

EQUALITY

LATE FALL/EARLY WINTER 2014

GAME CHANGER HOW THIS WOMAN IS PAVING THE WAY FOR EQUALITY IN THE SOUTH

PLUS...

FILMMAKER AVA DUVERNAY
ON HER NEW MOVIE *SELMA*
& WHAT THE FIGHT FOR CIVIL
RIGHTS LOOKS LIKE

TRANSFORMING AMERICA!
OUR CORPORATE EQUALITY INDEX
& OTHER ANNUAL RATINGS

YEARLEY SMITH
TALKS ABOUT *THE
SIMPSONS*, SHOES
& PHILANTHROPY



➤ **Miss. State Rep. Alyce Clarke**

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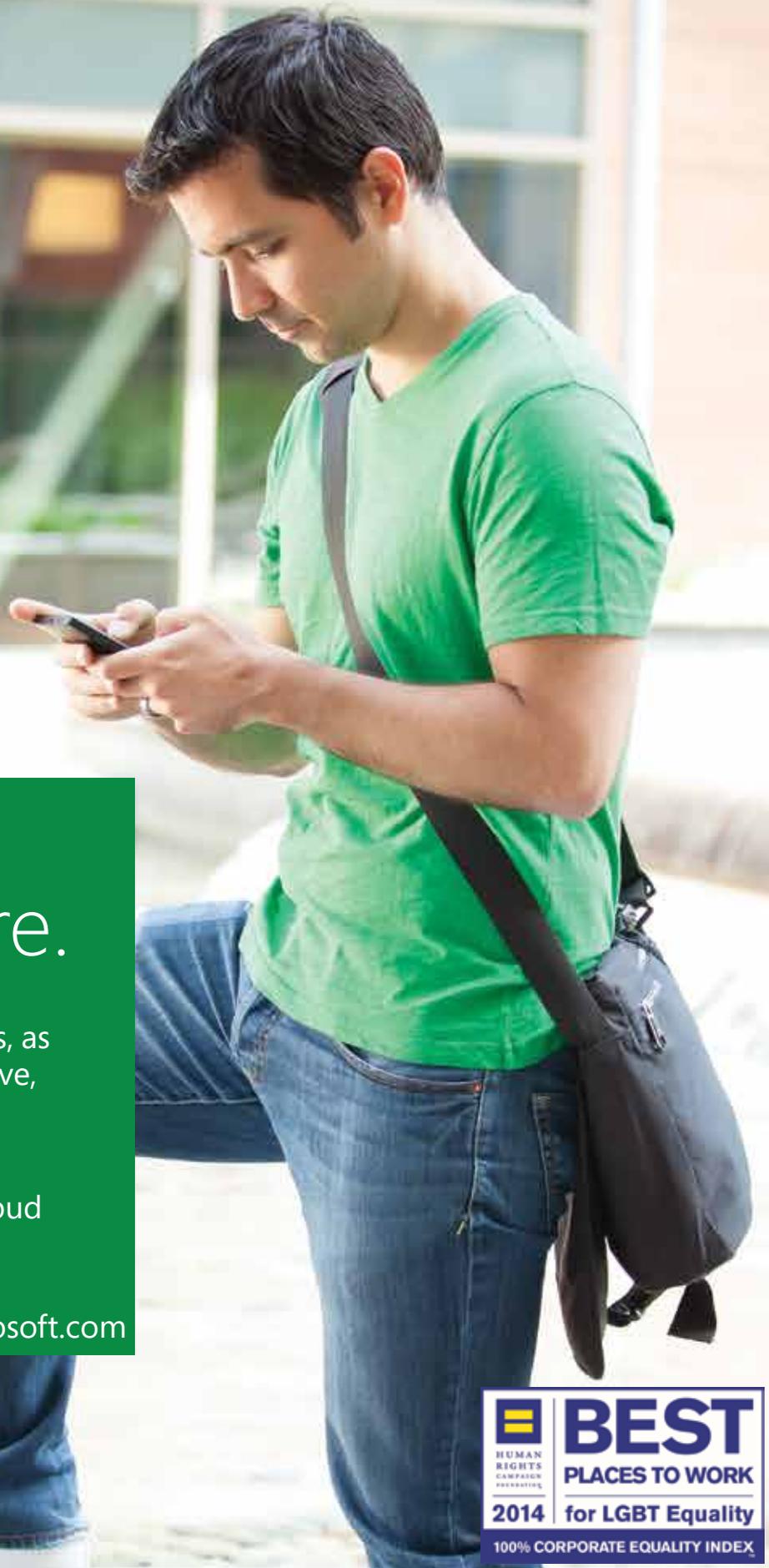
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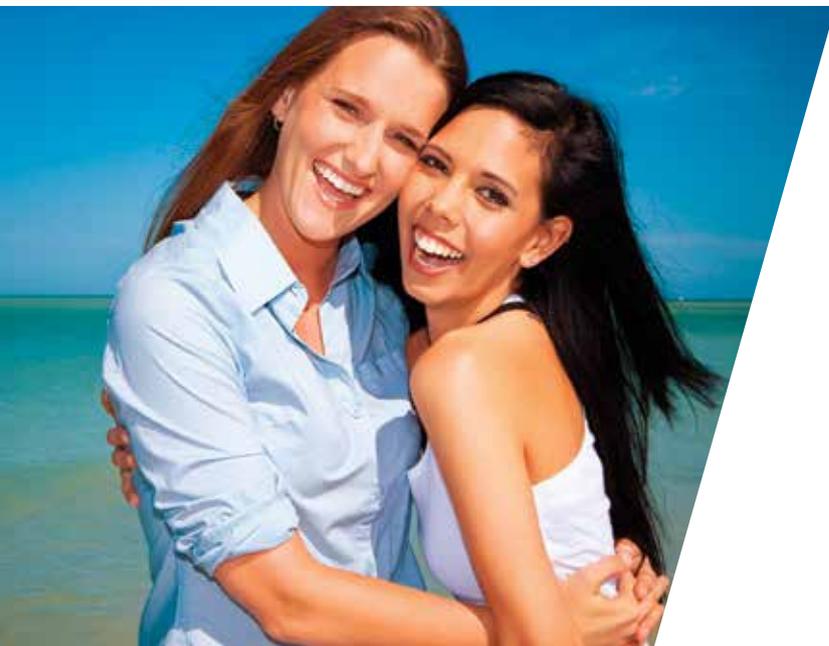




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AT THE ROOTS, MAKING HISTORIC CHANGE

DEAR FRIEND,

As 2014 draws to a close, the Human Rights Campaign family has another incredible year of progress to celebrate.

When this year began, only 17 states had marriage equality. Today, more than 60 percent of Americans live in the more than 30 states where committed and loving gay and lesbian couples can legally marry.

We've seen new progress for non-discrimination laws from small towns to the halls of state legislatures — and, right now, we're preparing to fight for a comprehensive LGBT federal non-discrimination law in the next session of Congress. More people than ever before — from celebrities and athletes to city council members in small towns in Arkansas — are coming out, changing hearts and minds in the process.

You played a singular role in making these changes possible, but, as this issue of *Equality* magazine makes clear, HRC is digging deeper than ever before, and we need your help.

This fall, HRC's Project One America launched a groundbreaking, first-of-its-kind television ad campaign in Jackson, Miss., called "We Are All God's Children." These ads tell the stories of real-life LGBT Mississippians and their families — challenging preconceived notions of what it means to be a Southerner

and opening minds in the process. Billboards, door-to-door canvassers and a telephone campaign are also part of this effort to move the needle of public opinion in Mississippi. We want to build a truly replicable campaign that we can expand to move equality forward across the entire region.

HRC is also dramatically expanding our HIV/AIDS work, thanks to a recent grant by the Elton John AIDS Foundation. At a moment when new science and new prevention options like PrEP are raising hopes for an AIDS-free generation, we've got to fight back against the stigma that needlessly shames those living with HIV — and that creates an environment that fosters new infections.

After all, progress doesn't just come from courtrooms or Congress. Every single one of us can make change in our own lives. By telling our stories, by recruiting new allies, by choosing bolder battles than we've ever chosen before, we are moving equality forward every day. 2014 was historic, but we're just getting started. If we seize this moment, 2015 will be our biggest year yet.

Yours,

Chad Griffin
President

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The LGBT community is part of ours.

Citi is proud to support the Human Rights Campaign. We commend their efforts and thank them for making the world a better place.





MOST PEOPLE DON'T KNOW THAT WE'RE IN A VERY CRITICAL MOMENT IN THE FIGHT AGAINST HIV AND AIDS.

"Right now is the moment that decides whether we will end the HIV/AIDS epidemic once and for all or whether it will make a devastating comeback. ...

"According to a recent study by the Kaiser Family Foundation, only 30 percent of gay and bisexual men have had an HIV test in the past year. A majority of gay men don't even talk about HIV with their friends or partners. More than 50 percent don't even talk about HIV with their doctor. ...

"How can this be when HIV is the number one health issue facing gay men in America? How can this be when one in eight gay men in America is HIV-positive?...

"HIV spreads because people don't get tested. And people don't get tested because they're afraid, because of stigma, because of shame. HIV spreads because people can't or won't get access to the treatment they need because of the fear of stigma. ...

"We have to change the conversation around health and HIV in the gay community. None of us can be a bystander."

— **Elton John**, speaking at the HRC National Dinner, with his husband David Furnish. The Elton John AIDS Foundation has provided a major, \$300,000 grant to the HRC Foundation to launch a new awareness and outreach effort, in addition to its current educational and advocacy work. (See pp.18-19.)

**up
front**

Does your state still prohibit same-sex marriage? THESE DO.*

- Alabama
- Arkansas
- Florida
- Georgia
- Kentucky
- Louisiana
- Michigan
- Mississippi
- Missouri
- Nebraska
- North Dakota
- Ohio
- South Dakota
- Tennessee
- Texas

*As of 11/20/14

**\$45
MILLION**

That's the annual budget of the Alliance Defending Freedom, the country's largest anti-LGBT legal advocacy group. ADF has sued cities and states for passing LGBT-inclusive anti-discrimination laws and ordinances, and defends same-sex marriage bans at the state level. It is also a legal powerhouse abroad, promoting anti-LGBT laws in other countries, advocating against the rights of LGBT people in global human rights cases and partnering with attorneys in 31 countries. HRC monitors ADF and other anti-LGBT groups. See www.hrc.org.

“WHAT RIGHT DO WE HAVE TO INTERFERE WITH LOVE?”

— **Ana Maria Polo**, the host of the renowned, Emmy-nominated Telemundo show “Caso Cerrado,” in HRC's first video campaign produced in both English and Spanish in support of marriage equality. More than 60 percent of Latino/a voters support same-sex marriage, according to a Quinnipiac Polling Institute poll released last year. See more about HRC's Americans for Marriage Equality campaign at americansformarriageequality.org.

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We live in a moment of remarkable change and opportunity. What will we make of it?

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UP CLOSE & PERSONAL

HUBERT TATE

Press Secretary,
HRC's Project One America

Hometown Jackson, Miss.

Favorite film *Sister Act 2*

Previous job Broadcast news anchor

The news story he's never forgotten

"Arriving on the scene — a small, rural town — after a tornado blew through. An entire area was destroyed. A church, homes, businesses."

On coming out "It was very difficult ... a real lack of support. I was in my mid-20s, working in Mobile, Ala., and I needed to come out, for my mental health. Finally, it was the Episcopal church in town that I was able to turn to. They were very open. They embraced the LGBT community."

Project One America — why he likes working on it

"I've lived the culture. I know the culture. And I know the future is promising for LGBT Southerners. The thing I've learned the most is that people in the South have to talk about being LGBT, about their lives — that conversations are important."



What people love to ask him about

Being a drum major for Jackson State University. The 300-person marching band performed at football games, parades, community

events, even NFL games. ("Our show style? Very flashy!")

Tate handles communications for Project One America, HRC's multi-year initiative to advance equality for LGBT people in Mississippi, Alabama and Arkansas.

40%

It's a little known fact that the largest group — 40 percent — of adults within the LGB community identify as bisexual. And that they feel considerably isolated and marginalized outside and within the community.

Unfortunately, bisexual youth feel the same way, according to the findings of a new report, *Supporting and Caring for Our Bisexual Youth*, from the HRC Foundation's Children, Youth and Families Program.

Bisexual youth also say they have lower levels than their gay and lesbian peers of family acceptance and knowledge of, and access to, social support systems.

Nearly 4,000 bisexual youth took part in the Foundation's survey of more than 10,000 U.S. LGBT youth, ages 13-17.

... THIS FIGHT ISN'T DONE UNTIL EVERY LGBT PERSON IS TREATED EQUALLY IN THE STATE THAT THEY LOVE. ... THEY DON'T HAVE TO FLEE TO CALIFORNIA OR NEW YORK TO BE EQUAL."

— **Dustin Lance Black**, the screenwriter, director, film and TV producer, who took part in an HRC tour of Southern college campuses. The openly gay Black, whose family is from the South, grew up in Texas, Virginia and California.



HOLIDAY SHOPPING?

Remember to buy at those businesses that support LGBT workplace inclusion!

Below is a look at companies in the retail field, based on the HRC Foundation's latest Corporate Equality Index. See p. 18 for more on the CEI and other HRC annual ratings.

Employer	Rating
Abercrombie & Fitch Co.	100
American Eagle Outfitters Inc.	100
Barnes & Noble Inc.	100
Best Buy Co. Inc.	100
Coach Inc.	100
Gap Inc.	100
Nordstrom Inc.	100
Office Depot Inc.	100
Procter & Gamble Co.	100
Replacements, Ltd.	100
Sears Holdings Corp.	100
Staples Inc.	100
Target Corp.	100
Walgreen Co.	100
A X Armani Exchange	100
The Men's Wearhouse Inc.	30
Advance Auto Parts	30
Bed Bath & Beyond Inc.	30
Dillard's Inc.	30
Dollar Tree Stores Inc.	30
Family Dollar Stores	30
Lowe's Companies Inc.	30
Stanley Black & Decker Inc.	25
Kohl's Corp.	15
AutoZone Inc.	15
Big Lots	15
Dick's Sporting Goods Inc.	15
Foot Locker Inc.	15
Pantry Inc., The	15
TravelCenters of America	15
Andersons Inc., The	0
Casey's General Stores Inc.	0
O'Reilly Automotive Inc.	0
Susser Holdings	0



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Faith, Hope & Love in Mississippi

Photo: Steve Barrett

I am a Bible-believing, born-again Christian...

With those words, Mary Jane Kennedy

began to tell her story of her middle son coming out to her as gay and how her strong faith helped her to accept him.

And in doing so, Kennedy, a Southern Baptist, Bible school teacher and conservative Republican, may have sparked a revolution of sorts in her home state of Mississippi.

That's because Kennedy shared her personal story in a very public way. She agreed to have her story told in television ads, online and at a crowded press conference, as part of a major new public education campaign in Mississippi by the Human Rights Campaign. It is among the largest efforts ever by any organization to move people of faith on lesbian, gay, bisexual and transgender issues.

What's more, Mississippi is not only one of the most conservative states in the United States, it is the most religious state in America. More than 60 percent of residents describe themselves as "very religious," according to a 2014 Gallup study. Further, 55 percent of its population identify as Baptist, among the most conservative Christian denominations.

"We've closed our doors to people that need us the most. God calls us to love each other," says Kennedy in the TV ad, which ran for several consecutive weeks across the state. At a press conference in Jackson launching the campaign, "We Are All God's Children," she spoke about the need for all LGBT people to be treated equally. Nearly a dozen reporters lined up to speak with her afterward.

Opponents of LGBT equality, too, are taking notice. The Baptist Press, the daily news service of the Southern Baptist Convention, ran in large type: "HRC: A Formidable Force for LGBT Cause." The American Family Association, which owns 12 radio stations in Mississippi and hun-

dreds countrywide, called HRC's campaign a "war on Christianity."

HRC's new initiative, supported in part by the HRC Foundation, is built around four consecutive weeks of TV ads — which ran from mid-November to mid-December — along with direct mail, online ads, phone banking, telephone town halls and canvassing. It's part of HRC's Project One America, a multi-year, \$8.5 million effort to dramatically advance change in the Deep South. At *Equality* press time, HRC was beginning to run ads on huge billboards along one of Mississippi's major interstate highways.

Mississippi is a good place to begin such an intensive effort, for reasons besides faith, too, notes Brad Clark, director of HRC's Project One America. Only one of five Mississippians says they know an LGBT person — the national number is nine in 10 Americans. People are far more likely to support LGBT rights and legal protections when they know someone who is LGBT, research shows.

continued on p. 13



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Photos: James Patterson

Faith con't from p. 11

Meanwhile, there are no state-level protections of any kind for LGBT Mississippians, and there is a state ban on same-sex marriage (now under challenge in court.)

Others in the state who are taking part in the ad campaign include Rep. Alyce Clarke, the first African-American woman to serve in the state legislature; Sergeant Justin Kelly, an openly gay Iraq War veteran; and Blossom Brown, a transgender woman who is a student at Mississippi University for Women. At press time, Brown was featured on the front page of the Columbus, Miss., newspaper.

Clarke, who attends a Baptist church, loves and supports her gay son, in part, because of her faith. "We need to tell our children, tell our friends, tell our neighbors that we love them," said Clarke, at the news conference. "And that, I think, is what God wants all of us to do for all of our children."

HRC's Mississippi campaign could expand to Alabama and Arkansas, according to Clark, who says HRC will do a rigorous post-campaign survey by the end of the year.

A week after HRC launched the campaign, HRC Mississippi State Director Rob Hill says he heard from a friend that her friend's son had recently come out as gay to his father, asking "Dad, does God hate me?" Inspired by seeing Kennedy in a TV ad, talking about her journey to acceptance and about God's love for everyone, the father reassured his son, "No, son, I love you and God loves you. We are all God's children."

It was in that moment, Hill says, that the TV ad "was not merely a strategic effort to move opinion, but it had the real potential to save lives or at least redirect someone's future. In this case, it was a young man who received an important affirmation from his father." 🏳️‍🌈

(Above) **THE MISSISSIPPI CAMPAIGN** HRC Mississippi staff strategizes in Jackson; volunteers go door-to-door, having conversations. State Rep. Alyce Clarke shares her story with a reporter after the press conference launch.

HRC'S "WE ARE ALL GOD'S CHILDREN" CAMPAIGN

Its aim? To bolster public support for LGBT Mississippians, aid in the passage of pro-equality legislation and strengthen efforts to win marriage equality in the state.

TELEVISION & ONLINE ADS

The \$310,000 campaign is built around four consecutive weeks of TV ads in Mississippi. Six separate ads were commissioned. Some aired on TV; others, through paid placements online.

PERSON-TO-PERSON ENGAGEMENT

Campaign representatives went door-to-door with campaign materials, with a goal of reaching 10,000-plus homes. Staff also started conversations in prominent public spaces statewide, including reaching out at one of the most prominent in-state college football games, the Egg Bowl, in late November.

TELEPHONE TOWN HALLS

More than 50,000 Mississippians were asked to participate in a statewide telephone town hall to discuss the importance of treating LGBT people equally.

DIRECT MAIL & PHONE CALLS

Two rounds of direct mail pieces were delivered, followed up by complementary calls from staff to reinforce the campaign's message.

ONLINE

Online ads were placed prominently on select websites and promoted on social media.

BILLBOARDS

The campaign was also promoted on billboards along a state interstate highway.



*In Las Vegas, it's **in** to be **out**.*

THANKS HRC FOR DOING WHAT YOU DO.

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A Once-Daily Pill Can Make a Difference.

TRUE OR FALSE?

By Helen Parshall

Despite the rising tide of equality, the lesbian, gay, bisexual and transgender community still faces a number of daunting challenges.

Among them is HIV/AIDS.

It persists in taking a heavy toll on young gay and bisexual men and transgender women. In fact, half of all gay and bisexual men will be HIV-positive by age 50, if current trends continue.

But there's an FDA-approved prescription drug that could make an enormous difference.

It's called Truvada — a once-daily pill that can reduce one's chance of acquiring HIV. If taken as prescribed, it can decrease the risk of HIV infection by more than 90 percent, studies show. Truvada is a form of PrEP, which is the acronym for pre-exposure prophylaxis.

Unfortunately, few people know about this HIV prevention strategy — including many healthcare providers and some insurers.

Further, there are lots of myths circulating about it, standing in the way of its use.

Find out how much you know:

Gay and bisexual men make up the majority of new HIV infections each year.

True. HIV infection rates are highest, across the globe, among men who have sex with men. Gay and bisexual men make up nearly 63 percent of the new HIV infections seen each year, according to the Centers for Disease Control and Prevention.

Truvada is too expensive. There is no way I can afford it.

False. The overwhelming majority of insurance companies will cover Truvada. Programs like Medicaid and the Affordable Care Act exist to broaden access to healthcare for those who cannot afford it. Plus, patient-assistance programs exist to help defray the cost of co-pays — including from Gilead, the maker of Truvada itself. Trends have shown that insurance providers want to cover PrEP as a less

continued on p. 17

How Do I Start?

- 1. TAKE A MOMENT TO READ ABOUT PrEP.** It's an important HIV prevention strategy that involves taking a once-daily pill to reduce the risk of acquiring HIV. The pill is an FDA-approved prescription medication sold under the brand name Truvada.
- 2. GET TESTED FOR HIV.** If you are HIV-negative, PrEP could be an excellent option, in addition to condoms and other safer sex practices.
- 3. TALK TO YOUR DOCTOR.** If you don't have one, ask a friend for a recommendation. A licensed physician can prescribe PrEP. Take it exactly as prescribed.
- 4. SPREAD THE WORD.** Talk to your friends, your family — especially those at substantial risk of becoming infected with HIV.



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True or False? con't from p. 15

costly alternative to the lifelong maintenance of HIV. However, without insurance, Truvada can cost upward of \$1,300 a month — a sum virtually impossible for many of those most at risk for HIV.

PrEP is a huge commitment. It's just not that different from the treatment required for HIV itself.

False. Truvada is a once-daily pill requiring a commitment to regular follow-ups and testing.

PrEP can be started and stopped at any time, in consultation with your health-care provider. It can be used when an individual feels at risk and then stopped when no longer so — unlike those living with HIV/AIDS.

Further, HIV treatment often requires combinations of daily antiretroviral medications, costing well beyond the price of Truvada. The potential symptoms involved would require managing the virus over a lifetime.

Truvada's widespread use will lead to a rise in unprotected sex and the spread of other sexually transmitted infections (STIs).

False. There has been no proven correlation between use of PrEP and a rise of STIs. Some critics say that Truvada will encourage people to forgo condoms altogether and have riskier sex (and that those who use PrEP will become so-called "Truvada whores"). But studies have shown that this is not the case.

It is key to note, however, that PrEP does not protect against any other STIs, so people should engage in safer sex practices and get tested regularly. Truvada is meant only as protection against HIV. Preliminary research has shown trends pointing toward Truvada as raising this awareness, actually, rather than damaging it.

There is a recent push within Internet communities called #TruvadaWhore, which has taken the stigma and turned it around to start conversations about the benefits that PrEP can give. Studies show, in fact,

that people on Truvada have been found to engage in similar behaviors before and after starting the treatment. The main difference, they say, is that they approach sex with less fear.

PrEP is just for men who have sex with men.

False. PrEP is for anyone who feels at risk for HIV and wants to better protect themselves against the possibility of contracting the virus.

While men who have sex with men and transgender individuals can benefit, the World Health Organization identifies three other key populations who are at high risk for HIV: those in prison, drug users and sex workers.

More than 30 million people worldwide are estimated to be living with HIV/AIDS today. Approximately 97 percent of those people live in countries much poorer than the United States, particularly in regions of Africa. Too often, these groups are left out of the conversation about HIV. This dialogue must become inclusive across all divides. 🇺🇸

What HRC Is Doing...

The Human Rights Campaign Foundation has recently renewed efforts to speak out about HIV and AIDS, and has taken a leading role in educating LGBT people about the HIV/AIDS epidemic and the diversity of options that now exist to fight it, including PrEP. Over the last year, HRC has really stepped up the momentum.

- In June, the HRC Foundation partnered with Greater Than AIDS, a national coalition overseen by the Kaiser Family Foundation and Black AIDS Institute, to distribute HIV-themed educational materials at Pride festivals countrywide. This included an LGBT-specific resource guide called "Let's Bring HIV Out of the Closet," which provides critical information about PrEP.
- In October, HRC released a policy paper publicly endorsing PrEP. It details why HRC supports PrEP and

calls on key stakeholders to expand access to PrEP by reducing costs, expanding education and making Truvada accessible to all medically qualified individuals, regardless of their socioeconomic standing.

- In addition, HRC is consistently using its communications platform to elevate PrEP as a possible HIV prevention option. Because of HRC, word about PrEP has drawn coverage in nearly all 50 states and in hundreds of publications, and the message has reached millions of people via social media.
- Under a major \$300,000 grant from the Elton John AIDS Foundation, the HRC Foundation is intensifying its focus on HIV/AIDS and the LGBT community, particularly among young gay and bisexual men and transgender women, in partnership with The Fenway

Institute. One component of the grant is to educate providers about PrEP, especially in the South. (See p. 7.)



TRANSFORMING OUR JOBS, OUR CITIES, OUR HOSPITALS

	Why It's Needed	What's Evaluated
<p>Corporate Equality Index</p> 	<p>LGBT employees risk being fired at thousands of employers nationwide. In fact, 29 states lack explicit protections for lesbian, gay, and bisexual people. And 32 states lack explicit protections for transgender people. Another important statistic: And 53% of LGBT workers nationwide hide who they are at work (rather than being out).</p>	<p>A company may have “sassy, gay advertising” but does it have transgender-inclusive benefits? The CEI rates companies from 0 to 100 on LGBT-inclusive policies, benefits and practices – and not how “gay-friendly” a company may seem.</p>
<p>Healthcare Equality Index</p> 	<p>Hospitals need help! Some 70 percent of transgender patients and more than 50 percent of LGB patients have experienced some type of discrimination in healthcare.</p>	<p>Patient, visitor and employee non-discrimination policies, LGBT-related staff trainings and 30-plus best practices in LGBT health. Sure, it's nice to see “All Visitors Are Welcome” signs, but hospitals need to be much more clear about how inclusive they are, e.g., in assuring that same-sex parents won't be hassled for documentation when trying to visit their sick children.</p>
<p>Municipal Equality Index</p> 	<p>Cities: You've gotta love 'em! Did you know that 32 million people have transgender-inclusive non-discrimination protections at the municipal level that they don't have any other way? Cities provide explicit LGBT-inclusive protections that states and the federal government don't. The MEI provides a roadmap for cities to keep doing more.</p>	<p>The 2014 MEI is evaluating 353 cities, using 47 different criteria. Among them are non-discrimination laws, relationship recognition, city employment policies and benefits (including transgender-inclusive healthcare), city services, law enforcement, and leadership on matters of equality.</p>

Year after year, day after day, teams across the Human Rights Campaign and the HRC Foundation work closely with all kinds of leaders across the country to try to improve the everyday lives of LGBT people.

Counseling everyone from corporate CEOs to mayors to hospital officials, the HRC teams are there — educating and cajoling, assessing the workplace, healthcare facilities and where we live.

And this past year, each of our teams working on the

Corporate Equality Index, the Healthcare Equality Index and the Municipal Equality Index have been in the forefront again — especially in pressing for change for members of the transgender community.

The teams diligently research and evaluate, release the results in their annual ratings — and then do more listening and education. By phone, by email, over coffee, during trainings. Get a glimpse of what it's about, below. 🏳️‍🌈

Who We Work With	Behind-the-Scenes	Bragging Rights
<p>CEOs, industry peers, chief diversity officers and directors of human resources. And employee resource groups and LGBT consumers.</p>	<p>“If my company will take care of my transgender colleague, I know that I have a place here.” That’s what one woman, a straight ally, said during a transgender-inclusion training at the offices of a major East Coast pharmaceutical firm. She praised the commitment made by her company’s senior management to personally convey their support for a transitioning employee through one-on-one conversations and the training, conducted by the HRC Foundation’s Workplace Equality team.</p>	<p>This year, more than 350 employers have earned a perfect score. In 2002, only 13 companies did.</p>
<p>Hospital administrators, admitting staff, nurses, human resource officials, diversity and compliance officers, and state hospital associations. And LGBT patients!</p>	<p>Yep, one person can make a difference. A health outreach worker in New Jersey urged her hospital’s administrators to participate in the HEI. She was told that if she could “find the budget for it,” they would participate. Good news: The HEI survey and the LGBT cultural competency training (provided by HRC) are free. Fast forward: The hospital scored high and became an HEI leader. So did another hospital in that health system.</p>	<p>The HEI rated 1,500 healthcare facilities in 2014 — more than double the number rated last year.</p>
<p>City councilors, mayors, city managers, city attorneys and benefits administrators. In addition, HRC’s partners at Equality Federation provide key help.</p>	<p>HRC often hears from folks who think their city is great on LGBT issues — until they see their MEI scorecard. After scoring only 55 points last year, The city of Worcester, Mass., went to work. This year, it scored a perfect 100 points — after passing a non-discrimination ordinance, ensuring transgender-inclusive health care for city employees, adding liaisons to the city manager and police departments, and strengthening contractor policies.</p>	<p>In 2014, 38 of 353 cities achieved perfect 100-point scores. In 2012, 11 of 137 cities scored 100.</p>



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DIRECTING SELMA

Filmmaker Ava DuVernay On Her Alabama Roots, Bayard Rustin and What the Fight for Civil Rights Really Looks Like

By Janice Hughes

It was 50 years ago this spring that thousands of people marched in Alabama in the name of equal voting rights.

For three days, they marched — from Selma to the state capital of Montgomery — walking 12 hours each day, sleeping in fields at night. The first time they set out, state troopers with whips, nightsticks and tear gas rushed them at the Edmund Pettus Bridge, forcing them back to Selma.

A new film, *Selma*, produced by Brad Pitt and Oprah Winfrey, centers on the months leading up to that flashpoint in U.S. history — looking behind the scenes as Martin Luther King, Jr. and others strategized, despite the odds, to bring about change. It's a story of bravery, brutality, patience and political savvy.

The director of *Selma* is Ava DuVernay, a rapidly rising force in Hollywood. DuVernay made history two years ago as the first African-American woman to win a Best Director prize at Sundance for her film, *Middle of Nowhere*.

Equality caught up with DuVernay as she wrapped up the editing of her new film.

While making *Selma*, did anything come up that surprised you?

I was surprised by how the story has affected so many people — whether we were scouting in a predominately white diner in Atlanta, looking at rundown homes in the backwoods of Alabama or speaking with public servants and executives who were giving us permits. Every single person we talked to — and it's not overstating — had some kind of story about how the movement had affected them, from young people to older people. And so, I think that we need to be talking to each other more, telling each other our stories. Hopefully, *Selma* adds to that and facilitates that in some way.

What, in particular, about the story of *Selma* convinced you to sign on, to direct the film?

Everything about it. My father is from Lowndes County, which sits between Selma and Montgomery — the area of Alabama where protestors marched through, under threat of sniper fire, during

the final march. It's my father's birthplace — where I've gone every summer and Christmas for the last 40-some years. That part of the movement is a part of my family history. The majesty and magnificence of people coming together to protect and secure their rights is a story that's so sweeping and important.

What do you want people to know and understand about the march?

Any of it. Ask most people what they know about Martin Luther King, Jr. and they'll say "I Have a Dream" and that he was assassinated — very, very general details about his life, about the civil rights movement. It's been distilled down into these two or three key points, and folks say "OK, I got it. I understand civil rights." And so the strategies, the energies, the momentum, the loss of momentum, the political savvy, the game plan, the execution, the development of ideas and the actual grass-rooted tactics all fall by the wayside. *Selma* looks at the three-month period of the Selma campaign, illuminating some of what King was like and the people around him who made it happen.

continued on p. 23



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Shown above, at left: David Oyelowo (as Martin Luther King, Jr.) on the set with *Selma* Director Ava DuVernay. **Above, right:** (Background left to right): Tessa Thompson (as Diane Nash), Omar Dorsey (as James Orange), Colman Domingo (as Ralph Abernathy), Oyelowo (as King), André Holland (as Andrew Young), Corey Reynolds (as Rev. C.T. Vivian) and Lorraine Toussaint (as Amelia Boynton.) **Right:** (Center to right): Oyelowo (as Martin Luther King, Jr.) and Carmen Ejogo (as Coretta Scott King).

DuVernay can't from p. 21

Bayard Rustin was a key strategist who greatly influenced King but who is often left out of civil rights history — in no small part because he was openly gay. I understand you made sure to include him in the film.

When I got the script, I rewrote it and included Rustin. I don't think it's responsible, or possible, for anyone to look at that time and exclude Rustin. In general, I did not think that it was a wise or progressive move to make a film that was only about Dr. Martin Luther King and not about the band of brothers and sisters who stood with him and around him so that he could kind of lead the charge. It's about this group of dynamic leaders — any one of them could have been the one to lead it all — and how they led by committee, in many instances. You'll see Diane Nash, Andrew Young, SNCC's [the Student Non-Violence Coordinating Committee] James Forman, John Lewis, Rev. Ralph Abernathy, Amelia Boynton, the local leadership on the ground as well as Frederick Reese. ...

You've done years of work, with your founding of AFFRM (the African-American Film Festival Releasing Movement) to get certain films out to more audiences.

There is a dearth of images in film with any diversity or any nuance. If you rely just on the multiplex, you get a handpicked selection of blockbuster films that tell a

certain story — not a story that is deeply felt by people on the margins, people of color, women, LGBTQ people, native people. ... We're struggling to get films out in major markets — first-run films that are very contemporary, very current, by black independent filmmakers. It's simply about elongating and diversifying the story that's being told through cinema, allowing for everyone's voice to be seen and heard.

What kind of conversations do you hope will arise from *Selma* — especially now, as people stand up for change in Ferguson, Mo., and elsewhere?

I would love for contemporary and current events to be put in the context of history and not seen as isolated incidents that occurred because a few people got mad. Many see Ferguson as "just a thing happening," as opposed to a continuum. ... If you're seeing everything small, you're just focused on the task at hand... when really this is a long march, a long journey.

You've said you want your films to show the complexities of the friendship between women, the romantic love between men — what you call the "buried instances of our love for one another."... In your film, *I Will Follow*, you included a couple, two men, in a relationship. Are you optimistic more directors will do the same?

I don't really approach it from an activist

point of view. I approach it from a storyteller's point of view who wants to reflect the world. You're not being true as a filmmaker, as a storyteller, as an author of film, if you're leaving out a whole group of people... whether they are LGBT people, or black people, or women, or others. Just simply, I choose to tell stories about everyone.

Going back to the fact that your father's family's farm lay right next to the route the marchers took, what kinds of things were you thinking while shooting *Selma*?

It's a feeling that my father has about the movement, about black people surviving and thriving in that part of the world and what they had to go through to do that. Lowndes County was known as "Bloody Lowndes" because it's in the backwoods and, definitely, because you could not make a move as a black person in that part of the world without being terrorized. That's a comprehensive, total feeling of denial, everyday oppression and terrorism that I can't define by one anecdote. I'll just say that I was proud to make the film. ... I really made it as a daughter, as an ode to my father. My goal was to make him proud of the story that we told about where he is from. 🇺🇸

Melissa Silverstein of Women of Hollywood contributed to this article.

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CURING THE COUNTRY OF CONVERSION THERAPY

By Jennifer Champagne

Efforts to change a person's sexual orientation or gender identity have gone by many names: conversion therapy, reparative therapy, ex-gay therapy and sexual orientation change efforts. But while the names may change, one key fact remains — these practices have long been discredited by the country's leading medical and mental health associations.

Unfortunately, there are still providers who carry out such discredited practices. One-third of all LGBT youth are exposed to a form of conversion therapy, some researchers estimate.

Only two states — New Jersey and California — and Washington, D.C., have passed legislation to protect minors from conversion therapy. This leaves an overwhelming percent of the country's youth vulnerable to these harmful and outdated practices.

LGBT youth perceive being forced into conversion therapy as a form of family rejection. This can lead to depression, homelessness, substance abuse and suicide. Regardless, advocacy for conversion therapy continues. In July, the Texas Republican Party endorsed the practice in its state platform. New Jersey and California faced legal challenges to their established protections against conversion therapy, although federal courts have upheld these laws thus far.

"These are protections for youth that Republicans and Democrats alike can support," says HRC Senior Legislative Counsel

Alison Gill, comparing these harmful and discredited practices to child abuse. When Republican Gov. Chris Christie of New Jersey signed into law the state bill to protect youth from conversion therapy, he said he believed that "exposing children to these health risks without clear evidence of benefits that outweigh these serious risks is not appropriate."

Support for such protections seems to be gaining momentum. Since the last

conversion therapy, though this is also changing. In 2012, Exodus International issued a formal apology and retracted its support for conversion therapy. More recently, a group of nine former leaders of organizations that supported conversion therapy have joined LGBT advocates to help end these destructive practices.

Ellen Kahn, the HRC Foundation's director of the Children, Youth and Families Program, also sees a light in the distance.

ONLY TWO STATES AND WASHINGTON, D.C., HAVE PASSED LEGISLATION TO PROTECT MINORS FROM CONVERSION THERAPY.

congressional session, 15 states have introduced legislation aimed at protecting LGBT youth from conversion therapy.

"These bills only restrict state-licensed providers," explains Gill, "so they do not impede religious freedom." Gill and others on HRC's field and legal teams work with state-based partners, the National Center for Lesbian Rights and lawmakers to monitor and support bills like this to advocate for LGBT youth around the country.

Conservative religious groups have been the most ardent supporters of conver-

"More and more, there's an understanding," she says, speaking of the increased visibility of LGBT-identified youth. "This is about accepting your kids, not changing your kids."

But legislation is still needed, since some parents or guardians may not fully understand their child's identity, making it possible for them to be misinformed by deceptive providers of conversion therapy.

"The best thing that parents can do is be supportive," Kahn says. "The only choice you really have is to live authentically." ■

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THE GOOD, THE BAD, THE...

Even though marriage equality keeps sweeping the land, the setbacks this fall in the U.S. mid-term elections will make it hard to move key non-discrimination legislation forward on Capitol Hill.

The Human Rights Campaign and its allies will certainly have to work harder on the Hill — to stop bad measures as well as create new opportunities. We've begun rolling up our sleeves, already. The good news is that some of the most ardently anti-LGBT lawmakers in Washington will be gone — Michelle Bachman, anyone? And further, several of our strong allies were re-elected — including Reps. Kyrsten Sinema of Arizona and Sean Patrick Maloney of New York, who are both openly LGBT, and longtime HRC friend Sen. Jeanne Shaheen of New Hampshire. Newcomer Rep. Ruben Gallego of Arizona (*below*) is also a staunch supporter.

Other House newcomers who have taken pro-LGBT positions in previous elected offices include Brendan Boyle of Pennsylvania, the lead sponsor of the hate crimes bill while serving in the statehouse; Bonnie Watson Coleman of New Jersey, the first African-American woman elected to the House from her state and a marriage equality advocate; Ted Lieu of California, who spoke out for marriage equality while serving at the state level. And joining the U.S. Senate is Gary Peters of Michigan, who came out for marriage equality in 2002, years before most senators did.

The bad news is that several new members of Congress, including Glenn Grothman of Wisconsin and Jody Hice of Georgia, are anti-LGBT, rabidly so.



Ruben Gallego of Arizona has long been committed to defending the rights of all — from serving in Iraq to fighting for immigration reform to speaking out for LGBT equality. In 2006, Gallego worked on a campaign against a state ballot initiative that would have amended the state constitution to ban same-sex marriage and civil unions. He also joined HRC in pushing for the overturn of “Don’t Ask, Don’t Tell.” As of a member of the Arizona House of Representatives since 2010, he has co-sponsored several LGBT-friendly bills, with a 100-percent rating from Equality Arizona. Gallego also played a key role opposing a bill allowing businesses to deny service based on sexual orientation, holding up a sign that said “No Gays Allowed” during a speech on the House floor.



Political observers predict the “new Michelle Bachman” on Capitol Hill could very well turn out to be **Glenn Grothman of Wisconsin** — i.e., fervently anti-LGBT. The newly elected Grothman — who was unusually low-key this fall on the campaign trail — has been active in GOP politics since the early 1990s and is known for his reactionary views. Only four years ago, Grothman proposed banning Wisconsin public schools from mentioning homosexuality in sex education classes altogether. He has also recently criticized the Obama administration for standing up for LGBT equality in Uganda and other countries. Grothman also opposes preschool programs (for their “harmful psychological effects”), workplace equality for women (“You could argue that money is more important for men”) and affirmative action. He will be representing Wisconsin’s 6th District.



“Some ask the question, ‘How does same-sex ‘marriage; threaten your marriage?... The answer is similar to asking, ‘How does a trashy neighborhood affect you?’” declared **Georgia’s Jody Hice**, a popular right-wing radio show host and newly elected member of Congress (Georgia’s 10th District). These are some of the tamest words that this Southern Baptist pastor has to say about LGBT equality. Hice also supports conversion therapy (homosexuality “enslaves” people) and the right to criticize transgender people (“You can’t even speak against a person who is a cross dresser or a man who wants to believe himself to be a woman without being convicted of a hate crime.”) Hice is a leader of the Pulpit Freedom Sunday, a movement sponsored by the notoriously anti-LGBT Alliance Defending Freedom. In 2012, Hice published a book calling America a “distinctly Christian society” — calling for an end to abortion, same-sex marriage and hate crimes protections. 🏳️‍🌈

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Questions for... **Yearley Smith**

Among the Human Rights Campaign's most generous friends is Yearley Smith — the actor perhaps best known for her role as Lisa Simpson on the television superhit, *The Simpsons*.

Born in Paris, Smith grew up in Washington, D.C., got into acting, worked on Broadway (getting a break in Tom Stoppard's *The Real Thing*), and then headed to Los Angeles where she ended up with one of the longest running primetime TV gigs in Hollywood.

Less well-known is that Smith is the CEO and designer of her own successful high-end shoe line, *Marchez Vous*, and that she is an avid philanthropist.

1 Your business had an unusual start — someone asked you what you're passionate about. You replied, "Shoes!"... And off you went. True? Yes, that's true. I said "shoes" and the person who'd asked the question said, "Why don't you have your own shoe line?" And I said, "Alright, I will!" And now I do.

out ways to set themselves apart from the venerable networks in order to win viewers. It's pushed them to take more risks with casting and story lines. Happily, the response from audiences has been extremely positive, so hopefully the trend continues and gathers even more momentum.

2 You also have an impressive personal motto that seems to work for you. I think you're referring to "Screw it, let's do it!" Yes, it's impressive and lots of fun as long as you're not my business manager whose job it is to make sure that my next "great idea" doesn't completely bankrupt me.

5 Why are you such a strong supporter of LGBT civil rights? Society is not allowed to cherry-pick people's civil rights. Either everybody gets them or nobody does. It's that simple. And that's what I'm passionate about fighting for.

3 Some fans of *The Simpsons*, including LGBT folks, say the fact that Lisa was a bit of the nerdy outcast in her family really helped them "feel normal." As a human being, there is nothing more gratifying than hearing that something you've done or said has made someone's life a bit better. The fact that in my job, my reach can extend to total strangers, too, is an extraordinary gift. And yet, I'm always surprised to hear that my work has meant something to someone I've never met. I never, ever, take that for granted.

6 You're incredibly passionate about philanthropy. Why? "Why?" That's such a funny question. Well, part of it is that I've been given a lot of opportunities in my life and I've had the resources (both inner and outer) to make the most of them. These opportunities have made me feel as though anything is possible — not necessarily easy, but possible. They've also made me feel like I have a choice, which I consider to be the greatest privilege in life. So I'm passionate about helping others feel as though anything is possible and that they don't have to settle. ... 🏳️

4 Do you think Hollywood can better serve the LGBT community and be more inclusive? OF COURSE! ... In fairness, things have gotten a little better in Hollywood in recent years, what with the huge influx of alternative content providers like Netflix, Hulu, Amazon Prime, etc. It's created a healthy competition so that the newer content providers have had to figure



Photo: Josh Edelson / AP for HRC

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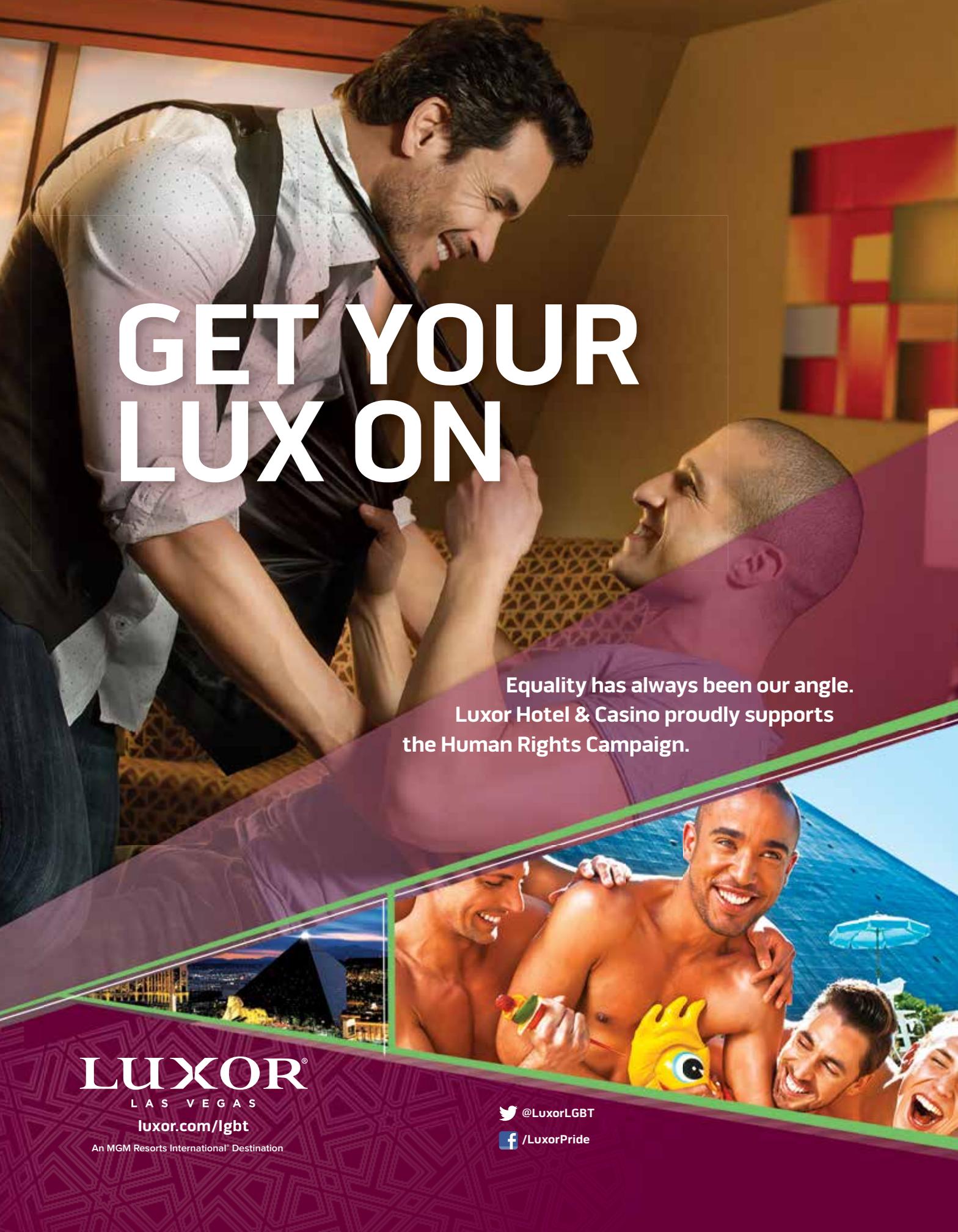
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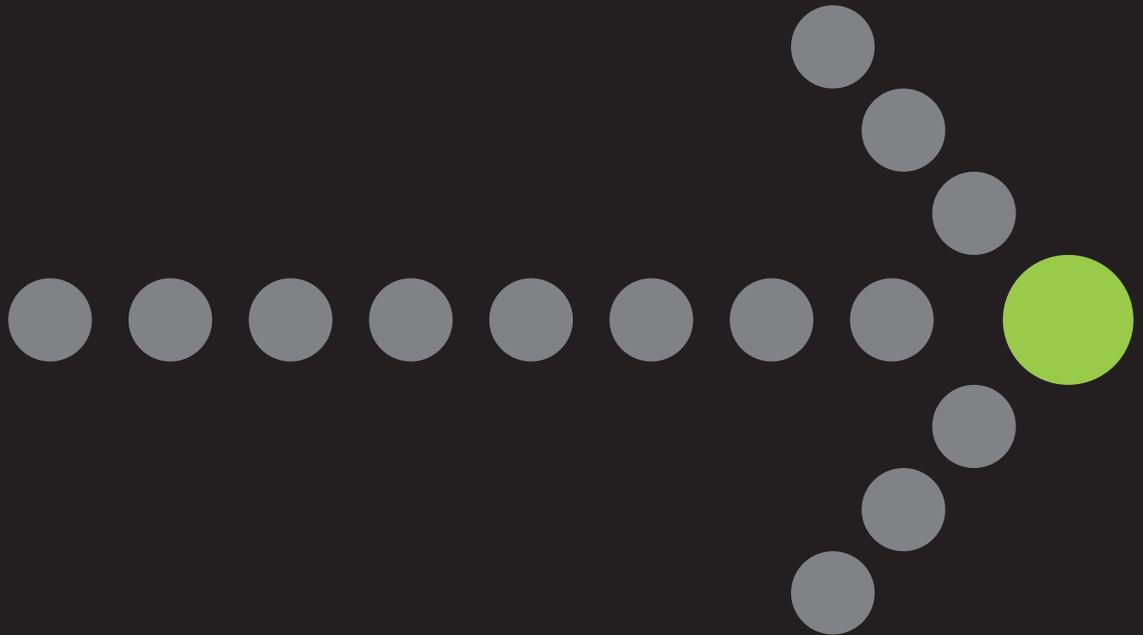
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CURRENT AS OF NOV. 13, 2014

HRC'S GALA EVENTS

NEW YORK GALA

JAN. 31
▪ Waldorf Astoria New York
▪ Maria Fasulo, Craig Colbert
& Craig deGroot
▪ hrcgreaterny.org

AUSTIN GALA

FEB. 21
▪ JW Marriott Austin
▪ Christa Berry & Phillip Wright
▪ www.hrcaustin.org

NORTH CAROLINA GALA

FEB. 21
▪ Charlotte Convention Center
▪ Jason Boone, Shelly
Schoenfeld & Jeremy Carter
▪ www.hrccarolinas.org

ARIZONA GALA

FEB. 28
▪ Arizona Grand Resort
▪ Katy June & Claudine Wessel
▪ www.hrcazdinner.org

GREATER CINCINNATI GALA

FEB. 28
▪ Horseshoe Cincinnati
▪ Cathy Sarky, Julia
Wesselkamper & Scott Farmer
▪ hrc.org/cincinnatiadinner

LOS ANGELES GALA

MARCH 14
▪ JW Marriott Ritz-Carlton
LA Live
▪ Gwen Baba & Rich Meyers
▪ www.hrcladinner.com

PHILADELPHIA GALA

MARCH 21
▪ Sheraton Philadelphia
Downtown Hotel
▪ Katherine Sprissler-Klein &
Marvin Rocha
▪ hrc.org/philadelphiadinner

NASHVILLE GALA

MARCH 28
▪ Renaissance Nashville Hotel
▪ Blake Brockway, Lon Hurst &
Linzie Treadway
▪ hrc.org/nashvilledinner

HOUSTON GALA

APRIL 11
hrc.org/houstdinner

MILE HIGH GALA

APRIL 18
www.milehighgala.org

ATLANTA GALA

MAY 2
atlantahrcdinner.org

COLUMBUS GALA

JUNE 6
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LOUISIANA GALA

JUNE 13
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For more information, download our complimentary planning publications at www.hrc.org/legacy or contact:

Adam Swaim,
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 **EQUALITY CIRCLE**
HUMAN RIGHTS CAMPAIGN
ENSURING THE FUTURE FOR LGBT EQUALITY

It has been an extraordinary year across the globe for LGBT equality. In country after country, local LGBT advocates have stood up and spoken out – often under risk of imprisonment, beatings or even death. From Uganda to Russia to India, they have mobilized.

In 2013, the Human Rights Campaign Foundation launched its HRC Global program to support and promote the work of LGBT activists and groups abroad, to expose the activities of American anti-LGBT individuals and groups abroad, and to denounce anti-LGBT actions and laws and urge the United States to hold governments accountable. 🇺🇸



(Top, left) UGANDA: Members of the country's LGBT community celebrate as the constitutional court overturns a draconian anti-LGBT law in Kampala last summer. Unfortunately politicians threaten to reintroduce the law. (At right) RUSSIA: Riot police detain LGBT activists during their protest in central Moscow in support of Conchita Wurst, the Austrian drag performer who won this year's Eurovision song contest. (Above, left) INDIA: Individuals in Mumbai celebrate after the country's high court granted recognition of their gender identity.



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