



# HUMAN RIGHTS CAMPAIGN FOUNDATION 2020

**The Human Rights Campaign Foundation** is guided by a vision of a world free of bias, discrimination, inequality and antipathy — one in which all LGBTQ people can participate fully in the systems and traditions that govern our daily lives. The Foundation’s impact can be felt in schools, on factory floors and corporate suites, and in places of worship ... from childhood through end-of-life ... for people of all races, ethnicities, sexual orientations, gender identities and religious beliefs ... in big cities, small towns and rural areas in the United States and across the globe.

In practical terms, the Foundation seeks to improve the lives of LGBTQ people by making the institutions that shape our lives welcoming and inclusive. We identify the problems and challenges LGBTQ people face, then follow a clear model for effecting change:

- Building understanding and shaping the public debate of LGBTQ people and the challenges they face;
- Changing policy and practices in the institutions that shape everyday lives;
- Empowering strategic partners, community advocates and allies through resources and opportunities to advance equality through capacity building, convenings and tools; and
- Leveraging relationships with allies to advance LGBTQ local, state and federal policy objectives.

To follow are highlights from the **Human Rights Campaign Foundation’s 2020**

**Accomplishments** – a year-end overview of the research, educational outreach and advocacy of priority initiatives that complement the work of the Human Rights Campaign to build better and more inclusive communities for LGBTQ people. Through the following programs and projects, we are enhancing the lived experiences of LGBTQ people and their families, as we change hearts and minds across America and around the world.

## PRODUCING CUTTING-EDGE RESEARCH AND RESOURCES

The **Public Education & Research program** produces original research, public education materials and impactful resources. In 2020, the program produced "[A National Epidemic](#)," a heartbreaking report on fatal violence against transgender and gender non-conforming people using data collected by HRC since 2013. Other notable projects included 7 reports on the health and economic impact of COVID-19 on the LGBTQ community, updated coming out resources for the community and its allies and an analysis of the CDC's Youth Risk Behavior Surveillance survey. The team also conducted projects exploring community progress post-marriage equality, the impact of gun violence on the LGBTQ community and an all-new intersex resource page.



## FOCUSING ON LGBTQ YOUTH

The **HRC Foundation's Project THRIVE** has expanded to 25 national organizations representing over five million youth-serving professionals from across the country. [Project THRIVE](#) engages the nation's leading health, education, and human services organizations in a collaborative, strategic approach to promoting LGBTQ youth well-being. Partner organizations include the American Academy of Pediatrics, the National Education Association, the National Association of Social Workers, and the American Counseling Association. In addition, the HRC Foundation hosted its seventh - and largest yet, annual [Time to THRIVE](#) conference in 2020 attracting nearly 6,000 youth serving professionals from 47 states.



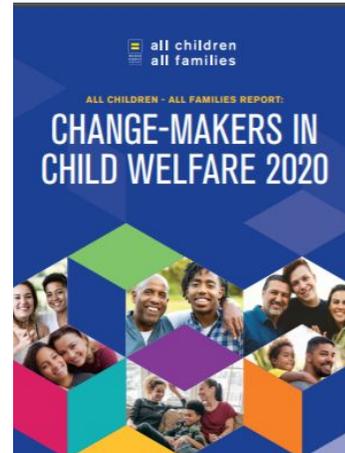
## MOBILIZING PARENTS OF TRANSGENDER YOUTH

The **HRC's Parents for Transgender Equality Council (PTEC)**, serves as a coalition of the nation's leading parent-advocates working for equality and fairness for transgender people. In 2020, PTEC members created a new [video](#) featuring Black, Latinx, and South Asian parents speaking about their journeys to acceptance. HRC published "[A Parent's Call to Action](#)" in response to the CDC's latest data pointing to significant mental health and safety disparities among transgender teens.



## SUPPORTING YOUTH IN FOSTER CARE

In May, HRC's **All Children - All Families** recognized National Foster Care Month with the release of [Change-Makers in Child Welfare 2020](#) the program's annual report highlighting 100 participating organizations that worked to implement Benchmarks in LGBTQ Inclusion over the course of a year in partnership with the program. These organizations employ more than 15,000 and serve more than 600,000 annually. Thirty-nine organizations achieved ACAF's highest tier --"Innovator in LGBTQ Inclusion"-- for the ways they lead their communities to create more inclusive environments for all children and families.



## CREATING WELCOMING SCHOOLS

HRC's **Welcoming Schools** is the most comprehensive bias-based bullying prevention program in the nation to provide LGBTQ and gender inclusive professional development, lesson plans, booklists and resources specifically designed for Pre K - 8 educators and youth-serving professionals. In 2020 we trained 4200 educators, increased our reach to 43 states, DC and Canada and impacted roughly 150,000 students across the country. Our [Welcoming Schools website](#), providing free open-sourced resources and information to support LGBTQ youth had 2.5 million impressions in 2020.

Understanding Racism: Pre-K - 8 Books That Explore and Challenge Race



## ENGAGING WITH HISTORICALLY BLACK COLLEGES & UNIVERSITIES

Since 2005, the Human Rights Campaign Foundation has brought together 40+ LGBTQ **Historically Black Colleges & Universities (HBCU)** students annually for a 4-days intensive summit at our D.C. headquarters. Given the COVID-19 pandemic's impact, the [2020 National HBCU Leading in Truth Symposium](#) is a virtual leadership development experience for the public. Additionally, the program enhanced its annual [#HBCUOutLoudDay](#) to include 6 events hosted by HBCUs across the country and a variety of ways for students, staff, and allies could virtually engage in the full day of events.



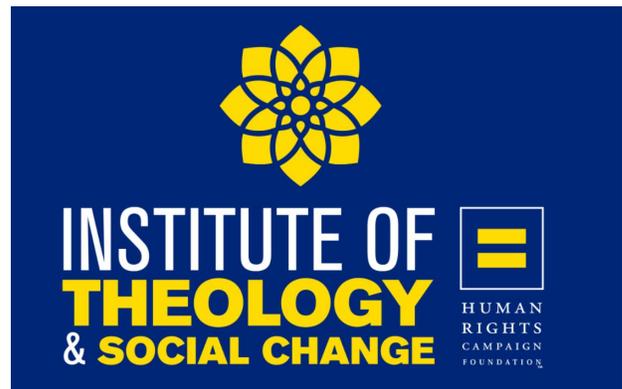
## COMBATING HIV AND AIDS

The HIV & Health Equity program partnered with Native Son, to launch [CommUNITY Voices](#), a series of conversations designed to celebrate the uniqueness of the Black gay experience while exploring the impact of HIV, stigma, religion, violence and race in the Black LGBTQ community and co-developed the [2020 Southern Health and HIV Survey](#) to identify the needs and challenges health workers, advocates and community-based organizations encounter while addressing HIV disparities among Black, Indigenous People of Color (BIPOC) living in the South. The program successfully launched [My Body](#), an HIV awareness and prevention campaign for young Black and Latinx LGBTQ people that celebrates the beauty of our bodies while promoting sex positivity. The team also closed the year with the launch of [#WorkingPositively](#), a partnership with IBM, SAP and Deutsche Aidshilfe that invites employers to commit to being visible role models in their support for employees living with HIV and the launch of U=U (Undetectable=Untransmittable) campaign with the Prevention Access Campaign.



## ENGAGING FAITH VOICES IN ADVANCING EQUALITY

In continuing to build capacity for our work around the country, **HRC's Religion and Faith program** launched the [Institute of Theology and Social Change](#), which provides capacity building opportunities for more than a dozen fellows committed to advancing LGBTQ equity and justice in their communities. To expand the work of LGBTQ equity and inclusion in diverse religious communities around the country, the program launched a national faith tour titled ["Coming Home to Faith,"](#) which pivoted online as "Remaining Home in Faith," and involved a range of interfaith engagements, including an [interfaith prayer service](#), an [interfaith memorial service](#), and a [virtual Iftar](#) during Ramadan. We expanded our Catholic work with several events and publications, including an [interview with prominent LGBTQ advocate, Father James Martin, SJ](#). The program also grew our partnerships with LGBTQ Mormons and their allies through participation at the [Affirmation International Conference](#) and joined more than [100 prominent faith leaders to denounce racism](#) and the epidemic of violence against Black people.



## DRIVING LGBTQ INCLUSION IN HEALTH AND LONG-TERM CARE FACILITIES

A record 765 health care facilities actively participated in this year's **Healthcare Equality Index (HEI)** with 495 of them earning the designation of LGBTQ Healthcare Equality Leader. The [HEI 2020 report](#) prominently featured a variety of "Thank You" messages from HRC members and supporters to our participating healthcare facilities for their work on the COVID-19 crisis as well as their commitments to racial justice efforts. In addition, we released two powerful resources for clinics and hospitals to provide better care for our LGBTQ children and youth, [Comprehensive Care Clinics for Transgender & Non-Binary Youth: Considerations and Best Practices](#) and [LGBTQ Inclusion in Children's Hospitals: Lessons Learned from the Healthcare Equality Index](#).



## BUILDING INCLUSIVE CITIES

The ninth annual **Municipal Equality Index (MEI)** rates a total of 506 cities from every state in the nation on how inclusive their laws, policies, and services are of LGBTQ people. Cities and municipalities are meeting and exceeding HRC's inclusion standards with innovative measures to protect LGBTQ people. The average MEI score for cities has increased every year Trump has been in office. The overall increase in city scores this year sends the promising message that municipalities from every corner of the country—no matter their size or political leaning—continue to strive to realize the fundamental American value that no one should live with the fear of being fired, evicted, or excluded from public places simply because of who they are or who they love.



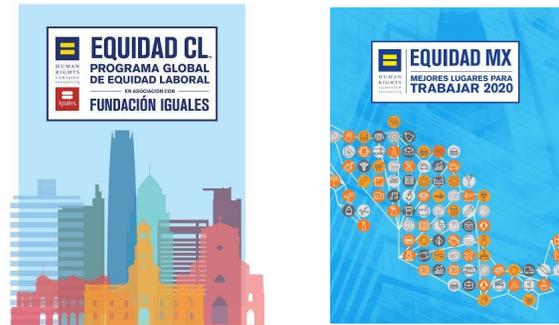
## STRENGTHENING INCLUSIVE POLICIES AND PRACTICES IN THE WORKPLACE

In January of 2020, HRC President Alphonso David launched the 2020 **Corporate Equality Index** at an event of the World Economic Forum in Davos, Switzerland. In its eighteenth year, this keystone project of the Workplace Equality Program continues to drive the adoption of LGBTQ inclusive workplace policies, practices and benefits with 686 top scoring companies. The impact on the adoption of transgender specific inclusion efforts continues to grow with 98% of CEI companies adopting explicit workforce protections for transgender people, 88% with transgender inclusive healthcare coverage and over 575 major companies with explicit guidelines to support transgender people in the workplace.



## TAKING OUR CORPORATE INCLUSION EFFORTS ABROAD

Now in their 4th and 2nd years respectively, HRC's Global Business Engagement programs [Equidad MX](#) in Mexico and [Equidad CL](#) in Chile demonstrated exponential growth. For 2020, Equidad MX nearly doubled its participation from 73 companies to 126 companies, and the number of top scorers from 69 companies to 120. In May 2020, the second Equidad CL report was released and grew from 31 participating companies to 63 and from 15 top scorers to 20.



## PARTNERING WITH LGBTQ ADVOCATES AROUND THE WORLD

In 2020, HRC's Global Partnerships Program pivoted to deliver virtual programming to support and grow our global advocate network. We successfully conducted HRC's fifth annual - and first virtual - Global Innovative Advocacy Summit, which brought together [31 extraordinary advocates from 25 countries](#) to share ideas, learn from HRC and each other, and develop plans to stay connected going forward. We launched a new online series of Global Conversations, aimed at raising the voices and sharing experiences of LGBTQ advocates around the world with our supporters and community in the US and beyond, as well as HRC's first Global Innovation Small Grants program to support the work of HRC alumni around the world.



## ADVANCING TRANSGENDER JUSTICE

In its inaugural year, the **Trans Justice Initiative** has built stronger ties with communities in areas affected by high levels of fatal violence, hosting Justice & Advocacy Summits with local leaders and launching a small grants program to support their work. Through our capacity building programs, [ACTIVATE](#) and [ELEVATE](#), we've also equipped 30 transgender leaders of color with new skills and networks to advance their leadership. Understanding the crucial work needed to advance economic empowerment opportunities for the community, the Initiative also partnered with [Trans Can Work](#) to provide resources and support through job fairs, webinars and online resources. Finally, in collaboration with Warner Media, the program launched a [public education campaign](#) featuring powerful PSAs amplifying everyday stories of resilience, joy and humanity - working to break the connection between anti-trans stigma and [violence against the transgender and non-binary community](#).



---

The **Human Rights Campaign Foundation** is grateful to the many individual donors, companies and foundations that support our mission. **Thank you!**

Behind these numbers, there are countless lives changed because of your support.

**15MIL+**

**Worker protections**

Through our Corporate Equality Index, we have changed the landscape for LGBTQ workers - from trans-inclusive healthcare to non-discrimination protections in the U.S. and beyond.

**80+**

**Countries**

Our Global Partnerships Program works with alumni in more than 80 countries who are leading LGBTQ movements and advancing change around the world.

**10MIL+**

**Elementary students**

Our Welcoming Schools Program is the only anti-bias based bullying prevention program in the nation providing LGBTQ-specific training and resources with an intersectional lens.

---

**700+**

**Resources**

Our programs have a range of online resources that help LGBTQ people and allies through major life events, from navigating challenges as an LGBTQ person of faith to supporting transgender students.

**600,000+**

**Clients served**

Through our All Children-All Families program, we advance LGBTQ-inclusion in the foster care system and remove barriers putting LGBTQ young people, especially Black and Brown youth, at risk.

**67,000+**

**Press articles**

Our staff works closely with communications to educate the public via the press on a variety of LGBTQ-related topics, including transgender justice, racial bias and the experiences of LGBTQ people from childhood through end of life.

---

If you would like to make a contribution to the Human Rights Campaign Foundation, please contact us.

Corporations/Foundation: Carmen Miller (202) 216-1585 / [Carmen.Miller@hrc.org](mailto:Carmen.Miller@hrc.org)

Individuals: Tim Bahr (202) 716-1634 / [Tim.Bahr@hrc.org](mailto:Tim.Bahr@hrc.org)

**Human Rights Campaign  
Foundation**

1640 Rhode Island Avenue NW  
Washington, D.C. 20036

**Front Desk:** (202) 628-4160

**TTY:** (202) 216-1527

**Toll-Free:** (800) 777-4723

**Fax:** (202) 347-5323



**HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION**