



LGBT Issues, Organizations and Donors

An Overview of the Movement

January, 2009

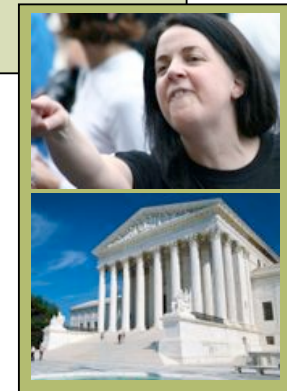


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LGBT Movement Overview

- LGBT civil rights issues and outcomes
- Organizations working for LGBT rights
- Financing the LGBT movement





LGBT Americans



- About 4.1%, or 8.8 million, Americans identify as gay, lesbian or bisexual
- Same-sex partners head up 1% of coupled US households
 - Live in 99% of US counties
 - Share racial characteristics of US population
 - Median income 10% less than for heterosexual couples
 - Nearly 2x more likely to lack health insurance than married hetero-sexual couples
- Gay parents are raising more than 250,000 children (possibly 1 million or more)
 - 15% less likely to own home than heterosexual parents
 - 23-30% less likely to have college degree

Note: There are very few government or other national statistics on trans people
Source: UCLA's Williams Institute, using US Census and American Community Survey, Family Pride; Ash and Badgett, "Separate and Unequal," *Contemporary Economic Policy*, 2006



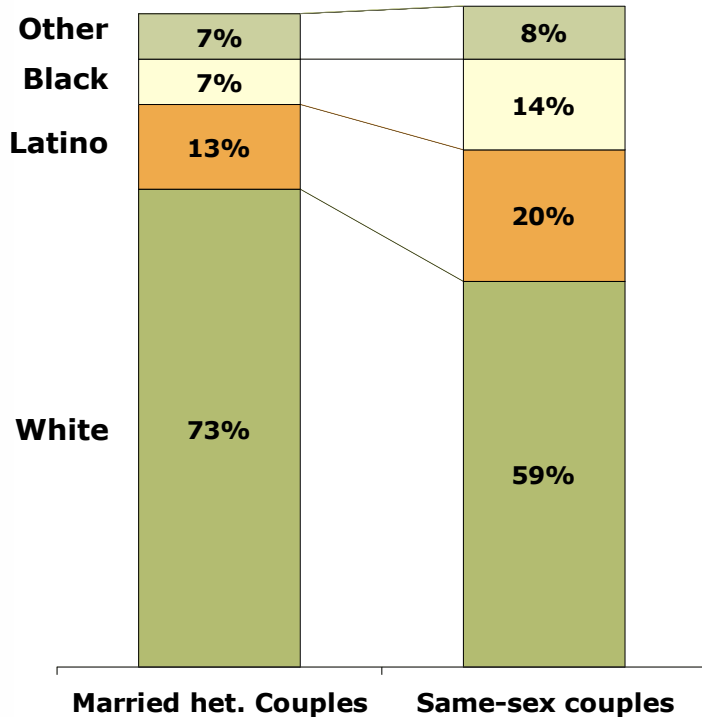
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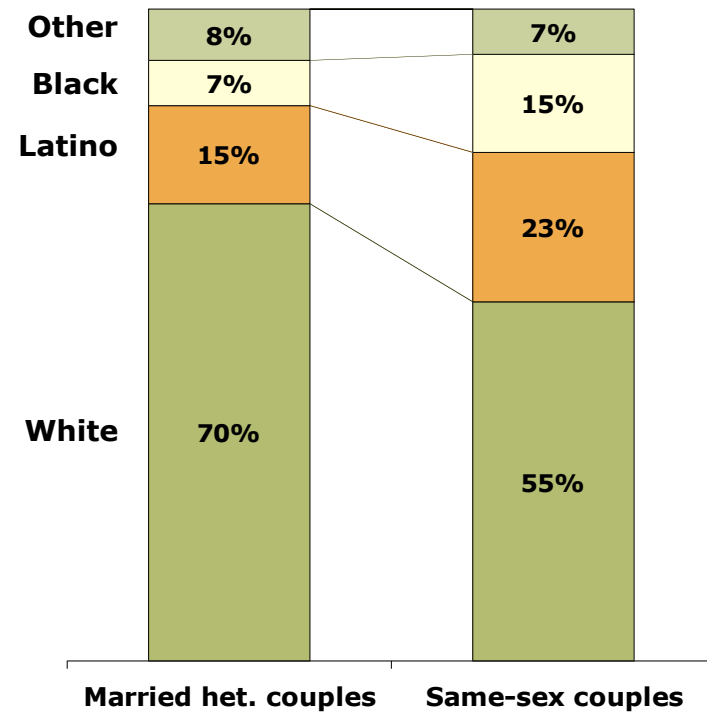
Families Headed by Same-Sex Couples Less Likely to be White



Race of Parents by Family Type
Percent



Race of Children by Family Type
Percent





LGBT Americans Still Suffer Many Forms of Discrimination



Harmful Culture

- Social stigma and prejudice
- Anti-gay religious teachings
- Violence and harassment
- Unsafe schools and homes
- Discrimination in employment, housing, education, and healthcare



Discriminatory Rules

- Lack of relationship recognition and rights
- Prohibition from military service
- Parenting and adoption bans
- Diminished access to government/social services

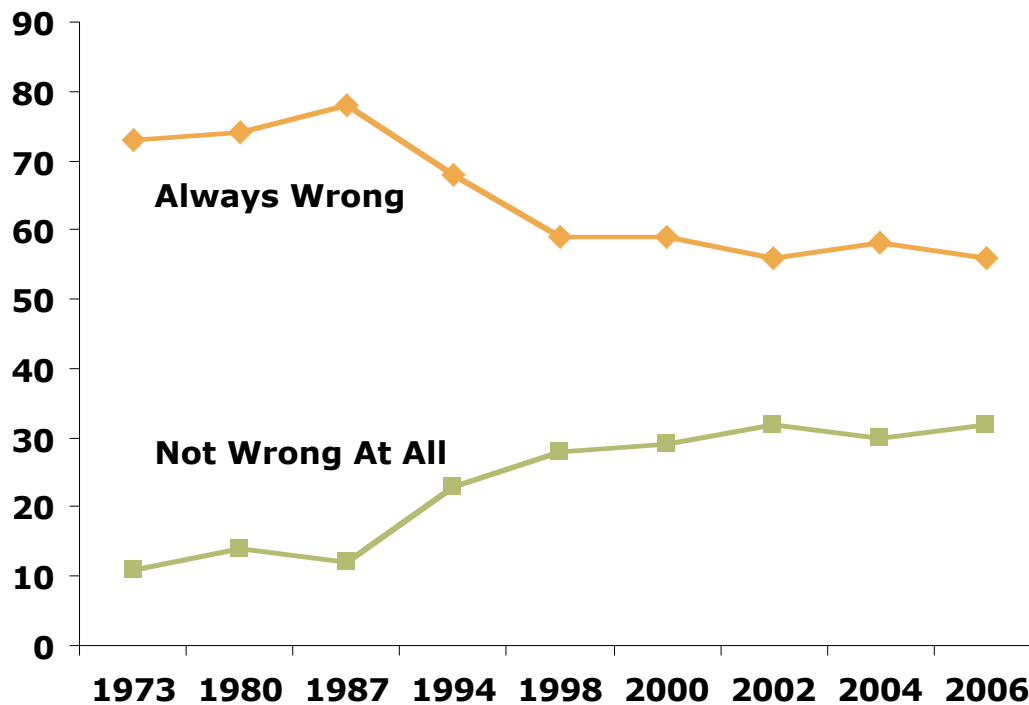


Social Stigma and Prejudice



Beliefs about Morality of Same-sex Sexual Relations

Percent of Americans



You faggots keep eggin' me on

'til I have you at knifepoint, then you beg me to stop?

SHUT UP! Give me your hands and feet

I said SHUT UP when I'm talkin' to you ...

... Shut up slut, you're causin too much chaos

Just bend over and take it slut, okay Ma?

- "Kill You" by Eminem, 2000



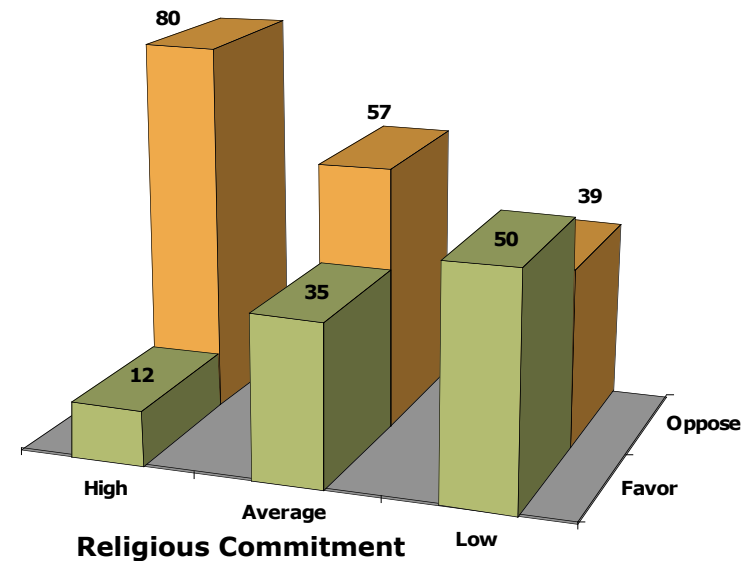
Anti-Gay Religious Teachings



- Religious beliefs underpin anti-gay attitudes and action
- Most large denominations espouse anti-gay doctrine
- Evangelical denominations, the fastest-growing segment in US, are virulently anti-gay
- Voice of religious supporters often lost

Stance on Marriage for Same-sex Couples

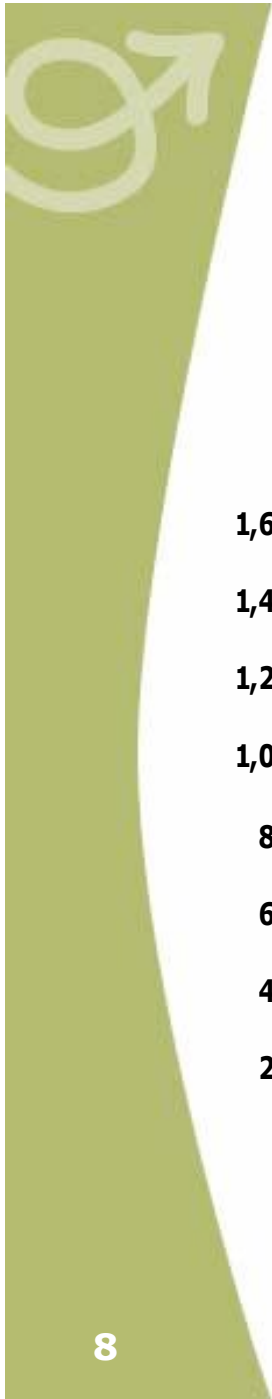
Percent



Source of chart data: Pew Forum on Religion and Public Life poll, August 2006



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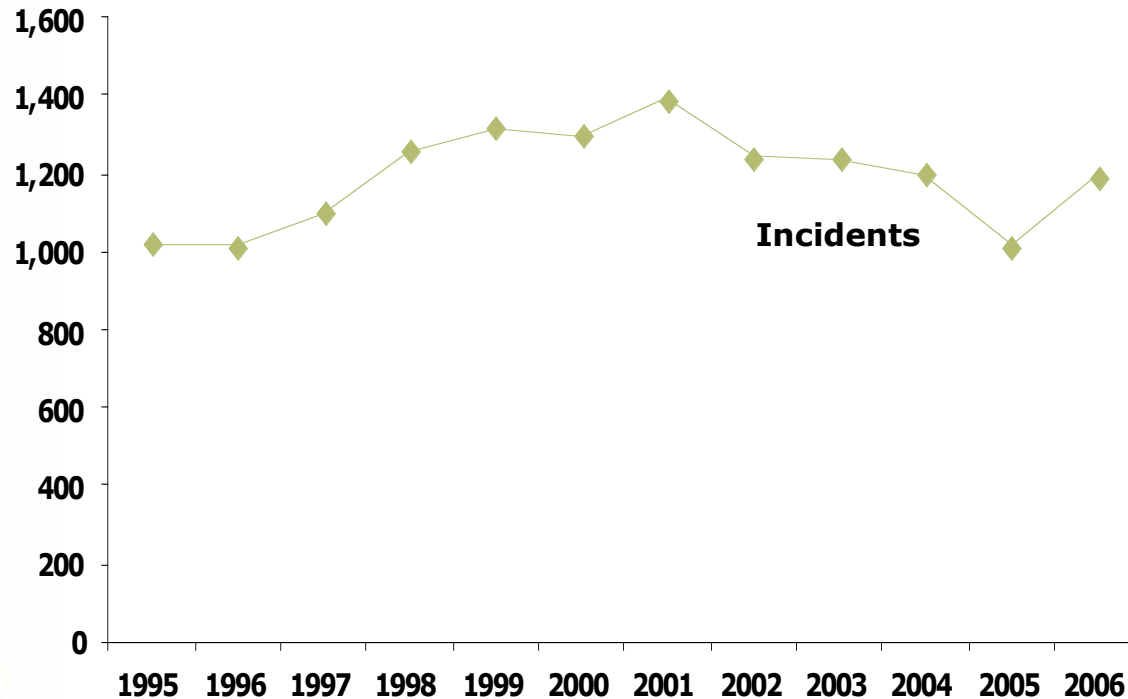


Violence and Harassment



Hate Crimes based on Sexual Orientation

Reported to FBI by year



- Third most frequent form of hate crime, yet highly under-reported
- Among most violent, brutal deaths
- Killers far less likely to be caught
- Gender identity/ expression hate crimes are 2nd only to race but not tracked by FBI
- No hate crimes law in 21 states

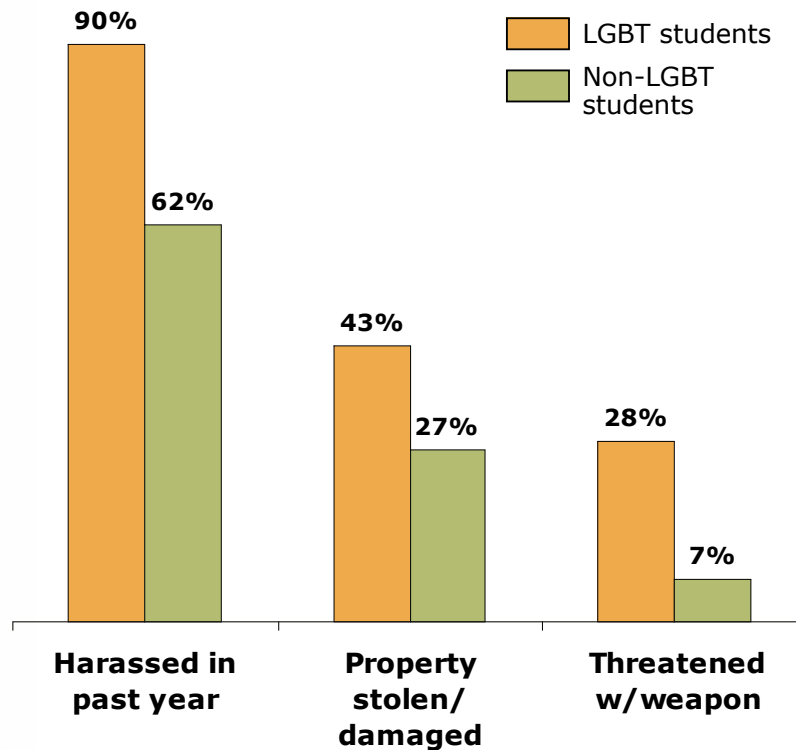


Unsafe Schools and Homes



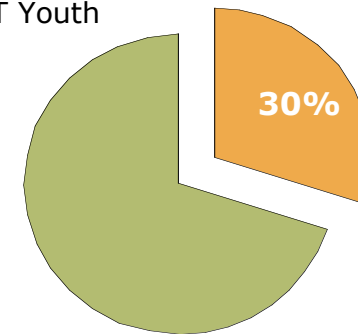
Harassment in High School

Percent Reporting



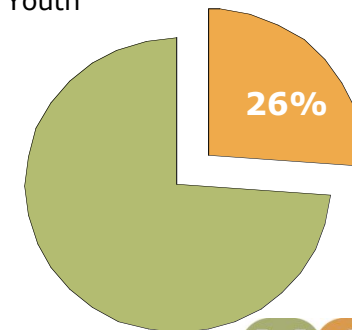
Suffered Physical Violence from Family

All LGBT Youth



Forced by Family Reaction to Leave Home

All LGBT Youth



Source: *From Teasing to Torment: School Climate in America*, GLSEN, 1/05; CDC/MA Dept of Education Youth Risk Behavior Survey, 1999; *Epidemic of Homelessness*, Task Force, 2006



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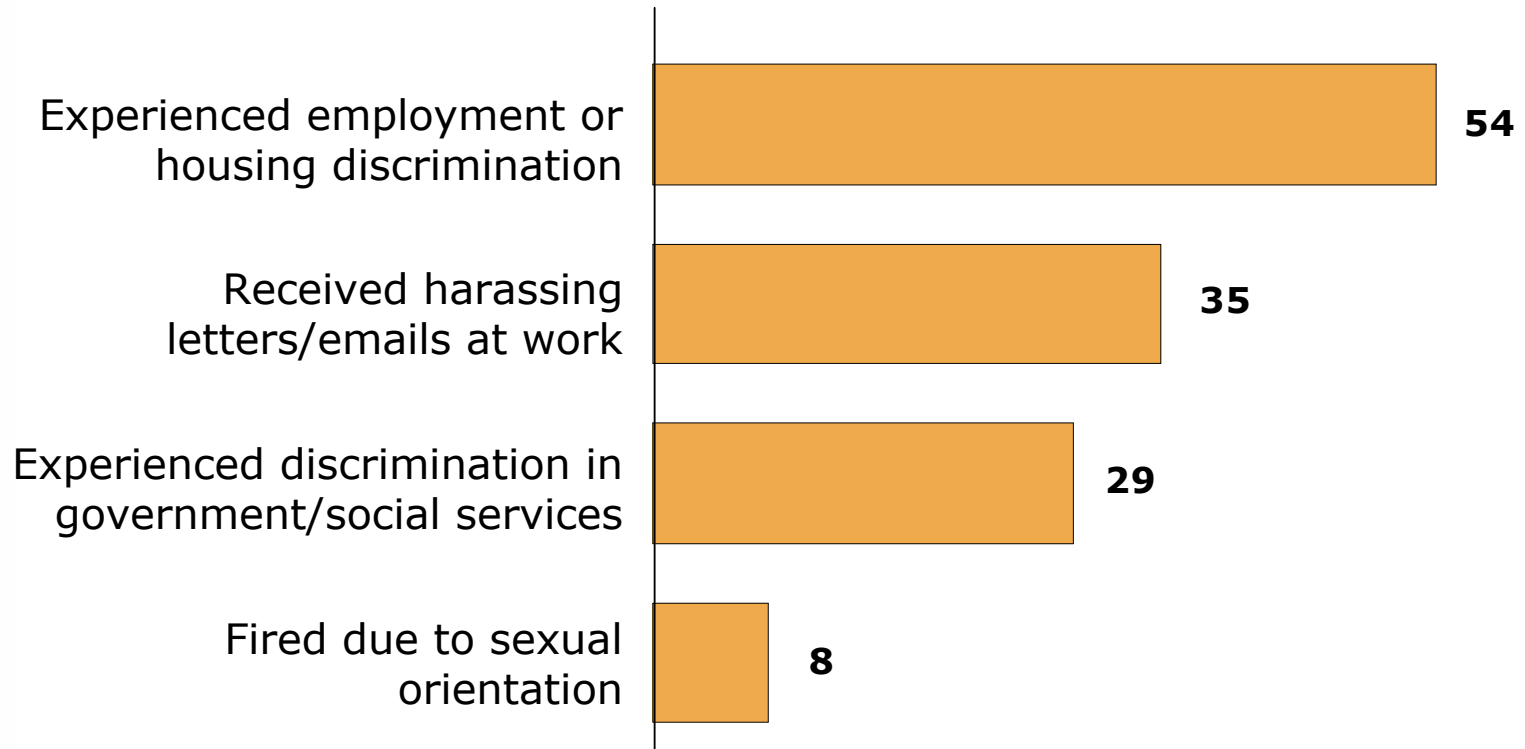


Discriminatory Employment, Housing and Services



Experience of LGB Workers

Percent reporting



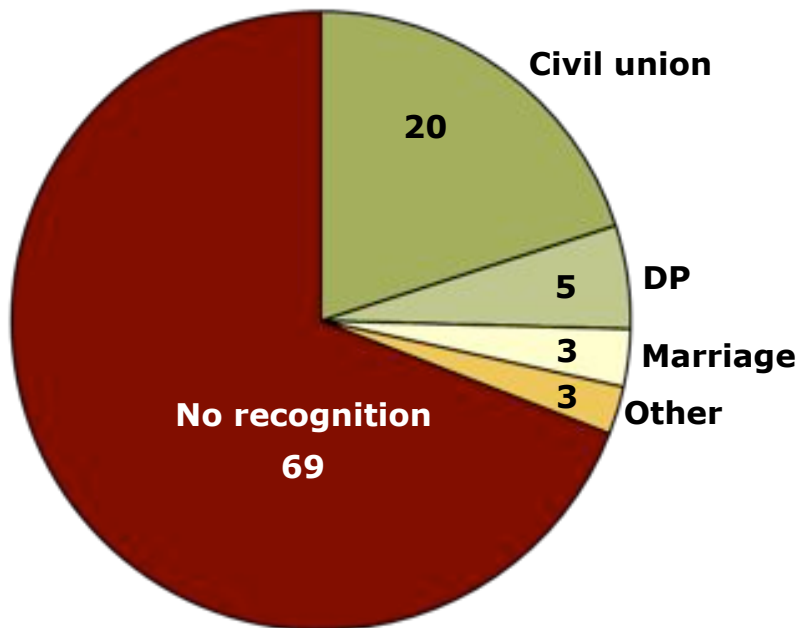


Lack of Relationship Recognition and Rights



Availability of LGB Relationship Recognition

% LGB Population



Denied 1,100+ Federal Marriage Benefits

- Employer health and retirement benefits for partner and children
- Access to partner's Medicare and Social Security
- Ability to see and make decisions for ill partner
- Children's health benefits and inheritance from both parents
- Non-biological parent's custody rights
- Partner immigration rights

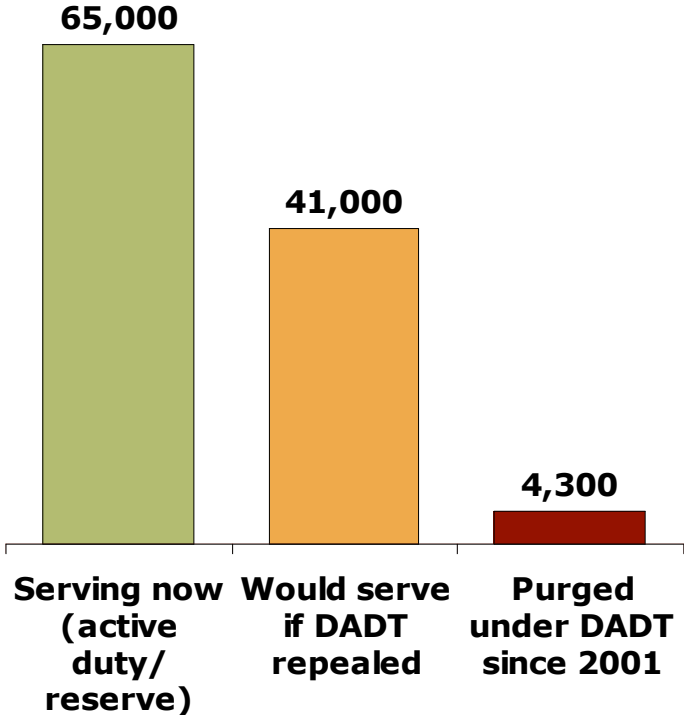


Prohibition from Military Service



Gays and Military Service

Americans



- June 2006 Department of Defense Instruction lists homosexuality among "conditions, circumstances and defects"
- On same list:
 - Bedwetting
 - Alcoholism
 - Personality disorders
 - Mental retardation
 - Repeated venereal disease



Fostering and Adoption Bans



- FL prohibits gays and lesbians from adopting
- MI, MS and UT prohibit unmarried and same-sex couples from adopting
- Court rulings in CO, NE, OH and WI have prevented same-sex second parent adoptions
- NE and UT prohibits gays and lesbians from fostering
- A national ban on LGB fostering would cost up to \$130 million

**Meanwhile,
about 114,000 foster children
await adoption**

Note: 24 states allow same-sex second-parent adoption in at least some jurisdictions. Remainder lack explicit laws or published court decisions

Source: HRC *Laws and Policies* maps, 2006; Williams Institute and Urban Institute, 2007



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Diminished Access to Government Services



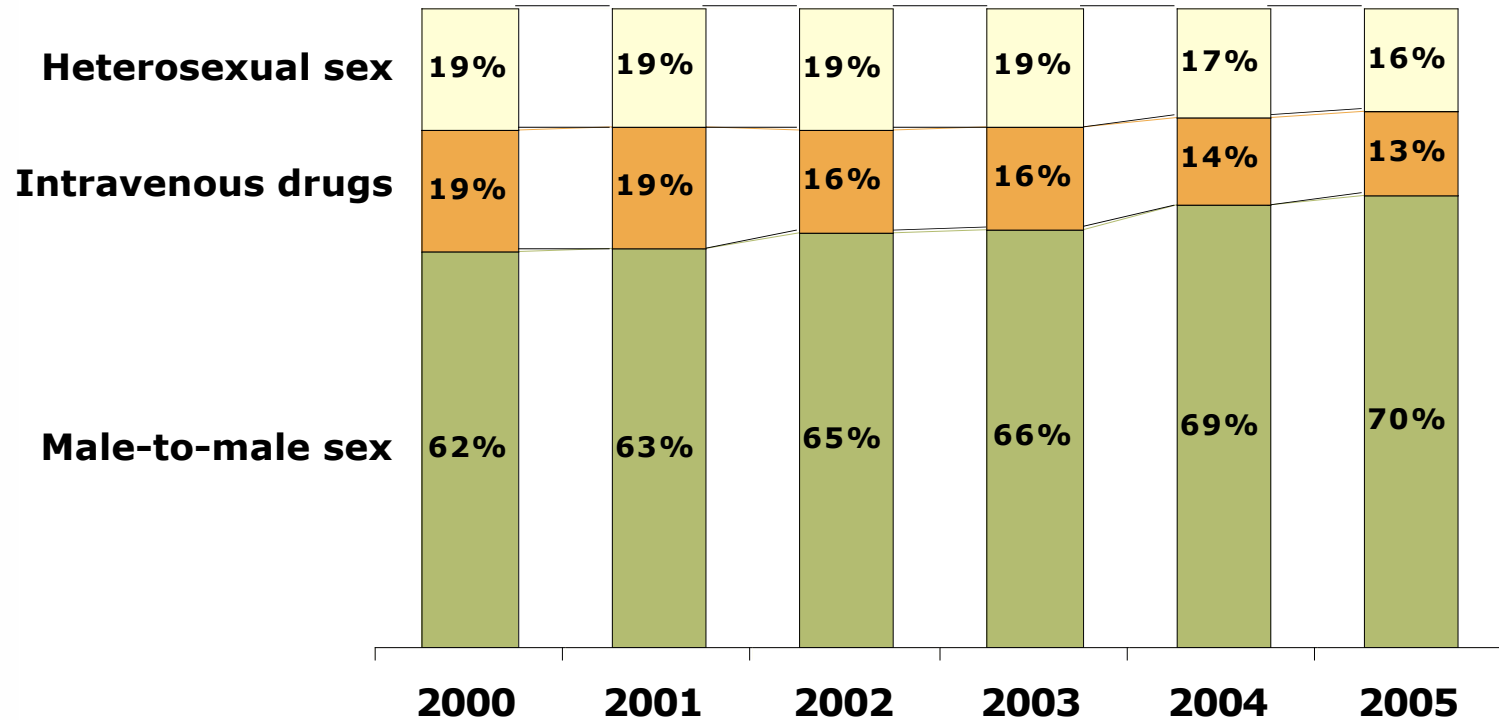
- HHS' \$700B budget for 2008 includes no LGBT programs – even among ~250 National Institute of Health “interest items”
- Little or no national-level LGBT health data exists
- Neither US Census nor national Youth Risk Behavior Survey ask LGBT-related questions
- No FDA approval for transgender hormonal therapy



HIV/AIDS Once Again a Growing Problem



New Male HIV/AIDS Diagnoses % by Transmission Category

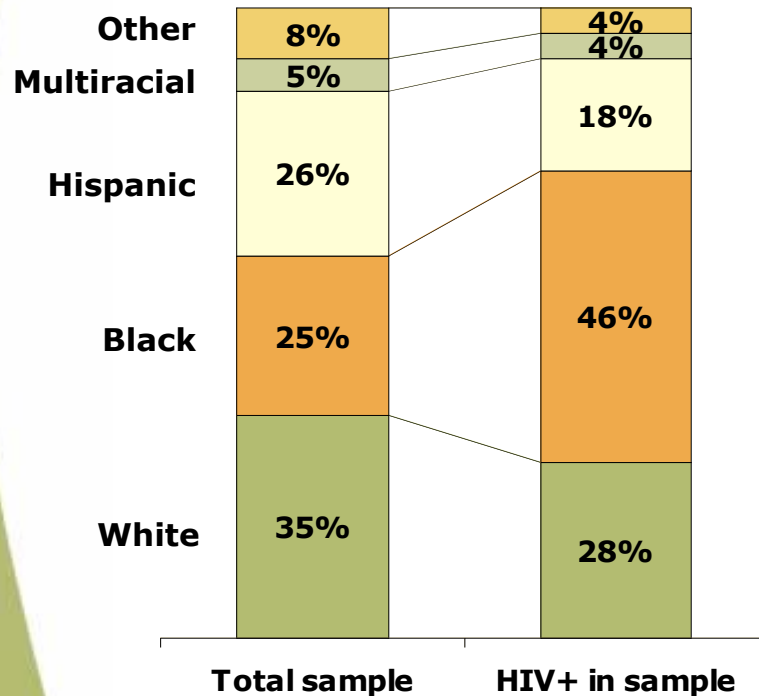




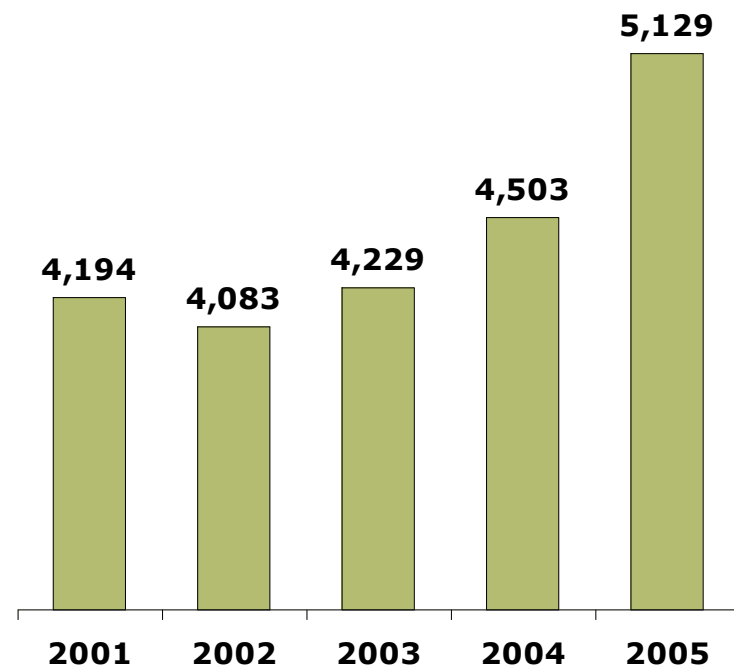
HIV/AIDS Impacting Men of Color, Young People



HIV Status among MSM
Sample of 5 Major US Cities, 2005



Reported HIV Cases
By Year of Diagnosis, 15-24 year olds



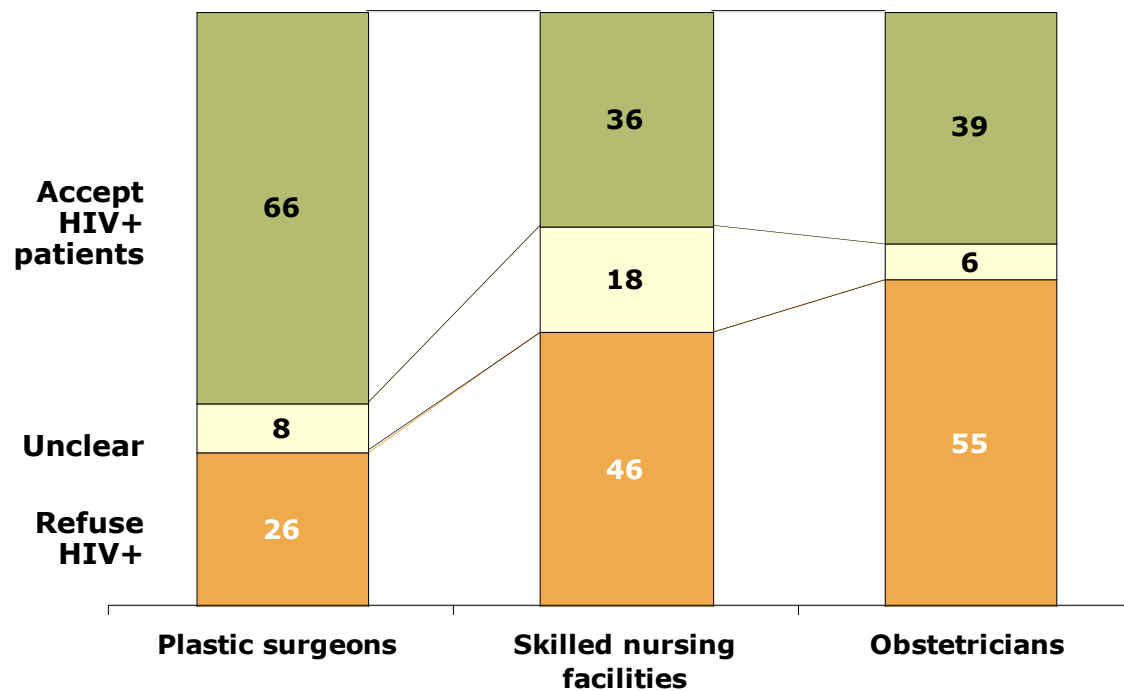


HIV+ Persons May Have Reduced Access to Healthcare



LA County Medical Providers

Percent





What Would “Winning” Look Like for LGBT Americans?



Equal Opportunity to Participate in American Life

Self Develop into responsible, autonomous, healthy adult	Safe, supportive family, schools, and streets
Family Seek and find love; build a home; raise a family	Equal relationship and family recognition and protection
Career Earn a living that supports oneself and one’s family	Equal access to education and fairness in employment
Society Participate in American community and democracy	Freedom from stigma and prejudice
Spirituality Worship and receive support within chosen faith	Freedom from religious vilification



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Spotlight on 52 Leading LGBT Groups



Social Justice Organizations		
Advocacy		
<ul style="list-style-type: none"> Audre Lorde Project COLAGE Empire State Pride Equality CA Family Equality Council 	<ul style="list-style-type: none"> HRC Log Cabin/LEF National Stonewall NBJC NCTE NYAC 	<ul style="list-style-type: none"> PFLAG Point Foundation The Task Force Victory Fund/Leadership Inst.
Issue		
<ul style="list-style-type: none"> Freedom to Marry GenderPAC GLAAD GLSEN GSA Network 	<ul style="list-style-type: none"> Immigration Equality Mass Equality NYCGLAVP Out & Equal 	<ul style="list-style-type: none"> AFL-CIO Pride at Work SAGE SLDN Soulforce
Legal	Capacity Bldg/Research	Arts/Media
<ul style="list-style-type: none"> ACLU G&L Project GLAD Lambda NCLR Sylvia Rivera Law Trans Law Center 	<ul style="list-style-type: none"> CenterLink Equality Federation Palm Center Williams Institute 	<ul style="list-style-type: none"> Equality Forum GroundSpark In the Life Media

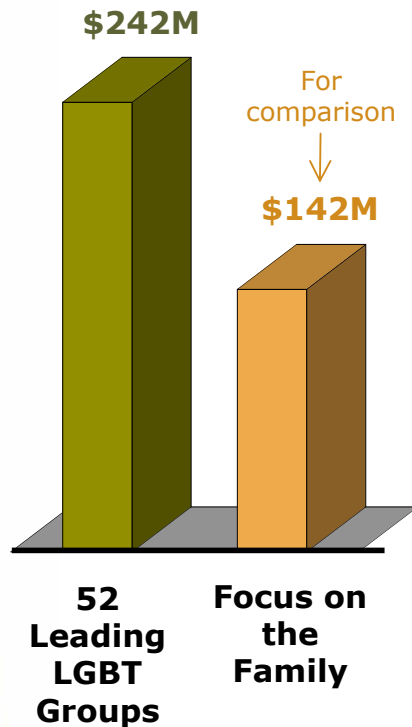
Large Community Centers
<ul style="list-style-type: none"> Affirmations (MI) Bienestar (CA) Colorado CC Compass LA Center Metro Charities (FL) The Center (NY) Resource Center of Dallas San Diego Center SF Center Wingspan (AZ)



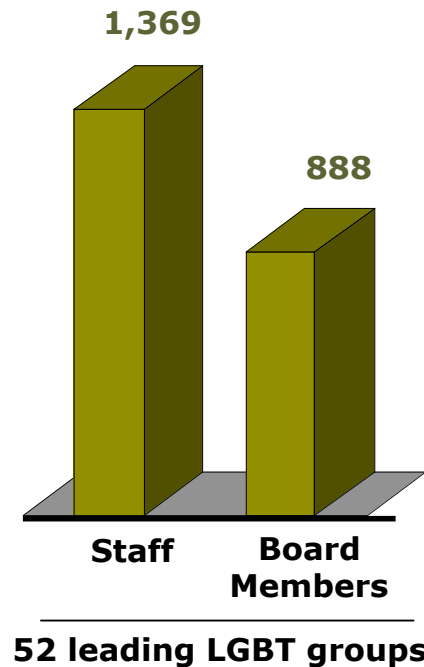
Spotlight on 52 Leading LGBT Organizations



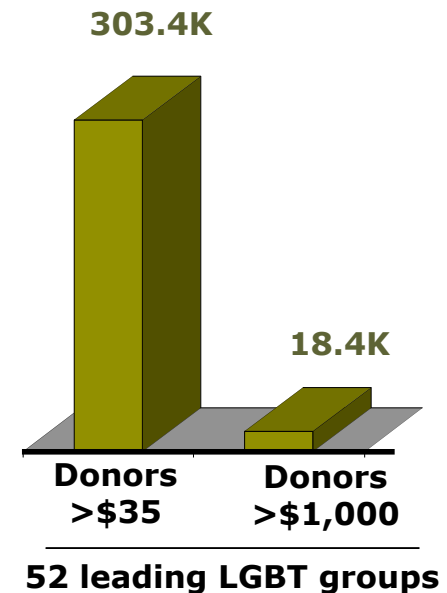
Budget



People



Donors

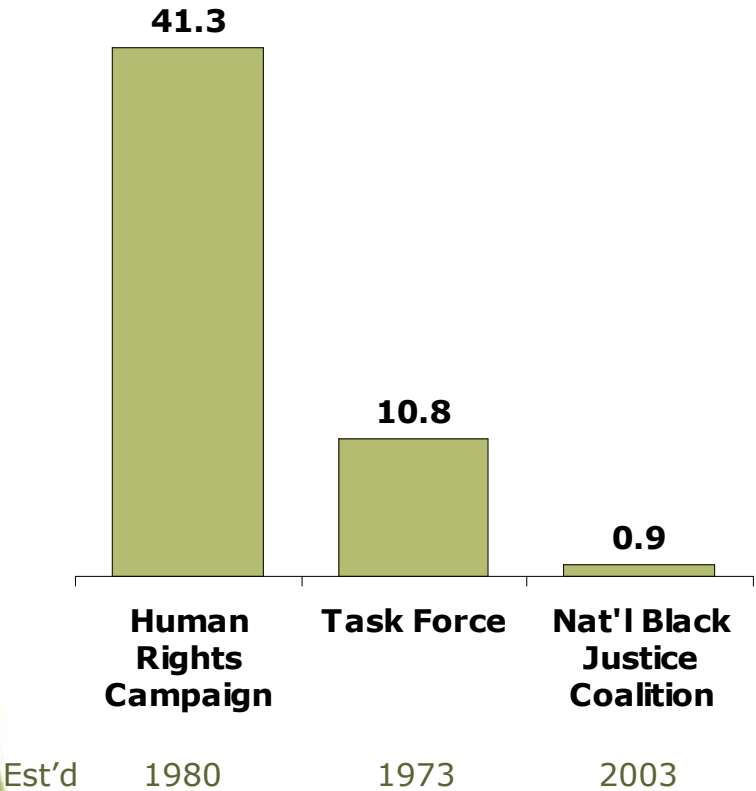




A Look at Omnibus LGBT Organizations



2008 Budget \$millions



- **HRC** – Largest social justice LGBT organization by far; focuses predominantly on national, but also state and local politics; programs cover nearly all facets of LGBT life; centrist politics appeal to middle class
- **The Task Force** – Focus on state and grassroots organizing, with some national policy work; strong research arm; more liberal politics on range of social justice issues
- **NBJC** – Omnibus for LGBT African Americans; strong religious program

Source: MAP's 2008 Standard Annual Reporting project. Note: All organizations are national unless otherwise stated

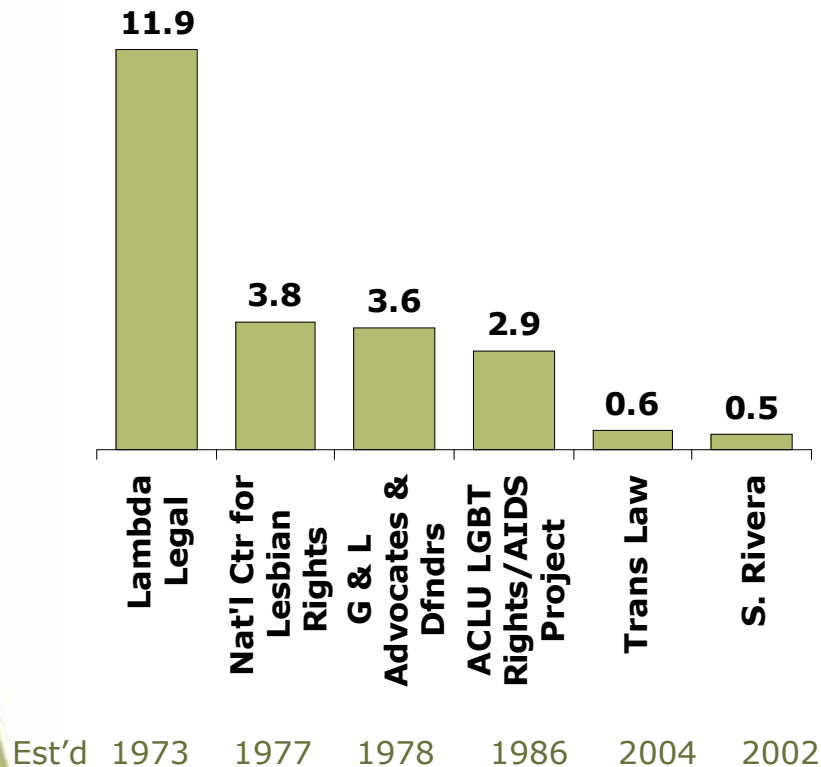




A Look at Legal Organizations



2008 Budget \$millions



- All conduct impact litigation, education and public policy work
- **Lambda Legal** – National legal organization with broadest range of program areas
- **NCLR** – National and CA focus; started as Lesbian rights but now works broadly
- **GLAD** – New England regional; marriage litigation in MA has contributed to national prominence
- **ACLU** – Unit of ACLU; collaborates with local ACLU chapters across nation
- **Transgender Law Center** – National and CA focus; provides direct legal services
- **Sylvia Rivera Law** – National and NY focus; works with gender non-conforming people; POC and low-income focus

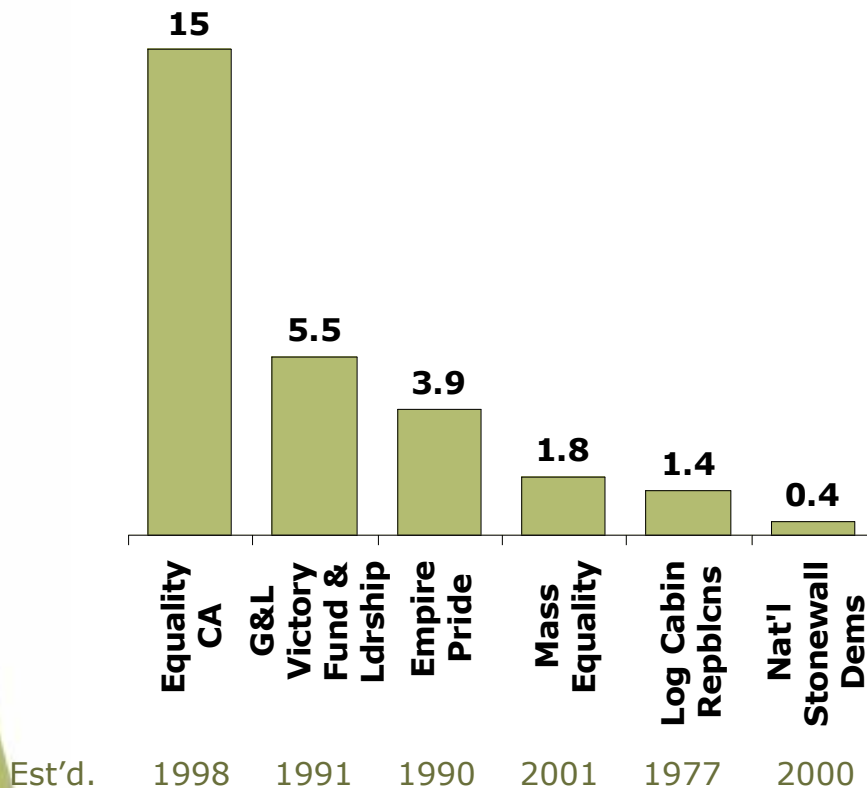


A Look at Civic Participation Organizations



2008 Budget

\$millions



- **Equality CA** – Broad legislative/electoral/political advocacy in CA
- **G&L Victory Fund and G&L Leadership Institute** – Works to increase the number and skills of openly LGBT officials at all levels of government
- **Empire State Pride Agenda** – Broad legislative/electoral/political advocacy for LGBT in NY
- **Mass Equality** – Legislative/electoral/ political advocacy for marriage equality in MA
- **Log Cabin Republicans/Liberty Education Forum** – Works within Republican Party to advocate equal rights for LGBT people
- **National Stonewall Democrats** – Works within Democratic Party on behalf of LGBT people



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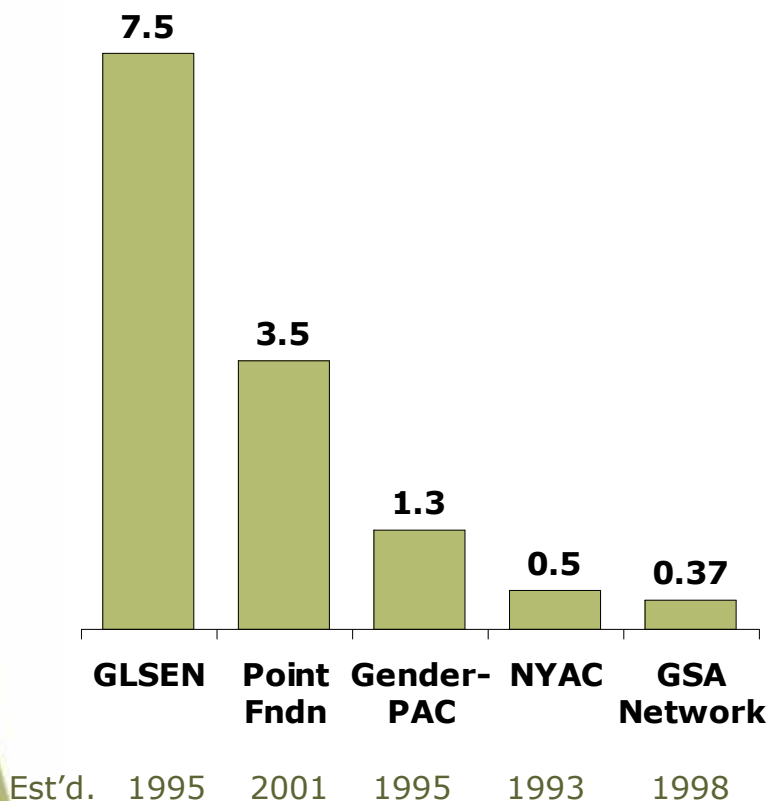


A Look at Youth Organizations



2008 Budget

\$millions



- **Gay, Lesbian and Straight Education Network (GLSEN)** – National organization focused on safe and supportive school environments for LGBT students and teachers
- **Point Foundation** – Provides financial support, mentoring, and leadership training to marginalized LGBT youth/students
- **Gender Public Advocacy Coalition (GenderPac)** – Works to end discrimination and violence caused by gender stereotypes
- **National Youth Advocacy Coalition (NYAC)** - Supports local and community groups that focus on services for LGBT youth
- **GSA Network** – Empowers youth activists to fight homophobia and transphobia in schools

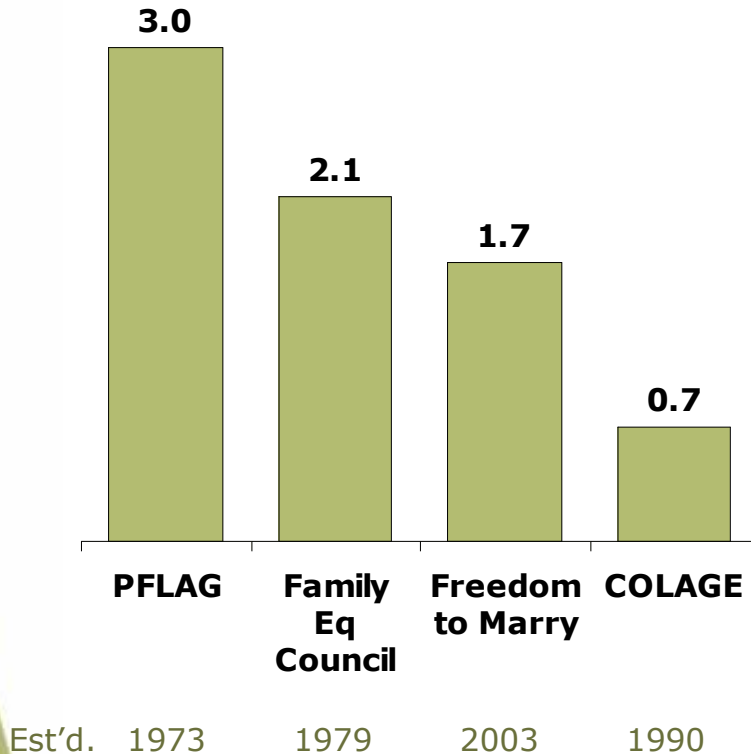


A Look at Family Organizations



2008 Budget

\$millions



- **Parents, Families and Friends of Lesbians and Gays (PFLAG)** – Works with family members and friends who want to understand or advocate for an LGBT person close to them. Provides support, education, and advocacy via local chapters
- **Family Equality Council** – Advances the well-being of LGBT parents and their families through mutual support, community collaboration, and public understanding
- **Freedom to Marry** – Coalition that guides and focuses work to end marriage discrimination
- **Children of Lesbians and Gays Everywhere (COLAGE)** – Supports, advocates for, and breaks social isolation of children in LGBT families

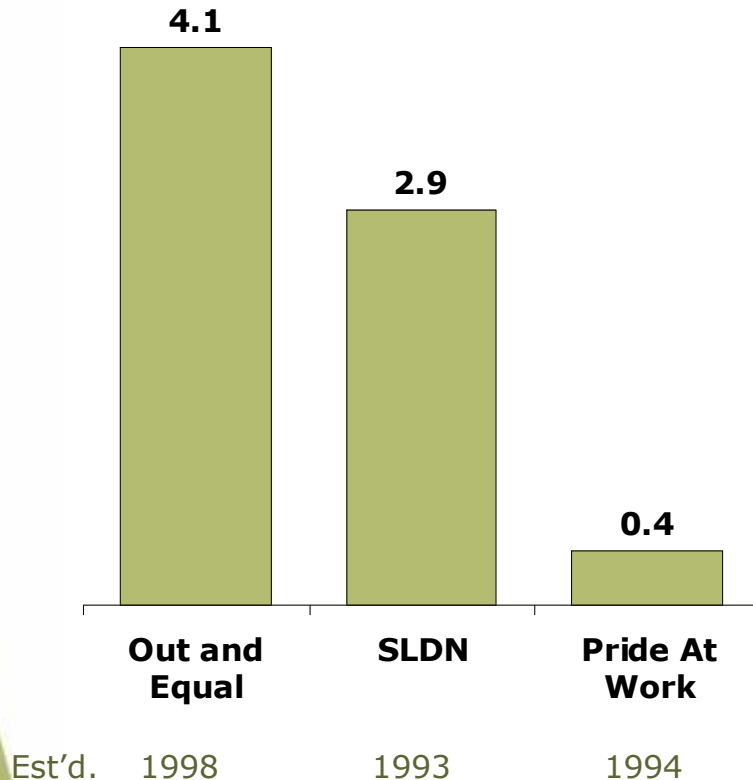


A Look at Career-Related Organizations



2008 Budget

\$millions



- **Out & Equal Workplace Advocates** – Educates and empowers organizations, HR professionals, and employees on inclusive workplace policies, practices and benefits
- **Service Members Legal Defense Network (SLDN)** – Legal services, watchdog and policy group dedicated to ending discrimination against, and harassment of, military personnel
- **Pride At Work, AFL-CIO** – Mobilizes mutual support between the organized Labor Movement and the LGBT community while organizing for social and economic justice

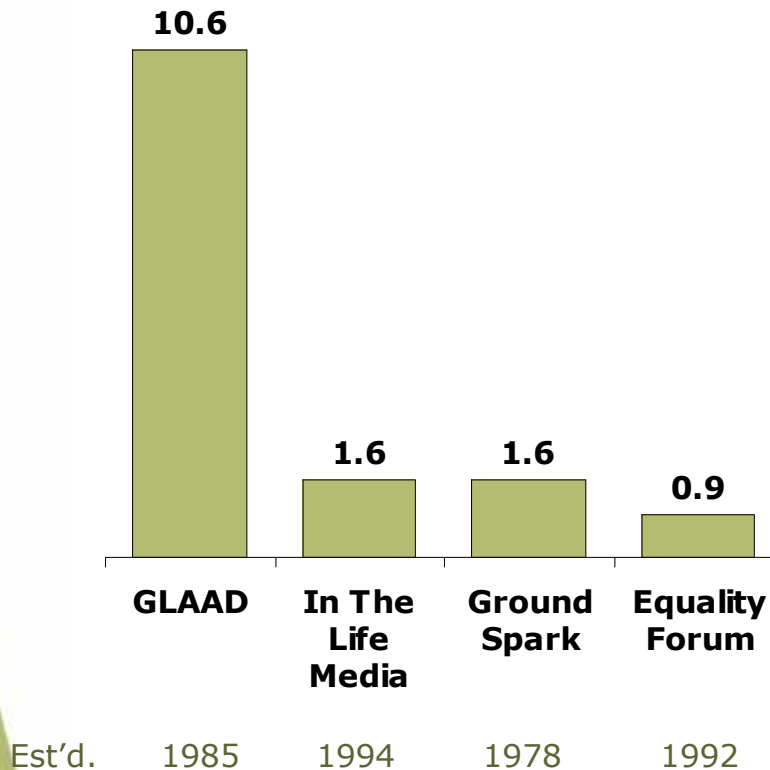


A Look at Arts and Media Organizations



2008 Budget

\$millions



- **Gay & Lesbian Alliance Against Defamation (GLAAD)** – Promotes positive images and portrayals of LGBT issues in the media
- **In the Life Media** – Documents the ongoing gay and lesbian civil rights movement and educates the public on the LGBT community’s diversity
- **GroundSpark** – Creates films and educational campaigns to promote social justice; focuses on creating safe, inclusive schools
- **Equality Forum** – Coordinates GLBT History Month, produces documentary films, and presents the largest annual international GLBT civil rights forum

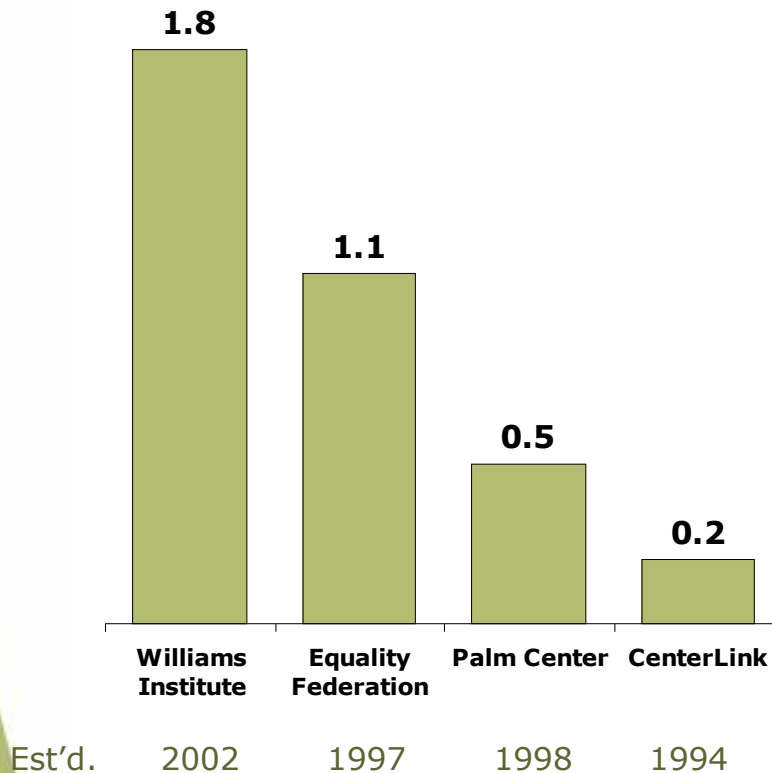


A Look at Capacity-Building and Research Organizations



2008 Budget

\$millions



- **Williams Institute** – National think tank focusing on rigorous, independent research on LGBT issues and leveraging the intellectual and material resources of UCLA
- **Equality Federation** – Umbrella for statewide LGBT legislative/electoral/political advocacy groups; focuses on capacity building
- **Palm Center** – National think tank at UC Santa Barbara, focuses on policy research around gender, sexuality, and the military
- **CenterLink** – Supports the development of strong, sustainable LGBT community centers and builds a unified center movement

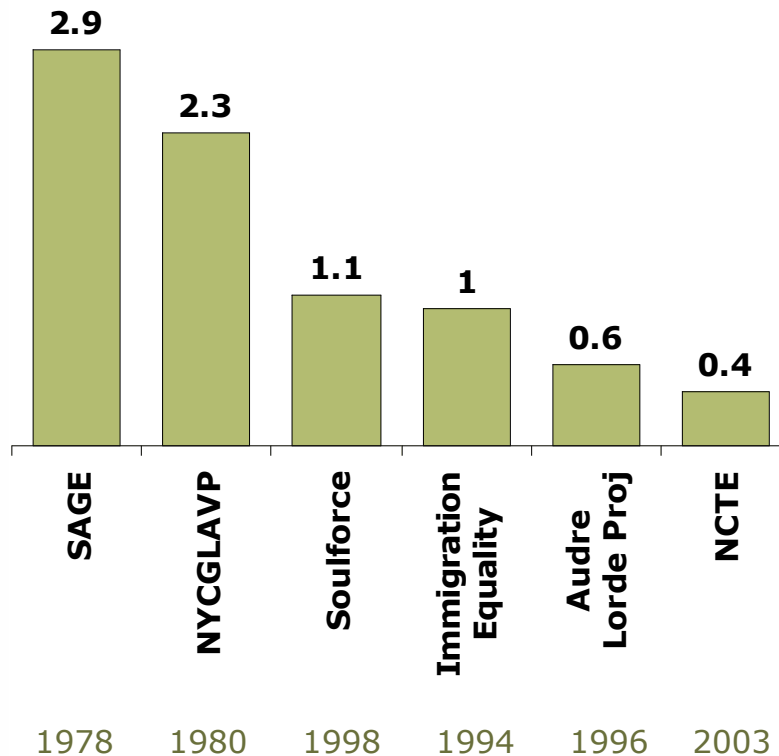


A Look at Other Issue Organizations



2008 Budget

\$millions



- **SAGE** – Advocates for and serves LGBT senior citizens
- **NYCGLAVP** – Addresses the pervasive problem of violence committed against and within LGBT and HIV-affected populations
- **Soulforce** – Promotes freedom from religious and political oppression for LGBT population
- **Immigration Equality** – Works to end US immigration law discrimination against LGBT population and people with HIV/AIDS
- **Audre Lorde Project** – NYC focus; works to advance social and economic justice for LGBT, progressive community
- **National Center for Transgender Equality** – Works to end discrimination and violence against transgender people



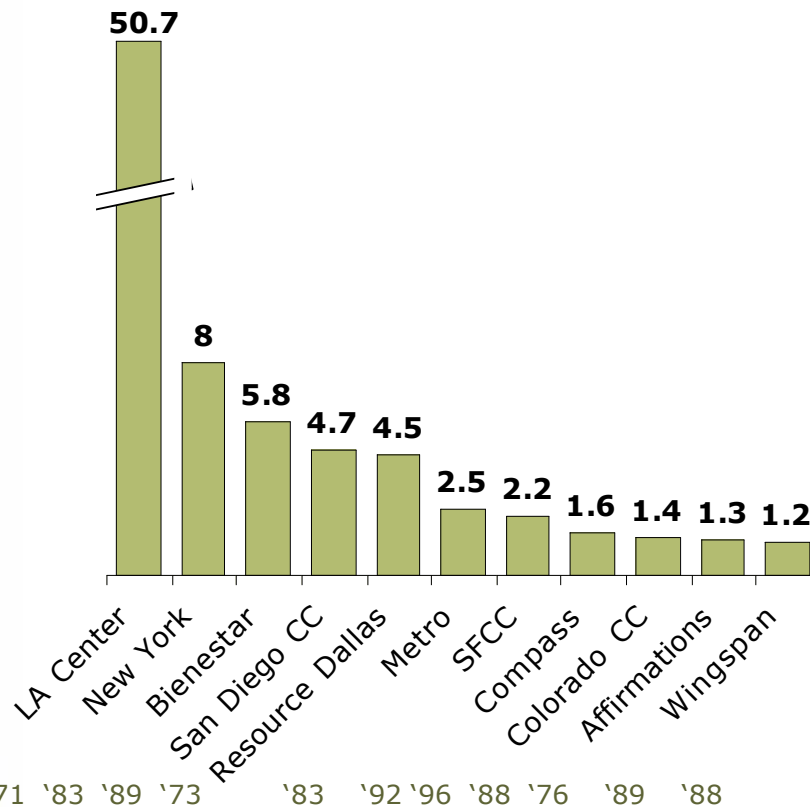
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A Look at Community Centers



2008 Budget \$millions



- LGBT community centers are the primary point of contact for people coming out, seeking LGBT health services, community information, and referrals
- In many cities and towns, community centers are the only local LGBT community resource
- The community centers listed here serve Los Angeles, New York City, southern California, Dallas, San Diego, Tampa/St. Petersburg, San Francisco, Michigan, Colorado, Palm Beach County, and southern Arizona

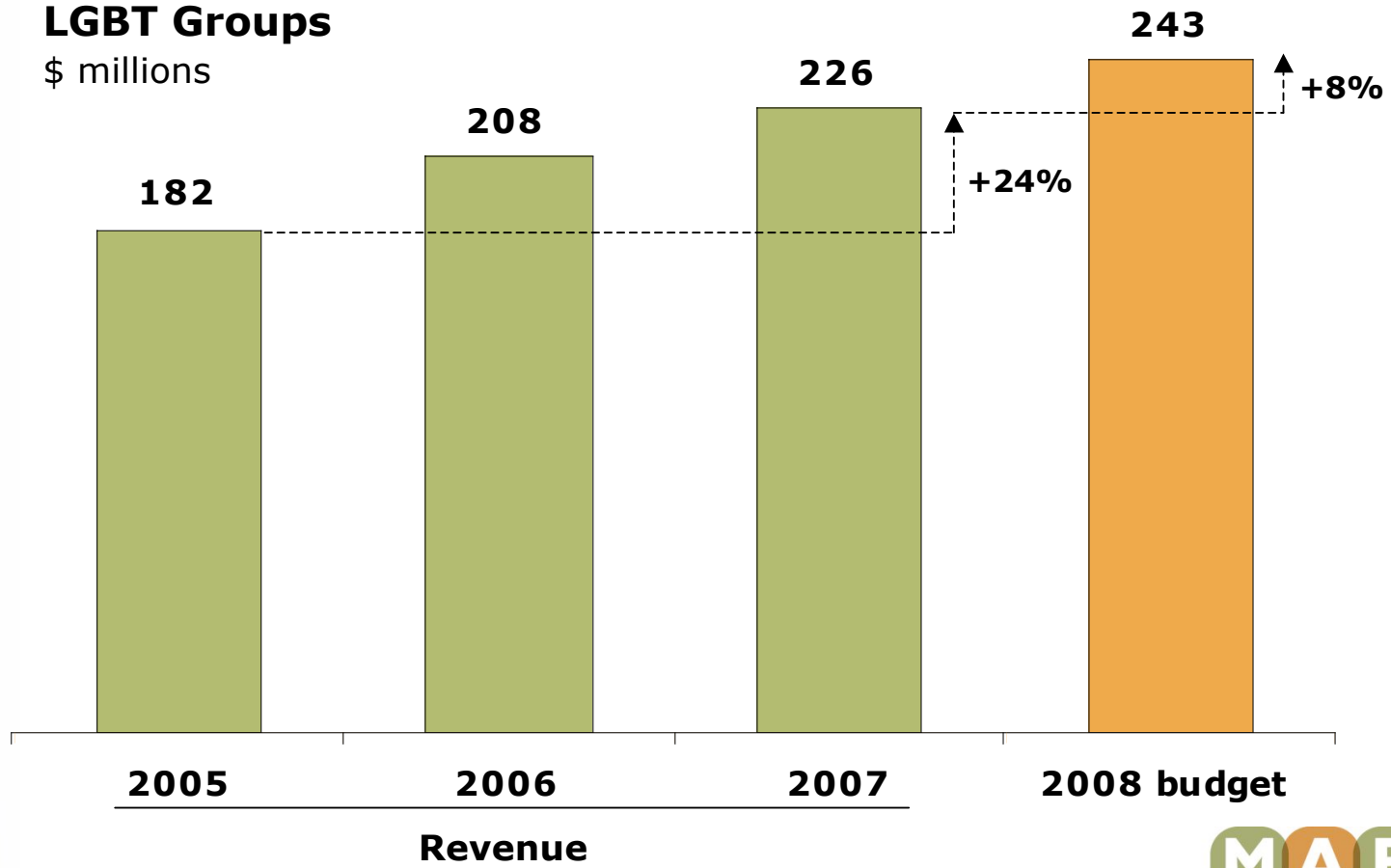


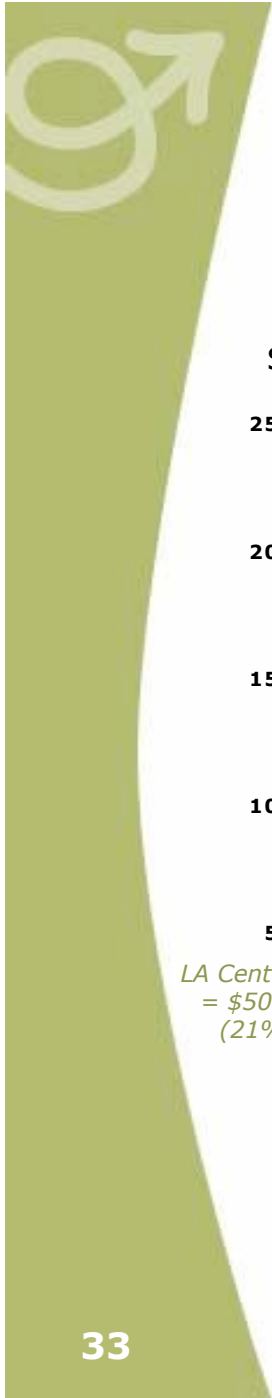
Revenues are Growing



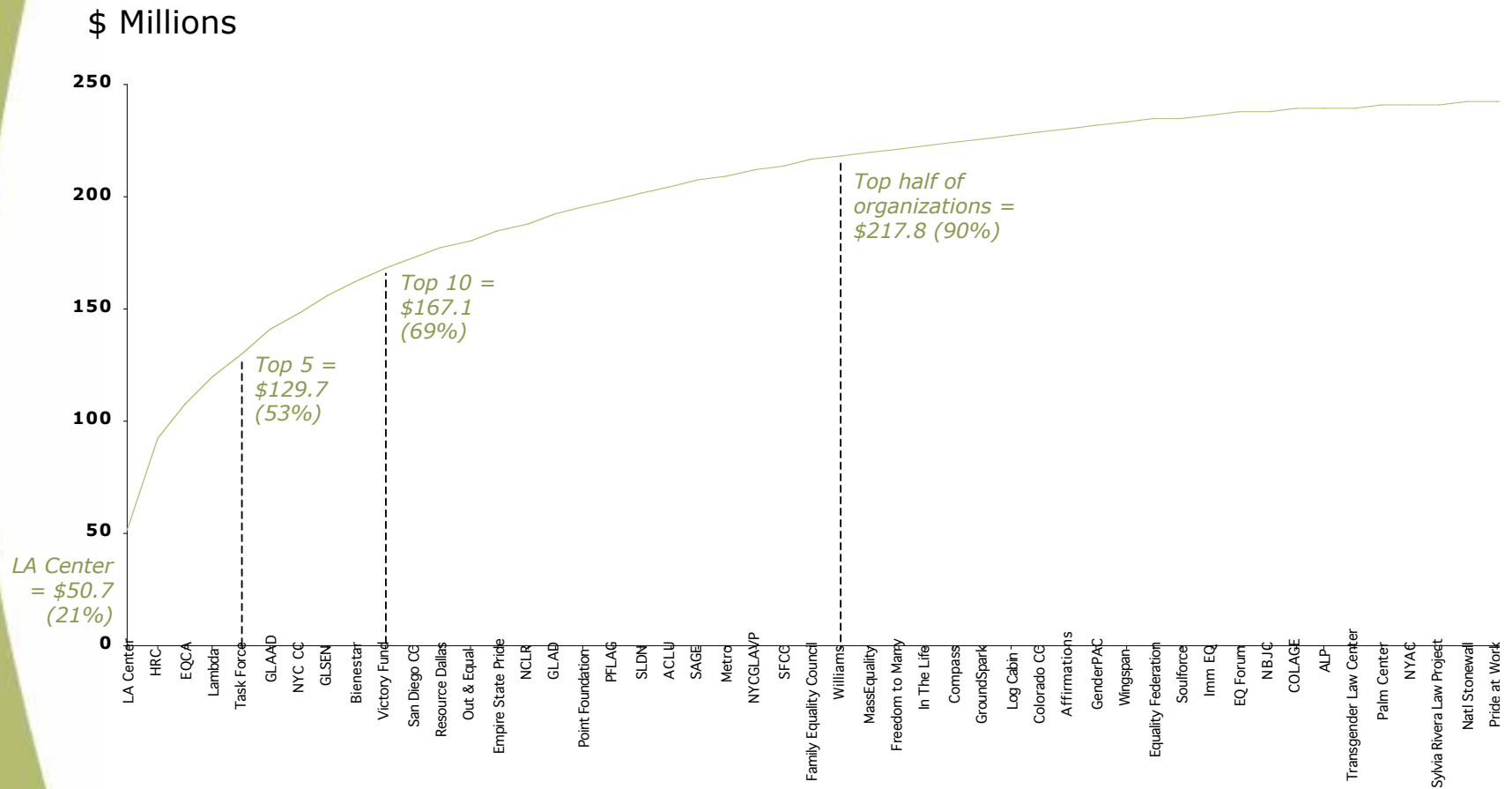
Actual and Planned Revenue of 52 LGBT Groups

\$ millions





Movement Resources are Highly Concentrated

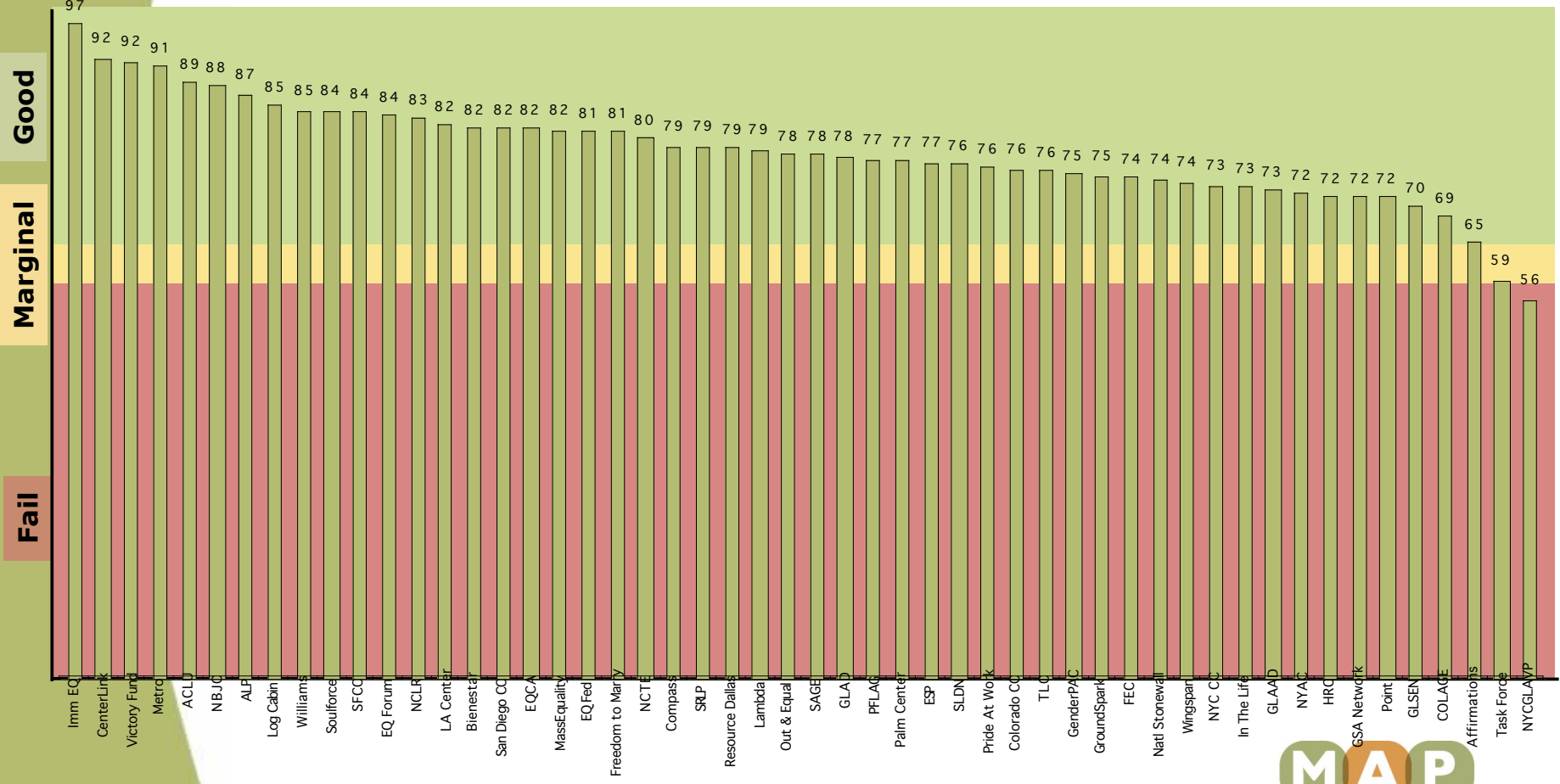




Virtually All Groups Meet Watchdogs' Benchmarks for Program Expense



% of total expense, 2007



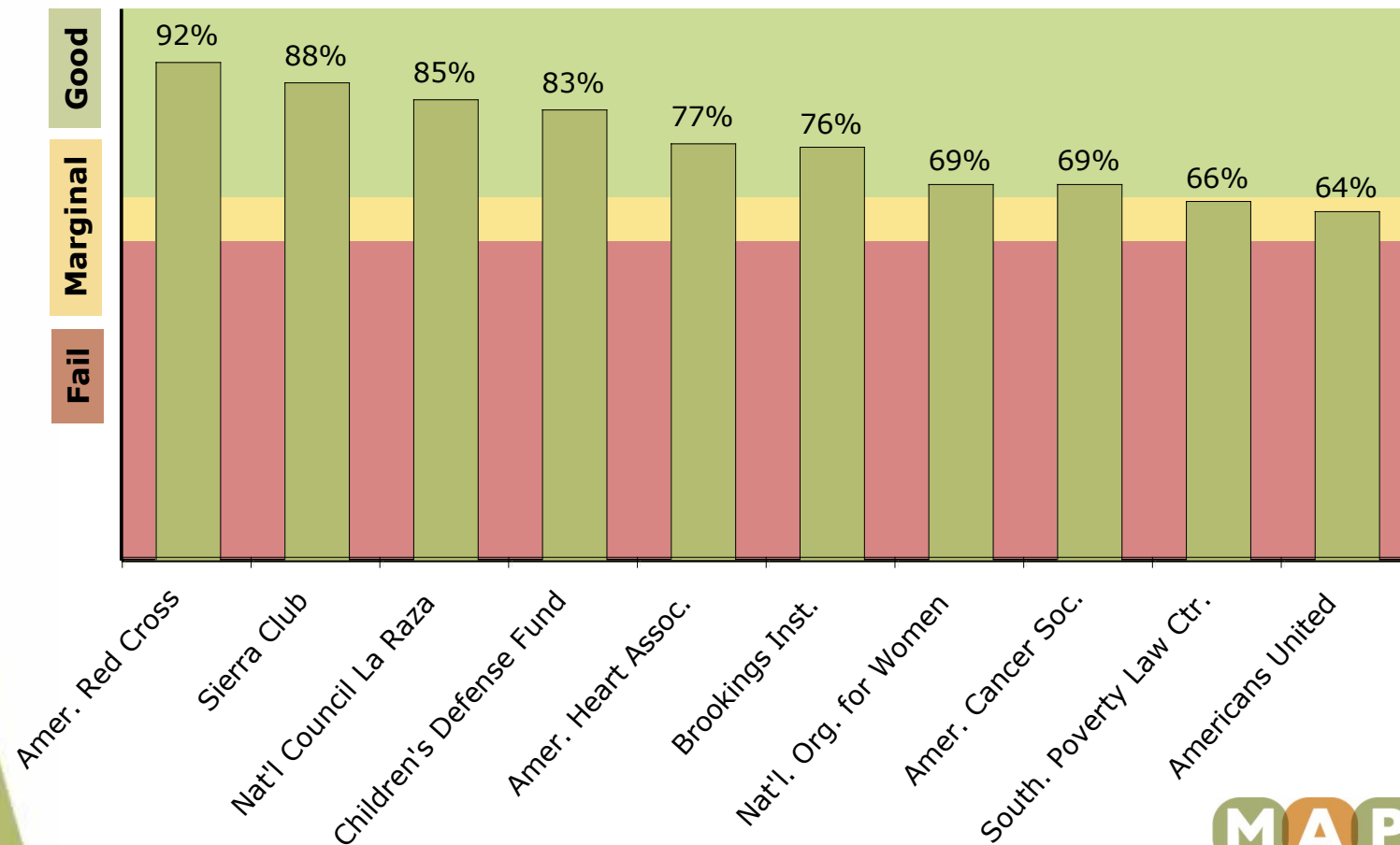
Source: MAP's 2008 Standard Annual Reporting project. Based on Charity Navigator, American Institute of Philanthropy and Better Business Bureau benchmarks.



This Performance is Comparable to That of Non-LGBT Groups



% of total expense



Source: Charity Navigator's FY 2005 rankings, www.charitynavigator.org



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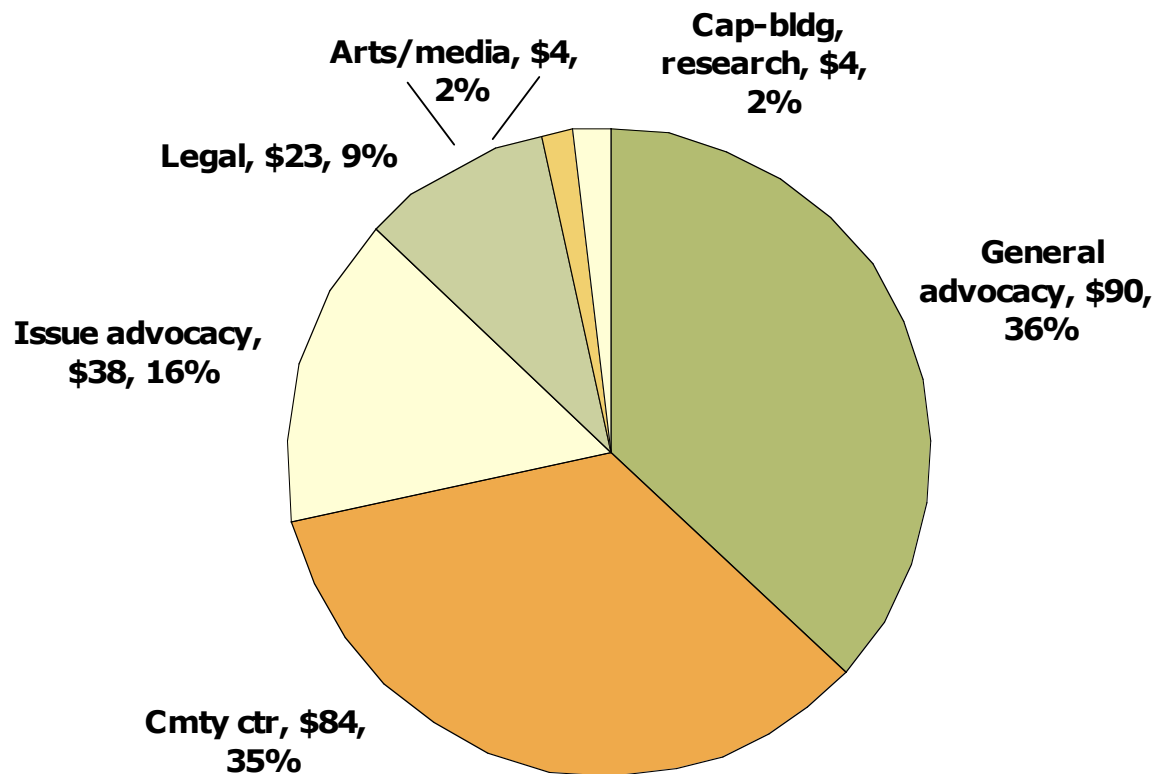


Advocacy Groups & Community Centers Have Most Funds



2008 Budget by Organization Type

\$ millions, 100% = \$243 million



Source: MAP's 2008 Standard Annual Reporting project. Note that issue advocacy groups focus on one specific topic, while general advocacy groups work on a wide range of topics.

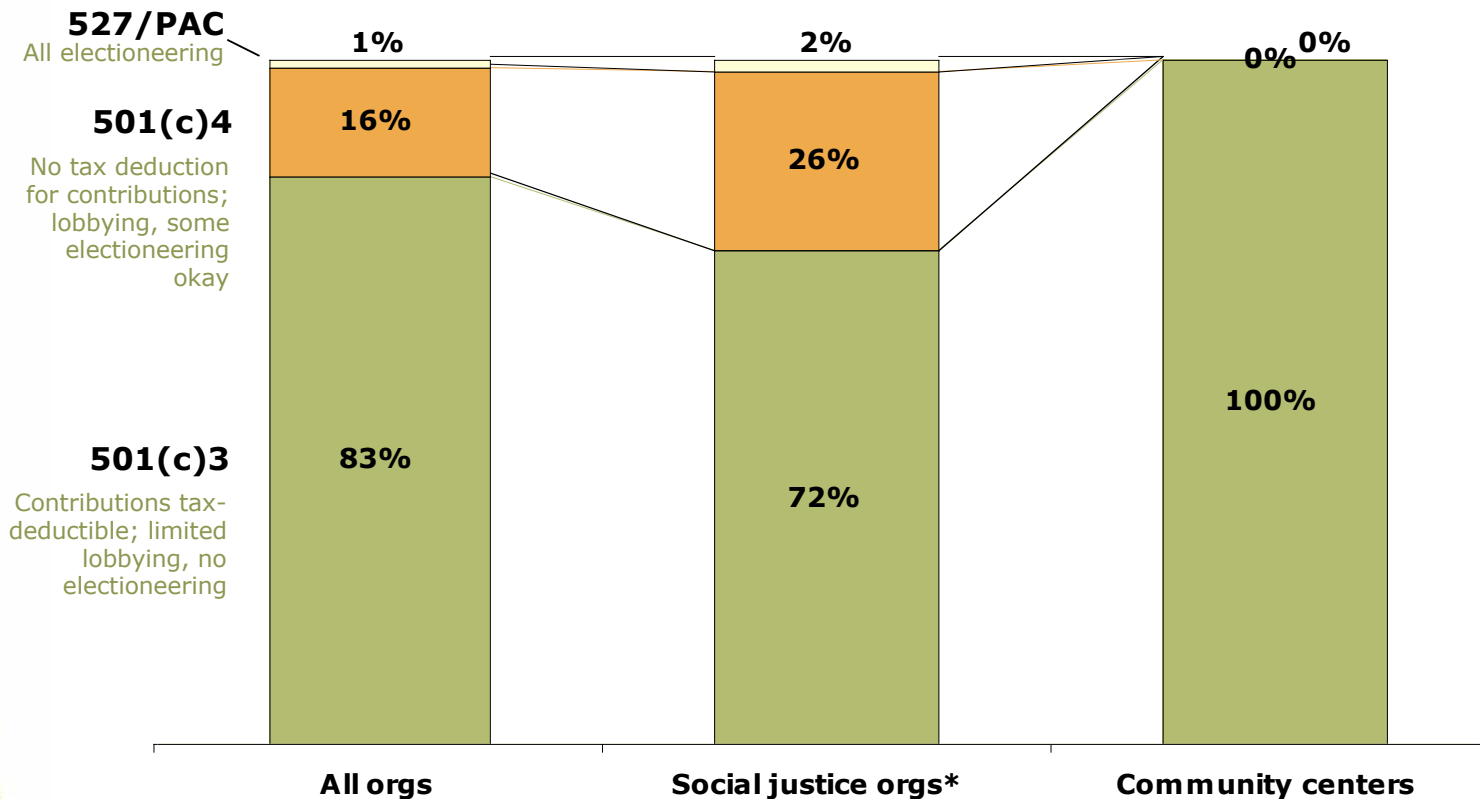


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Bulk of Movement Funds Can't be Used for Legislative Activity



2007 Revenue by IRS/Campaign Finance Designation



Source: MAP's 2008 Standard Annual Reporting project. *"Social justice" includes Advocacy, Issue, Legal, Capacity-building/research, Arts/media.



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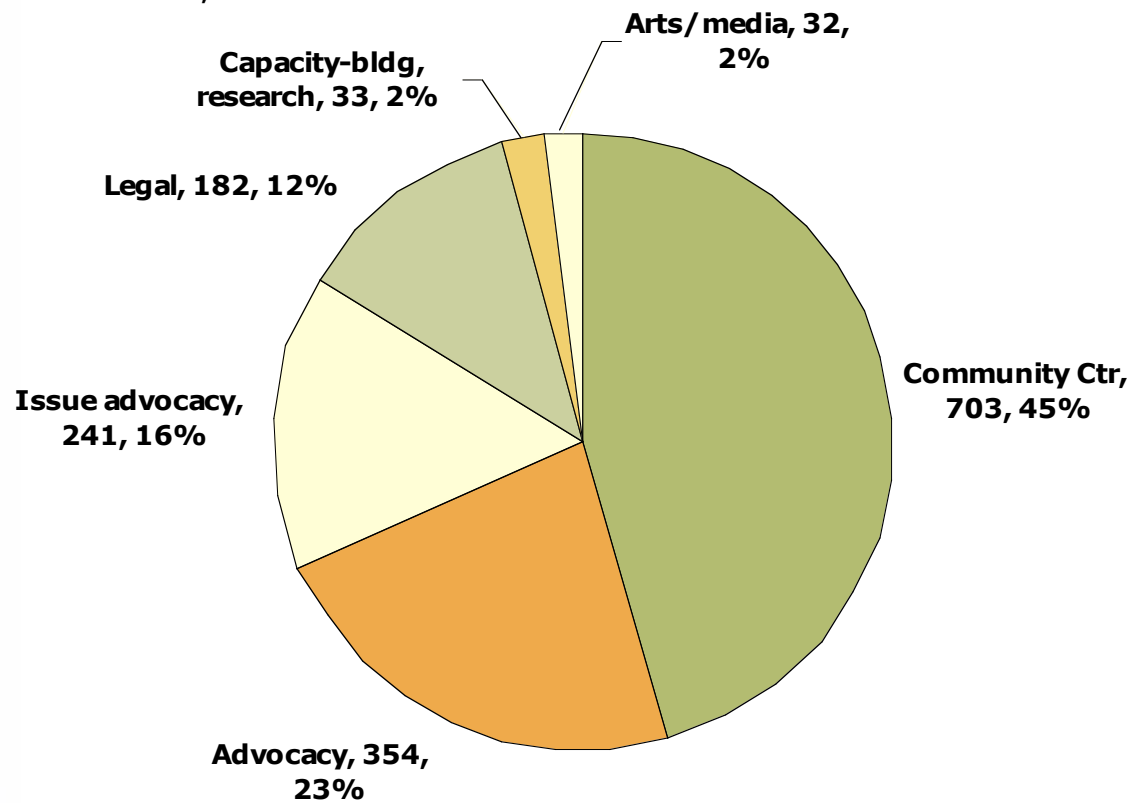


Bulk of Paid Staff are in Service Organizations



Paid Staff by Organization Type

100% = 1,545

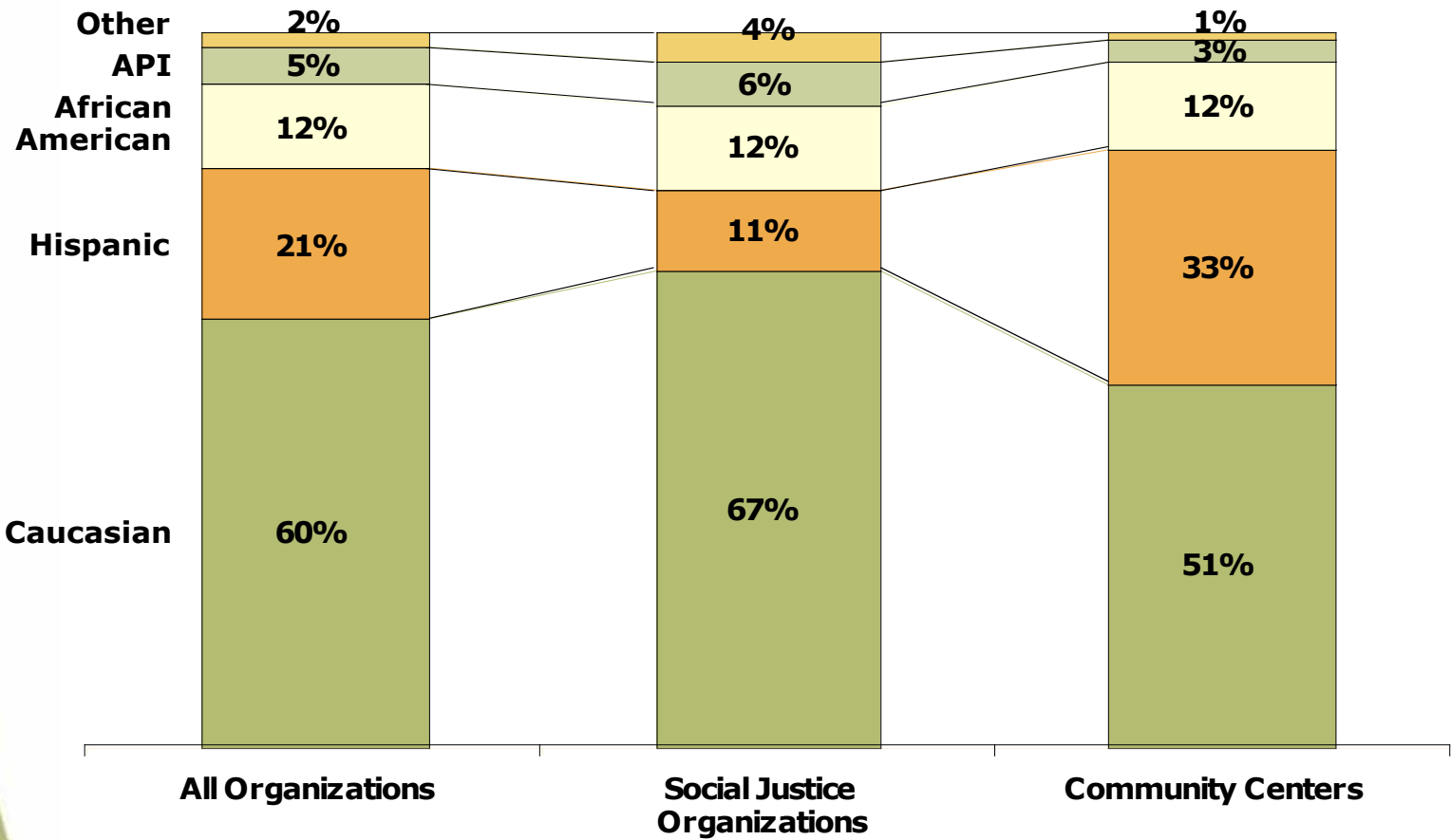


Groups with 75+ Staff

- LA Center—292
- HRC—157
- Lambda—99
- NYC CC—88
- Bienestar—78



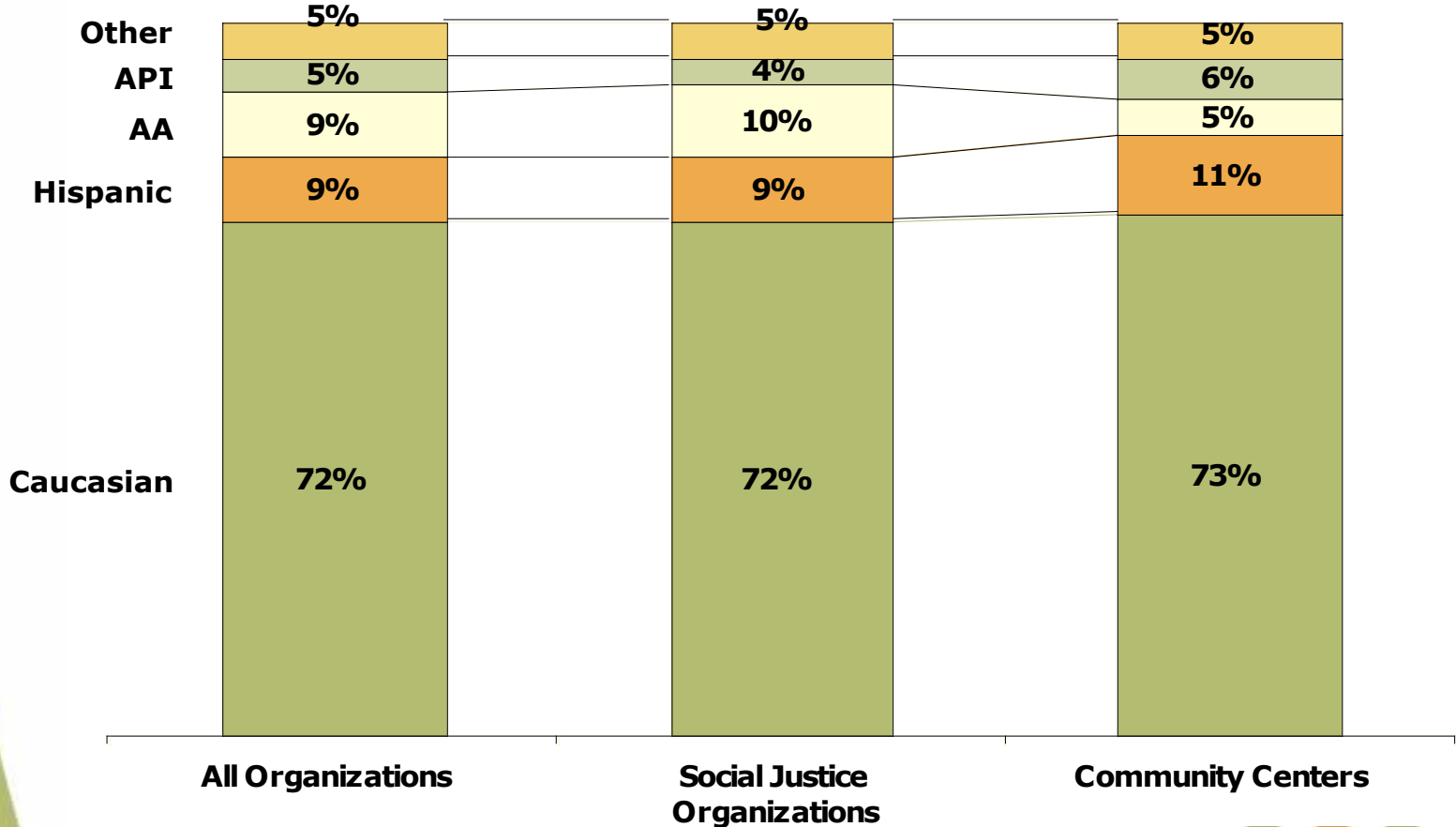
Staff Racial Breakdown Varies by Organization Type



Source: MAP's 2008 Standard Annual Reporting project. Note that we use US Census racial designations.



Board Racial Breakdown Varies Less by Organization Type





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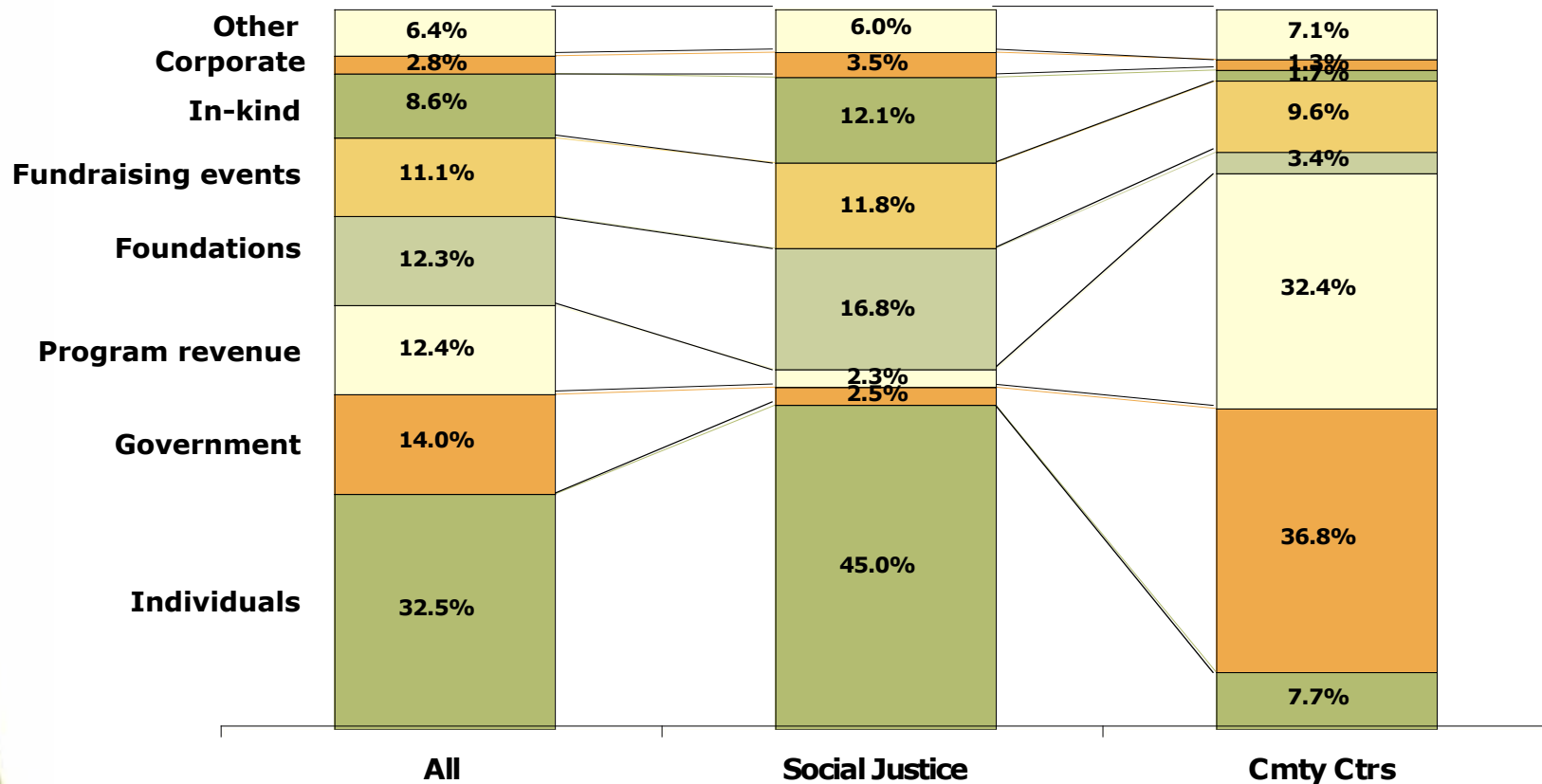


Funding Sources Strongly Tied to Organizational Purpose



Revenue Sources 2007

\$ millions



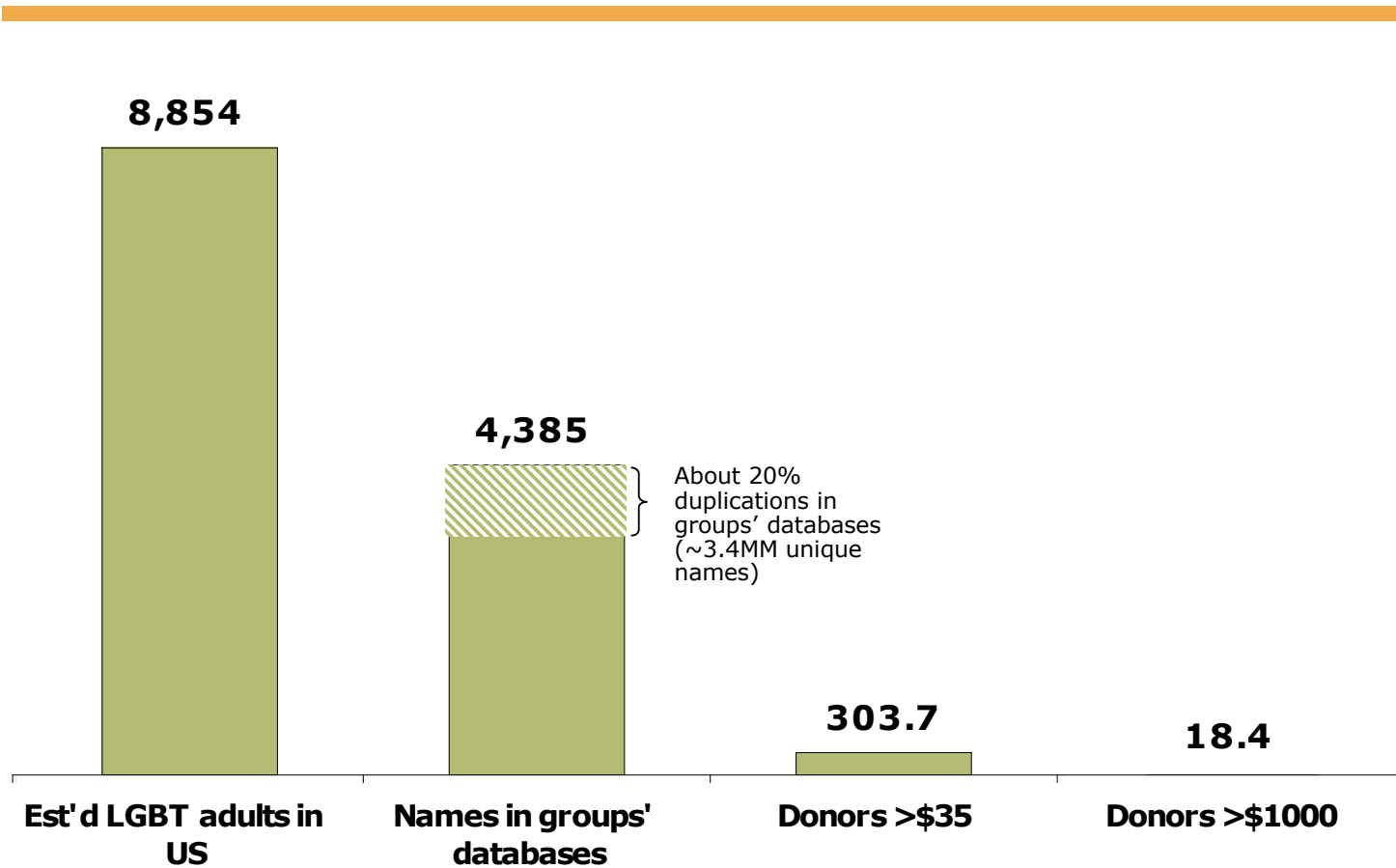
Source: MAP's 2008 Standard Annual Reporting Project. "Other" includes bequests, memberships, merchandise sales and investment income.



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Only About 3% of LGBT Adults Appear to Donate \$35+

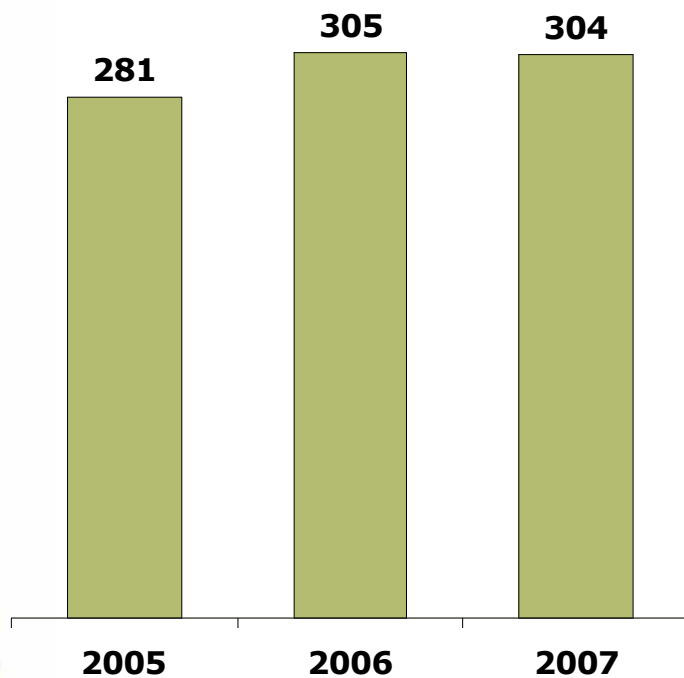




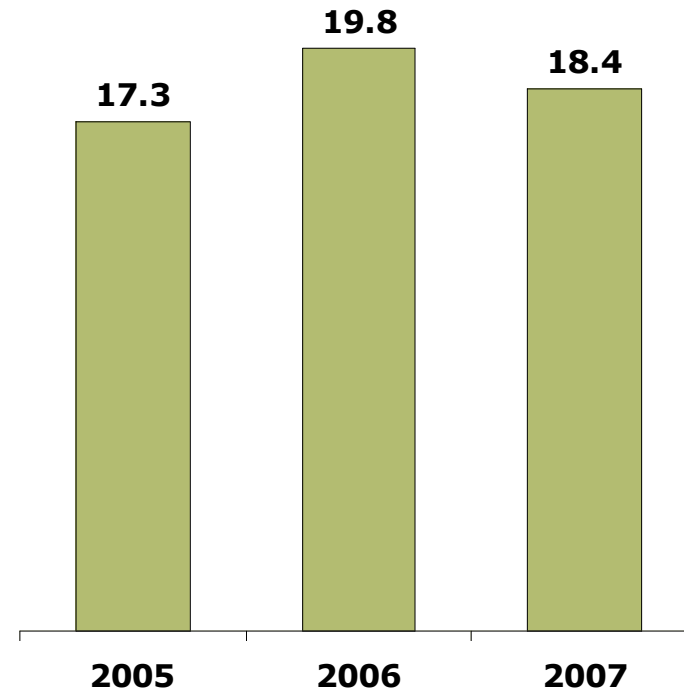
Individual Donor Numbers are Leveling Off



Individual Donors, \$35+
Across 52 LGBT groups, 000s



Individual Donors, \$1,000+
Across 52 LGBT groups, 000s

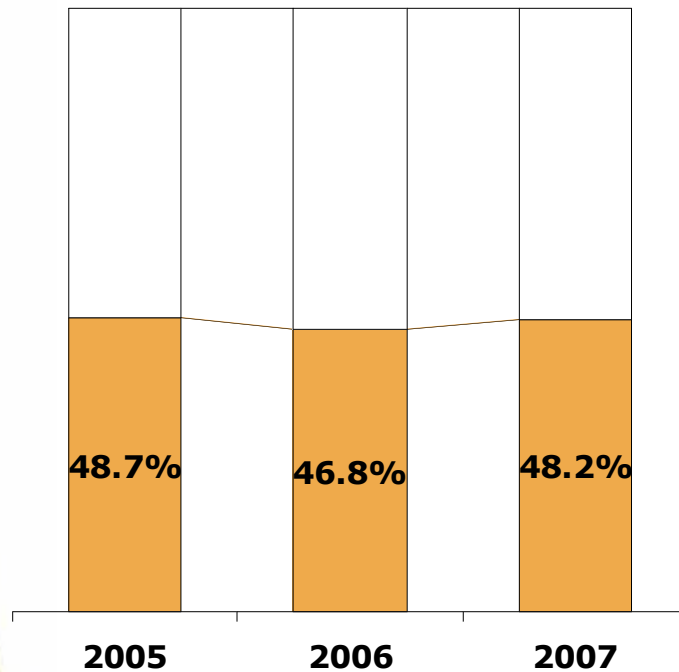




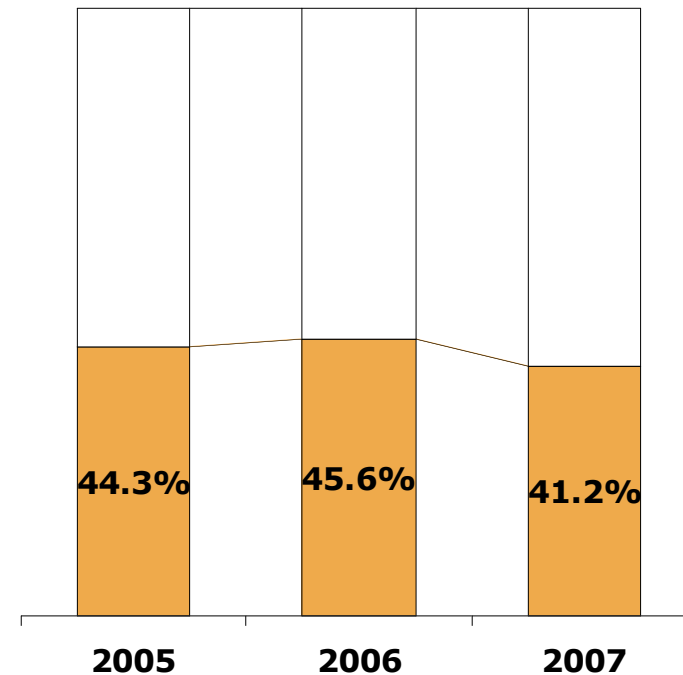
Turnover & Dependence on Few, Large Donors are Issues



Turnover of Individual \$35+ Donors



Portion of Revenue from Top 10 Donors



Source: MAP's 2008 Standard Annual Reporting project



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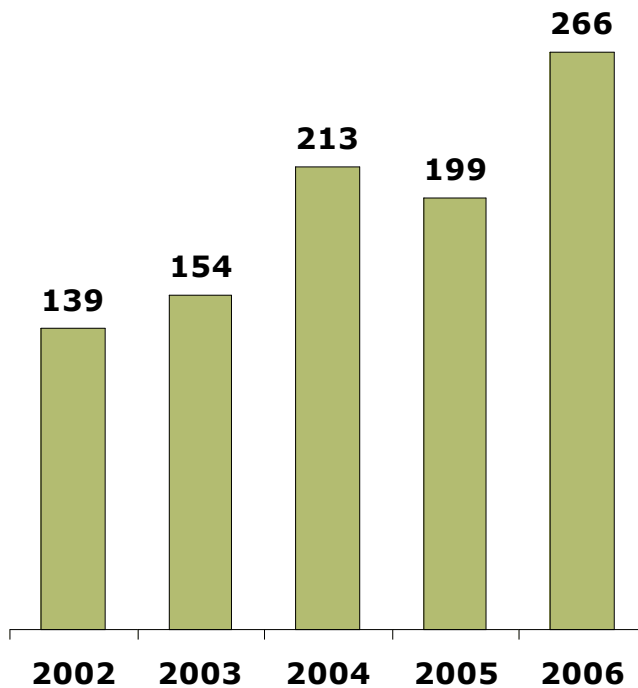


Participation by Foundations is Growing



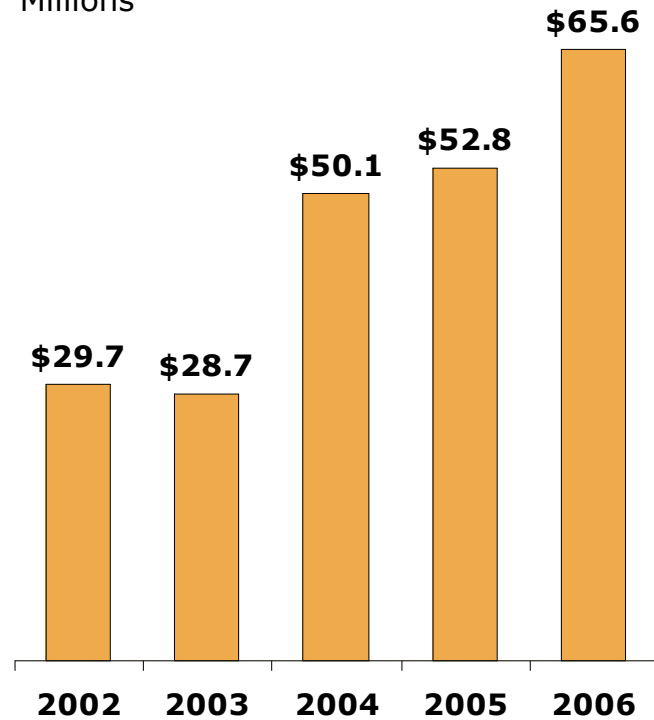
Foundations that Gave to LGBT Issues

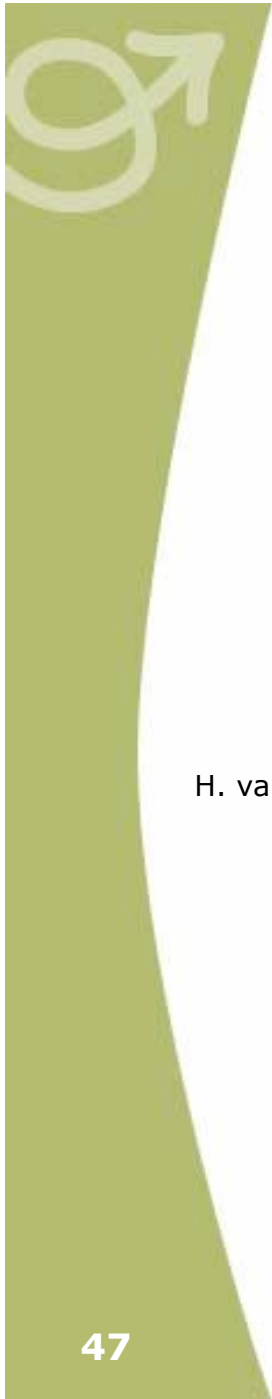
Number



Total \$ Awarded to LGBT Issues

Millions



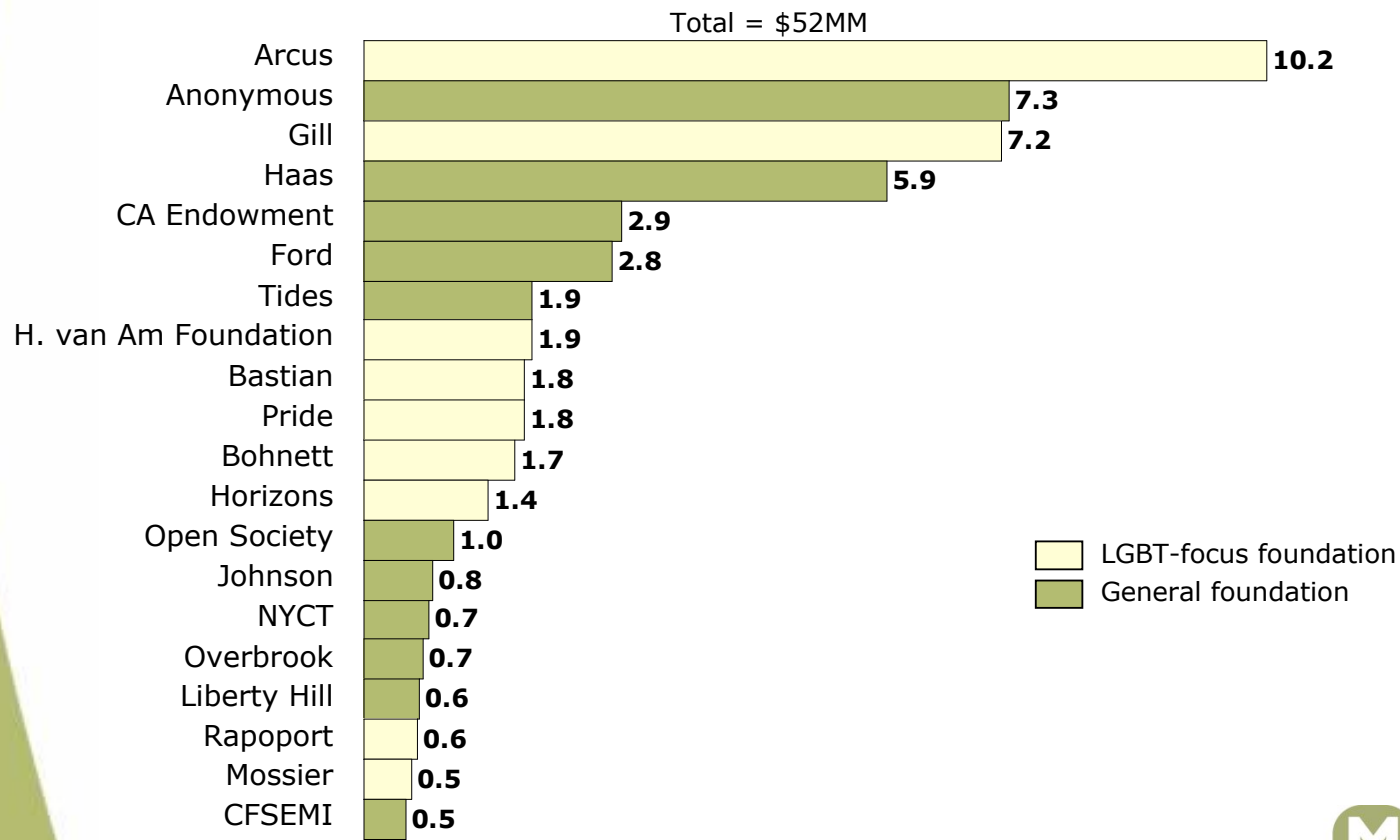


Spotlight on 20 Large Funders



Total Grants to US LGBT Groups and Issues

\$ millions in 2007



Source: MAP's 2008 Standard Annual Reporting project



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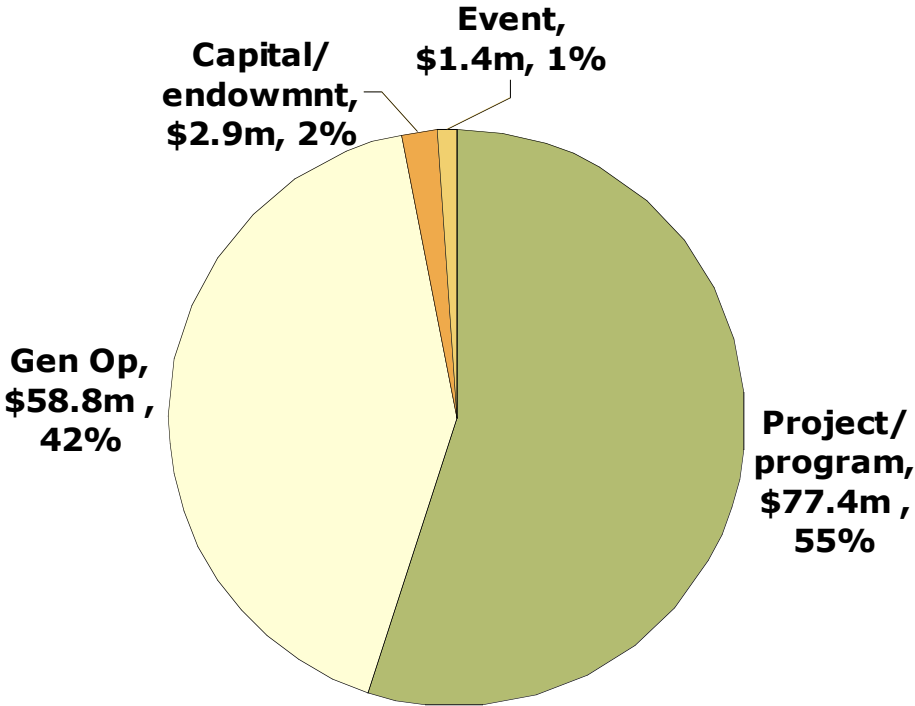


Project-Specific Grants Dominate



Grants by Support Type

20 funders, 2005-07; total = \$141MM



Source: MAP's 2008 Standard Annual Reporting project



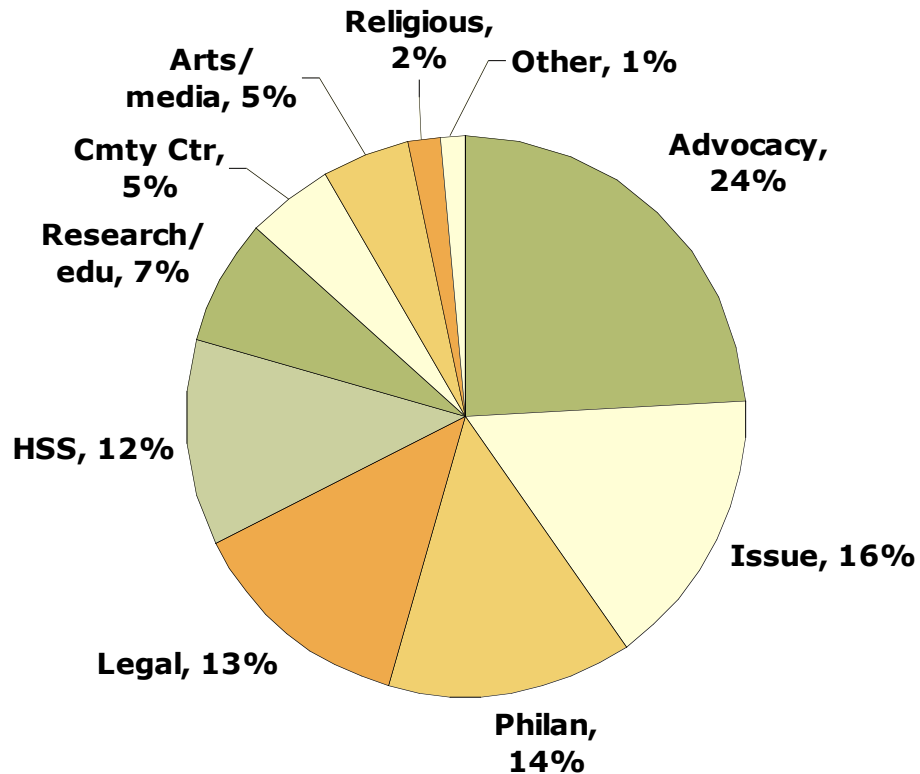


Advocacy and Issue Groups Receive Most Support



Grants by Recipient Type

20 funders, 2005-07; total = \$141MM

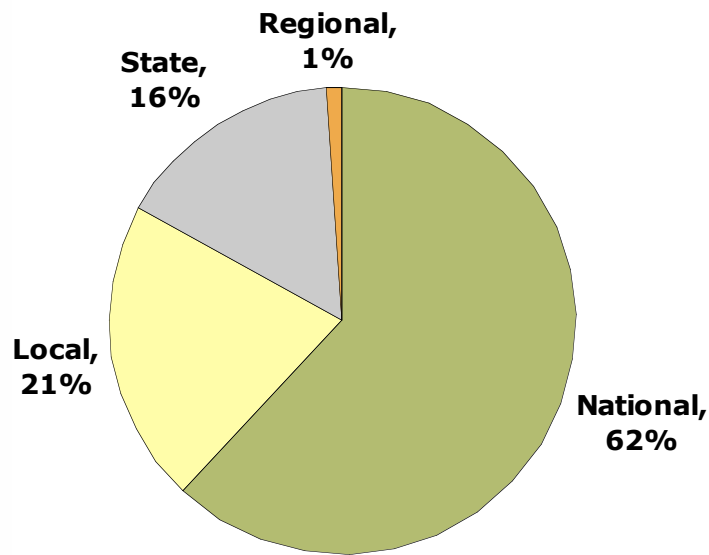




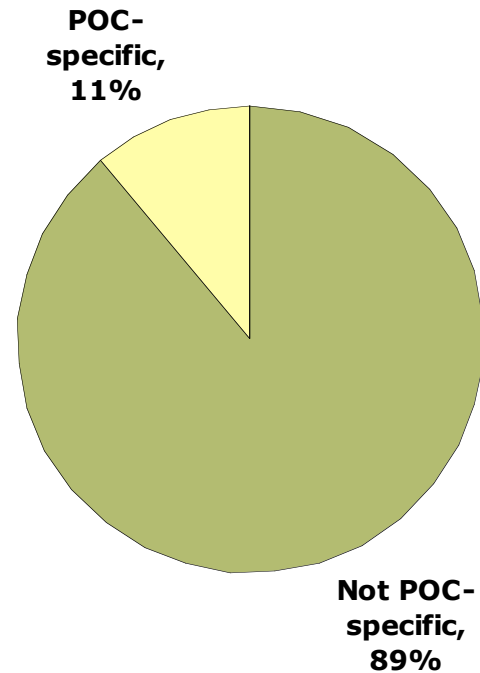
State Level and POC* Relatively Lacking in Support



Grants by Geographic Scope
20-funder total, 2005-07



**Grants by Whether POC
Specifically Mentioned**
20-funder total, 2005-07



* POC = people of color
Source: MAP's 2008 Standard Annual Reporting project





LGBT Issues, Organizations and Donors

An Overview of the Movement

January, 2009



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