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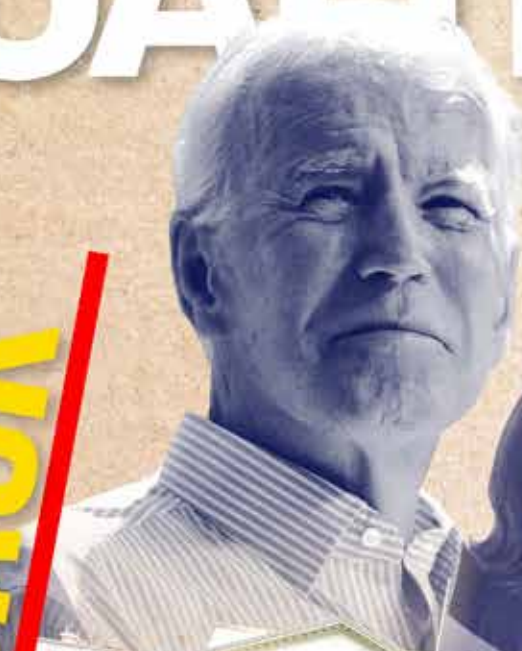
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# EQUALITY

SUMMER 2020



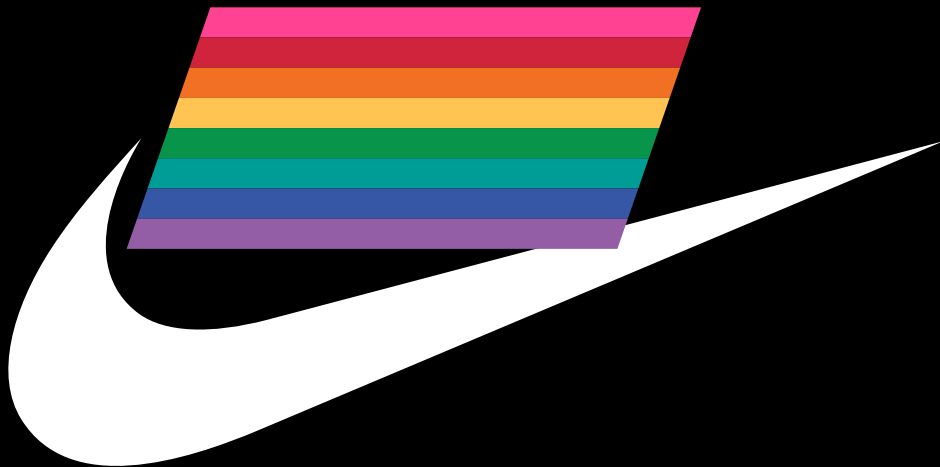
**TAKING BACK**

**THE WHITE HOUSE**

**AND ELECTING  
PRO-EQUALITY LEADERS**

**ACROSS THE COUNTRY**





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**DEAR FRIENDS,**

From the presidency to races up and down the ballot, the future of our democracy and the future of equality in America will be determined on Election Day. We need to take back the White House by electing Joe Biden and Kamala Harris, we need to protect our pro-equality majority in the House, and we need to elect a pro-equality majority in the Senate in order to free it from Mitch McConnell's death grip. Important and critical bills that could protect marginalized communities are collecting dust in the Senate because of McConnell's refusal to advance these bills.

We cannot leave anything up to chance. Equality is on the ballot in every aspect — from health care, civil rights, hate crimes, voting access, immigration, employment, education and more. We have to fight harder than we have ever fought before. There are forces in this country that are trying to stop us. They are trying to make it harder for us to vote. They are exploiting a pandemic and using fear and division to try to win this election. These are the same forces who have blatantly ignored democratic norms, retreated from moral leadership on the world's stage and deepened injustices and inequities facing the nation's most marginalized — including LGBTQ people.

But here is an undeniable fact: We are a community that does not quit. In the face of nearly four years of relentless attacks from Trump, Pence and their anti-equality enablers, we have come together to protect, empower and uplift LGBTQ lives. And with your steadfast support, we have secured

major victories — from the Supreme Court to the ballot box.

In 2017, the Human Rights Campaign began the largest grassroots expansion in our 40-year history. And in 2018, because of the work in states like Arizona, Michigan, Nevada, Ohio, Pennsylvania and Wisconsin, we elected leaders who helped pull the emergency brake on Trump and Pence.

Now we have to do it again. We have had key staff on the ground in battleground states for the past three years and we are supplementing those efforts now with more than 160 staff organizing and mobilizing in priority states and districts nationwide. Together with our incredible grassroots army of members, supporters and volunteers, we have been working around the clock to engage voters and make sure our community and allies are ready to make their voices heard this fall.

This is a pivotal moment, and there is too much at stake for any one of us to sit this out. We must unite to defeat anti-equality leaders and elect pro-equality champions who will help us rebuild our nation so that it truly serves all of our people.

If you haven't already voted early, please make a plan as to how you will ensure you can safely cast your ballot and encourage everyone you know to do the same. I am so grateful to fight alongside each and every one of you, and 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

\*as of May 2020



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## HRC EQUALITY STAFF

Carolyn Simon *Director of Digital & Content Strategy*  
Robert Villafior *Senior Design Director*  
Ashley Sudney *Senior Designer*  
Tarin Wright *Junior Designer*

## SPECIAL CONTRIBUTORS

Lucas Acosta, Brandon Hooks, Elliott Kozuch,  
Alberto Morales, Madeleine Roberts, Wyatt Ronan,  
Matilda Young

## OTHER CONTRIBUTORS

Asia Arminio, Elizabeth Biol, Ruth Bordett, Jay Brown,  
Ty Cobb, Steffan Declue, Justin Giaquinto, Dane  
Grams, Mitch Johnson, Molly Meegan, Jonathan  
Shields, Justin Snow, Jason Starr, Geoff Wetrosky,  
Kristina Williams

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**Cover:** Our path forward is clear: We need to take back the White House by electing Joe Biden and Kamala Harris, we need to protect our pro-equality majority in the House, and we need to elect a pro-equality majority in the Senate. And we don't have a day to lose.

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# Many voices. One shared purpose.

**We don't look the same, act the same or think the same, but we're united by a shared purpose—to help people realize life's potential.**

We believe that real breakthroughs come from teams that think big, encourage all voices to be heard and respect each other's differences—different ideas, different perspectives and different experiences. That's why we're working hard to build an organization that celebrates difference, learns from diverse perspectives and values inclusion as a core foundation of our company culture. Working at Danaher means thinking big, winning together and always bringing your true self to work.



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# HONORING THE LEGACY OF JUSTICE RUTH BADER GINSBURG

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**WE JUST LOST A TRUE AMERICAN HERO FOR EQUALITY  
— FOR THE LGBTQ COMMUNITY — AND FOR OUR NATION.**

She wasn't just an iconic jurist, Justice Ruth Bader Ginsburg was a force for good — a force for bringing this country closer to delivering on the promise of equality for all.

Her decades of fearless work helped create many of the foundational arguments for gender equality in the United States, and her words and actions from the bench demonstrated her commitment to full LGBTQ equality. She was, and will remain, an inspiration to us all. We extend our deepest condolences to her family and loved ones.

The LGBTQ community was so fortunate to have Justice Ginsburg on our side in the fight for LGBTQ equality — she helped us achieve many of the rights we hold today.

Justice Ginsburg's influence can be felt in the majority decisions in many landmark LGBTQ civil rights cases, including *Romer v. Evans* (1996), *Lawrence v. Texas* (2003), *Windsor v. U.S.* (2013), *Obergefell v. Hodges* (2015) and *Bostock v. Clayton County* (2020). In her private life, Justice Ginsburg has performed many marriage ceremonies between same-sex couples — the first Supreme Court justice to do so.

Justice Ginsburg blazed many trails in her lifetime. She graduated at the top of her class from Columbia Law School, founded the Women's Rights Project at the ACLU and argued cases of women's rights before the Supreme Court, helping to pave the way for gender justice and equality in the United States. Justice Ginsburg was appointed to the U.S. Court of Appeals for the District of Columbia Circuit in 1980, and was appointed to the U.S. Supreme Court in 1993, becoming the second woman to serve on the Supreme Court.

Though our hearts are heavy, let's pause together to remember Justice Ginsburg and the impact she has had on each of our lives today. Our collective voices will honor her groundbreaking legacy while we mourn.

And in the days, weeks and months ahead, our collective voices will continue her lifelong fight for equal justice under the law.

With deep sympathy,  
Alphonso David & your entire HRC family 🏳️



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# POWER THE POLLS

Due to the coronavirus, America is experiencing a shortage of poll workers, and the consequences have already been felt in several primaries. Through HRC Foundation's partnership with Power the Polls, we are recruiting a wave of healthy, low-risk and diverse poll workers, helping to ensure a safe, fair and efficient voting experience for all. Our research found that 22% of LGBTQ adults, 35% of LGBTQ adults of color, 49% of transgender adults and 55% of transgender adults of color avoided voting in prior elections, fearing discrimination. HRC and PTP aim to change that this election year. Learn more at [www.powerthepolls.org/HRCFoundation](http://www.powerthepolls.org/HRCFoundation).



## HEALTH CARE FACILITIES PAVE WAY FOR EQUALITY

As the COVID-19 pandemic puts a spotlight on the importance of access to quality healthcare, the HRC Foundation released its 13th annual Healthcare Equality Index, which scores health care facilities on policies and practices dedicated to the equitable treatment and inclusion of their LGBTQ patients, visitors and employees.

A record 765 facilities participated in the survey and, even as the Trump-Pence

administration continues its assault on LGBTQ-inclusive health care, 495 of them earned the designation of Leader in LGBTQ Healthcare Equality.

In addition, many have made strong statements on racial justice and equity and are engaging in efforts to address racial inequities in their institutions and their communities.

Read the HEI and learn more at [hrc.org/hei](http://hrc.org/hei).

# 380K

Number of transgender people eligible to vote in the 2020 elections who lack IDs with their correct name/gender, out of 1 million eligible trans voters in the U.S. More than 80,000 live in states with strict photo ID laws.

At a time when anti-equality forces are actively working to discriminate against transgender, non-binary and gender non-conforming people and suppress their votes, we must fight back to support and protect our community by getting out the vote for pro-equality candidates.

That's why the HRC Foundation has teamed up with the National

Trans Visibility March to launch the "My Vote is My Voice" initiative in efforts to mobilize transgender and non-binary community members and allies to vote this November.

The initiative will consist of a four-part discussion series. Join us for upcoming events at [hrc.im/MyVoteIsMyVoice](http://hrc.im/MyVoteIsMyVoice)



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a corporate partner of  
the Human Rights Campaign.



## WE'RE ALL IN THIS TOGETHER

As a community, we all must do our part to end the epidemics that we disproportionately face, including mental health struggles due to oppression, discrimination, increased levels of poverty and decreased access to health care. LGBTQ people are even more at risk.

That's why HRC partnered with Cox Communications, one of the nation's largest cable providers, to air a 30-second public service announcement across the country in support of LGBTQ people of color.

"Reach out to your LGBTQ friends and family, especially those of us who are Black and other people of color. Let them know you're here. Together, we can change our future," the ad says.

Watch the ad at [hrc.im/together](https://hrc.im/together).



## OUR NEW LOOK

With just weeks to go before Election Day, HRC launched a new website to better connect our community with all the virtual tools we need to get involved, fight for change and win big this November and beyond.

You can connect with your local community, register to vote or check your registration status, learn about pro-equality candidates and much more by visiting our site. Plus, find the news and resources you need to stay informed about HRC's work in the fight for LGBTQ equality.

**Check us out at  
HRC.ORG!**

## HRC GIVES BACK

HRC recently wrapped up HRC Gives Back, a campaign designed to raise funds for the critical fight for LGBTQ rights while benefiting essential workers and a wide variety of community organizations. HRC distributed more than 22,000 masks to partner organizations in need and received 11,000 membership contributions.

"We are living in unprecedented times, and the overwhelming success of HRC Gives Back is an especially heartening development showing that people continue to understand

the critical importance of fighting for LGBTQ rights while giving back to those on the front lines," said HRC President Alphonso David.

HRC Gives Back offered one of five versions of HRC-branded face masks and donated two blue masks on behalf of every new member who joined the HRC community through this promotion. At least 60 community partners stand to benefit. HRC-branded masks are still available for sale at [shop.hrc.org](https://shop.hrc.org) to benefit HRC and its life-changing work.



## VIRTUAL GLOBAL SUMMIT

The HRC Foundation's fifth annual Global Innovative Advocacy Summit went virtual this year, bringing together 31 advocates from 25 different countries to learn, share and build on their networks for LGBTQ equality.

Even in the face of new challenges, these Global Innovators are doing amazing work in their countries and around the world to secure the equal rights and well-being of LGBTQ people. They are educating allies about the unique needs of vulnerable populations of

our LGBTQ community, and they are leading this work with creativity, ingenuity and passion, using new technologies, innovative campaigns and rigorous research.

The 2020 Global Innovators are participating in a series of virtual programs over a four-month period geared toward securing and protecting the equal rights and well-being of LGBTQ people around the globe. Read more about this year's advocates at [hrc.im/2020innovators](https://hrc.im/2020innovators).





# THE COUNTDOWN TO ELECTION 2020 & OUR FIGHT FOR EQUALITY

**By Brandon Hooks**

*he/him pronouns*

We're less than two months away from the most crucial elections of our lifetime. After months — years, even — of campaigning, debates and primary elections, by November, millions of people across the United States will cast their votes and usher in a new wave of leaders. We all know what's at stake with this election after enduring nearly four years of one of the most anti-LGBTQ presidential administrations in history. Our community has faced countless attacks from Donald Trump, Mike Pence and the hundreds of appointed officials who've sought to undermine our rights, sanction discrimination and threaten our very lives.

It may seem that the election is decided and voters have their minds set on which candidates' names they'll bubble in this November, but there's still work to be done. From people fearing for their health and safety amid COVID-19 to

Trump's baseless attacks against mail voting and the U.S. Postal Service, we must not let our guard down as we gear up for Election 2020.

## **ELECTING THE MOST PRO-EQUALITY TICKET IN HISTORY**

Vice President Joe Biden and Sen. Kamala Harris are not just the best ticket for Equality Voters this election, but a historical duo that will advance LGBTQ rights like never before. Joe Biden has been an outspoken advocate for the community over the course of his time in public service and ensured our voices are heard on a national scale. Alongside President Obama, he repealed "Don't Ask, Don't Tell" and strengthened federal hate crime laws protecting LGBTQ people. He made history by becoming the highest elected official in the United States to support marriage equality — helping pave the way for full marriage equality in June 2015.

Since leaving office, he's been outspoken in his support for the most marginalized in our community. He's cited transgender rights as the civil rights issue of our time, highlighting the disproportionate levels of violence the trans community, particularly Black transgender women, face on a daily basis. Joe Biden has made signing the Equality Act into law a top priority within his first 100 days after taking office to make sure we no longer face systemic discrimination in housing, employment, credit and more. We support Biden because he supports us, which is why we're ready to do everything we can leading up to Election Day to make him our next president.

Kamala Harris only adds to the historic nature of the ticket. Not only is she the first African-American/Asian-American woman to be part of a major party ticket, but has a proven history of standing alongside our community at some of the most pivotal moments in our history. After California's marriage



equality ban was overturned in 2013, she officiated one of the first same-sex marriages after Prop 8 ended. Throughout her time in the U.S. Senate, she's advocated for full passage of the Equality Act, disavowed anti-LGBTQ policies in schools and fought sanctioned discrimination against people simply because of who they are or whom they love.

### STOPPING A WHITE HOUSE FULL OF HATE

It isn't news to anyone that Donald Trump has gone out of his way to attack LGBTQ people at every turn. We've documented the timeline of hate against our community — appointing anti-LGBTQ judges, sanctioning harassment in school and the workplace, banning transgender troops from serving our country — the list goes on and on. While he and his bigoted buddies may attempt to tell another story and tout him as the most "pro-gay" president in history, we see through his lies. Allyship is not just a

term that can be slapped onto a person and instead requires actions and words that prove so; actions and words Trump has fallen short of on a daily basis.

Trump's right-hand man Mike Pence may not be as vocal, but his anti-LGBTQ stances are just as loud. Prior to becoming vice president, he leveraged a campaign of hate against LGBTQ people in Indiana and caused one of the worst HIV/AIDS outbreaks in the state's history. He openly opposes the Equality Act, supports businesses in their efforts to discriminate, and he endorses so-called "conversion therapy," a practice proven to cause insurmountable harm to LGBTQ youth. He is a danger to our community every day he's allowed to walk the halls of the White House and harm our friends, family members and loved ones.

### PROTECTING OUR ACCESS TO EQUAL & SAFE VOTING

We all know the importance of voting, but this year it's crucial you make a plan well ahead of Election Day. The ongoing COVID-19 pandemic has many people opting for mail or early voting in order to practice social distancing. If you're voting this election, know your options:

**Early Voting** — many states allow for early voting, with higher than usual demand anticipated in 2020. Ensure you're registered to vote and check if early voting is available in your state. This can help you avoid crowds and experience a shorter wait time.

## WE ALL KNOW WHAT'S AT STAKE WITH THIS ELECTION AFTER ENDURING NEARLY FOUR YEARS OF ONE OF THE MOST ANTI-LGBTQ PRESIDENTIAL ADMINISTRATIONS IN HISTORY.



**Mail Voting** — mail voting is not only safe, but it's proven to be a fair practice despite the blatant lies coming from Trump and his administration. Multiple states already conduct voting by mail and many others have expanded access in 2020. The key to mail voting is doing it as soon as possible. The U.S. Postal Service is already expecting a high demand for ballots, so make sure yours counts by returning it with ample time to be processed.

**Regular Election Day Voting** — you will still be able to vote in person this year on Election Day as in years past, but it's important to practice social distancing as much as possible. Check your registration status, confirm your polling station and allow for time to vote.

Got questions about how to cast your vote? You can check out [HRC's full voting center](#) for all the facts you need. 🇺🇸



# A PRO-EQUALITY SENATE IS WITHIN REACH

By **Lucas Acosta**

*he/him pronouns*

While the media and most Americans have focused on the battle for the White House, the Human Rights Campaign knows that in order to make progress for our community and pass the Equality Act, a future Biden administration will need the partnership of a pro-equality U.S. Senate. We must end the torrid tenure of Mitch McConnell as majority leader and end his obstruction of crucial legislation, including the Equality Act. To get there, HRC has endorsed 25 candidates for U.S. Senate in every part of the country — all with a real shot at creating the pro-equality majority we need.

## DEFENDING OUR PRO-EQUALITY ALLIES

We must defend **Sens. Gary Peters** in Michigan and **Doug Jones** in Alabama, both of whom are in competitive races for re-election. Both have been champions of our community and co-sponsors of the Equality Act, and their presence in the U.S. Senate is key to winning a pro-equality majority that will finally make LGBTQ equality the law of the land.

## GOING ON OFFENSE TO DITCH MITCH

HRC is also focusing on races that will be key to electing a U.S. Senate majority that will finally pass the Equality Act. Our team is hard at work on the ground in states like Arizona, where **Mark Kelly** has a shot to unseat anti-LGBTQ **Sen. Martha McSally**, who has stood squarely behind President Trump while he strips LGBTQ Americans of their most basic rights. The same is true for other key races in Colorado, Georgia, Iowa, Kansas, Maine, Montana, North

Carolina, and South Carolina, where HRC is positioned to turn out Equality Voters to defeat incumbents who stand in the way of progress on LGBTQ equality. Senators such as **Cory Gardner (CO)**, **David Perdue (GA)**, **Kelly Loeffler (GA)**, **Joni Ernst (IA)**, **Susan Collins (ME)**, **Steve Daines (MT)**, **Thom Tillis (NC)**, and **Lindsey Graham (SC)** have stood in lockstep with Donald Trump and Mitch McConnell and are among the senators we're working to replace this November.

By electing Joe Biden president, delivering a pro-equality U.S. Senate majority and expanding the pro-equality U.S. House majority, we can at long last enshrine federal protections that fully include the 11 million LGBTQ Americans in the basic promise of this country. The impact of this election will be felt for decades to come. With the chance to change and save lives, we are not taking anything for granted. We are on the cusp of history and we look forward to making it with your help this fall. 🇺🇸



## DOWN BALLOT

# MOVING EQUALITY FORWARD

## 2020 STATE LEGISLATIVE RACES POISED TO LAY THE GROUNDWORK FOR FUTURE PROGRESS

**By Wyatt Ronan**

*he/him pronouns*

With so much at stake in November, the Human Rights Campaign is focused on effecting change at every level, because we know that in the absence of key federal protections, we can still move the needle and deliver LGBTQ equality through local elections.

In addition to the work we are doing to usher in a pro-equality federal government, we have endorsed a record number of local candidates in order to increase the number of pro-equality state legislative candidates nationwide, particularly in states that still lack the anti-discrimination protections that LGBTQ Americans deserve.

HRC sees opportunities in states like Florida, Georgia, Iowa, North Carolina, and Texas. In these states, we've endorsed more than 80 pro-equality state legislative candidates we believe will be instrumental in stopping anti-LGBTQ legislation that would put discriminatory laws on the books.

We're excited to have just as many states on the cusp of passing pro-equal-

ity legislation. This election year, our organizing staff across the country this election cycle is determined to make them the next Virginia by putting these states in a position to pass pro-LGBTQ legislation, including non-discrimination protections where they currently don't exist. These states include Arizona, Michigan, Minnesota, Ohio, and Pennsylvania. We have a real chance to advance pro-equality majorities in these states in 2021 and beyond, which is why we've endorsed more than 140 candidates in these states.

Of course, we need to make sure to protect the progress we've already made, which is why we're also investing in legislative races in key states like Nevada and Colorado — both of which have a strong track record on LGBTQ equality, but we know that progress remains fragile. We have endorsed more than 50 candidates in these two states to ensure we keep key anti-discrimination protections on the books and defend the gains we have fought so hard for in recent years.

Our organizing staff dedicated to these states is growing, and

they're working to elect pro-equality candidates by engaging "Equality Voters" — people whose vote is based on candidates' positions on LGBTQ equality. There are 57 million Equality Voters nationwide, and many are part of key voting blocs like suburban women, young people and communities of color. Engaging people where they're at, making sure they understand the stakes in this election, and urging them to vote for our endorsed candidates is the best way for us to create a more just and equal country that looks out for the more than 11 million LGBTQ Americans whose rights and lives hang in the balance.

In the final weeks ahead of the most important election of our lifetimes, we urge you to get involved however you can, because every dollar, every call, and every vote will help us elect the history makers we so desperately need at this defining moment in our country.

Unite for equality. Like never before. Help us win this November. Learn more at [hrc.org/election2020](https://hrc.org/election2020). 🇺🇸



Mark Kelly AZ



Theresa Greenfield IA



Doug Jones AL



Cal Cunningham NC



Raphael Warnock GA



Jon Ossoff GA



Barbara Bollier KS



Jaime Harrison SC



Sara Gideon ME



Steve Bullock MT



Gary Peters MI



John Hickenlooper CO



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# UNITE **FOR** EQUALITY

**SEPTEMBER 24, 2020**

**8:00 P.M. ET**

**UniteForEqualityLive.org | #UniteForEquality**

# MARK YOUR CALENDARS!

## September

ABSENTEE  
BALLOTS MAILED

EARLY IN-PERSON  
VOTING OPENS

<input type="checkbox"/>	<b>15</b>	Latinx Heritage Month begins		
<input type="checkbox"/>	<b>16</b>	Bisexual Awareness Week begins		
	<b>17</b>		<b>WI</b>	
<input type="checkbox"/>	<b>18</b>	National HIV & AIDS & Aging Awareness Day	<b>AR, MN, SD, WV</b>	<b>MN, SD, VA, WY</b>
<input type="checkbox"/>	<b>19</b>		AL, DE, GA, ID, IN, LA, MI, NJ, OK, PA, RI, TN, TX, VT, VA, WY	<b>MI, NJ, VT</b>
<input type="checkbox"/>	<b>22</b>	National Voter Registration Day	<b>MO</b>	
<input type="checkbox"/>	<b>23</b>	Bi Visibility Day		
<input type="checkbox"/>	<b>24</b>	<b>UNITE FOR EQUALITY LIVE:</b> HRC's National Virtual Event, 8 p.m. ET	<b>IL, MD, MS, ND</b>	<b>IL</b>
<input type="checkbox"/>	<b>27</b>	National Gay Men's HIV/AIDS Awareness Day, Native American Women's Equal Pay Day		
<input type="checkbox"/>	<b>29</b>	<b>FIRST PRESIDENTIAL DEBATE</b>	<b>NE</b>	

## October

<input type="checkbox"/>	<b>1</b>	LGBTQ History Month Begins, National Bullying Prevention Month Begins, National Disability Employment Awareness Month Begins	<b>DC</b> (at the earliest), <b>FL</b>	
<input type="checkbox"/>	<b>2</b>		<b>NY</b>	
<input type="checkbox"/>	<b>3</b>	National Trans Visibility March event	<b>CA, CT</b>	
<input type="checkbox"/>	<b>4</b>	COVID Day of Remembrance	<b>ME, NH, SC</b>	<b>ME, MT</b>
<input type="checkbox"/>	<b>5</b>		<b>OH</b>	<b>CA, IA, NE, SC</b>
<input type="checkbox"/>	<b>6</b>			<b>IN, NM, OH</b>
<input type="checkbox"/>	<b>7</b>	<b>VICE PRESIDENTIAL DEBATE</b>		<b>AZ</b>
<input type="checkbox"/>	<b>8</b>	International Lesbian Day		
<input type="checkbox"/>	<b>9</b>	25 days until the election	<b>AK, MT</b>	
<input type="checkbox"/>	<b>10</b>	World Mental Health Day	<b>AZ</b>	
<input type="checkbox"/>	<b>11</b>	National Coming Out Day		
<input type="checkbox"/>	<b>12</b>		<b>CO, NM</b>	<b>GA</b>
<input type="checkbox"/>	<b>13</b>	HRC Foundation's Chefs for Equality event	<b>MA, UT</b>	<b>KY, TX</b>
<input type="checkbox"/>	<b>14</b>		<b>HI, KS, NV, OR</b>	<b>RI, TN, KS</b> (at the earliest)
<input type="checkbox"/>	<b>15</b>	National Latinx AIDS Awareness Day, <b>SECOND PRESIDENTIAL DEBATE</b>		<b>NC</b>
<input type="checkbox"/>	<b>16</b>		<b>WA</b>	<b>WA</b>
<input type="checkbox"/>	<b>17</b>	International Pronouns Day		<b>MA, NV</b>
<input type="checkbox"/>	<b>19</b>			<b>AK, AR, ID</b> (at the latest), <b>ND</b> (at the latest)
<input type="checkbox"/>	<b>20</b>	National Trans Visibility March event		<b>LA, UT, WI</b> (at the latest)
<input type="checkbox"/>	<b>21</b>	HBCU Out Loud Day		<b>WV</b>
<input type="checkbox"/>	<b>22</b>	<b>THIRD PRESIDENTIAL DEBATE</b>		
<input type="checkbox"/>	<b>24</b>	10 days until the election		<b>FL</b> (at the latest), <b>NY</b>
<input type="checkbox"/>	<b>26</b>	Intersex Awareness Day		<b>MD</b>
<input type="checkbox"/>	<b>27</b>			<b>DC</b>
<input type="checkbox"/>	<b>29</b>			<b>OK</b>

## November

<input type="checkbox"/>	<b>1</b>	Latina Equal Pay Day, National Adoption Month, Native American Heritage Month		
<input type="checkbox"/>	<b>3</b>	<b>ELECTION DAY!</b>		



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+ Bob Williams

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# KNOWING YOUR RIGHTS

## VOTING BY MAIL IN 2020

**By Brandon Hooks**

*he/him pronouns*

In the weeks leading up to November 3, millions of people across the country will cast their ballots for elected officials from state houses to the White House. While media coverage may center around Election Day itself, our right to vote is not limited to just one calendar day. In fact, many

Americans will opt this year to engage in early or mail-in voting to fulfill their civic duty while also remaining safe amid the ongoing COVID-19 pandemic.

The Trump-Pence administration is actively seeking to undermine alternatives to in-person voting by labeling them as corrupt, undemocratic and “rigged” — but it’s clear these are all just attempts to lower turnout. We

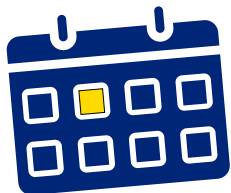
must not let fear and intimidation strip us of our right to free and fair elections, and instead must equip ourselves with the facts and information that matter.

Regardless of how you make your voice heard this fall and help elect pro-equality candidates across the United States, it’s important you know your voting rights and key information ahead of the election.

### THE FOUR KEYS TO ENSURING YOUR MAIL-IN BALLOT IS COUNTED

# 1

Request and return your ballot as early as possible. Some states require your ballot to be returned by Election Day, not just postmarked, so the earlier you submit it, the greater chance it makes it in before November 3.



# 2

Check to see the voting by mail rules in the state in which you are registered, including whether there are voter ID requirements. Planning ahead will help make the process as easy as possible.



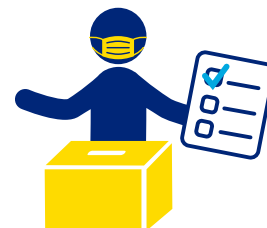
# 3

Make sure the signature on your ballot matches the one on your voter registration form. States often check closely to see if they match, so double-check to ensure the signatures are as close to one another as possible.



# 4

If for some reason you do not receive your requested ballot, you can still vote early or on Election Day at a designated polling station. Your ballot request will not negate your ability to vote.



You can find more information on your registration status, polling locations and state requirements and request a mail ballot by visiting [HRC.ORG/VOTE](https://www.hrc.org/vote).

*continued on p. 19*





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## DEBUNKING MYTHS AROUND VOTING BY MAIL

Mail voting has been in the news a lot lately, and dispelling some of the myths about it can help people take advantage of this safe and secure voting method. Despite what some elected officials would have you believe, voting by mail is democratic, fair and has a longstanding history in our nation.

### MYTH: MAIL VOTING WILL LEAD TO VOTER FRAUD AND A “RIGGED ELECTION.”

**FACT:** While this is Donald Trump’s favorite thing to tweet in the middle of the night, the truth is there is no evidence of widespread fraud, in either in-person or mail voting. In fact, within the five states that do all-mail elections — Colorado, Hawaii, Oregon, Utah and Washington — there is zero evidence of routine or even statistically significant fraud.

### MYTH: MAIL VOTING IS NEW AND RARE.

**FACT:** Mail voting has existed for quite some time in the United States. Since 2000, more than 250 million votes have been cast via mailed-out ballots across all 50 states, with roughly one out of every four Americans casting a mail ballot in 2016 and 2018. In addition to the five states with all-mail elections, 28 additional states allow people to vote by mail ballot if they choose without having to provide any reason or excuse.

### MYTH: I WILL NOT BE ABLE TO VOTE IF, FOR SOME REASON, MY BALLOT DOES NOT GET TO ME OR GET BACK TO BE COUNTED.

**FACT:** Election administrators and the U.S. Postal Service are expecting a huge increase in the number of requests for mail-in ballots this year, meaning it could take up to 14 days for you to receive and return your forms and ballots. It is important to request your ballot as soon as possible so that state officials can adequately account for the total number

of requests and meet voter demand. Regardless, if for some reason you do not receive your ballot in time, there is still the option to vote early or on Election Day.

### MYTH: MAIL VOTING ONLY BENEFITS ONE PARTY.

**FACT:** There is no evidence to support the myth that mail voting provides an advantage to one party over another. An overwhelming majority of Americans — 70%, to be exact — support allowing people to vote by mail, with 49% of Republicans in favor. If Donald Trump can vote by mail, so can you.

### MYTH: IF PEOPLE CANNOT MAKE THE EFFORT TO VOTE IN-PERSON, THEY DO NOT DESERVE TO VOTE.

**FACT:** Voting is an inherent right that comes with citizenship. According to studies, those who vote by mail actually put in more effort, voting farther “down the ballot” because they have more time to research and become informed about the issues and candidates. Mail voting also bridges the gap for those living with disabilities and helps ensure their voices are heard — in the 2016 election, at least 60% of polling stations were inaccessible to those with disabilities.

### MYTH: MAIL VOTING LEADS TO LESS PARTICIPATION BY COMMUNITIES OF COLOR AND YOUNGER VOTERS.

**FACT:** Some elected officials have used the COVID-19 pandemic to reduce the number of early voting days and in-person polling locations, re-

sulting in hours-long lines and disproportionately deterring communities of color from voting. Our latest research found that two-thirds of people of color — including LGBTQ people of color — plan to vote early or by mail this fall. Mail voting also levels the playing field for working people that have difficulty taking time off work in the middle of the week.

As we approach the most important election of our lifetime, we must unite and vote like never before to restore the soul of our nation and ensure LGBTQ rights are championed every day. No matter if this is your first or 15th election, regardless of whether you plan to cast your ballot in-person or by mail, one thing is clear — we must stay informed and make our voices heard. 🗳️

## OPERATION SWING STATE

**WANT TO HELP ENSURE PRO-EQUALITY VOTERS IN BATTLEGROUNDS ARE ABLE TO SAFELY CAST A BALLOT?**

Join HRC’s “Operation Swing State” Phone Banks to help our on-the-ground organizing staff in key states educate pro-equality voters about their options for voting by mail and voting early safely. [HRC.im/SwingStateSquad](https://www.hrc.org/swingstatesquad)



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# ADVANCING RACIAL JUSTICE

by **Alberto Morales**

he/him pronouns

2020 will be remembered as the year when the entire world was forced to reckon with the fight for racial justice in meaningful and transformational ways. This year, the Human Rights Campaign has deepened our work in this space in a number of ways, serving to make the organization's mission more diverse, equitable and inclusive than ever before.

"See yourselves in each other."

That was the challenge that HRC President Alphonso David offered to the HRC community during an inaugural address in July 2020. He invited us all to use radical empathy to bridge divides that exist within the LGBTQ community and those that exist between the LGBTQ movement and other civil rights movements.

He further crystallized HRC's new direction last September in a *USA Today* op-ed titled "Human Rights Campaign hasn't always defended LGBTQ people of color - we're changing that." The op-

ed was a clear and public statement of our goals, providing a roadmap to help guide HRC's work and ensure that we would be held accountable.

Little did we know that 2020 would demand action on all of these promises and then some; action on which HRC was more than eager to deliver.

One of the first steps that HRC took soon after David's arrival was to make four critical hires: Tori Cooper as director of community engagement for the Transgender Justice Initiative, Michael Vazquez as director of HRC Foundation's Religion and Faith Program, Jason Starr as litigation director and Elizabeth Bibi as senior advisor for communications. Concurrently, also in the spirit of expansion for the sake of increasing touchpoints with new communities, HRC opened two satellite offices in New York and Los Angeles.

But within a few short months, the COVID-19 crisis — and the protests following the deaths of George Floyd and Breonna Taylor at the hands of police officers — changed everything.

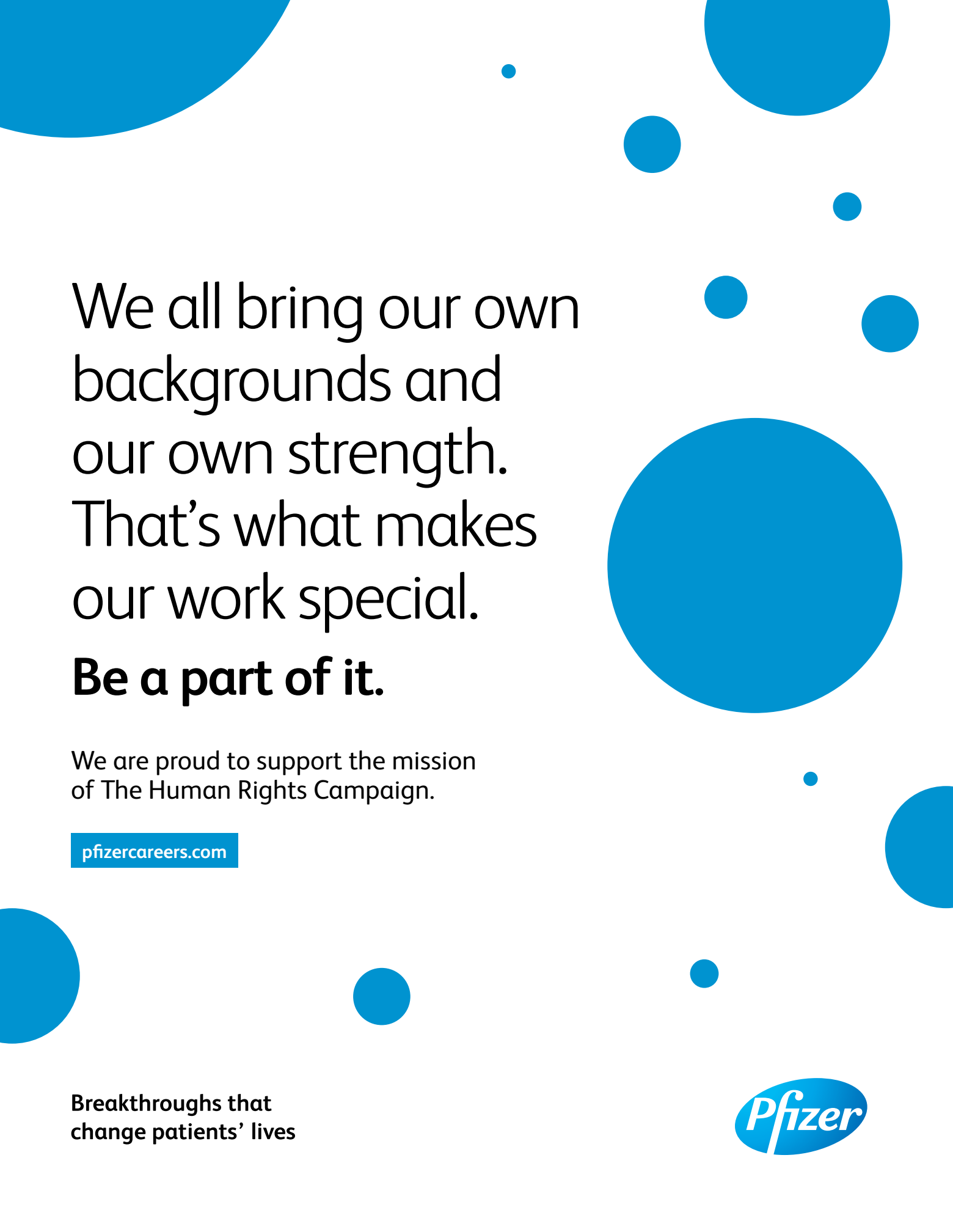
In May, the world was banging on the doors of all institutions to do more for racial justice, and we doubled down on our efforts.

That same month, we sprung into action and drafted a letter, citing the need for LGBTQ organizations to center racial justice in their work. So far, more than 800 LGBTQ and civil rights organizations have signed on, making explicit commitments to embrace anti-racism and end white supremacy, not as necessary corollaries to our missions, but as integral to the objective of full equality for LGBTQ people. This is incredibly significant because these organizations are saying — some for the first time — that they will center racial justice in their core work.

But the moment demanded more of us, and so began a rapid succession of a great number of anti-racism efforts at HRC.

In June, through the Leadership Conference on Civil and Human Rights, *continued on p. 23*





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backgrounds and  
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*cont'd from p. 21*

we signed on to several letters calling on Congress to enact sweeping policing and criminal justice legislative policies in order to combat a history of anti-Black racism.

We successfully challenged a bill pushed by the Republican leadership in the Senate that effectively undermined the movement for transforming policing and instead sought to simply continue to fund the current operational construct. The bill was ultimately rejected.

We also drafted a strong policy document on transforming policing and secured more than 350 LGBTQ organizations to join in support. For the first time, this letter developed, for the first time, an organizational framework to advocate for divestment of police resources and reinvestment in communities and outlined other key policy issues that result in over-policing in minority communities. It has also been used as a reference for other non-LGBTQ organizations seeking to inform and advance the public discourse on this issue.

In addition, we released a letter, joined by more than 100 prominent faith leaders, condemning the Trump-Pence administration for failing to denounce racism and the epidemic of violence against Black people, as well as their use of religious symbols as props.

Under Cooper's leadership, the Transgender Justice Initiative, has

created new programs to assist Black trans and gender non-conforming leaders in capacity building, leadership development. Notably, the initiative has also created a program in economic empowerment which established task forces in communities hardest hit by the epidemic of anti-trans violence.

We also continue to work with Stacey Abrams on researching how voter suppression impacts marginalized communities.

On all of these issues, we have provided consultation and support to local, state and national organizations in their racial justice work, including Equality Florida, NAACP and the Leadership Conference on Civil and Human Rights.

We also amplified our message of equality and inclusivity on our building as a form of advocacy. The Human Rights Campaign building has been used as a form of advocacy in the past, with installations that have recognized the Pulse nightclub shooting and marriage equality. On Juneteenth, we continued that tradition and unveiled a massive art installation at our headquarters in Washington created by renowned artist Hank Willis Thomas. The work wraps the white walls of our building in black. The panel designed by Thomas reads, "All Li es Matter," and an additional panel declares, "Black Lives Matter" and "Black Trans Lives Matter." Just a few blocks from the

White House, it is the largest-ever presentation of a work by Thomas.

We worked with Grammy/E Emmy/Tony award-winning actor, singer and activist Billy Porter to release an inspiring video encouraging people to vote and marking 100 days until the 2020 election.

We launched a public education campaign called Vote Equal, Vote Safe to help share important information about mail-in voting and to start building excitement for the upcoming presidential election.

The impact of all of our work is clear and demonstrable. Because of our engagement, we have been able to better inform the public discourse on racial justice, inform public policy including legislation to better protect communities, challenge industry partners to step more intentionally into racial justice work and increase the relevance of the Human Rights Campaign and the LGBTQ rights movement.

2020 asked us all to do more than we've ever done before for racial justice. HRC is proud to have taken up the fight and we are more committed than ever to do this work and to play a leading role in delivering on the promise of justice for all.

"See yourselves in each other." Yes, indeed, but more than that, we're committing ourselves to do battle for each other, because an injustice to one of us is an injustice to all of us. 🏳️‍🌈



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the LGBT+ community globally and recognize  
LGBT+ rights as human rights.*



# TAKING ON TRUMP TO PROTECT OUR COMMUNITY:

## MEET THE TWO PLAINTIFFS DEFENDING HEALTH CARE FROM TRUMP-PENCE'S ATTACKS

**By Matilda Young**  
*she/her pronouns*

Tanya Asapansa-Johnson Walker and Cecilia Gentili have dedicated their lives to fighting for equality and for the rights and welfare of their communities. Now, these two indomitable advocates are joining the Human Rights Campaign and our co-counsel BakerHostetler in defending one of the LGBTQ community's most fundamental rights: access to care.

Walker and Gentili are the plaintiffs in HRC's and BakerHostetler's recent lawsuit challenging a regulation by the United States Department of Health and Human Services which would illegally strip away critical anti-discrimination protections under the Affordable Care Act. The new department rule

would eliminate explicit protections from discrimination based on sex stereotyping and gender identity, thereby sanctioning discrimination against LGBTQ people, particularly transgender people, in health care programs and activities.

"LGBTQ people, and particularly transgender people, have been under constant attack by this federal administration and we are not going to allow them to dismiss and disregard us," said HRC President Alphonso David. "Our plaintiffs, Tanya Walker and Cecilia Gentili — like many others in this country — should not be treated as second-class citizens by a federal administration hell-bent on removing legal protections afforded to transgender people. It is time to end the constant fear and anxiety felt by many in the

LGBTQ community that a person's gender identity might determine the kind of medical care they receive."

Walker and Gentili, who themselves have faced a lifetime of discrimination in health care, are now plaintiffs poised to defend the health and welfare of trans people and other vulnerable communities.

Walker is an Army veteran, two-time lung cancer survivor and community leader who co-founded a statewide advocacy group for transgender and gender non-conforming New Yorkers. Gentili is an entrepreneur, activist, writer and storyteller with over a decade of experience as a patient and health care policy advocate. Both women have incredible track records in advancing and

*continued on p. 27*





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“KEEP FIGHTING FOR EQUALITY, KEEP FIGHTING FOR JUSTICE, AND ALWAYS BE MINDFUL OF OTHERS AND TAKE CARE OF OTHERS IN THE COMMUNITY. NEVER, EVER, EVER GIVE UP. IT’S ABOUT ALL OF US — IT’S NOT JUST ABOUT ONE OF US.”

— TANYA ASAPANSA-JOHNSON WALKER

*cont’d from p. 25*

defending the progress of the most vulnerable, and careers in advocacy rooted in compassion, leadership and care.

For Gentili, it was a very simple bridge from getting services to providing services. As a young trans woman in Argentina and then in the United States, she was very isolated. It took her 10 years in the U.S. before she even learned about services available to her. But once she became connected, she found a wealth of friendship, community and healing. After spending time working in direct services, Gentili eventually went on to become involved in policy — fighting for change on a larger scale.

As a young child, Walker was inspired by witnessing the civil rights movement and its incredible leaders.

“I wanted to do something and become an activist like that,” said Walker. And from her first experience organizing a protest in college on behalf of LGBTQ rights, she found a community and calling in advocacy.

“Even when she’s sleeping, Tanya is dreaming of change,” Gentili said.

Today, both women continue to be at the forefront of calling for necessary progress to protect and empower the most marginalized. As the owner of her own consulting business, Gentili focuses on the issue areas that she is deeply passionate about, including trans equality, immigrant justice and justice reform. Walker is also working to address justice reform, and from serving on the

board of Equality New York to leading a support group for trans women at SAGE, a national organization serving LGBTQ elders, she is providing critical leadership and engagement.

Both women have had their leadership shaped by the difficulties and discrimination they have faced. “I am lucky to utilize that pain and injustice as a way of forging a career advocating for people who are going through the same things,” Gentili said.

For Walker, the hardest challenges are also a lesson in compassion: “Everyone comes from a place of pain. Be kind to one another.”

When asked for guidance for other folks working to create change, both leaders advise taking time for self-care and to get centered. Gentili recommends learning to enjoy the process and understanding the necessity of setbacks. She has also found resilience in the people around her and beauty in the work itself.

“We suffer a lot at this present moment under an administration that is so hostile to trans people, people of color, immigrants,” Gentili said. “But I have been able to find joy in [fighting back]. There is a lot of hate in the world and there is a lot of beauty in fighting it.”

Walker underscored the importance of unity: “All of our issues are important in the LGBTQ community. When one identity is under attack, like the trans people are under attack, the whole community should come together.”

Our communities owe a great deal to Gentili and Walker. And thanks

to these incredible activists, we have seen an important victory in the courts already. On August 17, Federal District Court Judge Frederic Block issued a preliminary injunction that blocked the HHS rule just one day before it was scheduled to take effect.

In response to the preliminary injunction, David stated: “This is a crucial early victory for our plaintiffs, Tanya and Cecilia, and for the entire LGBTQ community, particularly those who are multiply marginalized and suffering disproportionately from the impacts of the twin pandemics of COVID-19 and racialized violence. We are pleased the court recognized this irrational rule for what it is: discrimination, plain and simple.”

While we recognize the important nature of this victory, we must also acknowledge that this lawsuit — and the work to protect our community — is nowhere near over.

For Walker, the next steps are clear: taking action at the ballot box.

“If people don’t vote and we don’t win, the republic will be gone,” Walker said.

Walker urges all of us to “keep fighting for equality, keep fighting for justice, and always be mindful of others and take care of others in the community. Never, ever, ever give up. It’s about all of us — it’s not just about one of us.”

“The fight isn’t over,” Walker said. “We have the right to exist. We’ve been here since the beginning of time. We’re not going anywhere.” 🍌

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# STARK INEQUALITIES

## NEW RESEARCH SHOWS MULTIPLY MARGINALIZED POPULATIONS ARE HARDEST HIT BY IMPACTS OF COVID-19

**By Madeleine Roberts**

*they/them pronouns*

When the COVID-19 health crisis began in the U.S. in March, the Human Rights Campaign Foundation immediately recognized that the LGBTQ community would be severely impacted across many areas of life.

With that in mind, we quickly released an initial report, “The Lives and Livelihoods of Many in the LGBTQ Community are at Risk Amidst COVID-19 Crisis,” that clearly showed how LGBTQ people were more likely to be at risk of the pandemic’s economic and health consequences. More than 5 million LGBTQ people work in jobs that are more likely to be impacted by COVID-19. Moreover, LGBTQ people are more likely to live in poverty and are less likely to have health insurance, with 17% lacking coverage compared to 12% of non-LGBTQ adults. We knew that multiply marginalized folks like LGBTQ people of color and transgender

and non-binary people could be at even greater risk. We knew that we needed more specific data about those communities to understand exactly how they were being impacted by COVID-19.

That’s why, since April, HRC Foundation has been partnering with PSB Insights, a global insights and analytics consultancy, to ensure that we have data that tell us more about the economic impact of this virus on multiply marginalized communities. As of the end of August, HRC released four reports in partnership with PSB.

The first, released soon after HRC Foundation’s initial report, confirmed HRC Foundation’s initial predictions that the COVID-19 crisis would have a greater economic impact on LGBTQ people. The report found that LGBTQ people were more likely than the general population to have had their work hours cut, were more likely to feel that their personal finances were negatively impacted by the pandemic and were more likely to

be making changes to their lives, such as their household budgets, as a result of COVID-19. With this knowledge firmly in hand, PSB and HRC Foundation continued collecting data on whom within the wider LGBTQ community were being the hardest hit.

Unsurprisingly, HRC Foundation and PSB found that LGBTQ people who hold multiply marginalized identities are bearing the brunt of the economic impact of this virus. Three of the subsequent reports have analyzed the effects of COVID-19 on LGBTQ communities of color, on Black LGBTQ people specifically and on transgender people. All are more likely than their peers to have had their employment situations and family finances adversely impacted due to the pandemic.

“We know that multiply marginalized populations are at an increased risk of contracting the virus and suffering its effects,” said HRC President Alphonso

*continued on p. 31*



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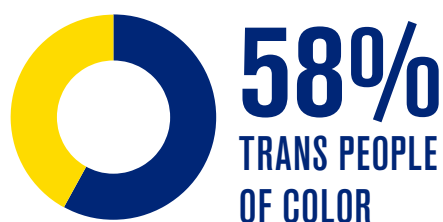
We believe the most remarkable results come from diverse perspectives that reflect our consumers around the world. Our impact is greatest when we focus on making a difference together --- that's how we improve life at home.



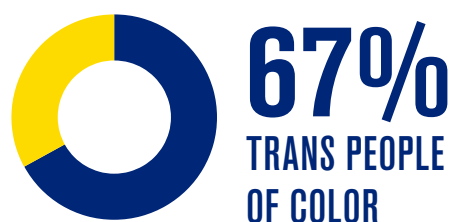
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## HAVE HAD THEIR WORK HOURS REDUCED



## ARE VERY CONCERNED THEY WON'T BE ABLE TO PAY THEIR BILLS ON DEBT



*cont'd from p. 29*

David. “We must acknowledge that these communities face systemic biases that are placing them at greater risk. Understanding these data is the first step toward addressing these injustices as we think about and build toward recovery.”

Part of understanding the data also means looking at specific numbers that point out stark inequalities. 54% of transgender people and 58% of trans people of color have had their work hours reduced due to COVID-19, and 59% of transgender people and 67% of trans people of color are very concerned that they won't be able to pay their bills on debt (other than mortgages). 36% of Black LGBTQ respondents have made changes to their household budgets.

These are communities that already face greater challenges and greater risks simply because of who they are. Facing the disproportionate

burden of COVID-19 in addition is unacceptable.

“These numbers matter. They inform our decision-making as we create programs at HRC Foundation that ensure we are meeting the needs of our community. They also help us advocate for LGBTQ inclusion in government programs meant to provide relief during the pandemic,” said Ty Cobb, HRC Foundation’s senior director for strategic initiatives and research.

HRC Foundation has been advocating for many years in support of more inclusive data collection by federal, state and municipal entities. Now more than ever, we need to continue to push for LGBTQ-inclusive government data collection so that we can understand the impact of the pandemic on our community’s health. We need states across the country to follow in the footsteps of California, Nevada, Pennsylvania and the District of Columbia — jurisdictions that are starting to collect that critical data.

The need for better data collection on LGBTQ people is also why HRC is focusing on get out the vote efforts and mobilizing Equality Voters in key states across the country. We deserve to have pro-equality candidates in office who will fight to protect our entire community — but we need your help to make sure we elect a rainbow wave of candidates this year. One of those candidates is former Vice President Joe Biden, whose campaign has made data collection one of the top priorities in their LGBTQ plan. Check your voter registration and learn how to get involved in this year’s critical election in races up and down the ballot at [hrc.org/vote](https://hrc.org/vote).

HRC Foundation and PSB will continue to collect data on the impact of the pandemic on LGBTQ people and monitor how this pandemic is affecting all members of the community, and we will work to ensure our programs and advocacy are tailored to meet their needs. Stay informed at [hrc.im/COVID19Resources](https://hrc.im/COVID19Resources). 🏳️

# ALL THINGS EQUAL



Barilla stands with the [HRC](#) and proudly supports [Openly](#) and [GLAAD](#) as they elevate the voices of the LGBTQ+ community to provoke dialogue, foster inclusion and advance human rights. We remain passionately committed to fighting for equality of all and urge everyone to amplify their voice to help spur change. Visit [HRC.org](#) to learn how you can get engaged.



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# BACK TO SCHOOL WITH THE HRC FOUNDATION'S WELCOMING SCHOOLS PROGRAM

By Elliott Kozuch

*they/them*

As we continue to hear calls to address anti-Blackness and white supremacy in this country, Welcoming Schools is launching a new resource for educators and youth-serving professionals.

No matter what this upcoming school year looks like, the HRC Foundation's Welcoming Schools program is working to ensure that schools also take the time to make classrooms a welcoming place for all by cultivating an inclusive learning environment. We are providing a book list and lesson prompts that delve into education on anti-Black racism, Black history, skin color and racism experienced by Indigenous peoples and Asian and Latinx people.

"Black Lives Matter. As we head back to school — whether face-to-face or online — educators need the tools and training to combat racist bullying and to combat the systemic issues that allow for students of color to receive fewer resources, more punishment and lower grades when compared to their

peers," said Director of Welcoming Schools Training Program Cheryl Greene. "When students can see themselves and their families represented in school curriculum — through books, images and lessons — it leads to a feeling of connectedness in school, improves academic performance and creates an environment of emotional safety."

That's why it's critical that educators continue learning how to create safe and supportive schools for marginalized populations like students of color, LGBTQ students and students with disabilities.

Alongside this new resource, HRC released a new video honoring the life of Rep. John Lewis of Georgia — featuring openly lesbian Rep. Sharice Davids of Kansas, Welcoming Schools trainers and HRC staff — reading Lewis' graphic novel series, "March." This series is also featured in the new resource with an accompanying lesson plan, which includes discussion questions and activities, including encouraging youth to reflect on the issues that mean the most to them and expressing them through writing and art.

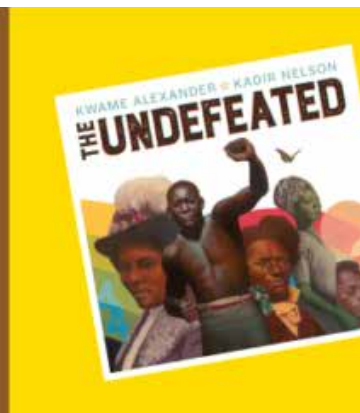
Lewis' powerful series is a memoir, where the late civil rights hero reflects on his lifelong struggle for civil rights, meditating in the modern age on the distance traveled since the days of Jim Crow and segregation while reflecting on the highs and lows of the

broader civil rights movement as he prepares to attend the inauguration of the nation's first Black president, Barack Obama.

However, we know the work must go beyond this new resource. An essential component of improving school climate is professional development for teachers — including virtual training from Welcoming Schools. For those who work at schools — or parents who have questions about making your school more inclusive — check out the Welcoming Schools website for our school resources. Furthermore, ask your principal about training for all staff or encourage them to request more information about our program.

For many children with marginalized identities, the first few days back to school can make or break their year. That's why it's critical that educators and school administrators continue learning how to create safe and supportive schools for their students so that their classrooms provide safe, supportive environments.

HRC Foundation's Welcoming Schools is the most comprehensive bias-based bullying prevention program in the nation to provide LGBTQ and gender inclusive professional development trainings, lesson plans, booklists and resources specifically designed for Pre K - 8 educators and youth-serving professionals. 🏳️‍🌈



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# A CRITICAL CONVERSATION

**HRC PRESIDENT ALPHONSO DAVID AND DILLARD UNIVERSITY PRESIDENT DR. WALTER KIMBROUGH ON DUAL PANDEMICS OF COVID-19 AND ANTI-BLACKNESS**

**By Elliott Kozuch**

*they/them*

The importance of committing to LGBTQ inclusion and protection on college campuses in the wake of COVID-19 were front and center during a powerful fireside chat between Human Rights Campaign President Alphonso David and Dillard University President Dr. Walter Kimbrough this summer.

"We, both of us, are sitting here as two Black presidents of large institutions ... what does it mean to lead right now when we are in the midst of a global pandemic that is disproportionately affecting our Black community, and when we are seeing a national awakening in urgency, some would say, for racial justice?" asked David, in opening the conversation, which was hosted by the HRC Foundation's Historically Black Colleges and Universities Program.

This response is complicated when considering these dual pandemics — as Kimbrough laid out in his response. What does it mean, for example, to reinstate in-person learning when considering the risk of COVID-19? What does it mean to continue online learning when HBCU students may disproportionately face poverty or lack access to com-

puters or internet — or when LGBTQ students may disproportionately face violence in the home because of their sexual orientation or gender identity?

In 2012, Kimbrough became the seventh president of Dillard University in New Orleans, Louisiana. He has led Dillard University's LGBTQ inclusion work — and has committed the university to achieve HRC Foundation's HBCU Seal of Excellence pro-



gram, which will launch in 2021. Dr. Kimbrough is passionate about combining culture, climate and policy work to ensure every student feels welcome.

"You're the president. You're the chief diversity officer," Kimbrough said of the necessity for diversity, inclusion and equity to be a priority on campuses. "That's how I show I'm committed

to it... you're modeling that behavior for people."

But Kimbrough stresses that as much as action is needed — so is listening.

"There's still ways [students] push me, and I push back — but that's a part of being engaged ... It's about being open to having the conversation: What are the needs, and how do we address those needs?"

HRC Foundation's HBCU Program mobilizes and supports HBCUs in enhancing policies and services that promote excellence in LGBTQ inclusion, equity and engagement. The program focuses on promoting individual competencies and collective action, empowering leaders and stakeholders and building

a network of committed leaders in pursuit of eliminating stigma and enriching the college experience for LGBTQ students and the entire student body.

You can watch the full conversation between these two Black visionaries at [hrc.im/equaltalks](https://hrc.im/equaltalks). Follow Dr. Kimbrough on Twitter @HipHopPrez, and David @AlphonsoDavid. 🏳️‍🌈



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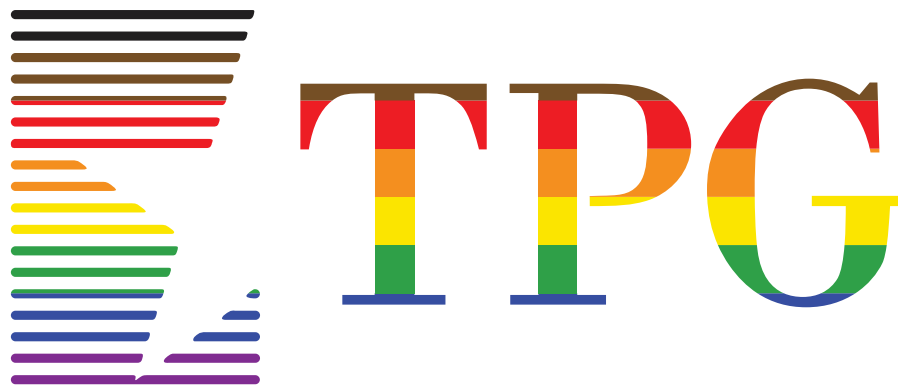


## TOGETHER WE ARE MOVING TOWARD EQUALITY AND EXCELLENCE

From its inception, the Human Rights Campaign has been a fundamental, proactive force raising the standards of equality and opportunity for LGBTQ individuals. Shell has long recognized that a fully inclusive workplace allows our employees and our business to flourish. That's why we're a longtime National Corporate Partner of the HRC.

[www.shell.com/diversity](http://www.shell.com/diversity)





## Underwriting Equality Through Action:

- *Signing* amici curiae in support of LGBTQ+ rights for workers
- *Partnering* with HRC to share stories, experiences, and resources
- *Maintaining* top scores on the Corporate Equality Index, the HRC Foundation's annual scorecard assessing LGBTQ+ workplace equality, for the third year in a row
- *Providing* financial support to organizations promoting equality, including the National Black Justice Coalition and the Transgender Law Center
- *Promoting* diversity across our own ecosystem through a dedicated effort to increase gender representation on our portfolio companies' boards
- *Creating* an inclusive environment through signage in our offices that encourages employees and guests to use the restroom that best fits their gender expression



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We proudly support the Human Rights Campaign and stand with you to build a better future.