



be you.



2016 ANNUAL REPORT

**We value love,
commitment,
& compassion.**



Friends,

Welcome to a year in the life of the National LGBTQ Task Force.

So much life-changing history has been made for a great cause – freedom, justice and equality for the LGBTQ community. From successfully fighting to have sexual orientation and gender identity protected by federal Civil Rights law to leading the LGBTQ effort to transform our criminal justice system into one that emphasizes justice for all, rather than criminalizing black and brown people.



But the history we made together in the year-long period covered by this report was overshadowed by one of the nation's worst acts of violence. The Pulse Nightclub massacre in Orlando broke our hearts and the hearts of millions across the nation and the world.

It confirmed what we already knew: in a post-marriage equality world, we still face discrimination, persecution and violence for simply being who we are and love; that there are millions of LGBTQ people who don't yet experience lived equality.

LGBTQ people across America still face myriad barriers affecting every aspect of their lives: in housing, employment, health care, in their places of worship, retirement, and basic human rights. LGBTQ people still face formidable barriers to economic justice, reproductive rights, racial justice, and the ballot box. And the Orlando massacre showed us that we must work even harder to create an America free from violence; particularly gun violence.

The National LGBTQ Task Force will continue to be the uncompromising voice for LGBTQ people—leading our movement, building our grassroots power, and creating a nation where people can bring their whole selves out without fear of persecution, discrimination and violence.

I look forward to hearing your feedback about our work at rcarey@thetaskforce.org.

Finally, thank you for joining us for the rest of the journey.

My best,

Rea Carey
Executive Director

CHANGING THE FAITH NARRATIVE

“Religious liberty” is being misused and redefined by politicians to justify LGBTQ discrimination nationwide.

To help address this frightening phenomenon the Task Force organized a LGBTQ Faith & Family Power Summit. Hosted in Salt Lake City, the Summit brought together hundreds of people of faith and secular progressive people. The four-day gathering provided fellowship, inspiration, skills, capacity building and concrete strategies to explore how faith and the practice of radical welcome can build grassroots power. The Summit occurred just a few days before the World Congress of Families met in the United States for the first time – a group that has a clear anti-LGBTQ agenda and track record of exporting and promoting homophobia, transphobia and biphobia across the world.

“We need to shift the phony narrative that says there are no LGBTQ people of faith and no people of faith who welcome LGBTQ people. The truth is there are millions of LGBTQ people of faith and a rapidly growing number of people of faith who affirm LGBTQ people. The power of this reality is transformational,” said Rev. Rodney McKenzie, Task Force Academy for Leadership and Action Director.



Leaders of faith pictured at the summit in front of the Shower of Stoles.



**We value justice
& liberation.**

More trans women and gender non-conforming people of color were murdered in the first half of 2016 than in the whole of 2015.

The Task Force has been tackling this national ongoing tragedy in a multifaceted way. Through our #StopTransMurders campaign we are raising vital public awareness of the murders and horrendous violence. And through our world-class leadership trainings, we are equipping trans leaders with the tools they need to create change in communities across the nation.

Our policy agenda demands accountability from policy makers to protect transgender and gender non-conforming lives in public spaces and from law enforcement to properly respond to and document violent acts that target our community.

"This period has been bittersweet for the trans and gender non-conforming community. We have advanced important changes that make many types of discrimination against trans people illegal under federal law, but we have also seen the rise in anti-trans state legislation, often using faith as an excuse to impose the anti-LGBTQ views of politicians on the public. We will continue to fight for full, lived freedom, justice and equality for all trans and gender non-conforming people," Victoria M. Rodríguez-Roldán, Policy Counsel, Trans/GNC Justice Project Director.

ADDRESSING THE TRANS MURDER EPIDEMIC



A poster that's part of the #StopTransMurders public awareness campaign.

We value diversity and inclusion.

REPRODUCTIVE RIGHTS
ARE LGBTQ RIGHTS



From the Supreme Court marriage equality ruling to the realities of LGBTQ people's day-to-day health care, reproductive justice has an enormous influence and impact on delivering equality and improving the quality of our lives.

Why should the reproductive rights movement be interested in LGBTQ freedom and equality? Why should LGBTQ people be interested in reproductive rights and justice?

Several reasons: straight and LGBTQ people use birth control, have abortions and use fertility treatments, and transgender people need access to a full range of health services to be their whole selves. Straight and LGBTQ people need reproductive rights and justice because our respective legal rights and destinies have long been intertwined through Supreme Court decisions going back over 40 years. For example, the Supreme Court's Hobby Lobby ruling made it possible for employers to dictate their employees' health insurance options. Justices also used landmark reproductive health care rulings as part of the basis for the historic Marriage Equality decision.

"The opponents of LGBTQ equality are the same people who oppose reproductive justice. When reproductive justice is attacked, LGBTQ justice is attacked," said Candace Bond-Therault, Policy Counsel, Reproductive Rights/Health/Justice.

CREATING CHANGE CONFERENCE FOCUSES ON RACIAL JUSTICE



Creating Change volunteers pause for a photograph. The conference is powered by dynamic plenary sessions, hundreds of skills-building workshops and caucuses, day-long Institutes, networking sessions, interfaith services and much more.



A constant theme running through our work is the on-going struggle to achieve racial justice. Central to this drive for change is our Racial Justice Institute at our annual Creating Change Conference.

Creating Change is the nation's premier LGBTQ social justice gathering. Celebrating its 30th birthday in 2018, the conference is 360 degrees of mobilizing, training, networking & growing the movement for change.

"Tragically one of the most frequent subjects that we are asked to comment on is the never ending incidents of police-involved shootings of black people. It is long past time for radical reform of our criminal justice system: from one that thinks nothing of shooting black people to one that emphasizes non-violent solutions; from a system that routinely targets black people to one based on the principal that black lives really matter. Creating Change is the annual crucible within which our movement trains and mobilizes to deliver racial justice," Sue Hyde, Director of the Creating Change Department and Conference.

OUR 2015-16 ACHIEVEMENTS

JULY 2015

- Refocused public attention, after the big Supreme Court marriage equality victory, on the many other barriers LGBTQ people face to achieve freedom, justice and equality.
- Pushed successfully for the creation of a comprehensive federal non-discrimination bill.
- Fought successfully for a U.S. Equal Employment Opportunity Commission (EEOC) ruling that sexual orientation and gender identity are protected by federal civil rights law.
- Trained, through our Building an Inclusive Church Program, more than 200 faith leaders from over 50 congregations to help make their places of worship more welcoming and affirming.
- Stood with Planned Parenthood as it was attacked by the opponents of reproductive rights.
- Led the effort—in the light of the death in police custody of people such as Sandra Bland—to transform our criminal justice system into one that emphasizes justice for all, rather than criminalizing black people. This work included major federal legislation to ban police profiling.

AUGUST 2015

- Intensified our Nix It Now campaign to stop politicians and government officials using faith as an excuse to impose their anti-LGBTQ views by law on others.

SEPTEMBER 2015

- Partnered with leading civil rights organizations to urge Congress to restore historic voting rights legislation and released an LGBTQ Voting Rights Toolkit.

OCTOBER 2015

- Brought hundreds of people of faith and secular progressive people together for our Faith and Family LGBTQ Power Summit, training attendees to advocate and create welcoming spaces for LGBTQ people.
- Recruited five people to our Trans Seminarian Cohort, a unique leadership training, networking and support program for emerging clergy.

NOVEMBER 2015

- Spoke out throughout the year against the police's apparent "shoot-to-kill" policy against black people, one of the victims being Laquan McDonald who was shot 16 times by the Chicago police.

DECEMBER 2015

- Called for the decriminalization of sex work.
- Spoke out strongly against the dehumanization of Muslims, immigrants and people with disabilities by political candidates.



JANUARY 2016

- Grew the LGBTQ movement through our Creating Change Conference in Chicago, Illinois, training and equipping more than 4,000 people with the skills to advance LGBTQ freedom, justice and equality at every level. Close to 1,000 people attended the conference's Racial Justice Institute. It was also our most diverse conference. Conference participants included 45% people of color; 50% under 30 years old; 27% trans/gender-nonconforming; 30% with a household income less than \$35,000; and 8% straight/heterosexual.
- Condemned U.S. Immigration and Customs Enforcement (ICE) for its raids targeting undocumented immigrant families and children and called for the dire need of comprehensive immigration reform by Congress.

FEBRUARY 2016

- Intensified our #StopTransMurders public awareness campaign, as murders of trans and gender non-conforming people of color doubled in less than a year.
- Presented the Trans Leadership Exchange, a unique six-month program for transgender and gender non-conforming people to help strengthen their leadership skills.
- Provided vital logistical and on the ground support in Florida, Michigan and North Carolina to preserve and advance important nondiscrimination protections for LGBTQ people.
- Launched a first-of-its-kind tax guide designed specifically to help low-income LGBTQ people navigate the income tax system.
- Organized and convened a Multi-Movement Reproductive Rights, Health and Justice Working Group, comprised of 19 small or limited capacity groups. The partnership initially convened to organize for important Supreme Court cases.

MARCH 2016

- Through our Building an Inclusive Church training, we successfully urged the conservative Governor of Georgia to veto a vehemently anti-LGBTQ bill. The bill, under the guise of "religious liberty," would have allowed state-funded institutions to deny services to LGBTQ people and others. Some of the Governor's advisers had attended our Building an Inclusive Church training.



Task Force supporters rally at the United States Supreme Court.

- Raised hundreds of thousands of dollars through our Winter Party Festival and our Miami Gala to aid South Florida LGBTQ charities and our national work.
- Helped lead LGBTQ advocacy for the disability community with particular emphasis on people living with mental health issues. This work included raising awareness and engagement around Bipolar Day.

APRIL 2016

- Released with True Colors Fund “At the Intersections: A Collaborative Resource on LGBTQ Youth Homelessness,” an innovative comprehensive resource to help tackle youth homelessness.
- Delivered Department of Housing and Urban Development (HUD) policy change to help eliminate discrimination against LGBTQ people with criminal records, making it easier to rent, renew a lease, buy, or obtain a mortgage.
- Media trained a group of trans and gender non-conforming people of color and faith and mobilized close to 2,000 people of faith and numerous partner organizations in North Carolina to combat that state’s anti-LGBTQ legislation.

MAY 2016

- Successfully advocated for federal guidance stating that discrimination against LGBTQ people in a health care setting violates federal law.
- Advocated for LGBTQ people to be counted in legislation that, if passed, would include gender identity and sexual orientation in all federal population related surveys, next to race, ethnicity, age, or gender.



Friends and Family: Task Force supporter actor and comedian Alec Mapa, who emceed the Task Force Gala, Miami; Task Force Staffer Julie Childs with her wife Sara Speargas and their kids Dayton Childs and Saundor Childs.

JUNE 2016

- Shortly after the Orlando shooting, brought together a coalition of national organizations to take coordinated action on behalf of the victims and their families – and to ensure that entire communities were not dehumanized because of the act of one shooter.
- Led the LGBTQ community of organizations to have a strong position on creating a nation without gun violence.
- Provided an uncompromising LGBTQ voice for reproductive rights and partnered with reproductive justice organizations by rallying together at the U.S. Supreme Court for a victory in the Whole Women's Health case, strengthening people's access to comprehensive reproductive health care including abortion.
- Published *Valuing Transgender Applicants and Employees*, a first-of-its-kind resource to help eliminate workplace discrimination against transgender and gender non-conforming people – providing in-depth best practices intended to help employers across the nation create a genuinely inclusive and welcoming workplace environment for transgender and gender non-conforming people.
- Fought to ensure that our constitutional freedom of religion and freedom from religion could not be manipulated to impose discrimination in federal law.
- Helped create change by having hundreds of conversations with the people of Cleveland leading to the unanimous repeal of a City ordinance designed to stop transgender and gender non-conforming people from using the restrooms that match their gender identity.



We value innovation.

SUMMARY FINANCIAL RESULTS FOR THE FISCAL YEAR ENDED JUNE 30, 2016

During financial year 2015/2016, we grew, investing more than 83% of the money we raised in our programs, and minimized our costs.

REVENUE

Our funding from foundations remains our largest revenue stream at 40.6% (\$2,730,616). This component is nonetheless smaller both in amount and in proportion to the whole than in previous years. Contributions from individuals and corporate sponsorships continues to grow. Registrations and related receipts from our Creating Change conference are now a full 10% (\$674,299) of revenue, an increase both in amount and proportion. Net proceeds (after production expenses) of our two large Miami Beach based events stands at 5.8% (\$390,120) of revenue.

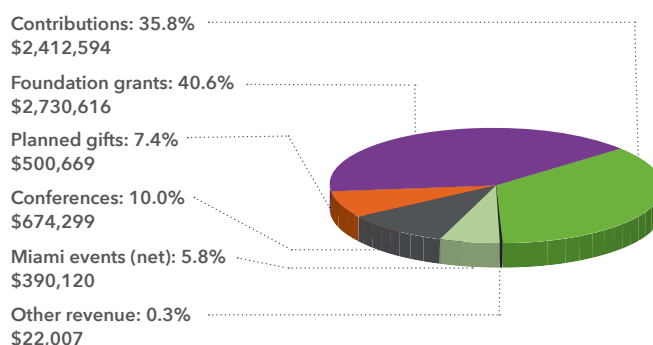
EXPENSES

This year we applied 84.3% (\$6,856,088) of operating expenditures to program. These funds were used both to execute grant funded activities and our internally initiated work in grassroots organizing, training, advocacy and putting on the annual Creating Change conference. Both total spending and the proportion of spending on fundraising and residual general and administrative support were reduced.

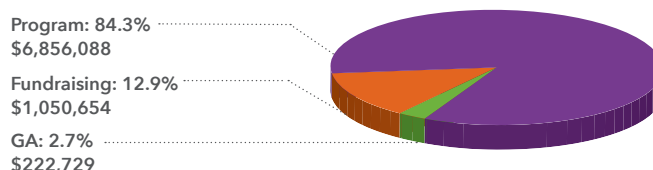
OTHER CASH FLOW

Our operations in fiscal 2016 accumulated a deficit in unrestricted net assets of \$509,753. We also had a \$889,414 net reduction in restricted resources (recorded as an adjustment to revenue). The total deficit was \$1,399,167 on an accrual basis. As in prior years, the Task Force funded its operation with a mix of carry forward cash, current revenue streams, distributions made on previously awarded grants and proceeds from previously settled bequests.

2016 Revenue Total: \$6,730,304



2016 Expense Total: \$8,129,471



LEADERSHIP COUNCIL *(July 1, 2015 - June 30, 2016)*

We extend a heartfelt thanks to our Leadership Council members for their continued support of the Task Force and the Task Force Action Fund. Leadership Council members make an annual gift of \$1,500 or more and give the Task Force the flexibility to build grassroots LGBTQ power across the nation. If we have inadvertently omitted or incorrectly listed your name, please contact Saurabh Bajaj, Chief Development Officer, at sbajaj@thetaskforce.org.

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If you intend to name the Task Force in your estate plans or would like to learn more about planned giving options, please contact Saurabh Bajaj, Chief Development Officer, at sbajaj@thetaskforce.org.

**We value the centrality
of sex & sexuality.**

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NATIONAL ACTION COUNCIL

Over the years, the Task Force has had a number of incredible advocates and supporters who've been committed above all others in helping the us achieve our mission of building grass-roots power for the LGBTQ community. The National Action Council recognizes these individuals.

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We value Intersectionality.

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We value action.



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