“THE HOMOSEXUAL AGENDA IS DESTROYING THIS NATION.”

– Oklahoma state Rep. Sally Kern

“TO DENY ONE GROUP THE RIGHT TO MARRY THREATENS THE INSTITUTION OF MARRIAGE MORE THAN IT DOES ANYTHING ELSE.”

– Dave Matthews, singer/songwriter

“IT ISN’T THAT SOME GAYS WILL GET SOME RIGHTS. IT’S THAT EVERYONE ELSE IN OUR STATE WILL LOSE RIGHTS.”


“WE ARE NOT ASKING FOR SPECIAL RIGHTS. WE ARE ASKING FOR EQUAL PROTECTION UNDER THE LAW.”

– Comment posted to HRC’s www.EndtheLies.org

“BEING GAY IS A CHOICE. A WRONG CHOICE.”

– North Dakota state Rep. Chuck Damschen

“WE NEED TO REMAIN VIGILANT. MANY FAR-RIGHT HATE GROUPS ARE STEPPING IT UP — USING DECEPTION AND FEAR TO PAINT US AS DANGEROUS AND IMMORAL.”

– HRC President Joe Solmonese
FINALLY, WITH STRONG ALLIES IN THE WHITE HOUSE, ON CAPITOL HILL AND ACROSS THE COUNTRY, THE MOVEMENT FOR EQUALITY HAS MOMENTUM LIKE NEVER BEFORE.

“IT’S TIME TO MAKE THE HIV/AIDS EPIDEMIC YOUR EPIDEMIC — NO MATTER YOUR CURRENT HEALTH STATUS, INCOME, SEXUAL ORIENTATION, GENDER IDENTITY OR RACE.”
— Bishop John L. Selders Jr., HRC’s Religion Council

“HRC AND THE LARGER LGBT COMMUNITY ARE PART OF THIS ADMINISTRATION’S VISION.”
— Valerie Jarrett, senior presidential adviser

“I BELIEVE IN LOVE AND I BELIEVE IN EQUALITY, AND I BELIEVE IN MARRIAGE EQUALITY.”
— Dave Grohl, musician

Wins everywhere from Iowa to New Hampshire underscore the fact that working on the offense — helping to elect fair-minded friends at the state level, mobilizing our members and sending staffers to work on the ground — is a successful formula. Now, more than 1 in 5 Americans live in a state that offers recognition to committed gay and lesbian couples, be it domestic partnerships, civil unions or legal marriage. Now, six states offer equal marriage rights, with several states closing in. It’s a direct result of months — and years — of tireless teamwork and strategy by the Human Rights Campaign to help Americans better understand that fairness for all — a basic tenet of this country — applies to everyone.
FROM THE PRESIDENT

In 2009, our opponents tried at every turn to block America’s march toward fairness. The Human Rights Campaign met them, head on.

HRC was everywhere — fighting on the statehouse steps, on the streets, in the malls, at bus stops, at campaign stops. Making phone calls, getting signatures, building coalitions. The plans we carefully laid out several years ago helped produce wins after win at the state level. Strategic investments and partnerships in New Hampshire, Iowa and elsewhere paid off.

Marriage equality for lesbian, gay, bisexual and transgender people became a reality in four states, and was signed into law in Maine, pending a November voter referendum. And in dozens of state capitols, HRC’s allies — many of whom we helped get into offices, with the crucial support of our members and supporters — passed pro-LGBT bills and blocked anti-LGBT ones.

Together, we made incredible strides.

Important change at the federal level took place, too. The Matthew Shepard Act recently passed both the U.S. Senate and House of Representatives. An inclusive Employment Non-Discrimination Act was introduced for the first time in the U.S. Senate. We worked closely with our Democratic and Republican friends to step up the pace in other key areas, too — including the military, healthcare, taxation and domestic partner benefits.

These victories were a direct result of HRC’s smart, focused campaign work in scores of U.S. congressional contests and the race for the White House. Last fall, the National Journal named HRC one of the top five most effective interest groups in the country.

Make no mistake: The right-wing extremists are still out in force. Days before the Matthew Shepard Act passed the Senate, our foes sent a barrage of e-mails to Capitol Hill, warning lawmakers that the measure would protect “pedophiles.” A conservative lawyer called the bill a “hoax.” Fortunately, HRC’s allies were able to quash the effort. It was a reminder: We need to keep vigilant.

And we need to keep speaking the truth loud and clear: We are Americans. We are equal.

Thank you for all of your work in 2009. With you, our members, supporters and allies, we were able to make history happen.

Sincerely,

Joe Solmonese
President, Human Rights Campaign
Human Rights Campaign Foundation

FROM THE HRC BOARD CO-CHAIRS

Civil rights for lesbian, gay, bisexual and transgender Americans rarely left the public spotlight in 2009, thanks in large part to the smart, strategic efforts of the Human Rights Campaign.

Whether it was organizing in the states or working with allies in Washington to push through vital legislation, HRC helped advance LGBT equality like never before.

The organization worked at unprecedented levels in state capitols, places of worship and corporate offices.

HRC’s early campaign presence in Iowa, including funding for a state-wide LGBT group, helped pave the way for marriage equality, a safe schools bill and an LGBT non-discrimination law. In New Hampshire, HRC provided field and communications expertise and mobilized HRC members for a marriage win. In Nevada, HRC worked with its leaders there to prompt 5,000 supporters to push for a domestic partners bill. In all, HRC sent resources and staff to work in a dozen key states — often for months at a time — with statewide LGBT groups and allies.

And HRC worked at length at the local level, too. It put a field director and field organizer on the ground in Gainesville, Fla., to help beat back an attempt by our opponents to get rid of key protections already in place.

On Capitol Hill, HRC successfully worked with its congressional allies to pass the Matthew Shepard Act, a bill to add sexual orientation and gender identity to the list of categories protected by federal hate crimes law. Last year, there was a 6 percent jump in the number of hate crimes based on sexual orientation alone, the FBI reported.

We hope the hate crimes law will halt the extreme-right wing’s efforts to set up a beachhead against an inclusive Employment Non-Discrimination Act, relationship recognition and the repeal of the discriminatory “Don’t Ask, Don’t Tell” law.

Let’s continue to charge ahead.

Sincerely,

Mary Stonder and Ken Britt
HRC Board of Directors

FROM THE HRC FOUNDATION BOARD CO-CHAIRS

When 250 religious leaders from nearly every state descended on Capitol Hill this year to lobby on hate crimes and workplace fairness, some congressional staffers said it was the first time that they’d ever met with clergy who support lesbian, gay, bisexual and transgender equality.

U.S. hospital officials say the HRC Family Project’s Healthcare Equality Index first alerted them about their treatment of LGBT patients.

And more and more companies are finally getting the message that transgender Americans are a vital part of the work force, thanks in part to the HRC Workplace Project’s outreach. In a wide variety of areas, the HRC Foundation is steadily making a difference.

In 2009, participation doubled in the Healthcare Equality Index, a ranking of U.S. hospitals and clinics about their visitation policies, sensitivity trainings and more. Ten facilities — from Baltimore to Seattle — were cited for being “top performers.”

Meanwhile, the Corporate Equality Index team stepped up the pressure, highlighting those companies that received top ratings of 100 percent.

A number of resources were developed on transgender-related issues this year. The HRC Workplace Project helped more companies better understand the need to be more inclusive; the Religion and Faith program brought 25 transgender educators to 46 congregations across the country to talk about gender diversity.

Innovation has become the hallmark of the HRC Foundation. And this year, its projects — many whose seeds were sown two or three years ago — began to bloom in a big way. Its work is a smart, strategic complement to HRC’s political work.

Sincerely,

Mary Lieberman and Anne Fay
HRC Foundation Board of Directors

INDEX

hRC BOARD CO-CHAIRS

hRC FOUNDATION BOARD CO-CHAIRS

FROM ThE
IT’S A BATTLE BEING WON FROM THE GROUND UP

DOOR TO DOOR, TOWN TO TOWN AND STATE TO STATE. AND HRC IS THERE.

After years under an administration that threatened to veto any legislation that benefits our community, we’ve elected a president who will sign hate crimes legislation, an inclusive Employment Non-Discrimination Act and repeal of “Don’t Ask, Don’t Tell” and of the Defense of Marriage Act. We’ve also elected congressional leadership who will never try to use the Constitution to hurt our families. Now our goals are possible — if we keep on working.

At HRC, we knew that the elections were not the end of the work, but the start of a new era. We have already seen that the White House and Congress will not move if we do not speak up, show them the way and make our demands known.

We have made a good start of it. Early on, HRC released “A Blueprint for Positive Change,” detailing dozens of ways that the new administration can further LGBT equality. We stepped up outreach to key allies in Congress and in the new administration, making inroads toward our regulatory and legislative goals. And when we saw toes dragging — whether on federal employee protections or on the Defense of Marriage Act — we spoke up.

As a result, we’ve seen some movement.

• We are on our way to eliminating the HIV travel ban. To get here, HRC lobbied Congress effectively, resulting in the vote that paved the way. Then, when the Department of Health and Human Services issued a proposed regulation, HRC members submitted 17,000 of the 19,000 public comments that HHS received. Soon, the process will be complete and the discriminatory ban will be gone.

• We advocated for the administration to ban discrimination on the basis of gender identity in the nation’s largest work force — the federal government. And they did. For the first time, the federal government stands by the principle that your gender identity has nothing to do with your job performance.

• We also advocated for family protections for those employees, and presented our recommendations to the transition team before the president took office. In June, the president issued a memorandum instructing federal agencies to provide any family benefits not precluded by statute, as we had advocated.

• The Obama administration and the State Department formally endorsed a U.N. statement calling for the worldwide decriminalization of homosexuality, a measure that former President Bush had refused to sign.

• And the House and Senate voted to pass inclusive hate crimes legislation.

We have seen roadblocks, too. On Nov. 4, 2008, four states voted to deny our families equal rights under law, including by preventing children from finding permanent, loving homes with LGBT parents. California became the first state to use the ballot box to take away equal marriage rights that had already been recognized. This underscored the need to continue our work on the ground in every state to ensure that our friends, neighbors and co-workers understand that our rights are not up for a popular vote, and that state legislatures understand that the need for civil rights laws is urgent.

These gains are possible in part because of our strategic and effective electoral work across the nation. We have played a key role in securing fair-minded leadership in a number of key state houses, paving the way for non-discrimination laws and protections for families. At the federal level, our fair-minded endorsements have been so successful that the National Journal ranked us among the top five winning interest groups in the Senate and House elections.

Of course, changing laws requires changing minds, which is why HRC’s legislative agenda coordinates with our Foundation’s great educational work. When the conversation around the water cooler changes, ENDA moves forward. When our schools are welcoming and our families are out and open, protection for families moves forward. When congregations welcome and celebrate the LGBT community, those who would use religion as a proxy for discrimination lose their footing. When we have equal access to healthcare, we are empowered to make a difference. These things go hand in hand and, in 2009, they moved forward.

“I PUT OUT A CALL FOR HELP AND HRC ANSWERED. WE COULD NOT HAVE DONE THIS WITHOUT THEM.”
— Mo Baxley, executive director, New Hampshire Freedom to Marry
"THE MATTHEW SHEPARD ACT IS REALLY A HOAX."

"THEY ARE SAYING IN ONE INCREASINGLY LOUD, AMERICAN VOICE, ‘HONEY, BABY, RATHER THAN WORRY ABOUT WHO SOMEONE ELSE LOVES AND WHY, THINK ABOUT WHO YOU HATE AND WHY.’"
—Patricia Clarkson, actress

"HOMOSEXUALITY WILL ALWAYS BE A SEXUAL PERVERSION."
-Utah state Sen. Chris Buttars

"WE MUST PERSEVERE, UNTIL THE DAY WHEN ACCEPTANCE TRIUMPHS OVER PREJUDICE. I WILL SUPPORT YOU IN THIS QUEST, AND IT WILL HAPPEN."
-Sen. Dianne Feinstein, D-Calif.
"There is a gay and secular fascism in this country that... is prepared to use violence, to use harassment."
— Newt Gingrich, former speaker of the U.S. House of Representatives

"As long as prejudice exists in this country, in this world, we are all its victims."
— Keith Olbermann, MSNBC anchor

"Our job now is to seize the energy and work together to enshrine equality for LGBT Americans into law and policy across the country."
— HRC President Joe Solmonese

"If elected officials are "clueless about the definition of marriage... then they are not competent for public office."
— Matthew Staver, Liberty Counsel

"Shame on anyone who oppresses another person and uses patriotism as a shield."
— Comment posted to HRC’s www.EndTheLies.org

Hate crimes legislation is “anti-faith.”
— Matt Barber, Liberty Counsel
The momentum is building for marriage equality.

We finally saw our hard work begin to pay off in 2008 and 2009. Soon, gay and lesbian couples will be able to marry in six states — five years after Massachusetts became the first state to recognize marriage for same-sex couples.

Connecticut kicked off the wedding march in fall 2008, when the state Supreme Court ruled that the state’s civil unions placed same-sex couples in an “inferior status.” The decision was confirmed by the Legislature in April 2009.

Since then, Iowa, Maine, New Hampshire and Vermont have embraced marriage equality.

HRC had a key role in many of these wins. Strategic investments in Iowa and New Hampshire in 2006 helped pave the way for marriage equality today.

New York and the District of Columbia now recognize marriages by same-sex couples that are legally performed in other jurisdictions. Other states moved forward, too.

As we celebrated these gains, California stripped marriage rights from living couples by enacting Proposition 8. Foes of marriage equality have placed a people’s vote on the ballot in Maine.

No Excuses

Too many in Congress have dragged their feet for far too long on LGBT equality issues. So we took action.

HRC recently launched a national grassroots lobbying effort, “No Excuses.” The campaign, which began in August, aims to set up meetings on key LGBT issues in local offices between HRC members and their federal representatives.

The local meetings are focusing on: repealing the Defense of Marriage Act; passing the Employment Non-Discrimination Act; repealing “Don’t Ask, Don’t Tell”; passing immigration reform that would prevent the separation of LGBT families; and providing equal health benefits to federal employees, including their same-sex partners.

Thousands of people from all 50 states, as well as Guam, Puerto Rico and the U.S. Virgin Islands, signed up to schedule the in-district meetings.

The authorization bill then passed the Senate with the Matthew Shepard Act as an amendment, and now the House and Senate versions of the bill must be reconciled in a conference committee before being sent to the president’s desk.

HRC’s legislative team also worked with House and Senate staff to secure introduction of an inclusive Employment Non-Discrimination Act, which would bar discrimination in the workplace on the basis of sexual orientation or gender identity. This is the first time the Senate has ever had a fully inclusive ENDA introduced. And HRC partnered with Servicemembers United to launch a nationwide tour to draw attention to the discriminatory “Don’t Ask, Don’t Tell” policy and to increase support for the Military Readiness Enhancement Act, a measure which would repeal the policy.

Three additional legislative priorities are: the Uniting American Families Act, which would end the painful separation of families by recognizing permanent same-sex couples under immigration laws; the Tax Equity for Health Plan Beneficiaries Act, which provides equal tax treatment of health benefits for LGBT families; and the Early Treatment for HIV Act, which would provide states with the option to provide Medicaid coverage to low-income, HIV-positive Americans. HRC has worked to include each of these three bills as provisions in larger reform legislation being taken up by Congress, in an effort to increase the likelihood of passage.

HRC has also worked with congressional staff and with coalition allies to determine the most feasible strategy for repealing the Defense of Marriage Act, which denies legally married lesbian and gay couples 1,000-plus federal protections.

And in an effort to provide health benefits equally to millions of federal employees, including those with same-sex domestic partners, HRC has helped advance the Domestic Partnership Benefits and Obligations Act in Congress — first through a House subcommittee hearing on the bill, then a successful markup by the House Oversight and Government Reform Subcommittee on Federal Workforce, Postal Service and the District of Columbia.

Finally, HRC has submitted more than 70 policy recommendations for action by executive branch agencies to improve the lives of LGBT people and their families without the need for congressional action. Our public policy advocates and legislative attorneys are meeting with officials at many of these agencies to discuss how to implement our recommendations.

Veterans Speak Out

Once again, HRC is leading the national dialogue around the repeal of the U.S. military’s “Don’t Ask, Don’t Tell” policy. In summer 2009, HRC teamed with Servicemembers United to launch a national tour that featured gay, lesbian and straight veterans who have served under the discriminatory policy.

In city after city, the veterans spoke out about how the policy hurts military readiness and national security while pushing American soldiers fighting overseas at risk.

As the tour hit the road, more veterans and prominent military leaders spoke out about the policy, increasing pressure on Congress and the Obama administration to repeal it.


Big Gains at the Federal Level

In the 11th Congress, HRC has already made a number of significant advances on Capitol Hill. There was a successful vote on federal hate crimes protections in both chambers of Congress — first in the House of Representatives on April 29, 2009, then the Senate voted 63-28 on July 16, 2009, to proceed with the Matthew Shepard Act as an amendment to the Department of Defense authorization bill.

The GOALS OF THIS NEW TOOL ARE TO SPARK AWARENESS ABOUT PUBLIC DECEPTIONS AND TO SPUR PEOPLE TO TAKE ACTION AND ENGAGE IN DIALOGUE.

It’s crucial to legislative fights that lie ahead.

TENS OF THOUSANDS HAVE DROPPED BY THE WEBSITE, WATCHED A VIDEO AND JOINED THE CONVERSATION.

WWW.ENDINGTHELIES.ORG
NEARLY 50 STATES
REPRESENTED BY RELIGION AND FAITH LEADERS AT HRC’S CLERGY CALL.

305 MAJOR U.S. BUSINESSES ACHIEVED THE HIGHEST RATING OF 100 PERCENT IN THIS YEAR’S CORPORATE EQUALITY INDEX — UP FROM 260 LAST YEAR. A TOTAL OF 590 COMPANIES WERE RATED.

HRC RAISED AND CONTRIBUTED $3.4 MILLION TO THE NO ON PROPOSITION 8 CAMPAIGN IN CALIFORNIA.

MORE THAN 90% OF THE 200+ HRC-ENDORSED CANDIDATES WON SEATS IN THE 111TH CONGRESS.

500 PEOPLE
ACROSS THE COUNTRY PARTICIPATED IN HRC’S NEW CAMPAIGN TRAINING PROGRAM, CAMP EQUALITY, FOR ACTIVISTS AT THE LOCAL LEVEL FOR KEY FEDERAL, STATE AND BALLOT CAMPAIGNS, INCLUDING IN FT. LAUDERDALE, PHOENIX, HOUSTON AND LAS VEGAS.

14.9 MILLION NUMBER OF PEOPLE LIVING IN STATES WITH MARRIAGE EQUALITY.
COLORADO The Legislature passed and Gov. Bill Ritter signed the Designated Beneficiary Agreement Act, which provides limited domestic partner rights and responsibilities to same-sex and unmarried different-sex couples. Separate legislation signed by the governor provides domestic partner benefits to state employees.

IOWA Legislators stood strong to protect a positive court ruling bringing marriage equality to the Hawkeye State.

MARYLAND Gov. Martin O’Malley’s budget was approved by the Legislature, providing domestic partner benefits for state employees. Also in Maryland, legislation was passed that provides domestic partners with exemption from inheritance tax on certain property (e.g., a home).
NEVADA The Legislature overrode Gov. Jim Gibbons’ veto to enact a domestic partner law that provides same-sex and unmarried different-sex couples access to nearly all the rights and responsibilities provided to married couples under state law.

PENNSYLVANIA The state now provides medical, prescription drug, dental, vision and hearing-aid benefits to the same-sex and different-sex partners of state employees.

WASHINGTON Gov. Christine Gregoire signed legislation adding gender identity protections to existing hate crimes law. Separate legislation expanded the state’s domestic partnerships to provide nearly all the rights of married couples under state law.

WASHINGTON, D.C. Mayor Adrian Fenty signed legislation to recognize marriages by same-sex couples entered into outside D.C. The bill took effect July 7, after a 30-legislative day congressional review period.

WISCONSIN Gov. Jim Doyle’s budget, approved by the Legislature, includes domestic partner benefits for state employees and important domestic partner rights for same-sex couples.

HRc SENT SEvERAL AcTiON ALERTS ANd PhONEd OUR mEmBERS iN ThE STATE iN ThE WEEKS ANd mONThS LEAdiNg UP TO ThE LEgiSLATURE’S vOTES TO OvERRidE ThE gOvERNOR’S vETO Of mARRiAgE EqUALiTy LEg- iSLATiON. NATiONAL fiELd diREcTOR mARTy ROUSE TRAvELEd TO vERmONT SEvERAL TimES, URgiNg LEgiSLATORS TO SUPPORT ThE LEgiSLATiON. AN hRc fiELd ORgANizER iN iOWA WORKEd WiTh STATE gROUP ONE iOWA TO BUiLd SUPPORT TO PROTEcT ThE STATE SUPREmE cOURT’S APRiL RULiNg iN fAvOR Of mARRiAgE EqUALiTy. STRATEgic iNvESTmENTS iN 2006 hELPEd PAvE ThE WAy fOR mARRiAgE EqUALiTy iN 2009.

AN hRc REgiONAL fiELd OR- gANizER WAS ON ThE gROUNd FOR mOST Of ThE yEAR, fiRST WORKiNg WiTh EqUALiTy mAiNE TO ORgANizE SUPPORT fOR ThE mARRiAgE BiLL ThAT PASSEd, ANd ThEN WORKiNg WiTh ThE NO ON 1 cAmPAigN TO ORgANizE OPPOsiTiOn TO ThE BALLOT mEASURE.

hRc WORKEd WiTH ThE STATE gROUP LOvE mAKES A fAmiLy ANd mOBiLizEd OUR mEmBERS iN SUP- port Of mARRiAgE cOdificATiON LEgiSLATiON. WE SENT AN ALERT TO OUR mEmBERS URgiNg ThEm TO ATTENd A hEARiNg ON ThE mARRiAgE BiLL ANd TO cONTAcT ThEiR LEgiSLATORS, ASKiNg ThEm TO SUPPORT ThE BiLL.

hRc cONTiNUES TO WORK WiTh LOcAL AdvOcATES ANd AcTiviSTS TO BUiLd SUPPORT fOR mARRiAgE EqUALiTy iN WAShiNgTON, d.c. WE AcTivATEd OUR mEmBERS TO cONTAcT cOUNciL mEmBERS ABOUT LEgiSLATiON ThAT WAS ULtImATELy ENAcTEd ThAT REcOgNizES mARRiAgES fROm OUTsidE ThE diSTRicT.

hRc cONTAcTEd mEmBERS ANd cOORdiNATEd WiTh EqUALiTy mARyLANd TO BUiLd SUPPORT fOR TRANSgENdER ANTi-diScRimiNATiON LEgiSLATiON. hRc cOORdiNATEd WiTh STATE gROUPS, iNcLUdiNg ThE fAiR- NEss cAmPAigN ANd ThE AcLU Of KENTUcKY , TO diScUSS ThE BEST WAyS TO OPPOSE ThE ANTi-AdOPTiON BiLL ThAT LATER diEd iN ThE LEgiSLATURE. WE mOBiLizEd OUR mEmBERS TO cONTAcT ThEiR LEgiSLATORS ANd URgE ThEm TO OPPOSE ThE BAN, ANd ALSO mOBiLizEd mEmBERS TO ATTENd A RALLy AgAiNST ThE BiLL.
This year, the number of facilities participating in the foundation’s Healthcare Equality Index report has nearly doubled from the year before, including several large healthcare networks. A joint project with the Gay and Lesbian Medical Association, the HEI focuses on five main areas: patient non-discrimination, hospital visitation, employment policies and cultural competency training and decision-making.

Meanwhile, the HRC Foundation’s Clergy Call brought together more than 250 religion and faith leaders — from nearly every state in the country — to talk to their representatives on Capitol Hill about an inclusive Employment Non-Discrimination Act and the hate crimes measure. Relatedly, HRC’s religion program brought 25 transgender educators to 40-plus congregations across the country.

A number of adoption agencies have received the HRC Family Project’s new seal of excellence for reaching the 10 benchmarks measuring LGBT cultural competence, as outlined in HRC’s All Children-All Families Promising Practices guide.

HRC has developed a nationwide directory of LGBT campus organizations to help students share resources, information and insight. Additionally, it has launched a new scholarship fund, already drawing 1,000 applicants.

A joint project with the gay and Lesbian medical Association, the HEI focuses on five main areas: patient non-discrimination, hospital visitation, employment policies and cultural competency training and decision-making.

The HRC Foundation is on the cutting edge in so many ways — ranging from the HRC Workplace Project’s hugely popular yearly Buying for Equality guide, based on its Corporate Equality Index, to the HRC Religion and Faith Program’s new biblical commentary for preachers from 11 transgender theologians and clergy.

HRC has developed a nationwide directory of LGBT campus organizations to help students share resources, information and insight. Additionally, it has launched a new scholarship fund, already drawing 1,000 applicants.
HRC was literally everywhere — electing fair-minded legislators; countering every message of hate; working with legislators to move our agenda; fighting for every vote; and working every day to improve the lives of lesbian, gay, bisexual and transgender individuals and their families. None of this was possible without the generosity of HRC supporters whose contributions meant that, despite a tough economy, total revenue increased 4.2 percent to $33 million in FY2009, representing 72 percent of total expenses. Political and legislative spending surged 48 percent, or $4.1 million, to $12.6 million — primarily due to election activity across the country and, in particular, to HRC’s contributions to the “No on Proposition 8” campaign in California. Program spending also included $10.1 million in education and outreach efforts in response to the lived experience of LGBT individuals in their homes, the workplace, the marketplace and in faith communities; $8.5 million to educate, motivate and mobilize our members and supporters; and $1.8 million to communicate our message through various media.

At the same time, total spending on management and general and fundraising expenses has decreased over the last two years and has dropped from 31 percent of total expenses in FY2007 to 28 percent of total expenses in FY2009. On a combined basis, the joint cost of fundraising was 12.5 percent in FY2009.

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, even in this troubled economy. Through your generous financial support and continued dedication to equality, you’re ensuring our continued growth and the strength of the LGBT civil rights movement for today, tomorrow and for future generations.

The 2009 fiscal year was a year of unprecedented challenges — onerous ballot measures, a never-ending barrage from right-wing extremists, crucial elections and an economy in the throes of a recession. The Human Rights Campaign and the HRC Foundation met the challenges of 2009.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2009 AND 2008

HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED

<table>
<thead>
<tr>
<th>Year</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Net Assets</td>
<td>$30,008,847</td>
<td>$28,322,106</td>
</tr>
</tbody>
</table>

**REVENUE AND SUPPORT**

- Contributions: $18,097,655, representing 60 percent of total revenue in FY2009, primarily due to a significant increase in federal donor contributions and contributions from our field and electoral advocacy programs.
- Total Revenue and Support: $45,792,310, an increase of 4.2 percent.

**EXPENSES**

- Total Expenses: $46,003,921, representing 99 percent of total revenue.
- Change in Net Assets Before Other Items: $211,611, an increase of 6.9 percent.

**FINANCIAL SUMMARY**

- Unrestricted: $28,203,154
- Temporarily Restricted: $28,215,000
- Restricted: $28,207,514

**INCOME SUMMARY**

- Revenue and Support: $46,943,075
- Reduction of Restricted Pledge Revenue: $(1,033,959)
- Unrealized Loss on Interest Rate Swap: $(553,763)

**Sources of Income**

- Federal, State, and Legal Advocacy: 29%
- Corporate/Grants: 16%
- Fundraising: 15%
- Membership Education and Mobilization: 16%
- Public Policy, Education and Training: 18%
- Federal, Field, Electoral and Legal Advocacy: 20%

**Uses of Income**

- Federal, State, and Legal Advocacy: 40%
- Corporate/Grants: 40%
- Fundraising: 13%
- Membership Education and Mobilization: 4%
- Public Policy, Education and Training: 5%
- Federal club/major donor: 5%

On a combined basis, the Human Rights Campaign and the Human Rights Campaign Foundation had a joint cost of fundraising of 12.5 percent in FY2009. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the 990. Fees will be tax deductible.

**Note:** All expenses are reported on the 990 form. Net assets are reported on the 990 form.
### HUMAN RIGHTS CAMPAIGN

#### 2009 SOURCES OF INCOME

- **A** Member Contributions: 47%
- **B** Federal Club/Major Donor Contributions: 23%
- **C** Corporate/Grant: 4%
- **D** Bequests: 1%
- **E** In-kind: 1%
- **F** Special Events: 1%
- **G** Merchandise Sales: 4%
- **H** Investments & Other Income: 3%
- **I** HRC Foundation Contribution: 1%

#### 2009 USES OF INCOME

- **A** Federal Field, Electoral and Legal Advocacy: 39%
- **B** Public Policy, Education and Training: 9%
- **C** Communications and Media Advocacy: 5%
- **D** Membership Education and Mobilization: 23%
- **E** Management and General: 13%
- **F** Fundraising: 16%

### HUMAN RIGHTS CAMPAIGN

#### INCOME SUMMARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Revenue and Support</th>
<th>Temporarily Restricted</th>
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The Human Rights Campaign's cost of fundraising was 12 percent in 2009. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

### HUMAN RIGHTS CAMPAIGN

#### EXPENSES

- **Program Services**
  - Federal, Field, Electoral and Legal Advocacy: $12,069,492
  - Public Policy, Education and Training: $3,335,410
  - Communications and Media Advocacy: $1,753,440
  - Membership Education and Mobilization: $4,442,049

- **Total Program Services**: $25,600,391

- **Supporting Services**
  - Management and General: $4,618,788
  - Fundraising: $5,609,317

- **Total Supporting Services**: $10,228,105

- **Total Expenses**: $35,828,496

### STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2009 AND 2008

#### 2009

- **Beginning Net Assets**: $5,573,577
- ** Ending Net Assets**: $5,596,650

#### 2008

- **Beginning Net Assets**: $4,215,770
- **Ending Net Assets**: $5,573,577

#### REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th>Contributions</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>$14,930,059</td>
<td>$1,869,886</td>
</tr>
<tr>
<td>Federal Club/Major Donor</td>
<td>5,607,198</td>
<td>2,622,923</td>
</tr>
<tr>
<td>Corporate/Grant</td>
<td>524,978</td>
<td>1,059,075</td>
</tr>
<tr>
<td>Bequests</td>
<td>312,787</td>
<td>-</td>
</tr>
<tr>
<td>In-kind</td>
<td>333,605</td>
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</tr>
<tr>
<td>Special Events</td>
<td>5,733,623</td>
<td>6,676,463</td>
</tr>
<tr>
<td>Merchandise Sales</td>
<td>1,357,909</td>
<td>-</td>
</tr>
<tr>
<td>Investment and Other Income</td>
<td>997,087</td>
<td>2,439</td>
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<td>HRC Foundation Contribution in Support of HRC Activities</td>
<td>500,000</td>
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<tr>
<td>Total Revenue and Support</td>
<td>$36,147,788</td>
<td>$(296,219)</td>
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#### EXPENSES

- **Program Services**
  - Federal, Field, Electoral and Legal Advocacy: $12,069,492
  - Public Policy, Education and Training: $3,335,410
  - Communications and Media Advocacy: $1,753,440
  - Membership Education and Mobilization: $4,442,049

- **Total Program Services**: $25,600,391

- **Supporting Services**
  - Management and General: $4,618,788
  - Fundraising: $5,609,317

- **Total Supporting Services**: $10,228,105

- **Total Expenses**: $35,828,496

#### CHANGES IN NET ASSETS

- **2009**: $23,073
- **2008**: $1,357,807

#### TEMPOURARILY AND RESTRICTED UNRESTRICTED NET ASSETS

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<td>$6,038,050</td>
<td>(6,038,050)</td>
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**Statement of Activities for the Years Ended March 31, 2009 and 2008**

**Human Rights Campaign Foundation**

### 2009 Sources of Income
- Contributions: 13%
- Federal Club/Major Donor Contributions: 51%
- Corporate/Grants: 4%
- Bequests: 6%
- In-Kind: 5%
- Special Events: 7%
- Investments & Other Income: 14%

### 2009 Uses of Income
- Federal, Field, Electoral and Legal Advocacy: 6%
- Public Policy, Education and Training: 67%
- Communications and Media Advocacy: <1%
- Membership Education and Mobilization: <1%
- Management and General: 14%
- Fundraising: 12%
- Capital Campaign: 1%

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**Revenue and Support**

<table>
<thead>
<tr>
<th>Year</th>
<th>Contributions</th>
<th>Federal Club/Major Donor Contributions</th>
<th>Corporate/Foundation Grants</th>
<th>Bequests</th>
<th>In-Kind</th>
<th>Special Events</th>
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</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$24,433,270</td>
<td>$24,106,336</td>
<td>$419,398</td>
<td>$561,982</td>
<td>$515,948</td>
<td>$698,805</td>
<td>$1,904,208</td>
<td>$24,106,336</td>
</tr>
<tr>
<td>2009</td>
<td>$24,106,336</td>
<td>$24,433,270</td>
<td>$229,398</td>
<td>$611,370</td>
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</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Year</th>
<th>Program Services</th>
<th>Support Services</th>
<th>Total Expenses</th>
<th>Change in Net Assets Before Other Items</th>
<th>Other Items</th>
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<th>Temporarily Restricted</th>
<th>Total</th>
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<tr>
<td>2008</td>
<td>$1,297,710</td>
<td>-</td>
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</tr>
<tr>
<td>2009</td>
<td>$9,940,741</td>
<td>$(854,546)</td>
<td>$9,086,195</td>
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**Note:**
- Includes HRRC Foundation and "Building Equality" Capital Campaign revenue. The "Building Equality" Capital Campaign raised money to finance the purchase and renovation of this HRRC/HRRC Foundation's national headquarters building in Washington, D.C. The first large gifts to the Capital Campaign began in 2000 with the majority of gifts and pledges made in the 2002-2004 fiscal years. The Capital Campaign represented significant revenue to the HRRC Foundation during those years.
- The HRRC Foundation’s cost of fundraising, including the Capital Campaign, had a cost of fundraising of 14 percent in 2009. The HRRC Foundation’s cost of fundraising excluding capital campaign revenue and expenses was 13 percent in 2009. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.