

OPEN TO ALL
Why Businesses
Must Welcome All

**THE EQUALITY
VOTER**
How We Can Turn
the Tide in 2018

A MORAL IMPERATIVE
Fighting the HIV
Epidemic in Black
Communities

**GLOBAL EQUALITY
IN THE ERA OF TRUMP**
Anti-LGBTQ Movements
Around the World

 HUMAN RIGHTS CAMPAIGN

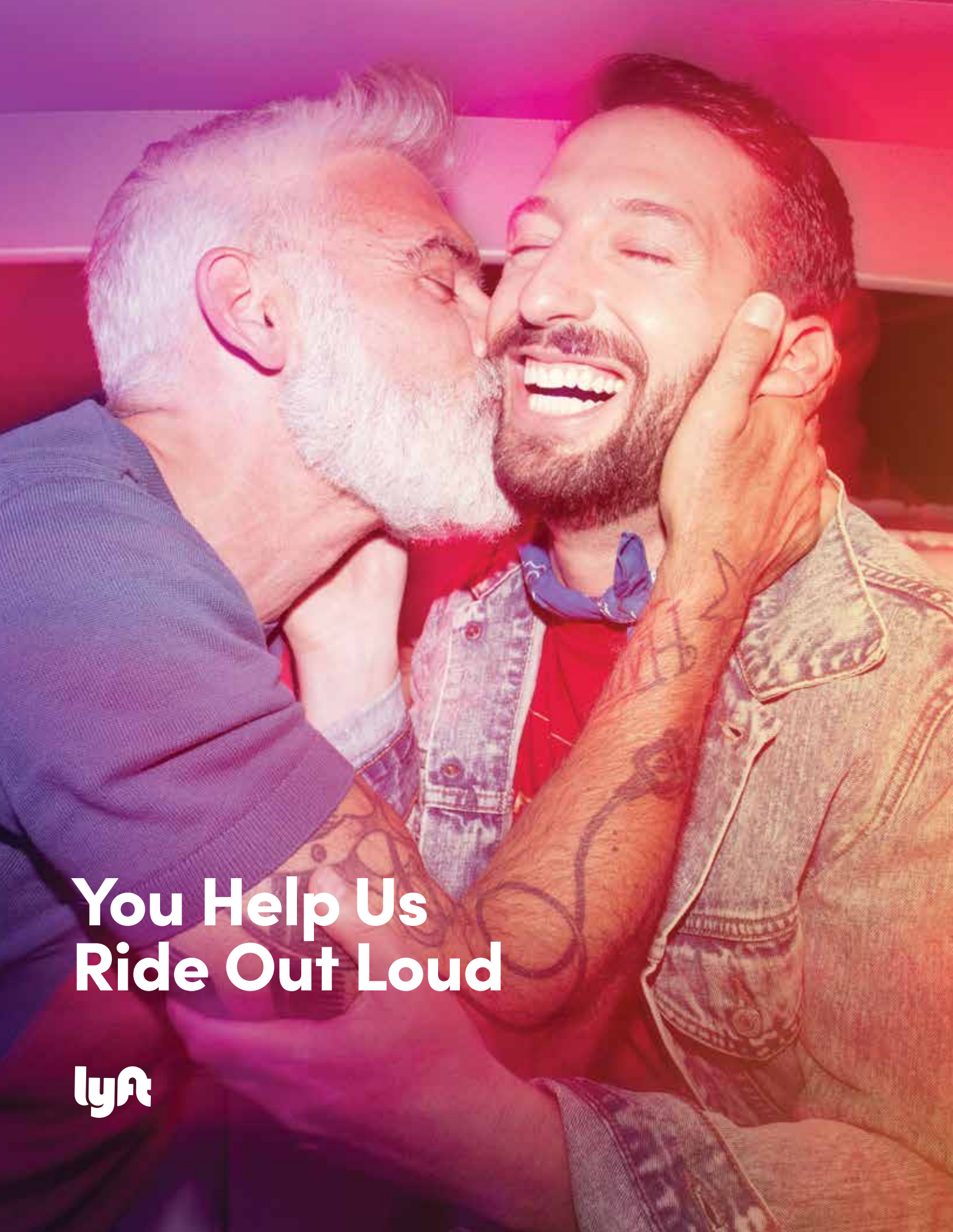
EQUALITY

WINTER 2018

VICTORY IN ALABAMA

**EQUALITY
VOTER**





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DEAR FRIENDS,

Over the last year, we've been engaged in a constant battle to defend our progress and block attacks on the LGBTQ community. Donald Trump and Mike Pence have launched an onslaught of assaults that have emboldened extremists from coast to coast. But you have met these challenges head on and turned resistance into action.

You've rallied in the streets to defend our community and galvanized millions to help #ProtectTransKids. You've locked arms in protests to defend women, immigrants and Muslims. You've denounced the hate and violence on display in Charlottesville. You've called and lobbied your lawmakers to protect our health care, to oppose a reckless tax scam and to defend transgender troops. You've hosted more than 400 "I Am Jazz" readings nationwide to support transgender youth and fought to make your communities more inclusive and welcoming for all LGBTQ people.

You could have easily chosen to tune out and turn it all off. Instead, you placed more than 250,000 phone calls to your lawmakers. You helped elect Danica Roem, Jenny Durkan, Vi Lyles, Ralph Northam and more. You helped defeat Roy Moore and send Doug Jones to fill a U.S. Senate seat once held by Jeff Sessions. And you helped defeat a growing number of this president's dangerous nominees.

If we can win in Alabama, we can win anywhere — and in 2018 that's exactly what we have to do. That's why we're engaged in

the earliest, largest grassroots deployment in HRC's history, fighting to elect pro-equality candidates coast-to-coast who will help us pull the emergency brake on this administration's dangerous agenda.

Thanks to you and millions of HRC supporters, we are sending a loud and clear message to Trump, Pence and bigoted politicians all across the country: If you come for us, we'll come for you on Election Day. And I believe that when we emerge from this national nightmare — when we prevail in 2018 and 2020 — it is this president's catastrophic compulsion to bully, lie and divide that will have sparked a great awakening of our democracy.

But we can't afford to leave anything up to chance. So in the weeks and months ahead, let's go big and be bold. Let's keep fighting to realize a world where every LGBTQ person is safe and equal and valued. And let's keep marching forward together.

We're as grateful as ever for your continued support, and look forward to turning the tables together in 2018.

Sincerely,

Chad Griffin
President
Human Rights Campaign



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Cover: HRC-endorsed candidate Doug Jones defeated Republican Roy Moore and his anti-LGBTQ agenda in Alabama's special election in December.

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“IT'S NOT THE ACT OF THE INDIVIDUAL, IT'S NOT JUST ONE PERSON WHO GETS STUFF DONE. IT'S AN ENTIRE COLLECTIVE EFFORT. IT'S A COALITION.”

— **Danica Roem**, the first openly transgender elected official to serve in a U.S. state legislature, was a surprise guest at HRC's all-staff meeting in Washington, D.C.

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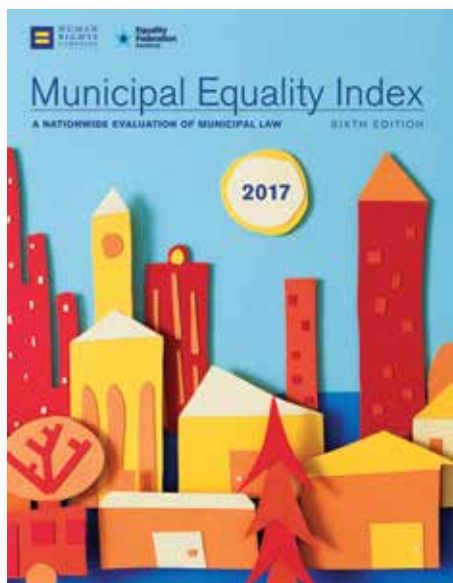
HOMEGROWN EQUALITY

Cities big and small, in red and blue states alike, are leading the progress toward full equality — despite the anti-LGBTQ agenda of the Trump-Pence administration and many state legislators across the country.

In October, Birmingham became the first city in Alabama to pass a fully comprehensive, LGBTQ-inclusive non-discrimination ordinance. And in 2016, Jackson made history by becoming the first city in Mississippi to do the same.

Cities are also leading the way on protecting youth from the dangerous and discredited practice of “conversion therapy.” More than two dozen localities have ordinances in place to protect LGBTQ youth from efforts to change their sexual orientation or gender identity, including cities and counties in Ohio, Pennsylvania, Washington, Florida, New York and Arizona.

HRC Foundation’s own Municipal Equality Index highlights the massive gains made for municipal LGBTQ equality. A record 68 cities earned perfect scores for advancing LGBTQ-inclusive policies and practices in 2017 — up from 60 in 2016, 47 in 2015 and just 11 in 2012, the year the MEI launched.



up
front

HRC STANDS WITH DREAMERS

IN early December, HRC joined countless Dreamers on Capitol Hill to urge Congress to pass a clean DREAM Act to protect recipients of Deferred Action for Childhood Arrivals — including the more than 75,000 LGBTQ Dreamers — against attacks by the Trump-Pence administration.

Dreamers are recipients of DACA, created by the Obama administration in 2012 to protect 800,000 young people who were

brought to the U.S. as children. Thanks to DACA, Dreamers who meet certain guidelines are able to attend college and obtain driver’s licenses and work permits to support their families. Ending DACA will prevent young LGBTQ Dreamers from thriving in the U.S. and put them at risk of being detained and eventually deported to countries where their lives could be at risk.

HRC stands with Dreamers, who are a part of the American family.

TRUMP’S TRANS TROOP BAN IN TATTERS

On Jan. 1, the Pentagon began allowing qualified transgender people to apply for military service after the Department of Justice decided not to appeal federal court rulings blocking Trump’s discriminatory transgender military ban. While this is a major blow to the Trump administration’s anti-LGBTQ measure, the fight is not over to ensure that trans troops can continue to serve.

HRC is an organizational co-plaintiff in a lawsuit brought by Lambda Legal and Outserve-SLDN to fight the trans troop ban.





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AUSTRALIA & AUSTRIA SAY YES

There's now one more reason to get the two countries mixed up — both Austria and Australia declared "I Do!" to marriage equality in December. Austria's highest court ruled that banning same-sex marriage was unconstitutional, giving its parliament until Jan. 1, 2019, to legislate for marriage equality. At that time, Austria will join 15 other European countries with marriage equality.

In addition, Australia's parliament overwhelmingly voted for marriage equality after a national postal survey showed a clear majority of Australian voters support equality. Following years of stalled efforts to bring marriage equality down under, and a successful marriage equality campaign HRC proudly supported, Australian same-sex couples can now tie the knot.

DOING IT FOR THE KIDS

GOOD NEWS: An unprecedented number of parents of transgender children — more than 1,400 — have signed a national declaration to demand protections for their children and other transgender people from discrimination, violence and harassment.

BAD NEWS: Significant attacks on the rights of LGBTQ people by the Trump-Pence administration are what prompted HRC to organize the declaration.

"Despite our progress, we see our children growing up in a world where equality for all is not yet guaranteed. We seek universal respect, dignity and the promise of safety for our children, and for all transgender people," the declaration reads. It comes a year after HRC launched its groundbreaking Parents for Transgender Equality Council to unite and amplify the voices of parents of transgender youth in the wake of Donald Trump's election.

I AM JAZZ

In a massive display of support for trans and non-binary youth, nearly 400 communities joined National "I Am Jazz" School and Community Readings, a day of readings focused on the children's book by transgender teen trailblazer and HRC Youth Ambassador Jazz Jennings.

HRC Foundation's Welcoming Schools program and the National Education Association sponsored the event, which came after a year of significant attacks on the rights of transgender people.

From grassroots events in libraries, schools and community

centers, to readings on Capitol Hill, people across the nation came together for this unprecedented demonstration of support for trans and non-binary youth.

The national day of readings was inspired by the more than 600 residents of tiny Mount Horeb, Wisc., who in 2015 unequivocally supported a young transgender student and her family and rebuked bigotry and censorship by showing up for a public reading of the book. A moving HRC video about Mount Horeb has nearly 6 million views to date — watch together at hrc.org/videos.



HIV 360° GRADUATES A NEW COHORT OF YOUNG LEADERS

HRC Foundation's HIV 360° fellows wrapped up their fellowship at a special retreat in Washington, D.C. in December. Over three days, our 10 fellows — each leaders in HIV advocacy within their communities — met with HRC staff and other national advocates and non-profit leaders to help sharpen their talents and take their advocacy skills to the next level.

As an added treat, fellows participated in a Shark Tank-style event, where they presented their community service project ideas to a judging panel made up of HRC and LULAC staff.

Made possible with support from the Elton John AIDS Foundation, HIV 360° is a capacity-building fellowship program for young non-profit leaders ready to improve their HIV-inclusive initiatives.





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HRC celebrated the election of Doug Jones to the U.S. Senate over Roy Moore, the bigoted anti-LGBTQ politician twice ousted from the Alabama Supreme Court for ethics violations.

VICTORY IN ALABAMA

DEFEATING ROY MOORE & HIS ANTI-LGBTQ AGENDA

By Nick Morrow

In December 2017, Alabama voters elected pro-equality candidate Doug Jones to the U.S. Senate, roundly rejecting Roy Moore, arguably one of the most anti-LGBTQ politicians in modern history. From the beginning of the special election, called to replace the Senate seat vacated by Jeff Sessions, HRC created a high-profile public education campaign aimed at ensuring voters understood Moore's egregious, unconscionable record on LGBTQ rights.

HRC and the LGBTQ community were proud to be a part of a broad coalition that helped elevate Jones to victory — a victory led by the unprecedented mobilization and turnout

of black voters, especially women of color.

This special election offered a choice for Alabamians: Doug Jones, who spent his career fighting for others' rights, or Roy Moore, who has used his positions of power to discriminate against his own constituents. HRC had a vested interest not only in seeing Jones elected, but in blocking Moore from reaching the U.S. Senate.

Every day since HRC opened its Alabama office in 2014, Roy Moore has been one of the gravest threats to the rights and well-being of LGBTQ Alabamians. And each day, we have stood up to fight him. Long before we knew that Roy Moore preyed on teen girls, we saw how he peddled hate against LGBTQ people and abused his authority to attack our community.

For nearly two years, HRC has engaged in a ground campaign against Roy Moore in Alabama in an effort to stop his attacks on LGBTQ people across the state. In 2016, HRC Alabama initiated the #NoMoore campaign to remove Moore from the Alabama Supreme Court for refusing to implement a ruling that brought marriage equality to Alabama. HRC worked alongside the Southern Poverty Law Center and other groups and succeeded; following a review by the Alabama Judicial Inquiry Commission, Moore was suspended from the bench without pay for his actions — the second time that he was removed from that position for disobeying legal and ethical standards.

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HRC endorsed Doug Jones in the special election, turning out more than 160 volunteers and 11 staff to reach Equality Voters in Alabama.



Doug Jones *cont'd from p. 9*

Yet, his most high-profile anti-LGBTQ actions were only the tip of the iceberg. He also used his position of power to deny a lesbian mother custody of her child, to call for the criminalization of LGBTQ people, to compare LGBTQ people to animals and to claim that they are unfit to be parents.

During his campaign, Moore also came out in support of banning transgender troops currently serving in the military. Last year, he took his extremism one step further by aligning himself with Vladimir Putin — who initiated a brutal crackdown on LGBTQ Russians and is complicit in the torture and murder of gay and bisexual men in Chechnya — specifically citing their similar views on LGBTQ rights.

For these reasons, and for Jones' pro-equality platform, HRC proudly endorsed Doug Jones in the special Senate election. Jones reached out to the LGBTQ community and said he would fight for the rights of all Alabamians, including LGBTQ people. At the time of HRC's endorsement, Jones said, "I have fought for the rights of all Alabamians and all Americans my entire career and will continue to do so as U.S.

senator. We must continue to push for equality and fight hate and discrimination in all forms."

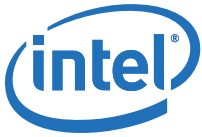
In the run up to Election Day, HRC organized at least 20 GOTV events, including phone banks, canvasses and community events. In the two months leading up to the election on Dec. 12, more than 160 HRC volunteers and 11 HRC staff worked to reach the nearly 200,000 "Equality Voters" across Alabama — a voting bloc comprised of not only 60,000 LGBTQ voters in Alabama but also allies HRC has identified. HRC also partnered with allied civil rights organizations, including the NAACP of Alabama and others, to increase voter turnout with radio and social media ads and phone calls to voters.

Additionally, during the Republican primary contest, HRC took the unusual step of launching direct mail, online ads and robocalls targeting receptive voters to make them aware of Moore's extreme views.

Once Jones was declared the winner of the election, HRC President Chad Griffin said, "In rejecting avowed bigot Roy Moore, Alabama voters solidified once and for all that attacking and demonizing the LGBTQ community is a surefire way to get yourself beat on

Election Day. Jones' victory in Alabama is monumental, and was made possible by the overwhelming and unprecedented grassroots resistance of ordinary Alabamians against the politics of hate and division. From our victories in North Carolina, Virginia and now in Alabama, Equality Voters have proven that LGBTQ people and our allies are a voting bloc to be respected, sought-after and feared by candidates on both sides of the aisle. The American people will no longer tolerate discrimination against their family, friends and neighbors."

Now, HRC will continue to push to elect pro-equality candidates up and down the ballot this year. In July, HRC announced the earliest and largest grassroots expansion in its 37-year history with the launch of HRC Rising — a campaign to accelerate progress in states from coast-to-coast, resist the politics of hate, fight anti-LGBTQ legislation and fuel pro-equality candidates and initiatives. HRC has thus far announced six priority states, which include Wisconsin, Arizona, Michigan, Nevada, Pennsylvania and Ohio. HRC will use the lessons learned in Alabama and in other states to elect a pro-equality U.S. Senate in 2018, so that LGBTQ people can be treated equally everywhere. 🏳️



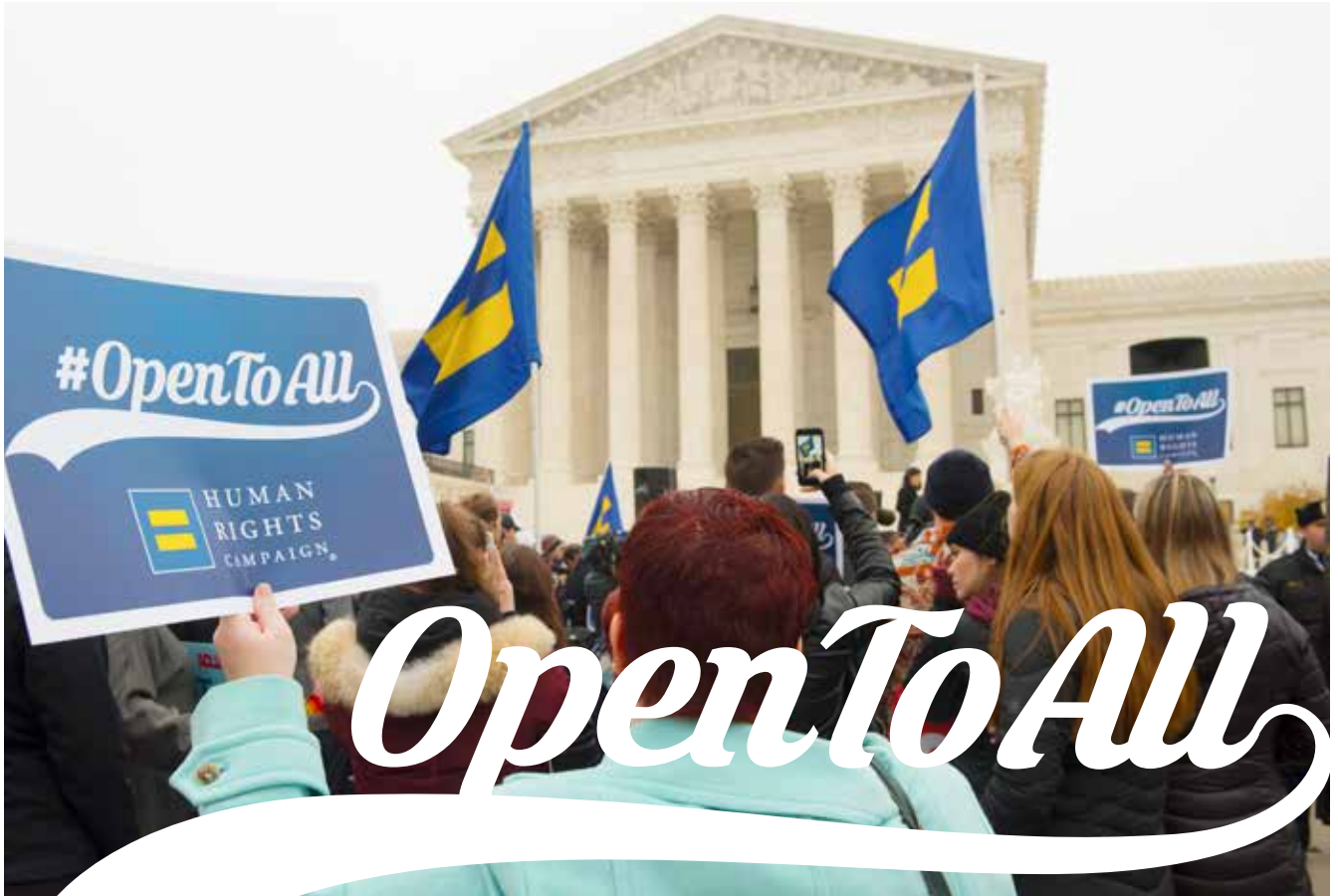
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HRC SUBMITTED TWO MAJOR AMICUS BRIEFS IN THE MASTERPIECE CAKESHOP SUPREME COURT CASE, BOTH WITH A SIMPLE MESSAGE: **BUSINESSES MUST WELCOME ALL.**

Masterpiece Cakeshop v. Colorado Civil Rights Commission

is one of the most significant Supreme Court cases of the year, and its outcome could have sweeping consequences for every single LGBTQ American and millions of others. The case — which was argued in December and will be decided by June — will either protect the fundamental equality of LGBTQ people, or could set a dangerous precedent by giving businesses a license to discriminate.

The case involves Jack Phillips, a baker who, in violation of Colorado's statewide non-discrimination law, refused to serve a gay couple. Represented by the SPLC-designated hate group Alliance Defending Freedom,

Phillips — who lost before the Colorado Supreme Court — was granted an opportunity to make the claim that he should be able to discriminate against LGBTQ people on religious freedom and freedom of speech grounds before the Supreme Court of the United States.

But the case has nothing to do with freedom. Rather, it is about discrimination.

"At its core, this case is a cynical effort to manipulate the First Amendment in order to provide a license to discriminate against LGBTQ people and our families," said HRC President Chad Griffin. "It's crucial that the justices reject discrimination and stand on the side of fairness and equality."

The Trump-Pence administration has also entered into the case, submitting

an amicus brief that backs the baker's claim. This is not the first time Pence has attempted to enshrine discrimination into law — the administration's argument echoes the intent of Indiana's Religious Freedom Restoration Act, signed into law by then-Gov. Mike Pence in 2015. The act targeted Indiana's LGBTQ community, encouraging widespread discrimination from medical providers, child welfare providers, businesses, government officials and taxpayer-funded entities. Though it was promptly condemned by business leaders around the country as bigoted and outrageous — and Pence soon branded a national disgrace — Pence's goal in signing the state RFRA is mirrored in Masterpiece Cakeshop's arguments.

continued on p. 15

STAND AS ONE

The Coca-Cola Company

proudly supports the HRC with Pride.



Charlie Craig, *left*, and David Mullins are the original plaintiffs in the Masterpiece Cakeshop case, fighting against an attempt to establish a license to discriminate in the courts.



Photo: Kevin Wolf / AP

“
AT ITS CORE,
THIS CASE IS A
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OUR FAMILIES.”

— HRC President Chad Griffin

Open To All cont'd from p. 13

“The discrimination endorsed by this administration in their amicus brief is the same form of bigotry Mike Pence signed into law in Indiana in 2015 and for which he was swiftly rebuked by a national backlash among America’s businesses,” said HRC Legal Director Sarah Warbelow. “If adopted by the court, the Trump-Pence administration’s arguments would threaten to gut many of our nation’s most sacred civil rights laws — not just for LGBTQ people, but also for women, people of color, religious minorities and Americans of all backgrounds.”

HRC organized two major amicus briefs in the case featuring the nation’s leading bakers and chefs as well as top businesses who oppose discrimination against LGBTQ people — the central issue in the case. The first brief from “Chefs for Equality” included more than 240 bakers, chefs, restaurateurs and other culinary industry leaders from all 50 states, plus Washington, DC. They joined together to relay a very simple message: Businesses must welcome all. If a business is open on Main Street, it must be open to everyone, regardless of who they are or whom they love.

Backed by food professionals from Orlando, Fla., to Seattle, Wash., and Dallas, Texas, to Philadelphia, Penn., the brief was also signed by some of the most prominent names in the culinary industry, including Elizabeth Falkner, José Andrés, Sophie LaMontagne and Katherine Berman of Georgetown Cupcake, Carla Hall, Padma Lakshmi, Christina Tosi, Anthony Bourdain, Tom Colicchio, Duff Goldman, Sam Kass and many more. The brief was authored by Akin Gump Strauss Hauer & Feld LLP, an international law firm headquartered in Washington, D.C., in conjunction with HRC staff.

Additionally, dozens of major corporations spoke out in another HRC-led amicus brief. These companies sent a powerful message to the Supreme Court, as well as LGBTQ people and allies across the nation. With one voice, they made clear that a business owner’s personal beliefs should never be reason enough to discriminate against a customer.

“In the United States, businesses that are open to the public get to decide what to serve, but not who they serve,” said Warbelow. “The First Amendment cannot and should not be distorted as a weapon of discrimination.” 🇺🇸

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THE EQUALITY VOTER

“EQUALITY VOTERS” — AMERICANS WHO SUPPORT PRO-LGBTQ POLICIES — ARE ON THE RISE. AND THEY COULD TURN THE POLITICAL TIDE IN 2018.

By Prianka Srinivasan

For Ohioan Carolyn Newberry, being an ally for the LGBTQ community comes as second nature. Growing up, her dad's best friend was the prominent AIDS advocate Keith Cylar, and though none of her family members identify as LGBTQ, they all see supporting equality as common sense. Even her 80-year-old Republican grandfather calls himself an LGBTQ ally.

“Without really trying to be an ally, it just sort of happened,” Newberry said. “I was just kind of raised that way.”

This can make for awkward situations — like last year, at Newberry's 25th birthday party, when she had to navigate an encounter among her two lesbian friends and some more conservative party guests.

“We forgot that was going to be an issue,” Newberry said, “because we forgot that it was weird for some people that they were a couple.”

Newberry is not alone. Years of polling by the Pew Research Center shows the American public increasingly supports LGBTQ rights across partisan, ideological and demographic groups. Marriage equality is now favored by a 62-to-32 percent margin in the United States, a significant increase from the 46-to-45 percent margin just six years ago. Support for federal legislation that would protect LGBTQ people from discrimination sits even higher, at 70 percent.

A NEW ERA FOR EQUALITY

Increasing support for equality means our movement is no longer limited to organizing and mobilizing self-identified LGBTQ people. A new rising “Equality Vote” — made up of self-identified LGBTQ individuals and their friends, family and allies — has the potential to put equality issues at the center of electoral decision-making and activism.

That is why HRC is harnessing this

historic opportunity to mobilize and organize Equality Voters like Newberry across the country and in our six top priority states — Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin — as part of our largest-ever grassroots expansion, HRC Rising.

HRC aims to ensure Equality Voters make their mark in the 2018 midterm elections and beyond, and ultimately help achieve full legal equality for LGBTQ individuals with passage of the Equality Act.

BUILDING A PRO-EQUALITY PLATFORM

Despite the rise of the Equality Vote, we cannot take victory in 2018 for granted. There remains a danger that mounting support for LGBTQ equality can quickly turn into apathy, which opens the door for anti-equality politicians at the federal and state levels to pass legislation, implement regulations and confirm judges that give license to discrimination and bigotry.

continued on p. 19

The “Equality Voter,” made up of self-identified LGBTQ individuals and their friends, family and allies, could put equality issues at the center of electoral decision-making.



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20%
OF MILLENNIALS
IDENTIFY AS LGBTQ



70%
SUPPORT NON-
DISCRIMINATION LAWS
LIKE THE **EQUALITY ACT**

9 OUT OF 10

AMERICANS
KNOW AN
LGBTQ PERSON



Pew Research Center, 2017

Equality Voter *cont'd* from p. 17

“Some of the things that have been allowed to happen are scary,” said Newberry, pointing to events since Donald Trump took office, like his attempt to ban transgender service members from the military. “I think that part of me got comfortable, thinking that ‘Oh, it’s going to be fine, there’s no way it could be that bad.’ And now I have the feeling that ‘Oh, maybe it can.’”

MAKING OUR VOICES HEARD

Our victories in North Carolina in 2016, and in Virginia and Alabama in 2017, show how candidates who advocate discrimination against the LGBTQ community will go down in defeat. In 2018, HRC hopes to prove once and for all that the days of LGBTQ people being used by anti-equality politicians as a wedge issue to win elections are over.

With this in mind, HRC engaged Catalist, a data and analytics firm, to create an “Equality Support” model that reflects the degree to which a person is likely to support policies such as same-sex marriage, adoption by LGBTQ people and laws that would prohibit discrimination on the basis of sexual orientation or gender identity. By di-

recting outreach to these voters, HRC hopes to mobilize them in support of our legislative and issue agenda as well as our endorsed candidates.

Seizing the power of the Equality Vote will be make-or-break come election time. “It’s my New Year’s resolution to make the 2018 midterm election count,” said Newberry.

Though Newberry has never shied away from community action — she was the president of her university’s Pride group and an active campaigner for marriage equality on campus — she now feels a renewed conviction to voice her concerns and help deliver pro-equality victories in 2018. “I’m not afraid to say that I don’t like what’s happening anymore,” she said.

HRC has already identified 7 million Equality Voters like Newberry in the six key HRC Rising states alone. In the coming months, HRC Rising will be focused on amplifying their voices and moving them to action.

In the year since Donald Trump took office, Newberry has committed herself to contacting her representatives, speaking out against hate and showing up to pro-LGBTQ rallies. “I’m trying to not rest on my privilege,” she said, “and will vote for the rights of people who need them.” 🏳️

VOTER REGISTRATION

So much is at stake for millions of LGBTQ Americans this year. The 2018 midterm elections are our chance to stand up and show Donald Trump, Mike Pence and anti-equality politicians at all levels that Americans stand firmly against discrimination and hate.

HRC is working to mobilize and turn out Equality Voters in battleground states across the country as part of HRC Rising, a grassroots campaign to accelerate progress from coast-to-coast.

Voting is the single most important action you can take to resist the politics of hate, fight anti-LGBTQ legislation, and fuel pro-equality candidates and initiatives. But you can’t vote if you aren’t registered.

Visit hrc.org/vote to check your registration status or register today.



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A MORAL IMPERATIVE

FIGHTING THE
HIV EPIDEMIC
IN BLACK
COMMUNITIES
REQUIRES
A HOLISTIC
RESPONSE.

The CDC's landmark report on the rate of HIV infections for black and Hispanic people put into sharp focus the barriers for LGBTQ communities of color in accessing reliable health care. Though black communities make up only 14 percent of the population, the 2016 report said, they account for an alarming 44 percent of all new HIV infections. If current trends continue, half of all black gay and bisexual men in the United States will be diagnosed with HIV in their lifetime.

As HRC Foundation marks the 18th year of National Black HIV & AIDS Awareness Day this February and re-commits to help end the HIV epidemic and its disproportionate impact on communities of color, we must also look beyond these grim statistics and focus on the individuals and groups leading the fight against HIV and AIDS.

Among them is Darwin Thompson (right), executive director of NAESM, Inc., an Atlanta-based nonprofit that works to provide national and local leadership to address the myriad of health and wellness issues confronted by black LGBTQ men. For Thompson, empowering his clients through advocacy, services and education is a fundamental aspect to overcoming the HIV epidemic in his community and throughout the United States.

"All individuals want to feel valued," said Thompson, "and I think that we look at black gay men as just their HIV status. We don't understand they bring a lot more to the table." This point hits close to home for Thompson, whose biological mother was HIV-positive, putting Thompson in the target group for contracting the disease.

In an effort to change the conversation around HIV and black communities, Thompson and NAESM collaborated with HRC in January to host the Moral Imperative, a symposium to strengthen Historically Black Colleges and Universities' ability to provide leadership in the fight for an HIV- and AIDS-free generation. "This collaboration with NAESM and HBCUs affirms HRC's commitment to work with our partners and allies to end HIV and HIV-related stigma in the United States," said Peter Cruz, associate director of HRC Foundation's HIV and Health Equity Program. "We all must act together — in our neighborhoods, in our schools and in our homes — to truly end the devastating impact of HIV and AIDS, particularly on our most vulnerable communities."

Part of this action is to engage in what Thompson calls "holistic prevention" — to treat and prevent not just the disease, but also recognize the larger inequalities

faced by black LGBTQ men and lead to crisis in their communities.

"Whether we are dealing with family trauma or their high blood pressure or other things, it's important to ensure that we are targeting a holistic prevention for black gay men," said Thompson.

For Thompson, fundamental to this holistic approach is tackling the stigma that surrounds HIV and the black LGBTQ community to ensure that black men feel empowered to seek the treatment and health services they deserve. This is why outreach to HBCUs is so important.

"I'm hopeful that in my lifetime HIV will be a disease of the past," said Leslie Hall, who manages HRC Foundation's HBCU Program. "I'm committed to raising awareness about HIV and encouraging young people on colleges and universities across the country — especially HBCUs — to take advantage of Pre-Exposure Prophylaxis (PrEP) and other proven prevention strategies. I know we will prevail."

Thompson agrees. "It's about giving HBCUs the tools necessary to find the dialogue but also fight and eradicate HIV and other STI related diseases."

But even those of us who are not enrolled in a HBCU can be part of the solution. Getting tested for HIV and sexually transmitted infections, and encouraging those close to us to do the same, is one small way we can all make a difference, Thompson believes.

"We have the right tools, right leadership in place to end the epidemic right now." 🇺🇸





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FIGHTING FOR A BETTER TOMORROW

SARAH MCBRIDE IS NO STRANGER TO THE FIGHT FOR EQUALITY.

As HRC's national press secretary, McBride regularly takes charge of campaigns to fuel the LGBTQ equality movement across the country. In 2016, she became the first openly transgender person to address a major party convention when she spoke at the Democratic National Convention. And as a board member for Equality Delaware, she advocated for the state's gender identity protections and anti-discrimination policies that were signed into law in 2013.

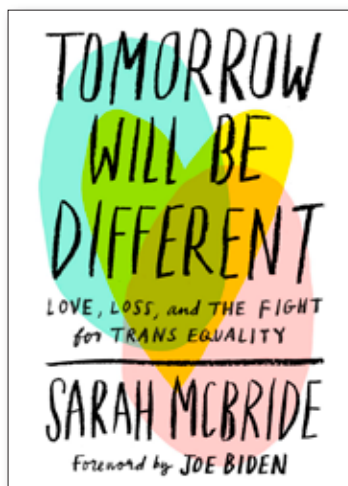
In her upcoming memoir, "Tomorrow Will Be Different," McBride reflects upon the ever-growing strength of the trans equality movement, woven with her own personal journey through loss and adversity to become the nation's leading transgender activist.

McBride recently spoke to *Equality* about her book, the fight for equality and the unexpected power of vulnerability.



You're only 27! What inspired you to write a memoir at such a young age?

Throughout our movement, young voices have been central drivers of the change we've seen. And even though I'm young, I've experienced quite a lot, particularly in the six years since I came out as transgender. From the whirlwind relationship with my late husband Andy, to standing on stage at the Democratic convention in 2016, I've gained a deep understanding of both the urgency of this fight and the possibility for progress. After reading my book, my desire is for others to feel the same sense of passion and hopefulness that I do.

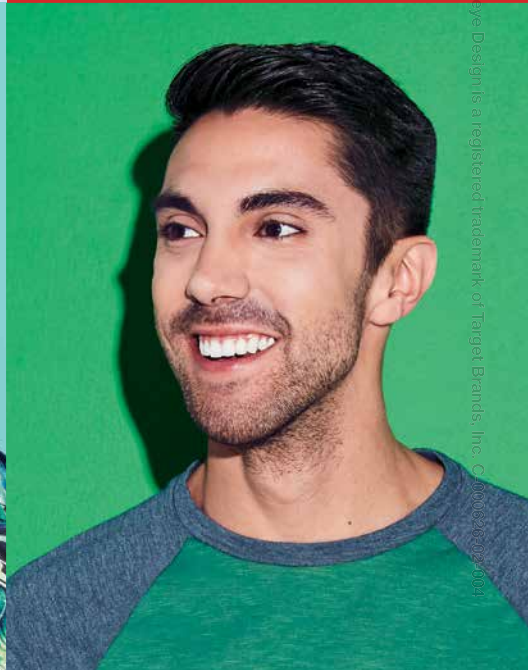


Sarah McBride's memoir is due for release Mar. 6, 2018

Why did you choose "Tomorrow Will Be Different" as your book title?

The title draws on a line from my speech at the convention. I wanted to convey a sense of optimism, but also of responsibility. Tomorrow is always different. Sometimes it's equality moving forward, but other times it's a negative development. It's the passage of a discriminatory law or the death of a loved one. Tomorrow isn't always better, but I do believe that with hard work and compassion, we can make more tomorrows better than today.

continued on p. 33





GLOBAL EQUALITY IN THE ERA OF TRUMP

by Helen Parshall

Advocates from around the world have keenly felt the absence of U.S. leadership on global LGBTQ human rights issues throughout the past year. Despite progress in some regions, the Trump-Pence administration's indifference and inaction has emboldened those who seek to repress LGBTQ people. This failure in U.S. leadership has devastating implications internationally and makes the 2018 midterm elections a critical moment for rejecting this dangerous new direction.

"U.S. leadership stepping back on these issues has created a vacuum for unchecked human rights abuses against LGBTQ people in many countries," said Ty Cobb, director of HRC Global. "Advocates and movements across the globe feel like they have lost a partner, an ally, a friend in the United States."

Most lesbian, gay, bisexual, transgender and queer people around the world — including in the United States — face significant challenges and even violence in their daily lives. Same-sex activity is criminalized in 72 countries and transgender individuals face alarming levels of violence in every region.

"We are concerned that government persecution of LGBTQ people in places like Egypt and Chechnya will continue in 2018," Cobb said. "How many lives will be lost before the leaders of our country speak up?"

In September, the Egyptian government intensified an ongoing and widespread crackdown on LGBTQ people, when at least six men were arrested on charges of "promoting sexual deviancy" after waving a pride flag at a concert in Cairo. Some arrestees were reportedly subjected to barbaric and invasive anal exams and others sentenced to several years in prison.

Simultaneously, the Egyptian government forbade the media from showing support for the LGBTQ community, even as local outlets published articles encouraging Egyptians to target LGBTQ people with hate speech and hate crimes. Additionally, members of parliament have introduced a legislative proposal that would imprison LGBTQ people and their allies.

Since the start of 2017, the government of the Russian republic of Chechnya arrested, detained, and tortured hundreds of suspected gay and bisexual men in secret prisons. Up to 20 individuals have been killed, while Chechen leaders have actively encouraged citizens to torture and murder family members who might be LGBTQ. Despite rumors that the Russian government would support an investigation, it has taken almost no action, making it clear that a serious inquiry is not a priority.

continued on p. 27

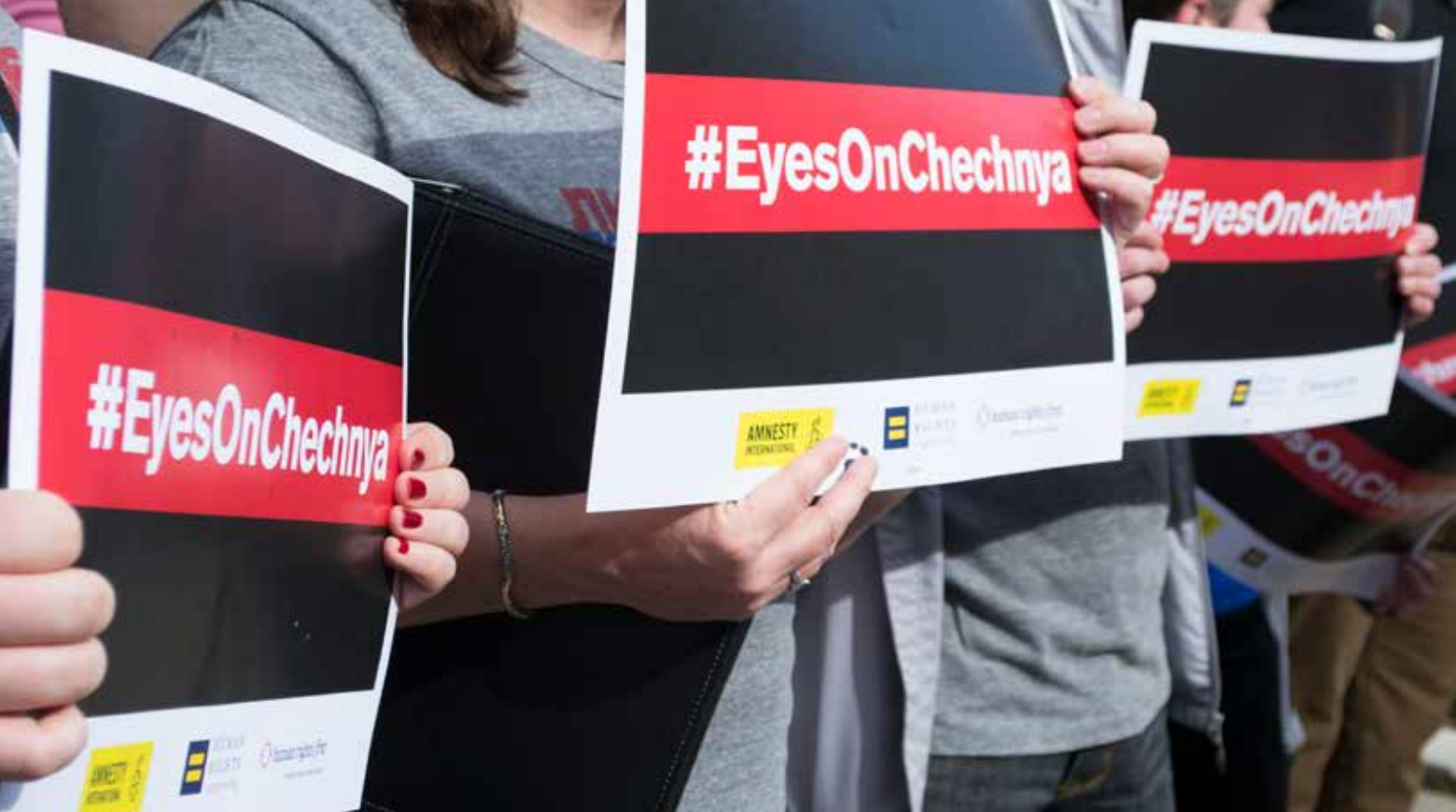
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Global *cont'd from p. 25*

The spotlight will be on Russia this summer as it hosts the 2018 World Cup. As the world watches the display and ceremony around the tournament, international advocates will be scrutinizing whether Russia will have done anything to hold the perpetrators of the crimes in Chechnya accountable.

These deeply upsetting attacks, as well as anti-LGBTQ government actions in other countries like Bangladesh, Georgia, Indonesia, Tanzania and Turkey, have had a chilling effect on support networks and advocacy groups in countries with some of the fewest LGBTQ protections or civil rights. They also threaten the lives of millions who live in places where being openly LGBTQ already puts them at severe risk of physical violence, familial rejection and/or public condemnation.

Despite the agonizing obstacles, momentum continues to build toward equality. 2017 saw encouraging victories, including the arrival of mar-

riage equality in Australia, Germany and Malta, as well as trailblazing court rulings in India and Botswana that pave the way for progress on LGBTQ equality. Countries such as Austria and Taiwan are on a time-bound journey to legalizing marriage equality by 2019.

But Bermuda shows us that what is gained can be easily lost without the protection of strong leadership.

The British overseas territory stands to become the first national entity to take away the right of same-sex couples to marry. Bermuda achieved marriage equality through a Supreme Court ruling in May 2017, but a bill that was passed by parliament in December would strip loving same-sex couples of that right. The bill now sits before Gov. John Rankin for consideration.

During the last administration, President Obama and our secretaries of state stood tall and proud as global leaders by decrying the persecution of LGBTQ people as part of a broader human rights agenda in U.S. foreign

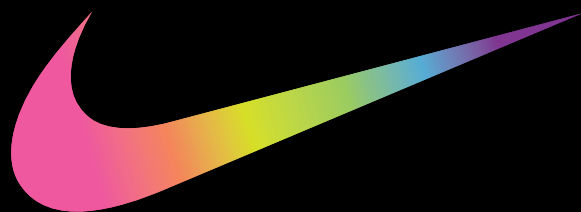
policy. Yet even in the face of these alarming events, President Trump and Secretary Tillerson have failed to condemn these horrific anti-LGBTQ abuses in any meaningful way. This inaction in the face of flagrant human rights abuses is unconscionable, and it endangers the safety of millions who already live in places with some of the world's most vulnerable LGBTQ populations.

"As the U.S. government retreats, other actors are filling the void," Cobb said. "The 2018 midterm elections are about working toward U.S. leadership being influential once more. If we can start turning the tides of elected officials in this country, it will have an impact for LGBTQ people across the globe."

As advocates, and as Americans, this last year has shown us that — more than ever before — our voices and our action on global equality is as urgent and important as ever.

To stay up to date on the latest international LGBTQ news from HRC, please sign up for our quarterly newsletter at www.hrc.im/Global-News. 📧

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BECAUSE IT IS THE MOST POWERFUL interest group representing the LGBTQ community in Washington D.C., I felt compelled to make a recurring monthly donation to HRC. For the first time in years, **I have felt scared about the prospect of LGBTQ rights** and, more generally, our treatment in society. Becoming a Partner helped allay some of that fear.”

— Andrew

AS A 62 YEAR OLD GAY MAN, I have seen a lot. The strides that our community has made over the past 40 years is amazing. I am grateful to have had some small part in that. I also know that HRC has been on the forefront and how important it is in the continuing fight. **It's critical that our collective voices be heard** and I believe my support of the HRC facilitates that expression. I realize that my monetary contribution is modest. My commitment is not.”

—Stephan

I MAY ONLY BE AN ALLY, but **I want to help raise awareness and educate people** about [the LGBTQ] community so they can be more understanding and compassionate about the problems they face.”

— Karli

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McBride *cont'd* from p. 23

You made national headlines when you came out as transgender while serving as student body president at American University. Can you tell us about this time in your life?

I was incredibly scared when I came out. Like many LGBTQ people, I worried that my dreams and my identity were mutually exclusive. But I was blessed with a supportive family, a loving group of friends and a campus community that embraced me without hesitation. It was an early sign for me that things were changing and that with personal stories and greater visibility, we could help transform this country. At the same time, it was abundantly clear to me that my experience — of support, love and acceptance — wasn't the universal experience for LGBTQ people across the country and around the world. The sense

that it shouldn't be a privilege to keep your family, secure housing and be safe from violence led me into advocacy.

What inspires you in your work?

Without a doubt, meeting young trans people across the country lifts my spirits and rejuvenates my hope. When I was young, being transgender seemed impossible and being transgender while pursuing our dreams seemed incomprehensible. Today, there are hundreds of thousands of trans youth around this country who are both living their truth and dreaming big dreams all at the same time. The mere fact that these kids exist today demonstrates how far we've come.

You have committed yourself to being open and honest about who you are. Why do you think sharing your story and beliefs is so important?

I talk a lot in the book about the power of not just authenticity, but also vulnerability. I think in just laying it all out on the table, in saying this is who I am, this is what I fear, this is what I want, we are actually able to bridge significant divides. And those shared hopes and dreams, they span ideology, gender, race, religion and geography. It may not be enough, but it is an important starting point.

Do you have a message to young LGBTQ people today who may be struggling with their identity?

I think it is just so important for every young LGBTQ person to know that even if they feel lonely, there are millions of people who see them, who love them and who are fighting to make sure that they are treated with the dignity and respect that every person deserves. They need to know that they are beautiful, they are worthy and they are powerful. 🏳️

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HRC'S GALA EVENTS

N. CAROLINA DINNER

FEBRUARY 17, 2018

- Le Mèridien Charlotte
- 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

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

NASHVILLE DINNER

MARCH 17, 2018

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

HOUSTON DINNER

APRIL 7, 2018

- Marriott Marquis Houston
- Josh Beasley, Gary Wilson & Krystal Gilliam
- hrchouston.org

ATLANTA DINNER

MAY 5, 2018

- Hyatt Regency Atlanta
- Ryan Roche & Rebekah McCorvey
- hrcatlanta.org

LAS VEGAS DINNER

MAY 12, 2018

- TBD
- Latoya Holman, Laura Sussman & Sean VanGorder
- hrc.org/lasvegaskala

WESTERN NY DINNER

MAY 19, 2018

- Rochester Convention Center
- Carol Ebersole-Weiss & Frank Novak
- hrc.org/westernnewyorkdinner

COLUMBUS DINNER

JUNE 3, 2018

- Ohio Union at The Ohio State University
- Jen Bowden & George Schein
- hrccolumbusdinner.com

UTAH GALA

JUNE 23, 2018

- Grand America Hotel
- Lucas Horns, Claire Martinez & Karnell McConnell-Black
- hrcutahgala.org

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TAKE ACTION IN 2018:

5 THINGS YOU CAN DO

As we kick off a new year, HRC is looking to capitalize on the momentum we worked together to build in 2017. The midterm elections are looming, and the Trump-Pence administration is more determined than ever to reverse our progress in the fight for full equality for LGBTQ people.

Our opponents are hoping that, with so much to fight back against, we'll eventually get tired,

back down and give up. But we can't afford to give one inch — and we won't.

HRC members and supporters have already done so much to resist alongside us. And we need you to stand with us in the battles that lie ahead.

Here are five things you can do in 2018 to help amplify the power of our resistance:



1

SIGN UP TO VOLUNTEER

HRC's volunteer-led events and activities are about engaging LGBTQ people and our allies, educating the public and raising funds necessary to support the important work of HRC locally and nationally. Join a vibrant, energetic group of leaders in your community. Sign up at hrc.org/volunteer.



2

GET ACTIVE ON SOCIAL

Follow HRC on our social media channels. HRC's digital reach is more than 7 million, and engaging with us on these platforms enables you to fight for equality from anywhere in the world.

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3

JOIN OUR MOBILE ACTION NETWORK

Be in the know — get critical equality news from HRC as soon as it happens! Text UNITE to 30644 to receive the action opportunities via text message.



4

VOTE

Voting is the single most important action you can take to advance the movement for LGBTQ civil rights.

But you can't vote if you aren't registered. Registering is easy — it just takes 2 minutes! Check your registration status or register at hrc.org/vote.



5

RECRUIT FELLOW ADVOCATES TO JOIN US IN THE FIGHT

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