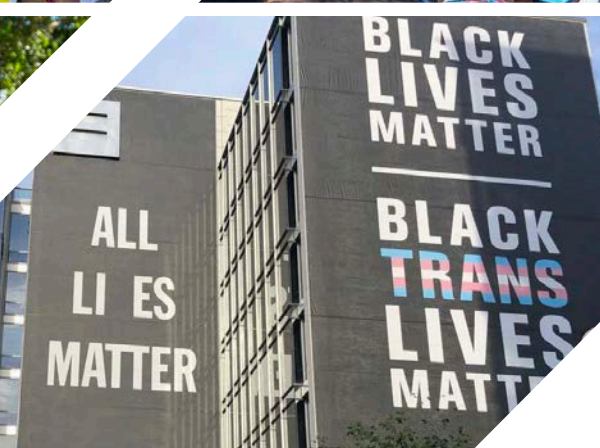




Leading with Heart and Resilience



HUMAN RIGHTS CAMPAIGN AND
HUMAN RIGHTS CAMPAIGN FOUNDATION
2021 ANNUAL REPORT



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Letter from Human Rights
Campaign/Human Rights
Campaign Foundation
Interim President
Joni Madison



Friends,

This past fiscal year was one of the most challenging in recent history — for our communities, for our nation and for our entire world. At the Human Rights Campaign and Human Rights Campaign Foundation, with your incredible support, we were able to meet the moment and keep moving progress forward for our communities.

Challenges unprecedented in our lifetimes combined with systemic injustices too long unaddressed jeopardized the lives and livelihoods of millions. Amid the twin pandemics of racial injustice and COVID-19, members of our LGBTQ+ family — particularly trans and non-binary people and LGBTQ+ people of color — were pushed to the brink.

In this time of compounding crises, we came together to help our communities weather the storm. With collaboration, urgency and creativity, we provided new resources to leaders and community members; transformed our programming and fundraising to a fully virtual environment; and shone a bright light on the grave injustices endangering not only our shared progress, but ultimately our very democracy.

At the same time, building on years of groundwork laid by our staff and grassroots army, we mobilized like never before to elect pro-equality leaders who would work to address these injustices and fight for all of us. Thanks to your hard work and generosity, and the incredible efforts of our allies and partners, we held on to the U.S. House,

flipped the U.S. Senate, and elected the most pro-equality presidential ticket in our nation's history.

As we look to what comes next, we know that we are not out of the woods yet on COVID-19. And we know that our work is just beginning — to pass the Equality Act and to achieve LGBTQ+ equality under the law; to dismantle stigma and end the anti-trans epidemic of violence that particularly targets transgender women of color; to dismantle systemic oppression and to transform our systems so that they truly serve all of us.

I know it will not be easy. But I am hopeful because of our HRC family and all that we have achieved together so far. And I know together, we can make our mission of LGBTQ+ liberation a reality.

In Service,

Joni Madison
Interim President

Human Rights Campaign
Human Rights Campaign Foundation

Pronouns: she/her/hers

“Think about what this might mean to the young Black queer man with asthma or the older gay man in a nursing home in Kentucky, the undocumented transgender Latina woman who gets sick or the restaurant worker who is worried she’ll be laid off first because her boss is biphobic.”

— Jay Brown, HRC Foundation’s senior vice president of programs, research and training

Weathering the Storm of COVID-19

2020 will be remembered as the year COVID disrupted our lives — suddenly, dramatically and tragically. The pandemic, which continued through 2021, will leave lasting scars. But the LGBTQ+ community rose swiftly to meet this grave challenge with resilience and compassion.

When COVID necessitated a national shutdown, HRC leaned in to establish safety protocols — cancelling all in-person events and shifting our work and programming online to protect the health of our staff, volunteers and members.

We quickly assessed the needs of our community, identifying and deploying resources to help them stay safe and connected. Knowing that the most vulnerable are the most at risk in times of crisis, we centered the needs of our LGBTQ+ youth, elders and those living at the intersections of multiple marginalized identities. We also expanded our virtual programming

to include online interfaith services, community briefings, virtual job fairs, webinars and other spaces for people to come together for resources and greater connection.

In Washington, we fought to include LGBTQ+ people in federal aid packages. In the states, we demanded more extensive and inclusive data to accurately measure the impact on those most at risk and develop more effective prevention and treatment strategies.

And because we are our own best advocates, the HRC Foundation conducted extensive research to show the outsize impact of COVID on the LGBTQ+ community, particularly for LGBTQ+ people of color and trans people.

We pivoted to provide direct support to those most impacted, including providing grants to global innovators, grassroots leaders in the transgender community and others. Through *HRC Gives Back*, members generously donated to support LGBTQ+ rights, essential workers and community organizations. HRC distributed more than 22,000 masks and secured 11,000 gifts benefiting more than 60 community organizations.

Unite for Equality

To bring our HRC family together safely, we held our first-ever all-virtual National Dinner. On September 24, HRC held *Unite for Equality Live*, which took the place of in-person events. *Unite* featured a dazzling lineup of HRC allies like Joe Biden, Naomi Campbell, Adam Rippon, Lee Daniels, Melissa Etheridge and Dominique Jackson. We remembered two recently departed champions, Justice Ruth Bader Ginsburg and Rep. John Lewis, and pledged to honor their legacy and keep up the fight for equality. More than 30,000 people watched the event on YouTube, Facebook and Twitter.

By February 2021, more than 7 million people in the U.S. had been infected by COVID-19 and more than 200,000 had died. To eulogize loved ones, HRC community members recorded messages of grief and remembrance, which were woven into an audio



quilt for October's National Day of Remembrance for COVID Victims.

#VaccinatedAndProud

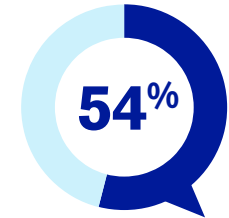
As COVID-19 vaccines became available, HRC set out to build confidence and encourage the LGBTQ+ community to get vaccinated. This included a virtual town hall, *For Ourselves, For Each Other: Getting to the Other Side of the Pandemic*, featuring Dr. Anthony Fauci.

Healthcare Equality Index

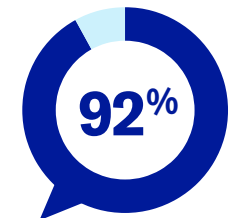
HRC Foundation's Healthcare Equality Index is an important resource for LGBTQ+ people seeking patient-centered care and for health care professionals seeking workplaces that prioritize equality. This year's survey specifically recognized facilities on the frontlines of the COVID pandemic that are committed to providing inclusive care to LGBTQ+ patients.



Weathering the Storm of COVID-19



54% of transgender people had their work hours reduced as a result of COVID.



By fall 2021, 92% of America's LGBTQ+ population was vaccinated.

HRC Foundation and the American Pharmacists Association released a resource guide titled *Providing Inclusive Care and Services for the Transgender and Gender Diverse Community*, to equip pharmacies with tools to provide patient-centered care for all.

Working with Atlanta Mayor Keisha Lance-Bottoms' staff, HRC Foundation's Transgender Justice Initiative and Workplace Equality program held a virtual job fair for trans and non-binary Atlantans and created a series of TechTalks to help people master Zoom, PowerPoint and other virtual workplace tools.

Election 2020

“The White House should never be a source of opposition or fear or oppression. It should be a source of hope and moral courage and unification.”

— President Joe Biden at *Unite for Equality Live*, HRC’s national virtual event

From the moment Donald Trump and Mike

Pence walked into the White House, they began attacking the progress we’d made toward full equality for the LGBTQ+ community and undermining the rights of countless Americans. We knew it wouldn’t be easy, but HRC staff, volunteers and supporters dedicated ourselves to the task of defeating Trump and saving our democracy while electing pro-equality leaders up and down the ballot.

In every election after Trump took office, HRC staff and volunteers worked tirelessly to pass pro-equality initiatives, elect pro-equality lawmakers and lay the groundwork for the most important election of our lifetime in 2020.

COVID complicated our Get Out the Vote (GOTV) efforts, but HRC supporters, staff and volunteers approached the challenge with creativity and determination. We collaborated with Power to the Polls to recruit more than 500 LGBTQ+ poll workers. We helped more than 200,000 people register and learn about their voting options via our online voter dashboard, and repeatedly urged our community to make a plan to vote safely.

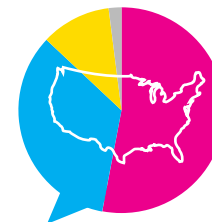
In the final weeks before Election Day, extensive HRC ground troops stationed in critical battleground states were joined by over 160 HRC staffers and hundreds more volunteers dedicated to electing pro-LGBTQ+ leaders.

By November 3, the most sophisticated and far-reaching campaign operation in HRC history yielded results, as millions of Equality Voters from every corner of the nation cast a vote, in person or by mail, for the most pro-equality presidential ticket in U.S. history.

Together with our dedicated supporters and volunteers, HRC demonstrated the power of the LGBTQ+ community and our allies to organize on behalf of democracy and be a powerful force in the fight for equality.



HRC announced our endorsement of Biden exactly eight years after Biden’s bold endorsement of marriage equality on *Meet the Press* in 2012.



HRC endorsed more than 650 pro-equality candidates in 2020:
● 53% women,
● 34% people of color
● 11% openly LGBTQ+.

HRC Foundation Youth Ambassadors talked about casting the first vote of their lives in a series of GOTV videos.

After the 2020 election, the number of transgender state legislators rose from four to seven.

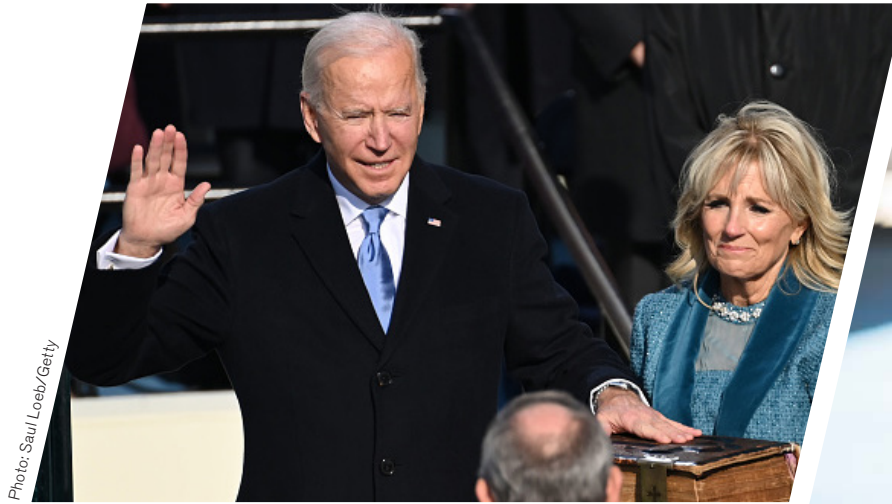


Photo: Saul Loeb/Getty



Photo: Drew Angerer/Getty



Photo: Andrew Lichtenstein/Getty

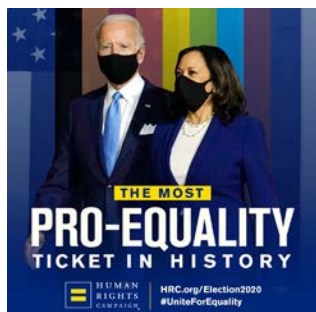


Georgia Run-Off

November brought us tantalizingly close to a pro-equality Senate; to finish the job, we needed to win two run-off elections in Georgia. So this massive equality collective comprising HRC staff, volunteers and supporters turned 100% of our attention toward mobilizing Georgia's pro-equality vote in the January 5, 2021, run-off between Democrat Jon Ossoff vs. Sen. David Perdue and Democrat Raphael Warnock vs. Sen. Kelly Loeffler.

HRC launched a six-figure digital ad campaign to educate and mobilize voters to cast ballots, whether in person or by mail, early or on Election Day. HRC's Equality Votes PAC launched a peer-to-peer postcard campaign aimed at 15,000 pro-LGBTQ+ Equality Voters at risk of not voting.

The spectacular success of our efforts was well worth sacrificing the holidays: Georgia's 1.3 million Equality Voters turned out at higher rates than in the November election, helping to elect Ossoff and Warnock and secure a pro-equality majority in the U.S. Senate.



Getting Behind Biden/Harris

HRC endorsed Joe Biden and Kamala Harris in May 2020. An empathetic, experienced leader, Biden has long been a proud and outspoken champion of equality. In 2012, he was the highest elected official to endorse marriage equality — three years before the Supreme Court's *Obergefell* decision. That same year, he called equality for transgender people "the civil rights issue of our time," a belief he espoused throughout the 2020 campaign as he decried the travesty of violence against transgender people.

His vice president, Kamala Harris, is a brilliant and passionate public servant and an equally stalwart ally of the LGBTQ+ community. As California attorney general, she refused to defend Prop. 8, the state's ban on marriage equality. As a U.S. senator, she earned perfect scores on HRC's Congressional Scorecard.

After four long years of Trump/Pence, we finally have leaders who will govern our country with dignity and compassion. HRC is grateful and proud for the instrumental role the LGBTQ+ community played in their victory and celebrates the revival of our democracy.

LGBTQ+ Trailblazers

The 2020 election elevated a historic number of LGBTQ+ people to office in America — nearly 1,000 total, according to Out for America, an increase of 17%. HRC proudly helped elect many new LGBTQ+ mayors, city council members, state legislators and members of Congress in 2020. They include:

Reps. Ritchie Torres and Mondaire Jones of New York. Torres is the first openly gay Afro-Latino member of Congress, and Jones is the first openly gay Black member. They join nine others to form the largest and most diverse LGBTQ+ congressional caucus in history. Jones was unanimously chosen by his peers to be leader of the freshman class; Torres is one of the youngest members of Congress.

Former HRC spokesperson Sarah McBride was elected to the Delaware state Senate, making her the first openly transgender person to serve in an upper chamber of a state legislature and the highest-ranking transgender elected official in the U.S.

Todd Gloria became the first LGBTQ+ mayor of San Diego, rising from the city council, where he helped dedicate the first Harvey Milk Street in the nation. Gloria helped secure dedicated housing for LGBTQ+ seniors and is working to develop affordable housing for LGBTQ+ youth.

Kansas state Rep. Stephanie Byers, who is Native American, is the first transgender person of color elected to a state legislature.

State Reps. Mauree Turner of Oklahoma and Joshua Query of New Hampshire are the first non-binary legislators in the U.S. Turner is also the first Muslim elected to the Oklahoma Legislature.





Bostock Decision Advances Equality

In June 2020, the U.S. Supreme Court issued a landmark ruling prohibiting discrimination on the basis of sexual orientation and gender identity under Title VII of the Civil Rights Act of 1964. The case, *Bostock v. Clayton County, Georgia*, is a major advance toward equality for LGBTQ+ people — a goal we can fully achieve when Congress passes the Equality Act.

HRC Foundation helped test *Bostock's* judicial impact through *Tarrant County Community College v. Sims*, in which the Texas Fifth Circuit Court of Appeals affirmed that Texas' human rights law protects LGBTQ+ workers. This ruling clarified that employee discrimination on the basis of sexual orientation and gender identity is in fact prohibited by federal law under *Bostock*. Winston & Strawn LLP, one of the law firms partnering with HRC Foundation's Impact Litigation Initiative, represented HRC on the amicus brief and in oral arguments.

Virginia Values Act Becomes Law

In April 2020, Gov. Ralph Northam signed the Virginia Values Act into law, making Virginia the first Southern state to enact comprehensive non-discrimination protections for LGBTQ+ people. HRC helped lead the Virginia Values Coalition, which spearheaded the campaign to pass this landmark bill, and invested heavily in electing the pro-equality legislative majority that made this victory possible.



There Is No HRC Without YOU

HRC would not be the most powerful voice for LGBTQ+ rights in the country without the commitment and dedication of our volunteer supporters. Our strength lies with you — and never has this been more apparent than during the pandemic.

While this year tested our resilience, it also brought out the best in our community, which volunteered tirelessly and heroically under unusually challenging conditions.

You helped us think outside the box to develop safe get-out-the-vote activities. Then you helped us execute those strategies — rallying online, sending texts, mailing postcards and conducting meaningful interactions with millions of voters. When the dust settled after Election Day, HRC volunteers could take credit for helping to mobilize more than 57 million Equality Voters nationwide.

When bigoted lawmakers took aim at transgender youth, our volunteer-based organization defended them with determined vigor. You lobbied, called, wrote letters, rallied and protested to send a strong message of support. You educated legislators on the reality of trans lives — with HRC Foundation's Parents for Transgender Equality Council and trans children leading the charge — and demonstrated that their constituents are on the right side of history, even if they are not.

And your generosity — well, it knows no bounds. You helped HRC raise millions to support our GOTV efforts, our advertising blitzes, our virtual programming and events throughout this very unusual year.

The people who make up HRC — *you* — are a grassroots force for good. You are visionaries with steady hands. You inspire with your passion and

positive energy, helping us build a more equitable society for LGBTQ+ people.

You are the change-makers our community and our country needs. Thank you for everything you give to this organization and this movement.

Steering the Ship: HRC Volunteer Leadership

HRC is led by a stalwart group of volunteer leaders: our Board of Directors, Board of Governors, Emeritus Council and the HRC Foundation is led by our Foundation Board and Advisory Councils (All Children – All Families National Advisory Council, the Business Council, the HBCU National Advisory Council, the Parents for Transgender Equality Council).

These volunteer leaders come from all parts of the country and all walks of life — the corporate and nonprofit sectors, health care, education and government. Many are LGBTQ+; others are staunch allies. All generously share their time, energy and resources to support, sustain and advance our mission. We cannot thank them enough for delivering our message of equality through their charity and good works.

HRC.org Makeover

This year we launched a fully redesigned website — on time and on budget — designed especially for a world in which we increasingly conduct our lives online. Twenty months in the making, *HRC.org* featured robust volunteer and voter mobilization opportunities for the 2020 election; ample information on HRC programs; and, in addition, a mini-site devoted to the HRC Foundation, which seeks to improve the daily lives of LGBTQ+ people in the U.S. and abroad.



Twenty months in the making, HRC.org launched a fully redesigned website designed especially for a world in which we increasingly conduct our lives online.



GOTV in a Virtual World

- HRC held more than two dozen Equality Action Academy trainings in battleground states to train advocates in virtual organizing and GOTV.
- More than 6,000 volunteers logged 32,500 hours of service and participated in 2,650 voter contact events.
- Our GOTV efforts included launching 31.6 million messages, delivering 7.2 million texts, conducting phone conversations with 950,000 people and sending more than 2.5 million pieces of mail.
- We also helped our members show their pride and commitment to LGBTQ+ equality through our yard sign campaign. Over the course of the election cycle, we engaged members to display GOTV pro-equality yard signs.

#PrideInside

HRC developed the *Pride Inside* digital toolkit to help our community celebrate Pride month safely during the pandemic. Resources included Pride-themed Zoom backgrounds ... Spotify playlists ... recipes for rainbow cocktails and a Pride flag pizza ... directions for repurposing a Pride t-shirt into a face mask ... and ideas for using social media to participate in volunteer activism.

Black Lives Matter

“We hope to move the needle for LGBTQ+ inclusion and equity on HBCU campuses by shaping the way these important institutions provide support, services and resources to all of their students.”

— Leslie Hall, director, HRC Foundation’s HBCU Program

At the Human Rights Campaign, we know we cannot achieve LGBTQ+ equality while LGBTQ+ people of color continue to be oppressed on the basis of race. In every aspect of daily life, Black LGBTQ+ people and LGBTQ+ people of color are subject to discrimination and harassment, including in LGBTQ+ spaces. While individual incidents of harassment and violence sometimes make headlines, the pervasive and often daily discrimination faced by Black LGBTQ+ community members is too often ignored.

HRC’s bedrock commitment to racial justice intensified in 2020 as protesters took to the streets to demand action in the aftermath of the death of George Floyd, whose

murder at the hands of police set the world alight and catalyzed a global reckoning that is still unfolding today.

HRC invited fellow LGBTQ+ organizations to join our commitment to anti-racism and ending white supremacy by making racial justice explicit parts of their mission — and more than 800 organizations heeded our call. We proudly led more than 700 LGBTQ+ and civil rights organizations in releasing an open letter condemning racist violence.

We demanded sweeping legislative action to combat racism, and helped defeat a Senate proposal designed to undermine the movement for reform. In testimony submitted to the House Judiciary Committee, HRC

reminded Congress of the shameful history of institutional racism in policing and called on leaders to enact change, including creating federal standards for acceptable use of force; ending the transfer of military equipment to local police forces; redirecting funds toward interventions that reduce crime, including housing and mental health support; eliminating qualified immunity; prohibiting no-knock warrants; and assigning special prosecutors to investigate police misconduct.

In early 2021, HRC urged Congress to pass the George Floyd Justice in Policing Act, which includes many of the core reforms we called for throughout the year.

HRC also joined with fellow civil rights organizations in pushing for passage of the John Lewis Voting Rights Advancement Act, which would restore key provisions of the Voting Rights Act of 1965 and protect communities of color at the ballot box.

In June, HRC made June 19 — known as Juneteenth — a permanent organizational holiday, to give our staff the space to reflect on progress made and yet to come in the long march toward racial justice. On that day in 2020, we unveiled a stunning mural on our building — just a few blocks from the White House — created by artist Hank Willis Thomas, delivering an unmistakable message: “All Lives Matter,” “Black Lives Matter” and “Black Trans Lives Matter.”

Photo: Avi Gupta



Photo: Graeme Sloan/AP



Photo: Timothy D. Easley/AP



Photo: Ronen Tivony/AP

Returning to the Roots of Pride

The LGBTQ+ movement we lead together owes its strength and spirit to the brave transgender and gender non-conforming people of color who refused to bow to police brutality and oppression at Stonewall. Heroes like Marsha P. Johnson, Sylvia Rivera and Miss Major Griffin Gracy created a legacy that lives on in leaders like Carmarion D. Anderson-Harvey, a minister and Alabama state director of HRC's Project One America.

Fifty-one years after Stonewall, Anderson-Harvey wrote a powerful essay for the Alabama ACLU calling on LGBTQ+ people to join the fight against systemic racism, white supremacy and police brutality by participating in Black Lives Matter protests and action.

"In our shared struggle for full equality, Black trans folks should not be made to feel like we have to pick sides," she wrote. "We are an integral part of LGBTQ pride, and we are an integral part of Black Lives Matter. That truth must be recognized and lifted up."

In making racial and transgender justice cornerstones of our work, HRC seeks to honor the legacy of Stonewall and advance equity for all, especially those who are multiply marginalized.



Photo: Anthony Behar/AP



Creating Health Equity for LGBTQ+ Communities of Color

In our fight for racial justice, HRC is committed to addressing longstanding health inequities that prevent too many members of our community from thriving.

These efforts include our first annual HRC Foundation COVERGE Summit: *Advancing Health Equity Through Social Justice*, a series of discussions about health equity, public education and HIV and prevention services for LGBTQ+ people of color.

And as part of our ongoing partnership with Native Son, the HRC Foundation held *CommUNITY Voices*, a series of conversations about the lived experiences of Black gay, bisexual and queer men.

TIPS FOR PROTESTING PEACEFULLY AND SAFELY



HRC.im/SafeProtestTips

HRC's *Tips for Protesting Peacefully and Safely* featured advice for staying safe in a crowd during a global pandemic, along with a downloadable "PRIDE STARTED WITH PROTEST/#BlackLivesMatter" HRC sign.



Photo: Avi Gupta

In August, artist Hank Willis Thomas's *All Power to All People* — a 28-foot tall statue depicting an Afro pick and a Black Power salute, symbols of Black identity and social justice — made a two-week appearance at HRC headquarters to coincide with the anniversary of Martin Luther King Jr.'s March on Washington.

Pledge to End Violence Against Black and Brown Transgender Women

In October 2020, HRC released a *Pledge to End Violence Against Black and Brown Transgender Women* in collaboration with Andrea Jenkins, vice president of the Minneapolis City Council, the first openly trans Black woman elected to office in the U.S. and a member of the HRC Foundation Board. The pledge asks state and local elected officials to acknowledge the epidemic of violence against transgender people, especially women of color, and take action to save lives and advance LGBTQ+ equality for all.

Year One of Transgender Justice Initiative

“Change comes from the grassroots up. Transgender and gender non-conforming folks represent the most marginalized members of our community; we must include their voice if we are to achieve true and sustainable change.”

— Andrea Jenkins, vice president of the Minneapolis City Council and the first Black openly transgender woman elected to office in the U.S.



In its first full year, HRC

Foundation's Transgender Justice Initiative harnessed the unwavering support of our community to defeat stigma and work toward ensuring our transgender and non-binary family can live free and full lives.

The program prioritizes economic empowerment and capacity building for local trans advocacy organizations. Two of our most effective tools for achieving these ends are ACTIVATE and ELEVATE, professional development programs that help trans advocates build leadership skills, increase organizational capacity and improve access to health systems for their community. Fellows from both programs are establishing themselves as trusted leaders in the fight to combat transphobia and create long-term economic and physical security for trans people.

National Trans Justice & Advocacy Summit

This year, we hosted our first annual *Trans Justice and Advocacy Summit*, a two-day event in which more than 40 transgender and non-binary advocates explored ideas for dismantling systemic injustices, empowering their community and transforming systems to protect the most vulnerable. Participants forged connections with each other and national and local stakeholders while learning how to be more effective advocates and make a meaningful difference in people's lives.



Scenes from *See Each Other, Save Trans Lives*, a series of public service announcements designed to combat anti-trans stigma and violence.

HRC Foundation's Impact Litigation Initiative Files First Lawsuit

In *Walker et al v. Azar*, HRC Foundation officially challenged a Trump administration rule eliminating anti-discrimination protections in the Affordable Care Act. It was the first lawsuit filed by HRC Foundation's Impact Litigation Initiative.

With our co-counsel, BakerHostetler, we filed on behalf of Tanya Walker and Cecilia Gentili, transgender

women of color who have experienced severe discrimination from health care providers. One day before the rule was scheduled to take effect, we secured a nationwide preliminary injunction, ensuring LGBTQ+ health care rights are protected while the case was litigated. Ultimately, the defeat of the Trump administration meant these harmful changes never took effect.

Our Impact Litigation Initiative is building relationships with allied law firms in the U.S. and abroad and exploring potential areas of litigation to expand LGBTQ+ rights, including challenging legislation in Florida, Tennessee, Arkansas and Mississippi that enshrines discrimination against transgender people, especially children.

See Each Other. Save Trans Lives.

Part of our work includes uplifting the voices of our community in order to help change hearts and minds. To that end, HRC Foundation collaborated with WarnerMedia on *See Each Other. Save Trans Lives*, a series of public service announcements designed to combat anti-trans stigma and violence. The ads, which aired on WarnerMedia channels throughout the fall of 2020, amplified stories of resilience, joy and humanity in the trans community and featured actor Dominique Jackson of the FX series *Pose*; Nakiya Lynch, an HRC Foundation ELEVATE and ACTIVATE fellow and Youth Ambassador; and other trans and non-binary advocates.

The Transgender Justice Initiative provided Lyft ride credits to transgender and non-binary people in need through local organizations that serve and protect the trans community.



In Memoriam

HRC recorded 44 deaths of transgender and non-binary

community members in 2020 — more than in any year since we began tracking this grim statistic in 2013. At the same time, we know that this statistic does not capture all those we have lost; too often, their stories go unreported — or misreported. Nor does this statistic capture the scope and scale of their loss to our communities, our movement, and our world, nor the richness and fullness of the lives they lived. We honor their memory by working together for justice.

Dustin Parker
Neulisa Luciano Ruiz
Yampi Méndez Arocho
Scott/Scottlynn Devore
Monika Diamond
Lexi
Johanna Metzger
Serena Angelique Velázquez Ramos
Layla Pelaez Sánchez
Penélope Díaz Ramírez

Shaki Peters
Bree Black
Summer Taylor
Marilyn Cazares
Dior H Ova
Queasha D Hardy
Aja Raquell Rhone-Spears
Lea Rayshon Daye
Kee Sam
Aerrion Burnett
Mia Green
Michelle Michellyn Ramos Vargas
Felycya Harris
Brooklyn Deshuna
Sara Blackwood
Angel Unique
Skylar Heath
Yunieski Carey Herrera
Asia Jynae Foster
Chae'Meshia Summs
Kimberly Fial
Jaheim Pugh Jaheim Barbie
Courtney "Eshay" Key
Alexandria Winchester

Nina Pop
Helle Jae O'Regan
Tony McDade
Dominique "Rem'mie" Fells
Riah Milton
Jayne Thompson
Selena Reyes-Hernandez
Brian "Egypt" Powers
Brayla Stone
Merci Mack

A New Day in Washington

Blueprint for Positive Change

After four years of attacks from the federal government, we helped secure a sea change in Washington with the 2020 election — thanks to the incredible work of our HRC family and partners.

Shortly after the election, we released a roadmap for the Biden-Harris administration to pursue a pro-equality agenda. *Our Blueprint for Positive Change 2020* contained more than 85 policy recommendations designed to improve life for LGBTQ+ people, including:

- Implementing the Supreme Court's landmark *Bostock v. Clayton County* decision protecting LGBTQ+ people from discrimination under the Civil Rights Act of 1964.
- Rescinding the ban on transgender people serving in the U.S. military.
- Ending discrimination against gay and bisexual blood donors.
- Establishing uniform data collection standards to incorporate sexual orientation and gender identity into federal surveys.

- Establishing an interagency working group to address violence against transgender people.

The First 100 Days

We celebrated Biden's inauguration on January 20 with an online event, *The Power of Equality*, featuring President Biden and LGBTQ+ and ally celebrities, elected officials and advocates. More than 30,000 people watched the livestream on Facebook, Twitter and YouTube.

On day one of his presidency, President Biden issued the most substantive, wide-ranging LGBTQ+ executive order in U.S. history, extending protections against discrimination on the basis of sexual orientation and gender identity and advising federal agencies to implement *Bostock* and protect LGBTQ+ people under existing civil rights laws. This was among HRC's highest priorities for the new administration in our *Blueprint for Positive Change*.



The Biden administration quickly took more steps toward equality for LGBTQ+ people, including:

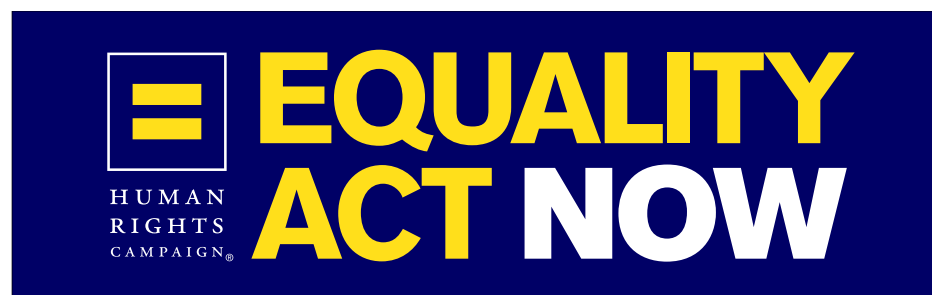
- **Reaffirming support for the Equality Act.**
- **Ending the ban on transgender troops.**
- **Issuing a memorandum protecting the rights of LGBTQ+ people worldwide.**
- **Enforcing protections across government for LGBTQ+ people in health care, housing, the military and financial services.**
- **Directing the Department of Veterans Affairs to implement policies inclusive of all gender identities and expressions.**
- **Ending the ban on gender-affirming care for veterans.**
- **Rejecting the Trump-era designation that some human rights are more important than others.**
- **Issuing first official presidential statement celebrating International Transgender Day of Visibility.**

Making History with LGBTQ+ Appointees

President Biden pledged to appoint an administration that reflects the diversity of this nation, and so far, he's made good on that promise — starting with his selection of Kamala Harris, the nation's first woman, first Black and first person of South Asian descent to be vice president.

Many of Biden's picks will go down as firsts in LGBTQ+ history, including:

- **Transportation Secretary Pete Buttigieg, the first out LGBTQ+ Cabinet secretary.**
- **Rachel Levine, the highest-ranking transgender appointee in U.S. history and the first transgender official confirmed by the U.S. Senate.**
- **Shawn Skelly, the first transgender veteran appointed by a president; Skelly served on Biden's transition team before being nominated as assistant secretary of defense.**
- **Karine Jean-Pierre, the first out lesbian and Black woman to serve as deputy White House press secretary.**
- **Gina Ortiz Jones, an openly lesbian Filipino-American and the first woman of color undersecretary of the Air Force.**



House Passes Equality Act

The Equality Act would amend the Civil Rights Act of 1964 to explicitly prohibit discrimination based on sexual orientation and gender identity.

The U.S. House has now approved the Equality Act twice — in 2019 and again in 2021. When it passed in 2019, we did not have a president who would sign it. Now we do — and HRC is harnessing LGBTQ+ people and allies across the country to get the bill through the Senate and onto President Biden's desk.

For as much progress as we've made, 29 states still lack protection for LGBTQ+ people. Until we pass the Equality Act, every single LGBTQ+ person in these states is vulnerable to discrimination.

● The Equality Act also covers women, BIPOC, older adults, child welfare providers and more.



● 70% of voters support the Equality Act, along with an unprecedented number of businesses.

● Together with faith-based allies, HRC hand-delivered petitions signed by more than 17,000 faith leaders endorsing the Equality Act.

● In June 2021, Kamala Harris became the first vice president to march in a Pride event.

● In celebrating Pride month, Biden noted that 14% of federal appointees are members of the LGBTQ+ community.

Our Global Fight for Equality

“I was a part of the HRC Foundation Global Innovators program in 2017, and to this day still keep in touch with a lot of my fellow program members. We’ve developed projects together, shared ideas — we’ve even managed to have Zoom calls during the pandemic across five different regions. This community has been so crucial to my own work, and it’s important for others to create their own communities for change.”

— Andrea Ayala, an international human rights advocate and refugee from El Salvador (now living in Europe)



The Trump administration was a deeply

antagonistic and hostile force against LGBTQ+ equality at home and abroad. From opposing a UN resolution condemning the death penalty for same-sex relations, to barring LGBTQ+ immigrants, refugees and asylum-seekers from entering the U.S. — they took every opportunity to threaten and demean our community.

The Biden administration represents a welcome shift in U.S. foreign policy — and not a moment too soon, as LGBTQ+ people continue to face discrimination, harassment, persecution and even death at the hands of oppressive governments and regimes worldwide.

HRC celebrates the re-emergence of the U.S. as a force for global human rights and demonstrates our commitment to achieving this goal through our extensive global programming and resources.

Global Advocacy Summit

HRC Foundation's fifth Global Innovative Advocacy Summit was re-conceptualized for the COVID era into the first annual *Virtual Global Innovative Advocacy Summit*. Thirty-one global fellows from 25 countries participated in 12 online programs over a four-month period, concluding with a virtual graduation ceremony spanning five continents and 12 time zones.

We launched a series of Global Conversations online designed for LGBTQ+ advocates around the world to share and learn. We also started a virtual partnership program to teach global advocates how to engage employers and faith leaders in the fight to advance equality in their countries. And we held a panel lifting up the voices of global Latinx leaders who continue to fight for equality and justice in the face of daunting challenges.

HRC will continue to amplify the voices of these incredible global leaders and support their work to achieve equality.

Tent Partnership for Refugees

The Tent Partnership for Refugees is a network of more than 180 companies dedicated to helping refugees integrate into American society as potential employees, entrepreneurs and consumers.

HRC Foundation is collaborating with Tent to create mentorship opportunities for over 1,000 LGBTQ+ refugees over the next three years. We kicked off this partnership at a virtual summit for corporate partners who have pledged to help LGBTQ+ refugees enter the job market and find employment. Participants span a range of industries, including health care, manufacturing and financial services, and include corporations like Under Armour, Warby Parker, Hilton and IBM.

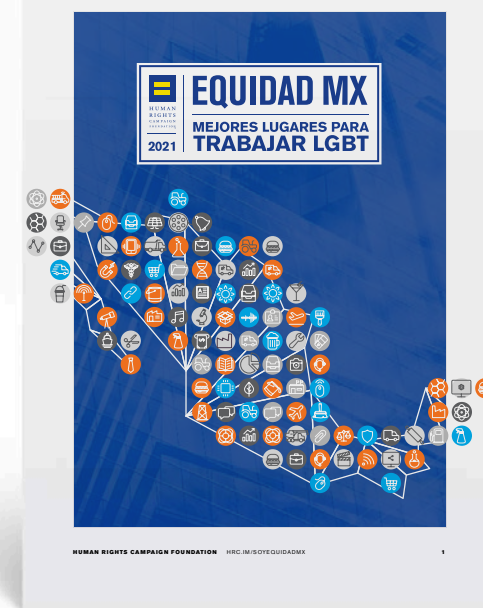
Equidad MX and Equidad CL

Modeled after our flagship *Corporate Equality Index*, HRC Foundation's *Equidad MX* and *Equidad CL* evaluate workplace inclusion policies among employers in Mexico and Chile, respectively (including multinational corporations with operations in Mexico and Chile). Both reports reflect a growing commitment among employers to create inclusive workplaces.

The Equidad roster will soon expand to include *Equidad AR* (Argentina) and *Equidad BR* (Brazil).

In May, Costa Rica became the first Central American country to legalize marriage equality.

In July, Gabon rescinded a law banning same-sex consensual relations, joining Botswana and Angola.



Our Youth Are Our Future



**“We have to refuse to let that hate define or terrorize our transgender youth.
And we have to replace that fear and hate with love and real experiences of trans youth.”**

— Luchina Fisher, member of the HRC Foundation’s Parents for Transgender Equality Council
and parent to Gia, an HRC Foundation Youth Ambassador

“I’m a proud bi immigrant of color. I’m all of these things. And I’m so grateful that there are folks out there like you all — working to help young people live in the light, not forcing us into the shadows.”

— Paolo Veloso, former
HRC Foundation
Youth Ambassador

The LGBTQ+ youth of today are fundamentally committed to equality — not just for themselves, but for everyone. HRC’s commitment to youth-facing programming is designed to encourage LGBTQ+ youth to soar higher, while giving the adults who raise, teach and support them tools to be effective allies. Together, we are providing abundant opportunities for young LGBTQ+ people to learn, grow and love themselves for who they are.

Lifting Up Youth Voices

This year, in recognition of International Transgender Day of Visibility, HRC cohosted a panel with the National Center for Lesbian Rights and the LGBTQ Task Force. *Fierce, Fabulous and Fighting for Our Lives: A Conversation with Transgender and Non-Binary Young People* featured notable young trans and non-binary activists sharing their experiences and ideas for inspiring action, especially to combat legislative attacks.

Lavender Graduation Goes Virtual

For more than 25 years, family and friends of LGBTQ+ graduating seniors have celebrated their achievements at Lavender Graduation ceremonies, which today take place in more than 500 schools nationwide. This year, cancelled ceremonies impacted as many as a half-million graduating LGBTQ+ seniors. So HRC Foundation

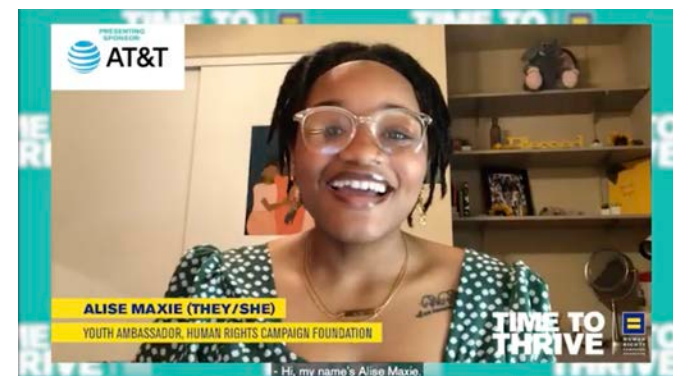
partnered with GLSEN to host a virtual Lavender Graduation ceremony for the LGBTQ+ class of 2020 — college and high school — with special recognition for our HBCU graduates. The May 8 event featured time-honored graduation traditions, including commencement addresses, valedictorians and an after-party (DJ’d by HRC Foundation Youth Ambassador Nhandi).

Time to THRIVE

Three times as many people — more than 2,700 — turned out for HRC Foundation’s eighth annual (and first all-virtual) *Time to Thrive* conference in February.

HRC Foundation’s landmark annual annual conference for youth-serving professionals, conducted in partnership with the National Education Association and the American Counseling Association, affirmed our commitment to intersectionality and support for multiply marginalized youth. Sessions included a primer on pronouns and workshops on creating LGBTQ+ inclusive spaces, preventing suicide and substance abuse, and practicing affirmative support for LGBTQ+ youth.

A highlight of the conference was the introduction of the 2020 class of HRC Foundation Youth Ambassadors: 18 young people — ranging in age from 15 to 19 and representing all corners of the U.S. — who are lifting up their peers through their leadership.



Scenes from GLSEN/HRC Foundation’s Virtual Graduation ceremony for the LGBTQ+ class of 2020; promotion for *Fierce, Fabulous and Fighting for Our Lives: A Conversation with Transgender and Non-Binary Young People*; and HRC Foundation’s eighth annual (and first all-virtual) *Time to Thrive* conference.



Leslie Hall (he/him) - HRC



Brandy Jones (she/her) - Rutgers CMSI



Makola Abdullah (he/him) - Virginia State University

Speakers from HRC Foundation's third annual *Executive Leadership Summit on Diversity and Inclusion* for HBCU presidents and administrators streamed live as a fireside chat.

Empowering LGBTQ+ Students at HBCUs

HRC Foundation's HBCU Program is the only national effort dedicated to creating LGBTQ+ inclusive environments at Historically Black Colleges and Universities.

Every year since 2005, HRC Foundation has gathered LGBTQ+ student leaders for our HBCU leadership summit in Washington, D.C. This year, the *National HBCU Leading in Truth Symposium* took place online, with more than 100 LGBTQ+ HBCU students registering to participate.

Our third annual *Executive Leadership Summit on Diversity and Inclusion* for HBCU presidents and administrators streamed live as a fireside chat and focused on strategies for supporting students during COVID, amid BLM protests, and in the face of persistent racism and police brutality.

And more than 15 schools participated in HRC Foundation's second annual *#HBCUOutLoud Day* to raise public awareness about the LGBTQ+ community at HBCUs and encourage inclusivity on campuses and in the wider world.

HRC honored Bi Awareness Week in September with an Instagram Live event with HRC Foundation Youth Ambassador Nakiya Lynch discussing bisexual, queer, pansexual and fluid visibility.

A record number of child welfare agencies — 119 — are partnering with HRC Foundation, according to the third annual *Change-Makers report* — an increase of nearly 20% over 2020. These organizations serve more than 1 million clients in 35 states through more than 24,000 employees.

HRC Foundation's Welcoming Schools program helped school administrators make classrooms more welcoming with a reading list and lesson prompts on Black history and racism.



HRC Foundation's HBCU program supported 30 HBCUs in their efforts to provide HIV prevention education and resources to students and faculty.

"The threat doesn't lie with trans youth. Quite to the contrary, in fact ... The real threat is the message we are sending to trans youth that they simply don't belong."

— Jennifer Slipakoff, mother of a trans daughter and member of the HRC Board of Governors

An **LGBTQ+** Business Preservation Initiative

QUEER TO STAY



HRC partnered with SHOWTIME to launch *Queer to Stay: An LGBTQ+ Business Preservation Initiative* to offer a lifeline to businesses owned by or empowering LGBTQ+ people, who disproportionately suffer the economic consequences of pandemic-related closures. The program offered financial support to 10 at-risk businesses, advocacy organizations and LGBTQ+ serving spaces, paying special attention to those catering to LGBTQ+ people of color, women, transgender people and

young people. Queer to Stay has been extended for a second year and will support twice as many businesses.

The 2020 awardees are the Alibi Lounge (New York), Amplio Fitness (Ohio), Salon Benders and El Rio (California), Blush & Blu (Colorado), Doyenne (North Carolina), Freed Bodyworks (Washington, D.C.), Herz (Alabama), My Sister's Room (Georgia) and Pearl Bar (Texas).

"The 'Queer to Stay' grant helped me keep my doors open by being able to pay bills when the bar had no revenue due to the pandemic. LGBTQ businesses are imperative for our community; safe spaces will always be imperative for us, and it's important that our money is recycled back into our community."

— Julie Mabry, owner of Pearl Bar in Houston, one of the few remaining lesbian bars in the U.S.

"We are proud to continue our longstanding relationship with HRC this year by bringing aid to beloved and crucial LGBTQ+ locations. ... Our sincere hope is that this step marks only the beginning of a focus on spaces that are key to both the history and current lifeblood of the LGBTQ+ community."

— Michael Engleman, chief marketing officer, Showtime Networks, Inc.



Financials

Through their separate activities, the Human Rights Campaign and the Human Rights Campaign Foundation fight every day for the rights, dignity and safety of LGBTQ+ people here in America and around the world. We are in a dangerous and traumatic time, with challenges to our progress, our identity, our families, our children, our health and our physical safety confronting us from every direction. Our opponents are playing on and further fueling the despicable, deeply dangerous forces of transphobia, homophobia, sexism and racism. They target the most vulnerable among us, including LGBTQ+ youth, trans people in general, and trans women of color in particular. We are working urgently and collaboratively to defeat these attacks and to keep advancing the urgent progress our communities need.

Millions of members and supporters make our work possible by putting their money where the mission is to support the work of the Human Rights Campaign and the Human Rights Campaign Foundation. Our members and supporters are motivated and activated, and their collective efforts represent the power and pride of the LGBTQ+ community in all its intersectional aspects.

The fiscal year was significantly impacted by the COVID-19 pandemic. Revenue for the fiscal

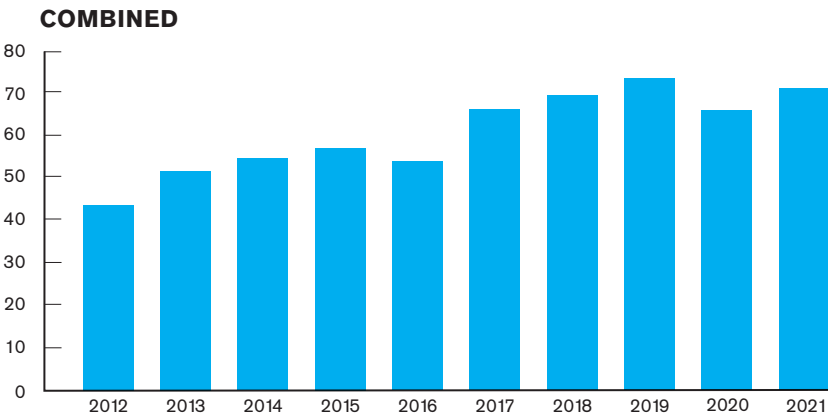
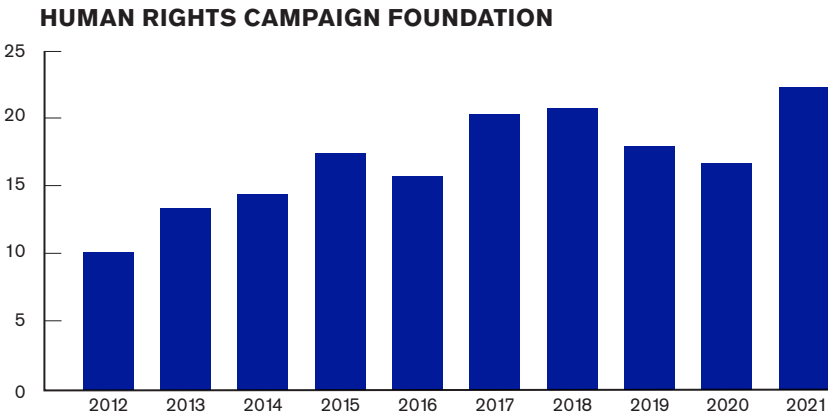
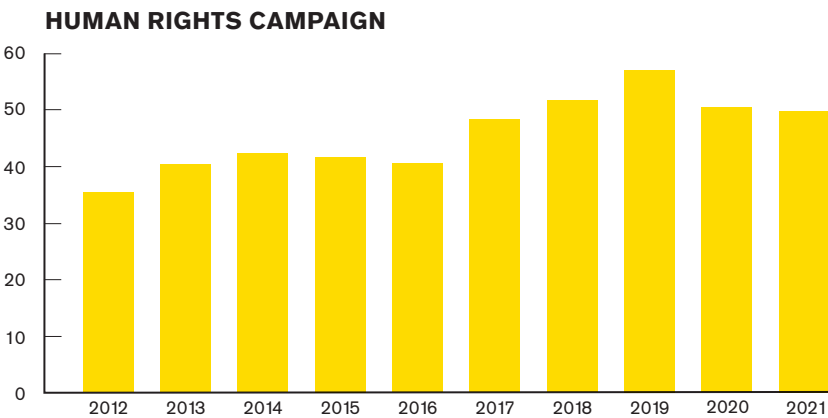
year ending March 31, 2021, for HRC and HRC Foundation totaled \$70.7 million. Total spending for the fiscal year amounted to \$55.6 million, reflecting spending cuts in response to COVID-19 and, in particular, the curtailment of in-person activities. Program costs for the year amounted to \$38.2 million and represented 69% of every dollar spent. Administrative and management costs amounted to 18.5% of total spending this year. The joint cost of fundraising for HRC and HRC Foundation was 9.7%.

Your support during this fiscal year allowed HRC to: help elect President Joe Biden and Vice President Kamala Harris, retain the House of Representatives, swing the Senate, and elect pro-equality candidates across the country – all via remote campaigning due to COVID-19; mobilize to help move the dream of the Equality Act and full legal equality that much closer to reality; center racial justice and work to transform our systems so that they truly serve all of us; expand key initiatives to serve multiply marginalized individuals and communities, particularly through our Trans Justice Initiative and our work centered on HIV/AIDS advocacy, training, and education; bring the fight for LGBTQ+ equality to the courtroom through HRC Foundation's Impact Litigation effort; expand the reach and impact of our Corporate Equality Index, Healthcare Equality Index, Municipal

Equality Index and State Equality Index; expand our training programs for schools and child welfare organizations; continue to expand our programs targeted at youth well-being; and continue to make important investments in diversity, equity and inclusion.

We thank you, our members and donors — especially our Federal Club, Federal Club Council and Partners members — for your unwavering support of our important work. Through your generous financial support and continued dedication to equality, you have financed the key victories and growth we celebrated in the past. Now more than ever, your support is critical as we fight to expand and preserve our hard-fought rights and focus on the battles ahead.

10 YEAR
REVENUE SUMMARY



HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINING STATEMENT OF ACTIVITIES

FOR THE YEARS ENDED MARCH 31, 2021 & 2020

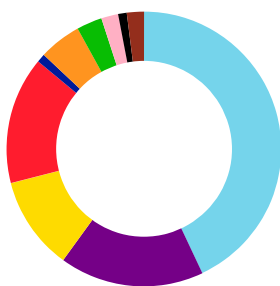
	HRC	HRCF	Elimination of Intercompany Transactions	FY21 Combined Total	FY20 Combined Total
REVENUE AND SUPPORT					
Contributions and grants:					
Member Contributions	\$21,955,492	\$1,395,261	\$ -	\$23,350,753	\$22,796,292
Federal Club and major donor program	8,582,944	8,167,285	-	16,750,229	17,943,930
Corporate and foundation grants	5,375,314	6,331,909	-	11,707,223	7,063,065
Planned giving	7,218,849	2,899,318	-	10,118,167	813,300
In-kind	365,903	2,440,848	-	2,806,751	1,136,805
Special events	2,625,300	282,850	-	2,908,150	11,761,658
Consumer marketing	1,762,534		-	1,762,534	2,350,022
Other income	964,981	857,094	(770,484)	1,051,591	1,174,525
Investment income, net	89,829	149,262	-	239,091	336,477
HRC Foundation contribution in support of HRC activities	820,000	-	(820,000)	-	-
TOTAL REVENUE AND SUPPORT	\$49,761,146	\$22,523,827	\$(1,590,484)	\$70,694,489	\$65,376,074

HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION COMBINING STATEMENT OF ACTIVITIES

FOR THE YEARS ENDED MARCH 31, 2021 & 2020

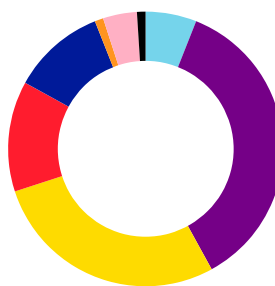
	HRC	HRCF	Elimination of Intercompany Transactions	FY21 Combined Total	FY20 Combined Total
EXPENSES					
Program services:					
Federal, field, electoral and legal advocacy	\$14,233,180	\$1,105,523	\$(1,275,752)	\$14,062,951	\$11,279,144
Public policy, education and training	1,817,858	9,842,340	439,139	12,099,337	15,400,072
Communications and media advocacy	3,501,555	1,860,699	(119,359)	5,242,895	5,568,988
Membership education and mobilization	6,999,124	7,937	(216,622)	6,790,439	10,361,038
Total program services	<u>26,551,717</u>	<u>12,816,499</u>	<u>(1,172,594)</u>	<u>38,195,622</u>	<u>42,609,242</u>
Supporting services:					
Management and general	7,737,268	2,879,643	(321,484)	10,295,427	11,252,574
Fundraising	5,805,395	1,359,950	(96,406)	7,068,939	10,790,046
Direct benefit to donors	70,609		-	70,609	938,614
Total supporting services	<u>13,613,272</u>	<u>4,239,593</u>	<u>(417,890)</u>	<u>17,434,975</u>	<u>22,981,234</u>
TOTAL EXPENSES	<u>40,164,989</u>	<u>17,056,092</u>	<u>(1,590,484)</u>	<u>55,630,597</u>	<u>65,590,476</u>
Change in net assets before other item	9,596,157	5,467,735	-	15,063,892	(214,402)
OTHER ITEM					
Unrealized gain/(loss) on interest rate swap	-	12,837	-	12,837	(52,642)
CHANGE IN NET ASSETS	<u>9,596,157</u>	<u>5,480,572</u>	<u>-</u>	<u>15,076,729</u>	<u>(267,044)</u>
NET ASSETS, BEGINNING OF YEAR	<u>16,197,213</u>	<u>26,158,307</u>	<u>-</u>	<u>42,355,520</u>	<u>42,622,564</u>
NET ASSETS, END OF YEAR	<u>\$25,793,370</u>	<u>\$31,638,879</u>	<u>\$ -</u>	<u>\$57,432,249</u>	<u>\$42,355,520</u>

2021 SOURCES OF INCOME



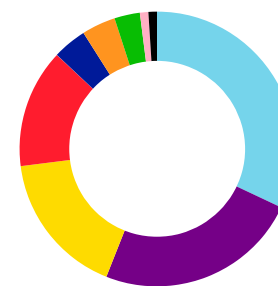
HRC

Contributions	44%
Federal Club/major donor	17%
Corporate/foundation grants	11%
Planned giving	15%
In-kind	1%
Special events	5%
Consumer marketing	3%
Other income	2%
Investment income	<1%
HRCF contribution	2%



HRCF

Contributions	6%
Federal Club/major donor	36%
Corporate/foundation grants	28%
Planned giving	13%
In-kind	11%
Special events	1%
Consumer marketing	0%
Other income	4%
Investment income	1%



COMBINED

Contributions	33%
Federal Club/major donor	24%
Corporate/foundation grants	17%
Planned giving	14%
In-kind	4%
Special events	4%
Consumer marketing	3%
Other income	1%
Investment income	<1%

2021 USES OF INCOME



HRC

Federal, field, electoral and legal advocacy	35%
Public policy, education and training	5%
Communications and media advocacy	9%
Membership education and mobilization	17%
Management and general	19%
Fundraising	15%



HRCF

Federal, field, electoral and legal advocacy	6%
Public policy, education and training	58%
Communications and media advocacy	11%
Membership education and mobilization	<1%
Management and general	17%
Fundraising	8%



COMBINED

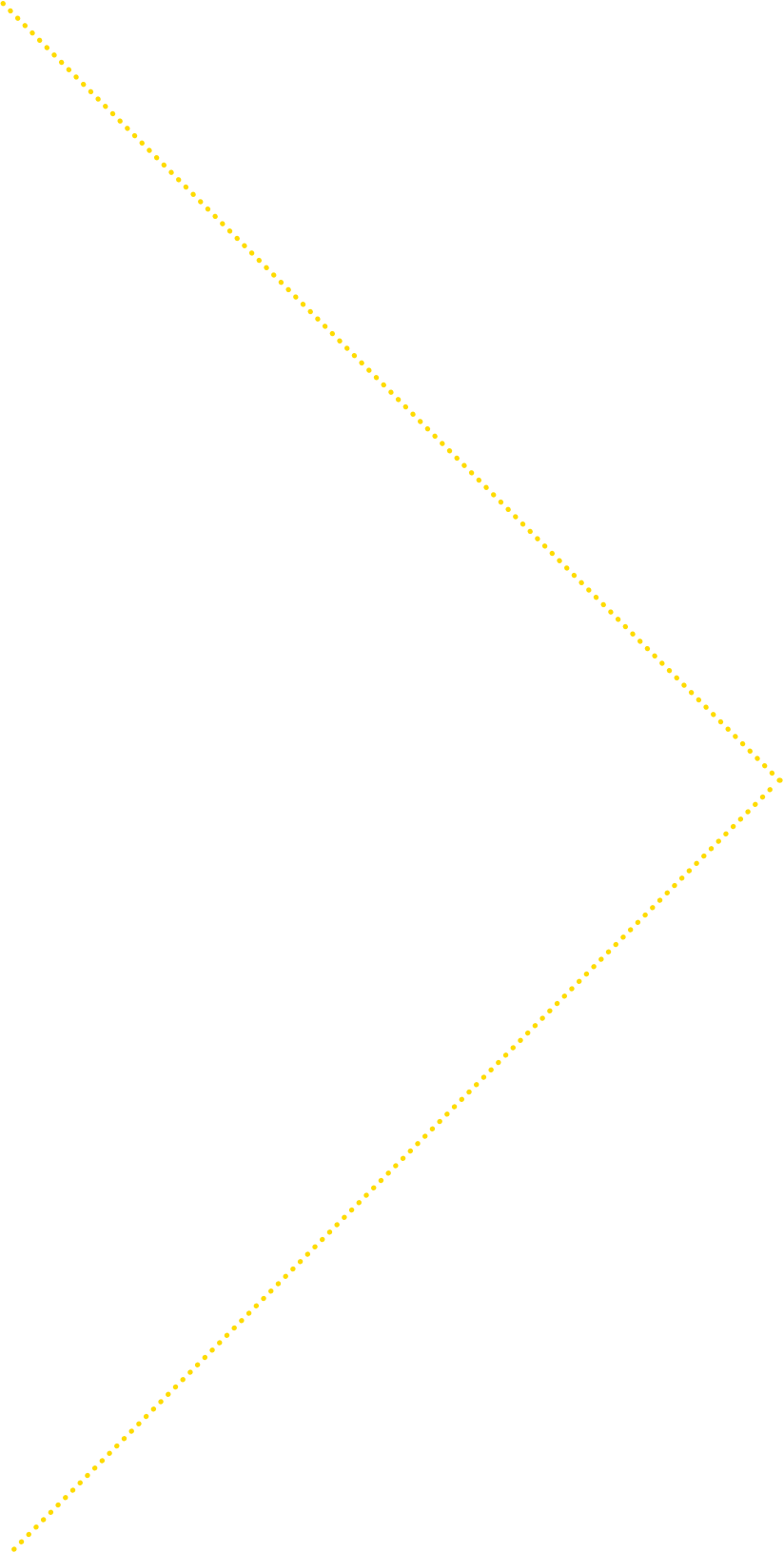
Federal, field, electoral and legal advocacy	25%
Public policy, education and training	22%
Communications and media advocacy	9%
Membership education and mobilization	12%
Management and general	19%
Fundraising	13%

HRC's cost of fundraising was 10.9%.*

HRCF's cost of fundraising was 6.7%.*

On a combined basis, HRC and HRCF had a joint cost of fundraising of 9.7%.*

* Cost of fundraising is calculated as total fundraising expense divided by total revenue, as reported on the IRS Form 990 tax return.



The Human Rights Campaign is a 501(c)(4) non-profit organization, incorporated in 1982. We advocate on behalf of the gay, lesbian, bisexual and transgender community, and mobilize grassroots actions in diverse communities.

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

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