# We Are

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The Human Rights Campaign Foundation improves the lives of lesbian, gay, bisexual, transgender and queer (LGBTQ+) people by working to increase understanding and encourage the adoption of LGBTQ+ inclusive policies and practices.
The Human Rights Campaign Foundation is guided by a vision of a world free of bias, discrimination, inequality and antipathy — one in which all LGBTQ+ people 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 govern our lives welcoming and inclusive. We identify the problems and challenges LGBTQ+ people face, then follow a clear model for effecting change:

- **Building understanding of LGBTQ+ people** and shaping the public debate through public education, research and resources.
- **Changing policies and practices** through technical assistance and pioneering benchmarking tools.
- **Empowering strategic partners**, community leaders and allies to be stronger advocates for equality through capacity-building, training and innovative tools.
- **Leveraging relationships** with these partners, advocates and allies to advance LGBTQ+ policy objectives at the local, state, national and international levels.

Through powerhouse communication and membership operations, the Human Rights Campaign and the HRC Foundation combined boast more than 3 million members and supporters and can reach 9 million people online.

We are able to do this vital work thanks to generous support from you, our HRC Foundation partners. You provide the resources we need to win historic battles … to secure a rock-solid foundation of equality for LGBTQ+ people … and to achieve meaningful change on a global scale. Our work together is critical, and we are deeply grateful for your partnership.

We could not do any of this without you — and with you, we can do much, much more!
Across America, transgender people, particularly Black and Latinx trans women, are at risk of daily harassment and deadly violence. It’s a national crisis, and we are demanding that our leaders take action.
TRANSGENDER JUSTICE and EQUALITY

For more than a decade, HRC has done significant work to improve the lives of transgender people — changing laws, institutional policies and practices, hearts and minds. But the reality of what’s facing transgender people today demands action, urgency and transformational change.

Through this work, we are making meaningful, real change in places where transgender people of color face the most barriers — in our communities. To make that happen, we have increased the scope and reach of our work with transgender advocates in communities across the country. We are providing capacity building programs, economic and training opportunities; and we are working with local governments to drive systematic change in areas most needed — public safety, healthcare, housing, education and employment.

Our work is rooted in community-based change — and engaging transgender advocates and key public and private partners every step of the way.

HRC Foundation’s Youth Survey shows 51% of all gender-expansive youth never use the restrooms at school that align with their identity.

The suicide rate for transgender people is nearly 9x the national rate.

Nearly 1 in 2 Black and Latinx transgender people have attempted suicide in their lifetimes.

Thank you to our generous partners:

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On any given day in the U.S., there are more than 400,000 children in foster care.

Many of these young people are LGBTQ+ youth who have experienced rejection by their families because of their sexual orientation, gender identity or gender expression. The majority are youth of color entering a child welfare system that is ill-equipped to meet their needs due to systemic bias, insufficient resources and limited staff training.

All Children – All Families is the only national program dedicated to advancing LGBTQ+ inclusion in child welfare systems by building understanding, empowering agencies, and promoting policies and practices that help LGBTQ youth thrive and help LGBTQ families grow.

Agencies that partner and engage with All Children – All Families currently employ more than 10,000 professionals and serve over 350,000 clients annually — all of whom are now protected from discrimination on the basis of sexual orientation, gender identity and gender expression through ACAF’s policy change interventions.

THANK YOU TO OUR GENEROUS PARTNERS
Russell Grinnell Memorial Trust
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LGBTQ+ young people face extraordinary pressures and difficulties in the classroom, on the playing field, in their communities and sometimes even at home.
The HRC Foundation is changing this reality with our Welcoming Schools Program and other resources designed to help LGBTQ+ young people — and all youth — thrive.

Welcoming Schools works with educators, families and communities to build inclusive school climates for all students, families and staff. We offer consulting, resources and training to help elementary schools develop LGBTQ+ and gender-inclusive policies; help elementary school educators embrace all families; prevent bias-based bullying; and support transgender and nonbinary students.

Since 2011, the Welcoming Schools training program has impacted over 100,000 educators in 43 states, the District of Columbia, Taiwan, and in Canada — helping schools establish inclusive learning climates and requiring schools that earn the Welcoming Schools Seal of Excellence to adopt clear policies to protect LGBTQ+ youth.

Participating schools report a 50 percent reduction in bullying within the first two years of a full Welcoming Schools implementation.

Before their training, only 42 percent of educators felt they could adequately support students of different gender identities. After completing Welcoming Schools training, 90 percent of participating educators were confident they can actively support transgender and nonbinary students.

In the schools where we have provided Welcoming Schools training and resources, the training has been consistently rated by staff as one of the best and most effective professional development sessions.

Steven Chen, Deputy Chief Human Capital Officer, Boston Public Schools

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#WeAreYouth

With more than 50 million youth attending K-12 public schools in the U.S. it’s unacceptable that so few educators know how to create safe and inclusive environments for LGBTQ+ students.
The HRC Foundation’s Youth Well-Being Program fills this gap by providing professional development directly to more than 5,000 youth-serving professionals annually – who serve a combined total of one million young people – through our annual Time to THRIVE conference, webinars and participation at major national convenings.

Through Project THRIVE and other strategic partnerships, the Youth Well-Being Program is also increasing its reach and providing support and technical assistance to more than 25 national professional associations representing more than five million youth-serving professionals — encouraging them to adopt strong LGBTQ+-inclusive policies and offer resources to help LGBTQ+ kids feel wanted and encourage them to achieve their dreams.

Through our Youth Ambassador Initiative, a program where young LGBTQ+ advocates represent the HRC Foundation and use their experiences to raise awareness, the Youth Well-Being Program amplifies the voices of diverse youth who share stories that motivate adults to create safe, inclusive spaces for them to thrive.

Together we are building a world where every young person is free to be who they are and excited about who they can become.

Every year, HRC partners with the National Education Association and the American Counseling Association on Time to THRIVE, an annual national conference that engages youth-serving professionals — including K-12 educators, mental health providers, pediatricians, religious leaders, athletic coaches and youth development staff — and helps them create spaces where LGBTQ+ youth are affirmed, supported and able to thrive. Since 2012, 5,000 youth-serving professionals have attended Time to THRIVE conferences, representing 45 states and more than 45 youth-serving organizations.

THANK YOU TO OUR GENEROUS PARTNERS

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While LGBTQ+ students at Historically Black Colleges and Universities (HBCUs) are finding more acceptance, many HBCUs still lack inclusive policies and practices designed to end discrimination and bias.
LGBTQ+ students at HBCUs, mostly African American, grapple with integrating their race, sexuality and gender identity — a particularly thorny challenge at a time when many are also experiencing invisibility, marginalization, homophobia, transphobia and harassment on campus.

The HRC Foundation founded the HBCU Project to address the issues facing LGBTQ+ students and offer support, guidance and leadership opportunities. It is the only national project that partners directly with HBCUs to foster LGBTQ+-inclusive campuses.

Since 2004, we have partnered with one-third of all HBCUs; trained more than 500 HBCU LGBTQ+ student leaders; held in-depth convenings for HBCU presidents and senior leaders; and developed an ever-expanding network of queer HBCU alumni.

In 2021, we launched the HBCU power series, held the HBCU Leadership summit virtually and launched HBCU OUTLOUD day, a national awareness day of visibility.

In the years since, Noah has indeed blossomed. He founded Prairie View’s first gay-straight alliance and, in 2019, helped establish the LGBTQ+ Resource Center, making Prairie View the fifth HBCU to have a designated safe space for LGBT+ students on campus. Today he is a senior, bound for graduation and engaged to be married.

“If you had met this young man in 2016, you might not have guessed he’d accomplish so much,” says Hall. “The Leadership Summit really brought that out in him.”

Thank you to our generous partners:

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#WeAreWorkers

Millions of workers in the U.S. and around the world show up every day to a job that affords them something the laws of their state and nation do not: explicit non-discrimination protections on the basis of sexual orientation and gender identity.
Since 1998, HRC Foundation’s Workplace Equality Program has achieved dramatic advances in LGBTQ+ equality by encouraging workplaces in the U.S. and beyond to adopt inclusive employment policies, practices and benefits.

Today, as measured by HRC Foundation’s annual Corporate Equality Index (our national benchmarking tool on LGBTQ+-inclusive corporate policies and practices), over 20 million U.S.-based employees across over 1,000 major companies enjoy explicit non-discrimination protections on the basis of sexual orientation and gender identity — something our current civil rights laws do not offer.

By educating corporate entities and benchmarking corporate practices, the HRC Foundation has motivated employers to adopt inclusive workplace benefits and protections that directly impact the lives of millions of LGBTQ+ workers and their families. According to the most recent CEI, more than 500 major U.S. and multinational employers with more than 13 million employees worldwide offer transgender-inclusive healthcare, domestic partner coverage and family formation support as part of their benefit packages.

The CEI has expanded into Mexico and Chile:

Equidad MX debuted in 2018 with all 32 participants earning top scores. In 2021, more than 200 employers earned top ratings and the HRC Foundation’s designation of “Best Places to Work for LGBT Equality” or “Mejores Lugares para Trabajar LGBT” in the 2021 HRC Equidad MX report. This represents a robust 77 percent increase in top-rated employers over the prior year and an incredible 562 percent increase since the program’s inaugural report in 2018.

The 2021 Equidad CL report will be released later this year. From the latest report in 2020, the program grew by 103 percent, rating a total of 63 companies with 20 earning top marks.

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CORPORATE EQUALITY INDEX

In the 2021 CEI, 767 businesses earned top scores, meeting our most stringent criteria to date. The first CEI, in 2002, had 13 top-rated companies. Over nearly two decades, the CEI has driven large-scale adoption of LGBTQ+-inclusive policies, including dramatic shifts in transgender-inclusive policies:

- 99% of all CEI-rated companies include gender identity protections and 89% offer transgender healthcare coverage.
- 624 CEI-rated companies have adopted gender transition guidelines for employees.
#WeArePatients

LGBTQ+ people face worse health outcomes than their non-LGBTQ+ peers in just about every category.

56% of lesbian, gay and bisexual patients + 70% of transgender patients report experiencing discrimination in healthcare settings.
The disparities are even greater for LGBTQ+ people of color, older LGBTQ+ adults and LGBTQ+ people living in poverty.

HRC Foundation’s Health & Aging Program works tenaciously to inform and transform the policies, practices and culture of the healthcare industry to better serve their LGBTQ+ patients and employees. We provide resources and training to help thousands of healthcare facilities adopt LGBTQ+-inclusive policies and practices.

HEALTHCARE EQUALITY INDEX

HRC’s Healthcare Equality Index shines a bright light on hundreds of healthcare facilities, making it a vital benchmarking tool for improving healthcare for LGBTQ+ people and families.

In its 15th year, the Healthcare Equality Index (HEI) is the national LGBTQ+ benchmarking tool that evaluates healthcare facilities’ policies and practices related to the equity and inclusion of their LGBTQ+ patients, visitors and employees. The HEI 2022 evaluates more than 2,200 healthcare facilities nationwide.

A record 906 healthcare facilities actively participated in the HEI 2022 survey.

THANK YOU TO OUR GENEROUS PARTNERS

AARP  Cerner  Pfizer  PhRMA
CONSIDER THE CASE OF...

Mary Walsh, 72, and Beverly Nance, 68, a married lesbian couple who prepared for their later years. They did their research, found a good fit, and signed an agreement to move into a St. Louis-area Continuing Care Retirement Community.

Soon after, a staff member phoned them regarding their application and the “the nature of their relationship.” Mary simply stated they had been married since 2009 and the conversation ended. Days later, Mary and Beverly received a follow up letter. The community rejected their application on the basis that the two women could not share a unit together. Though the cohabitation policy states married couples qualify for shared units, the community defines marriage as only between a man and a woman.

Their story demonstrates the kind of exclusion and discrimination facing same-sex LGBTQ+ couples of all ages. While older LGBTQ+ adults confront the same issues everyone else does when choosing aging services — where to live, how to afford rising costs of housing and healthcare, and how to stay with loved ones — the reality of life in long-term care for LGBTQ+ people often times includes stigmatization, lack of identity-affirming treatment and experiences of discrimination. Many older LGBT adults fear that they will experience what happened to Mary and Beverly or worse. Wanting equal care and safety, some LGBTQ+ older adults will even go back into the closet.
ADVANCING TRANS-RELATED HEALTHCARE

Well before the Affordable Care Act outlawed discrimination against transgender patients, HRC’s Health & Aging Program pushed healthcare providers across the country to offer inclusive care for transgender patients. The Health & Aging Program helped healthcare systems analyze and upgrade their policies and practices relating to transgender healthcare, including helping to create comprehensive care programs for transgender and nonbinary children and adolescents.

Our interactive map of healthcare facilities shows a facility’s HEI score (if applicable) and policies relating to care for LGBTQ+ people, including transgender patients, and treatment of LGBTQ+ employees. The HRC Foundation also offers a comprehensive guide, “Safer Sex for Trans Bodies,” in collaboration with Whitman-Walker Health in Washington, D.C. This guide, available in English and Spanish, covers the basics about safe sex, HIV and STIs, and PrEP for HIV prevention.

LONG-TERM CARE EQUALITY INDEX

Experts predict that as many as 4.7 million LGBTQ+ older adults may need supportive care and services by the year 2030.

Modeled on the Healthcare Equality Index and in partnership with SAGE, the leading advocacy group for LGBTQ+ elders, the Long-Term Care Equality Index assesses the policies and practices of long-term care communities across the country, encouraging communities to provide culturally competent and responsive care to LGBTQ+ elders.

As of the release of the 2021 report, there have been 78 “Commitment to Caring” pledges completed, which is the first step in the LEI and indicates long-term care communities’ intentions to adopt LGBTQ+ inclusive and culturally competent policies and practices.

We have seen a tremendous interest from healthcare facilities and providers on how to best serve the transgender population. Nearly 50 percent of our HEI participants now have specific policies on how to provider welcoming and inclusive care to their transgender patients, and transgender-specific topics are among our most popular trainings.

Tari Hanneman, Director of the Health & Aging Program
#WeAreLivingWithHIV

More than one million Americans are currently living with HIV, and approximately 40,000 people are diagnosed every year.

“ELEVATE is a powerful tool in developing leadership in trans communities. This inaugural cohort is forever linked from this experience.”

Tori Cooper, ELEVATE Facilitator and the Director of Community Engagement for HRC’s Transgender Justice Initiative
HIV disproportionately impacts Black and Latinx communities, particularly in the South. Unless things change, one in two Black men who have sex with men (MSM) and one in four Latinx MSM will be diagnosed with HIV in their lifetimes. Already, approximately one in two Black transgender women and one in four Latinx transgender women have HIV.

The HRC Foundation’s HIV & Health Equity Program seeks to address these stark realities through public education and capacity building.

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, 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.

The ELEVATE program has been transformative experience for me! Not only has ELEVATE been influential to me in giving me the tools and resources to work to improve my community, it has introduced me to a community of powerful TWOC which I would have never known otherwise.

Bee Kelley, Little Rock, Arkansas

THANK YOU TO OUR GENEROUS PARTNERS
Gilead Sciences, Inc.
ViiV Healthcare
An uneven patchwork of legal protections leaves millions of LGBTQ+ people vulnerable to discrimination and harassment — and nowhere is this more pronounced than in the American South.
Project One America is the HRC Foundation’s multi-year, comprehensive campaign, in conjunction with HRC, to dramatically expand LGBTQ+ equality in some of the most recalcitrant communities in Alabama, Arkansas, Mississippi and Texas.

By working with other HRC Foundation programs to advance change, Project One America has improved the lives of LGBTQ+ people in their workplaces, hospitals, schools and churches.

The teams on the ground have been involved with some of the movement’s biggest fights. They’ve spearheaded public education campaigns highlighting the discriminatory agenda of anti-LGBTQ+ public officials … encouraged cities to adopt inclusive non-discrimination laws and ordinances … and trained thousands of organizers to promote LGBTQ+ equality and lay the groundwork for historic wins in their communities.

Project One America has helped pass six LGBTQ+-inclusive non-discrimination city ordinances protecting more than 400,000 people, including in Birmingham, Alabama, and Jackson, Mississippi.

**CONSIDER THE CASE OF ...**

Brandi Burgess, whose father, Rick Burgess, co-hosts a popular conservative radio show based in Birmingham, Alabama. “He lived and showcased our whole family’s life very publicly, so I was a character on his show,” Brandi says. “I kept most of my life really private for so long.” But in truth, Brandi was increasingly conflicted about the disconnect between her identity as a bisexual woman and her relationship with her family and role on her father’s show. In 2017, she decided to come out publicly, writing an op-ed on AL.com, a portal for Alabama news. “I felt called to tell my side of the story,” she says.

Rick Burgess’s response was “pretty severe,” Brandi says. He devoted an hour of his show to Brandi’s revelation. “I’m not going to come up with some version of love that really isn’t love at all … to sit there and pat you on the back to justify you all the way to hell,” he said. Her stepmother, Sherri, added, “I don’t care if you’re happy. I don’t care if you’re healthy. I care about your eternal salvation.”

Brandi remains deeply committed to her faith. “I have been praying, researching and meditating on the many emails, sermons and verses my dad has sent me,” she wrote in her op-ed. “I always come back to the same conclusion. Love is love.”
Over the years, the LGBTQ+ community has realized historic progress across the U.S., even as LGBTQ+ people face relentless attacks on their health, rights and welfare from the highest levels of government. Fortunately, officials in cities and towns across America are determined to build communities that are inclusive and welcoming to all.
Municipal Equality Index 2021

10 YEARS OF PROGRESS AND CHANGE

CHANGING THE LEGAL PATCHWORK:
MUNICIPAL EQUALITY INDEX

From coast to coast, and in every corner of our country, local leaders are moving closer to full LGBTQ+ equality. From Richmond, Virginia, to Anchorage, Alaska, local leaders are learning that to advance LGBTQ+ rights, they themselves must adopt progressive and equitable employment practices and policies in addition to enacting vital citywide non-discrimination protections.

For ten years, the HRC Foundation’s Municipal Equality Index (MEI), our annual benchmarking tool for cities and towns, has charted progress at the local level. In the 2021 MEI, 110 cities scored 100 points and every region of the country experienced an increase in the regional average score. The national average also hit 67 points, also a report record.

This is all particularly notable in the context that state legislatures across the country spent their efforts in another direction: more than 40 states introduced anti-LGBTQ+ legislation in 2021 and a historic number of those passed. Yet local leaders continued undeterred to do what local officials do best: listen to their constituents and move the needle of policy a little further towards progress.

110 CITIES TOP SCORE
Until full nationwide equality is realized, cities must continue to lead the way on vital protections for LGBTQ+ residents, visitors, and workers.

The Municipal Equality Index rates municipalities of varying sizes drawn from every state in the nation.

506 CITIES RATED

181 CITIES OFFER TRANSGENDER INCLUSIVE BENEFITS
As the world’s largest LGBTQ+ civil rights organization, HRC is committed to standing with our partners, no matter what country they call home.

HRC Global reaches beyond our borders to share HRC’s experience and expertise with partners around the world.

HRC Global works to build understanding and shape the public debate about LGBTQ+ people worldwide and the challenges they face.

The past four days have been absolutely amazing. I have learned so much, and I am going to use it in my own organization to try to reflect and turn it into something big.

Hazel Mokgathi, Global Ambassador
EMPOWERING GLOBAL ADVOCATES

Every year, up to 30 advocates from around the world come to Washington, D.C., for HRC’s Global Innovative Advocacy Summit. They are chosen from among hundreds of qualified applicants on the basis of the creative, inspiring and impactful work they do to advance equality in their home countries and around the world. These Global Innovators join HRC’s growing network of advocates and partners from nearly 80 countries.

GLOBAL PARTNERSHIPS

Through the Global Partnerships in Innovative Advocacy Program, HRC Global offers capacity-building and strategic planning opportunities to advocates and organizations working to improve the lives of LGBTQ+ people in their communities. This program strengthens the equality movement in partner countries by sharing effective advocacy, campaigning, organizing and outreach techniques.

HRC Global supports visibility events around the world. The program provides grants to support innovative community events that advance equality – including inaugural Pride events in many countries.

WORKPLACE INCLUSION IN LATIN AMERICA

Complementing HRC Global, the Workplace Equality Program now reaches beyond the United States into Latin America, since launching workplace equality surveys in Mexico and in Chile. These efforts build on the success of HRC’s Corporate Equality Index to ensure workers in Mexico and Chile are protected by LGBTQ+ inclusive workplace policies and practices.

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