

HUMAN RIGHTS CAMPAIGN

EQUALITY

SPRING 2019

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WE'RE COMING FOR
YOU ON ELECTION DAY."

— CHAD GRIFFIN

ALSO

EQUALITY ACT NOW
HRC'S FIGHT FOR FULL
FEDERAL LGBTQ EQUALITY

STONEWALL 50
HOW FAR WE'VE COME
AND THE WORK AHEAD

CORPORATE EQUALITY INDEX
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**DEAR FRIENDS,**

When I started this job seven years ago, I never could have imagined all that we would be able to accomplish together. I am so grateful to have been part of this incredible organization at such an important moment in the history of our movement — and our nation.

The true strength of the Human Rights Campaign comes from our tireless staff and grassroots army of more than 3 million members and supporters — all of you — who are committed to ensuring that full equality reaches every LGBTQ person across America, and around the world.

Never before has HRC been stronger, or better prepared to tackle the obstacles ahead. That was especially evident as the Equality Act was reintroduced in Congress. Together, we're building the strongest bipartisan coalition we've ever seen on a piece of federal LGBTQ legislation. As of this writing, we have 280 cosponsors in Congress and our Business Coalition for the Equality Act has grown to 190 companies which collectively employ more than 9.8 million people, generate \$4.2 trillion in revenue and operate across all 50 states. In addition, more than 350 medical, child welfare, religious and social justice organizations have endorsed the Equality Act. With this support, we are poised to make history yet again by passing the Equality Act in the House of Representatives. Elections matter — because pro-equality elected officials advance pro-equality policies.

No person's fundamental civil rights should be determined by which side of a state line

they live on. But at this very moment, half of all LGBTQ Americans live in a state where they are at risk of being fired, denied housing or refused services simply because of who they are.

The Equality Act will once and for all end the unacceptable patchwork of non-discrimination laws across this country that puts far too many LGBTQ people at risk. This bill is actually very simple — it would finally ensure that gender identity and sexual orientation are protected under our longstanding civil rights laws, right alongside race, religion, sex and national origin.

HRC has worked to build support from a majority in Congress, business leaders and a majority of Americans. But we need to make sure lawmakers continue to hear from LGBTQ community members and allies throughout the process to help advance these key protections. That's why we are asking you to join us and become a community co-sponsor, which you can do at hrc.im/communitycosponsors. Help us pass the Equality Act and make sure that no LGBTQ person's rights are determined by their zip code.

Passage in the House will be a historic milestone for comprehensive LGBTQ non-discrimination protections and set the stage for us to finally make the Equality Act the law of the land when we have a pro-equality president sitting in the White House in 2021. Thanks to the grassroots movement you have helped build with your continued support and leadership, I am confident that together we can make the Equality Act the law of the land within five years.

With momentum at our backs and a majority of the American people on our side, now is the time to fight harder and dig deeper in our pursuit of full equality. Because there are still more trails to be blazed. There is still more history to be made and more battles to be won. Our brightest days and our grandest victories are still ahead of us, and the Human Rights Campaign is just getting started.

In Solidarity,

Chad Griffin
President
Human Rights Campaign



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President

Jay Brown
*Senior Vice President of Programs,
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Nicole Cozier
Senior Vice President, Diversity & Inclusion

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Vice President of Membership & Online Strategy

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Senior Vice President of Communications & Marketing

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Senior Vice President and General Counsel

Ellen Kahn
Director, Children Youth and Families Program

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Ben Needham
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Vice President of Development

David Stacy
Governmental Affairs Director

Sarah Warbelow
Legal Director

JoDee Winterhof
Senior Vice President of Policy & Political Affairs

HRC EQUALITY STAFF

Carolyn Simon *Director of Digital & Content Strategy*

Robert Villafior *Senior Design Director*

Rokia Hassanein *Content Producer*

Ashley Sudney *Senior Designer*

Mary Wood *Design Coordinator*

Courtney Ray *Design Assistant*

OTHER CONTRIBUTORS

Anna Cannon, Olivia Alair Dalton, Steffan Declue, Justin Giaquinto, Mitch Johnson, Don Kiser, Elliott Kozuch, Mollie Levin, Adam Marquez, Brittney Mays, Brian McBride, Hayley Miller, Nick Morrow, Chris Sgro, Ella Schneiberg, Justin Snow, David Stacy, Kristina Williams

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HRC lobbying Congress to pass the Equality Act



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How can we make a difference if we're all the same?

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■ ■ ■ ■
The better the question. The better the answer. The better the world works.



“I carried caskets in Arlington Cemetery. I folded American flags for loved ones... I never knew their religion or education or birthplace...”

NO ONE ASKED IF THOSE WE BURIED WERE SECRETLY TRANS. IT DIDN'T MATTER THEN, AND IT CERTAINLY DOESN'T MATTER NOW.”

— **HRC Press Secretary Charlotte Clymer**, a veteran, speaking outside the U.S. Capitol about the transgender military ban.

AGING WHILE LGBTQ

HRC announced it is partnering with SAGE, an organization advocating for LGBTQ older adults, on the Long-Term Care Equality Index — the first-ever nationwide assessment of how long-term care facilities are treating their LGBTQ residents. Announced at the Aging in America conference in April, this partnership will help long-term care facilities fundamentally improve the experience of older LGBTQ adults.

Collecting this data is critical. According to AARP’s “Maintaining Dignity” survey of LGBT Adults:

34%

of participants reported that they feel they have to hide their identity for access to the appropriate housing they need.

76%

of participants are concerned about having family and social support to rely on as they age.

OVERALL,

50%

of LGBTQ adults ages 45 and above are “somewhat optimistic that problems they face today will be solved in the next 20 to 30 years.”

That’s why HRC will continue to work with allies, including SAGE, AARP and other organizations, to ensure that LGBTQ elders get the care they deserve while being able to live their truth. Learn more about HRC’s work with health and aging at hrc.im/HealthAndAging.



“A LOT OF PEOPLE THINK OF THIS AS THE TRANSITION OF A CHILD, BUT THIS WAS MY TRANSITION.”

Penelope is essentially the same person,” said HRC Foundation Parents for Transgender Equality National Council Member and HRCF Board of Directors Member Jodie Patterson, on her new book “The Bold World: A Memoir about Family and Identity.”

The novel explores identity, race and authenticity and Patterson’s perspective as a mother to a transgender child.

HRC and HRCF will continue to support transgender, gender non-conforming and all LGBTQ youth. Learn more about HRC Foundation’s Parents for Transgender Equality Council at hrc.im/ParentsCouncil.



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72%

The percentage of bisexual people who reported not disclosing their sexual orientation to any medical provider, according to HRC Foundation's "Health Disparities Among Bisexual People" brief.

Many LGBTQ people face bias and discrimination when seeking health care every day. It's imperative to address the specific needs of people who identify as bisexual — or something similar, including queer, pansexual or fluid — in health care settings.

That's why HRCF released a "Coming Out as Bisexual to Your Doctor" guide in honor of Bisexual Health Awareness Month in March. This guide will help those who are bisexual, pansexual, queer and sexually fluid navigate complicated conversations in a medical setting. Learn more at hrc.im/ComingOutAsBiToYourDoctor.

200+

The number of "Jazz and Friends" readings that took place with more than 12,000 participants in more than 37 states as HRC Foundation's Welcoming Schools Program and the National Educational Association hosted its fourth annual Jazz and Friends National Day of Schools and Community Readings.

This year, participants had the option of reading from several books about transgender and gender-expansive youth of color, including "Julián Is a Mermaid" by Jessica Love, "They She He Me: Free to Be!" by Maya and Matthew Smith Gonzalez and "I Am Jazz" by Jazz Jennings, a transgender advocate and former HRC youth ambassador.



**"WE SHOULDN'T HAVE TO DO THIS,
BUT WE HAVE TO DO THIS."**



In February 2019, U.S. Rep. Joe Kennedy III, D-Mass., joined members of HRC Foundation's Parents for Transgender Equality National Council for a panel calling on Congress to pass the Equality Act and protect transgender and gender non-conforming children from discrimination nationwide.

Passing the Equality Act would provide LGBTQ people with non-discrimination protections nationwide.

Rachel Gonzales, the mother of a transgender girl, said at the panel that as her daughter "became more aware of other people's perception of her as a boy, she just hit a wall where she expressed to us that she could not go on any longer with anyone thinking she was a boy, that she needed Santa Claus to turn her into a girl."

Become a community co-sponsor of the Equality Act today at hrc.im/CommunityCosponsors.

"Millions of LGBTQ people will have their rights on the ballot in 2020 — but today we are also a powerful voting bloc that will help determine the outcome. We're excited to partner with UCLA Luskin and create an opportunity to hear candidates' agendas for moving equality forward."

— HRC President Chad Griffin.

HRC Foundation and the UCLA Luskin School of Public Affairs will co-host a forum for 2020 Democratic presidential candidates this fall to give candidates a platform to speak about their policy plans to advance LGBTQ equality.

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#FlyWithPride #Stonewall50



EQUALITY ACT **NOW**

INSIDE HRC'S MOMENTOUS PUSH FOR THE EQUALITY ACT

After being outed as transgender at work, Carter Brown experienced a hostile work environment and was eventually fired because of his gender identity.

"I was living the American dream. All of that was stripped from me in seconds," he told HRC. "I had a family to think about at this point, like any person would who's a provider for their family... What do I do now?"

Stories like Brown's exemplify the need for Congress to pass the bipartisan Equality Act, which would provide explicit protections for LGBTQ people nationwide in employment, housing, public spaces and other key areas of everyday life. With the crucial legislation recently introduced in the House, HRC and our partners have identified and amplified the real, personal stories from Brown and other LGBTQ people who have experienced discrimination to show Congress the urgency of passing the bill.

"I felt as if my own identity was a threat to my own livelihood... If we

had laws like the Equality Act in place, I would have had something to support me," Brown said.

In a congressional hearing about the Equality Act, HRC Legal Director Sarah Warbelow testified on Capitol Hill on the urgent need to pass the Equality Act.

"LGBTQ people live in every state and every county, coast to coast. We are your neighbors, co-workers, friends and family... No one should be subjected to discrimination based on who they are," Warbelow said.

Personal experience is what drives U.S. Sen. Tammy Baldwin, D-Wis., the first openly LGBTQ person elected to the Senate, to encourage her colleagues to vote for the Equality Act.

"As a member of the LGBTQ community, I know how painful discrimination can be," Baldwin said in an exclusive HRC video, which was part of a video series featuring members in both chambers of Congress who support the bill. "People really need to be engaged, tell your stories, transform hearts and

minds by talking about the way you've experienced discrimination."

The Equality Act has unprecedented support. HRC and our coalition partners are harnessing and mobilizing the broadest, strongest coalition behind the Equality Act that our movement has ever seen for a piece of federal LGBTQ legislation. From more than 190 leading American businesses, to more than 350 national and local professional associations and advocacy organizations, to 70% of the American public — never before has support for the Equality Act been stronger.

HRC members and supporters are also speaking out like never before for LGBTQ equality. They took to Capitol Hill a day after the introduction of the Equality Act to participate in HRC's #OnTheHill Lobby Day. More than 300 volunteers met with members of Congress and their staff to tell them that the time for the Equality Act is now.

HRC's dedicated and engaged members and supporters have been calling their representatives, scheduling

continued on p. 10

EQUALITY ACT *cont'd from p. 9*

in-district meetings, sharing their stories, and signing on as community co-sponsors of the legislation, all in an effort to ensure basic rights for LGBTQ people in this country.

HRC's work alongside coalition partners and civil rights leaders like Sunu Chandy has also been an integral part of the strategy to pass the Equality Act. Chandy, the legal director of the National Women's Law Center and a parent, daughter of immigrants from India, poet and social justice activist, is optimistic that the 116th Congress is making this legislation a priority.

"Having a more inclusive group of members in Congress is both refreshing in terms of changing our culture of who is looked to as our political leaders, and also because of the priorities put forth by these members," Chandy told *Equality*.

THE FOR THE PEOPLE ACT IS ALSO AMONG THESE PRIORITIES. IT'S A COMPREHENSIVE VOTING RIGHTS LEGISLATION THAT, AMONG OTHER THINGS, WOULD CREATE A NEW NATIONAL AUTOMATIC VOTER REGISTRATION THAT ALLOWS PARTICIPANTS TO OPT-OUT RATHER THAN OPT-IN AND MAKE ELECTION DAY A HOLIDAY FOR FEDERAL WORKERS.



Making voting more accessible to marginalized communities leads to electing pro-equality candidates and passing social justice legislation like the Equality Act. HRC has long called for action to protect and expand voting rights and has included related legislation on its Congressional Scorecard.

"There are so many reasons to not believe in the stated promises of this country — given the intense history of racism and oppression of people of color that still often continues today, given all the ways that women and LGBTQ individuals have been treated as inferior, and all the ways that people with disabilities have been excluded from public life and full participation in our country's stated promises," Chandy said. "Given that backdrop, there is a lot of work to be done to encourage engagement... However, voting is one way that we build our political power. Creating a culture and laws where voting becomes more automatic is crucial given all of the other logistical and emotional barriers that might come into play."

Like many others with intersecting identities, Chandy knows that passing the Equality Act and the For the People Act is essential for intersectional equality. In her testimony before Congress at the first congressional hearing on the Equality Act on April 2, she made sure lawmakers knew that.

"As a woman, a person of color and a parent in a two-mommy family, I need the Equality Act," she said. "And as the daughter of a Christian minister and schoolteacher — immigrants from a small village in Kerala, India — it has been quite a journey toward family acceptance. Gaining explicit federal law protections provide not only legal rights, but also an increased measure of dignity."

Throughout the hearing, personal stories continued to underscore the need for the Equality Act, including one that came from U.S. Rep. Pramila Jayapal (D-Wash.), who has a gender non-conforming child.

"I've always fought for my constituents in my communities to have equal rights, but from a mother's perspective, I came to understand... newfound freedom; it is the only way I can describe what has happened to my beautiful child, what their newfound freedom to wear a dress, to rid themselves of some conformist stereotype of who they are, to be able to express who they are at their real core," Jayapal said.

Jayapal said that her experience as a mother of a child with a non-conforming gender identity has heightened the responsibility on her and her colleagues.

"The only thought I wake up with every day is 'my child is free'... My child is free to be who they are, and in that freedom comes a responsibility for us as

legislators to protect that freedom to be who they are," she said.

The importance of addressing equality and equity through legislation is not lost on U.S. Sen. Cory Booker, D-N.J., who spoke about how history has its eyes on lawmakers.

"The American people wanted to see women's rights to vote, and Congress followed the American people... the American people were ready for the end of Jim Crow, and Congress followed the American people. The American people wanted to see basic workers rights and the dignity of workers affirmed, and we followed the American people," Booker said in an HRC video. "This nation's ideals cannot

be real for anyone unless they're real for everyone."

HRC also launched the Americans for the Equality Act campaign, a public education and advertising campaign filmed by award-winning directors Dustin Lance Black and Paris Barclay. The campaign has already reached millions of people. The first video in the campaign featured Academy Award winning actress Sally Field and her son, Sam Greisman, making the case for this crucial legislation.

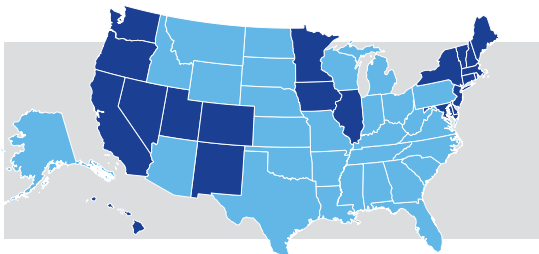
"As long as I am upright, I will fight for this to be — that Sam and everyone's children and grandchildren and sisters and brothers will be protected in every state of the United States," Field said. 🇺🇸

WAYS TO TAKE ACTION

We need the Equality Act NOW. Help us make history.

- **Become a community co-sponsor by texting EQUALITY ACT to 472472**
- **Share your story of discrimination at hrc.im/share**
- **Email or call your representatives in Congress hrc.im/EmailCongress**
- **Find events near you www.hrc.org/getinvolved**

EQUALITY ACT BY THE NUMBERS



RIGHT NOW

30 STATES still lack comprehensive non-discrimination protections for LGBTQ people...

THAT MEANS NEARLY

50% of LGBTQ Americans live in states **WITHOUT** protections



280+

CO-SPONSORS — the most congressional support that any piece of pro-LGBTQ legislation has received upon introduction

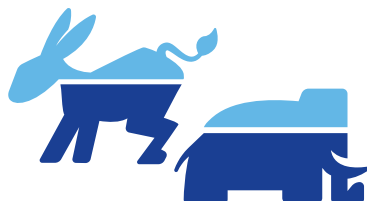
190+

LEADING COMPANIES SUPPORT THE EQUALITY ACT



7 OUT OF 10

Americans support non-discrimination protections — such as those afforded in the federal Equality Act



HISTORIC BIPARTISAN SUPPORT from members of Congress



63% of LGBTQ Americans have **EXPERIENCED DISCRIMINATION** in their everyday lives



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REFLECTING AND LOOKING FORWARD

CHAD GRIFFIN REFLECTS ON HIS 7-YEAR TENURE AS HRC'S PRESIDENT

THIS YEAR, HRC PRESIDENT CHAD GRIFFIN WILL DEPART THE ORGANIZATION, AFTER SEVEN YEARS OF LEADERSHIP.

During Griffin's tenure, HRC has doubled its membership to more than 3 million strong and become known as one of the leading political advocacy and social justice organizations in America. Under his leadership, HRC launched transformational programs like Project One America to expand equality across the Deep South and HRC Global to accelerate the pace of progress across the globe. He has helped build HRC into a political powerhouse that is capable of winning not only hearts and minds, but elections too. After the 2016 elections, Griffin responded with bold leadership by launching HRC Rising, the largest grassroots expansion in HRC's nearly 40-year history. And in 2018, HRC mobilized an unprecedented number of LGBTQ voters and allies who helped flip the House of Representatives and are now working to pass the Equality Act.

Griffin and HRC have done all of this while building bridges across social justice movements and putting the might of this organization to work for every single member of the LGBTQ community.

We spoke with Griffin about his time leading HRC, what's next for the LGBTQ movement and more.

So much has changed since you first started as president at HRC. What's been your proudest moment?

At long last I think the LGBTQ community is finally beginning to fully realize our political power, first in 2016, then in 2018 and soon in 2020. There are more than 10 million LGBTQ voters in this country. Ten million. That's larger than the margin of victory of every presidential election since 1984. When you factor in our allies — the more than 52 million Equality Voters we've identified — we truly have the power to determine the outcome of elections.

I couldn't be prouder of the work HRC has done to build our political power and make the LGBTQ community a powerhouse voting bloc we've long needed to be. Today, we are a voting bloc that is sought out for support by our allies, and feared by our enemies. And that's because LGBTQ people all across this country are making their voices heard at the ballot box and telling politicians that if you come for us, we'll come for you on Election Day.



I'll also say that standing on the steps of the U.S. Supreme Court with the heroic plaintiffs after the Prop. 8 and DOMA rulings, and then just two years later with Jim Obergefell when marriage equality became the law of the land, are moments I will treasure forever.

When you started at HRC, you had President Obama and Vice President Biden in the White House. How have you and HRC had to adapt to fight back against the anti-LGBTQ hostility of Donald Trump and Mike Pence?

We have come a long way. And yes, this is a dark moment in history in terms of who occupies the White House. But I really do believe that a few years down the road, we will look back and see this moment as one of the great awakenings of our democracy where LGBTQ people, women, people of color, and so many others rose up, spoke out, fought back, voted in historic numbers, ran for office and won — in red and blue states alike.

If you look at the battles we won in 2012, it would have been hard to predict

many of the battles we're facing in 2019. But there's one thing that is consistent. LGBTQ people are fighters. We are resilient. We have seen our ability to fight back and our political power continue to grow. More and more politicians are realizing it as those who stand with us win elections, and those who stand against us lose elections.

Now that we've regained a pro-equality majority in the House, what's HRC's top legislative priority?

We are focused on a range of issues that impact our community, but by far our top legislative priority is the Equality Act. No person's fundamental civil rights should be determined by which side of a state line they live on. But right now, half of all LGBTQ Americans live in a state where they are at risk of being fired, denied housing, or refused services simply because they are LGBTQ.

The Equality Act will put an end to the unacceptable patchwork of non-discrimination laws across this country that puts far too many LGBTQ people at

risk. This bill is actually very simple — it would finally ensure that gender identity and sexual orientation are protected under America's longstanding civil rights laws, right alongside race, religion, sex and national origin.

HRC has worked to build support from a majority in Congress, business leaders and a majority of Americans, and we are confident we can make the Equality Act the law of the land within five years.

The 2018 midterm elections were a win for pro-equality candidates nationwide, and it also marked the largest grassroots expansion HRC has ever done through HRC Rising. Why did you decide this election should be such a priority for HRC and what impact do you think that had on campaigns?

From the moment this president took office, HRC has been at the forefront of the resistance against the hateful and harmful policies Donald Trump and his administration have been forcing

continued on p. 16



CHAD GRIFFIN *cont'd from p. 15*

onto the American people. And it was clear that the best way to pull the emergency brake on the White House was by helping elect a sane, pro-equality majority to Congress in 2018. So we got to work identifying candidates and races where we felt we could have a real impact. Everywhere I traveled during the midterm elections, the one thing I heard time and again from the candidates we endorsed was “thank you.” From those running for re-election, to those running for office for the first time, pro-equality candidates across the nation were taking notice of HRC’s grassroots army of 3 million members and supporters showing up day after day to help get out the vote. That would not have been possible without the investment we made as part of HRC Rising, or the enthusiasm our community showed. There are countless elected officials across the nation who hold office today because we organized, mobilized and turned out to vote in unprecedented numbers. HRC played a strategic and pivotal role in this election, and I’m really proud of that.

This election, we saw more people run with pro-equality messaging and win. How can we keep that same energy going into the 2020 election?

What’s important to remember is that it was only 10 years ago when candidates — mostly Republicans, but some Democrats — were using an anti-marriage equality message as the center-

piece of their campaigns for office. Now, just a decade later, the 2018 midterm elections were proof that standing up for equality isn’t just the right thing to do, it’s also a winning issue. And when candidates support us, we’re going to support them. In U.S. House, Senate and state races in red and blue states alike, LGBTQ people turned out in force to elect pro-equality candidates. In 2020, it will be crucial for us to keep that momentum going as we make more gains in the House, Senate and ultimately the White House. This will truly be the most important election of our lives, and we can’t leave anything up to chance. We need to continue to be engaged and ensure we send Donald Trump and Mike Pence packing in 2020. And I’ll say this to any candidate running for office: look to former North Carolina Gov. Pat McCrory as all the evidence you need for what happens when you run a campaign built around anti-LGBTQ policies and rhetoric.

What has Project One America, which expanded HRC’s work across the Deep South, meant to you as a native Arkansan?

As someone who was born and raised in Arkansas, HRC’s work to expand LGBTQ equality in the South is personal, and I couldn’t be prouder of what we’ve been able to accomplish in just the few short years since we started Project One America. I spent so many nights as a kid lying awake at night, staring at the ceiling, praying that God would make me straight so that I wouldn’t have to face

whatever torment awaited me the next day at school or at church. I didn’t know a single LGBTQ person — well now that I think about it, I’m pretty sure I knew quite a few. But I didn’t have any LGBTQ role models, or people I could talk to about what I was going through.

So when we made the decision for HRC to open offices in Arkansas, Alabama and Mississippi in 2014, I knew this needed to be a long-term investment in tangibly improving the lives of LGBTQ Southerners. Since then, we’ve helped pass several non-discrimination ordinances in Mississippi and Alabama. We’ve improved healthcare conditions for LGBTQ Southerners. We’ve run ads on TV and hosted community forums as a way to spark a dialogue about the need to support LGBTQ youth. And we’ve helped elect pro-equality officials up and down the ballot, including a pro-equality senator from Alabama who is now a co-sponsor of the Equality Act. That’s what progress looks like. And I hope that HRC can continue to build on the work that is already underway.

You also established HRC Global to expand the reach of HRC to countries around the world — why was that important to you?

We can never forget that our fight for full equality extends beyond our own borders. In countries around the globe, LGBTQ people face unimaginable persecution, violence and even death. And at a moment when Donald Trump and Mike Pence are turning their backs on human rights abuses abroad, it’s more



important than ever before that we as advocates lean into our global work and reach more people than ever before. Through HRC Global, we've been able to support our colleagues on the ground in dozens of countries to offer trainings, funding and resources, and share ideas to help them be the best advocates and activists they can be. We have a responsibility to ensure that we fight for all members of our community.

How have you worked to make HRC's programmatic work more intersectional, and make progress organizationally in terms of diversity, equity and inclusion?

LGBTQ people are as diverse as the fabric of our nation. LGBTQ people are women. We are Muslim. We are Jewish. We are Black, white, Latinx, Asian and Native American. We are immigrants, and we are people with disabilities. And as the nation's largest LGBTQ civil rights organization, our staff, programs and volunteer leadership must reflect the full breadth of that diversity.

Within HRC, we've made it a top organizational priority to improve diversity at all levels, and we have put concrete policies in place that have led to significant improvements. For example, in 2017, we started using "Slate guidelines" that require diverse candidate pools before making hiring decisions at all levels of the organization. In just the first 18 months, we saw dramatic change: 45 percent of all new hires were people of color. Today, we have people of color at all levels of the

THIS WILL TRULY BE THE MOST IMPORTANT ELECTION OF OUR LIVES, AND WE CAN'T LEAVE ANYTHING UP TO CHANCE. WE NEED TO CONTINUE TO BE ENGAGED AND ENSURE WE SEND DONALD TRUMP AND MIKE PENCE PACKING IN 2020.

organization — including the most senior and management levels — and we have not only the intention, but a concrete plan for continuing to strengthen our racial diversity. The number of women in HRC's senior leadership is also remarkable: today, six of my seven direct reports are women.

HRC has also made it a priority to recognize the intersectionality of our work and identify strategic partnerships across social justice movements. On election night in 2016, the first calls I made were to former Planned Parenthood President Cecile Richards, former NAACP President Cornell Brooks and other civil rights leaders — and we all committed to locking arms and resisting the attacks of this ad-

ministration together. I'm proud of how we've done that in order to stand up for LGBTQ people who are also being attacked because of other aspects of their identity — in addition to their sexual orientation or gender identity.

In addition to strengthening our work across social justice movements, HRC has increased our investments in work that has a direct impact on LGBTQ people of color, from our HBCU program, to expanding equality across the Deep South, to voting rights, to protecting LGBTQ Dreamers, immigrants and asylum-seekers. And we're doing more work than ever before focused on transgender justice — from fighting for the Equality Act, to calling for action to end the epidemic of violence against transgender women of color, to fighting this administration's cruel and unconstitutional ban on trans troops.

I want to be clear that while we've made a lot of progress as an organization and as a broader movement, we have a lot of work left to do — and HRC is committed to doing it, because our mission can only be fulfilled when the most marginalized within our LGBTQ community have achieved equality.

What's next for you?

Leading this organization over the past seven years has been the honor of my life, and I will always be a part of the HRC family. As we gear up for the most important election of our lives, I plan to continue to be engaged and do all I can to help HRC and our movement move equality forward. 🏳️‍🌈



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EQUALITY TRENDING IN STATE LEGISLATURES

Anti-LGBTQ bills are still making the rounds in many state legislatures across the country, but with the election of new pro-equality state officials in 2018, some states are already seeing meaningful progress toward equality and enacting important protections for their LGBTQ residents.

In 2019, HRC is currently tracking more than 557 pieces of legislation, supporting more than 280 and opposing about 70. Already, pro-equality lawmakers elected in 2018 are keeping their promise to look out for their LGBTQ friends and neighbors. Since the legislative sessions started, multiple states have signed executive orders protecting LGBTQ people, including three in Michigan, Wisconsin and Ohio, which, along with Arizona, Nevada and Pennsylvania, are priority states for HRC Rising — the largest grassroots expansion in HRC's history.

Michigan Gov. Gretchen Whitmer, Wisconsin Gov. Tony Evers and Ohio Gov. Mike DeWine all signed executive orders prohibiting LGBTQ employment discrimination in their states. Other states continue to make major progress toward equality. HRC celebrated the historic passage of the Gender Expression Non-Discrimination Act in New York as well as legislation protecting LGBTQ youth in the state from the dangerous and debunked practice of so-called "conversion therapy." GENDA solidifies existing law by explicitly adding gender identity and expression to the New York Human Rights Law.

HRC National Press Secretary Sarah McBride noted that the advancement of both GENDA and protections for LGBTQ youth against conversion therapy "sends a powerful message to



HRC National Press Secretary Sarah McBride at New York press conference on GENDA.

LGBTQ young people across New York that they are seen, loved and will soon be protected."

Laws protecting LGBTQ youth are gaining traction nationwide. Already this year, the Massachusetts and Colorado legislatures have passed bipartisan legislation protecting LGBTQ youth from conversion therapy. These two states could join Connecticut, California, Nevada, New Jersey, the District of Columbia, Oregon, Illinois, Vermont, New York, New Mexico, Rhode Island, Washington, Maryland, Hawaii, New Hampshire and Delaware as states that all have laws protecting youth from this abusive practice. Additionally, Minnesota is moving similar anti-conversion therapy legislation through its chambers.

Other positive developments in states include New Jersey passing a law that allows schools to teach LGBTQ history in its curriculum; the Virginia legislature passed Jacob's Law, which would protect LGBTQ families by making the state's surrogacy laws gender neutral; the Maryland legislature passed a law that would allow non-binary people and others to choose an X gender marker on their driver's licenses instead of being required to choose between the binary of male or female.

However, we cannot forget the anti-LGBTQ legislation we are fighting against across the country. In Texas and Tennessee, anti-equality bills that are designed to harm LGBTQ people have advanced this year.

HRC is currently monitoring several anti-equality bills in Texas that are

designed to harm LGBTQ Texans and, as a consequence, the businesses that depend on them. The Texas Senate passed SB 17, which would allow a professional license holder to discriminate based on their religious beliefs.

There are also three dangerous bills threatening the enforcement of non-discrimination ordinances in the Lone Star state. HB 1910 could prohibit judges from considering factors related to a child's gender identity, including whether parents are supportive of a child's transition. HRC will continue to work on the ground throughout the state and in Austin with coalition partners to defeat discriminatory measures like these. Our work in Texas is in coordination with our coalition partners at Equality Texas, the Texas Freedom Network, the ACLU of Texas and the Transgender Education Network of Texas.

In Tennessee, a "slate of hate" continues to move through the legislature, with bills introduced targeting transgender Tennesseans, as well as legislation that attempts to create a license to discriminate in child welfare services and more. HRC has been working on the ground with the Tennessee Equality Project to fight against these harmful attacks.

HRC will continue to track state legislation, support pro-equality candidates who would prioritize LGBTQ protections and partner with allies and local advocates in support of vital LGBTQ protections. Keep up with the latest news and videos about state advocacy at hrc.im/StateAdvocacy. 🇺🇸



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HRC FOUNDATION RELEASES GROUNDBREAKING BLACK LGBTQ YOUTH REPORT

To HRC Foundation Youth Ambassador Makayla Humphrey, the simple act of accepting Black LGBTQ youth for who they are is among the most important things an ally can do for LGBTQ people.

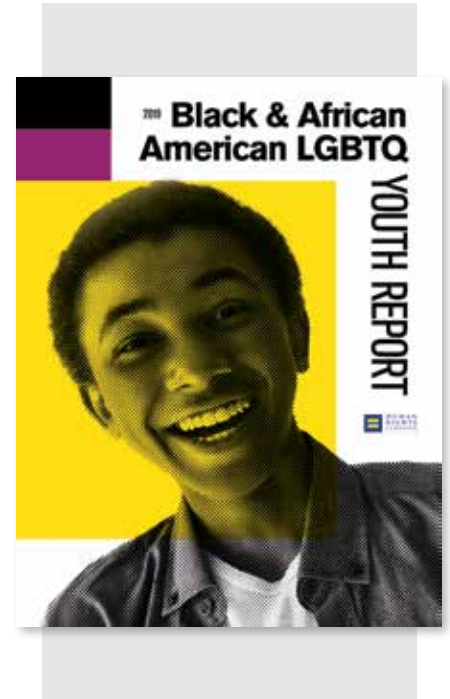
"We need love. We need support. We need to feel welcome," Humphrey told the crowd at HRC Foundation's sixth annual Time to THRIVE conference in Anaheim, California, where hundreds of youth-serving professionals — including teachers, counselors and coaches — gathered to discuss best practices for working with and caring for LGBTQ youth and their families. "If people would understand just to love people... it'll be OK. Everything will be all right, but my advice is to love people."

HRC Foundation and University of Connecticut's new report, "Black & African American LGBTQ Youth Report," released

at Time to THRIVE, details the experiences of Black and African-American LGBTQ youth. It analyzes responses from nearly 1,700 young people, ranging in age from 13 to 17, who participated in HRC's online 2017 LGBTQ Teen Survey.

The report revealed that more than three-fourths of Black and African-American survey respondents have heard their own family members say negative things about LGBTQ people; 80 percent "usually" feel depressed, down, worried, nervous or panicked; nearly half feel critical of their LGBTQ identities; and 90 percent of respondents have experienced racial discrimination. The report helps us understand the ways in which Black and African-American LGBTQ youth navigate both anti-LGBTQ bias and racial bias — an added stressor that takes its toll on their well-being.

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HRC FOUNDATION'S SIXTH ANNUAL TIME TO THRIVE CONFERENCE

was filled with hope, love and advocacy for a better future for LGBTQ youth.

The honorees inspired LGBTQ youth to live their truth. Among those honored at the conference were transgender actor **Josie Totah**; openly gay Olympic figure skater **Adam Rippon**; openly gay TV personality **E.J. Johnson**; LGBTQ advocates

Judy and Dennis Shepard; the 2019 American School Counselor Association School Counselor of the Year **Brian Coleman** and more.

"While the struggle for equality and civil rights continues and there are people around you ready to take you down, there are people waiting to love you and to support you. They're out there. I can attest to that. We are lovable. We are capable of being loved and giving it right back,"

said Totah, who received an Upstander Award.

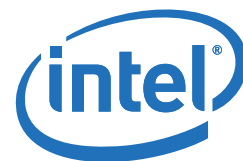
The honorees also emphasized the importance of legislative action in protecting LGBTQ people from discrimination nationwide.

"Pay attention. Let's get this Equality Act done, and move forward as a united nation," said Judy Shepard, who received an Upstander Award with her husband, Dennis. The federal Equality Act would provide consistent and

explicit non-discrimination protections for LGBTQ people across key areas of life, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service.

HRC Foundation's 7th annual Time to THRIVE conference will take place on February 14-16, 2020 in Washington, D.C. To learn more about HRC Foundation's Time to THRIVE conference, visit timetothrive.org.





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BLACK LGBTQ YOUTH *cont'd from p.21*

Nicole Cozier, HRC's senior vice president of diversity, equity and inclusion, talked about relating to many of these feelings during a panel she hosted on at Time to THRIVE.

"I am Black. I am lesbian. I'm an immigrant. I'm a parent. I share these identities with you because it's a gift to be able to stand before you in full affirmation of all of who I am, and it took me a long time to stand in the power of these identities," Cozier said.

Cozier said that she is "in awe of the way our youth are able to stand in their power and their integrity in a way that so many of us as adults are struggling to do."

During the discussion, HRCF Youth Ambassador Ashton Mota noted that the report highlights the need for parents and other family members to show unconditional love to Black and African-American LGBTQ youth.

"Something that really stuck out to me... was how only 19% of Black and African-American youth felt completely comfortable in their households," Mota said. "When I came out, my mom loved me for who I was. My gender identity was never gonna change that."

Black LGBTQ HRCF youth ambassadors also emphasized the importance of having this representation in data.

"Thanks to all [attendees] here. All of your love and support makes me want to be the person I want to be when I grow up, another compassionate person to help other youth who might need my help," said Justin Jones, an HRC youth ambassador.

The data from the report and the experiences HRCF youth ambassadors shared at Time to THRIVE are reminders that we must continue to amplify diverse voices of marginalized communities.

"Every story in this room and every story we are experiencing is going to

be unique, and so how we engage our youth and create space for them should be unique," Cozier said.

To learn more about the "Black & African American LGBTQ Youth Report," visit hrc.im/BlackAAYouth.

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TRANSGENDER INCLUSION IN THE WORKPLACE

HOW THE HRC FOUNDATION'S 2019 CORPORATE EQUALITY INDEX RAISED THE BAR FOR EMPLOYERS

An inclusive workplace is essential to the well-being of LGBTQ people worldwide. That's why the HRC Foundation has been committed to rating America's leading companies and law firms on their policies, benefits and practices for LGBTQ workers and their families for the past 17 years through the Corporate Equality Index.

The 2019 CEI revealed that 572 businesses earned the CEI's top score of 100, meeting new and higher benchmarks in the most comprehensive assessment of workplace LGBTQ inclusion in the history of the report.

"The top-scoring companies on this year's CEI are not only establishing policies that affirm and include employees here in the United States, they are applying these policies to their global operations and impacting millions of people beyond our shores," said HRC President Chad Griffin. "Many of these companies have also become vocal advocates for equality in the public square."

The CEI rates participating employers on over 40 LGBTQ-related policies, benefits and practices. To earn a top score on this year's CEI, the HRC Foundation added new requirements including having domestic partner benefits for same- and different-sex partners, and requiring supplier diversity programs to explicitly include LGBTQ-owned suppliers.

Additionally, the CEI this year requires the removal of all blanket exclusions of medically necessary care for transgender workers from all health care policies a company offers — a groundbreaking policy for transgender health for employees. Previously, the CEI required at least one inclusive plan. More than 73 percent of companies participating in the 2019 CEI met this criteria.

Overall, 83 percent of companies participating in the 2019 CEI offer at least one health

572

BUSINESSES
earned the CEI's
top score of 100.



73%

of this year's rated
businesses provide
**AFFIRMATIVE
TRANSGENDER-
INCLUSIVE
HEALTH CARE
BENEFITS** and
have removed all
broad exclusions
to coverage across
plan offerings.



62%

of the Fortune 500
and **OVER 84** of
the CEI universe
of businesses
offer transgender-
inclusive health care
coverage.



care policy that is inclusive of their transgender workers, and more than 500 major employers have adopted supportive inclusion guidelines for workers who are transitioning. The 2019 CEI also found that 16.8 million U.S. employees work at companies with corporate non-discrimination policies protecting them from sexual orientation or gender identity discrimination and 85 percent of Fortune 500 companies include gender identity in non-discrimination policy, up from just three percent in 2002.

BEING TRANS-INCLUSIVE STRENGTHENS THE WORKFORCE.

Nicole Sgarlato, a disabled transgender woman and a recruiting coordinator at Lyft offices in San Francisco, told HRC that working for an inclusive company like Lyft has made a big difference in her life. Lyft scored a 100 in this year's CEI and is among the over 180 businesses supporting the Equality Act, which would provide explicit federal non-discrimination protections for LGBTQ people nationwide.

"Prior to my joining Lyft a year ago, not many people in my life recognized my gender identity... It was the first time in my life people acknowledged my identity as a woman and accepted me for who I am," she said. "This experience has made me see just how important it is for companies to foster safe and supportive environments for LGBTQ+ employees. We as a community deal with daily stress and anxiety for simply existing as ourselves, but to be able to step into work and not have to worry about defending our existence is something all individuals should have the right to."

HRC Foundation will continue to work with employers to ensure that LGBTQ inclusion is a workplace standard nationwide. Learn more and read the full 2019 CEI at hrc.org/CEI.

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STONEWALL AT 50

HOW STONEWALL AND PREVIOUS UPRISINGS IN LGBTQ HISTORY CONTINUE TO INSPIRE THE LGBTQ MOVEMENT

By Rokia Hassanein

Kay Tobin Lahusen made her mark on history by photographing LGBTQ activism during the Stonewall era.

"We were fighting for our rights well before Stonewall," Lahusen, the first openly gay American woman photojournalist, told *Equality*. "[Stonewall] was a spark that did kick a movement forward... it was a flashpoint in the movement. But they were inspired by some older activists, and I'm glad to say I was among them."

June marks LGBTQ Pride Month, and this year, HRC is recognizing momentous anniversaries in LGBTQ history: the 50th anniversary of the uprising at Stonewall in 1969 and the first Pride parade in 1970.

LGBTQ equality has come a long way since Stonewall, but there's still work to do in order to achieve full equality and equity. As we continue to

resist the Trump-Pence administration's anti-LGBTQ policies, the past shows us about the power and resiliency of our movement.

On June 28, 1969, the uprising at The Stonewall Inn, a bar in New York City, was a pivotal marker in the beginning of the LGBTQ rights movement in the U.S. After experiencing police brutality simply for congregating, LGBTQ patrons decided to take a stand and fight back against the brutal intimidation they regularly faced.

By refusing to resign themselves to the shadows of that bar or of American society, these early pioneers helped launch a movement to eradicate discrimination against all LGBTQ Americans. The events of those nights helped inspire a social awakening for many in the LGBTQ community and had a profound effect on the nation's perception of LGBTQ people. The following year on June 28, the

first LGBTQ Pride marches took place in New York, Chicago and Los Angeles to commemorate the anniversary of this resistance against injustice.

Stonewall was the most visible incidence of police brutality against the community, but it was part of a pattern of law enforcement targeting LGBTQ people without cause. Three years earlier and 3,000 miles away, police in San Francisco were arresting drag queens, transgender women and other LGBTQ people at Gene Compton's Cafeteria. One drag queen resisted arrest and threw coffee in an officer's face, sparking the Compton's Cafeteria Riot, which many historians peg as a transgender uprising.

"We just got tired of it," Amanda St. Jaymes, a regular at Compton's Cafeteria and a participant of the uprising, recalled in the 2005 documentary "Screaming Queens: The Riot at





(left) Kay Tobin photographed the lead banner and participants at the Philadelphia gay pride parade in 1972.

(opposite) The Stonewall Inn (53 Christopher Street) after riots over the weekend of June 27, 1969.

AT STONEWALL, COMPTON'S CAFETERIA, AND IN COUNTLESS PLACES BEFORE AND SINCE, TRANSGENDER WOMEN HAVE LED THE FIGHT FOR EQUALITY FOR ALL LGBTQ PEOPLE, EVEN THOUGH THEY WERE OFTEN MARGINALIZED WITHIN THE COMMUNITY ITSELF.

Compton's Cafeteria." "We got tired of being harassed. We got tired of being made to go into the men's room when we were dressed like women. We wanted our rights."

This trend continued a year after that, when undercover police raided the

Black Cat Tavern, a Los Angeles bar, on New Year's Eve after same-sex couples kissed to celebrate the New Year. Police beat patrons and arrested 14 people. On Feb. 11, 1967, people picketed this injustice outside the bar.

"Once again, we're being picked on," Alexei Romanoff, one of the last surviving participants of the Black Cat riots and protests, told NPR in a 2017 interview. "[Protesters] were terrified. People would go by, roll their windows down in the cars and say, 'You should be ashamed of yourself.'"

At Stonewall, Compton's Cafeteria, and in countless places before and since, transgender women have led the fight for equality for all LGBTQ people, even though they were often marginalized within the community itself. This included Marsha P. Johnson, Miss Major Griffin-Gracy and Sylvia Rivera, transgender women of color who were

among the many transgender, gender non-conforming individuals and drag queens resisting police brutality during the Stonewall riots. These women are known as the "mothers of the transgender movement."

The brutality is among the many reasons why LGBTQ people who were involved in pickets and protests all across the U.S. during the Stonewall era were hesitant about having their photograph taken. As Lahusen recounts, it wasn't easy to capture that history through the lens of a camera. People were afraid their parents would see them on the front page of a newspaper or that their employer might see them and fire them.

"A lot of people did not want to be photographed even in the Stonewall era itself very often. I needed to ask, or they would say 'I only want to be photographed

continued on p.33



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Activists Jacob Tobia and Bex Taylor-Klaus read "Jazz and Friends" to children.

BREAKING BINARIES

ACTIVIST JACOB TOBIA AND ACTOR BEX TAYLOR-KLAUS ON BEING VISIBLE AND CHALLENGING PERCEPTIONS



By Rokia Hassanein

Self-described “resident messy lady” and non-binary activist Jacob Tobia understands the significance of non-binary visibility and pride. Now more than ever, activists are raising awareness about gender expansiveness.

“I think that having days where you get to talk about your community and honor the experiences of everybody that’s part of the community is wonderful,” Tobia told *Equality*.

Non-Binary people do not identify exclusively as a man or a woman. They may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.

Tobia, the author of “Sissy: A Coming of Gender Story,” hasn’t had a traditional “coming out” story.

“By the time I used the term non-binary, gender non-conforming or genderqueer to describe myself, it was like an afterthought,” they said. “I was expressing my gender in a way that was gender non-conforming, I was learning



I THINK THAT HAVING DAYS WHERE YOU GET TO TALK ABOUT YOUR COMMUNITY AND HONOR THE EXPERIENCES OF EVERYBODY THAT’S PART OF THE COMMUNITY IS WONDERFUL.”

about my gender and started wearing lipstick and putting on makeup... then figuring out what the label meant for it way after that.”

Among the things Tobia, a former HRC intern, does is challenge the perceptions around what it means to be non-binary.

“When I think about specifically non-binary folks, the dominant idea of what a non-binary person is someone who

is white, skinny, assigned female at birth and transmasculine and hairless,” Tobia said. “That’s the idea of what a non-binary person is, and that is not all of us and we have to transform that ideal we have to get visibility for non-binary folks aside, for assigned female folks who are non-binary... we have to have visibility for hairy transfeminine non-binary ladies like me, we need visibility for non-binary older folks as well as younger folks.”

International Non-Binary People’s Day is observed each year on July 14, and while it’s an important day for visibility, we have a long way to go to increase awareness and understanding about non-binary people.

“We have so much work to do in terms of expanding the range of people that are able to be visible. It is important to celebrate wins like having Asia Kate Dillon on billboards, but it’s also important to name that we are not even remotely close to done just because Asia Kate Dillon is on a billboard right across from my street right now, which I love,” Tobia said “We need multiples and

continued on p.33

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STONEWALL *cont'd from p.29*

in profile or in shadow or in silhouette... After the marches and pickets began, then people became willing to pose full face for me. But before then, it was almost impossible," Lahusen said. "I joined the movement in 1961... It evolved slowly... We were also picketing for the right to hold security clearances, to have fair employment so that our landlords could not throw us out of our apartments and houses."

While LGBTQ rights have come a long way since this, parallel struggles exist today. In 30 states, LGBTQ people are still at risk of being fired, evicted and denied services because of who they are. That's why HRC is calling on Congress to pass the Equality Act, which would provide protections for LGBTQ people in employment, housing and more.

Lahusen, who took photographs of the first LGBTQ Pride parade in New York City and subsequent parades, spoke about how the Stonewall riots inspired LGBTQ visibility.

"I always thought it was terribly important to take pictures of gay people, because frankly, everything was so buttoned-down," she said. "It was terribly important to share gay people as I knew them. Many people, even gay people, didn't know what other gay people looked like."

This visibility remains important today. Pride events are held annually — during Pride month in June, but also throughout the year — in cities large and small. During Pride events, we usually see Gilbert Baker's iconic rainbow flag as a beacon for the community. And increasingly, we are seeing the 8-color "More Color, More Pride" flag, which first debuted in Philadelphia in 2017. This flag adds brown and black stripes to the 6-strip rainbow flag as a reminder of the importance of being intentional in building a truly racially diverse and inclusive LGBTQ community.

To many, the inclusion of the brown and black stripes is foremost a symbol of how much work we have left to do to ensure people of color are fully included

and represented in our movement. The fight for full LGBTQ equality has grown and evolved exponentially — but at its core, the goals of the movement are largely the same today as they were when Lahusen joined the fight decades ago, after meeting her future wife, prominent LGBTQ activist Barbara Giddings, at a picnic in Rhode Island.

"I'm so glad that I did [join] because there was nothing more rewarding than working in a movement that was larger than your cause and working to change hearts and minds in a very important arena," she said. "I did it for my own gratification to try to put meaning in my life and lots of fun too. So I managed both and to find someone to love named Barbara Giddings and have a lovely life with her."

As we honor the legacy of the Stonewall riots and the other riots that led to it, we celebrate the progress made by the LGBTQ community, but are also opportunities to acknowledge the distance we still have to go to achieve full equality. Join HRC and others and find a Pride event near you at hrc.org/pride. 🇺🇸

BREAKING BINARIES *cont'd from p.31*

plurality of non-binary representation and trans representation before we can even remotely consider ourselves to be at parity with our cisgender peers."

Non-binary actor and activist Bex Taylor-Klaus agrees that non-binary representation has a long way to go, but added that the evolution of transgender and non-binary visibility has been surreal.

"It's inspiring and beautiful to watch the evolution," Taylor-Klaus told *Equality*. "Dreams I didn't know I had come true every day."

To non-binary people struggling with their identities, Tobia hopes they're patient with themselves, because the journey isn't the same for everyone.

"It's OK to be patient with yourself as you figure stuff out," they said. "I

think there is this pressure that you have to have everything figured out like from day one... And I think there is something so beautiful about naming your identity to the world even as you're figuring it out. You shouldn't have to have everything perfectly rehearsed and understand every facet of yourself in order to start saying what feels true today."

Being patient with yourself is a significant part of a coming out journey, and Taylor-Klaus said the most rewarding experience with dealing with this journey is the hope youth bring by living their truths.

"The tiny baby queers coming out and telling me how helpful it's been for them to see someone like them in the media [is rewarding]," they said. "A

young boy gave me a butterfly keychain he had made and told me he had just come out as trans and seeing me gave him courage to finally do it. I still have the butterfly. It reminds me that what I do matters."

This International Non-Binary People's Day and every day, HRC will continue to support, empower and uplift the voices of non-binary people and ensure that LGBTQ advocacy is inclusive of them.

"The gender identity is a very long journey and a super long road for everybody. Everyone experiences gender that changes over their lifetime, and I think it is really important to be super patient and kind with yourself and to give yourself all the space you need to properly metamorphose the beautiful non-binary butterfly you're becoming," Tobia said. 🇺🇸

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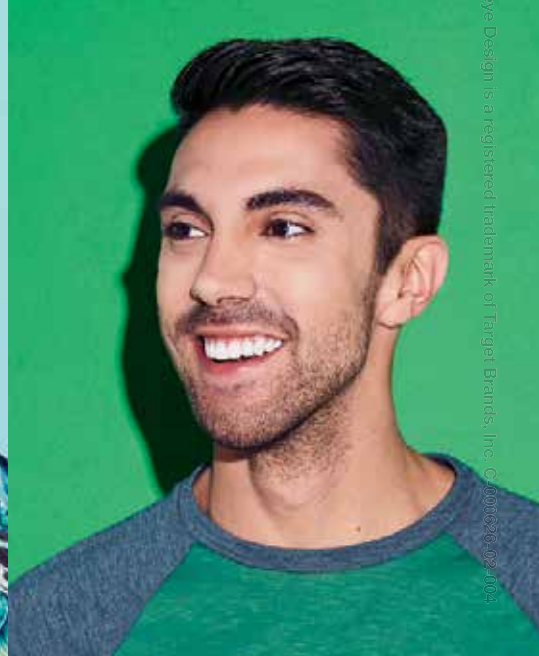
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HRC'S GALA EVENTS

ATLANTA DINNER

MAY 4, 2019
▪ Hyatt Regency Atlanta
▪ Rebekah McCorvey & Percy Brown
▪ hrcatlanta.org

LAS VEGAS DINNER

MAY 11, 2019
▪ Caesars Palace Las Vegas
▪ Latoya Holman & Sean VanGorder
▪ hrc.org/lasvegasgala

WESTERN NY DINNER

MAY 18, 2019
▪ Rochester Convention Center
▪ Carol Ebersole-Weiss, Frank Novak & Dr. Chunkit Fung
▪ hrc.org/wnydinner

COLUMBUS DINNER

JUNE 1, 2019
▪ Ohio Union at The Ohio State University
▪ hrcolumbusdinner.com

LOUISIANA DINNER

JUNE 22, 2019
▪ Betty Sun, John Cannon, Christian Rogers & Lester Perryman
▪ Hyatt Regency New Orleans
▪ hrc.org/louisianadinner

PORTLAND DINNER

JULY 13, 2019
▪ Estate Gardens at Lewis & Clark College
▪ hrc.org/portlanddinner

UTAH DINNER

JULY 20, 2019
▪ Grand America Hotel
▪ Brit Moline, Lucas Horns & Nick Kiahtipes
▪ hrcutah.org

ORANGE COUNTY GARDEN PARTY

AUGUST 3, 2019
▪ Venue: TBD
▪ hrc.org/ocgardenparty

SAN DIEGO DINNER

AUGUST 10, 2019
▪ Hotel del Coronado
▪ hrc.org/sandiegodinner

CLEVELAND DINNER

AUGUST 17, 2019
▪ Hilton Downtown
▪ Nathan Matuszewski & Gayle Marks
▪ hrc.org/clevelanddinner

ST. LOUIS DINNER

SEPTEMBER 14, 2019
▪ Marriott St. Louis Grand
▪ Amy Bornstein & Aaron Finnegan
▪ hrc.org/stlouisdinner

NATIONAL DINNER

SEPTEMBER 28, 2019
▪ Walter E. Washington Convention Center
▪ Sherie Hughes & Hudson Young
▪ hrcnationaldinner.org

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Courageous people have always been at the heart of the LGBTQ movement – from the riots and protests which sparked our revolution in the 1960s – to you, the HRC members, who continue to break down barriers today.

This summer, our **People. Power. Pride.** campaign will remember pivotal historic moments, in which LGBTQ people – in all our diversity – began to see ourselves differently: as powerful members of society who were willing to fight back.

At HRC, members are the heart of our organization – and while our work is for you, it is YOU who give us strength.

The threats we take on, the wins that we celebrate, and the powerful voice we have are only possible because YOU are visible ... because YOU are active ... and because YOU are fighting for change.

We hope to see you at one of our Pride events this year – come out and celebrate our collective beauty, diversity and strength! **And please remain active in your membership.** We need you with us to show the world that the LGBTQ community and the allies who love us are loud and proud – and not going away!

PEOPLE. POWER.



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