

ADVANCING EQUALITY FOR LASTING CHANGE

FOUNDATION OVERVIEW



IN THE U.S. AND ABROAD

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HUMAN
RIGHTS
CAMPAIGN
FOUNDATION



WELCOME

Dear Reader,

Imagine fearing for your child's safety at school. Or being turned away from an emergency room. Or being told by a foster care agency that they won't place a child with you. Or knowing you risk harassment simply walking down the street. Every day, Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) people face these barriers and more simply because of who they are. This is also true for people of color, immigrants, women including LGBTQ people in the communities – and far too many others around the world. **That's why the hard-working staff of the Human Rights Campaign Foundation seeks to create a different world – a world where LGBTQ people can participate fully in the very systems that shape our daily lives.**

For over 30 years, the HRC Foundation's work has been transformative. Even though millions of people live in states where they have no explicit protections from being fired or turned away from housing, school and vital services, its Workplace Equality Program leads the way in expanding opportunities for LGBTQ workers. Long before marriage equality, the HRC Foundation's Children, Youth and Families Program provided life-altering resources for LGBTQ people and their families. And with or without the support of our federal government, HRC Foundation staff provide training and tools to educate the public and aid hospital workers, teachers, municipal leaders, and advocates in communities around the globe. With rollbacks being announced nearly every day, this work in the institutions of daily life is needed more than ever before.

By advancing equality in LGBTQ people's everyday lives, the HRC Foundation doesn't only help the lives it touches

directly, it helps shape a world far different from the one that existed when it was founded in 1986. Today in the United States – and in many places around the globe – LGBTQ people are more visible than ever. Buoyed by inclusive policies in schools, workplaces and communities, we now see openly LGBTQ people in Congress, in the media, in our schools and even in the pulpit and on the field. Our legal rights have advanced significantly, in the United States and increasingly internationally. And on a range of issues, the majority of the public supports advancing equal rights for LGBTQ people.

Yet, we also know that there are countless still hiding who they are or who they love for fear of being rejected by family, being fired at work, being shunned by their communities or even being imprisoned by their government. We know that LGBTQ people – especially transgender women of color – face disproportionate harassment and violence. And we know that LGBTQ people are still far more likely than their non-LGBTQ peers to be unemployed, living in poverty or experiencing significant health disparities. In almost every case, LGBTQ people who are living at the intersection of many marginalized identities face the most severe obstacles.

So it is with a great sense of urgency that our work continues. Even as we celebrate our progress, our staff members are relentless as they seek out new partners and innovative solutions to create a more just and equal world for LGBTQ people. As you read through this publication, we hope you'll be as inspired by their work as we are and join us all as we continue to push forward for real and lasting change.

Sincerely,



Chad Griffin
President



Mary Beth Maxwell
Senior Vice President
for Programs, Research
and Training



ABOUT THE FOUNDATION

NO MATTER WHO SITS IN THE WHITE HOUSE, MILLIONS OF LGBTQ PEOPLE GO TO WORK AND SCHOOL EVERY DAY.

They work in C-suites and retail. They work in hospitals and small businesses. They visit doctors' offices and pray in houses of worship. They are raising families and live in foster homes and assisted living facilities. They grow up in Muslim families and Christian evangelical homes. They are undocumented immigrants. Olympic athletes. Urban dwellers and rural farmers. Live with HIV and serve in the armed forces.

LGBTQ people are in every community, every profession and every culture—and yet they often face enormous obstacles simply because of who they are. That's where the HRC Foundation comes in. Through public education and research, strategic partnerships and in-depth programming, the HRC Foundation seeks to fundamentally change the way LGBTQ people are treated in their everyday lives.





SHEDDING LIGHT ON INJUSTICE

Today, more people support LGBTQ equality than ever before – and yet they often fail to understand the full range of injustices LGBTQ people still face. That's why public education and research is a driving force of the HRC Foundation's work. Working across the organization and with allied groups, the team regularly produces groundbreaking reports, compelling digital campaigns and one-of-a-kind tools to broaden the public's understanding of LGBTQ people.

Through powerhouse communication and membership operations, the Human Rights Campaign and HRC Foundation combined boast more than 3 million members and supporters and can reach 9 million people online. That means when the team produces a report on the violence faced by transgender women, a video underscoring the need for paid leave

or a digital campaign addressing HIV in Black and Latinx communities, there's a massive audience of allies ready to listen, learn and spread these messages. Working with reporters and social influencers, these materials often reach even further. And through HRC Foundation programs and allied organizations, the team is able to get these crucial resources directly into the hands of those who need it most.

3 MILLION
MEMBERS + SUPPORTERS

9 MILLION
DIGITAL REACH ONLINE

100 MILLION
VIDEO VIEWS

INVESTING IN STRATEGIC PARTNERSHIPS

The strength of the LGBTQ community is its diversity. That's why the HRC Foundation prioritizes actions that support and invest in building relationships with allied organizations. This work is more than the sum of its parts. **HRC Foundation and the LGBTQ movement are stronger – as are our allied movements – when we're standing together.**

Take immigration. According to research by the Williams Institute, about 267,000 undocumented adults identify as LGBTQ and about 75,000 of the Dreamers – those who would have been eligible for The Deferred Action for Childhood Arrivals (DACA) program – are LGBTQ. No single organization can defend the rights of Dreamers and undocumented people. But together – standing with allies

like United We Dream and UnidosUS – we can create a platform for immigration justice that no one group could achieve alone. These strategic partnerships have helped draw attention to the intersectional nature of social justice movements and how efforts to roll back any of our rights impact us all.

In recent years, the HRC Foundation has partnered with Planned Parenthood to advance sexual health education and to spotlight their transgender healthcare services and need for clinic funding. The HRC Foundation stood alongside the NAACP Legal Defense Fund to specifically decry the white supremacist rally in Charlottesville and violent extremism in the United States. The HRC Foundation has turned out supporters to rally after

rally in efforts to resist a dangerous dismantling of federal rights affecting women, immigrants, people of color, beneficiaries of the Affordable Care Act and victims of gun violence, all of which affect the LGBTQ community.

267,000
UNDOCUMENTED
ADULTS
+
75,000
DREAMERS
IDENTIFY AS LGBTQ





IN-DEPTH PROGRAMMING

While the work of the HRC Foundation is vast, many efforts center on the hard work of staff spearheading in-depth programs in key areas: children, youth and families, on campuses, in the workplace, through health and aging, reclaiming religion and faith, and the global LGBTQ movement. In the United States, specialized programs focus on advancing equality in Alabama, Mississippi and Arkansas, as well as Ohio, Pennsylvania, Michigan, Wisconsin, Arizona and Nevada.

Many of these programs have been at the forefront of making real change for LGBTQ people in their daily lives for more than a decade, while some are just getting started. Though the size and scope of each program varies, one thing is constant: across each program are dedicated and committed individuals who work diligently to provide expertise, technical assistance, training and high-quality resources to their networks and key organizations with whom they partner each and every day.



THANK YOU

None of this work would be possible without you – our generous supporters.

Your support for the HRC Foundation gives these teams the resources needed to cultivate relationships, create campaigns and build new tools that will ultimately help us change hearts and minds and secure real and lasting change in the U.S. and beyond. This work is what makes possible historic electoral, legislative and judicial victories – even as we focus on securing a rock-solid foundation of equality for LGBTQ people that is essential before, during and after any campaign for legal equality.

This work takes tremendous expertise, patience and diligence. Thank you for giving the HRC Foundation the strength to meet the highest goals as we all march down this long road to full LGBTQ equality.



OUR CHILDREN, YOUTH + FAMILIES

**BECOMING A PARENT, SENDING YOUR
5-YEAR-OLD TO KINDERGARTEN,
WATCHING YOUR TEENAGER GRADUATE
FROM HIGH SCHOOL – THESE ARE
LIFE’S BIGGEST MOMENTS.**

For LGBTQ parents and LGBTQ children, they can
also be some of life’s most challenging moments.

**That’s where HRC Foundation’s Children, Youth
and Families Program comes in.**



Through innovative training and direct consultation with schools, child welfare agencies and other service providers, the Children, Youth and Families Program creates welcoming, affirming and supportive environments for LGBTQ prospective parents, LGBTQ-led families and LGBTQ youth.

The HRC Foundation is working to open the hearts and minds of 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, LGBTQ youth and families are truly welcomed and made to feel like they belong.

Thanks to generous Foundation partners, the HRC Foundation's Children, Youth and Families Program provides comprehensive professional training, program consulting, technical assistance and ongoing support, including the following game-changing initiatives:

- +** **ALL CHILDREN – ALL FAMILIES:** Increasing LGBTQ cultural competence within adoption, foster care and other child welfare agencies
- +** **WELCOMING SCHOOLS:** Providing professional development for elementary school educators seeking to welcome diverse families, create LGBTQ and gender-inclusive schools, prevent bias-based bullying, and support transgender and non-binary students
- +** **TIME TO THRIVE:** Promoting safety, inclusion and well-being for LGBTQ youth, this premier annual conference brings together 700 to 800 counselors, educators and other youth-serving professionals to learn best practices and build crucial skills
- +** **YOUTH AND CAMPUS ENGAGEMENT:** Offering tools to LGBTQ young adults and professionals working with them, with a focus on serving students and campus leaders through HRC Foundation's Historically Black Colleges and Universities Project (HBCU)

Our projects show organizations that serve children, youth and families how to go beyond symbolic gestures and to make system-wide, fundamental changes that create truly inclusive spaces. Our ultimate goal? To guarantee that every LGBTQ young person and family has the same opportunities and same potential to thrive as anyone else.





ADOPTION & FOSTER CARE

THERE ARE NEARLY 400,000 YOUNG PEOPLE IN FOSTER CARE IN THE UNITED STATES.

Many of these young people are LGBTQ youth – who are overrepresented in the foster care system. Child welfare agencies urgently need “forever” homes where these children can thrive, but these youth may face rejection again when placed in anti-LGBTQ homes.

Meanwhile, thousands of LGBTQ adults dream of being parents through foster care or adoption. Oftentimes these LGBTQ adults face rejection and unfair treatment when working with agencies – or fear approaching agencies altogether. **Enter All Children – All Families, HRC Foundation’s groundbreaking program helping child welfare agencies across the United States better serve LGBTQ young**

people in the system and LGBTQ adults looking to provide forever homes to any child in need.

For more than a decade, the project has worked to build LGBTQ competency in child welfare agencies. This work is far from simple. To create real, lasting and system-wide change, the project provides innovative resources, comprehensive staff training and technical assistance. With a new assessment tool that measures a staff’s LGBTQ competency and a wide-range of online and in-person trainings, the program serves as the go-to source for advancing LGBTQ-inclusion in child welfare agencies across the United States – often working at city-, county- and sometimes state-wide levels.



REAL STORY SPOTLIGHT

Every year, more than 25,000 young people age out of the foster care system without ever finding a permanent family. HRC Foundation's All Children – All Families helps agencies place these children with loving homes like this one.



I felt loved. We had a bond the first day we met. That bond has never broken. He's a real good father. He also happens to be gay. To keep kids away from dads like him, just because they're gay, that should be a crime.

– Dejohn Perry speaking about his dad, Torah Perry, who is a foster parent through the Little City Foundation in Chicago, an All Children-All Families Leader Agency



PARTNER SPOTLIGHT

The project has partnered with the **Annie E. Casey Foundation** to develop and disseminate new resources to child welfare agencies across the United States and more than 3,000 youth-serving professionals.



IN OUR SCHOOLS

ONE-THIRD OF CHILDREN ARE FREQUENTLY BULLIED AND FOUR OUT OF FIVE CHILDREN WHO ARE HARASSED ARE TARGETED BECAUSE OF THEIR IDENTITIES.

Yet in far too many schools, teachers are not trained to intervene or to create truly inclusive, affirming environments where all children are welcomed. The results are tragic — these students face higher rates of depression and drug use, earn lower grades, have higher rates of skipping school, and are two to four times as likely to have been threatened with a weapon at school and twice as likely to have thought about or attempted suicide. **Enter HRC Foundation's Welcoming Schools — the nation's premier professional development program for elementary school educators to end bias and increase LGBTQ inclusion — and Time to THRIVE — an annual convening for youth-serving professionals to learn how to support LGBTQ youth.**



Through Welcoming Schools, educators receive direct consulting, teaching resources, training and professional development, and tools to engage families and communities in building inclusive school climates. The project's ultimate goal? To create schools where diverse families are welcomed, where classrooms are LGBTQ and gender-inclusive, and where teachers are equipped to prevent bias-based bullying before it starts. A significant component of the Welcoming Schools model also helps faculty and administrators support transgender and non-binary students. While Welcoming Schools staff have extensive experience working with some of the largest school districts in the nation, the team also offers a Facilitator Certification Program that provides skills and technical assistance to educators and others. Through the program, youth-serving professionals develop the capacity to deliver Welcoming Schools professional development modules in dozens of states throughout the country to improve school climate.

An extensive library of resources — including professional development films, lesson plans and family engagement tools — is available to interested schools. And through its annual day of action, Welcoming Schools partners with the National

Education Association and hundreds of communities across the nation for “I Am Jazz” readings in schools and community libraries. Led by parents, educators and allies, these readings encourage community and life-saving support for transgender and non-binary youth, even as politicians attack their dignity and rights.



REAL STORY SPOTLIGHT

Research shows that in up to 85 percent of bullying incidents at school, other students witness or join in. Welcoming Schools equips teachers with the tools they need to be upstanders — not bystanders.



As a result of our Welcoming Schools work, my students are engaging in ally behavior, including standing up for others and stopping bullying when they see it. I've had students who feel comfortable and proud to be who they are share their identities with others. They're not only having courageous discussions with their classmates, but they are leading these discussions for their families as well. This program has had a powerful impact on my students — and our community.

— Kristen Scott, a teacher at Nuestro Mundo Elementary School in the Madison Metropolitan School District where Welcoming Schools is in its 7th year

REAL STORY SPOTLIGHT

51 percent of transgender and non-binary teens do not have access to bathrooms or locker rooms at school that match their gender identity, according to a 2017 HRC Foundation survey.



When I began kindergarten in 2006, the word transgender was foreign to most people. When my mother called our local school board to discuss my situation, they had no idea what she was talking about. From that day forward, my life has been a series of battles and triumphs. My parents had to fight the school ... I was banned from playing girls' travel soccer ... I've experienced bullying and isolation. But in the end, all of these obstacles have made me a better person, a stronger person, a person with pride.

— Jazz Jennings, HRC Foundation Youth Ambassador addressing Time to THRIVE

Through its **annual Time to THRIVE conference**, the HRC Foundation staff bring together 700-800 counselors, child welfare professionals, educators, social workers, clergy, coaches, parents and others working with LGBTQ youth. Through an intense three-day program, participants learn from and build on best practices, create self-assessment tools, guidelines and developmental checklists, receive technical assistance and hear about emerging concepts in their fields.

HRC Foundation's diverse group of Youth Ambassadors share their unique stories and help attendees understand the real, everyday experiences of teens and young adults navigating their families, schools and the larger community. Past speakers who have inspired the audience include civil rights leader Dolores Huerta, actor Ellen Page, social media icon EJ Johnson, author Charles Blow, and advocate and author Chelsea Clinton.



SNAPSHOT

TIME TO THRIVE

750+

YOUTH-SERVING PROFESSIONALS ATTENDING EACH YEAR

40+

STATES REPRESENTED

40+

ORGANIZATIONS ATTENDING

COUNTLESS LGBTQ YOUTH WHOSE LIVES WERE IMPROVED AND SUPPORTED



A FOCUS ON TRANSGENDER YOUTH

In recent years, the number of people who personally know someone who is transgender has skyrocketed — from 8 percent in 2008 to 35 percent just eight years later. And for many of these people, the person they know is a family member or a young person. At the same time, hardly anybody can ignore the headlines of political attacks on transgender and non-binary people, seeking to undermine or deny them equal access to public accommodations and non-discrimination protections. The target of many happens to be some of the most vulnerable transgender people—our youth.

The HRC Foundation's Children, Youth and Families Program has led a significant amount of recent work to provide resources and support for transgender young people and their families. Its groundbreaking publication, "Supporting and Caring for Transgender

Children," was co-released with the American Academy of Pediatrics and the American College of Osteopathic Pediatricians and serves as a powerful tool for families and healthcare professionals.

In 2016, the team launched the HRC Parents for Transgender Equality Council. This group of 24 inspiring parents from across the country serves as a coalition of the nation's leading parent-advocates working for equality and fairness for transgender people. The aim? To connect, mobilize and amplify many of the most powerful voices of love, inclusion and support for transgender equality. And through videos that have reached tens of millions of viewers, op-eds in major newspapers and appearances on national television, these parents are doing just that.

REAL STORY SPOTLIGHT

According to a 2017 HRC Foundation survey, only 30 percent of transgender and non-binary students dress in a way that reflects their gender identity at school.



HRC's ability to capture our collective voice as parents of transgender children and then articulate our hope, concern and even our outrage over the systems that would deny our children their dignity stands out. The public policy work HRC does on behalf of transgender children and youth is nothing less than transformative.

- Ea McMillan Porter and Dr. Louis Porter II of Minnesota, members of the HRC Parents for Transgender Equality Council

PARTNER SPOTLIGHT

The Time to THRIVE Conference is co-presented by the American Counseling Association and the National Education Association and receives funding from a range of sponsors, including **AT&T**, **BBVA Compass** and **Toyota** — presenting sponsors in 2018. Additionally, with support from **the Coca-Cola Foundation** we harness the voices and leadership of the Youth Ambassadors as they become role models for LGBTQ youth around the country.



ON CAMPUSES + BEYOND



**50 PERCENT OF LGBTQ
YOUNG PEOPLE ARE NOT
OUT TO THEIR FAMILIES
ACCORDING TO
RESEARCH BY THE
HRC FOUNDATION.**



This reality can make navigating the move from home to living on their own liberating but also challenging. It's a time when LGBTQ young people often have many questions but few adults to turn to for answers or support. The HRC Foundation's Youth & Campus Engagement team helps LGBTQ young people make the leap to colleges, communities and the workplace – and develop into strong, proud LGBTQ leaders

along the way. Thanks to generous support from Foundation partners, the HRC Foundation offers online and print resources, a scholarship database, speaking engagements on campuses nationwide and behind-the-scenes help to make campuses safe and inclusive for all students. This work is anchored by one of **HRC Foundation's oldest programs – the Historically Black Colleges and Universities (HBCU) Project.**



Founded in 2004, the HBCU Program focuses specifically on working with historically black campuses and students at the campuses to improve the climate for LGBTQ students and empower them as change agents.

Since its inception, the HBCU Project has established relationships with dozens of the pre-eminent HBCUs across the country. Staff consulted on improving policies and practices, like securing funding for LGBTQ student groups or ensuring the rights of transgender students. When a school was not supportive, staff helped LGBTQ students find allies and navigate hostility on campus or from their peers.

Every fall, the HRC Foundation convenes the HBCU Leadership and Career Summit to help a select group of students develop their potential as leaders. In July 2017, the project brought together 15 HBCU leaders for a two-day summit on LGBTQ inclusion – the first meeting of its kind for HBCU administrators. The summit is just the start to developing a “seal of excellence” for HBCUs, and formalizing LGBTQ-inclusive policies and practices.

REAL STORY SPOTLIGHT

86 percent of LGBTQ youth of color have trouble finding friends who are LGBTQ and share a similar race and/or ethnicity.



My experience at the HBCU Leadership Summit was nothing less than phenomenal. Never have I ever felt so vulnerable yet comfortable amongst individuals who identify as I do. The summit was filled with so much genuine love and support that it felt so unreal at times. I can even think back to when I was boarding my flight, and I wondered ‘How am I going to interact efficiently and get to know 40 other people within four days?’ My thought process drastically changed as we rotated within groups, engaged in mixers and shared quality time together after the sessions.

– Akheem Dowl, an HBCU participant and junior at Dillard University in New Orleans, La.

PARTNER SPOTLIGHT

The David Bohnett Foundation is a longtime supporter of the HRC Foundation’s HBCU Project and **The Coca-Cola Foundation** is a current supporter – helping fund life-changing experiences for hundreds of LGBTQ students and campus leaders.



THE DREAMERS

THERE ARE 800,000 DREAMERS – PEOPLE SEEKING CONDITIONAL RESIDENCY IN THE ONLY COUNTRY THEY KNOW AS HOME. MORE THAN 75,000 ARE LGBTQ PEOPLE ELIGIBLE UNDER PRESIDENT OBAMA’S DEFERRED ACTION FOR CHILDHOOD ARRIVALS PROGRAM. NOW THEIR LIVES HANG IN A MOMENT OF GRAVE UNCERTAINTY.

The HRC Foundation works in partnership with organizations like United We Dream and UnidosUS to draw visibility to the complicated and potentially dangerous futures these young people face.

Through significant public education efforts and grassroots mobilization,

the HRC Foundation has turned out thousands to rallies and engaged countless supporters in taking a stand on this issue. This work is extremely urgent and has involved a cross-section of HRC Foundation programs and staff at every level. But the work is not over, not by a long shot. No matter what happens in the White House and Congress, the HRC Foun-

dation staff will continue to leverage its platforms to spotlight the realities of LGBTQ undocumented adults and children and work to a better future for these families.



REAL STORY SPOTLIGHTS

An estimated 267,000 undocumented adults identify as LGBTQ.



The vast majority of Americans support protections and citizenship for undocumented youth, which includes 75,000 that identify as LGBTQ. That's why partnering with HRC to drive awareness and demand change makes so much sense. Together, we can win protections for our vulnerable communities and build a world where we can all live as our full authentic selves."

- Cristina Jimenez Moreta, Executive Director and Co-Founder of United We Dream and 2017 MacArthur Fellow

There are 75,000 LGBTQ Dreamers like Javier, who was just 8 when he moved to the U.S. from Guatemala.



At an early age, my mother had realized that I was queer. Fearing for my safety and knowing that my opportunities here would be less limited by my identity than back home, my mother gave up her own dreams so that I could live an authentic life. There are no words – in English or in Spanish – that could ever describe my gratitude towards my mom. She gave up her life so that I could have mine.

- Javier Cifuentes Monzón, HRC Youth Ambassador



PARTNER SPOTLIGHT

This coalition building work to bridge communities and amplify diversity would not be possible without the support from an **Anonymous Foundation** and **The Morningstar Foundation**.



IN OUR WORKPLACES

MILLIONS OF WORKERS IN THE UNITED STATES AND AROUND THE GLOBE SHOW UP EVERY DAY TO A JOB THAT AFFORDS THEM SOMETHING THAT THEIR OWN LAWMAKERS DO NOT – EXPLICIT NON-DISCRIMINATION PROTECTIONS ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY.

That reality is due in large part to the success of the HRC Foundation Workplace Equality Program and its flagship publication, the *Corporate Equality Index (CEI)*.



For 20 years, the program has forged relationships with business leaders and workplace advocates to advance protections, benefits and inclusive practices for LGBTQ employees. Focusing on recruitment and retention, employee morale, and the LGBTQ and allied market, the arguments made by the HRC Foundation team weren't just about the company doing the right thing, they also successfully made the case that LGBTQ equality is good for business. Forward-thinking businesses could see that inclusion attracts talent and fosters productivity and innovation. The results have been stunning. In the 2018 CEI, a record-breaking 609 businesses earned the CEI's top score of 100; gender identity is now part of non-discrimination policies at 83 percent of Fortune 500 companies, up from just three percent in 2002; and 459 major employers have adopted supportive inclusion guidelines for transgender workers who are transitioning. This work isn't exclusive to the United States either. Of CEI-ranked companies with global operations, 98 percent extend sexual orientation and gender identity-based workplace protections throughout their international operations.

Over the last five years, the rates of corporate engagement on matters of LGBTQ-relevant public policy and legal matters have also skyrocketed. During the 2017 state legislative

sessions, more than 130 anti-LGBTQ bills proliferated across the states. In turn, businesses spoke out and rebuked attempts to undermine LGBTQ civil rights at record rates. Leadership demonstrated by these businesses, including in states like Texas where lawmakers introduced anti-transgender legislation, reflects more than a decade of work inside these companies to expand LGBTQ, and particularly transgender, workplace equality. And when it comes to U.S. Supreme Court cases on everything from protecting transgender students to denying a license to discriminate to advancing marriage equality, scores of U.S. businesses, large and small, have signed amicus briefs supporting equality. More than 100 major businesses are also vocal about the need for explicit federal law prohibiting anti-LGBTQ workplace discrimination. These corporate leaders are speaking out, not just on principle but also because these anti-LGBTQ bills and court cases put their employees and customers, and their families, at risk.

Our work is nowhere near done. According to HRC Foundation research, more than 50 percent of LGBTQ workers in the United States are closeted on the job. And the 2015 United States Transgender Survey details highly troubling experiences for transgender and non-binary workers – with one in four reporting

losing a job to bias and three in four experiencing some form of workplace discrimination. The team has doubled down on its efforts to advance fair treatment for LGBTQ employees in the United States and abroad. Their 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 conflict of interest, the Workplace Equality Program does not seek or accept direct corporate financial contributions and maintains a firewall between corporate fundraising for the larger organization and the work done through the program.

MORE THAN

50%
LGBTQ

**WORKERS
ARE CLOSETED
ON THE JOB**

CORPORATE EQUALITY INDEX

Since its inception, the HRC Foundation's Corporate Equality Index (CEI) has set ever higher standards for LGBTQ inclusion, spurring incredible growth in LGBTQ-friendly policies, benefits, and practices for millions of workers and their families. The report is the nationally recognized benchmarking tool for measuring employment policies and practices pertaining to LGBTQ workers.

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 LGBTQ equality. Do same-sex spouses get the same parental leave policies as different-sex spouses? Do insurance policies exclude transgender healthcare needs? With a transparent scorecard and attainable goals, the CEI offers LGBTQ and allied workers tangible benchmarks to consider as they make employment and purchasing decisions.



The report is available free of charge for anyone to use, as are its offshoots:

1

HRC FOUNDATION EMPLOYER SEARCH

This free online database showing the CEI ranking of thousands of private-and public-sector U.S. employers helps job seekers find supportive companies when looking for future employment.

2

BUYING FOR WORKPLACE EQUALITY GUIDE

Available online and through a mobile app, this consumer guide helps people select among 5,600 businesses and affiliated brands based on how fairly they treat LGBTQ employees.

SNAPSHOT

AMONG CEI PARTICIPATING COMPANIES...

BUSINESSES OFFERING TRANSGENDER-INCLUSIVE HEALTHCARE COVERAGE



BUSINESSES REACHING A 100 PERCENT SCORE



BUSINESSES PARTICIPATING FROM EVERY SECTOR





IN MEXICO AND BEYOND

Since late 2016, HRC Equidad MX has been on the ground working with Mexican companies to promote awareness about the importance of LGBTQ diversity and inclusion in workplaces across the country. The program creates consulting and education models for Mexican companies and organizations interested in furthering their inclusivity efforts.

One year after the program's launch, the team released the 2018 HRC Equidad MX Report, a first-of-its-kind assessment designed to increase LGBTQ-inclusion in workplaces across Mexico.

Thirty-two major employers earned top ratings in the inaugural report, reflecting their commitment to LGBTQ equality and adoption of vital LGBTQ-inclusive policies and practices. HRC Equidad MX has also released a Spanish-language business toolkit for workplaces in Mexico and Latin America.

This work is just the beginning. The HRC Foundation Workplace Equality Program and Global Program regularly collaborate to partner on global workplace equality initiatives with advocates around the globe – from Chile to Japan.

PARTNER SPOTLIGHTS

This work is made possible through the support of the **UPS Foundation**, **Sant Foundation**, **JPMorgan Chase Foundation** and **IKEA**.

The **UPS Foundation** has provided support for HRC Foundation's global business engagement efforts.

REAL STORY SPOTLIGHT



In addition to being a physician and a senior medical executive with a global health services company, I am also transgender. Although I was unaware at the time, the company that I worked for, then and now, would be profoundly important to the success of this journey. HRC and the Corporate Equality Index help point the way to best practices for companies like mine and serve as a yardstick to measuring progress.

- Dr. Renee McLaughlin,
CIGNA



THROUGH HEALTH + AGING

LGBTQ PEOPLE FACE WORSE HEALTH OUTCOMES THAN THEIR NON-LGBTQ PEERS IN JUST ABOUT EVERY CATEGORY.

As many as 56 percent of lesbian, gay and bisexual people and 70 percent of transgender people have faced outright discrimination when trying to receive care. For LGBTQ people of color and LGBTQ people who are aging or living in poverty, these disparities only increase. **That's why the HRC Foundation's Health and Aging Program works tenaciously to inform and fundamentally transform the policies, practices and cultures of the healthcare industry.**

The program has developed groundbreaking materials to increase LGBTQ-centered care and its staff frequently speak at major healthcare conferences. The team provides acclaimed training, consultation and online resources to help facilities improve their practices and to help LGBTQ people identify leaders in LGBTQ-centered care. They also raise awareness about LGBTQ health disparities – including higher rates of tobacco use, psychological distress, alcoholism and other challenges related to stigma.





I transitioned ten years ago and have a full beard. But after learning I was born female, the doctor kept calling me 'she' in front of all the staff and other patients, no matter how many times I corrected him – and kept asking when I'd be having 'the surgery'

– A transgender man seeking care for a dislocated shoulder

Anchored by the program's flagship benchmarking report, the Healthcare Equality Index, the staff evaluates more than 1,600 healthcare facilities around the United States. In 2018, 418 facilities received a "Leader" score of 100 for meeting requirements on best policies and practices related to the equity and inclusion of their LGBTQ patients, visitors and employees. Another 95 facilities earned the "Top Performer" designation for scoring from 80 to 95 points. With 82 percent of participating facilities scoring 80 points or more, it is clear that healthcare facilities are going beyond the basics when it comes to adopting policies and practices in LGBTQ care.

The team is now working with SAGE, the country's largest and oldest organization dedicated to improving the lives of LGBTQ older adults, to replicate the HEI's success with a similar index for long-term care facilities serving older Americans.

SNAPSHOT

HEI

+1,600

HEALTHCARE FACILITIES EVALUATED

418

LGBTQ HEALTHCARE EQUALITY LEADERS

OUR GOAL:

TO TRANSFORM EVERY ONE OF THE NATION'S 5,000+ MAJOR HEALTHCARE FACILITIES WHEN IT COMES TO LGBTQ-PATIENT-CENTERED CARE



PARTNER SPOTLIGHT

Pfizer Inc. and PhRMA have generously supported the HEI for many years. In addition to corporate partners, **HRC's Federal Club Council donors** are among the most invested stakeholders in the work of the **HRC Foundation's Health & Aging Program.**

ENDING HIV & AIDS

MORE THAN 160,000 PEOPLE ARE LIVING WITH HIV AND UNAWARE OF THEIR STATUS IN THE UNITED STATES ALONE.

If current diagnosis rates continue, one in six gay and bisexual men will be diagnosed with HIV in their lifetime. For Latino and Black men who have sex with men, the rates are in one in four and one in two, respectively. And one international analysis found that transgender women in certain communities have 49 times the odds of living with HIV than the general population. The HRC Foundation's HIV and Health Equity Project is relentless in its work to combat HIV-related stigma and end the HIV epidemic once and for all.

Through a range of guides, videos, publications and images – in English and Spanish – the team educates LGBTQ people and allies about the current realities of HIV as well as the effects of stigma on the very communities most in need. Among many

public education efforts, the team has led campaigns endorsing the use of PrEP as an effective prevention tool, the need to end laws criminalizing people living with HIV, and the unique challenges facing gay and bisexual men and transgender women – especially those of color – in the South.

And through the HRC Foundation's HIV 360° Fellowship Program, made possible with generous support from the Elton John AIDS Foundation, the team helps build capacity among young, nonprofit leaders who are ready to take HIV-inclusive organizations and initiatives to the next level. This diverse class of fellows reflects a cross-section of the activists and advocates working tirelessly to combat both the stigma and spread of HIV across the country.



REAL STORY SPOTLIGHT

More than a quarter of gay and bisexual men in some cities and states in the South are living with HIV.



HIV in the South is an epidemic ... HIV doesn't look the same as it did in the 90s...the same that it did in the early 2000s ... I feel like if we keep working hard and we keep banding together, we'll see a generation that's happier, healthier and more whole.

- Damon Jackson, HRC HIV 360 Fellow



PARTNER SPOTLIGHT

The HRC Foundation has received generous support from the **Elton John AIDS Foundation** to advance its work to prevent HIV and AIDS and reduce stigma.

ADVANCING TRANSGENDER-RELATED HEALTHCARE

Long before the Affordable Care Act outlawed discrimination against transgender patients, the HRC Foundation's Health & Aging program pushed healthcare systems across the country to ensure transgender patients receive fully inclusive care. This work has ranged from working with VA Hospitals across the country to helping major systems analyze and update their policies and practices for transgender patients. And recently, the program has worked with healthcare

providers across various specialties working to create comprehensive care programs for transgender and non-binary children and adolescents. In early 2015, the program created an online map of these programs – initially charting 32 clinics in the United States. This number has grown significantly over the past two years as the demand for these services has led more and more specialized clinics to open. Not surprisingly, the overwhelming majority of these

clinical programs are located at facilities that participate in the HEI and are Leaders in LGBTQ Healthcare Equality. In 2016, the HRC Foundation – in partnership with the American Academy of Pediatrics and the American College of Osteopathic Pediatricians – released “Supporting and Caring for Transgender Children” – a groundbreaking resource for families and healthcare professionals seeking to help transgender children thrive.



**COMING
HOME TO
JUDAISM
AND TO SELF**



**HUMAN
RIGHTS
CAMPAIGN
FOUNDATION**

RECLAIMING RELIGION + FAITH

RESEARCH SHOWS MAJORITIES OF AMERICANS REPRESENTING NEARLY EVERY MAJOR RELIGIOUS GROUP OBJECT TO LAWS THAT ALLOW BUSINESSES A LICENSE TO DISCRIMINATE AGAINST LGBTQ PEOPLE, YET THE MEDIA CONTINUES TO GIVE A PLATFORM TO THOSE OPPOSED TO THE LAW BECAUSE OF THEIR FAITH.

The HRC Foundation's Religion and Faith program endeavors to create a world where LGBTQ 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 LGBTQ people.



Today, transgender people are being publicly targeted by some religious leaders at unprecedented levels, so-called “religious freedom” is being used as a license to discriminate, and the far right is resurging – emboldened by the election of Donald Trump, some religious leaders are spearheading backlash to our progress through targeted anti-LGBTQ campaigns.

The HRC Foundation Religion and Faith program works to harness pro-LGBTQ faith leaders and laypeople to further equality in the court of public opinion. For more than a decade, the program has successfully engaged directly with religious leaders and faith communities and urged them to speak out in favor of full LGBTQ inclusion. The team has also encouraged traditionally conservative faith communities to move from conflicted to fully inclusive. And through the creation of an extensive amount of resources, the program has supported the desires of many LGBTQ people to live openly in their faith tradition, in the community in which they were raised or in a new, more accepting one.

The program's aim? To ensure that pro-LGBTQ voices are highly engaged, visible and involved in the fight for equality.

FAITH STORYTELLERS

Through the HRC Foundation's work in Project One America, faith messengers in Alabama, Arkansas and Mississippi are proving powerful in public education efforts in these states. Two recent campaigns – *All God's Children* and *Love Your Neighbor* – leverage the voices of LGBTQ people of faith who speak to being called to equality, not in spite of their religion, but because of it. Take Mary Jane Kennedy – a born-again Southern Baptist mother who has taught Bible study and Sunday school

at her church. A stay-at-home mother who's lived in Mississippi for most of her life, through deep personal prayer and reflection, Mary Jane has worked with the HRC Foundation to speak to the media, at public events and through paid advertising, about how her faith compels her to love her fellow man and value the worth of all human beings. She's just one of many voices helping build a foundation for equality in one of the most conservative states in the nation.



PARTNER SPOTLIGHT

The E. Rhodes and Leona B. Carpenter Foundation has generously supported the **HRC Foundation Religion & Faith Program.**



ATHLETES FOR EQUALITY

RAISING ATHLETES' VOICES



“ When I announced to the world that I am gay on the cover of ESPN, I had already told a few of my closest friends and family ... I thought I was going to lose everything, and what I never expected was everything that I was about to gain ... And now, hopefully, I've continued to make footsteps in the snow for a younger generation.

— Olympic skier Gus Kenworthy at the HRC Utah Dinner, June 24, 2017

In many places in the United States, Sundays are about two things – church and football. And in both places, far too few LGBTQ people or allies have a platform. That's changing, and the HRC Foundation is increasingly at the forefront of raising the voices of LGBTQ and allied athletes and their leagues. In response to Texas legislators attacking transgender rights under the guise of protecting “women” athletes, HRC Foundation's Sports Equality team organized prominent figures in women's athletics to speak out in support of transgender inclusion. HRC Foundation partnered with Women's Sports Foundation and TransAthlete.com to author an open letter to Texas legislators,

reaffirming their commitment to inclusion for all women and girls. HRC Foundation also organized professional women's athletes, such as Billy Jean King and Layshia Claredon, to speak out via national media and social media in support of transgender equality. And in major legislative battles in North Carolina and Texas, the organization has used its platform to elevate the voices of league officials and stars who stand opposed to efforts to discriminate against LGBTQ people. Working through the media, and with league allies, athletes and their sponsors, the HRC Foundation aims to grow its ability to shift the conversation when it comes to sports and LGBTQ equality.

IN THE UNITED STATES

**TWO-THIRDS OF LGBTQ AMERICANS
REPORT EXPERIENCING
DISCRIMINATION WHEN SEEKING
HOUSING, TRYING TO ACCESS PUBLIC
SERVICES OR IN THE WORKPLACE.**

Without explicit federal non-discrimination laws — at the federal and state levels — this reality will persist and LGBTQ people in the United States will continue to struggle seeking recourse under the law. But demand for change can't come from Washington alone, and for far too long, LGBTQ advocates in states with the fewest protections have had the fewest resources to advance equality. **Through two programs — HRC Rising and Project One America — the HRC Foundation is seeking to change all of that, building crucial infrastructure for LGBTQ advocacy and creating more inclusive businesses, hospitals, schools and communities so LGBTQ people can thrive even when they cross state lines.**



EQUALITY IN THE DEEP SOUTH

Project One America is the HRC Foundation's multi-year, comprehensive campaign, in conjunction with the Human Rights Campaign, to dramatically expand LGBTQ equality in some of the most recalcitrant communities.

Launched in 2014, Project One America has permanent offices in Alabama, Mississippi and Arkansas – states where LGBTQ protections at city or state levels were nearly non-existent at the time.

The teams on the ground have been involved in some of the movement's biggest fights in the last few years. They've spearheaded public education campaigns highlighting the

discriminatory agenda of anti-LGBTQ public officials – and helping bring them down. They've highlighted the need for inclusive non-discrimination laws – and securing LGBTQ-inclusive city ordinances. And they've trained thousands of community organizers – who have phone-banked and door-knocked in countless campaigns. They've helped lay the groundwork for historic wins – like the passage of inclusive LGBTQ non-discrimination laws in Birmingham, Alabama, and Jackson, Mississippi.

They've also changed the lived experiences of LGBTQ people in their workplaces, hospitals, schools and churches by working with other HRC

Foundation programs to advance change. Now a transgender worker at Tyson Foods in Arkansas or at Alabama Power knows that their company's 100 percent Corporate Equality Index score means they have access to equal benefits and protections. A bisexual man seeking healthcare at the University of Arkansas Medical Center knows their HEI leadership means they have policies and practices in place to provide LGBTQ-centered healthcare. And LGBTQ congregants at churches across all three states have seen their fellow churchgoers participate in campaigns like #LoveYourNeighbor – a storytelling campaign that has changed countless hearts and minds.

REAL STORY SPOTLIGHT

In 2017, the most sweeping anti-LGBTQ state law went into effect, allowing the use of religion as a justification for discrimination against LGBTQ Mississippians at work, school and in their communities. Anti-LGBTQ activists have attempted to advance similar measures in other state legislatures in the South and across the country.



Of all the scriptures, Jesus talks about loving God and loving your neighbor as yourself – in those two Commandments hang all the law and the prophets. I would remind them that we're not to judge but to love as Christians.

- Rev. Tommie Watkins, Jr., Tuscaloosa, Alabama, sharing what guides him in the #LoveYourNeighbor storytelling campaign





PARTNER SPOTLIGHT

With valuable support from an **Anonymous Foundation**, **The E. Rhodes and Leona B. Carpenter Foundation**, **Levi Strauss & Co.**, and **Toyota**, we are moving the needle on equality in the Deep South.

BEYOND RESISTANCE

The movement for full equality demands that we not only resist. We must also dig deep to organize, mobilize and build a foundation that helps advance the pace of our progress in key states. **That's why the HRC Foundation complements HRC Rising, a strategic investment in six states – Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin – coupled with the largest grassroots expansion in HRC's history and a 50-state plan to turn out 10 million LGBTQ voters.**

But this isn't just about LGBTQ voters. This initiative includes significant voter education and registration efforts and also builds on the successful model of Project One America – advancing change in the institutions that shape LGBTQ people's daily lives. Staff on the ground will partner with program staff to create LGBTQ-inclusive foster care and adoption agencies, build awareness of HIV prevention tools and reduce stigma against people living with HIV and AIDS, and incentivize employers and healthcare providers to create policies and protections for their LGBTQ workers and patients.

REGISTERING THE EQUALITY VOTER

This moment provides us with a historic opportunity, unique to the LGBTQ movement. The 2016 exit polls indicate that 5 percent of the electorate identify as LGBTQ and a 2016 Gallup survey found that 10 million American adults identify as LGBTQ. And despite polarization on many issues, the American people are increasingly united in their support for

equality. The result? Our movement is no longer limited to organizing and mobilizing LGBTQ people alone.

The first step is hugely important – registering equality voters. Through a national strategy – harnessing increased resources to target historically underrepresented

groups – program staff are working to register and increase voter participation. This includes voter registration drives via emails, texts and social media. In partnership with groups like the nonpartisan Voter Participation Center, the organization is also sending out mail-in registration forms to more than half a million eligible voters in 20-plus states.

CHANGING THE LEGAL PATCHWORK

The key to any progress is ensuring advocates have the tools they need to make change. Two flagship publications – the Municipal Equality Index (MEI) and the State Equality Index – are designed to provide LGBTQ advocates and city and state leaders with a thorough understanding of the legal landscape for LGBTQ people in their regions. Both reports are produced in partnership with the Equality Federation Institute.

In the most recent MEI, 506 cities from every state in the nation were rated on 44 different criteria. A record 68 cities earned perfect scores for advancing LGBTQ-inclusive policies and practices – up from 60 in 2016, 47 in 2015 and 11 in 2012, the first year of the MEI. In the current political reality, welcoming cities are more important than ever.

The annual State Equality Index measures not only existing laws but also legislative efforts from the past year. In the 2017 state legislative session, an onslaught of more than 125 anti-LGBTQ bills were introduced across 30 states. But the report also highlighted how leaders are advancing crucial new policies and protections, such as paid leave that's inclusive of LGBTQ workers and their families.

SNAPSHOT

MEI

506

CITIES FROM EVERY STATE

44

DIFFERENT CRITERIA

68

CITIES EARNING PERFECT SCORES

UP FROM **47** IN 2015 AND **11** IN 2012

OUR GOAL

TO KEEP ON CLIMBING, SO THAT ALL LGBTQ PEOPLE HAVE PROTECTIONS THAT HELP MAKE THEIR MUNICIPALITIES TRULY WELCOMING.

A photograph of a pride parade. A large rainbow flag is being held up by people. In the foreground, a woman with glasses and a man are visible. The man is pointing upwards. They are holding a banner that has text on it, including "En la viña del Señor" and "todas y todos somos sus hijos".

AROUND THE GLOBE

MORE THAN 70 COUNTRIES STILL CRIMINALIZE LGBTQ PEOPLE SIMPLY BECAUSE OF WHO THEY ARE. IN 10 COUNTRIES, THE PENALTY FOR BEING LGBTQ CAN BE DEATH. IN THREE COUNTRIES, SIMPLY ADVOCATING FOR LGBTQ RIGHTS IS ILLEGAL.

Through its Global Program, the HRC Foundation works alongside brave advocates, organizations and movements around the world to lift up their voices, expose human rights abuses and collaborate on efforts to move toward full equality.

We also hold the United States and international institutions accountable for their commitments to protecting and advancing the human rights of LGBTQ people. And the Global Program partners with HRC Foundation's Workplace Equality Program to advance protections and equal benefits for LGBTQ employees around the world.



EMPOWERING GLOBAL LEADERS

Since 2016, the **HRC Foundation's Global Innovative Advocacy Summit** has brought together nearly 60 established and emerging leaders to exchange practices and ideas for advancing LGBTQ equality. Through an intense, four-day facilitated exchange, the visiting innovators and staff showcase projects and approaches about what's working in their country's movements. They leave armed with new ideas, lasting connections and an inspired sense of solidarity with the global LGBTQ equality movement.

Through its **Global Fellowships**, the Global Program partners to bring LGBTQ leaders to Washington, D.C., for short- and long-term professional development opportunities. These fellows learn crucial skills and program ideas, forging new relationships with the HRC Foundation and others that continue beyond their time in Washington, D.C. Advocates often consult with our staff members upon their return to their home countries.





PARTNERING WITH GLOBAL ADVOCATES

Through **Global Partnerships in Innovative Advocacy**, the Global Program offers capacity-building and strategic planning partnerships to select organizations that are working to improve the lives of their LGBTQ communities. The goal? To help strengthen the equality movement in each partner country through more effective advocacy, campaigning, organizing and outreach. Based on decades of lessons learned in the U.S. and around the world, the Global Program delivers a series of customized workshops to help organizations develop creative and innovative plans to move their programs and organizations to the

next level. One recent program in Central America helped advocates launch a public education program modeled off an HRC Foundation effort — enabling them to build an effective and visible network of allies and conduct a massive outreach campaign that collected more than 15,000 signatures in support of LGBTQ equality.

Through the Global Program's **Partnerships in Pride** program, the HRC Foundation has supported pride celebrations in 12 countries on five continents and helped raise the visibility of LGBTQ people in places like Peru, Bulgaria, Cambodia, Nepal and Jamaica.



REAL STORY SPOTLIGHT

In Nigeria, LGBTQ people are criminalized and subject to extreme violence and sometimes death — even at the hands of their government. LGBTQ advocacy is also prohibited by law.



Attending HRC's Global Summit was really a great opportunity for me to share the pain and struggle we face as LBT women in Nigeria and to meet and learn from advocates from HRC and other countries doing similar work. And it's been great to continue to be part of the HRC Global family and tell the stories of our community and fight for equality here.

- Owen, HRC Global Innovator from Nigeria and Founder of the Freedom Africa Initiative



SOUNDING THE ALARM

In the face of increased anti-LGBTQ crackdowns in Chechnya, Egypt, Azerbaijan, Bangladesh, Uganda, Tajikistan and Indonesia, coupled with silence from the Trump-Pence administration, the Global Program's work to sound the alarm about atrocities against LGBTQ people outside the United States has become even more important.

Often this work involves shining a spotlight on global atrocities, even if the U.S. government fails to intervene. Case in point, **HRC's #EyesOnChechnyacampaign**. As LGBTQ people have been rounded up, tortured, and even killed in the Russian Republic of Chechnya, the

HRC Foundation has taken action to help put an end to the atrocities. As part of the campaign, we have built out its website to include a section dedicated exclusively to the situation in Chechnya, held a rally outside the Russian Ambassador's residence, lobbied Congress and the administration, and called out the White House for their silence at every turn. While high-level Trump officials have been shamefully silent, our efforts have yielded results — a huge number of global leaders have spoken out about Chechnya, and both the U.S. House and Senate unanimously passed bipartisan resolutions condemning the atrocities and calling for thorough investigations.

SNAPSHOT GLOBAL PROGRAM ALUMNI

WHERE ARE THEY?

AFRICA

12 COUNTRIES

ASIA

15 COUNTRIES

EUROPE

20 COUNTRIES

LATIN AMERICAN AND THE CARIBBEAN

13 COUNTRIES

MIDDLE EAST/ NORTH AFRICA

10 COUNTRIES

**TOTALING
70 COUNTRIES
CONNECTIONS
AROUND THE GLOBE
AND GROWING**

PARTNER SPOTLIGHT

Open Society Foundations, MetLife Foundation and Levi Strauss & Co. have been important supporters of the Global Program.

THE HUMAN RIGHTS CAMPAIGN FOUNDATION IS GRATEFUL TO THE MANY INDIVIDUAL DONORS, COMPANIES AND FOUNDATIONS THAT SUPPORT OUR MISSION

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If you would like to make a gift to or partner with the HRC Foundation, please contact us.

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