



HUMAN RIGHTS CAMPAIGN FOUNDATION 2023 AND BEYOND

The Human Rights Campaign and the Human Rights Campaign Foundation together serve as America's largest civil rights organization working to achieve LGBTQ+ equality. By inspiring and engaging individuals and communities, HRC strives to end discrimination against LGBTQ+ people and realize a world that achieves fundamental fairness and equality for all.

This summer, for the very first time in our history, HRC declared a State of Emergency for LGBTQ+ people in America. This unprecedented step was taken in direct response to the introduction of over 500 anti-LGBTQ+ bills in state legislatures, with more than 80 of them being signed into law.

In declaring our state of emergency, HRC supported its community through three key pillars. HRC released a full-fledged [Impact Report](#) detailing the impact of anti-LGBTQ+ legislation on our community, sharing the stories of those affected and making it clear to others that this is not a “fabricated” emergency. HRC issued a [guidebook](#) outlining LGBTQ+ rights state-by-state, while also providing key resources and information for those who may need to leave their state or require additional support in a difficult landscape. Corporate allies are needed now more than ever to sway lawmakers, so HRC launched the [Count Us In](#) campaign to empower businesses to take action to support their employees, customers and communities.

The HRC Foundation works to build capacity and change policies, practices, hearts and minds in a range of institutions that shape our daily lives. The HRC Foundation shines a bright light on economic and social policies that leave too many behind. These include inequities in healthcare and education; the dissemination of hate-filled dis- and misinformation about our lives; homophobia, transphobia, anti-LGBTQ+ violence; and systems that often fail the most vulnerable among us.

What follows is an outline of the **HRC Foundation's 2023 Accomplishments and a look at the work ahead in 2024**. This overview highlights the research, educational outreach and advocacy of priority initiatives that complement the work of the HRC in this state of emergency. Through the following programs and projects, we are enhancing the lived experiences of LGBTQ+ people and their families, as we change hearts, minds and systems across America and around the world.



ALL CHILDREN - ALL FAMILIES

With the release of its 2023 Change-Makers report, All Children - All Families (ACAF) celebrated a record-breaking 172 child welfare agencies employing over 30,500 professionals and serving more than 1.4 million children, youth, and families annually in 43 states. There are now agencies engaged with ACAF in policy and practice improvement in 85% of the country. Throughout 2023, ACAF's webinar series also continued to grow, reaching all 50 states for the first time and training more than 10,500 child welfare professionals.



In 2024, the program will leverage new connections with large networks of child welfare organizations, such as the National Organization of State Associations for Children, to continue ACAF's expansion. Beyond the success of its annual certification program, ACAF's national training program continues to grow; the 2024 training cycle will include statewide training rollouts in Illinois.

YOUTH WELL-BEING PROGRAM

In 2023, HRC's Youth Well-Being program focused on highlighting **HRC's 2023 Youth Report** by creating action guides for educators, librarians, mental health professionals and parents on how to meet the needs of LGBTQ+ youth -- as well as presenting this data at national conferences including Prevent Child Abuse. Additionally, the team worked to expand the **Project THRIVE** campaign and welcomed new partners to the coalition dedicated helping LGBTQ+ youth thrive. Truth Initiative, Active Minds and the National Center for Missing & Exploited Children all joined the coalition this year. Lastly, **Time to THRIVE**



shifted from an annual national conference to regional summits throughout the year, helping HRC build capacity in regions. In 2023, we hosted two summits: Time to THRIVE in the Deep South in Atlanta and Time to THRIVE in the Mountain States in Denver. We welcomed more than 400 educators and youth-serving professionals to share resources and best practices in support of LGBTQ+ youth at these regional summits.

Heading into 2024, the program intends to continue expanding regional Time to THRIVE summits, with **Time to THRIVE** in the Upper Midwest set for Saturday, May 18, 2024, in Minneapolis. This year, HRC is partnering with Queer Youth Assemble and creating a youth track as part of Time to THRIVE in the Upper Midwest to equip youth with tools to advocate for themselves and their peers at school boards and in their local communities. The team also continues to uplift youth voices with the **Youth Ambassador** program, which welcomed 10 amazing youth advocates from across the country. These youth will participate on panels, deliver keynote speeches, and serve as the youth voice within the organization.

WELCOMING SCHOOLS

In 2023, [Welcoming Schools](#) hosted a successful [National Day of Reading](#) to celebrate stories supporting transgender and non-binary youth, with 350 registered readings all over the world to over 40,000 participants. In addition, we created a toolkit for educators and community members in both [English](#) and [Spanish](#). Welcoming Schools also trained over 30,000 educators impacting over 1.8 million students. Lastly, we partnered with the American Association of School Librarians (AASL) to co-brand a [Top 12 Recommended Books](#), and developed a [Pronoun 101](#) resource to provide educators and community members with the tools to understand why pronouns matter.



In 2024, we will launch our eLearning series for educators on the HRC Learn platform, where an estimated 100,000+ educators engage with our content. We will release our FY24 Annual Report highlighting our growth and accomplishments and plan to host our ninth annual National Day of Reading on March 5, with events at our headquarters and readings all around the world. Lastly, we will set in motion our second Intersectionality training, focusing on unconscious bias and the school-to-prison pipeline.

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES PROGRAM

The [HBCU Program](#), a groundbreaking national initiative, collaborates with Historically Black Colleges and Universities to establish LGBTQ+ inclusive campus environments. This summer, the HBCU team convened the fourth [Executive Summit on LGBTQ+ Inclusive Excellence](#). This highly anticipated day-long event brings together a carefully selected group of administrators, scholars and advocates from HBCUs and MSIs (Minority-Serving

Institutions) to engage in meaningful discussions about promising practices and supportive policies that promote equity and inclusion for LGBTQ+ students.



The summit brought HBCU administrators from Alabama, Mississippi, and Arkansas to Birmingham for a compelling two days. The focus of the summit was to develop comprehensive LGBTQ+ inclusive policies and practices tailored specifically for college campuses. Additionally, in June, the HBCU team unveiled the very popular [HBCU Pride Toolkit](#), a valuable resource to help HBCUs celebrate and promote Pride Month while cultivating an inclusive and welcoming atmosphere on campus.

The HBCU Program is formalizing its national LGBTQ+ training initiatives, with a particular focus on supporting BIPOC LGBTQ+ communities. These initiatives are designed to equip HBCU staff and administrators with effective practices and policies that foster a supportive environment for LGBTQ+ students.

In 2024, the HBCU Program will introduce a workforce development and career readiness component. This addition aims to provide valuable resources and skills that will empower students during their college journey and set them up for success in their chosen careers. The HBCU Program is committed to creating an inclusive and empowering experience for all students as they prepare for their future.

HIV & HEALTH EQUITY

HIV & Health Equity has successfully culminated and expanded the breadth of their programmatic work through the expansion of the Wellness in Action initiative, a national HIV self-testing kit program, to include six community-based organizations in Florida, California, Georgia, Texas, Illinois and Puerto Rico in their pledge to distribute 3,000 free HIV self-testing kits across the country and to help recipients navigate services. The team also created more opportunities for community engagement through their leadership and professional development cohorts. They welcomed two new cohorts, 16 individuals, to mobilize the next generation of public health leaders to educate their communities on the disproportionate impact of HIV. [GenHERate](#), focuses on empowering cisgender and transgender Black women around HIV and sexual reproductive health, and [GENERAR](#) is the first Spanish language cohort focused on LGBTQ+ young people who are residents of Puerto Rico.



In response to the mpox public health emergency, the team worked with six organizations and their communities to begin developing community-centered public health emergency response plans aimed at ensuring Black and Latiné communities, especially within LGBTQIA+ communities, are not carrying the biggest burden when the next public health emergency emerges. Furthermore, HIV & Health Equity launched the Interfaith Health Equity Alliance Roundtable (IHEAR) which brought together faith leaders to discuss HIV and other health inequities with the goal of developing eLearning modules to help other faith leaders conduct HIV and other health equity conversations with their congregations.



To continue addressing misinformation, stigma and shame as part of the [My Body, My Health](#) work, HHE released their sex and body-positive campaign.

In 2024, the program will continue to strengthen coast-to-coast initiatives to support communities that are disproportionately impacted by HIV through workshops, speaker series, and culturally relevant resources. Also, the program will develop and launch an innovative, groundbreaking project to improve health outcomes for those navigating HIV services, especially Black and Latiné LGBTQIA+ communities.

TRANSGENDER JUSTICE INITIATIVE

In 2023, the [Transgender Justice Initiative](#) (TJI) team executed a major expansion in all four pillars of our work: investing in community leadership; economic empowerment; strategic communications; and capacity building, technical assistance and training.

In our Investing in Community Leadership work, we overhauled both our [ELEVATE](#) and [ACTIVATE](#) leadership development programs to maximize their impact for trans and nonbinary leaders of color. We also introduced two new pilot programs focusing on demographic groups that have been traditionally under-represented in our other leadership development programs: MOTIVATE for trans men and trans masculine nonbinary people of color and ELÉVATE for Spanish-speaking trans and nonbinary people of color.



For our Economic Empowerment work, we expanded both our [Lyft Grants program](#) and [Small Grants program](#), granting benefits totaling \$75,000 to 55 trans and nonbinary organizations, people and projects across the country.

In our Strategic Communications work, we continued our [Trans Talks series](#); introduced a new Trans Conversations project to develop and implement an iteration process for friends-and-family deep canvassing for trans inclusion; and secured 27 million media impressions through interviews and press coverage of our programming.

For our Capacity Building, Technical Assistance & Training work, we traveled to dozens of conferences, speaking engagements and professional networking events to foster deeper connections and relationships in communities. We began to update our [Safer Sex for Trans Bodies](#) resource, driven by a [community feedback survey](#) and key partnerships. We also expanded our team by hiring a new grant coordinator, Mallory Johnson, who has helped to increase both our internal and external partnerships.

In 2024, we will continue building on and improving our fellowship programs, including expanding ELEVATE to include trans leaders of color of all gender identities. We will similarly continue our Lyft and Small Grants work with new spotlight cities based on the 2023 Fatal Violence Report. We will look to complete and release our new Healthy Sex for Trans Bodies resource, as well as a volunteer training based on our Trans Conversations iteration. We will look to standardize scheduling for the Trans Talks series and continue to seek opportunities to travel and forge new community connections.

FINANCIAL HEALTH & ECONOMIC EMPOWERMENT

In 2023, the HRC Foundation invested in the development of new financial health and economic empowerment programming, including two new initiatives: [WorthIt](#) and [Next Level](#). This programming provides culturally-responsive education and resources to help multiply marginalized LGBTQ+ young adults navigate biased systems and gain increased economic stability.

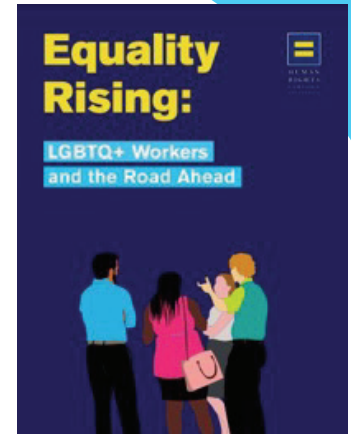
WorthIt is a digital wellness platform that inspires and motivates LGBTQ+ people to improve their financial health and well-being. Tailored to the needs of LGBTQ+ adults ages 18 to 44, WorthIt aims to raise awareness around economic injustice within the LGBTQ+ community and provide tools and information to help close the LGBTQ+ wealth gap. WorthIt serves as a trusted resource for basic financial education by providing access to community-centered information via [WorthIt.hrc.org](#).



Next Level is the HRC Foundation's 20-hour (10-week) financial health, job readiness and wellness course for LGBTQ+ adults ages 18 to 30. The course centers the lived experiences of Black and Brown and trans and non-binary community members and provides knowledge and skills to navigate biased systems and gain more economic stability. The program model involves collaborating with and funding community partners across the country to recruit and support participants via wraparound services and supplemental local engagement.

WORKPLACE EQUALITY PROGRAM

HRC's Workplace Equality Program is the nationally recognized voice for advocacy, information and guidance on LGBTQ+ workplace issues. This year the program launched a new iteration of the **Corporate Equality Index** (CEI) – the national benchmarking tool on inclusive LGBTQ+ policies and practices. The criteria adjustments reflect a 20-year history of observation, learning and growth that HRC is proud to continue today. Through these updated areas of impact, we hope to elevate the public's understanding of what an LGBTQ+ inclusive workplace looks and feels like. We released **Equality Rising**, our latest climate research report, which shares experiences of LGBTQ+ workers nationwide. This version included an expanded survey pool to capture the experiences of trans and non-binary workers as well as LGBTQ+ people of color.



Our workplace advocacy work in Latin America continues with our Equidad(e) Programs. We started with **Equidad Mexico** and **Equidad Chile** in 2016 and 2018, respectively, and recently expanded in Argentina with **Equidad AR** and Brazil with **Equidade BR**. Each of the Equidad programs adapts insights from the CEI to the cultural and social nuances in each country. The reach of the Workplace Equality Program spans over 18 million U.S.-based employees, 1,300+ major U.S. and multinational employers, and 13 million employees around the globe.

In 2024, we will build on these successes by focusing on new ways to improve workplaces and society at large for LGBTQ+ persons. We are partnering with Stakeholder Engagement to release a report in January providing employers with essential information on responsible corporate social practices and allyship beyond the workplace. This report will have six key pillars: Workforce, Supply Chain, Products & Services, Marketing & Crisis Communications, Corporate Giving and Advocacy.

GLOBAL PARTNERSHIPS PROGRAM

HRC's Global Partnerships Program leverages the knowledge, expertise and resources of HRC to support and strengthen the global equality movement. It focuses on supporting the work of the 230+ members of HRC's Global Alumni Network in approximately 110 countries.



The team was thrilled to bring back HRC's flagship annual **Global Innovative Advocacy Summit** in person, which brought together 32 competitively selected advocates from 32 countries around the world to share ideas and best practices and build community.

In addition, the team completed the third year of its highly successful **Global Small Grants** by awarding grants up to \$5,000 to 20 individuals or organizations in 17 countries and were proud to celebrate their success and impact, including innovative programs engaging faith allies in Panama and producing a trans video series in Pakistan.

The team supported partners across war-torn Ukraine by providing a workshop on marriage equality and civil society; worked with the leading LGBTQ+ organization in Poland to increase their engagement with businesses; and advocated for increased federal support and protection for LGBTQ+ refugees.

In 2024, the team will focus on increasing the impact of the Global Alumni Network through convenings, mutual and joint learning, and support. It will once again convene the seventh Global Innovative Advocacy Summit, provide the fifth year of the Small Grants Program, support the efforts of multilateral bodies such as the Equal Rights Coalition, and lift up the voice of experts, such as the UN Independent Expert on sexual orientation and gender identity.

STAKEHOLDER ENGAGEMENT

For the 2023 Pride season, the Stakeholder Engagement team launched the business pledge. By signing, companies of any size pledge to do three things:

- Stand proudly and publicly as LGBTQ+ allies, calling on lawmakers to abandon any efforts to discriminate and rejecting anti-LGBTQ measures as threats to company values of diversity, equity and inclusion.
- Elevate the honest and authentic experiences of LGBTQ+ Americans, including those of our valued employees and customers in the transgender and non-binary communities.
- Ensure our transgender and non-binary employees and their families have access to the health and medical care they need, where possible under the law.

Over 100 large businesses have signed the pledge and over 75 small/medium businesses have signed, as well. In addition, we are launching a version of this pledge for health and human services organizations at the end of 2023.



In addition to the new Count Us In pledge, businesses can still show their support through the [Business Coalition for the Equality Act](#), which has reached 554 companies, and the [National Business Statement on Anti-LGBTQ State Legislation](#), which has reached 334 companies. With the reintroduction of the Equality Act, several members of the Business Coalition for the Equality Act convened at the HRC headquarters to discuss strategies to promote the bill. This was one of several business summits organized by the Stakeholder Engagement team, including state-specific summits in Alabama, Texas and Iowa.

In 2024, the Workplace Equality Program will develop the Corporate Citizenship Report, in partnership with the Stakeholder Engagement team. The report will outline best practices for companies to implement across their organizations to improve the experience of LGBTQ+ employees. This will include best practices for workforce, supply chain, products & services, marketing, corporate giving and advocacy.

PUBLIC EDUCATION AND RESEARCH

In 2023, the [Public Education & Research](#) (PE&R) team released more than 25 reports, resource pages, and research briefs on a diverse range of topics across LGBTQ+ daily life. Most notably, we released the 2023 LGBTQ+ Youth Report, highlighting the findings from the latest iteration of HRC and the University of Connecticut's 2022 LGBTQ+ Youth Survey of almost 13,000 LGBTQ+ youth aged 13 through 17 (the survey is conducted every five years). We also began releasing short monthly reports from this data on additional key topics facing LGBTQ+ youth, including online safety and literacy, school discipline and the school-to-prison pipeline.

In addition, PE&R collaborated with teams across the Foundation and HRC at large, to contribute data, research and storytelling for key policy and advocacy products, including:

- Co-leading several reports released alongside the National State of Emergency declaration, including [“LGBTQ+ Americans under attack: A report and reflection on the 2023 state legislative session,”](#) and the [“State of LGBTQ+ Rights”](#) resource page.
- Fielding community surveys among LGBTQ+ adults, analyzing the data, and releasing reports on how the LGBTQ+ community was impacted by/ responded to [2022’s mpox outbreak](#); changes to the [FDA’s blood donation guidance](#); the rising threat of state-level [gender-affirming care bans](#); and workplace experiences with outness, acceptance and discrimination (the Equality Rising report listed below).
- Releasing new and/or updated resource pages on topics ranging from an [FAQ on gender-affirming care](#), to [homelessness and housing insecurity](#) (funded through support by Radian), to Coming Out and Living Authentically as an LGBTQ+ [Latiné](#), [Black](#) or [AANHPI person](#).
- Continued to monitor and report on fatal violence facing the transgender and gender non-conforming community, for the 11th straight year.

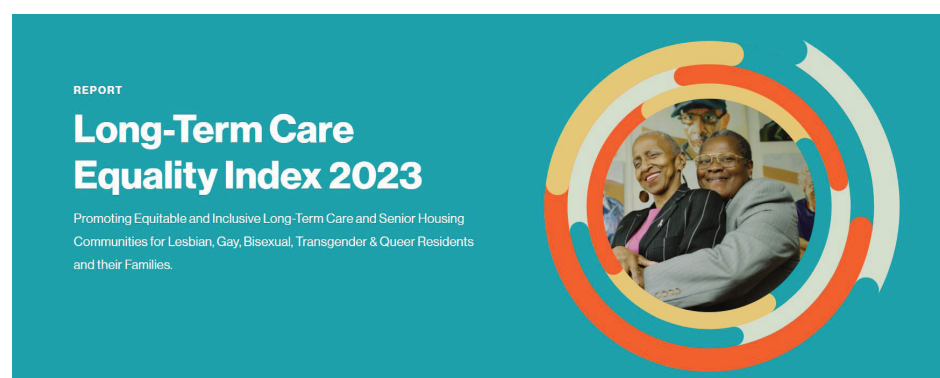


The program will continue to release new reports from the Youth Survey, including longer form reports highlighting the specific experiences of Black and Latiné LGBTQ+ youth, and those living with disabilities.

HEALTH AND AGING PROGRAM

The [Health & Aging](#) team, in partnership with SAGE, released the first official [Long-Term Care Equality Index \(LEI\) 2023 Report](#). The LEI 2023 represents the first validated survey on LGBTQ+ inclusion in long-term care and senior housing communities. This year, 200 senior housing communities across 34 states participated in the LEI, with 75% of participating communities earning either the High Performer or Leader designation.

Next year, the team will release the 2024 Healthcare Equality Index, which is on track to include more healthcare facilities than ever before. For both programs, the team will continue to provide technical assistance to make these organizations more LGBTQ+ inclusive and conduct in targeted outreach to ensure that organizations serving the most vulnerable LGBTQ+ populations are engaged in these programs.



MUNICIPAL EQUALITY INDEX

The [Municipal Equality Index](#) examines how a community's inclusive municipal laws, policies and services support the LGBTQ+ people who live and work there. Cities are rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and leadership on LGBTQ+ equality.

2023 was yet another record-breaking and difficult year for LGBTQ+ people across the country. More than 75 anti-LGBTQ+ bills were signed into law this year alone, more than doubling last year's number, which was previously the

worst year on record. But in municipalities, where democratic government is closest to the people, we saw many cities expand protections for LGBTQ+ people, pass inclusive policies and push back against anti-equality state legislation. Yet again, this report boasts a record number of cities achieving 100-point scores and the highest all-around city average the MEI has had in its 12-year history. Cities understand that while state legislators continue to sow seeds of division, it is incumbent upon municipalities to build communities that support equality for everyone -- without exception.



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

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

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