Our Values in Action!
Friends,

As we look back on a year of transition and change at the Human Rights Campaign, one throughline emerges: our deep commitment to putting our values into action every single day, across the country and around the world.

That commitment is apparent on every page of this Annual Report.

We put our values into action when we push lawmakers in Washington, D.C., to pass the Equality Act and other measures that will advance equality and improve the lives of LGBTQ+ people.

We put our values into action when we celebrate landmark progress from an administration that shares our vision and shows it with word and deed — by appointing LGBTQ+ people to high posts, by reversing the appalling policies of the previous White House, and by taking concrete steps, symbolic and practical, that clearly demonstrate an abiding commitment to equality.

We put our values into action when we fight a backlash in states where leaders shamelessly, cynically and viciously target our families, including young children who are trying to figure out who they are and how to live authentically in a world hobbled by systemic discrimination and privilege.

We put our values into action when we use our resources — generously provided by thousands of HRC supporters like you — to protect and uplift every member of our community … when we recognize achievements and honor losses … when we wake up every day prepared to take on another battle or celebrate another win, knowing we have allies like you in every community across America who are willing and eager to join our fight.

All this — the challenges and attacks, the achievements and the progress — comes as we are emerging after three years of a global pandemic. LGBTQ+ people have been disproportionately impacted by COVID-19, as well as by the economic effects of shutdowns, lockdowns and layoffs.

Yet again, with your faith and support, HRC has risen to the occasion — identifying evolving challenges and devising creative solutions to help our community survive and even thrive.

Throughout the 12 months covered by this annual report, the HRC community — staff, volunteers, donors and supporters — stepped forward to meet the moment. Even as we confronted changes wrought by COVID and the uncertainty of a leadership transition, HRC continued without hesitation to advance equality for LGBTQ+ people at the local, state, federal and global levels.

We do this by promoting equality beyond our borders through global outreach and training, including support for refugees fleeing conflict or LGBTQ+ people living under oppressive regimes … by spotlighting artists at the intersections of sexual orientation, gender identity and ethnicity … by taking action to create a generation free of HIV … by empowering transgender and non-binary people and helping them become effective advocates and pursue satisfying careers … by saying out loud the names of those whose lives were taken out of bigotry and transphobia … by supporting parents of trans kids and LGBTQ+ people who are building families and lives … and by joyfully reuniting in person to celebrate our spectacularly diverse community and its many achievements.

The efforts depicted in this report are a direct result of the robust support we receive from people like you, who put your values into action every day. Thank you for the time, energy, vision and generosity you invest in creating a more inclusive world that values our lives and cherishes our contributions.

In Service,

Joni Madison
Interim President
Human Rights Campaign
Human Rights Campaign Foundation
Pronouns: she/her/hers
“Pride is back in the White House.”

The Federal Fight for Equality
Steady Allyship in the White House

After four years of open hostility from the Trump/Pence regime, LGBTQ+ people once again have allies in the White House. In its first year — and at a time when members of our community face grave threats from state lawmakers — the Biden-Harris administration has had a dramatic and positive impact, including implementing many measures called for in HRC’s Blueprint for Positive Change, which we released shortly after the 2020 election.

These are just a few of the steps the administration has taken to elevate and honor LGBTQ+ lives during the time covered by this annual report:

Administration rescinds Trump-era waiver allowing states to discriminate against LGBTQ+ people under the Religious Freedom Restoration Act.

Department of Housing and Urban Development restores housing protections for historically marginalized communities, including LGBTQ+, gutted by Trump.

HUD enforces non-discrimination protections for LGBTQ+ people in healthcare.

The White House issues an executive order requiring diversity, equity, inclusion and accessibility in the federal workforce.

President Biden formally recognizes Pride Month and pledges to defend LGBTQ+ rights.

Kamala Harris becomes the first vice president to march in a Pride parade.

Rachel Levine, the highest-ranking transgender official in U.S. history, becomes first four-star officer and first female admiral of the U.S. Public Health Service Commissioned Corps.

HUD enforces non-discrimination protections for LGBTQ+ people in healthcare.

The White House forms interagency working group dedicated to safety, inclusion and opportunity for transgender people.

The administration issues guidance advising insurers to cover the cost of PrEP medication, as well as lab services and office visits to manage HIV treatment, part of HRC’s Blueprint for Positive Change.

President Biden names Jessica Stern U.S. envoy for global LGBTQ+ rights, a position announced in 2015 and vacant since 2017.

Biden nominates Beth Robinson, Charlotte Sweeney and Alison Nathan to the federal bench; all are openly LGBTQ+ women.
BASIC FREEDOMS ARE MISSING IN 29 STATES FOR LGBTQ+ AMERICANS

HELP PASS THE EQUALITY ACT AT REALITYFLAG.COM
**Fighting for Full Equality in America**

The Equality Act would provide consistent and explicit federal anti-discrimination protections for LGBTQ+ people in housing, credit, education, public spaces and services, federally funded programs and jury service. It would also codify *Bostock v. Clayton County*, the 2020 U.S. Supreme Court case prohibiting employment discrimination against LGBTQ+ people.

**Passing the Equality Act continues to be among HRC’s highest legislative priorities.** The House has passed it twice, in 2019 and 2021, bringing us closer than ever to achieving this goal. While we can count on President Biden to sign it, we continue to face headwinds getting the bill through the Senate.

More than 82% of Americans support the protections offered by the Equality Act, which has been endorsed by more than 630 civil rights, education, healthcare and faith-based organizations. More than 500 major U.S. corporations, with operations in all 50 states and representing more than 15.3 million employees, have joined HRC’s Business Coalition for the Equality Act.

HRC spearheaded a joint campaign, *Freedom and Opportunity for All*, representing 17 organizations working together to build support for the Equality Act nationally and in targeted states. We continue to work with key constituencies on behalf of the Equality Act in Alaska, Florida, Indiana, Iowa, Maine, North Carolina, Ohio, Pennsylvania, Utah, West Virginia and Wisconsin — all states whose senators could potentially cast the deciding vote for passage.

In February 2022, HRC launched the *Reality Flag* campaign, a multi-faceted effort on behalf of the Equality Act. The central image of the campaign, the Reality Flag, features just 21 stars instead of 50 — a powerful visualization of the inconsistent patchwork of non-discrimination laws in the U.S., where LGBTQ+ people in 29 states lack the most basic freedoms.

Versions of HRC’s Reality Flag appeared in digital and print advertisements across the country, with links to the Reality Flag website where viewers can hear personal stories from Americans facing discrimination. HRC sent Reality Flags to influential members of the LGBTQ+ community, asking them to join the conversation online about the sanctioned discrimination our community continues to face.

Upon the campaign’s debut, HRC unfurled an 85-foot-long banner of the Reality Flag across the front of our iconic headquarters in Washington, D.C., for all passersby to see — including members of Congress, senators and staff.

**Advancing Our Interconnected Needs**

HRC worked closely with the Biden administration and allies in Congress to ensure LGBTQ+ interests were included in the reauthorized Violence Against Women Act, which President Biden signed in March 2022. This law includes services and support for domestic violence survivors who are LGBTQ+, as well as members of other historically marginalized communities.

HRC continues to fight for legislation to address the interconnected needs of LGBTQ+ people at home and abroad, including the *John Lewis Voting Rights Advancement Act*; the *George Floyd Justice in Policing Act*; the *Do No Harm Act*, which would update the Religious Freedom Restoration Act to better protect marginalized communities; and the *Global Respect Act*, which would prevent the U.S. from offering safe haven to foreign leaders who have violated the human rights of LGBTQ+ people.

“Right now, I live in a state where I have equal protection under the law. And as a high-school sophomore, I’m starting to look at colleges. And all I can think about is this: Less than half of the states in our country provide equal protection for me under the law. What happens if I want to attend college in a state that doesn’t protect me? Right now, I could be denied medical care or be evicted for simply being transgender in many states. How is that even right? How is that even American?”

— Stella Keating, speaking on behalf of the Equality Act; Keating is the first transgender teen to testify before the U.S. Senate.
Responding to States of Emergency

In 2021 and 2022, extremist legislators across the country exceeded previous levels of intolerance to conceive of and pass regressive, discriminatory legislation at an unprecedented pace. The number of anti-LGBTQ+ bills introduced in 2021 far surpassed the previous record set in 2015: more than 250, including 120 specifically targeting transgender people, especially youth.

In 2022, anti-equality lawmakers redoubled their efforts to target our community with even more extreme measures, including Florida’s “Don’t Say Gay or Trans” bill and Texas Gov. Greg Abbott’s directive to investigate parents who provide access to gender-affirming care for their children as potential child abusers. In 2022, anti-equality lawmakers also introduced bills to ban transgender children from sports teams that align with their gender; to exclude transgender children from the bathroom and locker rooms they identify with; and to mandate that transgender youth undergo gender-specific medical care and psychiatric evaluations.

Ultimately, in 2022, anti-LGBTQ+ bills were introduced in 23 states and passed in 13 states.
“Lawmakers want to criminalize the care that my daughter needs. They’re trying to legislate to make [doctors] felons for treating kids like my daughter. I would actually have to arrest the people that saved my daughter’s life.”

—David Fuller, Alabama police officer and father to Jess, a transgender teenage girl

Fighting Back

On behalf of the equality-minded majority who oppose discrimination — and in defense of LGBTQ+ people of all ages across America — HRC has used every tool at our disposal to fight these bigoted bills.

Working with equality advocates on the ground, we’ve recruited and dispatched volunteers to testify, organize public rallies and contact lawmakers; amplified the voices of impacted families and individuals in op-eds, on social media and through videos; and pressured influencers, including sports organizations and businesses, to stand firm against laws that threaten economic, legal and reputational harm to their communities.

- HRC recruited 200+ corporate and business leaders to sign our Business Statement on anti-LGBTQ+ legislation, including Dell, Harley-Davidson, Nike and Target.
- Sixty corporate stakeholders signed an ad we placed in the Dallas Morning News — headlined “Discrimination is bad for business” — specifically condemning Gov. Greg Abbott's and Texas lawmakers’ attacks on LGBTQ+ youth.
- HRC is challenging many of these laws in court through our Impact Litigation program:
  - After Florida Gov. Ron DeSantis signed the state’s transgender sports ban on the first day of Pride month, HRC joined with the law firm Arnold & Porter to file a federal civil rights lawsuit on behalf of a 13-year-old girl who plays basketball and soccer.
  - In Tennessee, HRC and the law firm Linklaters filed a challenge to the state’s bathroom bill on behalf of 14-year-old Alex and his family and 6-year-old Ariel and her family.
  - Working with other law firm partners, HRC is challenging laws in Alabama, Arkansas, Mississippi and Texas.

In some states with large LGBTQ+ populations and tenuous or nonexistent civil rights protections, Project One America volunteers — members of the LGBTQ+ community and allies, friends and family — called, testified and protested attacks.

- In Mississippi, we stopped anti-LGBTQ+ legislation this session and are building support for a bipartisan hate crimes bill.
- In Arkansas, we are working to reform the state’s punitive “criminal transmission” HIV laws that continue to treat HIV as a death sentence, not the manageable medical condition it has become.

Ultimately, those who lead with division will find themselves on the losing side of history and will be held accountable.

Count Me In

Count Me In is HRC's cross-platform campaign that provides opportunities for the transgender and non-binary community and allies to take action, speak out, find resources and share their advocacy.

Participation starts with the Count Me In pledge, in which we promise to go out of our way to raise awareness and uplift the lives of transgender and non-binary friends and family.

Count Me In includes a Speak Out tool that makes it easy to contact legislators when bills affecting the LGBTQ+ community emerge.

Supporters can also download images to share on social media and view videos that re-center the life experiences of trans youth who just want to play sports, participate in school activities and be themselves without fear.

According to the Trevor Project, more than two-thirds of LGBTQ+ youth say debates over state laws targeting transgender people have negatively impacted their mental health.
#HBCUOutLoud Day is a time to celebrate LGBTQ+ communities at HBCUs. It is also a day to take stock of all the challenges that LGBTQ+ students face in their daily lives at HBCUs and to have discussions on how to foster even more inclusion on their campuses.”

—Leslie Hall, director of HRC’s HBCU Program
In every aspect of daily life, LGBTQ+ people of color are subject to discrimination and harassment, including in LGBTQ+ spaces. While individual incidents sometimes make headlines, the pervasive discrimination Black LGBTQ+ community members face every day is too often ignored.

This year, HRC continued act boldly to advance our commitment to fighting for racial justice and defeating white supremacy.

Creating New Resources

In collaboration with the Black in Fashion Council, HRC Foundation launched the first Black in Fashion Index to address systemic racism and exclusionary practices in the fashion industry.

In its first year, the survey evaluated 30 organizations on their efforts to adopt workplace nondiscrimination policies, build an inclusive culture, engage with the Black community and uphold corporate social responsibility. Participating organizations ranged in size from small, privately owned enterprises to Fortune 500 corporations.

On Juneteenth — June 19, 2021 — HRC released Black LGBTQ People and Compounding Discrimination, a new report using data from our 2020 Black LGBTQ Community Survey. This report describes the dire consequences of discrimination on the lives and livelihoods of Black LGBTQ+ people and the urgent need for change.

Uplifting Voices at HBCUs

HRC Foundation’s HBCU Program empowers students at Historically Black Colleges and Universities to become change agents on their campuses and lead resourcefully through the intersections of race, religion, gender identity, class and sexual orientation.

This year, the HBCU Program offered LGBTQ+ students a rich array of resources, including the new HBCU Health Center Directory. Launched in June 2021 in partnership with the Black AIDS Institute and the Legacy Project, and supported by Gilead Sciences, this comprehensive guide catalogues existing services, identifies gaps, and connects HBCU students to HIV prevention and treatment services.

On October 20, 2021, HRC hosted our third annual (and second all-virtual) #HBCUOutLoud Day to amplify LGBTQ+ pride on HBCU campuses and promote inclusion and awareness.

In addition to holding events at multiple HBCUs, this year’s #HBCUOutLoud Day included an Instagram Live conversation, LIVING OUTLOUD: On Campus and Beyond, that was featured on the podcast Surface Level, hosted by three Black, queer best friends and graduates of Howard University.

In November, the HBCU Program launched National Truth Week, a virtual summit to support and affirm LGBTQ+ students at HBCUs; train a new generation of Black LGBTQ+ activists; and combat homophobia and stigma through public lectures, panels and student engagement. The summit featured multiple Instagram Live conversations and a live panel with corporate leaders on Facebook and YouTube.
“There is no Korean word for queer, but there is a word for survival, there is a word for love, there is a word for apple or apology, there is a word for pear or ship or stomach, which is to say there is a word for vessel. Perhaps this is enough for us now.”

—poet Caitlyn Clark, from homonyms, after tragedy and Ocean Vuong
In the face of a rising tide of racism, bigotry and violence against Asian American and Native Hawaiian/Pacific Islander people, HRC highlighted the lived experiences of members of our community who hold multiple marginalized identities. Our effort to create platforms for LGBTQ+ AANHPI voices comes at a time when legislatures across the U.S. are targeting LGBTQ+ people, and AANHPI people are experiencing unprecedented levels of harassment and violence.

In May 2021, during Asian American and Native Hawaiian/Pacific Islander Month, HRC introduced "AANHPI Out Loud," a campaign to celebrate and honor AANHPI voices. AANHPI Out Loud shines a light on the beauty, talent, boldness and resilience of the AANHPI community while highlighting the intersectionality of LGBTQ+ identities and communities.

HRC partnered with the Asian American Writers' Workshop and Youth Speaks to bring visibility to people at the intersections of LGBTQ+ and AANHPI identities through a video series featuring young LGBTQ+ AANHPI spoken word artists. Videos of Jireh Deng, Lauren Bullock and Caitlyn Clark reciting their work were featured on HRC's website and on our Instagram, Facebook and Twitter accounts.

We also partnered with visual artist Meg Emiko, who is transgender and non-binary, to design images for the AANHPI Out Loud campaign that express their multiple identities.

We also partnered with visual artist Meg Emiko, who is transgender and non-binary, to design images for the AANHPI Out Loud campaign that express their multiple identities.

Finally, we highlighted the voices of HRC Foundation Youth Ambassadors Jalen Smith and Luke Chacko.

HRC is grateful to these amazing young advocates and artists for sharing their stories and visions.

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**Jabara-Heyer NO HATE Act Becomes Law**

HRC was among a coalition of civil rights groups that pushed for passage of the Jabara-Heyer NO HATE Act, which President Biden signed into law as part of the COVID-19 Hate Crimes Act in May 2021.

The Jabara-Heyer NO HATE Act promotes better hate crimes data collection and a more informed approach to hate crimes prevention at the federal, state and local levels. The law is named for Khalid Jabara, who was shot to death in 2016 by a neighbor consumed by hatred for Khalid’s Arab American family; and Heather Heyer, who was intentionally run over by a motorist while counter-protesting at a white nationalist rally in Charlottesville, Virginia, in 2017. Both cases were prosecuted as hate crimes but not included in the FBI’s hate crimes report. This new law will address chronic under-reporting that caused these two high-profile cases, and many far less notorious ones, to slip through the cracks.

“...I had spent so many years trying to push the two most important parts of my identity aside, that I knew I wanted to create a platform and safe space for other AAPI and LGBTQIA+ folks so they could feel represented in some way.”

—artist Meg Emiko
“Over the past five years, our Equidad programs have fostered better and more inclusive workplaces for LGBTQ+ employees in Latin America. Since the inception of this program, more than 300 major employers in Mexico and Chile have taken steps to ensure their policies and practices address the needs of their LGBTQ+ employees.”

—Keisha Williams, director of HRC’s Workplace Equality program
Equidad Programs Launch in Argentina, Brazil

Over the past five years, HRC Foundation’s Equidad programs in Mexico and Chile have fostered greater workplace equality and inclusion for LGBTQ+ employees in Latin America. In October 2021, we expanded our global workplace equality programs to include Argentina and Brazil. Like our benchmarking surveys in Chile and Mexico, Equidad AR and Equidade BR evaluate businesses and corporations operating in these countries according to three essential pillars of LGBTQ+ workplace inclusion:

- Adoption of nondiscrimination policies.
- Creation of employee resource groups or diversity and inclusion councils.
- Engagement in public activities to support LGBTQ+ inclusion.

In June 2021, in partnership with PepsiCo and Baker McKenzie, HRC Foundation launched the Transgender Workplace Inclusion Toolkit for Mexican businesses, offering practical guidance and outlining the legal framework required to create inclusive workplaces for transgender and non-binary employees. The Business Council for Transgender Inclusion, which is led by 13 openly transgender or non-binary professionals working at top businesses in Mexico, guided the project and provided feedback during its development.

Aiding Refugees in Afghanistan

Even before the Taliban took control of Afghanistan in August 2021, same-sex activity was criminalized and punishable by death. The new regime’s mandate to rule by an extreme version of Sharia law put the lives of LGBTQI Afghans in even greater danger, making immediate emigration critical.

HRC, in partnership with the Council for Global Equality, Rainbow Railroad, Immigration Equality, IRAP (International Refugee Assistance Project) and ORAM (Organization for Refuge, Asylum & Migration), laid out a 10-point action plan of policy recommendations to facilitate the refugee and asylum process for LGBTQI Afghans, and invited advocates to join us in urging the Biden administration to adopt our plan.

Recommendations include expanding or lifting the cap of 125,000 refugees for FY22; instructing U.S. embassies to process LGBTQI refugee applications on-site when referred by designated partner NGOs; and expanding LGBTQI-sensitive resettlement programs in the U.S.

We also hosted “Taking Action for Afghan LGBTQI Afghan Refugees,” an online panel discussion featuring members of Congress and representatives from global equality partners discussing how individuals and governments can help expedite LGBTQI Afghans’ safe passage and resettlement.

Russian Invasion of Ukraine

The extreme hostility of the Putin regime toward LGBTQ+ people in Russia highlights the vulnerability of LGBTQ+ Ukrainians. In the weeks before Russia invaded in February 2022, the Biden administration issued a warning that Russia’s “kill list” of targets included LGBTQ+ people, as well as journalists, activists, and ethnic and religious minorities.

HRC’s long-established ties with partner organizations in Ukraine helped hasten our response to the burgeoning humanitarian crisis. We immediately created a Ukraine resource page on our website that included background information on the situation; specific concerns for LGBTQ+ people in the region; and links to support relief efforts on the ground. HRC Foundation also distributed $30,000 to organizations supporting LGBTQ+ people inside Ukraine and refugees outside.

On March 24, one month after the invasion, HRC invited Kimahli Powell, executive director of Rainbow Railroad, to take over our Twitter feed. Rainbow Railroad is a global nonprofit that helps LGBTQ+ individuals facing persecution find safety. In his takeover, Powell described the specific conditions LGBTQ+ people face in Ukraine and reminded people of Putin’s anti-LGBTQ+ actions, including brutal purges of LGBTQ+ people in Chechnya in 2017.

HRC has called on the Biden administration to end temporary protected status for LGBTQ+ Ukrainians who manage to get to the U.S., as well as more military support for Ukraine.
“We cannot, we will not, nor will we ever go backward and let a small group of radicals dictate control over our healthcare, bodily autonomy and the right to make informed personal decisions for ourselves and our families.”

—Joni Madison, HRC interim president, on the Supreme Court decision to overturn Roe v. Wade
Building a Generation Free of HIV

This year marks the 40th anniversary of the first diagnosed case of HIV. Forty years onward, as we recognize the advances in treatment and prevention that have been made, we also recognize that HIV continues to be a crisis for multiply marginalized members of our community. Because of longstanding health inequities, HIV continues to disproportionately impact LGBTQ+ people of color.

HRC has spent decades addressing these inequities, combatting the stigma and discrimination facing people living with HIV while working to create a generation free of HIV through education, screening and expanded access to treatment.

In 2021, HRC launched My Body My Health, a comprehensive national public education campaign designed to break through barriers and eliminate systemic inequality. Through this initiative, we are building collaborative partnerships with minority-led and -serving community organizations that provide direct health services to Black and Latinx communities.

My Body, My Health centers the lives of Black and Latinx gay and bi men and transgender women of color while providing tools to help all LGBTQ+ people of color prioritize their sexual health. The campaign includes a dedicated campaign website to connect users with prevention and testing services for HIV and other sexually transmitted diseases, as well as treatment options and other resources.

HRC and Us Helping Us, one of our My Body, My Health community partners, collaborated to launch the nation’s first-ever in-home HIV testing program. In addition to providing access to at-home tests through the My Body, My Health website, we pledged to administer at least 5,000 free in-home testing kits over one year through direct door-to-door service.

My Body, My Health is supported by a grant from Gilead Sciences.
Defending Reproductive Rights

In the months leading up to oral arguments before the Supreme Court in *Dobbs v. Jackson Women’s Health*, HRC united with allied organizations to speak out on behalf of reproductive rights and bodily autonomy. We joined an amicus brief led by the National Center for Lesbian Rights in defense of *Roe v. Wade* and access to abortion care; organized marches and participated in rallies; and led a tele-town hall to outline the impact of *Roe* being overturned, including risks to the LGBTQ+ community.

The right to bodily autonomy is foundational to the LGBTQ+ movement and, ultimately, to our democracy. HRC will continue to fight alongside our allies to make reproductive freedom available to everyone.
COVID-19

In the third year of the pandemic, HRC continued to address the toll of COVID-19 on the LGBTQ+ community — physical, emotional and economic — while ensuring that our community, particularly LGBTQ+ people of color, had access to the resources and information necessary to take care of themselves and their loved ones.

In the summer of 2021, HRC hosted seven mobile vaccination clinics across the country, in partnership with the White House and Washington National Cathedral, providing support to local health departments and public education events to encourage the LGBTQ+ community to get vaccinated.

World AIDS Day

On December 1, World AIDS Day, the HRC community takes time to reflect, remember and recommit ourselves to combating HIV-related stigma and ending the HIV epidemic once and for all.

This year, HRC held a virtual all-day event, “Rewriting the Narrative: Our Stories Are Our Future,” featuring panel discussions focusing on the 33 million people worldwide living with AIDS and its outsized impact on communities of color.

Tori Cooper Gets Due Recognition

In August 2021, Tori Cooper, director of community engagement for HRC Foundation’s Transgender Justice Initiative, was chosen to serve on the Presidential Advisory Council on HIV and AIDS — the first out Black transgender woman appointed to the Council, as well as the first HRC staff member.

In November, Cooper was further recognized as one of The Advocate magazine’s people of the year for her life’s work as a highly visible and successful advocate for transgender Americans.

“… we must all reaffirm our commitment to fighting on every front necessary to ensure our transgender siblings’ deaths will not be forgotten. We will honor their lives and their memories with action.”

—Tori Cooper, director of community engagement for HRC Foundation’s Transgender Justice Initiative
Fighting for Trans Justice

HRC Foundation’s Trans Justice Initiative is fighting for a world in which all members of the LGBTQ+ community are safe, supported and seen. This work could not be more important, especially as state-sanctioned attacks fuel stigma and violence against transgender and non-binary people.

“Creating safe spaces for transgender and non-binary job seekers is critical to ensuring that they may begin a career with affirming, inclusive employers.”

—RaShawn Hawkins, HRC Foundation’s Workplace Equality Program deputy director
Empowering Transgender and Non-Binary People

During the early days of the COVID-19 pandemic, HRC Foundation collaborated with Trans Can Work, an L.A.-based nonprofit advancing workplace inclusion, on “Who's Hiring,” a web series highlighting LGBTQ+-affirming companies and available jobs. Together, we hope to help trans and non-binary workers find greater opportunity and inclusion.

This year, we added Empower career fairs featuring intentional recruitment of companies supportive of inclusive workforce development.

Each virtual event hosted up to 60 employers and as many as 1,000 job seekers.

HRC and TransCanWork will continue to leverage this strategic partnership to improve employment mobility for transgender and non-binary people around the country.

ELEVATE and ACTIVATE

HRC Foundation's ACTIVATE and ELEVATE programs advance the leadership skills of BIPOC advocates in the trans and non-binary community.

ELEVATE helps Black and Latinx transgender women in the South build leadership skills by increasing their capacity to navigate and improve public health systems. The yearlong program includes intensive digital training and interactive webinars designed to increase competencies and improve health outcomes among Black and Latinx transgender women.

ACTIVATE, an expanded version of ELEVATE, is a professional development program for transgender, gender non-conforming and non-binary community leaders of color with two years or more of advocacy and community organizing experience.

This year, HRC Foundation's Transgender Justice Initiative expanded the number of fellows in each program to 16. ELEVATE and ACTIVATE fellows met at quarterly summits, where they received guidance on employment skills, team building and annual projects.

Transgender Awareness Week/Trans Day of Remembrance

Every year, HRC commemorates Transgender Awareness Week, an annual event dedicated to illuminating the progress made and yet to come in the fight for transgender and non-binary equality. The week culminates in the Transgender Day of Remembrance on November 20.

This year, HRC held a reading of “Calvin,” a children’s book about gender identity and nonconformity, by Vanessa and J.R. Ford, founding members of HRC’s Parents for Transgender Equality Council. The reading was followed by a panel discussion with Black and Brown parents of transgender youth.

We also unveiled new digital resources to help trans people and allies communicate effectively about discriminatory measures, including a chatbot about anti-trans sports bills that helps users formulate persuasive arguments and fosters nonjudgmental attitudes and respect for others' viewpoints.
“Our transness embodies our resiliency, and in that resiliency, we see our power. ... No matter the challenges we face, we must never forget the simple fact that resiliency is strength, authenticity and hope — and we carry that with us from the scariest of spaces to the safest of places.”

—Sarah McBride, Delaware state senator, trans activist and former national press secretary at HRC
Remembering Lives Cut Short

On November 17, HRC released our annual report on lethal attacks against transgender and gender-nonconforming people, “An Epidemic of Violence: Fatal Violence Against Transgender and Gender Non-Conforming People in the United States in 2021.” We also updated Dismantling a Culture of Violence: Understanding Anti-Transgender Violence and Ending the Crisis, a report describing the dangers transgender people face and federal and state measures that would help end the violence.

The report reflects a grim reality: The number of transgender and non-binary community members who are attacked and killed increases every year. In 2021, we counted 57 known deaths — more than in any year since HRC began tracking in 2013 and surpassing the previous record in 2020. Many more deaths likely go unreported.

The people behind the names are on this list — and those whose names we do not know — had families, friends, jobs and communities. On their behalf, we pledge to keep fighting for freedom, for justice — and for accountability for those who encourage this violence with hateful rhetoric or shameful silence.

Each and every name read and recognized on the Trans Day of Remembrance represented a full, rich life that did not deserve to be cut short. … We must fight for change. We must dismantle this stigma. We must bring this epidemic of violence to an end.”

—Joni Madison, interim president of HRC
I wanted to use drag but with a purpose and with a message … it becomes like a superhero cape that we put on and we fly out and we bring magic.”

—Adonias Arevalo of Poder Latinx

HRC formed a creative partnership with Hopscotch, an immersive art gallery in San Antonio, to create GAZE, an interactive exhibition featuring large acrylic panels etched with hopeful messages and lit with rainbow-colored LED lights.

Practicing the Art of Resistance
Through collaboration, HRC gives LGBTQ+ artists a platform to speak their truth and advance equality. Here are some of our artist collaborations from the last year.

Queerceañera

In observation of Latinx Heritage Month (September 15–October 15), HRC introduced Latinx and Proud, a celebration of the diversity, beauty and resilience of Latinx cultures and communities, with a special emphasis on the vibrance and boldness of LGBTQ+ Latinx folks with intersecting identities.

As part of the celebration, HRC commissioned “Queerceañera” by Soñia Lazo, an LGBTQ+ illustrator and tattoo artist from El Salvador. A queer spin on quinceañeras, the Latinx birthday celebration traditionally the province of cisgender teenage girls, the “Queerceañera” graphic was featured on the cover of HRC’s Early Fall 2021 Equality magazine, as well as on a limited-edition T-shirt.

Hopscotch

HRC formed a creative partnership with Hopscotch, an immersive art gallery in San Antonio, to create GAZE, an interactive exhibition featuring large acrylic panels etched with hopeful messages and lit by rainbow-colored LED lights. GAZE transports viewers into another world where they are encouraged to see beyond their own experience and embrace the harmony reflected in the LGBTQ+ rainbow.

La Sirena

In celebration of Pride 2021 and Immigrant Heritage Month, HRC partnered with Poder Latinx and the musical group Las Cafeteras to create “La Sirena,” a music video celebrating queerness and encouraging Latinx political engagement.

The original song “La Sirena” was written by Hector Flores of Las Cafeteras. The video was directed by Roberto Escamilla-Garduño and stars Sicarya Seville, the drag persona of Poder Latinx National Organizing Director Adonias Arevalo.

Poder Latinx is a national organization dedicated to economic, immigrant and environmental justice. Las Cafeteras is an East-L.A. band that crosses genres and borders to create music that inspires positive political change.

“Kids Meet a Trans Athlete”

This year’s Olympics included more out LGBTQ+ athletes than any previous Summer Olympics. Just before the games began in Tokyo, HRC released “Kids Meet a Trans Athlete,” a video produced in collaboration with HiHo Kids as part of HRC’s Count Me In campaign.

The video features Chris Mosier, the first openly transgender man to compete in a men’s Olympic Trials. Mosier is a duathlete, race walker, six-time member of Team USA and founder of transathlete.com, the leading resource for trans-inclusive policies in sports and information on transgender people in sports.

Kendrick Daye

HRC commissioned multi-media artist Kendrick Daye, creator of Black Queer Tarot, to create an original work of art celebrating Black History Month, which we shared on social media, sold as a limited-edition T-shirt and featured on the cover of the Winter 2022 Equality magazine.

“Kids Ask” is a series of videos produced by HiHo Kids, part of Cut Media.
Coming Out of COVID

After two long years of virtual gatherings — which were themselves feats of tremendous creativity and commitment — HRC joyfully and safely resumed in-person events in February 2022, starting with the South Florida dinner in Ft. Lauderdale and followed by events in Nashville, Philadelphia, Los Angeles and Cincinnati.

Planning safe in-person events was HRC’s latest pivot in keeping up with the rapid changes necessitated by COVID-19.

Pride celebrations and annual fundraising dinners offered a safe space for people to connect and celebrate, while tapping into the community’s hunger to show solidarity and take action.

“People feel like they need to be together and do something positive,” said Mollie Levin, HRC’s director of events — especially in the face of political attacks against the LGBTQ+ community and other marginalized groups.

National Coming Out Day

When she was 16, HRC Interim President Joni Madison came out to a trusted high school teacher. “Joni,” Ms. Gray told her, “there is absolutely nothing wrong with you. You are perfect just the way you are.” It was, Joni says, “the gift of a lifetime.”

Sixteen years later, Joni was finally ready to come out to her mother. She wrote a letter and sent it via certified mail, so she would know when it was received.

Three weeks later — the longest she had ever gone without talking to her mother — Joni heard back.

“She wrote that she loved me and that she was proud to have me as a daughter. But my mom was also scared for me. In a world filled with judgment and hate, she was nervous about how I would be treated as someone who doesn’t adhere to norms.”

Joni shared her coming out story on October 11, National Coming Out Day, along with a message for those contemplating coming out. “I, along with my colleagues, am doing what I can to make sure that you can live your truth in a world that is more just and more inclusive than the one I grew up in, more equal than the one we live in now.

“Today, and every day, know that you are perfect just as you are.”

On October 11, 2021, HRC added to an extensive roster of resources designed to help LGBTQ+ youth come out with confidence, including “Born to Shine,” a series of videos featuring messages of support from community members like JoJo Siwa, Elliot Page, Amrit Kapai and Alexandra Shipp; and an audio quilt with 33 messages, in recognition of this 33rd annual National Coming Out Day.
20 years of CEI

This year marks HRC Foundation’s 20th annual Corporate Equality Index, the nation’s premier benchmarking survey measuring workplace equality and inclusion for LGBTQ+ employees and their families.

Companies that agree to participate in the CEI demonstrate their commitment to equality, to their workforce and customers — and to creating a workplace that is truly inclusive.

This year’s CEI included more than 1,271 active participants (vs. 319 in 2002), including 379 Fortune 500 employers and 183 newcomers from nearly every industry. It represents the most considerable progress made over the CEI’s 20-year history.

The increase in participants and high scorers demonstrates the impact of the CEI over two decades, including wide-scale corporate adoption of transgender-inclusive initiatives.

By educating corporate entities and benchmarking corporate practices, the CEI encourages employers to adopt inclusive workplaces, benefits and protections that directly impact the lives of approximately 20 million LGBTQ+ workers and their families in the U.S. and around the globe.

10 Years of MEI

HRC Foundation’s Municipal Equality Index, published in partnership with the Equality Federation, also celebrated a significant milestone: 10 years of measuring and supporting the ways in
which communities serve LGBTQ+ people in the places they call home.

The MEI helps local officials, policymakers and business leaders understand how successfully they embody LGBTQ+ inclusion in their laws, policies and services. The MEI takes into account the unique situation of each city and is structured to reward the specific achievements of local governments. Participating cities and towns set the standard for LGBTQ+ inclusion, driving progress and fostering economic growth.

 Appropriately for its 10-year anniversary, the 2021 MEI is a celebration in more ways than one: It shattered records in the number of perfect scores and in the highest average city score; it demonstrated growth in every region of the country; and it showed that, regardless of the bigoted actions of certain state legislatures, local leaders understand the challenges facing LGBTQ+ people and are committed to ensuring we are safe, seen and served.

In this year’s MEI:

- 506 municipalities participated (up from 127 in 2012).
- 110 cities scored 100 points — the highest number ever (up from 11 in the first MEI).
- The regional average score increased in every region in the country.
- At 67, the national average is also the highest ever.
- 74 cities are All Stars — those that managed to score 85 or higher even though they are in states that do not explicitly protect LGBTQ+ people.
- 181 cities offer trans-inclusive health benefits, representing an increase over last year, even with tighter criteria for this benchmark.

HRC Foundation Launches First Long-Term Care Equality Index

Without federal protections, LGBTQ+ seniors continue to face discrimination across all areas of life, including in long-term care. To make facilities and communities more inclusive and welcoming to LGBTQ+ elders, the Human Rights Campaign Foundation partnered with SAGE to create a new benchmarking tool: the Long-Term Care Equality Index.

The first LEI, released in June 2021, confirms the challenges LGBTQ+ people face finding inclusive long-term care communities — and the distance many facilities have yet to go to guarantee LGBTQ+ elders equal access to safe care.

This first edition contains data on long-term care communities with LGBTQ-inclusive policies and features a roster of “Pioneering Participants,” communities that have taken the LEI Commitment to Caring Pledge and completed a self-assessment of their policies and practices. Also featured are profiles of five long-term care communities that have made LGBTQ+ inclusion a priority.

Future editions will score participating communities according to specific benchmarks: foundational policies and practices; resident services and support; employee benefits and policies; and resident and community engagement.

In this inaugural LEI:
“I’ve had people write saying just a place like this being open provides them with enough hope to go on.”

—Stacie Pace, cofounder of Spectrum: The Other Clinic, a Queer to Stay grantee and the only clinic in Mississippi providing private, affordable gender-affirming care for transgender people.
Living into Our Values

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 – a fight rooted in our HRC Values of Heart, Boldness, Learning and Openness, Equity and Intersectionality, Responsibility, Resilience, Respect, and Community and Teamwork.

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 emboldened by a climate fueled by bigotry and racism. They target the most vulnerable among us, including lesbian, gay, non-binary and trans youth, trans people in general, and trans women of color in particular. The threats against our community come from the campaign trail, legislative chambers, the courtroom, the classroom, the hospital room, the workplace, the bathroom and the street corner.

Millions of members make our work possible by putting their money where the mission is to support the work of HRC and the HRCF. 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 ending March 31, 2022, was significantly impacted by the COVID-19 pandemic – especially in terms of our ability to engage in in-person activities and events. Even so, revenue for the fiscal year ending March 31, 2022, for HRC and HRCF totaled $69.0 million – an increase of 6% over the pre-pandemic revenue from the fiscal year ending March 31, 2020, of $65.4 million. Total spending for the fiscal year amounted to $68.2 million, reflecting our efforts to rebuild after spending cuts in response to COVID-19 enacted in the prior fiscal year. Program costs for the year amounted to $44.0 million and represented 65% of every dollar spent. The joint cost of fundraising for HRC and HRCF was 12.9%.

Your support during this fiscal year allowed us to: forge an allyship with the Biden/Harris administration to achieve positive changes; fight and defeat 90% of the bad bills introduced in state legislatures targeting the LGBTQ+ community – especially trans youth; continue the fight to pass the Equality Act; expand key initiatives to serve multiply marginalized individuals and communities 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 HRCF’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’ve 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 as we focus on the battles ahead.
Our Values in Action

10 YEAR REVENUE SUMMARY

HUMAN RIGHTS CAMPAIGN

HUMAN RIGHTS CAMPAIGN FOUNDATION

COMBINED
**HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION**  
**COMBINING STATEMENT OF ACTIVITIES**  
**FOR THE YEARS ENDED MARCH 31, 2022 & 2021**

### REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th>Contributions and grants:</th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY22 Combined Total</th>
<th>FY21 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member Contributions</td>
<td>$21,438,986</td>
<td>$1,269,042</td>
<td>$-</td>
<td>$22,708,028</td>
<td>$23,350,753</td>
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<tr>
<td>Federal Club and major donor program</td>
<td>6,682,665</td>
<td>8,768,024</td>
<td>$-</td>
<td>15,450,689</td>
<td>16,750,229</td>
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<tr>
<td>Corporate and foundation grants</td>
<td>5,713,449</td>
<td>7,743,626</td>
<td>$-</td>
<td>13,457,075</td>
<td>11,707,223</td>
</tr>
<tr>
<td>Planned giving</td>
<td>988,142</td>
<td>1,174,134</td>
<td>$-</td>
<td>2,162,276</td>
<td>10,118,167</td>
</tr>
<tr>
<td>In-kind</td>
<td>5,070,257</td>
<td>4,210,650</td>
<td>$-</td>
<td>9,280,907</td>
<td>2,806,751</td>
</tr>
<tr>
<td>Special events</td>
<td>2,821,343</td>
<td>243,952</td>
<td>$-</td>
<td>3,065,295</td>
<td>2,908,150</td>
</tr>
<tr>
<td>Consumer marketing</td>
<td>1,659,051</td>
<td>578</td>
<td>$-</td>
<td>1,659,629</td>
<td>1,762,534</td>
</tr>
<tr>
<td>Other income</td>
<td>772,929</td>
<td>1,270,541</td>
<td>(782,585)</td>
<td>1,260,885</td>
<td>1,051,591</td>
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<tr>
<td>Investment income, net</td>
<td>(24,243)</td>
<td>3,856</td>
<td>$-</td>
<td>(20,387)</td>
<td>239,091</td>
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<tr>
<td>HRC Foundation contribution in support of HRC activities</td>
<td>975,000</td>
<td>$-</td>
<td>(975,000)</td>
<td>$-</td>
<td>$-</td>
</tr>
</tbody>
</table>

**TOTAL REVENUE AND SUPPORT**

| HRC               | 46,097,579 | HRCF            | (1,757,585) | FY22 Combined Total | 69,024,397 | FY21 Combined Total | 70,694,489 |
# HUMAN RIGHTS CAMPAIGN AND HUMAN RIGHTS CAMPAIGN FOUNDATION
## COMBINING STATEMENT OF ACTIVITIES
### FOR THE YEARS ENDED MARCH 31, 2022 & 2021

<table>
<thead>
<tr>
<th></th>
<th>HRC</th>
<th>HRCF</th>
<th>Elimination of Intercompany Transactions</th>
<th>FY22 Combined Total</th>
<th>FY21 Combined Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal, field, electoral and legal advocacy</td>
<td>12,451,099</td>
<td>1,249,703</td>
<td>(1,365,094)</td>
<td>12,335,708</td>
<td>14,062,951</td>
</tr>
<tr>
<td>Public policy, education and training</td>
<td>2,418,575</td>
<td>11,413,903</td>
<td>423,395</td>
<td>14,255,873</td>
<td>12,099,337</td>
</tr>
<tr>
<td>Communications and media advocacy</td>
<td>4,618,560</td>
<td>2,968,120</td>
<td>(158,648)</td>
<td>7,428,032</td>
<td>5,242,895</td>
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<tr>
<td>Membership education and mobilization</td>
<td>10,211,433</td>
<td>2,250</td>
<td>(243,432)</td>
<td>9,970,251</td>
<td>6,790,439</td>
</tr>
<tr>
<td><strong>Total program services</strong></td>
<td>29,699,667</td>
<td>15,633,976</td>
<td>(1,343,779)</td>
<td>43,989,864</td>
<td>38,195,622</td>
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<tr>
<td>Supporting services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>10,430,835</td>
<td>5,307,177</td>
<td>(305,474)</td>
<td>15,432,538</td>
<td>10,295,427</td>
</tr>
<tr>
<td>Fundraising</td>
<td>6,741,256</td>
<td>1,935,879</td>
<td>(108,332)</td>
<td>8,568,803</td>
<td>7,068,939</td>
</tr>
<tr>
<td>Direct benefit to donors</td>
<td>230,326</td>
<td></td>
<td></td>
<td>230,326</td>
<td>70,609</td>
</tr>
<tr>
<td><strong>Total supporting services</strong></td>
<td>17,402,417</td>
<td>7,243,056</td>
<td>(413,806)</td>
<td>24,231,667</td>
<td>17,434,975</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>47,102,084</td>
<td>22,877,032</td>
<td>(1,757,585)</td>
<td>68,221,531</td>
<td>55,630,597</td>
</tr>
<tr>
<td>Change in net assets before other item</td>
<td>(1,004,506)</td>
<td>1,807,371</td>
<td>-</td>
<td>802,866</td>
<td>15,063,892</td>
</tr>
<tr>
<td><strong>OTHER ITEM</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrealized loss on interest rate swap</td>
<td>-</td>
<td>13,287</td>
<td>-</td>
<td>13,287</td>
<td>12,837</td>
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<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td>(1,004,506)</td>
<td>1,820,658</td>
<td>-</td>
<td>816,153</td>
<td>15,076,729</td>
</tr>
<tr>
<td><strong>NET ASSETS, BEGINNING OF YEAR</strong></td>
<td>25,793,370</td>
<td>31,638,879</td>
<td>-</td>
<td>57,432,249</td>
<td>42,355,520</td>
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<tr>
<td><strong>NET ASSETS, END OF YEAR</strong></td>
<td>$24,788,865</td>
<td>33,459,537</td>
<td>$ -</td>
<td>$58,248,402</td>
<td>$57,432,249</td>
</tr>
</tbody>
</table>
2022 SOURCES OF INCOME

HRC
- Contributions: 5%
- Federal Club/major donor: 14%
- Corporate/foundation grants: 12%
- Planned giving: 2%
- In-kind: 11%
- Special events: 6%
- Consumer marketing: 4%
- Other income: 2%
- Investment income: <1%
- HRCF contribution: 2%

HRCF
- Contributions: 5%
- Federal Club/major donor: 36%
- Corporate/foundation grants: 31%
- Planned giving: 5%
- In-kind: 17%
- Special events: 1%
- Consumer marketing: <1%
- Other income: 5%
- Investment income: <1%

COMBINED
- Contributions: 5%
- Federal Club/major donor: 36%
- Corporate/foundation grants: 31%
- Planned giving: 5%
- In-kind: 17%
- Special events: 1%
- Consumer marketing: <1%
- Other income: 5%
- Investment income: <1%

2022 USES OF INCOME

HRC
- Federal, field, electoral and legal advocacy: 27%
- Public policy, education and training: 5%
- Communications and media advocacy: 10%
- Membership education and mobilization: 22%
- Management and general: 14%
- Fundraising: 22%

HRCF
- Federal, field, electoral and legal advocacy: 50%
- Public policy, education and training: 13%
- Communications and media advocacy: <1%
- Membership education and mobilization: 23%
- Management and general: 8%
- Fundraising: 22%

COMBINED
- Federal, field, electoral and legal advocacy: 18%
- Public policy, education and training: 21%
- Communications and media advocacy: 11%
- Membership education and mobilization: 23%
- Management and general: 14%
- Fundraising: 13%

On a combined basis, HRC and HRCF had a joint cost of fundraising of 12.9%.

* 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, incorporated in 1982, is a 501(c)(4) non-profit organization organized under 2 U.S.C. 432(2) of the Federal Election Code and duly registered with the Federal Election Commission. 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.