



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

THE LOOK FORWARD

Apr 2026



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WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION



25 YEARS
STRONGER
«« LOOKING BACK, MOVING FORWARD »»



Sexual Assault
Awareness Month

April 2026
#SAAM #25YearsStronger

Denim Day 2026



Each quarter, HRC offers perspective on research, policy, market trends, and best practices impacting corporate America.

[Read here](#)

ONE MILLION VOICES FOR EQUALITY

Join our nationwide effort to engage one million LGBTQ+ people and allies to share their personal stories and take action in order to shift narratives, expand support, and change policies.

BECOME ONE OF OUR ONE MILLION VOICES FOR EQUALITY!

[TAKE THE PLEDGE](#)

EMPLOYEE RESOURCES

- **One Year Out:** [LGBTQ+ Playbook for Midterms 2026](#)
- **Anti-Violence Project:** [Supporting LGBTQ+ Survivors](#)
- **ICE OUT:** [Immigrant Defense Project](#)
- **Working with Pride Employee Toolkit** hrc.im/employeetoolkit
- **LGBTQ+ Travel Advisory Tips Guide** hrc.im/TravelTips
- **REFUGE Restrooms:** [Safe Restroom Access](#)
- **Know Your Facts:** hrc.im/PrEP101

BREAKING NEWS: NEW IDAHO BATHROOM BAN EXPANDS RESTRICTIONS



A [new Idaho law expands bathroom access restrictions](#) to all government buildings and public-facing restrooms in private businesses. The law is a significant escalation on bathroom access and is especially significant for trans Americans due to its focus on sex assigned at birth.

While unclear if the Idaho measure will have influence outside the state, the precedent it is setting is cause for concern given the cross-over of bathroom restrictions into private enterprise.

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PUBLIC POLICY CORNER

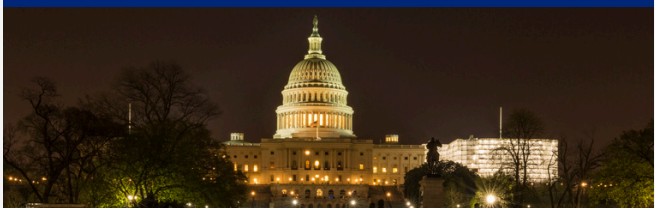
On Trans Day of Visibility, SCOTUS issued an 8-1 decision on **Chiles v. Salazar**. The court ruled that LGBTQ+ protections against “conversion therapy” were deemed unconstitutional as they applied to talk therapy— a decision with implications for youth in 23 States and the District of Columbia.

“To undermine protections that keep kids and families safe from these abusive practices is shocking — and our children deserve better.”

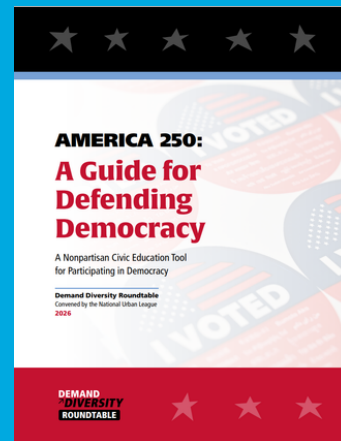
- HRC President Kelley Robinson

So-called “conversion therapy” refers to a range of practices that include behavior modification and treatments, as well as psychoanalytic theories that have long-been discredited and rejected by medical and mental health organizations.

Read HRC Senior Director of Legal Policy Cathryn Oakley’s piece on this ruling [here](#).



HRC and our partners on the Demand Diversity Roundtable released a new, nonpartisan civic education resource for voters, community leaders, and civic organizations: **America 250: A Guide for Defending Democracy**.



The guide provides a structured framework to understand how leaders uphold commitments to liberty, justice, and equality under law.



WHAT'S ON THE DOCKET

Here is what we are keeping our eyes on:

- **Trump's FY2027 Budget: Continued Rollback of LGBTQ+ Protection** - HRC
- **Mississippi passes restrictive transgender driver's license law** - Advocate

HRC NEWS

APRIL 2026



MAKING GENDER IDENTITY ACCESSIBLE FOR LEADERS: FROM CONFUSION TO CLARITY TO BELONGING

When leaders gain clarity and greater understanding about gender identity, belonging becomes a business advantage.

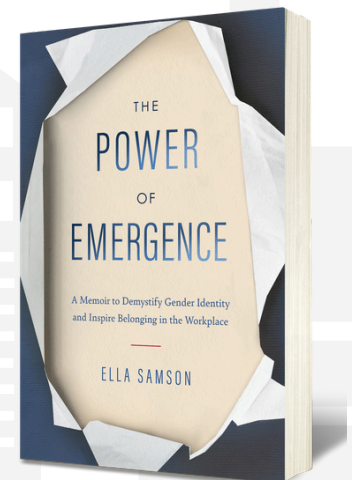
Ella Samson (she/her) helps leaders move past uncertainty and into practical, human-centered leadership on gender identity at work. As founder of **Emerge Collaborations**, Ella blends deep operational expertise with powerful lived experience to help organizations strengthen belonging, allyship, and enterprise-wide inclusion.

Through engaging, **memoir-based fireside chats** and executive conversations, Ella creates rare space for honest dialogue as she meets leaders where they are and guides them toward clarity. Her work demystifies gender identity, replaces hesitation with understanding, and equips organizations to translate insight into measurable culture change.

With an MBA from the Wharton School and more than 30 years of cross-functional leadership at organizations including Deloitte Consulting and Peet's Coffee & Tea, Ella has guided complex transformations across operations and culture. Through **Emerge Collaborations**, her firm delivers comprehensive assessments and actionable recommendations that help enterprises move from dialogue to meaningful, sustainable impact.



EMERGE COLLABORATIONS™



Pre-Order Now

The Look Forward Webinar Monday, April 27 | 3:00 pm ET

Join the Workplace Equality team for a **live conversation with Ella Samson** as we explore her memoir and discuss how expanding our understanding of gender identity empowers inclusion leaders to move from confusion, to clarity, to true belonging.

[Click here to register!](#)



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NEWS TO USE



THIS MONTH:

This April is **Sexual Assault Awareness Month (SAAM)** & **National Stress Awareness Month**.

- April 6: International Asexuality Day
- April 10: Day of Silence
- April 18: National Transgender HIV Testing Day
- April 18: Nonbinary Parents Day
- April 23: Take Your Child to Work Day
- April 22: Earth Day
- April 26: Lesbian Visibility Day
- April 27: The Look Forward
- April 29: Denim Day

[Find the next HRC event near you!](#)



Build Inclusion at Work — From LGBTQ+ 101 to Spotting Unconscious Bias to Allyship in Action!

Looking for educational opportunities to increase inclusion in your workplace?

HRC LEARN offers eLearning courses for individuals and organizations looking to foster LGBTQ+ inclusion and allyship in the workplace.

[Click Here To Start Learning FOR FREE](#)

Want to bring training to your organization?

[Click Here To Connect with Our Team](#)



WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION

APRIL WEBINAR
The Look Forward Webinar

Join us **live conversation with Ella Samson** as we explore her memoir and discuss how expanding our understanding of gender identity empowers inclusion leaders to move from confusion, to clarity, to true belonging.

[Click image above to register for future sessions!](#)

THE A.M. READ

HRC's Tipsheet to Spill the Equal-Tea



NEWSLETTER:
The A.M. Read Newsletter

The A.M. READ newsletter is a news tip sheet highlighting LGBTQ+ news and HRC updates. From breaking news to politics to LGBTQ+ pop culture to sports and everything in between.

[Click image above to sign up now!](#)