The Human Rights Campaign Foundation is guided by a vision of a world free of bias, discrimination, inequality and antipathy — one in which all lesbian, gay, bisexual, transgender and queer people plus community members who use different language to describe identity (LGBTQ+) can participate fully in the systems and traditions that govern our daily lives. The Foundation’s impact can be felt in schools, on factory floors and corporate suites, and in places of worship … from childhood through end-of-life … for people of all races, ethnicities, sexual orientations, gender identities and religious beliefs … in big cities, small towns and rural areas in the United States and across the globe.

In practical terms, the Foundation seeks to improve the lives of LGBTQ+ people by making the institutions that shape our lives welcoming and inclusive. We identify the problems and challenges LGBTQ+ people face, then follow a clear model for effecting change:

- Building understanding and shaping the public debate of LGBTQ+ people and the challenges they face;
- Changing policy and practices in the institutions that shape everyday lives;
- Empowering strategic partners, community advocates and allies through resources and opportunities to advance equality through capacity building, convenings and tools; and
- Leveraging relationships with allies to advance LGBTQ+ local, state and federal policy objectives.

To follow is the Human Rights Campaign Foundation’s 2021 Accomplishments and a look at the work ahead in 2022. This overview highlights the research, educational outreach and advocacy of priority initiatives that complement the work of the Human Rights Campaign to build better and more inclusive communities for LGBTQ+ people. Through the following programs and projects, we are enhancing the lived experiences of LGBTQ+ people and their families, as we change hearts, minds and systems across America and around the world.
PUBLIC EDUCATION AND RESEARCH

In 2021, The Public Education and Research (PE&R) team produced numerous reports on COVID-19 and its impact on the LGBTQ+ community. Additionally, they partnered on the 2021 LGBTQ+ Community Survey and the Black LGBTQ+ Community Survey and published an analysis of the CDC’s Youth Risk Behavior Surveillance survey. Other projects included a comprehensive Transgender and Non-Binary People FAQ, a Myths and Facts page targeting misconceptions about transgender people, and a resource about how online communities help LGBTQ+ youth live authentically.

The program’s upcoming work includes producing the LGBTQ+ Teen Survey alongside the Youth Well-Being team and releasing new research on LGBTQ+ people and disparities around pay. Further plans include using new tools to upgrade the HRC Foundation’s digital presence, such as digital reports, interactive chat tools and a visual rework of their reports on fatal violence against transgender and gender non-conforming people.

ALL CHILDREN - ALL FAMILIES

All Children - All Families celebrated 119 organizations across 35 states, employing more than 35,000 and serving 1M+ clients annually, with the release of its 2021 Change-Makers report. With ACAF’s support, these organizations implemented policy and practice improvements and trained their staff. Throughout 2021, ACAF’s webinar series continued to grow reaching more than 12,000 child welfare professionals.

In 2022, the program will continue to expand its reach into the child welfare field, leveraging connections with the Biden/Harris Administration and collaborations with national organizations. Beyond the success of its annual certification program, ACAF’s national training program continues to grow, and the 2022 training cycle includes statewide training rollouts in Illinois.
WELCOMING SCHOOLS

Welcoming Schools successfully pivoted to a virtual platform in 2021 and trained 13,000 educators impacting almost 2 million students. They partnered with Gender Nation to supply books to schools and libraries in need and partnered with Prince George’s County Public Schools (PGCPS) to systematically roll out Welcoming Schools to all 22,000 employees. PGCPS has 208 schools with 96% of the student body identifying as non-white. They created an impactful video showing the critical need to create safe and inclusive spaces for LGBTQ+ students and families: What I need to succeed in school and rolled out a Pre-K-8 anti-racist booklist with mini lessons designed to help educators create inclusive classrooms using an anti-racist intersectional lens.

In 2022, Welcoming Schools will officially launch their secondary professional development training modules and accompanying resources to complement their successful elementary training program. In February, they will host their 7th annual Jazz and Friends Day of Reading with the goal of hosting more than 200 readings across the country. Lastly, they will release their first annual report highlighting the wealth of data collected that shows their successful training model of creating educator competence and confidence in creating LGBTQ+ inclusive schools.

YOUTH WELL-BEING PROGRAM

HRC’s Youth Well-Being program focused on building the Project THRIVE campaign to more than 30 partner organizations, including newcomers Teach for America, the American Academy of Child and Adolescent Psychiatrists, and the American Medical Association. Their 8th annual Time to THRIVE was held on a virtual events platform and drew over 1000 attendees – educators, school counselors, pediatricians, and other youth-serving professionals who are committed to improving the lives of LGBTQ+ youth.

As we approach 2022, the program will welcome a new cadre of Youth Ambassadors, focusing on youth of BIPOC, trans and non-binary experience whose stories need to be told, and they are expanding the number of workshops and panel discussions for the 9th annual Time to THRIVE conference which will again be held virtually. They will re-release the comprehensive “Schools in Transition” Guide with important updates from the 2017 version, including much more content relevant to non-binary students, and in partnership with the National Education Association, Gender Spectrum, and several other organizations.
RELIGION AND FAITH

The Religion & Faith Program builds space for LGBTQ+ people within all faith traditions through public education and strategic partnerships. One of their most successful partnerships in 2021 was with the Biden-Harris administration for the National Vaccine Month of Action. In this intensive vaccination campaign, they reached out to more than 10,000 people, directly engaged with more than 2,300 people, and vaccinated nearly 200 people across 10 cities.

The program was instrumental in developing a robust campaign to uplift faith voices educating around the Equality Act. They garnered significant support from Catholic leaders and everyday Catholics in two national sign-on letters. They interviewed and highlighted two longtime faith advocates, Sister Luisa and Father James Martin, and in partnership with DignityUSA, facilitated a three part webinar series on the intersection of Catholicism and LGBTQ+ inclusion.

Going forward, they will continue to partner with faith-based organizations wanting to assess their progress on LGBTQ+ inclusion and ensure the voices of people of faith who support equality are heard.

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES PROGRAM

The Historically Black College and Universities (HBCU) Program is the only national project that partners with Historically Black Colleges and Universities on establishing an LGBTQ+ inclusive campus climate. This summer, they convened presidents and other university leaders for an engaging two-day summit on creating LGBTQ+ inclusive policies and practices on campus. In June, they also launched Power: Leadership and Learning Series, a monthly virtual leadership development and advocacy training opportunity for LGBTQ+ HBCU students.

Coming up, the program will celebrate the annual #HBCUOutLoudDay — raising awareness about the LGBTQ+ HBCU community. HBCUs will host pride events, amplify diversity milestones, and strategize on LGBTQ+ equity and inclusion work on campus. In 2022, they will continue to host national and regional leadership summits to build the capacity of HBCUs to support LGBTQ+ inclusion.
TRANSGENDER JUSTICE INITIATIVE

The Transgender Justice Initiative (TJI) incorporates a number of programs for the transgender, non-binary and gender expansive communities. One of the pillars of TJI is capacity building, and ELEVATE and ACTIVATE are two premiere programs providing year-long leadership development. ELEVATE is entering its third year, having graduated 25 Black and Brown trans women. ACTIVATE is entering its second year, having graduated 15 Black, Indigenous, and People of Color (BIPOC) trans and non-binary community leaders.

TJI also partners with a number of community partners in an innovative Lyft rideshare partnership that provides free rides to trans and gender-expansive folks across the country. By the end of 2021, TJI will have provided $60,000 in Lyft rideshare coupons distributed by their community partners in Dallas, Los Angeles, Richmond (VA), Chicago, Miami, Orlando and other cities. Under the pillar of strategic communications, TJI recently collaborated on the launch of Queen’s story, which educates about the need for the Equality Act by bringing much needed attention to the plight of LGBTQ+ individuals and homelessness. They also continue to work with other HRC Foundation programs to support the pillar of economic empowerment through job fairs and other resources that provide opportunities for trans people.

WORKPLACE EQUALITY PROGRAM

HRC’s Workplace Equality Program is the nationally recognized voice for advocacy, information and guidance on LGBTQ+ workplace issues. As the program celebrates the 20-year anniversary of the Corporate Equality Index (CEI) – the national benchmarking tool on corporate LGBTQ+ inclusive policies and practices – the global work of the program is rapidly expanding. In addition to the establishment of the Equidad Mexico and Equidad Chile programs in 2016 and 2018, respectively, the Workplace Equality Program is also launching Equidad Argentina and Equidad Brazil in late 2021. Each of the Equidad programs utilizes the insights from the CEI and has adapted them to the cultural and social nuances in each country.

The reach of the Workplace Equality Program spans 17 million U.S.-based employees, 1100+ major U.S., and multinational employers, and 13 million employees around the globe. The Workplace Equality Program has also partnered with the Black in Fashion Council to establish the Black in Fashion Index report, which measures company policies and practices related to the inclusivity of Black employees. Upcoming work will build on these successes and focus on new ways to improve workplaces and the society at large for LGBTQ+ persons.
HIV & HEALTH EQUITY

HIV & Health Equity has successfully expanded the breadth of their programmatic work through the launch of the national **My Body My Health** Initiative centered on addressing the societal barriers multiply marginalized communities face with HIV/AIDS prevention, testing, and treatment. The team conducted a health center assessment of 78 institutions, evaluating metrics such as LGBTQ+ inclusive care, PrEP services, and STI/HIV testing, and included these findings in the first-ever **HBCU Sexual Health Directory**. Furthermore, in an effort to expand HRC's programmatic reach around testing and education for marginalized communities, HRC has pledged to administer a minimum of 5,000 free **in-home HIV testing kits** and to introduce **GENERATE**, a program that will train young activists to reach millions of their peers and educate them around the realities of HIV today.

In 2022, the program will continue to strengthen coast-to-coast initiatives to support communities that are disproportionately impacted by HIV through workshops, speaker series, and culturally relevant resources.

HEALTH AND AGING PROGRAM

The Health & Aging team, in partnership with SAGE, launched the first-edition of the **Long-Term Care Equality Index** (LEI), which is set to transform the realities of LGBTQ+ older adults in the U.S. In this inaugural report, there were 78 facilities that completed "Commitment to Caring" pledges and 49 self-assessments completed for 184 diverse long-term care communities, representing 32 states.

Next year, the team will release the Healthcare Equality Index 2022, which is on track to include more healthcare facilities than ever before. In addition, the team will launch the first official LEI survey. For both programs, the team will continue providing technical assistance to make these organizations more LGBTQ+ inclusive and will be engaged in targeted outreach efforts to ensure that organizations that serve the most vulnerable LGBTQ+ populations are engaged in these programs.
GLOBAL PARTNERSHIPS PROGRAM

HRC's Global Partnerships Program continues to support the network of HRC Global Alumni - now 180 partners in over 90 countries. The program wrapped up its inaugural round of Global Innovation Small Grants to 19 organizations in 17 countries and were proud to celebrate their success and impact, ranging from programs engaging allies in the faith and business communities in Colombia and Hungary to a trans video series in Pakistan. The program also led HRC in a campaign to protect and save the lives of LGBTQI Afghan refugees — partnering with five leading advocacy organizations on a 10-point appeal to the Biden administration, mobilizing thousands of citizens to sign a petition urging expanded protections and convening a Global Conversation panel discussion to raise public awareness of the issues.

In 2022, the program will continue to grow its Alumni Network by hosting their flagship annual Global Innovative Advocacy Summit, which will bring together (virtually or in person) 30 competitively selected advocates from around the world to share ideas and best practices.

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

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

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