

**LOVE
STILL
WINS**

HRC ANNUAL REPORT 2018



HRC rallies with our partners on the steps of the U.S. Capitol.



2

**A Message From
Chad Griffin**

54

**v. LGBTQ
Communities Of Color**

4

i. HRC National

66

vi. LGBTQ Health

26

ii. In The States

72

**vii. LGBTQ Religion
and Faith**

36

iii. LGBTQ Global

76

Financials

44

iv. LGBTQ Youth

80

Donors

When I started this job seven years ago, I never could have imagined all that we would be able to **accomplish together.**

2

And I am so grateful to have been a 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.

Thanks to you, HRC has never been stronger, or better prepared to tackle the obstacles ahead. That was especially evident as the Equality Act passed the House of Representatives this spring with a bipartisan vote of 236 to 173 -- the first time in history a chamber of Congress has passed comprehensive LGBTQ non-discrimination protections. This is a major milestone for equality that sends a powerful and profound message to LGBTQ people, especially LGBTQ youth, that they are seen, valued and deserve full equality under the law.

This victory would not have been possible without your support and leadership. Because of you, HRC was able to launch the largest grassroots expansion in our history last year and deliver a stinging rebuke to Donald Trump,

Mike Pence and bigoted politicians across this country in November. HRC mobilized millions of “Equality Voters” from coast to coast in the midterm elections, and we soared to victory when an unprecedented 7 million LGBTQ voters -- along with millions of allies -- turned out to restore a pro-equality majority to Congress.

Since HRC's founding nearly 40 years ago -- at a time when we had only a few hundred thousand dollars and a few hundred members -- we have been guided by the belief that our electoral victories are about more than politics. We know, all too well, that elections for our community literally have life or death consequences.

That is why our victory in this midterm election was so important. Consider that today, we have a powerful check against efforts to dismantle healthcare and gut coverage for crucial HIV prevention and treatment tools. The pro-equality governors we've helped to elect and re-elect are enacting critical non-discrimination protections, banning the dangerous and abusive practice of so-called “conversion therapy,” and acting as a powerful backstop against anti-LGBTQ state legislation.

We didn't get to this historic moment overnight. We've been able to make these gains because, year after year, we've built on our own momentum. We've built our political power by investing in our grassroots army — that today has grown to over 3 million strong — with members in every zip code in America.

And we've demonstrated that power by electing and reelecting our allies and by sending a loud and clear message to those who chose to oppose us — if you come for us and we're coming for you on Election Day.

At the same time, the programs of the HRC Foundation have led to protections in schools, hospitals, workplaces and communities that otherwise wouldn't exist. And together, we have changed countless lives in our committed and persistent pursuit of full equality—here and alongside global advocates around the world.

From our work in the Deep South, to our innovative HIV and AIDS advocacy work, to our HBCU program, to HRC Global, to fighting the epidemic of violence against transgender people, to building more inclusive schools, campuses and child welfare organizations -- HRC is investing in programs that work and make a real difference in the lives of millions of people. As many of these communities face new, multidimensional attacks by the current administration, our work protecting the most vulnerable and marginalized among us is all the more important.

And now, with the most important presidential election cycle of our lives on the horizon, our task is to ensure that we can keep building on this momentum to realize our vision for full federal equality.

It has been the honor of my life to be your partner in leading this organization over the last seven years. As documented in the pages of this report, we stand where we are today ready to seize full equality for every member of our community for one reason — all of you. And we need you now more than ever before. We need you to fight harder, to dig deeper, to bring more people into our movement, and to never be silent.

Thanks to your support, we have built HRC into a powerhouse capable of driving action and change from Capitol Hill to classrooms and board rooms from coast to coast. And it is because of you that I continue to believe our brightest days are still ahead.

3

In solidarity,



Chad Griffin



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SECTION I.

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The 2018 election marked a turning point in American politics. The wave that started to build in special and off-year elections crested on November 6 — taking on a decidedly rainbow hue.

6

ELECTION 2018: A RAINBOW WAVE

Our historic victories were no accident. Rather, they were the result of a bold two-year campaign undertaken by HRC and our allies.

In 2017-2018, HRC endorsed more than 480 pro-equality candidates in 70 races across 44 states, including more women and people of color than ever before. We helped elect more than 150 LGBTQ people to office and doubled the number of LGBTQ people serving in the U.S. Senate. Thanks to millions of Americans who fought back, we now have a pro-equality majority in the U.S. House — and a powerful check on the Trump-Pence administration's hate-filled agenda.

We deployed 150 staff to more than 70 key races across 23 states, with staff on the ground in more than three-quarters of the House races that flipped from red to blue. We registered more than 32,000 voters in all 50 states and helped turn out 7 million LGBTQ voters and millions more allies.

HRC's Equality Votes PAC spent \$3.4 million to drive turnout in priority HRC Rising states and other key races, running six-figure ad campaigns in Georgia and Florida and reaching 4.6 million people through tested digital advertising. HRC also raised \$1.6 million directly for endorsed candidates.

In 2018, we saw the full power of HRC Rising, our largest grassroots expansion ever, in which we spent \$26 million to energize and mobilize pro-equality voters and candidates across America, particularly in six key states — Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin. We placed 35 full-time staff in these priority states for more than a year — helping to elect or re-elect pro-equality U.S. senators in every single one.

The end result? Shattered midterm turnout records. Historic victories for HRC-backed and LGBTQ candidates. An unmistakable rebuke of the Trump-Pence administration. And a clear demonstration of the political power of LGBTQ people who, after years of being used as a tactic to frighten voters, flexed our muscle and showed our opponents that the American people are not captive to bigotry and hate.



HRC volunteers and Sen. Tammy Baldwin, D-Wisc., get ready to turn out the vote.

Here are just a few of our standout victories:

TAMMY BALDWIN, the nation's first openly gay U.S. senator, was re-elected in Wisconsin.

KYRSTEN SINEMA, the nation's first openly bisexual member of Congress, won an open U.S. Senate seat in Arizona (also becoming Arizona's first female senator).

SHARICE DAVIDS became the first Native American woman elected to Congress and the first openly LGBTQ member of Congress from Kansas.

ANGIE CRAIG became the first openly LGBTQ member of Congress from Minnesota.

JARED POLIS of Colorado became the first openly gay man elected governor.

KATE BROWN, the nation's first openly LGBTQ governor, was re-elected in Oregon.

MASSACHUSETTS became the first state to uphold protections for transgender people at the ballot box, a huge victory for HRC and our coalition allies.

This is a watershed for the LGBTQ movement. We refused to be intimidated by intolerance or bullied by bigotry. We built our own political power, and we showed the world how to fight back against both and win — proving that when politicians come for us, we will come for them on Election Day.

I. HRC NATIONAL



HRC volunteers work the phones with Rep. Katie Hill (CA-25).

8

HRC RISING

In 2017, HRC kicked off HRC Rising, HRC's 50-state, \$26 million campaign to accelerate progress from coast to coast and defeat the politics of hate advanced by anti-LGBTQ activists and lawmakers.

It's the boldest, most comprehensive grassroots mobilization effort in our history, designed to turn out pro-equality voters and fuel pro-equality candidates and initiatives starting in 2018 and moving into 2020 and beyond.

Some of the first results of HRC Rising emerged in special and off-year elections, when a wave of openly LGBTQ candidates and pro-equality allies ran and won in Virginia, New Jersey, Alabama, and other cities and states.

In June 2018, HRC Rising launched our second Summer of Action with more than 500 events in all 50 states, Puerto Rico and Washington, D.C. All across the country, HRC staff, members and supporters registered voters, phone banked, trained advocates and conducted visibility and outreach at LGBTQ Pride parades, festivals and other events.

HRC Rising mobilized activists nationwide through the 2018 elections, with a special emphasis on Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin — all swing states with important races for U.S. Senate, House and governor.

We flexed our power in 2018. Now it's on to 2020, when we will fight to bring the Trump-Pence regime to its well-deserved conclusion.



ARIZONA

- 18 STAFF on the ground
- 06 EQUALITY Action Academy trainings held
- 1,149 ... VOLUNTEER shifts completed
- 13,625 ... DOORS knocked
- 3,447 -- VOLUNTEER hours
- 130 VOLUNTEER events



MICHIGAN

- 08 STAFF on the ground
- 07 EQUALITY Action Academy trainings held
- 782 VOLUNTEER shifts completed
- 3,976 ... DOORS knocked
- 2,346 -- VOLUNTEER hours
- 199 VOLUNTEER events



NEVADA

- 11 STAFF on the ground
- 10 EQUALITY Action Academy trainings held
- 1,844 ... VOLUNTEER shifts completed
- 8,509 -- DOORS knocked
- 5,532 -- VOLUNTEER hours
- 366 VOLUNTEER events



OHIO

- 13 STAFF on the ground
- 14 EQUALITY Action Academy trainings held
- 1,749 ... VOLUNTEER shifts completed
- 21,344 -- DOORS knocked
- 5,247 -- VOLUNTEER hours
- 560 VOLUNTEER events

9



PENNSYLVANIA

- 09 STAFF on the ground
- 26 EQUALITY Action Academy trainings held
- 1,128 ... VOLUNTEER shifts completed
- 5,680 -- DOORS knocked
- 3,384 ... VOLUNTEER hours
- 246 VOLUNTEER events



WISCONSIN

- 17 STAFF on the ground
- 22 EQUALITY Action Academy trainings held
- 1,485 ... VOLUNTEER shifts completed
- 12,912 -- DOORS knocked
- 4,455 ... VOLUNTEER hours
- 426 VOLUNTEER events

EQUALITY VOTERS

In preparation for the 2018 election, HRC identified more than 52 million Equality Voters — LGBTQ people and allies who support LGBTQ rights. This bipartisan group encompasses a broad spectrum of ideological beliefs and demographic categories.

To target these voters more strategically, HRC worked with Catalist, a data and analytics firm, to create an “Equality Voter” model that reflects the degree to which a person is inclined to support equality and laws prohibiting discrimination on the basis of sexual orientation or gender identity. This sophisticated technique enabled HRC staff and volunteers to reach specific voters in battleground states with tailored messages to get them to the polls.

To give people an immediate means to channel their energy for change, HRC offered online tools for training and action.

At our Equality Voter Action Center, people joined our Equality Corps, enrolled in free training through our Equality Action Academy, mobilized other Equality Voters and signed up to learn about more opportunities to get involved.

A post-election survey commissioned by HRC showed that LGBTQ issues mobilized voters to turn out for equality. An important slice of Democrats, those voting mostly for a Democratic candidate or against Republicans, cited a values-based message — “standing up for immigrants, people of color, LGBTQ people and others targeted by Trump and the Republicans” — as their main motivator, even ahead of health care.

Our post-election polling showed that a pro-equality victory was led by Equality Voters, helping to flip at least 23 House seats and the historic election of a pro-equality House. LGBTQ voters made up as much as 7 percent of the electorate, with 81 percent supporting Democrats. Among Equality Voters, 83 percent chose Democrats (vs. 16 percent for Republicans).

This survey also showed a majority, 60 percent, oppose Trump’s efforts to marginalize transgender people, while 65 percent support passage of the federal Equality Act.

President Chad Griffin joins Rep. Katie Hill (CA-25) and HRC volunteers to turn out Equality Voters.



ELECTION 2018 BY THE NUMBERS



REGISTERED MORE THAN

32,000 VOTERS

who turned out in record numbers.

12

Drew more than

200,000 VISITORS

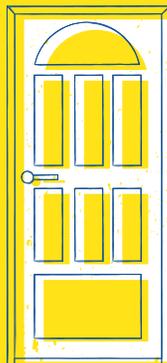
to [HRC.org/Vote](https://www.hrc.org/vote).



RECRUITED MORE THAN

4,200 VOLUNTEERS

who put in more than 30,000 collective hours at more than 2,200 volunteer events nationwide.



KNOCKED ON

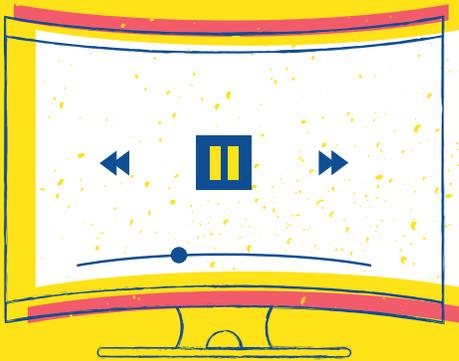
84,873 DOORS

in the final days of the campaign and held more than 37,320 conversations at doors and on the phones.

Trained more than

1,600 LOCAL ADVOCATES

as volunteer leaders.



DIGITAL CAMPAIGN RELEASED

100 COMPELLING VIDEOS

featuring HRC-endorsed pro-equality candidates as part of a targeted digital advertising campaign reaching **5.1 million voters** in key races and fostering over **37 million impressions**, driving voters to information about HRC-endorsed candidates and other voting resources.

Sent more than

7.2 million EMAILS

to mobilize members and supporters in key districts.



13

SENT OVER

500,000 GOTV TEXTS

from hundreds of volunteers to HRC supporters and Equality Voters in key states in the final weeks.

HRC DIGITAL

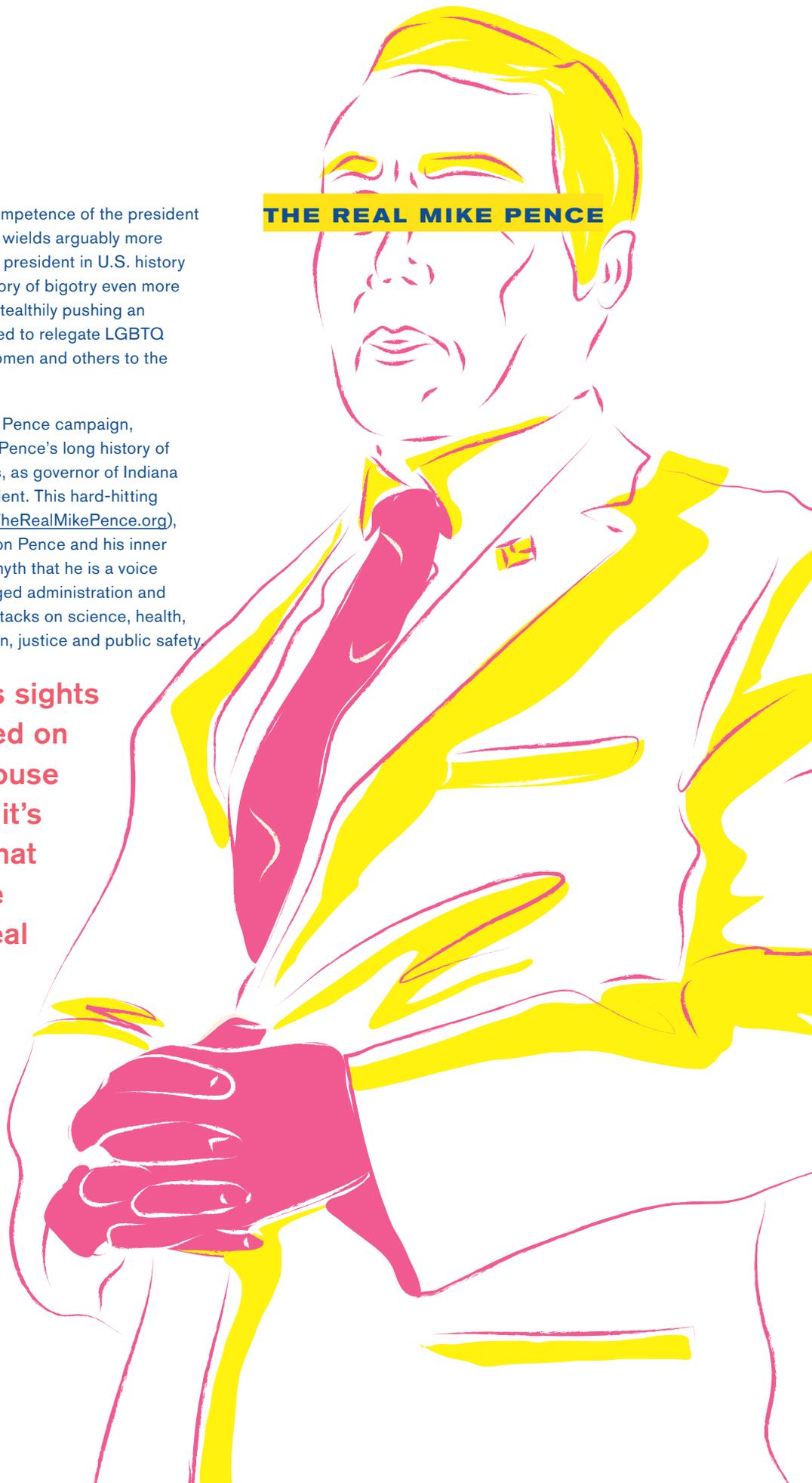
Given the obvious incompetence of the president he serves, Mike Pence wields arguably more influence than any vice president in U.S. history — making his long history of bigotry even more concerning. Pence is stealthily pushing an agenda of hate designed to relegate LGBTQ people, immigrants, women and others to the margins of society.

Through the Real Mike Pence campaign, HRC shines a light on Pence's long history of extremism in Congress, as governor of Indiana and now as vice president. This hard-hitting report and microsite (TheRealMikePence.org), pulls back the curtain on Pence and his inner circle, destroying the myth that he is a voice of reason in this unhinged administration and highlighting Pence's attacks on science, health, transparency, education, justice and public safety.

THE REAL MIKE PENCE

14

With Pence's sights clearly trained on the White House post-Trump, it's imperative that we show the world the Real Mike Pence.



WHO IS MIKE PENCE?

IN HIS 2000

CAMPAIGN FOR CONGRESS

Advocated shifting funding away from HIV prevention and toward organizations that promote conversion therapy.

AS

VICE PRESIDENT

Became the force behind the Trump administration's anti-LGBTQ policies, including the ban on transgender troops, which has been blocked by seven courts.

IN

CONGRESS

Voted against legislation to prohibit workplace discrimination based on sexual orientation, falsely claiming that if the bill became law, an LGBTQ employee could sue if another employee kept a Bible on their desk. He also tried to block hate crimes legislation.

AS GOVERNOR OF

INDIANA

Oversaw cuts to public health funding so severe, it sparked a massive outbreak of HIV and AIDS.

ON A TRIP TO

EGYPT

Met with President Abdel Fattah el-Sisi and neglected to mention — let alone condemn — the el-Sisi regime's brutal treatment of LGBTQ people. In fact, the Trump-Pence administration has refused to address human rights abuses at home or abroad.

THE EQUALITY ACT

The Equality Act, HRC's top legislative priority, would add clear, comprehensive non-discrimination protections for LGBTQ people to our nation's civil rights laws, replacing the patchwork of state and local laws that mean LGBTQ people's civil rights shift whenever they cross state lines.

It's also one of the top priorities for the 116th Congress. This fight will not be easy, but with a majority of Americans, over 130 leading businesses, and U.S. House leadership on our side, we can pass the Equality Act in the House and advance this critical legislation.

Currently, nearly two-thirds of LGBTQ Americans report experiencing discrimination, and 30 states lack legal protections for LGBTQ people, making passing the Equality Act a priority of the highest order.

In the previous Congress, the Equality Act had more bipartisan sponsors in Congress than ever before — 246 and counting — and public support from 121 leading businesses. U.S. Sen. Doug Jones (D-Ala.) signed on as a co-sponsor shortly after winning his spectacular special election victory in December 2017. After winning control of the U.S. House in November, Democratic leaders promised action on the Equality Act in the 116th Congress.

On the third anniversary of the Supreme Court's momentous Obergefell decision legalizing marriage equality, HRC organized a digital day of action to highlight the need for the Equality Act to eliminate discrimination in every avenue of American life, including employment, housing, education and public accommodations. Supportive lawmakers and others used the hashtag #EqualityForward in social media, and HRC participated in an Upchat with the online magazine Upworthy to discuss the status of LGBTQ equality and how Americans can work together to better support the LGBTQ community.

**The United States
Government will
not accept or allow
Transgender individuals
to serve in any capacity
in the U.S. Military.**

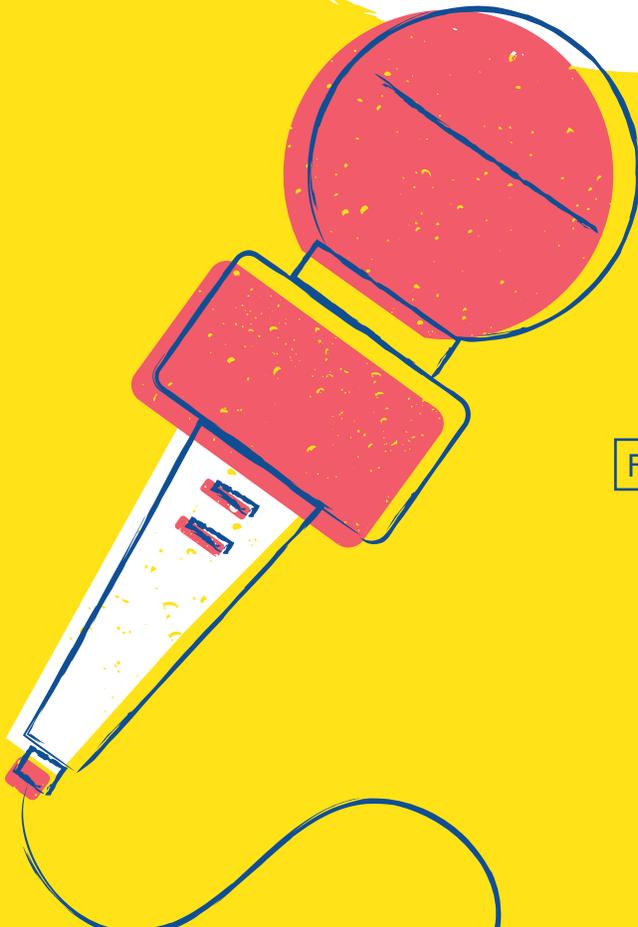
18



DONALD TRUMP'S 2017 TWEET

That strikes me as the dumbest government policy you could possibly pursue, and it weakens us and hurts our military.

19



FORMER NAVY SECRETARY RAY MABUS

TRUMP'S TRANSGENDER MILITARY BAN

In 2017, without consulting military brass, President Trump tweeted an announcement that he was banning transgender people from serving in the military. In March 2018, he issued an official presidential policy recommendation that troops be required to serve according to their gender at birth. Then-Defense Secretary James Mattis backed up Trump, declaring — against ample evidence to the contrary — that military personnel who have or seek to change their gender identity “could undermine readiness, disrupt unit cohesion, and impose an unreasonable burden on the military.”

From the moment Trump sent that tweet, HRC has fought alongside transgender service members, veterans and partner organizations to oppose Trump's ban in the courts, in the media and in public opinion.

20

#WONTBEERASED

In what would be one of its most harmful attacks against LGBTQ Americans to date, the Trump-Pence administration plotted to erase transgender people from federal civil rights protections and eviscerate enforcement of our nation's non-discrimination laws.

The administration proposed regulations narrowly defining “sex” to exclude transgender people and to eliminate federal civil rights protections for LGBTQ people in the process. From transgender youth being forced to stay in shelters that do not match their gender identity, to elderly same-sex couples being denied services such as in-home meals, to transgender individuals seeking treatment being turned away from hospitals — this poses a real threat to many of the most marginalized in our community.

HRC signed on to the legal challenge brought by Lambda Legal and Outserve-SLDN, along with the American Military Partner Association, Gender Justice League and nine individual co-plaintiffs.

We also mounted the largest paid media campaign in opposition to the ban, including a television ad titled “Patriots” featuring military, national security and political leaders from both parties speaking out against the ban. HRC ran a full-page ad in USA Today and more than 32 regional Gannett papers nationwide.

One year to the day after Trump's tweet, HRC and Lambda Legal organized a “Tweet-up,” with the hashtag #TransBanTweetUp, to show support for transgender troops via Trump's favorite medium.

Seven courts have blocked the ruling so far, but in November, the Trump-Pence administration sought to fast-track the ban to the U.S. Supreme Court.

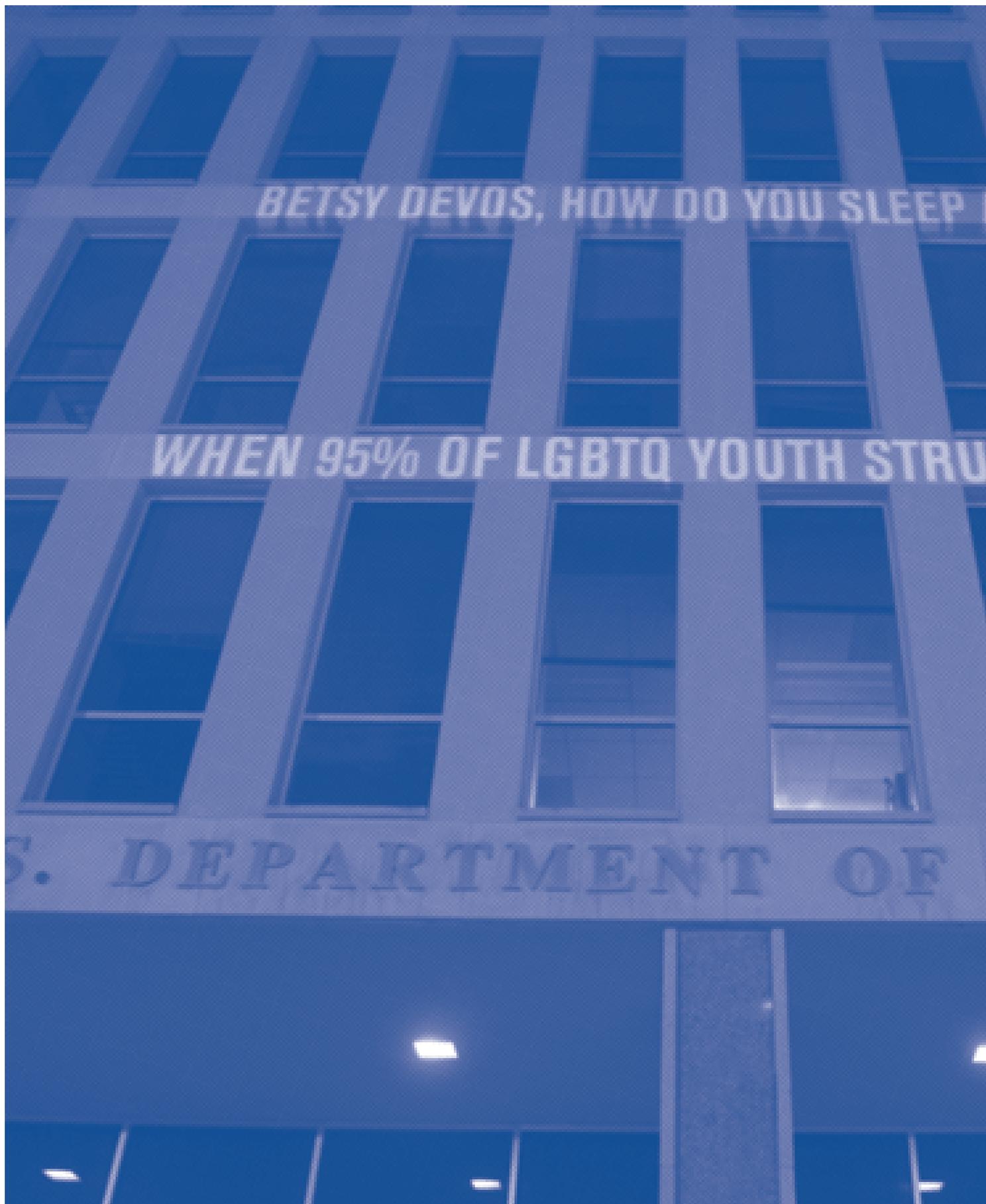
HRC will continue to fight in support of our brave transgender troops and veterans in the court battles ahead. We will not let Trump, Pence and this bigoted administration push transgender people back into the shadows.

In response, HRC quickly mobilized — joining with our coalition partners for a press conference at HRC headquarters and marching to the White House to send a loud and clear message that we will not be erased. HRC's Parents for Transgender Equality Council released a letter signed by more than 1,500 parents denouncing this attack on their children and vowing to protect them by taking action at the ballot box.

HRC doubled down in its efforts to elect a sane, pro-equality majority to Congress to pull the emergency brake on this administration and work to pass the Equality Act.

HRC rallies with our partners to protest this administration's discriminatory transgender military ban.







BROADCASTING OUR MESSAGE: LIGHT PROJECTIONS

Starting in late 2017, HRC projected messages of protest in places Trump and members of his administration could not possibly ignore them: on the facades of Trump International Hotel and the Department of Education building in Washington, D.C.

The messages on Trump's hotel highlighted the words the Trump-Pence administration had banned at the Centers for Disease Control — including “transgender,” “fetus,” “vulnerable,” “entitlement,” “diversity,” “evidence-based” and “science-based” — and concluded with “WE WILL NOT BE ERASED.”

In May 2018, HRC turned our focus to Education Secretary Betsy DeVos to raise awareness of administration policies that harm vulnerable LGBTQ youth. Projections on the Department of Education building featured statistics from HRC's groundbreaking survey of 12,000 LGBTQ teens, which found that 95 percent report trouble getting to sleep at night.

And so we asked DeVos, “how do you sleep at night?”

A Welcoming Schools partner educator celebrates inclusion in schools.

NATIONAL COMING OUT DAY

In 2018, HRC celebrated the 30th annual National Coming Out Day. Every year on October 11, NCOD emphasizes the importance of coming out and creating a safe world in which LGBTQ people can live openly as their authentic selves.

HRC launched a powerful digital campaign leading up to NCOD, highlighting inspirational stories of celebrities and influencers who have come out over the past year, including Janelle Monáe, Kehlani, Bex Taylor-Klaus, Brendon Urie, Alyson Stoner, and more. HRC also worked with Twitter to mark the occasion — for the first time in history — with a dedicated National Coming Out Day emoji in conjunction with the hashtag #ComingOutDay, which social media users

used to elevate their voices, connect with the community and share their stories.

The HRC Foundation launched several resources to encourage and support individuals in their coming out journey, including the organization's latest guides, "Coming Out: Living Authentically as LGBTQ Latinx Americans" and "Coming Out: Living Authentically as LGBTQ Asian and Pacific Islander Americans," as well as a "2018 Latinx LGBTQ Youth Report." HRC's additional coming out tools include resources on coming out in communities of faith, among different racial and ethnic identities, in the workplace and to one's doctor, and a variety of other contexts.

NCOD came less than a month before the midterm elections and served as an important reminder to recognize the power of coming out and ensure the voices of the LGBTQ community are heard — especially at the polls. HRC reached out to the 7 million members of our digital grassroots army to take action and vote for equality on Election Day.

HRC honors Global Innovator Ashiwaju Bisi Alimi who raises the visibility of our community in Nigeria.



INTERNATIONAL STATISTICS



PHILES TTES

SECTION II.

Another slew of anti-equality legislation emerged in the states in 2018. At least **13 pro-equality bills** were passed by state legislatures and at least 12 were signed into law. HRC tracked more than 112 anti-equality bills and only two were signed into law.

28

BANNING CONVERSION THERAPY

By the summer of 2018, 15 states plus the District of Columbia and more than 40 municipalities had passed laws or regulations protecting youth from the abusive practice of so-called “conversion therapy.” These states — California, Connecticut, Delaware, Hawaii, Illinois, Maryland, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island,

Vermont and Washington — include two, New Hampshire and Nevada, with Republican governors.

Unfortunately, while Maine’s legislature approved a similar ban, its Republican governor, Paul LePage, vetoed the bill. He is the first governor to do so.

ADVANCING TRANSGENDER RIGHTS

Working with allies in the states, HRC also helped secure important protections for transgender people, including a New Hampshire law prohibiting discrimination based on gender identity.

New Jersey passed a law ensuring transgender residents’ birth and death certificates accurately reflect their gender identity. In Connecticut, transgender inmates will now be housed according to their identity, have their pronouns

respected and have access to clothing and toiletries matching their gender. And Republican Gov. Charlie Baker of Massachusetts signed a broad criminal justice reform bill that prohibits the placement of LGBTQ prisoners in solitary confinement solely because of their identity.



HRC supports a local community member speaking out for equality.

CODIFYING DISCRIMINATION

29

While many anti-LGBTQ bills did not see the light of day, two states — Oklahoma and Kansas — passed shameful laws allowing child welfare organizations to discriminate against potential adoptive or foster parents who are LGBTQ, divorced, single, interfaith or otherwise objectionable to authorities.

These laws hurt kids — particularly LGBTQ kids — who need stable, loving homes along with families who are eager to help, but do not fit the outdated paradigm of parenthood to which these lawmakers cling.

HRC worked tirelessly with coalition partners, including Freedom Oklahoma and Equality Kansas, to try to thwart these bills. Now Oklahoma and Kansas join seven other states with similar laws on the books. HRC will continue to fight to repeal or block these and other laws that allow child welfare agencies to discriminate.

Notably, Kansas and Oklahoma were the only two states to pass anti-LGBTQ laws in 2018 — a testament to the effectiveness of HRC's state-level grassroots organizing and our efforts to change the hearts and minds of lawmakers in both parties at all levels of government.

In December, the HRC Foundation released a report, "Disregarding the Best Interest of the Child: Licenses to Discriminate in Child Welfare Services," to highlight the harm these laws inflict.

VIOLENCE AGAINST
TRANSGENDER
PEOPLE IN THE U.S.
CONTINUES TO BE
AN EPIDEMIC.

**At least 26 people
were murdered
in 2018 — most of
them were young
women of color.**





TO RAISE AWARENESS OF
THIS CRISIS FACING THE
TRANSGENDER COMMUNITY,
HRC FOUNDATION RELEASED

“A National Epidemic: Fatal Anti-Transgender Violence in America”

31

IN 2018, WHICH INCLUDES
DETAILED MEMORIALS OF
VICTIMS AND STRATEGIES
FOR PROTECTING
TRANSGENDER LIVES.

II. IN THE STATES

ADVANCING EQUALITY LOCALLY

Making progress at the local level helps build momentum for more comprehensive change at the state and federal levels, and has an immediate positive impact on the daily lives of LGBTQ people. In 2018, HRC, working with allies and local advocates, helped cities and counties across America move forward on the path to full equality.

In 2017, Birmingham became the first city in Alabama to enact non-discrimination protections for LGBTQ residents in employment, housing and public spaces. The ordinance also authorized creation of a Birmingham Human Rights Commission to advise the city council and mayor, and to hear complaints of discrimination under the ordinance. In 2018, the city of Montevallo, Alabama, followed Birmingham's lead and passed a similar comprehensive ordinance. Moreover, in March of 2018, Brookings, South Dakota became the first city in the state to enact comprehensive nondiscrimination protections for LGBTQ people in employment, housing and public spaces.

Residents of Anchorage, Alaska, resoundingly rejected a ballot measure that would have eliminated existing citywide protections for transgender people and required them to use facilities inconsistent with their gender identity.

The measure was referred to citizens in an effort to rescind an LGBTQ-inclusive non-discrimination ordinance the Anchorage City Council had approved in 2015. HRC worked with a coalition of local and national groups, including the ACLU of Alaska, Planned Parenthood of the Great Northwest and Hawaiian Islands, Alaskans Together for Equality, Identity and Pride Foundation to defeat the measure.

32

QUANTIFYING PROGRESS: HRCF STATE AND MUNICIPAL EQUALITY INDICES

In late 2017, the HRC Foundation released the fourth edition of our State Equality Index and the sixth edition of our Municipal Equality Index, comprehensive analyses of laws and policies that affect the lives of LGBTQ people and their families.

Conducted in partnership with the Equality Federation Institute, the SEI evaluates statewide LGBTQ-related legislation and policies in the areas of parenting, relationship recognition and religious refusal, non-discrimination, hate crimes, youth-related policies, and those affecting health and safety.

In 2017, 13 states and Washington, D.C., achieved the highest designation, "Working Toward Innovative Equality" — four more than in 2016 — recognizing their robust protections for LGBTQ people in employment, housing and public accommodation law. The next levels,

"Solidifying Equality" and "Building Equality," each had five states. The 27 states at the lowest level, "High Priority to Achieve Basic Equality," not only lack protections for LGBTQ people, but have laws that actively undermine LGBTQ equality and, in some cases, allow discrimination based on misleading "religious" grounds.

A record-high 68 cities achieved perfect scores for their efforts to advance LGBTQ-inclusive policies, laws, and practices, according to the 2017 MEI, also a collaboration between HRCF and the Equality Federation Institute. This represents a six-fold increase since the first MEI in 2012, with perfect-scoring cities representing geographical, political and demographic diversity. The MEI noted major progress in transgender inclusivity, with 111 municipalities offering transgender inclusive healthcare benefits to city employees, up from just 86 in 2016.

QUANTIFYING PROGRESS

ACCORDING TO THE MEI

24 MILLION PEOPLE

live in cities that have more comprehensive, transgender-inclusive non-discrimination laws than their state.

of the cities that achieved perfect scores

100% HAVE LGBTQ LIAISONS

on their police force

IN STATES THAT LACK COMPREHENSIVE LGBTQ NON-DISCRIMINATION LAWS

28 CITIES

achieved perfect scores in the MEI.

41 CITIES

achieved "All Star" status: scores of 85 and up

57 AVERAGE

score nationwide





PROJECT ONE AMERICA

HRC created Project One America to advance social, institutional and legal equality in the Deep South — and, in 2018, Project One America continued to build bridges and form alliances to make life better in a region where LGBTQ people have struggled for acceptance.

When HRC and the HRC Foundation launched permanent Project One America campaigns in Alabama, Arkansas and Mississippi in 2014, protections for LGBTQ residents were nearly non-existent in these states. Since then, Project One America has held hundreds of face-to-face

meetings and town halls, trained thousands of community organizers and helped residents achieve major milestones — including, most recently, passing laws to protect LGBTQ people in Birmingham and Montevallo, Alabama, and Jackson and Magnolia, Mississippi. In fact, Alabama cities increased their MEI scores by an average of 17 points between 2016 and 2017.

Project One America is working to change hearts, minds and laws — to create a future of full equality for all.

#LOVEYOURNEIGHBOR

HRC's #LoveYourNeighbor campaign is a video storytelling project for LGBTQ people and allies, especially in Project One America states, to share their personal stories. Over the past year, HRC's library expanded to more than 60 #LoveYourNeighbor videos.

In March, HRC aired two #LoveYourNeighbor videos as television ads in the northeastern Mississippi media market (Tupelo, Columbus and Starkville), spreading the messages of acceptance, inspiration and hope to a broader audience, many of whom have never heard them before.

HRC Alabama toured the state to interview people for the videos, an outreach effort that culminated in town halls in Mobile and Montgomery, where members of the community gathered to tell their stories.

The #LoveYourNeighbor project is partially funded by a grant from Toyota, which has a manufacturing plant in Blue Springs, Mississippi, just outside of Tupelo. This work is made possible thanks to generous support from Toyota and the Levi Strauss & Co.

In a #LoveYourNeighbor video, a community advocate in Tuscaloosa shares her and her family's story.



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SECTION III.

HRC's work to **sound the alarm** about atrocities against LGBTQ people outside the U.S. has never been more important.

38

Same-sex relationships are considered criminal in 69 countries and punishable by death in as many as 10. Millions of LGBTQ people live in places where being open about their lives puts them at risk of public condemnation, persecution and violence.

Yet, we have made much progress. Marriage equality is now legal in 27 countries, including, most recently, Australia, Malta, Austria and Taiwan. Groundbreaking court rulings in India and Botswana are paving the way for LGBTQ equality worldwide. In India, the world's largest democracy, the highest court decriminalized consensual same-sex sexual activity, as did the High Court of Trinidad and Tobago. A court in Botswana finally allowed the country's largest LGBTQ organization to register as a non-profit.

In another huge victory for advocates, in May 2018, Pakistan enacted historic comprehensive protections for transgender people in employment, education, health care, housing, public transportation and other areas — setting a strong example for other Asian countries. In fact, while transgender people face monumental challenges, according to the International Lesbian, Gay, Bisexual, Trans and Intersex Association, there was positive movement on trans issues in every region of the world last year.

Still, the struggle for full equality continues. As long as it does, and for as long as it takes, HRC Global will continue to partner with brave advocates, allies, organizations and movements to raise our collective voice, expose abuses and hold the mighty accountable — until LGBTQ people worldwide can live free and equal.

HRC celebrates our 2018 Global Innovators driving our movement forward around the world.





HRC projects a scrolling message on the Presidential Palace in Helsinki during the Trump-Putin summit.

#EYESONCHECHNYA

The horror continues in the Russian republic of Chechnya, where more than 200 men suspected of being gay or bisexual have been detained and tortured, and as many as 20 have been murdered.

HRC has relentlessly called on U.S. authorities to condemn the persecution and grant refuge to Chechens fleeing this violence. We have lobbied Congress, which unanimously passed resolutions condemning the violence and calling for an investigation. We've met with State Department officials and are working with partners on the ground and around the globe to bring visibility to the crisis.

We followed President Trump to Helsinki in July, where he was meeting with Russian president Vladimir Putin, and projected images onto the Presidential Palace where they were meeting, calling on them to condemn and investigate the atrocities.

And, at our urging, thousands of HRC supporters and LGBTQ allies have lent their voices to the outcry — writing to their lawmakers, using the hashtag #EyesOnChechnya in social media postings, rallying outside the Russian ambassador's residence and protesting at every opportunity.

In December, the Organization for Security and Cooperation in Europe issued a report documenting the horrific anti-LGBTQ crimes in Chechnya and refuting denials from Chechen and Russian authorities. Authorized by 16 OSCE countries, including the U.S., the report found “overwhelming evidence that there have been grave violations of the rights of LGBTI persons in the Chechen Republic” and cited gruesome personal stories from victims of the Chechen regime's cruelty. It called on Russia to establish a special investigative committee to investigate and bring the perpetrators to justice; urged the Chechen government to shut down all unofficial detention facilities and hold the perpetrators accountable for human rights violations; and recommends that other OSCE nations, including the U.S., welcome LGBTI refugees from the Chechen republic.

TIMELINE OF EVENTS

APRIL

APRIL 1, 2018

HRC marks the grim one-year anniversary of the world learning about the atrocities taking place in Chechnya by calling on the U.S. government once again to condemn the atrocities, demand an investigation and welcome refugees from the crisis.

MAY

UN HUMAN RIGHTS COUNCIL

Russian investigation into the allegations “did not confirm evidence of rights violations, nor were we even able to find representatives of the LGBT community in Chechnya,” echoing Chechen President Ramzan Kadyrov’s 2017 claim that “we don’t have any gays.”

JUNE

WASHINGTON DC

HRC brings “AD,” a Chechen survivor to meet with White House and State Department officials and address the ongoing crimes in Chechnya.

41

JULY

HELSINKI

HRC is on the ground in Helsinki during Trump-Putin summit, staging a massive public protest and projecting an enormous scrolling message on the outside of the Presidential Palace demanding that the two world leaders take action to stop the atrocities in Chechnya. Both leaders continued their unconscionable silence.

WORLD REFUGEE DAY

HRC publishes blog post by AD and hosts Twitter Takeover with Kimahli Powell, executive director of Rainbow Railroad, who discussed his organization’s work helping LGBTQ people escape state-sponsored violence and efforts to persuade the U.S. to accept more Chechen refugees.

NOVEMBER

At the urging of HRC and countless other human rights organizations, the Organization for Security and Cooperation in Europe (OSCE) invokes the “Vienna Mechanism” demanding the Russia investigate the atrocities in Chechnya.

DECEMBER

Following Russia’s refusal to investigate, the OSCE issues a report demonstrating that the atrocities did in fact take place and that the Russian denials are false.

HRC Global Innovators attend our
Global Innovative Advocacy Summit.



GLOBAL PARTNERSHIPS

HRC's Global Partnerships in Innovative Advocacy offers capacity-building and strategic planning to help strengthen selected LGBTQ advocacy organizations around the world.

This year we conducted workshops on issues such as gaining national non-discrimination protections, relationship recognition, fundraising strategies and building coalitions for equality with advocates in Georgia, Myanmar, Kyrgyzstan and Uruguay.

HRC's Global Partnerships in Pride provides sponsorship and in-kind support to select Prides and related events in places where visibility can make a difference. This year we supported Prides in Bulgaria, Sri Lanka, Greece, eSwatini, Jamaica, Cambodia, Botswana and Pakistan.

Global Partnerships are open to Global Summit and Global Fellow alumni.

GLOBAL INNOVATIVE ADVOCACY SUMMIT

HRC's annual Global Innovative Advocacy Summit is a four-day opportunity for leading advocates for LGBTQ equality from around the world to meet, exchange ideas and learn best practices from each other and HRC.

This year, 31 global leaders from 29 countries traveled to Washington, D.C., April 9-12 for the third annual summit. Chosen from among

hundreds of applicants, these Global Innovators are helping to build effective movements and advocate for equality in their home countries and across borders.

Since the first Global Summit in 2016, nearly 100 established and emerging advocates from nearly 70 countries have participated in the Global Summit.

GLOBAL FELLOWS

HRC's Global Fellows are established and emerging LGBTQ leaders and allies who come to Washington, D.C. for professional development opportunities and training.

Global Fellows work alongside HRC staff and LGBTQ and human rights activists to gain new ideas and tools, share what's happening in their country's equality movement, and make new connections. This year Global Fellows came from China, Turkey and Vietnam.

43



My goal is to build [my organization's] strategy and communicate with possible partners and like-minded institutions to work with, so that after the [HRC] fellowship, I have a stronger platform for LGBTQ voices to be heard globally.

HRC GLOBAL FELLOW : EFE SONGUN



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IV. LGBTQ YOUTH

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45

SECTION IV.

The HRC Foundation is working to open the hearts and minds of people on the front lines of family welfare so that **LGBTQ youth and families** are truly welcomed.

2018 LGBTQ YOUTH REPORT

In 2017, the HRC Foundation partnered with researchers at the University of Connecticut to conduct a comprehensive survey that would capture the experiences of LGBTQ youth in their families, schools, social circles and communities. The largest survey of its kind, the 2017 LGBTQ Youth Survey, features the views of more than 12,000 teenagers (ages 13 to 17) from all 50 states and Washington, D.C.

The data serve as a clear call to action to adults: “Do better.”

Not only are LGBTQ teenagers experiencing heartbreaking levels of stress, anxiety and rejection, they also overwhelmingly feel unsafe at school. LGBTQ young people who participated in the survey also made it clear that supportive families and inclusive schools are keys to the success and well-being of LGBTQ kids.

Key findings captured in our 2018 LGBTQ Youth Report include:

77 PERCENT report feeling depressed or down over the past week; more than 70 percent report feelings of worthlessness and hopelessness in the past week.

95 PERCENT report trouble sleeping at night.

ONLY 11 PERCENT of youth of color surveyed believe their racial or ethnic group is regarded positively in the U.S.

OVER 50 PERCENT of trans and gender-expansive youth said they can never use school restrooms that align with their gender identity.

ONLY 26 PERCENT say they always feel safe in their school classrooms, and just 5 percent say their teachers and school staff are supportive of LGBTQ people.

67 PERCENT report having heard family members make negative comments about LGBTQ people.



The 2017 Youth Survey adds to HRC's growing body of research on the experiences of LGBTQ youth.

The survey also offers hopeful news and positive trends that underscore the resilience of LGBTQ young people. Many LGBTQ young people have become effective and outspoken advocates for equality at home, at school and in their communities — and are demanding accountability from their elected leaders.

91 PERCENT report feeling pride in being LGBTQ, and 93 percent are proud to be a part of the community.

WELCOMING SCHOOLS

HRC Foundation's Welcoming Schools program offers professional development to help elementary school educators welcome diverse families, create LGBTQ and gender-inclusive schools, prevent bullying and support transgender and nonbinary students.

In June, Welcoming Schools conducted a four-day, district-wide facilitator training for the public school systems of Miami-Dade County and Broward County in South Florida. These are the fourth- and sixth-largest school systems

3 OUT OF 5 LGBTQ students have access to a LGBTQ student club. These clubs have been shown to have a positive impact on how LGBTQ youth view their school experiences and offer support to those who face hostility at home or in their communities.

This survey follows up on a similar study conducted in 2012, adding to HRC's growing body of research on the experiences of LGBTQ youth. HRC and our partners at the University of Connecticut will continue to analyze the data and produce additional reports highlighting LGBTQ youth experiences in different contexts.

in the country, respectively, serving more than 600,000 students — meaning their commitment to incorporating Welcoming School curricula into their strategic plans will have a dramatic impact on thousands of LGBTQ kids and their families.

HRC PRESENTED THE UPSTANDER AWARD TO OUTSTANDING ADVOCATES

48

DR. XIMENA LOPEZ

A pioneering pediatric endocrinologist in Texas who has saved the lives of countless transgender kids.



The lives of trans youth are on the line. Those lives get saved by visibility and education.

GAVIN GRIMM

a young transgender man who took his fight for equality all the way to the Supreme Court



Presenters at Time to Thrive share an important message for our LGBTQ youth.

I AM JAZZ READINGS

In December, children, parents, educators and allies in as many as 400 communities across the country gathered for the annual reading of “I Am Jazz,” a children’s book by transgender teen trailblazer and former HRC Youth Ambassador Jazz Jennings.

This event, now sponsored by Welcoming Schools and the NEA, started in 2015, when an anti-LGBTQ hate group pressured a school in Mount Horeb, Wisconsin, to cancel its “I Am Jazz” reading. A local parent organized an alternative reading at the public library and, to everyone’s surprise, a crowd of more than 600 showed up — none of them protestors.

Now a nationwide act of solidarity for transgender and non-binary young people, the annual “I Am Jazz” readings take place at bookstores, libraries, schools, community centers, homes and churches.

Cong. Jackie Speier of California even read “I Am Jazz” on the floor of the U.S. House. Anyone wishing to organize a reading in their community can download an organizing kit from HRC’s website.

ALL CHILDREN — ALL FAMILIES

HRCF's All Children — All Families program promotes LGBTQ-inclusive policies and affirming practices within child welfare agencies.

In 2018, All Children — All Families released groundbreaking new resources to help child welfare agencies across the nation better serve the more than 430,000 children and young people in foster care. These include an online assessment tool that allows agencies to grade their LGBTQ-inclusive policies and practices

using ambitious benchmarks that encourage innovation; a webinar series, the first of which reached more than 2,500 experts who tuned in from all 50 states; and group-based technical assistance for agency leaders to learn from and connect with one another. HRC awards agencies that demonstrate innovative approaches to LGBTQ inclusion with a formal Seal of Recognition.

TIME TO THRIVE 2018

HRCF's Time to Thrive Conference is the nation's premier gathering for teachers, school administrators, social workers, healthcare providers and other youth-serving professionals to gather, learn from each other, and hear from leading experts and LGBTQ youth.

The fifth annual Time to Thrive Conference took place in Orlando, Florida, February 17-19, just days after the school shooting in Parkland, Florida. Gun safety was a priority throughout the conference, at which we honored the lives lost in that tragedy and in the Pulse nightclub shooting almost two years earlier. Christine Leinonen, whose son Christopher died at Pulse, spoke about what motivates her to fight for both gun safety measures and LGBTQ equality.

HRC presented the Upstander Award to three outstanding advocates: Betty DeGeneres, mother of Ellen DeGeneres and the first non-LGBTQ member of HRC's National Coming Out Project; Dr. Ximena Lopez, a pioneering pediatric endocrinologist in Texas who has saved the lives of countless transgender kids; and Gavin Grimm, a young transgender man who took his fight for equality all the way to the Supreme Court.

Speakers included Chris Mosier, an Olympic duathlete and the first transgender member of Team USA; Yuridia Loera Ramirez, a young, queer DACA recipient, community organizer and sexual assault survivor; and members of HRCF's Parents for Transgender Equality Council and HRC Youth Ambassadors.

Time to Thrive is produced through a partnership of HRCF, the American Counseling Association and the National Education Association, with AT&T, BBVA Compass and Toyota as presenting sponsors.

**2018 YOUTH
AMBASSADORS**

HRC Youth Ambassadors amplify the voices of LGBTQ teens and young adults, and help the HRC Foundation improve their lives at home, at work, and beyond by raising awareness about the concerns of LGBTQ youth and promoting HRC programs for youth.

Tyler Yun, Lucas Segal, Johnathan Leggette, Sameer Jha, Javier Cifuentes Monzón, Brendan Jordan, Miles Sanches, Alex Cooper, Jacob Kanter, Sean Bender-Prouty, Zimar Batista, Zachary Mallory, Adriana Ibanez, Justin Jones, Roddy Biggs



PROTESTING THE EDUCATION SECRETARY

In February 2018, more than 700 parents of transgender children from 47 states and Washington, D.C., sent a letter to Education Secretary Betsy DeVos condemning her failure to protect transgender students and calling on her to reinstate the protective guidance for transgender children that was in place when she took office. Drawing on data from HRC's groundbreaking 2017 LGBTQ Youth Survey, the parents

described the physical, emotional and psychological harm inflicted by the Trump-Pence administration's repeal of Obama-era protections for transgender children. HRC organized the letter after reports surfaced that the Department of Education's Office of Civil Rights was turning away discrimination complaints from transgender students and their parents.

PROTECTING LGBTQ YOUTH FROM DANGEROUS SO-CALLED "CONVERSION THERAPY"

One way to end so-called "conversion therapy" is to aggressively work with lawmakers to ban it, a political strategy HRC is implementing at the state and local levels with considerable success.

But while those efforts continue, we are also empowering parents and allies—and the teens themselves — to recognize so-called "conversion therapy" in all of its guises to better protect our LGBTQ youth.

HRC produced the manual *Just as They Are* to educate adults and offer guidance to help them support their child's health and well-being. *Just as They Are* candidly describes what happens during so-called "conversion therapy," outlines the long-term damage it does, identifies the red flags that are the hallmarks of so-called "conversion therapy," and offers concrete suggestions to help parents support and affirm their child's sexual orientation or gender identity.

53

ONE YOUNG WOMAN'S EXPERIENCE WITH SO-CALLED "CONVERSION THERAPY"

When Alex Cooper came out at age 15, her Mormon family kicked her out, then told her they were sending her to live with her grandparents. Instead, they sent her to live with a couple she did not know who subjected her to increasingly extreme verbal and physical abuse to try to make her straight. They kept her from going to school and made her carry a backpack full of rocks, "to feel the physical burden of being gay," says Cooper, who finally escaped.

Now an HRC Youth Ambassador, Cooper shares her story in a powerful HRC video. She's also written a memoir called *Saving Alex*. "It gets better, no matter what you're going through," Cooper says. "There are people out there who want to help you. You've just got to find the right people."



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SECTION V.

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HRC is deepening its work to confront discrimination and institutional barriers for **LGBTQ communities of color.**

56

RECURSOS EN ESPAÑOL DE HRC

HRC continued to expand Recursos en Español de HRC, our Spanish-language hub, to offer more resources to Spanish-speaking members of the LGBTQ community.

Recursos en Español de HRC elevates our message of inclusion to give the Latinx, LGBTQ, immigrant and allied communities an opportunity

to share their stories, advocate for justice and learn more about LGBTQ issues.

It features original content and resources targeted to the Latinx LGBTQ community in the U.S. and around the world, with information about health, religion and education, along with Spanish-language video and blog posts.

COMING OUT: LIVING AUTHENTICALLY AS LGBTQ ASIAN AND PACIFIC ISLANDER AMERICANS

In July 2018, the HRC Foundation released a new Coming Out guide for Asian and Pacific Islander Americans, in partnership with the National Queer Asian Pacific Islander Alliance. It's part of our growing library of more than 20 coming

out resources to help LGBTQ people and allies navigate the process of coming out in realistic and practical terms with an intersectional lens.

HRCF'S HBCU PROJECT

Since 2004, the HRC Foundation has worked directly with students and administrators at Historically Black Colleges and Universities to improve the climate for LGBTQ students and to empower them to become change agents. Our HBCU Program provides a broad variety of resources and networking opportunities.

In November 2018, 47 student leaders from 27 HBCUs in 10 states, Washington, D.C., and the Virgin Islands convened in Atlanta for HRC's 13th annual HBCU Leadership Summit, three days of training to collaborate to advance LGBTQ equality and other social justice issues. At the 2018 summit, we launched a partnership between HRC and HBCU Buzz, the premier news site covering HBCUs, dedicated to creating the first-ever LGBTQ HBCU Alumni Network.

In July 2018, HRC held our second HBCU Diversity and Inclusion Leadership Briefing for University Presidents and Senior Executives, a day-long meeting for school administrators to discuss LGBTQ-inclusive practices and policies. Twelve HBCUs were represented, including five HBCU presidents and Michael Lomax, CEO and president of the United Negro College Fund, along with HRC staff, representatives from major employers, and HBCU alumni who serve on HRC's Parents for Transgender Equality Council.

HRC's HBCU Project is supported by The David Bohnett Foundation and The Coca-Cola Foundation.

IMMIGRATION

Among those most at risk under the Trump-Pence administration's cruel and inhumane immigration policies are LGBTQ people — immigrants, refugees, asylum seekers and Dreamers who are hoping for a better life in the United States.

Approximately 75,000 Dreamers (undocumented immigrants brought to the U.S. as children) are LGBTQ; 36,000 of these young people are enrolled in DACA, the Deferred Action for Childhood Arrivals program.

HRC has endorsed the 2017 Dream Act, federal legislation that would halt deportations and offer a path to citizenship for undocumented immigrants, and we joined more than 1,850 elected officials, civil organizations and faith leaders in a statement supporting of Dreamers. We also marched on Washington with Dreamers and their supporters to urge Congress to take action to address the crisis.

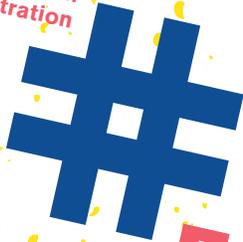
As Trump-Pence targeted Dreamers, their inhumane policies continued to threaten the lives and welfare of refugees at our border. In

June 2018, the Trump-Pence fueled immigration crisis was exacerbated when the administration ordered Border Patrol agents to enforce its "Zero Tolerance" policy and forcibly separate parents and children at the border. HRC joined our coalition partners in Washington and around the country to raise our voice on behalf of immigrant communities and tell the administration that #FamiliesBelongTogether.

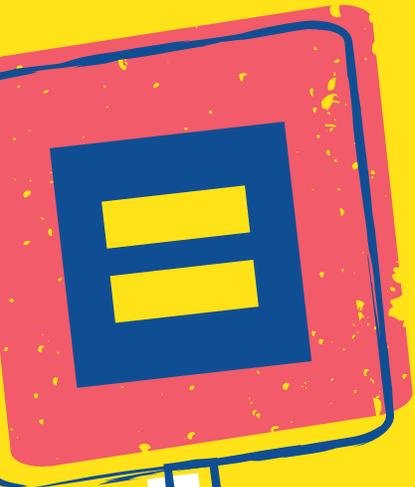
Deporting LGBTQ people to certain countries can be a death sentence. HRC will continue to advocate for our immigrant allies and to protect the countless LGBTQ asylum seekers whose lives are at risk.

**Approximately
75,000 Dreamers
are LGBTQ; 36,000
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HRC joined our coalition partners in Washington and around the country to raise our voice on behalf of immigrant communities and tell the administration



**Families
Belong
Together**



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I. HRC NATIONAL

SECTION VI.

This past year was one of the busiest and most productive for HRCF's Workplace Equality Program.

In addition our flagship *Corporate Equality Index* — the biggest ever — we produced or updated multiple other resources to help LGBTQ people navigate the workplace, seek fair treatment and advance equality.

HRC's third national workplace study, *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide*, uncovered the pressure many LGBTQ workers feel to hide their sexual orientation or gender identity on the job, and the consequential costs to themselves and to employers. Disturbingly, it showed that the needle barely moved for LGBTQ workers since our groundbreaking 2008 report, *Degrees of Equality*. Today, 46 percent of LGBTQ workers say they are closeted at work, vs. 50 percent 10 years ago.

Companies, policy makers, and lawmakers must continue to do the critical work of fostering inclusive and welcoming workplaces for all their employees.

62

THE CORPORATE EQUALITY INDEX: HOW DOES YOUR WORKPLACE RATE?

The HRC Foundation's *Corporate Equality Index* sets the standard for LGBTQ inclusion in the workplace, leading to incredible growth in LGBTQ-friendly policies, benefits and practices for millions of workers and their families.

In 2018, the CEI rated 1,084 businesses — 947 active participants (65 more than in 2017), and 137 who did not respond to our survey but were evaluated independently. The CEI universe includes Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 law firms in terms of gross revenue, and hundreds of publicly and privately held mid- to large-sized businesses.



HRC celebrates the 600+ Best Places to Work in our 2018 CEI.

Among active participants, a record-high 609 companies — everything from tech startups to automobile manufacturers — earned perfect scores, an increase of 18 percent over 2017.

Among the highlights for CEI-rated companies:

99 PERCENT include sexual orientation in their U.S. non-discrimination policy.

Among the **59 PERCENT** with operations outside the U.S.,

98 PERCENT have fully inclusive, globally applicable nondiscrimination policies and/or codes of conduct.

95 PERCENT provide employment protections on the basis of sexual orientation in the U.S. and globally.

93 PERCENT provide employment protections on the basis of gender identity in the U.S. and globally.

79 PERCENT offer at least one health care plan with transgender-inclusive coverage.

459 MAJOR EMPLOYERS have adopted supportive inclusion guidelines for transgender workers who are transitioning.

88 PERCENT have inclusive diversity training.

72 PERCENT meet the standard of having at least three efforts of public commitment to the LGBTQ community, including recruitment, marketing, advertising and public policy weigh-in.

RATING COMPANIES OUTSIDE THE U.S.

HRC added to its growing international corporate scoring with our second annual Equidad MX, a survey evaluating LGBT-inclusive policies and practices in major Mexican companies, in which 69 Mexican employers earned the HRC Foundation’s “Best Place to Work for the LGBT Community.”

In June 2018, following the guidelines established in these two international indices, Gabriel de la Cruz Soler, an HRC’s 2017 Global Innovator, assessed workplace inclusion policies and practices in three major Peruvian businesses, with an eye toward launching HRC Equidad in Peru. And in December 2018, HRC announced a partnership with Presente — Peru’s largest LGBT advocacy group — to promote LGBT inclusion across workplaces in Peru.

As part of HRC’s Latin American engagement, in May, we also partnered with IBM to launch a series of business workshops in Columbia, Chile, Peru, Argentina and Mexico, to share best practices and develop action steps to create more welcoming workplaces for LGBT employees.

And, for the first time, Equidad CL recognized Latin American companies and U.S. multinationals for their work in Chile, in partnership with Fundación Iguales (Chile’s largest LGBT advocacy group) and Pride Connection, the preeminent international group of LGBT-committed employers.

The Equidad MX Report is a first-of-its-kind assessment designed to increase LGBTQ inclusion in workplaces across Mexico.



2018 LGBTQ PAID LEAVE SURVEY

On February 5, 2018 — the 25th anniversary of the passing of the federal Family and Medical Leave Act — the HRC Foundation released a groundbreaking nationwide survey of LGBTQ people that revealed the urgent need for LGBTQ-inclusive employer-paid family and medical leave. More than 5,400 LGBTQ people from all 50 states responded, making this the largest and most comprehensive survey of its kind.

Key findings include:

LESS THAN HALF — 45 percent — work for employers with LGBTQ-inclusive leave policies (paid or unpaid).

1 IN 5 would be afraid to ask for time off to care for a loved one because it might require them to disclose their LGBTQ identity.

ONLY 48 PERCENT say their employers leave policy offers equal coverage to parents of all genders.

92 PERCENT support guaranteed paid leave for all U.S. workers.

The report also features personal stories, recommendations for employers who wish to be more inclusive, and suggested actions for how to advocate for more progressive, inclusive leave policy.

Together with the National Black Justice Coalition and the National Queer Asian Pacific Islander Alliance, HRCF produced LGBTQ People of Color Need Paid Leave, a deep dive into the unique needs of the 1.8 million LGBTQ people of color in the American work force, based on the 1,883 LGBTQ respondents of color to our leave survey.

Ahead of the International Transgender Day of Visibility on March 31, HRC released a report on the specific needs of transgender and nonbinary workers, based on the 1,121 transgender and non-binary people (21 percent) who participated in the leave survey.

BUYING FOR WORKPLACE EQUALITY 2018

Just in time for the holidays, the HRC Foundation released its 2018 Buying for Workplace Equality Guide, a tool to help consumers stand with the LGBTQ community by buying from companies that support inclusive workplaces and practices.

First issued more than a decade ago, the guide uses information from HRCF's Corporate Equality Index, as well as HRC-researched data on additional companies and brands, to make it easy for consumers to choose products that align with their values.

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SECTION VII.

LGBTQ people continue to face discrimination in healthcare, leading to worse outcomes than our non-LGBTQ peers in almost every aspect of our health.

68

2018 HEALTHCARE EQUALITY INDEX

A record 626 facilities participated in HRCF's 2018 Healthcare Equality Index, the nation's leading benchmarking tool for evaluating healthcare facilities' policies and practices on equality and inclusion of LGBTQ patients, visitors and employees. HRC also evaluated the policies of more than 900 non-participating hospitals across the nation.

Among participating facilities, 418 earned a perfect score of 100 to receive HRC's coveted "LGBTQ Healthcare Equality Leader" designation. Another 95 facilities earned the "Top Performer" designation for scoring from 80 to 95 points. With 82 percent of participants scoring 80 points or more, healthcare facilities are demonstrating that they are willing to go beyond the basics when it comes to adopting LGBTQ-inclusive policies and practices.

Some of the best performers are located in states that lack formal protections for LGBTQ people. For example, Pennsylvania and Ohio score low

on HRCF's State Equality Index — but are among the highest ranking states in participation and in number of facilities with perfect scores.

Over the years, the HEI has played a major role in fostering change leading to better quality care for LGBTQ people and families.

The 11th edition of the HEI reveals remarkable progress, including:

59 PERCENT increase in hospitals that have written gender transition guidelines.

42 PERCENT increase in hospitals that offer trans-inclusive benefits.

21 PERCENT increase in participants with transgender-specific policies.

63 PERCENT increase in hours of LGBTQ care training provided (more than 70,000 hours).



HIV 101 CAMPUS GUIDE

69

At a time when college students are more likely to engage in high-risk sexual behavior and less likely to get tested for HIV or discuss HIV with their partners, the percentage of schools with mandatory HIV education dropped from 64 percent in 2000 to 41 percent in 2014.

To help bridge this gap, HRC released HIV 101: A Guide to HIV Prevention, Treatment, and Care on College and University Campuses.

HIV 101 was created to help administrators, campus healthcare providers and student leaders implement HIV policies and programs that confront this major public health crisis and promote awareness, prevention, treatment and care. It provides actionable advice for implementing policies and procedures that improve student sexual health, as well as recommendations for developing and implementing HIV-inclusive policies, programming and initiatives.

“MORAL IMPERATIVE” SYMPOSIUM ON HIV & AIDS IN THE BLACK COMMUNITY

In 2016, the Centers for Disease Control released a study showing that while African Americans comprise only 14 percent of the U.S. population, they account for 44 percent of all new HIV infections.

To draw attention to this disparity and need for resources, the HRC Foundation marked the 18th year of National Black HIV & AIDS Awareness

Day by hosting “Moral Imperative,” a symposium to foster HBCU leadership in the fight for an HIV- and AIDS-free generation.

This event was a collaboration between HRC and Darwin Thompson, executive director of NAESM, Inc., an Atlanta-based nonprofit dedicated to addressing health and wellness issues confronted by LGBTQ Black men.

MAKING HIV HISTORY: A PRAGMATIC GUIDE TO CONFRONTING HIV AT HBCUS

HRCF produced this guide to help HBCU administrators leverage their institutions' engaged student body, community ties and deep roots in

the social justice movement to advance the fight for an HIV- and AIDS-free generation.

NATIONAL NATIVE HIV & AIDS AWARENESS DAY

The HIV and AIDS epidemic has had an outsized impact on indigenous communities throughout the U.S. According to the CDC, the Native community had the fifth-highest rate of HIV diagnoses in the U.S. in 2015 — higher than both Asian and white communities. Gay and bisexual men accounted for 79 percent of HIV diagnoses among Native individuals.

On March 20, National Native HIV & AIDS Awareness Day, HRC recognized Elton Naswood and Michelle Enfield, Native activists working for better access to preventative and maintenance care for Native individuals living with and affected by HIV and AIDS in the U.S.

TWITTER TAKEOVER WITH SARA RAMIREZ

In recognition of Bisexual Health Awareness Month, HRC invited actress Sara Ramirez to take over our Twitter feed on Monday, March 26, to host a conversation about bisexual visibility.

Ramirez, a star of "Madame Secretary" and "Grey's Anatomy," used the opportunity to educate people about healthcare disparities among bisexual people, including high rates of cancer, obesity, sexually transmitted infections and mental health issues.

HRC staff launch our 2018
Healthcare Equality Index.



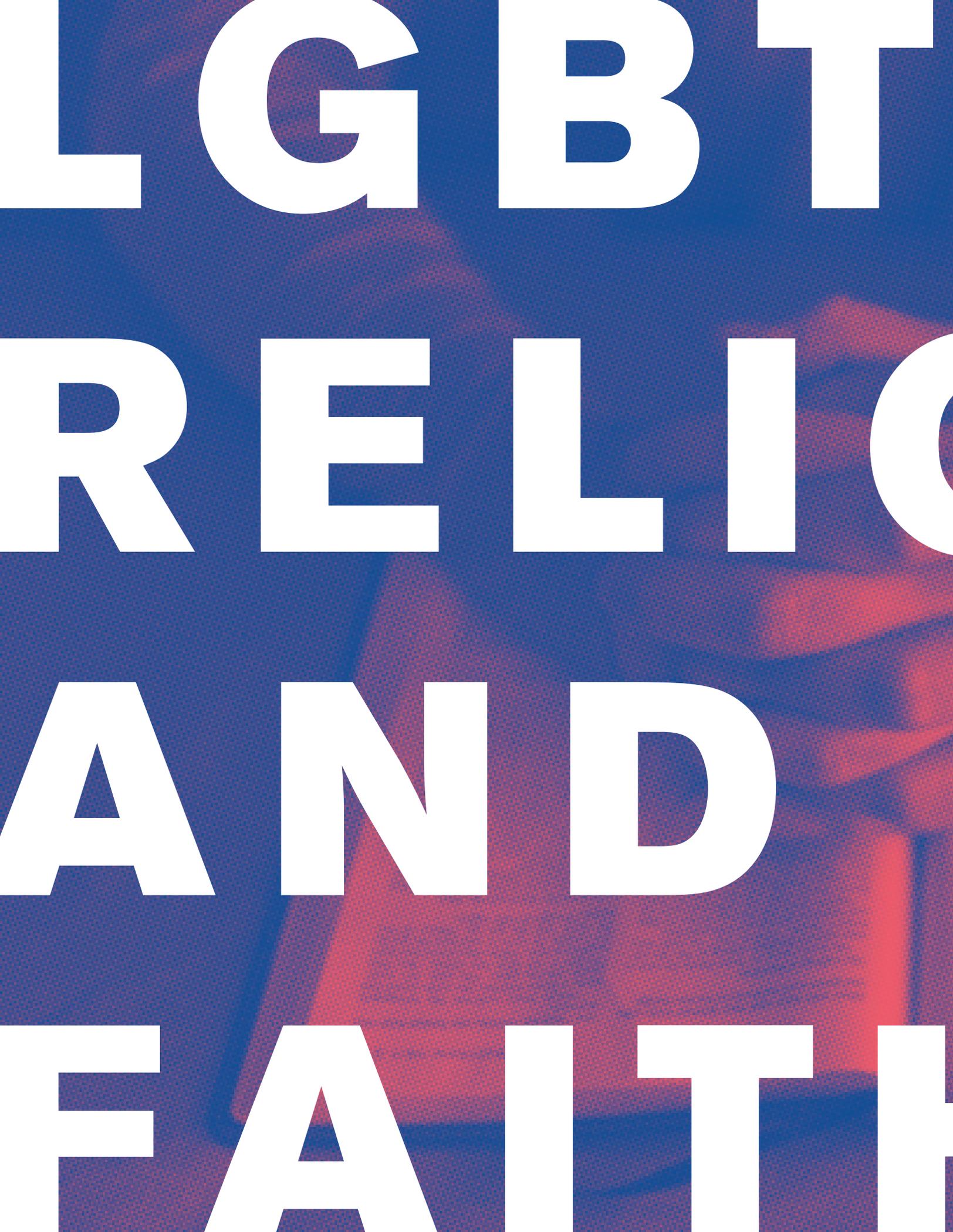
HEALTHCARE EQUALITY INDEX 2018



71

Rising to the New Standard
of Promoting Equitable and Inclusive Care
for Lesbian, Gay, Bisexual, Transgender &
Queer Patients and Their Families

A record
626
healthcare
facilities actively
participated
have their facilities
rated on the
commitment
LGBTQ equal
and inclus



LGBT
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SECTION VIII.

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A growing number of organized religious groups officially welcome LGBTQ people as members — and many have taken supportive stands on issues relating to LGBTQ equality, including freedom from discrimination, marriage equality and the ordination of openly LGBTQ clergy.

74

HRCF's Religion and Faith program offers resources for LGBTQ people of faith seeking guidance on how to live authentically. HRC actively encourages faith communities to engage in a dialogue on LGBTQ equality and works with faith leaders representing a broad range of beliefs and denominations to create a welcoming environment for LGBTQ congregants.

This past year, HRC expanded our resources for LGBTQ people of faith, including adding two new titles to our Coming Out series.

Coming Home to Evangelicalism and Self is aimed at LGBTQ Evangelicals who wish to be fully themselves while living in their faith and its traditions.

Coming Home to Mormonism and Self draws on a variety of Mormon voices to offer insights, suggestions, support and resources for LGBTQ Mormons seeking to remain committed to their faith while living authentic lives.

According to Public Religion Research Institute, 53 percent of young white evangelical Protestants and 52 percent of young white Mormons favor marriage equality. For many, their faith drives them to support LGBTQ equality.

Gold Star father Khizr Khan joins HRC and Interfaith Alliance for an interfaith Iftar celebration in observance of Ramadan.





FINANCIALS

WON'T BACK DOWN

Every day, the news is clear: The LGBTQ community is under attack by the Trump administration and by hostile leaders around the world. Our work and your support are more important than ever.

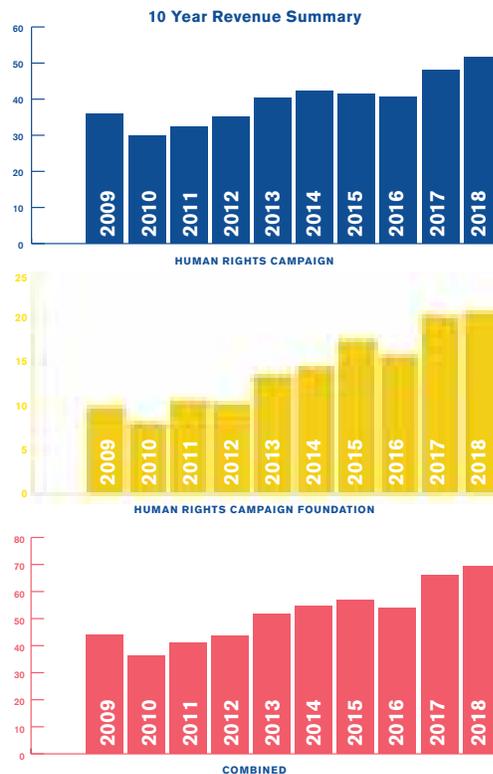
HRC fights every day for the rights, dignity and safety of LGBTQ people here in America and around the world. We are in a dangerous time with challenges to our progress, our identity, our families, our children, our health, and our physical safety confronting us from every direction – from White House executive orders, to Supreme Court rulings, to anti-LGBTQ judicial appointments, to bills under debate in Congress and statehouses around the country, to acts of hate and violence – especially against trans women of color – perpetrated by individuals emboldened by a climate fueled by bigotry and racism. Our work is only possible because individuals like you who put their money where the mission is and support the work of the Human Rights Campaign and the Human Rights Campaign Foundation.

The fiscal year ending March 31, 2018, was a record-setting year for HRC as contributions grew 5% to a record \$69.2 million, representing a two-year growth in revenue of 28% since the 2016 election. Total spending for the fiscal year amounted to \$64.3 million. Of this total, program spending amounted to \$43.4 million and represented 67.5% of every dollar spent. Your support during this fiscal year allowed us to: lay the groundwork for the 2018 midterm elections; launch HRC Rising – targeting the key states of Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin; create a communications research program; expand our capacity for video production and digital media; continue HRC's

on-the-ground presence in Alabama, Arkansas and Mississippi as part of Project One America; bring HRC's clout to the international stage through HRC Global; make important investments in diversity, equity and inclusion; expand the reach and impact of our Corporate Equality Index, Healthcare Equality Index, Municipal Equality Index and State Equality Index; expand our training programs for schools and child welfare organizations; and continue to expand our programs targeted at youth well-being.

Administrative and management costs amounted to 15% of total spending this year. The joint cost of fundraising for HRC and HRCF was 12.3%.

We thank you, our members and donors – especially our Federal Club, Federal Club Council and Partners members – for your unwavering support of our important work. Through your generous financial support and continued dedication to equality, you've financed the key victories and growth we celebrated in the past. Now more than ever, your support is critical as we move forward.



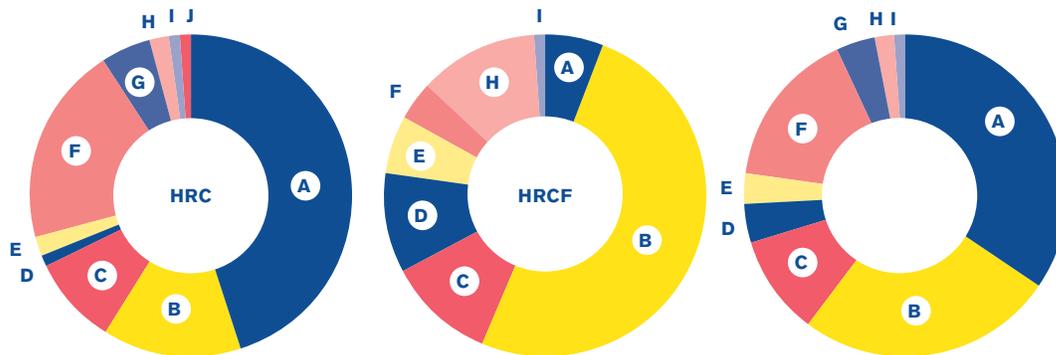
FINANCIALS

Human Rights Campaign and Human Rights Campaign Foundation Combining Statement of Activities

For the Years Ended March 31, 2018 & 2017

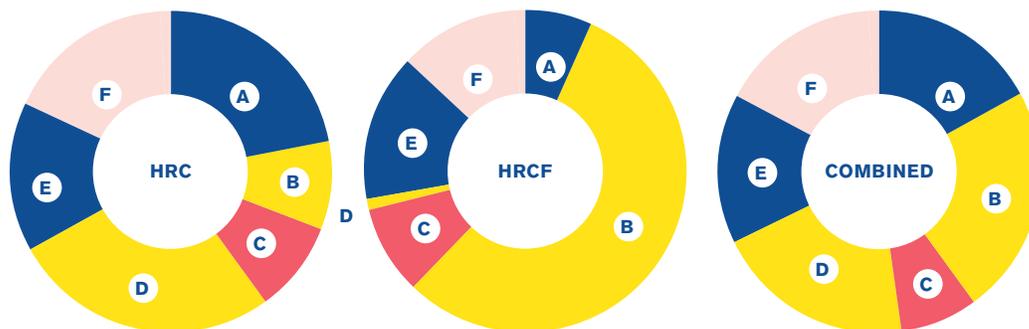
	HRC	HRCF	ELIMINATION OF INTERCOMPANY TRANSACTIONS	FY18 COMBINED TOTAL	FY17 COMBINED TOTAL
REVENUE AND SUPPORT					
Contributions and Grants:					
Contributions	\$23,110,396	\$1,351,106	\$ -	\$24,461,502	\$23,077,974
Federal Club and major donor program	7,218,347	10,530,787	-	17,749,134	20,021,727
Corporate and foundation grants	4,531,898	2,321,362	-	6,853,260	4,964,806
Planned giving	536,526	2,027,044	-	2,563,570	1,988,706
In-kind	1,077,721	1,300,063	-	2,377,784	2,427,228
Special events	10,489,938	751,382	-	11,241,320	10,705,468
Merchandise sales	2,722,798	-	-	2,722,798	1,990,189
Rental and other income	962,042	2,479,030	(2,335,531)	1,105,541	693,247
Investment income	58,209	109,541	-	167,750	163,436
HRC Foundation contribution in support of HRC activities	975,000	-	(975,000)	-	-
TOTAL REVENUE AND SUPPORT	51,682,875	20,870,315	(3,310,531)	69,242,659	66,032,781
EXPENSES					
Program Services:					
Federal, field, electoral and legal advocacy	10,479,465	1,415,029	(1,267,605)	10,626,889	14,467,110
Public policy, education and training	4,351,744	10,799,282	(122,358)	15,028,668	12,472,720
Communications and media advocacy	4,298,719	1,719,742	(1,009,201)	5,009,260	4,161,325
Membership education and mobilization	12,999,264	3,038	(248,233)	12,754,069	11,855,940
Total Program Services	32,129,192	13,937,091	(2,647,397)	43,418,886	42,957,095
Supporting Services:					
Management and general	7,390,438	2,908,123	(472,198)	9,826,363	8,088,678
Fundraising	8,007,154	2,398,726	(190,936)	10,214,944	7,800,818
Direct benefit to donors	774,071	56,472	-	830,543	734,089
Total Supporting Services	16,171,663	5,363,321	(663,134)	20,871,850	16,623,585
TOTAL EXPENSES	48,300,855	19,300,412	(3,310,531)	64,290,736	59,580,680
Change in net assets before other item	3,382,020	1,569,903	-	4,951,923	6,452,101
OTHER ITEM					
Unrealized gain on interest rate swap	-	32,863	-	32,863	78,970
CHANGE IN NET ASSETS	3,382,020	1,602,766	-	4,984,786	6,531,071
NET ASSETS, BEGINNING OF YEAR	11,791,361	26,260,582	-	38,051,943	31,520,872
NET ASSETS, END OF YEAR	\$15,173,381	\$27,863,348	\$ -	\$43,036,729	\$38,051,943

2018 Sources of Income



A Contributions	45%	A Contributions	6%	A Contributions	35%
B Federal Club/Major Donor	14%	B Federal Club/Major Donor	51%	B Federal Club/Major Donor	26%
C Corporate/Foundation Grants	9%	C Corporate/Foundation Grants	11%	C Corporate/Foundation Grants	10%
D Planned Giving	1%	D Planned Giving	10%	D Planned Giving	4%
E In-kind	2%	E In-kind	6%	E In-kind	3%
F Special Events	20%	F Special Events	4%	F Special Events	16%
G Merchandise Sales	5%			G Merchandise Sales	4%
H Rental/Other Income	2%	H Rental/Other Income	12%	H Rental/Other Income	2%
I Investment Income	<1%	I Investment Income	<1%	I Investment Income	<1%
J HRCF Contribution	<1%				

2018 Uses of Income



A Federal, field, electoral and legal advocacy	22%	A Federal, field, electoral and legal advocacy	7%	A Federal, field, electoral and legal advocacy	17%
B Public policy, education and training	9%	B Public policy, education and training	56%	B Public policy, education and training	24%
C Communications and media advocacy	9%	C Communications and media advocacy	9%	C Communications and media advocacy	8%
D Membership education and mobilization	27%	D Membership education and mobilization	1%	D Membership education and mobilization	20%
E Management and general	16%	E Management and general	15%	E Management and general	15%
F Fundraising	17%	F Fundraising	12%	F Fundraising	16%

HRC's cost of fundraising was 12.7 percent in 2018.*

HRCF's cost of fundraising was 11.5 percent in 2018.*

On a combined basis, HRC and HRCF had a joint cost of fundraising of 12.3 percent in 2018.*

*Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

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126

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HRC's reach and scope continues to expand, improving the lives of LGBTQ people at home and abroad.



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STILL

WINS

