

INSIDE: TRUMP'S BEDFELLOWS
MEET THE PRESIDENT'S
INNER CIRCLE

Q&A:
KATIE
COURIC

NORTH CAROLINA
DOUBLES DOWN ON
DISCRIMINATION

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SPRING 2017



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CURRENT AS OF APRIL 7, 2017



DEAR FRIENDS,

Whether he meant to or not, Donald Trump has awakened a sleeping giant. Never before have Americans been more eager to participate, to advocate and to fight back. And today, HRC and our grassroots army are harnessing the full power of our democracy to protect our progress and resist.

Throughout the first 100 days of the new administration, we have proudly joined with millions to march and make our voices heard. Countless Americans have responded to our calls to action by picking up the phone and calling their senators, even showing up at their offices demanding that they reject Donald Trump's hateful policies and nominees. Thousands have signed up to volunteer to fight back against this president and his un-American attacks on our democracy. And when the news broke that Donald Trump was attacking transgender students, HRC supporters made more than 10,000 calls to members of Congress and hundreds turned out to join us in a protest outside the White House.

Instead of dividing us, Donald Trump has unified us. And it is our responsibility as advocates to keep that momentum alive.

That's why HRC launched a new war room where our team is holding Donald Trump and his appointees accountable every single day. We're growing our grassroots army of 2 million members and supporters in critical states across the country. We've already turned our focus and resources toward electing more pro-equality candidates up and down the ballot in 2018 and 2020. And we're continuing to expand our groundbreaking work nationwide and around the globe to improve the lives of LGBTQ people, from the classroom to the boardroom to the church pew.

But at the end of the day, we can't do this without each and every one of you. We need you to keep marching and to keep lobbying. We need you to put your lawmakers' numbers on speed dial and to keep showing up at their town halls. And we need you to never be silent.

Our work as advocates is as important as ever before, and even in the darkest of times, we don't give up.

Dr. Maya Angelou said it best: "You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeated, so you can know who you are, what you can rise from, how you can still come out of it."

With your help, we will rise from this moment and we as an LGBTQ community, we as a nation, we as a people will be stronger than ever before.

Best,

Chad Griffin
President, Human Rights Campaign

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Sean from Taiwan was among 30 LGBTQ advocates who traveled to D.C. this spring for HRC Foundation's Global Innovative Advocacy Summit.

27



Cover: A new generation of transgender and gender fluid youth advocates are changing hearts and minds of people everywhere. Clockwise from left: Brendan Jordan, Grace Dolan-Sandrino, Gavin Grimm, Jazz Jennings, Nicole Maines, Avery Jackson, Rebekah Bruesehoff.

FEATURES

SPRING 2017

- 5 UPFRONT:** Taking a Stand in Texas ... HRC's Warbelow Testifies Against Gorsuch ... #LoveYourNeighbor ... LGBTQ Teen Healthcare ... Seth Meyers, on Courage ... Messages of Inclusion
- 10 COVER: THE NEXT WAVE OF TRANSGENDER ADVOCATES**
These Young Leaders 'Stand Stronger and Prouder Than Ever'
- 15 NORTH CAROLINA DOUBLES DOWN ON DISCRIMINATION**
Lawmakers' Backroom 'Deal' Continues Harms of HB2
- 19 TRUMP'S BEDFELLOWS**
What You Need to Know About the President's Inner Circle
- 23 KATIE COURIC:**
On Gender Revolution, Truth vs. Fact, and the Future of LGBTQ Journalism
- 27 GLOBAL INNOVATORS**
30 LGBTQ Advocates from 5 Continents Strategize in D.C.
- 29 THE NEW 'ALTERNATIVE SCIENCE'**
Anti-Equality Activists Try to Revive Long-Debunked Myths About LGBTQ People
- 40 GILBERT BAKER'S LEGACY SEWN INTO HISTORY**
Celebrating the Creator of the Iconic Rainbow Flag

WORDS MATTER.
YOUR VOICE MATTERS.
HOW YOU USE IT
MATTERS AND WHY
YOU USE IT MATTERS."

— Actor **Evan Rachel Wood**, who discussed her bisexuality while accepting the HRC Visibility Award at the HRC North Carolina Gala





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MARRIAGE EQUALITY LINKED TO FEWER SUICIDE ATTEMPTS

Marriage equality helps to reduce suicide rates in LGB teens, says a 17-year study. Julia Raifman, the lead author and a researcher at Johns Hopkins Bloomberg School of Public Health analyzed data on 700,000 high school students, including at least 230,000 LGB students, with staggering results.

States that adopted marriage equality before it became federal law reported an estimated 134,000 fewer teen suicides per year between 1999 and 2015. Of those 32 states, LGB teen suicide attempts dropped 14 percent following the passage of equality laws, double the decrease of teens as a whole. States without marriage equality, however, saw no change in suicide attempts.

For Raifman, laws and legislation that affect LGBTQ adults have a profound impact on LGBTQ teenagers, and have the potential to make them feel "more hopeful for the future."

TAKING A STAND IN TEXAS

The 2017 state legislative sessions have begun with at least 130 discriminatory anti-LGBTQ bills introduced across 30 states, and HRC is anticipating even more. In order to combat anti-equality legislation, HRC is taking the fight directly to the states. This February, HRC opened field offices in Austin, Dallas, Houston, and San Antonio to protect the rights of LGBTQ people in Texas, which has experienced a particularly shameful wave of anti-equality legislation.

"There's an estimated nearly 800,000 LGBTQ eligible voters in this state," said HRC President Chad Griffin. "They are ready to be organized and activated."

Texas' SB 6 represents a frightening threat to transgender Texans, proposing to overturn non-discrimination ordinances and mandating state, municipal, and public school discrimination. Major investors and national organizations, including the NFL and the NBA, have spoken out in opposition.

HRC isn't alone in the Lone Star State. Equality Texas, ACLU of Texas, the Texas Freedom Network and the Transgender Education Network of Texas all join HRC in a powerful coalition to defend LGBTQ rights and freedoms on the ground.

up
front



HRC'S WARBELOW TESTIFIES AGAINST GORSUCH

HRC's very own Legal Director Sarah Warbelow took to the stand to testify against Supreme Court Nominee Neil Gorsuch during his confirmation hearings, giving voice to the millions of LGBTQ Americans who stand at risk by his appointment.

Judge Gorsuch has a long and troubling history with LGBTQ issues. From forfeiting the opportunity to recognize the Constitutional rights of a transgender woman who was incarcerated in an all-male facility, to allowing corporations to deny LGBTQ people access to critical health services under the guise of religion, it is clear that Gorsuch's seat on the nation's highest court poses a tangible threat to LGBTQ safety and equality.

"We need a justice who recognizes our basic equality and shared humanity," Warbelow said. "Judge Gorsuch has never met this bar."

Visit hrc.org/videos for the full video of Warbelow's courageous testimony.

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12%

Percentage of millennials that received information on same-sex relationships in their sex education classes. Less than five percent of LGBTQ students in health classes experienced positive representations of LGBTQ-related topics.

These statistics, found in a new Planned Parenthood study in partnership with the HRC Foundation, reveal a harrowing reality: Young LGBTQ people often lack the health information they need.

The study proposes recommendations to help navigate the unique barriers LGBTQ youth face in traditional sources of health education, including the Internet. According to the researchers, educational resources must be more inclusive and reinforce the positive aspects of being LGBTQ, as well as encourage community-building for all of the diverse identities under the LGBTQ label. The study also stresses the importance of protection against bullying and harassment.

Achieving comprehensive LGBTQ teen healthcare is a team battle, and the study shows schools, healthcare professionals, and parents alike must all work to ensure that young LGBTQ people have full access to the quality of health information that everyone deserves.

#LOVEYOURNEIGHBOR

“Sharing our personal stories is one of the most powerful ways we as LGBTQ people can change hearts and minds.”

— **Rob Hill**, HRC Mississippi state director

In the weeks leading up to a March 7 town hall in Tupelo, Miss., HRC released a seven-part video campaign highlighting the stories of Tupelo’s LGBTQ residents. The participants of the #LoveYourNeighbor campaign — from a mother-son duo, to a loving same-sex couple, to a gay man facing bigotry — bravely spoke their truths and shared their daily challenges.



Through the storytelling campaign, funded by Toyota, HRC hopes to bring neighbors together in one inclusive, accepting community. For Hayden, one of the participants, #LoveYourNeighbor means loving everyone.

“The more we get out there and the more we talk to people ... I really think that’s the way to get people to really open [up] and change their minds.”

FEATURED TWEET



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Now is the time for every single person to stand up for transgender kids under attack by the Trump Administration. [#ProtectTransKids](#)

RETWEETS

8,175

LIKES

10,778



8:42 AM - 22 Feb 2017



195

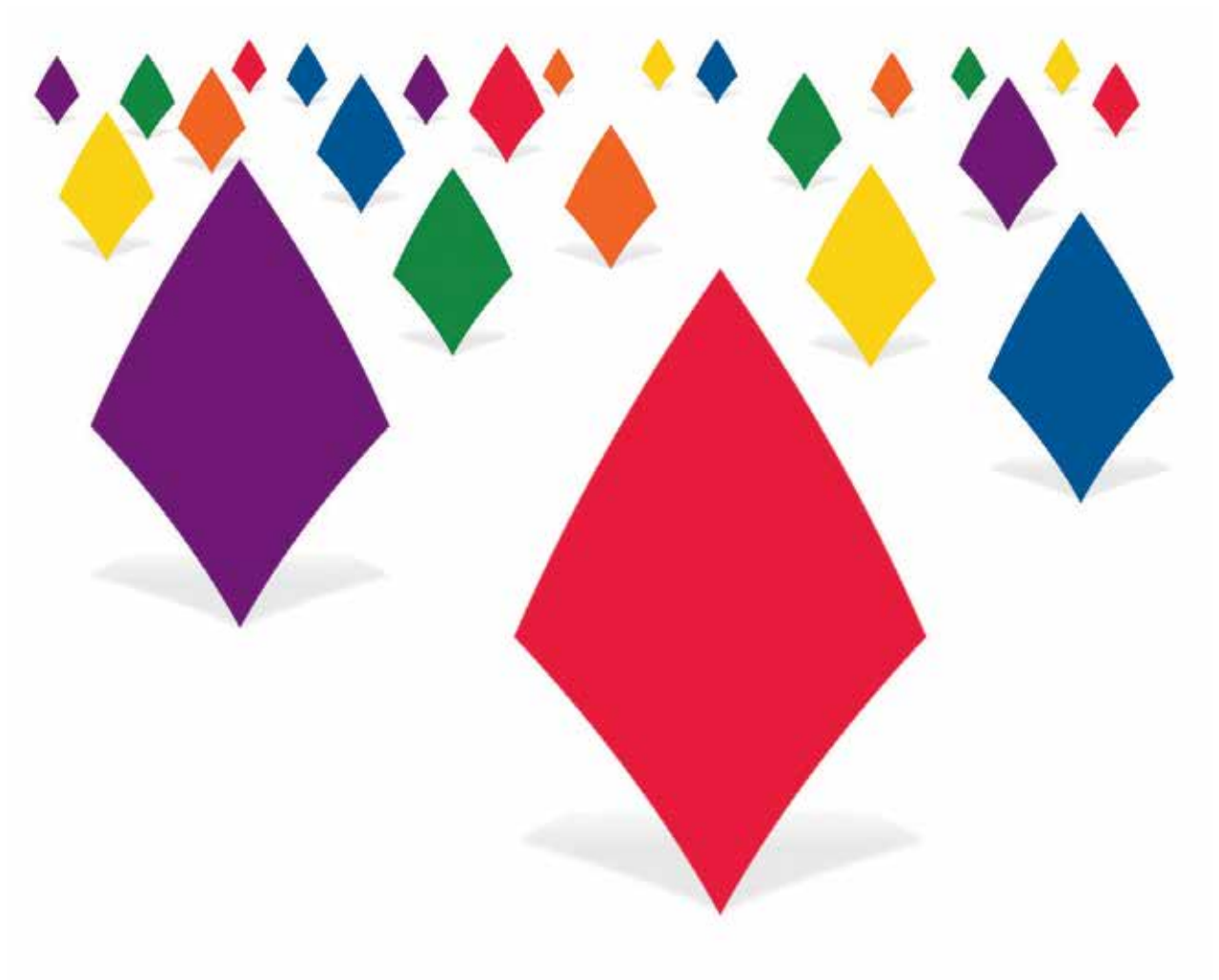


8.2K



11K

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MESSAGES OF INCLUSION

In the wake of President Trump's executive orders targeting immigrants, educators were again faced with the daunting prospect of explaining the situation to children, and determining how we can best support those who are worried for themselves and their families.



For teachers wanting to address issues concerning immigration as they pertain to children, HRC Foundation's Welcoming Schools has a new resource: *Books for Students: Children, Families and Immigrants*. For younger children, there are books about immigration and refugees with a message of inclusion. *The Color of Home*, by Mary Hoffman, tells the story of first grade Somali refugee Hassan. Hassan struggles to adjust to a new language and culture and finds an outlet through painting.



A chapter book, such as Julia Alvarez's *Return to Sender*, centers around the challenging friendship between the son of a farmer and the daughter of a migrant worker.

To view the full book list, visit hrc.im/immigration-books.

READING RAINBOW

It's been four years since a landmark U.S. Supreme Court decision returned marriage equality to California, and already there are young people who don't recall what it was like before same-sex couples could marry.

This seemed improbable on Nov. 4, 2008, when voters in the state narrowly passed a ballot initiative known as Proposition 8, which denied thousands of same-sex couples the fundamental right to marry.

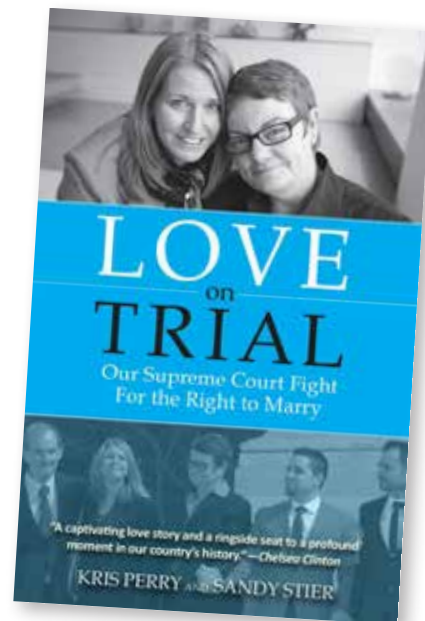
Among those couples was Kris Perry and Sandy Stier of Berkeley, who sued the state of California in *Perry v. Hollingsworth* - a case that would ultimately restore marriage equality in the state and lead to one of the biggest civil rights battles in generations.

Perry and Stier chronicle their journey to that historic day in their new book, *Love on Trial: Our Supreme Court Fight for the Right to Marry*.

Love on Trial chronicles Perry and Stier's legal and emotional rollercoaster ride that ensued.

The book explores what it was like for them growing up in rural America, coming out, falling in love, raising a family — and, of course, that fateful day at the nation's highest court.

The book is available for purchase at Amazon and other retail outlets.



IT DOES NOT TAKE COURAGE TO DO MY JOB. ON MY BEST DAYS, IT TAKES A LITTLE BIT OF NERVE ... COURAGE IS WHAT IT TAKES FOR A TRANSGENDER STUDENT TO GO TO HIGH SCHOOL EVERY DAY."

— *Late Night with Seth Meyers* host **Seth Meyers**, on receiving HRC's Equality Award at the HRC Greater New York Gala





Mara Keisling of the National Center for Transgender Equality, left, with Gavin Grimm and HRC President Chad Griffin at a rally in support of transgender youths outside the White House.

Photo: Oliver Contreras / Sipa USA via AP

THE NEXT WAVE OF TRANSGEN

By Brian McBride

Gavin Grimm's case before the Supreme Court was supposed to result in the next landmark ruling in the fight for LGBTQ equality.

At the center of the debate was 17-year-old Grimm, a transgender boy from Virginia who, in 2015, challenged his school board's bathroom policy in court after they denied him access to the boys' restroom. Grimm sued, claiming the arrangement by the school board

for him to use a private bathroom made him feel isolated and stigmatized.

Last year, the Fourth Circuit Court of Appeals ruled in Grimm's favor and determined that refusing to allow students to use bathrooms corresponding to their gender identity would violate a federal law known as Title IX that bans sex discrimination. The ruling followed guidance from the Obama administration that schools generally must treat transgender students consistent with their gender identity and failure to do so would result in schools losing federal funds.

As a result, Grimm's case — *G.G. v. Gloucester County School Board* — was slated to be heard before the Supreme Court in late March. It would have been the high court's first time hearing a case regarding transgender students' rights.

But the election of Donald Trump would change everything.

In February, the Trump administration revoked President Obama's protections for transgender students, stating

the guidance had been created without "due regard for the primary role of states and local school districts in establishing educational policy."

With the declaration from Trump, the Supreme Court vacated the Fourth Circuit court's decision and sent it back for further consideration in light of the new guidance from the administration. The lower court vacated its previous decision, and Grimm will not be allowed to use the boys' restroom before he graduates from high school this spring. The Fourth Circuit will now have to answer the broader and more crucial question of whether federal law — and not just executive branch interpretation of Title IX — treats discrimination on the basis of gender identity the same as sex discrimination. The Fourth Circuit will make that determination first before the case returns to the Supreme Court.

Considered only a setback, the decision is still a disappointment to transgender people who yearn to be



DER ADVOCATES

AFTER A SETBACK AT THE SUPREME COURT, THESE YOUNG LEADERS 'STAND STRONGER AND PROUDER THAN EVER'

treated equally and fairly under the eyes of the law.

"Now, thousands of transgender students across the country will have to wait even longer for a final decision from our nation's highest court affirming their basic rights," said HRC Legal Director Sarah Warbelow.

"While this plays out in our courts, we are deeply concerned about the consequences this could have for transgender students, who may not be aware of their rights or be subject to increased discrimination by others who feel emboldened by the Trump administration's recent actions," said Warbelow. "Now more than ever it is crucial for all of us to affirm to transgender students that they are equal, they are valued, and there are millions of people across our country who will have their backs, no matter what."

Grimm not only captured the hearts of millions of LGBTQ advocates and allies, he also garnered the attention and support of the nation's business

community. In fact, more than 50 major companies joined HRC's amicus brief — or, "friend of the court" brief — in supporting the Virginia teen.

In all, 53 companies representing over 1.3 million employees and more than \$600 billion in revenue — including Airbnb, Apple, LinkedIn, Lyft, Pandora, Paypal, Twitter, Microsoft and Yahoo! — came together to show their solidarity for the LGBTQ community.

"These companies are sending a powerful message to transgender children and their families that America's leading businesses have their backs," said HRC President Chad Griffin. "Across the country, corporate leaders are speaking out because they know attacking transgender youth isn't just shameful — it also puts the families of their employees and customers at risk. Transgender students like Gavin are entitled to the full protection of the law, and must be affirmed, respected and protected in the classroom and beyond."

While Grimm awaits his day in court, a new generation of transgender and gender fluid youth advocates are already on the frontlines making a difference to change the hearts and minds of people everywhere — even if some of them aren't yet old enough to legally drive or vote.

Their efforts are vitally important — according to GLSEN, 75 percent of transgender students report feeling unsafe in school. Tragically, more than 50 percent of transgender youth report attempting suicide at least once in their lifetime, according to an academic paper by Brian Mustanski and Richard T. Liu.

Some of the youngest activists include 9-year-old Avery Jackson, who made history last year by becoming the first transgender girl to appear on the cover of *National Geographic*, and sparked a national conversation about gender identity. "The best thing about

continued on p. 13

DRIVING EQUALITY ONE MILE AT A TIME.



Options shown.

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ALTHOUGH THESE YOUNG TRAILBLAZERS IDENTIFY ACROSS THE GENDER SPECTRUM, THEY ALL SHARE A COMMON BOND AND PURPOSE IN ADVOCATING FOR FULL TRANSGENDER EQUALITY.

Transgender *cont'd* from p. 11

being a girl is, now I don't have to pretend to be a boy," Avery said in a quote on the cover. Avery's mom, Debi, is a member of HRC's Parents for Transgender Equality Council, a coalition of the nation's leading parent-advocates working for equality and fairness for transgender people.

Grace Dolan-Sandrino's personal story of overcoming adversity during her transition in high school captured the attention of the Obama administration. The 16-year-old D.C. native attended a meeting of transgender and gender-expansive students that would help inform the White House's policy under Title IX.

"It was very empowering and amazing to be involved," Dolan-Sandrino told *Rolling Stone*. "It made me feel like I was not only helping other kids but also that my opinion, my life, and my education mattered."

Similar to Grimm's story, Nicole Maines also made history in early 2014 when a judge ruled that she had the right to use the restroom of the gender she identified with, marking a major victory for transgender rights and the first time a state court ruled it unlawful to deny transgender students access to the bathroom.

Since then, the Maines family's story has become a bestselling book: *Becoming Nicole - The Transformation of An American Family*, written by Pulitzer Prize-winning author Amy Ellis Nutt. Nicole's father, Wayne, is also a member of HRC's Parents for Transgender Equality Council.

Other advocates include the likes of social media and television personalities Brendan Jordan and Jazz Jennings, both 16, who have amassed tens of thousand of admirers by living openly and documenting their lives as transgender and gender fluid. They are both HRC Foundation Youth Ambassadors.

Some of Jennings' accomplishments include starring in TLC's *I Am Jazz* and co-authoring a children's book of the same title, releasing her self-titled memoir, *Being Jazz* in 2016, and co-founding the TransKids Purple Rainbow Foundation, which assists transgender youth.

Jordan's stardom began when a video of him dancing behind a local reporter during a live news report went viral. His personality has captivated other LGBTQ youth around the world to embrace their own true selves.

And Rebekah Bruesehoff of New Jersey, at age 10, made headlines recently when a photo of her at a rally protesting Trump's rollback of transgender students' rights went viral. Rebekah's bright purple hair, and pink sneakers and jacket, were outshone only by her radiant smile as she held a sign that said: "I'm the scary transgender person the media warned you about." Her mom, Jamie Bruesehoff, told *The Huffington Post* that her daughter came out publicly when she was 8 years old and has since begun using her voice and her story to help others understand the hardships the transgender community faces.

Although these young trailblazers identify across the gender spectrum, they all share a common bond and purpose in advocating for full transgender equality.

In the era of Trump, the LGBTQ community remains steadfast in their commitment to achieving equality under the law. Justice will ultimately lead to full equality, giving transgender people like Grimm hope for the future.

"I stand stronger and prouder than ever," Grimm said in a recent *New York Times* op-ed. "Regardless of what obstacles come before me, regardless of what hatred or ignorance or discrimination I face, I will be fine, because I have love on my side." 🏳️



(Above) Grace Dolan-Sandrino, Jazz Jennings and Brendan Jordan



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the lives of many.

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and those who work together to build
a better tomorrow.



NORTH CAROLINA DOUBLES DOWN ON DISCRIMINATION

by Carolyn Simon

After a year of devastating harm to the reputation, economy, and people of North Carolina, the fight to fully repeal HB2 just got harder.

This spring, lawmakers passed an unconstitutional backroom “deal” — touted by Gov. Roy Cooper — that continues the harms of the discriminatory HB2 law and pushes the possibility of full repeal further out of reach.

The new law, dubbed “HB2.0,” specifically prohibits cities from passing protections that ensure transgender people are able to access facilities in accordance with their gender identity, and it further prohibits municipalities from passing other LGBTQ non-discrimination protections through 2020.

What does this mean? North Carolina continues to be the only state in the nation to have shamefully funneled anti-transgender animus into a law on restroom access. Cities in North

Carolina can’t establish non-discrimination protections for LGBTQ people for at least three years, undermining efforts by cities like Charlotte to attract top talent, major businesses, and other economic opportunities.

“Each and every lawmaker who supported this bill has betrayed the LGBTQ community,” said HRC President Chad Griffin.

HB2 was an outrageous and unprecedented law, passed in 2016, that eliminated existing municipal non-discrimination protections for LGBTQ people and living wage ordinances and prevented such protections from being passed by cities in the future. The legislation also barred transgender people

continued on p. 17





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North Carolina *cont'd from p. 15*

from some public restrooms and other facilities matching their gender identity. Tar Heels stood up and spoke out against hate, division and fear.

More than 200 businesses, from Apple to Zola, signed an open letter to then-Gov. McCrory opposing the bill. Musicians canceled concerts in the state. The NBA pulled its All-Star Game from Charlotte. The NCAA announced it would move almost all of their tournament events from the state, and the ACC did the same. Businesses canceled plans to add and expand operations in the state, and filmmakers took their productions elsewhere. McCrory lost a re-election bid, with voters citing HB2 as a key reason why.

In the wake of HB2, the Associated Press estimated the law would cost North Carolina more than \$3.76 billion in lost business over a dozen years.

Building on more than a year's worth of calling out McCrory and others for the passage of HB2, HRC ramped up its efforts even further after the in-

troduction of "HB2.0." HRC launched a relentless digital campaign during the NCAA basketball tournament, reaching more than 25 million people via Twitter, Facebook and Instagram. HRC also placed full-page print advertisements in both North Carolina and in the Bay Area, where tech companies and other politically powerful businesses have their headquarters.

The message to North Carolina was clear and it was consistent: fully repeal HB2. But with the clock ticking on a late March deadline imposed by the NCAA to change HB2 or risk losing additional championship games, lawmakers turned their backs on the LGBTQ community and pushed through "HB2.0."

HRC, Equality North Carolina, the NC NAACP and other civil rights groups have reacted fiercely and called out the sham "deal" in the media. Editorial boards and columnists from ESPN to the *Washington Post* to the *New York Times* published editorials calling the bill an "unmitigated disaster," "a bait-and-switch," a "so-called repeal," and, per-

haps most scathingly from the *Charlotte Observer*, noted that Gov. Cooper's actions are "a betrayal of the promises the governor made to the LGBT community and an entrenchment on discrimination by Republican legislators who have backed it all along."

Meanwhile, countless leaders from the business community, athletes, celebrities, entertainment industry leaders, and others are standing with us in this fight. A growing list of states and cities from coast to coast, including California; Washington state; Minnesota; New York City; Los Angeles; Chicago; San Francisco; Seattle; Washington, D.C.; Portland, Ore.; Baltimore; Atlanta; Oakland, Calif.; Cincinnati; Salt Lake City; West Palm Beach, Fla.; Santa Fe, N.M.; Portland, Maine; Palm Springs, Calif.; Burlington, Vt.; and Wilton Manor, Fla. have issued or re-affirmed their bans on taxpayer-funded travel to North Carolina to keep the pressure on for full repeal.

HRC stands with North Carolinians in the fight for full equality for LGBTQ residents. 🏳️‍🌈

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TRUMP'S BEDFELLOWS

WHAT YOU NEED TO KNOW ABOUT THE PRESIDENT'S INNER CIRCLE

By Brian McBride

It's been four months since Donald Trump was sworn in as president and, with the help of his newly appointed Cabinet, his administration is already working on undoing years of progress for the LGBTQ community.

In his short time in office, Trump has assembled a substantial list of anti-equality individuals to lead essential departments within the federal government that are critical to the protections of LGBTQ people.

Within 48 hours of confirmation, newly minted Attorney General

Jeff Sessions — with approval from Secretary of Education Becky DeVos — decided to revoke the Obama administration's protective guidance for transgender students.

"Transgender students are entitled to the full protection of the United States Constitution and our federal non-discrimination laws," said HRC President Chad Griffin. "It is heartbreaking and wrong that the agency tasked with enforcing civil rights laws would instead work to subvert them for political interests."

HRC, along with the newly formed Parents for Transgender Equality Council, condemned the decision and called on Trump's administration to fully enforce federal civil rights laws.

Trump, along with Health and Human Services Secretary Tom Price — who also has a long history of opposing and voting against LGBTQ rights — has

been determined to repeal and replace the Affordable Care Act, which has insured tens of thousands of LGBTQ people who rely on its crucial services for their health needs, such as obtaining affordable HIV/AIDS medications.

As a result of strong opposition from Democrats, moderates and millions of grassroots supporters of the ACA, Congressional Republicans failed to repeal ACA during a late March vote in the House.

We have every reason to believe that Trump's anti-LGBTQ administration will continue to target the civil rights of communities from all walks of life for as long as he and his administration are in office. Check out our list of far-right Trump staff and allies who seem determined to set back the clock for LGBTQ people and other vulnerable groups.

continued on p. 21

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BETSY DEVOS

Secretary, Dept. of Education

- Signed off with Attorney General Sessions to rescind protections for transgender students
- The DeVos family has donated millions of dollars to fund anti-LGBTQ organizations and campaigns, including Proposition 8, the National Organization for Marriage and Focus on the Family, one of the nation's most anti-LGBTQ organizations that encourages the dangerous practice of so-called "conversion therapy"
- Believes protections of LGBTQ students in public schools should be left to states to handle



ROGER SEVERINO

Director, Office of Civil Rights, Department of Health and Human Services

- Served as Director of the DeVos Center for Religion and Civil Society for the Heritage Foundation, where he wrote scathing opinions on transgender issues, abortion rights and gay marriage
- Severino's extreme views opposing transgender people and women's rights have garnered praise and prominence from the far right
- Referred to the Obama administration's guidance to allow

transgender students to use the bathroom that matched their gender identity as a "radical social experiment"

- Opposed OCR's implementation of Section 1557 of the Affordable Care Act, which provides critical non-discrimination protections based on gender identity and sex stereotyping in federally funded health programs



JERRY FALWELL JR.

President of Liberty University & Leading Trump's Education Task Force

- His school's code of conduct states: "sexual relations outside of a biblically ordained marriage between a natural-born man and a natural born woman are not permissible"
- Believes that Title IX — which protects LGBTQ people from discrimination in schools — is being overregulated by the federal government
- His father, Jerry Falwell, was one of the nation's most anti-LGBTQ proponents, and once said that homosexuality was to blame for the September 11 attacks



JEFF SESSIONS

United States Attorney General

- The day after being sworn in as U.S. attorney general, directed the Department of Justice to withdraw

its request to halt an order against Obama administration guidance protecting transgender students from school discrimination

- Co-sponsored and voted for the Federal Marriage Amendment, saying he would seek "again and again" to pass an amendment to the United States Constitution outlawing marriage equality in every state.
- Supported the discriminatory "Don't Ask, Don't Tell" and believed it was "pretty effective."
- Opposes hate crimes protections for LGBTQ Americans
- Repeatedly supported laws that criminalize LGBTQ activity, and blasted the *Lawrence v. Texas* decision, which finally ended the criminalization of same-sex relationships



TONY PERKINS

President of Family Research Council (FRC) & Trump Adviser

- Heads FRC, which is known for its virulent anti-LGBTQ rhetoric that has earned them designation as a hate group by the Southern Poverty Law Center
- FRC promotes baseless statements linking LGBTQ people to pedophiles, calling for the exportation of LGBTQ people in the U.S. and proposing criminal penalties for homosexuals
- Has called on the Trump administration to purge the state department of pro-LGBTQ employees and be "replaced by conservatives"
- Claims that same-sex attractions can be changed and LGBTQ people can be "transformed" through Jesus Christ 🇺🇸

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Q+A:

KATIE COURIC

ON *GENDER REVOLUTION*, TRUTH VS. FACT,
AND THE FUTURE OF LGBTQ JOURNALISM

Katie Couric, the first solo woman anchor of an evening news broadcast, knows what it's like to be a trailblazer. So it was an appropriate fit for Couric to interview Gavin Grimm, the Ford family, and others as part of her groundbreaking documentary, *Gender Revolution: A Journey with Katie Couric*.

The must-see National Geographic Channel documentary — which comes on the heels of the historic *National Geographic* magazine cover featuring Avery Jackson, a young transgender girl — follows Couric across the United States as she explores the lived experiences of transgender and intersex people.

HRC recently honored Couric at its youth-focused Time to THRIVE conference for her work to raise up LGBTQ visibility on *Gender Revolution* and other projects, including interviews with transgender activist Jazz Jennings, Supreme Court marriage equality plaintiff Jim Obergefell, and more. Couric talked with *Equality* recently.

Why is important for journalists and the media to engage with LGBTQ issues, and more widely, controversial and sensitive issues of difference?

I think the role of journalism — when it's done right — is to enlighten and inform the public. We can shine a light on important issues and help foster understanding. I've always thought that people fear what they don't understand. Exposing viewers/readers/listeners to people that might be out of the realm of their personal experience is a way to show our common humanity, and a way to convey that all of us — despite our differences — deserve the right to be respected and the right to pursue our dreams. Progress can't happen without education and understanding, and that's why it's important for the media to engage with any marginalized community.

With all of the debate regarding what constitutes “truth” and “fact,” how can journalists ensure that

LGBTQ-concerned journalism is not disregarded?

The news these days seems to focus so much on who said what (or who tweeted what) and charges and counter-charges, I worry that some of the pressing issues of our time aren't being adequately explored ... With so much controversy emanating from Washington, other stories can get short shrift, or fall through the cracks. Most journalists want to make sure a variety of stories get attention, but they have to be more vigilant than ever to make sure they do. Not only does the LGBTQ community need to have relationships with members of the media, but the media itself needs to include journalists from that community so their views and perspectives can be adequately represented.

What do you hope *Gender Revolution* will achieve?

My hope is that *Gender Revolution* will keep the conversation going.

continued on p. 25



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Katie Couric, center, hosted a panel that included HRC's National Press Secretary Sarah McBride, third from right, following a screening of Nat Geo's *Gender Revolution*.

Couric cont'd from p. 23

Documentaries like this can live forever online, and *Nat Geo* has created an educational outreach program with discussion points for schools across the country. So far, hundreds of schools have requested copies, and that's incredibly gratifying to me. Of course, I'm hoping this will change hearts and minds. Already, so many people have approached me from a variety of backgrounds and political persuasions and said how much *Gender Revolution* had opened their eyes. I want them to spread the word to everyone they know and continue the conversation. I hope watching this film will give an entirely new perspective to every story they read or every trans person they meet.

Why is Avery Jackson's *National Geographic* cover important?

As transgender individuals become more visible, we need shining examples like Avery, especially for young people who may be struggling with their own gender identity. And for cisgender people, learning and understanding experiences that are different than theirs is also critically important. I am so proud that *National*

Geographic devoted an entire issue to gender and loaned its iconic brand to something so important and educational.

What was it like to interview the Ford family?

The Fords are a wonderful family and are incredibly kind and generous. They were open and patient and willing to answer every question I asked, no matter how many times they had heard them before. Whether it's the Fords in D.C., or the Hudsons in California, or the Grimms in Virginia, these families are learning firsthand the challenges their children face. The fact that they've evolved in their understanding of trans issues, and that they love their children so unconditionally is incredibly inspiring. They've given so many other families the strength and confidence to allow their children to live their authentic selves.

What's resonated with you the most from your time reporting on LGBTQ issues?

When I was first interested in learning more about this whole gender conversation, I always thought the onus was on the LGBTQ community to help people like me, a 60-year-old cisgender woman,

really understand what's going on. I said that to Gavin Grimm when I visited him in Gloucester, Va., and his response has really stuck with me. He said he didn't want to always be someone who had to explain himself, to explain his existence. I realized how tiring it would be to always play the role of educator, and how exhausted I'd be if I had to always explain why I am the way I am. I now know that while it's helpful to talk to someone who's "walking the walk," it's also up to each of us to educate ourselves.

What do you think the future of LGBTQ journalism will look like?

While I was making the film I really had to practice using the right pronouns, finding the right vocabulary, and figuring out which prefix was most accurate for every person I met. But by the time we finished filming, I realized I had developed these relationships with wonderful, smart, inspiring people — not trans people, not gender nonconforming people... just people. I think that's where the future of LGBTQ journalism is going. That the people and outlets that cover these issues won't require a separate heading or additional prefix; it will be news because it's inherently newsworthy. 🇺🇸

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GLOBAL INNOVATORS

30 LGBTQ ADVOCATES FROM 5 CONTINENTS STRATEGIZE IN D.C.

Thirty inspiring LGBTQ advocates from five continents came together in D.C. this spring for HRC Foundation's second annual Global Innovative Advocacy Summit. Hailing from 28 countries, the global innovators represented tremendous diversity in age, gender, sexual and gender identity status, ability and activism. Yet despite their differ-

ences and varied experiences, they all have a burning passion to change LGBTQ lives in their home countries — and the world — for the better.

The global innovators returned home with new ideas and strategies for how to promote equality. Stay tuned to hrc.org/blog for updates from the global innovators throughout the year. 🇺🇸



1 Global innovators met with U.S. Reps. Joe Kennedy, D-Mass., and Alan Lowenthal, D-Calif. **2** Rep. Kennedy noted his leadership of Congress's Transgender Equality Task Force, which seeks to protect transgender people in the U.S. and around the globe. Rep. Lowenthal noted his efforts in helping to establish and support Randy Berry, the State Department's first special envoy for the rights of LGBTI persons. **3** Laura from Colombia poses on the steps of the Lincoln Memorial. **4** Mima from Croatia and Vu from Vietnam relax outside HRC between sessions. **5** George from Jamaica shares his work on training correctional officers on human rights issues affecting LGBTQ inmates. **6** Global innovators enjoy a tour of Washington, D.C. **7** H.C. from China shares how she organized her country's first national transgender advocates summit.

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Dr. Paul McHugh, left, has used his platform as a psychiatrist affiliated with Johns Hopkins University to peddle myths about transgender people — not just in his writings, but in courtrooms and state legislatures across the country.

THE NEW ‘ALTERNATIVE SCIENCE’:

AS ATTACKS ON LGBTQ PEOPLE CONTINUE, ANTI-EQUALITY ACTIVISTS TRY TO REVIVE LONG-DEBUNKED MYTHS

IN June 2016, U.S. Rep. Louie Gohmert of Texas testified before Congress that gender-affirming surgeries increase a person's risk of suicide, and that transgender teens should be subjected to conversion therapy. His source for these baseless claims: Paul McHugh, a psychiatrist Gohmert claimed “knows more about transgender than any M.D. in the world.”

Gohmert is not the only legislator citing McHugh as a gender identity expert. In March 2017, New Hampshire state Rep. J.R. Hoell, a Republican, referenced McHugh's ideas in his opposition to H.B. 478, state legislation to protect state residents from gender identity discrimination. McHugh's activity has also influenced other state lawmakers. In March 2016, Texas Rep. Matt Shaheen,

author of an anti-trans “bathroom bill” being considered in the state legislature, tweeted an inflammatory, medically inaccurate statement about transgender children that McHugh had co-signed.

What's more, McHugh has been cited in key court cases testing LGBTQ civil rights. In August 2016, his collaborator Lawrence Mayer cited McHugh in paid testimony defending North Carolina's discriminatory HB2 law from a U.S. Justice Department lawsuit. McHugh and Mayer also worked together on a U.S. Supreme Court amicus brief opposing transgender teen Gavin Grimm's right to use gender-appropriate school restrooms. And in 2010, McHugh submitted an amicus brief to the high court defending California's Proposition 8, which banned same-sex marriage in the state, and

later submitted an amicus brief to the U.S. Supreme Court in the cases that overturned section 3 of the Defense of Marriage Act and struck down Prop. 8.

With medical credentials and an impressive faculty title at Johns Hopkins University, McHugh's name lends credibility to a range of outdated assertions about LGBTQ people. Yet the anti-equality extremists who cite him omit an inconvenient truth: McHugh is not a gender or sexual orientation researcher, let alone a “world expert,” as Rep. Gohmert wrongly asserts. McHugh has never conducted or published his own research on either subject, nor does he appear to have clinical experience with LGBTQ patients. McHugh sometimes refers to research with transgender pa-

continued on p. 31

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MORE RECENTLY, ALMOST 600 GENDER AND SEXUALITY EXPERTS — INCLUDING RESEARCHERS CITED IN THE “SEXUALITY AND GENDER” ARTICLE — SIGNED A STATEMENT POINTING OUT THAT MCHUGH AND MAYER’S WORK WAS NOT PEER-REVIEWED, AND AFFIRMING THAT ITS CLAIMS ARE INCONSISTENT WITH PRESENT-DAY SCIENCE.

Alternative Science *cont’d from p. 29*

tients that a colleague in his department once conducted — but this work ended nearly 40 years ago, and there is no evidence McHugh played a role in the project. Indeed, in his role as department chair, he insisted on shutting down the research.

Worse, McHugh’s assertions defy consensus among researchers and clinical experts with vast combined experience in LGBTQ health. A recent article he wrote with statistician Lawrence Mayer, benignly titled “Sexuality and Gender: Findings from the Biological, Psychological and Social Sciences,” is a collection of long-debunked myths about LGBTQ people, including the notion that people choose and can change their sexual orientation; the idea that lesbian, gay or bisexual identities are caused by child sexual abuse; and the claim that there is little evidence for the benefits of gender-affirming healthcare. Despite the lack of evidence for these claims, the article argues that there is not enough research to dismiss them.

Within the scientific community, articles like these hold no water. To be considered credible, a scientific article — even one summarizing others’ research, like the “Sexuality and Gender” piece — must be published in a science journal using a process known as “peer review.” Peer review means that articles are sent to experts on the topic at hand, who read them closely and make suggestions to improve them. Peer review strengthens

the boundaries between science and opinion: If an author’s claims stray too far from the evidence, peer reviewers rein them in. Now that LGBTQ health research is sophisticated and widespread, articles on these themes appear in top peer-reviewed publications like the *New England Journal of Medicine*, as well as dedicated journals like *LGBT Health* and *Transgender Health*.

Scientists know there is a big difference between information from a peer-reviewed science journal and articles in newspapers or magazines. But many of us, including some legislators and judges, are less familiar with that clear distinction. Anti-equality activists have realized they can cite just about anything — in McHugh’s case, newspaper op-eds, religious publications, and partisan magazines — and call it science, so long as the author has “Dr.” before their name.

Fortunately, scientists and health-care providers are coming together to call out this deceptive practice. When McHugh stepped up the pace of his anti-LGBTQ writing in 2016, nearly 700 colleagues and students at Johns Hopkins formally called for the university and hospital to distance itself from his views. And, noting that activists using McHugh’s work routinely employ his Johns Hopkins title for credibility, HRC warned Johns Hopkins Hospital that a failure to clarify their position on transgender patient care would lead to a 25-point “responsible citizenship” deduction from its score on HRC Foundation’s Healthcare Equality Index,

which measures LGBTQ-inclusive policies and practices.

More recently, almost 600 gender and sexuality experts — including researchers cited in the “Sexuality and Gender” article — signed a statement pointing out that McHugh and Mayer’s work was not peer-reviewed, and affirming that its claims are inconsistent with present-day science. That statement was organized by Drs. Jesse Ehrenfeld and Lauren B. Beach, of Vanderbilt University’s Program for LGBTI Health. The pressure is beginning to work. After the sign-on statement’s release, McHugh admitted to *The Daily Beast* that the article was “an opinion piece.”

In 2012, LGBTQ experts similarly debunked a faulty paper by sociologist Mark Regnerus, used by anti-marriage equality activists to claim that children fare worse when raised by same-sex couples. Dr. Gary J. Gates, a demographer and scholar at the UCLA School of Law’s Williams Institute, coordinated a statement among 200 research experts that outlined “serious concerns” about the paper’s merit and the process by which it was published. Though Regnerus’ paper was published in a real science journal, a subsequent audit by the journal found major flaws — so serious that the state of Utah, defending its own marriage equality ban in court, filed a letter distancing itself from the work.

As anti-equality activists’ favored “experts” and tactics evolve, HRC will continue to call out “alternative science” — and to lift up the voices of experts defending the integrity of their field. 🏳️‍🌈

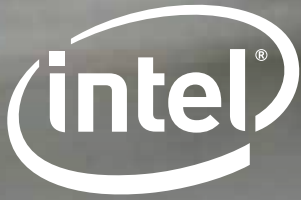


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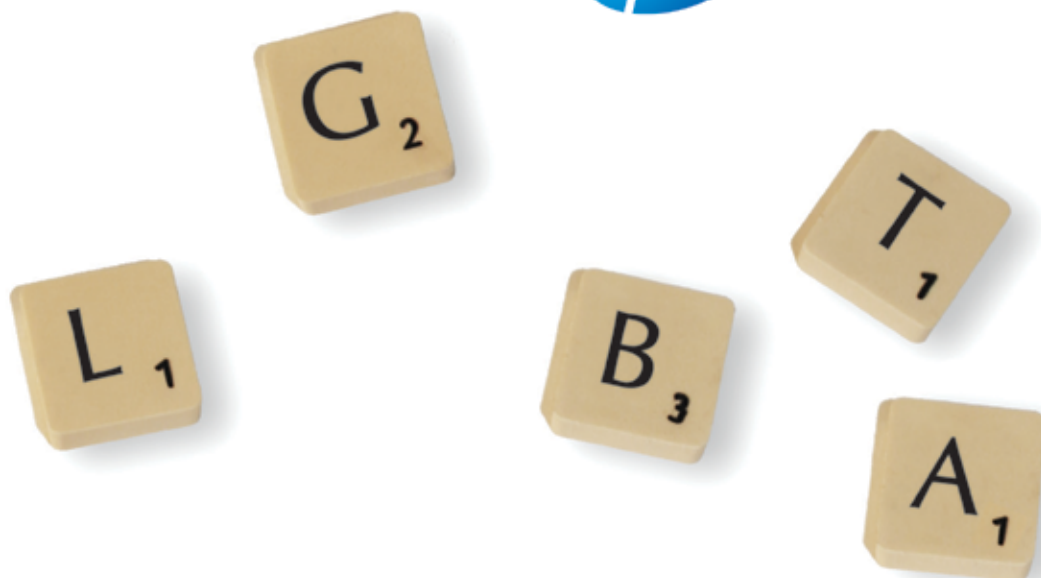
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COLUMBUS DINNER

JUNE 3, 2017

- Ohio Union at The Ohio State University
- Brooke Bishop & Jen Bowden
- hrcolumbusdinner.com

LOUISIANA DINNER

JUNE 17, 2017

- Hyatt Regency New Orleans
- Executive Chair: Michael Smith
- Event Co-Chairs: Christian Rogers, Laurie Richmond & John Canon
- hrc.org/boxoffice

UTAH DINNER

JUNE 24, 2017

- Grand America Hotel
- Dustin Williams & Lucas Horns
- hrcutahgala.org

MILE HIGH DINNER

JULY 28, 2017

- Grand Hyatt Denver
- Lindsay Kearns & Colby Shoop
- hrc.org/milehighgala

ORANGE COUNTY GARDEN PARTY

AUGUST 5, 2017

- Venue: TBD
- Jeff Brumett
- hrc.org/ocgardenparty

SAN DIEGO DINNER

AUGUST 12, 2017

- Hotel del Coronado
- Clarione Gutierrez & Tessa Cabrera
- hrc.org/sandiegodinner

CLEVELAND DINNER

AUGUST 26, 2017

- Hilton Cleveland Downtown
- Shawn Wolfe, Dabney Conwell & Rick Taylor
- hrclevelandgala.com

SEATTLE DINNER

SEPTEMBER 9, 2017

- Sheraton Seattle Hotel
- Suzanne Sullivan & Chris Kattenhorn
- hrc.org/boxoffice

TWIN CITIES DINNER

SEPTEMBER 16, 2017

- Minneapolis Convention Center
- K. Jason Bryan & Jeanine Mlynek
- hrc.org/twincitiesdinner

ST. LOUIS DINNER

SEPTEMBER 23, 2017

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GILBERT BAKER'S LEGACY SEWN INTO HISTORY

By Brian McBride

Nearly 40 years ago, San Francisco Supervisor Harvey Milk was among a few people in search of a new symbol to represent the LGBTQ community following his win as the nation's first openly gay politician.

For years, the pink triangle had served as the symbol for the LGBTQ movement — ironically, it was the same oppressive emblem used by the Nazis to identify homosexuals.

Milk enlisted the talents of local artist and gay rights activist Gilbert Baker, who hand-dyed and stitched the colors of the rainbow into a flag that would create the enduring international symbol of LGBTQ pride.

"I knew right away that very first day, that this was going to change my life," Baker said, in recalling the flag's debut during San Francisco's Gay Freedom Day Parade on June 25, 1978. "When that thing sailed out of my hands and into the air, I went 'oh my god' this is going to be the most important thing I'll ever do in my whole life."

The flag is certainly the greatest legacy of Baker, who died in his New York home this spring at age 65.

"I am heartbroken. My dearest friend in the world is gone," tweeted Cleve Jones, a prominent LGBTQ rights activist for more than 50 years. "Gilbert gave the world the Rainbow Flag; he gave me forty years of love and friendship. I can't stop crying. I love you forever Gilbert Baker."

Despite Baker's sudden passing, the rainbow flag continues to be a beacon of hope, pride and perseverance through both joyful and tumultuous times faced by the LGBTQ community.

Baker sewed together colors that would represent the complexities of LGBTQ people. Before becoming the six distinct colors we now know the rainbow flag to be, his initial design of the flag represented eight: Pink for sex, red for life, orange for healing, yellow for the sun, green for nature, turquoise for magic, blue for peace, and purple for spirit.

Today, the rainbow flag is seemingly everywhere. We see it on the shoulders and waved proudly in the hands of those young and old in pride parades across the world. The White House was illuminated in rainbow when marriage equality became law of the land in 2015. The Eiffel Tower, Melbourne and Tel Aviv's city halls,

as well as other international monuments lit up the night sky in the band of colors following the Orlando attack that took the lives of 49 people at an LGBTQ nightclub in 2016. And LGBTQ advocates and allies decorate their social media profile photos in rainbow colors to showcase their pride and solidarity for equal rights.

"Our job as gay people was to come out, to be visible," said Baker. "A flag really fit that mission, because that's way of proclaiming your visibility, or saying 'this is who I am!'"

Cities from San Francisco to New York have honored Baker's work by hanging their own rainbow flags at half staff at government buildings. Plans are also underway among HRC, local officials, and friends of Baker to build a tribute installation at HRC's Store at 575 Castro in San Francisco — the historic home of Harvey Milk's Castro Camera shop — to serve as a memorial site, in hope it will be finished in time for the city's pride festivities in late June.

"Gilbert Baker was a great activist and tireless champion of equality who did so much more than just create the symbol of our movement," said HRC President Chad Griffin. 🏳️



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