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DEAR FRIENDS,

In the days leading up to Election Day one year ago, we had so many reasons to feel hopeful. After eight years of unprecedented progress for LGBTQ equality, it seemed the tide had finally turned on the politics of hate and fear. And with the nomination of the most pro-equality presidential ticket in American history, we were ready to get to work with a new president who was committed to advancing our progress.

But on November 9th, 2016, we woke up to a very different America, with a president-elect hell-bent on undoing all that we've fought for.

In less than 12 months, the Trump-Pence White House has quickly become the most anti-LGBTQ administration in modern history. They've targeted trans students for bullying and discrimination. They've appointed hateful extremists to top administration positions and the federal bench. They've reinstated a ban on transgender service members. They've turned their backs on LGBTQ workers facing discrimination. And they've unleashed a sweeping order that provides government workers and federal contractors a license to discriminate against LGBTQ people, women, and religious minorities.

At a moment like this, it would be easy to give up, tune out and turn it all off.

But even in the wake of these unrelenting attacks on our community, something amazing is happening in every corner of this country. From the reddest of red states to the bluest of blue states, on the coasts and in the heartland, Americans have never been more eager to participate, advocate and fight back.

Together, we've rallied to support transgender students, Muslims, immigrants and women. We've denounced the hate and violence on display in Charlottesville. We've helped defend against attacks on the Affordable Care Act. We've joined as an organizational co-plaintiff in Lambda Legal and OutServe-SLDN's challenge to the unconstitutional and unpatriotic trans troop ban. And we recently announced HRC Rising, the largest grassroots expansion in our organization's 37-year history. We're deploying dozens of full-time field organizers, registering voters, recruiting volunteers, training new activists and mobilizing Equality Voters to elect candidates up and down the ballot. On top of our sweeping 50 state strategy, we're laser-focused on six must-win states — Ohio, Pennsylvania, Michigan, Wisconsin, Arizona and Nevada.

We still have far to go on our journey toward full equality, but time and time again, the LGBTQ community has fought back against hate and defied the odds. And today, HRC's grassroots army of more than 3 million strong is continuing to move our country forward.

Today, we face some of our toughest battles yet. But we are resilient, bold and proud — and ready for the fight. With your help, I know our greatest victories are still to come.

Sincerely,

Chad Griffin
President
Human Rights Campaign

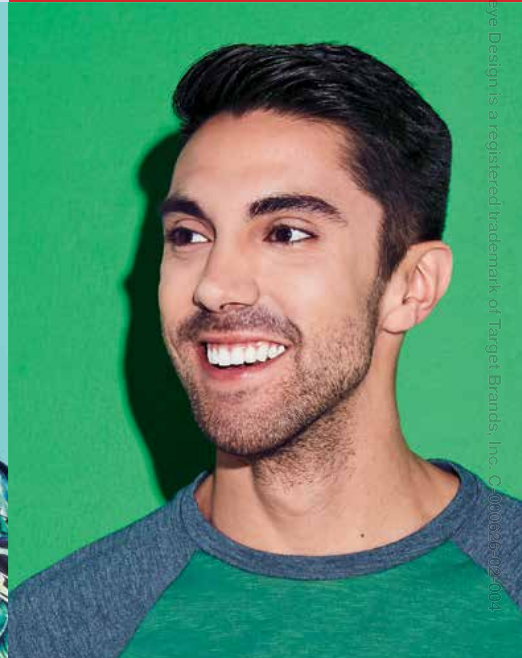


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Countless LGBTQ Dreamers like Erika Castro rely on DACA to stay in the U.S.

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Cover: Jenny Durkan, Danica Roem and Andrea Jenkins were among the many LGBTQ and pro-equality candidates who surged to victories in more than a half-dozen states on Election Day.

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“THE UNITED STATES SHOULDN'T BE SHIRKING OUR RESPONSIBILITY TO DEFEND THE HUMAN RIGHTS OF LGBT PEOPLE AROUND THE GLOBE. WE SHOULD BE LEADING THAT FIGHT... I WON'T BE SILENCED, AND I HOPE YOU WON'T EITHER. THAT'S A PROMISE, FROM ONE HRC TO ANOTHER.”

— **Hillary Clinton** at HRC's National Dinner in Washington, D.C.



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52%

That's the percentage of American Muslims who agree with the statement "Homosexuality should be accepted by society" — almost double the figure from a decade ago. And it's not just the younger folks leading the charge. The new study by Pew Research Center also showed that American Muslims above age 50 are more accepting of LGB people than ever before.

These findings reveal a growing affirmation of LGBTQ people from within the Muslim community, and suggests the door is open wider for Islamic scholars to re-examine religious teaching on LGBTQ people.

Photo: Leslie Hall



AIDS DEATHS & INEQUALITY

AIDS deaths are on the decline, but progress is unequal, says a new report from the United Nations. The number of AIDS-related deaths worldwide dropped dramatically from 1.9 million in 2005 to 1 million in 2016. But, in the Middle East/North Africa and Eastern Europe/Central Asia, AIDS-related deaths have in fact risen over the last decade.

Closer to home, AIDS and HIV outbreaks continue to disproportionately affect African-American and Latino communities in the United States. And the future looks bleak — by slashing funding to critical HIV treatment programs, including the President's Emergency Plan for AIDS Relief (PEPFAR) fund, the Trump administration could stall — or indeed reverse — any gains made in the fight against AIDS and HIV, both domestically and worldwide.

Photo: Thinkstock



up
front

HRC HOSTS FIRST HBCU LEADERS SUMMIT

The HRC Foundation invited leaders from 16 Historically Black Colleges and Universities to discuss LGBTQ equality and inclusion at a first-of-its-kind leaders summit. This exciting daylong briefing included talks from experts in higher education, business and government, who shared best practices on LGBTQ inclusion and diversity.

The summit aimed to "shoot for the top" by bringing senior HBCU staff and decision-makers to the table to discuss LGBTQ issues. They

joined HRC representatives as well as Michael Lomax, CEO and president of the United Negro College Fund and former president of Dillard University, to discuss how campuses can better welcome and support its LGBTQ students.

The strong turnout shows that HBCU officials are stepping up to defend LGBTQ rights and equality on campus. To learn more about HRC's HBCU leadership summits, visit hrc.org/hbcu.

RECURSOS EN ESPAÑOL DE HRC

HRC's new Spanish-language hub now makes our top resources available in Spanish. LGBTQ Spanish-speaking Latinx people, their friends and families, Spanish speakers across the world and the Spanish media now have access

to a wide range of HRC content, from coming out guides and health resources to blog posts. HRC is also showcasing stories and videos from within the Latinx LGBTQ community about issues that directly affect its members. Check out HRC's Twitter and Facebook accounts too, which now feature Spanish-language posts. Learn more at hrc.im/recursos.

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Erie School Board

Phil Murphy, NJ
Governor of New Jersey

OUR TIME IS NOW

WAVE OF PRO-EQUALITY ELECTORAL VICTORIES BUILDS MOMENTUM FOR 2018 & BEYOND

by Carolyn Simon

One year after the 2016 election, voters resoundingly rejected the hateful agenda of Donald Trump and Mike Pence. From Virginia to New Jersey to a wave of historic victories for transgender candidates across the country, voters sent a loud message to politicians who attempt to use hate and fear for political gain: **If you come for us, we're coming for you on Election Day.**

In a particularly stunning rebuke of anti-LGBTQ extremism, Danica Roem made history by defeating a 25-year incumbent, Bob Marshall, Virginia's self-described "Chief Homophobe." Marshall had been pushing HB2-style bills in the House of Delegates since 1991. Roem's victory will make her Virginia's first out transgender public official and the nation's only out transgender state legislator. Virginia voters also elected HRC-endorsed candidates Ralph Northam for governor, Justin Fairfax for lieutenant governor, and Mark Herring for attorney general.

But Roem wasn't alone in making history on election night. Across the country, seven other openly transgender candidates surged to victories in more than a half-dozen states: Andrea Jenkins, Minnesota (Minneapolis City Council); Gerri Cannon, New Hampshire (Somersworth School Board); Lisa Middleton, California (Palm Springs City Council); Stephe Koontz, Georgia

Pennsylvania (Erie School Board); Phillipe Cunningham, Minnesota (Minneapolis City Council); and Raven Matherne, Connecticut (Stamford Board of Representatives).

"For far too long, trans youth have grown up fearing that their dreams and their identities are mutually exclusive," HRC National Press Secretary Sarah McBride told *The New York Times*. "But in the coming months, trans youth around the nation will see people just like them be sworn into office from city hall to the state house. That progress isn't just a headline, it's history and it's hope for a better tomorrow."

These victories come one year after HRC and Equality North Carolina kicked former Gov. Pat McCrory out of office for attacking LGBTQ people — and helped turn the politics of hate on its head. In recent weeks, HRC put staff on the ground, mobilized Equality Voters

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2018: STATE-LEVEL ATTACKS

IN 2018, our most dangerous threats are coming from outside Washington. “There’s no doubt that state lawmakers will continue to play politics with lives of LGBTQ people in this next legislative session,” said Cathryn Oakley, HRC’s state legislative director and senior counsel. Oakley points to the overwhelming number of anti-LGBTQ bills brought by state legislators; last year alone, lawmakers introduced more than 130 anti-LGBTQ bills, including 30 in Texas.

Oakley expects more of the same in 2018, with a particular brand of bills that zero in on specific segments of the LGBTQ community, like denying rights to transgender children or LGBTQ parents looking to adopt.

Amid these attacks, Oakley believes

next year will also provide opportunities to advance some crucial pro-equality laws.

In 2017, nine anti-LGBTQ bills were signed into law — including three laws that allow child welfare organizations to turn away qualified LGBTQ parents seeking to adopt. On the flip side, more than a dozen pro-LGBTQ bills became law — banning dangerous so-called “conversion therapy,” repealing heinous “gay-panic” defenses and simplifying the update of identity documents, among other rights.

“It used to be that we’d have to fight these wide-ranging attempts to deny us our rights,” Oakley said. “But thanks to a huge pushback among LGBTQ people, the business community, child welfare organizations, faith leaders and other

allies, we’ve seen fewer and fewer of these very broad measures introduced that have any real chance of success.”

Instead, we are now fighting a number of more targeted bills that have serious implications for those most vulnerable, Oakley said.

“They’re attacking our children, denying homes to kids in foster care and using religion as a cloak for discrimination in our daily lives,” Oakley said. “We can’t let down our guard in 2018.”

Working side by side with local advocates, HRC helped defeat 94 percent of the anti-LGBTQ bills proposed in 2017. None of that would have been possible without HRC members and supporters, who sent tens of thousands of emails to their state legislators and

continued on p. 11

HRC ANTICIPATES THAT ANTI-LGBTQ LEGISLATION WILL BE INTRODUCED IN THE FOLLOWING STATES: GA, IA, TN, WV, FL, KY, MO, NC, OK, SD, AL, WY

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State-Level Attacks *cont'd from p. 7*

made thousands of calls in the first four months of 2017 alone.

This year also saw a major increase in the number of child welfare leaders speaking out about the harms many of these bills would bring to LGBTQ children and families.

One statement signed by 12 leading child welfare organizations — including the American Academy of Pediatrics, the National Education Association and the National PTA — stood in staunch opposition to bills targeting transgender children in schools, saying: “Transgender kids are already at heightened risk for violence, bullying and harassment, and these bills exacerbate those risks by creating a hostile environment in one of the places they should feel the safest and most supported.”

“These groups represent millions of teachers, counselors, pediatricians and social workers all across this country,” said Ellen Kahn, HRC’s director of children, youth and families programming. “Having them speak out on behalf of their members, calling on state legislators to stop their shameful attacks on LGBTQ children and families, that makes a huge difference. It makes clear that our opponents’ arguments are based on lies and bigotry, nothing more.”

Business leaders were again some of the strongest voices speaking out in opposition to legislative attacks on LGBTQ people. In Texas, the Keep Texas Open for Business coalition sent a letter to lawmakers featuring more than 80 businesses opposed to efforts to discriminate against LGBTQ people in the statehouse, including companies like Apple, Capital One, Dell, Google, Hilton, Microsoft and Unilever.

As advocates look forward to 2018, they continue to anticipate many of the same kinds of attacks that came in 2017. In addition, Massachusetts will be voting in November on a ballot measure seeking to repeal its non-discrimination law

protecting transgender people. HRC is part of the campaign working to defeat this hateful attempt that would make the state the first to repeal existing protections for transgender people. And in Anchorage, voters will be asked in April 2018 to weigh in on Proposition One, a dangerous proposition that would enshrine discrimination into the city code by forcing transgender residents to use facilities that are inconsistent with their gender identity.

“It’s going to be another year with zero dull moments,” said Oakley. “And we’ll be there, working with our allies to win every fight we can possibly win. We’re nothing if not determined.”

THE LONE STAR STATE

They say Texas does everything bigger, and a handful of anti-LGBTQ state lawmakers this year have lived up to this promise by introducing more than 30 anti-LGBTQ bills and passing 11 in at least one chamber. That made up for nearly a quarter of all anti-LGBTQ bills nationwide.

Despite an incredible amount of opposition, two bills became law. One allows adoption and foster care agencies to turn away LGBTQ couples, single or divorced parents, interfaith parents and others seeking to care for a child in need. It also allows taxpayer-funded agencies to refuse services to children in care if the agency has a religious objection to that service (like gender-affirming care), and protects an agency from having its contract terminated if it subjects children in its care to dangerous practices in the name of religious belief, such as so-called “conversion therapy.”

The other law would allow ride-sharing companies like Uber and Lyft to discriminate against transgender people — although both companies publicly opposed the measure and have pointed out that their companies’ gender identity-inclusive non-discrimination policies remain unchanged.

HRC mobilized major companies and leading child welfare organizations

to join tens of thousands of constituents from across the state to object to these and the dozens of other attempts to discriminate against LGBTQ Texans and visitors. HRC volunteers, organized by seven full-time HRC staff in Texas, helped ensure that tens of thousands of Texans contacted their lawmakers.

Fortunately, these voices were heard loud and clear and the vast majority of anti-LGBTQ attempts failed. Alongside Equality Texas, ACLU of Texas, Texas Freedom Network and the Transgender Education Network of Texas, HRC fought non-stop this legislative session, and will be at it again when they come back into session in 2019. That is, if Gov. Abbott doesn’t call another shameful special session aimed to discriminate against LGBTQ Texans.

BANNING THE PRACTICE OF “CONVERSION THERAPY”

Sometimes referred to as “reparative therapy,” the “therapy” encompasses a range of practices that seek to change an individual’s sexual orientation or gender identity or expression. Research has clearly shown that these practices pose devastating health risks for LGBTQ young people such as depression, decreased self-esteem, substance abuse, homelessness and even suicidal behavior. The dangerous practice is condemned by every major medical and mental health organization, including the American Psychiatric Association, American Psychological Association and American Medical Association. In September, HRC and the National Center for Lesbian Rights released *Just As They Are*, a guide for parents on the dangers of conversion therapy.

Partnering with the NCLR and state equality groups across the nation, HRC helped bills banning the practice of “conversion therapy” become law in Connecticut, New Mexico, Rhode Island and Nevada. The bills in New Mexico and Nevada were signed by Republican governors. 🏳️

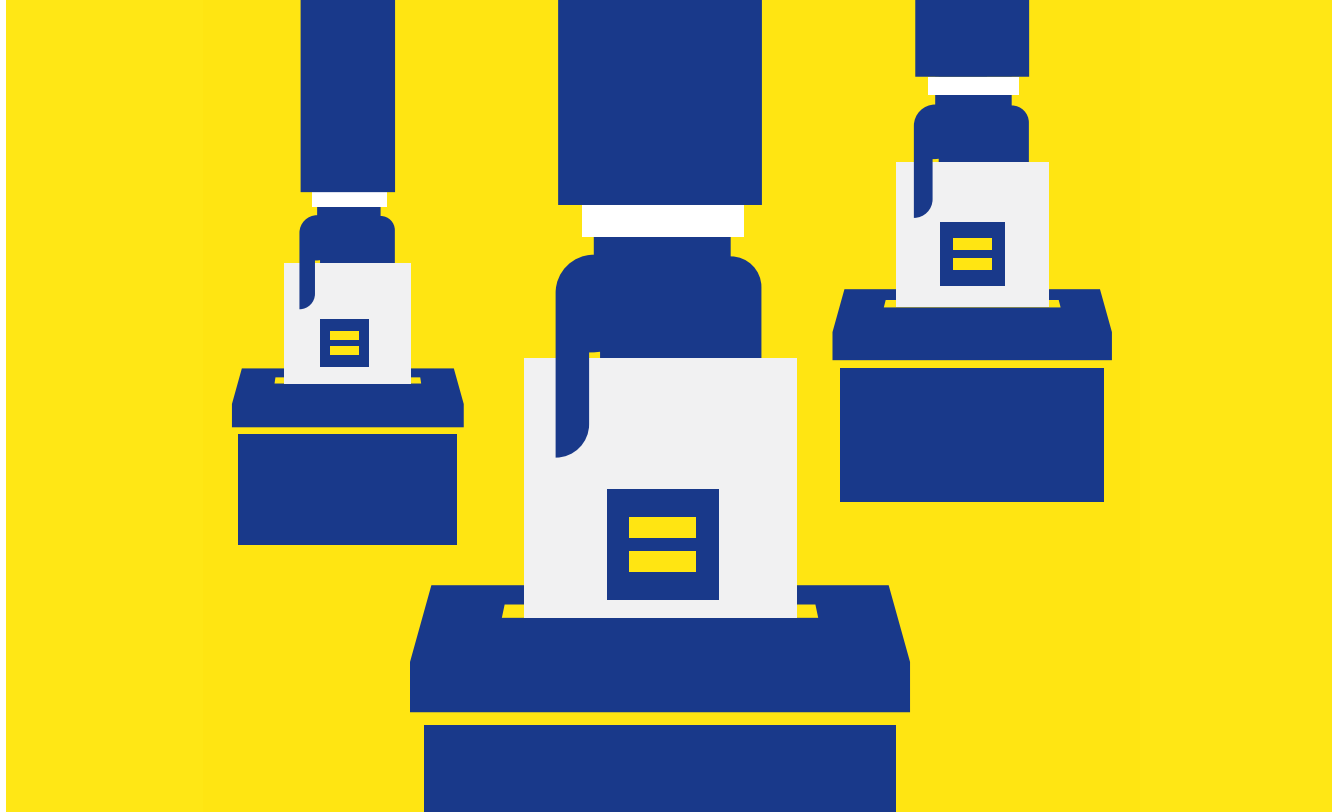
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COUNTDOWN TO THE 2018 MIDTERMS

Even before the 2016 election, the 2018 elections loomed large. Now that Donald Trump and Mike Pence are in the White House, the midterm elections are our single best hope to pull the brakes on this administration's anti-LGBTQ agenda.

"This isn't just a referendum on Trump. The 2018 election is our chance to shape a better tomorrow," said JoDee Winterhof, HRC's senior vice president for policy and political affairs. "Not only can we reject the politics of hate, but we can elect the kind of leaders who will fight for equality and justice for all. I'm not going to lie, it won't be a cakewalk. But we've all got to put in the work because who we send to Washington will determine the future of our courts, the fate of the Equality Act, and how this nation of past immigrants treats our immigrants of today."

Up for grabs are one-third of all Senate seats, all of the 435 House seats, 36 state gubernatorial seats and tens of thousands of elected seats in towns, cities and states across the country. And at least one ballot measure — in Massachusetts — will put the rights of transgender people up for a vote.

Some of the most hotly contested seats in the Senate are those held by pro-equality champions in states that Trump won — states like Ohio, Michigan, Pennsylvania and Wisconsin.

"Through our new HRC Rising program, we'll be especially focused on turning out equality voters to re-elect pro-equality champions like Sens. Baldwin, Brown, Casey and Stabenow and to replace anti-LGBTQ opponents with some of our fiercest advocates, like Arizona's Rep. Kyrsten Sinema for the Senate and Minnesota's Angie Craig for the House," added Winterhof. "Up and down the ticket, equality voters need to make our voices heard. It'll be the school boards we elect who safeguard the rights of transgender students, the state attorneys general who decide to fight for justice when religion is used as a weapon, and the state legislatures and city councils where key decisions affecting LGBTQ people are made every day." 🏳️

Get involved today — sign the HRC Rising pledge at hrc.im/rising

HRC RISING

The largest expansion in HRC's 37-year history, HRC Rising is a bold, proactive grassroots campaign that launched in summer 2017. With a budget of \$26 million, the program will accelerate progress in states from coast to coast and fuel pro-equality candidates and initiatives ahead of the 2018 elections. HRC is hiring on-the-ground staff and building volunteer groups who will be pivotal to our success in states like **Ohio, Pennsylvania, Michigan, Arizona, Wisconsin and Nevada**. Through voter registration drives, get-out-the-vote events and public education campaigns, the early efforts of HRC Rising will not only bolster strong turnout among equality voters in 2018 but will lay the groundwork for a powerhouse operation in the 2020 election.



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SEE YOU IN COURT

HRC JOINS LAWSUIT CHALLENGING TRUMP'S BAN ON TRANSGENDER TROOPS.

HRC President Chad Griffin and former secretary of the Army Eric Fanning joined transgender service members to demand an end to Trump's ban on transgender service.



On August 28 — just three days after Trump signed his mandate for the Pentagon to implement a ban on transgender service members — Lambda Legal and OutServe-SLDN filed a federal lawsuit challenging the constitutionality of the Trump administration's discriminatory plans.

HRC is a plaintiff in the critical lawsuit. Other plaintiffs include six current service members and three individuals who wish to enlist, all of whom are transgender, Seattle-based Gender Justice League and the American Military Partner Association. Our historic lawsuit argues that the Constitution guarantees equal protection, due process and free speech for all.

The lawsuit came after President Trump posted a series of tweets in the early morning hours of July 26, announcing that "The United States Government will not accept or allow transgender individuals to serve in any capacity in the U.S. military." The tweeted ban was swiftly and widely condemned by more than 56 retired generals and admirals.

Despite that criticism, the White House proceeded to issue a directive instructing the military to continue the ban on enlistment by transgender individuals, even though our armed forces currently are facing recruitment challenges, including in high-demand positions like linguists,

health care providers, social workers and aviators. The enlistment ban also bars transgender members of the military currently serving openly from obtaining appointments as officers.

A U.S. federal judge blocked enforcement of the ban on Oct. 30, ruling in favor of plaintiffs in a separate case filed by the National Center for Lesbian Rights and GLBTQ Legal Advocates & Defenders. The judge ruled that the ban was likely unconstitutional and violated equal protection guarantees. If upheld after appeal, this will prevent the Trump administration from removing currently serving transgender service members.

"Before the president's vicious attack on transgender Americans, transgender service members had been serving openly and proudly in every branch of the U.S. military for more than a year," Lambda Legal Senior Attorney Peter Renn said. "Since the president's tweets, and his mandate for the Pentagon to implement his ban, those same service members have been branded as unfit to serve — to do the jobs they have been doing successfully — simply because they are transgender. That harm is real, it is palpable, and it is discriminatory."

The White House has also ordered the resurrection of previous anti-transgender policies affecting continued service and medical care of trans troops.

The question of whether openly

transgender military service members is a disruption or whether the cost of providing health care is prohibitive has already been asked and answered. A government-commissioned study by the nonpartisan RAND Corporation, released in May 2016, determined that the cost of providing transition-related care is exceedingly small relative to U.S. Armed Forces' overall health care expenditures, that there are no readiness implications that prevent transgender members from serving openly and that numerous foreign militaries have successfully permitted open service without a negative effect on effectiveness, readiness or unit cohesion. Based on that study, the Pentagon lifted the ban on open service by transgender men and women in July 2016.

"The thousands of transgender troops currently serving their country deserve immediate clarity and protection from the discriminatory whims of this president," said HRC National Press Secretary Sarah McBride. "No service member should be forced to fear for their future for one more day due to Donald Trump's unconstitutional order. We hope the court will recognize the urgency and severity of the situation and ensure that the promise made to these service members — that if they are willing and able to serve, they will be allowed to do so — is protected." 🇺🇸



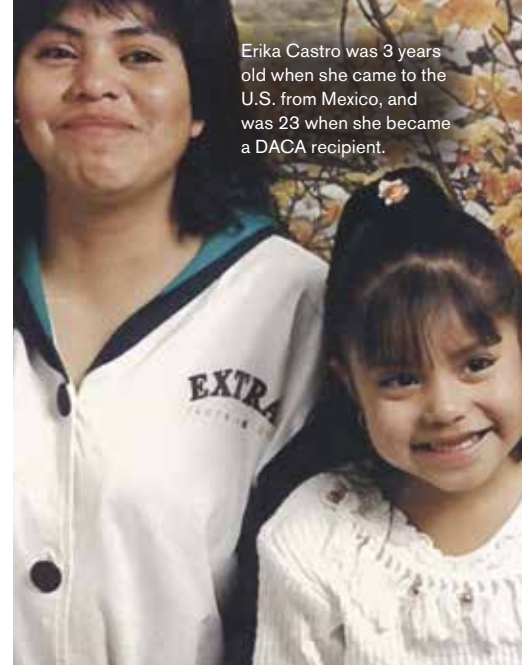
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Erika Castro was 3 years old when she came to the U.S. from Mexico, and was 23 when she became a DACA recipient.

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DACA RECIPIENTS ON GROWING UP AS LGBTQ AND UNDOCUMENTED

By Prianka Srinivasan

For Erika Castro, who came to the United States from Mexico City when she was just 3 years old, the experience of growing up as an undocumented American and the experience of coming out to her family as a lesbian were simultaneously overwhelming. After witnessing her first immigration raid at age 7, Castro knew the grave risks her undocumented status posed. Similarly, she feared that coming out as LGBTQ would only distance herself from her family and community.

“I felt like I was in this box where nobody identified with the same identities that I had,” Castro recalls. “I felt like I couldn’t relate to anyone, I couldn’t talk to anyone about this.”

Though these two identities would later go on to solidify Castro’s place in both the immigrant and LGBTQ communities, as a young girl she felt compelled to hide both aspects of herself at once, struck by isolating feelings of guilt and shame.

The road to accepting the layers

of her identity — and similarly feeling accepted by others — came about not only through the support of Castro’s family and friends, but also through the Deferred Action for Childhood Arrivals program. This five-year-old program has allowed hundreds of thousands of “Dreamers” — young people brought to the U.S. as minors — to stay in the country by giving them temporary protection to live, study and work in America.

As a 23-year-old, DACA gave Castro the opportunity to go to university, work and remain in her community. Castro could finally envision a future for herself beyond her undocumented status, where her identities would no longer be a source of isolation but a source of strength.

Yet today, the similarities of these two identities — growing up as LGBTQ and being undocumented — have been put in the spotlight thanks to President Trump’s attacks on both. On Sept. 5, the Trump-Pence administration decided to end the DACA program, attempting

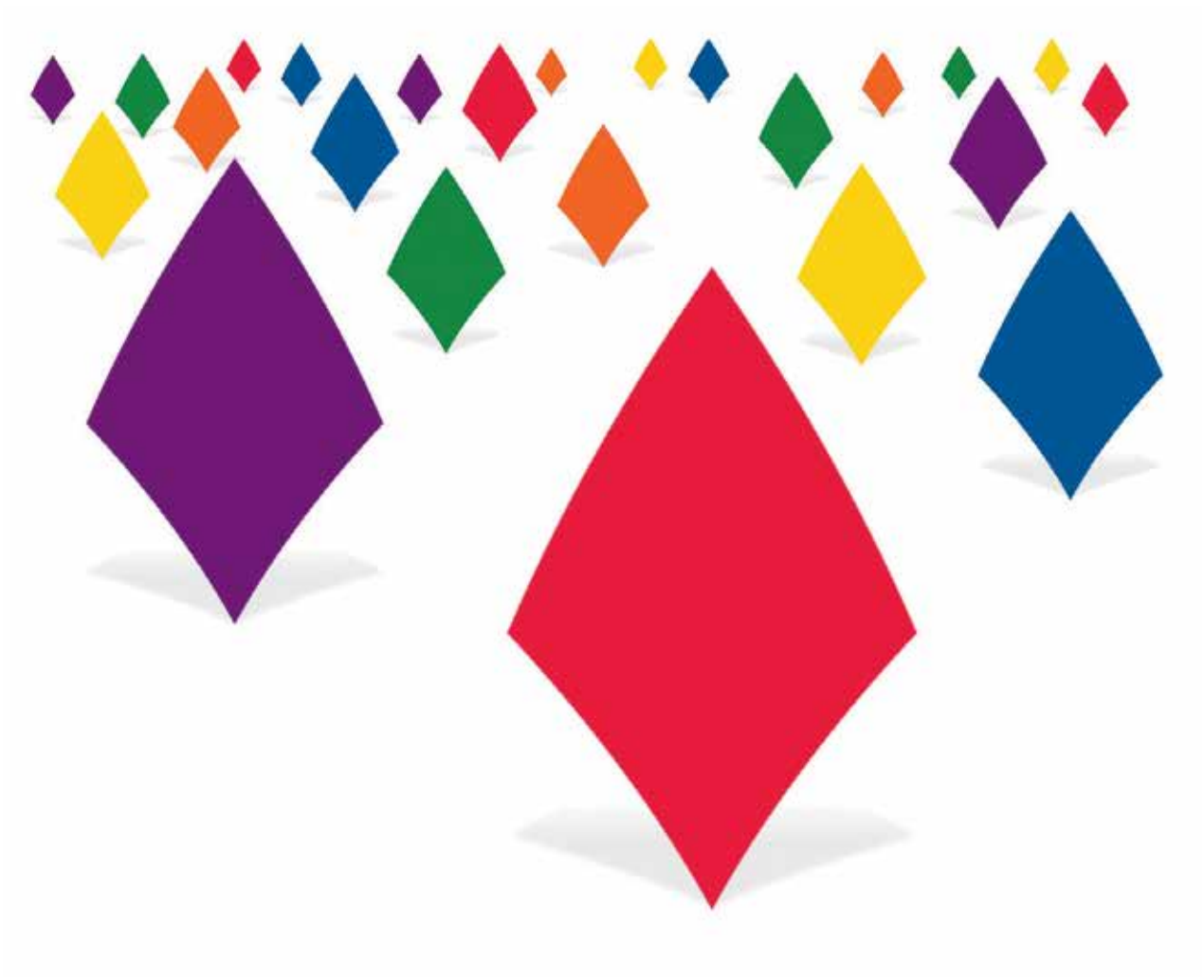
to thrust thousands of young DACA recipients like Castro into an uncertain future. This comes as the same administration continues its attacks on LGBTQ Americans, most recently launching a sweeping “license to discriminate” executive order by rolling back protections for LGBTQ people.

For those like Castro who stand at the intersection of these identities, the events have had an added sting.

“At the end of the day it doesn’t matter what community you belong to,” says Castro about the harm of these attacks, “all these different social issues impact you in one way or another.”

It is estimated that approximately 75,000 Dreamers are LGBTQ; 36,000 of which are DACA recipients. HRC has endorsed the 2017 DREAM Act (H.R.3440/S.1615), which was introduced in Congress in July to explicitly authorize the government to halt deportation and provide a path to citizenship. HRC has also signed on to

continued on p. 27



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PATRISSE KHAN-CULLORS

ON OUR WORK AT THE INTERSECTIONS

HRC represents a diversity of individuals and causes, all bound by the same commitment toward full equality. As we confront an administration intent on rejecting our differences and denying our rights, our power lies in embracing the multifaceted voices that make up the LGBTQ community. Today, we are lifting up the voice of the visionary Queer artist and organizer, Patrisse Khan-Cullors, who co-founded Black Lives Matter in 2013.

From the beginning, Black Lives Matter has had LGBTQ voices at its helm, and as an openly queer civil rights leader, Khan-Cullors stresses the importance of inclusion and diversity in the fight for equality.

Her upcoming memoir "When They Call You a Terrorist" traces Khan-Cullors' personal history to provide a moving account on police brutality, inequality and racism in modern America. She recently spoke with *Equality* magazine about motherhood, resistance and Black Lives Matter's unique framework.

"Hate and bigotry must never be met with silence or half-hearted rebukes," said HRC President Chad Griffin following August's violent white nationalist rally in Charlottesville. "The racism and white supremacy that has been allowed to fester for generations has recently been emboldened by the policies and rhetoric of politicians like Donald Trump."

How did your upbringing influence your perspectives on inequality and social justice?

Part of being a young black girl growing up in a poor black neighborhood is about seeing a lot of trauma, and trying to cope and manage in a place that gives you very little resources for your coping. It was really important for me to come out as queer at 15 and be in

community with such amazing young queer people of color, and to be able to read books by Audre Lorde and bell hooks. They completely resourced my teenage-hood and gave me language around what I was experiencing as someone who was openly queer and black and poor.

Why was it important to you and the other Black Lives Matter co-founders, Alicia Garza and Opal Tometi to promote LGBTQ voices in your movement?

It's as simple as this: Black people are everything. We are queer, we are trans, we are poor, we are formerly incarcerated, we are disabled, we are parents, we are mothers, we are cis-gender, we are everything. When we rely on patriarchy and sexism to shape our conversations, and when only talk about one group of black people, it really narrows the conversation about blackness. We deny the opportunities for true freedom for black people. It was important that Black Lives Matter break that mold for this generation.

How does Black Lives Matter attempt to do that?

From my own personal experience, when I joined the black rights liberation movement I experienced a lot of sexism and homophobia. There was a sort of silent understanding that we didn't really talk about anything but our "blackness." Certain black folks were being iced out of conversations. So we wanted to create this framework around Black Lives Matter to challenge the idea that blackness is only one way, and that blackness can't intersect with our womaness and our queerness. And so we built out a black infrastructure that could really look at those of us who were at the intersections.

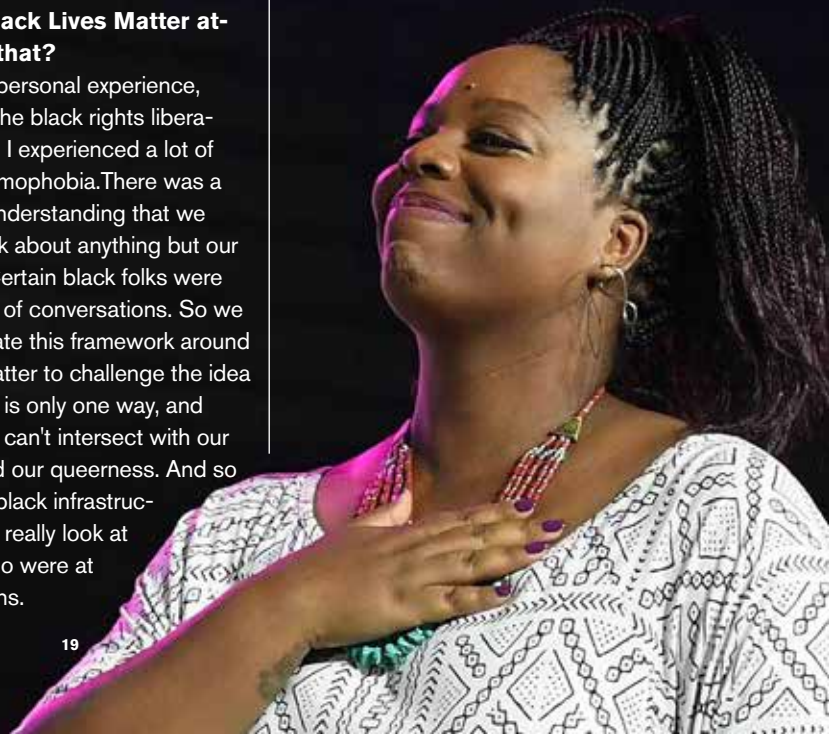
You recently welcomed a child into your life. How did becoming a parent change what you do?

Having a child has changed everything! Having a child has transformed how I even look at the fight, and how I look at what's possible and what's necessary. And it has given me a new perspective on how urgent this fight is — I am realizing how protective I feel about myself and my family.

I really believe in gender justice, and I purposely don't gender my child. I'm trying to raise a child that has autonomy around their gender.

What message do you have to HRC members and supporters who want to support Black Lives Matter?

Now is the moment to build unified forces. Now is the time to join this broader movement for black lives. Now is the moment to really see our work at the intersections of one another. I think part of our work is to create a unified front so that we can be stronger and better. 🏳️‍🌈





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THE “WILL & GRACE” EFFECT: CHANGING HEARTS & MINDS

In 1998, few envisioned a show like “Will & Grace,” which featured two leading gay characters, would become a ratings success — let alone be credited for helping change America’s attitudes about the LGBTQ community. Back then, society wasn’t nearly as receptive to LGBTQ people living openly on screen as today. Just months earlier, “Ellen” was cancelled after religious groups condemned the show for having its main character played by newly out Ellen DeGeneres.

There was skepticism that a prime-time show featuring characters that represented the LGBTQ community could resonate with viewers, but NBC’s introduction of “Will & Grace” would shatter

those concerns. The series blazed a trail for out characters and turned the show’s stars Eric McCormack, Debra Messing, Sean Hayes and Megan Mullally into household names.

The sitcom would go on to win 16 Emmys by the end of its run in 2006 and become one of the most successful television series to feature gay principal characters.

The impact of “Will & Grace,” which was created by longtime HRC supporters Max Mutchnick and David Kohan, was still being felt years after the original show stopped production.

In spring 2012, six years after “Will & Grace” went off the air, there was widespread hope for nationwide mar-

riage equality, but it was far from a sure thing. By then, nearly a dozen states had passed marriage equality, and polling showed about half of Americans supported the right of same-sex couples to wed.

For the first time, it seemed as though the nation was finally moving in a positive trajectory in support of this basic human right, yet advocates and allies of the LGBTQ movement still wanted the White House to formally speak out and support the issue.

When Vice President Joe Biden appeared on “Meet the Press” in May that year, he not only became the highest-ranking official in the Obama administration to signal support for marriage

continued on p. 33

Photos: Rex Features via AP, Todd Young Photography Hollywood



(above): The creators & cast of “Will & Grace” have been longtime supporters of HRC. From left: Eric McCormack, Megan Mullally, David Kohan, Max Mutchnick, Debra Messing and Sean Hayes



Countless HRC supporters and members joined the stars and creators of “Will & Grace,” including Megan Mullally & Max Mutchnick (left), to celebrate the show’s return to our screens



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REMEMBERING EDITH WINDSOR

THE WORLD HAS LOST
CIVIL-RIGHTS PIONEER
EDITH WINDSOR, BUT
THE LEGACY SHE LEAVES
BEHIND WILL ENDURE



On September 15 — three days after Edith “Edie” Windsor passed away — hundreds of people including Hillary Clinton, Robbie Kaplan and Mayor Bill de Blasio gathered in New York’s Temple Emanu-El to honor the memory of this “Mother of Marriage Equality.”

Mourners shared stories of the significance of Windsor’s decision to stand up to the U.S. government and demand the courts recognize her more than 40-year commitment to Thea Spyer. As Clinton described Windsor in her eulogy, “She was fierce,” and it is this ferocious determination that will continue to galvanize the LGBTQ community as we carry on Windsor’s noble work.

Windsor was the plaintiff in the landmark Supreme Court case *United States v. Windsor* in 2013, where she successfully challenged and defeated the Defense of Marriage Act, which had confined marriage to only that between a man and a woman since 1996. Her case ultimately helped pave the way for the 2015 Supreme Court decision of *Obergefell v. Hodges* that granted nationwide marriage equality.

Windsor was a lifelong advocate whose philanthropic passions were far-reaching. She also championed the causes related to youth, health,

the elderly and more. She’s best known, of course, for her impact on the equality movement. Windsor had first approached the courts to protest an estate tax billed to her name after Spyer died. Windsor and Spyer had married in Canada two years prior, and yet, without marriage equality in the United States, the government refused to see Windsor as more than a stranger to her own wife.

As Windsor would famously say, “If Thea was a Theo, I wouldn’t have had to pay.”

And just like that, protesting a tax advantage available only to straight couples reflected the larger protest of the LGBTQ community, which recognized the all-too-common sting of prejudice captured in Windsor’s case. Her defiant quest for equality echoed throughout the country, and Windsor became the figurehead for a cause that stretched far beyond a tax bill. It became a cause to ensure all Americans were treated with equal dignity under the law.

After the defeat of DOMA, Windsor would go on to champion a number of other civil-rights cases. She became the first signatory on the “People’s Brief,” a first-of-its-kind amicus brief calling for marriage

equality, signed by more than 200,000 Americans — the largest such brief in history — and submitted to the U.S. Supreme Court in the *Obergefell* case. Windsor’s marriage to Spyer and fight for marriage equality would also be chronicled in the documentary “Edie & Thea: A Very Long Engagement.”

Windsor was proud to again find love late in her life, and married Judith Kasen-Windsor in 2016. “To me, she was simply my love,” Kasen-Windsor said.

In June 2013, having just won her landmark legal challenge of DOMA, Windsor stood in front of her supporters and the media at New York’s LGBT Community Center. The diamond brooch that once served as a secret engagement ring between her and Spyer dazzled on Windsor’s lapel as she delivered her remarks.

“Not only does a much larger portion of our country see us differently,” Windsor said of the historic ruling, “but our own community has come out and seen each other and loved each other.”

As we cherish Windsor’s memory and remember her fighting spirit, we are again inspired — as Windsor instructed us — to come together, to love each other and to carry on her fight for full equality. 🇺🇸



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Our Time Is Now *cont'd from p. 7*

from coast to coast, and communicated with members and supporters via mail, email, text and door-to-door canvassing.

Additional HRC-backed candidates who won on election night include Seattle Mayor-elect Jenny Durkan, Charlotte Mayor-elect Vi Lyles and New Jersey Governor-elect Phil Murphy.

"On Election Day, we saw a wave of openly LGBTQ candidates and a slate of pro-equality allies take this trump card of division head-on, and assert that running on a platform of discrimination is a recipe for failure," said Senior Vice President for Policy and Political Affairs JoDee Winterhof. "HRC members and supporters worked around the clock this cycle to fight for the candidates who will fight for us. This is just the beginning of a wave of momentum that will take us to 2018, 2020 and beyond in the fight for full legal equality."

But the work's not done — another critical Election Day looms on Dec. 12, when the voters of Alabama have an opportunity to fill Jeff Sessions' former Senate seat with Doug Jones, a civil rights lawyer who has successfully prosecuted the KKK. His opponent is none other than the embattled extremist Roy Moore, the former Alabama chief justice who was ousted twice for ethics violations — most recently after HRC and Alabama officials asked he be held accountable for trying to block marriage equality in the state.

Beyond attempting to block marriage equality, Moore has abused his position to make cruel attacks on the rights of LGBTQ citizens, at one time denying custody rights to a lesbian mother and calling for the criminalization of LGBTQ people. And just recently, Moore has been embroiled in a scandal involving allegations of child molestation and other sexual misconduct, which has also resulted in the withdrawal of

many endorsements and GOP funding from his campaign.

For over two years, HRC has fought Moore's abuse of power and public office with a #NoMoore campaign across Alabama. In the run up to Dec. 12, we are fighting to block him from the U.S. Senate — marshalling resources, volunteers, and staff to get out the vote for Doug Jones.

In November, historic candidates like Danica Roem proved how powerful Equality Voters can be when we organize and mobilize to fight back. Now — with a short time left in Alabama and less than a year out from the 2018 midterms — we have to keep going. HRC has already endorsed candidates like Tammy Baldwin, Sherrod Brown and Kyrsten Sinema in key 2018 midterm races, with more on the horizon. If we want to succeed in stopping the Trump-Pence agenda, we know our time is now. (*For more on HRC Rising, see page 11*). 🇺🇸

DACA *cont'd from p. 15*

a letter in support of Dreamers, which was signed by over 1,850 governors, state and municipal officials, civil organizations and faith leaders.

The urgency that has led HRC to act and support Dreamers highlights the diversity of our members, whose stories and experiences do not always get to be heard.

Jonathan Jayes-Green, who migrated with his family from Panama to Maryland when he was 13, believes that the lack of nuance to the immigrant story is ultimately destructive.

"I think whenever we're having a one-dimensional conversation about anything it's problematic and detrimental to the larger movement," he says.

Like many other undocumented immigrants, Jayes-Green came to the United States because his parents wanted him to have the opportunity to go to college, work hard and create a

better future. They arrived on a tourist visa, but after receiving false information from an attorney, ultimately became undocumented.

As a black, queer, immigrant, DACA-receiving student, Jayes-Green believes that stereotypes about undocumented people work to dismiss the plight of so many Dreamers in his situation. It is a reality that has only intensified under Trump and his efforts to end DACA and push LGBTQ Americans to the sidelines of society.

"We knew that prior to Trump being elected, our communities were already in a state of emergency," says Jayes-Green. "With him being elected it just really intensified the danger our folks were in." Jayes-Green notes that this danger is particularly acute for "people of color, especially trans and queer folk," who are adversely targeted by discriminatory policies.

Both Castro and Jayes-Green are quick to highlight the strength of their

communities to advocate on their own behalf and work to bring about change.

"Folks are still able to thrive in a system that doesn't allow its members to fully function in society," says Jayes-Green. "We are resourceful. We are resilient. We are survivors."

Like Castro, who works with the Progressive Leadership Alliance of Nevada to provide free immigration advice to people, Jayes-Green finds power in embracing these intersecting identities within his community. Two years ago, he co-founded UndocuBlack as a coalition of black, undocumented immigrants working to support each other. He hopes that being part of this fuller conversation which takes into account all identities who make up America's immigrant population — be they LGBTQ, undocumented, Latinx or Black — can allow for groups to forge stronger alliances.

"What gives me hope is knowing that we are not in this fight alone." 🇺🇸



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MARCH



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APRIL



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MAY



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JUNE



You united at 225
Pride events!

JULY



You were visible supporters
of equality.

AUGUST



You took action to
save healthcare.

SEPTEMBER



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Will & Grace *cont'd from p. 21*

equality, he also credited the sitcom for helping bring LGBTQ visibility to households nationwide.

"I take a look at when things really began to change, is when the social culture changes," said Biden. "I think 'Will & Grace' probably did more to educate the American public than almost anything anybody has ever done so far."

The return of the "Will & Grace" in 2017 could not be more timely. LGBTQ equality is once again at the forefront of American politics, with Donald Trump and Mike Pence blatantly and consistently attacking our community. As HRC fights back against this administration, as well as forces on the state and local levels looking to roll back our rights and protections, the series has been instrumental in using its national platform to advocate for LGBTQ acceptance, inclusion and equality.

When the show relaunched this fall, thousands of HRC members and supporters from Los Angeles to New York, and Las Vegas to Atlanta, gathered at HRC watch parties to see Will, Grace, Jack and Karen reunite after more than a decade apart. Attendees at the world-famous The Abbey Weho in West Hollywood were in for a surprise, as both Mullally and Mutchnick made an appearance at the venue.

The first episode addressed the realities of our current political climate head-on. In addition to addressing these hot-button issues, the HRC logo — which has become synonymous with the fight for LGBTQ equality — continues to be proudly displayed in Will's apartment and has made many cameo appearances throughout the show's history.

Biden's assertion about "Will & Grace" made waves and cemented the show's legacy for helping countless

Americans who may have, for the first time in their lives, become more comfortable with LGBTQ people — on screen and off.

Within days, Obama became the first sitting U.S. president to publicly announce his endorsement of marriage equality. As a sign of momentum and fierce mobilization by LGBTQ advocates and allies, Maine, Maryland and Washington would become the first states to legalize it by popular vote. Less than three years later, the U.S. Supreme Court would ultimately declare marriage equality a right nationwide.

These seminal moments appeared improbable only a short time ago, just as it seemed unlikely that a sitcom featuring out gay characters would help serve as a catalyst for helping change hearts and minds across the nation. As it did more than a decade ago, "Will & Grace" is again teaching our neighbors, friends and family that love is love. 🏳️



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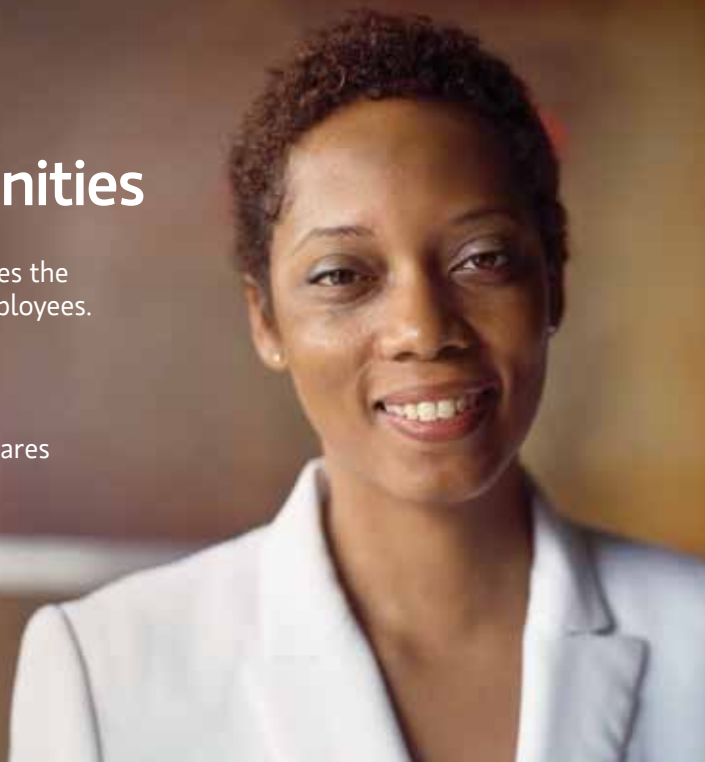
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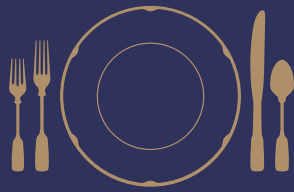
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AMERICAN AIRLINES
APPLE
THE COCA-COLA COMPANY
DIAGEO / SMIRNOFF
MICROSOFT
INTEL
LYFT
MITCHELL GOLD + BOB WILLIAMS
NATIONWIDE
NORTHROP GRUMMAN
TARGET

GOLD

CHEVRON
DELOITTE
PRUDENTIAL
LEXUS
PFIZER

SILVER

BP
CITI
COX ENTERPRISES
EY
GOOGLE
MGM RESORTS INTERNATIONAL
NIKE
PEPSICO
US BANK

BRONZE

ABERCROMBIE & FITCH
AMAZON
AMERIPRISE FINANCIAL
BOSTON SCIENTIFIC
CAPITAL ONE
CARGILL
DELL
GOLDMAN SACHS
GUARDIAN LIFE INSURANCE
HERSHEY
HYATT HOTELS
IBM
LINCOLN FINANCIAL GROUP
MACY'S, INC.
MORGAN STANLEY
ORBITZ
REPLACEMENTS, LTD.
SHELL
STARBUCKS
SYMANTEC
TD BANK
TYLENOL
UBS
WILLIAMS-SONOMA / WEST ELM / POTTERY BARN
WHIRLPOOL

FOUNDATION PARTNERS

ANNIE E. CASEY FOUNDATION
AT&T
BLACK TIE DINNER, INC.
THE COCA-COLA FOUNDATION
COLLINGWOOD FOUNDATION
DAVID BOHNETT FOUNDATION
THE DUN & BRADSTREET CORPORATION
E. RHODES AND LEONA B. CARPENTER FOUNDATION
ELTON JOHN AIDS FOUNDATION
IKEA
JPMORGAN CHASE FOUNDATION
THE KORS-LE PERE FOUNDATION
LEVI STRAUSS & CO.
METLIFE FOUNDATION
MICROSOFT
THE MORNINGSTAR FOUNDATION
NATIONAL EDUCATION ASSOCIATION
NEW VENTURE FUND
OPEN SOCIETY FOUNDATIONS
PEPSICO FOUNDATION
PhRMA
SANT FOUNDATION
TIME WARNER
TOYOTA
UPS FOUNDATION, INC

HRC'S GALA EVENTS

SAN ANTONIO GALA

DECEMBER 2, 2017

- Grand Hyatt
- Julian Tovar, Luka Rios & Jeremy Lares
- hrc.org/sanantoniodinner

AUSTIN GALA

JANUARY 27, 2018

- JW Marriott
- Erin Gurak & Trey Pike
- www.hrcaustin.org

NEW YORK GALA

FEBRUARY 3, 2018

- Marriott Marquis
- Gregory Battaglia, Kristin Hurd & Luigi Lewin
- www.hrcgreaterny.org

N. CAROLINA DINNER

FEBRUARY 17, 2018

- Le Meridien Hotel
- Louis Kemp & Joy Bowling
- hrccarolina.org

ARIZONA DINNER

FEBRUARY 24, 2018

- Sheraton Downtown Grand Hotel
- Kim Kravetz & Kirk Lamoreaux
- hrcazgala.org

PHILADELPHIA DINNER

FEBRUARY 24, 2018

- Philadelphia Marriott Downtown
- Ron Stroh & Kiara Cox
- hrc.org/philadelphiadinner

GREATER CINCINNATI DINNER

MARCH 3, 2018

- Jack Cincinnati Casino
- Richard Chizmadia, Karen Aerts & Richard Cooke
- hrc.org/cincinnatiadinner

LOS ANGELES GALA

MARCH 10, 2018

- JW Marriott/ LA Live
- Jessica Bair, Nam Lam & Christopher Boone
- www.hrcladinner.com

NASHVILLE DINNER

MARCH 17, 2018

- Meredith Bazzell & Eric Patton
- Gaylord Opryland Hotel
- hrc.org/nashvilledinner

**TO BUY TICKETS FOR HRC GALA EVENTS, PLEASE VISIT
WWW.HRC.ORG/BOXOFFICE.**

Her trust provides for her best friend, her niece and nephew and a future where every kid feels 100% safe and secure just being who they are.



Make your dreams for the future a reality by leaving a gift for HRC in your will or trust. For more information, contact West Honeycutt, planned giving officer, at 866-772-9499, west.honeycutt@hrc.org, or download our complimentary planning publications at hrc.org/legacy.

Leave a gift for HRC in your will or trust.





CELEBRATING THE LIFE & LEGACY OF CASSIDY KARAKORN

By Olivia Alair Dalton

An artist and passionate activist for the LGBTQ community, Cassidy Karakorn used her creative genius to make a transformative impact on the Human Rights Campaign's mission for equality.

While the HRC family continues to grieve over the tragic and sudden loss of Cassidy, who passed away in a traffic accident in late August, we also want to honor the legacy she leaves behind.

Over her 17-year career, Cassidy, the director of consumer marketing, channeled her passion for social activism by helping to expand the visibility of countless HRC products worn by millions of people from all walks of life. Her artistic vision helped reach and connect thousands online by way of social media;

from shirts and buttons to hats and totes, there are few pieces of HRC merchandise that aren't infused with Cassidy's signature style.

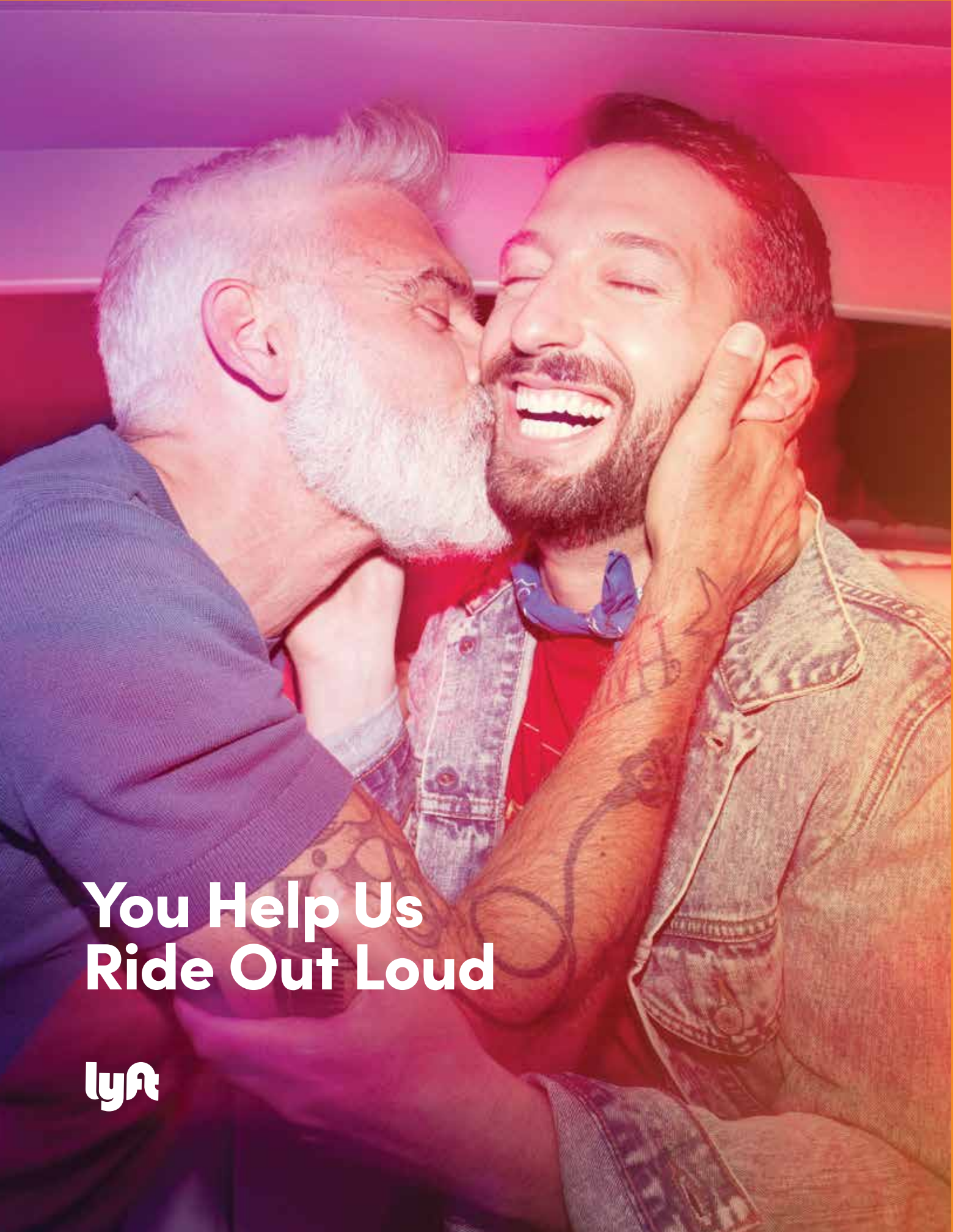
Her eye for fashion and art helped spearhead other projects including Equality Rocks and Sweetlife Festival, as well as collaborations with designers and artists such as Heatherette, Kelly Towles, Marc Jacobs, Alex & Chloe, Kenneth Cole and Everlane.

Her work was often deeply and profoundly moving; this past June, she worked with renowned artist Megan Geckler to turn HRC's headquarters in Washington, D.C., into an eight-story public art installation remembering the 49 lives taken in the Pulse nightclub shooting and other victims of hate violence.

Many knew Cassidy as a world traveler who spent every day living life to

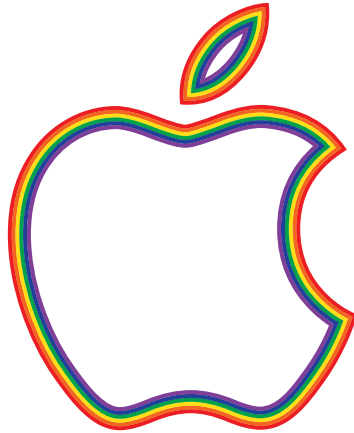
the fullest. When out exploring the world, she often said that she needed to "return home and fight the good fight." She lived life with a sense of duty and purpose, describing her drive for activism as a need to feel like she was working for *something* and not *someone* — this was her purpose in life and will be her legacy.

Cassidy's style was distinct, her talents were boundless and her love for the HRC family was unshakable — she truly helped make our organization a more creative and vibrant place to work. It cannot be overstated the indelible mark she leaves behind not only at HRC, but for countless others who were lucky enough to know her and call her a friend. We will always carry her memory with us by working each and every day to be the force for good that she was to so many. 🇺🇸



**You Help Us
Ride Out Loud**

lyft



Then. Now. Always.

For 15 years and counting, Apple has partnered with the Human Rights Campaign to support LGBTQ rights all over the world. We're proud advocates of everything HRC stands for.

