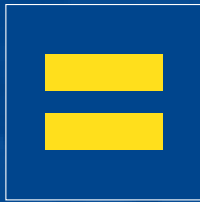


FOUNDATION OVERVIEW



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™





HUMAN
RIGHTS
CAMPAIGN
FOUNDATIONTM



THE HUMAN RIGHTS CAMPAIGN FOUNDATION IS ORGANIZED FOR THE CHARITABLE AND EDUCATIONAL PURPOSES OF PROMOTING PUBLIC EDUCATION AND WELFARE FOR THE LESBIAN, GAY, BISEXUAL AND TRANSGENDER COMMUNITY. WE ENVISION A WORLD WHERE LGBT PEOPLE ARE ENSURED EQUALITY AND EMBRACED AS FULL MEMBERS OF SOCIETY AT HOME, AT WORK AND IN EVERY COMMUNITY.



**ON
CAMPUS**

PAGE 17

CHANGING HEARTS &



**CHILDREN,
YOUTH &
FAMILIES**

PAGE 9



**RELIGION
& FAITH**

PAGE 21



**WORKPLACE
EQUALITY**

PAGE 25



**HEALTH
& AGING**

PAGE 31



MINDS

**HRC
GLOBAL**

PAGE 37



**PROJECT
ONE AMERICA**

PAGE 43

ABOUT THE FOUNDATION

THE HUMAN RIGHTS CAMPAIGN FOUNDATION TOUCHES EVERY ASPECT OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER LIFE,

from birth to old age, from healthcare to faith to corporate responsibility, from coast to coast, here in America and around the world.

Generous support from our Foundation partners provides the resources we need to achieve change of incredible breadth and scope. As you leaf through this HRC Foundation Overview, we hope each page reminds you of the vital nature of our work together, and how critical your support is. We couldn't do any of this without you — and with you, we can do so much more.

Each day, while elected officials debate political and legislative solutions, our incredible Foundation staff educates the public and provides training and model policies that alter the fundamental nature of the institutions that govern our everyday lives. From policy that guides a hospital's treatment of LGBT patients, to the moral truths that shape how a pastor

interacts with a congregation or a community — we approach LGBT life holistically, looking for ways that our work can make a more inclusive and accepting world for everyone, in every part of their life.

Take our work with adoption and foster care agencies: before an agency can earn our seal signifying it is a leader in supporting and serving LGBT families and youth, we must first ensure the agency has the right policies in place. We then train every single employee on what those policies mean and why they're important.

Or consider our corporate work. Even as we push for inclusive federal anti-discrimination laws, the fact is that millions of workplaces today offer equal benefits to LGBT employees, including coverage for same-sex partners and transgender inclusive healthcare policies. Many adopted these policies through working closely with the hardworking staff of the HRC Foundation. And with your continued support, we can help more corporations implement LGBT-friendly policies by delivering the training and other

critical resources they need to move forward.

In communities of faith, we meet with families and leaders to foster understanding about how to support LGBT loved ones not in spite of religion, but because of it. We amplify the voices of the faith leaders who are already with us in an effort to change the media's narrative when it comes to what religious people think about our lives and our families.

Through Project One America, we aim to do nothing less than achieve full LGBT equality throughout the American South — starting with comprehensive, multi-faceted and multimillion-dollar campaigns in Mississippi, Alabama and Arkansas, and extending to other states as our resources allow.

Through our HRC Global program, we leverage HRC's domestic LGBT work to have international impact. HRC Global helps counter draconian laws aimed at suppressing sexual minorities. We are also training a new generation of leaders. Our first two fellows from India and Kenya returned to their countries



with new found skills and a network of activists to further their work. From calling out Americans for exporting hate to advocating for an LGBT-inclusive foreign policy, HRC envisions a world that achieves fundamental fairness and equality for all.

The HRC Foundation does this work alongside employers and employees, pastors and parishioners, doctors and teachers, neighbors and advocates. We change hearts and minds all along the way, across America and around the world, to enhance the lived experiences of LGBT people and families everywhere.

We know that we can make great progress by engaging directly with institutions that affect our

day-to-day lives — schools, churches, hospitals and workplaces.

Your support for the HRC Foundation gives us the resources we need to cultivate relationships that will ultimately help us win more historic electoral, legislative and judicial battles — while we focus on securing a foundation of equality for LGBT people that will remain rock-solid before, during and after any campaign for legal equality.

This work takes tremendous expertise, patience and diligence. Thank you for giving us the strength to meet our highest goals while we march down this long road toward full LGBT equality.

Your support for the HRC Foundation gives us the resources we need to cultivate relationships that will change hearts and minds and ultimately help us win more historic electoral, legislative and judicial battles.



INTRODUCTION

BEYOND LEGAL EQUALITY

THE LGBT MOVEMENT IS MOVING FASTER THAN MANY IMAGINED POSSIBLE. But even as we make historic progress, LGBT people still strive for equal treatment in our daily lives.

That's where the HRC Foundation shines. Our programs target life's most sensitive and vulnerable interactions: growing up and going to school; finding and keeping a job; raising children; worshiping; getting sick or aging.

Whether you are transitioning while working at a Tennessee distillery ... trying to foster or adopt children in Kansas ... coming out on a historically black campus in the deep South ... getting married and raising children in an evangelical

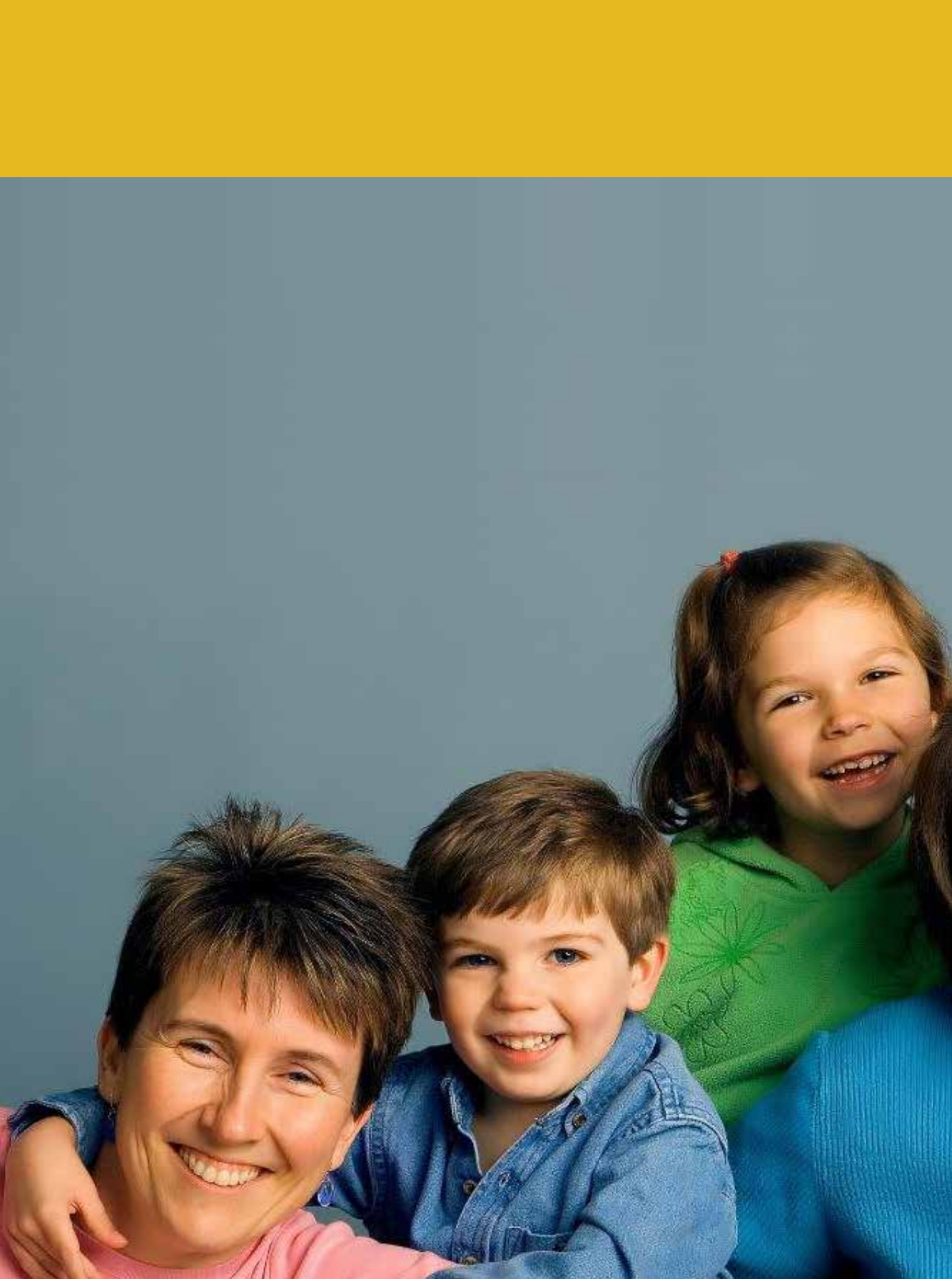
Latina/o community ... visiting a sick spouse at a rural hospital ... supporting Russian activists against punishingly oppressive laws and vigilantes ... the HRC Foundation provides resources to address these challenges and more.

Evidence of our good work is everywhere. And none of it would be possible without the generous support of our Foundation partners.

We offer information, consultation, training, support and technical assistance worth thousands of dollars. Our goal is not profit, but social transformation.

There is great progress yet to be made. But together, we can be a force for equality.

The payoff: A world in which LGBT people are truly free.



CHILDREN, YOUTH & FAMILIES

ALL CHILDREN NEED TO FEEL SUPPORTED AND VALUED BY THEIR COMMUNITY. But children being raised by LGBT parents, and those who are exploring or declaring their LGBT identity, continue to face serious institutional and interpersonal discrimination.

Our visibility and outreach make us the first point-of-contact for tweens, teens and young adults who are trying to figure out who they are and how they fit in. We offer ample resources and tools to help young people find their way — and guide the adults who can be their allies.

The HRC Foundation is working to open the hearts and minds of the people on the front lines of family welfare — teachers, social workers, parent advocates, pediatricians, child welfare professionals and more — so that instead of being mistreated or merely tolerated, LGBT youth and LGBT families are truly welcomed and made to feel like they belong.

Thanks to generous Foundation partners, HRC Foundation's Children, Youth & Families Program provides comprehensive professional training, program consulting, technical assistance and ongoing support. This includes the following groundbreaking initiatives:

- **ALL CHILDREN - ALL FAMILIES** increases LGBT cultural competence within child welfare agencies.
- **WELCOMING SCHOOLS** helps elementary schools embrace family diversity, avoid gender stereotyping and end bias-based bullying.
- **THE YOUTH WELL-BEING PROJECT** promotes safety, inclusion and well-being for LGBT youth, anchored by our annual **TIME TO THRIVE** conference.

Our projects show organizations that serve children and families how to go beyond symbolic gestures like hanging up a rainbow poster. We help them dig into the details, system-wide, to make all families feel welcome.

Our ultimate goal? To guarantee LGBT youth and LGBT families the same support and protection as anyone else.



ALL CHILDREN — ALL FAMILIES

✕ snapshot

WITH NEARLY 400,000 CHILDREN AND YOUTH IN FOSTER CARE, child welfare agencies are constantly seeking “forever” homes that can help these children thrive. A disproportionate number of children in need are LGBT, rejected by their families because of their sexual orientation, gender identity or gender expression.

Meanwhile, thousands of LGBT adults dream of building families

through foster care or adoption. But they hesitate to approach child welfare agencies, either because they think the laws don't allow it or because they fear being treated unfairly.

How can child welfare workers help LGBT youth thrive? How can they help LGBT families grow?

HRC Foundation's “All Children – All Families” program shows the way.

This past year...

MORE THAN 50
full days of training for child welfare professionals conducted

2,300
child welfare professionals trained

OVER 30 AGENCIES
supported with technical assistance

95
agencies engaged in long term capacity building with ACAF, 55 have achieved Leader status

With generous support from HRC Foundation partners, “All Children – All Families” works with welfare agencies across the nation — from Arizona to Florida, from Ohio to Texas, and beyond — to help them become more inclusive through:

1. ONLINE AGENCY SELF-ASSESSMENT

A detailed tool to help agencies examine their approach, from gender-neutral paperwork and non-discrimination policies to respectful policies for transgender youth and adults.

2. PROMISING PRACTICES GUIDE

A comprehensive, practical tool that outlines best practices for welcoming prospective adoptive parents.

3. LGBT RESOURCES FOR CHILD WELFARE PROFESSIONALS

A range of reports and resources for those working with families and youth.

4. UNLIMITED TECHNICAL ASSISTANCE

Our experts help child welfare agencies sort out complicated issues or resolve uneasiness with change.

5. STAFF TRAINING, WHERE NEEDED

In-person help from certified trainers that can be tailored to the needs of individual agencies and underwritten as much as possible.

6. “ALL CHILDREN – ALL FAMILIES” SEAL OF RECOGNITION

Once an agency has met all the benchmarks, we list it on our website as a “Leader in Supporting and Serving LGBT Youth and Families.” Agencies use this seal to recruit LGBT foster and adoptive families, and to help donors and clients feel comfortable.

“BECAUSE OF HRC’S ALL CHILDREN – ALL FAMILIES’ FABULOUS STAFF AND TECHNICAL ASSISTANCE, WE WERE ABLE TO COMPLETE THE SELF-ASSESSMENT AND TO EARN OUR SEAL OF RECOGNITION IN JUST THREE YEARS. I LIVE IN A STATE THAT IS PRIMARILY CONSERVATIVE, AND I WAS VERY PROUD TO BE ABLE TO TAKE A PUBLIC STAND WITH THE WORK THAT WE’RE DOING. IT’S BEEN POSITIVE IN WAYS I DIDN’T IMAGINE IT WOULD BE: IN OUR STAFF DEVELOPMENT, IN OUR ABILITY TO GROW THE AGENCY, IN OUR ABILITY TO SERVE CHILDREN AND FAMILIES AND IN OUR CULTURAL COMPETENCY WELL BEYOND THE LGBT COMMUNITY.”

— Lori Ross, President and CEO, Midwest Foster Care and Adoption Association, Kansas City, Mo.



WELCOMING SCHOOLS

YOU'RE A 6-YEAR-OLD WHO LOVES TO DANCE AND WEAR TIARAS WHEN OTHERS EXPECT YOU TO LIKE BASEBALL ...

... you're a 10-year-old with two moms ... or a 7-year-old transgender child who knows you're a boy and can't understand why adults won't let you use the boys' bathroom. Does your school support you as you try to learn — or does it make your life worse, blaming you when you are teased or bullied?

HRC Foundation's Welcoming Schools Project helps K-5 schools evaluate themselves to ensure that they support students from all family structures; avoid gender stereotyping, which limits everyone's development; and end bullying or other forms of bias related to race, gender and gender expression, religion, sexual orientation or anything else that might distinguish a student from her peers.

Our evaluation covers details like making sure permission slips refer to "parent or guardian" instead of "mother" and "father"; showing how to interrupt name-calling, harmful teasing or bullying; examining habits such as dividing classrooms into girls' and boys' lines to go to recess; and making sure that school books and lesson plans reflect the diversity that makes communities thrive.

In a nationwide survey, children said they fear anti-gay harassment more than any other kind of name-calling. Welcoming Schools addresses this fear head-on, giving children and adults the tools they need to eliminate harmful bullying at the grade school level. Thanks to generous support from the BBVA Compass Foundation, the Houston Endowment, John C. Kish Foundation, the Ernest Lieblich Foundation and the Wells Fargo Foundation, HRC Foundation offers schools an expansive array of no- and low-cost resources:

1. CONSULTING AND PROJECT EVALUATION

We work with schools and school systems to evaluate practices and programs and develop plans for improvement. Evaluation shows significant improvement in school climates afterward.

2. TEACHING AND PROFESSIONAL DEVELOPMENT RESOURCES

Films, lesson plans, training guides, background materials, classroom bibliographies, research and resource lists include rich offerings such as:

- The Welcoming Schools Starter Kit, which helps elementary schools evaluate and transform policies, practices and actions.
- "What Do You Know? Six- to Twelve-Year-Olds Talk about Gays and Lesbians," our award-winning film for elementary school staff and parents — with a free guide for applying its lessons in school.
- "What Can We Do? Bias, Bullying and Bystanders," our film showing teachers talking with students about bullying and how they can stand up for each other. Includes free materials for putting these ideas into practice.

3. TRAINING: LEADERSHIP AND PROFESSIONAL DEVELOPMENT

Helps administrators and teachers use inclusive language, evaluate class materials for diversity, and respond to bullying and bias in ways that respect individual attitudes and beliefs.

4. FAMILY ENGAGEMENT

Involves families and communities in achieving the goals of Welcoming Schools. Includes tools to engage families in leadership development and community meetings.

“A fifth grade student had been having horrible tantrums at school and getting suspended frequently. He would fly off in a rage and pull down bulletin boards, kick over garbage cans, and so on. After doing the lessons on family diversity and gender, he came out [as transgender] to his teacher and to the principal. His behavior calmed down and he had very few behavioral referrals for the rest of the year. When the principal asked him why he was no longer having behavior problems, he said, ‘I’m not angry anymore. My secret is out.’”

— From a Welcoming Schools Evaluation



TIME TO THRIVE



More than 750 teachers, social workers, counselors and other youth-serving professionals from across the country attended the second annual **Time to THRIVE** conference in Portland, Oregon. The 2015 conference addressed safety, inclusion and well-being for LGBTQ youth and featured over 60 workshops and plenaries.

✕ snapshot

750

youth-serving professionals
attended

40

states represented

40+

organizations presented
workshops

**COUNTLESS
LGBTQ YOUTH**

whose lives were improved and
supported

YOUTH WELL-BEING


THANKS TO OUR GROUNDBREAKING SURVEY OF 10,000 LGBT-IDENTIFIED TEENS 13 TO 17, THE HRC FOUNDATION HAS GAINED TREMENDOUS INSIGHT INTO THE REAL LIVES OF AMERICAN TEENAGERS. Not surprisingly, we learned that LGBT teens fear rejection by their families, friends, schools, congregations and communities at much higher rates than their non-LGBT peers.

- They're coming out younger than ever before and many have no support network at home or at school.
- Social ostracism leaves many disaffected and disconnected.
- Incidents of harassment and bullying are widespread and too often end tragically.
- Some face unaccepting adults who try to force them into so-called conversion therapy.
- Many are homeless or in danger of becoming so; living in foster care or high-risk situations; and suicidal or otherwise inclined to self-harm.
- And young people who are exploring their gender identity encounter monumental challenges as they struggle for acceptance at home, at school, at church — even at the doctor's office.

The HRC Foundation established our Youth Well-Being Project in 2013 to help fill the gap in support and affirmation many LGBT teens experience.

Through our Time to THRIVE annual conference, we bring together counselors, child welfare professionals, educators, social workers, coaches, clergy, parents and anyone else who works with LGBT youth. Learning from and building on their best practices, we create self-assessment tools, guidelines, webinars, developmental checklists, technical assistance — all the resources for which the HRC Foundation's Children, Youth & Families Program is known — to help professionals and parents support LGBT youth.

Our diverse group of Youth Ambassadors share their unique stories and help to raise awareness of the real, everyday experiences teens and young adults navigate in their families, their schools and in the larger community. From Jazz Jennings sharing her story about transitioning while in elementary school, to Thomas Davis who talks openly about being a young man with HIV, our Youth Ambassadors have a platform for educating adults and empowering other youth.



A Houston mom and dad were getting their son ready for his first day of kindergarten. When it came time to pick out clothes, he chose a skirt. His parents worried about how other children and teachers would react, but knew the school had engaged with Welcoming Schools and decided to let him wear the skirt. Grateful to Welcoming Schools, his mother said afterwards, “As a parent, one feels very alone at a moment like this. You feel like it is you and ‘them’ — the other students, teachers and parents who may or may not accept your child or have the experience, knowledge or words to understand your child for who he is. Welcoming Schools changes that. It gives the entire school community the education and tools to welcome all children, from all backgrounds.”







ON CAMPUS

FOR ANY YOUNG ADULT, GOING FROM LIVING AT HOME WITH YOUR FAMILY TO LIVING ON YOUR OWN IS A CHALLENGE. COMING TO TERMS WITH BEING LGBT CAN MAKE THIS STAGE OF LIFE EVEN MORE CHALLENGING. HRC Foundation's Youth & Campus Engagement Program helps LGBT young adults make the leap into colleges, communities and the workplace — and develop into strong, proud LGBT leaders along the way.

Thanks to generous support from Foundation partners, HRC offers online and print resources, a scholarship database, speaking engagements on college campuses nationwide, and behind-the-scenes help to make campuses safe and inclusive for all students.

THE HISTORICALLY BLACK COLLEGE & UNIVERSITY (HBCU) PROJECT

RACE. RELIGION. GENDER. GENDER IDENTITY. The clash of cultural, ethnic, religious and other identities can further complicate young LGBT adults' lives. HRC Foundation's HBCU Project works with historically black campuses to improve the climate for LGBT students and turn them into change agents.

Since its inception, the HBCU Project has established relationships with dozens of HBCUs across the country. For schools that are open to working with us, we consult on improving policies and practices, like securing funding for LGBT student groups or offering appropriate housing for transgender students. When the administration is antagonistic, we help students find allies.

When the social environment is dismissive or even hostile, we help LGBT students start conversations with their peers.

Every fall, HRC convenes the HBCU Leadership and Career Summit in Washington, D.C., to help a select group of HBCU students develop their potential as 21st century leaders.

The HRC Foundation and our foundation partners take justifiable pride in the HBCU Project's efforts to diversify the pipeline of future LGBT leaders and make it more representative of America. We thank the David Bohnett Foundation for its decade of support for the program.

“The HBCU Project taught me that being authentic and honest about my life was bigger than just me. It taught me that confidence in myself had the power to transform even a college institution.”

— Bishop Oliver Clyde,
HBCU Summit Alumnus

HRC INTERNSHIPS

THE HRC U INTERNSHIP PROJECT OFFERS LEADERSHIP DEVELOPMENT AND CAREER EXPERIENCE TO STUDENTS FROM ALL EDUCATIONAL BACKGROUNDS, all year round, through internships in our Washington, D.C., headquarters or in one of our Project One America states. Applicants choose from more

than 25 program areas, such as communications, political, finance and organizing, and connect and network with HRC staff and each other. It's a great opportunity for young people to learn how to become effective advocates and grow into active LGBT leaders. HRC encourages interested students to apply each fall, spring and summer.

“I’m going to work to help other people and to help people have better day-to-day lives.”

— Bertrand Evans-Taylor, Former Youth & Campus Engagement Intern

THE COMING OUT PROJECT

HRC FOUNDATION'S NATIONAL COMING OUT DAY PROJECT IS WELL-KNOWN NATIONWIDE. That's important, because each time someone comes out, our communities gain allies. But this project goes beyond the October events; we work year-round to support coming out in all areas of life, from doctor's offices to places of worship.

We offer tools targeting a wide range of situations, including coming out in your workplace or place of worship; coming out in the African American, Latina/o or Asian Pacific Islander communities; and coming out as transgender.

Our public awareness campaigns reach millions of people every year with messages from celebrities, politicians, religious leaders and ordinary individuals.



+wishlist

EXPAND HRC U

to offer internships to more students across the country

EXPAND HBCU LEADERSHIP AND CAREER SUMMIT

to include more applicants and increase the support to campus outreach

DEVELOP TOOLS & ONLINE COACHING

for LGBT young adults entering the workforce

“I WENT TO THE MAKE PROGRESS SUMMIT, WHICH WAS CONVENED BY GENERATION PROGRESS AND CO-HOSTED BY HRC, AND IN ONE DAY I GOT TO SHAKE HANDS WITH THE VICE PRESIDENT, CHAT WITH NANCY PELOSI, AND MEET BISHOP GENE ROBINSON, WHO IS THE FIRST OPENLY GAY BISHOP IN THE WORLD.”

— Jacob Tobia, Former HRC Foundation Intern





RELIGION & FAITH

HRC FOUNDATION'S RELIGION & FAITH PROGRAM IS WORKING TO CREATE A WORLD WHERE LGBT PEOPLE AND ALLIES ARE WELCOMED AS FULL MEMBERS OF FAITH COMMUNITIES AND WHERE FAITH LEADERS HAVE THE SUPPORT THEY NEED TO SPEAK FOR TRUTH AND JUSTICE FOR LGBT PEOPLE.

To achieve this, we ...

- ...Engage directly with religious leaders and faith communities, urging them to speak out in favor of full LGBT inclusion;
- ...Encourage traditionally conservative faith communities to move from conflicted to fully inclusive;
- ...Support the desire of LGBT people to live openly in their faith tradition, in the community in which they were raised or in a new, more accepting one.

TRIUMPH THROUGH FAITH

LIKE UNION HALLS OR SCHOOL CAMPUSES, FAITH COMMUNITIES ARE NATURAL BASES WHERE PEOPLE GATHER REGULARLY TO DISCUSS LIFE, MORALITY, FAIRNESS AND JUSTICE — AND WHERE THEY ORGANIZE TO EFFECT CHANGE.

Triumph Through Faith offers practical, field-tested strategies to mobilize faith communities — especially those in areas where LGBT-related measures are pending — to be at the forefront of pro-equality activities in ways that are culturally, spiritually and socially competent and to beat back attempts by our opponents

to undermine equality. Triumph Through Faith gives people of faith the tools to support LGBT equality by:

- Conducting faith outreach across the country;
- Offering specialized media training for religious leaders;
- Identifying and elevating religious voices to support LGBT equality in the media;
- Empowering members of congregations to talk about LGBT issues in the pews, on the phone or door to door.

The project also includes ***Brave Spaces: Perspectives on Faith and Justice***. Directed by award-winning filmmaker Marc Smolowitz, “Brave Spaces”

brings together 20 leading faith and community leaders to examine the past, present and future of coalition building and intersectional justice.

With an emphasis on engagement strategies within African-American faith communities, Triumph Through Faith uses the power of relational organizing, firm in the belief that building faith coalitions is the best way to advance LGBT equality and economic and racial justice.



A LA FAMILIA

FAITH AND FAMILY IN THE LATINA/O COMMUNITY, OUR NATION'S LARGEST MINORITY GROUP, ARE DEEPLY INTERTWINED. HRC is recruiting families, ministers, congregations and organizations in Latina/o communities to as allies who can train others and work to improve LGBT lives.

A La Familia is our bilingual project to help Latina/o families and faith communities embrace — and ideally champion — equality for LGBT loved ones. It includes the following elements.

Before God: We Are All Family — a short documentary about LGBT people of faith, their families and their struggle to find a spiritual home. This film is available for screening across the country and has been used to foster discussion and identify A La Familia Project allies and civic leaders. It has also been featured at numerous festivals, including the prestigious Ethnografilm Festival in Paris.

A La Familia: A Conversation about Our Families, the Bible, Sexual Orientation and Gender Identity — this bilingual guide empowers those we've

trained to lead study groups among fellow Latinos.

Spanish-language media coverage — Univision, Telemundo, Colombian public television and the leading Spanish-language newspapers have all featured our work, drawing interest from U.S. Latina/o communities and other countries, including Costa Rica, the Dominican Republic and Mexico.

Coalition partners — HRC has collaborated with a range of major national organizations to mobilize communities of faith for LGBT equality, such as the League of United Latin American Citizens, Planned Parenthood, PFLAG, the United Church of Christ and many others.

National and global efforts — Through collaborations with LGBT movement leaders across the globe, HRC is working in partnership to mobilize clergy who will speak strongly in favor of LGBT equality. As we face setbacks that attempt to cloak anti-LGBT discrimination in religion, elevating inclusive faith leaders is pivotal to our ability to advance protections and acceptance.

“We cannot leave our LGBT families and their loved ones behind. We are better and stronger when we stand as one! A La Familia is an incredible resource, helping LGBT and Latina/o folks reconcile their faith and their family, and affording us all the tools to stand together.”

— U.S. Rep. Raul M. Grijalva, D-Ariz.



The HRC Foundation would like to thank the **E. Rhodes and Leona B. Carpenter Foundation** and the **Thomas E. Plein Foundation** for their generous support of the Religion & Faith Program.



WORKPLACE EQUALITY

Most of us spend 8 (or 10 or 12) hours a day at work. We need our jobs to put food on the table. We need economic security for ourselves and our families. Work is also how we make a contribution to the world — each of us deserves that opportunity and deserves dignity and respect in the workplace.

But as our survey has shown, 53 percent of workers still feel they need to hide who they are in the workplace and in 31 states LGBT people lack explicit protection against workplace discrimination. Despite these significant legal gaps, the Workplace Equality Program has successfully partnered with hundreds of major businesses — that collectively employ tens of millions of workers worldwide — to implement critical employment protections, employer-provided benefits and key practices aimed at greater LGBT workplace equality.

We launched our groundbreaking Corporate Equality Index in 2002, when there was not a single federal law — from basic

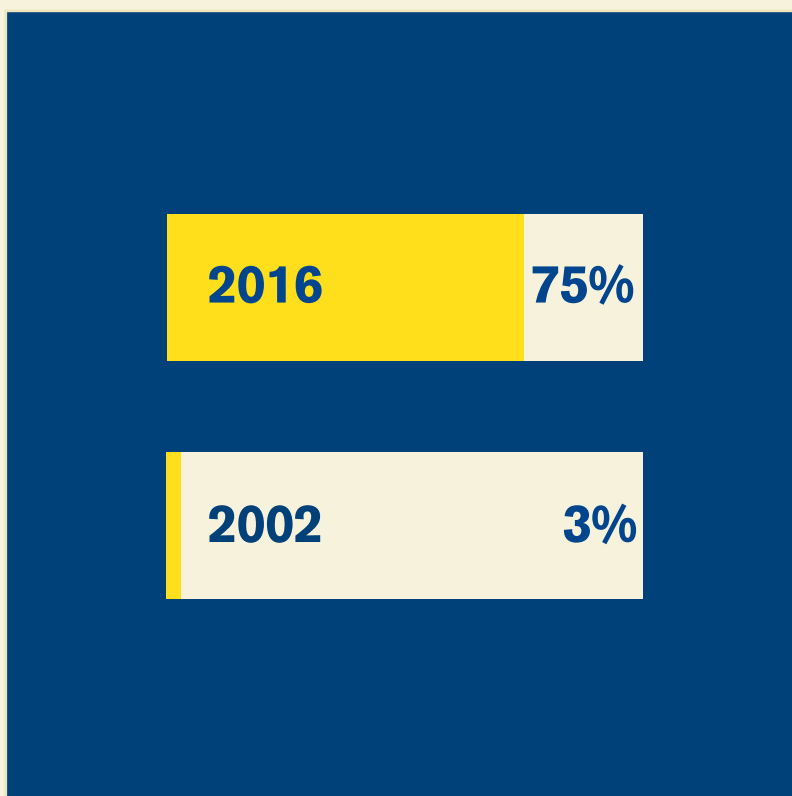
hate crimes protections to employment — protecting LGBT people in the United States. Our Workplace Equality Program guides private employers toward fair treatment for all employees while showcasing how equality is good for business, transforming the lives of LGBT employees and their families in the process.

Our work involves training, site visits, extensive consultation, conference presentations, evaluation of insurance and non-discrimination policies, and collaboration with Fortune 500 and other major employers. To avoid any appearance of a conflict of interests, we do not seek or accept direct corporate financial contributions, and maintain a firewall between corporate fundraising for the organization as a whole and our programmatic work.

Led by our benchmarks, counseled by our staff, the nation's biggest employers have dramatically improved workplace equality for LGBT employees.

Since its inception, the Corporate Equality Index has set ever higher standards of LGBT inclusion for major domestic and global businesses, spurring incredible growth in LGBT friendly policies, benefits and practices for millions of workers and their families.

GENDER IDENTITY PROTECTIONS IN THE WORKPLACE



IN 2002, only 3 percent of the Fortune 500 included gender identity in their non-discrimination policies. **BY 2016**, 75 percent of the Fortune 500 included gender identity protections in their non-discrimination policies.

The HRC Foundation would like to thank the **UPS Foundation** and **Brown-Forman** for their support of the Workplace Equality Program.

CORPORATE EQUALITY INDEX

THE HRC FOUNDATION'S CORPORATE EQUALITY INDEX IS THE NATIONALLY RECOGNIZED BENCHMARKING TOOL MEASURING EMPLOYMENT POLICIES AND PRACTICES PERTAINING TO LGBT WORKERS.

Our annual survey and report shows employers what policies and practices are required to ensure their LGBT employees are treated fairly — including workplace protection, equal compensation and benefits that can make or break a family's financial security. Our team also serves as a partner to employers engaged in the CEI survey, providing resources and consultation to meet the benchmarks toward a perfect score.

Since its inception, the CEI has set ever higher standards of LGBT inclusion for major domestic and global businesses, spurring incredible growth in LGBT friendly policies, benefits and practices for millions of workers and their families. By collecting and disseminating information on major business practices, the CEI has appealed to corporate leaders and consumers alike as a go-to report comparing major corporations and brands' levels of LGBT inclusion.

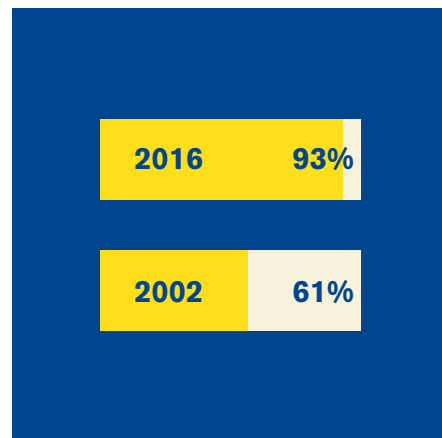
In answering the annual CEI survey's transparent, objective questions, employers examine whether they offer equal compensation and benefits; work to make the corporate climate welcoming; and publicly back LGBT equality. Do same-sex spouses get the same benefits as different-sex spouses? Are gender transition and other transgender healthcare needs covered by health insurance? With its transparent scorecard and attainable goals, the CEI offers LGBT and LGBT-allied workers tangible benchmarks to consider as they make employment and purchasing decisions.

The CEI consistently raises the bar on corporate leadership. When we launched the first CEI in 2002, not a single major U.S. employer offered transgender-inclusive healthcare coverage. In 2012, we changed our criteria to require such coverage — while also offering tools and consultation to help employers eager to implement the policy. Today, more than over 500 major U.S. employers offer transgender-inclusive healthcare coverage.

✕ snapshot

AMONG FORTUNE 500 COMPANIES ...

BUSINESSES INCLUDING SEXUAL ORIENTATION IN THEIR NON-DISCRIMINATION POLICIES.



AMONG CEI PARTICIPATING COMPANIES...

BUSINESSES OFFERING TRANSGENDER-INCLUSIVE HEALTHCARE COVERAGE



BUSINESSES REACHING A CEI SCORE OF 100 PERCENT



EMPLOYERS PARTICIPATING IN THE CEI SURVEY FROM EVERY MAJOR INDUSTRY AND GEOGRAPHIC REGION



CORPORATE EQUALITY INDEX continued

For over a decade we surveyed employers on the global applicability of their LGBT-inclusive policies. The 2016 CEI included scoring under a new mandate that basic workplace LGBT protections had to extend to all global operations to receive a 100 percent rating. A strong majority of global businesses met this standard, demonstrating that LGBT inclusion is simply good for business everywhere.

The annual CEI report and affiliated resources are available free of charge on our website for anyone to use, as are its offshoots:

- 1. HRC Foundation Employer Search.** A free online database showing the CEI ranking of thousands of private and public sector U.S. employers, to help job seekers find supportive employers.
- 2. Buying for Workplace Equality.** Available in print, online and in a smartphone app, this consumer guide, based on CEI rankings, helps people select brands based on how fairly the corporation treats its LGBT employees.

THE COST OF THE CLOSET

FORMAL POLICIES AND PRACTICES FOR WORKPLACE LGBT INCLUSION ARE NECESSARY BUT NOT SUFFICIENT TO ENSURE A SAFE, PRODUCTIVE, WELCOMING WORKPLACE ENVIRONMENT. What about supervisors, managers and co-workers? Are they inclusive of their LGBT colleagues? In *Degrees of Equality*, our 2009 national workplace study, we evaluated the everyday experiences of LGBT workers and discovered that more than half the nation's LGBT workers are closeted at work, which reduced their productivity by 30 percent.


The Cost of the Closet and the *Rewards of Inclusion: Why the Workplace for LGBT People Matters to Employers* builds on this research, providing an evidence-based approach to understanding the nuances of the workplace environment such as the cues LGBT people get that can make them feel welcome and thrive — or push them to the sidelines, and provides specific tips to improve the day-to-day climate for LGBT employees, whether they are in the corner office or on the factory floor.



In Mexico City, an ambitious young banking manager told the Workplace Equality Program that he was out with his family and friends but closeted on the job. Upon meeting with HRC and learning about the benefits and opportunities, his employer started an Employee Network Group for LGBT people and allies. With such visible support for LGBT employees from his employer, the young manager became one of the group's leaders and was relieved to find he was still treated as a valuable asset within the company. Soon after, Mexico City passed a same-sex marriage law, this manager saw an opportunity to further align corporate values and mission, and launched a product line for a new demographic: married Mexican same-sex couples. He and his employer have benefited from his ability to bring his full self to work.



**Download the report
at hrc.org/cost-of-the-closet**



To casual observers, a major mining and mineral manufacturing company may be far from their image of a progressive, welcoming employer for LGBT workers. But when the CEI began requiring transgender-inclusive healthcare benefits to maintain a 100 and the designation as a “Best Place to Work for LGBT Equality,” this company’s vice president of benefits was determined to put in a model system that would be consistent with their existing inclusive policies and benefits supporting their LGBT workforce. Within a year, those benefits transformed the life of a young transgender man in Tennessee. On his own, he couldn’t pay for surgery, hormone treatments, and other medically necessary care to live safely and freely in a manner consistent with his gender identity. With his company’s inclusive healthcare benefits, he had access to the same benefits package that other employees had access to, and could use them to transition, which had been the exception, not the norm, before 2012 when the CEI updated its requirements to maintain a 100 on the survey. With inclusive care available, human resources implemented inclusive resources and programs to help educate their workforce about gender transitions so that this worker, and future workers, could feel confident and supported showing up to work as their truest selves.





HEALTH & AGING

MANY LGBT PEOPLE DELAY GETTING NECESSARY HEALTHCARE BECAUSE THEY FEAR MISTREATMENT — AND WITH GOOD

REASON. More than half of lesbian, gay and bisexual people say they've faced discrimination when seeking healthcare. And more than 70 percent of transgender people say they've faced serious discrimination, including being denied essential and even lifesaving care.

As they near retirement age, LGBT people are worried about the care they will receive as elders — whether at home, in assisted living or in nursing facilities. Some elderly LGBT people who fought hard to come out of the closet end up going back in due to their fears. Will they be mocked for holding a partner's hand or revealing their gender history? Will they be mistreated or neglected by those whose job is to take care of them? Many healthcare professionals, even among those who specialize in geriatrics, are unaware of these fears.

To address these concerns, the HRC Foundation, with support from our Foundation partners, launched the Health & Aging Program. It's goal: to inform and fundamentally transform the policies, practices and cultures of healthcare and aging organizations nationwide.

“HIV SPREADS BECAUSE PEOPLE DON’T GET TESTED. AND PEOPLE DON’T GET TESTED BECAUSE THEY’RE AFRAID, BECAUSE OF STIGMA, BECAUSE OF SHAME. ... WE HAVE TO CHANGE THE CONVERSATION AROUND HEALTH AND HIV ... NONE OF US CAN BE A BYSTANDER.”

— Sir Elton John, speaking at the HRC National Dinner, Oct. 25, 2014.

ENDING HIV AND AIDS

IN WIDE-RANGING EFFORTS, THE HRC FOUNDATION HAS STEPPED UP OUR CAMPAIGN TO EDUCATE THE LGBT COMMUNITY ABOUT HIV AND AIDS AND TODAY’S PREVENTION AND TREATMENT OPTIONS.

These include PrEP, the prevention strategy that involves a once-a-day pill that can decrease the risk of contracting HIV by more than 92 percent. We have also intensified initiatives to encourage HIV testing and reduce the stigma of people living with HIV experience.

Thanks to a generous grant from the Elton John AIDS Foundation, we can now direct additional resources toward raising awareness of HIV prevention, treatment and care — with a particular focus on young gay and bisexual men of color and transgender women.

In collaboration with leading HIV and AIDS organizations, we will energetically continue our longtime work to end this epidemic.



✕ snapshot

10,000+

Health and Aging Program-trained healthcare workers in 2014 (vs. 7,000 in 2013)

1,504

the HEI-rated healthcare facilities in all 50 states in 2014

464

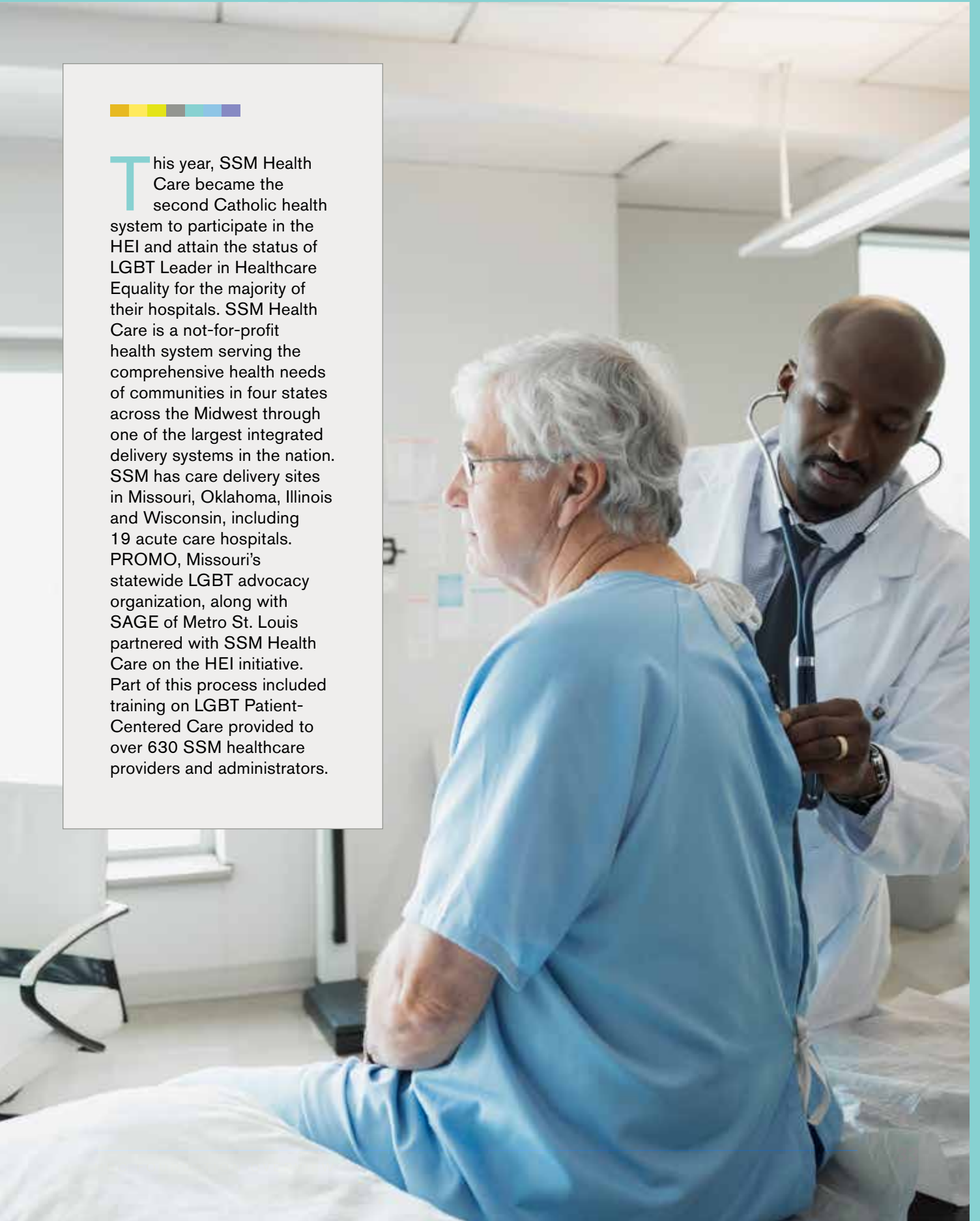
of those facilities earned the coveted status of “Leaders in LGBT Healthcare Equality”

OUR GOAL:

to transform every one of the nation's 5,000+ hospitals and healthcare facilities into LGBT-sensitive institutions.



This year, SSM Health Care became the second Catholic health system to participate in the HEI and attain the status of LGBT Leader in Healthcare Equality for the majority of their hospitals. SSM Health Care is a not-for-profit health system serving the comprehensive health needs of communities in four states across the Midwest through one of the largest integrated delivery systems in the nation. SSM has care delivery sites in Missouri, Oklahoma, Illinois and Wisconsin, including 19 acute care hospitals. PROMO, Missouri's statewide LGBT advocacy organization, along with SAGE of Metro St. Louis partnered with SSM Health Care on the HEI initiative. Part of this process included training on LGBT Patient-Centered Care provided to over 630 SSM healthcare providers and administrators.



THE HEALTHCARE EQUALITY INDEX

The U.S. has more than 5,000 hospitals and thousands more outpatient clinics. We offer benchmarks for healthcare organizations to evaluate their treatment of LGBT patients. The Healthcare Equality Index evaluates facilities on non-discrimination policies in patient care, visitation and employment, as well as numerous best practices in LGBT patient services and support and employment benefits and policies. Healthcare organizations that meet our core criteria are recognized with the designation of “Leader in LGBT Healthcare Equality.”

We also provide acclaimed training, consultation and online resources to help healthcare facilities implement best practices and improve their LGBT patient care. HAP is working with Services & Advocacy for GLBT Elders (SAGE) to replicate the HEI’s success with a similar index for care providers working with older Americans.

BEYOND THE HEI ...

Generous support from Foundation partners has enabled us to go beyond the HEI and engage in wide-ranging efforts to promote awareness of LGBT health and aging concerns. HAP staff have developed groundbreaking materials to improve LGBT care, and are frequently invited to speak at medical and nursing schools and conferences. Expanding work relating to the healthcare needs of transgender people — especially regarding medical provider competency, HIV and various barriers to care is another priority of the team.

“The use of LGBTQ patients in a variety of case scenarios allows us to reinforce our organizational commitment to being respectful, expert, caring partners in health for the neighbors we serve, who represent our diverse communities. This reinforces The Christiana Care Way: creating innovative, effective, affordable systems of care that our neighbors value.”

— Timothy D. Rodden,
Director of Pastoral Services,
Christiana Care Health System

gratitude

The **Elton John AIDS Foundation** has awarded a generous grant to the HRC Foundation to support additional awareness and outreach efforts.

The HRC Foundation would like to thank the **Coca-Cola Foundation, Pfizer Inc.** and **PhRMA** for their generous support of the Healthcare Equality Index, as well as **GLMA: Healthcare Professionals Advancing LGBT Equality**, an endorsing partner of the HEI.



HEI

Healthcare Equality Index

Promoting Equitable and Inclusive Care
for Lesbian, Gay, Bisexual and Transgender
Patients and Their Families



1500+

healthcare facilities nationwide rated
on their commitment to LGBT equality



DON'T PROSECUTE
PROTECT LGBT UGANDANS
STAND IN SOLIDARITY WITH THE
LGBT COMMUNITY IN UGANDA

WE BELIEVE LOVE
IS NOT A CRIME
STAND WITH LGBT UGANDANS
We Believe

WE BELIEVE LOVE
IS NOT A CRIME
STAND WITH LGBT UGANDANS

WE BELIEVE LOVE
IS NOT A CRIME
STAND WITH LGBT UGANDANS

WE BELIEVE LOVE
IS NOT A CRIME
STAND WITH LGBT UGANDANS

RELEASE
BRENDAN

JUSTICE

HUMAN



HRC GLOBAL

AROUND THE WORLD, MILLIONS OF LGBT INDIVIDUALS ARE BATTLING FOR THE RIGHT TO LIVE, WORK, LEARN AND LOVE, FREE FROM DISCRIMINATION AND VIOLENCE. In many places they are making progress, gaining rights and visibility. However, in many others, LGBT people still live in daily fear and isolation, facing persecution in their communities, as well as by governments that pass and uphold laws which criminalize their very identities.

We work to strengthen the global equality movement by:

- Supporting the efforts of LGBT organizations and advocates abroad;
- Raising awareness of the discrimination and persecution faced by LGBT people worldwide;
- Exposing the anti-LGBT activities of U.S. individuals and organizations abroad;
- Educating about the need for LGBT-inclusive U.S. foreign policy;
- Creating international allies for LGBT advocacy.

GLOBAL PARTNERSHIPS

Transgender rights in the Philippines:

Alongside Philippines-born transgender model and LGBT activist Geena Rocero, HRC partnered with Gender Proud and the Association of Transgender People in the Philippines on a three-city speaking tour to inform the public about, and destigmatize the lives of, transgender people in the Philippines. In each city, HRC helped support day-long media workshops for local advocates to help hone their skills speaking to media and policy makers. The tour also focused on the need for national non-discrimination protections, as well as as well as a number of pending local non-discrimination ordinances.

Marriage equality in Ireland:

In Ireland, the first country to hold a national referendum for marriage equality, millions of citizens, including people of faith, policy leaders and LGBT allies, came together on May 24, 2015 to vote for the right of every loving and committed couple to be legally married. In preparation for the vote, HRC worked closely with Irish advocates, sharing our experiences at the ballot box in the U.S. HRC members

purchased St. Patrick's Day equality t-shirts that allowed us to invest in public education efforts in Ireland. We also worked to raise visibility of the vote in the U.S. media.

Partnering with Mozambican advocates: Continuing the partnership between HRC and Lambda, the leading LGBT advocacy group in Mozambique, HRC Global staff traveled to Maputo in November to conduct interactive workshops with LGBT activists to help them become more effective in their advocacy and outreach. The workshops, which focused on campaign planning, networking and messaging, allowed Lambda members to learn, share best practices and strategize for the future.


Raising visibility of Pride events: HRC announced a partnership with InterPride to help provide small grants for Prides, especially in places where public LGBT events are often met with hostility and violence. Recent grantees include organizations in Bulgaria, Hong Kong, India, Kenya, Latvia, Mongolia and Rwanda.

“We are delighted at this opportunity to bring EuroPride to Riga. It’s of huge importance not only for Latvia and Eastern Europe but for the entire region, including the post-Soviet space where freedom of speech and assembly is under attack every day. Right now, solidarity is more important than ever before.”

— Kaspars Zalitis,
Co-Chair of EuroPride 2015

gratitude

The HRC Foundation would like to thank **Daniel and Margaret Loeb Family — Third Point Foundation**; the **Paul E. Singer Foundation**; **Google, Inc.**; and **Paul Boskind** for their generous support of HRC Global.



In The Gambia, where President Yahya Jammeh promised to “slit [the] throats” of Gambian gay men, a reign of terror has included adding “aggravated homosexuality” to the criminal code, punishable by life imprisonment. LGBT people have been arrested, jailed and tortured, often in secret, and many have fled the country in fear of their lives.

In response, HRC launched a campaign to sound the alarm about the dire situation of the Gambian LGBT community and pressure the United States to take action. More than 18,000 HRC members signed a petition calling for visa bans and an asset freeze against Jammeh. Not long afterwards, the U.S. government revoked The Gambia’s special trade status, and condemned Jammeh’s “unconscionable” threats against LGBT Gambians.

Well-known Gambian radio and television host, activist and LGBT ally Fatu Camara, (shown here addressing HRC supporters) said, “I want to thank all of you for being part of an organization that is involved with sounding the alarm on the human rights abuses occurring in The Gambia, and I ask HRC to continue to stand up for human rights around the world.”



GLOBAL FELLOWS

Together, we identify outstanding established and emerging LGBT leaders from around the world, and bring two or more leaders each year to Washington, D.C. to work alongside HRC staff as HRC Global Fellows. This project not only helps individual activists gain tremendous skills during their fellowship here, but we also are investing in the future of the

international LGBT movement. After they leave, the fellows become part of an international network of LGBT activists who can learn from and support one another as they fight for equality in their own countries. To date, we have hosted fellows hail from India, Kenya, Turkey, El Salvador, Mexico and Egypt.

CAMPAIGNS

Sound the Alarm

Around the globe, LGBT people suffer pervasive discrimination, persecution and violence in their personal lives and in their organizations. HRC works to focus domestic and international attention on those at risk. We educate and mobilize HRC members through action alerts, reach out to Congress and government officials to inform and educate them about our concerns, and call for action in the press and on social media. Our goal is to shine a spotlight on those at risk, to hold governments accountable, to provide moral support to, and improve the situation of, those who are threatened, to let the world know that we are watching and that these human rights abuses will not stand.

Exposing Anti-LGBT Extremism

There is a network of American extremists who work tirelessly to undercut LGBT people around the world at every turn. As these hatemongers have lost traction in the U.S., they have turned to exporting their message abroad, becoming a fundamental threat to the safety of LGBT individuals in other countries. HRC Global works to track and expose the work of these individuals and organizations. This year we shined a spotlight on the World Congress of Families (WCF) and its conference in Salt Lake City, the first time that this group has convened on American soil. Our report, *Exposed: The World Congress of Families*, reveals how WCF promotes laws and rhetoric that put LGBT lives in danger around the world, and how WCF and its supporters played key roles in the passage of Uganda's notorious Anti-Homosexuality Act and an "anti-propaganda" law aimed at LGBT activists in Russia.

“Working with HRC has improved my understanding of critical global issues affecting LGBT people around the world, and about how the international movement can be supportive of organizations, individuals and communities in the global south. I’ve gained a whole new set of skills that would be difficult to learn elsewhere.”

— Ernesto Zelayandia,
HRC Global Fellow, 2015



The World Bank lends billions of dollars annually to nations that undertake projects to increase their citizens' standard of living, and as result, has a tremendous opportunity to ensure that LGBT people benefit equally from its lending. HRC joined the non-profit Bank Information Center in bringing delegations of over a dozen LGBT advocates from around the world to attend the World Bank's 2014 and 2015 annual meetings. These advocates joined us in calling for a safeguard to prevent nations from receiving loans for projects that discriminate against or harm LGBT people. In response, the World Bank released a draft safeguard proposal during the summer of 2014 with inclusive non-discrimination language, and HRC was appointed to serve on the World Bank's first advisory committee on LGBT inclusion.





PROJECT ONE AMERICA

WE LIVE IN A NATION

DIVIDED. In one, LGBT equality is nearly a reality. In the other America — the South and parts of the Midwest and Rocky Mountain regions — LGBT people lack even the most fundamental measures of equal citizenship.

Project One America is HRC's comprehensive campaign to dramatically expand LGBT equality in the most recalcitrant communities. HRC launched Project One America in 2014 to reconcile these two Americas and ensure LGBT people everywhere have the same rights to live, work and love without discrimination or fear. With Project One America, HRC is making a permanent commitment to strengthen LGBT advocacy infrastructure in targeted states. We started with an initial three-year, \$8.5 million effort in Mississippi, Alabama and Arkansas — states where LGBT people have no legal parental rights; can be fired or forced to

move just because of who they are. Our investment includes full-time staff and dedicated office space. We'll expand as resources allow into Nebraska, Wyoming and other key states.

Through Project One America, the HRC Foundation and our partners aim to do nothing less than build One America for LGBT dignity and freedom to advance LGBT equality in the South ... and build more inclusive institutions for LGBT people, from the church pew to the workplace, in every corner of America.

Generous support from HRC Foundation partners helped get this groundbreaking effort off the ground.

Ongoing support will help it grow.



“I HAVE FOUND THAT MY MOST MEANINGFUL CONVERSATIONS ARE WITH THE FOLKS WHO OPPOSE ME THE MOST. ... SOME OF MY CLOSEST FRIENDS ARE THE MOST CONSERVATIVE PEOPLE IN THE LEGISLATURE.”

— Rep. Patricia Todd, Alabama’s first and only openly gay legislator

PUBLIC EDUCATION CAMPAIGN

BEFORE LAUNCHING PROJECT ONE AMERICA, HRC COMMISSIONED THE LARGEST SURVEY EVER TO FOCUS EXCLUSIVELY ON THE NEEDS, EXPERIENCES AND PRIORITIES OF LGBT PEOPLE IN THE SOUTH.

We discovered shocking levels of institutional and personal discrimination. In Mississippi, Alabama and Arkansas, for example...

...**65 PERCENT** of LGBT people surveyed report suffering verbal abuse.

...**NEARLY 1 IN 4** say they’ve been discriminated against in employment or public accommodation.

...**1 IN 5** report having been victims of physical violence because of their identity.

...**1 IN 4** LGBT parents have no legal relationship to their children.

These three states have received far less funding and attention from LGBT advocates — **until now.**

Among Project One America’s goals is to empower a visible and vocal LGBT community, to show citizens that LGBT people are their family, neighbors and friends — because once people realize they know an LGBT individual personally, they are far more likely to support full equality.

With support from our HRC Foundation partners, we are engaging directly with business owners and showing them how to support their LGBT employees and the LGBT community. We are also expanding participation in the South in our benchmark ratings — the Corporate Equality Index, Municipal Equality Index and Healthcare Equality Index — to build more inclusive work and healthcare environments.

“As part of HRC Arkansas, I am proud to not only to be a part of the transgender community, but to get to know and work with my peers to help push for trans equality in my home state.”

— Andrea Zekis, a cartographer with the state of Arkansas who has worked with HRC, mobilizing transgender people and allies for HRC Arkansas



Carla Webb and Joce Pritchett are a married couple from Jackson, Mississippi. When they decided to have children, they were forced to leave Mississippi to find a fertility doctor willing to work with them. Joce carried the couple's two children, but Carla was the egg donor. Mississippi, which has the highest rate of same-sex couples raising children of all 50 states, recognizes only the birth mother as a legal parent. "In order for me to have legal rights, she [Joce] would have to surrender her legal rights," Carla explains. "Either we have to change, or Mississippi has to change. And we decided it's going to be them."

Rechell, a mother of four in Montgomery, Alabama, rented her apartment for years without incident. Then one day her landlord invited her to church. After church, her landlord asked Rechell if she was "ready to convert now and become straight?" Rechell said that wasn't possible; the next day, she got an eviction notice.

ALL GOD'S CHILDREN

RELIGION AND FAITH ARE WOVEN INTO THE FABRIC OF SOUTHERN LIFE. OUR RESEARCH SHOWS THAT MORE THAN A QUARTER OF LGBT RESIDENTS OF MISSISSIPPI, ALABAMA AND ARKANSAS ATTEND RELIGIOUS SERVICES ONCE OR TWICE A MONTH OR MORE. In fact, according to Gallup, Mississippi is the most religious state in America; 55 percent of its population is Baptist, one of the most conservative denominations in the country. It would be nearly impossible to have a conversation about equality here without discussing it in the context of faith.

In the fall of 2014, Project One America targeted Mississippi's religious community with We Are All God's Children. This \$310,000 public education and engagement campaign, sponsored by HRC Foundation partners, aimed to strengthen support for LGBT people in Mississippi and move the state toward passage of pro-equality legislation.

The campaign featured Mississippians from all walks of life — including a mother who is a Bible lecturer, a trailblazing state legislator, an Iraq War veteran and a transgender student. Some are LGBT, others are straight allies. But they all share two common values. They are proud Mississippians and they support LGBT equality.

Further, the campaign featured four weeks of TV advertising, amplified by door-to-door canvassing, mail and phone bank operations, telephone town halls, billboards and online advertising. Initial evaluations indicate a promising return on our investment. With additional funding from HRC Foundation partners, we can adapt this proven tool for winning hearts and minds campaign for other targeted states.

“Project One America is the perfect complement to HRC’s existing political and field campaigns and grassroots education efforts — as well as our decades-old volunteer communities across the South. That said, we’re not undertaking this work because it will lead to quick, easy or sweeping victories. We’re doing it because it is difficult. Folks in these three states shouldn’t have to wait a single day longer for one, fully equal, America.”

— Chad Griffin, HRC President

✕ snapshot

500,000+

HRC members/supporters in the South — one-third of our overall membership — including **57,000** in Mississippi, Alabama and Arkansas

50+

LGBT pride events in the South annually where HRC participates



“HRC PARTICIPATED IN TAILGATING AT THE EGG BOWL AT THE UNIVERSITY OF MISSISSIPPI. ‘PAUL’ APPROACHED ME AND WANTED TO TALK. HE HAD RECENTLY LEARNED HIS SON IS GAY. HE HAD ABSOLUTELY NO IDEA. ‘WHAT HURT ME THE MOST,’ HE SAID, ‘IS KNOWING THAT MY SON STRUGGLED FOR MORE THAN 20 YEARS TRYING TO FIGHT WHO HE IS INSIDE.’ ‘HE WAS TRYING TO PROTECT YOU,’ I SAID. HE REPLIED, ‘NOW IT’S TIME FOR ME TO PROTECT HIM, AND THAT’S EXACTLY WHAT I AM GOING TO DO. I AM GOING TO FIGHT FOR HIM FOR THE REST OF MY LIFE.’”

— Denise Donnell, Senior Faith Organizer for HRC Arkansas

**HUMAN RIGHTS CAMPAIGN
FOUNDATION**

1640 Rhode Island Ave., N.W.
Washington, D.C. 20036-3278

Front Desk: (202) 628-4160

TTY: (202) 216-1572

Toll-Free: (800) 777-4723

Fax: (202) 347-5323

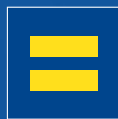
www.hrc.org



**HUMAN
RIGHTS
CAMPAIGN
FOUNDATION**



FOUNDATION OVERVIEW



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™

www.hrc.org

