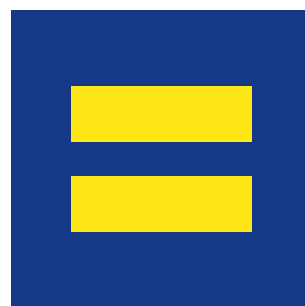


HRC FOUNDATION MID-YEAR UPDATE



HUMAN
RIGHTS
CAMPAIGN
FOUNDATIONTM



DEAR FRIENDS,

Across America today, we hear urgent calls to resist. Our movement for full LGBTQ equality is on the front lines not simply to resist, but to do so much more: to renew and revive our whole community.

We are challenged in profound ways, not just in our political sphere, but in all walks of life: where we live, work, heal, pray, love and raise families. The HRC Foundation is dedicated to education and change that will transform the very institutions that touch all our lives every day. That means engaging face-to-face with schools, churches, hospitals and workplaces.

That also means breaking down walls of hate and discrimination – for women, queer and questioning youth, Muslims, immigrants, refugees, people of color, transgender people, people with disabilities and all of our identities as LGBTQ people. We are the faces of America, and through all our intersections, we are much stronger to meet challenges and defeat threats.

Wherever we see vulnerability, discrimination and bigotry, we take action. When transgender youths too often risk hate where they live and go to school, it bolsters the HRC Foundation to step up our efforts. We must do more to educate the public and embrace civility and understanding so that transgender people and their families are safe and supported.

In response to the increased threats to our progress, the HRC Foundation is expanding the fight for equality through our groundbreaking initiatives like

HRC Rising, where we seek to strengthen the impact of our work from coast to coast with significant additional investments in Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin.

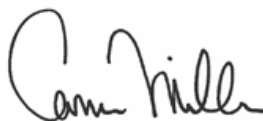
We continue to bring LGBTQ visibility, fairness and dignity across the Deep South through Project One America. And through HRC Global, we are strengthening partnerships with allies abroad to help transform equality from dreams to reality.

Across every Foundation program, we are expanding a powerful coalition of marginalized yet emphatic voices – across all people of color, faith, nationality and ethnicity to make common cause with their LGBTQ families and friends. On every page, we hope you will read compelling stories of the HRC Foundation's work, the people we serve and the Foundation partners who make it all possible. Your vision, compassion and generosity inspire us to do so much more. We cannot thank you enough.



Mary Beth Maxwell

Senior Vice President for Programs,
Research and Training



Carmen Miller

Director, Foundation Relations



#EyesOnChechnya

EYES ON CHECHNYA RALLY OUTSIDE THE
RUSSIAN AMBASSADOR'S RESIDENCE

ABOUT US

The Human Rights Campaign Foundation promotes understanding, outreach, and education on issues of importance to the lesbian, gay, bisexual, transgender and queer community and our many allies. We accomplish our mission by providing expertise key program areas including the creation and dissemination of tools and resources to affect social justice and human rights for LGBTQ individuals and families. To follow is a summary of the research, educational outreach and advocacy of priority initiatives that compliment the work of the Human Rights Campaign to build better and more inclusive communities for LGBTQ people.



WHAT'S NEW

HRC RISING

The Human Rights Campaign recently announced the largest grassroots expansion in its 37-year history with the launch of HRC Rising – an investment 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 begun recruiting an additional 20 full time staff in addition to more than two dozen existing staff already working on HRC Rising, and will make an especially strong push in Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin.

The launch of HRC Rising garnered national news coverage and will draw on one of the greatest strengths of the organization: its more than 3 million highly-engaged members, supporters, volunteers, and activists in virtually every community coast-to-coast. Across all of our programs and with support from partners like you, the HRC Foundation will play an important role in HRC Rising by strengthening both its advocacy and education goals.

hrc.im/grassrootsassault



COALITION BUILDING

In the predawn hours of Nov. 9 as the election results were becoming clear, HRC President Chad Griffin made a series of calls to the executive directors and presidents of civil and women's rights organizations whose communities' were targeted throughout the campaign. His message was clear – we are one community and will work hand-in-hand over the coming years. Our work builds off efforts made visible in the wake of the tragic shooting at Pulse Nightclub in Orlando that claimed the lives of 49 innocent LGBTQ people and allies, most of them Latinx. That Sunday afternoon, June 12, we stood at HRC headquarters with dozens of civil rights leaders from across movements to stand in solidarity. Since the election, we've mobilized our community in support of coalition marches, protests and other actions in Washington, D.C., and across the country – ensuring LGBTQ people and supporters are turning out to support immigrant rights, refugee rights, the Muslim community, people of color, women's rights, the Affordable Care Act and more. In June, HRC joined forces with Planned Parenthood to stand up for the the millions of LGBTQ Americans, women, and other marginalized communities who rely on our health center doctors, nurses and staff for quality, affirming care.

hrc.im/MessageOfStrength



POST ELECTION YOUTH SURVEY

Following the 2016 election, the HRC Foundation conducted a national survey, the largest of its kind, of 50,000 young people, ages 13-18. Not surprisingly, the results revealed the deeply damaging fallout that the election has had on our youth. The survey shows that increases in bullying and harassment have particularly targeted youth of color, LGBTQ youth, immigrant youth, Muslim youth, and young women since the election. 70 percent of respondents said they have witnessed bullying, hate messages or harassment since the election, with racial bias the most common motive cited. To acknowledge the very real fears young people are experiencing, and help them cope with the fallout from the election, HRC recommends five things you can do today to support LGBTQ youth - 1. Listen to LGBTQ youth; 2. Be a role model for kindness and inclusion; 3. Show young people that they can be authentic around you; 4. Take action at the local level to create safe spaces; and 5. Stay informed and get involved in the fights ahead.

hrc.im/youthsurveyresults



YOUTH IN FOSTER CARE

The HRC Foundation's All Children – All Families program enters its 11th year working to help child welfare agencies improve their practice with LGBTQ youth and families. The project promotes LGBTQ cultural competency among child welfare agencies through innovative resources including an online agency self-assessment tool, comprehensive staff training, free technical assistance and more. With a new assessment that measures agency staff's LGBTQ competency, an expanded online resource compilation, and increased webinar offerings, we look for innovative ways to advance the child welfare field forward. This year, we lead an effort in Maryland to build the state's capacity to train its social-service workers on LGBTQ competency. For the first time in the program's history, the team will pilot a "Training of Facilitators" to prepare the agency's trainers to deliver training curriculum. The project received funding from the Annie E. Casey Foundation to provide new resources for the field in response to forthcoming federal non-discrimination guidance from the Children's Bureau. All Children - All Families currently engages more than 100 agencies across the country.

www.hrc.org/acaf



TRANSGENDER CHILDREN AND FAMILIES

The HRC Foundation is partnering with families and experts to make a difference in the lives of transgender children – and all children who express their gender differently than others expect. Early this year, we convened a group of nine pediatricians, family physicians and mental health clinicians who work with transgender kids for a two-day listening session. These experts partnered with HRC, the American Academy of Pediatrics and the American College of Osteopathic Pediatricians to publish Supporting and Caring for Transgender Children, a guide to what transgender and gender-expansive kids need to grow up safe and healthy.

In November, we announced the Parents for Transgender Equality Council, a coalition of some of the nation's leading parent-advocates working for equality and fairness for transgender people. The council builds on the success of HRC's award-winning Moms and Dads for Transgender Equality videos, which demonstrated the power of families' stories in building support for transgender youth.

www.hrc.org/transgender



WELCOMING SCHOOLS

The Welcoming Schools program launched its inaugural Facilitator Certification Program in 2016, certifying 36 facilitators in 12 states to train more educators in more states across the nation to address bias-based bullying, celebrate family diversity and develop more gender and LGBTQ-inclusive schools. We developed and launched the Single District Facilitator Certification Training in the heart of North Carolina in the Charlotte-Mecklenburg School District to develop the capacity for internal staff to deliver professional development modules to the more than 130 elementary schools in the school district. Welcoming Schools hosted, in partnership with the National Education Association and the National Coalition Against Censorship, a national call to action to host readings of the children's book, *I Am Jazz*, in schools and communities across the nation to support transgender youth on May 18, 2017. With growing participation, this second year of the program, there were 90 readings were hosted in 22 states with 3,500 attendees.

www.welcomingschools.org



FOCUSING ON LGBTQ YOUTH

HRC's post-election survey of 50,000 youth, the largest ever of its kind, revealed the deeply damaging fallout that the election has had on youth across the U.S. 70% of respondents said they have witnessed bullying, hate messages or harassment since the election, with racial bias the most common motive cited. Our work in the space could not be more important today.

Time to THRIVE, the annual conference to promote the safety, inclusion and well-being of LGBTQ youth, is a one of a kind conference that brings together over 800 counselors, child welfare professionals, educators, social workers, coaches, clergy, parents, and volunteers who work with LGBTQ youth. Co-sponsored by the National Education Association and the American Counseling Association, the conference provides more than 70 workshops from over 50 grassroots and national organizations.

www.timetothrive.org



YOUTH AND CAMPUS

The HRC Foundation and the Penn Center for Minority Serving Institutions (CMSI) announced a new three-year partnership to increase diversity and inclusion for LGBTQ students at Historically Black Colleges and Universities (HBCUs) and other Minority Serving Institutions (MSIs). With support from The Coca-Cola Foundation, the partnership will create a series of initiatives that will develop LGBTQ-inclusive programming at HBCUs around the country. We will create resources and share information about best practices for engaging LGBTQ students. We will disseminate best practice guidelines relevant to LGBTQ health and wellness to Student Health Centers on MSI and HBCU campuses; develop and host webinars on topics such as “LGBTQ Inclusion” and “Residence Life Strategies”; and recruit a focus group of HBCU presidents to develop a program to recognize LGBTQ-inclusive institutions.

www.hrc.org/hbcu



WORKPLACE EQUALITY

Each of us deserves dignity and respect in the workplace. With funding from the UPS Foundation, the 2017 Corporate Equality Index (CEI) report was released last November with the highest number of top scoring companies to date. Encompassing all major industry sectors and geographic regions in the US, the number of rated companies on the CEI from the first report to the present has expanded from 319 to 851. Reaching a new historic record, over 400 companies received a score of 100%.

Expanding on global business engagement, HRC Equidad MX: Global Workplace Equality Program, which launched last year, works to increase awareness about the importance of LGBTQ diversity and inclusion in Mexico's workplaces by developing consulting and education models for Mexican companies and organizations.

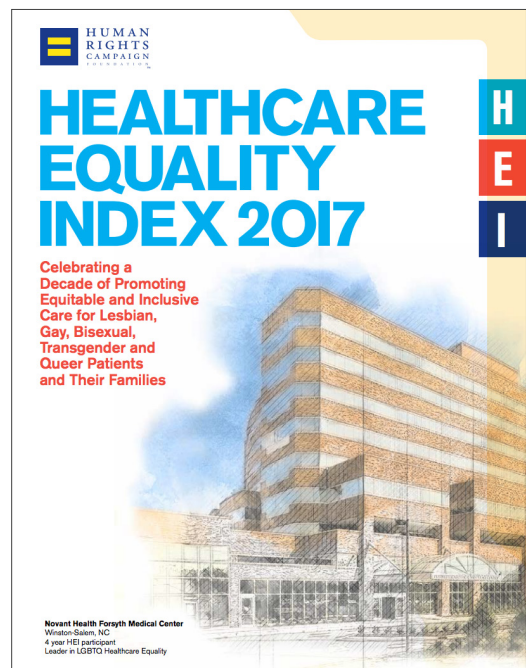
www.hrc.org/cei
hrc.im/equidadmx



HEALTH AND AGING

On March 29, 2017, the HRC Foundation released its 10th edition of the Healthcare Equality Index (HEI), reflecting a decade of progress in LGBTQ-inclusive healthcare. A record 590 healthcare facilities actively participated in the 2017 HEI survey, committing to LGBTQ-inclusive policies and practices. In addition, the HRC Foundation proactively researched the key policies at more than 900 additional non-participating hospitals. Of facilities surveyed for the HEI, 303 earned HRC's coveted "Leader in LGBTQ Healthcare Equality" designation. With three quarters of actively-participating facilities scoring 80 points or more, out of 100, it is clear that healthcare facilities are going beyond the basics in adopting policies and practices in LGBTQ care.

www.hrc.org/hej



HIV AND AIDS

Over the past year, the HRC Foundation has made steady progress toward its goal of alleviating the burden of HIV and AIDS on LGBTQ people and allies. We continue to educate members of the community about the current realities of HIV, mobilize grassroots support for ending the dual epidemics of HIV and HIV stigma, and defend the rights, dignity, and well-being of people living with and affected by HIV. With support from the Elton John AIDS Foundation, the HRC Foundation launched the HIV 360° Fellowship Program to help develop the next generation of nonprofit leaders. We also released "Safer Sex for Trans Bodies," a first-of-its-kind sexual health resource for transgender people and their partners.

www.hrc.org/hiv-aids



RELIGION AND FAITH

For many LGBTQ people and our allies, faith continues to be an important part of our identities and impacts public discourse on our issues. Working with a broad coalition of LGBTQ faith groups and support from the E. Rhodes and Leona B. Carpenter Foundation, the Religion and Faith Program works to amplify religious voices for pro-equality faith leaders. Toward that end, in the last two years, we released four guides as part of the *Coming Home* series, which are guides for LGBTQ people of faith who are on the journey toward living fully in their sexual orientation, gender identity and expression, and in their faith and its traditions. This year, we also built deeper networks of faith leaders nationally and in key regions and elevated the voices of our esteemed Religion and Faith National Advisory Council members on a range of issues affecting our lives.

www.hrc.org/religion



STATE EQUALITY INDEX

The State Equality Index (SEI) is a comprehensive state-by-state report that provides a review of statewide laws and policies that affect LGBTQ people and their families. The SEI rates all 50 states plus Washington, D.C. in five areas and assigns the states to one of four distinct categories. While more than 111 million people live in states where LGBTQ people lack clear state-level protections against discrimination in the workplace, the 2016 SEI points to a few encouraging signs – particularly in areas related to LGBTQ youth, health and safety. Vermont, New York and Rhode Island took steps to protect LGBTQ youth by banning conversion therapy. Massachusetts expanded the state's non-discrimination law to include gender identity in public accommodations. Hawaii passed a law to make it easier for transgender residents to update their name and gender marker on a birth certificate or driver's license.

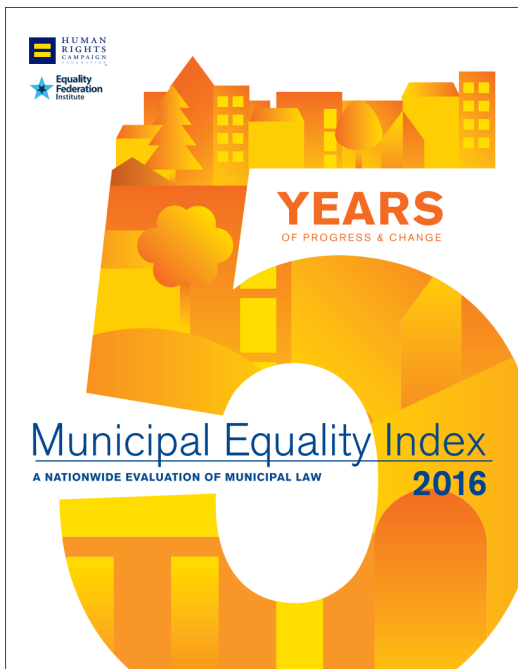
www.hrc.org/sei



MUNICIPAL EQUALITY INDEX

Momentum for equality continues to build at the municipal level, and cities continue to outpace states on implementing laws and policies that are inclusive of LGBTQ people. The Municipal Equality Index (MEI) examines how inclusive municipal laws, policies, and services are of the LGBTQ people who live and work there. Cities are rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and the city leadership's public position on equality. By highlighting this leadership, the MEI helps create a race to the top for cities eager to demonstrate their commitment to equality. The 2016 MEI is the fifth annual edition and rates a total of 506 cities from every state in the nation. The number of cities rated increased by 98 cities from 2015 and increased by 369 cities since 2012.

www.hrc.org/mei



PROJECT ONE AMERICA

Now in its third year, HRC's Project One America is building fellowships in places where LGBTQ people remain on the outside, vulnerable to bullying, discrimination, and violence. By forging alliances with local leaders, people of faith and schools, we are giving LGBTQ people the opportunity to live freely and participate fully in their own communities. Project One America is focused on three fronts – changing hearts and minds, advancing enduring legal protections and building more inclusive institutions for LGBTQ people in Alabama, Arkansas and Mississippi. We have held business summits in each state to promote workplace equality, and we continue to work with healthcare professionals and facilities to implement policies that are inclusive of LGBTQ patients and staff. Additionally, we are expanding our work with faith communities and building rapid response teams comprised of faith leaders to deliver an inclusive message to communities across the Deep South.

Earlier this year we launched a small but successful video series in Tupelo, Mississippi. Through #LoveYourNeighbor, we showcased that LGBTQ people exist in every community – we are your friends, your co-workers, your family and your neighbors.

www.hrc.org/project-one-america
hrc.im/loveyourneighbor



GLOBAL

HRC Global continues to leverage HRC's knowledge and expertise to support the work of LGBTQ advocates and organizations around the world. With support from Open Society Foundations, MetLife Foundation and Levi Strauss Foundation, we hosted the second annual Global Innovative Advocacy Summit which brought together established and emerging leaders from nearly thirty countries to Washington for an exchange of ideas and practices for advancing LGBTQ equality. With a network of nearly 60 Global Innovators, HRC is committed to deepening our relationship with Global Innovators by keeping them connected, sharing their stories and continuing to invest in their efforts.

From the day the news about detentions and abuse of gay men in Chechnya broke, HRC has been in contact with advocates in the region to support their efforts. HRC has publicly called the U.S. to take greater action to support the victims, held a rally outside the Russian Ambassador's residence, and launched its #EyesOnChechnya campaign, in partnership with Human Rights First, to help draw further attention to the issue and mobilize our community.

www.hrc.org/international



HRC FOUNDATION SUPPORTERS

As of August 1, 2017

The work of the HRC Foundation would not be possible without our loyal friends and supporters. We gratefully salute our foundation partners at the \$1,000 and above whose support is allowing us to reach new heights.

adidas
Alexander Charitable Foundation, Inc.
American Counseling Association
American Federation of Teachers
Annie E. Casey Foundation
AT&T
Black Tie Dinner, Inc.
CDC's Act Against AIDS
Charles R. Whitney Foundation
The Coca-Cola Foundation
Collingwood Foundation
Dallas Women's Foundation
David Bohnett Foundation
Denver Foundation
Douglass & Associates Company LPA
E. Rhodes and Leona B. Carpenter Foundation
Elton John AIDS Foundation
Fine & Greenwald Foundation
Get Right, Inc.
Jay Moorehead Foundation
Jewish Federation of Northeastern New York
JPMorgan Chase Foundation
Kors-LePere Foundation
Levi Strauss Foundation
MetLife Foundation
MFI Foundation
Morningstar Foundation
National Education Association
New Jersey Education Association
New Venture Fund
North Carolina Association of Educators
Open Society Foundations
Pennsylvania State Education Association
PepsiCo Foundation

Pfizer, Inc.
PhRMA
Platkin Family Foundation
Praxair
Rachel A. Gross, Esq.
rue21
Sant Foundation
Shulman Family Foundation
Sloman Foundation
Springmatter Fund
Texas Legacy Foundation
The Boston Foundation
The Crowell Family Foundation
The Eberstadt Kuffner Fund, Inc.
The Frances & Benjamin Benenson Foundation
The Greater Kansas City Community Foundation
The Kristina and William Catto Foundation, Inc.
The Lorne & Ilona Parker Foundation
The Seattle Foundation
The Sharna and Irvin Frank Foundation
The Trevor Project
Theodore Cross Family Charitable Foundation
Third Street Foundation
Time Warner
Toyota
True Colors Fund
Unilever
UPS Foundation
William M. Backer Foundation
Wilson Sonsini Goodrich & Rosatti Foundation
Zumiez Foundation

For more information, contact:
Carmen Miller, Director of Foundation Relations
202-216-1585 | carmen.miller@hrc.org



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™

HRC FOUNDATION

1640 Rhode Island Ave., N.W.
Washington, D.C. 20036
www.hrc.org/foundation