

Pride Guide

IPGLBT 2019

IPG
Diversity+
Inclusion

MERGE

IPGLBT
Gay, Lesbian, Bisexual, Transgender & Allies

Letter from the Editor

Last year, IPGLBT tried something different. We created the first edition of the Pride Guide with helpful information, programming examples, and featured resources and insights to help offices and employees learn more about the LGBTQ+ community. The feedback received from employees and executives was extremely positive and also served as a catalyst for more employees across the network to learn more about and join IPGLBT.

But with all the good we are doing at IPG, the LGBTQ+ community has taken a few hits in the last year as well. We have seen a roll back in protections for employment and public accommodations. We've seen the Pentagon issues a policy banning trans individuals from serving openly in the military and the Department of Health and Human Services (along with several state legislatures) working to deny healthcare coverage to trans people. We've even seen the citizenship of the children of US same-sex couples be denied.

So this year, we are publishing an updated version for everyone that includes further terminology, additional issues facing the community, and more in hopes of keeping our employees informed about what their co-workers might be going through and how they can help. We've also added two new sections that include: selections of IPGLBT work from the last decade, and selections of LGBTQ+-inclusive work from IPG agencies.

This year, we are also using the Pride flag that includes the black and brown stripe, introduced in June 2017 by the City of Philadelphia (with the help of IPG's own Tierney). While not an "official" Pride flag, we feel the inclusion of the black and brown stripe calls attention to the marginalization and, sometimes, intentional exclusion of people of color from the LGBTQ+ narrative.

As always, something like this is a team effort and I would like to thank David Azulay, Christina Cairns, Barbara Harris, Melynda Rowe, and Jeremy Thomas as well as all the fabulous individuals who have taken time out of their busy schedules to dial in for the national calls, push us to do more, and share their perspectives. I also want to thank the IPG Diversity & Inclusion Team including Heide Gardner, Bridgette O'Neal, and Sandy Chum-Wu who not only help IPGLBT, but the entire network as well.

For more information about IPGLBT and MERGE as well as access to meaningful diversity and inclusion resources, please register at merge.interpublic.com. If you are interested in IPGLBT, please register for our mailing list at www.surveymonkey.com/r/IPGLBTSignUp and/or join our Facebook group at www.facebook.com/groups/ipglbt/.

Thank you,
Anthony Imgrund
National Chair, IPGLBT



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LGBTQ+ in the Workplace

The process of “coming out” for the LGBTQ+ community can be truly liberating and freeing, but there is also a lot of stress and potential consequences associated with deciding to live openly. Besides the possible loss of family and friends, a huge concern facing members of the community is how this will affect my job. Will I be fired? Will there be harassment from my co-workers and/or boss? Will I lose any chance of promotion?

According to a 2018 report by Human Rights Campaign (HRC),¹ 46% of American lesbian, gay, bisexual, transgender and queer workers remain closeted at the office. Being in the closet not only decreases productivity of the LGBTQ+ employee, but makes these employees 73% more likely to leave their company within the next three years according to a University of Rochester study.²

While there are no federal laws protecting LGBTQ+ employees and only 21 states and the District of Columbia offer full protection from discrimination,³ corporations have been stepping up on their own to provide a safe place for open employees. Publications like the Human Rights Campaign’s Corporate Equality Index evaluate the commitment of employers by establishing a list of companies that are “Best Places to Work for LGBTQ Equality” based on three key pillars:

1. Non-discrimination policies across business entities

- Prohibits discrimination based on sexual orientation for all operations
- Prohibits discrimination based on gender identity for all operations

2. Equitable benefits for LGBTQ workers and their families

- Equivalency in same- and different-sex spousal medical and soft benefits
- Equivalency in same- and different-sex domestic partner medical and soft benefits
- Equal health coverage for transgender individuals without exclusion for medically necessary care

3. Supporting an inclusive culture and corporate social responsibility

- Three LGBTQ internal training and education best practices
- Employee group or diversity council
- Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers
- Contractor/supplier non-discrimination standards and philanthropic giving guidelines

In 2019, 572 employers earned a perfect 100 score. IPG scored 100 for the 10th year. ⁴

Besides having great policies in place, LGBTQ+ employees need to know there is a strong network of allies to ensure that they feel safe and welcome. And while a lot of people self-identify as an ally, The Power of “Out” 2.0 report stated that about 19% of women and 8% of men qualify as “active allies” – meaning they visibly and verbally step up to help out their LGBTQ+ co-workers.⁵ IPGLBT hopes that the information in this guide will give you some insights and the confidence to step up and help build a more inclusive environment for our LGBTQ+ employees, whether you are in the community or an active ally.

(1) *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide* (2018) – Human Rights Campaign

(2) *Is Coming Out Always a “Good Thing”?* (2011) – University of Rochester

(3) Movement Advancement Project

(4) *Corporate Equality Index 2019 (2019)* – Human Rights Campaign

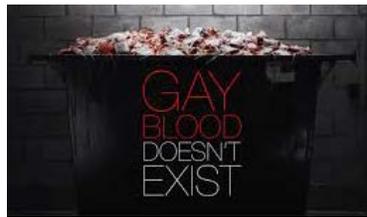
(5) *The Power of “Out” 2.0* (2013) – Center for Talent Innovation

Agency Spotlight

Employees are always asking the group about LGBTQ+-inclusive work that our agencies have done across the network. For this updated guide, here is a small list of examples and we hope it inspires you and the work you do with your clients.



Brooklyn Brothers
“LGBT Heroes” film series
with Sir Ian McKellen and
Brown Eyed Boy Productions



FCB Health
“Blood Equality” campaign
with Gay Men’s Health Crisis
(GMHC)



FCB Ulka
“Out & Proud” campaign for
The Times of India



FCB/RED
Pride Bottle for Bud Light



FCB/SIX
“Destination Pride” website for
PFLAG Canada



J3
“Care with Pride” for
Johnson & Johnson



Jack Morton
“Born Brave Bus Tour”
for Lady Gaga’s Born This Way
Foundation



LOLA MullenLowe
“The Hidden Flag”
photo campaign with FELGTB



McCann London
“The Gaydr” campaign for The
Peter Tatchell Foundation



McCann New York
"Pride" video campaign for
Verizon



McCann New York
"Universal Love" album for
MGM Resorts



McCann XBC
"Restroom For All"
Pride activation for Mastercard



Momentum
Pride Events for Reyka Vodka



MullenLowe Boston
"Vote Yes On Question 3"
campaign to support the trans
community



MullenLowe Boston
"Vow To Protect" campaign for
MassMutual



R/GA
"Connected By Pride" digital
march website for Verizon



R/GA
"Love Has No Labels"
campaign with The Ad Council



R/GA
Chatbot for ATX Pride



The Martin Agency
"Supreme Save The Date"
campaign with Tie the Knot



The Martin Agency & Golin
"Stoli Pride" for Stoli



Tierney
Updated Pride flag with the
City of Philadelphia



UM
"Say It With A Kiss" campaign
for The Hershey Company



Weber Shandwick
"F**k Without Fear, Prep Is Here"
for Los Angeles LGBT Center

IPGLBT is a business resource group. So if your team is working on LGBTQ+-inclusive work for your client, please feel free to reach out to us, and/or the IPG Diversity & Inclusion team, by emailing **Merge@interpublic.com**. We can help you by collecting research, connecting you with additional resources or organizations, and acting as a focus group.

LGBTQ+ Terminology

In our diverse world, it is hard at times to know the right or wrong way to say or express things. This glossary is meant to help provide guidance and definition of relevant words and phrases to help make conversations more appropriate and comfortable for everyone.

LGBTQ+: An acronym used to describe this vibrant and diverse community. The L is for lesbian, G is for gay, B is for bisexual, T is for transgender, Q is mostly for queer although some youth organizations use the Q for questioning, and the + sign is to be more inclusive of others whose label isn't represented.

Sexual Orientation: An individual's enduring physical, romantic, and/or emotional attraction to members of the same and/or other gender identities.

Gay: An adjective used to describe people whose enduring physical, romantic, and/or emotional attraction is to a person of the same gender identity (i.e. gay man, gay people, etc.). While this word is mostly used for men, it has been used to encompass the whole community. We recommend you use LGBTQ+.

Lesbian: An adjective used to describe women whose enduring physical, romantic, and/or emotional attraction is to another woman. Please note, when you ask how they identify, some women might tell you they prefer to identify as gay rather than lesbian.

Homophobia: The fear, hatred, or intolerance of people who are attracted to members of the same sex.

Bisexual: An adjective used to describe people who have the capacity to form enduring physical, romantic, and/or emotional attractions to those of the same gender or to those of another gender.

Biphobia: The fear, hatred, or intolerance of bisexual people.

Pansexual: An adjective similar to bisexual but for people who can form relationships with others no matter their gender identity including genderqueer and non-binary.

Queer: An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual. Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel don't apply to them. Once considered a pejorative term, queer has been reclaimed by some LGBTQ+ people to describe themselves; however, know that not all members of the community like to be called queer.

Same-Gender Loving: A term some prefer to use instead of lesbian, gay, or bisexual to express attraction to and love of people of the same gender.

Asexual: An adjective used to describe people who do not experience sexual attraction. The term "ace" is sometimes used to describe asexuality (i.e. ace person or the ace community).

Aromantic: This is a more recent term and does go with asexual. However, it is an adjective used to describe people who do not experience romantic attraction. The term "aro" is sometime used to describe aromanticism.

Sex: The classification of a person as male or female usually assigned at birth based on the appearance of their external anatomy. However, it is a combination of chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Gender Identity: A person's internal, deeply held sense of their gender. Most people have a gender identity of man or woman, but some have a gender identity that does not fit neatly into one of those two choices. Unlike gender expression, gender identity is not visible to others.

Gender Expression: External manifestations of gender that are expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

Transgender: An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using a variety of terms. It is okay to ask them which they identify with. It is important to note that a transgender identity is not dependent upon physical appearance or medical procedure.

Cisgender: A term used to describe someone who is not transgender.

Transphobia: The fear, hatred, or intolerance of someone who is not cisgender.

Transgender Man (or Trans Man): People who were assigned female at birth but identify and live as a man may use this term to describe themselves.

Transgender Woman (or Trans Woman): People who were assigned male at birth but identify and live as a woman may use this term to describe themselves.

Gender Dysphoria: The clinical term the American Psychiatric Association uses to replace Gender Identity Disorder. The necessity

of a psychiatric diagnosis remains controversial as both psychiatric and medical authorities recommend individualized treatments for transgender individuals. Some believe its inclusion in the Diagnostic and Statistical Manual of Mental Disorders is important in order to get insurance companies to cover the medically necessary treatment recommended.

Non-Binary and/or Genderqueer: Term used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. Their identity might be somewhere in between man and woman or they define it as wholly different from these terms.

Gender Non-Conforming: A term used by some people whose gender expression is different from the conventional expectations of masculinity and femininity. Please note that many people have gender expressions that are not entirely conventional. It should only be used if someone self-identifies as gender non-conforming.

Androgyny: The combination of feminine and masculine characteristics into an ambiguous form. While usually expressed through gender expression, some use the term to express their gender identity.

Gender-Fluid: A person who does not identify or express themselves with a single fixed-gender and may shift between more than one gender.

Gender-Expansive: Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.

Gender-Neutral: This term is used to describe facilities that any individual can use regardless of their gender (e.g. gender-neutral bathrooms). Some individuals use this term as their gender identity to convey that they do not subscribe to any socially constructed gender.

Zie & Hir: The most common spelling for gender-neutral pronouns. Zie is subjective (replaces he or she) and Hir is possessive and objective (replaces his or her). However, you should always ask someone their preferred pronouns.

Transsexual: An older term that originated in the medical community, but is still used by some people who have permanently changed their bodies through medical interventions. This is NOT an umbrella term and many transgender people do not identify as transsexual, preferring transgender.

Cross-Dresser: While anyone may wear clothes associated with a different sex, the term is typically used to refer to men who occasionally wear clothes, makeup, and accessories culturally associated with women. These men are typically straight who do not wish to permanently change their gender identity. It is a form of gender expression and not done for entertainment purposes.

Drag Queen/Drag King: A term for someone who presents a character in clothing, name, and/or pronouns that differs from their everyday gender for enjoyment, entertainment, and/or self-expression. While drag queens are typically gay men and drag kings are typically lesbians, we are seeing a trend of trans individuals who create characters for drag shows. The key thing to remember is that the drag character is separate from the identity of the performer.

Questioning: A term used to describe someone who is in the process of exploring their sexual orientation or gender identity.

Ally: Someone who is a friend, advocate, and/or activist for a community they do not belong to. A straight ally might be a friend for the whole LGBTQ+ community, but there are also people like trans allies who might be in the LGBTQ+ community but are cisgender and advocate for trans rights and that segment of the community.

Closeted: A term used to describe someone who is not open about their sexual orientation or true gender identity.

Out: A description for someone who expresses, or does not hide, their sexual orientation or gender identity.

Coming Out: The process in which a person first acknowledges, accepts, and appreciate their sexual orientation or gender identity and begins to share that with others.

Gender Transition: A process similar to coming out where someone strives to more closely align their gender identity with their gender expression. This can include changing their clothing, using names and pronouns to be socially recognized as another gender, and/or undergoing physical transitions through medical intervention.

Outing: Exposing someone's lesbian, gay, bisexual, transgender, or queer identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety, religious situation, or family life.

Cyberbullying: Harassment or intimidation conducted through electronic communications methods such as social media and text messages.

Anti-Discrimination Laws: Federal, state, and local laws that prohibit the government and/or private organizations from discriminating against someone based on certain personal characteristics, such as race, religion, age, sex, disability, sexual orientation, or gender identity or expression. The laws tend to focus on employment, housing, and public accommodations (i.e. stores, restaurants, educational institutions, etc.)

Terms to Avoid

Admitted (or Avowed) Homosexual: It is a dated term that suggests being attracted to the same gender is somehow shameful or inherently secretive. Preferred terms include “out gay man,” “out lesbian,” or “out queer person.”

Biologically/Genetically Woman (or Born A Woman): Phrases like these over-simplify a very complex subject as well as put an individual’s sex ahead of their gender identity. Also, people are just born babies. Preferred phrasing includes “assigned female at birth” or “designated female at birth.”

Gay (or Homosexual) Lifestyle: There is no single LGBTQ+ lifestyle. It is better to use phrasing like “LGBTQ+ people and their lives.”

Gay Community: While not a derogatory term, it isn’t as inclusive of the entire, diverse community. It is better to use phrasing like “the LGBTQ+ community.”

Hermaphrodite: This is an outdated term usually used in a derogatory fashion against intersex individuals. It is always better to use intersex.

Homosexuals: This is a clinical term usually used in a derogatory fashion against gay and lesbian individuals. It is better to use “gay men and lesbians.”

Passing (or Stealth): While some transgender people may use these terms among themselves, you should avoid using them in any communications or programming. The terms are problematic in that “passing” implies that the LGBTQ+ individual is being something they are not and “stealth” connotes deceit on the person’s part. When people are living as their authentic selves, and are not perceived as LGBTQ+ by others, that does not make them deceptive or misleading.

Sex Change/Pre-Op/Post-Op: These terms continue the false idea that an individual is only transgender if there was an operation (or one is planned). This is not true. You should use the term “transition” or “transitioning.” And while the physical or medical changes of an individual are private and not something you should focus on, if you do talk about surgery, the term “gender-confirming surgery” is preferred.

Sexual Preference: Makes it seem like people have a choice in the people they are attracted to or romantically involved with. The term sexual orientation is preferred.

Special Rights: The rights that LGBTQ+ individuals and their allies are fighting for are not special compared to those afforded straight individuals. This terminology is used by anti-LGBTQ+ individuals who do not want inclusive laws and recognition. Instead, terms like “equal rights” or “equal protection” are preferred.

Transgenderers (or A Transgender): Transgender is an adjective. You should have a noun after it like person, man, women, individual, or community.

Transgendered: The “-ed” suffix is extraneous, unnecessary and causes tense confusion. Transgender is all you need and it is in alignment with gay, lesbian, and bisexual. You would not say “Ellen DeGeneres is lesbianed.”

Issues Facing the Community



Religious Freedom Bills

First, there is a common myth that people of faith are universally opposed to LGBTQ+ people and equality. This is not true as several religious organizations and denominations have LGBTQ+-inclusive policies and many more groups are okay with the inclusion of the LGBTQ+ in non-discrimination protections.

Religious Freedom Bills are used by opponents to bypass or eliminate LGBTQ+-inclusive non-discrimination laws. The intended result is for businesses and professionals to refuse goods or services to a population they oppose

on the basis of a “sincerely held religious belief.” Most proposed bills will not explicitly mention the LGBTQ+ community directly, but the pairing of anti-LGBTQ+ rhetoric from those proposing them often make these laws a weapon to legalize discrimination against the community. And it should be noted that non-discrimination laws do not stop someone from practicing their faith in services, their homes, or with their families. Rather, they seek to provide equal treatment for the LGBTQ+ community in employment, housing, and public accommodations.



Violence Against the LGBTQ+ Community

In recent years, there has been an increase of violence against members of the LGBTQ+ community even in places that have been traditionally accepting, like New York City, Los Angeles, and San Francisco (an almost 16% increase of all hate crimes¹ and an almost 86% increase in homicides²).

Transgender people, particularly trans women of color, are disproportionately affected by hate violence. In 2015, 67% of LGBTQ+ homicide victims were transgender women, according to the National Coalition of Anti-Violence Programs.³

While the Matthew Shepard Act and James Byrd Jr Hate Crimes Prevention Act have been created

to address hate crimes, there is an increase in local law enforcement agencies not reporting crimes targeted against the LGBTQ+ community. Often, the reasoning that “all crimes are hate crimes” is used and that these crimes will be addressed locally. Frequently, this is not the case.

Only California, Illinois, Rhode Island, and Nevada have laws that ban “gay panic” or “trans panic” defenses. These tactics ask a jury to find a victim’s sexual orientation or gender identity as something to blame for the defendant’s excessively violent action. (Legislation banning these types of defenses is pending in New Jersey, Washington, Rhode Island, and the District of Columbia).



Safety of LGBTQ+ Youth

LGBTQ+ students experience very frequent bullying in schools. 87% of LGBTQ+ students reported experiencing harassment or assault at school. Unfortunately, 55% of LGBTQ+ students who were harassed or assaulted in school did not report the incident to school staff, and 60.4% of the students who did report bullying said that school staff did nothing in response or told the student to ignore it.⁴

Only **21 states** and the District of Columbia have laws specifically prohibiting bullying on the basis of sexual orientation or gender identity. Six states have “Don’t Say Gay” laws where teachers, counselors, and the administration cannot address LGBTQ+ issues for their students (including the mentions of LGBTQ+ individuals in their classes). And South Dakota and Missouri have state laws that prohibit schools from having an anti-bullying policy.⁵

Another important issue affecting LGBTQ+ youth is conversion therapy. For years, anti-LGBTQ+ activists have stated that sexual orientation is a choice and changeable. Several organizations were created that would claim to “cure” queer or questioning youth. These “treatments” accomplished nothing other than severe emotional trauma.

Currently **16 states** and the District of Columbia have laws that ban conversion therapy on minors. Even though legal challenges have failed so far, anti-LGBTQ+ groups continue to take these bans to courts saying that it restricts a parent’s right to “seek treatment” for their children.⁵



High Levels of Discrimination Against and Poverty Within the Transgender Community

According to the largest national survey of transgender people (the U.S. Trans Survey), the community experiences unemployment at twice the rate of the general population, with rates for trans people of color up to four times the national unemployment rate.

The US Trans Survey also showed that 90% of transgender people experienced harassment, mistreatment or discrimination on the job.⁶

Only **21 states** and the District of Columbia have employment non-discrimination laws that are inclusive of transgender individuals. This affects their ability to secure a job, own or

rent housing, or even be treated fairly in public accommodations like retail stores, restaurants, doctors’ offices, parks or hotels.⁵

For credit, bank and/or lending practices, only 14 states have non-discrimination laws that cover gender identity and the transgender community.⁷



U.S. Military Ban of Transgender Service Members

On April 12, 2019, the U.S. military banned transgender individuals from joining its ranks. Active members of the military who would like to transition in the future will not be allowed. They will have to serve as the sex they were assigned at birth and will be barred from taking hormones or receiving other transition surgeries.

A 2016 study by the RAND Corporation determined that there are no readiness implications that prevent transgender people from serving openly and that numerous foreign militaries successfully permit open service including the United Kingdom, Australia, Canada, and Israel.⁷ Additionally, another 2016 report from the US Department of Defense concluded that the cost of providing medical care to transgender troops would be diminutive.⁸

And while there are no hard numbers of transgender individuals in the military, it is estimated that there is a maximum of 10,790 trans people in the military and the reserves that are affected by this ban.⁸ The future of open transgender military service remains unresolved until the legal cases conclude.



Bathroom Bills

LGBTQ+-inclusive non-discrimination protections usually cover employment, housing and public accommodations and opponents of these protections focus on generating fears about bathrooms, falsely claiming that bathroom access will allow sexual predators to enter women's restrooms. This is a technique that has been used in the past against the Black community as well as gay men and gives the false impressions that non-discrimination protections change public safety laws. It also casts trans women as deviants and predators. There is no evidence that supports any of these claims.

Actually, in states that have forced trans individuals to use the bathroom that is in line with the sex assigned them at birth, rather than their gender identity, have seen increased episodes of violence against trans women, as well as harassment of women who are more masculine in their gender expression.

There are currently "Bathroom Bills" in various stages in the state legislatures of Indiana, Massachusetts, Tennessee, and Washington.⁹



Access to Healthcare for Transgender People

Although the American Medical Association has stated that treatment for gender dysphoria is medically necessary, a lot of insurance and healthcare companies consider it cosmetic and will not cover the costs of surgeries and/or hormones.

Even if their insurance covers treatment and procedures, it is difficult for transgender individuals to find providers who are knowledgeable about transgender healthcare.

Currently, there are three states with bills in their legislatures that would either limit or prohibit access to healthcare for transgender people. Alaska is looking to prohibit state

funding to be used for gender-confirming surgery. Illinois wants to prohibit doctors from providing care, prescribing hormone therapy drugs, and performing gender-confirming surgeries, to any transgender person under the age of 18 with or without parents' consent. Texas wants to give health care providers the right to refuse care or treatment to transgender patients.⁹



Updating Legal Documents for Transgender People

When transitioning, most trans individuals want to change their name and gender on their driver's license to match their gender identity. Unfortunately, a lot of states make this very difficult. **Ten states** require the individual to have gender confirmation surgery first and an updated birth certificate before the license can change. Thirty-one other states might not require the surgery, but "clinical proof" is required before they will change the gender marker.⁵

Only 19 states and the District of Columbia will issue a new birth certificate without surgery or a court order to change the gender marker.⁵

A positive trend we have recently seen are states allowing non-binary or genderqueer individuals to mark X on their driver's license or birth certificate. Currently we there are 10 states and the District of Columbia that allow you to choose X on your driver's license and six states that allow X on birth certificates.⁵



Acceptance of Bisexuals by Straights, Gays, and Lesbians

While the Williams Institute found that more than half of all non-straight people in the US identify as bisexual, this community faces a lot of backlash from not only the straight community, but also gays and lesbians. There is an unfair assumption that bisexuality is “just a phase” or that bisexuals are “just confused” and don’t want to admit they are fully gay.

A common stereotype is that bisexual people do not want to be monogamous and so are very

promiscuous. This is not true as bisexual people are just as capable of forming monogamous relationships as anyone else.

Someone’s bisexual orientation is not negated just because they are in a same-gender or opposite-gender relationship.



Fostering Children/Adoption for Non-Married Same-Sex Couples

With the Obergefell decision in 2015, marriage equality opened the doors for joint and second-parent adoptions in all 50 states. However, it should be noted that ten states do have laws that allow agencies, adoption agents, and judges to deny an adoption if it conflicts with their religious beliefs.⁵

For those who want to foster children or adopt, only **nine states** and the District of Columbia actually have laws that specifically say they can. In the other 41 states, there is nothing specifically stated in the law, so it is up to different agencies and judges to decide whether to allow the adoption or fostering.⁵

Credible authority on child welfare has determined that a person’s sexual orientation has nothing to do with the ability to be a good, loving, effective parent. Most studies cited by those opposed to same-sex parenting did not include same-sex parented families in the actual study but compared more two-parent vs single-parent childrearing.

(1) FBI 2017 Hate Crime Statistics Report compared to FBI 2016 Hate Crime Statistics Report

(2) National Coalition of Anti-Violence Programs 2018’s A Crisis of Hate Report

(3) National Coalition of Anti-Violence Programs’ 2017 Lesbian, Gay, Bisexual, Transgender, Queer and HIV-Affected Hate and Intimate Partner Violence in 2017 Report

(4) GLSEN’s 2017 National School Climate Survey

(5) Movement Advancement Project – www.lgbtmap.org

(6) National Center for Transgender Equality’s 2015 U.S. Transgender Survey

(7) RAND Corporation – Assessing the Implications of Allowing Transgender Personnel to Serve Openly

(8) US Department of Defense – 2016 Impact of Transgender Personnel on Readiness and Health Care Costs

(9) ACLU – Legislation Affecting LGBT Rights Across the Country

(10) Human Rights Watch – No Support, Russia’s “Gay Propaganda” Law Imperils LGBT Youth

(11) Human Rights watch – “A Really High Hurdle” Japan’s Abusive Transgender Legal Recognition Process

Planning a Program

When planning an LGBTQ+ program for your agency, it is great if you can organically incorporate it into something that is already part of your office culture. Doing so will allow for a regular cadence and hopefully greater participation. For instance, Carmichael Lynch hosts various Rooftop Deck Parties for their employees during the summer. Their CLOUT group (Carmichael Lynch Love Out Loud) is “taking over” one of the parties for Pride Month and will have LGBTQ+ musical talent from a local LGBTQ+-owned brewery. “Taking over” a program that the office is already excited about sends a strong message of inclusion to employees.

Programs can range from discussions and group events to support of charitable organizations to communications showing support of LGBTQ+ causes, events and significant occasions. It is important to identify allies to help in your program planning and to ensure programs are open to the entire organization. Gaining buy-in and support from agency senior leaders, HR and IPGLBT will help ensure a successful initiative.

Generally, IPGLBT and the other four MERGE BRGs [the Asian Heritage Group (AHG), Black Employee Network (BEN), Hispanic/Latino Heritage Group (SOMOS) and the Women’s Leadership Network (WLN)] recommend that a program fall into at least one of the MERGE 5C’s.

Clients

Create programming that can either help build the knowledge of the agency regarding the LGBTQ+ consumer and/or help build a relationship with your client and expand on your combined commitment to this community.

Examples include:

- Partner with a research agency on a presentation of LGBTQ+ market trends
- Panel with media partners about advertising in the LGBTQ+ space
- Panel of agencies who did LGBTQ+-inclusive campaigns who shared lessons learned
- Joint program with a client’s LGBTQ+ BRG

Careers

The recruitment and retention of diverse talent is a top priority for our agencies. Having a program that helps you connect with the local LGBTQ+ community for potential candidates or helps the career development of your current employees makes great business sense.

Examples include:

- Sponsoring a table at your local LGBTQ+ Center's career fair
- Going to a local school's gay-straight alliance to talk about advertising and/or inviting them to visit your agency
- Mentoring breakfast/lunch without executives and LGBTQ staff
- Partnering with an organization like PFLAG on unique challenges LGBTQ+ employees face when creating buzz about their personal brand

Cultural Awareness

To build an inclusive culture at the agency, you will need to educate your employees on the terminology, culture, history and issues concerning the LGBTQ+ community.

Programming might include:

- Panel of out executives/employees sharing their personal journeys
- Outside speaker(s) highlighting a specific aspect of the LGBTQ+ community (i.e. panel of trans professionals, speaker from Out & Equal, BiNet or other LGBTQ+-focused organizations, medical professional talking about healthcare issues in the community, an attorney talking about legal shortcomings still facing the community, etc.)
- Incorporating LGBTQ+ issues into personal development programs (i.e. LGBTQ+ parent in panel of working parents, special LGBTQ+ considerations when doing estate planning, etc.)

Community Outreach

All agencies like to give back to their local communities and collaborate with great local organizations. Including LGBTQ+ groups is a great way to connect to this diverse community and sends a powerful message of inclusion to employees.

Partnerships might include:

- Marching/participating in local Pride parades and festivals
- Helping out with a job readiness program at your local center (i.e. assisting with resumes, interviews, teaching PowerPoint or Photoshop, etc.)
- Clothing drive for local LGBTQ+ homeless shelter
- Sponsoring a team for local Pride Run or AIDS Walk
- Help with websites or branding issues for local organizations

Communications

Not all “programming” needs to be an actual event. You can help build an inclusive culture by including an LGBTQ+ aspect into your internal communications.

Examples include:

- Including some of the community’s days of recognition into local celebrations (i.e. Celebrate Bisexuality Day (September 23), International Transgender Day of Visibility (March 31), etc.)
- When using photos for internal promotions, include imagery of LGBTQ+ people.
- Encourage employees to participate in community events (i.e. wearing purple for Spirit Day, posting information to local Pride festivals, etc.)
- Highlight LGBTQ+ efforts in agency social media and all-staff communications

IPGLBT

IPGLBT is Interpublic Group's business resource group (BRG) for our lesbian, gay, bisexual, transgender, and queer employees and their allies. IPGLBT is part of MERGE, IPG's award-winning cross-agency BRG umbrella organization that unites and connects all BRGs and local MERGE chapters to help promote IPG's goal of being among the world's most diverse companies. We actively pursue this commitment by ensuring our policies and practices are inclusive of the LGBTQ+ community, assisting our agencies in helping their clients develop loyal LGBTQ+ consumers, and helping connect and support our LGBTQ+ employees.

Currently, we have four active chapters: three regional chapters and IPGLBT National. The chapters in New York, Detroit, and Los Angeles help connect local LGBTQ+ employees and their allies for live programming and work to help local agencies and organizations. IPGLBT National helps employees connect across the country— especially those who might work in smaller agencies, less diverse communities, from home, or at a client location. The group works on large-scale, wide-reaching initiatives, programming, and communications... like this Pride Guide!

Past Initiatives/Programming:

- An Ally's Guide To Being Active In Tough Situations webinar
- Becoming a Trans Ally webinar
- Bisexuality 101 Lunch 'n Learn
- Connecting agency recruiters to LGBTQ+ Career Fairs
- Connecting with LGBTQ+ Audiences Authentically in Media panel
- Creating Buzz About Your Personal Brand Lunch 'n Learn
- Healthcare Issues with the LGBTQ+ Community presentation
- Infographic for Transgender Day of Visibility
- IPG & the LGBTQ+ Market: Case Studies and Consumer Insights presentation
- #IPGhasSpirit Campaign across agencies for Spirit Day
- IPGLBT 50 Proud Video Series
- LGBTQ+ History: Events, People, and Important Symbols webinar
- Marching in Pride Parades in various cities
- Panel of out IPG Executives talking about their career journeys and the importance of mentoring
- Published guides for Pride Month and Spirit Day
- Volunteering with organizations like GLAAD and God's Love We Deliver
- Work with IPG Corporate to ensure we are named a Best Place To Work for LGBTQ+ Equality
- Working directly with agency clients as they engage with LGBTQ+ consumers

Local Dates and Organizations

Asbury Park, New Jersey

Pride and Festival Parade: June 2

Jersey Pride, INC

<https://www.jerseypride.org/>

info@jerseypride.org

PO Box 7973, Princeton, NJ 08543

Facebook: www.facebook.com/JerseyPrideIn

Atlanta, Georgia

Pride and Festival Parade: October 11–13

Atlanta Pride

<https://atlantapride.org>

info@atlantapride.org

1530 DeKalb Ave NE, Suite A, Atlanta, GA 30307

404-382-7588

Facebook: www.facebook.com/AtlantaPride/

Twitter: www.twitter.com/atlantapride

Instagram: www.instagram.com/atlantapride

Austin, Texas

Pride Parade and Festival: August 10

Austin Gay and Lesbian Pride Foundation

<https://www.austinpride.org>

info@austinpride.org

PO Box 162924, Austin, TX 78716

Facebook: www.facebook.com/austinpride/

Twitter: www.twitter.com/austinpride

Instagram: www.instagram.com/AustinPride

Baltimore, Maryland

Pride Parade and Festival: June 15–16

The Pride Center of Maryland

<http://baltimorepride.org>

info@pridecentermd.org

2530 North Charles Street, 3rd Floor, Baltimore, MD 21218

410-777-8145

Twitter: www.twitter.com/glccbpride

Birmingham, Alabama

Pride Celebrations: May 31–June 9

Pride Parade: June 8

Pride Festival: June 9

Central Alabama Pride

<https://www.centralalabamapride.org>

<https://www.centralalabamapride.org/contact-us>

205 32nd Street South, Birmingham, AL 35233

256-813-4227

Facebook: www.facebook.com/CentralAlabamaPrideInc/

Twitter: www.twitter.com/central_ALPride

Instagram: www.instagram.com/centralalabamapride

Boston, Massachusetts

Pride Celebrations: June 1–9

Pride Parade and Festival: June 8

Boston Pride

www.bostonpride.org/

info@bostonpride.org

398 Columbus Ave. #285, Boston, MA 02116

617-262-9405

Facebook: www.facebook.com/bostonpride

Twitter: www.twitter.com/bostonpride

Instagram: www.instagram.com/boston.pride

Charlotte, North Carolina

Pride Festival: August 17

Pride Parade: August 18

Charlotte Pride

<https://charlottepride.org>

info@charlottepride.org

PO Box 32362, Charlotte, NC 28232

Facebook: www.facebook.com/cltpride

Twitter: www.twitter.com/cltpride

Instagram: www.instagram.com/cltpride

Chicago, Illinois

PrideFest: June 22–23
Pride Parade: June 30

Chicago Pride Fest

<https://northalsted.com/pridefest>
events@northalsted.com
3600 N Halsted St, Chicago, IL 60613
773-883-0500
Facebook: www.facebook.com/ChicagoPrideFest/
Twitter: www.twitter.com/northalsted
Instagram: www.instagram.com/Northalsted

Dallas, Texas

Pride Festival: June 1–2
Pride Parade: June 2

The Dallas Pride

<https://dallaspride.org>
<https://dallaspride.org/contact-us/>
P.O. Box 192668, Dallas, TX 75219
Facebook: www.facebook.com/dallasprideorg
Twitter: www.twitter.com/dallasprideorg
Instagram: www.instagram.com/dallasprideorg

Denver, Colorado

Pride Fest: June 15–16
Pride Parade: June 16

The Center on Colfax

<https://denverpride.org>
info@lgbtqcolorado.org
1301 E Colfax Ave, Denver, CO 80218
303-733-7743
Facebook: www.facebook.com/DenverPrideFest/
Twitter: www.twitter.com/CenterOnColfax
Instagram: www.instagram.com/CenterOnColfax

Detroit, Michigan

Pride Festival: June 8–9
Pride Parade: June 9

Motor City Pride

<http://motorcitypride.org>
info@motorcitypride.org
440 Burroughs Street, Suite 650, Detroit, MI 48202
Facebook: www.facebook.com/motorcitypride
Twitter: www.twitter.com/motorcitypride

Fayetteville, Arkansas

Pride Parade and Festival: June 14–16

Northwest Arkansas Equality

<http://pride.nwaequality.org>
Info@nwaequality.org
179 N. Church Ave, Ste 101, Fayetteville, AR 72701
479-966-9014, Ext. 1
Facebook: www.facebook.com/nwaequality

Greenville, South Carolina

Pride Rally & Black Pride: June 21–22
Pride Week: October 27–November 3
Pride Festival and March: November 2

Upstate Pride South Carolina

<http://www.upstatepridesc.org>
will@upstatepridesc.org
PO Box 9128, Greenville, SC 29604
864-252-5253
Facebook: www.facebook.com/UpstatePrideSC
Instagram: www.instagram.com/upstatepridesc

Harrisburg, Pennsylvania

Pride Festival: July 27

Pride Festival of Central Pennsylvania

www.centralpapridefestival.com
www.centralpapridefestival.com/contact
PO Box 4213, Harrisburg, PA 17111
Facebook: www.facebook.com/prideofcentralpa
Twitter: www.twitter.com/pridecentralpa

Houston, Texas

Pride Parade and Festival: June 22

Pride Houston

<https://pridehouston.org>
<https://pridehouston.org/contact/>
PO Box 541713, Houston, TX 77254
713-529-0037 Ext 403
Facebook: www.facebook.com/pridehouston
Twitter: www.twitter.com/PrideHouston
Instagram: www.instagram.com/pridehoustontx

Indianapolis, Indiana

Pride Festival: June 8

Indy Pride

<https://indypride.org>
festival@indypride.org
3733 N. Meridian Street, Indianapolis, IN 46208
317-541-8726 ext. 116
Facebook: www.facebook.com/indypride/
Instagram: www.instagram.com/indypride
Twitter: www.twitter.com/indypride

Kansas City, Missouri

Pride Festival: May 31–June 2

Gay Pride Kansas City

www.kcpridefest.org
info@kcpridefest.org
PO Box 32413, Kansas City, MO 64171
816-535-0911
Facebook: www.facebook.com/events/berkeley-riverfront/kansas-city-pridefest-2019
Twitter: www.twitter.com/kcpridefest
Instagram: www.instagram.com/kcpridefest

Los Angeles, California

Pride Festival: June 8–9

Pride Parade: June 9

Christopher Street West (CSW)

<https://lapride.org>
intheknow@lapride.org
323-969-8302
Facebook: www.facebook.com/LAPride/
Twitter: www.twitter.com/lapride
Instagram: www.instagram.com/lapride

McLean, Virginia

Official Date not announced.
(Most likely September 28)

North Virginia Pride

<https://www.novapride.org>
info@novapride.org
7918 Jones Branch Dr, Suite 300, McLean, VA 22102
703-506-2893

Miami, Florida

Pride Celebrations: March 30–April 5, 2020

Miami Beach Pride

www.miamibeachpride.com
dave.cook@miamibeachpride.com
1210 Washington Ave. Suite #210 Miami Beach, FL 33139
305-496-7635
Instagram: www.instagram.com/MiamiBeachPride/
Facebook: www.facebook.com/MiamiBeachPride/
Twitter: www.twitter.com/MiamiBeachPride/

Minneapolis, Minnesota

Pride Festival: June 22–23

Pride Parade: June 23

Twin Cities Pride

<https://www.tcpride.org/>
info@tcpride.org
2021 East Hennepin Ave, Minneapolis, MN 55413
612-255-3260
Facebook: www.facebook.com/tcpride
Twitter: www.twitter.com/twincitiespride
Instagram: www.instagram.com/TwinCitiesPride

Nashville, Tennessee

Pride Festival: June 22–23

Nashville Pride

<https://www.nashvillepride.org>
info@nashvillepride.org
PO Box 330931, Nashville, TN 37203
615-844-4159
Facebook: www.facebook.com/NashvillePride/
Instagram: www.instagram.com/nashvillepridefestival
Twitter: www.twitter.com/nashvillepride

New York, New York

Staten Island PrideFest: May 18
Queens Pride Parade and Festival: June 2
Brooklyn Pride: June 8
NYC Pride Rally: June 28
Youth Pride: June 29
Pride March and PrideFest: June 30

Heritage of Pride

www.nycpride.org
www.nycpride.org/contact
154 Christopher St, Ste. 1D, New York, NY 10014
212-807-7433
Facebook: www.facebook.com/nycpride
Instagram: www.instagram.com/nycpride
Twitter: www.twitter.com/nycpride

Northern New Jersey (Maplewood, NJ)

Pride Festival: June 9

North Jersey Pride

www.northjerseypride.org

info@northjerseypride.org

P.O. Box 597, Maplewood, NJ 07040

Instagram: www.instagram.com/prideinnj

Twitter: www.twitter.com/prideinnj

Facebook: www.facebook.com/NorthJerseyPride

Orange County, California

Pride Festival and Parade: June 22

Orange County LGBT Pride

www.prideoc.com

info@prideoc.com

414 W. 4th Street, Suite N, Santa Ana, CA 92701

714-869-7392

Facebook: www.facebook.com/orangecountypride/

Instagram: www.instagram.com/oclgbtpride

Twitter: www.twitter.com/ocpride

Philadelphia, Pennsylvania

Pride Parade and Festival: June 9

Philly Pride Presents

www.phillygaypride.org

phillygaypride@aol.com

252 S. 12th Street #1, Philadelphia, PA 19107

215-875-9288

Facebook: www.facebook.com/philly.presents

Instagram: www.instagram.com/phillypridepresents

Portland, Maine

Pride Parade and Festival: June 15

Pride Portland

<https://prideportland.org>

info@prideportland.org

PO Box 11141, Portland, ME 04104

Facebook: www.facebook.com/prideportland/

Instagram: www.instagram.com/pride_portland

Portland, Oregon

Pride Festival: June 15–16

Pride Parade: June 16

Pride Northwest

<https://pridenw.org/>

Info@pridenw.org

PO Box 6611, Portland, OR 97228

503-295-9788

Raleigh, North Carolina

PrideFest: May 2, 2020

Out Raleigh

www.outraleigh.org

info@LGBTCenterofRaleigh.com

119 East Hargett St., Raleigh, NC 27601

919-832-4484

Instagram: www.instagram.com/outraleighnc

Facebook: www.facebook.com/OutRaleigh

Twitter: www.twitter.com/outraleigh

Richmond, Virginia

Pride Festival: September 28

Virginia Pride

<http://www.vapride.org>

info@vapride.org

1407 Sherwood Ave, Richmond, VA 23220

804-496-0954

Facebook: www.facebook.com/virginiapride

Twitter: www.twitter.com/va_pride

Instagram: www.instagram.com/vapride

Sacramento, California

Pride Parade and Festival: June 8–9

Sacramento Pride

<https://sacramentopride.org>

<https://sacramentopride.org/contact>

1927 L Street, Sacramento, CA 95811

916-442-0185

Facebook: www.facebook.com/SacramentoPride/

Twitter: www.twitter.com/sacpride

Instagram: www.instagram.com/SacPride

Salt Lake City, Utah

Pride Festival: June 1–2

Pride Parade: June 2

Utah Pride

<https://utahpridecenter.org>

info@utahpridecenter.org

PO Box 1078, Salt Lake City, UT 84110

801-539-8800

Facebook: www.facebook.com/UTpridecenter

Twitter: www.twitter.com/utahpridecenter

San Diego, California

She Fest: July 6
Rally: July 12
Pride Parade: July 13
Pride Festival: July 13–14

San Diego Pride

<http://sdpride.org>
info@sdpride.org
3620 30th Street, San Diego, CA 92104
619-297-7683
Facebook: www.facebook.com/SanDiegoLGBTPride
Twitter: www.twitter.com/sandiegoprider
Instagram: www.instagram.com/SanDiegoPride

San Francisco, California

Pride Celebrations: June 29–30
Pride Parade: June 30

San Francisco Pride

<http://www.sfpride.org>
info@sfpride.org
1841 Market Street, 14th Floor, San Francisco, CA 94103
415-864-0831
Facebook: www.facebook.com/SanFranciscoPride/
Twitter: www.twitter.com/SFPride
Instagram: www.instagram.com/sanfranciscopride

Santa Barbara, California

Pride Festival: August 24

Pacific Pride Foundation

<https://pacificpridefoundation.org>
hello@pacificpridefoundation.org
608 Anacapa Street, Suite A, Santa Barbara, CA 93101
805-963-3636
Facebook: www.facebook.com/PacificPride/
Twitter: www.twitter.com/PacificPride
Instagram: www.instagram.com/pridecentersb

Seattle, Washington

Capitol Hill PrideFest: June 29
Seattle Center PrideFest: June 30

Seattle PrideFest

www.seattlepridefest.org
info@pridefest.org
206-701-0272
Facebook: www.facebook.com/SeattlePrideFest
Twitter: www.twitter.com/seapridefest
Instagram: www.instagram.com/seattlepridefest

St. Louis, Missouri

Pride Festival: June 29–30
Pride Parade: June 30

Pride St. Louis

<https://pridestl.org/>
info@pridestl.org
3738 Chouteau, Ste. 200, St. Louis, MO 63110
314-500-1260
Facebook: www.facebook.com/pridestlouis/
Twitter: www.twitter.com/pridestl

Fairfield County, Connecticut

Pride in the Park: June 8

Triangle Community Center

www.ctpridecenter.org
tcc@ctpridecenter.org
650 West Ave, Norwalk, CT 06850
203-853-0600
Facebook: www.facebook.com/TriangleCommunity/
Twitter: www.twitter.com/CTLGBT
Instagram: www.instagram.com/trianglecommunitycenter

Washington DC

Pride Parade: June 8
Pride Festival: June 9

Capital Pride Alliance

<https://www.capitalpride.org>
<https://www.capitalpride.org/contact-us/>
2000 14th Street NW, Suite 105, Washington, DC 20009
202-719-5304

Winston-Salem, North Carolina

Pride Parade and Festival: October 19

Pride Winston-Salem

<http://pridews.org>
info@pridews.org
PO Box 20732, Winston-Salem, NC 27120
336-365-8453
Facebook: www.facebook.com/PrideWS/
Twitter: www.twitter.com/Pride_WS
Instagram: www.instagram.com/pridewinstonsalem

Yonkers, New York

Pride Festival: June 8

Yonkers Pride

<https://www.yonkerspridefest.org>
info@yonkerspridefest.org
15 Main St., Yonkers, NY 10701
Facebook: www.facebook.com/YonkersPride/
Instagram: www.instagram.com/yonkerspride

Resources and Organizations

There are numerous LGBTQ+ resources and organizations across the country and the world. We have selected a wide array of groups covering several categories. There are many more local groups and resources readily available on the web and through the links listed below. Please reach out with any feedback or missing information.

Advocacy

Human Rights Campaign (HRC)
hrc.org

African American Communities

Affinity Community Services (Chicago)
affinity95.org

Audre Lorde Project (multi-cultural)
alp.org

Gay Men of African Descent (GMAD)
gmad.org

National Black Justice Coalition
nbjc.org

Zuna Institute
zunainstitute.org

Anti-Violence & Hate Crimes

Community United Against Violence
cuav.org

Matthew Shepard Foundation
matthewshepard.org

National Coalition of Anti-Violence Programs (NCAVP)
avp.org

Transgender Day of Remembrance
glad.org/tdor

Asian Pacific Islander (API) Communities

API Equality (Northern California)
apiequalitync.org

API Equality LA (Southern California)
apiequalityla.org

National Queer Asian Pacific Islander Alliance (NQAPIA)
nqapia.org

Trikone (South Asian communities)
trikone.org

Bisexuality

American Institute of Bisexuality
bisexual.org

BiNet USA
binetusa.org

Bisexual Resource Center (Boston)
biresource.net

Boston Bisexual Women's Network
biwomenboston.org

Community Centers

CenterLink: The Community of LGBT Centers
lgbtcenters.org

Family, Parenting & Adoption

Asian & Pacific Islander Family Pride

apifamilypride.org

Child Welfare League of America

cwla.org/our-work/advocacy/race-culture-identity/
lgbtq-issues-in-child-welfare/

COLAGE

(Children, youth and adults with an LGBT parent)

colage.org

Evan B. Donaldson Adoption Institute (Adoption laws, policy, practices)

adoptioninstitute.org

Family Equality Council

familyequality.org

Lambda Legal Transgender Parents Program

lambdalegal.org/know-your-rights/trans-parents/
transgender/transgenderaud1

National Center for Lesbian Rights' Family Protection Project

nclrights.org/our-work/family-relationships/

PFLAG

pflag.org

Straight Spouse Network

straightspouse.org

General

The GLBT National Help Center

glnh.org

Health

Fenway Health

fenwayhealth.org/

Gay and Lesbian Medical Association (GLMA)

glma.org

The National LGBT Health Education Center

lgbthealtheducation.org/about-us/lgbt-health-education/

Whitman-Walker Health

whitman-walker.org

World Professional Association for Transgender Health (WPATH)

wpath.org

HIV & AIDS

AIDS United

aidsunited.org/

American Foundation for AIDS Research (amfAR)

amfar.org

Asian Pacific Islander Wellness Center (San Francisco)

apiwellness.org

Black AIDS Institute

blackaids.org

The Elizabeth Taylor AIDS Foundation

elizabethtayloraidsfoundation.org/

GMHC (founded as Gay Men's Health Crisis)

gmhc.org

Global Network of People Living with HIV

gnpplus.net

M Pact Global Action For Gay Men's Health & Rights

mpactglobal.org

National Minority AIDS Council

nmac.org

Positive Women's Network

pwnusa.wordpress.com

The Sero Project

seroproject.com

United States People Living with HIV Caucus

hivcaucus.org

Immigration

Immigration Equality

immigratonequality.org

National Center for Lesbian Rights' Immigration Project

nclrights.org/explore-the-issues/asylum-immigration/

Out4Immigration

out4immigration.org

International

Council for Global Equality

globalequality.org

Human Rights Watch Lesbian, Gay, Bisexual, and Transgender Rights Program

hrw.org/lgbt

Organization for Refuge, Asylum and Migration (ORAM)

oraminternational.org

OutRight Action (formerly the International Gay & Lesbian Human Rights Commission)

outrightinternational.org

Latinx/Hispanic

ACLU of Florida en Español

.espanol.aclufl.org/

ALLGO (Texas)

allgo.org

Association of Latino Men for Action (ALMA) (Chicago)

almachicago.org

Bienestar (Los Angeles)

bienestar.org

Casa Ruby (Washington, DC)

uslea.org/

Entre Hermanos (Seattle)

entrehermanos.org/

Familia es Familia

familiaesfamilia.org/

GLAAD Spanish-Language Media Program

glaad.org/programs/spanishlanguage

Lambda Legal Proyecto Igualdad

www.lambdalegal.org/issues/proyecto-igualdad

Latino AIDS Commission (New York)

latinoaids.org/

Latino Equality Alliance (Los Angeles)

latinoequalityalliance.com/

Latino GLBT History Project (Washington, DC)

latinoglbthistory.org

League of United Latin American Citizens (LULAC) LGBT Program

lulac.org/programs/lgbt

Make the Road New York

maketheroad.org

Queer Undocumented Immigrant Project (QUIP)

unitedwedream.org/

Somos Familia (San Francisco)

somosfiliabay.org/

Southerners On New Ground (SONG) (Atlanta)

southernersonnewground.org

TransLatina Coalition

translatinacoalition.org/

Unid@s

unidoslgbt.org/

Unión=Fuerza Latino Institute

sites.google.com/site/creatingchangelatino/

Unity Coalition | Coalicion Unida (Florida)

unitycoalition.org

Legal

American Civil Liberties Union (ACLU) Lesbian Gay Bisexual Transgender Project

aclu.org/lgbt

Gay & Lesbian Advocates & Defenders (GLAD)

glad.org

Lambda Legal Defense and Education Fund
lambdalegal.org

National Center for Lesbian Rights (NCLR)
nclrights.org

National Lesbian and Gay Law Association (NLGLA)
nlgla.org

Transgender Law Center (TLC)
transgenderlawcenter.org

Williams Institute UCLA School of Law
williamsinstitute.law.ucla.edu/

Media

AdRespect
adrespect.org

GLAAD
glaad.org

National Lesbian & Gay Journalists Association (NLGJA)
nlgja.org

Military/Veterans

American Veterans for Equal Rights (AVER)
aver.us

OutServe-SLDN (Servicemembers Legal Defense Network)
sldn.org

Palm Center
palmcenter.org

*SPART*A (Service members, Partners, and Allies for Respect and Tolerance for All)*
facebook.com/SPARTAArmedForces/info

Transgender American Veterans Association
tavausa.org

Religion & Faith Communities (General)

Gay Christian Network
gaychristian.net

GLAAD Religion, Faith & Values Program
glaad.org/faith

Human Rights Campaign (HRC) Religion & Faith Program
hrc.org/explore/topic/religion-faith

Interfaith Alliance
interfaithalliance.org

Muslims for Progressive Values
mpvusa.org/portfolio/lgbt/

The Naming Project
thenamingproject.org

National Black Justice Coalition
nbjc.org

Network on Religion & Justice for Asian and Pacific Islander LGBT People
netrj.org

Soulforce
soulforce.org

Religion & Faith Communities (Denominational affinity groups)

Affirmation: Gay & Lesbian Mormons
affirmation.org

Dignity/USA (Catholic)
dignityusa.org

Integrity (Episcopal)
integrityusa.org

Keshet (Jewish)
keshetonline.org/

More Light Presbyterians
mlp.org

New Ways Ministry (Catholic)
newwaysministry.org

Reconciling Ministries Network (United Methodist)

rmnetwork.org

ReconcilingWorks (Lutheran)

reconcilingworks.org

Religion & Faith Communities (LGBTQ+/ allied denominations & congregations)

Congregation Beit Simchat Torah (New York City LGBT synagogue)

cbst.org

Congregation Kol Ami (Los Angeles LGBT synagogue)

kol-ami.org

Metropolitan Community Churches (LGBT-affirming Christian denomination)

mccchurch.org

Unitarian Universalist Association

uua.org

United Church of Christ

ucc.org

Unity Fellowship of Christ Church

unityfellowshipchurch.org

Research

The Center for Talent Innovation (CTI)

talentinnovation.org/Research-and-Insights/index.cfm?sorter=LGBT#list

The Movement Advancement Project (MAP)

lgbtmap.org/

Williams Institute at the UCLA School of Law

williamsinstitute.law.ucla.edu/

Seniors & Elders

American Society on Aging's Lesbian and Gay Aging Issues Network

asaging.org/lain

Gay & Lesbian Association of Retiring Persons (GLARP)

gaylesbianretiring.org

National Center for Lesbian Rights (NCLR) Elder Law Project

nclrights.org/our-work/elders/

Services and Advocacy for GLBT Elders (SAGE)

sageusa.org

Sports

Athlete Ally

athleteally.org

The Ben Cohen StandUp Foundation

standupfoundation.com

LGBT Sports Foundation

facebook.com/lgbtsportsfoundation/

National Center for Lesbian Rights (NCLR) Sports Project

nclrights.org/explore-the-issues/sports/

Outsports

outsports.com

You Can Play Project

youcanplayproject.org

Transgender

COLAGE: Kids of Trans Parents Resources

colage.org/resources/kids-of-trans-resource-guide/

Gender Spectrum

genderspectrum.org

Lambda Legal Transgender Parents Program

lambdalegal.org/know-your-rights/trans-parents/transgender/transgenderaud1

National Center for Lesbian Rights (NCLR) Transgender Law Project

nclrights.org/explore-the-issues/transgender-law/

National Center for Transgender Equality

transequality.org

PFLAG Transgender Network

pflag.org/transgender

SPART*A (Service members, Partners, and Allies for Respect and Tolerance for All)

facebook.com/SPARTAArmedForces/info

Sylvia Rivera Law Project

srlp.org

Transgender American Veterans Association

tavausa.org

Transgender Day of Remembrance

transgenderdor.org

Transgender Law Center

transgenderlawcenter.org

Transgender Law & Policy Institute

transgenderlaw.org

TransLatina Coalition

translatinacoalition.org/

Trans Youth Family Allies (TYFA)

imatyfa.org

World Professional Association for Transgender Health (WPATH)

wpath.org

Workplace/Professional

National Gay and Lesbian Chamber of Commerce (NGLCC)

nglcc.org

National Lesbian & Gay Journalists Association (NLGJA)

nlgja.org

National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. (NOGLSTP)

noglstp.org

Out and Equal Workplace Advocates

outandequal.org

Pride at Work

prideatwork.org

Youth & Education

Campus Pride

campuspride.org

Gay, Lesbian and Straight Education Network (GLSEN)

glsen.org

Gay-Straight Alliance Network

gsanetwork.org

Gender Spectrum

genderspectrum.org

Live Out Loud

liveoutloud.info

National Center for Lesbian Rights (NCLR) Youth Project

nclrights.org/explore-the-issues/youth/

Point Foundation

pointfoundation.org

Trans Youth Family Allies (TYFA)

imatyfa.org

The Trevor Project

thetrevorproject.org