



# HUMAN RIGHTS CAMPAIGN FOUNDATION 2018

**THE HUMAN RIGHTS CAMPAIGN FOUNDATION** improves the lives of lesbian, gay, bisexual, transgender and queer (LGBTQ) people by working to increase understanding and encourage the adoption of LGBTQ-inclusive policies and practices.

HRC builds support for LGBTQ people among families and friends, co-workers and employers, pastors and parishioners, doctors and teachers, neighbors, and the general public. Through the following programs and projects, we are enhancing the lived experiences of LGBTQ people and their families, as we change hearts and minds across America and around the globe.

To follow are highlights from the Human Rights Campaign Foundation's **2018 ACCOMPLISHMENTS** – a year-end overview of the research, educational outreach and advocacy of priority initiatives that complement the work of the Human Rights Campaign to build better and more inclusive communities for LGBTQ people.

## OUTREACH AND ENGAGEMENT

It's been more than two years since the 2016 election, and there is no denying that people who live at the intersection of LGBTQ equality and other social-justice movements are among the most vulnerable individuals in the country. This is why HRC is transforming the way we work with partners across all of our programs and platforms. In concert with our civil rights partners, we have defended marginalized communities every day by uniting against hate, fighting and defeating bigoted nominees, suing the administration over its cruel ban on transgender troops, fighting the deportation of 800,000 DACA recipients and the cruelty of family separation at the border, protecting health care and Planned Parenthood, calling for common sense gun safety measures, and speaking out against institutionalized white supremacy and voter suppression.

HRC is expanding opportunity by engaging in coalition work, standing with allies and lifting up our intersectional identities to build resiliency across all communities. HRC is promoting perseverance and strengthening mutuality by standing in solidarity with other communities facing marginalization and advocating for vital policies and services that help improve their lives. HRC's goal is to ensure that all people are treated equally and that we value tolerance and human dignity no matter the color of their skin, where they are from, what they believe, who they are, or who they love. We are on the move and not backing down to acknowledge our nation's critical need for justice and unity.

## PUBLIC EDUCATION AND RESEARCH

The public education and research team focuses on creating original public education materials to advance LGBTQ inclusion, and partners with other programs and departments to integrate original research and data analysis. Notable projects include crucial new resources like the launch of [Coming Out: Living Authentically as LGBTQ Asian and Pacific Islander Americans](#) and [Coming Out: Living Authentically as LGBTQ Latinx Americans](#) – both in partnership with leading national organizations working deeply in these communities. HRC also released "[A National Epidemic: Fatal Anti-Transgender Violence in America in 2018](#)", a heartbreaking report honoring the at least 22 transgender people killed in 2018, and detailing the contributing and motivating factors that lead to this tragic violence. Additionally, HRC published the first ever report, "[Play to Win: Improving the Lives of LGBTQ Youth in Sports](#)". The report details the experiences of and challenges for young LGBTQ athletes with groundbreaking data from over 17,000 LGBTQ teenagers. In the comprehensive study, "[A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide](#)", HRC uncovers the prevalence of LGBTQ workers feeling pressure to hide their sexual orientation and/or gender identity on the job. While LGBTQ-inclusive corporate policies are becoming the norm, LGBTQ workers too often still face a climate of bias in their workplace – and that hurts not only that employee, but the company as a whole.





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## FOCUSING ON LGBTQ YOUTH

The HRC Foundation joined up with the University of Connecticut to conduct a national survey of over 12,000 LGBTQ teens, the largest ever of its kind. The survey spotlighted striking challenges facing LGBTQ youth, from family rejection and fear of coming out, to hostile school environments and fear for personal safety. We released key findings from this survey in our [2018 LGBTQ Youth Report](#), and subsequently published reports on [Latinx LGBTQ youth](#), and [transgender and non-binary youth](#). The HRC Foundation hosted its fifth annual Time to THRIVE conference in 2018. Co-presented by the National Education Association and the American Counseling Association, the annual conference has attracted over 4,000 youth-serving professionals from 45 states. Clips from the conference appeared on CNN, ABC News, “The Ellen DeGeneres Show” and more. The [sixth annual Time to THRIVE](#) conference will take place on February 15 to 17, 2019 in Anaheim, California. More than 40 national and grassroots organizations are slated to present workshops to an anticipated attendance of over 1,000 youth-serving professionals from across the country.



## SUPPORTING YOUTH IN FOSTER CARE

In 2018, [All Children - All Families \(ACAF\)](#) deepened its relationships with several large, statewide child welfare agencies through its Training of Facilitators program. As a result, more child welfare professionals than ever before are learning how to best support LGBTQ children, youth and families through ACAF training, including statewide training initiatives in Colorado, Florida and Maryland. These long-term agency partnerships empower local change-makers who are on the ground within agencies every day. ACAF gives these committed professionals the knowledge, skills and resources they need to transform their agencies and ensure all clients, regardless of their sexual orientation, gender identity or expression, get the services and care they need and deserve.



## WELCOMING SCHOOLS

[Welcoming Schools](#) is the nation's premier professional development program providing training and resources to elementary school educators to welcome diverse families, create LGBTQ and gender-inclusive schools, prevent bias-based bullying, and support transgender and non-binary students. The program continues to grow with a cadre of facilitators delivering one-of-a-kind training in schools across the country. As of September 2018, Welcoming Schools had trained over 44,000 educators who reach more than one million students in 39 states and the District of Columbia. Along with many individual school trainings, Welcoming Schools trained cohorts of new facilitators for school districts in Florida and Colorado and worked with the prestigious Ron Clark Academy in Georgia, a demonstration school that trains educators across the U.S. and internationally. Welcoming Schools continues to be the go-to resource for educators across the nation looking for inclusive [lesson plans](#), [book lists](#), and [training](#).





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## TRANSGENDER CHILDREN

The HRC Foundation is working with the [Parents for Transgender Equality Council \(PTEC\)](#), a group of inspiring parents of transgender youth from across the country. The council has served for the past two years as a coalition of the nation’s leading parent-advocates working for equality and fairness for transgender people, with the intention of connecting, mobilizing and amplifying many of the most powerful voices of love, inclusion and support for transgender equality. In 2018, HRC partnered with NCTE, GLAAD Media Institute, and PFLAG to publish [“Going Public: Is Going Public Right for You and Your Family?”](#) The guide has reached countless families with trans and gender-expansive children and youth considering sharing their stories publicly. More than 1,500 parents led by the Parents Council [penned](#) a letter addressed to Trump and Pence, denouncing the administration’s intention to establish “sex” as a strictly binary and biological trait, thus rendering transgender people invisible.



## SUPPORTING & CARING FOR TRANSGENDER CHILDREN

## YOUTH AND CAMPUS

Youth and Campus Engagement continues to equip students and campus personnel with the tools to create LGBTQ-inclusive environments. HRC University “graduated” 130 interns in 2018 at Headquarters in D.C. – as well as in the Birmingham, Little Rock & Jackson Project One America offices. HRC partnered with the Truth Initiative, a national campaign to end tobacco use, to provide four presentations of [“LGBTQ Youth and Tobacco---A Dangerous Liaison”](#) to interns and other college students engaged with HRC. In addition, HRC’s Historically Black College and Universities (HBCU) Program had a highly successful 2018. In July, HRC [held the second LGBTQ briefing with HBCU Presidents and senior executives](#), where the topics of HIV prevention, transgender inclusive policies, and mandatory staff training were discussed. In November, the 13th annual HBCU Leadership Summit was held in Atlanta, Georgia, bringing 45-LGBTQ HBCU students together for a weekend of resilience and resistance building activities, and deepening our connection to Morehouse, Spelman, and Clark—three prestigious HBCUs in Atlanta.



## HIV AND AIDS

HRC’s [HIV & AIDS](#) program is relentless in its work to combat HIV-related stigma and end the HIV epidemic once and for all, through innovative public education campaigns, cutting edge resources targeted for the community, advocacy on Capitol Hill, and partnerships with other direct-service organizations and our HIV360 Fellowship Alumni. HRC spearheaded the development of two new critical resources: [“HIV 101: A Guide to Prevention, Treatment, and Care on College Campuses”](#), which provides actionable advice for implementing policies and procedures that improve student sexual health in a digestible format; and [“Making History: A Pragmatic Guide to Confronting HIV at HBCUs”](#), which was unveiled at the HBCU President’s Summit. HRC also designed a program to support our 360° Fellows in creating and executing community-based events on World AIDS Day to reduce stigma and raise awareness about the latest treatment and prevention strategies.



## Making HIV History

**+ A Pragmatic Guide to Confronting HIV at HBCUs**





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## RELIGION AND FAITH

In 2018, [Religion and Faith](#) expanded engagement with the American Muslim community. In partnership with Interfaith Alliance, we successfully planned and executed HRC's first Ramadan Iftar dinner, keynoteed by Khizr Khan. The historic event brought an unprecedented number of representatives from the Muslim community to HRC. Simultaneously, Religion and Faith partnered with Muslims for Progressive Values and HRC Rising Michigan in organizing two workshops on Inclusive Islam by French faith leader, Imam Ludovic-Mohamed Zahed, in D.C. and Detroit. Religion and Faith also released its 6th guide in the Coming Home series, ["Coming Home to Evangelicalism and to Self."](#) The guide, aimed at LGBTQ evangelicals and their allies, was released at the Wild Goose festival, one of the largest progressive evangelical gatherings in the country. At the event, the program hosted Justice Camp, a pre-festival training by Black and Latinx faith organizers and leaders. The program also filmed ["Faith Votes" Video](#) in August, highlighting prominent POC theologians. The video had nearly 52,000 views, nearly 350,000 impressions and more than 1,700 engagements, making it a top-performing video.



## HEALTH AND AGING

The [Health and Aging Program](#) once again saw tremendous success in participation and implementation of the metrics promoted by the [Healthcare Equality Index \(HEI\)](#). The HEI 2018 was released on March 27 in Philadelphia and reported its highest number of participating hospitals (626), 67% of which scored 100 points under the new stronger criteria and obtained the designation of [LGBTQ Healthcare Equality Leader](#). In addition, HEI 2018 facilities completed over 70,000 hours of staff training, an increase of over 63% from 2017. The survey is not only growing but its promoted initiatives and policies are being implemented at an impressive rate. The number of facilities with transgender-inclusive health benefits grew to 417, representing a 50% increase over last year. The HEI 2018 report also highlighted work in three of the six HRC Rising states.

## HEALTHCARE EQUALITY INDEX 2018

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

#HEI2018 | HRC.ORG/HEI



## MUNICIPAL EQUALITY INDEX

The seventh annual [Municipal Equality Index \(MEI\)](#) rates a total of 506 cities from every state in the nation on how inclusive their laws, policies, and services are of LGBTQ people. New criteria were added to the scorecard in 2018 including protections from so-called "conversion therapy", all-gender single occupancy facilities, youth bullying prevention policies for city services, and city employee domestic partner benefits. Overall, 27 state averages grew, with New Hampshire leading the pack, and Birmingham, Alabama became the first Project One America city to achieve a perfect score. The overall increase in city scores this year sends the promising message that municipalities from every corner of the country—no matter their size or political leaning—continue to strive to realize the fundamental American value that no one should live with the fear of being fired, evicted, or excluded from public places simply because of who they are or who they love.



## Municipal Equality Index

A NATIONWIDE EVALUATION OF MUNICIPAL LAW

2018





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## CORPORATE EQUALITY INDEX

The [2018 Corporate Equality Index \(CEI\)](#) had the largest increase in top-rated businesses in the history of the survey, with a record-breaking 609 companies scoring a perfect 100, up from 515 in 2017. The CEI has driven wide-scale adoption of transgender-inclusive initiatives: 93% of all companies rated in the 2018 CEI having gender identity protections in their non-discrimination policies; 79% offer transgender-inclusive health care coverage; 83% of businesses offer education and training that include gender identity in the workplace; and, 459 major businesses have adopted gender transition guidelines for employees. These major businesses provide workplace protections and inclusive environments to millions and millions of workers in the U.S. and abroad.



## PROJECT ONE AMERICA

A joint project of HRC and the HRC Foundation, [Project One America \(POA\)](#) is a concentrated effort in the Deep South. A community based program working to improve the lived experiences of LGBTQ people, POA is focused on three fronts – changing hearts and minds, advancing enduring legal protections and building more inclusive institutions for LGBTQ people from the church pew to the workplace. In 2018, the POA team worked with city leadership in [Montevallo, AL](#) and [Clarksdale, MS](#) to pass comprehensive non-discrimination ordinances, offering protections to the more than 22,000 citizens who live and work in those cities. In Arkansas, POA hosted a healthcare summit attended by nearly 200 professionals and students in the healthcare field to address health disparities the LGBTQ community faces. POA expanded efforts to raise awareness of LGBTQ issues throughout the Deep South and to encourage love and acceptance towards all communities through campus outreach; expanding our ["LoveYourNeighbor"](#) video campaign; and continuing Lenten Devotional, a 40-day campaign to increase the number of affirming and faith communities in the South.



## GLOBAL

In 2018, [HRC Global](#) sounded the alarm on countless atrocities worldwide, including the arbitrary detention, torture, and murder of LGBTQ people in [Chechnya](#); the crackdown on LGBTQ Malaysians and Indonesians; the shocking frequency and viciousness of anti-transgender attacks in Latin America and globally; and the unique plight of LGBTQ refugees fleeing for their lives. HRC hosted the third annual [Global Innovative Advocacy Summit](#), bringing together inspiring and committed advocates from 30 countries to exchange ideas and best practices for achieving LGBTQ equality. HRC hosted Global Fellows from China, Turkey and Vietnam. Through the [Partnerships in Pride](#) program, HRC supported prides in nine countries, including Swaziland's first pride and Botswana's first trans pride. The [Partnerships in Innovative Advocacy](#) program was active in Georgia, Kyrgyzstan, Myanmar, Uruguay, Nicaragua and Turkey. With HRC's Workplace Equality program, the Global program is engaging the business community on issues of equality in Latin America, Asia and elsewhere.

