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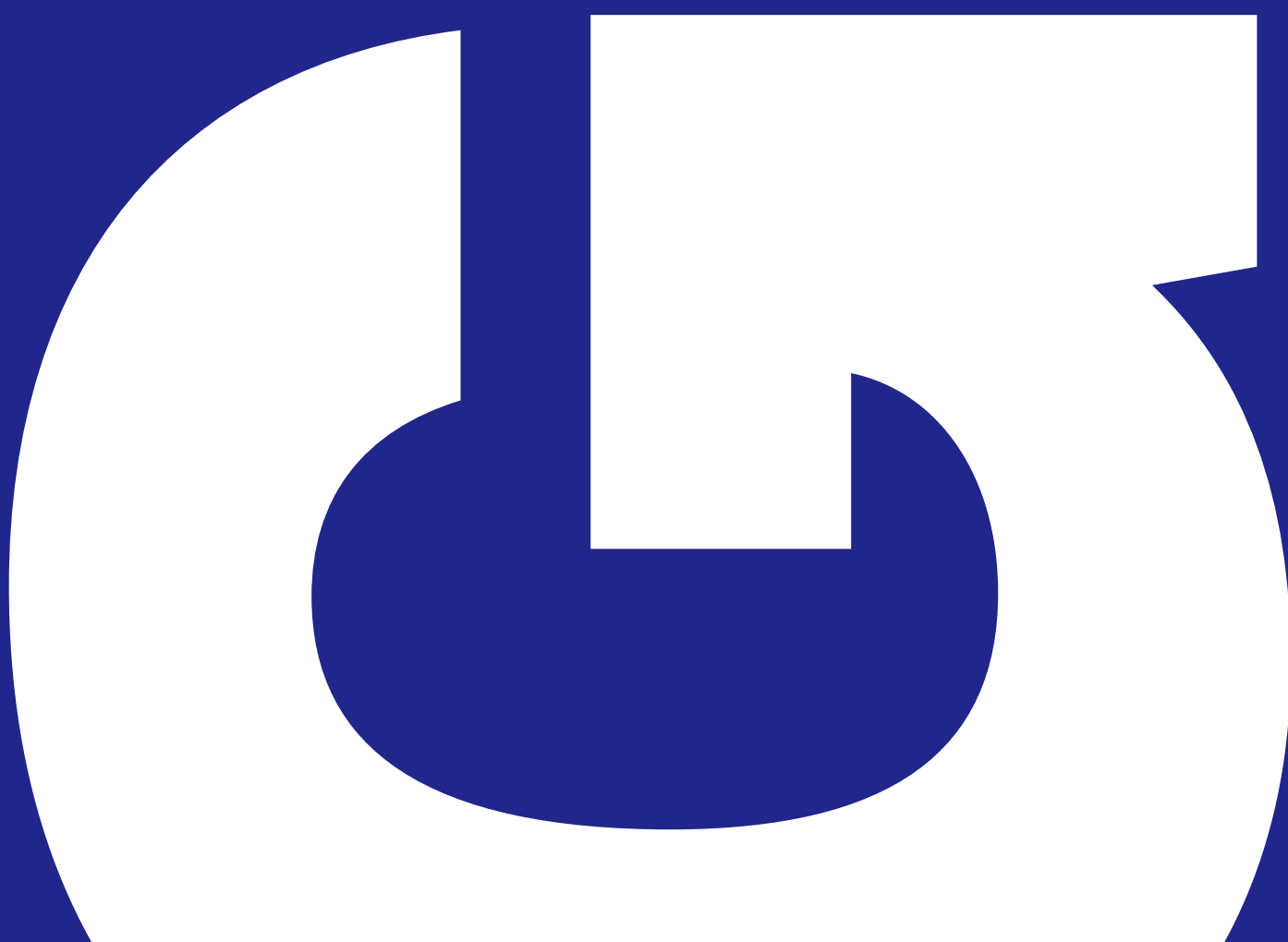
BATTLING
THE
BACKLASH,
DEFEATING
DISCRIMINATION
—
HRC 2016
ANNUAL REPORT




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A M***



***S O
W H A T
?***



BATTLING THE BACKLASH, DEFEATING DISCRIMINATION

Today, our movement for full equality faces new and enormous challenges on multiple fronts. Now — more than ever — we are ready to fight for the equal rights and fundamental dignity that all LGBTQ people deserve.

And thanks to you, the Human Rights Campaign is leading the way forward.

HRC is at the forefront of the fight in the U.S. Congress for the Equality Act — historic federal legislation that would finally end the unacceptable patchwork of non-discrimination laws across this country that threaten the livelihoods of LGBTQ Americans.

But we're not just fighting *for* our rights, we're also fighting to *protect* our rights. As our opponents work to pass state legislation targeting LGBTQ people, we're working to defeat hateful bills in states across this country that seek to write discrimination into the law and undermine our hard-won progress. And we're mobilizing and organizing to elect more pro-equality candidates up and down the ballot.

HRC is also expanding the frontiers of our fight for equality through programs like Project One America, which is moving equality forward in the Deep South. Our work through HRC Global is also helping to build partnerships with our allies abroad to strengthen the global equality movement. We're also expanding the groundbreaking

work of the HRC Foundation — which educates and helps build better, more inclusive communities for LGBTQ people in workplaces, classrooms, hospitals and churches — everywhere from the town hall to the corporate board room.

Most of all, we're working to break down the walls of hate and discrimination that continue to hold us back, and put too many at risk. In the wake of the tragedy in Orlando, we can't afford to let up in stomping out hate wherever it is allowed to persist.

Ultimately, the hatred that motivated this attack in Orlando is the same hatred that killed Matthew Shepard. It is the same hatred behind the killings at Emanuel AME Church in Charleston, the murders of three Muslim students in Chapel Hill and the massacre at a Sikh Temple in Wisconsin. And it is this hate we must work to defeat each and every day. Because we are Muslim. We are Jewish. We are women. We are black, white, Latinx, Asian and Native American. We are immigrants and we are people with disabilities. Our community is as diverse as the fabric of our nation. And we have all come too far and fought too hard to allow hatred to drag us backwards.

The support of leaders like you have allowed HRC to reach for new heights. By standing with us, you make us stronger. Together, there is nothing we can't achieve. Thank you for your support.



CHAD GRIFFIN

P R E S I D E N T

H U M A N R I G H T S C A M P A I G N

MOBILIZING TO #STOPIT

The tragic massacre at the Pulse nightclub in Orlando ended the lives of 49 LGBTQ people and allies, most of them Latinx, and injured 53 more. It was not the first time our community has been targeted with violence, but it was the most deadly.

HRC immediately called for justice for the victims, whose lives and celebrations were brought to an abrupt and cruel end by a vicious, hate-filled killer. We pledged to hold the purveyors of hate responsible for the violence. Our elected leaders must expand state-level hate crime laws. Today, only 15 states and Washington, D.C., have hate crime statutes that cover sexual orientation and gender identity; an additional 15 states protect only sexual orientation. This must change, and HRC is leading the charge.

The tragedy in Orlando also led HRC to adopt a policy platform in support of commonsense gun violence prevention measures to protect LGBTQ people in America. Among our goals:

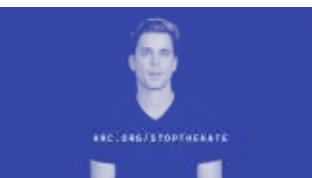
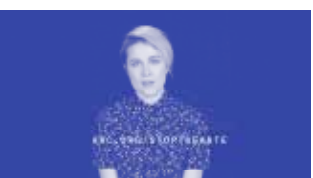
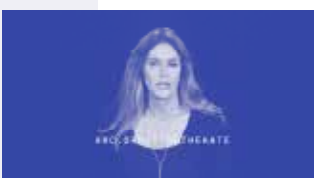
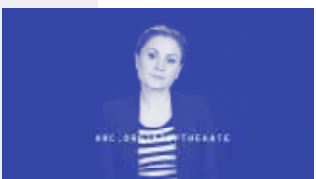
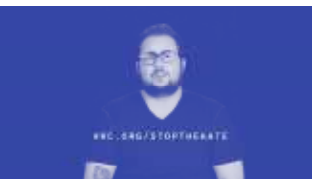
- Expanding background checks
- Limiting assault-style weapons
- Keeping guns out of the hands of suspected terrorists and domestic abusers

The opposition to gun safety policies may look insurmountable, but we are experienced at overcoming massive opposition against all odds. HRC will bring our proven political skills to this battle to make this country safer and more accepting of all — even as we urge our community to take precautions and make their own security a priority.

Outside our D.C. headquarters, HRC created a towering tribute to the victims. We also collaborated with Emmy Award-winning director Ryan Murphy and producer/writer Ned Martel to create an emotional video in which LGBTQ celebrities and allies describe each victim's life, love of family, work and passions. The video, now viewed more than 3.5 million times, urged people to stand with HRC by sending a message to Congress demanding commonsense laws to protect people from hate violence.



WE HATE



“THE SAFETY OF THE LGBTQ COMMUNITY ALSO DEPENDS ON OUR ABILITY TO END THE EPIDEMIC OF GUN VIOLENCE THAT HAS SPIRALED OUT OF CONTROL.”

HRC PRESIDENT CHAD GRIFFIN

— SECTION —

1

FACING NEW CHALLENGES

BACKLASH IN THE STATES



ACTIVIST CANDIS COX SPEAKS OUT AGAINST HB2 IN NORTH CAROLINA.

Although marriage equality is now a nationwide reality, scores of disgruntled legislators are pushing back under the guise of “religious freedom” — falsely claiming that protecting the civil rights of LGBTQ people infringes on their rights.

Emboldened, right-wing legislators began drafting laws allowing businesses to refuse to serve LGBTQ people ... nullifying local ordinances to protect LGBTQ rights ... and overtly discriminating against transgender people. More than 200 bills designed to harm LGBTQ people have been introduced in 34 states.

HRC is standing up to these bills everywhere they emerge. By rallying grassroots activists, mobilizing corporate allies and relentlessly fact-checking opponents’ lies, we’ve defeated the vast majority of attacks, including securing vetoes in South Dakota and Georgia.

The most notorious of these bills, HB2, was rammed through the North Carolina legislature in less than 12 hours — then signed in the dead of night by Gov. Pat McCrory. HRC President Chad Griffin met with McCrory, and more than 200 CEOs and business leaders signed a letter urging repeal. But the governor, like his legislative colleagues, proved shamefully willing to court economic catastrophe to indulge his own bigotry.

It is costing North Carolina dearly — roughly a half billion dollars in economic activity, at print time. The U.S. Justice Department filed a civil rights lawsuit against the state and threatened to cut off billions in federal education funding. We worked alongside ally and former Solicitor General Ted Olson to file an amicus brief on behalf of 68 leading businesses in support of the Department of Justice’s suit against HB2.

And, in a stunning rebuke, the National Basketball Association announced it would not hold the 2017 NBA All-Star Game in Charlotte after all, a painful and costly consequence of HB2. The NCAA, ACC and CIAA shortly followed suit, pulling dozens of major championships from the state.

HRC will work tirelessly until the days of attacking LGBTQ people for political gain are over.

“LET ME ALSO SPEAK DIRECTLY TO THE TRANSGENDER COMMUNITY ITSELF. ...WE SEE YOU; WE STAND WITH YOU; AND WE WILL DO EVERYTHING TO PROTECT YOU GOING FORWARD.”

U.S. ATTORNEY GENERAL LORETTA LYNCH

SIDEBAR / FACTS

HRC deployed staff to 16 states to fight discriminatory bills, generated 200,000 constituent contacts to legislators, provided legal support to local allies, and educated lawmakers, reporters and others about the effects of anti-LGBTQ bills.

OTHER GOOD NEWS

In Massachusetts, Republican Gov. Charlie Baker signed legislation banning discrimination against transgender people in hotels, restaurants and other public accommodations.

The United States Court of Appeals for the Fourth Circuit ruled that Virginia’s Gloucester County School District violated a transgender student’s rights by refusing to let him use the boys’ bathroom.

And 60 cities achieved perfect scores in HRC’s Municipal Equality Index — up from just 11 cities that did so in 2012, the inaugural year.



FIGHTING AGAINST THE DISCRIMINATORY HB2
IN NORTH CAROLINA



RALLYING IN MISSISSIPPI AGAINST
THE HARMFUL HB1523



ALLY BRUCE SPRINGSTEEN MEETS
WITH SUPPORTERS

SECTION

2

ESTABLISHING
EQUALITY
ACROSS THE
UNITED STATES

PASSING THE EQUALITY ACT

An unprecedented onslaught of anti-LGBTQ legislation in the states ... the shameless defiance of marriage equality by deplorable officials like Judge Roy Moore and County Clerk Kim Davis ... the continued discrimination against LGBTQ people in housing, employment, education, public services and spaces — these pernicious problems require a sweeping solution.

That's why HRC is pushing so hard for Congress to pass the bipartisan Equality Act, which will guarantee full civil rights for all LGBTQ people nationwide. The Equality Act was introduced on July 23, 2015, with a record-breaking number of co-sponsors that has since grown even larger.

Passage would guarantee equality on such a grand scale — and bring such wholesale change to the lives of LGBTQ people and families nationwide — that it constitutes, according to HRC President Chad Griffin, “truly the biggest legislative battle in the history of our movement.”

SIDEBAR /
FACTS

Nearly two-thirds of LGBTQ people nationwide report experiencing discrimination.

Thanks to the Supreme Court, marriage equality is the law of the land — yet 31 states still lack guaranteed non-discrimination protections on the basis of sexual orientation and gender identity. This means a gay couple could be legally married in the morning and legally kicked out of a restaurant that afternoon.

The Equality Act would provide explicit, permanent protections against discrimination based on sexual orientation or gender identity in employment, housing, access to public places, federal funding, credit, education and jury service. It would also prohibit discrimination on the basis of sex in federal funding and access to public places.

In March 2016, HRC launched the Business Coalition for Equality. This group of more than 80 companies — household names like Apple, Amazon, GE, PepsiCo and Target — already treat their own employees with fundamental dignity and fairness as a matter of policy. They support HRC's efforts to extend these basic protections to everyone, no matter where they work or live.

**"GAY
RIGHTS
ARE
HUMAN
RIGHTS
AND
HUMAN
RIGHTS
ARE
GAY
RIGHTS"**

HILLARY CLINTON

— SECTION —

3

KEEPING AN ALLY IN THE WHITE HOUSE

THE 2016 CAMPAIGN

Since 2009, LGBTQ Americans have had a pro-equality president, and it has led to historic protections. But we must stay the course to achieve full equality. And that's why, in January, HRC issued its first-ever endorsement for president prior to the Iowa Caucus in an openrace—for Hillary Clinton, who has put forward the most pro-equality agenda in U.S. history.

From executive orders to Supreme Court nominations, Clinton will protect our hard-won gains and move us forward. As U.S. Secretary of State, a U.S. senator, first lady and an attorney and advocate, she has been a stalwart leader, forcefully asserting that LGBTQ rights are human rights and making equality a pillar of her campaign. And when HRC succeeds in getting Congress to pass the Equality Act, President Hillary Clinton has made signing it her highest priority.

And then there's Donald Trump, a serial bully who would undermine civil rights for just about everyone, including the LGBTQ community. The GOP nominee signed a pledge to allow bigots to break federal law and deny LGBTQ rights under the guise of "religious liberty." He said he would apply a religious litmus test to judicial nominees. He told evangelical voters to "trust me" to be their ally against marriage equality, and would consider appointing Supreme Court justices who would vote to overturn marriage equality.

It's hard to believe that a President Trump would ever sign the Equality Act.

HRC is spearheading an unprecedented effort in 2016 to register, organize and mobilize the nation's 10 million LGBTQ voters, plus our millions of allies. We have offices in key battleground states, where we've deployed staff and recruited thousands of volunteers. We are fully engaged in the fight to elect Clinton and other equality-minded lawmakers up and down the ticket, from state and local offices to Congress and the White House.

The rights and future of LGBTQ people and families depend upon it.



HILLARY CLINTON ACCEPTS HRC'S ENDORSEMENT AT AN EVENT IN DES MOINES, IOWA.



SIDEBAR / FACTS

In key swing states like Ohio, North Carolina and Florida, the population of eligible LGBTQ voters is greater than the average margin of victory in the last three presidential elections.

Polls show 80 percent of Americans support federal non-discrimination protections for LGBTQ people.

Hillary Clinton has laid out the most robust and ambitious LGBTQ equality plan of any presidential candidate in history. Details include passing the Equality Act, outlawing dangerous "conversion therapy" for minors, ending the epidemic of transgender violence, and supporting HIV and AIDS prevention and affordable treatment.

Clinton's campaign manager, Robby Mook, is the first openly gay person to manage a major presidential campaign.

ELECTIONS MATTER

PRESIDENT OBAMA HAS MADE FAR-REACHING ADMINISTRATIVE AND REGULATORY POLICY CHANGES THAT HAVE DRAMATICALLY IMPROVED THE LIVES OF LGBTQ PEOPLE IN THE UNITED STATES AND AROUND THE WORLD.

HE SIGNED THE MATTHEW SHEPARD AND JAMES BYRD, JR., HATE CRIMES PREVENTION ACT, THE REPEAL OF "DON'T ASK, DON'T TELL," AND THE FIRST-EVER LGBTQ-INCLUSIVE VIOLENCE AGAINST WOMEN ACT.

HE APPOINTED A RECORD NUMBER OF LGBTQ JUDGES AND AMBASSADORS.

IN SEPTEMBER 2015, PRESIDENT OBAMA APPOINTED ERIC FANNING, WHO IS OPENLY GAY, AS SECRETARY OF THE U.S. ARMY. FANNING WAS CONFIRMED BY THE SENATE AND SWORN ON MAY 18, 2016.



V

S.



TRUMP
VS.
CLINTON
ON
LGBTQ
RIGHTS

| | <i>TRUMP</i> | <i>CLINTON</i> |
|-------------------------------|--|--|
| | Belittles and maligns immigrants, Muslims, Latinx, Jews, the disabled, refugees, women and others who make up the LGBTQ community | Has unequivocally affirmed her support for LGBTQ equality throughout her career |
| <i>MARRIAGE EQUALITY</i> | <p>Vowed to nominate U.S. Supreme Court justices who will repeal marriage equality</p> <p>•</p> <p>Told conservatives that evangelical voters can “trust him” to roll back marriage equality</p> | <p>Supports full marriage equality for same-sex couples</p> <p>•</p> <p>Will appoint U.S. Supreme Court justices who will protect LGBTQ rights</p> |
| <i>RUNNING MATE</i> | <p>Picked anti-LGBTQ Mike Pence, governor of Indiana and former U.S. congressman</p> <p>•</p> <p>As governor, Pence signed a disastrous law opening up discrimination against LGBTQ people that cost Indiana \$60 million in lost revenue</p> <p>•</p> <p>Pence also supported diverting HIV and AIDS funding to finance “conversion therapy”</p> <p>•</p> <p>In Congress, Pence sponsored a constitutional amendment prohibiting same-sex marriage</p> <p>•</p> <p>He voted against the Employment Non-Discrimination Act, against repealing “Don’t Ask, Don’t Tell,” and against the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act</p> | <p>Chose U.S. Sen. Tim Kaine of Virginia, a former governor and mayor with a history of support for LGBTQ equality</p> <p>•</p> <p>As governor, Kaine signed an executive order barring anti-gay discrimination in the state workplace</p> <p>•</p> <p>In the Senate, he is an original co-sponsor of the Equality Act</p> <p>•</p> <p>Kaine voted for the Employment Non-Discrimination Act and legislation to protect LGBTQ students from discrimination</p> |
| <i>TRANSGENDER RIGHTS</i> | <p>Supports state laws allowing discrimination against trans people, including children</p> <p>•</p> <p>Endorsed North Carolina’s HB2</p> | <p>Dedicated to exposing unreported violence against transgender people and punishing offenders</p> <p>•</p> <p>Favors extending civil rights protections for transgender people</p> |
| <i>DISCRIMINA- TION</i> | <p>Would sign legislation allowing discrimination against same-sex couples</p> <p>•</p> <p>Has threatened to appeal every one of President Obama’s executive orders, which include LGBTQ worker protections</p> | <p>Sponsored the Employment Non-Discrimination Act in Congress</p> <p>•</p> <p>Will sign the federal Equality Act creating nationwide protections for LGBTQ people and eliminating state-by-state discrimination</p> |

— SECTION —

4

MONITORING THE HATERS

KEEPING TRACK OF THE ANTI-LGBTQ INDUSTRY



ROWAN COUNTY (KENTUCKY) CLERK KIM DAVIS WITH LIBERTY COUNSEL PRESIDENT MAT STAVER.

Dangerous groups like the World Congress of Families, Alliance Defending Freedom, Liberty Counsel and many others share one goal: to obliterate the rights of LGBTQ people, and even our lives. Fueled by hate, they operate in the United States and abroad. The more we advance, the more they try to push us back. And the 2015 Supreme Court decision on marriage equality kicked them into high gear.

HRC energetically fights these groups on all fronts. Our staff tracks their activity — attending conferences and recording their rhetoric, then exposing their outrageous agendas and lies to the world.

And every time they try to throw their weight around, HRC steps in to buffer the damage.

Last November in tiny Mount Horeb, Wis., Liberty Counsel threatened to sue a local school that was planning to read *I Am Jazz*, a book by TLC star and HRC Youth Ambassador Jazz Jennings about her experiences as a transgender girl. Local parent Amy Lyle bravely stood up

to the powerful hate group, with prompt help on the ground from the HRC Foundation’s Welcoming Schools project.

Lyle and the HRC Foundation planned a much larger event at a local library, and the HRC Foundation donated 40 copies of Jazz’s book to give away. A crowd of more than 600 children and adults came to hear Jazz’s story — and a few days later, the local school board adopted measures to protect transgender students. This victory in Wisconsin inspired the HRC Foundation to organize *I Am Jazz* readings in schools, community centers and churches across the country.

We see it as our duty to shine a spotlight on these shameful groups, hold their leaders and followers accountable — and remind the pro-equality majority that while these views may be on the fringes, the dangerous groups that espouse them draw plenty of establishment support.

SIDEBAR / FACTS

During the 2016 GOP presidential primary, three mainstream candidates — Texas Sen. Ted Cruz, Louisiana Gov. Bobby Jindal and former Arkansas Gov. Mike Huckabee — spoke at the National Religious Liberties Conference in Iowa. Conference organizer Kevin Swanson advocated putting LGBTQ people to death.

The nation’s largest anti-LGBTQ group is the Alliance Defending Freedom, which fans the flames of LGBTQ hatred abroad as well as here in the United States. ADF has an annual budget of more than \$54 million.

ADF wrote marriage equality bans in Idaho, Colorado and South Carolina. It fights against nondiscrimination laws for LGBTQ people and uses its vast resources to bully transgender youth by filing bogus lawsuits protesting laws designed to protect them.

Liberty Counsel calls people who advocate for LGBTQ equality “terrorists” and says progress toward equality will cause God to destroy America.

Liberty Counsel President Mat Staver represented Rowan County (Kentucky) Clerk Kim Davis, who was jailed for refusing to provide marriage licenses to LGBTQ couples after the Supreme Court decision.

MORE THAN 200

**ANTI-LGBTQ BILLS
ACROSS 34 STATES
IN 2016**

65%

**OF ANTI-LGBTQ BILLS ARE IN
JUST EIGHT SOUTHERN STATES**

16 STATES

WHERE HRC HAS DEPLOYED STAFF SO FAR

200,000+

HRC EMAIL ACTIONS

\$42K

**DAILY COST TO NORTH CAROLINA
TAXPAYERS FOR THE SPECIAL
LEGISLATIVE SESSION TO PASS
ANTI-LGBTQ LEGISLATION**

190+

ANTI-LGBTQ BILLS DEFEATED

\$4.5B

**OF TITLE IX FUNDING AT RISK
IN NORTH CAROLINA ALONE
RESULTING FROM ANTI-LGBTQ LAW**

“WE ARE JEWISH. WE ARE WOMEN. WE ARE BLACK, WHITE, LATINX, ASIAN AND NATIVE AMERICAN. WE ARE IMMIGRANTS AND WE ARE PEOPLE WITH DISABILITIES. SO WHEN DONALD TRUMP ATTACKS ONE OF US, HE IS ATTACKING ALL OF US. AND WE HAVE ALL COME TOO FAR, FOUGHT TOO HARD AND ACCOMPLISHED TOO MUCH TO ALLOW A SERIAL BULLY TO STRIP IT ALL AWAY.”

CHAD GRIFFIN

SECTION

5

DEFEATING ANTI-TRANS HATE

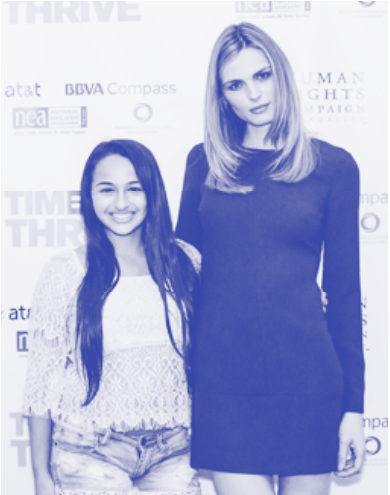
SEEKING ACCEPTANCE AND FREEDOM FROM FEAR



U.S. SECRETARY OF HOUSING AND URBAN DEVELOPMENT JULIAN CASTRO WITH LGBTQ YOUTH



ABC'S JOHN QUINONES SPEAKS TO LGBTQ YOUTH



JAZZ JENNINGS AND SUPERMODEL ANDREJA PEJIC



JOHN QUINONES AND THE BIGGEST LOSER TRAINER BOB HARPER

SIDEBAR / FACTS

In 2015, U.S. Congressional allies formed the Transgender Equality Task Force. In testimony before the group, HRC President Chad Griffin called violence against transgender people “an epidemic that’s raging across the country and ravaging our communities.”

TIME TO THRIVE CONFERENCE

The third annual Time to THRIVE conference, held near Dallas in February, focused on safety, inclusion and well-being for LGBTQ youth. Time to THRIVE is a project of the HRC Foundation, in partnership with the National Education Association and the American Counseling Association.

TLC star Jazz Jennings signed her book, *I Am Jazz*, along with co-author Jessica Herthel.

U.S. Secretary of Housing and Urban Development Julian Castro delivered the keynote address. “I’m proud to say that we’re now enforcing the Fair Housing Act against landlords that discriminate against transgender Americans based on their gender identity.”

Other speakers included trans health advocate Blossom Brown; Judy and Dennis Shepard of the Matthew Shepard Foundation; YouTube stars Aaron Rhodes and Raymond Braun; and transgender supermodel Andreja Pejic.

Transgender people are more visible in the United States than ever before — yet far too many remain targets of hatred and violence. HRC is shining a spotlight on discrimination against transgender people and threats to their safety.

In 2015, we partnered with the Trans People of Color Coalition to produce *Addressing Anti-Transgender Violence: Exploring Realities, Challenges and Solutions for Policymakers and Community Advocates* — a tool to document hate crimes and murders of transgender people and find ways to end transphobia and eliminate the victimization of this vulnerable community.

Every year, on Nov. 20, we memorialize people who have lost their lives at the Transgender Day of Remembrance. TDOR events take place all over the United States and around the world — India, Brazil, South Africa and elsewhere.

The HRC Foundation is giving voice to parents who support their transgender children — and encouraging others to do the same — through “Moms for Transgender Equality” and “Dads for Trans Equality,” a video series highlighting families’ experiences raising and protecting their children.

These videos have been viewed more than 7.5 million times since their release in 2015.

“I WORRY ABOUT MY DAUGHTER’S FUTURE EVERY DAY. I WORRY BECAUSE, TO THIS DAY, TRANSGENDER PEOPLE ARE DENIED THE SAME RIGHTS AS THEIR PEERS. I WORRY BECAUSE TRANSGENDER PEOPLE FACE SIGNIFICANT FEAR AND DISCRIMINATION. ... I WORRY BECAUSE SOME REPUBLICAN POLITICIANS HAVE DECIDED THAT IT IS GOOD POLITICS TO TARGET A VULNERABLE GROUP OF PEOPLE THAT INCLUDES MY DAUGHTER.”

WAYNE MAINES, FATHER OF NICOLE, A TRANSGENDER YOUTH

**“WHAT DO YOU DO
WHEN YOU COME
FACE TO FACE
WITH BIGOTRY AND
DISCRIMINATION
AND THAT LITTLE
VOICE IN THE BACK
OF YOUR HEAD SAYS
‘DO SOMETHING.’
DO YOU STEP IN
OR DO YOU STEP
AWAY?”**

**JOHN QUIÑONES, HOST OF ABC'S WHAT WOULD YOU DO, SPEAKING AT
HRC FOUNDATION'S TIME TO THRIVE CONFERENCE**

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— SECTION —

6

EXPANDING EQUALITY GLOBALLY

EVERYONE, EVERYWHERE



U.S. VICE PRESIDENT JOE BIDEN, CHAD GRIFFIN AND SATYA NADELLA, ANTHONY SCARAMUCCI AND OTHER BUSINESS LEADERS DRIVING A CONVERSATION ON LGBTQ INCLUSION AT THE WORLD ECONOMIC FORUM MEETING IN DAVOS, SWITZERLAND.

In more than 70 countries, being LGBTQ or even supportive of LGBTQ rights could be a crime. In as many as ten of those countries, same-sex activity is punishable by death. And anti-LGBTQ governments are silencing and persecuting advocates by passing laws sanctioning oppression, turning a blind eye to severe injustice, or using their positions of power to encourage societal stigma, violence and rejection. To address inequality and persecution abroad, HRC is working with the U.S. government, foreign LGBTQ advocates and global business leaders.

We advocate for a U.S. foreign policy that promotes the human rights of LGBTQ people.

We host emerging LGBTQ leaders as Global Fellows at HRC to provide them with new skills and experience as advocates. We annually bring advocates from around the world to Washington, D.C., for our Global Innovative Advocacy Summit, providing them the chance to learn from HRC and exchange methods for making change in different countries and context. We partner with LGBTQ organizations and advocates in other countries to support their campaigns and initiatives with capacity-building training and technical assistance.

And we work with corporate allies to push for inclusive employment policies and business leadership on issues of equality not just in the United States, but around the world.



U.S. AMBASSADOR TO THE UNITED NATIONS SAMANTHA POWER DELIVERS AN IMPASSIONED KEYNOTE AT HRC'S SPRING EQUALITY CONVENTION ON THE FIGHT FOR GLOBAL LGBTQ EQUALITY.

SIDEBAR / FACTS

HRC's inaugural Global Innovative Advocacy Summit brought together global innovators from 26 countries to Washington, D.C., to connect, share, learn, inspire and commit to action to advance LGBTQ equality in their home countries. They were welcomed by U.S. National Security Advisor Susan Rice and U.S. Special Envoy for the Human Rights of LGBTI Persons Randy Berry.

At the Clinton Global Initiative Annual Meeting in September 2015, HRC launched the HRC Global Business Coalition, a group of multinational corporations dedicated to advancing LGBTQ workplace equity around the world. The 12 founding companies employ 1.4 million people in 190+ countries.

In 2015, for the first time ever, HRC's Corporate Equality Index assessed international companies' treatment of LGBTQ employees abroad as well as in the United States.

To help the 4,000-plus LGBTQ asylum-seekers who arrive in the United States annually, the HRC Foundation collaborated with the LGBT Freedom and Asylum Network and the National LGBTQ Task Force to produce Stronger Together: A Guide to Supporting LGBTQ Asylum Seekers in the United States.

At the beginning of the Islamic New Year, the HRC Foundation released Coming Home: To Islam and to Self, a resource guide for LGBTQ Muslims. It is the third in HRC Foundation's Coming Home guides for LGBTQ people of faith.



— SECTION —

7

CREATING CONNECTIONS, FINDING COMMON GROUND

PROJECT ONE AMERICA



“HB 1228 THREATENS TO UNDERMINE THE SPIRIT OF INCLUSION PRESENT THROUGHOUT THE STATE OF ARKANSAS AND DOES NOT REFLECT THE VALUES WE PROUDLY UPHOLD.”

WALMART CEO DOUG MCMILLON

SIDEBAR / FACTS

HRC Alabama has engaged 130 faith communities in the state, leading discussions on gender identity, sexual orientation and theology.

HRC Arkansas laid the groundwork through Project One America to mobilize 2,000 people to protest HB 1228, a so-called religious freedom bill, for four consecutive days.

Arkansas retail giant Walmart came out against HB 1228 — the first time the company has taken a public position on LGBTQ rights.

Since Project One America came to Arkansas, Tyson Foods has increased its HRC Corporate Equality Index score from 35 to 85.



MISSISSIPPI RALLY



Now entering its third year, HRC’s Project One America is building fellowship in places where LGBTQ people remain on the outside, vulnerable to bullying, discrimination and violence. By forging alliances with local leaders, people of faith and schools, we are giving LGBTQ people the opportunity to live freely and participate fully in their own communities.

Launched in 2014, Project One America operates permanent campaigns — HRC Arkansas, HRC Alabama and HRC Mississippi — and puts boots on the ground in places where it is needed most.

Steadily, we are making progress — changing hearts and minds, advancing enduring legal protections and building more inclusive institutions for LGBTQ people, from schools to churches to the workplace.

HRC’S GLOBAL INNOVATIVE ADVOCACY SUMMIT PARTICIPANTS AND HRC STAFF DISCUSS EXPERIENCES AND GOOD PRACTICES ON TRANSGENDER EQUALITY.

— SECTION —

8

MAKING HEALTHY PROGRESS *FIGHTING HIV & AIDS*

For all the progress we've made in the decades since the HIV and AIDS epidemic began, we are still working to eliminate the stigma, expand access to testing and affordable treatment — and, of course, find a cure.

In January, thanks to a generous grant from the Elton John AIDS Foundation, the HRC Foundation launched the HIV 360° Fellowship Program to identify, nurture and train young leaders working on the front lines of HIV and AIDS advocacy, particularly focused on hard-hit communities. The inaugural group of HIV 360° Fellows comprises 10 outstanding young advocates who are playing leadership roles in nonprofits and state and local agencies.

The HRC Foundation, in collaboration with AIDS United and with support from the Elton John AIDS Foundation, released *What Do I Do? A Handbook to Understanding Health and HIV* to provide accurate and actionable information about HIV prevention, treatment and care. (Photos on pp.22–23 are from HRC photo shoot of local HIV advocates, activists and educators in the New York area.)

The HRC Foundation is a partner in the PRIDE Study, the first long-term, nationwide, large-scale health study of people who identify as LGBTQ or another sexual or gender minority. Run by LGBTQ doctors and researchers, and designed for LGBTQ people, the PRIDE Study includes an annual online survey and mobile app so participants can easily communicate with researchers and update their information.

HRC continues to push to make HIV and AIDS prevention and cure a public health priority across the country.



1.2M

1.2 million people in the United States are living with HIV; 50,000 new cases are diagnosed annually.



1 IN 7

1 in 7 people do not know their HIV status.



HRC's 2016 Time to THRIVE conference featured HRC youth ambassadors Tamara Williams and Thomas Davis talking about being young and HIV-positive. Williams is a black trans woman and Davis is an L.A.-based activist and HRC 360° fellow.

HRC CONTINUES TO PUSH TO MAKE HIV AND AIDS PREVENTION AND CURE A PUBLIC HEALTH PRIORITY ACROSS THE COUNTRY.



34_x

Transgender women are nearly 34 times more likely to have HIV than other women.



HIV

If current trends continue, 1 in 2 black gay or bisexual men, 1 in 4 Latino gay or bi men and 1 in 11 white gay and bi men will be diagnosed with HIV.



500

In partnership with the National LGBT Health Education Center, HRC trained 500 doctors and healthcare providers throughout the Deep South on the importance of providing LGBTQ-friendly and HIV-inclusive care.



1^{IN} 4

1 in 4 cases of HIV affect youth between ages 13 and 24.



CDC

HRC and the Centers for Disease Control and Prevention created the #DoingIt campaign to promote the importance of open dialogue and testing related to HIV and AIDS.



50%

50 percent of new HIV infections in the United States are in southern states.

FINANCIAL SUMMARIES

FOR THE FISCAL YEAR ENDING MARCH 31, 2016

HUMAN RIGHTS CAMPAIGN
AND HUMAN RIGHTS CAMPAIGN
FOUNDATION

UNRELENTING

The events of the last year have shown that there is still so much work left to do to end anti-LGBTQ discrimination, legislation, hate and violence. Our work and your support are more important than ever.

HRC fights every day for the rights, dignity and safety of LGBTQ people here in America and around the world. While we have achieved much, the last year has shown that this is a dangerous time for LGBTQ people with challenges to our progress, our identity and our physical safety confronting us from every direction. The fight can be waged only because of the hundreds of thousands of individuals who generously support the work of the Human Rights Campaign and the Human Rights Campaign Foundation.

Total revenue amounted to \$54.0 million while expenses totaled \$56.2 million. Of this total, program spending amounted to \$39.0 million and represented 69.3% of every dollar spent. This fiscal year your support allowed us to: engage the historic Supreme Court decision in *Obergefell v. Hodges* on marriage equality; fight more than 200 anti-LGBTQ bills in state legislatures across the country; launch

impactful and groundbreaking training programs for LGBTQ activists from around the world, a new generation of HIV and AIDS activists here in America, and certified trainers for our Welcoming Schools curriculum; expand the reach and impact of our *Corporate Equality Index*, *Healthcare Equality Index* and *Municipal Equality Index*; expand our education and outreach to at-risk communities for HIV and AIDS; expand our programs targeted at youth well-being; and make an unprecedented investment in the 2016 presidential campaign.

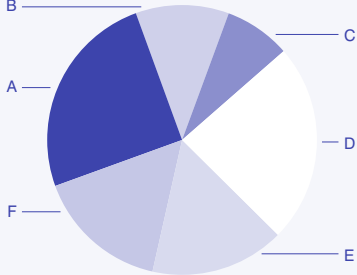
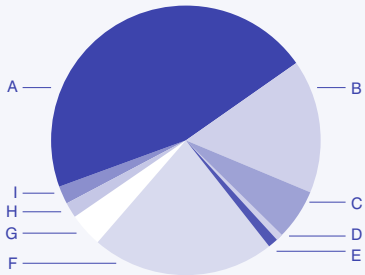
Expenses for management and general amounted to only 15.4% of total spending. On a combined basis, the cost of fundraising was 11.8% this year.

We thank you, our members and donors — especially our Federal Club, Federal Club Council, Partners and Equality Circle members — for your unwavering support of our important work. Through your generous financial support and continued dedication to equality, you’ve financed the key victories and growth we celebrate this year. Our work is not over. Much remains to be done. Now more than ever, your support is critical as we defend our hard-fought victories and struggle to bring equality forward.

STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2016 & 2015

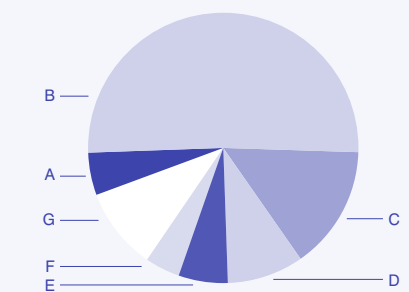
| HUMAN RIGHTS CAMPAIGN | | | | |
|--|----------------------|-----------------------------------|---------------|---------------|
| | 2016 UNRESTRICTED | 2016 TEMPORARILY RESTRICTED | 2016 TOTAL | 2015 TOTAL |
| BEGINNING NET ASSETS | | | \$10,051,726 | \$10,909,815 |
| REVENUE AND SUPPORT | | | | |
| Contributions: | | | | |
| Member Contributions | \$18,249,428 | \$453,905 | 18,703,333 | 19,211,375 |
| Federal Club/Major Donor | 5,693,102 | 964,926 | 6,658,028 | 6,417,646 |
| Corporate/Foundation Grants | 123,631 | 2,537,250 | 2,660,881 | 2,437,111 |
| Bequests | 23,994 | - | 23,994 | 144,906 |
| In-Kind | 238,658 | - | 238,658 | 378,179 |
| Special Events | 8,783,428 | 234,511 | 9,017,939 | 8,997,958 |
| Merchandise Sales | 1,538,832 | - | 1,538,832 | 1,851,128 |
| Investment & Other Income | 766,024 | - | 766,024 | 1,130,499 |
| HRC Foundation Contribution in Support of HRC Activities | 900,000 | - | 900,000 | 900,000 |
| Net Assets Released From Restrictions | 3,769,547 | (3,769,547) | - | - |
| Total Revenue and Support | 40,086,644 | 421,045 | 40,507,689 | 41,468,802 |
| EXPENSES | | | | |
| Program Services: | | | | |
| Federal, Field, Electoral and Legal Advocacy | 10,493,301 | - | 10,493,301 | 10,591,825 |
| Public Policy, Education and Training | 4,367,852 | - | 4,367,852 | 5,402,689 |
| Communications and Media Advocacy | 3,265,213 | - | 3,265,213 | 3,006,566 |
| Membership Education and Mobilization | 9,842,554 | - | 9,842,554 | 11,033,133 |
| Total Program Services | 27,968,920 | - | 27,968,920 | 30,034,213 |
| Supporting Services: | | | | |
| Management and General | 6,699,835 | - | 6,699,835 | 5,923,591 |
| Fundraising | 6,479,151 | - | 6,479,151 | 6,369,087 |
| Total Supporting Services | 13,178,986 | - | 13,178,986 | 12,292,678 |
| Total Expenses | 41,147,906 | - | 41,147,906 | 42,326,891 |
| CHANGE IN NET ASSETS | (\$1,061,262) | \$421,045 | (640,217) | (858,089) |
| ENDING NET ASSETS | | | \$9,411,509 | \$10,051,726 |

| 2016 SOURCES OF INCOME | | | 2016 USES OF INCOME | | |
|------------------------|-----------------------------|-----|---------------------|--|-----|
| A | Member Contributions | 46% | A | Federal, Field, Electoral and Legal Advocacy | 25% |
| B | Federal Club/Major Donor | 16% | B | Public Policy, Education and Training | 11% |
| C | Corporate/Foundation Grants | 7% | C | Communications and Media Advocacy | 8% |
| D | Bequests | <1% | D | Membership Education and Mobilization | 24% |
| E | In-Kind | 1% | E | Management and General | 16% |
| F | Special Events | 22% | F | Fundraising | 16% |
| G | Merchandise Sales | 4% | | | |
| H | Investment & Other Income | 2% | | | |
| I | HRC Foundation Contribution | 2% | | | |

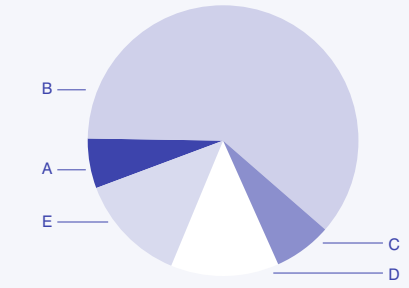


| HUMAN RIGHTS CAMPAIGN FOUNDATION | | | | |
|--|----------------------|-----------------------------------|---------------|---------------|
| | 2016 UNRESTRICTED | 2016 TEMPORARILY RESTRICTED | 2016 TOTAL | 2015 TOTAL |
| BEGINNING NET ASSETS | | | \$23,784,226 | \$23,797,118 |
| REVENUE AND SUPPORT | | | | |
| Contributions: | | | | |
| Contributions | \$823,153 | - | 823,153 | 931,789 |
| Federal Club/Major Donor | 8,040,679 | - | 8,040,679 | 7,255,829 |
| Corporate/Foundation Grants | 722,733 | 1,599,842 | 2,322,575 | 2,704,423 |
| Bequests | 1,396,681 | - | 1,396,681 | 3,154,724 |
| In-Kind | 1,026,168 | - | 1,026,168 | 1,294,149 |
| Special Events | 615,556 | - | 615,556 | 651,562 |
| Investment & Other Income | 1,658,265 | - | 1,658,265 | 1,628,035 |
| Net Assets Released From Restrictions | 2,372,247 | (2,372,247) | - | - |
| Total Revenue and Support | 16,655,482 | (772,405) | 15,883,077 | 17,620,511 |
| EXPENSES | | | | |
| Program Services: | | | | |
| Federal, Field, Electoral and Legal Advocacy | 1,123,940 | - | 1,123,940 | 1,771,289 |
| Public Policy, Education and Training | 10,622,234 | - | 10,622,234 | 10,115,342 |
| Communications and Media Advocacy | 1,222,483 | - | 1,222,483 | 1,227,249 |
| Total Program Services | 12,968,657 | - | 12,968,657 | 13,113,880 |
| Supporting Services: | | | | |
| Management and General | 2,267,159 | - | 2,267,159 | 2,057,899 |
| Fundraising | 2,235,493 | - | 2,235,493 | 2,374,260 |
| Total Supporting Services | 4,502,652 | - | 4,502,652 | 4,432,159 |
| Total Expenses | 17,471,309 | - | 17,471,309 | 17,546,039 |
| Change in Net Assets before Other Items | (815,827) | (772,405) | (1,588,232) | 74,472 |
| Other Items: | | | | |
| Return of Funds to Donor | - | (51,815) | (51,815) | - |
| Unrealized Gain/(Loss) on Interest Rate Swap | (34,816) | - | (34,816) | (87,364) |
| CHANGE IN NET ASSETS | (\$850,643) | (\$824,220) | (1,674,863) | (12,892) |
| ENDING NET ASSETS | | | \$22,109,363 | \$23,784,226 |

| 2016 SOURCES OF INCOME | | |
|------------------------|-----------------------------|-----|
| A | Contributions | 5% |
| B | Federal Club/Major Donor | 51% |
| C | Corporate/Foundation Grants | 15% |
| D | Bequests | 9% |
| E | In-Kind | 6% |
| F | Special Events | 4% |
| G | Investment & Other Income | 10% |



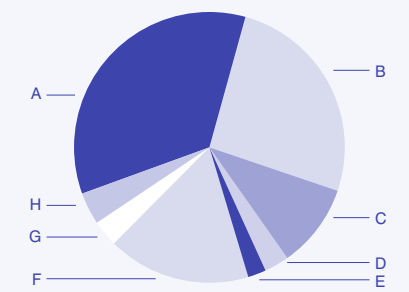
| 2016 USES OF INCOME | | |
|---------------------|--|-----|
| A | Federal, Field, Electoral and Legal Advocacy | 6% |
| B | Public Policy, Education and Training | 61% |
| C | Communications and Media Advocacy | 7% |
| D | Management and General | 13% |
| E | Fundraising | 13% |



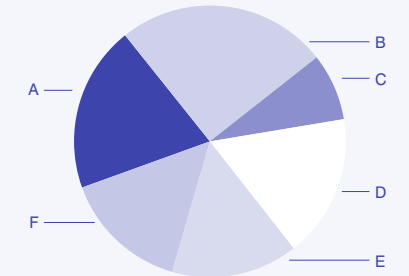
| HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED* | | | | |
|--|----------------------|-----------------------------------|---------------|---------------|
| | 2016 UNRESTRICTED | 2016 TEMPORARILY RESTRICTED | 2016 TOTAL | 2015 TOTAL |
| BEGINNING NET ASSETS | | | \$33,835,952 | \$34,706,933 |
| REVENUE AND SUPPORT | | | | |
| Contributions: | | | | |
| Contributions | \$19,072,581 | \$453,905 | 19,526,486 | 20,143,164 |
| Federal Club/Major Donor | 13,733,781 | 964,926 | 14,698,707 | 13,673,475 |
| Corporate/Foundation Grants | 846,364 | 4,137,092 | 4,983,456 | 5,141,534 |
| Bequests | 1,420,675 | - | 1,420,675 | 3,299,630 |
| In-Kind | 1,264,826 | - | 1,264,826 | 1,672,328 |
| Special Events | 9,398,984 | 234,511 | 9,633,495 | 9,649,520 |
| Merchandise Sales | 1,538,832 | - | 1,538,832 | 1,851,128 |
| Investment & Other Income | 898,171 | - | 898,171 | 1,351,442 |
| Net Assets Released From Restrictions | 6,141,794 | (6,141,794) | - | - |
| Total Revenue and Support | 54,316,008 | (351,360) | 53,964,648 | 56,782,221 |
| EXPENSES | | | | |
| Program Services: | | | | |
| Federal, Field, Electoral and Legal Advocacy | 10,451,430 | - | 10,451,430 | 11,162,595 |
| Public Policy, Education and Training | 14,855,254 | - | 14,855,254 | 15,391,490 |
| Communications and Media Advocacy | 3,990,713 | - | 3,990,713 | 3,904,437 |
| Membership Education and Mobilization | 9,665,466 | - | 9,665,466 | 10,830,879 |
| Total Program Services | 38,962,863 | - | 38,962,863 | 41,289,401 |
| Supporting Services: | | | | |
| Management and General | 8,652,042 | - | 8,652,042 | 7,691,263 |
| Fundraising | 8,578,192 | - | 8,578,192 | 8,585,174 |
| Total Supporting Services | 17,230,234 | - | 17,230,234 | 16,276,437 |
| Total Expenses | 56,193,097 | - | 56,193,097 | 57,565,838 |
| Change in Net Assets before Other Items | (1,877,089) | (351,360) | (2,228,449) | (783,617) |
| Other Items: | | | | |
| Return of Funds to Donor | - | (51,815) | (51,815) | - |
| Unrealized Gain/(Loss) on Interest Rate Swap | (34,816) | - | (34,816) | (87,364) |
| CHANGE IN NET ASSETS | (\$1,911,905) | (\$403,175) | (2,315,080) | (870,981) |
| ENDING NET ASSETS | | | \$31,520,872 | \$33,835,952 |

* NET OF INTERCOMPANY TRANSACTIONS

| 2016 SOURCES OF INCOME | | |
|------------------------|-----------------------------|-----|
| A | Contributions | 36% |
| B | Federal Club/Major Donor | 27% |
| C | Corporate/Foundation Grants | 9% |
| D | Bequests | 3% |
| E | In-Kind | 2% |
| F | Special Events | 18% |
| G | Merchandise Sales | 3% |
| H | Investment & Other Income | 2% |

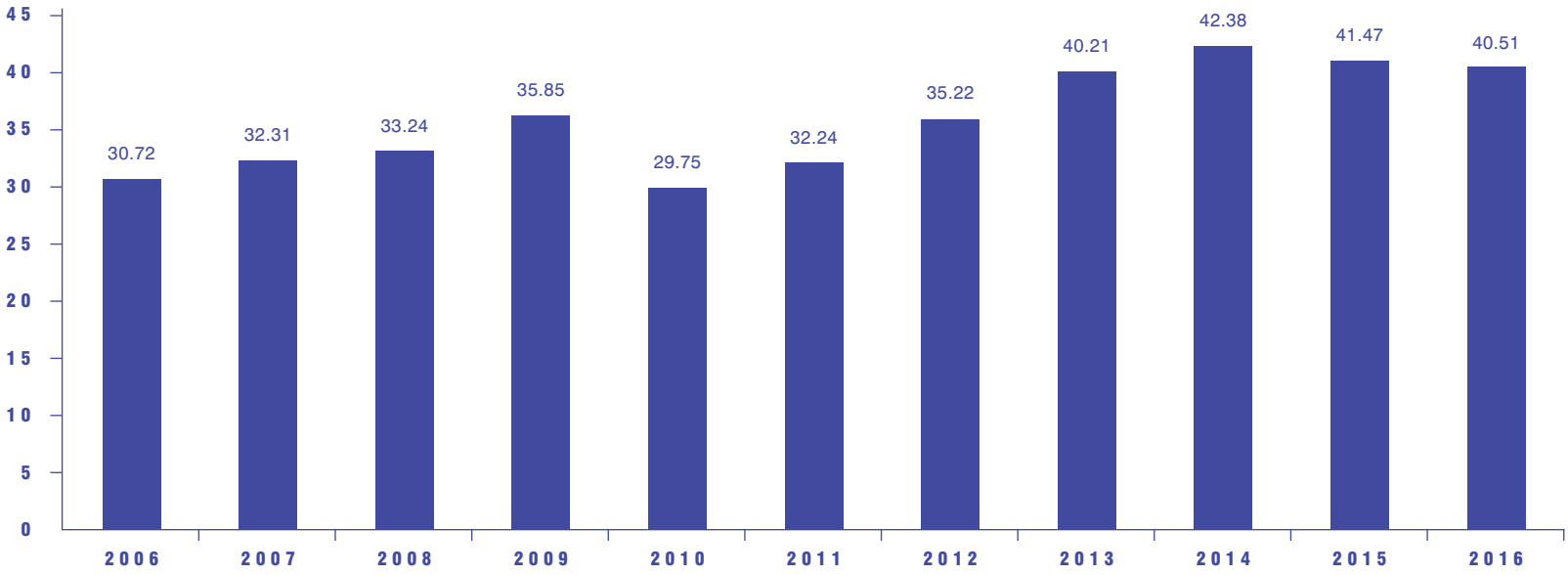


| 2016 USES OF INCOME | | |
|---------------------|--|-----|
| A | Federal, Field, Electoral and Legal Advocacy | 19% |
| B | Public Policy, Education and Training | 27% |
| C | Communications and Media Advocacy | 7% |
| D | Membership Education and Mobilization | 17% |
| E | Management and General | 15% |
| F | Fundraising | 15% |



HUMAN RIGHTS CAMPAIGN
INCLUDES HRC AND HRC POLITICAL ACTION COMMITTEE

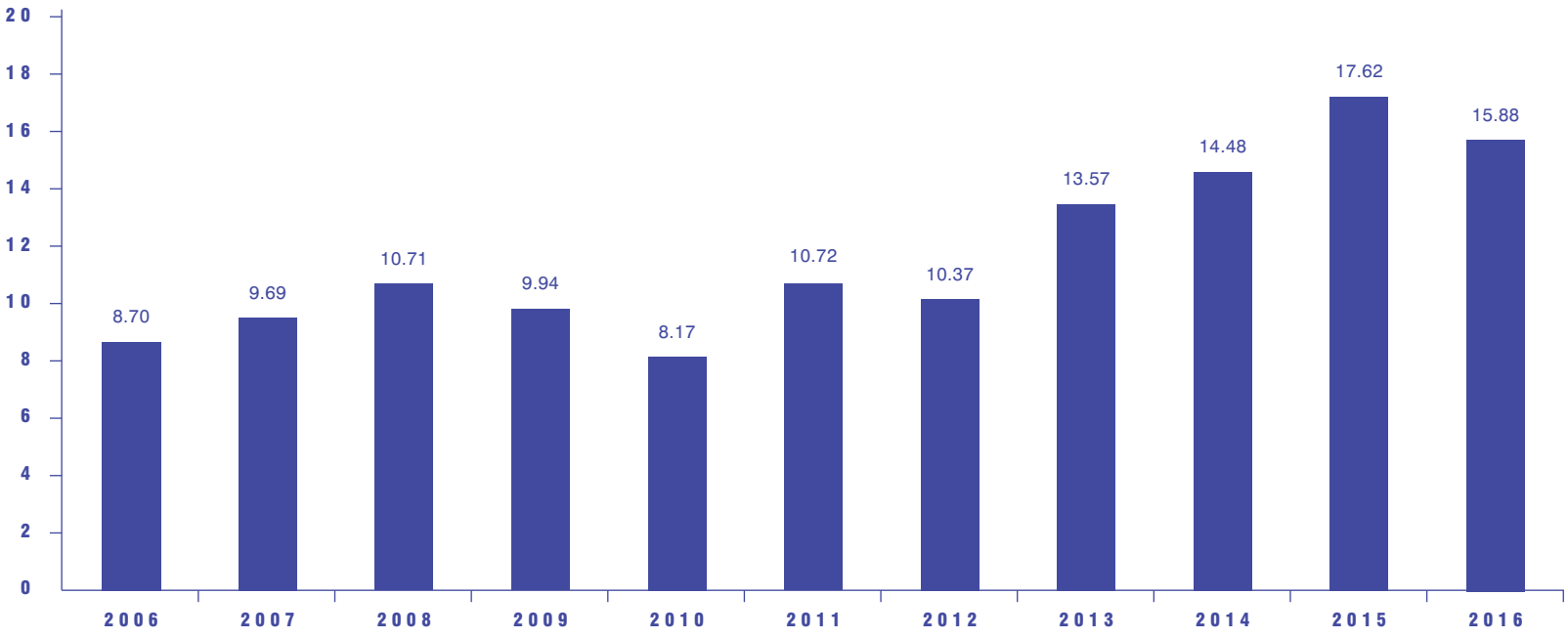
HRC INCOME SUMMARY (\$MILLIONS)



The Human Rights Campaign's cost of fundraising was 11 percent in 2016. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

HUMAN RIGHTS CAMPAIGN FOUNDATION

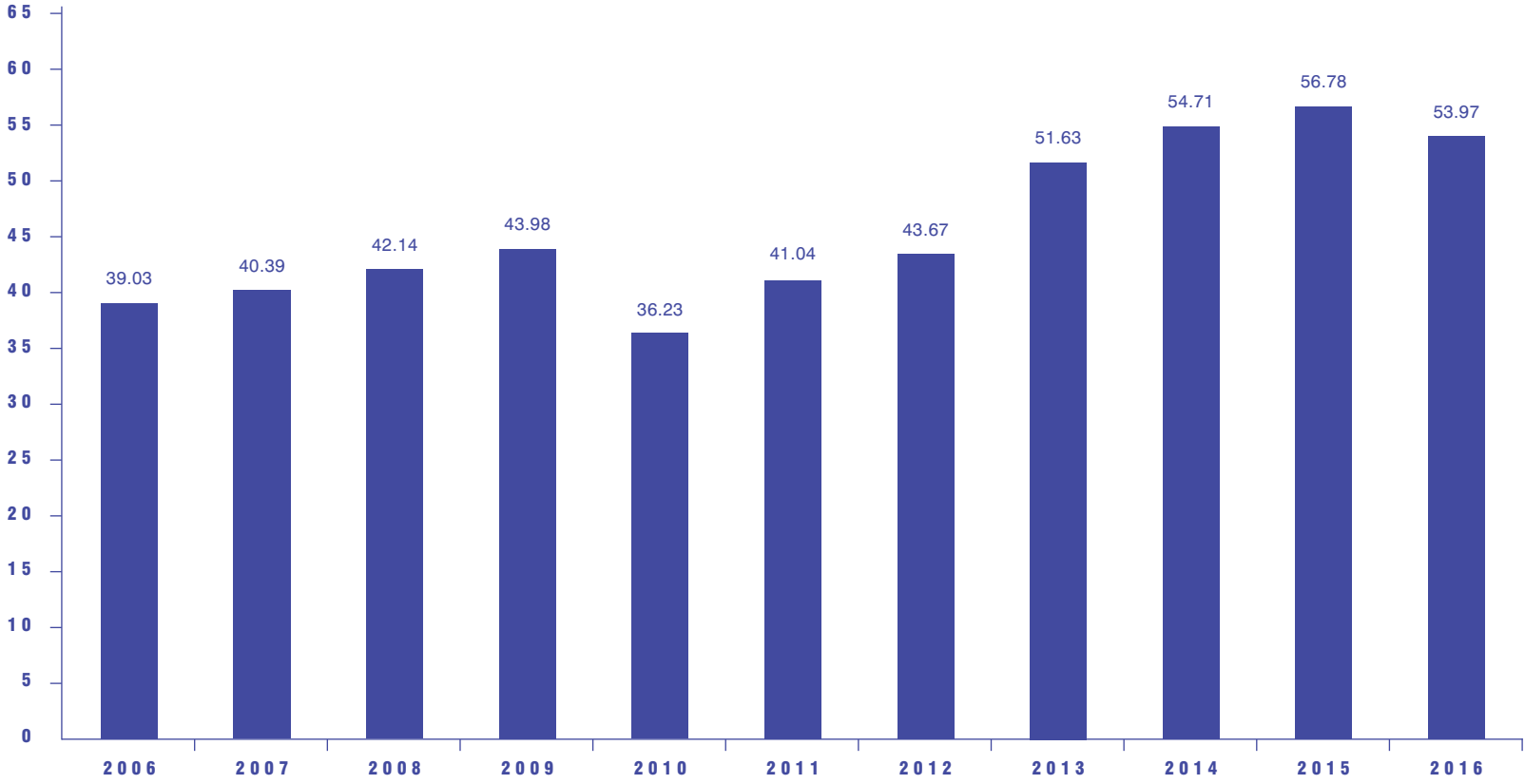
HRC FOUNDATION INCOME SUMMARY (\$MILLIONS)



The Human Rights Campaign Foundation's cost of fundraising was 13.7 percent in 2016. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED*

HRC AND HRC FOUNDATION INCOME SUMMARY (\$MILLIONS)



On a combined basis, the Human Rights Campaign and the Human Rights Campaign Foundation had a joint cost of fundraising of 11.8 percent in 2016. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

*NET OF INTERCOMPANY TRANSACTIONS

LEG

BB

Q



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