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HRC President Alphonso David at the New York City Pride March (Jeff Zelevansky/AP Images for Human Rights Campaign)
Dear Friends,

In August of 2019, I took the helm as president of the Human Rights Campaign. It has been an amazing journey so far — one that has inspired me, challenged me and deepened my appreciation for this incredible organization. Your support has helped me strengthen our existing work, while undertaking exciting and necessary transformations to move LGBTQ people that much closer to the North Star of full equality for all.

In our policy and political work, the Human Rights Campaign is harnessing the strength of our communities and our allies at the ballot box to defend and advance LGBTQ progress; and in our public education, research and training programs, the Human Rights Campaign Foundation is working to increase understanding and encourage LGBTQ-inclusive policies and practices — building bridges and changing hearts and minds around the world.

Over the past year, we have deepened and strengthened our racial justice work. Early on in my tenure, I stated unequivocally that LGBTQ people of color have long been marginalized within our community, and that this was something I was committed to changing. Since then, we have launched new programming and resources for communities of color; published research spotlighting critical gaps in support; and pushed for policies and legislation to advance racial equity.

We have also deepened and expanded our work to protect and support the transgender community, particularly trans and non-binary people of color. Since the launch of the HRC Foundation’s Transgender Justice Initiative, we have introduced new programming to empower and assist trans leaders who are doing lifesaving work on the ground. We have also centered and uplifted trans and non-binary voices across our work.

And in the face of anti-equality attacks from lawmakers at both the federal and state levels, we have continued to defend our community. To that end, we filed our first-ever lawsuit as part of our new impact litigation work. And this is only the beginning.

This past year, we also launched new initiatives to find common ground with communities of faith, visiting with diverse houses of worship to find fellowship and healing. And from the launch of our new Long-Term Care Equality Index to our first-ever All Children All Families Report, we are working to ensure the health, welfare and protection of our community at all stages of life.

At the same time, we are firing on all cylinders to activate pro-equality voters across the country to turn out for pro-equality candidates up and down the ballot. We have been deeply involved in centering the conversation around the needs of the LGBTQ community, going all the way back to our historic presidential town hall co-hosted with CNN last fall. Together, we are working to make sure that pro-equality voters are making their voices heard.

As the fiscal year came to a close, we encountered an unprecedented change to our daily lives with the COVID-19 pandemic. But as in past moments of crisis in our history, we learned from the experiences of our elders in the struggle and came together to support one another. We will do all that we can to help our communities weather the storm.

Although we have faced ups and downs, I have never been more confident in our ability to make change, nor have I been more proud to lead this incredible organization. I am so grateful to fight alongside each and every one of you. Together, we will take back the soul of our democracy and move our world that much closer to full equality for all.

In Unity,

Alphonso David
President
Human Rights Campaign
He/Him/His

Follow me on Twitter: @AlphonsoDavid
We Must Make the Equality Act the Law of the Land

Years of strategizing, mobilizing and organizing reached a critical inflection point on Friday, May 17, 2019, when the U.S. House approved the Equality Act on a bipartisan vote of 236 to 173. This is the first time in history that a chamber of Congress has extended the most basic protections to everyone, no matter where they live or whom they love.

Making the Equality Act the law of the land remains HRC’s highest legislative priority. No one’s civil rights should depend on the state or zip code they live in. But today, if an LGBTQ person were to drive from Maine to Los Angeles, their rights would literally change dozens of times. And the harsh reality is that discrimination remains a real and persistent problem for LGBTQ people across the country. Nearly two-thirds of LGBTQ Americans report having experienced discrimination in their everyday lives.

This is why we need the Equality Act — a federal bill that will add LGBTQ people to existing civil rights laws and strengthen protections for all people — including women, religious minorities and people of color.

There is broad bipartisan support for this legislation. And there is a bright line extending from the historic pro-equality victories we achieved in the 2018 elections to House passage of the Equality Act the following spring.

But the Equality Act will languish as long as Mitch McConnell controls the Senate and Donald Trump sits in the White House. That is why HRC is ramping up our biggest political effort ever to turn out the 10 million LGBTQ voters and our 52 million allies in November 2020, so we can build on this momentum and secure these lifesaving — and potentially life-changing — protections for our community.

Rep. David Cicilline (D-R.I.) joins HRC and other advocates at the Capitol (Kevin Wolf/AP Images for Human Rights Campaign)
“This is not just an act of Congress that we are taking for the LGBTQ community, this is progress for America.”

—House Speaker Nancy Pelosi

TOP HRC staff and supporters in Washington
BOTTOM LEFT Sandra Zuno Baermann of UnidosUS
(ERIC KAYNE/AP Images for Human Rights Campaign)
BOTTOM RIGHT HRC Legal Director Sarah Warbelow
(KEVIN WOLF/AP Images for Human Rights Campaign)
See Beyond Ourselves

50 YEARS OF PRIDE
In 1969, a group of fearless heroes stood up and fought back against brutality and oppression. The Stonewall uprising in New York City launched a massive movement for equality — but before Stonewall, LGBTQ people fought for their rights at Cooper Do-Nuts and the Black Cat Tavern in Los Angeles, at Compton’s Cafeteria in San Francisco, and on the sidewalks of New York, Washington, D.C., and other cities and towns across our nation.

Led by brave transgender women of color like Marsha P. Johnson, Sylvia Rivera and others, Stonewall launched the modern LGBTQ equality movement. Fifty years later, supporters of equality, including HRC, continue to celebrate these pioneers and honor them with action.

In the scope of history, Stonewall was not that long ago. And while our community still faces challenges, these activists modeled resiliency — a resiliency that drives us to fight harder and smarter to keep winning battles for equality today and in the future. Our community stands on the shoulders of giants, and we honor them by fighting for a future in which every person can thrive, no matter where they live, who they are or whom they love.

This was the biggest Pride celebration in HRC history, featuring as many as 300 events across the country at which the LGBTQ community members and allies shared stories, celebrated equality and inclusion, and reflected on how far we’ve come and how far we’ve yet to go.
Immediately after becoming president of the Human Rights Campaign, Alphonso David hit the road for a national tour to hear directly from community members about the issues that matter most. Over the course of two jam-packed weeks, David visited seven cities to meet with and rally HRC members, advocates, voters and pro-equality candidates. After meeting with advocates and community members during the tour, David identified urgent initiatives to pursue as HRC’s president.

Guided by a strong sense of responsibility to the champions of our movement who came before and to our nation’s promise of full equality, David is keenly aware that we cannot fulfill this promise while only some in our community are allowed to thrive. Therefore, within his first months as president, David announced new initiatives to advance equality for the more marginalized members of the LGBTQ community.

- To address the barriers that endanger transgender lives, and that disproportionately impact Black and Latinx women, HRC launched the Transgender Justice Initiative. Through this initiative, HRC will help emerging transgender leaders build capacity in their own communities; leverage relationships with HRC partners to deliver economic and training opportunities; and use the levers of government to drive systemic change.
where it is most needed, including in public safety, healthcare and employment.

- Our work to empower the most marginalized must include protecting one of our most fundamental rights: the right to vote. That is why HRC is partnering with Stacey Abrams and Fair Fight to combat voter suppression, which all too often targets members of the LGBTQ community, including people of color, young people and transgender people.

- Through impact litigation, David and HRC will take the fight to protect our democracy and advance equality into the courts, working with movement partners to expand our legal footprint domestically and internationally — because equality does not stop at our borders.

And under David’s leadership, HRC is explicitly committing to making racial justice a cornerstone of our work, through intentionality, action and accountability. Living up to our mission — to realize a world where LGBTQ people are embraced as full members of society at home, at work and in every community — requires that HRC fully represent the diversity and breadth of the LGBTQ community through our people, programs, values and priorities. LGBTQ people of color have long felt marginalized within our community and by our organization — their critical contributions to our collective history diminished or forgotten, and their current needs and priorities sidelined. It’s our responsibility to make it right.

Together, we must write the next chapter for this organization and the fight for full LGBTQ equality, building on our incredible record of history-making engagement and action.
Our hundred years after the first African slaves were brought to the shores of North America, we still have a responsibility to confront — honestly and without qualification — the painful truth that the United States continues to oppress people of color on the basis of race.

At this juncture in our history and in our ongoing struggle to realize America’s promise of equality and justice for all, we must confront this fact with unambiguous moral clarity and make intentional commitments to act as individuals, organizations and institutions.

For me, this is deeply personal.

A few weeks ago, I became the first person of color to lead the Human Rights Campaign, the world’s largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ) people.

Stepping into this role, I feel an acute responsibility to ensure the Human Rights Campaign fully lives up to its mission by becoming the organization I wished had been there for me.

**Being black, and gay, in America**

I was born in the United States, but at a very young age, my family moved to Liberia, a nation built by freed slaves from America seeking to build a future of their own. A few years later, my life was turned upside down by a violent coup that forced my family to flee.

Because my brother and I are American citizens, our family was fortunate to find refuge in the United States. Suddenly, I was a teenager growing up in Baltimore navigating a new reality.

For the first time, I was confronted with what it means to be black in America, and therefore to be treated like an outsider. In fact, in those formative years of my life, I was the “other” in just about every room that I was in.

At the same time, I was as a gay man beginning to understand my sexual orientation. When I finally came out to my parents, my father — who I so admired — told me that he wished I’d never been born. Over time, he came to accept that my sexual orientation was not something I could change. But for a crucial period in my life, I understood as so many others do too, the pain of being rejected by those you love the most.

**Racial inequality within the movement**

I know that many LGBTQ people have similar stories, or know someone who does. And that is why there must be space and room for everyone in this movement, including at the Human Rights Campaign.

The truth is that LGBTQ people of color have long been marginalized within our community — and by our organization. They have seen their contributions to our collective history diminished or forgotten, and their needs and priorities sidelined. While we have fought and won important battles on issues including marriage equality, we have historically failed to also engage in consistent and meaningful work to address the impact of racial inequality on LGBTQ people across all aspects of their lives — including on issues such as voter suppression, health and
economic disparities, and violence. It is our responsibility to make that right and to demonstrate our commitment every day.

Living up to our mission — to realize a world where LGBTQ people are embraced as full members of society at home, at work and in every community — requires that the Human Rights Campaign fully represent the diversity and breadth of the LGBTQ community through our staff, programs, values and priorities.

There is no doubt that we have come a long way, especially over the last few years. We’ve increased recruitment of LGBTQ people of color on staff; stepped up investments in our HBCU program, voting rights work, and other programs that specifically serve and engage communities of color; and, in 2017, the Human Rights Campaign and the NAACP partnered to turn out Alabama voters to help elect Doug Jones to the U.S. Senate and defeat Roy Moore.

We’ve done big, bold things that have expanded rights for all LGBTQ people. But we simply cannot achieve full equality while LGBTQ people of color continue to be oppressed. We must lean into our responsibility to advocate for those within our community who are multiply marginalized and shut out by systems and institutions because they are people of color and LGBTQ. We must also address the ways racism shows up in our own community and confront it head-on.

Equality, inclusion must address race

This is why I believe that racial equity and inclusion cannot simply be a sliver of our work — it must be the core of our work. We must actively challenge systems, laws and policies that disproportionately disadvantage LGBTQ people of color. We must challenge leaders and individuals who target communities of color through hateful policies and rhetoric that threaten to undermine our fundamental rights. We must deepen our support of, and partnerships with, organizations leading the fight against racial oppression. Our staff and volunteer leadership must reflect the great diversity of the LGBTQ community. And we must all lean into the conversations that deepen our understanding about how race, racism and implicit bias impact our communities and our institutions.

We recently delivered a statement of principles on racial equity and inclusion to our boards, our volunteer leadership and our staff in order to be clear about our goals and to guide our work. Today, I am sharing these commitments unequivocally and publicly — in part to ensure that, in the years to come, we will be held accountable and that our organization put down the marker.

As the Human Rights Campaign approaches its 40th year, we have much to be proud of. But we also have to engage in real self-reflection to strengthen this organization in the decades ahead. We owe it to our 3 million members and supporters fighting each day to build on our momentum for change. We owe it to young LGBTQ people of color yearning to see themselves in us and in our work. And we owe it to ourselves, to our mission and to our organization to become stronger by coming together.
The crowd of more than 3,500 rose to their feet, applauding and cheering in response to the vision for the future laid out by HRC’s new president, Alphonso David, at his first official National Dinner at the Washington Convention Center in Washington, D.C., on September 28, 2019.

In his speech, David laid out his vision for how we can achieve full equality, a vision that will require breaking down the barriers both within and outside of the LGBTQ community. David made it clear that we must see beyond ourselves and see that our quest for liberation is one and the same.

HRC honored global music icon Ricky Martin with the HRC National Visibility Award. Actor Dominique Jackson (“Pose”) received the HRC National Equality Award. Other special guests included actors Jake Choi and Ana Ortiz; NFL veteran Ryan Russell; and U.S. Sen. Chuck Schumer (D-NY).
“We are losing our souls. We are losing a government that respects and represents all of us, and we are losing our democracy as we know it. I submit to you that if we are to weather the existential crisis we face in this country, we must see beyond ourselves.”

—Alphonso David, 2019 National Dinner
Who are you? An immigrant, an American or both? Lesbian, gay, bisexual, transgender, queer or straight? Black, White, Latinx, Asian or Native American?

We all have identities that deserve to be respected and celebrated. But today we are at a crossroads in this nation, where our identities can either serve as a tool to achieve liberation or to further oppress us.

This administration’s path of destruction has been vast. From separating families at the border and throwing children into iron cages … to fueling white supremacy … to attacking transgender troops, undermining protections for transgender students, rolling back years of progress and destroying our social fabric.

Donald Trump wants you to believe you will lose something if you see the immigrant, the transgender person or the person living with HIV as a human being. He is correct. You will lose something. But it is not what he wants you to think. You won’t lose your job, or your car, or your healthcare.

By adopting or acquiescing to Trump’s baseless factionalism, we are losing something much more significant: We are losing our souls. We are losing a government that respects and represents all of us, and we are losing our democracy as we know it.

I submit to you that if we are to weather the existential crisis we face in this country, we must see beyond ourselves.

See yourself as the bisexual Black man living with HIV in the South, with little to no access to healthcare.

See yourself as the young Latinx lesbian immigrant, who is being persecuted in her home country because of who she is and whom she loves.

See yourself as the 18 transgender people, primarily Black transgender women, who have been killed this year, in this country. Since we began tracking this data, more than 200 trans and gender non-conforming people, spanning across more than 110 cities and towns and 33 states, have been taken by this epidemic of
See Beyond Ourselves

Behind every anecdote and statistic there is a real person, and we must do more to transcend the artificial barriers that separate us. For me and I hope for all of you, transcendence means action, not talk. We must put our time, resources and support behind initiatives that communicate that we are ONE community.

I have fought a lot of battles in my life. I have fought a lot of arrogant New Yorkers. And Donald Trump, I have a simple message for you: We are coming for you. Nancy Pelosi is coming for you. Chuck Schumer is coming for you. Every person who cares about equality, humanity and civil society is coming for you. And one way or another, your time is up.

As we embark on this journey, one thing is clear. To win, we must come together. We cannot win this war against hate if we live in our silos. We cannot win this war against division by remaining divided. We cannot win this war against indifference by ignoring each other. We must unite to break down the barriers both within and outside of the LGBTQ community that too often allow some of us to forget about the rest of us.

Regardless of how we self-identify, we share a common dream — the dream of full equality. It is the dream that led Marsha P. Johnson and Sylvia Rivera to fight back at Stonewall. It is the dream that led Harvey Milk to run for office. It is the dream that led Edie Windsor and Jim Obergefell to fight discrimination all the way to our nation’s highest court. It is the dream that led each of you to get involved with this incredible organization.

And it is the dream that brought me here tonight. The promise of this organization and this movement must be fully realized. As I stand before you as the first person of color to lead the Human Rights Campaign in its nearly 40-year history, I promise you I will fight long and hard to make the dream of full equality a reality for all of us. All I ask in return is that you make that same promise.

Who are you? I say that whoever you are, however you identify, see yourself in the person who looks nothing like you. Let our next greatest achievement be realizing the dream of full equality for all of us, and let it begin tonight, right here in this room, with each and every one of us.
The Road to 2020

The Trump-Pence administration has been utterly disastrous for the LGBTQ community. Hateful leaders in positions of power throughout the federal government have seized every opportunity to attack our rights, our families and our lives. They have rolled back years of progress on everything from healthcare to housing, education to military service.

House passage of the Equality Act throws into stark relief the need to elect a pro-equality Senate and President in 2020 who will make the Equality Act the law of the land.

HRC is committed to achieving this goal, while also strengthening the pro-equality House majority and electing pro-equality lawmakers at every level of office across the country.

HRC members and leaders are united in our determination to turn out the pro-equality vote — the 10 million LGBTQ voters and 52 million allies — and usher in a new era of change.

On the Road for Equality

HRC’s grassroots army of more than 3 million members is an unstoppable and invaluable force to turn out the vote for candidates who will fight for all the people they serve — from the White House to the halls of the U.S. Congress to town halls across this country. Since David became president of the Human Rights Campaign, he has hit the road to join our members in support of champions of equality at all levels of government. Along with our dedicated staff, supporters and volunteers, we are bringing all our power to bear to engage voters ahead of the most important election of our lifetimes.

Partnership with Fair Fight

HRC is partnering with Fair Fight, the voting rights group founded by Georgia political powerhouse Stacey Abrams. Voter suppression is a significant threat to our communities, particularly to people of color, young people and transgender people.

In 2020, Fair Fight is focusing on 20 battleground states where voting rights are threatened. HRC is making a six-figure investment, as well as leveraging existing resources and staff power, to support this crucial work.

“This fight is all of our fight. We must make sure that LGBTQ voters and all voters across the country are able to register, to vote and to have their vote counted — no matter who they are, what they look like or whom they love.”

— Stacey Abrams
“The right to vote is fundamental, and has been weaponized against underrepresented minorities throughout our nation’s history. From modern-day poll taxes to voter intimidation, we have witnessed politicians and special interests try to rig the game against fair elections. This weaponization has primarily targeted voters of color, but also LGBTQ Americans.”

—Alphonso David

Power of Our Pride
HRC and CNN partner on historic presidential town hall

On October 10, 2019 — the eve of National Coming Out Day — HRC partnered with CNN to host a televised town hall featuring nine leading Democratic contenders for president. It was the first time in history a nationally televised presidential forum focused entirely on issues of importance to the LGBTQ community.

Broadcast live from Los Angeles, the prime-time event reached more than 3.6 million viewers nationwide. The evening made clear that advancing equality was a top priority for voters in 2020, and demonstrated the power of our community to create change at the ballot box.
Equality in the States

We made significant progress in many states toward ensuring full equality for LGBTQ people, while continuing to battle discrimination in states where legislators are more interested in pandering to the fringe than advancing equality.

Nationwide, HRC tracked more than 800 bills affecting the LGBTQ community, including more than 300 that would expand equality. Utah and Virginia both passed bans on harmful conversion therapy; Washington state and New Jersey passed laws banning the so-called LGBTQ panic defense. Among the more than 170 anti-LGBTQ bills we tracked, only three passed (one in Tennessee, allowing discrimination in child welfare services, and two anti-trans bills in Idaho).

This extraordinary success rate is because HRC members and allies raised their voices in unity against hate and worked to elect pro-equality lawmakers to fight to protect LGBTQ progress.

“We don’t just build political power to have it. We build political power to use it.”

—Alphonso David

- Colorado, Maine, Massachusetts, and New York passed laws banning conversion therapy.
- Nevada passed a law prohibiting the so-called LGBTQ panic defense, joining California, Rhode Island and Illinois in eliminating this destructive excuse for violence.
- “It is now the law of the land that every Virginian can work hard, earn a living wage, and live their lives without fear of discrimination based on who they are or who they love. A tremendous victory.”

—Virginia Assembly Speaker Eileen Filler-Corn (D)
Big gains in Virginia yield historic progress

In 2019, HRC made our largest-ever investment in a state election — with spectacular results.

HRC members, staff, volunteers and leaders joined forces to build political power across the commonwealth — endorsing 27 legislative candidates; investing more than $250,000 in field organizing and voter contact; knocking on more than 13,500 doors and making more than 10,000 calls; and ultimately mobilizing 1.2 million pro-equality voters.

The first big payoff on HRC’s historic investment came on election night, when pro-equality candidates took the majority of both chambers of Virginia’s legislature.

These pro-equality leaders took immediate action to advance equality for their constituents. On February 6, both chambers approved the Virginia Values Act — making Virginia the first Southern state to prohibit discrimination against LGBTQ people.

This was a victory years in the making, demonstrating the power of this organization, our coalition and the pro-equality vote.

State Equality Index

In January 2020, the HRC Foundation and the Equality Federation Institute released the sixth annual State Equality Index, a state-by-state guide to laws and policies affecting LGBTQ people.

Policymakers and elected officials use the SEI to drive economic development; businesses use it to find welcoming places to invest and grow. This year’s measures distinct progress as well as continued discrimination.

- 17 states and DC achieved the highest rating, “Working Toward Innovative Equality” (Maryland for the first time).
- 28 states are in the lowest-rated category, “High Priority to Achieve Basic Equality.”
For too long, trans members of our community have faced an epidemic of violence, one that continues to disproportionately impact Black and Latinx transgender women. Since HRC began tracking in 2013, HRC Foundation has documented more than 200 transgender and gender non-conforming people in the United States who were victims of fatal violence. This is an urgent crisis, and one that has gone overlooked for too long by national leaders, the media and even our own movement. To address this, Alphonso David and HRC launched HRC’s Transgender Justice Initiative, a comprehensive, community-based strategy to help local advocates drive long-term change in their communities.

The Transgender Justice Initiative rests on four pillars: economic empowerment to close the employment gap through training and mentorships; capacity building to help trans-led groups on the ground; public safety to address the epidemic of anti-trans violence; and strategic communications to end stigma and foster acceptance.

The Transgender Justice Initiative includes pilot programs designed to help develop skills and help build capacity among transgender activists who are leading on the frontlines of this fight. Through this project, HRC will leverage our relationships with corporate and community partners to provide economic and educational opportunities for transgender people, and work with government leaders to drive change in healthcare, housing, education and employment.

This is urgent work; lives are at stake. It’s our responsibility to help eliminate anti-trans stigma, dismantle the systemic barriers that endanger trans lives and livelihoods, and build a future where every member of our community can truly thrive.
“We as individuals, as a movement and as a nation must do more to combat the forces of hate. Let us channel our grief into action, and honor those we’ve lost with our own commitment for change.”

—Alphonso David

Transgender Day of Remembrance

Wednesday, November 20, marked the 20th annual Transgender Day of Remembrance, a worldwide vigil to remember those whose lives were cut short by anti-trans violence. The Monday prior, HRC released our annual report detailing anti-trans violence in the U.S. — sharing the life stories of those we have lost and providing clear ways that each of us, no matter who we are, can make our society a safer place for transgender people.

National Transgender Visibility March

As many as 3,000 people turned out for the inaugural Trans Visibility March in Washington, D.C., on September 28, 2019. Kicking off from Freedom Plaza, the March proceeded along Pennsylvania Avenue, past the Trump International Hotel, and ended a few blocks from the Capitol. Special guests included actor Angelica Ross, D.C. Congressional Delegate Eleanor Holmes Norton and HRC President Alphonso David.

SAY THEIR NAMES

Tracy Single
Bubba Walker
Kiki Fantroy
Jordan Cofer
Pebbles LaDime “Dime” Doe
Bailey Reeves
Bee Love Slater
Jamagio Jamar Berryman
Itali Marlowe
Brianna “BB” Hill
Nikki Kuhnhausen
Yahira Nesby
Mia Perry
Layleen Polanco
Alphonso David and the Very Rev. Canon Martini Shaw at the African Episcopal Church of St. Thomas in Philadelphia
Finding Common Ground in Faith

The cornerstones of religion and faith and the LGBTQ movement are the same: inclusion and justice. LGBTQ people are in every faith tradition, and LGBTQ people and people of faith have more similarities than differences. But these truths are often unrecognized — and uncelebrated. Alphonso David and the HRC Foundation are working to change this with the launch of a new initiative called “Coming Home to Faith: A Search for Common Ground.” The initiative is intended to strengthen ties between LGBTQ people and faith communities. To mark the launch, on March 1, 2020, Alphonso David gave remarks at the historic African Episcopal Church of St. Thomas in Philadelphia. David and the Very Rev. Canon Martini Shaw, rector of St. Thomas, co-wrote an op-ed about why this initiative is so important. “We, and our community, know that in reality, God is love, God is acceptance and God is inclusion,” they wrote. “If we are going to spread that message of radical love, and continue to win hearts and minds to advance LGBTQ equality, we must bring the struggles of Black LGBTQ people of faith out of the shadows and into the light.”

David and the Human Rights Campaign organizations will continue to work with people from all faith traditions to find and create spaces of hope, healing and fellowship.
The Future of OUR MOVEMENT

LGBTQ youth are the future of our movement. Giving all young people the freedom to be who they are — and affirming their identities and lives — is fundamental.

In a year of change, we are expanding our programs designed to empower LGBTQ young people. In May 2019, we launched Project Thrive, a multi-year collaborative campaign to improve the lives of LGBTQ youth, with a heightened focus on the most vulnerable, including youth of color, those experiencing poverty, and those in the child welfare or juvenile justice system. And we continued to develop resources and reports, such as our Bi+ Youth Report, to shine a bright light on the difficulties and disparities LGBTQ youth face.

We also expanded our ground-breaking HBCU Program to bring affirmation and equality to more students and campuses across the country. HRC has worked with Historically Black Colleges and Universities for more than a decade to promote LGBTQ inclusion, equity and engagement on campus. The signature event of the HBCU Program, the National HBCU Leadership Summit, is the only leadership development program in the country dedicated to LGBTQ HBCU students.

In November, 49 students from 33 schools gathered at HRC headquarters in Washington, D.C., for the 14th annual HBCU Leadership Summit. These student leaders are able to build community as they are empowered to advocate courageously for social justice and LGBTQ equality. They return to their campuses with newfound strength as student-activists.

This year, we added Regional HBCU Leadership Summits to the HBCU Program — on-campus gatherings open to all LGBTQ students and allies. This expansion enables us to reach more students, faculty and administrators than ever before — and make lasting change a reality on campus. The first two HBCU Regional Summits took place at Johnson C. Smith University in Charlotte, N.C., and Dillard University in New Orleans.

Also new this year: #HBCUOutLoudDay, a day to celebrate and raise awareness about LGBTQ students at HBCUs. On the first annual #HBCUOutLoudDay, October 16, 2019, HRC hosted a discussion on Capitol Hill exploring ways for Congress to partner with HBCUs to support LGBTQ diversity and inclusion efforts on campuses.
“By engaging students, administrators, staff and faculty on their home turf, we hope to move the needle for LGBTQ inclusion and equity on HBCU campuses by shaping the way these important institutions provide support, services and resources to all of their students.”

—Leslie Hall, Director, HRC’s HBCU Program

“You are the dreamers of the future. Show yourself proud and loud, and we will be here to support you.”

—Alphonso David

Scenes from the 2019 HRC National HBCU Leadership Summit
The Global Fight for Equality

We know the fight for LGBTQ equality transcends borders. As the most prominent LGBTQ civil rights organization in the world, HRC is a leader in identifying opportunities for progress; shining a bright light on attacks on our global community; and advancing change through advocacy, training, funding and litigation.

Our corporate partners are crucial collaborators in advancing global equality. Among our most powerful tools for achieving equality on a global scale are the Corporate Equality Index and its companions, Equidad MX (focusing on Mexico) and Equidad CL (focusing on Chile). Through the CEI, Equidad MX and Equidad CL, HRC has established guidelines on implementing LGBTQ-inclusive policies, practices and benefits that impact more than 30.6 million employees worldwide. These comprehensive annual reports demonstrate in concrete ways how the private sector can accelerate LGBTQ equality and inclusion.

This year, in an illustration of our global reach and impact, President Alphonso David launched the 2020 Corporate Equality Index at the World Economic Forum annual meeting in Davos, Switzerland. A record 686 businesses earned perfect scores, representing 24.3 million employees worldwide and an estimated $12.9 trillion in revenue.

More than 650 guests joined David in Mexico City to launch the third annual Equidad MX in December. This year, 120 employers earned top ratings — a dramatic increase over previous years and a reflection of the commitment among employers to creating fair, welcoming workplaces for LGBT employees in Mexico.

In April 2019, we welcomed 29 talented leaders from 27 countries to the fourth annual Global Innovative Advocacy Summit in Washington, D.C. Selected from a pool of hundreds of applicants, these innovators came from every corner of the globe to learn and connect, share personal experiences and exchange ideas on how to improve the lives of LGBTQ people in their countries. They join a growing network of HRC Global Innovators representing more than 80 countries and territories.
Fighting for LGBTQ lives around the world

In countries around the world, LGBTQ people face persecution, prison and even death — at a time when many are being denied refuge in the U.S. by an inhumane administration.

By drastically limiting the number of refugees allowed into the country, the Trump-Pence administration is putting thousands of LGBTQ people at risk, especially transgender individuals. They have turned a blind eye to the abuse of LGBTQ detainees in ICE facilities. HRC condemns the Trump administration’s efforts to dismantle the immigration system and turn away those seeking refuge.

Trump and Pence have relinquished America’s role as a global leader in advancing and defending human rights. As we work to defeat this administration, HRC will continue to work with our partners to assist those seeking refuge and safety on our shores and demand global action to end the persecution and violence facing LGBTQ people around the world.
Every day the news is clear — the LGBTQ community is under attack. Our work and your support are more important than ever.

Through their separate activities, the Human Rights Campaign and the Human Rights Campaign Foundation fight every day for the rights, dignity, and safety of LGBTQ people here in America and around the world. We are in a dangerous and traumatic time, with challenges to our progress, our identity, our families, our children, our health and our physical safety confronting us from every direction: from White House executive orders, to Supreme Court rulings, to anti-LGBTQ judicial appointments, to bills under debate in Congress and statehouses around the country, to acts of hate and violence — especially against trans women of color — perpetrated by individuals emboldened by a climate fueled by bigotry and racism. Our work is possible only because of individuals like you, who put their money where the mission is and support the work of the Human Rights Campaign and the Human Rights Campaign Foundation.

Revenue for the fiscal year ending March 31, 2020, for HRC and HRCF totaled $65.4 million. Total spending for the fiscal year amounted to $65.6 million, reflecting a non-election year. Of this total, program spending amounted to $42.6 million and represented 65% of every dollar spent.

Your support during this fiscal year allowed us to: launch key initiatives to serve multiply marginalized individuals and communities, including our Transgender Justice Initiative; expand our work centered on HIV/AIDS advocacy, training and education; launch HRCF’s Impact Litigation effort; expand the reach and impact of our Corporate Equality Index, Healthcare Equality Index, Municipal Equality Index and State Equality Index; expand our training programs for schools and child welfare organizations; continue to expand our programs targeted at youth well-being; and continue to invest in diversity, equity and inclusion.

At the same time, our work in FY2020 enhanced the infrastructure and strategies needed for the pivotal 2020 election, including: continued investment of staff and funds in the key states of Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin; development of strategies for other key races up and down the ballot across the country; and voter polling, research and education.

Administrative and management costs amounted to 17.2% of total spending this year. The joint cost of fundraising for HRC and HRCF was 13.3%.

We thank you, our members and donors — especially our Federal Club, Federal Club Council and Partners — 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’ve celebrated in the past. Now more than ever, your support is critical as we seek to preserve our hard-fought rights and focus on the election battles ahead in 2020.
10 YEAR REVENUE SUMMARY

HUMAN RIGHTS CAMPAIGN

HUMAN RIGHTS CAMPAIGN FOUNDATION

COMBINED
### HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION
### COMBINING STATEMENT OF ACTIVITIES
### FOR THE YEARS ENDED MARCH 31, 2020 & 2019

#### REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th>Contributions and grants:</th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
<th>FY19 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$21,481,891</td>
<td>$1,314,401</td>
<td>$ -</td>
<td>$22,796,292</td>
<td>$26,139,479</td>
</tr>
<tr>
<td>Federal Club and major donor program</td>
<td>8,551,514</td>
<td>9,392,416</td>
<td>-</td>
<td>17,943,930</td>
<td>18,636,361</td>
</tr>
<tr>
<td>Corporate and foundation grants</td>
<td>4,555,612</td>
<td>2,507,453</td>
<td>-</td>
<td>7,063,065</td>
<td>8,982,795</td>
</tr>
<tr>
<td>Planned giving</td>
<td>287,721</td>
<td>525,579</td>
<td>-</td>
<td>813,300</td>
<td>1,630,818</td>
</tr>
<tr>
<td>In-kind</td>
<td>294,827</td>
<td>841,978</td>
<td>-</td>
<td>1,136,805</td>
<td>2,186,905</td>
</tr>
<tr>
<td>Special events</td>
<td>10,897,482</td>
<td>864,176</td>
<td>-</td>
<td>11,761,658</td>
<td>11,396,679</td>
</tr>
<tr>
<td>Consumer marketing</td>
<td>2,300,022</td>
<td>50,000</td>
<td>-</td>
<td>2,350,022</td>
<td>2,992,502</td>
</tr>
<tr>
<td>Other income</td>
<td>981,830</td>
<td>1,260,391</td>
<td>(1,067,696)</td>
<td>1,174,525</td>
<td>1,160,001</td>
</tr>
<tr>
<td>Investment income, net</td>
<td>160,802</td>
<td>175,675</td>
<td>-</td>
<td>336,477</td>
<td>284,336</td>
</tr>
<tr>
<td>HRC Foundation contribution in support of HRC activities</td>
<td>975,000</td>
<td>-</td>
<td>(975,000)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE AND SUPPORT</strong></td>
<td>$50,486,701</td>
<td>$16,932,069</td>
<td>$(2,042,696)</td>
<td>$65,376,074</td>
<td>$73,409,876</td>
</tr>
</tbody>
</table>
### HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION
### COMBINING STATEMENT OF ACTIVITIES
### FOR THE YEARS ENDED MARCH 31, 2020 & 2019

#### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
<th>FY19 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program services:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal, field, electoral and legal advocacy</td>
<td>$11,034,254</td>
<td>$1,590,291</td>
<td>$(1,345,401)</td>
<td>$11,279,144</td>
<td>$18,296,212</td>
</tr>
<tr>
<td>Public policy, education and training</td>
<td>4,805,442</td>
<td>10,184,090</td>
<td>410,540</td>
<td>15,400,072</td>
<td>14,154,715</td>
</tr>
<tr>
<td>Communications and media advocacy</td>
<td>4,410,551</td>
<td>1,570,817</td>
<td>(412,380)</td>
<td>5,568,988</td>
<td>5,729,762</td>
</tr>
<tr>
<td>Membership education and mobilization</td>
<td>10,604,586</td>
<td>8,088</td>
<td>(251,636)</td>
<td>10,352,950</td>
<td>11,677,609</td>
</tr>
<tr>
<td><strong>Total program services</strong></td>
<td>30,854,833</td>
<td>13,353,286</td>
<td>(1,598,877)</td>
<td>42,609,242</td>
<td>49,858,298</td>
</tr>
<tr>
<td><strong>Supporting services:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>8,387,293</td>
<td>3,205,345</td>
<td>(340,064)</td>
<td>11,252,574</td>
<td>11,523,868</td>
</tr>
<tr>
<td>Fundraising</td>
<td>8,193,811</td>
<td>2,699,990</td>
<td>(103,755)</td>
<td>10,790,046</td>
<td>11,599,273</td>
</tr>
<tr>
<td>Direct benefit to donors</td>
<td>851,584</td>
<td>87,030</td>
<td>-</td>
<td>938,614</td>
<td>817,959</td>
</tr>
<tr>
<td><strong>Total supporting services</strong></td>
<td>17,432,688</td>
<td>5,992,365</td>
<td>(443,819)</td>
<td>22,981,234</td>
<td>23,941,100</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>48,287,521</td>
<td>19,345,651</td>
<td>(2,042,696)</td>
<td>65,590,476</td>
<td>73,799,398</td>
</tr>
</tbody>
</table>

Change in net assets before other item

<table>
<thead>
<tr>
<th></th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
<th>FY19 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,199,180</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER ITEM**

<table>
<thead>
<tr>
<th></th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
<th>FY19 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrealized loss on interest rate swap</td>
<td>$-</td>
<td>$(52,642)</td>
<td>$(52,642)</td>
</tr>
</tbody>
</table>

**CHANGE IN NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
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</thead>
<tbody>
<tr>
<td>2,199,180</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NET ASSETS, BEGINNING OF YEAR**

<table>
<thead>
<tr>
<th></th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
<th>FY19 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>13,998,033</td>
<td>28,624,531</td>
<td></td>
<td></td>
<td>42,622,564</td>
<td>43,036,729</td>
</tr>
</tbody>
</table>

**NET ASSETS, END OF YEAR**

<table>
<thead>
<tr>
<th></th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY20 Combined Total</th>
<th>FY19 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$16,197,213</td>
<td>$26,158,307</td>
<td></td>
<td></td>
<td>$42,355,520</td>
<td>$42,622,564</td>
</tr>
</tbody>
</table>
### 2020 SOURCES OF INCOME

**HRC**
- Contributions: 43%
- Federal Club/major donor: 17%
- Corporate/foundation grants: 9%
- Planned giving: <1%
- In-kind: <1%
- Special events: 22%
- Consumer marketing: 5%
- Other income: 2%
- Investment income: <1%
- HRCF contribution: 2%

**HRCF**
- Contributions: 8%
- Federal Club/major donor: 56%
- Corporate/foundation grants: 15%
- Planned giving: 3%
- In-kind: 5%
- Special events: 5%
- Consumer marketing: <1%
- Other income: 7%
- Investment income: 1%

**COMBINED**
- Contributions: 35%
- Federal Club/major donor: 27%
- Corporate/foundation grants: 11%
- Planned giving: 1%
- In-kind: 2%
- Special events: 18%
- Consumer marketing: 4%
- Other income: 2%
- Investment income: <1%

### 2020 USES OF INCOME

**HRC**
- Federal, field, electoral and legal advocacy: 23%
- Public policy, education and training: 10%
- Communications and media advocacy: 9%
- Membership education and mobilization: 22%
- Management and general: 17%
- Fundraising: 17%
- Direct benefit to donors: 2%

**HRCF**
- Federal, field, electoral and legal advocacy: 8%
- Public policy, education and training: 53%
- Communications and media advocacy: 8%
- Membership education and mobilization: <1%
- Management and general: 17%
- Fundraising: 14%
- Direct benefit to donors: <1%

**COMBINED**
- Federal, field, electoral and legal advocacy: 17%
- Public policy, education and training: 24%
- Communications and media advocacy: 9%
- Membership education and mobilization: 16%
- Management and general: 17%
- Fundraising: 16%
- Direct benefit to donors: 1%

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HRC's cost of fundraising was 12.4%.*

HRCF's cost of fundraising was 15.7%.*

On a combined basis, HRC and HRCF had a joint cost of fundraising of 13.3%.*

* Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.
The Human Rights Campaign, incorporated in 1982, is a 501(c)(4) non-profit organization organized under 2 U.S.C. 432(2) of the Federal Election Code and duly registered with the Federal Election Commission. We advocate on behalf of the gay, lesbian, bisexual and transgender community, and mobilize grassroots actions in diverse communities.

The Human Rights Campaign Foundation is a 501(c)(3) non-profit, incorporated in 1985. We promote public education and welfare by providing educational material and information about the gay, lesbian, bisexual and transgender community.

The political action committee (PAC or 527) operates within the Human Rights Campaign, and its transactions are included in the reports of the 501(c)(4). We strategically invest to elect fair-minded individuals to office.