

HUMAN RIGHTS CAMPAIGN  
**EQUALITY  
FORWARD**  
**2015 *annual* REPORT**



HUMAN RIGHTS  
CAMPAIGN

—

*2015 annual report*

# EQUALITY FORWARD







THE BEST MOMENT OF 2015?

# Love Wins!

*“I’m just Jim.  
I just stood up for  
our marriage.”*

— JIM OBERGEFELL

That was Jim Obergefell’s modest take on being the named plaintiff in *Obergefell v. Hodges* — the case that went all the way to the U.S. Supreme Court and helped win this year’s historic victory for marriage equality.

Just 10 or 20 years ago, it would have been hard to believe that same-sex marriage would be legal in all 50 states. But so many Human Rights Campaign members have been instrumental in making change. Dozens of plaintiffs like Jim bravely stepped forward, and millions of other lesbian, gay, bisexual, transgender and allied HRC members and supporters like you, courageously spoke out, altering the hearts, minds and laws of a nation.

In 2013, Jim Obergefell married his partner of 20 years, John Arthur, who was suffering from amyotrophic lateral sclerosis. John could no longer walk. Speaking was difficult. In their two decades together, the couple had talked about marriage but they didn’t want it to be symbolic. They wanted it to be legal, just like the marriages of their heterosexual friends.

So when Jim and John realized their time together was limited, they flew on a medical transport plane to Maryland, where they could wed, and John’s aunt married them on the tarmac. Sadly, John died three months later. But when the state of Ohio, where the couple lived, fought listing Jim’s name on the death certificate as “surviving spouse,” he knew he had to fight for that recognition. He had to fight for their marriage.

As part of that fight, Jim joined other HRC members and supporters this year in signing the historic **People’s Brief** — calling for full nationwide marriage equality — to the Supreme Court. More than 207,500 people signed the first-of-its-kind Brief.

**THE REST IS HISTORY —  
HISTORY YOU HELPED MAKE,  
& ARE STILL MAKING.**

JUNE 26, 2015

# One for the History Books

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*“This is for  
you, John.”*

— JIM OBERGEFELL

After the historic decision on June 26, Jim Obergefell was greeted on the Supreme Court steps with a chorus of cheers and the singing of the “Star Spangled Banner.” There were hugs, speeches and interviews.

In his remarks to the crowd and the media, Jim said:

“Today’s ruling from the Supreme Court affirms what millions across this country already know to be true in our hearts. Our love is equal.”

“The four words etched onto the front of the Supreme Court — ‘Equal Justice Under Law’ — apply to us, too. All Americans deserve equal dignity, respect and treatment when it comes to the recognition of our relationships and families.”

Jim thanked the legal team and organizations that had rallied behind him. Then, his voice trembling with emotion, he held up a photo of his late husband, John Arthur.

“But mostly, I’d like to thank John, for loving me, for making me a better man, for giving me something worth fighting for. I love you. This is for you, John.”



***“We’re  
really proud  
of you.”***

— PRESIDENT OBAMA

As Jim Obergefell was being interviewed on the steps of the Supreme Court, he got a call from President Obama.

“We’re really proud of you,” the president told him on speakerphone, in a moment captured for history by CNN. “Not only have you been a great example for people, but you’re also going to bring about a lasting change in this country. And it’s pretty rare when that happens. So I couldn’t be prouder of you and your husband. God bless you.”

After the call, President Obama addressed the nation from the Rose Garden. He hailed the Supreme Court’s ruling to protect the rights of same-sex couples to marry, declaring that the decision has “made our union a little more perfect.”

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**HRC URGED AMERICANS TO  
“BE PART OF HISTORY.”**

HRC launched the **People’s Brief** when the Supreme Court announced that it would hear *Obergefell v. Hodges*. The Brief was a historic effort to give every American a chance to share their support of marriage equality with the high court. HRC developed a major social media campaign to drive supporters to a special webpage where they could read and sign the brief. Prominent athletes, artists, politicians and others joined in. Obergefell and HRC staff delivered a total of 19 boxes of signed briefs to the court.

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*Today's ruling from the*  
**SUPREME COURT**  
**AFFIRMS**

**WHAT MILLIONS ACROSS THIS COUNTRY  
ALREADY KNOW TO BE TRUE IN OUR HEARTS.**

*our LOVE is*  
**EQUAL**

— JIM OBERGEFELL

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7 MILLION TWEETS IN ONE DAY!  
HERE ARE SOME:

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**Jennifer Hudson**

@IAMJHUD

#LoveWins! Cheers to my partners in equality @whotels + @HRC: <http://whotels.ht/turnitup> #TURNITUPFORCHANGE



**Taylor Swift** @taylorswift13

"And you can want who you want... Boys and boys and girls and girls." #lovewins #FINALLY



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**Demi Lovato**

@ddlovato

#LOVEWINS

<https://instagram.com/p/4adGP5uKnk/>

**Ian McKellen**

@IanMcKellen

Congratulations, particularly to those who made the case for equality. So pleased to be celebrating @nycpride over the weekend. #LoveWins



**Pharrell Williams**

@Pharrell

Equality = Freedom  
Freedom = Love  
#LoveWins



**Ellen Page** @EllenPage

Wow. So moved to hear such amazing news. What a beautiful day. Grateful to those who have worked so tirelessly for equality. #lovewins



## A QUICK LOOK BACK AT THE CASES THAT GOT US TO MARRIAGE EQUALITY

### **Bowers v. Hardwick and Romer v. Evans**

— In 1986, the Supreme Court upheld in *Bowers* the constitutionality of a Georgia law criminalizing sodomy. In 1996, it struck down in *Romer* a state constitutional amendment in Colorado that would have prevented passage of a state law recognizing any LGB people as a protected class.

### **Goodridge v. Dept. of Public Health**

— In 2003, the Massachusetts Supreme Court's ruling brought marriage equality to the state.

### **Lawrence v. Texas**

— In 2003, the Supreme Court ruled that laws criminalizing sodomy are unconstitutional, making same-sex sexual activity legal in every U.S. state and territory.

### **United States v. Windsor**

— In 2013, the Supreme Court overturned Section 3 of the discriminatory federal Defense of Marriage Act (DOMA). The ruling affirmed that all loving and committed couples that are married deserve equal, legal respect and treatment from the federal government. The Obama Administration broadly and vigorously implemented the *Windsor* decision — and most federal agencies began to recognize all legally married same-sex couples, no matter where they lived. Soon, numerous state bans on same-sex marriage were overturned.

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## A LONG-AWAITED ANNOUNCEMENT:

*Married same-sex couples now finally have access to full federal benefits.*

More good news for the LGBT community! Thanks to this year's Supreme Court decision affirming a constitutional right to nationwide marriage equality, the Obama Administration confirmed on July 9, 2015, that married same-sex couples will finally have access to full federal benefits. From this day forward, the Department of Veterans Affairs and the Social Security Administration — which before the historic decision had continued to deny full benefits — will extend full benefits to same-sex couples. While there are still many benefits and protections that LGBT Americans are lacking, this is a huge step forward in the right direction.

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*Married*  
**SAME-SEX COUPLES**  
*now finally have*  
**ACCESS**  
**TO FULL FEDERAL**  
**BENEFITS.**























**# EQU**  
**# FOR**



**QUALITY  
WARD**

WE'VE GOT MOMENTUM, BUT

# We Can't Quit Now

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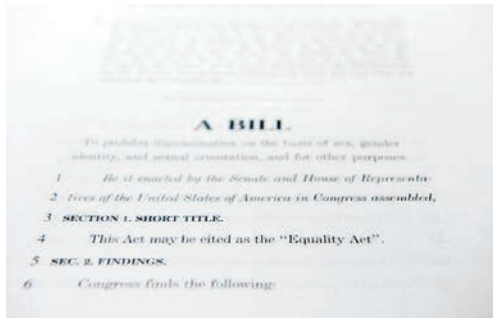
We've got the momentum, thanks to all of our HRC members and supporters who worked so hard with us to reach this historic moment. But we can't quit now. Marriage equality was just one fight — albeit a major one — in our quest for full LGBT equality. Beyond this historic Supreme Court decision — **beyond marriage** — we are still facing barriers to full equality that must come down if we are to keep making progress. It won't be easy. Lesbian and gay couples can now legally marry in all 50 states, but the patchwork nature of current LGBT civil rights protections leaves millions of people vulnerable to discrimination in their home states — and that can impact their jobs, their safety and even their health.

Now that marriage equality is the law of the land, a determined, well-funded — and powerful — group of extremists and their political allies are finding new and effective ways to discriminate against LGBT people. And anti-LGBT legislators have been successfully introducing bills state by state that will essentially legalize discrimination.

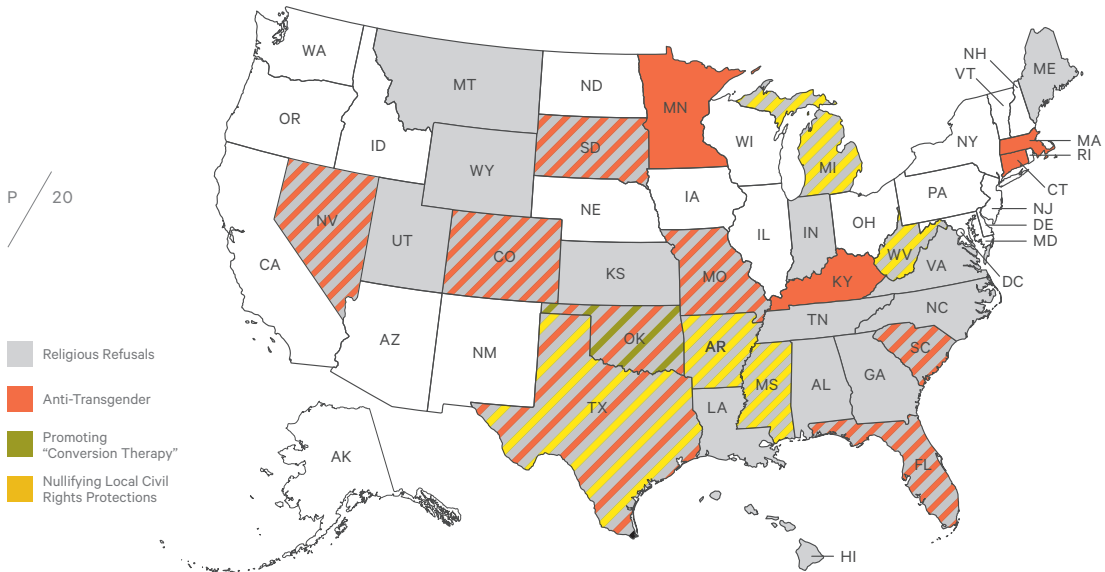
To meet this threat, with your help, HRC has an aggressive, multi-pronged strategy in place to ensure that LGBT people have **ALL** the same rights and privileges as other Americans.

***Extremists and their political allies are finding new and effective ways to discriminate against LGBT people.***

So HRC is working around the clock to introduce and promote a comprehensive federal LGBT non-discrimination bill. It is the biggest legislative effort in our history — and to succeed — we will need the commitment and support of every last one of our HRC members. But even that doesn't go far enough.



## 100+ ANTI-LGBT BILLS IN 29 STATES IN 2015



Until we can pass national legislation, we rely on each of the 50 states to protect the fundamental rights of LGBT people. Unfortunately, in 2015, our enemies proved that they are looking towards state laws to discriminate — not protect!

Anti-LGBT legislators introduced more than 100 bills in 29 states with the goal of essentially legalizing discrimination. These bills, which are often under the guise of religious freedom, would allow people to be denied service at a restaurant or a hotel — or even medical treatment — because of their sexual orientation or gender identity.

Luckily, thanks to the generosity of HRC members, HRC staff and volunteers were on the ground across the country — influencing lawmakers to amend language in the bills, or preventing them from passing altogether.

But our enemies have not given up. And until the Equality Act is passed, protecting the rights of all LGBT Americans, HRC will continue to make sure that hate does not take hold in our state legislatures.

MOVING #EQUALITYFORWARD NATIONWIDE

# — Passing a Federal LGBT Bill

*Currently, there is  
no explicit national law  
ensuring basic LGBT  
civil rights.*

Any state can pass discriminatory laws — or provide unequal protection of rights. That means that a same-sex couple in Virginia can get legally married one day, only to risk being fired the next because of their sexual orientation. Or a transgender man who moves from Iowa to Oklahoma immediately loses the safeguards he once had.

**To address these injustices, HRC has launched a campaign to pass federal legislation that will guarantee equal protections for LGBT people wherever they live.**

Finally, LGBT people won't have to decide between living in the place they call home and having basic civil rights any more. **It is the biggest legislative effort in our history.**

## **SPONSORS**

At introduction, the Equality Act was sponsored by long-time LGBT-rights advocates Rep. David N. Cicilline of Rhode Island, Sen. Jeff Merkley of Oregon, Sen. Tammy Baldwin of Wisconsin and Sen. Cory Booker of New Jersey. The bill has 209+ co-sponsors.

The federal bill will cover discrimination in credit, education, employment, federal funding, housing, jury service and public spaces — like hotels and restaurants. Millions of members and supporters give HRC the national reach and influence it will take to pass this critical legislation. And we've made progress by creating a bipartisan coalition that is in support of this bill. But our enemies sit in both the House and Senate. To get this done, HRC has to recruit more supporters and advocates — and use more resources — than ever before. Right now, we are building a large, diverse coalition, crossing party lines, ideological boundaries, religious differences and age groups.

MOVING #EQUALITYFORWARD

# — Fighting Discrimination State by State

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*Until we pass national legislation, we rely on each of the 50 states to protect the fundamental rights of LGBT people — and you are helping us fight discriminatory legislation as it arises.*

In 2015 alone, more than 100 anti-LGBT bills were introduced in 29 states — ranging from places like Massachusetts to Mississippi. It's clear that our enemies have proven beyond a doubt that they are looking towards state laws to discriminate — not protect.

They've followed a similar strategy trying to combat the pro-choice movement — and they have been alarmingly successful at passing state laws so restrictive in nature that performing abortions legally in certain states is virtually impossible, despite the Supreme Court's ruling in *Roe v. Wade*. And rest assured they will continue trying to curb-back LGBT rights until they are successful, too.

These laws, which often hide behind the guise of religious freedom, would allow people to be denied service at a restaurant or hotel — or even medical treatment — because of their sexual orientation or gender identity. Just earlier this year a doctor in Michigan denied the treatment of an infant because her parents were lesbians. But HRC was able to be on the ground, fighting back because of the incredible support of members like you.



In Arkansas, HRC, with your support, was able to motivate lawmakers to amend their so-called “religious freedom” bill so that businesses would not be able to deny services to LGBT people. HRC successfully urged Walmart to speak out against the bill — the first time the Arkansas-based corporation weighed in publicly on anti-LGBT legislation.

— INDIANA

*Limiting the  
damage of the state’s  
new anti-LGBT bill.*



In Texas, legislators filed at least 23 bills promoting, even requiring, discrimination against LGBT people and their families. At great cost, HRC scored a victory in stopping all of these bills — and with your support, we worked tirelessly to pass non-discrimination ordinances in Houston and San Antonio. We will continue to advance fairness and equality for LGBT Texans.

— ARKANSAS

*Amending the  
“religious freedom”  
bill.*



In Indiana, facing tremendous economic damage and mounting public pressure from HRC, members like you, and other fair-minded Americans and business leaders, Indiana Gov. Mike Pence signed legislation limiting the damage of the state’s new anti-LGBT bill — but it still fell short of a full solution, which we are still working on.

— TEXAS

*Stopping  
23 anti-LGBT bills  
in the Lone Star  
State.*



*“We look at the jihad that is being waged right now, in Indiana, and in Arkansas, going after people of faith who respect the biblical teaching that marriage is the union of one man and one woman.”*

— U.S. SENATOR TED CRUZ OF TEXAS



*“We are not going to change this law.”*

— INDIANA GOV. MIKE PENCE,  
BEFORE SUCCUMBING TO PRESSURES  
FROM HRC AND ITS MEMBERS TO  
CHANGE LEGISLATION.



## Project One America — Moving #EqualityForward in the South

HRC's *Project One America* is an unprecedented effort to dramatically expand LGBT equality in the South through ongoing campaigns in Mississippi, Alabama and Arkansas. Launched in 2014, it is the largest coordinated campaign of its kind in the history of the South, where nearly 65% of LGBT people report lack of nondiscrimination protections.

*Project One America* aims to improve the lives of LGBT people in these states by changing hearts and minds — passing legal protections — and creating more inclusive and tolerant communities for LGBT people from the church pew to the workplace. So far, thanks to the generosity of HRC members, we've opened offices in Alabama, Arkansas and Mississippi. Our staff has been a vocal and public force as we work with community partners to change hearts and minds. And we've had success — from working with municipal governments to create pro-equality ordinances and laws, to working with community partners to further the conversation on equality.

But despite the progress we've made, this country is still divided into two Americas. On the East and West coasts, LGBT

people enjoy nearly complete legal equality. But in the other America — in the Midwest, Great Plains, Mountain West and particularly the South — even the most basic legal protections are nonexistent. **HRC rejects this status quo.** We are committed to supporting LGBT people and allies who have been working for decades to make this country **One America**.



### MEGAN MULLALLY & NICK OFFERMAN — AMERICANS FOR MARRIAGE EQUALITY

To protest the anti-LGBT legislation introduced in Indiana, actor Nick Offerman cancelled all of his scheduled shows in the state. This action was just one of many that Offerman and actor Megan Mullally, his wife, have taken over the years as advocates for equality as HRC members. In a video ad released by HRC as part of our *Americans for Marriage Equality* campaign, the couple also unforgettably made the point that it was time to end the exclusion of same-sex couples from marriage.

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## ALL GOD'S CHILDREN

HRC's "We are All God's Children" campaign is among the largest efforts by any organization to move people of faith on LGBT issues. Its aim? To bolster support for LGBT Mississippians, aid in the passage of pro-equality legislation ... and to dramatically advance change in the Deep South.

Mississippi was an ideal place to start our intensive effort. It is not only one of the country's most conservative states, it is also the nation's most religious. In addition, only one of five Mississippians says they know an LGBT person, whereas the national average is nine in 10.

Thanks to the generous support of HRC members and donors, HRC held town hall meetings, met people face-to-face, and developed moving ads (that run TV and online) that tell the story of LGBT families in Mississippi. In one ad, long-time Mississippian Mary Jane Kennedy recounted her son coming out to her as gay, and how her strong faith helped her to accept him. A self-described "Bible-believing, born-again Christian," Mary tells her fellow Mississippians that "God calls us to love each other."



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## LGBT RIGHTS AT RISK

### ONLY 18

states explicitly prohibit discrimination based on sexual orientation and gender identity.

### ONLY 3

additional states explicitly prohibit discrimination based on sexual orientation.

### ONLY 19

states explicitly prohibit discrimination in housing based on sexual orientation and gender identity.

### ONLY 14

states address discrimination against students based on sexual orientation or gender identity.

## STATE EQUALITY INDEX

### — HOLDS STATES ACCOUNTABLE

Launched in 2014 by the HRC Foundation, the State Equality Index is a comprehensive state-by-state report that provides a review of statewide laws and policies that affect LGBT people. HRC's report found significant state-to-state disparities in LGBT discrimination protections — and revealed that, in many states, opponents of equality are ramping up efforts to discriminate against LGBT people by passing state-level laws that would undermine minimal existing protections and erode marital rights of legally-joined same-sex couples.

*“LGBT people are still unequal in areas such as adoption and surrogacy, employment benefits, and youth safety and well-being. Transgender people face additional inequalities relating to appropriate identification documents, access to healthcare, and violence prevention.”*

MOVING

# #EqualityForward for All

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## HRC IS COMMITTED TO A WORLD OF FUNDAMENTAL FAIRNESS AND EQUALITY FOR ALL.

That is why we are working so hard to strengthen the global equality movement by supporting the efforts of LGBT organizations and advocates abroad — raising awareness of discrimination and persecution faced by LGBT people worldwide — advocating for an LGBT-inclusive U.S. foreign policy — and exposing U.S. individuals and organizations who export hatred.

There is a network of American anti-LGBT extremists who are attempting to export their hate. These individuals are taking advantage of a lack of education and fear by spreading venomous rhetoric, outrageous theories and discredited science — such as telling people that LGBT people are responsible for the Holocaust, the Rwandan genocide, and the spread of HIV/AIDS. And they're influencing foreign governments to pass hateful — and often dangerous and violent — legislation against LGBT people, too.

In 2014, HRC Global released its groundbreaking report, *Export of Hate*, highlighting the work of American extremists abroad — which gained a wellspring of support from the global community and national press.

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**19 COUNTRIES**  
HAVE FULL  
MARRIAGE EQUALITY,  
**AND 2**  
HAVE PARTIAL EQUALITY.

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AT LEAST  
**8 COUNTRIES**  
PUNISH SAME-SEX ACTIVITY  
WITH DEATH.

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**75 COUNTRIES**  
CRIMINALIZE SAME-SEX  
RELATIONSHIPS.

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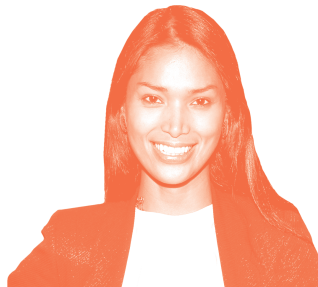
## HRC Going Global for #EqualityForward

We are at a critical time in the global equality movement. Change is happening at a rapid rate. As some LGBT people around the world achieve legal equality, many more live in fear and isolation under the rule of governments that criminalize their very identities. So it is more important than ever that we work together to ensure that these LGBT people are not left behind. *HRC Global* is a key part of #EqualityForward, strengthening the global equality movement through public education, advocacy, fellowships, partnerships and research.

### A HISTORIC VICTORY FOR MARRIAGE EQUALITY IN IRELAND

This year, Ireland became the first country in the world to pass marriage equality through a national referendum. The fight for marriage equality in Ireland was led by tireless and courageous advocates from across the country. And through an unprecedented voter registration campaign and voter mobilization effort by the Irish LGBT community, voters cast their ballots overwhelmingly for equality.

**HRC was proud to support and share our experiences fighting for equality with our Irish counterparts. We are proud to celebrate this historic victory with them — and with our membership.**



***“We are trying to create a global unified messaging for why it is important for countries all over the world to adapt new policy in gender recognition law.”***

— GEENA ROCERO, GENDER PROUD

### A CAMPAIGN FOR TRANSGENDER RIGHTS IN THE PHILIPPINES

As part of the global equality movement, HRC Foundation is a proud partner of *Gender Proud* — a campaign advocating for transgender rights in the Philippines. Launched by model, advocate and transgender woman, Geena Rocero, *Gender Proud*’s goals are to advocate for policies that allow transgender individuals to change their names and gender markers without having to go through surgery.

HRC GLOBAL IS A KEY PART OF  
**#EQUALITY  
FORWARD**  
STRENGTHENING THE  
*global equality  
movement*  
THROUGH PUBLIC EDUCATION, ADVOCACY,  
FELLOWSHIPS, PARTNERSHIPS & RESEARCH.

## Moving #Equality Forward by Educating the LGBT Community on HIV/AIDS

Even as we make tremendous progress in the fight for LGBT equality, who you are and where you live still has an enormous impact on health — especially HIV/AIDS prevalence. So HRC has launched an intensive educational initiative to

ROUGHLY



**1 IN 7**

PEOPLE IN THE U.S.  
DO NOT KNOW THEIR HIV STATUS.



**1 IN 4**

NEW HIV INFECTIONS  
ARE OCCURRING AMONG YOUNG  
PEOPLE BETWEEN THE AGES  
OF 13 AND 24.

CLEARLY, THERE IS AN URGENT  
NEED FOR EDUCATION.

spotlight recent increases in HIV among gay and bisexual men and transgender women — encourage HIV testing — call attention to advances in prevention and treatment — and reduce the stigma experienced by HIV+ people.

This year, the HRC Foundation, in collaboration with Whitman-Walker Heath, released an updated guide to practicing safer sex that includes essential tips to minimize the spread of HIV. And HRC continues to push Congress to provide the strongest possible federal response to the epidemic.

### PARTNERING WITH THE ELTON JOHN AIDS FOUNDATION

In addition to being one of the most highly acclaimed performing artists of all time, Elton John is also the founder of the Elton John AIDS Foundation — a global non-profit organization working tirelessly to combat stigma, prevent infections, provide treatment and services and motivate governments to end AIDS. HRC is honored to join with Elton John and his Foundation in the global fight to eradicate HIV/AIDS once and for all.



## Advancing Transgender Rights — Moving #EqualityForward

HRC has worked tirelessly, with the help of our members and supporters, to increase public awareness of critical transgender community issues — including youth and family support and workplace equality. Now we have meaningful evidence that this heightened visibility is creating positive change.

Results from a new national survey commissioned by HRC reveal a significant uptick in the number of Americans who say they personally know or work with someone who is transgender — along with a corresponding increase in favorable feelings toward transgender people.

We want to ensure that transgender people, and those who love them, are celebrated rather than stigmatized, particularly in the media and popular culture. So HRC is offering our knowledge and resources to the media on how to talk about transgender issues — how to respectfully address transgender people — and much more helpful information.

**Another hopeful trend:** Transgender youth are expressing their true identities earlier. So HRC is working to provide these youth and their families with the resources and support they need. Recently, we launched a new area of our website dedicated to helping parents and other caregivers understand and support their transgender children and teens. HRC is also addressing school bullying and harassment, which affect transgender students disproportionately, by pushing for several pieces of federal legislation: the Student Non-Discrimination Act and the State School Improvement Act.

### VISIBILITY MATTERS:



**66% OF LIKELY VOTERS WHO  
KNOW A TRANSGENDER PERSON  
EXPRESSED SUPPORT FOR  
EQUALITY.**



**TRANSGENDER WORKERS  
REPORT UNEMPLOYMENT AT  
2X THE RATE OF THE POPULATION  
AS A WHOLE.**



**Transgender workers are at a high risk of unemployment and poverty.** Currently, there is no federal law that provides explicit legal protections for transgender workers based on gender identity — and only 17 states and the District of Columbia offer these protections. Among the burdens and inequities faced by transgender workers: pervasive misunderstanding, hiring bias, on-the-job discrimination and wage inequities, inability to update identity documents, and denial of personal medical leave.

**There is an epidemic of violence against transgender people.** HRC President Chad Griffin and others testified on Capitol Hill about the need to implement and enforce legislation to protect transgender people. It was the first-ever congressional forum on the topic.

HRC promotes employment protections and inclusive health care for the transgender community through our Corporate Equality Index which rates employers on non-discrimination policies, including gender identity.

#### **GUIDING THE CONVERSATION ON TRANSGENDER RIGHTS**

HRC is helping lead and shape the discussion of transgender issues by being a critical resource for the media. Earlier this year, HRC worked closely with ABC in advance of their historic interview with Caitlyn Jenner — guiding them through how to properly address transgender people, to providing them with accurate information.



## Moving #EqualityForward for LGBT Youth at Home, in School and in the Community

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Being supported in every aspect of their lives is important for all children and youth — especially lesbian, gay, bisexual, and transgender youth. From creating an inclusive learning environment — to understanding the challenges and resiliency of LGBT youth — HRC provides a wealth of supportive resources:

**HRC's Welcoming Schools** project offers professional development and curriculum for schools to create learning environments that embrace family diversity, avoid gender stereotyping and end bullying.

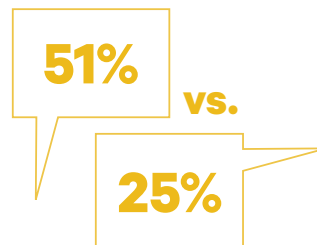
**HRC's Youth Well-Being Project** promotes safety, inclusion and well-being for LGBT youth, and is anchored by the annual Time to THRIVE conference.

**HRC's Youth and Campus Engagement Program** works with LGBT youth and young adults to help develop future leaders.



*“When you have two men raising a young child, that child grows up learning basically dysfunction and a sexual perversion as normality.”*

— PETER LABARBERA, PRESIDENT  
OF AMERICANS FOR TRUTH ABOUT  
HOMOSEXUALITY



LGBT YOUTH ARE MORE THAN 2X  
AS LIKELY AS NON-LGBT YOUTH  
TO SAY THEY HAVE BEEN VERBALLY  
HARASSED AT SCHOOL.

**ALL CHILDREN - ALL FAMILIES**  
**— A CRUCIAL ADOPTION PROJECT**

An estimated 2 million LGBT adults in the U.S. want to adopt children but are often legally unable to do so. HRC's All Children - All Families Project is fighting anti-LGBT adoption bills in many states by educating child welfare agencies about LGBT families through innovative resources including: an online agency self-assessment tool, comprehensive staff training, free technical assistance and more. It's all part of what we are doing for the next generation through #EqualityForward — and for the generations to come.



## #EqualityForward — What's at Risk in the 2016 Election

As we head into an election year, getting out the biggest pro-equality vote ever is a top priority for HRC. To build upon the successes of the Obama administration — which rewrote history by supporting marriage equality, outlawing LGBT discrimination for federal contract workers and championing transgender rights — we need to elect a new pro-equality president. HRC has launched a 2016 campaign to mobilize and organize — register and turn out — the estimated 10 million potential LGBT voters in the U.S., not to mention the millions of allies who support equality.

### *It's got to happen in a big way or we risk losing ground.*

The next president will set the tone — and the agenda — for the nation. Presidential leadership can move #EqualityForward by supporting a federal non-discrimination bill — standing up

### **NO TIME FOR COMPLACENCY**

Several tough elections — and not just for the presidency — are coming up in 2016, and the campaigns are in full-swing right now. So HRC has to get more boots on the ground — run more phone banks — organize more volunteers — and rally more support for pro-equality candidates. Let's win this one for us!

for transgender rights — and strengthening LGBT rights in every corner of the country. But if an anti-equality president gets elected they can veto any federal non-discrimination legislation that gets passed ... they can issue executive orders rolling back hard-won rights ... and they can appoint judges who will rule against equality.

**It will take a strong president with strong pro-equality convictions to protect the gains of LGBT people moving forward — and to expand those protections to all LGBT people across the country. And it will take each and every one of us to make sure a pro-equality president gets elected!**

**HRC WAS ABLE TO BE**  
***On THE***  
***Ground***  
**FIGHTING BACK**  
*because of the incredible*  
**SUPPORT**  
**OF MEMBERS LIKE YOU!**

# Financial Summaries

FOR THE FISCAL YEAR ENDING MARCH 31, 2015

HUMAN RIGHTS CAMPAIGN AND

HUMAN RIGHTS CAMPAIGN FOUNDATION

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## PERSEVERE

*The recent unprecedented victories in the struggle for LGBT equality did not happen overnight. Rather, they are the culmination of years of investment and hard work.*

Every day the diligent work of the members, volunteers, boards and staff of HRC results in change that impacts millions of lesbian, gay, bisexual and transgender Americans and their families. But none of our progress, none of our momentum, none of our success would be possible without the hundreds of thousands of individuals who put their money where the mission is and support the work of the Human Rights Campaign and the Human Rights Campaign Foundation.

The fiscal year ending March 31, 2015, was truly a record-breaking year for HRC. Total revenue grew 4 percent to a record \$59.1 million. Total spending amounted to \$59.9 million. Of this total, program spending amounted to \$43.1 million and represented 72.1 percent of every dollar spent.



During this fiscal year, your support allowed us to: prepare the People's Brief and support the oral arguments in *Obergefell v. Hodges* that set the stage for the historic U.S. Supreme Court decision on marriage equality; fight more than 100 anti-LGBT bills in 29 states; launch field offices in Alabama, Arkansas and Mississippi, and bring HRC's expertise and clout to the international stage during the first full year for two new initiatives – Project One America and HRC Global; 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/AIDs; and continue to expand our programs targeted at youth well-being, including Welcoming Schools, All Children-All Families and our annual Time to THRIVE conference.

Expenses for management and general amounted to only 13.3 percent of total spending. On a combined basis, the cost of fundraising was 11.7% this year.

***We thank you, our members and donors — especially our Federal Club, Federal Club Council and Partners 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 struggle on to bring equality forward.***

# Financial Statements

## STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2015 AND 2014 HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINED

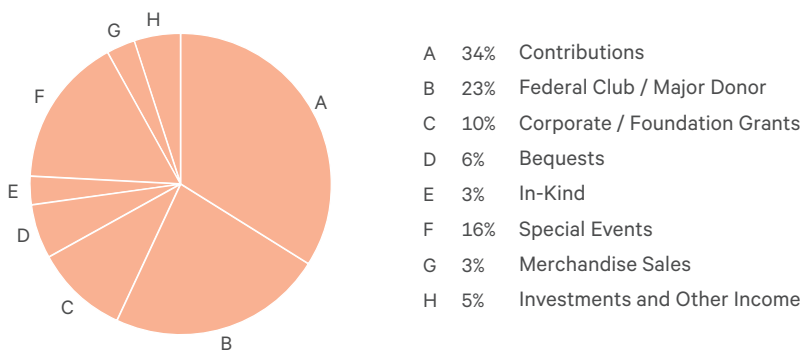
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	2015 Unrestricted	2015 Temporarily Restricted	2015 Total	2014 Total
<b><i>Beginning Net Assets</i></b>			\$34,706,933	\$32,674,454
<b><i>Revenue and Support</i></b>				
CONTRIBUTIONS				
Contributions	\$20,048,694	\$94,470	20,143,164	21,700,434
Federal Club / Major Donor Contributions	12,844,063	829,412	13,673,475	12,736,326
Corporate / Foundation Grants	1,684,707	4,356,827	6,041,534	6,376,090
Bequests	3,299,630	-	3,299,630	1,028,793
In-Kind	1,672,328	-	1,672,328	1,148,475
Special Events	9,649,520	-	9,649,520	8,962,916
Merchandise Sales	1,851,128	-	1,851,128	2,306,568
Investment and Other Income	2,758,534	-	2,758,534	2,597,382
Net Assets Released From Restrictions	4,717,960	(4,717,960)	-	-
<b>TOTAL REVENUE AND SUPPORT</b>	<b>58,526,564</b>	<b>562,749</b>	<b>59,089,313</b>	<b>56,856,984</b>

	2015 Unrestricted	2015 Temporarily Restricted	2015 Total	2014 Total
<b><i>Expenses</i></b>				
PROGRAM SERVICES				
Federal, Field, Electoral and Legal Advocacy	12,363,114	-	12,363,114	11,444,206
Public Policy, Education and Training	15,518,031	-	15,518,031	12,891,503
Communications and Media Advocacy	4,233,815	-	4,233,815	3,912,431
Membership Education and Mobilization	11,033,133	-	11,033,133	11,192,421
TOTAL PROGRAM SERVICES	43,148,093	-	43,148,093	39,440,561
SUPPORTING SERVICES				
Management and General	7,981,490	-	7,981,490	7,320,474
Fundraising	8,743,347	-	8,743,347	8,124,552
TOTAL SUPPORTING SERVICES	16,724,837	-	16,724,837	15,445,026
TOTAL EXPENSES	59,872,930	-	59,872,930	54,885,587
Change in Net Assets Before Other Items	(1,346,366)	562,749	(783,617)	1,971,397
OTHER ITEMS				
Unrealized Gain/(Loss) on Interest Rate Swap	(87,364)	-	(87,364)	61,082
<b><i>Change In Net Assets</i></b>	<b>(\$1,433,730)</b>	<b>\$562,749</b>	<b>(870,981)</b>	<b>2,032,479</b>
<b><i>Ending Net Assets</i></b>			<b>\$33,835,952</b>	<b>\$34,706,933</b>

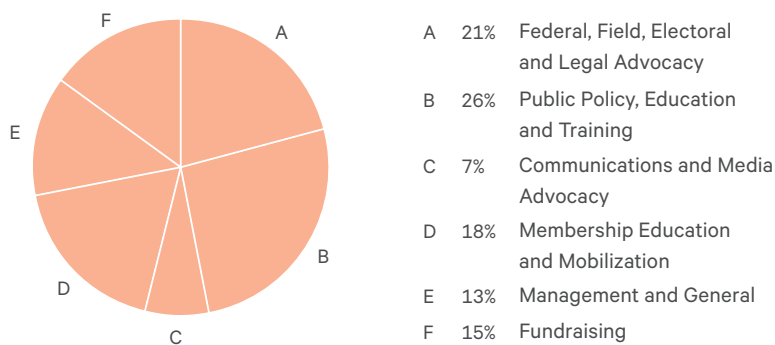
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## HRC AND HRC FOUNDATION *2015 Sources of Income*



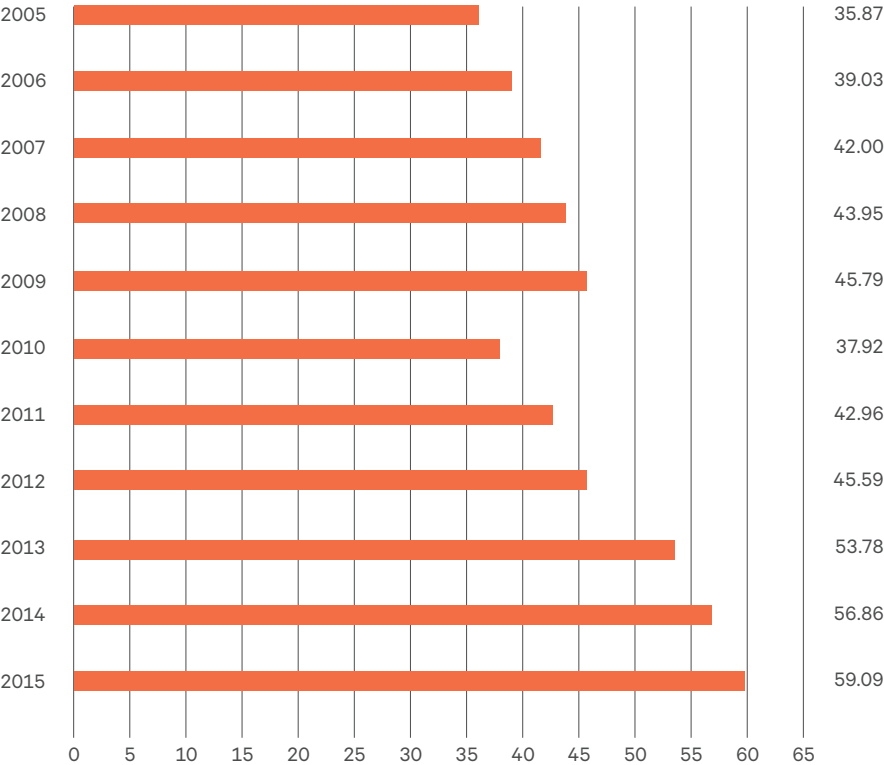

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## HRC AND HRC FOUNDATION *2015 Uses of Income*



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HRC AND HRC FOUNDATION  
*Income Summary (\$millions)*



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On a combined basis, the Human Rights Campaign and the Human Rights Campaign Foundation had a joint cost of fundraising of 11.7 percent in 2015. Cost of fundraising is calculated as total fundraising expenses divided by total revenue, as reported on the IRS Form 990 tax return.

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# Financial Statements

## STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2015 AND 2014 HUMAN RIGHTS CAMPAIGN

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	2015 Unrestricted	2015 Temporarily Restricted	2015 Total	2014 Total
<b><i>Beginning Net Assets</i></b>			\$10,909,815	\$7,733,158
<b><i>Revenue And Support</i></b>				
CONTRIBUTIONS				
Member Contributions	\$19,116,905	\$94,470	19,211,375	21,071,312
Federal Club / Major Donor Contributions	5,588,234	829,412	6,417,646	6,280,588
Corporate / Foundation Grants	29,861	2,407,250	2,437,111	1,864,803
Bequests	144,906	-	144,906	249,930
In-Kind	378,179	-	378,179	407,652
Special Events	8,997,958	-	8,997,958	8,515,740
Merchandise Sales	1,851,128	-	1,851,128	2,306,568
Investment and Other Income	1,130,499	-	1,130,499	985,375
HRC Foundation Contribution in Support of HRC Activities	900,000	-	900,000	700,000
Net Assets Released From Restrictions	3,180,858	(3,180,858)	-	-
<b>TOTAL REVENUE AND SUPPORT</b>	<b>41,318,528</b>	<b>150,274</b>	<b>41,468,802</b>	<b>42,381,968</b>

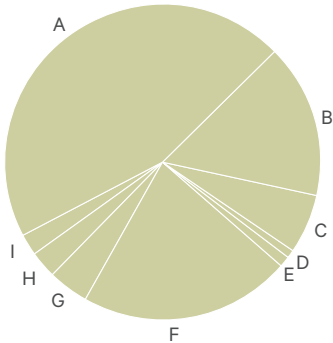


	2015 Unrestricted	2015 Temporarily Restricted	2015 Total	2014 Total
<b><i>Expenses</i></b>				
PROGRAM SERVICES				
Federal, Field, Electoral and Legal Advocacy	10,591,825	-	10,591,825	10,305,147
Public Policy, Education and Training	5,402,689	-	5,402,689	3,395,741
Communications and Media Advocacy	3,006,566	-	3,006,566	2,804,743
Membership Education and Mobilization	11,033,133	-	11,033,133	11,192,421
TOTAL PROGRAM SERVICES	30,034,213	-	30,034,213	27,698,052
SUPPORTING SERVICES				
Management and General	5,923,591	-	5,923,591	5,495,102
Fundraising	6,369,087	-	6,369,087	6,012,157
TOTAL SUPPORTING SERVICES	12,292,678	-	12,292,678	11,507,259
TOTAL EXPENSES	42,326,891	-	42,326,891	39,205,311
<b><i>Change in Net Assets</i></b>	(\$1,008,363)	\$150,274	(858,089)	3,176,657
<b><i>Ending Net Assets</i></b>			\$10,051,726	\$10,909,815

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HUMAN RIGHTS CAMPAIGN  
*2015 Sources of Income*

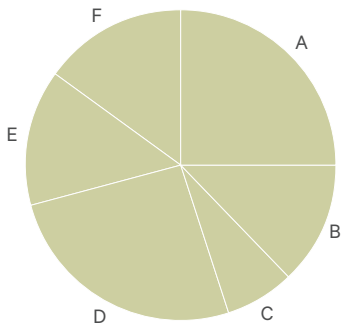
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- A 46% Member Contributions
- B 16% Federal Club / Major Donor
- C 6% Corporate / Foundation Grants
- D <1% Bequests
- E 1% In-Kind
- F 22% Special Events
- G 4% Merchandise Sales
- H 3% Investments and Other Income
- I 2% HRC Foundation Contribution

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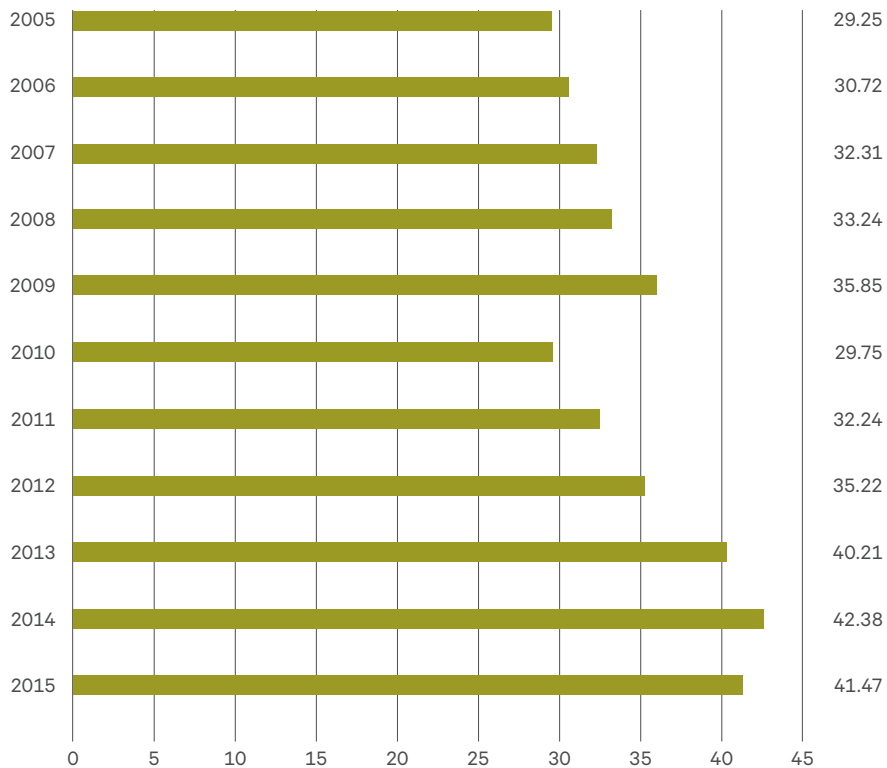
HUMAN RIGHTS CAMPAIGN  
*2015 Uses of Income*



- A 25% Federal, Field, Electoral and Legal Advocacy
- B 13% Public Policy, Education and Training
- C 7% Communications and Media Advocacy
- D 26% Membership Education and Mobilization
- E 14% Management and General
- F 15% Fundraising

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HUMAN RIGHTS CAMPAIGN  
*Income Summary (\$millions)*



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The Human Rights Campaign's cost of fundraising was 11 percent in 2015. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

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# Financial Statements

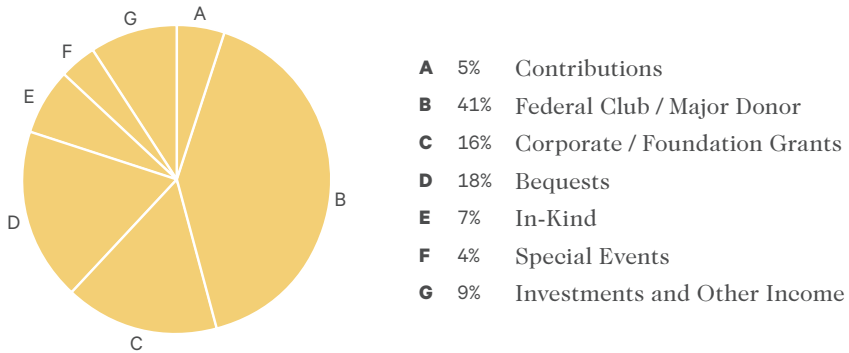
## STATEMENT OF ACTIVITIES FOR THE YEARS ENDED MARCH 31, 2015 AND 2014 HUMAN RIGHTS CAMPAIGN FOUNDATION

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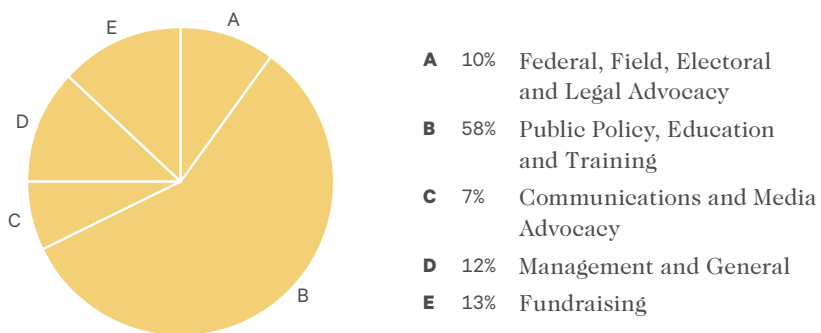
	2015 Unrestricted	2015 Temporarily Restricted	2015 Total	2014 Total
<b><i>Beginning Net Assets</i></b>			\$23,797,118	\$24,941,296
<b><i>Revenue And Support</i></b>				
CONTRIBUTIONS				
Contributions	\$931,789	-	931,789	629,122
Federal Club / Major Donor Contributions	7,255,829	-	7,255,829	6,455,738
Corporate / Foundation Grants	754,846	1,949,577	2,704,423	3,811,287
Bequests	3,154,724	-	3,154,724	778,863
In-Kind	1,294,149	-	1,294,149	740,823
Special Events	651,562	-	651,562	447,176
Merchandise Sales	-	-	-	-
Investment and Other Income	1,628,035	-	1,628,035	1,612,007
Net Assets Released From Restrictions	1,537,102	(1,537,102)	-	-
<b>TOTAL REVENUE AND SUPPORT</b>	<b>17,208,036</b>	<b>412,475</b>	<b>17,620,511</b>	<b>14,475,016</b>

	2015 Unrestricted	2015 Temporarily Restricted	2015 Total	2014 Total
<b><i>Expenses</i></b>				
PROGRAM SERVICES				
Federal, Field, Electoral and Legal Advocacy	1,771,289	-	1,771,289	1,139,059
Public Policy, Education and Training	10,115,342	-	10,115,342	9,495,762
Communications and Media Advocacy	1,227,249	-	1,227,249	1,107,688
TOTAL PROGRAM SERVICES	13,113,880	-	13,113,880	11,742,509
SUPPORTING SERVICES				
Management and General	2,057,899	-	2,057,899	1,825,372
Fundraising	2,374,260	-	2,374,260	2,112,395
TOTAL SUPPORTING SERVICES	4,432,159	-	4,432,159	3,937,767
TOTAL EXPENSES	17,546,039	-	17,546,039	15,680,276
Change in Net Assets Before Other Items	(338,003)	412,475	74,472	(1,205,260)
OTHER ITEMS				
Unrealized Gain/(Loss) on Interest Rate Swap	(87,364)	-	(87,364)	61,082
<b><i>Change In Net Assets</i></b>	<b>(\$425,367)</b>	<b>\$412,475</b>	<b>(12,892)</b>	<b>(1,144,178)</b>
<b><i>Ending Net Assets</i></b>			<b>\$23,784,226</b>	<b>\$23,797,118</b>

## HRC FOUNDATION *2015 Sources of Income*



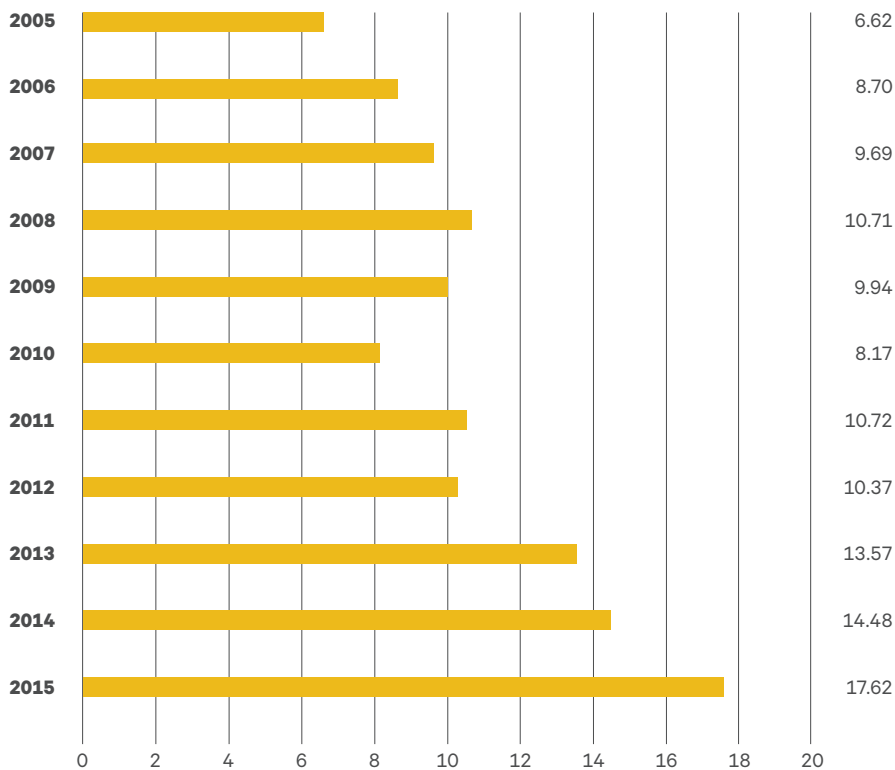
## HRC FOUNDATION *2015 Uses of Income*





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**HRC FOUNDATION**  
***Income Summary (\$millions)***



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The Human Rights Campaign Foundation's cost of fundraising was 13.5 percent in 2015. Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.

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## Board of Directors

Lacey All WA  
 Ian Barrett TX  
 Bruce Bastian UT  
 Vanessa Benavides TX  
 Michael Berman DC  
 Scott Bishop NC  
 Paul Boskind TX  
 Chris Carolan NY  
 Bill Donius MO  
 Patty Ellis PA  
 Christopher Flynn MA  
 Kirk Hamill DC  
 Suzanne Hamilton OH  
 James Harrison TX  
 Sheila Kloefkorn AZ  
 Tom Knabel MN  
 Chris Labonte PA  
 Joan Lau PA  
 Bryan Parsons CA  
 Lester Perryman LA  
 Hank Provost CO  
 Cheryl Rose OH  
 Linda Scaparotti CA  
 Mol Simmons GA  
 Ashley Smith DC  
 Steve Sorenson CA  
 Meghan Stabler TX  
 Ben Waldman WA  
 Brad White CA  
 Frank Woo CA

Current as of June 15, 2015

## Foundation Board of Directors

Gwen Baba CA  
 Elena Baca CA  
 John Barry IL  
 Bruce Bastian UT  
 Scott Bishop NC  
 Todd Canon TX  
 Lee Carter NC  
 Edie Cofrin GA  
 Bill Donius MO  
 Patty Ellis PA  
 Christopher Flynn MA  
 Charlie Frew GA  
 Suzanne Hamilton OH  
 Sheila Kloefkorn AZ  
 Britt Kornmann TX  
 Tom Kovach NV  
 Joan Lau PA  
 Andy Linsky CA  
 Joshua Miller NV  
 Bryan Parsons CA  
 Hank Provost CO  
 Cat Reid WA  
 Cheryl Rose OH  
 John Ruffier FL  
 Mol Simmons GA  
 Cathi Sealise TX  
 Judy Shepard WY  
 Steve Sorenson CA  
 Faye Tate CO  
 Robb Webb IL  
 Frank Woo CA

Current as of June 15, 2015

## All Children - All Families Advisory Council

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 Former Director of Cross Systems Integration, Knowledge Management, Casey Family Programs, Washington, DC

**Lane Barker**  
 Executive Director, Devereux Arizona, Scottsdale, AZ

**Garry Bevel**  
 Children's Ombudsperson, Jacksonville System of Care Initiative, Partnership for Child Health, Jacksonville, FL

**Janice Goldwater**  
 Founder and Executive Director, Adoptions Together, Silver Spring, MD

**Beverly Jones**  
 Vice President/Chief Program Officer, Lutheran Child & Family Services of Illinois, River Forest, IL

**Joe Kroll**  
 Executive Director, North American Council on Adoptable Children (NACAC), St. Paul, MN

**Ann McCabe**  
 Family Therapist and Child Welfare Consultant, Private Practice, Cape May, NJ

**Greg Rose**

Deputy Director, Children & Family Services Division, California Department of Social Services, Sacramento, CA

**Lori Ross**

Executive Director, Midwest Foster Care and Adoption Association, Independence, MO

**Karey Scheyd, M.P.A.**

Nonprofit Consultant Specializing in Child Welfare, Austin, TX

**Linda S. Spears**

Commissioner, Massachusetts Department of Children & Families, Boston, MA

**Colette Tobias**

Administrator, Office of Resource Families, Division of Youth and Family Services, New Jersey Department of Children and Families, Trenton, NJ

**Andre Wade**

Director of Operations, Gay & Lesbian Community Center of Southern Nevada, Las Vegas, NV

**Diane Wagner**

Former Division Chief, Adoptions and Permanency Resources Division, County of Los Angeles Department of Children and Family Services, Pasadena, CA

**Rob Woronoff, M.S.**

Child Welfare Consultant, Los Angeles, CA

## Welcoming Schools Advisory Council

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Executive Director, Our Family Coalition

**Renée Bradley, Ph.D.**

Special Education Advocate and Parent

**Vivian Carlo**

Associate Professor of Multicultural Education, Lesley University — School of Education

**Maureen Costello**

Director, Teaching Tolerance, Southern Poverty Law Center

**Matthew Fraizer**

President, Thomas A. Plein Foundation

**Fred Fuentes**

Executive Director, Office of Educational Options, Boston Public Schools

**Aimee Gelnaw**

Founding Member, Welcoming Schools Committee

**Susan Gorin, CAE**

Executive Director, National Association of School Psychologists

**Stephen Henry**

President, Metropolitan Nashville Education Association

**Emmy Howe**

Founding Member, Welcoming Schools Committee

**William A. Howe, Ed.D.**

Education Consultant for Multicultural Education, Title IX/ Gender Equity & Civil Rights, Connecticut State Department of Education

**Christopher W. McGinley, Ed.D.**

Superintendent of Schools, Lower Merion School District

**Kathy Pillsbury**

Founding Member, Welcoming Schools Committee

**Paul Sathrum**

Senior Policy Analyst, National Education Association

**Sean Slade, MEd.**

Director, Healthy School Communities, ASCD

**Graciela Slesaransky-Poe, Ph.D.**

Dean, Arcadia University School of Education

**Marlene Snyder, Ph.D.**

Director of Development, Olweus Bullying Prevention Program, Institute on Family and Neighborhood Life, Clemson University

**Diane Thornton, Ed.D.**

National Director, Learning for Life

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Director, Client Relationship Management, PNC Capital Advisors

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Vice President, National Accounts, United Healthcare

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Vice President, Global Inclusion & Staffing, General Mills

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**Wes Combs**  
NAMR Diversity and Inclusion Leader, The Boston Consulting Group, Inc.

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Region Manager, Shell Oil Co.

**Rosanna Durruthy**  
Chief Diversity Officer, Cigna

**Lori Fox**  
President & Founder, Lori Fox Diversity Consulting

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**Andrew Sendall**  
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**Kurt Serrano**  
Vice President, Human Resources, Biogen Idec

**Corey Smith**  
Manager, Diversity & Inclusion, Target Corp.

**Meghan Stabler**  
Sr. Director/Advisor, Business Management, Marketing & Communications, CA Technologies

**Charles (Chuck) Stephens**  
Associate Director, Global Diversity & Inclusion, Barclays

**Ed Westreicher**  
(Ret.), The Coca-Cola Company

**David Wilson**  
(Ret.), Verizon Communications Inc.

## HRC Senior Staff

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President

**Ann Crowley**  
Vice President, Membership & Online Strategy

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**Robert Falk**  
General Counsel

**Andrea Green**  
Finance Director

**Anastasia Khoo**  
Chief Marketing Officer

**Don Kiser**  
Creative Director

**Ana Ma**  
Chief of Staff & Chief Operating Officer

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**Jason Rahlan**  
Communications Director

**Jim Rinefierd**  
Senior Vice President for Finance & Operations

**Becky Ross**  
Human Resources Director

**Marty Rouse**  
National Field Director

**Susanne Salkind**

Senior Vice President of Human Resources & Leadership Development

**Christopher Speron**

Vice President, Development

**David Stacy**

Governmental Affairs Director

**Sarah Warbelow**

Legal Director

**JoDee Winterhof**

Senior Vice President, Policy and Political Affairs

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Founder and Executive Director, Muslim Education Center for Creative Academics Institute

**Eliel Cruz**

Columnist, Religion News Service Rabbi

**Denise Eger**

President, Central Conference of American Rabbis

**Bishop Yvette Flunder**

Presiding Bishop, The Fellowship of Affirming Ministries

**Rev. Wendell Griffen**

Pastor, New Millennium Church

**Rev. Dr. David Gushee**

Distinguished University Professor of Christian Ethics, Mercer University

**Rev. Candy Holmes**

Program Officer, People of African Descent, Metropolitan Community Churches

**Justin Lee**

Executive Director, The Gay Christian Network

**Minister Leslie Watson Malachi**

Director, African American Ministers Leadership Council, People for the American Way

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Pastor, UCC Congregational Plainfield

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Pastor and Organizer, Victory for the World Church, United Church of Christ

**Rev. J. Manny Santiago**

Executive Director, The Crossing Ministries

**Rev. Michael Schuenemeyer**

Executive for Health and Wholeness Advocacy, United Church of Christ

**Rev. Dr. T. Anthony Spearman**

Pastor, African Methodist Episcopal Zion Church

**Rabbi Gil Steinlauf**

Senior Rabbi, Adas Israel Congregation

**Dr. Justin Tanis**

Managing Director, Center for Lesbian and Gay Studies in Religion and Ministry

**Matthew Vines**

Founder and President, The Restoration Project

**Ani Zonneveld**

Founder and President, Muslims for Progressive Values

## National Corporate Partners

PLATINUM

Accenture  
American Airlines  
Apple  
Coca-Cola  
Diageo / Ketel One  
Microsoft  
Mitchell Gold + Bob Williams  
Nationwide insurance  
Northrop Grumman  
Target

GOLD

Bank of America  
Chevron  
Citi  
Deloitte  
Prudential  
Lexus  
W Hotels Worldwide

SILVER

BP  
Cox Enterprises  
EY  
Google  
Hyatt Hotels Corporation  
MGM Resorts International  
Nike  
Tylenol

BRONZE

Ameriprise Financial  
Boston Scientific  
Capital One  
Cargill  
Dell  
GayDestinationWeddings.com/  
Sandos Hotels & Resorts  
Goldman Sachs  
Hershey  
IBM  
Lincoln Financial Group  
Macy's, Inc.  
MetLife  
Morgan Stanley  
Orbitz  
PepsiCo  
Pfizer  
Replacements, Ltd.  
Shell  
Starbucks  
Symantec Corporation  
TD Bank  
Whirlpool

## Foundation Partners

American Council of Learned Societies  
 Anonymous  
 AT&T  
 AWEARNESS, The Kenneth Cole Foundation  
 Bank of America Foundation  
 BBVA Compass  
 Black Tie Dinner, Inc.  
 Brown-Forman  
 E. Rhodes and Leona B. Carpenter Foundation  
 The Coca-Cola Foundation  
 Theodore Cross Family Charitable Foundation  
 Dallas Women's Foundation  
 Google  
 Elton John AIDS Foundation  
 The John C. Kish Foundation  
 The Kors Le Pere Foundation  
 Levi Strauss Foundation  
 Margaret and Daniel Loeb —Third Point Foundation  
 MetLife Foundation  
 Microsoft  
 JPMorgan Chase and Co.  
 The Morningstar Foundation  
 National Education Association  
 Nike  
 PepsiCo Foundation  
 Pfizer, Inc.  
 PhRMA  
 Services and Advocacy for Gay, Lesbian, Bisexual, and  
 Transgender Elders (SAGE)  
 The Sherwood Foundation  
 Paul E. Singer Foundation  
 Tie The Knot  
 Time Warner  
 UPS Foundation, Inc.  
 Wells Fargo Foundation

Current as of Feb. 1, 2016





