UNITED, WE RISE FOR EQUALITY
DEAR FRIENDS,

After four long years, we can finally celebrate — our voices were loud and clear and, together, we have elected Joe Biden and Kamala Harris to the White House. Their election proves once again that equality is a winning issue, and reflects both the incredible work of this organization and the strength of our shared unity.

The Human Rights Campaign has been investing in this moment for three and a half years. Over the past year, as we sprinted through the finish line toward victory, your support fueled the most sophisticated campaign operation in our organization’s history. Together, we reached voters from every corner of this nation, particularly in the crucial battleground states of Arizona, Michigan, Nevada, Pennsylvania and Wisconsin. Now the people have spoken — and they have spoken for Joe Biden and Kamala Harris. Together, we have voted to elect the most pro-equality ticket in our nation’s history and, quite literally, to save our democracy.

In this election, we also celebrate crucial wins at the federal and state levels. In the 2020 election, but for our chapter in history. Right now, there is more work for us to do. That’s why the Human Rights Campaign has released our Blueprint for Positive Change charting the path forward for equality under Joe Biden and Kamala Harris. Together, we will work to repair the economy — it is both heartbreaking and inexcusable for the ineptitude in addressing COVID-19, to the disappointment of celebration that there is also hurt and disappointment. After all that we have seen from Trump and his cadre — from failure to acknowledge and address racial injustice to ineptitude in addressing COVID-19, to the blatant homophobia and transphobia reflected in their policies to the negligence in managing the economy — it is both heartbreaking and infuriating so many people in this country would still vote the way they have.

But cultural change is never easy. We are here today because generations before us fought and sacrificed to get us here. It is our struggle to carry forward — not just for one election, but for our chapter in history. Right now, there is more work for us to do. That’s why the Human Rights Campaign has released our Blueprint for Positive Change charting the path forward for equality under Joe Biden and Kamala Harris. Together, we will work to repair our communities, defeat the forces of oppression and injustice, and transform our systems so that they truly serve all of us.

I am so proud to have fought alongside you all, and so grateful for all that we have accomplished together. I believe with our resistance and resilience we will continue to create the change our community and our country need. We are on a path again to hope and progress, and we will walk that path together. And together, the future of equality is bright.

In Unity,

Alphonso David
President, Human Rights Campaign
He/Him/His
Follow me on Twitter: @AlphonsDavid
To those fighting for every individual's right to belong, we proudly stand with you. At Citi, we support the LGBT+ community globally and recognize LGBT+ rights as human rights.
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OUR PRIDE FLIES NONSTOP.

At Alaska, we are longtime supporters of the LGBTQ+ community and remain committed to a more equitable society.
New Coming Out Resources

In celebration of the 32nd National Coming Out Day on Oct. 11, the HRC Foundation released new resources to help LGBTQ people come out and live openly at home, at work and in their community. Throughout the process, each of us should always be in the driver's seat about whether, how, where, when and with whom we choose to be open.

The new resources, Coming Out as LGB+, Coming Out as Transgender and Non-Binary and Being an LGBTQ Ally complement existing coming out resources for Bi+ people, Black LGBTQ people, Latinx LGBTQ people, and API LGBTQ people as well as resources on Coming Out at Work, Coming Out to Your Doctor and Coming Home to Faith. Find these resources and more at hrc.org/comingout.

This fall marked the second annual #HBCUOutLoud Day, which was established a year ago by the HRC Foundation and celebrates improved equity and inclusion for LGBTQ students on HBCU campuses while also addressing discrimination, stigma and bias. This year, the HRC Foundation hosted #VoteOutLoud2020, a discussion on the importance of voting, the issues at stake in the presidential election and how to continue the fight for Black LGBTQ liberation after the election. Campuses also hosted their own in-person and virtual events, including the creation of a mural honoring LGBTQ inclusion at Dillard University, a conversation on gender identity and expression centering on Black lesbian identified women at Florida A&M University and more. Learn more at hrc.org/HBCU.

See Each Other. Save Trans Lives.

Through a collaboration with the HRC Foundation and WarnerMedia, we are 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 first video in the public service announcement campaign amplifies the voices of FX’s Pose star Dominique Jackson, Tori Cooper, Nakiya Lynch, Alexis Abarca, Sybastian Smith and Brandi Smith, all activists and advocates for the LGBTQ community. The short spots aired on WarnerMedia channels throughout the fall. Learn more at hrc.org/trans.
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It disrupts the status quo. It rallies people together. It unleashes new ways of thinking. At Accenture, we believe that a culture of equality drives innovation. And when we move forward as equals, anything is possible.

accenture.com/LGBT
Equality in Mexico

Now in its fourth year, the HRC Foundation’s Equidad MX report launched in early December with participation from more than 230 Mexican companies and corporations — up from 32 companies in its inaugural year. More than 200 of the participating companies and corporations received HRC Foundation’s designation of “Best Places to Work for LGBT Equality,” reflecting their ongoing commitment to LGBT equality and adoption of vital policies for LGBT employees. The report assesses the businesses based on three core pillars of LGBT inclusion: adoption of non-discrimination policies, creation of employee resource groups or diversity and inclusion councils and engagement in public activities to support LGBT inclusion. Read the report at hrc.im/EquidadMX.

Understanding Racism

In the coming weeks, HRC Foundation’s Welcoming Schools program will be sending 170 educators from 30 states a free book collection to help facilitate meaningful discussions around race and racism while fostering an inclusive classroom for young students. The educators were selected from a pool of more than 2,000 applicants. The bundle of 10 complimentary books were made possible through a partnership with First Book, a nonprofit that helps educators who serve children in need. Each week through May 2021, Welcoming Schools will release a lesson prompt for each of the books in the bundle for educators and families to engage in deeper conversations around race. Learn more about Welcoming Schools at www.welcomingschools.org.

UNDETECTABLE = UNTRANSMITTABLE

The HRC Foundation’s HIV & Health Equity Program, in partnership with the Prevention Access Campaign, is raising awareness around Undetectable=Untransmittable, more commonly referred to as U=U. The partnership includes the development of a resource guide and social media toolkit. The guide and toolkit uses science to explain that people living with HIV who reach an undetectable viral load by adhering to their antiretroviral therapy medication cannot pass on the virus to their sexual partners. A U=U guide will launch on December 1 to mark World AIDS Day. Learn more at hrc.im/uequalsu.

DON’T WAIT — registration is now open for HRC Foundation’s eighth annual Time to THRIVE, a national conference to promote safety, inclusion and well-being for LGBTQ youth...everywhere! In light of the current health crisis, Time to THRIVE, which convenes youth-serving professionals, counselors and educators along with LGBTQ youth community, will be going virtual for 2021. Attendees will hear from an outstanding group of virtual keynote speakers and participate in interactive workshops and online networking opportunities, all geared to better support LGBTQ youth. To register and for more information, visit timetothrive.org.
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U.S. Bank is a national sponsor of the Human Rights Campaign and proud to be named a Best Place to Work for LGBTQ Equality 13 years in a row.
THROUGH GRIEF, A COMMUNITY COMES TOGETHER TO REMEMBER THOSE LOST TO COVID-19

By Will Whitmire
he/him pronouns

This year has been incredibly difficult for so many in our community as COVID-19 has swept across the world. The profound loss and impact the pandemic has had on countless lives, families and communities has been devastating for so many: More than 250,000 lives have been lost in the United States to this virus, and the LGBTQ community has faced the disproportionate impact of the pandemic, both economically and health-wise.

We asked members of our community to share audio recordings of their personal stories, as well as condolences and support for all those impacted. We received hundreds of recordings that we compiled into an audio quilt. Each story highlights the devastating impact that COVID-19 has had on our country. But these stories also show the incredible love, resilience and empathy that LGBTQ people and allies have for one another. Through devastation and loss, we have banded together to support one another like never before.

In these powerful, heartbreaking stories, we see firsthand how when our community is stricken with grief, pain and loss, we pull together to lift up one another. As Alphonso David, president of the Human Rights Campaign, said in his first HRC National Dinner speech, “If we are to weather this storm, this existential crisis we face in this country, we must see beyond ourselves.”

Hi Grandma, it’s Tom. I’m sorry that we lost you to COVID but I’m so very happy that you were with us to see Kevin and I get married and to spend time with us to bless our home. And I am so very thankful that we had you for as many years as we did. I know you could have been here until you were 110 if it wasn’t for this disease and I just hope people are careful and that love wins.

Hi. My name is Bri from Louisiana. I’m an essential USPS employee and I have been working nonstop since March to provide the needs for COVID patients getting their medicines and mail packages during this crucial and unprecedented time. I would like to offer my deepest condolences and sympathies to those who have lost loved ones, friends and family. I’m so sorry for that and I pray that this ends soon.

WWW.HRC.ORG FALL 2020

We are thankful to everyone who submitted audio recordings and sent love and prayers to those impacted by COVID-19. We, as a community, are stronger for it.
In unprecedented times, people across the country turned out the vote in historic ways to ensure their voices were heard. More than 150 million ballots have been counted to date, marking the highest turnout rate of eligible voters in modern political history, with a large portion of those cast before Election Day via mail or early voting. LGBTQ voters also broke records for turnout and represented 7% of the total electorate while comprising an estimated 4.5% of the entire adult population. While some races are still being called, one thing is certain: People chose unity over division nationwide and have committed themselves to a better, more equal future for all.

The Human Rights Campaign mobilized unlike ever before to make a difference this election. We endorsed more than 650 pro-equality candidates — the most in our 40+ year history — up and down the ballot while deploying and hiring 139 staff members. We launched 31.6 million messages, delivered 7.2 million SMS text messages and sent more than 2.5 million pieces of mail. Even amid the challenges posed by COVID-19, our volunteers turned out in droves. More than 5,800 volunteers logged a collective 29,000 hours of service and participated in more than 2,650 voter contact events, and we helped more than 200,000 people register to vote and find information about their voting options via our online voter dashboard.

As a united front, our staff, volunteers and supporters worked tirelessly so that all people can believe in a better and more equal tomorrow. And now, as we look back at the recent months and even years that have led us here, we celebrate all that’s been accomplished.

A pro-equality majority in the House was achieved in the 2018 midterm elections and that majority was maintained this year. We’ve already witnessed the impact that having LGBTQ advocates in Congress can have on our community following the passage of the Equality Act in the lower chamber in 2019 — a historic moment for our movement. The Equality Act, when signed into law, would finally guarantee explicit protections for lesbian, gay, bisexual, transgender and queer people under our nation’s existing civil rights laws. From education to employment to housing, legal discrimination would no longer have a place in our society and instead equality and fairness would be the norm.

We also made advances toward a pro-equality majority in the Senate by both electing and reelecting those who have fought with us. Sen. Gary Peters was reelected to represent the people of Michigan, proving that LGBTQ and pro-equality voters would not be dissuaded by discriminatory attacks by the Trump-Pence administration and anti-LGBTQ candidates. Former Gov. John Hickenlooper defeated anti-equality incumbent Cory Gardner in Colorado in a decisive victory. We also saw Arizona send a new voice to the U.S. Senate in Captain Mark Kelly, who alongside his wife, former Rep. Gabby Giffords, has been an outspoken champion for LGBTQ people both in his state and across the country.

Now, as we head into the Georgia run-off elections slated for January 5, we are ready to mobilize our grassroots army and ensure a pro-equality majority in the Senate.

As important as it is to have LGBTQ allies in positions of power, it’s also crucial that we see our own community and identities reflected in public office. This election, we didn’t just achieve greater visibility — we broke barriers. The House LGBTQ Caucus grew to its largest size in history with the election of HRC-endorsed candidates Ritchie Torres and Mondaire Jones, who will also become the first openly LGBTQ Afro-Latino and Black members of Congress, respectively.

continued on p. 15
WE AGREE.

At Chevron, we believe diversity and inclusion are essential parts of better options, better decisions, and better solutions. So we became the first major energy company to include sexual orientation and gender identity in our nondiscrimination policies. In 2020, Chevron scored a "perfect" 100% on the Corporate Equality Index for our 15th consecutive year and are pleased to be recognized as one the "Best Places to Work" by the Human Rights Campaign.

Learn more at chevron.com/about/diversity
Trans representation also greatly expanded in state legislatures across the country, including Stephanie Byers in Kansas and former HRC press secretary Sarah McBride in Delaware, who now becomes the first openly transgender person to serve in the upper chamber of a state legislature in U.S. history and the highest-elected trans official nationwide. Representation for our community matters, and in this election we made it clear that who you are or whom you love should never dissuade you from being a voice for others.

Our work to change the course of history for our country culminated in the election of the most pro-equality ticket in history with Joe Biden and Kamala Harris. After years of hate, discrimination and constant attacks against marginalized communities, we rallied together to put an end to the Trump-Pence administration. As much as Trump tried to divide us, we united as a pro-equality force to say enough is enough.

Joe Biden and Kamala Harris have put equality at the forefront of their campaign — and, in fact, at the forefront of their careers in public service. We know that with them in the White House, we will have a seat at the decision-making table. We will work to pass the Equality Act, address the epidemic of violence against Black transgender women, combat the COVID-19 crisis that has disproportionately impacted our community and ensure our rights are protected at all costs. No longer do we have to fear an administration that seeks to undermine our well-being and existence, and instead we can have hope that change is truly on the horizon.

2020 ELECTION BY THE NUMBERS

650+ ENDORED PRO-EQUALITY CANDIDATES — THE MOST IN OUR 40+ YEAR HISTORY

5800+ INDIVIDUAL VOLUNTEERS

2650+ VOLUNTEER EVENTS

OVER...

2.7M PERSON TO PERSON TEXTS SENT

930K PHONE CONVERSATIONS WITH VOTERS

2.5M MAIL PIECES SENT

930K PHONE CONVERSATIONS WITH VOTERS

29K VOLUNTEER HOURS
Be distinctive. Together.

Inclusive cultures can bring unique perspectives together with purpose to encourage the open exchange of ideas and help brilliant new solutions take shape. See what inclusion powers at deloitte.com/us/inclusion.
In the November 2020 election, LGBTQ voters and our allies helped deliver the change that our community needs. We have elected the most pro-equality presidential ticket in our nation’s history — Joe Biden and Kamala Harris — and we have held onto a pro-equality majority in the U.S. House. We have also elected openly LGBTQ leaders and committed allies up and down the ballot who are ready to advance our progress. But we don’t just build political power to have it — we build political power to use it. And we need to bring this power to bear in order to advance equality for all.

For this issue of Equality Magazine, we sat down with JoDee Winterhof, senior vice president for policy and political affairs for the Human Rights Campaign, to talk about what comes next. Winterhof is a veteran political strategist and respected advocate with over 30 years of experience in navigating the complex intersection among politics, campaigns, messaging and public policy. Together with her team, she helped the Human Rights Campaign secure crucial pro-equality victories in this election. Now she is ready to help harness these wins to advance LGBTQ progress at every level of government.

HOW ARE YOU FEELING AFTER THE ELECTION?
I am feeling incredibly grateful that so many people prioritized equality in this election and that Joe Biden and Kamala Harris will be leading our nation for the next four years. I am so relieved I can hardly express it. For the next four years, we won't have to wake up worrying about what new anti-LGBTQ attacks from the White House will be coming next. Like so many people, I feel like there is a huge weight off my shoulders.

WHAT ARE SOME KEY STEPS THE BIDEN-HARRIS ADMINISTRATION CAN TAKE TO ADVANCE EQUALITY?
We have shared a Blueprint for Positive Change with President-elect Biden and his team, which lays out a roadmap for how the new administration can undo the past harms of the Trump-Pence administration while...
Mastercard is proud to be a corporate partner of the Human Rights Campaign.
advancing necessary progress for our communities.

A top priority of this administration must be working with leaders in the movement to pass the civil rights protections in the Equality Act. The Biden-Harris administration also needs to make sure that the federal government is implementing the Supreme Court’s *Bostock* decision, including by instructing its departments and other federal agencies to withdraw any guidance or instruction that is inconsistent with the court’s holding that discrimination on the basis of sexual orientation, gender identity and transgender status is unlawful sex discrimination.

We need the new administration to roll back the regulations that have been passed that have negatively impacted so many people in their day-to-day lives, while reestablishing the protections for people receiving government services. We also need the Biden-Harris administration to reverse the shameful, unpatriotic trans military ban, which they have committed to do.

Undoing the harm of this past administration will take some time, but we are confident that the Biden-Harris administration will prioritize taking action to protect the most marginalized and heal our nation.

**WITH WHERE THE SENATE STANDS NOW, HOW CAN WE PASS THE EQUALITY ACT?**

As you may know, there are still elections outstanding that will affect the balance of the Senate. With your support, pro-equality champions Jon Ossoff and the Rev. Raphael Warnock are now in a runoff for their Senate seats in Georgia. The Human Rights Campaign and our partners will be working around the clock to ensure that these candidates win in January.

We will also be partnering with this White House to ensure, no matter the outcome, everything is being done to pass the Equality Act and secure these life-saving protections for LGBTQ people across the nation.

**HOW CAN PEOPLE STAY INVOLVED AND ENGAGED?**

As I mentioned, the Georgia runoff elections take place on January 5. We will need everyone engaged to help win these races. You can visit hrc.org/election2020 to find out how you can get involved.

We also need everyone to advocate for the Equality Act. Please reach out to your representatives and senators to let them know that the passage of this act is crucial for our community.

And with state legislatures coming into session in January and February, we all need to stay engaged. Equality is not just a federal issue — we need to advance and defend our progress at every level of government.

Even though we have defeated Trump and Pence, there are still elected leaders who believe our community should not have protections. Now is not the time to slow down — now is the time to lean in.

**WHAT IS ONE THING YOU’RE EXCITED ABOUT IN TERMS OF THINGS YOU SAW DURING THIS ELECTION?**

In addition to being over the moon about Joe Biden and Kamala Harris’ win, a bright shining moment for me is how this election has brought greater, more diverse LGBTQ representation.

In Congress, we reelected amazing game changers like Angie Craig and Sharice Davids, and elected powerful trailblazers such as Mondaire Jones and Ritchie Torres. At the state level, in addition to the history-making win of Sarah McBride in Delaware, we also elected Stephanie Byers, the first trans woman of color to serve in the Kansas legislature. Shevrin Jones will become Florida’s first openly LGBTQ state senator, and Kim Jackson is now the first openly LGBTQ person elected to Georgia’s state legislature. And after voters overwhelmingly rejected transphobic messaging from her opponent, Brianna Titone will now serve her second term in the Colorado House. With these wins and so many others, our openly LGBTQ elected officials will blaze new trails for others.

**WHAT IS ONE LESSON WE CAN CARRY WITH US INTO THE FUTURE?**

One thing this election reinforced was that our work must be, first and foremost, intersectional. A powerful coalition of Black and Brown voters, LGBTQ voters, immigrants, women voters and others delivered the win our nation urgently needed. Now we must stay united for the work ahead. Because there is much more work to be done.

We need to make sure all of our communities have the relief they need in the face of this pandemic. We need to pass the John Lewis Voting Rights Act and restore the bedrock right of our democracy. We need to root out white supremacy from the heart of our institutions and transform our systems so that they truly serve all of us.

We have won the chance to write the next chapter of our democracy. But that chapter is yet to be written. It’s going to be on all of us — and it will take all of us — to create a better, inclusive future for all.
THE SUPREME COURT:

WHAT’S AT STAKE

With Barrett’s Confirmation and Fulton v. City of Philadelphia, OUR RIGHTS ARE ON THE LINE
Our community has seen a number of landmark victories for LGBTQ equality at the Supreme Court in recent years. We’ve long relied on the court to affirm our dignity and rights: from the freedom to be ourselves without fear of arrest to having protections from being fired from our jobs, from marriage equality to health care access. But two troublesome developments at the court this fall could have staggering consequences for LGBTQ equality and beyond.

The rushed confirmation of Amy Coney Barrett is a direct and hostile attack on LGBTQ people. Barrett’s approach to constitutional issues like equal protection, personal privacy and religious exemptions will shape the court and, in turn, the dynamic relationship between individuals and our nation’s laws for decades to come.

Barrett has demonstrated hostility toward LGBTQ rights in her words and rulings. She defended the Supreme Court’s dissenters on the landmark marriage equality case of Obergefell v. Hodges, questioning the role of the court in deciding the case. She said Title IX protections do not extend to transgender Americans, claiming it’s a “strain on the text” to reach that interpretation. She misgendered transgender people, referring to transgender women as “physiological males,” while casting doubt on transgender rights. She has criticized the ruling which upheld the Affordable Care Act — which has helped millions attain quality, affordable health care — and expressed opinions that suggest she would strike down the law.

In the weeks leading up to Barrett’s confirmation, the Human Rights Campaign generated more than 50,000 signatures on a petition opposing Barrett’s nomination and more than 50,000 unique contacts into Senate offices.

The process was a sham, the hearings were fast-tracked and, once again, Mitch McConnell and Donald Trump chose power over people.

The day after the 2020 election, the Supreme Court — including the newly confirmed Justice Barrett — heard oral arguments in Fulton v. City of Philadelphia, which considers whether governments must allow taxpayer-funded organizations to discriminate against LGBTQ people when providing critical services.

Though the 3rd Circuit Court agreed with the city, the case was appealed to the Supreme Court. Children’s lives quite literally hang in the balance: 440,000 children in foster care, including more than 122,000 awaiting a permanent placement, are at risk of losing the opportunity of a loving home if the court sides with CSS.

This case could also have implications for religious refusal by government-funded organizations in areas far beyond child welfare, including public health care, education, poverty programs, homelessness services and veterans services, among other social safety net programs.

The Human Rights Campaign has been active and vocal in opposition to Fulton.

“It is unconscionable to turn away prospective foster and adoptive families because they are LGBTQ...or for any other reason unrelated to their capacity to love and care for children,” said HRC President Alphonso David.

In August 2020, HRC joined Steptoe & Johnson, a renowned law firm, in filing an amicus brief to SCOTUS. Signed by over 30 major U.S. corporations — including American Airlines, Apple and Nike — the brief emphasized the overwhelming support for nondiscrimination laws.

It remains to be seen if and how both Amy Coney Barrett and Fulton will impact rights for LGBTQ people. But HRC will never back down in staunchly defending LGBTQ equality — at the ballot box, in state and local governments, in the courts and beyond. There is no other option — our very lives depend on it.
Linking people, cultures and commerce.

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sustainability.ups.com/diversity-and-inclusion
Combating Fatal Violence in the Transgender and Gender Non-Conforming Community

Fatal Violence Against Transgender and Gender Non-Conforming People

Violence against transgender and gender non-conforming people is rampant. And this year, fatal violence has reached an all-time high. In 2020, the Human Rights Campaign has recorded at least 34 incidents — at the time Equality went to press — of fatal violence against a transgender or gender non-conforming person, the highest number in a single year since we began tracking in 2013. That grim statistic is certain to increase before the end of the year. We are fast approaching our 200th recorded fatality since we began tracking, with deaths spanning 113 cities and towns in 33 states, the District of Columbia and Puerto Rico. These numbers likely undercount the true number of fatalities, as local media and law enforcement often fail to report deaths, fail to identify victims as transgender or fail to use the correct name, gender and pronouns for victims. Based on HRC data, three in four victims will initially be misgendered or misnamed by the media or police. As a result, our work often relies on reports from bloggers, community activists and loved ones who are dedicated to seeking justice and preserving the memories of victims.

Hostile Policing

When the police arrived at Kendall Stephens’ home, they were unsympathetic and refused to arrest one of her attackers. The police trivialized her injuries and were dismissive of her assault. Stories like this are common in the criminal justice system. A 2015 survey from the National Center for Transgender Equality found that 58% of transgender people who interacted with the policy reported being mistreated by them. Additionally, misgendering is common even after deaths, leading many transgender homicides to go unreported. We must demand better of our justice system to protect trans lives.

The Cycle of Violence Against Transgender and Gender Non-Conforming People

These horrific deaths are driven by a pervasive social stigma against the transgender and gender non-conforming community. Tori Cooper, HRC’s director of community engagement for the Transgender Justice Initiative, places the blame on a deadly combination of racism, toxic masculinity, misogyny and transphobia.

By Violet Lhant She/Her Pronouns

Kendall Stephens was at home with her goddaughters when she noticed a suspicious crowd outside her front door. The Temple University junior was studying in her room and went downstairs to investigate. As soon as she opened her door, a stranger began angrily shouting at her, and she called 911 when the group refused to leave. This verbal altercation soon led to physical assault as several assailants entered Stephens’ home and began attacking her in her own dining room. They shouted transphobic remarks at her in between blows, making the source of their hatred all too clear. Stephens escaped to a nearby basement, but was left with a broken nose, broken ribs and other injuries.

continued on p. 25
PROUDLY SUPPORTS THE HRC
“Everyone — including those in government, law enforcement and our friends and neighbors — must speak up and take action to bring this horrific violence to an end,” Cooper said.

In 2018, HRC’s Gender-Expansive Youth Report found that over half of transgender or gender-expansive youth reported being mocked by a member of their own family due to their identity. Racism is another major contributing factor to this epidemic of violence, with trans women of color comprising approximately four out of five victims. Since we started recording fatalities in 2013, we’ve found that Black and Latinx women make up a full 93% of women victims. A hostile political climate also results in anti-transgender stigma, with several anti-transgender bills introduced in statehouses around the country every year. These factors all contribute to marginalizing and dehumanizing trans people, increasing stigma that also increases risk of violence.

**WHAT WE CAN DO**

This epidemic of fatal violence against transgender and gender non-conforming people is a reflection of a society that pushes transgender people to the margins. That’s what led HRC to partner with WarnerMedia for an anti-stigma campaign focusing on everyday stories of trans and gender non-conforming lives. It’s what led HRC to launch a “Pledge to End Violence Against Black and Brown Transgender Women” with Minneapolis City Council Vice President Andrea Jenkins, the first Black openly trans woman elected to public office in the United States. The pledge asks state and local elected leaders to recognize and take action to end the epidemic of fatal violence against transgender and gender non-conforming people, especially Black and Brown transgender women. We must also continue to uplift trans and gender non-conforming voices and speak out against discriminatory laws at both the national and local levels. This includes decriminalizing sex work, a practice many trans women engage in for their survival. It also includes tackling issues such as income inequality, lack of health care and homelessness that present strong risk factors for violence when left unaddressed. This year has been the deadliest for transgender and gender non-conforming people that HRC has ever recorded. It is more important than ever for us to continue fighting for their lives.

Visit [hrc.org/transgender](http://hrc.org/transgender) to learn more about HRC’s work toward justice and equality for transgender and gender non-conforming people.

**IN MEMORIAM:**

**MONICA ROBERTS**

This year, we’ve lost one of our fiercest advocates in Monica Roberts, founder and editor of TransGriot. Roberts was an award-winning blogger, writer and human rights advocate for transgender and gender non-conforming people, especially Black trans women. She used TransGriot as a platform to highlight issues facing local and national trans communities. By putting trans stories first, Roberts became a “griot,” or storyteller, for countless trans people. She helped them to feel part of a community, to learn their history and to become advocates for their civil rights. Roberts’ reporting on the deaths of trans and gender non-conforming people called attention to an issue that is often overlooked by national media. She was a strong influence on our own work, and her loss will be felt deeply. The Human Rights Campaign is so grateful to Monica Roberts for her enduring work and acknowledges the power of her inspirational legacy.
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DIVERSITY & INCLUSION

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Since the COVID-19 pandemic began in the U.S. in March, the HRC Foundation has been making sure we’re supporting those in our community every way we can. That’s why we launched a new initiative, My Body, an HIV awareness and prevention campaign for Black and Latinx LGBTQ people between 16 and 35 years old.

The campaign, which will take place over the course of the next year, consists of a monthly educational webinar series and a free My Body box for anyone interested. The box contains tips and tools for safe sex, including HIV prevention, during this pandemic. If you need a face mask, a pill container, hand sanitizer or other necessities, the My Body box has you covered. We’re also working with influencers, activists and experts within the community to help spread the word about the initiative.

“Embrace your body and your sexuality,” the campaign states. “Taking precautions against HIV doesn’t mean you hide your sexuality or not enjoy sex — you can love your body and stay safe.” With education and empowerment, we can make sure our community is able to make decisions that are the best for them.

Sex is a natural and healthy part of our lives and should be free of shame and stigma. The My Body campaign takes a sex-positive approach, believing that all “consensual sexual activities [are] fundamentally healthy and pleasurable.” The goal of the My Body campaign is to empower young LGBTQ people with the knowledge of safe-sex practices, the importance of consent and facts about preventing HIV & AIDS to ensure that those in our community are living, thriving and remaining healthy.

“We’re so excited to have launched the My Body campaign earlier this fall,” said J. Maurice McCants-Pearsall, director of the HIV & Health Equity program at the HRC Foundation. “This campaign is unlike anything that the HRC Foundation has done before. Through this initiative, we will be reaching a new audience and making much-needed connections with young Black and Latinx LGBTQ people.”

We know too well that our community often doesn’t receive the information we need to have sex safely and treat our bodies with respect. One in four LGBTQ students don’t receive adequate education at school on HIV & AIDS, and more than 1 million people in the U.S. are living with HIV while 40,000 people are diagnosed each year. Since one in five new HIV diagnoses are people between the ages of 13 to 24 years old, it’s more critical than ever that young people take care of their bodies and their partners. When using a condom correctly, people are at least 10 times less likely to get HIV. For people who are not HIV positive but are sexually active, taking PrEP every day reduces their risk by 74% when injecting drugs and by 99% when having sex.

This knowledge is only the start of the essential information that the My Body campaign will convey to the LGBTQ community. We have already seen record requests in My Body boxes, interest in discussing sex positivity and HIV prevention and interest in our partnerships with LGBTQ activists Ryan Russell, Andrés Camilo, Shea Diamond and Richard Seigler-Carter. Visit hrc.im/MyBody to learn more.
At Northrop Grumman, we strive to create an inclusive space where every teammate can safely bring their whole self to work and feel confident their unique contributions are valued.
Nordstrom is proud to partner with the Human Rights Campaign in our celebration of the LGBTQIA community and commitment to securing equal rights for all.

Whoever you are and whoever you love, we see you, we support you and we stand with you.
At Microsoft, we want every individual to thrive. That means, as the communities we serve evolve, we evolve.

It’s the business of inclusion. Microsoft continues to be a proud sponsor of the Human Rights Campaign.

Do more. Achieve more.
For years, lesbian, gay, bisexual, transgender and queer people have always depended on LGBTQ-serving businesses to provide safe and intentional spaces to express ourselves freely, find community and be our authentic selves. Amid a global pandemic, many of these businesses that serve as safe and affirming places for large portions of the community, especially for young queer people, trans or gender non-conforming people and communities of color, are facing financial challenges and are at risk of closure.

As COVID-19 continues to impact businesses across the country, the Human Rights Campaign and SHOWTIME® partnered to launch "Queer to Stay: An LGBTQ Business Preservation Initiative," a funding program aimed at supporting businesses to preserve affirming, welcoming community spaces for LGBTQ people of color, women and the transgender community.

The initiative celebrated and supported the LGBTQ community by identifying and donating to 10 recipients, selected based on the communities they serve and how COVID-19 has affected them. In September, HRC and SHOWTIME® announced the awardees of the initiative: Alibi Lounge in New York City; Amplio Fitness in Rocky River, Ohio; Salon Benders in Long Beach, California; Blush & Blu in Denver, Colorado; Doyenne in Charlotte, North Carolina; El Río in San Francisco, California; Freed Bodyworks in Washington, D.C.; Herz in Mobile, Alabama; My Sister’s Room in Atlanta, Georgia; and Pearl Bar in Houston, Texas.

As COVID-19 continues to impact businesses nationwide, these 10 businesses were among many other LGBTQ-serving spaces across the country that shared stories of significant revenue loss, and how amid a global pandemic, it’s more important than ever to preserve these spaces for our LGBTQ community.

"It’s not just a bar, it’s their home." For Julie Mabry, the Pearl Bar in Houston, Texas — one of the 16 remaining lesbian bars in the country — has always served as a refuge, not only for lesbians but also for the Houston area’s transgender and queer community.

"People come here three or four times a week. This is the only safe space they have where they can be who they want to be, even to just have a drink," said Mabry.

For Mabry and the staff, the initiative helped to support Pearl Bar's reopening, including allowing the staff to go back to work and obtaining equipment and permits for the place to reopen as a restaurant.

Pearl Bar opened in 2013 and stands as the only lesbian bar in Houston, and one of only two in Texas.

"As queer and trans business owners, it has a special meaning to be recognized by our own people." Like many LGBTQ business owners during the pandemic, Frances Reed and Jessica VonDyke, co-owners of Freed Bodyworks Holistic Wellness in Washington, D.C., have been fighting tooth-and-nail to keep their business alive — especially for their 4,000 clients and 23 LGBTQ staff who depend on the business for their livelihoods.

"[The Queer to Stay initiative funding] arrived at exactly the right moment," said Reed. "This award allowed us to commit to our team that the business would stay open this fall."

Through the support from the funding, Reed and their staff have been able to turn attention to additional efforts to keep their business afloat, including launching a GoFundMe campaign that would make up for their significant loss in revenue since the pandemic closed the Freed Bodyworks' doors in mid-March.

In addition to the financial support, the psychological boost of feeling lifted up by a larger queer community has helped them build much-needed resilience for what promises to be a long fight for survival.

"All of our eggs are in one basket, which is really scary," said Reed. "We’ve spent everything we had, emotionally, physically and financially, on building this business for nine years."

Freed Bodyworks is a body-positive holistic wellness center in Washington, D.C., that embraces the many ways that people’s bodies don’t conform to societal norms.

"A symbol of the acceptance and love of our Harlem neighborhood." For more than two decades, LGBTQ bars, especially those owned by people of color, have been disappearing, which is why for Alexi Minko, owner of New York’s Alibi Lounge, preserving the business also meant protecting an important space for multiply marginalized individuals in the city.

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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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“For many LGBTQ+ youth of color from Harlem, Brooklyn and the Bronx, the lounge is a safe haven free for them to be who they are,” said Minko. Through HRC and SHOWTIME®’s Queer to Stay initiative, Alibi Lounge was able to pay their rent and support expenses from food and liquor distributors to obtaining new COVID-19 regulation furniture. Alibi Lounge is the first Black LGBTQ-owned and first openly LGBTQ establishment in Harlem and provides training and employment primarily to local LGBTQ people of color.

“Seeing our name up there with big names and big cities, I feel affirmed.” For Belle Ursa, co-owner and well-being practitioner at Amplio Fitness in Rocky River, Ohio, it was surprising but affirming to see an LGBTQ business from Rocky River next to other awardees from major metropolitan cities like New York City, San Francisco and Houston.

“Getting this recognition shows people that we are real, that we are making a difference, and that we are necessary to the community,” said Ursa. At Amplio Fitness, Ursa has created a space that empowers the LGBTQ community, especially transgender and non-binary folks, to come and learn more about their bodies and a variety of ways to engage and care for it.

Since the announcement of the Queer to Stay initiative, Amplio Fitness has used the funding to pay off the debt the business accrued during the shutdown, but also allowed the business to invest and plan toward a more permanent residence.

“By keeping Amplio Fitness open, we are able to act as the hub for our community’s wellness needs. When people come to Amplio, they feel a sense of connection and support.”

Preserving a space for LGBTQ people to find community and be our authentic selves

As our country navigates an ongoing global pandemic, LGBTQ people and communities of color continue to experience negative health and economic impacts.

Now more than ever, it’s important we uplift our LGBTQ community, which means also protecting the safe and welcoming spaces that allow us to be ourselves.

Check out hrc.im/queertostay to read more about the recipients of the Queer to Stay initiative and how you can support their efforts to continue providing affirming spaces for LGBTQ people.
Innovation Begins with Inclusion

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MADE HERE WITH PRIDE
SINCE 1989

We have always been strong supporters of groups and individuals advocating for civil rights and LGBTQ equality. As leaders in our industry, we take PRIDE in being the only company to take this stand...from the very beginning.
This year, as our community and the world face extraordinary challenges, many HRC supporters want to take an important step to protect their families and leave their legacies by preparing a will.

We are pleased to let you know that we now have access to an estate planning service for our supporters through Giving Docs. HRC has arranged for this service to be free of charge – and you can update or change your plans as often as you like, at any point along the way.

To get started, visit hrc.im/givingdocs to create your profile with Giving Docs. If you have any questions about how to use this service, or about how to leave a gift to HRC through your estate plan, please contact Jade Bristol Verity, Director of Estate Planning, (202) 216-1563, jade.bristol.verity@hrc.org.

Leave a gift for HRC in your will or trust
MEMBERSHIP MATTERS

THANK YOU

HRC members showed your power this year. You never gave up. And we are so grateful.

Now Our Work Must Continue. We Must Keep Demanding Change!

2020 was a year we never could have predicted. We remained resilient during extraordinary times. We united together to elect Joe Biden and Kamala Harris — and bring back equality to the White House. Thank you deeply for sticking with us this year and making history … but there’s still much to do.

We must keep fighting for a better, stronger, more inclusive America. One where we not only see ourselves in others, but feel what they’re feeling, work to understand their struggles and fight with empathy and vigor for them … because fighting for others makes a better nation for us all. Together, that is possible.

You made every second of 2020 count. Let’s keep it up into 2021 and far beyond it.

RENEW YOUR MEMBERSHIP: hrc.org/Fall
EQUALITY IS EMPOWERING

Barilla stands with the HRC and is fiercely committed to fostering a culture of kindness, inclusion and acceptance. We are proud partners of The Ali Forney Center and the Tyler Clementi Foundation and staunchly support their efforts to protect and empower vulnerable LGBTQ+ youth. Visit HRC.org to learn more and help transform lives.
At Apple, we’re committed to using our voice to advocate for LGBTQ+ people and the freedoms they deserve. Because we believe everybody should have the right to be free from discrimination.

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