



# #WeAre



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# #IAmAlphonsoDavid

Dear Friends,

Today, we are all grappling with the reality of COVID-19 and what it means for our lives. As we navigate an ever-changing landscape, we have and will continue to take steps to protect and inform our communities and advance our work, which is more critical now than ever.

The pandemic magnifies and deepens the vast inequities that lesbian, gay, bisexual, transgender and queer (LGBTQ) people already face in nearly every aspect of their lives, in schools, in the workplace, in hospitals, in places of worship, and in our very own families. In particular, low-income LGBTQ people of color, transgender and non-binary people, immigrants, people with disabilities and those at the intersections of multiple marginalized identities often face more extraordinary obstacles and disproportionate risks to their economic well-being, health, safety and security.

From being barred from military service to discriminatory bills making their way through state houses across the country to lack of access to jobs and proper medical care, the transgender community feels like it's under attack at every turn. That's why the HRC Foundation has launched a new Transgender Justice Initiative and are working with local activists and advocates who have been doing this work for decades to provide additional support, advance programs and ultimately drive long-term change across this country. HRC Foundation is expanding support for Black and Latinx transgender women working in public health initiatives and community-based organizations at the frontlines.

And as we approach the most important election of our lives, we are also increasing our efforts to combat voter suppression and we are increasing participation of historically underrepresented groups in our democracy through voter registration. Additionally, we are expanding our legal footprint to do impact litigation work both domestically and internationally.

As you will see in these pages, the HRC Foundation is moving forward boldly on every front to make life better for LGBTQ people. We are a vibrant, strong and diverse community that is determined to secure equality and protect the most vulnerable — in the U.S. and around the globe — from stigma, discrimination and violence. We are leading with our values of love and respect, equity and intersectionality, community and teamwork, resilience and responsibility.

As an immigrant and the first person of color to lead the Human Rights Campaign in our 40-year history, I am deeply committed to these values, which are a cornerstone of the Foundation's work. We need every member of our community — particularly those who have been marginalized in the past — to have a seat at the table.

Our efforts are a reflection of the generosity of the individual and institutional donors who make our work possible. We cannot thank you enough. We are inspired by your passion and energized by your commitment. There are tough battles ahead — but with you by our side, we will celebrate many victories.

In unity,

**Alphonso David**

*President*

*Human Rights Campaign*

**The HRC Foundation touches every aspect of LGBTQ people's lives, changing hearts and minds on a local, national and global scale to make the institutions we depend on welcoming and inclusive.**



**#WeAreHRCFoundation**

**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.**

**#  
We  
Are**





**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.

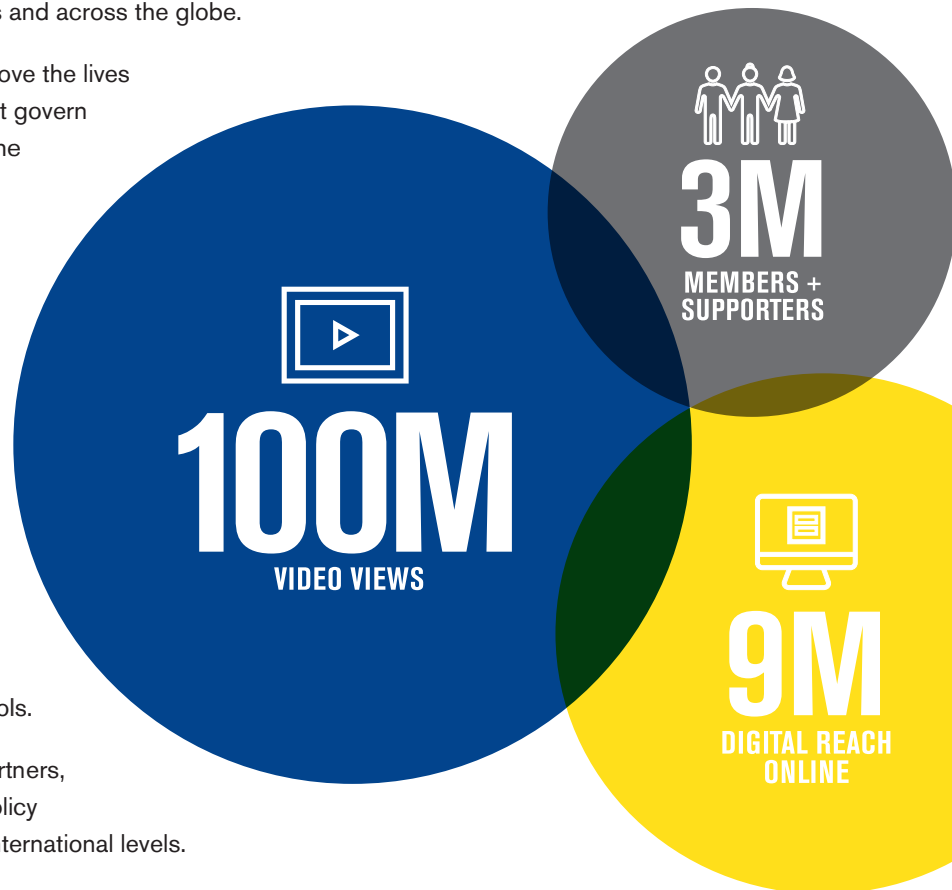
In practical terms, the Foundation seeks to improve the lives of LGBTQ people by making the institutions that govern our lives welcoming and inclusive. We identify the problems and challenges LGBTQ people face, then follow a clear model for effecting change:

**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 on line.



**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!**



#WeAre**Priorities**

**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

**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 HRC’s new Transgender Justice Initiative, 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.

**1 IN 2**

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

**51%**

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

**9X**

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





# AMERICA'S CHOICE 2020



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION™

## **MAKING HISTORY: PRESIDENTIAL TOWN HALL**

The LGBTQ community has made its voices heard in historic ways and spaces. Community members spoke up about urgent needs at the first-ever nationally broadcast LGBTQ presidential town hall – co-hosted by CNN and the HRC Foundation.

## **THANK YOU TO OUR GENEROUS PARTNERS**

**Morningstar  
Philanthropic Fund**



## CIVIC ENGAGEMENT

**Part of our work to empower the most marginalized includes protecting one of the most fundamental rights we have: the right to vote.**

### Combating Voter Suppression

HRC Foundation's LGBTQ Voter Experience survey shows that LGBTQ voters of color, in particular, face an uphill battle making their voices heard at the ballot box. Which is why the Human Rights Campaign is partnering with Fair Fight, to combat voter suppression efforts.

In addition, the Human Rights Campaign is launching a public education campaign focused on reaching the most marginalized and disenfranchised LGBTQ voters who haven't been making it to the poll because of voter suppression.

### Voter Registration

The Human Rights Campaign will work in coalition with partner organizations to register voters and empower the most marginalized communities – LGBTQ people, people of color, and young people. We will also encourage people to confirm their registration by checking to make sure they are still on the voter rolls before an election ensuring that people will not only be able to vote, but also have their votes counted.

## IMPACT LITIGATION

**For many years, HRC has partnered with legal and civil rights groups to advocate for civil rights in the courts.**

Now we are taking this work to the next level. Through our **Impact Litigation Initiative**, HRC is expanding our legal footprint to include strategic impact litigation in domestic and international courts.

Working with the world's top law firms, HRC is pursuing strategic cases and using the courts to hold the mighty accountable – entities and governments that target us with discriminatory laws, regulations and policies, and use their vast power to enshrine their bigotry and hatred into law. Doing so will empower HRC to fight discrimination at every turn, in every context.



**We can never lose sight of how central the judiciary has been in our struggle and in protecting the disenfranchised and the marginalized. Working with our movement partners, HRC will advance cases both domestically and internationally – because we are part of a global movement for equality.**

– Alphonse David, HRC President

## RACIAL EQUITY + INCLUSION

**LGBTQ people of color have long been marginalized within our community and by our movement – their critical contributions to our collective history diminished or forgotten, their needs and priorities sidelined.**

HRC is directing our vast programmatic will toward challenging systems, laws and policies that disproportionately disadvantage LGBTQ people of color. We are increasing our support of and partnerships with organizations fighting racial oppression. And we are standing up to all who target

communities of color through hateful policies and rhetoric that undermine our fundamental rights to life, liberty and the pursuit of happiness.

**Our fight will not be complete until the most marginalized among us have achieved equality.**



#WeAreChildrenAndFamilies



SERVES OVER

**350K**

CLIENTS



EMPLOYS MORE THAN

**10K**

PROFESSIONALS



# 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.

**All Children – All Families** has been a leader in helping child welfare agencies improve their practices for many years and their enhanced tools and technical assistance will be a benefit to LGBTQ children and families throughout the country. The stakes are too high. It's time we ensure equity and opportunity for all young people.

Tracey Field, Director & Manager  
Annie E. Casey Foundation's Child  
Welfare Strategy Group



## THANK YOU TO OUR GENEROUS PARTNERS

**Annie E. Casey Foundation**  
**Russell Grinnell Memorial Trust**



**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 39 states, the District of Columbia, 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





**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

**AT&T**

**BBVA**

**California Teachers Association**

**Coca-Cola Foundation (The)**

**IKEA**

**Levi Strauss Foundation**

**Monumental Sports Entertainment**

**National Association of Secondary School Principals**

**National Education Association**

**Papa John's**

**PepsiCo Foundation**

**PFLAG**

**The Coca-Cola Foundation**

**TJX Companies (The)**

**Toyota**

**True Colors Fund**

**Truth Initiative**

**YMCA of the USA**



**#WeAreLeaders**

**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 2019, we convened our largest HBCU Leadership Summit ever, with 50 LGBTQ students, and launched the first ever HBCU OUTloud Day, a national awareness day of visibility.

**THANK YOU TO OUR GENEROUS PARTNERS**

**The Coca-Cola Foundation**  
**David Bohnett Foundation**

**CONSIDER THE CASE OF...**

Noah [Perkins], an architecture student at Prairie View A&M University in Texas. A young trans man, Noah began to transition once at college. "Prairie View reached out to me because they could see Noah needed support, and they weren't sure how to help him," says Leslie Hall, director of the HBCU Project. "That's how we met."

Noah attended his first HBCU Leadership Summit in 2016. Naturally quiet, he kept to himself at first. But his passion for making a difference soon emerged. "You could really see him blossoming," says Hall. "At the end of that Summit, he delivered a moving speech about how the experience transformed his self-image and made him confident in his identity as a trans man."

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 LGBTQ+ 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."



**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.

## THANK YOU TO OUR GENEROUS PARTNER

**IKEA**

**JPMorgan Chase Foundation**

**Sant Foundation**

**UPS Foundation**



**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**



## CORPORATE EQUALITY INDEX

In the 2020 CEI, 686 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.**

**576**

**CEI-rated companies have adopted gender transition guidelines for employees.**

### The CEI has expanded into Mexico and Chile:

Equidad MX debuted in 2018 with all 32 participants earning top scores. In 2019, the number of participants more than doubled to 73, with 69 top scorers; and in 2020, 120 out of 126 companies earned top ratings, marking a third consecutive year of unprecedented growth.

Equidad CL debuted in 2019 with 31 participating companies and 15 top scorers.



#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.



Now in its 12th year, the 2019 Healthcare Equality Index evaluated more than 1,500 facilities, including 680 active participants – more than ever before. These 680 healthcare facilities represent 23 percent of all inpatient hospital beds in the country; provide over 125 million outpatient visits annually; and employ over 2.1 million people, all of whom are protected from discrimination based on sexual orientation and gender identity.

## THANK YOU TO OUR GENEROUS PARTNERS

**Pfizer and 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 LGBT couples of all ages. While older LGBT 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 LGBT 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 LGBT 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 LGBT 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 LGBT elders, the Long-Term Care Equality Index will assess the policies and practices of long-term care communities across the country, encouraging communities to provide

culturally competent and responsive care to LGBTQ elders.

More than just an assessment, the Long-Term Equality Index will provide resources and technical assistance to help facilities adopt policies and practices that are welcoming and inclusive, and help LGBTQ people choose care that honors their identity.



**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 provide 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.

In 2019, the program developed ELEVATE, the only evidence-based skills-building program to increase the number of Black and Latinx transgender women working in public health initiatives in the South. In its pilot year, ELEVATE enrolled ten Black and Latinx transgender women affiliated with nine community-based organizations serving over 22,000 people in Alabama, Arkansas, Mississippi and Texas.

In 2019, HRC formed a partnership with the Southern Black Advocacy and Policy Network, which works with community-based organizations on the frontlines of the HIV epidemic. This partnership gives HRC access to 17 minority-led and minority-serving community-based organizations, advocates and stakeholders serving over 40,000 LGBTQ people every year.



**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**



**#WeAreFaithful**





**Emboldened by the policies of Donald Trump and Mike Pence, the far right is resurgent, and some religious leaders are trying to undermine our progress through targeted anti-LGBTQ campaigns. At a time when transgender people are publicly targeted by religious leaders at unprecedented levels, so-called “religious freedom” is being used as a license to discriminate.**

Americans representing nearly every major religious group object to laws that give businesses a license to discriminate against LGBTQ people – yet the media continues to give a platform to those who use their faith to circumvent the law.

HRC Foundation’s **Religion & Faith Program** seeks to create a world where LGBTQ people and allies are welcomed by their chosen faith communities, and where faith leaders feel supported in speaking out for equality and justice for LGBTQ people. We aim to debunk the myth that there is a dichotomy between people of faith and LGBTQ folks, and instead celebrate the life and work of LGBTQ people of faith.

For more than a decade, our Religion & Faith team has encouraged traditionally

conservative faith communities to move from conflicted to fully inclusive. By offering extensive resources, the Religion & Faith Program gives LGBTQ people courage to live openly in their faith tradition, whether it’s the one in which they were raised or a new, more accepting one.

HRC’s Religion & Faith Program has partnered with LGBTQ leaders of faith in diverse faith communities to elevate the work of equity, justice and inclusion that is changing the landscape of the religious world. The program also works closely with HRC Global to engage members of the faith community in the fight for equality in Europe, Asia and Latin America.

## THANK YOU TO OUR GENEROUS PARTNERS

**E. Rhodes and Leona B. Carpenter Foundation**



## SPOTLIGHT: COMING HOME SERIES

While many LGBTQ people enjoy a rich, spiritual life outside the realm of organized religion, the HRC Foundation’s Coming Home to Faith series is aimed at those who hope to lead their faith communities toward a more welcoming stance, as well as those seeking a path back to beloved traditions.





**#WeAre**Southerners

**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.

In partnership with the Faith & Religion Program, Project One America works with faith leaders to author daily meditative reflections for the Christian season of Lent.

## 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."

## THANK YOU TO OUR GENEROUS PARTNERS

**Anonymous**

**E. Rhodes and Leona B. Carpenter Foundation**

**Levi Strauss Foundation**

**Toyota Motor Sales U.S.A.**



#WeAreEverywhere





**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

A NATIONWIDE EVALUATION  
OF MUNICIPAL LAW

2019



[HRC.org/MEI](https://HRC.org/MEI) | [#MEI2019](https://twitter.com/MEI2019)

## 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 eight 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 2019 MEI, 88 cities earned a top score – the most ever. A record-breaking 164 cities out of 506 rated offer transgender-inclusive benefits to city employees, and 118 offer domestic partner benefits to city employees. And the national city average jumped for the third year in a row to a record-high of 60 points (out of 100).

This work is not going unnoticed by business leaders, who understand that not only is embracing equality the right thing to do – it also helps the bottom line.

The MEI therefore serves not only as a guide for how city leaders can further equality, but as a resource for companies looking to expand into places that are actively fostering inclusion.



88

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.**



**506**

CITIES RATED

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



**164**

**CITIES OFFER TRANSGENDER INCLUSIVE BENEFITS**



#WeAreGlobal





# 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.

## THANK YOU TO OUR GENEROUS PARTNERS

**BBVA**

**Heyday Foundation**

**MetLife Foundation**

**Open Society Foundations**

**The Walt Disney Company**









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