

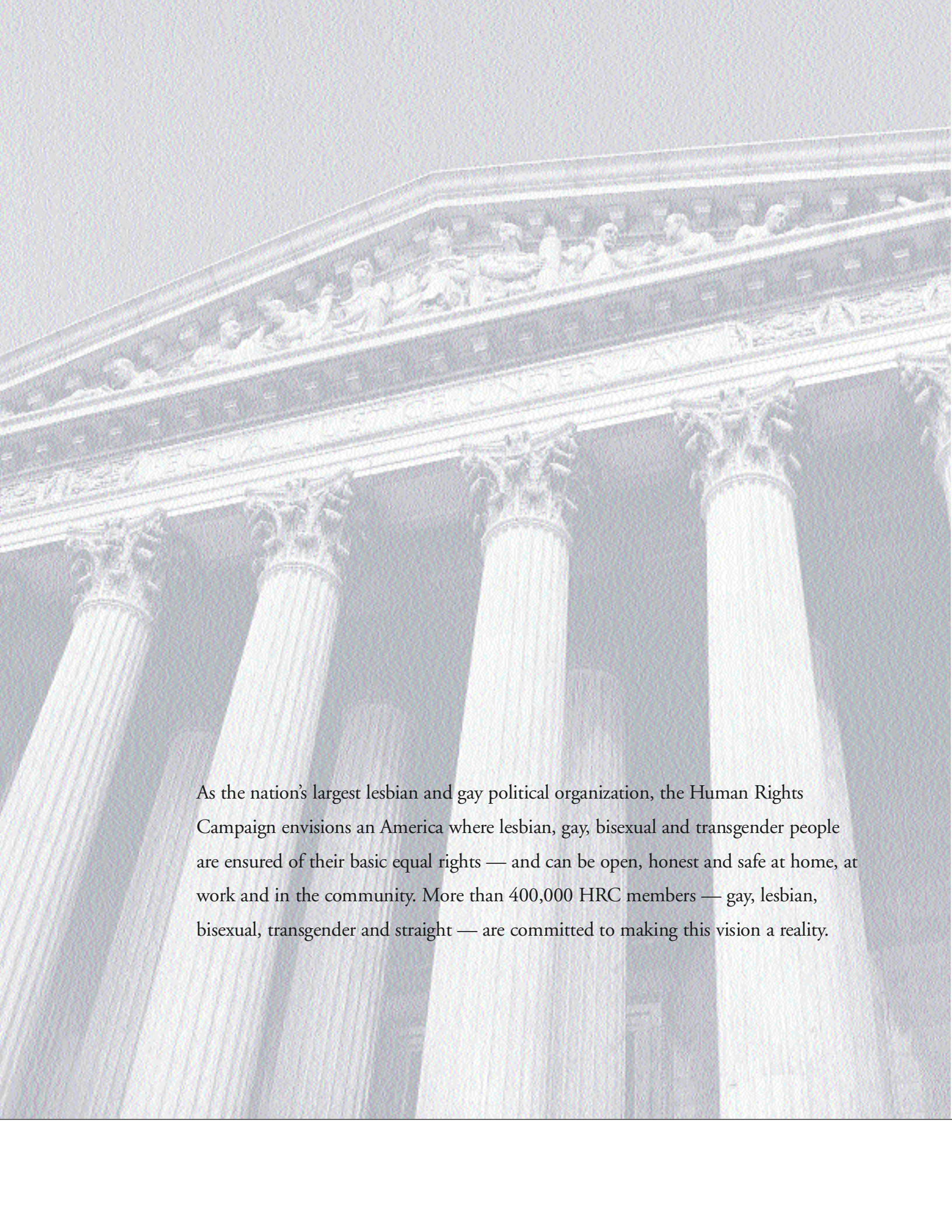


HUMAN
RIGHTS
CAMPAIGN®

ANNUAL REPORT

APRIL 1, 2000 –
MARCH 31, 2001

The Human Rights Campaign and the Human Rights Campaign Foundation



As the nation's largest lesbian and gay political organization, the Human Rights Campaign envisions an America where lesbian, gay, bisexual and transgender people are ensured of their basic equal rights — and can be open, honest and safe at home, at work and in the community. More than 400,000 HRC members — gay, lesbian, bisexual, transgender and straight — are committed to making this vision a reality.

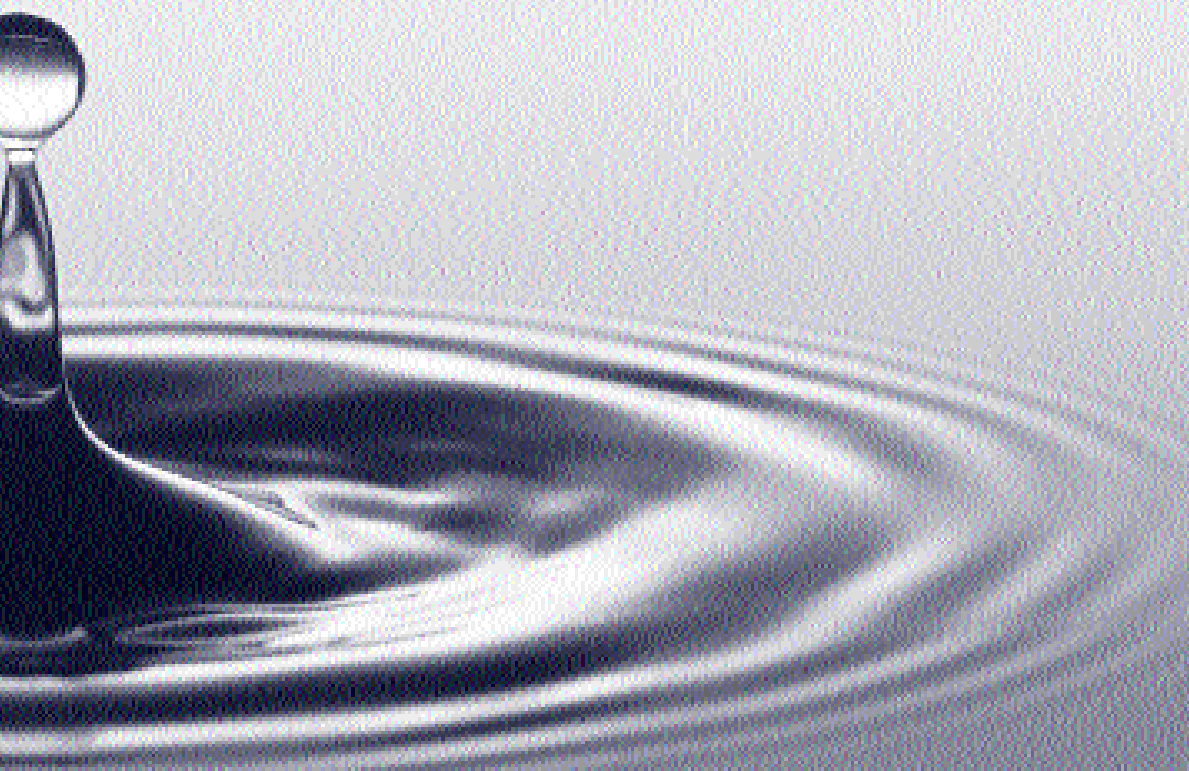
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Time without motion is setback.

“Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends out a tiny ripple of hope, and, crossing each other from a million different centers of energy and daring, those ripples build a current which can sweep down the mightiest walls of oppression.”

Robert F. Kennedy, June 6, 1966



The basis for equality in America has never been stronger.

Modern political movements can be measured against two bottom lines — changes in public policy and attitude, and the vitality of the movements themselves. On both lines, the movement for lesbian and gay equality in America was extraordinarily strong in 2001.

This report will chronicle forward movement in the public arena. For us, as trustees of the Human Rights Campaign and the Human Rights Campaign Foundation — charged with serving as volunteer stewards of the organization's institutional framework — we can declare with certainty that the individual commitment and financial vigor that define the health of any organization are, here at HRC and the HRC Foundation, standing strong.

HRC's membership surpassed 400,000 for the first time ever in this fiscal year. Enrollment in the leadership programs created for those members who wish to go the extra mile — the Federal Club, Federal Club Council and HRC Partners — set new records as well. Americans from all walks of life continue to embrace HRC's vision, mission and programs.

Behind those numbers are monetary contributions that give testament to that commitment. Here, too, HRC and the HRC Foundation set new records. Even as the American economy began to slow, HRC members never shrank from their active resolve. They feel, as we know, that in a year when America was split down the middle on a host of issues, its acceptance of equality as a tenet of American life only continues to grow.

Now, the stage is set for further progress. In 2000, the HRC Foundation began a historic capital campaign through which we intend to create a truly permanent headquarters in the nation's capital. This milestone signals the turning of a corner that will lead us to look back on 2000 as the start of a new, more just and civil era for all Americans.

Candy Marcum
Board of Directors
Co-Chair

Michael Duffy
Board of Directors
Co-Chair

Hope Hughes
Board of Governors
Co-Chair

Marty Lieberman
Board of Governors
Co-Chair

Edith D. Cofrin
Foundation Board
President

No Time for Rest on the Road to Equality.

It is hard to imagine a greater privilege than working with some of the most intelligent and dynamic people on the planet — the staff of HRC and the HRC Foundation. In the year 2000, thanks to their hard work and the support and commitment of HRC's 400,000-plus members, HRC saw many firsts.

We have never worked so hard or made such investment in an election season. The race at the top of the ticket had the country riveted from Election Day to the final ruling by the U.S. Supreme Court in *Gore v. Bush*. The result — although sharply divided — taught our country the true value of the vote. HRC invested passion and resources in that contest, as well as in more than 200 congressional races where we garnered a 90 percent success rate.

In the last year, we launched HRC FamilyNet, a virtual village for GLBT families of every description. HRC FamilyNet joins HRC WorkNet and the National Coming Out Project as the premiere educational programs of the HRC Foundation.

And the HRC Foundation produced another first: Equality Rocks. In April 2000, 45,000 people poured into Washington's RFK Stadium for a night like no other, featuring powerful and inspiring performances by Melissa Etheridge, Garth Brooks, George Michael, Michael Feinstein, Rufus Wainwright, k.d. lang, the Pet Shop Boys, Chaka Khan and Albita. The pantheon of hosts included Ellen DeGeneres, Nathan Lane and Kristen Johnston.

HRC turned 20 years old in 2000. Our founders had a profound dream: that full participation in the democratic process could bring GLBT Americans full participation in the life of our nation.

So we cannot rest for even a moment. Thirty-nine states allow employers to fire people merely for being gay, or even perceived to be gay. Forty-eight states have no laws covering gender identity in the workplace. The domestic and worldwide AIDS epidemic is soaring. And gay, lesbian, bisexual and transgender people still contend with hatred and violence. Americans are more than ready for the White House and federal and state lawmakers to move forward on these critical issues and address gay equality. Americans want their leaders to act on this opportunity now.

No organization is better positioned to help make these breakthroughs than the Human Rights Campaign — with its growing membership, motivated grassroots network, cutting-edge communications and research, experienced Washington staff and bipartisan credentials.

Elizabeth Birch
Executive Director

Breaking Ground

HRC and the HRC Foundation Broaden Their Scope

HRC in Motion produced new growth in 2000. We substantially enlarged our commitment to workplace and family issues, working to advance the pace of change, and to provide practical resources for those affected by the policies we seek to influence. Our mission evolved to formally reflect our commitment to transgender equality. In other ways, too — from an extraordinary rock concert to a new store and action center — we sought new ways to deliver our message and empower our supporters.

WorkNet Catalyzes Expansion of Workplace Protections

HRC WorkNet is the leading clearinghouse of information related to workplace policies and their impact on GLBT employees. WorkNet provides a comprehensive online database of companies and government bodies with non-discrimination policies, domestic partner benefits and GLBT employee groups. Additionally, the project works to expand that universe by further energizing a trend that, by August 2000, produced a 46 percent rise in the number of Fortune 500 companies offering

domestic partner benefits. As documented in HRC WorkNet's annual "State of the Workplace for Lesbian, Gay, Bisexual, and Transgender Employees" report, they now include Coca-Cola and the Big Three automakers — Ford, General Motors and DaimlerChrysler. Nevertheless, it remains legal in 39 states to fire someone based solely on their sexual orientation. WorkNet's "Documenting Discrimination" project continues to receive an average of 20 reports of anti-gay employment discrimination each month.

FamilyNet Launches 'Virtual Village'

While 2000 census takers were tallying data that would reveal same-sex households in virtually every county in America, the HRC Foundation launched a comprehensive web channel aimed at giving all gay families the resources and support needed to navigate laws and secure their rights. HRC FamilyNet provides authoritative informa-

tion about parenting, finance, partnership agreements and other issues that affect the daily lives of gay, lesbian, bisexual and transgender families. Content is updated regularly and supplied by a variety of coalition partners. Since its launch on Oct. 16, 2000, HRC FamilyNet has steadily grown in popularity and scope.

with New Programs, Initiatives and Commitments

FamilyNet

HUMAN RIGHTS CAMPAIGN® Today is September 18, 2001
Working for lesbian, gay, bisexual and transgender equal rights.

Home Coming Out FamilyNet WorkNet Corner Store
About FamilyNet Take Action FamilyNet Site Map

FamilyNET
A project of the Human Rights Campaign Foundation for and about gay, lesbian, bisexual and transgender families.

Register Today!
What's Hot!
Special Features

Home Life
Couples/partners
Having children
Personal finance
Raising children

Community
Schools
Senior living

Legal Center
Adoption laws
Custody
Legal documents
Legislative update
Attorney referrals

Main Street
Library
News
Events calendar
Photo gallery

Town Square
Ask the experts
Betty DeGeneres
Judy Gold Column
Share your story

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Membership Center
Issues & Legislation
Grassroots Advocacy
Campaign 2002
Volunteering
Events Calendar
News Releases
Publications
Press Room
Corporate Sponsorship

Gay New York in Shock Along with Others
Longtime gay journalist Rex Wockner talked to many well-known lesbian and gay figures during the turmoil surrounding the plane crashes into the World Trade Center and the Pentagon. Here are some of their reactions ...

More
Other coverage of particular interest to the GLBT community

Giuliano Wins in Arizona, Jacques Fails to Top Lynch in Massachusetts
Neil Giuliano, the openly gay mayor of Tempe, Ariz., soundly defeated challenger Gene Gassler Sept. 11 in a race for the mayoral seat. In Massachusetts, State Sen. Stephen Lynch defeated openly gay Sen. Cheryl Jacques in the Democratic primary, advancing to a special general election Oct. 16 to fill the seat of the late Rep. Joe Moakley for the state's 9th Congressional District. Meanwhile, a New York judge called off the city's primary election for mayor and other city offices after the attack on the World Trade Center's twin towers.

More

Take Action!
E-mail Congress

Stop Hate
Support HRC! Join or give a gift today!

Invest Your Returns in Equality

Get Involved!
Host a House Party!

National Coming Out Project
Ready for National Coming Out Day on Oct. 11?
Request your FREE kit!

OTHER RESOURCES
Upcoming Events
Links
Business Council
Contact
HRCWorkNet

How to get domestic partner benefits at your company.
The law in your state.
What's in the news about LGBT issues in the workplace.
What you should do if you've been discriminated against at work.

WorkNet

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Working for lesbian, gay, bisexual and transgender equal rights.

Coming Out FamilyNet WorkNet Corner Store
About WorkNet Take Action Site Map

E-mail this!

Search HRC WorkNet Database
Find companies with domestic partner benefits and non-discrimination policies.
Enter name of employer.

Other Highlights:
(Aug. 31) - Maryland Governor Condemns Proposed Referendum
(Aug. 28) - Gannett Newspapers To Offer Same-Sex Domestic Partner Benefits
(Aug. 22) - American Airlines Extends Non-Discrimination Protections to Transgender Employees
(Aug. 15) - Massachusetts State Employees To Get Limited Domestic Partner Benefits
Read more workplace news.

Find information on:
LGBT-friendly policies.

Online Action Center Expands

HRC remained at the forefront of online activism, providing new tools and easier access for members of our Online Action Center. HRC members make use of the Internet in greater numbers than the public at large, and the HRC website expanded its Action Center, where members can link directly to congressional offices and send faxes and e-mails at the click of a mouse. Some 200,000 such communications were sent via the site in FY 2000. Registered members also received hundreds of e-mailed action alerts in the same period, igniting a flood of over 30,000 faxes during the confirmation hearings of Attorney General John Ashcroft alone.

GENDER IDENTITY EFFORTS REFLECTED IN MISSION STATEMENT

The HRC board of directors formally voted in March 2000 to expand the organization's mission statement to include gender expression and identity. The step reflected a steady evolution in the scope of HRC's work around transgender issues, as well as the fact that gender expression and identity are increasingly addressed by state-level bills and city ordinances. Gender expression and identity issues have been fully integrated into HRC WorkNet, HRC FamilyNet, National Coming Out Project and other HRC programs.

EQUALITY ROCKS THE CAPITAL

The HRC Foundation produced the largest concert event of its kind on Saturday, April 29, 2000. Equality Rocks drew a sell-out crowd of 45,000 to RFK Stadium in Washington, D.C., to hear a dazzling array of recording artists that included Melissa Etheridge, Garth Brooks, George Michael, Chaka Khan, k.d. lang, and the Pet Shop Boys. Held on the eve of the Millennium March on Washington, the event was as powerful politically as it was musically. Highlights were broadcast on the cable channel VH-1 on Oct. 27, 2000.





WASHINGTON STORE AND ACTION CENTER OPENS

HRC continued its commitment to reach members and supporters where they live by opening our second retail store and Action Center in Washington's Dupont Circle neighborhood. Like its predecessor in Provincetown, Mass., the new store is a destination for locals and tourists alike.

It provides visitors with on-the-spot opportunities to learn about issues, contact lawmakers, enroll in HRC programs and purchase HRC Equality merchandise. After a trial run during the Millennium March on Washington, the store opened officially Nov. 18, 2000.

Forging Ahead

HRC Fully Engages in the 2000 Elections, Moving Equality

HRC in Motion made lesbian and gay Americans a pivotal force in the tumultuous events of the 2000 election year. Our efforts helped deliver the popular vote to the Democratic ticket of Vice President Al Gore and Sen. Joseph Lieberman, D-Conn., and ultimately resulted in a fair-minded majority in the U.S. Senate. Throughout the year, HRC was a presence both nationally and locally, influencing the course of legislation in Washington, and energizing communities in cities and states throughout the country.

THE PRESIDENCY

HRC mobilized fully behind the Democratic ticket of Vice President Al Gore and Sen. Joseph Lieberman, based on their outstanding support for equality, and eagerness to make lesbian and gay Americans active partners in their coalition. Our support reached the height of its public visibility during the Democratic National Convention in August 2000, when HRC Executive Director Elizabeth Birch became the first leader of a GLBT organization to address a national political convention in prime time.



During the fall campaign, HRC prepared detailed analyses emphasizing the stark differences in the records of Gore and Lieberman, compared to those of Texas Gov. George W. Bush and his Republican running mate, former Rep. Dick Cheney. We engaged in aggressive voter registration and turnout drives in targeted states across the country, and participated in a high-profile tour of battleground states in the closing days of the election, during which HRC and its progressive allies urged supporters of Green Party candidate Ralph Nader to cast their votes for Gore/Lieberman.

ENGAGING THE NEW ADMINISTRATION

The end of HRC's fiscal year coincided with the end of the first 100 days of the Bush/Cheney administration. With the exception of a single high-profile openly gay appointment to head the White House Office of National AIDS Policy, the new administration was notably silent on gay

and lesbian issues. The signal battle was one that energized the entire progressive community: the nomination of anti-abortion, anti-gay Republican John Ashcroft to serve as attorney general. HRC, which had given Ashcroft zero ratings for his entire six-year Senate tenure, sharply criticized

Forward in Washington and Across the Country.

CONGRESS

With analysts on both sides predicting a razor-thin contest for both the presidency and control of Congress, HRC also invested heavily in efforts to shape the outcome of races for the House and Senate. A total of 90 percent of the 210 candidates we endorsed won their elections. Our efforts included making more than \$1 million in direct campaign contributions; sending 25 staff and 20 Youth College graduates to work in targeted campaigns; and reaching 1.5 million voters through ads in gay media as well as by e-mail, U.S. mail and Election Day telephone calls.


In all, HRC's Campaign 2000 efforts represented an investment of \$2.5 million, and produced the margin of victory for as many as a dozen candidates running in close races. The new Senate, which took office in January 2001 with a 50-50 split between the parties, had a net gain of three supporters of the Employment Non-Discrimination Act. A solid majority also backed the federal hate crimes bill. HRC and the gay and lesbian vote were crucial to the victories of new senators Tom Carper, D-Del., Jean Carnahan, D-Mo., Mark Dayton, D-Minn., Bill Nelson, D-Fla., Maria Cantwell, D-Wash., Debbie Stabenow, D-Mich., and Hillary Rodham Clinton, D-N.Y.


BALLOT MEASURES:

HRC contributed \$100,000 to fight anti-gay ballot measures in four states. In Oregon, voters narrowly rejected a proposal to ban educators from talking about homosexuality in a positive light, while anti-gay marriage initiatives passed in Nebraska and Nevada. By the narrowest of margins, Maine voters defeated a measure to bar discrimination based on sexual orientation. In Vermont, however, supporters of civil union — which became law in that state in 2000 — won a number of important victories. Chief among them was the re-election of Gov. Howard Dean, who had been targeted by opponents of civil union and aggressively supported by HRC.


the nomination and worked to supply Senate allies with details of his record. Thanks to HRC's work with the media, Ashcroft's role in blocking the nomination of openly gay businessman James Hormel to be Clinton's ambassador to Luxembourg became a national story. While

Ashcroft's nomination was ultimately approved, he was forced to back away from previous anti-gay rhetoric and pledge to enforce civil rights laws without regard to sexual orientation.

Whose Side Are You On? 
The Record on Gay and Lesbian Issues



Debbie Stabenow
Democrat
Member of the U.S. House, Senate Candidate



Spencer Abraham
Republican
Incumbent Senator

1999 HRC scorecard rating: 89%	1999 HRC scorecard rating: 8%
<p>YES Stabenow is a current cosponsor of the Employment Non-Discrimination Act (ENDA) in the House and has vowed to do the same in the Senate.</p> <p>YES Stabenow is a current cosponsor of the Hate Crimes Prevention Act (HCPA) in the House and has vowed to do the same in the Senate.</p> <p>YES Stabenow is committed to an open process of debate on the HRC bill, including the Ryan White CARE Act and non-discrimination, and scored 100% from AIDS Action for the 105th Congress.</p> <p>YES Stabenow fully supports a women's right to choose, scoring a 100% rating from both Planned Parenthood and NARAL in 1999.</p>	<p>ENDING Workplace Discrimination NO Abraham is not a cosponsor of ENDA and voted against ENDA on the Senate floor in 1996.</p> <p>COMBATING Hate Crimes NO Abraham does not support HCPA, and has never cosponsored the measure.</p> <p>FIGHTING HIV/AIDS NO Abraham has not cosponsored the Ryan White CARE Act, has voted against proven prevention efforts like needle exchange and has received a 0% from AIDS Action for the 105th Congress.</p> <p>PROTECTING a Woman's Right to Choose NO Abraham has scored 0% from both Planned Parenthood and NARAL in 1999.</p>

Choose your side. Vote November 7.
Human Rights Campaign • www.hrc.org
919 368 5800, 1-800-345-4449 Washington D.C. 20044 • 202/638-1100

ADVANCING ISSUES IN CONGRESS: Hate Crimes

On June 20, 2000, the Senate passed the Local Law Enforcement Enhancement Act with a strong bipartisan vote of 57-42. The urgency of adding sexual orientation to existing federal hate crimes law was underscored by the brutal July 2000 slaying of 26-year-old Arthur “J.R.” Carl Warren Jr., a gay African American from Grant Town, W.Va. Warren was killed by two 17-year-old boys who beat and then drove over him with their car. HRC worked to draw national attention to the crime, and



HIV/AIDS

As the toll of the HIV/AIDS epidemic in Africa drew new worldwide attention, statistics in the United States showed an ominous rise in infection rates among African-American and young gay males, as well as women, and a leveling off of survival rates among those with access to AIDS therapies. HRC worked on a number of

fronts to sustain the federal commitment to fight AIDS, helping to secure increased federal funding for HIV/AIDS programs under the Ryan White Comprehensive AIDS Resources Emergency (CARE) Act, as well as the Housing Opportunities for People With AIDS Act.

IMMIGRATION REFORM

HRC worked with Rep. Jerrold Nadler, D-N.Y., to reintroduce the Permanent Partners Immigration Act, which would provide same-sex partners of U.S. citizens and lawful permanent

residents the same immigration rights that married spouses enjoy. The bill, which would modify the federal Immigration and Nationality Act, had 83 co-sponsors in the 107th Congress.

launched an aggressive media campaign including television and radio advertisements featuring board member Judy Shepard, mother of slain Wyoming college student Matthew Shepard. Despite those efforts, and House passage Sept. 13, 2000, of a “motion to instruct” conferees to retain the hate crimes provision as part of the defense budget measure, conservative GOP leaders succeeded in striking the provision from the bill.



RELIGIOUS LIBERTY PROTECTION ACT

In a foreshadowing of the controversy that would surround President Bush’s faith-based charity initiative a year later, HRC worked vigorously to secure a compromise between President Clinton

and Republican leaders in Congress on a religious liberty bill to eliminate a provision that would have threatened enforcement of state and local civil rights laws that cover sexual orientation.

CULTIVATING THE STRENGTH OF THE STATES

Because battles over marriage, adoption, hate crimes and civil rights are so often fought at the state level, HRC created a new program to help statewide advocacy groups continue their fight for fair-minded legislation and against anti-gay measures. In 2000, the HRC Equality Fund made \$114,000 in grants to 26 organizations, providing much-needed resources for candidate surveys, voter education, lobby days and issue-specific advocacy campaigns.

Building A Future

HRC Looks Toward New Opportunities for Influence,

HRC in Motion took us in new directions, toward new spheres of influence, and on a pathway to our most ambitious institutional goal ever in 2000. We advanced at the federal and state levels, prepared for momentous battles over the shape and balance of our nation's courts, and began a campaign to build our first permanent home — a national center dedicated to the cause and vision of equality.

ADVANCING EQUALITY

As HRC begins its third decade, there is a clear need to enlarge the scope of our efforts to reflect an increasingly fractured, complex and partisan political environment. Our blueprint for action on both the state and federal levels will magnify HRC's impact through a renewed commitment to our longstanding efforts to influence White House policy, legislation in Congress and federal elections, combined with an enlarged commitment to partner with state and local organizations working toward common goals.

HRC will devote new resources to monitoring nominations to the U.S. Supreme Court and to federal courts — arenas in which many of the legislative battles around which we advocate are ultimately settled.

We will also work to ensure equal treatment on a variety of other federal issues, including hospital visitation, inheritance, Social Security, pension, and taxation of domestic partner benefits.

STEPPING UP EFFORTS IN THE JUDICIAL ARENA

In the aftermath of the Supreme Court's decision in June 2000 to uphold the Boy Scouts' right to discriminate against gay scouts and scout leaders, HRC established JusticeWatch, a new project with our coalition partners to expand public education and lobbying efforts around the judicial appointment process. With an expectation of up to three Supreme Court retirements during the current presidential term, as well as the

opportunity to fill more than 200 vacancies on the federal bench, JusticeWatch will conduct extensive research on the background of select nominees, educate lawmakers involved in the confirmation process, and activate our members and supporters to exert influence whenever a nomination threatens equality.



and a Permanent Home in the Nation's Capital

BUILDING EQUALITY

The HRC Foundation's Capital Campaign

In 21 years, HRC has never had a permanent home. Many of the factors influencing our success and capacities — including overhead expenses, size and shape of physical space, and the ability to put down roots — have been beyond the organization's control. In 2000, as part of a new five-year plan, the boards of HRC and the HRC Foundation decided that the time had arrived to give the organization a home. A plan was launched to create a center that would accommodate the particular and growing needs of HRC and its programs, as well as the symbolic needs of any movement that seeks a permanent and visible presence in the nation's capital: facilities for public meetings ... space for archives and exhibits ... cutting-edge media facilities able to harness new technologies ... a bricks-and-mortar symbol of strength, endurance and pride.

Financials

SOURCES OF INCOME

	HRC	HRC Foundation	Combined*
Membership	\$ 6,718,831	\$ -	\$ 6,718,831
Federal Club & Council Program	3,265,115	2,780,562	6,045,677
Events	4,376,161	349,610	4,725,771
HRC Foundation Grant	375,000	-	-
Corporate/Foundation Grants & Bequests	203,779	292,032	495,811
Earned Income & Other Revenue	751,854	194,781	946,635
TOTAL INCOME	15,690,740	3,616,985	18,932,725

USES OF INCOME

PROGRAMS

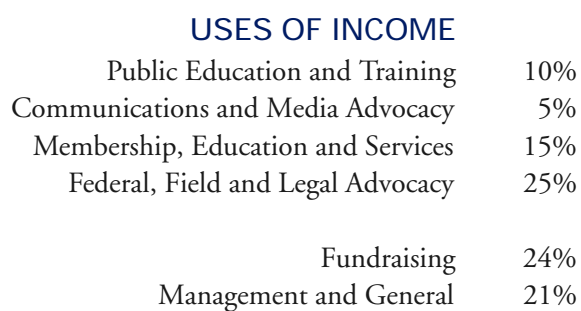
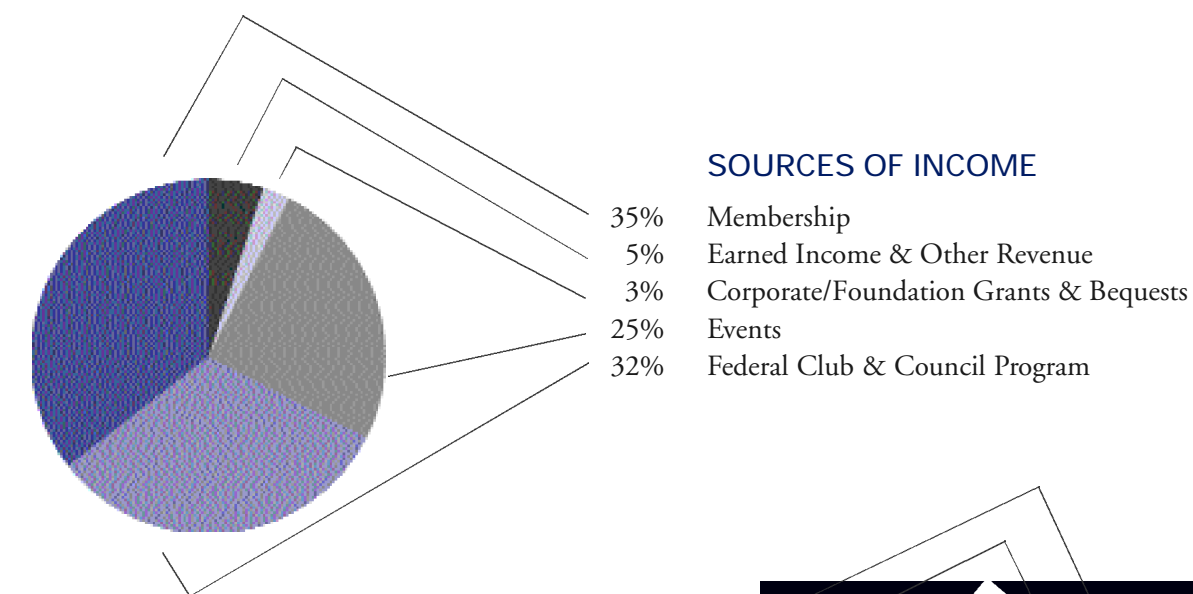
Federal, Field & Legal Advocacy	3,576,777	1,087,087	4,663,864
Membership Education and Services	2,821,229	1,282	2,822,511
Communications and Media Advocacy	418,439	517,933	936,372
HRC Foundation Grant to Support HRC Programs	-	375,000	-
Public Education and Training	986,665	878,554	1,865,219
Total Programs	7,803,110	2,859,856	10,287,966

SUPPORTING SERVICES

Management and General	2,628,227	1,367,569	3,995,796
Fundraising	3,660,345	851,550	4,511,895
Total Supporting Services	6,288,572	2,219,119	8,507,691
TOTAL EXPENSES	14,091,682	5,078,975	18,795,657

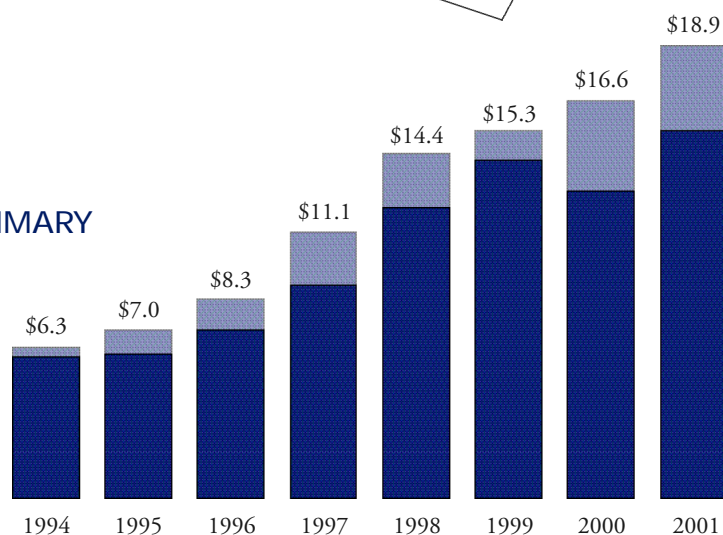
Change in Net Assets	1,599,058	(1,461,990)	137,068
Net Assets at Beginning of Year	1,662,740	5,048,681	6,711,421
Net Assets at End of Year	3,261,798	3,586,691	6,848,489

*Combined statements exclude intercompany transfers.
Does not include Capital Campaign.
Equality Rocks (net) is included as a Foundation Special Event.



EIGHT-YEAR COMBINED INCOME SUMMARY

Figures shown in millions



National Corporate Sponsors

PLATINUM NATIONAL SPONSORS

American Airlines
PlanetOut

NATIONAL SPONSORS

The Advocate/Out Magazines
Boxofficetickets.com
Gay.com
Olivia Cruises and Resorts
Replacements Ltd.
Subaru of America
Verizon
Working Assets

NATIONAL CORPORATE PARTNERS

Beaulieu Vineyard
Chivas Regal
Hennessy Cognac
Mitchell Gold Co.

FOUNDATION SUPPORT

America's Charities
Combined Federal Campaign
David Geffen Foundation
The Gill Foundation
IBM International Foundation
Tides Foundation
United Way

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