

Human Rights Campaign

# FOUNDATION OVERVIEW



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION™

# INTRODUCTORY LETTER FROM JEFF

Rules. They may conjure up visions of high school detention or a parent setting a strict curfew for her teenager. But when you really think about them, they can keep the world from falling apart – whether they're rules of law, policies that guide us, or simple moral truths.

When I explain the work of the Human Rights Campaign Foundation, rules are often a helpful framework.

You see, when it comes to lesbian, gay, bisexual and transgender equality, the first thing many of us think of is securing legal protections. And like a state law that prohibits bullying against LGBT students, these protections are critically important. However, an enormous amount of rule-making is not contingent on who's representing us in Congress or what box we check on a ballot, yet still has a huge impact on the lives of LGBT people.

The HRC Foundation focuses on these other types of rules – whether they are policies that guide a hospital's treatment of LGBT patients or moral truths that shape how a pastor interacts with a congregation or community.

Each and every day, the incredible staff who I work with are helping craft and implement rules that stand in for laws that haven't yet been

passed. Or they help an institution ensure that LGBT-inclusive rules are actually put into practice. Or the work broadens LGBT awareness and cultural competency in a way that shifts people's attitudes about what's right and just.

Take our work with adoption and foster care agencies. To earn our seal signifying that an agency is a leader in supporting and serving LGBT families and youth, we first work to ensure the agency has the right policies in place. Then we train every employee in the agency on what those policies mean and why they're important.

Or look to our corporate work. In the absence of inclusive federal anti-discrimination laws, there are still millions of employees whose workplaces offer the same retirement benefits to same- and opposite-sex couples, or whose companies offer transgender-inclusive health care policies. And for those experiencing challenges implementing new policies or benefits, we deliver the trainings and other critical resources needed to help them move forward.

In communities of faith, we're meeting with families and faith leaders to build understanding about how to support LGBT loved ones not in spite of religion, but because of it. Or we're lifting up the voices of faith leaders who are already with us, aiming to change the media's

traditional narrative when it comes to what religious people think about our lives and families.

We do this work alongside employees and employers, pastors and parishioners, doctors and teachers, neighbors and advocates. And we change hearts and minds along the way which ultimately improves the lived experiences of LGBT people and our families.

To be clear, the relationships we build and the minds we change while doing this work are all key to winning at the ballot box or in Congress. But our focus is on securing a foundation of equality for LGBT people that can happen before, during and after any campaign for legal equality. It's the kind of work that takes a lot of patience and deep expertise – and it's critical every step of way as we march down this long road to full LGBT equality.

Sincerely,

**Jeff Krehely**

*Vice President + Chief Foundation Officer,  
Human Rights Campaign Foundation*

# BEYOND LEGAL EQUALITY

The LGBT movement is moving faster than many imagined possible. From the Supreme Court's overturn of the Defense of Marriage Act to the media's increasing rejection of hateful language, no one can doubt that the nation is coming to our side.

**But even with this progress, LGBT people still strive for equal treatment in our daily lives. The HRC Foundation's programs target some of life's most sensitive and vulnerable interactions: when growing up and going to school, at work, when raising children, when worshipping, when sick or aging.**

**Transitioning while working at a Tennessee distillery... trying to foster or adopt children in Kansas... coming out on a historically black campus in the deep South... getting married and raising children in an evangelical Latino community... visiting a sick spouse at a rural hospital... supporting Ugandan activists against punishingly oppressive laws and vigilantes.**

Transforming attitudes in these cultural pockets takes time, training, resources and an enormous amount of investment.

**The HRC Foundation's programs offer information, consultations, training, support and technical assistance worth hundreds of dollars. Our goal is not profit, but social transformation.**

Our benchmarking surveys show organizations how to improve policies and practices. Our professional trainings and consultations help organizations adopt and integrate these policies and practices into everyday life.

**THE PAYOFF:  
A WORLD  
IN WHICH  
LGBT PEOPLE  
ARE TRULY  
FREE.**



**1.**

# CHILDREN, YOUTH & FAMILIES

**Attending your high school prom, becoming a parent, sending your 5-year-old to kindergarten: these can be life's most rewarding moments. For LGBT children and LGBT parents, they can also be unexpectedly challenging.**

How do you open the hearts and minds of hardworking teachers, social workers, parent advocates, pediatricians, child welfare professionals and more—so that instead of being mistreated or merely tolerated, families with LGBT members are truly welcomed and made at home? HRC Foundation's Children, Youth & Families (CYF) Program works toward these goals through comprehensive professional training, program consulting,

technical assistance and ongoing support. Through our projects – All Children - All Families, Welcoming Schools and Youth Well-Being – we show organizations that serve children and families how to go well beyond hanging up a rainbow poster.

**We help them dig into the details, system-wide, to be sure that all families feel welcome.**

# ALL CHILDREN - ALL FAMILIES

With more than 400,000 children and youth in foster care, child welfare agencies are constantly seeking "forever" homes that can love, support and care for these children so that they can thrive. A disproportionate number of children in need of homes are LGBT, rejected by their families because of their sexual orientation, gender identity or gender presentation — and therefore especially vulnerable to further rejection.

Meanwhile, thousands of LGBT adults consider building a family by foster care or adoption. But they hesitate to approach child welfare agencies, either because they think the laws don't allow it or because they fear being treated unfairly.

**How can child welfare workers help LGBT youth thrive? How can they help LGBT adults become foster and adoptive parents?**



**The All Children - All Families Project works with credentialed and experienced experts who have engaged with agencies in states across the nation, from Arizona to Florida to Ohio to Texas, and beyond through:**

## - 1 -

### AGENCY SELF-ASSESSMENT

A detailed self-assessment tool that guides agencies in examining their approach, from gender-neutral paperwork and non-discrimination policies to respectful policies for transgender youth and adults.

## - 2 -

### PROMISING PRACTICES GUIDE

A comprehensive, practical tool, hundreds of pages long, which outlines best practices for welcoming all prospective adoptive parents.

## - 3 -

### LGBT RESOURCES FOR CHILD WELFARE PROFESSIONALS

A range of reports and tools that can serve as resources in working with families and youth.

## - 4 -

### UNLIMITED TECHNICAL ASSISTANCE

Our experts consult with child welfare agencies, helping them sort out complicated issues or resolve uneasiness with change.

## - 5 -

### STAFF TRAINING, WHERE NEEDED, REDUCED COST

In-person training that can be tailored to the needs of individual agencies, underwritten as much as possible, through our certified trainers.

## - 6 -

### ALL CHILDREN - ALL FAMILIES SEAL OF RECOGNITION

Once an agency has met all the benchmarks, it's listed on our website as a "Leader in Supporting and Serving LGBT Youth and Families." Agencies use this seal to recruit LGBT foster and adoptive families, and to help donors and clients feel comfortable.

# STORIES



When the state of New Jersey committed to meeting the benchmarks, we sent six experienced consultants to offer two-day trainings for three different sites, working with a total of 600 child welfare workers over the course of two weeks. While New Jersey invested as much as it could in the training, the HRC Foundation underwrote \$40,000 of that cost.



When Illinois's Children's Home & Aid Society decided to meet the benchmarks, it had budgeted \$20,000 to pay for staff training. But training all 160 of their staff at three different sites cost \$27,000 in professional time and travel. We made up the difference.



"Because of HRC's All Children – All Families' fabulous staff and technical assistance, **WE WERE ABLE TO COMPLETE THE SELF-ASSESSMENT AND TO EARN OUR SEAL OF RECOGNITION IN JUST THREE YEARS.**

I live in a state that is primarily conservative, and I was very proud to be able to take a public stand with the work that we're doing. It's been positive in ways I didn't imagine it would be: in our staff development, in our ability to grow the agency, in our ability to serve children and families, and in our cultural competency well beyond the LGBT community."

**Lori Ross**, *President and CEO, Midwest Foster Care and Adoption Association, Kansas City, Missouri.*



**"BEFORE WE WORKED WITH HRC FOUNDATION'S ALL CHILDREN – ALL FAMILIES, WE HAD ABOUT 100 OR SO FAMILIES PROVIDING FOSTER CARE. TODAY WE HAVE ABOUT 150, AND 50 ARE LGBT-HEADED FAMILIES.** Making a

decision to go through the All Children – All Families process and earn the seal of recognition was clearly the best decision we could have made for families and children looking for homes."

**Lane Barker**, *Executive Director of Devereux, Arizona, now a member of the All Children – All Families Advisory Council*

ALL CHILDREN – ALL FAMILIES

# SNAPSHOT



## 5,000

CHILD WELFARE WORKERS TRAINED IN LGBT CULTURAL COMPETENCY



## 80

CHILD WELFARE AGENCIES IN 35 STATES WORKING TO MEET THE BENCHMARKS



## 40,000

FAMILIES SERVED BY THESE AGENCIES



## COUNTLESS

LGBT YOUTH AND ADULTS WELCOMED AND SUPPORTED IN BECOMING FAMILIES



# WELCOMING SCHOOLS

You're a 6-year-old who loves to dance and wear tiaras when others expect you to like baseball; or you're a 10-year-old who lives with two foster moms; or a 7-year-old transgender child who knows you're a boy and you can't understand why adults don't want you to use the boys' bathroom; or an 11-year-old who speaks little English. Does your school support you as you try to learn — or does it make your life worse, blaming you when you're teased or bullied?

**HRC FOUNDATION'S WELCOMING SCHOOLS PROJECT HELPS SCHOOLS EVALUATE THEMSELVES, INSIDE AND OUT, TO ENSURE THAT THEY SUPPORT STUDENTS FROM ALL FAMILY STRUCTURES; TO AVOID GENDER STEREOTYPING, WHICH LIMITS EVERYONE'S DEVELOPMENT; AND TO END BULLYING RELATED TO RACE, GENDER AND GENDER EXPRESSION, RELIGION, AND SEXUAL ORIENTATION OR OTHER FORMS OF BIAS.**

That evaluation includes such details as making sure permission slips refer to "parent or guardian" instead of "mother" and "father;" showing how to interrupt name-calling, harmful teasing, or bullying based on students' identities; examining habits such as dividing classrooms into girls' and boys' lines to go to recess; and making sure that schools have books and lesson plans that reflect the diversity that makes communities thrive.

**We do this with an expansive array of no- and low-cost resources:**

**- 1 -**

## **CONSULTING AND PROJECT EVALUATION**

Our staff works with schools and school systems to evaluate practices and programs and come up with plans for improvement. Evaluation of our project shows significant improvement in school climate among schools we've engaged.

**- 2 -**

## **TEACHING AND PROFESSIONAL DEVELOPMENT RESOURCES**

Films, lesson plans, training guides, background materials, classroom bibliographies, research about the effects of bullying and bias, and resource lists include rich offerings such as:

**-A-**

The Welcoming Schools Starter Kit, which helps schools evaluate and transform policies, practices, and actions.

**-B-**

"What Do You Know? Six- to Twelve-Year-olds Talk about Gays and Lesbians." Our award-winning professional development film for elementary school staff and parents—with a free guide for applying its lessons in school.

**-C-**

"What Can We Do? Bias, Bullying, and Bystanders." Our film spotlighting teachers in the classroom generating open conversations with students about bullying and the power of students standing up for each other. Includes a free guide and teaching materials for putting these ideas into practice.

**- 3 -**

## **TRAINING: LEADERSHIP AND PROFESSIONAL DEVELOPMENT**

Helps administrators and teachers use inclusive language, evaluate class materials for diversity and respond to bullying and bias in ways that respect educators' and staff members' individual attitudes and beliefs.

**- 4 -**

## **FAMILY ENGAGEMENT**

Gets families and communities involved in achieving the goals of Welcoming Schools. Includes tools to engage families in leadership development teams and community meetings.

# STORIES



A Houston mom and dad were getting their son ready for his first day of kindergarten. When it came time to pick out clothes, he chose a skirt. Although his parents worried about how other children and teachers would react, because the school had already engaged with Welcoming Schools, they decided to let him wear the skirt. Grateful to Welcoming Schools, his mother said afterwards, "As a parent, one feels very alone at a moment like this. You feel like it is you and 'them' – the other students, teachers and parents who may or may not accept your child or have the experience, knowledge or words to understand your child for who he is. Welcoming Schools changes that. It gives the entire school community the education and tools to welcome all children, from all backgrounds."



**"THE STAFF TAUGHT MORE DIVERSITY LESSONS DURING THE FAMILIES PROGRAM THAN IN THE PAST YEARS. THE LESSONS HAVE HAD A POSITIVE EFFECT ON STUDENTS' ATTITUDES."**

*School administrator from a Welcoming Schools Evaluation*



A 5<sup>th</sup> grade student had been having horrible tantrums at school and getting suspended frequently. He would fly off in a rage and pull down bulletin boards, kick over garbage cans, and so on. After doing the lessons on family diversity and gender, he came out [as transgender] to his teacher and to the principal. His behavior calmed down and he had very few behavioral referrals for the rest of the year. When the principal asked him why he was no longer having behavior problems he said, **"I'M NOT ANGRY ANYMORE. MY SECRET IS OUT."**

*From Welcoming Schools Evaluation*

# SNAPSHOT OF GROWTH



Welcoming Schools has grown dramatically since its inception in 2010, when it was serving only 11 schools in three states. In 2013, HRC Foundation's Welcoming Schools Project serves more than 200 schools in 21 states, ranging from a Houston parochial school, to a rural school in Minnesota, to public schools in Oakland, Calif.

**WITH THE ROLLOUT OF A NEW TRAINING OF TRAINERS PROGRAM IN 2014, WELCOMING SCHOOLS WILL DOUBLE THE NUMBER OF SCHOOLS THAT PARTICIPATE IN THE PROJECT.**



Students from Cleveland Elementary School in Washington, D.C., participate in a Welcoming Schools workshop. David Esquith, Director of Safe and Healthy Students for the U.S. Department of Education, and Kathryn Otoshi, author of the children's books "One" and "Zero," also joined the event.



# YOUTH WELL-BEING

Young people are coming out as lesbian, gay, bisexual or transgender at earlier and earlier ages. Are these kids all right? HRC Foundation's Children, Youth and Families Program surveyed teens 13 to 17, both LGBT-identified and straight. Our sample of 10,000 responses returned dismaying results:

**MOST  
LGBT TEENS  
FEAR  
REJECTION\***

*\*By their families, friends, schools, congregations or communities.*

**OUR YOUTH WELL-BEING PROJECT WAS ESTABLISHED IN 2013 TO HELP FILL THE GAP IN SUPPORT AND AFFIRMATION MANY LGBT TEENS CONTINUE TO EXPERIENCE.**

How can we help parents and youth-service professionals support LGBT youth? Through our Time to Thrive annual conference, we are bringing together counselors, child welfare professionals, educators, social workers, coaches, clergy, parents and anyone else working with LGBT youth. Learning from and building on their best practices, we will create self-assessment tools, guidelines, webinars, developmental checklists, technical assistance – and all the other tools for which the HRC Foundation's Children, Youth & Families Program is known – so that professionals and parents can better support our LGBT youth.

INAUGURAL TIME TO THRIVE CONFERENCE

## SNAPSHOT

➔ **600**  
YOUTH SERVING PROFESSIONALS ATTENDED

➔ **40**  
STATES REPRESENTED

➔ **40+**  
ORGANIZATIONS PRESENTED WORKSHOPS

➔ **UNTOLD**  
LIVES OF LGBT YOUTH IMPROVED AND SUPPORTED BY THOSE WHO JOINED

# STORIES



More than 600 teachers, social workers, counselors and other youth-serving professionals from across the country attended the first Time to Thrive conference – learning how to better support LGBT youth. Experts led workshops in their fields – on everything from making schools safer, to helping families stay together, to preventing HIV/AIDS, to creating inclusive spaces for gender-expansive youth. Attendees also heard from a number of young people, telling their own stories.



Stories like Jeydon Laredo, the high school senior whose school refused to let him be featured in the yearbook wearing a tuxedo simply because he's transgender. Or actor Ellen Page, who came out during an address to the crowd, inspiring millions as she took the brave step to live openly.



Ruben Murillo Jr., President of the Nevada State Education Association, put the experience at the top of his list, saying, **"TIME TO THRIVE WAS BY FAR ONE OF THE BEST CONFERENCES I HAVE EVER ATTENDED."**



**2.**

# RELIGION & FAITH

**IMAGINE A WORLD  
IN WHICH NOBODY IS  
FORCED TO CHOOSE  
BETWEEN WHO THEY  
ARE, WHOM THEY  
LOVE, AND WHAT THEY  
BELIEVE.**



That's the world that HRC Foundation's Religion & Faith Program is helping to build. We are doing this by engaging religious leaders and faith communities to speak out in favor of marriage equality and full LGBT inclusion and by working with more traditionally conservative faith communities to move them from conflicted to fully inclusive. This work is critical, because so much misunderstanding about LGBT lives stems from religiously based ideas.

**OUR INITIATIVES INCLUDE:**

# TRIUMPH THROUGH FAITH

Like union halls or school campuses, faith communities are natural bases for organizing, gathering regularly to discuss life, morality, fairness and justice.

**This project helps people of faith support LGBT equality through:**

- Conducting faith outreach to support LGBT equality across the country;
- Working with Auburn Theological Seminary and other media trainers to offer specialized media training for religious leaders;
- Identifying and elevating religious voices supporting LGBT equality in the media;
- Empowering members of faith congregations to talk with others about the issues, whether in the pews, on the phone, or door to door.

With an emphasis on engagement strategies within African-American faith communities, our work builds on the power of relational organizing — believing that working together in faith coalitions on LGBT, economic and racial justice issues is the most successful path forward.

# A LA FAMILIA

In Latino/a communities, family and faith are often deeply intertwined. As Latinos/as become the fastest-growing segment of the U.S. population,

**A LA FAMILIA IS WORKING TO HELP LATINO/A FAMILIES AND FAITH COMMUNITIES EMBRACE AND EVEN CHAMPION EQUALITY FOR LOVED ONES WHO ARE LGBT.**

We work in growing Latino/a communities, empowering families, ministers, congregations, and organizations become allies — some of whom train others and work on behalf of LGBT lives.

***The documentary – Before God: We Are All Family***

We are touring the country with our documentary, hosting events and discussions that identify future A La Familia Project allies and civic leaders.

***The guide – A La Familia: A Conversation About Our Families, the Bible, Sexual Orientation and Gender Identity***

This bilingual dialogue guide empowers those

we've trained to lead study groups among fellow Latinos.

***Spanish-language media coverage***

Univision, Telemundo, Colombian public television, and the leading Spanish-language newspapers have all featured our work, bringing interest from U.S. Latino communities and countries like Costa Rica, the Dominican Republic, and Mexico. The film has also been featured at numerous festivals, including the prestigious Ethnografilm Festival in Paris, France.

***Coalition partners***

We've worked with groups that include the Council of Latino Organizations, Lutheran and Methodist churches, Planned Parenthood, PFLAG, and the United Church of Christ, among many others.

***National and global efforts***

We are working in areas with large Latino populations, including Boston; Corpus Christi and Dallas, Texas; Denver; Fayetteville and Little Rock, Ark.; Los Angeles; New York; Omaha, Neb.; Phoenix; Portland, Ore.; and Tucson, Ariz. We have also conducted trainings in Costa Rica, Cuba and Mexico.

# SUMMER INSTITUTE FOR RELIGIOUS AND THEOLOGICAL STUDY

Every summer, we bring together promising young religious scholars and theologians to forge new spiritual and intellectual interpretations and approaches to sexual orientation, gender identity, spirituality and justice — creating new ways to discuss our lives, which they carry into the nation's congregations and communities.



## STORIES



**"AS A GAY ASIAN AMERICAN THEOLOGIAN, I FREQUENTLY LIVE AT THE TOXIC INTERSECTIONS OF HOMOPHOBIA, RACISM AND EXTREME SECULARISM. HOWEVER, FOR ME THE HRC SUMMER INSTITUTE WAS A LIFE-GIVING EXPERIENCE OF FAITH, HOPE AND LOVE. WE HAVE DONE A NEW THING, AND I LOOK FORWARD TO WHAT WILL SPRING FORTH IN THE MONTHS, YEARS AND DECADES TO COME."**

**Patrick S. Cheng**, associate professor at the Episcopal Divinity School in Cambridge, Mass. — a mentor at HRC Foundation's Religious and Theological Seminary Institute.



**"WE CANNOT LEAVE OUR LGBT FAMILIES AND THEIR LOVED ONES BEHIND. WE ARE BETTER AND STRONGER WHEN WE STAND AS ONE! A LA FAMILIA IS AN INCREDIBLE RESOURCE, HELPING LGBT AND LATINO/A FOLKS RECONCILE THEIR FAITH AND THEIR FAMILY, AND AFFORDING US ALL THE TOOLS TO STAND TOGETHER."**

**U.S. Rep. Raul M. Grijalva, D-Ariz.**



**"OUR GATHERING THIS PAST SUMMER... KEEPS FIRING MY IMAGINATION ABOUT WHAT COULD BE, ABOUT WHAT KIND OF SCHOLARLY COMMUNITIES COULD EXIST, AND WHAT KIND OF NEW SCHOLARSHIP COULD EXIST FOR AND FROM QUEER FOLKS."**

**Jake Erickson**, Drew Theological School in Madison, N.J.

**3.**

# WORKPLACE EQUALITY

Most adults spend the majority of their waking hours at work. And thanks to HRC Foundation's Workplace Equality Program, the largest employers in the U.S. have transformed the lives of LGBT employees by embracing equality as a good business practice. We launched our well-known Corporate Equality Index in 2002, when facing a great void in federal and state employment protections for LGBT people. And so our Workplace Equality Program chose to guide private employers toward fair treatment for all their employees, showcasing how equality is good for business.

Our work involves training, site visits, extensive consultation, presenting at conferences, evaluating insurance and non-discrimination policies, and collaboration with Fortune 500 and other major employers to further develop our resources. To avoid any appearance of a conflict of interest, we do not seek or accept direct corporate payments, and maintain a firewall between any corporate fundraising benefitting our programs and our programmatic work.

**LED BY OUR STEADILY  
EVOLVING BENCHMARKS  
AND COUNSELED BY  
OUR EXPERT STAFF,  
THE NATION'S BIGGEST  
EMPLOYERS HAVE  
IMPROVED WORKPLACE  
EQUITY FOR LGBT  
EMPLOYEES.**



# CORPORATE EQUALITY INDEX

The HRC Foundation's Corporate Equality Index is the nationally recognized benchmarking tool on corporate policies and practices pertinent to LGBT workers. The annual survey and report has shown employers what policies and practices they need to treat their LGBT employees fairly, offering workplace protections, equal compensation and benefits that can make or break those families' financial security.

tion and other transgender healthcare needs covered by health insurance? With a scorecard that's transparent and attainable, CEI rankings are fair, achievable and available for LGBT allied workers to consider in their employment and purchasing decisions.

And the survey isn't stagnant, raising the bar on corporate leadership as the survey continues. In 2002, when the CEI began, not a single major U.S. employer offered transgender-inclusive healthcare coverage. In 2009, the CEI announced upcoming criteria change to require such coverage — and released a comprehensive set of tools and provided direct consultation for employers working toward such implementation. And today, more than 340 major U.S. employers offer such coverage. In 2014, corporations will be asked how they support LGBT workplace equality not just in the U.S. but worldwide — including in countries hostile to our lives.

**THE ANNUAL CEI REPORT IS AVAILABLE FREE, ONLINE, FOR ANYONE TO USE, AS ARE ITS OFFSHOOTS:**

## CEI'S GOAL:

-  **COLLECT**
-  **VERIFY**
-  **DISSEMINATE**

**INFORMATION ABOUT HOW CORPORATE AMERICA TREATS ITS LGBT EMPLOYEES — AND IN THE PROCESS, HELP CORPORATIONS IMPROVE.**

In answering the annual CEI survey's practical and transparent questions, employers examine whether they offer equal compensation and benefits; whether they work to make the corporate climate welcoming; and whether they publicly back LGBT equality. Do same-sex spouses get the same benefits as different-sex spouses? Are gender transi-

**- 1 -**  
**HRC FOUNDATION  
EMPLOYER SEARCH**

A free online database showing the CEI ranking of thousands of private and public sector U.S. employers, so that jobseekers can look for supportive employers.

**- 2 -**  
**BUYING FOR  
WORKPLACE EQUALITY.**

In print, online, and through smartphone applications, this consumer guide based on CEI rankings helps consumers select brands based on how fairly the corporation treats its LGBT employees.

# POLICY TO PRACTICE

Formal policies and practices are necessary but not sufficient. Are supervisors, managers and coworkers inclusive of LGBT colleagues? Our 2009 groundbreaking national study evaluated the everyday lived experiences of LGBT workers, revealing that half the nation's LGBT workers are closeted, which reduced their productivity by 30 percent. Building on that research, this project delivers customized training aimed at improving the day-to-day climate for LGBT employees in the corner office or on the factory floor.

## WORKPLACE SNAP SHOT

HRC Foundation's Workplace Equality Program has led a dramatic transformation in the nation's workplaces, from 2002, the year of our first Corporate Equality Index, to today.



### IN 2002

**ONLY 3 PERCENT OF THE FORTUNE 500 INCLUDED GENDER IDENTITY IN THEIR NON-DISCRIMINATION POLICIES.**



### BY 2014

**61 PERCENT OF THE FORTUNE 500 INCLUDE GENDER IDENTITY PROTECTIONS IN THEIR NON-DISCRIMINATION POLICIES.**



### IN 2002

**61 PERCENT OF THE FORTUNE 500 INCLUDED SEXUAL ORIENTATION IN THEIR NON-DISCRIMINATION POLICIES.**



### BY 2014

**91 PERCENT OF THE FORTUNE 500 INCLUDE SEXUAL ORIENTATION IN THEIR NON-DISCRIMINATION POLICIES.**



# STORIES



A major mining and mineral manufacturing company may be far from the coastal cultures where LGBT lives are casually accepted. But when the CEI began requiring transgender-inclusive healthcare benefits, this company's vice president of benefits was determined to put in a model system. Within a year, those benefits transformed the life of a young transgender man in Tennessee.

**ON HIS OWN HE COULDN'T PAY FOR SURGERY, HORMONE TREATMENTS, AND OTHER NECESSITIES – AND SO HE HAD BEEN PERCEIVED AS FEMALE. BUT HE USED HIS COMPANY'S INCLUSIVE HEALTHCARE BENEFITS AND HUMAN RESOURCES COUNSELED HIS COWORKERS AS HE TRANSITIONED.**

He now lives a rich life as his fullest self, supported by his employer – a miracle in an era when far too many transgender people lose their jobs upon transitioning.



In Mexico City, a rising young banking manager told the Workplace Equality Project that he was authentic and out with his family and friends – but closeted on the job. Then, prompted by HRC, his employer started an Employee Network Group for LGBT people and allies.

**THE YOUNG MANAGER BECAME ONE OF THE GROUP'S LEADERS – AND WAS RELIEVED TO FIND HE WAS STILL TREATED AS A VALUABLE ASSET.**

Soon after Mexico City passed a same-sex marriage law, this manager launched a product line for this new market: married Mexican same-sex couples. The product line and manager have been publicly praised by corporate executives.

# WORKPLACE SNAP SHOT



**IN 2002**

**ZERO U.S. BUSINESSES OFFERED TRANSGENDER-INCLUSIVE HEALTHCARE COVERAGE.**



**BY 2014**

**340 U.S. BUSINESSES OFFER TRANSGENDER-INCLUSIVE HEALTHCARE COVERAGE.**



**IN 2002**

**13 BUSINESSES REACHED A SCORE OF 100 PERCENT.**



**BY 2014**

**304 BUSINESSES RECEIVED A SCORE OF 100 PERCENT, UNDER A MUCH MORE STRINGENT SCORECARD.**



**IN 2002**

**319 EMPLOYERS PARTICIPATED IN THE CEI SURVEY.**



**BY 2014**

**734 EMPLOYERS PARTICIPATED IN THE CEI SURVEY – FROM EVERY MAJOR INDUSTRY AND GEOGRAPHIC REGION OF THE U.S.**

**4.**

# YOUTH & CAMPUS ENGAGEMENT

**MAKING THE LEAP  
FROM LIVING AT HOME  
TO LIVING ON YOUR  
OWN IS A CHALLENGE.  
COMING TO TERMS  
WITH BEING LGBT CAN  
MAKE THAT EVEN MORE  
CHALLENGING.**

HRC Foundation's Youth & Campus Engagement Program works with LGBT youth and young adults to help with that leap into colleges, communities and the workplace — and to help them develop into LGBT leaders. We offer online and printed resources, a scholarship database, speaking engagements on college campuses nationwide, and behind-the-scenes help in bettering the campus climate.

# THE HISTORICALLY BLACK COLLEGE & UNIVERSITY (HBCU) PROJECT

Race. Religion. Gender. Masculinity. When the messages of various identities clash, young LGBT adults' lives get especially challenging. HRC Foundation's HBCU Project works with historically black campuses to improve the climate. When we can, we consult on improving policies and practices, like getting schools to fund LGBT student groups or offer appropriate dorms for transgender students. When the administration is antagonistic, we help students find allies. When the social climate is dismissive, we help LGBT students start conversations with their peers.

**WE ARE PROUD THAT THE HBCU PROJECT IS HELPING TO DEVELOP MORE DIVERSE AND REPRESENTATIVE FUTURE LGBT LEADERS.**

# STORIES



Bishop Oliver Clyde Allen has been called a religious trailblazer and a human rights advocate. He is also a proud alumnus of our Historically Black Colleges and Universities Summit. According to Bishop Allen, the HBCU Project "taught me that being authentic and honest about my life was bigger than just me. It taught me that confidence in myself had the power to transform even a college institution."



Upon leaving the HBCU Summit, Crystal Doss got right to work effecting change in her local community, citing the conference as one of her primary motivations to become President of Tennessee State University's Gay-Straight Alliance, engage school administrators around issues of diversity and inclusion, and join the Nashville Black Pride Committee. The way Doss sees it, "the HBCU Summit taught me how to effectively communicate. It also helped prepare me for my professional career."



# THE COMING OUT PROJECT

HRC Foundation's National Coming Out Day Project is well-known nationwide. That's important because each time someone comes out, our communities gain allies.

But this project goes beyond the October events, working year-round to support coming out in all areas of life, from doctor's offices to places of worship.

## WE OFFER



...targeting a variety of communities and coming-out situations that include coming out in the workplace or in your place of worship, or coming out as African American, Asian Pacific Islander or transgender.

Our public awareness campaigns reach millions of people every year with messages from individuals, celebrities, politicians, religious leaders and everyday people.



**5.**

# HEALTH & AGING

Research shows that many LGBT people delay getting necessary healthcare because they fear mistreatment — and with good reason. When sick, you are profoundly vulnerable. Your life, health and well-being are in the hands of strangers.

**MORE THAN HALF OF LESBIANS, GAY MEN AND BISEXUALS SAY THEY'VE FACED DISCRIMINATION WHEN SEEKING HEALTHCARE. MORE THAN 70 PERCENT OF TRANSGENDER PEOPLE HAVE FACED SERIOUS DISCRIMINATION, INCLUDING BEING DENIED ESSENTIAL, LIFESAVING CARE.**

And the first out LGBT generation is deeply concerned about the care they will receive as elders, whether at home, in assisted living or in nursing facilities.

But few healthcare or aging professionals realize that LGBT people often fear being mocked, mistreated or neglected, whether for holding a spouse's hand or for revealing an unexpected gender history. That's why HRC Foundation's Health & Aging Program (HAP) was launched: to inform and transform the policies, practices and cultures of healthcare and aging organizations nationwide.

## INTENSIFIED WORK TO END HIV/AIDS

We have always played a critical role in calling attention to the tragic and continuing impact of HIV/AIDS on LGBT people — and mobilizing resources to bring an end to the disease. In wide-ranging efforts coordinated by HAP, the HRC Foundation has recently embarked on an intensive initiative to spotlight recent increases in HIV among gay and bisexual men and transgender women, encourage HIV testing, call attention to advances in prevention and treatment and reduce the stigma experienced by HIV+ people. Collaborating closely with leading HIV/AIDS organizations, we are energetically continuing our longtime work to end the epidemic.

# THE HEALTHCARE EQUALITY INDEX

The U.S. has more than 5000 hospitals and thousands more outpatient clinics. Through our rapidly expanding Healthcare Equality Index (HEI), HAP offers a benchmarking survey that lets those organizations evaluate their treatment of LGBT patients, and provides acclaimed training, consulting and online resources to help them improve. The program also plans to replicate the HEI's success with a similar survey for elder care.

## IN OFFERING THE HEI AT NO COST, THE HEALTH AND AGING PROGRAM SHOWS HOSPITALS AND OTHER HEALTHCARE FACILITIES HOW TO TRANSFORM THEMSELVES VIA:

### *The "Core Four" Leader Criteria*

Four formal policy and practice requirements, including non-discrimination and equal visitation.

### *Mandatory HRC-led training*

Required to achieve Leader status, this institution-wide training reveals LGBT patients' profound concerns — and helps staff provide sensitive, welcoming care.

To achieve Leader status, this training must be attended (in person or live online) by top-level staff such as the CEO and chiefs of medicine and nursing — and by other staff who interact with patients, including security guards, admitting personnel, social workers, chaplains, physicians, nurses and a whole range of allied health professionals.

### *Forty expert recommendations for high-quality LGBT care*

These detailed recommendations offer health-care facilities a wealth of suggestions and resources for LGBT-welcoming care, including community engagement, identification of LGBT-friendly providers, transgender support, expanded medical services, employee equity, LGBT-focused materials and much more.

### *Private website for participating health-care organizations*

This site enables them to post and learn from each other's policies, practices, webpages and other resources.

## BEYOND THE HEI...

HAP engages in wide-ranging efforts to promote awareness of LGBT health and aging concerns. Staff often speak at medical and nursing schools, as well as conferences on health and aging nationwide, and have developed groundbreaking materials to improve LGBT care. HAP also supports HRC's vital advocacy work to provide optimal care for LGBT people of all ages.



Dr. Lee Ann Conard with patient Desia Hope, her mother Nattyra Hall and James Page, Assistant Vice President of Diversity, Inclusion and Cultural Competence at Cincinnati Children's Hospital Medical Center, a 2013 HEI Equality Leader.

# STORIES



"Just after Greenville Health System was ranked as a Leader in the HEI for the first time, I received an email from someone who lived out of state, but had parents who lived in our service area. He said he had always been fearful that he or his partner would get sick while visiting and be forced to seek care at a hospital that might discriminate against them. After seeing our ranking as a Leader on the HEI, he said he no longer carried that fear."

**Kinneil Coltman, DHA**  
 Director, Diversity & Language Services  
 Greenville Health System, Greenville, SC



"I got involved in Christiana Care's response to the HEI several years ago. Changes during the time I have been employed at Christiana Care (going on 13 years) give me the ability to cover my husband under the benefits I am afforded as an employee of Christiana Care. Additionally, pension survivor benefits now recognize same-sex marriages and civil unions. Secondly, I am motivated as a person of faith to work for change and justice in the world. Working on the HEI is the just and right thing to do for me and for Christiana Care Health System."

**Timothy D. Rodden, MDiv, MA, BCC, FACHE**  
 Director, Pastoral Services  
 Christiana Care Health System, Newark, DE



The LGBTQ Veterans Group at the VA Palo Alto Health Care System, one of 92 VA medical centers to attain 2013 HEI Equality Leader status.

# STATISTICS SNAP SHOT



**IN 2013  
 THE HEALTH & AGING PROGRAM  
 TRAINED 7000 HEALTHCARE  
 WORKERS.**



**IN 2014  
 THE PROGRAM IS ALREADY  
 SLATED TO TRAIN 7000 MORE.**



**IN 2013  
 MORE THAN 700 HEALTHCARE  
 FACILITIES – IN ALL 50 STATES,  
 AND INCLUDING MOST U.S.  
 VETERANS' HOSPITALS –  
 PARTICIPATED IN THE HEI.**



**OF THOSE, 464 EARNED THE  
 COVETED STATUS OF "LEADERS IN  
 LGBT HEALTHCARE EQUALITY."**

**OUR AIM:  
 TRANSFORM  
 ALL 5000  
 HOSPITALS  
 AND  
 HEALTHCARE  
 FACILITIES IN  
 THE COUNTRY.  
 ONLY 4300  
 MORE TO GO!**



**6.**

# GLOBAL ENGAGEMENT

**THE INDIAN CONSTITUTIONAL COURT RE-CRIMINALIZED SODOMY. UGANDA AND NIGERIA PASSED HORRIFIC LAWS CRIMINALIZING SAME-SEX RELATIONSHIPS. MILLIONS OF LGBT PEOPLE AROUND THE WORLD LIVE IN FEAR AND ISOLATION,**

sometimes ruled by governments that criminalize their identities or patrolled by vigilantes who punish them with beatings, “corrective rape,” or even murder. In 2013 the HRC Foundation launched the Global Engagement Program, identifying three major ways in which we can be partners with LGBT movements elsewhere.



LGBT activists Alice Nkom of Cameroon, Masha Gessen of Russia, and Dane Lewis of Jamaica sit on a panel moderated by Fareed Zakaria of CNN and TIME discussing the global fight for LGBT equality at the World Economic Forum in Davos, Switzerland. HRC's Foundation co-hosted the panel alongside Credit Suisse, the Huffington Post, Microsoft, the Paul E. Singer Foundation, the Margaret and Daniel Leob – Third Point Foundation and Time Warner.

## GLOBAL OPPOSITION RESEARCH PROJECT

American preachers of hate are exporting their message. Antigay and antitrans figures like Paul Cameron, Scott Lively, Brian Brown, and others' fact-free assertions and misleading claims are wreaking havoc abroad. To help clean up that American-made mess,

**THE GLOBAL OPPOSITION RESEARCH PROJECT IS PRODUCING REPORTS AND EXPOSING THE WORK OF THESE HATE MONGERS.**

## GLOBAL FELLOWS PROJECT

The HRC Foundation and our international partners want to learn from each others' experience, knowledge, resources, and contacts.

**WE LAUNCHED OUR GLOBAL FELLOWS PROJECT TO EASE THIS EXCHANGE AND TO BUILD A RICHER GLOBAL LGBT NETWORK.**

We bring other nations' LGBT and human rights advocates to work for a full year, fulltime, alongside our staff in Washington, D.C. We hope to create an international alumni network through which national movements can more easily learn from and support one another.



HRC Foundation staff stands alongside LGBT activists from Center Global, St. Paul's Foundation for International Reconciliation, Kuchu Diaspora Alliance, Standing on the Side of Love, Unitarian Universalist Association, Global Rights – Partners for Justice and the American Jewish World Service to protest anti-LGBT violence in Uganda in front of the Ugandan embassy in Washington, D.C.

# GLOBAL PARTNER-SHIPS PROJECT

Guided by conversations with LGBT movements around the world, the Global Partnerships Project collaborates with LGBT movements and leaders across the globe — with the goal of being a strong international partner.

Only months before the 2014 Winter Olympics, Russia outlawed public support for LGBT equality. We reached out to our peers in Russia to see how we could best support their work as the international spotlight began focusing on Sochi.

**THEIR ANSWER: BRING INTERNATIONAL ATTENTION** to the situation of LGBT Russians and help sustain the work of their movement after the international spotlight dims on Sochi.

**OUR RESPONSE: WE SPRANG INTO ACTION**, working closely with Russian LGBT advocates on the ground and elevating their voices as we helped raise awareness in the U.S. of the challenges they face each and every day.

# STORIES

**+** Archaic and dangerous anti-LGBT laws have been signed into law this year in places like Uganda and Nigeria. Jane Wothaya Thirikiwa, a Kenyan LGBT activist who works as one of HRC Foundation's Global Engagement Fellows, has been busy speaking and writing about the experience of LGBT Africans and the immediate harm that laws like these cause — especially for those with HIV/AIDS. She has addressed the Peace Corps, spoken out on World AIDS Day, and co-authored a report of the global equality movement, *Equality Rising*.

**"I AM PROUD TO BE ONE OF THE MANY AFRICAN VOICES CALLING FOR JUSTICE WHEN AND WHERE IT MATTERS MOST FOR THE AFRICAN PEOPLE."**

**+** When India's Supreme Court overturned a lower court's decision and ruled to criminalize same-sex relationships in late December last year, Tushar Malik, one of HRC Foundation's Global Engagement Fellows and an LGBT advocate from India, sprang into action. Through blog posts, an op-ed featured on CNN, and a video that went viral on social media, Tushar shone a spotlight on the re-criminalization of love and the backsliding of basic human rights for LGBT people in India.

# THE HUMAN RIGHTS CAMPAIGN FOUNDATION

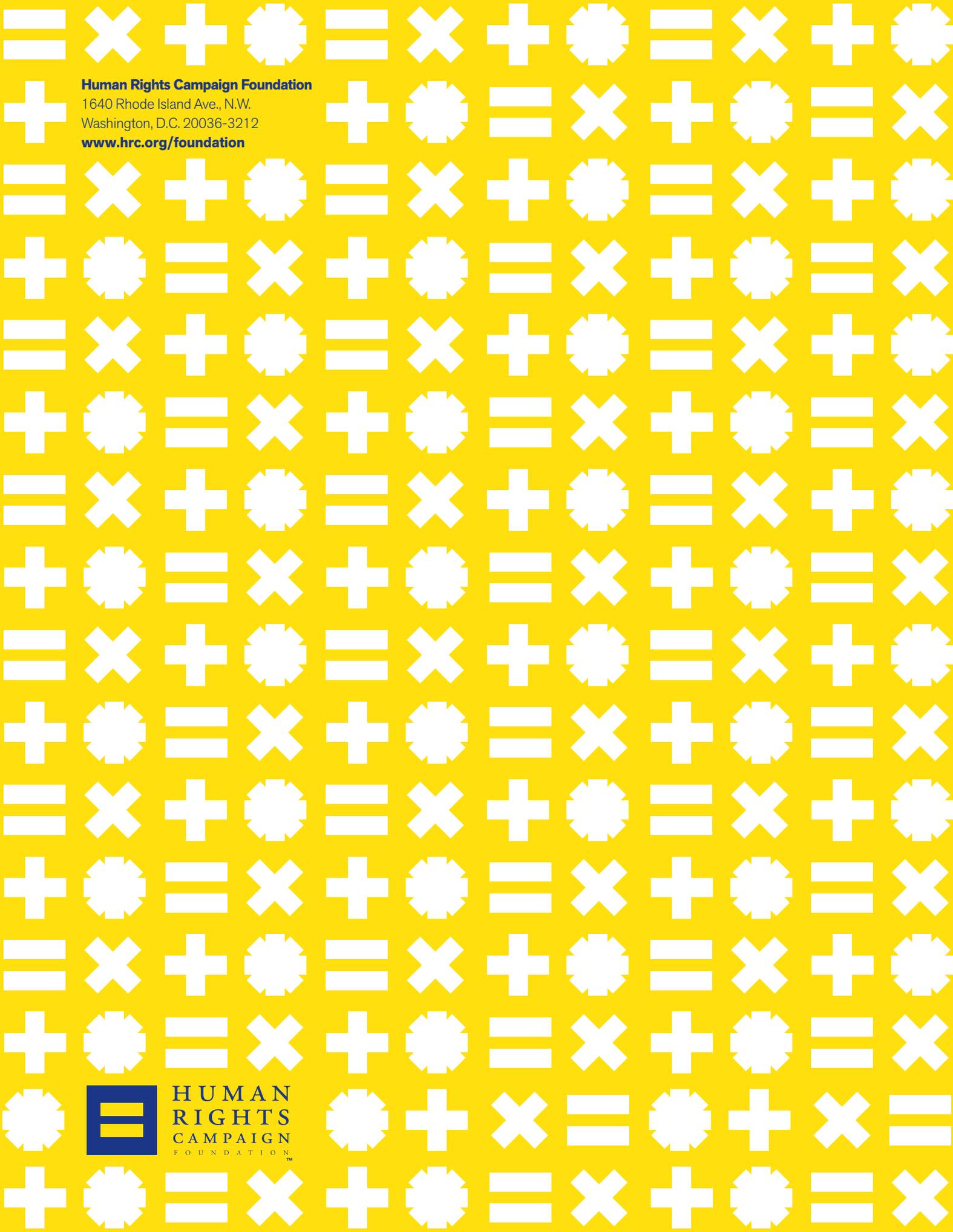
**IMPROVES THE LIVES OF  
LESBIAN, GAY, BISEXUAL  
AND TRANSGENDER  
(LGBT) PEOPLE BY  
WORKING TO INCREASE  
UNDERSTANDING  
AND ENCOURAGE THE  
ADOPTION OF LGBT-  
INCLUSIVE POLICIES  
AND PRACTICES.**

We build support for LGBT people among families and friends, co-workers and employers, pastors and parishioners, doctors and teachers, neighbors and the general public. Through the following programs and projects, we are enhancing the lived experiences of LGBT people and their families, as we change hearts and minds across America and around the globe.

The HRC Foundation is a nonprofit, tax-exempt 501(c)(3) organization.







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