



HUMAN RIGHTS CAMPAIGN AND
HUMAN RIGHTS CAMPAIGN FOUNDATION
2023 ANNUAL REPORT

This next chapter is
about getting to equality
and liberation for all.

**Without
exception.**



Fighting Bigotry in
State Legislatures

Protecting
Our Health

Allies in
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Letter from Human Rights Campaign/
Human Rights Campaign Foundation
President **Kelley Robinson**

Friends,

As I reflect on my first year leading the Human Rights Campaign and the Human Rights Campaign Foundation, I'm filled with resolve, wisdom and gratitude. In the face of daily attacks on LGBTQ+ rights and freedoms, HRC kept up the fight for liberation without exception.

This year, our pursuit of equality faced tremendous challenges. Over 500 anti-LGBTQ+ bills were introduced across the country. More than 80 were signed into law, threatening our safety, well-being and basic dignity. At the same time, at least 39 brave trans souls had their lives cut short by hateful violence.

But in the face of immense obstacles, the Human Rights Campaign, its members, and supporters showed up and showed out. You organized, you donated, you rallied — refusing to let setbacks stall our momentum. There's a reason for that: throughout our history, from the riots at Stonewall to securing marriage equality, the opposition has fortified our resilience. At the Human Rights Campaign, we know that hard-fought progress demands confronting injustice, not avoiding discomfort. It requires moral voices that don't bend with prevailing political winds.

So while state legislatures and even the Supreme Court dealt blows to our progress one after another, our determination and resolve have only strengthened. In FY23, we cemented marriage nationwide with the passage of the Respect for Marriage Act. Our

advocacy and activism helped abolish conversion therapy in places like Michigan. Grassroots leaders in the movement for equality broke barriers running for office, and our work to build LGBTQ+ economic and political power continues to grow.

We have so much left to achieve. But support from our members and partners heartens me beyond words because I know that together, through continued mobilization and moral leadership, there's no limit to what we can accomplish. The journey toward liberation without exception will not end overnight, but I am more confident at this moment than I have ever been that a fairer, more equal, and just world is within our reach. We just need the courage to fight for it. Thank you for trusting me to lead our charge. Our future is bright.

In solidarity,

Kelley

Kelley Robinson
President

Human Rights Campaign
Human Rights Campaign Foundation

Pronouns: she/her/hers

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In 2022, 70 curriculum censorship bills (“Don’t Say LGBTQ+”) were filed; seven became law.

Fighting Bigotry in State Legislatures



Fighting Bigotry in State Legislatures

The historic progress that HRC and our members, supporters and allies have made toward equality has triggered panic among anti-LGBTQ+ extremists, who have ratcheted up their hateful rhetoric and churned out a record number of discriminatory bills.

While popular support for laws protecting LGBTQ+ people from discrimination is at an all-time high, bigotry and hate are flourishing in certain statehouses, cultivated by would-be authoritarians like Florida Gov. Ron DeSantis and financed by a constellation of far-right organizations and funders.

HRC is leading the fight against these vile attacks at every turn. ▶

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During the 2022 legislative session, HRC tracked more than 580 pieces of legislation nationwide relating to LGBTQ+ lives, including 315 identified as harmful to the LGBTQ+ community. It was a new record for anti-LGBTQ+ bills introduced in the states.

These include 149 bills targeting the trans and non-binary communities, including 80 to exclude trans youth from school sports consistent with their gender identity and 42 to prohibit trans youth from receiving gender-affirming care. Seventeen of these bills became law. Nationwide, 19 states now exclude transgender athletes from school sports and five restrict access to gender-affirming care.

HRC's legislative priority is to defeat as many bad bills as possible. Beyond that, we aim to slow down the process, force our opponents to defend unalloyed bigotry, and facilitate strong legal challenges by making it clear that the legislative intent is to discriminate. ■



Florida Billboard Campaign

When spring breakers landed in Florida in 2022, they were greeted by roadside billboards, sponsored by HRC, welcoming them to the “Don't Say Gay or Trans” state. HRC's statewide ad campaign, which also included digital activations, ran in high-traffic areas in Tampa, Orlando, Tallahassee and South Florida. ■

“Florida cannot be considered ‘The Sunshine State’ when Gov. Ron DeSantis is putting so many of its constituents in harm’s way.”

—HRC Interim President
Joni Madison

#ProtectTransKids

In June, HRC released *My First Pride*, a video featuring LGBTQ+ people of all ages recounting their first experience of Pride and celebrating stories of coming out. The video spotlights young transgender and non-binary people who are being shamefully targeted and stigmatized, and urges allies to join the fight and tell their elected representatives to support trans youth. ■

Tell the world
that we need to
#ProtectTransKids.

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“This year saw unprecedented amounts of negative rhetoric and stigma aimed by anti-equality political leaders and public figures at transgender and non-binary people, as well as their families, loved ones and even their medical providers. You can’t separate that from the horrific ongoing violence against transgender people.”

—Shoshana Goldberg, HRC’s director of public education and research

Tracking Digital Hate

As the November 2022 midterm election approached, anti-LGBTQ+ slurs like “groomer” and “pedophile” proliferated across social media, inciting hate, radicalizing users and mobilizing extremists.

Notably, according to a report from HRC and the Center for Countering Digital Hate, this **surge of inflammatory content was driven by a relatively small group of extreme online hardliners** like Georgia Rep. Marjorie Taylor Green, Colorado Rep. Lauren Boebert, Florida Gov. Ron DeSantis’ press secretary and Libs of TikTok founder Chaya Raichik.

The report, *“Digital Hate: Social Media’s Role in Amplifying Dangerous Lies about LGBTQ+ People,”*

revealed **that posts from just 10 people garnered more than 48 million views**. The 500 most-viewed “grooming” tweets were viewed an astonishing 72 million times and received nearly 400,000 likes and retweets. Online slurs about grooming surged by over 400% after Florida’s “Don’t Say Gay or Trans” bill passed.

The report demonstrates the failure of social media companies to monitor and remove hate speech even when it explicitly violates their own policies. Their inaction gives extremists an outsized voice online and puts LGBTQ+ lives in actual danger.

“LGBTQ+ rights have been transformed after decades of hard-won progress,” said Imran Ahmed, CEO of the Center for Countering Digital Hate. “But the progress is fragile unless you continue to defend it.”

Notable findings include:

- Researchers identified 59 ads promoting the “grooming” narrative on Facebook and Instagram. These ads, for which parent company Meta was paid \$24,987, were served up to users an astonishing 2.1 million times. The ads continued to appear on both platforms 10 days after Meta confirmed they violated company policy on hate speech.
- Twitter (known as X as of July 2023) failed to act on 99 of 100 tweets reported to them by the Center for Countering Digital Hate, even after confirming the slurs violated the company’s hate speech policies. ■

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“While other states are engaged in the business of bigotry, Michigan is standing up for the LGBTQ+ community.”

—Michigan Gov. Gretchen Whitmer



“[Governor Whitmer] has relentlessly led Michigan toward progress. This commission is just another example of her and our elected officials’ commitment to LGBTQ+ rights.”

—HRC President Kelley Robinson

BILL PUGLIANO/GETTY IMAGE

State Leaders Stand Up for Equality

While an astounding 315 anti-LGBTQ+ bills were introduced at the state level in 2022, notably less than 10% (29) were enacted. As we work toward the day when politicians are no longer trying to legislate hate, it’s important to recognize courageous lawmakers whose allyship helps our LGBTQ+ community.

In 2022, **24 pro-equality bills were passed**, including laws making it easier to update driver’s licenses and birth and death certificates with correct names and gender markers; banning insurance exclusions for healthcare for transgender individuals; and expanding non-discrimination protections in housing, employment and education. In Illinois, Gov. J.B. Pritzker signed one such bill into law — protecting access to gender-affirming care and reproductive healthcare and shielding providers from being targeted by states where such care is prohibited.

Perhaps the most dramatic turnaround for LGBTQ+ equality at the state level took place in **Michigan, where 2022 electoral victories, buoyed by HRC’s work in the state, engendered significant progress.** The LGBTQ+ community has fought for decades to achieve civil rights protections in the state, and HRC has spent years building coalitions and investing in grassroots organizing.

Our efforts to mobilize equality voters in 2018 helped Gov. Gretchen Whitmer win a first term, during which she used **executive orders to ban so-called “conversion therapy” and strengthen anti-discrimination provisions for LGBTQ+ people.**

In 2022, HRC again endorsed Whitmer and her running mate, Lt. Gov. Garlin Gilchrist. As a member of the Hate Won’t Win coalition, we collaborated with Equality Michigan, the ACLU and other organizations to **mobilize Michigan’s 1.1 million Equality Voters — helping to**

re-elect Whitmer and achieve a pro-equality majority in the Legislature.

The governor and the Legislature went right to work. During the 2023 legislative session, key employment and housing protections for LGBTQ+ people were written into state law through the expansion of the 40-year-old Elliott-Larsen Civil Rights Act. On March 16, 2023, Whitmer signed the amended ELCRA into law. Shortly after that, she established Michigan’s first LGBTQ+ commission, dedicated to the health, safety and economic opportunity of Michigan’s LGBTQ+ community. ■

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Defending Drag Artists & Performances

Legislation criminalizing drag is yet another way that foes of equality have been working to silence LGBTQ+ voices and erase LGBTQ+ lives. To defend this essential part of our culture, HRC is elevating drag and drag artists and fighting discriminatory legislation — including drag bans— at every turn.

HRC collaborated with the nonprofit organization **Drag Story Hour** during Banned Books Week (September 18-24) to celebrate LGBTQ+ stories that have been challenged or banned somewhere in the U.S. This live-streaming event featured drag performers from across the country reading passages from banned books like “Red: A Crayon’s Story” by Michael Hall, “And Tango Makes Three” by Justin Richardson and “I Am Jazz” by Jessica Herthel and Jazz Jennings. HRC offered a list of commonly banned books as a resource for digital audiences.

When anti-LGBTQ+ legislators in Arkansas wanted to classify all drag performances as “adult entertainment,” drag artist and wig designer M.D. Hunter, who performs as Athena Sinclair, knew he had to speak out. A native Arkansan, Hunter assumed his **Athena Sinclair identity to testify** against the bill. HRC produced a video about Athena’s activism. Working in concert, a powerful coalition of HRC supporters and allies — led by Athena’s testimony — helped to gut Arkansas’ drag ban and eliminate any mention of the word “drag” from the bill.

Tennessee has passed more anti-LGBTQ+ laws than any state in the country, so it was no surprise when **Gov. Bill Lee became the first governor in the nation to sign a drag ban in March 2022**. What was surprising is that Lee himself had participated in drag performances.

After Lee signed bills banning drag and gender-affirming care for trans children, HRC ran a full-page ad in the Nashville *Tennessean* with an image of Lee in drag to call out both

his hypocrisy and harmful policies. We also staged a rally, *Slay Hate: Fight Back Tennessee*, at an LGBTQ+ bar in Nashville featuring Grammy-nominated performer GAYLE and representatives from the Tennessee Equality Project, the National Women’s Law Center and the ACLU of Tennessee.

“Gov. Bill Lee isn’t just focused on anti-LGBTQ+ legislation — he’s obsessed with it,” said HRC President Kelley Robinson. “Hypocrisy and discrimination run rich in the Tennessee of Gov. Lee — who himself formerly enjoyed dressing in drag but who is now working feverishly to prove otherwise. But **what’s truly unforgivable is that Gov. Lee’s agitated focus on the LGBTQ+ community is shamelessly targeting transgender and non-binary youth**, denying them access to age-appropriate, lifesaving gender-affirming care. ... It’s time for Gov. Lee to hear loud and clear that Tennesseans are tired of the political theater, and that discrimination and hypocrisy have no place in Tennessee.” ■

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“By repeatedly citing extremists who spread disinformation about transgender people, the New York Times is giving a megaphone to those who want to erase transgender and non-binary people out of existence.”

—HRC President Kelley Robinson

Calling Out the New York Times

In February 2023, HRC joined GLAAD and more than 100 other organizations and individuals in criticizing the New York Times for continually giving space to transphobic extremists and demonstrating a clear anti-trans bias with inaccurate and irresponsible coverage. The coalition called on the paper to include more transgender and non-binary people as sources, hire more transgender and non-binary reporters and stop publishing anti-trans stories. Nearly 6,700 HRC members and supporters sent letters to the editor of the New York Times reiterating this message. ■

Honoring the Victims of Club Q

On November 19, 2022, a gunman opened fire in Club Q, an LGBTQ+ nightclub in Colorado Springs, killing five people and injuring 22 more. HRC mourns the loss of all who were killed in this shooting, grieves with their families and loved ones, and keeps their memories close as we carry on the fight for equality and justice.

Daniel Aston (*He/Him*) was a 28-year-old transgender man and beloved bartender at Club Q. Family described him as “the happiest he had ever been,” and members of the community knew him for his “shining heart.”

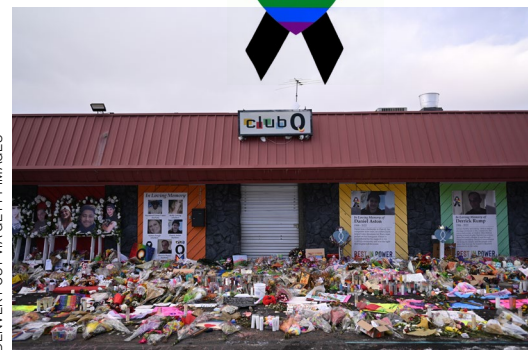
Kelly Loving (*She/Her*) was a 40-year-old transgender woman and patron of Club Q. Loved ones shared that she was a caring person who was “always trying to help the next person out instead of thinking of herself.”

Ashley Paugh (*She/Her*) left behind a husband and 11-year-old daughter. Described as a “loving, caring person who would do anything for anybody,” she was at Club Q with a friend celebrating the weekend.

Derrick Rump (*He/Him*), 38, was a bartender at Club Q. Friends shared how he was a “loving and caring” person and helped others find community when they couldn’t elsewhere.

Raymond Green Vance (*He/Him*), 22, was at Club Q to celebrate a friend’s birthday. Loved ones remember him as having “the sweetest heart” and that he “meant well to everyone.” ■

DENVER POST VIA GETTY IMAGES



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Remembering Victims of Fatal Anti-Trans Violence

Every year since 2015, HRC has tracked fatal violence against transgender and gender non-conforming people. We do this to ensure victims are remembered with dignity, to raise awareness about fatal anti-trans violence, and as a step toward ending transphobia.

HRC works with local advocates, the media and sometimes law enforcement to confirm every death. It is not always clear whether the cause of death was violence; in such cases, HRC monitors developments closely, calling for further investigation into the circumstances surrounding a death.

Our efforts indicate at least 41 deaths in 2022. The actual number is likely higher due to chronic under- and misreporting. These are the individuals whose deaths in 2022 we have confirmed. ■

Mya Allen	Shawmaynè Giselle Marie
Daniel Aston*	Ariyanna Mitchell
Tiffany Banks	Kylie Monali
Semaj Billingslea	Kitty Monroe
Cherry Bush	Morgan Moore
Marisela Castro	Nedra Sequence Morris
Hayden Davis	Acey Morrison
Fern Feather	Ray Muscat
Keshia Chanel Geter	Kathryn "Katie" Newhouse
Chanelika Y'Ella Dior Hemingway	Miia Love Parker
Maddie Hofmann	Duval Princess
Destiny Howard	Cypress Ramos
Mar'Quis "MJ" Jackson	Kandii Reed
Diamond Jackson-McDonald	Martasia Richmond
Brazil Johnson	Dede Ricks
Tatiana Labelle	Naomie Skinner
Amariey Lej	Matthew Angelo Spampinato
Caelee Love-Light	London Starr
Kelly Loving*	Paloma Vazquez
Aaron Lynch	Kenyatta "Kesha" Webster
Sasha Mason	

*killed in Club Q shooting

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*“We are one
Supreme Court
decision away
from losing so
many of our hard-
fought rights.”*

—HRC President
Kelley Robinson

The End of Roe: Dobbs’ Impact on the LGBTQ+ Community

On June 24, 2022, the U.S. Supreme Court revoked the constitutional right to abortion dating back to 1973’s *Roe v. Wade* decision — undoing a half-century of legal precedent and throwing the fundamental right to control our own bodies in limbo.

Further alarming the LGBTQ+ community, Justice Clarence Thomas’ concurring opinion in *Dobbs v. Jackson Women’s Health Organization* specifically mentioned past rulings establishing civil rights for LGBTQ+ people, including *Lawrence v. Texas* and *Obergefell v. Hodges*, as “demonstrably erroneous decisions” that should be reconsidered.

Expressing solidarity with our allies in the reproductive rights movement — and understanding the impact on

our own community — HRC played a key role in the response. We urged supporters to protest, **knowing that all our rights are under assault by the same forces**. We continued to push Congress to pass laws to codify abortion rights and LGBTQ+ equality, including the Women’s Health Protection Act and the Equality Act.

In July, HRC Legal Director Sarah Warbelow testified at a House Judiciary Committee hearing titled, “What’s Next: The Threat to Individual Freedoms in a Post-Roe World,” highlighting the threat to LGBTQ+ rights, including marriage equality. “It is no conjecture to suggest that *Dobbs* will be used to argue for reversing well-established fundamental rights beyond abortion,” Warbelow told the committee. “It is already happening.”

After a draft of the *Dobbs* ruling was leaked, the HRC Foundation produced a fact sheet outlining the importance of reproductive freedom to the LGBTQ+ community. Noting the lack of information about abortion and pregnancy among LGBTQ+ people, the fact sheet summarizes independent research conducted by HRC and other entities. Findings include:

- LGBTQ+ people who can become pregnant are statistically more likely to have had abortions than cisgender heterosexual women.
- LGBTQ+ people are more likely to have unwanted or mistimed pregnancies.
- LGBTQ+ people are more likely to have been victims of sexual violence. ■

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Confronting the Mpox Health Crisis

Just as the COVID-19 pandemic subsided to some degree, a new health threat emerged: mpox. Transmitted by skin-to-skin contact, mpox can affect anyone, but appears to have the greatest impact on men who have sex with men.

Understanding the threat, particularly to BIPOC LGBTQ+ people and people living with HIV, the HRC Foundation acted quickly to sound the alarm and mitigate the harm. We demanded that local and federal leaders develop an equity-centered response; created a comprehensive website featuring information about transmission, prevention, symptoms, treatment, testing and vaccination; and conducted a media campaign to counter disinformation and urge reporters to talk about the virus in a stigma-free way. HRC became the go-to source for information on mpox, especially on reaching BIPOC communities, with coverage in *The Root*, *TheGrio*, *USA Today* and *Glamour*.

The HRC Foundation hosted a virtual listening session with Dr. Demetre Daskalakis, the CDC director of HIV & AIDS prevention and deputy coordinator of the White House national mpox response, and conducted educational events and vaccination drives with community partners in North Carolina, Mississippi, Texas and California.

We requested funding from Congress and engaged with the Biden administration to accelerate access to vaccines and testing. Additionally, the HRC Foundation worked with partner organizations GLAAD, the National Black Justice Coalition, the National Center for Lesbian Rights and NMAC to **facilitate a grant of up to \$5 million from Gilead Sciences, Inc.**, to provide public education, combat vaccine hesitancy and create a global outbreak emergency fund. ■



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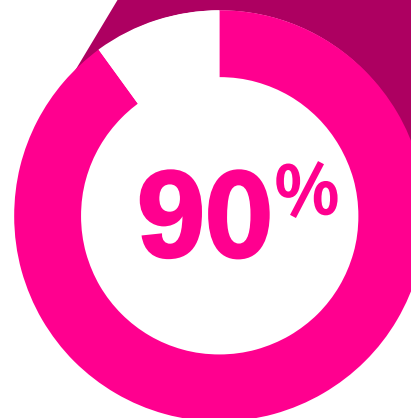
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#PassItOn Global Recycling Program

To advance the goal of an HIV-free world by 2030, the HRC Foundation partnered with AID for AIDS and Prevention Access Campaign to collect, recycle and redistribute HIV medications to developing nations, including in sub-Saharan Africa and South America, where treatment is scarce.

The #PassItOn humanitarian initiative provided medication to more than 20,000 people living with HIV in more than 70 countries, including Ukraine, Bosnia and Croatia. ■



90%
of respondents said
COVID-19 had a negative impact
on their mental health



58%
of respondents
encountered barriers to
mental health services

Assessing the Impact of COVID-19

A 2022 report by the HRC Foundation confirmed the disproportionate impact of COVID-19 on the LGBTQ+ community, particularly the BIPOC community. This was the latest in a series of studies HRC Foundation has released on COVID-19 and the LGBTQ+ community dating back to the earliest days of the pandemic.

Conducted in partnership with Community Marketing and Insights and with support from the Rockefeller Foundation, the HRC Foundation's study found that 33% of LGBTQ+ respondents had tested positive for COVID-19 at least once, with 18% having tested positive twice or more. The numbers for BIPOC respondents were higher than for

white respondents — sometimes substantially — in virtually every category. Nearly all respondents (90%) said COVID-19 had a negative impact on their mental health, with more than half (58%) encountering barriers to mental health services.

There was also good news: Our COVID research shows **higher vaccination and booster rates among LGBTQ+ adults** than the general population. As of March 2023, 93% of respondents reported being fully vaccinated against COVID-19 — and 79% of these vaccinated LGBTQ+ respondents had received a COVID-19 booster. ■

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More than one-third (35.1%)
of transgender youth live in
states that have passed bans
on gender affirming care.

Defending Gender-Affirming Care

While politicians target minors with bans on gender-affirming care, parents and healthcare providers have also become targets of harassment, accusations of child abuse, violent threats and even bomb scares. The HRC Foundation leveraged our long history of working with gender-affirming care providers to offer resources to counter misinformation and protect the rights and lives of trans individuals, care providers and families.

In December, the HRC Foundation **released a report demonstrating a clear link between online harassment and offline violence** and documenting dozens of instances where social media posts led to actual violence and prevented patients from receiving care. According to our research, the extremist rhetoric of a handful of ultra-online individuals is very much a part of a larger coordinated campaign against entities offering gender-affirming care to youth. The report identified online harassment campaigns against 24 hospitals and health care providers across 21 states over just a four-month time period.

*“You don’t go into
pediatrics expecting
to be attacked for the
care that you provide.”*

—Dr. Angela Goepferd

To accompany the report, HRC released a **video featuring pediatrician Angela Goepferd**, medical director of the Gender Health Program at Children’s Minnesota, describing what gender-affirming care is — and what it is not — and confirming the urgency of providing age-appropriate care to youth. For young children, it might be as simple as “a new name, a new hairstyle, new clothing,” Dr. Goepferd said. “For adults, it’s a personal process that can include medication and surgery — but not necessarily. ... How someone transitions is entirely their choice, to be made with their family and their doctor.” Dr. Goepferd’s video earned over 10,000 likes and was shared more than 1,000 times on Instagram.

HRC also created an interactive map, updated in real time, that tracks legislative attacks on gender-affirming care, showing which states ban care for youth (ages 13-17) and which states protect it. The map features links to resources for caregivers and reporters covering the issue. ■

Healthcare Equality Index 2022



YEARS OF DRIVING CHANGE

Promoting Equitable and Inclusive Care for Lesbian, Gay,
Bisexual, Transgender & Queer Patients and Their Families



HUMAN
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#HEI2022
HRC.ORG/HEI

Healthcare Equality Index: 15 Years of Driving Change

For 15 years, HRC Foundation’s Healthcare Equality Index has guided LGBTQ+ people toward equitable, knowledgeable, sensitive and welcoming healthcare. Over the course of those 15 years, we have also driven a profound transformation in healthcare delivery by convincing facilities across the country to adopt LGBTQ+ inclusive policies for their patients and employees.

This year, to achieve a top score, HEI participants were required to offer transgender-inclusive benefits for employees. More than half of participants (496, or 55%) met this higher standard, earning the LGBTQ+ Healthcare Equality Leader designation. ■

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The Power of Corporate Advocacy

The HRC Foundation has forged strong ties with institutional stakeholders over many decades, relationships that we leverage on behalf of LGBTQ+ inclusion and equality in multiple ways: through our renowned corporate benchmarking surveys; by educating and encouraging employers to be advocates for inclusion; and by harnessing our allies' power, influence and vast resources to boost the cause of LGBTQ+ equality. Through these efforts, HRC is creating effective advocates for LGBTQ+ equality.

- More than 530 businesses have signed on to **HRC's Business Coalition for the Equality Act**, representing nearly 16 million employees in all 50 states and more than \$7.5 trillion in revenue.

Signers include technology giants like Google and Apple; retail giants like Target and Macy's; and manufacturers like Dow Chemical and MedTronic.

- Nearly 300 businesses have signed **HRC's National Business Statement on Anti-LGBTQ State Legislation**, which affirms their opposition to harmful anti-LGBTQ legislation at the state level. This included mobilizing companies like Disney, Starbucks, Pinterest and Mattel.
- In advance of the vote on the federal **Respect for Marriage Act**, HRC mobilized 226 businesses on behalf of passage, representing 8.5 million U.S.-based employees in all 50 states, including Adobe Inc., Prudential, Starbucks, Google, Logitech, Lush, BP, Uber, Kohl's and Match Group. ■

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Equality: It's Good for Business

An HRC Foundation report outlines the benefits that accrue to businesses that institute inclusive policies and advocate for equality. According to *Future-Proofing Businesses: Embracing Today and Tomorrow's LGBTQ+ Workers and Customers*, employees, customers and clients expect companies to foster LGBTQ+ inclusion in the workplace and advocate for LGBTQ+ equality in society. Doing so increases sales, improves customer loyalty, and enhances employee recruitment and retention.

Furthermore, employees and customers want businesses to be leaders *all year long*, not just during Pride month. Today's workforce is more openly LGBTQ+ and pro-equality than any before — and on a path toward becoming even more so. U.S. employees are 4.5 times more likely to want to work at a company that is publicly committed to LGBTQ+ rights, while Gen Z and Millennials are even more supportive (5.5 times) — and comprise a growing segment of the workforce. ■



Greater Than Hate Coalition

Right-wing politicians are united in opposition to our most essential rights — to exist, to bodily autonomy, to vote, to be safe, to speak out. They take it on faith that their hate will overpower our collective will.

Enter **Greater Than Hate**, a cross-movement coalition of eight leading human rights and equality organizations forming a united front to defend essential rights. This diverse group includes HRC, NAACP, Everytown for Gun Safety, the National Education Association, National Women's Law Center, Equality Federation, Asians Fighting Injustice and National Center for Transgender Equality.

We represent different constituencies but the same opponents: extremists whose goal is to legislate bigotry and

thwart America's progress as a multi-racial, multi-cultural, intersectional democracy.

Greater Than Hate is a nationwide movement of solidarity and an all-hands effort to put our ideals into action. It allows us to pool our resources and mobilize many voices in response to any threat: legislative action, bias crimes, gun violence, political gerrymandering, and bans on essential care, including abortion and gender-affirming care. The coalition includes a rapid response apparatus to empower partners to stand up whenever and wherever hate finds a voice.

Individuals are the beating heart of Greater Than Hate, which is why HRC encourages supporters and members to add their name to make an impact. ■

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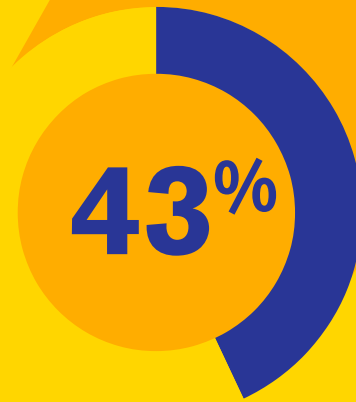
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Pro-equality, pro-democracy, pro-choice voters turned out in record numbers for the 2022 midterm elections, securing a wave of historic victories for LGBTQ+ candidates, women, and candidates of color; denying extremists the red tsunami they were banking on; and sending a clear message that spreading hate and disinformation is not a viable political strategy.

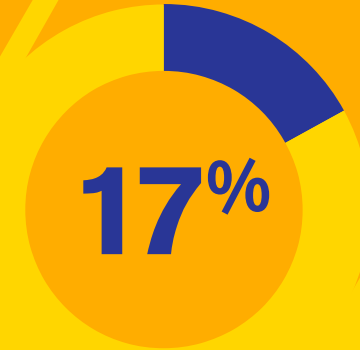
HRC endorsed 606 candidates during the 2022 election, comprising HRC's most diverse candidate slate ever.



of the candidates were people of color



of the candidates were women



of the candidates were openly LGBTQ+

HRC endorsed 606 candidates during the 2022 election — 43.2% of them people of color, 51.2% women and 17.6% openly LGBTQ+ — comprising **HRC's most diverse candidate slate ever**.

LGBTQ+ candidates were on the ballot in every single state — another historical first — and more won than ever before. A record-breaking 10 openly LGBTQ+ candidates won congressional seats, joining seven who were re-elected. Oregon's Tina Kotek and Massachusetts' Maura Healey became the nation's first openly lesbian governors. James Roesener of New Hampshire became the first transgender man

elected to a state legislature; Zooey Zephyr of Montana and Leigh Finke of Minnesota became the first transgender women elected to their state legislatures; and Delaware state Sen. Sarah McBride (and former HRC national press secretary) secured a second term.

Additionally, Democrats won control of the Michigan Senate and House, the Minnesota Senate and the Pennsylvania House, allowing long-stalled pro-equality, pro-choice and pro-democracy policies to advance in all three states.

In advance of the election, HRC held 82 training sessions for 473

volunteers in targeted states, in partnership with allied organizations, to educate supporters on field operations and election protection. We hired 69 temporary organizers and sent them to battleground states; they were joined later by 30 HRC staff from various departments. Staff in D.C. conducted in-person and virtual phone banks to reach Equality Voters in top-tier states.

HRC also awarded grants to boost local organizations' electoral work, with an emphasis on BIPOC-led and -serving organizations and abortion rights, voting rights and LGBTQ+ equality organizations. ■

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“Today love won. This is a historic day, marking a much-needed victory for our community.”

—Kelley Robinson, HRC president

Passing the Respect for Marriage Act

When the U.S. Supreme Court overturned abortion rights, the LGBTQ+ community mourned the loss of bodily autonomy and perceived a very real existential threat that made codifying essential rights a top priority.

With strong public support for marriage equality, clear bipartisan support in Congress, and an ally in the White House, **we saw a path to victory for the Respect for Marriage Act**, which was originally

introduced in 2009, before the Supreme Court ruled in *Obergefell v. Hodges* that same-sex marriage is protected under the 14th amendment.

HRC worked closely with equality champions in the House and Senate to develop language, negotiate support and draft messaging. We pursued a dual grassroots/grasstops strategy, engaging corporate stakeholders and mobilizing nearly 44,000 supporters to make more than 30,000 calls, send over 76,000 emails, and write more than 58,000 letters to congressional offices in support of the RMA.

HRC created an online resource page to help individuals take supportive action, with stories illustrating the impact of marriage equality on LGBTQ+ lives and families. Our field teams organized public petition drop-offs with senators from Utah, Missouri, Ohio and North Carolina. We became a primary source for stories on the RMA, with coverage in *Buzzfeed*, *MSNBC* and *The Huffington Post*.

The **corporate sign-on letter for the Respect for Marriage Act is our most successful ever**, with 242 major businesses representing over 8.5 million U.S. employees. Signers

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“Marriage — I mean this with all my heart — marriage is a simple proposition: Who do you love, and will you be loyal with that person you love? It’s not more complicated than that. And the law recognizes that everyone should have the right to answer those questions for themselves without the government interference.”

—President Joe Biden, at the signing of the Respect for Marriage Act



IMAGE PROVIDED BY CNN

included Adobe Inc., Petco, Prudential, Starbucks, Bloomberg, Google, Logitech, Lyft, Bayer, Kohl’s and more. Many had never before publicly stated their support for HRC’s mission.

On July 19, 2022, the House passed the Respect for Marriage Act on a vote of 267 to 157, with 47 Republican votes. On November 29, the bill passed the Senate 61 to 36, with 12 Republican votes. **The House approved the Senate version of**

the bill on December 8 and sent it to President Biden’s desk.

On December 13, before thousands of guests on the White House South Lawn, Biden signed the Respect for Marriage Act into law. His courageous support over many years, along with the work of pro-equality elected officials — and HRC members, supporters and allies — helped make this landmark legislation the law of the land. ■



LGBTQ+ Data Inclusion Act

On June 23, 2022, the U.S. House passed the **LGBTQ+ Data Inclusion Act, which would direct 107 federal agencies to standardize the inclusion of questions relating to sexual orientation, gender identity and variations in sex characteristics** — codifying inclusion that is now subject to change under different administrations and providing a framework to include LGBTQ+ people in every facet of society and better meet our needs. It also includes strong privacy protections to prevent personal identification of any one individual. HRC continues to work with congressional allies to secure passage in both chambers and send the LGBTQ+ Data Inclusion Act to President Biden to sign. ■

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Allies in the White House

From the very start, the Biden-Harris administration established an unparalleled record on LGBTQ+ issues — from initiating executive actions and rulemakings to signing federal legislation into law. As extremist politicians across the country legislate discrimination, the Biden White House has prioritized policies that advance equality and protect LGBTQ+ people.

Here are just a few examples of the progress from the past year. All were featured in the *Blueprint for Positive Change*, a list of HRC's policy recommendations released shortly before the Biden-Harris administration took office.

June 2022: The Department of Defense **updated its 1980s-era policy on the treatment of HIV+ service members** to remove restrictions on deployment and career advancement, including the discharge of service members based solely on their HIV+ status.

July 2022: Enforcing LGBTQ+ students' rights under Title IX.

This Department of Education regulation adds sexual orientation and gender identity as enumerated protected characteristics within Title IX, reversing changes under the Trump administration. This proposal will help the Biden administration challenge laws like the "Don't Say Gay or Trans" and bathroom bills that prevent transgender students from using facilities that match their gender identity.

July 2022: Rescinding and replacing regulations restricting coverage of Section 1557 of the Affordable Care Act. These changes **strengthen the ACA's non-discrimination provisions**, including on the basis of sexual orientation, sex characteristics and gender identity, improving access to healthcare for LGBTQ+ people. In 2019, the Trump administration announced a rule change that would have undermined protections for LGBTQ+ people. HRC sued to keep that rule from going into effect. A judge issued a preliminary injunction, which was in effect when the Biden administration reversed course.

December 2022: Restoring non-discrimination standards for government contractors.

This Department of Labor rule incorporates an expansive religious exemption for businesses and organizations contracting with the federal government explicitly prohibiting discrimination on the basis of race, creed, color, religion, sex, national origin, sexual orientation and gender identity.

January 2023: The administration released guidance for agencies to **bolster federal data collection on sexual orientation, gender identity and sexual characteristics.**

January 2023: The **FDA updated guidelines on blood donation by gay, bisexual and other men who have sex with men**, moving to a science-based, individualized approach on who should be allowed to donate blood. HRC has lobbied to change federal policy on blood donations since the FDA first adopted the discriminatory policy in 1983.

January 2023: President Biden **defended transgender and non-binary youth in his annual State of the Union address.** Biden also **urged Congress to pass the Equality Act and celebrated passage of the Respect for Marriage Act.** HRC President Kelley Robinson attended the SOTU as a guest of House Minority Leader Hakeem Jeffries (D-NY). ■

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With LGBTQ+ children under attack, the need to support educators, allies and families has never been greater. HRC's extensive youth-oriented programming helps provide tools and resources to caregivers and gives LGBTQ+ youth safe spaces to learn, play and grow.

Supporting Our Youth

Back to School as You Are

To ease the return to the classroom, HRC launched "Back to School as You Are" to support LGBTQ+ students during the back-to-school season. The program connects students with tools and resources to advocate for themselves. It also aims to assist parents, legal guardians, teachers, educators and youth-serving professionals dedicated to supporting young LGBTQ+ people and allies at a troubling time. ■



#BacktoSchool

HRC.im/AsYouAre

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In its history, Welcoming Schools has provided training to over 150,000 educators, impacting more than 10.5 million students in all 50 states, plus Washington, D.C., and 12 countries.



Welcoming Schools in all 50 States

HRC Foundation's Welcoming Schools program has come a long way from its early days in 2008, when we launched the first pilot project in 12 elementary schools. This year, the nation's premier professional development program for K-12 educators dedicated to promoting LGBTQ+ inclusivity **has now trained educators in all 50 states.** ■

Changing the Anti-Trans Narrative Around Sports

Many anti-LGBTQ+ bills targeting trans and non-binary youth specifically prohibit them from playing sports with their peers. This not only deprives them of demonstrable emotional, social and health benefits — things like confidence, accountability, leadership, dedication and an enduring commitment to fitness — it's also a clear violation of Title IX, the federal law guaranteeing equal access in public education.

To give every student an equal opportunity to learn and grow, HRC initiated several programs and partnerships designed to defeat misinformation about transgender youth in sports and call on leaders and legislators to let kids play.

These include **collaborating with WarnerMedia on *Let Us Play***, an ad campaign that spotlights trans youth explaining why they want to participate in sports in their own words: “to try something new” ... “to have fun” ... “to be part of a team.” HRC's largest in-house production to date, *Let Us Play* aired on all WarnerMedia platforms, including during the NBA and NHL playoffs.

HRC also **partnered with Schuyler Bailar, the first transgender man to compete for a NCAA Division I team** in any sport, to show transgender athletes what is

More than 77 anti-trans sports bills were introduced during the 2022 legislative season, with 11 passing.

possible. Originally recruited to swim for Harvard's women's team, Schuyler was offered a spot on the men's team after he transitioned and went on to swim for four years for Harvard. Since graduating, he has become a leading advocate for inclusion; written a children's book called *Obie Is Man Enough*; and created *LaneChanger.com*, a gender literacy learning series.

In April 2022, HRC produced a video featuring Bailar dispelling myths and misinformation about transgender athletes.

Even when people want to speak up for trans youth, they might not know the best way to go about it. HRC created **a chatbot to facilitate more productive and persuasive conversations about the rights of trans and non-binary youth**, including their right to play sports on teams consistent with their identity.

A type of conversational AI, the bot poses a question and offers several possible responses to choose from. The bot explains why some answers are more engaging and how others might shut down the conversation entirely. The exercise is designed to foster a non-judgmental attitude that respects other people's viewpoints, even if we disagree. ■

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“We take pride in being a part of HRC’s Project THRIVE initiative, and believe in the power of our collective voices to change the landscape for LGBTQ+ youth. We want a world in which LGBTQ+ youth can freely express who they are without fear of rejection or harm, and where being out and authentic is a daily reality for all, not just some youth.”

—Allies in HRC’s Pride video

Project THRIVE: Instilling Pride

Dedicated to creating more equitable, inclusive support systems for LGBTQ+ youth, Project THRIVE is a collaboration between the HRC Foundation and organizations that are dedicated to building a foundation of resilience so that all LGBTQ+ youth can thrive.

This year during Pride month, the HRC Foundation and 19 partner organizations sent a special video message to LGBTQ+ youth, who have been targets of relentless attacks affecting their sense of safety and belonging. Representatives from our partner organizations delivered a message of pride and hope while recommitting themselves to the mission of Project THRIVE and the well-being of LGBTQ+ youth. ■



COLORADO ▪ MONTANA ▪ WYOMING ▪ IDAHO ▪ NORTH DAKOTA ▪ SOUTH DAKOTA

TIME TO THRIVE



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

Time to THRIVE Regional Summits

The HRC Foundation’s annual Time to THRIVE conferences have become a staple for youth-serving professionals — and the youth they serve — to come together to promote safety, inclusion and well-being.

To address the new reality facing LGBTQ+ youth, Time to THRIVE has evolved from an annual national conference to more frequent regional summits. This new format allows us to tailor content to specific regions, foster deeper discussions and create more intentional opportunities for collaboration. Time to THRIVE regional summits are open to all who wish to attend, regardless of where they live, with space reserved for residents of the host region.

About 200 participants, speakers and volunteers joined us in Atlanta for the first Time to THRIVE summit in February, which covered the Deep South, where LGBTQ+ youth face particularly intense threats. The Atlanta summit had an intentional focus on the needs of Black LGBTQ+ youth and included keynote addresses from HRC Youth Ambassadors Katie Paff and Alise Maxie.

The Denver Time to THRIVE summit in April trained the focus on Colorado, Wyoming, Idaho, Montana, North Dakota and South Dakota. Breakout workshops included a session on Native & Indigenous LGBTQIA2S+ Youth in Child Welfare, led by Crys O’Grady, a lawyer and enrolled member of the Monacan Indian Nation. ■

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120 people from all four Latin American Equidad(e) programs convened in Buenos Aires for HRC Foundation's first Foro Global Equidad LGBTQ+ to discuss the work being done in each country and the challenges ahead.



Global LGBTQ+ Rights

Corporate Equality Expands in Latin America

HRC Foundation's suite of corporate benchmarking tools has expanded further into Latin America, with surveys from Brazil and Argentina joining Equidad MX (Mexico) and Equidad CL (Chile).

The inaugural edition of Equidade BR (Brazil), released in June 2022, recognizes employers in Brazil that have demonstrated their commitment

to LGBTQ+ equality by adopting LGBTQ+ inclusive policies and practices. More than half of the 60 participating employers achieved the top designation Melhores Empresas Para Pessoas LGBTQIA+ Trabalharem (Best Places to Work for LGBTQ+ people). Nearly all included LGBTQ+ issues in their diversity and inclusion programs. One-quarter have gender transition policies in place for their

trans employees. The HRC Foundation produced Equidade BR in partnership with Instituto Mais Diversidade, and Fórum de Empresas e Direitos LGBTQI+ and Instituto Diversidade

In July, we released the inaugural edition of Equidad AR (Argentina), with 53 companies participating and 22 earning the designation Mejores Lugares Para Trabajar LGBT (Best Places to Work for LGBTQ+ equality). Nearly two-thirds (62%) have openly LGBTQ+ people in leadership or management positions. Equidad AR was implemented in partnership with Instituto de Políticas Públicas LGBTQ+ and facilitated by Esteban Paulón, a former HRC Global Innovator.

Modeled after the HRC Foundation's Corporate Equality Index, these surveys not only evaluate businesses that strive to create inclusive workplaces — they inspire corporate allies to take concrete action toward equality. All told, the policies of the businesses and corporations the HRC Foundation evaluates in our five workplace surveys impact more than 39 million employees worldwide. ■

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HRC Hosts UN SOGI Expert

HRC helped facilitate a fact-finding tour of the U.S. for Victor Madrigal-Borloz, the U.N. Human Rights Council's Independent Expert on sexual orientation and gender identity. HRC consulted with Madrigal-Borloz's team to shape the visit; provided a comprehensive analysis of LGBTQ+ human rights in the U.S.; and arranged a briefing with HRC Legal Director Sarah Warbelow and State Director Kate Oakley.

HRC hosted a civil society roundtable for Madrigal-Borloz at HRC headquarters with top experts from 22 coalition partners. Madrigal-Borloz also made stops in Florida, California and Alabama, where HRC hosted two roundtables with LGBTQ+, faith and political leaders at the Birmingham Civil Rights Institute.

HRC's contributions to the fact-finding mission were recognized in the independent expert's report. ■



IMAGE BY NEW YORK POST

Brittney Griner Comes Home

Americans were stunned to learn Russia had detained WNBA star and member of the LGBTQ+ community Brittney Griner on trumped up charges. Griner had been playing for a Russian team during the WNBA's off-season when she was arrested on February 17, 2022, for alleged drug smuggling. HRC joined with movement partners in urging the State Department to quickly negotiate a deal for her release.

In August, when Griner was sentenced to nine years in prison, we condemned Russia and again demanded that U.S. leaders take swift action to bring her home.

Finally, on December 8, after nearly 10 months in detention, Griner was released. HRC welcomed her home with a message of love and support, which we encouraged supporters to personalize. ■

“Brittney is so much more than a WNBA superstar and an Olympian. She is an American hero who had undergone unfathomable hardship. ... to any member of our community facing hate and extremism — your community will never stop fighting for you, just like we never stopped fighting for Brittney.”

—HRC President
Kelley Robinson

“Our resistance is the pilot light,”

Centering Our Joy



IMAGES @KAHYANGNI

Black Resistance Lights the Way

HRC artist collaborations celebrate the multiple intersecting identities of LGBTQ+ creatives. This year, HRC partnered with **Kah Yangni**, a Philadelphia illustrator who incorporates their lived Black and queer experiences, and those of their intersecting communities, into their art through the lenses of joy and beauty.

Yangni’s work brilliantly captures the resilience and strength of the Black queer community, igniting optimism and hope even as they grapple with racial tension and bigotry, especially toward transgender and non-binary people.

In addition to providing the cover art for Equality magazine, Yangni designed a limited-edition t-shirt for HRC, with proceeds from sales going toward LGBTQ+ equality.

“Our resistance is the pilot light,” Yangni says in a video released in tandem with the shirt. “I have always turned to art to heal myself. I think like queerness, Blackness is something that you have to go through, the process of claiming it in the face of a world that can be hostile. I found myself using art to kind of talk back to the world and capture moments when I felt really confident in who I was, even when I wasn’t confident in being a Black queer person all the time.” ■

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A Return to Live Events

After more than two years of virtual events, HRC came back in person — and in full force — to celebrate and reconnect at events, dinners and Pride parades across the country. In this highly charged political atmosphere, HRC events have taken on a heightened sense of urgency, with supporters and members eager to commune among friends and take positive action. HRC Dinners are an opportunity for the organization to celebrate our success in the march toward full equality and the LGBTQ+ community allies and members who make us proud.

HRC's first in-person National Dinner since COVID took place in Washington, D.C., on Saturday, October 29, 2022, with **Vice President Kamala Harris** as the keynote speaker. Actors **Abbi Jacobson** and **Chanté Adams**, stars of Netflix's "A League of Their Own," received the National Visibility Award; Emmy-winning actor **Sheryl Lee Ralph** of "Abbott Elementary" received the National Equality Award.

HRC's Greater New York Dinner featured **Gov. Kathy Hochul**, **Sen. Chuck Schumer**, and actors **Titus Burgess**, **Golda Rosheuvel** and **Cecily Strong**. Playwright **Jeremy R. Harris** received the Equality Award; Oscar winner **Ariana DeBose** received the Visibility Award.

"For many people, this [Pride] is the first engagement with HRC that they have. Often, people tell us that they've seen our logo on car bumper stickers or flags, but aren't knowledgeable about our work. By attending Pride and community events, we're helping to build a diverse and inclusive community."

—**Jackie Solis**,
HRC's membership outreach
operations coordinator

"The Human Rights Campaign — and all you stand for and fight for — has done the work to allow a show like ours to exist."

—**Abbie Jacobson**,
co-creator and
star of "A League
of Their Own."



Highlights

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HRC attended nearly 225 Pride events across the country in June 2022. Pride events are HRC's number one source of new members and supporters.

SAN FRANCISCO

HRC President Kelley Robinson's HRC event debut

AUSTIN

actor Emily Rios received the Visibility Award

LOS ANGELES

actor Michaela Jaé Rodriguez received the Equality Award

SEATTLE

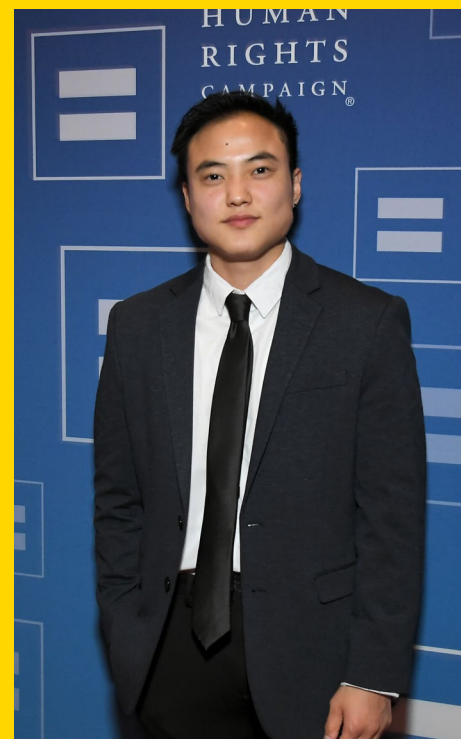
actor Harvey Guillen received the Visibility Award

SAN DIEGO

actor Leo Sheng received the Visibility Award: "I choose to be visible for the kids who need to see that a future is possible."

HOUSTON

Alexandra Billings



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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. This fight is rooted in our values and is truly a fight for equality without exception.

This annual report is a compilation of the myriad ways HRC and the HRC Foundation are on the frontlines fighting the daily challenges to our rights, our freedoms, our progress, our identities, our families, our children, our health and our physical safety. 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 campaign trails, legislative chambers, courtrooms, classrooms, hospital rooms, workplaces, bathrooms and street corners.

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

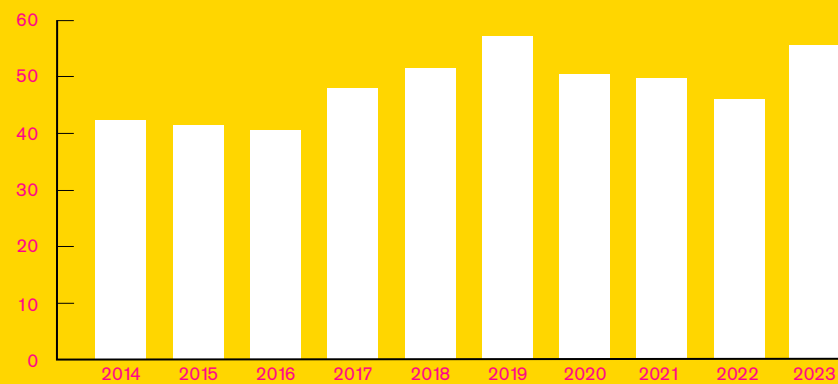
The fiscal year ending March 31, 2023, represented a year of rebuilding after the COVID-19 pandemic — especially in terms of our ability to engage in in-person activities and events. Revenue for the fiscal year ending March 31, 2023, for HRC and the HRC Foundation totaled \$85.1 million — an increase of \$16.1 million over the prior year with significant increases in member contributions, special events, corporate and foundation grants and planned giving. Total spending for the fiscal year amounted to \$85.3 million — an increase of \$17.1 million. Program costs for the year increased by \$12.3 million to \$56.3 million, representing 66% of every dollar spent. The joint cost of fundraising for HRC and the

HRC Foundation was unchanged from the prior year at 12.9%.

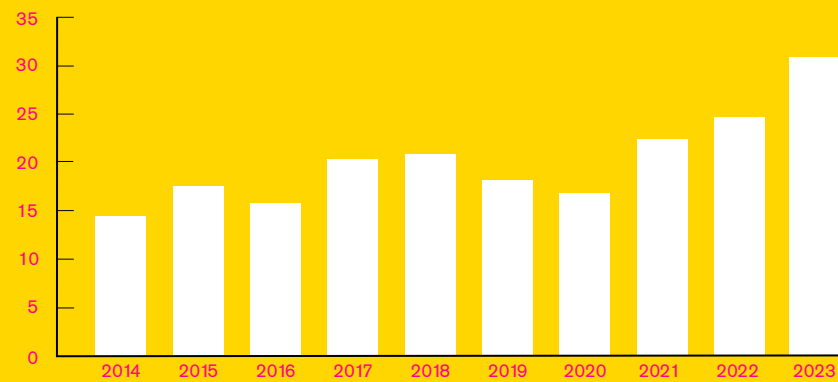
We thank you, our members and donors — especially our Federal Club, Federal Club Council and Partners members — for your unwavering support of our important work. Through your generous financial support and continued dedication to equality, you've financed the key victories and growth we celebrated in the past. Now more than ever, your support is critical as we fight to expand and preserve our hard-fought rights, focus on the battles ahead and work to create a world of equality without exception. ■

10 YEAR REVENUE SUMMARY

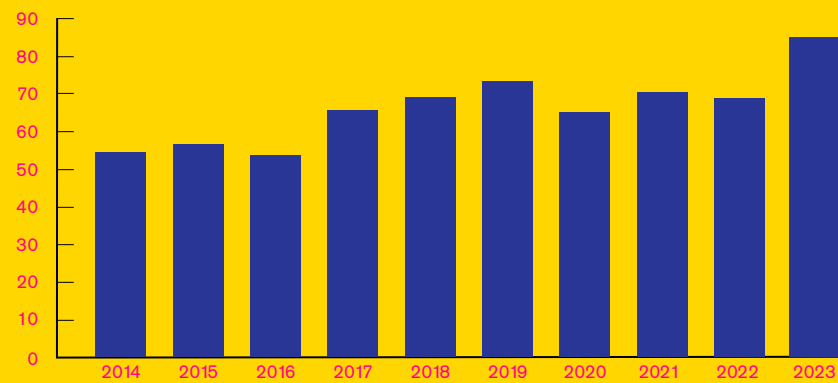
HUMAN RIGHTS CAMPAIGN



HUMAN RIGHTS CAMPAIGN FOUNDATION



COMBINED



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

FOR THE YEARS ENDED MARCH 31, 2023 & 2022

	HRC	HRCF	Elimination of Intercompany Transactions	FY23 Combined Total	FY22 Combined Total
REVENUE AND SUPPORT					
Contributions and grants:					
Member Contributions	\$23,862,042	\$1,489,282	\$ -	\$25,351,324	\$22,708,028
Federal Club and major donor program	7,093,585	9,266,975	-	16,360,560	15,450,689
Corporate and foundation grants	7,735,614	9,852,342	-	17,587,956	13,457,075
Planned giving	4,696,938	3,358,374	-	8,055,312	2,162,276
In-kind	473,047	5,043,135	-	5,516,182	9,280,907
Special events	8,351,258	261,496	-	8,612,754	3,065,295
Consumer marketing	1,730,247	1,153	-	1,731,400	1,659,629
Other income	873,178	1,415,212	(805,099)	1,483,291	1,260,885
Investment income, net	184,372	218,547	-	402,919	(20,387)
HRC Foundation contribution in support of HRC activities	1,000,000	-	(1,000,000)	-	-
TOTAL REVENUE AND SUPPORT	56,000,281	30,906,516	(1,805,099)	85,101,698	69,024,397

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

FOR THE YEARS ENDED MARCH 31, 2023 & 2022

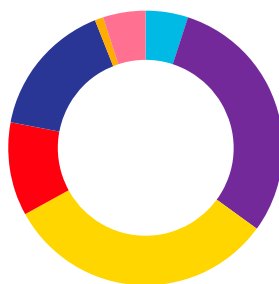
	HRC	HRCF	Elimination of Intercompany Transactions	FY23 Combined Total	FY22 Combined Total
EXPENSES					
Program services:					
Federal, field, electoral and legal advocacy	16,457,096	1,278,624	(1,459,218)	16,276,502	12,335,708
Public policy, education and training	4,304,145	15,805,594	473,206	20,582,945	14,255,873
Communications and media advocacy	4,583,874	2,515,687	(151,917)	6,947,644	7,428,032
Membership education and mobilization	12,767,903	4,275	(252,709)	12,519,469	9,970,251
Total program services	38,113,018	19,604,180	(1,390,638)	56,326,560	43,989,864
Supporting services:					
Management and general	10,678,517	5,055,749	(300,177)	15,434,089	15,432,538
Fundraising	9,881,551	2,691,231	(114,284)	12,458,498	8,568,803
Direct benefit to donors	1,121,792	-		1,121,792	230,326
Total supporting services	21,681,860	7,746,980	(414,461)	29,014,379	24,231,667
TOTAL EXPENSES	59,794,878	27,351,160	(1,805,099)	85,340,939	68,221,531
Change in net assets before other item	(3,794,597)	3,555,356	-	(239,241)	802,866
OTHER ITEM					
Unrealized loss on interest rate swap	-	426	-	426	13,287
CHANGE IN NET ASSETS	(3,794,597)	3,555,782	-	(238,815)	816,153
NET ASSETS, BEGINNING OF YEAR	24,788,865	33,459,537	-	58,248,402	57,432,249
NET ASSETS, END OF YEAR	\$20,994,268	\$37,015,319	\$ -	\$58,009,587	\$58,248,402

2023 SOURCES OF INCOME



HRC

Contributions	43%
Federal Club/major donor	13%
Corporate/foundation grants	14%
Planned giving	8%
In-kind	<1%
Special events	15%
Consumer marketing	3%
Other income	2%
Investment income	<1%
HRCF contribution	2%



HRCF

Contributions	5%
Federal Club/major donor	30%
Corporate/foundation grants	32%
Planned giving	11%
In-kind	16%
Special events	1%
Consumer marketing	<1%
Other income	5%
Investment income	<1%



COMBINED

Contributions	30%
Federal Club/major donor	19%
Corporate/foundation grants	21%
Planned giving	9%
In-kind	7%
Special events	10%
Consumer marketing	2%
Other income	2%
Investment income	<1%

2023 USES OF INCOME



HRC

Federal, field, electoral and legal advocacy	28%
Public policy, education and training	7%
Communications and media advocacy	8%
Membership education and mobilization	22%
Management and general	18%
Fundraising	17%

HRC's cost of fundraising was 14.2%.*



HRCF

Federal, field, electoral and legal advocacy	5%
Public policy, education and training	58%
Communications and media advocacy	9%
Membership education and mobilization	<1%
Management and general	18%
Fundraising	10%

HRCF's cost of fundraising was 10.1%.*



COMBINED

Federal, field, electoral and legal advocacy	19%
Public policy, education and training	25%
Communications and media advocacy	8%
Membership education and mobilization	15%
Management and general	18%
Fundraising	15%

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.

Fighting Bigotry in State Legislatures

Protecting Our Health

Allies in the Fight

Historic Gains in Midterm Elections

Federal Support for Equality

Supporting Our Youth

Global LGBTQ+ Rights

Centering Our Joy

Financials

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.

Political action committees (PAC or 527) operate within the Human Rights Campaign. Human Rights Campaign PAC, a traditional political committee and Human Rights Campaign Equality Votes PAC, an independent expenditure only committee, are registered with the Federal Election Commission. Their transactions are included in the reports of the 501(c)(4). We strategically invest to elect fair-minded individuals to office.

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.