMOCRATIC PRESIDENTIAL NOMINATION.

This underscores why it’s so critical for people of all LGBTQ identities to have a seat at the table, and how intersectionality is key to representation. Moreover, 40% of transgender people identify as a part of the bi, pan, queer and fluid community, and more than 40% of LGBTQ people of color also identify as bi+ — making these groups vulnerable to further disparities that occur at the intersections of biphobia, racism and transphobia. And in fact, studies suggest that bi+ people comprise the majority of the LGBTQ community — but representation is lacking.

“WHEN IT COMES TO THE BISEXUAL COMMUNITY... I’LL MAKE SURE THAT THOSE VOICES ARE AT THE TABLE.”

— **FORMER SEC. CASTRO**

As we are addressing anti-LGBTQ policies and rhetoric, racism and other injustices, we must make sure that we are also supporting LGBTQ people regardless of their immigration status. LGBTQ immigrants and asylum seekers are often especially vulnerable, and many candidates said we must do more to ensure their safety.

“WE KNOW THAT WHEN WE TURN PEOPLE BACK TO THEIR COUNTRY OF ORIGIN WHERE THEY FACE PERSECUTION, THEY OFTEN FACE CERTAIN DEATH.”

— **FORMER REP. O’ROURKE** ABOUT IMMIGRATION AND LGBTQ ASYLUM SEEKERS.

We must also seek justice for those who have died during or after ICE custody, and protect LGBTQ people who are currently in custody. Guaranteeing that all members of the LGBTQ community have access to the health care that they need is why our community urgent-

ly needs health care equity — whether it’s access to medication for those who are living with HIV or for transition-related care, health care access is a right.

“PREP IS SO IMPORTANT IN THIS COUNTRY RIGHT NOW... WE’RE GOING TO FIGHT TO MAKE SURE THAT HEALTH INSURANCE COMPANIES COVER THIS SO IT’S MORE ACCESSIBLE.”

— **SEN. BOOKER**

From ensuring our country embraces transgender youth and protects the transgender community, to making sure justice is served for victims of anti-LGBTQ hate crimes, to all LGBTQ people getting access the health care they need, it’s clear that the issues of importance to the LGBTQ community are just as varied and diverse as the LGBTQ community itself.

And yet, the intersectionality of these issues impact us all — so we must come together and work for change. As we continue to look toward the 2020 election and follow the LGBTQ platforms of the Democratic candidates, we must do so with an intersectional lens. HRC will vigorously amplify LGBTQ issues, the voices of our community and holding pro-equality candidates accountable to address these issues and move equality forward.

Register to vote ahead of the 2020 election at hrc.org/Vote. 

The stronger the love, the greater the responsibility.

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HRC is working to elect pro-equality candidates nationwide.



ELECT EQUALITY

HRC FIGHTS TO MOVE EQUALITY FORWARD IN 2019 ELECTION AND BEYOND

IN 2018, LGBTQ and Equality Voters turned out to vote at a historic rate, and with the 2019 elections underway nationwide, HRC is looking to again make history.

Together, we're helping elect pro-equality candidates nationwide and build political power for LGBTQ people.

The 2018 elections proved that the days are gone when LGBTQ people were used as a wedge issue to turn out anti-equality voters. Incumbents

and challengers who voiced their support for equality on the campaign trail won — and they won big.

Now, we're working to build on this trend. HRC has already endorsed multiple candidates who are poised to make history. HRC has also invested in key states with both the 2019 and 2020 elections in mind — including states like Virginia, where HRC is on the ground, turning out voters to help elect a pro-equality majority to the General Assembly.

continued on p. 23

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HISTORIC ENDORSEMENTS

- Steven Reed was elected as the first Black mayor of Montgomery, Alabama, in October. He has a longstanding history of being a vocal ally to the LGBTQ community.

If elected:

- Sarah McBride, HRC's national press secretary, would become the first openly LGBTQ candidate elected to the state legislature in Delaware and the first openly transgender state senator in the U.S.
- Gina Ortiz Jones would become the first openly LGBTQ member of Congress elected from Texas and the first Filipina American to serve in the U.S. House of Representatives.



- Jon Hoadley would become Michigan's first openly LGBTQ member of Congress.

If re-elected:

- Danica Roem, who is the first openly transgender public official in Virginia, will continue to make history in the Virginia General Assembly.
- Texas state Rep. Julie Johnson, who was instrumental in defeating anti-LGBTQ legislation in Texas, would build on her momentum to ensure the law protects LGBTQ Texans.



HISTORIC INVESTMENT IN VIRGINIA



In Del. Roem's state, HRC is working to prove that Virginia is for lovers of equality. HRC launched its largest-ever investment in Virginia to elect pro-equality majorities.

HRC is working to mobilize the 1.2 million Equality Voters in Virginia to help elect pro-equality leaders who would pass comprehensive non-discrimination protections for LGBTQ Virginians. That's why we deployed staff to mobilize members and volunteers on the ground to help win these races.

IN VIRGINIA...

27

Endorsements of pro-equality candidates

11 of 18

Of the House endorsements are women

7 of 18

Of the House endorsements are people of color

7 of 9

Of the Senate endorsements are women

3 of 9

Of the Senate endorsements are people of color

FIGHTING VOTER SUPPRESSION IN UPCOMING ELECTIONS

We know that people with multiple marginalized identities are disproportionately targeted by voter suppression efforts. LGBTQ people, particularly LGBTQ people of color and transgender people, are among the many affected by voter suppression across the nation.

That's why, as we geared up for the upcoming 2020 election, HRC announced a partnership with Stacey Abrams' Fair Fight. The two organizations will combine their expertise in voter protection and voter mobilization to ensure fair and open elections in 2020 and beyond.

.....
 "WE MUST MAKE SURE THAT LGBTQ VOTERS AND ALL VOTERS ACROSS THE COUNTRY ARE ABLE TO REGISTER, TO VOTE, AND TO HAVE THEIR VOTE COUNTED — NO MATTER WHO THEY ARE, WHAT THEY LOOK LIKE OR WHOM THEY LOVE," SAID ABRAMS.

To learn more about this historic partnership, watch HRC President Alphonso David and Abrams speak about it at hrc.im/HRCAndFairFight. To register to vote, visit hrc.org/vote. 🇺🇸

Photo: Steve Ruark / AP

Photo: Tim Galloway / AP

Photo: Brandon Wade / AP



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FIGHTING BACK

HRC IS COMBATING EFFORTS BY THE TRUMP-PENCE ADMINISTRATION TO TARGET LGBTQ PEOPLE

The Trump-Pence administration is the most anti-LGBTQ administration in our nation's modern history. For many in the LGBTQ community, Trump-Pence's discriminatory policies and proposals have put their health care and jobs directly at risk.

Two recent proposals are particularly dangerous. One would strip away health care protections on the basis of gender identity. Another would allow almost any for-profit business that contracts with the government to claim a religious exemption to discriminate against women, LGBTQ people and religious minorities.

The first proposal is from the U.S. Department of Health and Human Services and would target transgender and gender non-conforming people's access to health care, which is protected in Section 1557 of the Affordable Care Act. The proposal aims to eliminate the protections on the basis of gender identity. Erasing these protections goes against public health and violates the mission of HHS — to “enhance and protect the health and well-being of all Americans.”

continued on p. 27

A little **thank-you** for your passion



Nationwide® appreciates your commitment to the Human Rights Campaign (HRC). Thanks to HRC members like you, we can stand strong together to continue the fight for LGBTQ progress.

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ATTACKS *cont'd from p. 25*

This is dangerous and discriminatory. Studies show that 56% of lesbian, gay and bisexual patients and 70% of transgender patients have experienced discrimination from a health care provider, meaning that our community, which already faces higher rates of discrimination and prejudice, could be placed in even greater jeopardy when trying to access care.

When this proposal was introduced, HRC went on the offensive. With robust social media and comment collection strategies, HRC helped raise the alarm and garnered an enormous response from LGBTQ people and our allies. Together, we submitted more than 132,000 public comments — 23,850 from HRC members and supporters — condemning the Trump-Pence administration's actions.

The Trump-Pence administration is attacking our health and welfare, and

also our livelihoods with yet another anti-LGBTQ proposal, this time under the guise of "religious freedom."

The second proposal, from the U.S. Department of Labor, would create a religious exemption for employers, so that employers could make hiring and firing decisions based on their religious beliefs, opening the door for potential widespread discrimination. In fact, the exemption is so broad that a government contractor would be able to discriminate against LGBTQ people, women or religious minorities.

This means that "a for-profit contractor could terminate an employee who uses birth control, an employee who is pregnant and unmarried or a worker who marries his same-sex partner," said HRC Legal Director Sarah Warbelow.

In response, HRC launched a campaign for people to submit comments to the administration that everyone deserves a workplace free from discrimination. More than 10,000 people sub-

mitted public comments within the first month of the petition's launch.

Like the proposal targeting LGBTQ people's access to health care, this proposal puts our community at an even greater risk. In 30 states, LGBTQ people are at risk of being fired, refused housing or denied services simply because of who we are. This makes explicit federal protections even more important — and makes the Department of Labor's proposal even more insidious.

HRC will continue to fight back against any attacks on the LGBTQ community through public advocacy, education and more. We will continue to push for the passage in the U.S. Senate of the Equality Act, which would provide explicit non-discrimination protections for LGBTQ people, to pass the U.S. Senate, and we will work to help elect a pro-equality president to the White House who will sign the bill into law.

To urge your senator to pass the Equality Act, visit hrc.org/EqualityAct. ■

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PRINCIPLE VALUES THROUGH THE EYES OF AN ELEMENTARY SCHOOL PRINCIPAL

By Rokia Hassanein



Guild Elementary School in Boston earns HRC Foundation's Welcoming Schools Seal of Excellence Award.

As principal of Guild Elementary School in Boston, Karen McCarthy works to lead in the most inclusive way possible.

"I firmly believe when you talk about issues of LGBTQ diversity ... it also can affect the student who is feeling different because of the color of their skin, or their religion or the language they speak. I truly believe that," McCarthy told *Equality*.

Her work and passion have not gone unnoticed. Her efforts have inspired leaders in other schools looking to broaden their inclusion work, and they have helped her school earn HRC Foundation's coveted Welcoming Schools Seal of Excellence Award.

"As progressive as Boston is, [incorporating LGBTQ inclusion] is a bit unique, and we are one of the first schools to move firmly into this space," McCarthy said. "There is a recognition of the importance of this work for our students and communities."

"We are proud of that [seal]," she continued. "The thing about the Seal of Excellence is that when you walk into the room and you see a huge Welcoming Schools banner, [it signals] to everyone that's what we stand for. I want staff, families and, of course, students to walk in and hopefully know what it means and represents — that it's a huge goal for a school to be a welcoming environment inclusive of and beyond LGBTQ identity."

McCarthy, who is leading a school where 80% of the students are Latinx,

and about 90% come from homes at or below the federal poverty level, continues to work with the HRC Foundation's Welcoming Schools team to implement inclusive policies and procedures for the diverse student body. From including books such as "I Am Jazz" in the school's curriculum to ensuring students are comfortable using the restroom that aligns with their gender identity, McCarthy's school has been using Welcoming Schools guidelines to help foster an inclusive environment.

This has been a helpful development for educators in the school who were seeking guidance and training on how to foster a more inclusive school climate. What has been achieved at the Guild Elementary School can be a model for others working to become more welcoming and open.

"Our teachers were hungry for it. It's very disempowering to staff to love your students deeply and not have the tools to support them — and I saw that in my staff," McCarthy said.

This hunger for learning, alongside the need for intersectionality, is what drew her to HRC Foundation's Welcoming Schools program. After a discipline incident involving two second-graders at her school, she reached out to the Welcoming Schools team to learn more about fostering an inclusive and diverse culture that embraces and supports LGBTQ students, immigrants, religious minorities, students with special needs and more.

"With the support and guidance of the HRC, we made a deliberate and intentional effort to prioritize this work, because we know that learning happens more effectively when all students feel they can be themselves," McCarthy said.

Although earning the Seal of Excellence Award reaffirmed the school's progress toward inclusivity, McCarthy knows that creating an equitable school environment is a multi-year process that needs to deepen and build roots.

"Shifting a community also requires clear and honest communication and a deep belief in what you are doing," McCarthy said. "I used materials from HRC and explained this would take up a good amount of our professional development."

Supporting and celebrating students in every aspect of their lives and identities is HRC Foundation's Welcoming Schools defining philosophy — and, in McCarthy's eyes, it's a goal that all schools should strive to meet.

"We want [students] to be curious, confident and self-determined. We want them to thrive and help create the world they envision. And [when] I think of our work, I imagine it in part as a scale, one that we are always trying to tip to the side of justice, hope and equity," McCarthy said.

To learn more about HRC Foundation's Welcoming Schools program, visit welcomingschools.org. 🇺🇸



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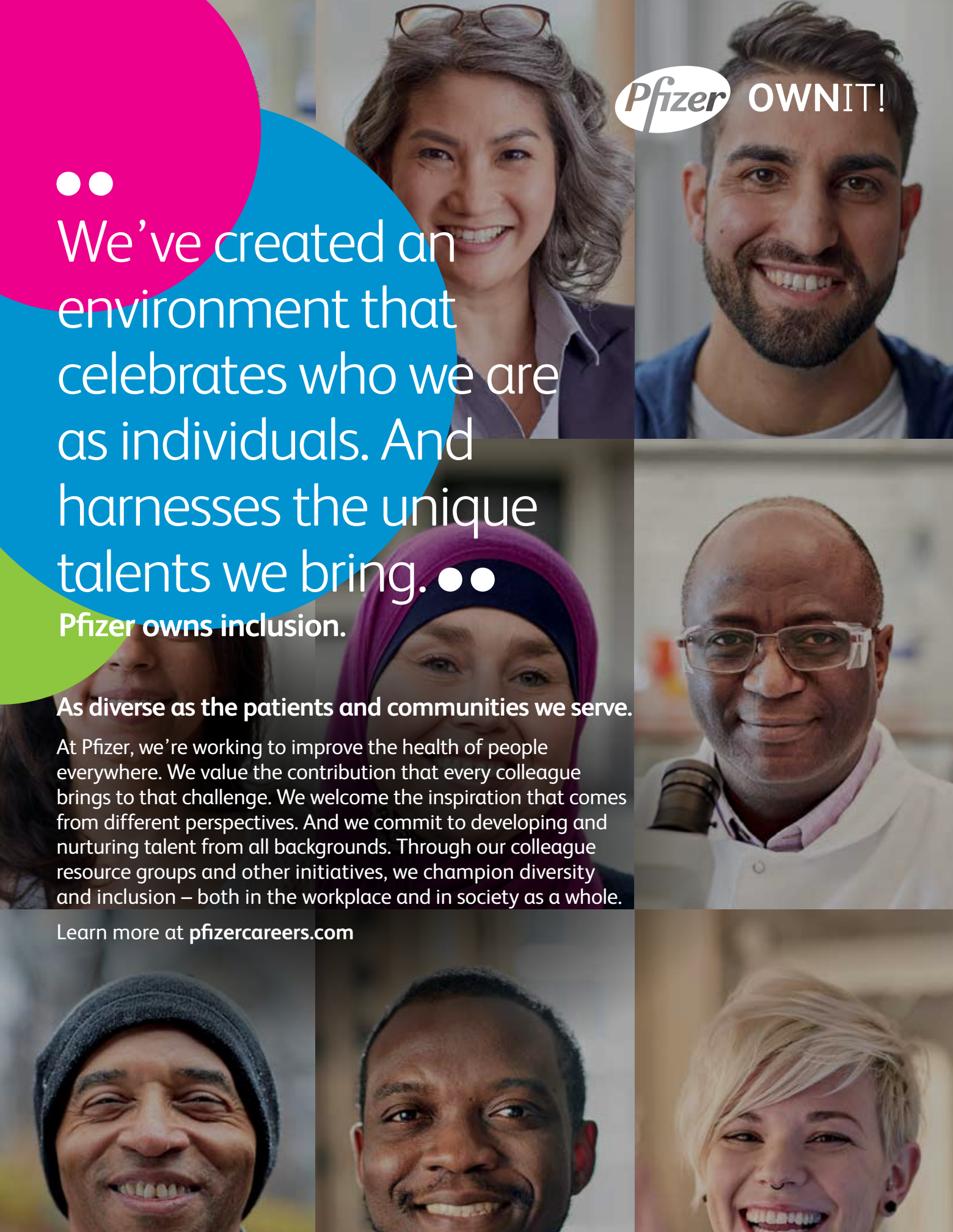
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CHICAGO DINNER

NOVEMBER 16, 2019

- Tory Mitchell, Andrea Mitchell & Michael You Rong Leung
- The Fairmont Chicago
- hrc.org/chicagodinner

NEW ENGLAND DINNER

NOVEMBER 23, 2019

- Neil Berenson, Audrea Laffely, Kevin Peterson & Omar Yaghi
- Seaport World Trade Center
- hrcnewengland.org

SOUTH FLORIDA DINNER

JANUARY 11, 2020

- Nik Harris & Alfredo Olvera
- Ritz-Carlton Ft. Lauderdale
- hrc.org/southfloridadinner

GREATER CINCINNATI DINNER

JANUARY 25, 2020

- Pam Kravetz, Jordan Young, Aftab Pureval & Eric Anderson
- Duke Energy Convention Center
- hrc.org/cincinnatiadinner

NEW YORK DINNER

FEBRUARY 1, 2020

- Dolores Covrigaru, Gary Hilbert & Greg Battaglia
- NY Marriott Marquis
- www.hrcgreaterny.org

AUSTIN DINNER

FEBRUARY 8, 2020

- Christina Hernandez & Nico Ramsey
- JW Marriott Austin
- hrcaustin.org

NORTH CAROLINA DINNER

FEBRUARY 22, 2020

- Lee Robertson & April Splawn
- Le Meridien Charlotte
- hrclt.org

PHILADELPHIA DINNER

FEBRUARY 29, 2020

- Liz Balcom, Thomas Rogers & Marissa Barnathan
- Loews Philadelphia Hotel
- hrc.org/philadelphiadinner

ARIZONA DINNER

MARCH 7, 2020

- Christiana Hammond & Jeff Rahm
- Venue: TBD
- hrc.org/arizonadinner

NASHVILLE DINNER

MARCH 14, 2020

- Kris Moore, Philip Heil & Brittney Reynolds
- Renaissance Nashville
- hrc.org/boxoffice

LOS ANGELES DINNER

MARCH 28, 2020

- Jessica Bair, Nam Lam & Alan Uphold
- InterContinental Los Angeles
- www.hrcladinner.com

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MEMBER SERVICES:
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WAYS MEMBERS LIKE YOU CAN MAKE A DIFFERENCE

AS LOYAL MEMBERS, you know that the Human Rights Campaign is an organization that gets things done. But there is so much work to do ... meaningful work that reflects the needs of our diverse community. We count on your energy, activism and renewed commitment to tackle every issue that impacts LGBTQ people. The question we've heard most from members like you is, “What can I do in these troubling times?!”

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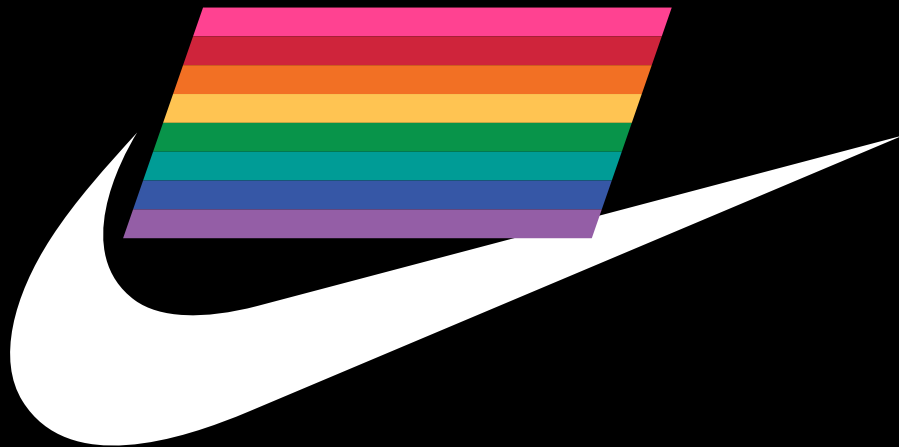
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To learn more about these and other ways you can help please visit www.hrc.org.



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