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EQUALITY IN THE WORKPLACE
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Corporate Equality Index
Raises the Bar

HUMAN RIGHTS CAMPAIGN

EQUALITY

WINTER 2020

VIRGINIA EQUALITY VOTERS
**GHAZALA
HASHMI**
FOR STATE SENATE



**BUILDING
OUR
POLITICAL
POWER**

After Decisive
Victories in Virginia,
HRC Takes Aim at
2020 Elections

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**DEAR FRIENDS,**

As 2020 begins, we are writing the next chapter in the history of the Human Rights Campaign. We are building on new initiatives that will empower and support our community's most marginalized members, protect our rights, deepen our commitment to ensuring racial justice in all that we do and expand our footprint. From our Transgender Justice Initiative to expanding our legal footprint through impact litigation and broadening the scope of HRC Global — we are fighting on all fronts for full equality.

In the year ahead, we will face enormous challenges. After three years of relentless attacks on our community's progress by Donald Trump and Mike Pence, we finally have the chance to take back the White House. We know this fight will not be easy, but we have so many reasons to be hopeful. Recent elections have showcased the power of Equality Voters to elect leaders who will stand up for our community.

Thanks to you — our tireless grassroots army of supporters, members and volunteers — we are ready to harness that power to retain a pro-equality majority in the U.S. House and to elect a pro-equality U.S. Senate and a pro-equality president who will move progress forward for all Americans. And with our partnership with Stacey Abrams and her organization Fair Fight, we are working to ensure all voters are able to access the ballot box and have their voices and their votes counted.

Despite the challenges we face, we also face some of our greatest opportunities. That is why over the coming months we must do everything in our power to ensure we are victorious in November. We cannot

leave any rock unturned. We cannot waste a single moment. We have to work as hard as we've ever worked before.

And even as we focus on the election, we have to continue to advocate for the policies and programs that make a difference in the lives of countless members of our community. For too many in our community, they cannot wait for the next election because they need change now.

For us to be successful in any of this work, we need you. By working together to execute our shared goals, we can truly change this country and the world.

In 2020 and beyond, let us make a promise to ourselves and to future generations to do all we can to achieve full equality for every member of our community once and for all.

In Unity,

Alphonso David

President

Human Rights Campaign

He/Him/His

Follow me on Twitter: @AlphonsoDavid

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.

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Cover: After HRC's largest investment in a state legislative election in our organization's history, our members, volunteers and supporters mobilized behind pro-equality candidates — and we won.

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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, wearing a white top. The background is filled with a crowd of people, a rainbow flag, and falling confetti in shades of purple, blue, and pink. The overall atmosphere is celebratory and joyful.

*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

EXPANDING HRC'S REACH

Under President Alphonso David's leadership, HRC is expanding its national footprint and engagement by opening offices in New York and Los Angeles.

"This is only the beginning," David said.

Our increased presence in these cities will strengthen our relationships with our partners in the corporate, financial and entertainment sectors. This expansion of HRC is among new initiatives that will empower and support our community's most marginalized members, protect foundational rights and institutions of our democracy and deepen our commitment to ensuring racial justice in all that we do.



"THE L WORD" REBOOTS

To the delight of many LGBTQ viewers, "The L Word" is back, and it's bringing visibility to LGBTQ women right where it left off when the original series ended in 2009.

"The L Word: Generation Q" follows the experiences of close-knit friends in their journeys in life and love. The show stars original cast members

Jennifer Beals, Kate Moennig, Leisha Hailey and many more new stars.

In honor of its reboot, HRC and SHOWTIME partnered up for an exclusive premiere watch party in various communities nationwide. HRC President Alphonso David walked the red carpet at the show's Los Angeles premiere.

ANTI-TRANS VIOLENCE REPORT

HRC Foundation's recent report, "A National Epidemic: Fatal Anti-Transgender Violence in America in 2019," sheds light on several factors related to anti-transgender violence. HRC Foundation has been tracking anti-transgender violence since 2013.

In this report, we present statistics and analysis on demographics, legislation, safety, reporting and enforcement, revealing disturbing but important trends about violence against transgender and gender non-conforming people in the United States. Finally, based on these statistics, we provide action items that can help end the violence. Learn more at hrc.im/TransViolenceReport2019.

91%
Of the at least 22 transgender and gender non-conforming people killed in the United States since the beginning of 2019 were Black women.

81%
Were under the age of 30.

68%
Lived in the South.





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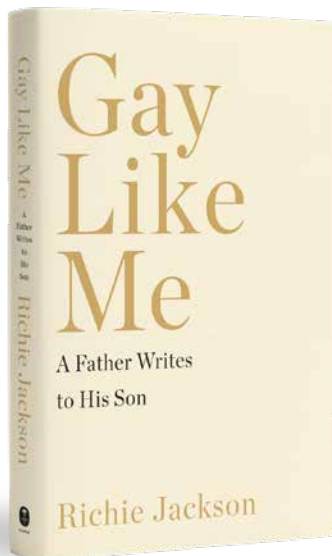
BROADWAY TO BOOKS

“THE ADVICE I WOULD GIVE PARENTS OF LGBTQ CHILDREN IS TO PARENT THE CHILD YOU HAVE, NOT THE CHILD YOU THOUGHT YOU WOULD HAVE, OR YOU THOUGHT YOU WANTED.”

Award-winning Broadway, TV and film producer **Richie Jackson** speaks with HRC Foundation Board Co-Chair Jodie Patterson about parenting, visibility and anti-equality bigotry in a Q&A about his new book, “Gay Like Me.”

The book is a celebration of LGBTQ identity and parenting and is a “love letter” to his gay son. Jackson looks back at his own journey as a gay man coming of age during decades of political and cultural turmoil.

To read the full Q&A, visit hrc.im/RichieJackson.



EMPOWERING LGBTQ HBCU STUDENTS

“HRC FOUNDATION’S HBCU PROGRAM HAS BEEN WORKING WITH CAMPUS LEADERS TO UPLIFT LGBTQ PEOPLE ON CAMPUSES BY CREATING AND PARTNERING IN DEVELOPING INCLUSIVE PROGRAMMING,”

said Leslie Hall, director of HRC’s HBCU Program.

HRC Foundation recently hosted its national HBCU Summit, which is the only leadership development and advocacy training program that empowers LGBTQ HBCU students to act as change agents on their campuses and in their communities.

Students heard from expert facilitators on a variety of topics including action planning, health equity and disparities for LGBTQ Black and African American youth. Learn more at hrc.org/HBCU.



HIV TRAVEL BAN REPEAL — 10 YEARS LATER

This year marks 10 years since President Barack Obama repealed the HIV travel ban, which was re-authorized and signed into law by then-President George W. Bush in 2008.

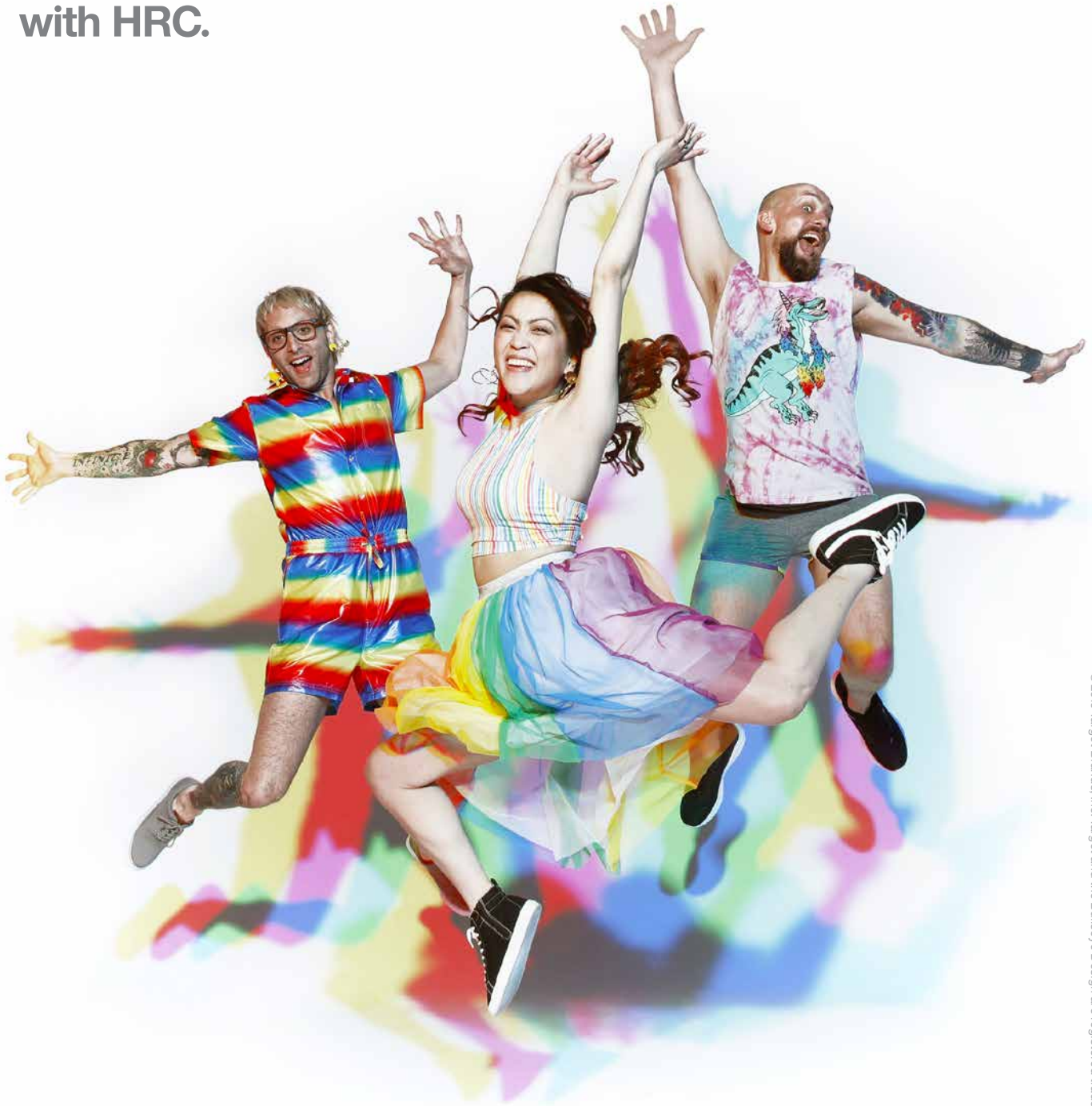
The travel and immigration ban, which lasted 22 years, prohibited HIV-positive foreign nationals from entering the U.S. unless they obtained a special waiver. HRC was a lead organization lobbying on Capitol Hill for the repeal of the ban. HRC worked closely with lawmakers and lobbied both the Bush and Obama administrations to remove the ban, mobilizing more than 19,000 members and supporters to submit statements in favor of ending the discriminatory policy when the proposed regulation lifting the ban was open for public comment in 2009.

Still, more work remains to be done. That’s why HRC is ensuring that laws protect people living with HIV & AIDS, and HRC Foundation is educating the public to help remove the stigma around HIV & AIDS. Learn more at hrc.org/HIV.

Photos: Glen Gordon Jr.



Proud to stand
with HRC.



#takepride

VIRGINIA IS FOR LOVERS OF EQUALITY

Virginia Equality Voters elected pro-equality candidates to office in 2019, making history and proving that Virginia is for lovers of equality.

After HRC's largest investment in a state legislative race in our organization's history, our members, volunteers and supporters mobilized behind pro-equality candidates — and we won.

Together, we built political power across the state — electing historic pro-equality majorities in both chambers of the General Assembly. These pro-equality majorities open the door for long-stalled non-discrimination protections for LGBTQ Virginians.

HISTORY MAKERS

Delegate **Danica Roem**, who was the first openly transgender person to be elected and serve in a state legislature anywhere in the nation, was reelected to the Virginia House.

Ghazala Hashmi not only flipped her district (SD10) from anti-LGBTQ to pro-equality, but she also became the first Muslim American woman to serve in the Virginia state Senate.

PRO-EQUALITY FLIPS

Martha Mugler became the first pro-equality candidate elected in her district (HD91).

Clint Jenkins successfully flipped his district (HD76) from anti-LGBTQ to pro-equality through his win.

Pro-equality champion **Shelly Simonds** (HD94) unseated her anti-LGBTQ opponent.

With his win, **Dan Helmer** made his district (HD40) pro-equality.

Nancy Guy flipped HD83 to be pro-equality.

Del. **John Bell** won a Senate seat in SD-13, making it pro-equality.

Joshua Cole (HD28) became the first pro-equality candidate elected in his district.

MOVING PRO-EQUALITY LEGISLATION FORWARD

Our work in Virginia has only just begun. HRC is now working with Virginia's pro-equality legislative majorities to ensure these victories translate to definitive action.

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HRC sends a message of inclusion in the Old Dominion.



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VIRGINIA *cont'd from p. 9*

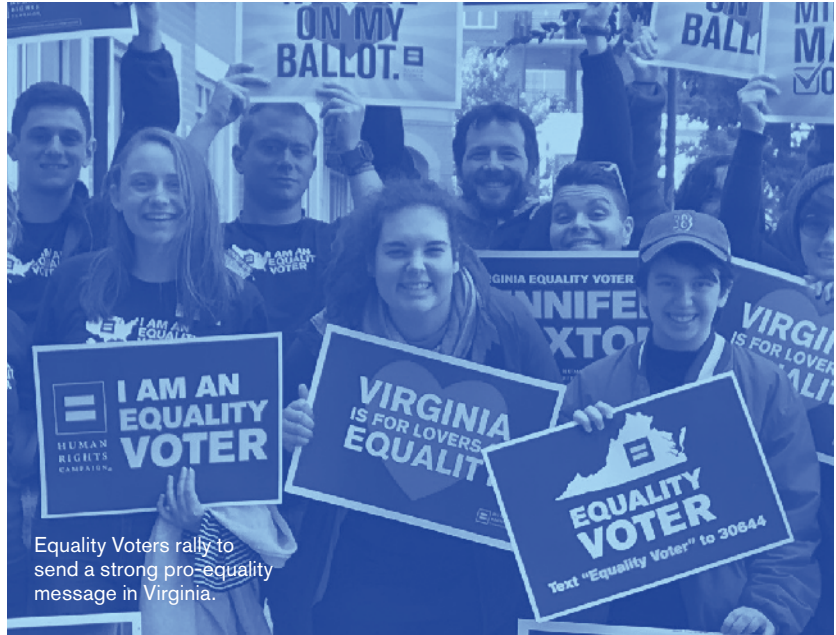
The Virginia Values Coalition, which includes HRC, Equality Virginia, Freedom for All Americans, ACLU of Virginia and the National Center for Transgender Equality, as well as local advocates and business leaders, is working closely with pro-equality legislators to pass comprehensive LGBTQ non-discrimination protections in this year's legislative session, which runs from January 8 to March 8.

"The people of Virginia voted for a new direction ... nearly two-thirds of LGBTQ people across the country report experiencing discrimination in some facet of their lives. We don't just build political power to have it, we build political power to use it," said HRC President Alphonso David in a Dec. 19 coalition press conference.

"WE HAVE AN OPPORTUNITY TO SEND A MESSAGE THAT VIRGINIA WELCOMES ALL PEOPLE TO LIVE, WORK AND RAISE A FAMILY.

I'm committed to passing comprehensive non-discrimination protections in the upcoming General Assembly that will protect LGBTQ Virginians from discrimination and harassment in employment, housing and public spaces," said incoming Virginia House Speaker **Eileen Filler-Corn**.

If you're a Virginian, you can voice your support for comprehensive non-discrimination protections by texting "VA" to 472472.*



Equality Voters rally to send a strong pro-equality message in Virginia.

THE 2020 ELECTIONS

As Virginia prepares to pass historic non-discrimination protections, this pro-equality momentum is one we must build on for state and federal elections in 2020.

This year, Americans will have the opportunity to reelect the pro-equality majority in the U.S. House, elect a pro-equality majority in the U.S. Senate and elect a pro-equality president who would sign into law the Equality Act, which would provide federal comprehensive non-discrimination protections nationwide.

Equality Voters — LGBTQ voters and our allies — will make a significant difference in the 2020 elections both during the primary and caucus season and in the general election.

HRC has identified more than 57 million voters for whom issues of equality are a make-or-break issue. These Equality Voters are a force to be reckoned with and a constituency to court.

2020 provides us the starkest choice in American history: to elect a pro-equality champion as president or to face four more years of a Trump-Pence administration that has

attacked LGBTQ people at every opportunity.

We need your help to turn out the vote and make sure the right choice is made.

GO TO [HRC.ORG/VOTE](https://www.hrc.org/vote) TO:



Check your registration status



Register to vote



Find your Election Day polling place



Become a more informed voter by signing up for our updates. Text EQUAL to 472472*. 📱

* Msg & data rates may apply. Recurring msgs. STOP to quit. HELP for info.



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100 YEARS OF REVOLUTIONARY SUFFRAGE

Today, HRC Is Working With Partner Groups to Ensure Full Equality at the Ballot Box

By Matilda Young

A century ago, the United States ratified the 19th Amendment, which granted women the right to vote. Now, 100 years later, women-identified leaders like Dr. Megan Gall, Sherrilyn Ifill, Kristen Clarke and Stacey Abrams are carrying forward the legacy of early suffrage leaders by fighting to ensure that all of our votes are counted and that all people have access to the ballot box — including LGBTQ people.

When Dr. Gall graduated from her Ph.D. program and was looking to start her career, she knew she wanted to take her skills and put them toward helping all kinds of marginalized people. So she started working in voting rights, assisting the Lawyers' Committee on Civil Rights Under the Law on voting litigation.

For Gall, voting rights work is very much intersectional, particularly in terms of LGBTQ equality. "One of the things that has always struck me about the queer community is that as a group of minorities, we're the only group of minorities where members of our community belong to every other community on earth. Because of that intersectionality, when we are doing voting rights for other large marginalized communities, [LGBTQ people] are swept into what we're doing because we are in all other groups."

Gall began her work in this field right after the Supreme Court's ruling in *Shelby County vs. Holder*, which invalidated a key provision of the Voting Rights Act of 1965 — an enforcement mechanism to prevent states with a

history of voting discrimination from making changes to voting laws and practices without pre-submitting those changes for review by federal officials.

"When we lost that protection, it meant that jurisdictions didn't have to out themselves as making changes to election plans," Gall said.

As a result, "states just started making all kinds of changes," she said.

Many of these changes are, in effect, modern-day voter suppression, with the rights of marginalized communities being targeted.

One example Gall gave is voter ID laws.

"Voter ID can act as a modern-day poll tax. If you are low income, and you don't have the resources to conjure that

continued on p. 15



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



“It wasn’t until the 1964 Voting Rights Act that we as a nation really did the hard work of fixing the things that were left out of the 19th Amendment. And it certainly wasn’t a total fix.”

— DR. MEGAN GALL, VOTING RIGHTS ADVOCATE

WOMEN VOTING *cont'd from p. 13*

ID, you are disenfranchised because of your socio-economic status.”

Voter ID laws can disproportionately impact transgender people, many of whom do not have forms of ID that reflect their true gender identity, either because they are in the process of changing their documents or face financial or legal barriers to doing so.

In addition, many LGBTQ people face compounded discrimination based on other characteristics, including race, age, disability and economic status.

But as Gall explained, voter suppression can take on many different forms and can show up anywhere from registration rejection to the counting of provisional ballots to misinformation on social media.

According to Gall, specific, localized incidents of voter suppression can “can get lost really easily, but if we capture all those voters, there’s big numbers of folks being lost.”

Gall, the data director at All Voting is Local, is working to stop these votes from being lost. All Voting is Local is a collaborative campaign housed at the Leadership Conference Education Fund in conjunction with the ACLU, American Constitution Society, Campaign Legal

Center and the Lawyers' Committee for Civil Rights Under Law.

Gall said, “We came onto the scene so we could fight disenfranchisement before the last resort — litigation. We have a lot of litigation partners and it’s great work, but if it’s gotten to litigation, that means the damage is done.”

Working with local networks of advocates in key states, this coalition engages in a variety of interventions to defend the right to vote before it gets to the courts. Their diverse set of initiatives include voter education and recruiting poll workers that better represent the people voting at these locations.

As Gall explained, All Voting is Local is “uses data to understand what’s happening on the ground so that we can make executive policy choices and strategic decisions.” Her role as data director means wearing many hats, but one of the major components is giving “her team the quantitative evidence they need to do their work.”

For Gall, looking at the history of voting rights, the 19th Amendment was critical for enfranchisement as well as critically incomplete. “It was critical in that it enfranchised 26 million women before the 1920 election. And it was the result of decades and decades of work.”

“But women of color were really left behind by that scenario. The majority of Black women, even after the amendment passed, couldn’t vote because of state issues, particularly in the South. Women of color were particularly susceptible to intimidation, violence and poll taxes in a way that white women were not. Native American women had to fight for citizenship and then for the right to vote.”

“It wasn’t until the 1964 Voting Rights Act that we as a nation really did the hard work of fixing the things that were left out of the 19th Amendment. And it certainly wasn’t a total fix,” Gall said.

Groups like All Voting is Local and Abrams’ Fair Fight 2020 are hard at work to fix these ongoing issues of disenfranchisement and discrimination. Under the leadership of President Alphonso David, HRC is partnering with Fair Fight 2020 to bring together the organizations’ expertise in voter protection and voter mobilization to ensure fair and open elections in 2020 and beyond.

Thanks to advocates like Gall, Abrams, and civil rights leaders across movements, 100 years after the 19th Amendment, our journey towards full equality at the ballot box marches onward. 🇺🇸



Be bold. Together.

Inclusion can give us the courage to try new things, speak openly, and embrace bold thinking. It can bring people together in ways that help organizations stand out. Look again.™ See what inclusion powers at deloitte.com/us/inclusion.

IMPLEMENTING WORKPLACE EQUALITY

To HRC President Alphonso David, launching the 2020 HRC Foundation Corporate Equality Index in Davos, Switzerland, was monumental in our efforts to continue advancing LGBTQ workplace equality in this new decade.

“Whether it’s supporting LGBTQ civil rights protections in the U.S. through HRC’s Business Coalition for the Equality Act, running an ad featuring transgender and non-binary people in Argentina or advocating for marriage equality in Taiwan — businesses understand their LGBTQ employees and customers deserve to be seen, valued and respected not only at work, but in every aspect,” David said.

The decision to launch the 2020 CEI at the World Economic Forum emphasizes our incredible global reach. This year’s HRC Foundation’s 2020 CEI has a record-setting 686 businesses earning a top score of 100 and the distinction of being one of the “Best Places to Work for LGBTQ Equality.”

The Davos launch featured two spotlight conversations and a panel discussion with David, leaders from multinational corporations, and other civil rights leaders including the United Nations Human Rights office, which shared insights and examples of how leading private sector companies are leveraging their individual and collective advocacy to accelerate LGBTQ equality and inclusion in the workplace and in the broader communities in which they operate.

The progress measured by the 2020 CEI to LGBTQ workplace inclusion shows how far we’ve come.

214

Fortune 500 companies, almost all with multinational operations, received a 100 CEI score.

56%

Of the 1059 companies rated in the CEI report having operations outside of the U.S.

99%

Of CEI-rated companies that have global operations extend their non-discrimination policies across their entire global operations.

29%

Of companies that offer transgender-inclusive benefits report extending those benefits across their global operations.

40%

of companies with LGBTQ employee resource groups report having ERGs across their global operations.

24 million

workers worldwide benefit from HRC Foundation’s efforts to advance LGBTQ workplace inclusion and equality in workplaces across the U.S., Mexico and Chile through our work with corporations.

Announcing our 2020 CEI abroad was significant for the Human Rights Campaign Foundation. For the first time, HRC gave special recognition to the 11 companies that earned top marks on all three of HRC’s workplace equality assessments: the CEI, as well as Equidad MX and Equidad CL. HRC’s groundbreaking Equidad program recognizes Latin American companies and U.S. multinational companies for their work in Mexico and Chile.

“As we embark on a new decade of working together to advance for workplace equality, HRC Foundation is proud to collaborate with private, public and social-sector leaders at a national and global level,” said Beck Bailey, HRC Foundation director of the workplace equality program. “We are excited to continue working with corporate leaders who recognize that equality knows no borders.”

HRC Foundation will continue to work with employers to ensure that LGBTQ inclusion is a workplace standard nationwide. Learn more and read the full 2020 CEI at hrc.org/CEI. 🇺🇸



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At its core, HRC Foundation's Long-Term Care Equality Index is about compassion.

LONG-TERM EQUALITY FOR LGBTQ ELDERERS

Bruce Lederman didn't think he would live to see a program like HRC and SAGE's Long-Term Care Equality Index, which seeks to ensure that LGBTQ older adults are treated with dignity and provided inclusive, competent care when seeking services in their golden years.

"[The LEI] is extraordinary," said Lederman, an LEI Advisory Council member. "Here we are, changing the world."

With research showing that upward of 5% of long-term care residents are members of the lesbian, gay, bisexual and transgender community, HRC Foundation and SAGE, the world's largest and oldest organization dedicated to improving the lives of LGBTQ older adults, joined in this historic partnership to fundamentally improve the experienc-

es of LGBTQ older adults as they seek long-term care and services.

The LEI, the first-ever nationwide assessment of how long-term care facilities are treating their LGBTQ residents, encourages and helps long-term care communities adopt policies and best practices that provide culturally competent and responsive care to LGBTQ elders.

"We hear stories all over the country from older adults who've experienced adverse treatment, and it's important for us to really turn those stories into positive experiences for them," said Yasemin Washington, vice president of member relations at LeadingAge,

a non-profit membership organization representing more than 5,000 aging-focused non-profit organizations, and an LEI Advisory Council member.

5%
of long-term care residents are members of the LGBTQ community

60%
of these residents say they worry about how they will be treated in long-term care settings

Washington raises an important issue for LGBTQ older adults, 60% of whom say they worry about how they will be treated in long-term care settings.

continued on p. 27



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ELEVATING & EMPOWERING THE TRANSGENDER COMMUNITY

HRC Foundation welcomes the inaugural Elevate fellows.

Participating in HRC Foundation's inaugural Elevate fellowship program, which provides professional and leadership development for trans women and non-binary people of color in public health fields, was transformative for Arianna Lint, a leader in the transgender justice movement.

Lint, who helped facilitate the program for 10 fellows, said that resources like Elevate didn't exist when she started her advocacy.

"It's just so amazing to see the power of how agencies can change," said Lint, founder of Arianna's Center, which provides programs and services for the Florida transgender community. "And the vision or perspective of others can change things just by being an example."

Elevate, the latest program from HRC's Transgender Justice Initiative, is designed to help participants develop skills and access tools to advance their work on improving health outcomes within the Black and Latinx transgender communities. In its inaugural year, the program focuses on Arkansas, Alabama,

"WE ARE IN THE MIDST OF A NATIONAL CRISIS. PEOPLE ARE DYING, AND THE RESPONSE MUST BE SWIFT, STRONG AND ROOTED IN SOLUTIONS THE TRANSGENDER COMMUNITY IS RIGHTFULLY DEMANDING."

— HRC PRESIDENT ALPHONSO DAVID

Mississippi and Texas, all part of HRC's Project One America campaign. The effort is mutually beneficial — HRC learns with and from these advocates who champion the rights, health and welfare of our communities every day.

"We are in the midst of a national crisis. People are dying, and the response must be swift, strong and rooted in solutions the transgender community is rightfully demanding," said HRC President Alphonso David, describing the new initiative. "In meetings with activists all over the country, time and again I have heard about systemic failures that are pushing many transgender

people out of a job, on to the streets and into desperate and dangerous situations for survival. Through this new initiative, we aim to help change these realities. Change will not come overnight and it will not come from any single organization or person. But the Human Rights Campaign will be a part of the work to help build the capacity of leaders already on the frontlines of this fight."

In a powerful video series to honor Transgender Day of Remembrance, HRC Foundation's Elevate fellows spoke about the importance of showing up for the transgender community.

continued on p. 29



*We're proud of
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HALLMARK'S REVERSAL

How HRC and Our Grassroots Army Jumped into Action After the Company Pulled an Ad Featuring a Same-Sex Couple

Hallmark's reversal shows the power of the LGBTQ community and our allies.



To Ellen Kahn, seeing an ad for two LGBTQ people being affectionate on their wedding day is beautiful and, thanks to increased visibility, no more or less remarkable than a similar ad with a different-sex couple.

"At my wedding, I married another woman, surrounded and embraced by our newly melded families and friends," said Kahn, HRC senior director of programs and partnerships. "I may have taken for granted the sheer ordinariness of our lovely celebration, an ordinariness I've fought for my entire career."

So when Hallmark responded to pressure from an anti-LGBTQ group by pulling a Zola ad featuring a same-sex couple on their wedding day, HRC and its supporters acted fast. HRC immediately contacted Hallmark's leadership to open a dialogue and investigate what had happened. Upon confirming that the ad had been taken down for its LGBTQ content, HRC took the unusual step of suspending Hallmark's coveted score of 100 on the HRC Foundation's Corporate Equality Index and urged the company to take immediate action to rectify. Meanwhile, HRC members and supporters moved quickly to sign a call to action for the company to reinstate the ad.

HRC Foundation's CEI is the national benchmarking tool on corporate policies and practices pertinent to LGBTQ employees including non-discrimination policies, equitable benefits and efforts to increase LGBTQ competency. In 2020, 686 businesses earned the CEI's top score of 100, including Hallmark.

"By backing down on visibility and representation, Hallmark has failed the LGBTQ community and all of their customers," said HRC President Alphonso David. "The only thing controversial about this ad is Hallmark's actions in response to a handful of extremists, and we cannot accept this shameful erasure of LGBTQ love and community."

In the end, love won. More than 70,000 HRC supporters successfully petitioned Hallmark to reinstate the ad. HRC's team also had conversations with the company's leadership, guiding them to do the right thing by apologizing and reversing their decision.

"In conversations with the company — and by mobilizing our grassroots army — HRC was able to voice our community's outrage and garner more than 70,000 signatures to let Hallmark know that LGBTQ people won't be erased," David said. "Now, we look forward to

working with Hallmark to ensure that the company is one that lives into its values and pursues meaningful LGBTQ representation, both inside the workplace and in the content it creates."

While Hallmark's initial decision was disappointing, their reversal showed the power of the LGBTQ community and allies when we rally together. It's also a reminder that people and companies can learn and grow from their mistakes and decisions.

"With our grassroots army behind us, we went to the table with Hallmark armed with an overwhelming mandate for them to do the right thing," Kahn said. "Justice and equity are a journey, and we all have room to grow. And we all have important work to do." 🇺🇸



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LEI *cont'd* from p. 19

“Can you imagine being out from age 20 to age 60 and now you’re facing going into a long-term care facility, and you don’t know whether the people will treat you kindly ... whether the people will relate to you. You have no idea,” said Imani Woody, an LEI Advisory Council member and president and CEO of Mary’s House for Older Adults Inc. in Washington, D.C.

This is the reality for many LGBTQ older adults in long-term care facilities — and it’s why HRC Foundation and SAGE are working to ensure LGBTQ older adults are treated with the respect and dignity they deserve.

“It’s time to end the tragedy of LGBTQ elders being forced back into the closet because of discrimination

and mistreatment in care settings,” said SAGE CEO Michael Adams. “That’s what the Long-Term Care Equality Index is all about and why SAGE is excited to join forces with HRC on this critically important effort. It will be an essential complement to the cultural competency training that SAGE provides across the country.”

HRC Foundation and SAGE are getting the message out about the importance of the LEI through various mediums, including a video featuring older LGBTQ people Paulette Thomas-Martin and Pat Martin; Alston Green; Elva Ruiz-Morales; Rachael Therien; and Robert Downing.

Their message is simple: If long-term care providers don’t think they have LGBTQ people in their long-term care communities, they are wrong.

Many LGBTQ older adults stay silent or are in the closet because, after living for decades under legal discrimination, they continue to fear discrimination that persists today.

The urgency of the need to create long-term care settings that are welcoming to LGBTQ people is clear: There are more than 2.5 million LGBTQ older adults living in America today, and it’s estimated that by 2030 nearly 4.7 million LGBTQ older adults will be seeking care and services.

The LEI seeks to create communities committed to not just ending discrimination for our LGBTQ elders, but also willing to advance full inclusion for all residents, visitors and employees. Learn more about the LEI at www.TheLEI.org. 🏳️‍🌈

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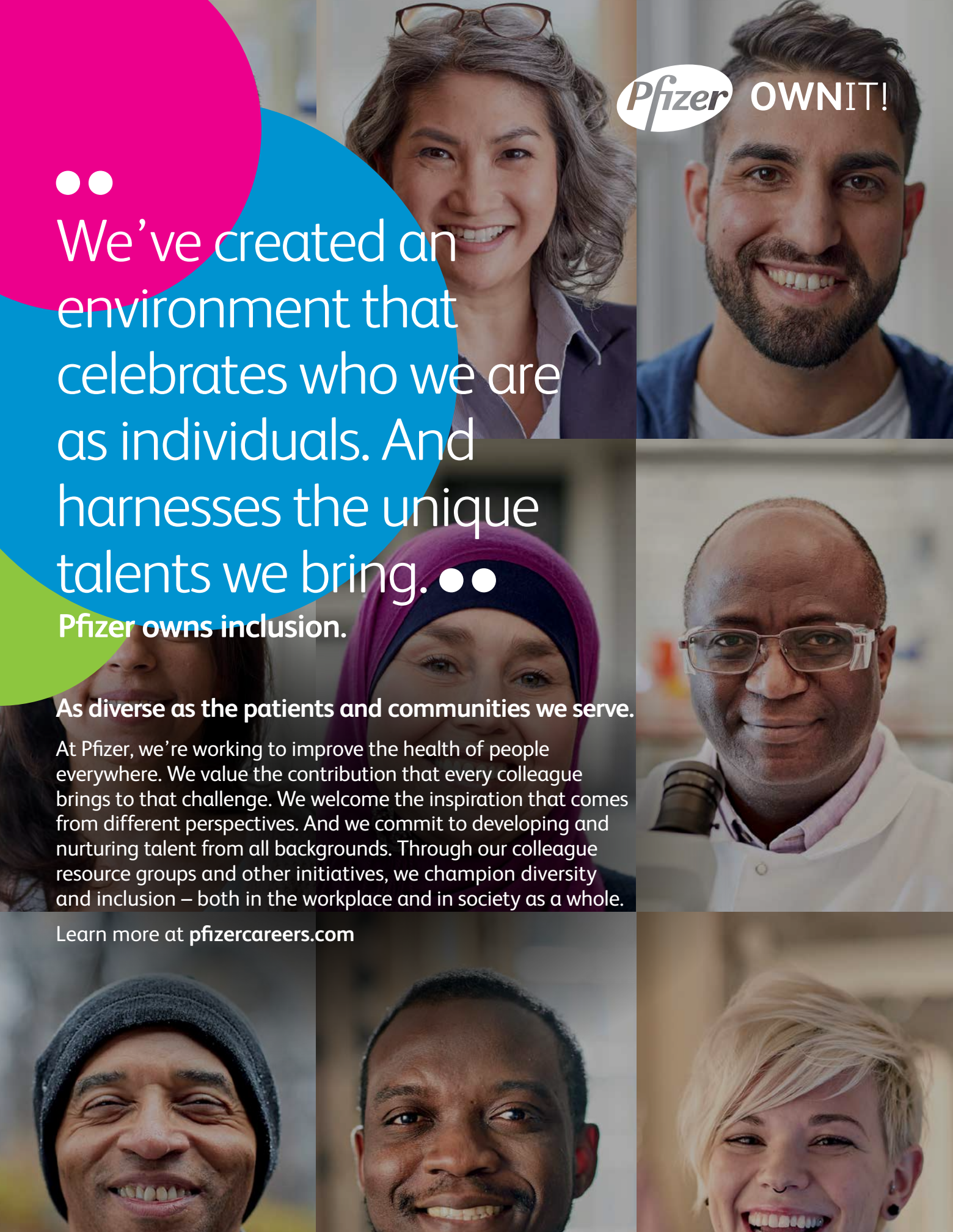
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ELEVATE *cont'd from p. 21*

"We just need to take the time to re-evaluate and construct a new system to better our lives," Laneyana Henderson said. "It's time to act and fight for the lives of our trans siblings ... We're always considered last when it comes to LGBT."

That's why HRC Foundation, through programs including the Elevate fellowship and a new partnership with Trans Can Work, is committed to addressing and dismantling barriers keeping transgender people from accessing full rights, and facing higher rates of discrimination, poverty and violence. Since 2013, more than 150 trans people have been killed — almost all were Black transgender women.

Tori Cooper, HRC Foundation's

new director of community engagement, knows that as a Black transgender woman, her very existence puts her at risk for violence.

"If it can happen to me, it can happen to anyone," said Cooper, who spoke movingly in the video series about her own experiences with violence. "What's important is the larger picture. So many of us, simply by being who we are, we are victimized and our lives are put at risk."

We must end this epidemic of violence against our transgender siblings and ensure they have the resources to ignite change within the community.

As Elevate fellow Bee Kelley said, "We are human. We deserve the same respect you show any other person. Our lives are not lesser than theirs simply because we are transgender."

Kelley and the other Elevate fellows are building skills rooted in professional and leadership development through intensive in-person training and interactive webinars that help develop skills and competency to improve health outcomes within the Black and Latinx transgender community.

For more information on the Elevate fellowship please visit: hrc.im/elevatefellowship. 🏳️‍🌈

"WE ARE HUMAN. WE DESERVE THE SAME RESPECT YOU SHOW ANY OTHER PERSON.

— HRC Foundation Elevate Fellow **Bee Kelley**



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Learn more at chevron.com/about/diversity



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HRC'S GALA EVENTS

AUSTIN DINNER

FEBRUARY 8, 2020

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

NORTH CAROLINA DINNER

FEBRUARY 22, 2020

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

PHILADELPHIA DINNER

FEBRUARY 29, 2020

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

SAN ANTONIO DINNER

FEBRUARY 29, 2020

- Chris Griffin & Julian Tovar
- JW Marriott San Antonio Hill Country
- hrc.org/sanantoniodinner

ARIZONA DINNER

MARCH 7, 2020

- Christiana Hammond & Jeff Rahm
- JW Marriott Scottsdale Camelback Inn
- hrc.org/arizonadinner

NASHVILLE DINNER

MARCH 14, 2020

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

LOS ANGELES DINNER

MARCH 28, 2020

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

HOUSTON DINNER

APRIL 4, 2020

- Rey Ocañas, Jenni Tranweaver & Todd Litton
- Marriott Marquis Houston
- hrchouston.org/2020-gala

ATLANTA DINNER

MAY 2, 2020

- Percy Brown & Lindsey Yeargin
- Hyatt Regency Atlanta
- hrcatlanta.com/gala-dinner

LAS VEGAS DINNER

MAY 9, 2020

- Latoya Holman & Sean VanGorder
- Caesars Palace
- hrc.org/lasvegasgala

WESTERN NEW YORK DINNER

MAY 16, 2020

- Carol Ebersole-Weiss & Victor Sanchez
- Rochester Convention Center
- hrcwnyevents.org

LOUISIANA DINNER

MAY 30, 2020

- Betty Sun, Christian Rogers & Lester Perryman
- Hyatt Regency New Orleans
- hrcnola.org

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The power of HRC's membership was felt all year long. Thank you for all your support in 2019!

JANUARY

A **pro-equality** House majority was sworn in on Capitol Hill!



FEBRUARY

HRC's State Equality Index launched with a record 17 states receiving the highest rating.

www.hrc.org/mei

MARCH

More than 52,000 HRC members signed on as community co-sponsors to The Equality Act



APRIL

HRC members rallied with transgender service members against the trans military ban.



MAY

The Equality Act passed in the House.

(The first time in history a chamber of Congress passed comprehensive LGBTQ non-discrimination protections.)



JUNE

We celebrated our biggest Pride month ever!

(PLUS, you helped us welcome Alphonso David as HRC's new president!)



JULY

HRC members submitted 26,000 comments to the Department of Health & Human Services opposing LGBTQ discrimination in healthcare.

AUGUST

Nearly 11,000 members took action when the Labor Department dropped protections against LGBTQ employees.

SEPTEMBER

HRC announced new initiatives to empower and support our community's most marginalized members and deepen our commitment to ensuring racial justice.

OCTOBER

HRC and CNN partnered on the largest televised LGBTQ Town Hall for presidential candidates!



NOVEMBER

Equality Voters turned out in Virginia to elect pro-equality majorities in the House of Delegates and state Senate.



DECEMBER

More than 70,000 members signed petitions to Hallmark when it pulled an ad featuring a same-sex couple, and it worked!



We have a lot more work to do in 2020 and we need you with us...

Please renew your membership today!

hrc.org/winter



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