





# HUMAN RIGHTS CAMPAIGN FOUNDATION OVERVIEW

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## **Welcome**

**The movement for LGBTQ+ equality has made historic progress. But every day reminds us how fragile this progress is – and how much work lies ahead. Being a force for positive change in the lives of LGBTQ+ people everywhere is the central motivating principle of the Human Rights Campaign Foundation.**



**With support from our generous funders, the Human Rights Campaign Foundation creates systems and programs tied to every stage and aspect of life. Every initiative ... every research study ... every action we take reflects our deep commitment to moving hearts, minds and policies toward a more inclusive and socially just world.**

And, because the LGBTQ+ community comprises every possible demographic quality or combination thereof – race, ethnicity, age, religion, gender identity and expression, health status and more – we work to center racial equity and intersectionality throughout our programming.

The HRC Foundation shines a bright light on economic and social policies that leave too many behind ... inequities in healthcare and education ... the dissemination of hate-filled dis- and misinformation about our lives ... homophobia, transphobia and anti-LGBTQ+ violence ... and systems that often fail the most marginalized and vulnerable among us.

The Human Rights Campaign Foundation is working on behalf of every LGBTQ+ person who yearns to learn and grow, marry and raise a family, find meaningful work, receive inclusive and essential healthcare, and live an authentic and dignified life, including:

the **mother of the trans child who lives in Texas** and is moving her family out of state to escape bigotry and possibly save her child's life.

the girl in Florida whose **teachers can't legally use the word "gay"** to acknowledge her family

the **teenager in a fundamentalist religion** who is struggling with how to tell her parents he is queer

the **lesbian couple who have been married for years** and now wonder if their marriage is at risk.

the **non-binary Latinx person living with HIV** who can't access affordable healthcare.

the **pediatricians and healthcare workers who receive death threats** because they provide gender-affirming care.

the **LGBTQ+ leaders abroad who are driving change** in countries that have even further to go to achieve equality than we do in the U.S.

Once we have identified an issue or problem, we conduct extensive research to deepen our understanding – then develop practical and lasting solutions that will improve the lives of LGBTQ+ people and families all over the world.

**In all our work, the HRC Foundation operates with hope and acts with intention to create a society where all of us are free – without exception – and where love always triumphs over hate.**



## About the HRC Foundation

**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**

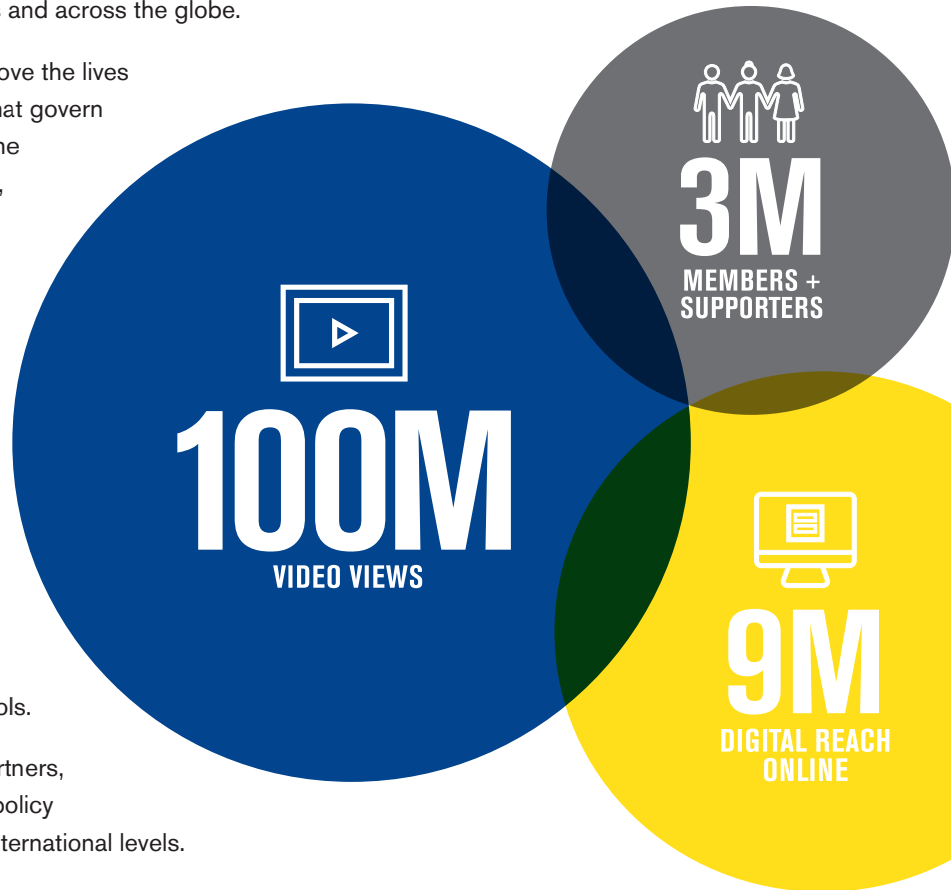


**The Human Rights Campaign Foundation is guided by a vision of a world free of bias, discrimination, inequality and antipathy – one in which all LGBTQ+ people can participate fully in the systems and traditions that govern our daily lives.**

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 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!**

# Public Education and Research



**The HRC Foundation's Public Education and Research program is fundamental to the goal of advancing justice and equity. We foster understanding of LGBTQ+ people in all our intersecting identities.**

Through gathering, analyzing, and synthesizing new and existing data, the Public Education & Research team identifies systemic and structural issues, problems and disparities that affect LGBTQ+ lives and experiences. We create evidence-based research products that support the work of our colleagues across the organization, and produce educational materials that give the LGBTQ+ community, allies and everyone whose work touches our lives useful information to create change.

Our team produces more than 100 products and resources every year. We cover topics ranging from the wage gap for LGBTQ+ workers ...to the disproportionate economic and health impacts of COVID-19 on LGBTQ+ people. We shine the light on the epidemic of violence against transgender and gender non-conforming people to advance concrete policies that will make us safer, more secure – and truly equal in every way.





# All Children All Families



SERVES OVER

**350K**

CLIENTS



EMPLOYS MORE THAN

**10K**

PROFESSIONALS

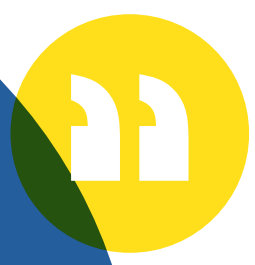
# On any given day in the U.S., there are more than 400,000 children in foster care.

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.



**THANK YOU TO OUR GENEROUS PARTNERS**

**Russell Grinnell Memorial Trust  
Vanguard Group Foundation**

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

**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

### THANK YOU TO OUR GENEROUS PARTNERS

**The Home Depot**  
**NortonLifeLock**  
**TJX Companies**  
**Vanguard Group Foundation**  
**The Walt Disney Company, ESPN**



## Youth Well-Being

**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**

- American Counseling Association**
- Levi Strauss Foundation**
- National Education Association**
- PepsiCo Foundation**

- S&P Global Foundation**
- SiriusXM**
- T-Mobile**
- Vanguard Group Foundation**

## HBCU Program

**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 Program 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.

**THANK YOU TO OUR GENEROUS PARTNERS**

- Centene Corporation**
- David Bohnett Foundation**
- Gilead Sciences, Inc.**
- The Home Depot**
- PVH**
- State Farm**
- USAA**

**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 Program. “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.”



## **Workplace Equality Program**

**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 PARTNERS

- Carlson Family Foundation**
- Google**
- Guidewire**
- JPMorgan Chase Foundation**
- Sempra**
- UPS Foundation, Inc.**
- Verizon**
- WarnerMedia**



### 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.

### 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



**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**

## **Transgender Justice Initiative**

**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.**



**For more than a decade, the HRC Foundation has sought to improve the lives of transgender and non-binary people by changing laws, institutional policies and practices, and hearts and minds.**

Yet transgender and gender non-conforming people continue to face a perilous reality. Creating a world in which everyone feels safe, supported and seen requires urgent action and transformational change.

HRCF's Transgender Justice Initiative (TJI) addresses the myriad needs of the transgender community while paying specific attention to community members deeply impacted by racism, sexism and transphobia. Through four key pillars – economic empowerment, organizational resiliency, public safety and strategic communication – we address behaviors, norms and policies that cause bias, discrimination and violence.

Through fellowships, the TJI cultivates leaders and changemakers who are doing constructive work in their communities:

**ELEVATE** fellowships guide emerging BIPOC (Black, Indigenous, and People of Color) transfeminine activists and community leaders as they learn to navigate and improve social and public health systems.

**ACTIVATE** fellowships offer advanced professional development to trans and non-binary BIPOC leaders who already have two or more years of experience in advocacy and community organizing, to build on their skills and make them more effective.

TJI also offers small grants to emerging transgender organizers and entrepreneurs. Through a partnership with Lyft, we offer ride vouchers to local organizations that support transgender and non-binary people, especially people of color, to extend access to safe, reliable, affordable transportation alternatives.

**THANK YOU TO OUR GENEROUS PARTNERS**

**Bank of America**

**Gilead Sciences, Inc.**

**U.S. Bank**

**Viiv Healthcare**

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



## Health and Aging

**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.

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**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.



## LONG-TERM CARE EQUALITY INDEX

Experts predict that by 2030, as many as 4.7 million LGBTQ+ older adults will need supportive care and services. Helping these elders find inclusive, welcoming care is the goal of the Long-Term Care Equality Index (LEI), our newest benchmarking tool designed to improve LGBTQ+ lives, conducted in partnership with SAGE, the nation's leading advocacy group for LGBTQ+ elders.

Modeled after our Healthcare Equality Index, the LEI assesses the practices and policies of senior housing communities across the country, encouraging them to provide equitable, inclusive and responsive care. It is the first and only comprehensive benchmarking tool in the nation measuring LGBTQ+ inclusion in senior housing and long-term care communities.

The inaugural LEI report includes data on communities with explicit LGBTQ+ inclusive

policies; facility self-assessments; and a list of Pioneering Participants, including more than 100 that have taken the Commitment to Caring pledge, signaling a senior housing community's intention to adopt culturally competent policies and practices. Altogether, the initial report represents over 250 unique communities.

A comprehensive survey of senior housing providers is currently underway; the first complete LEI benchmarking report will be released in the fall of 2023.

The HRCF/SAGE collaboration has also produced Finding an LGBTQ+ Inclusive Long Term Care Community, a consumer guide to help LGBTQ+ individuals and families screen facilities.



## 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.

### THANK YOU TO OUR GENEROUS PARTNERS

**AARP**  
**Cerner**  
**Pfizer**  
**PhRMA**



 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**

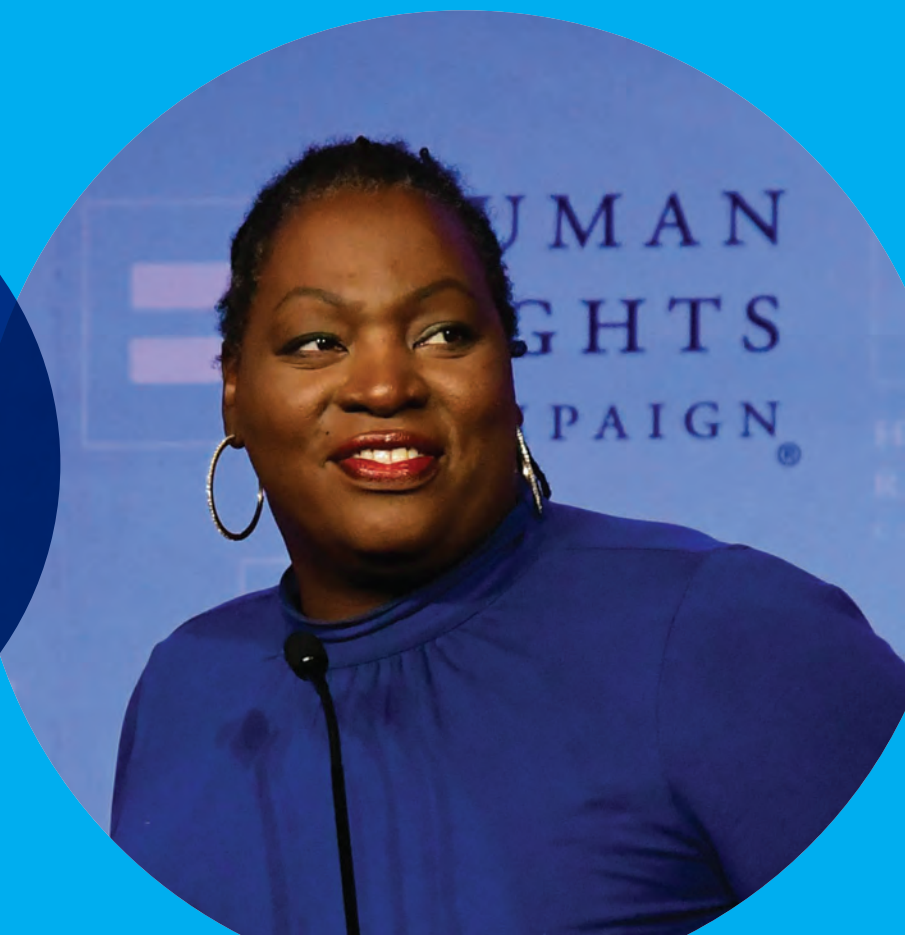
## HIV and Health Equity

**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**



**In the four decades since the first diagnosed case of AIDS, the landscape has shifted dramatically, with tremendous advances in prevention and treatment options.**



In spite of these breakthroughs, HIV continues to disproportionately impact Black and Latinx

communities, particularly in the South. Unless things change, one in two Black men who have sex with men will be diagnosed in their lifetimes. Among those in the Latinx community, one in four will. Transgender women in these communities are already being diagnosed at these alarmingly high rates.

The HRC Foundation's HIV and Health Equity Program uses storytelling, public education and research to advocate, engage and mobilize communities most impacted by HIV in the U.S. We are committed to combating HIV and related stigma – and, ultimately, to ending HIV once and for all.

To achieve this ambitious goal, we've formed strategic alliances with community-based organizations, health departments, academic institutions, and other HIV and public health stakeholders to design, implement and evaluate multi-year strategies that will create a generation free of HIV.

We recently launched My Body My Health, a national public education campaign designed to break down societal barriers and eliminate systemic inequalities that prevent marginalized communities from accessing HIV/AIDS prevention, testing and treatment.

The HIV and Health Equity team also conducted a thorough assessment of university health centers at Historically Black Colleges and Universities, evaluating metrics such as LGBTQ+ inclusive care, PrEP services and STI/HIV testing, to create the first-ever HBCU Sexual Health Directory.

Our GENERATE fellowship program trains young leaders (ages 18 to 24) to promote sexual health and wellness on college campuses and local communities to build a generation free of HIV.

The HIV and Health Equity Program is also a leading voice in addressing Mpox (Monkeypox) and calling for a more equitable approach to testing, vaccination and treatment.

## THANK YOU TO OUR GENEROUS PARTNERS

**Gilead Sciences, Inc.**

**Viiv Healthcare**





## Project One America

**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.

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.

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

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.”

**THANK YOU TO OUR GENEROUS PARTNERS**

**Airbus Americas, Inc.**  
**Levi Strauss & Co. Foundation**

# State Equality Index



## The State Equality Index (SEI) is a comprehensive report reviewing statewide laws and policies that affect LGBTQ+ people and their families in all 50 states, plus Washington, DC



Conducted in partnership with the Equality Federation, the SEI rates

states in six areas of law: relationship recognition and religious refusal; parenting; non-discrimination; hate crimes and criminal justice; laws affecting youth; and health and safety.

### Each state is assigned to one of four categories:

**22** states and the District of Columbia achieved the highest rating, Working Toward Innovative Equality.

**3** states are Solidifying Equality.

**4** states are Building Equality.

**22** states are rated as High Priority to Achieve Basic Equality, the lowest category, indicating an absence of statewide law protecting LGBTQ+ people; laws that actively discriminate against LGBTQ+ people; or both.

States in the highest tier, Working Toward Equality, are recognized in the SEI for prioritizing innovative measures to advance LGBTQ+ equality. These states have robust LGBTQ+ non-discrimination laws covering housing, healthcare and public accommodations.

But while the SEI reflects clear progress, full equality remains elusive as lawmakers in many states continue to file, debate and often pass increasingly noxious anti-LGBTQ+ bills, including measures specifically targeting the transgender community, especially youth. In 2020, a record 79 anti-transgender laws were introduced; in 2021, that number nearly doubled to 147.



# Impact Litigation







**Impact litigation – sometimes referred to as strategic litigation, cause lawyering or movement lawyering – generally refers to the process of pursuing legal challenges that will have a significant impact beyond the case at hand. It is a powerful tool and important part of the Human Rights Campaign Foundation’s work.**

The HRC Foundation’s Impact Litigation Program seeks to recognize and uplift the diverse lives and experiences of LGBTQ+ people, especially those with intersectional identities, through the justice system. The Impact Litigation team leverages deep knowledge and strong partnerships to strategically pursue domestic and international cases that will protect and expand LGBTQ+ rights – and ultimately lead to meaningful systemic, structural and institutional change.

When entities and governments target our community with discriminatory laws and policies, the Impact Litigation Team holds them to account through litigation strategies and non-litigation activities; referrals to resources and attorneys; amicus briefs in support of other litigants; and legal advice and counsel when appropriate.

The team has successfully litigated challenges to the Trump administration’s attempt to strip away sexual orientation and gender identity protections in health care; and to an Alabama law criminalizing parents and health care providers for supporting transgender youth in accessing gender affirming care.

We are actively challenging several recently passed discriminatory state laws, including a Tennessee law that prohibits trans students from using restrooms consistent with their gender identity (D.H. et al v. Williamson County Board of Education et al) and a Florida law that excludes trans girls from team sports (D.N. v. Ron DeSantis et al).



# Municipal Equality Index



**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.**



## 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.**



**506**

CITIES RATED

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



**181**

CITIES OFFER TRANSGENDER INCLUSIVE BENEFITS

# Global Partnerships





# 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 Partnerships program leverages the knowledge, resources and expertise of HRC to support and strengthen the global movement for equality.**

We do this by partnering with members of an ever-expanding HRC Global Alumni network who have participated in HRC's capacity-building and leadership development skills-building programs in the U.S. and around the world.



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



## GLOBAL PARTNERSHIPS IN INNOVATIVE ADVOCACY

HRC Global offers capacity-building and strategic planning opportunities to selected organizations that are working to improve the lives of their LGBTQ+ communities. The goal of the Global Partnerships in Innovative Advocacy program is to help strengthen the equality movement in partner countries through more effective advocacy, campaigning, organizing and outreach.

## 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.

### THANK YOU TO OUR GENEROUS PARTNERS

**Carlson Family Foundation**

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