



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

# THE LOOK FORWARD

SEP 2025



[www.hrc.org/workplace](http://www.hrc.org/workplace)



[workplace@hrc.org](mailto:workplace@hrc.org)

## WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION

### JOIN THE WORKPLACE TEAM

Join the Human Rights Campaign as the  
**Senior Director of Corporate Engagement!**

We're looking for a strategic leader to drive LGBTQ+ workplace inclusion and corporate citizenship. This role will partner with top executives, shape best practices, and position HRC as a trusted voice in the corporate world.

If you're passionate about advancing equality and influencing change at the highest levels, this is your opportunity to lead.

### HRC's National Dinner is HERE!

Join us on **Saturday, September 13th**  
**in Washington, DC** for an evening of  
celebration and inspiration at our  
National Dinner.



HUMAN RIGHTS CAMPAIGN  
NATIONAL DINNER

9.13.25

HUMAN  
RIGHTS  
CAMPAIGN®

SCAN

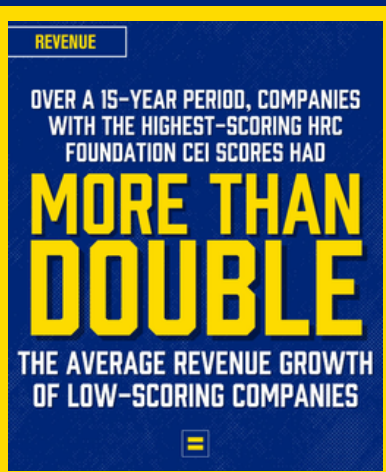


Scan or Click for  
Employee  
Storytelling Toolkit



**REGISTER NOW**

### HOT OFF THE PRESS: LGBTQ+ INCLUSION LINKED TO LONG-TERM BUSINESS GROWTH



We're excited to share a new report from the HRC Foundation, **"The Link Between LGBTQ+ Inclusion and Business Performance."** The research, completed in partnership with Whistle Stop Capital, examines 15 years of HRC Foundation's Corporate Equality Index and business performance. The data show that companies with higher CEI scores and leading LGBTQ+ workplace inclusion policies and practices outperform their peers in key financial performance indicators: **REVENUE GROWTH, PROFITABILITY, and MARKET STABILITY.**

*[Read more about the report here.](#)*

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# THE LOOK FORWARD

HUMAN RIGHTS CAMPAIGN FOUNDATION

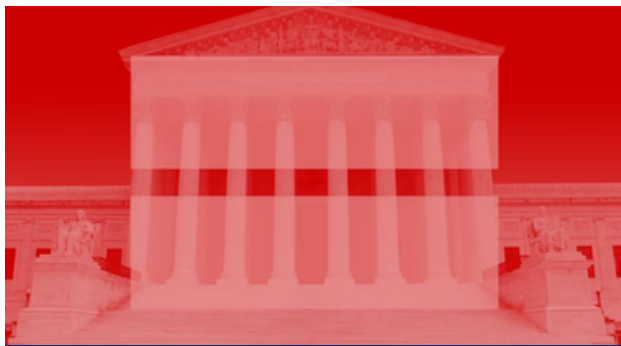
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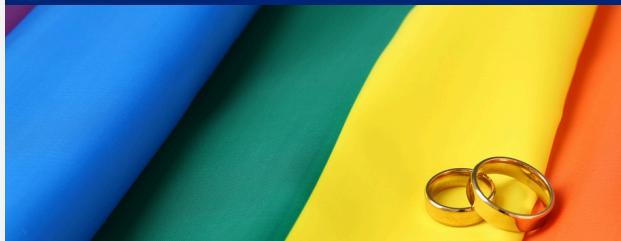


## PUBLIC POLICY CORNER

### ***Marriage Equality Is Still the Law — and Worth Defending***

You may have heard recent news regarding Kim Davis. Nearly ten years after she refused to issue marriage licenses to same-sex couples, former Kentucky clerk Kim Davis is again trying to undo progress. This summer, she petitioned the U.S. Supreme Court to overturn *Obergefell v. Hodges*, the 2015 ruling that affirmed nationwide marriage equality.

**Let's be clear: marriage equality is still the law of the land.** Thanks to the Respect for Marriage Act, passed in 2022 with overwhelming bipartisan and business support, marriages between same-sex couples will continue to be federally recognized no matter what happens in the courts.



Still, if *Obergefell* were overturned, states hostile to equality could once again deny new marriage licenses—threatening the security and dignity of LGBTQ+ families.

It's not yet clear whether the Supreme Court will even review Davis's case. For now, the lower court rulings stand, and Davis remains accountable for the harm she caused. But the fact that this petition exists underscores how opponents of equality continue to test every avenue to roll back our rights.

**HRC will monitor developments closely and provide updates as they occur.**



## WHAT'S ON THE DOCKET

***What's On the Docket*** is what is coming down the pipeline in terms of public policy that you should be on the look out for:

- **'Don't freak out just yet': How LGBTQ couples can plan ahead - CNBC**

***We will see you in DC soon!***

CHCI September 16 - 18

CBC September 24 - 28



# AMERICAN DREAMS TOUR



SEPTEMBER 2025



## 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**



## ATTENTION: DMV FOLKS



The **Voices for Equality: Moving Hearts and Changing Minds** training explores:

- Why storytelling is more needed than ever
- What stories we need to tell
- How to tell them for maximum impact

### **WHAT YOU NEED TO KNOW:**

📍 Where: **HRC HQ**

📅 When: **Tuesday, Sept 9th, 11 AM – 2 PM**

🍴 Lunch will be provided.

👉 **PLEASE RSVP [hrc.im/voicesforequalityDC](https://hrc.im/voicesforequalityDC)**

Contact [strategicoutreach@hrc.org](mailto:strategicoutreach@hrc.org), for more info.

### WE'RE TRAVELING ACROSS THE COUNTRY



**DALLAS, TX**  
**SEPTEMBER 19-20, 2025**

Organizing at the epicenter of anti-LGBTQ+ legislation, focused on trans justice and health access.



**ATLANTA, GA**  
**OCTOBER 11-12, 2025**

Aligning with Atlanta Pride, this stop amplifies LGBTQ+ leadership and community-led care models.



**WASHINGTON, DC**  
**SEPTEMBER 13, 2025**

Spotlighting policy change during HRC's National Dinner and Equality Convention.

**HOME**



**NASHVILLE, TN**  
**OCTOBER 15-16, 2025**

Celebrating the stories and culture of HBCUs with a focus on youth engagement and HIV prevention.

**There is not one American Dream, there are *many*. And we believe everyone's dreams are worth fighting for.**

Together, we will create the momentum needed to lead our nation towards equality for all—without exception.

**Share your dream, speak your truth, and join the chorus.**



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SEPTEMBER 2025

# NEWS TO USE



## THIS MONTH:

September is [Hispanic Heritage Month](#) and [Suicide Prevention Month](#).

**September 12-13:**

National Dinner & Equality Convention



**September 18:**

National HIV/AIDS & Aging Awareness Day



**Week of September 23:**

Bisexual+ Awareness Week



**September 22:**

The Look Forward: National Coming Out Day



**September 23:**

National Bisexuality Day



**September 27:**

National Gay Men's HIV/AIDS Awareness Day



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

September



2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

workplace@hrc.org  
www.hrc.org/workplace

Still want to submit for the CEI?

**THERE IS STILL TIME!**

Reach out to [cei@hrc.org](mailto:cei@hrc.org) for more information about submitting your companies survey today!



REGISTER NOW

CATCH US AT  
**OUT & EQUAL WORKPLACE SUMMIT**  
**OCTOBER 13-17, 2025**  
**SEATTLE, WA**



WHAT'S NEW IN LGBTQ+ WORKPLACE INCLUSION

**SEPTEMBER WEBINAR:**  
The Look Forward Webinar

Join us for **our annual National Coming Out Day webinar!** From October 11, 1988 & first anniversary of the National March on Washington for Lesbian and Gay Rights to now, being Out is resistance!

[Click image above to register now!](#)

**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!](#)