



HRC TEXAS

In Texas and across the country, HRC is leading the charge for equality.

For more than 30 years, HRC has played a pivotal role in advancing LGBT equality in the Lone Star State. From the workplace to the classroom to the ballot box and beyond, HRC has changed the lives of countless LGBT Texans and their families. We've fought to change hearts and minds, advance essential legal protections and build more inclusive institutions in Texas. As our movement arrives at a powerful moment in history, an investment in HRC now will have an even bigger impact than ever.

Because of HRC, **COMPANIES AND CORPORATE LEADERS** across America are calling on lawmakers to stop the attacks on LGBT Americans and pass non-discrimination protections.

ADIDAS AMERICA | AIRBNB | AMERICAN AIRLINES | AMERICAN EAGLE OUTFITTERS | APPLE | CHOICE HOTELS INTERNATIONAL | CISCO SYSTEMS | COCA-COLA | GAP | GOOGLE | HILTON WORLDWIDE | KENNETH COLE |

LEVI STRAUSS & CO | MICROSOFT | NETFLIX | NIKE | ORBITZ | PEPSICO | REPLACEMENTS, LTD. | STARWOOD HOTELS & RESORTS | TWITTER | WARBY PARKER | WELLS FARGO & COMPANY | WILLIAMS-SONOMA | WYNDHAM WORLDWIDE | YAHOO | YELP

As of April 7, 2015

HRC's **DUAL POLITICAL ADVOCACY AND FOUNDATION MODEL** uniquely positions us among LGBT organizations and makes the depth, scope and impact of our work unparalleled. As HRC aggressively combats our opponents and fights for local and state protections for LGBT Texans, the HRC Foundation works to improve the lived experience of LGBT youth and adults across the Lone Star State. **www.hrc.org/foundation**

From Houston to San Antonio, HRC has played, and will continue to play, a leading role in crafting and passing local non-discrimination ordinances.

For 14 years, HRC's **CORPORATE EQUALITY INDEX (CEI)** has aggressively pushed America's businesses to establish concrete protections and benefits for LGBT Texans and their families. Much more than a pledge, the CEI demands excellence across 15 different criteria. **www.hrc.org/cei**

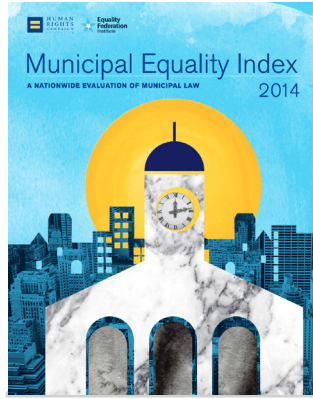
HRC's **MUNICIPAL EQUALITY INDEX (MEI)** is the only nationwide rating system of LGBT inclusion by cities and towns, and it stimulates competition between cities in every region of Texas to see which locality is most supportive. **www.hrc.org/mei**

HRC'S YEARS OF LEADERSHIP EMPOWERS THE WORK OF TEXAS WINS AND TEXAS COMPETES.

TEXAS-SIZE ADVOCACY

22 TEXAS CITIES

rated in the 2015 Municipal Equality Index.



HRC has been invested in Texas' fight for equality for decades. In addition to

ENDORISING AND CONTRIBUTING

to every viable, pro-LGBT Congressional candidate from Texas for 20 years, HRC has raised money, hosted events and mobilized our members.

HRC Foundation's Religion & Faith team has worked extensively with the Texas

RELIGIOUS COMMUNITY.

From outreach to Latino people of faith with "A La Familia," a comprehensive training program developed to build support for LGBT inclusions within the Latino community, to media training religious leaders, HRC has been a leading voice in the religious space.

HRC Foundation's "Welcoming Schools" program has held trainings on inclusiveness and fairness for counselors and leaders for 5 school districts with 524 elementary schools in Texas, reaching a total of 326,800 elementary school students.



5 SCHOOL DISTRICTS | **524 = 326,800** ELEMENTARY SCHOOLS | ELEMENTARY SCHOOL STUDENTS

HRC led the fight to end "Don't Ask, Don't Tell," benefiting

ACTIVE-DUTY MILITARY

and military civilians living in Texas.



HRC worked with city leaders in Houston and San Antonio to pass

NON-DISCRIMINATION ORDINANCES

providing protections on the basis of sexual orientation and gender identity in employment, city contracting, housing and public accommodations. HRC drafted and negotiated language, provided legal analysis and mobilized its members in support of the legislation.



HRC is leading the way in the fight for comprehensive non-discrimination legislation at the federal level that would offer

LGBT TEXANS

protections in housing, employment, credit, jury service, education, public accommodations and federal funding.

PROUD PARTNER TO 

HRC delivered the People's Brief to the Supreme Court in February 2015, containing the

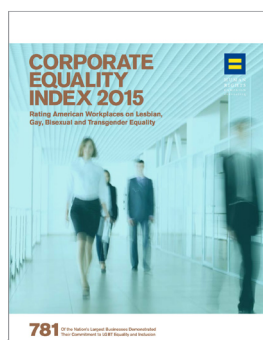
SIGNATURES OF 207,551 AMERICANS

who support nationwide marriage equality. If the Supreme Court rules in favor of marriage equality, same-sex couples in Texas will be able to marry legally.



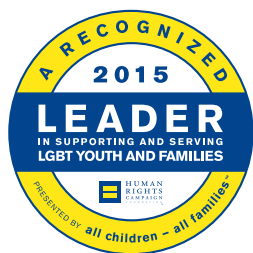
THE WALL STREET JOURNAL.

Gay-Rights Group Tries 'People's Brief' in Supreme Court Case



93 MAJOR TEXAS COMPANIES

participated in the 2015 Corporate Equality Index, including 66 companies from the Fortune 500, resulting in key policy changes bettering the lives of countless LGBT Texas families.



10 AGENCIES

HRC Foundation's All Children - All Families program, dedicated to encouraging LGBT inclusiveness in the adoption and foster care system, is working with 10 agencies across the state.

Because of hard work done by HRC, our allies and the Department of Justice,

THOUSANDS OF SAME-SEX COUPLES

living in Texas are now fully recognized by the federal government.



HRC's record of advocacy and its Foundation programs - including the Children, Youth & Families Program; Health & Aging Program; Religion & Faith Program; Workplace Equality Program and Youth & Campus Engagement Program - have built the

BACKBONE OF OUR OUTREACH

in Texas and helped to transform culture, public opinion and most importantly, the legal status of thousands of Texans.