



LGBT Issues, Organizations and Donors

An Overview of the Movement

February, 2008

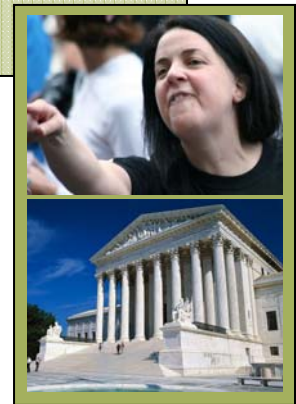


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LGBT Movement Overview

- 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

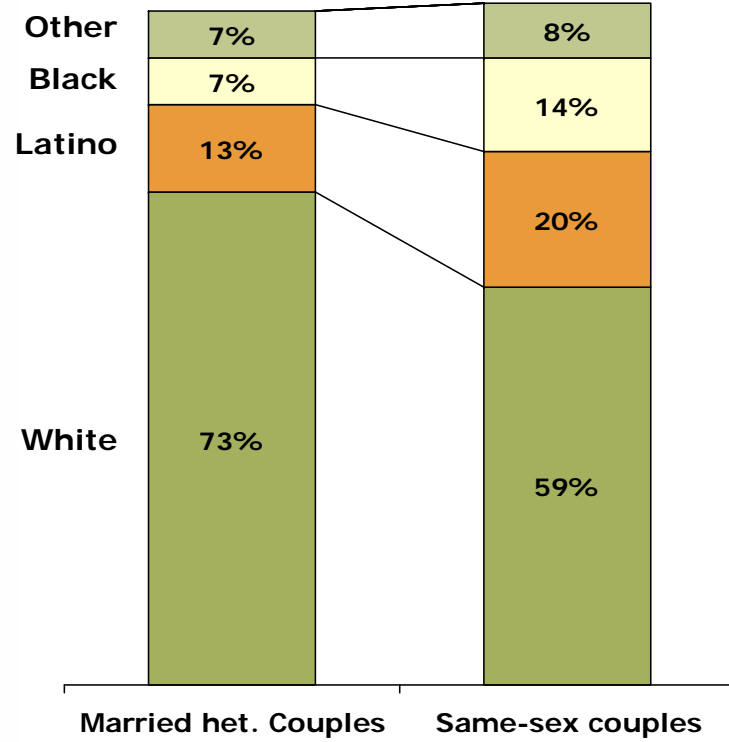


Families Headed by Same-Sex Couples Less Likely to be White



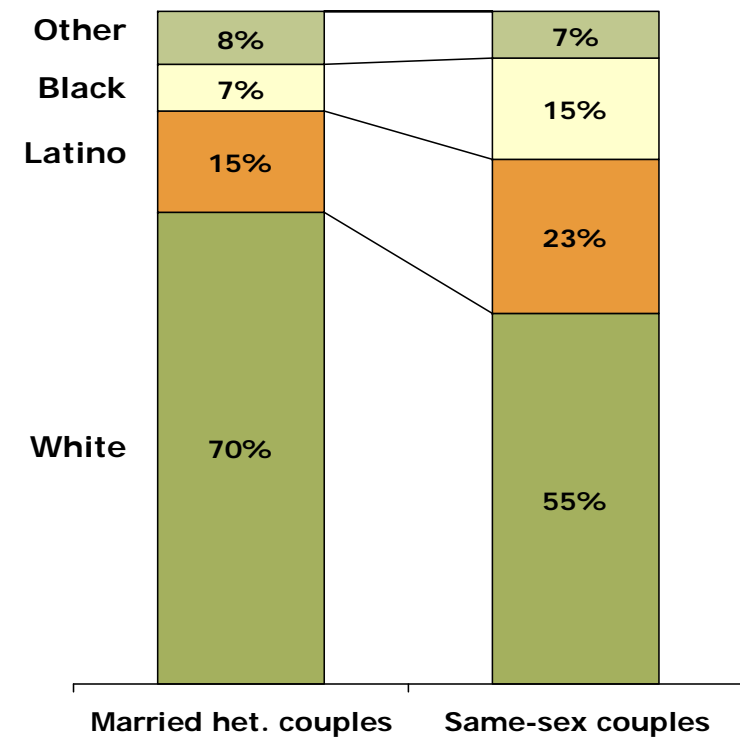
Race of Parents by Family Type

Percent



Race of Children by Family Type

Percent



Source: R. Bradley Sears, Gary Gates, and William B. Rubenstein, *Same-Sex Couples and Same-Sex Couples Raising Children in the United States*, The Williams Project, 2005



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

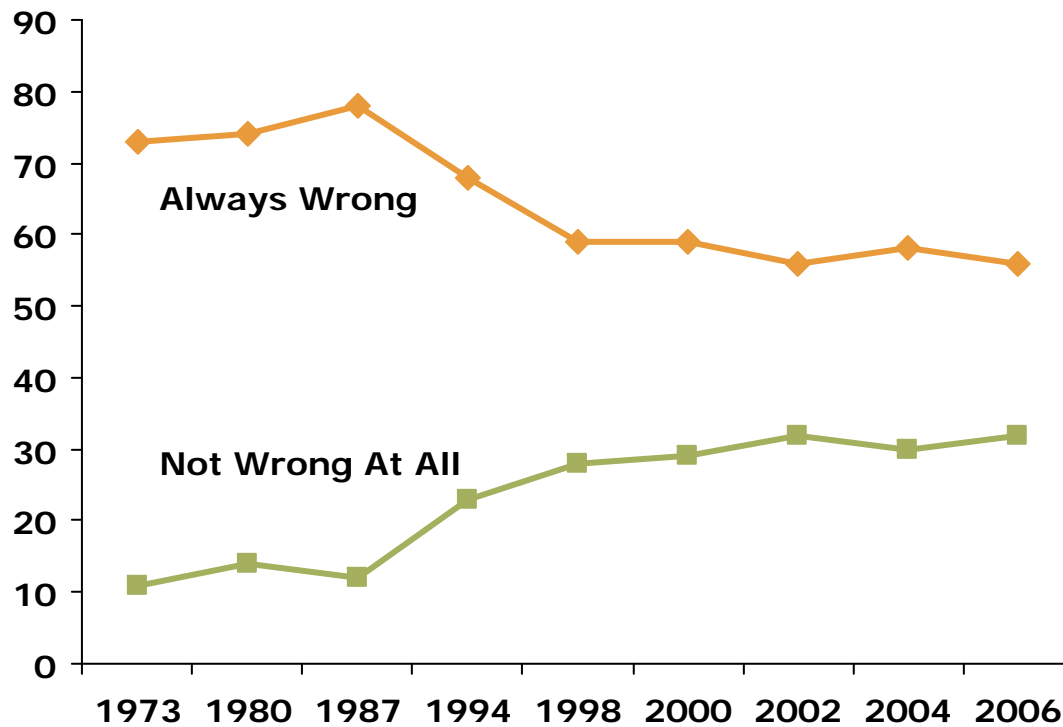


Social Stigma and Prejudice



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



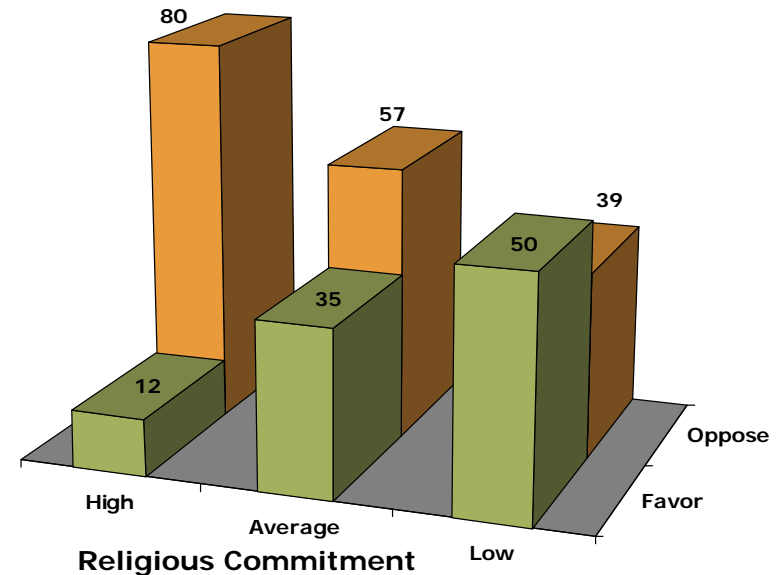
Anti-Gay Religious Teachings



- 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



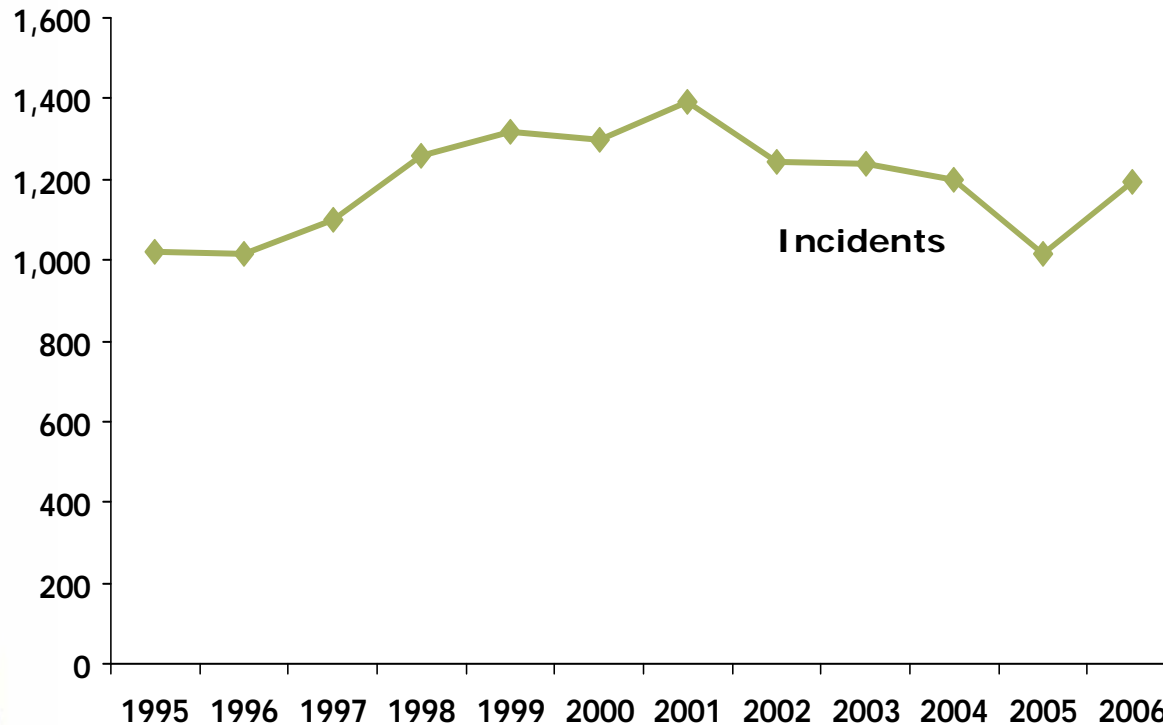


Violence and Harassment



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

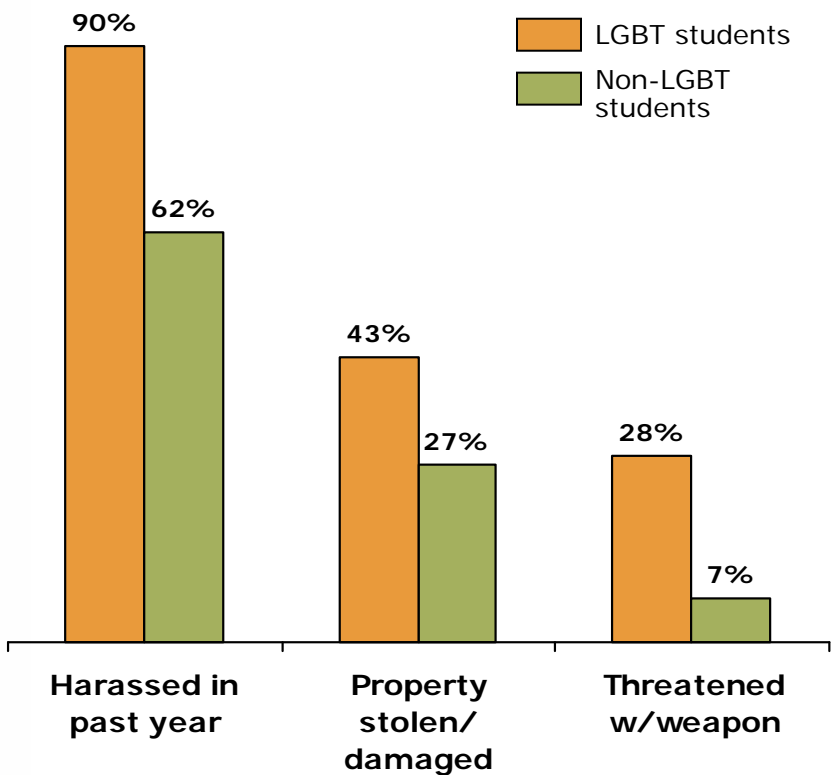


Unsafe Schools and Homes



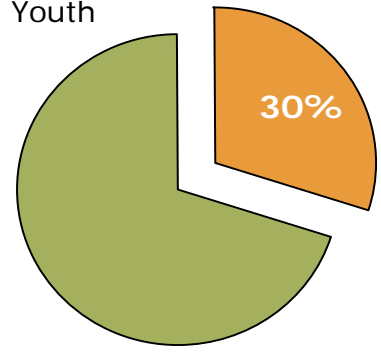
Harassment in High School

Percent Reporting



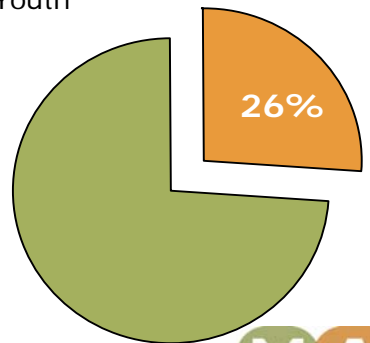
Suffered Physical Violence from Family

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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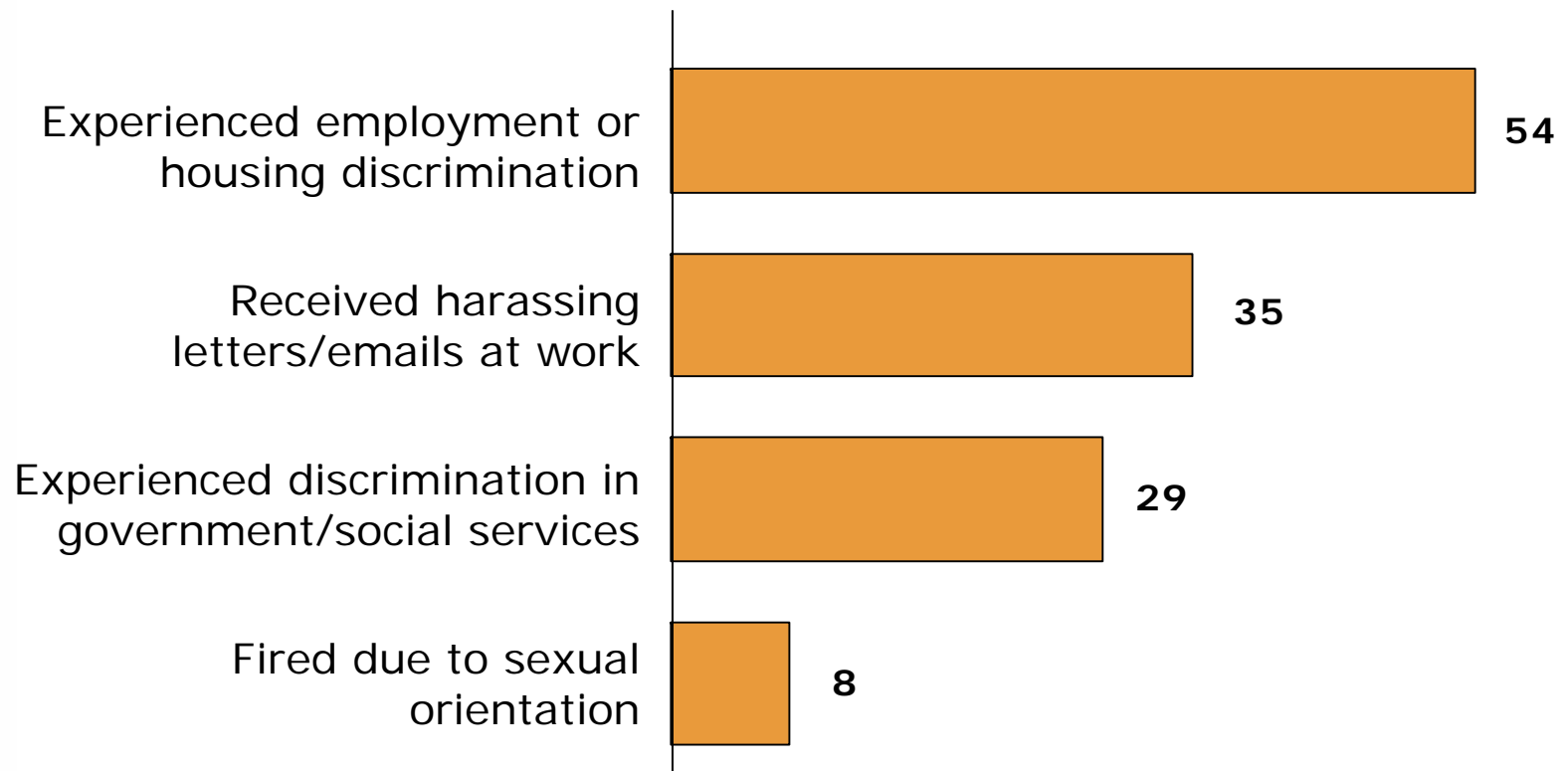


Discriminatory Employment, Housing and Services



Experience of LGB Workers

Percent reporting



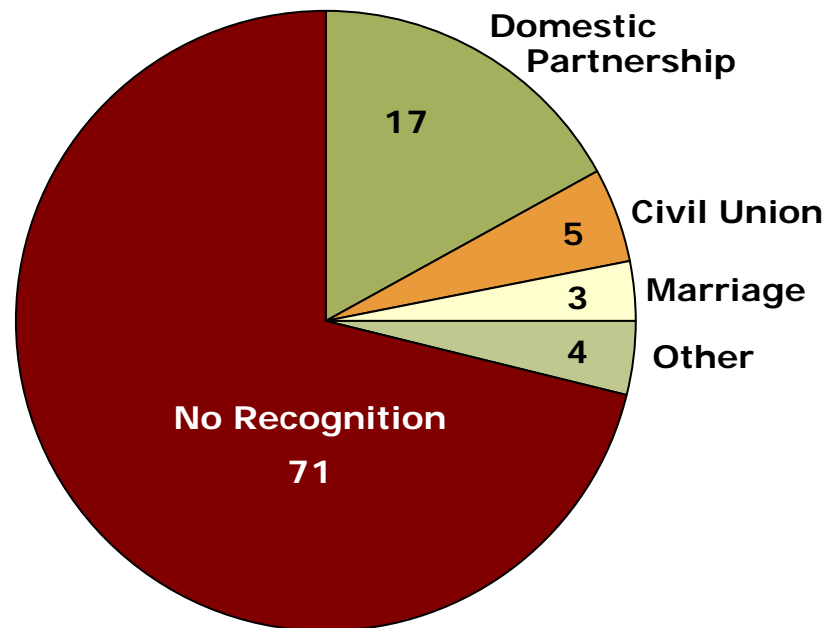


Lack of Relationship Recognition and Rights



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

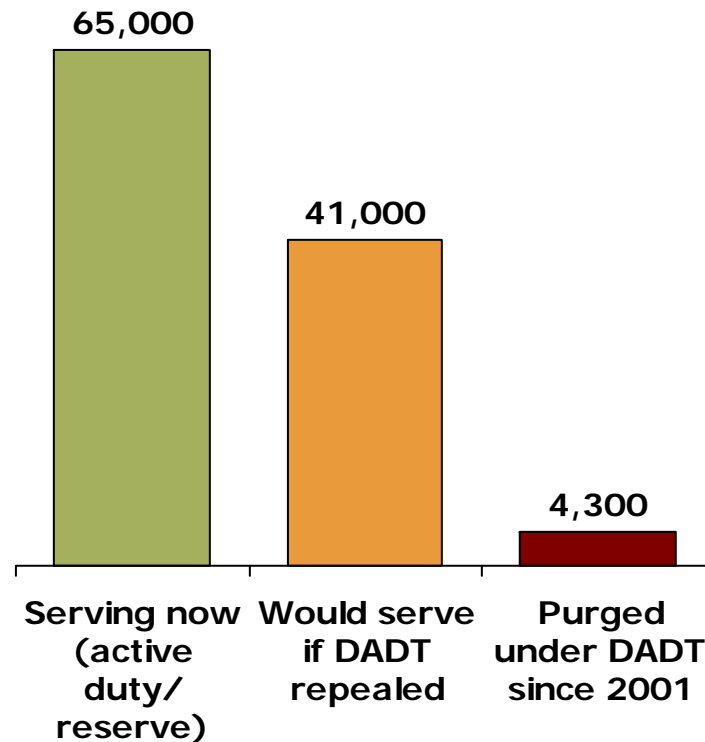


Prohibition from Military Service



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



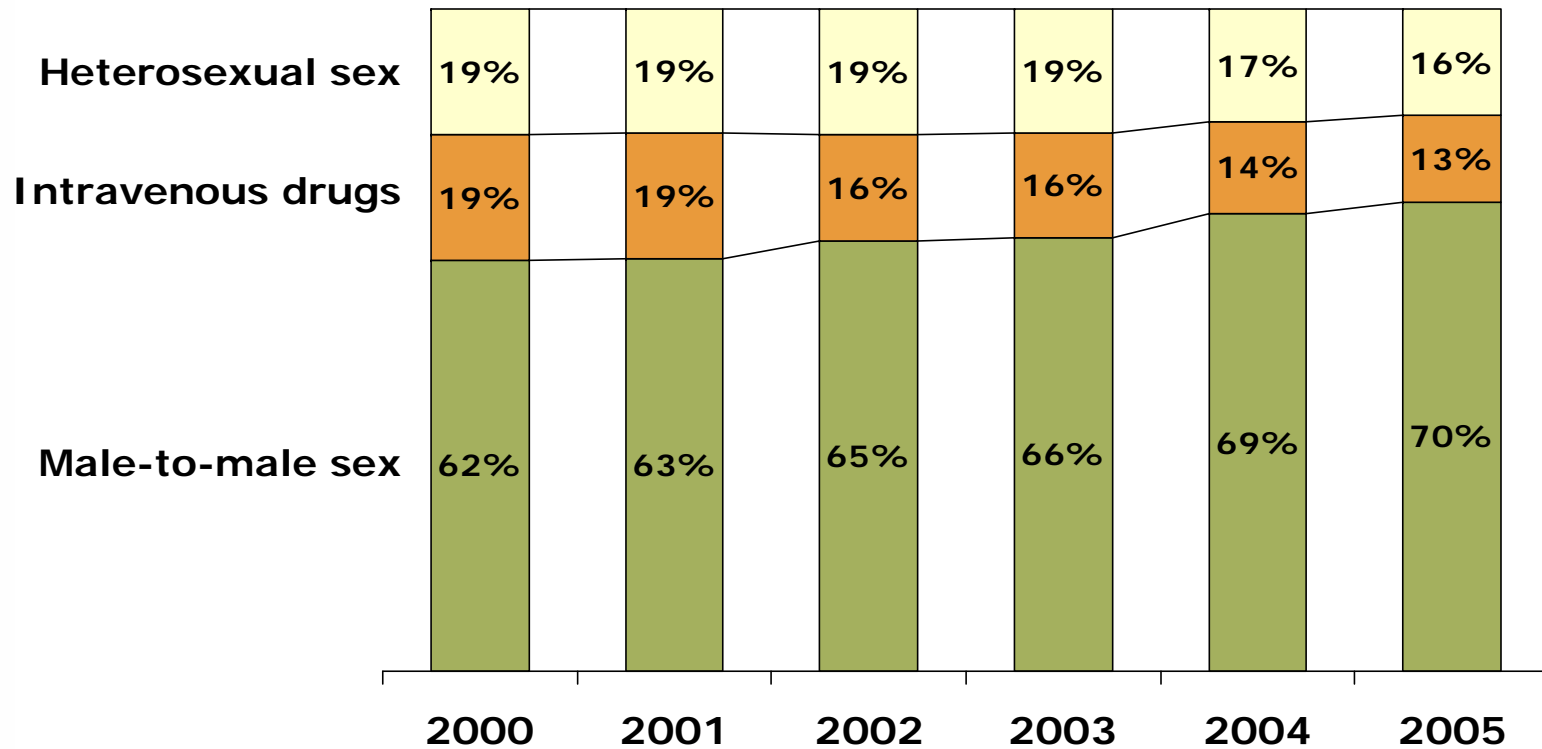
- HHS' \$700B budget for 2008 includes no LGBT programs – even among ~250 National Institute of Health “interest items”
- Little or no national-level LGBT health data exists
- Neither US Census nor national Youth Risk Behavior Survey ask LGBT-related questions
- No FDA approval for transgender hormonal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



HIV/AIDS Once Again a Growing Problem



New Male HIV/AIDS Diagnoses % by Transmission Category



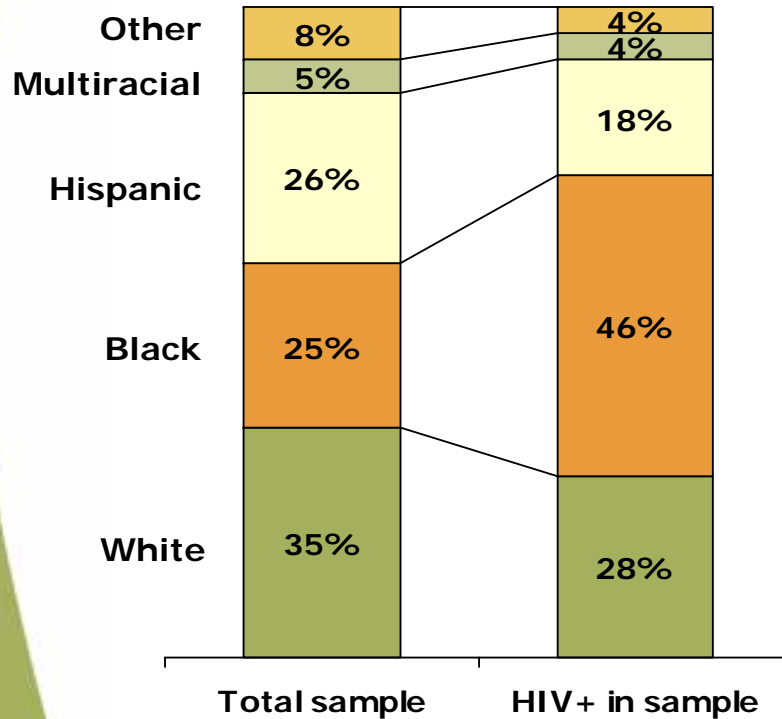


HIV/AIDS Impacting Men of Color, Young People



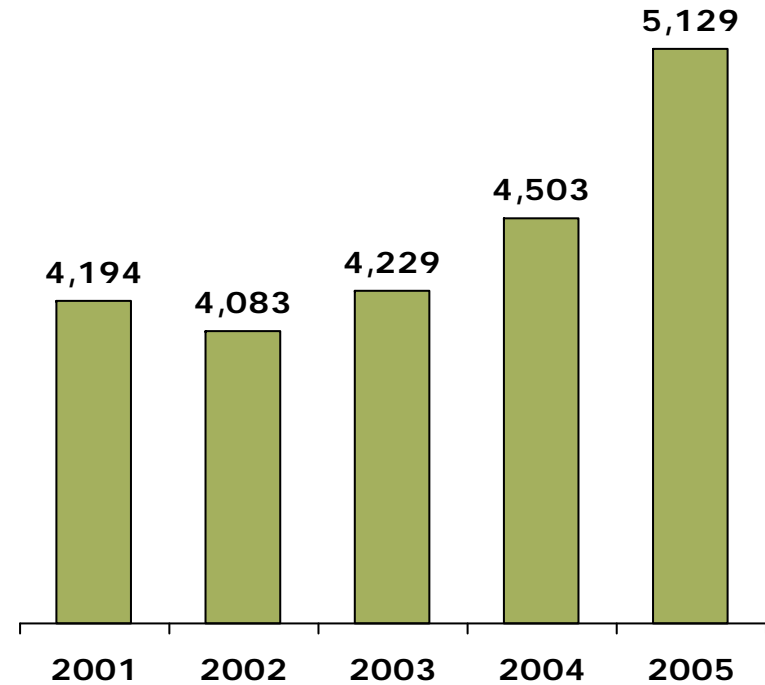
HIV Status among MSM

Sample of 5 Major US Cities, 2005



Reported HIV Cases

By Year of Diagnosis, 15-24 year olds



Source: Centers for Disease Control, *HIV/AIDS Surveillance Report*, 2005; *HIV Prevalence, Unrecognized Infection, and HIV Testing Among Men Who Have Sex with Men – Five US Cities*, June 2004-April 2005, 2005

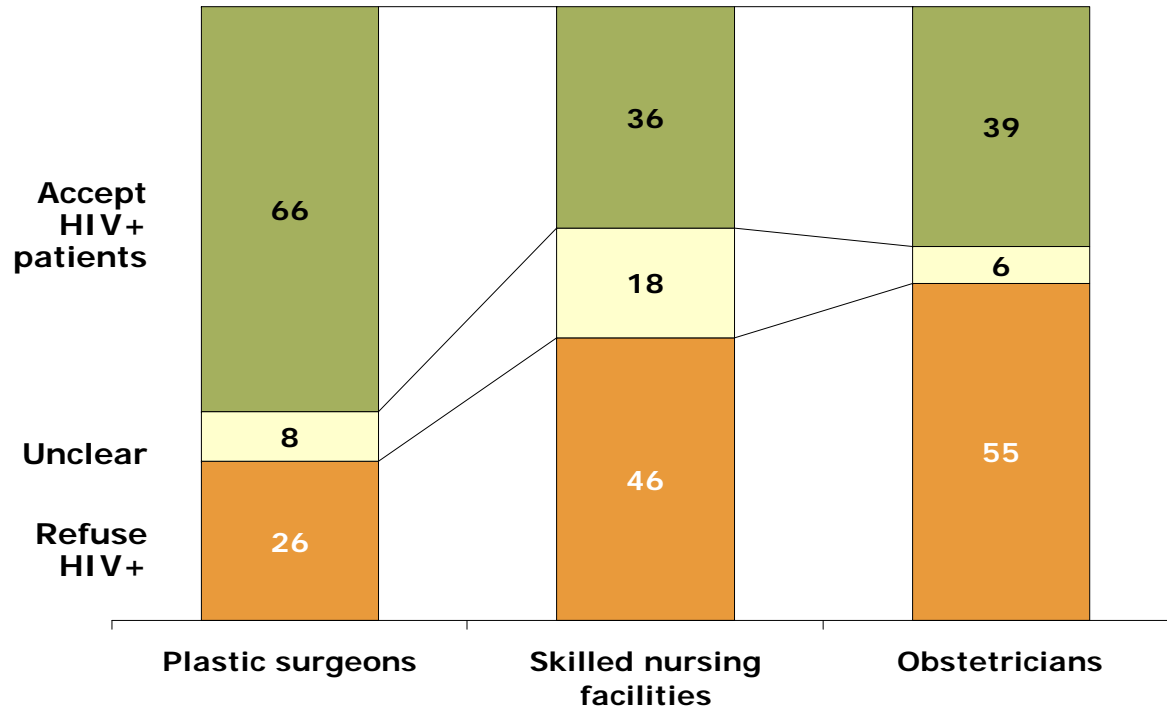


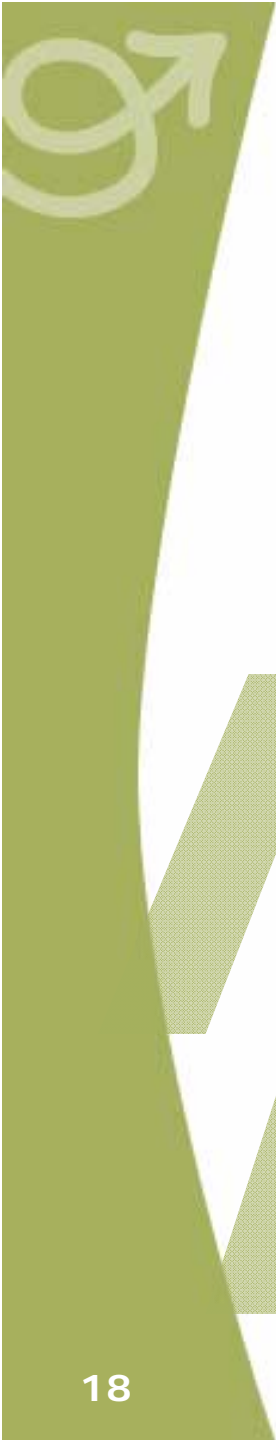
HIV+ Persons May Have Reduced Access to Healthcare



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 48 Leading LGBT Groups



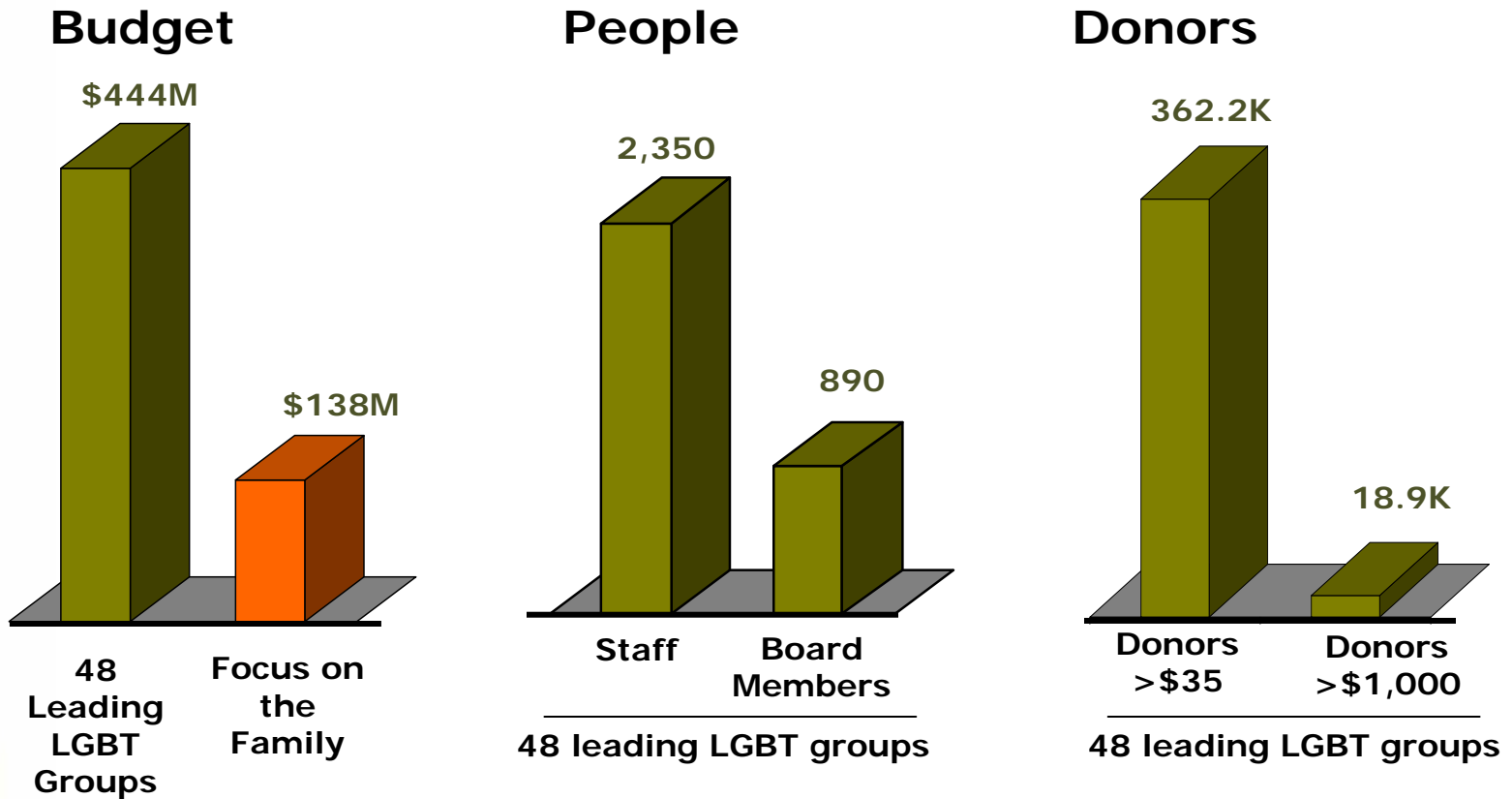
Social Justice Organizations	
Advocacy	
<ul style="list-style-type: none"> • COLAGE • Empire Pride • Equality CA • Family Equality Council • HRC • Log Cabin/LEF 	<ul style="list-style-type: none"> • NBJC • NCTE • NYAC • PFLAG • The Task Force • Victory Fund/Leadership Inst.
Issue	
<ul style="list-style-type: none"> • Black AIDS Institute • Freedom to Marry • GenderPAC • GLAAD • GLSEN • GSA Network • Immigration Equality 	<ul style="list-style-type: none"> • Mass Equality • NMAC • NYCGLAVP • Out & Equal • AFL-CIO Pride at Work • SLDN • Soulforce
Capacity Bldg/Research	Arts/Media
<ul style="list-style-type: none"> • Equality Federation • NALGBTCC • Williams Institute 	<ul style="list-style-type: none"> • Equality Forum • In the Life Media • Women's Educational Ntwk
Legal	
<ul style="list-style-type: none"> • ACLU G&L Project • GLAD 	<ul style="list-style-type: none"> • Lambda Legal • NCLR

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

HIV/AIDS Services
<ul style="list-style-type: none"> • AIDS Health • AIDS Project Los Angeles • GMHC



Spotlight on 48 Leading* LGBT Groups



Source: MAP's 2007 Standard Annual Reporting project. *Includes AIDS organizations and community centers. **Note:** Scales vary by graph. Duplications of donors among organizations have not been eliminated; actual number of unique donors is likely lower than shown.

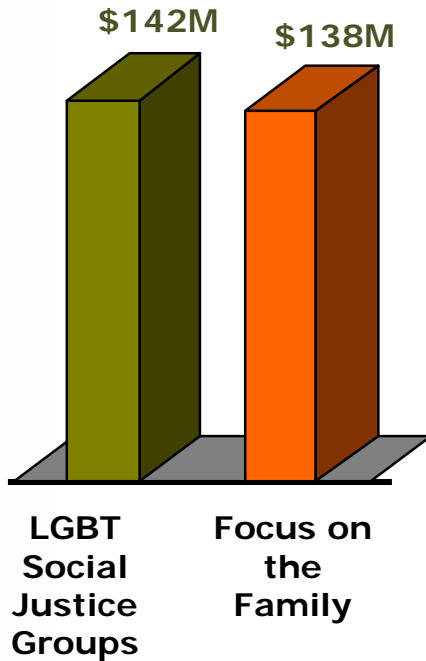




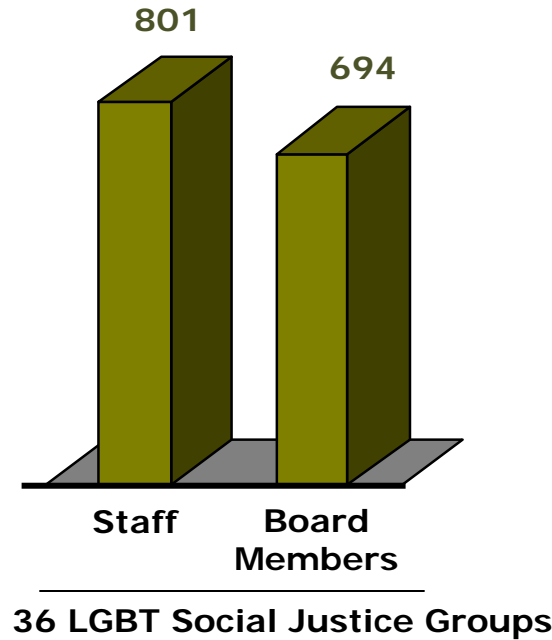
Spotlight on 36 LGBT Social Justice Groups



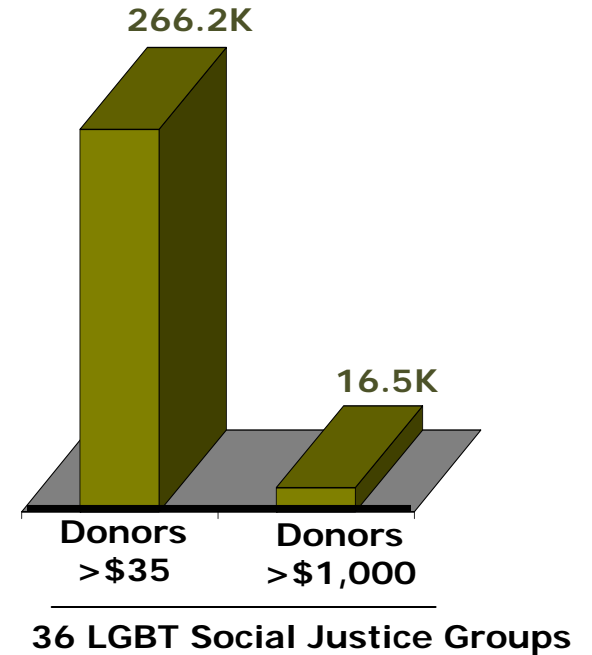
Budget



People



Donors



Source: MAP's 2007 Standard Annual Reporting project. **Note:** Scales vary by graph. Duplications of donors among organizations have not been eliminated; actual number of unique donors is likely lower than shown.

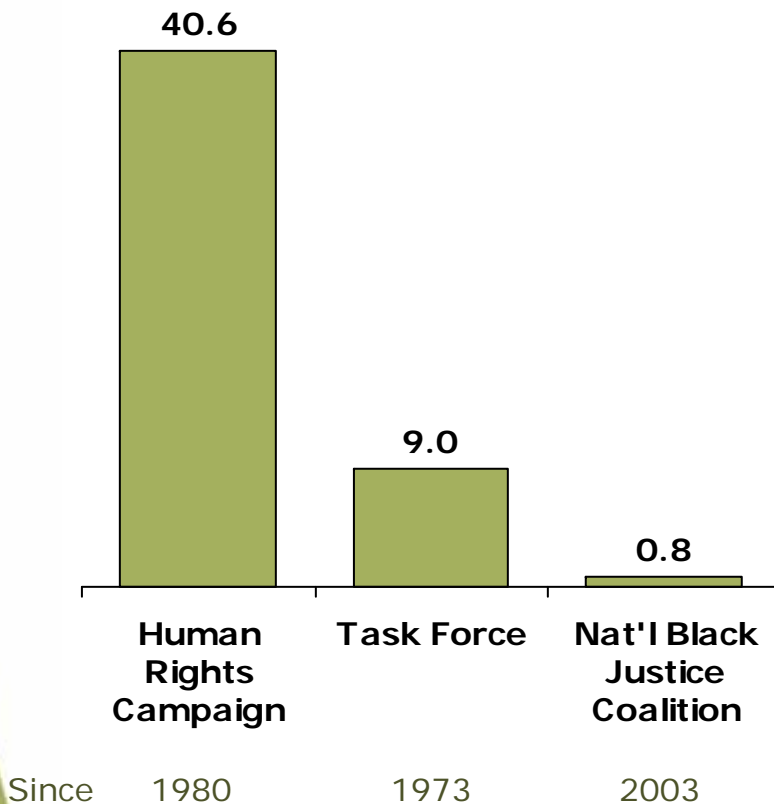


Omnibus LGBT Organizations



2007 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

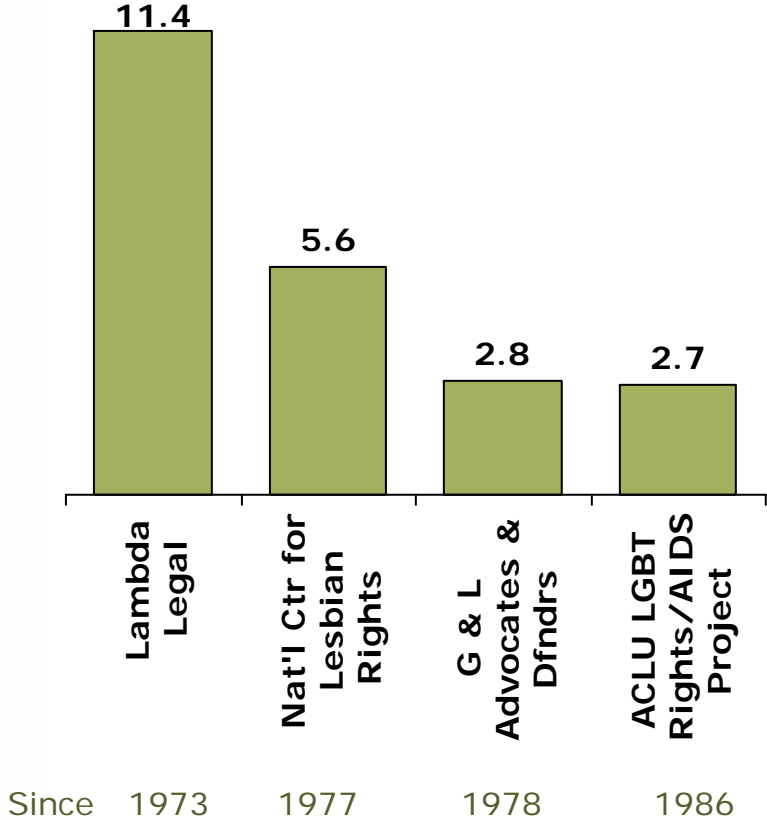


Legal LGBT Organizations



2007 Budget

\$millions



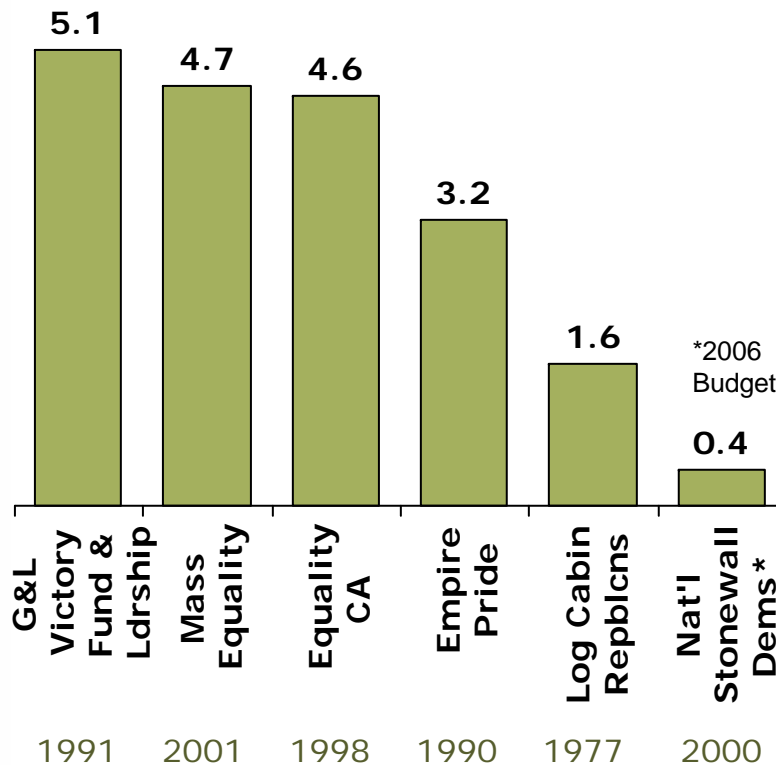
- All conduct impact litigation, education and public policy work
- **Lambda Legal** – National legal organization with broadest range of program areas
- **NCLR** – National and CA focus. Started as Lesbian rights but now works broadly
- **GLAD** – New England regional. Marriage litigation in MA has contributed to national prominence
- **ACLU** – Unit of ACLU; collaborates with local ACLU chapters across nation



Civic Participation Organizations



2007 Budget \$millions



- **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
- **Mass Equality** – Legislative/electoral/ political advocacy for marriage equality in MA
- **Equality CA** – Broad legislative/ electoral/political advocacy in CA
- **Empire State Pride Agenda** – Broad legislative/electoral/political advocacy for LGBT in NY
- **Log Cabin Republicans/Liberty Education Forum** – Works within Republican Party to advocate equal rights for LGBT people
- **National Stonewall Democrats** – Works through Democratic Party on behalf of LGBT people

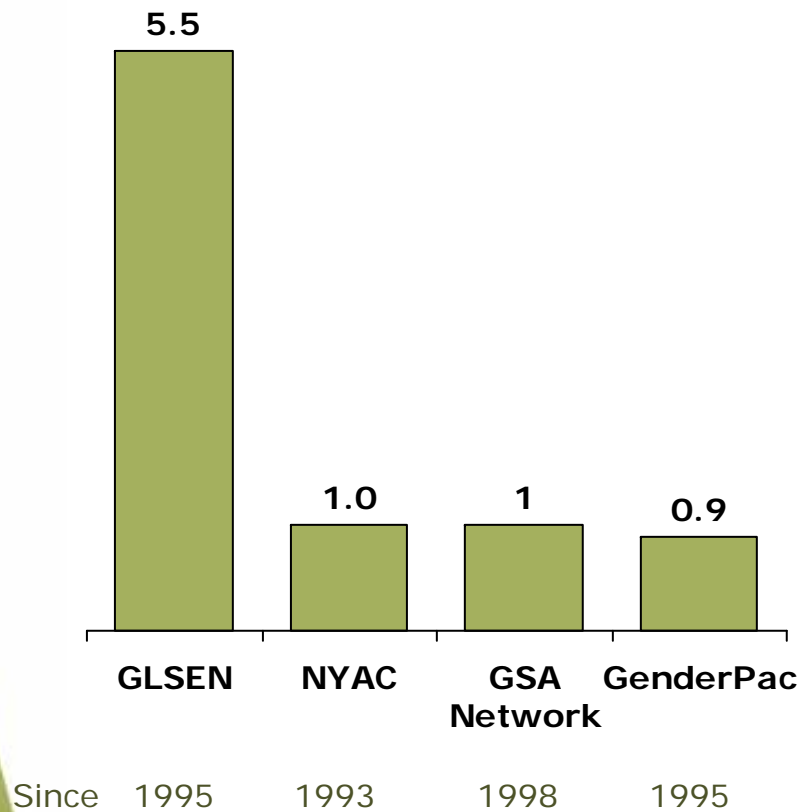


Youth Organizations



2007 Budget

\$millions



- **Gay, Lesbian and Straight Education Network (GLSEN)** – National organization focused on safe and supportive school environments for LGBT students and teachers
- **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
- **Gender Public Advocacy Coalition (GenderPac)** – Works to end discrimination and violence caused by gender stereotypes

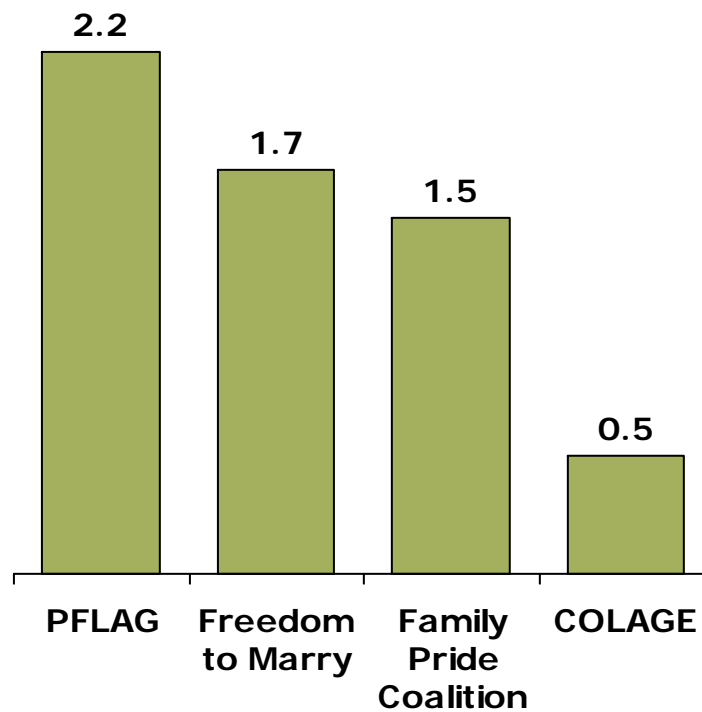


Family Organizations



2007 Budget

\$millions



Since 1973

2003

1979

1990

- **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
- **Freedom to Marry** – Coalition that guides and focuses work to end marriage discrimination
- **Family Pride Coalition** – Advances the well-being of LGBT parents and their families through mutual support, community collaboration, and public understanding
- **Children of Lesbians and Gays Everywhere (COLAGE)** – Supports, advocates for, and breaks social isolation of children in LGBT families

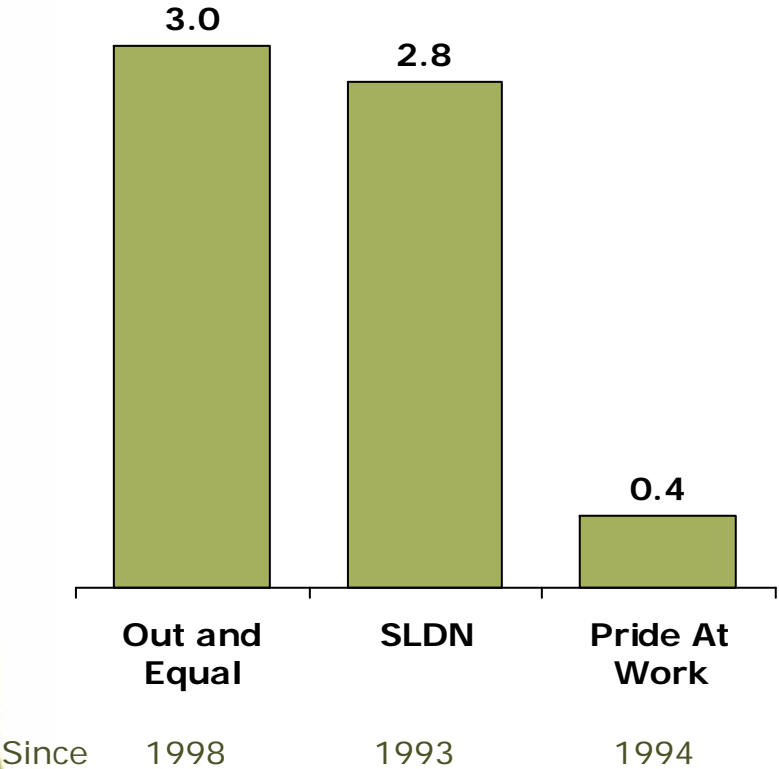


Career-Related Organizations



2007 Budget

\$millions



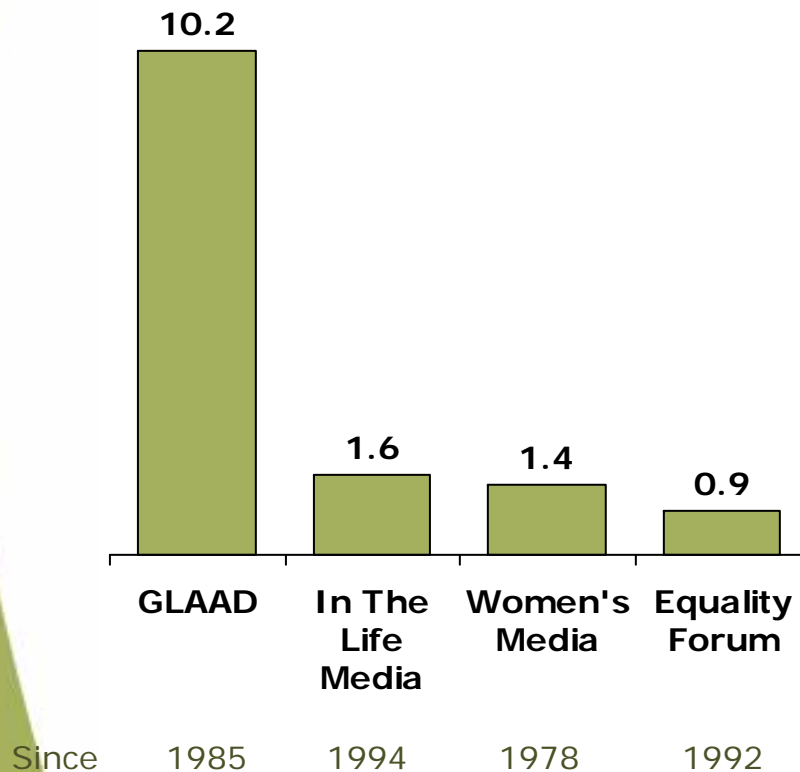
- **Out & Equal Workplace Advocates** – educates and empowers organizations, HR professionals, and employees on inclusive workplace policies, practices and benefits
- **Service Members Legal Defense Network (SLDN)** – legal services, watchdog and policy group dedicated to ending discrimination against, 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



Arts and Media Organizations



2007 Budget \$millions



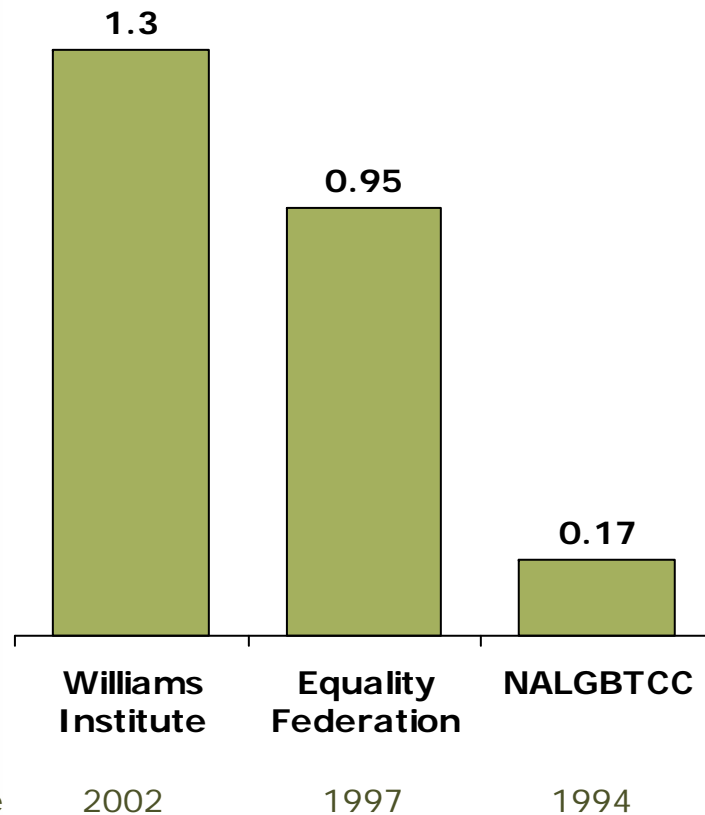
- **Gay & Lesbian Alliance Against Defamation (GLAAD)** – Promotes positive images and portrayals of LGBT issues in the media
- **In the Life Media** – Documents the ongoing gay and lesbian civil rights movement and educates the public on the LGBT community's diversity
- **Women's Educational Media** – 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



Capacity-Building and Research Organizations



2007 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
- **National Assoc of LGBT Community Centers (NALGBTCC)** – Supports the development of strong, sustainable LGBT community centers and builds a unified center movement

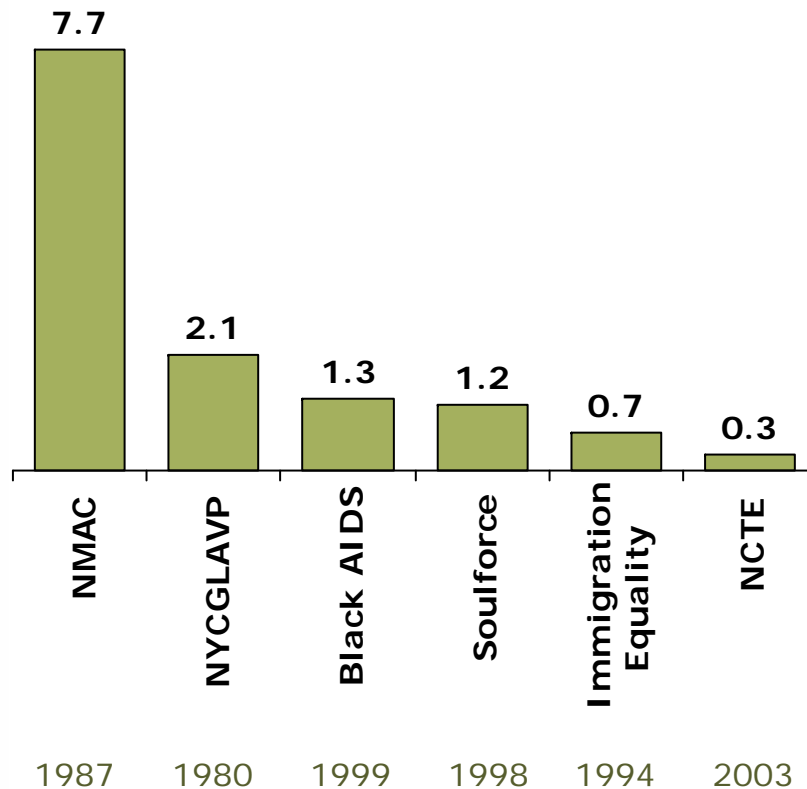


Other Issue Organizations



2007 Budget

\$millions



- **National Minority AIDS Council (NMAC)** – Builds awareness within communities of color to address HIV/AIDS
- **NYCGLAVP** – Addresses the pervasive problem of violence committed against and within LGBT and HIV-affected populations
- **Black AIDS Institute** – National HIV/AIDS think tank focused exclusively on Black people
- **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
- **National Center for Transgender Equality** – Works to end discrimination and violence against transgender people

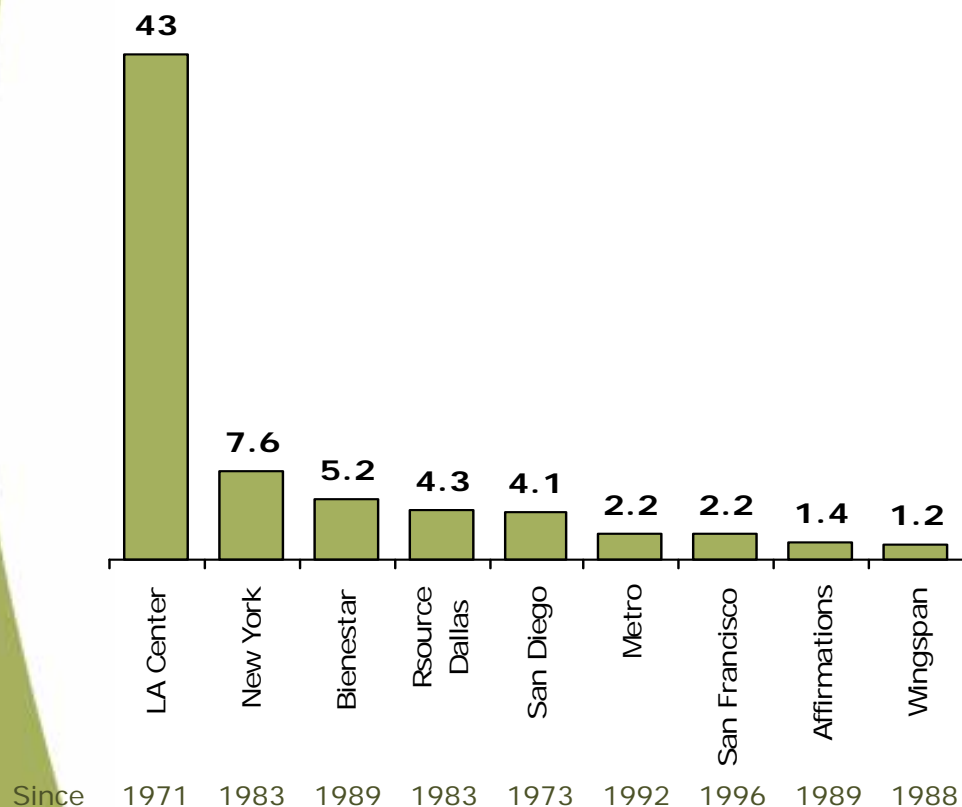


Community Centers



2007 Budget

\$millions



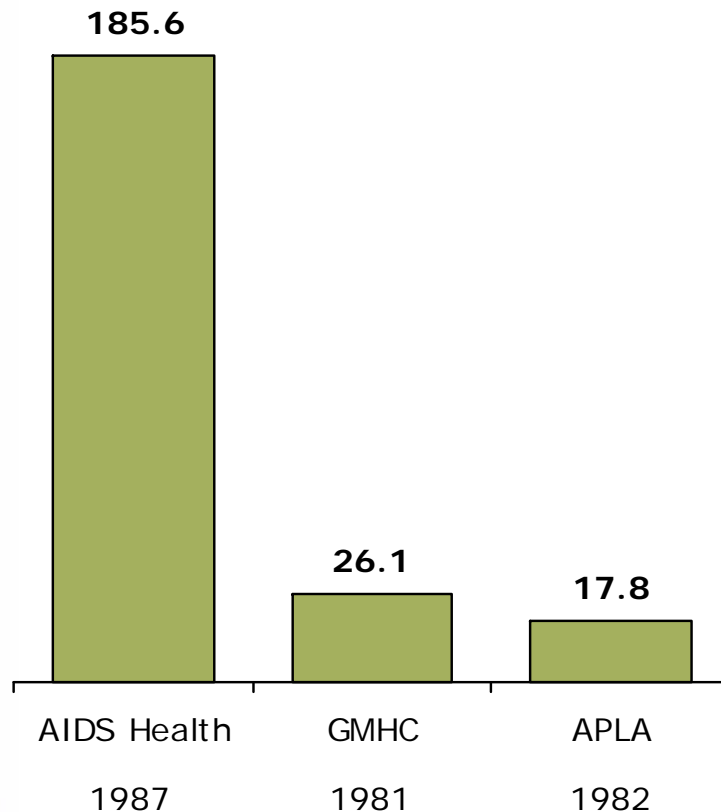
- LGBT community centers are the primary point of contact for people coming out, seeking LGBT health services, community information, and referrals
- In many cities and towns, community centers are the only local LGBT community resource
- The community centers listed here serve Los Angeles, New York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



AIDS Services Organizations



2007 Budget \$millions



- **AIDS Healthcare Foundation** – Provides cutting-edge medicine and advocacy, regardless of a person's ability to pay; adopts a public health approach to its work around the world
- **Gay Men's Health Crisis (GMHC)** – Reduces the spread of HIV, helps people with HIV maintain and improve their health, and educates the public about the importance of the prevention, treatment, and cure of HIV
- **AIDS Project Los Angeles (APLA)** – Reduces the incidence of HIV infection, improves the lives of people infected with HIV, and advocates for fair and effective HIV-related public policy

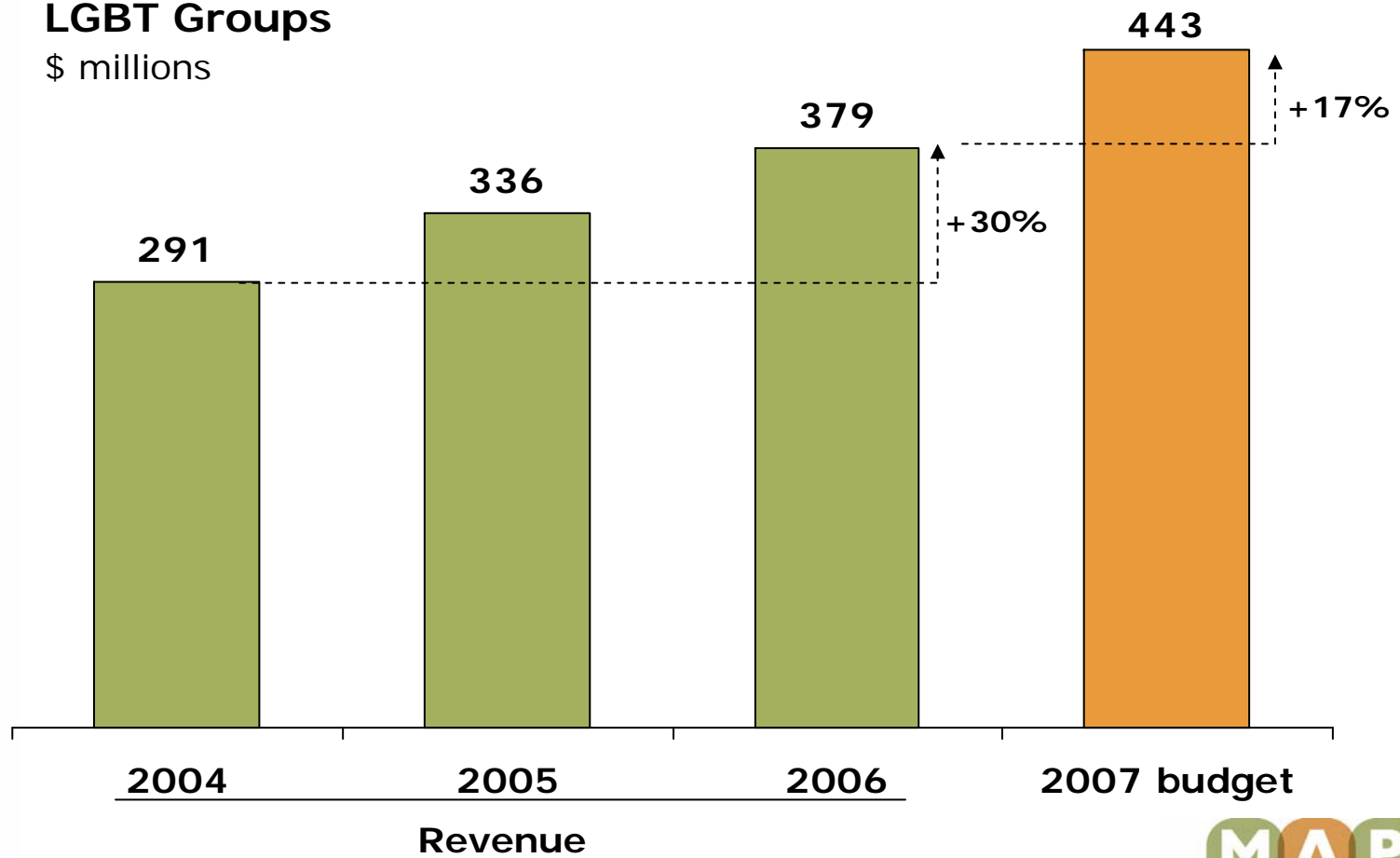


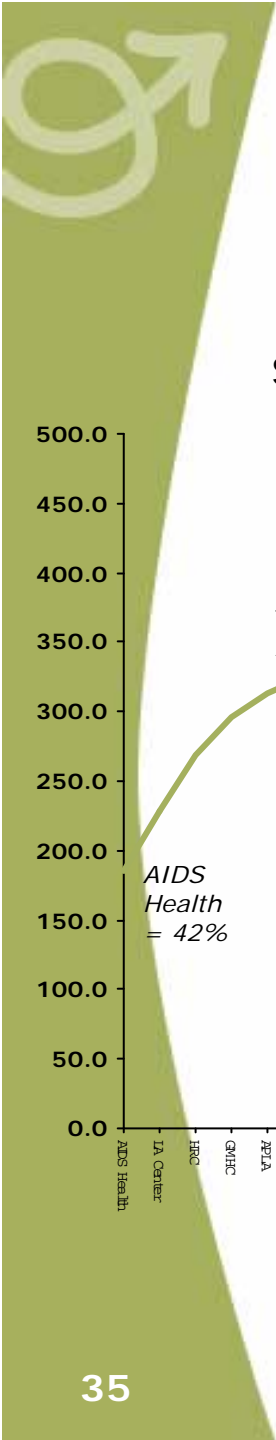
Revenues are Growing



Actual and Planned Revenue of 48 LGBT Groups

\$ millions

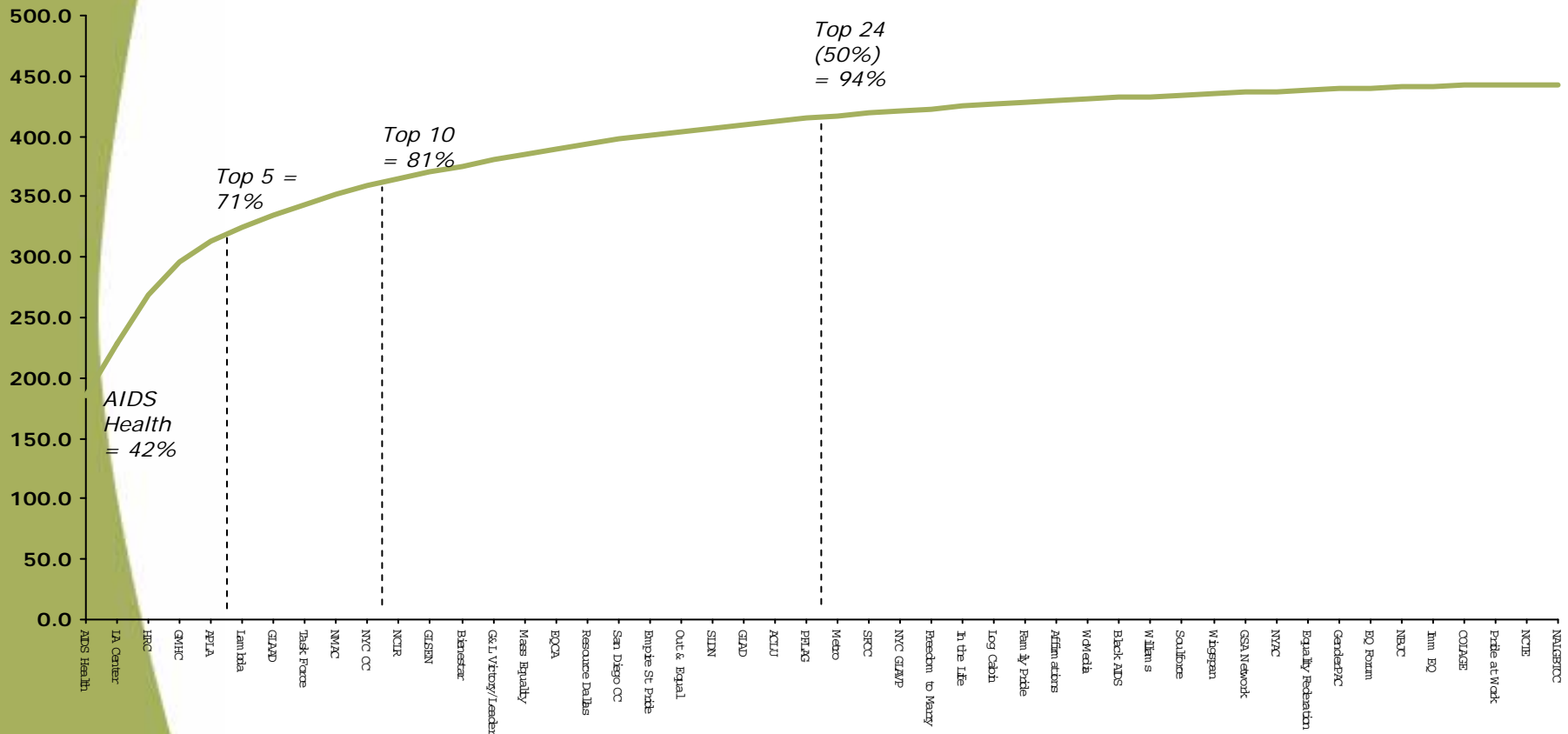




Movement Resources are Highly Concentrated



\$ Millions

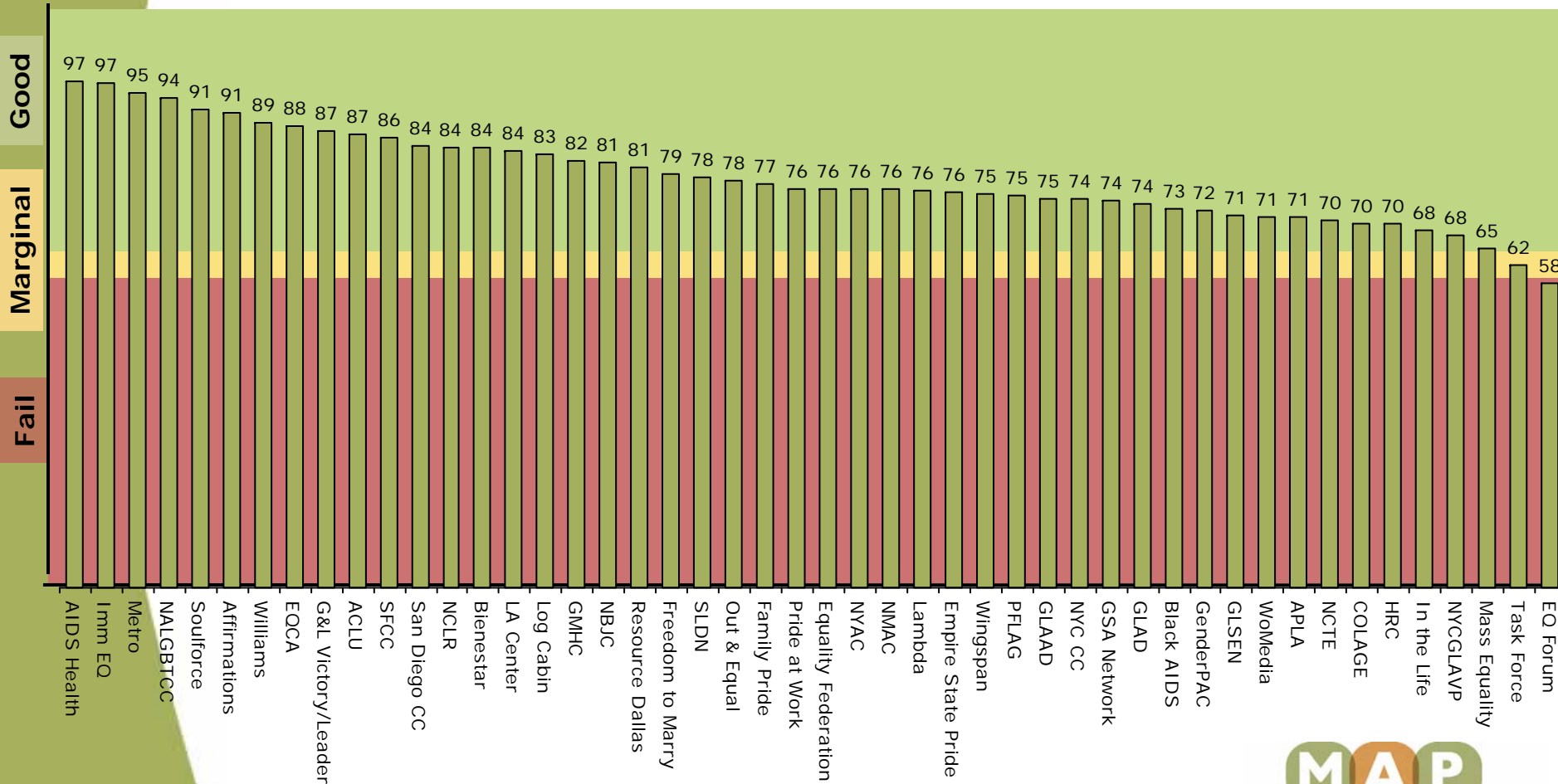




All But One Group Meets Benchmarks for Program Expense



% of total expense, 2006



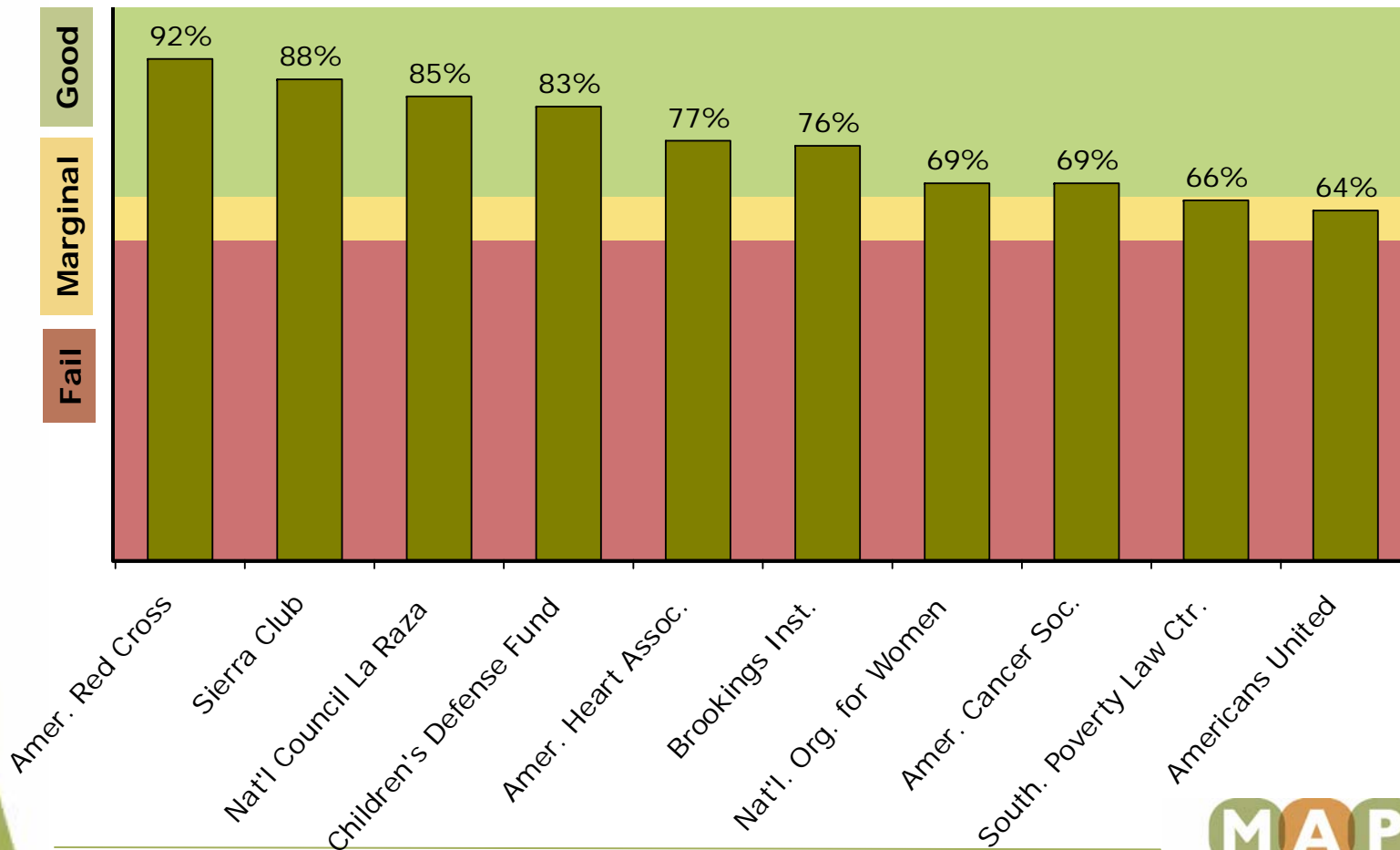
Source: MAP's 2007 Standard Annual Reporting project. **Note:** 2003-2005 average program expense vs Charity Navigator, American Institute of Philanthropy and Better Business Bureau benchmarks. See MAP's 2007 Standard Annual Reporting.



Performance is Comparable to Non-LGBT Groups' Program Expense



% of total expense



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



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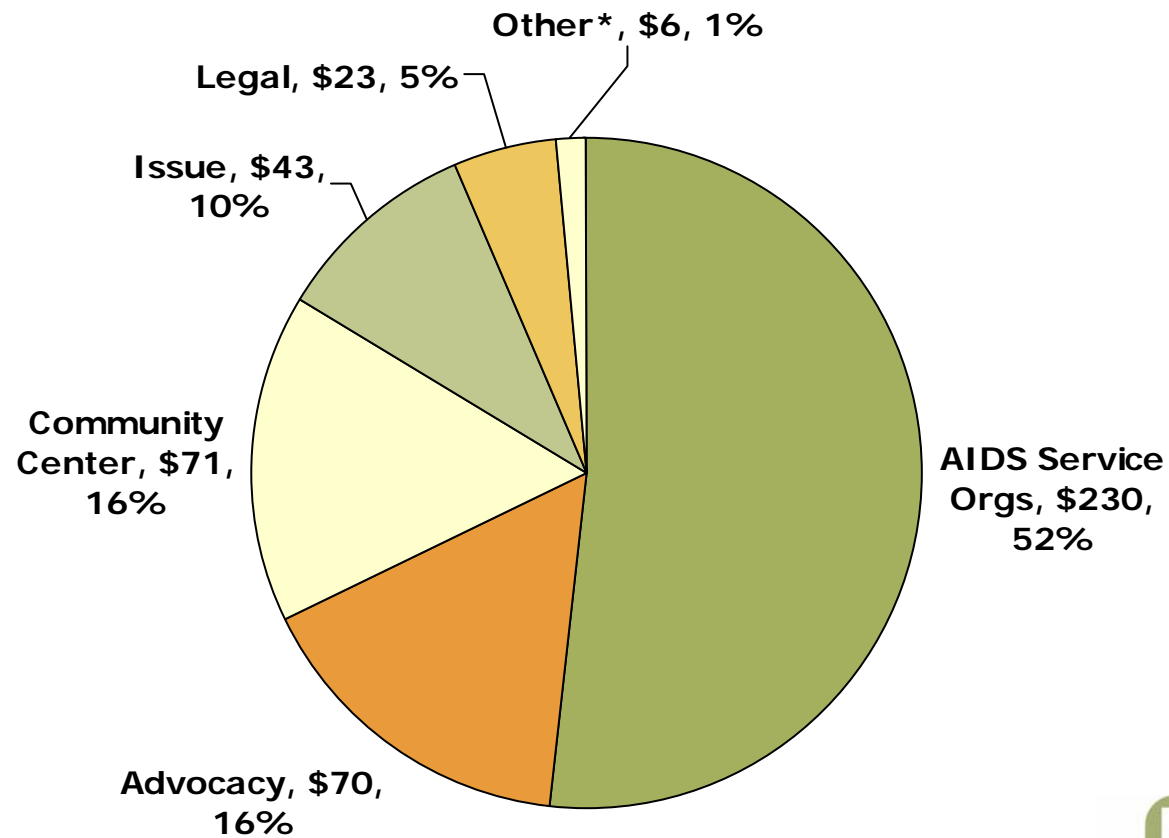


HIV/AIDS Services Dominate 2007 Budgets



2007 Budget by Organization Type

\$ millions, 100% = \$443 million

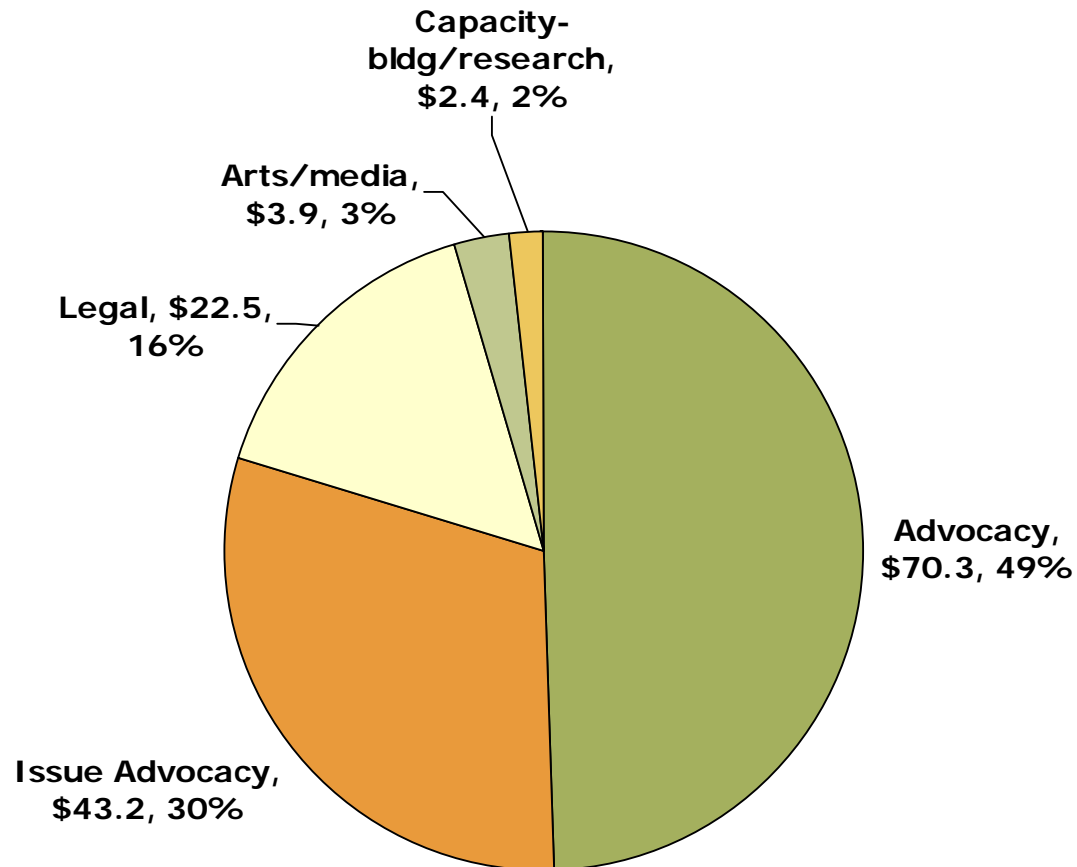




Social Justice Groups Focus on General & Issue Advocacy



\$ Millions, Social Justice Groups Only, 2006

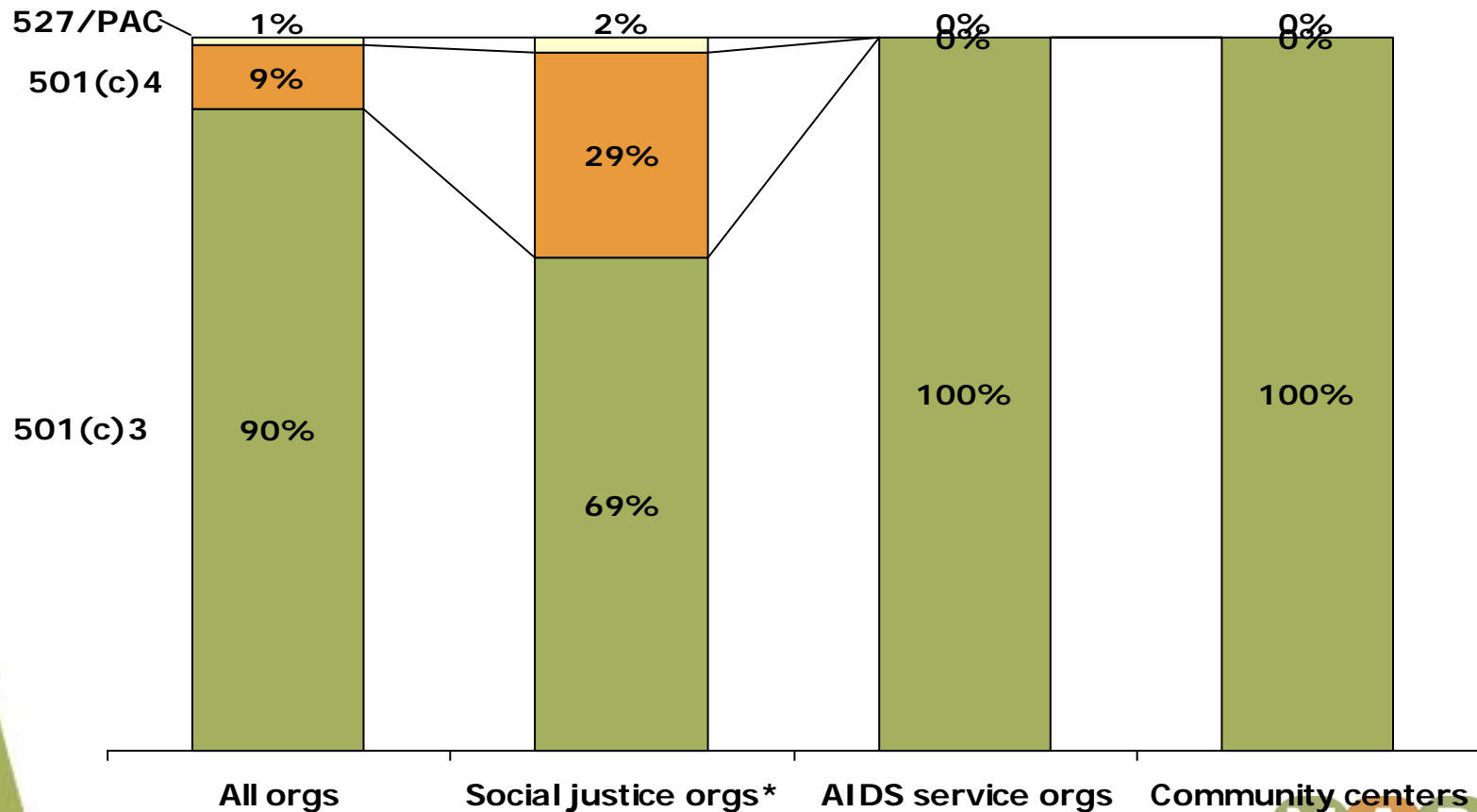




Bulk of Resources are 501(c)3, Limiting Legislative Activity



2006 Revenue by Legal Set-up



Source: MAP's 2007 Standard Annual Reporting project. **"Social justice" includes Advocacy, Issue/legal, and LGBT advancement project Capacity-building/research, Arts/media.

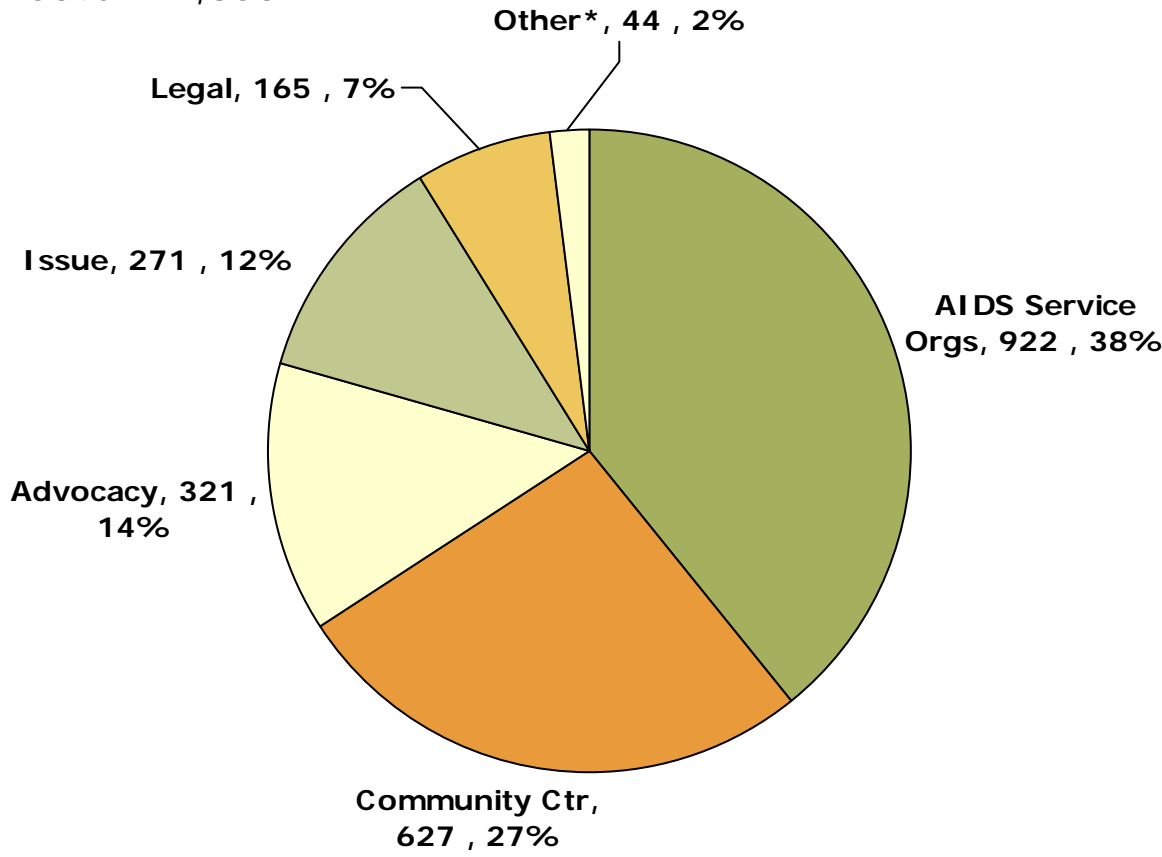


Bulk of Paid Staff are in Service Organizations



Paid Staff by Organization Type

100% = 2,350



- Groups with 100+ Staff**
- AIDS Health—599
 - LA Center—254
 - GMHC—205
 - HRC—161
 - AIDS Project LA—118

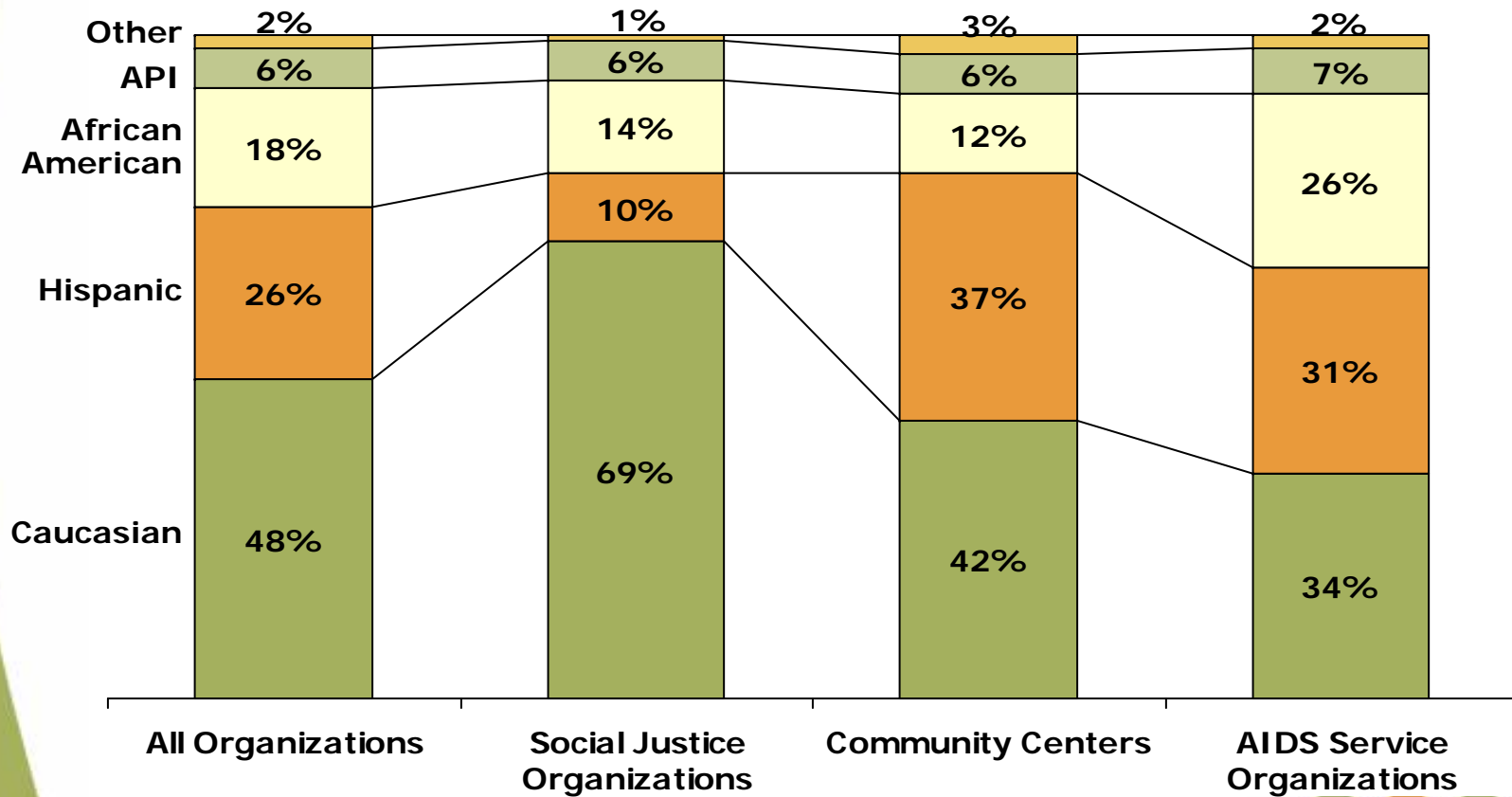
Source: MAP's 2007 Standard Annual Reporting project. *"Other" includes Arts/media (24) and Capacity-building/research (20).



Staff Racial Breakdown Varies by Organization Type



Staff Racial Breakdown by Organization Type





Board Racial Breakdown Varies Less by Organization Type



Board Racial Breakdown by Organization Type





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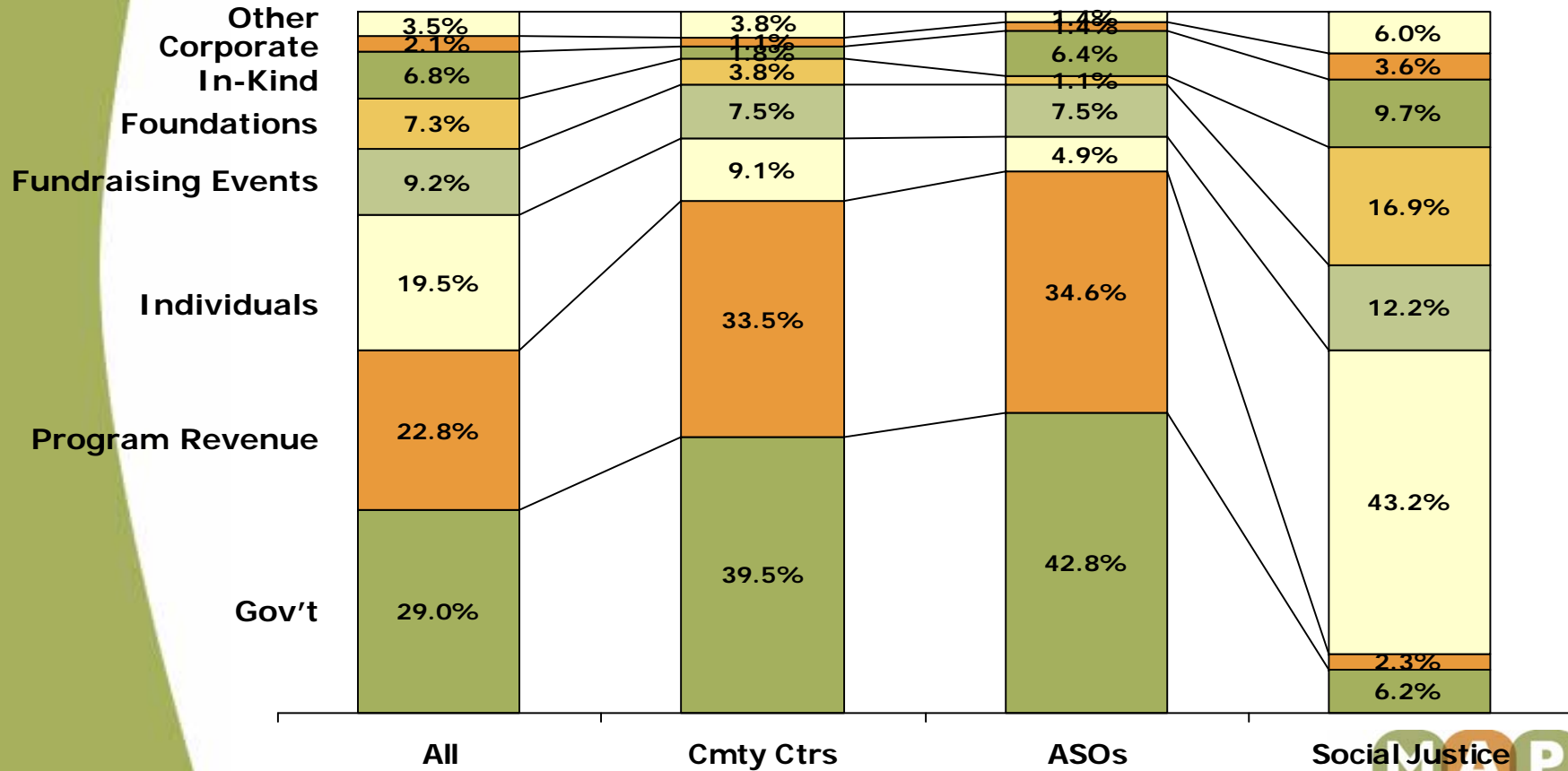


Funding Sources Strongly Tied to Organizational Purpose



Revenue Sources 2006

\$ millions



Source: MAP's 2007 Standard Annual Reporting Project. Note: Other includes bequests, memberships, merchandise sales and investment, program income and other revenue; "Social justice" category includes Advocacy, Issue, Legal, Capacity-building/research and Arts/media.



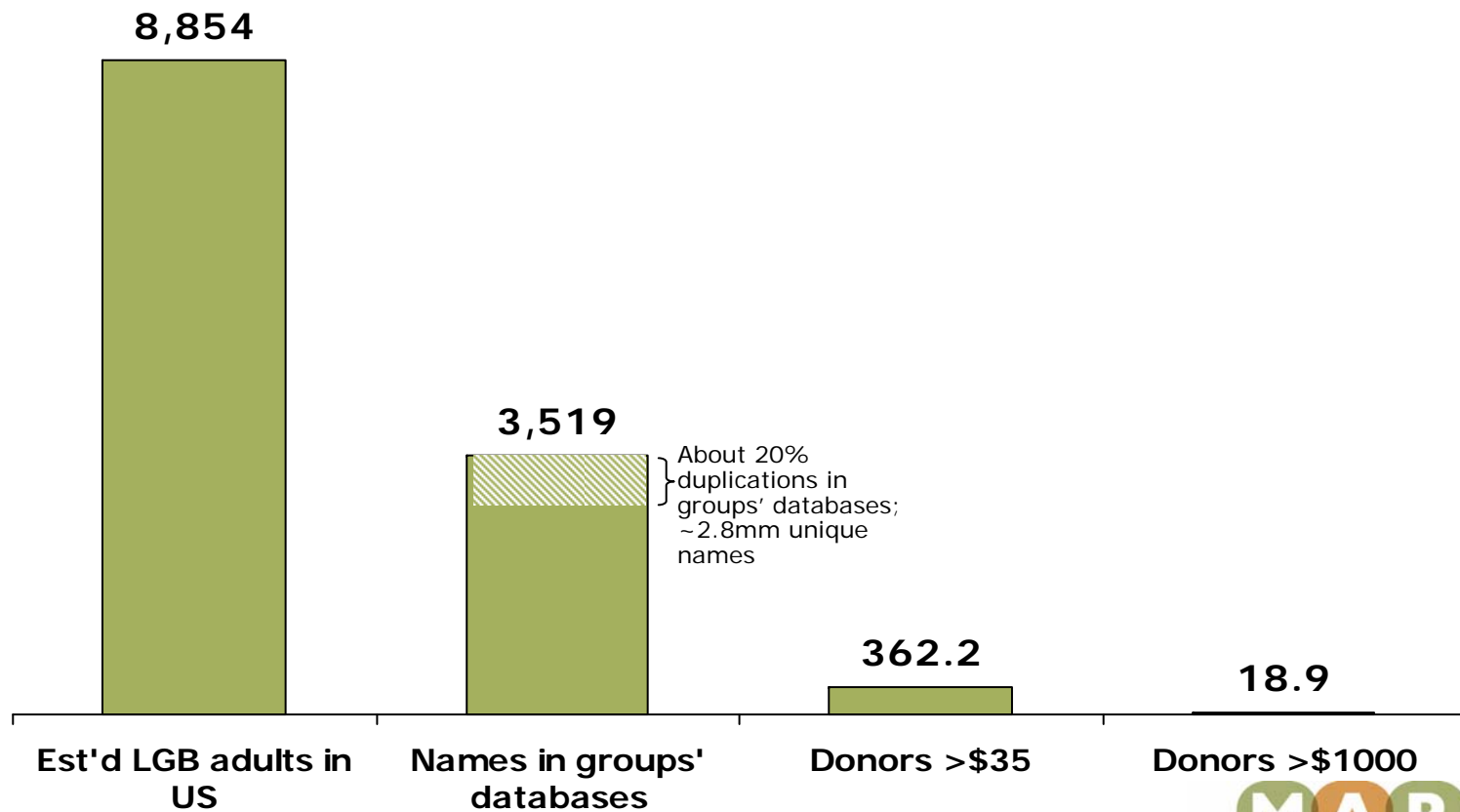
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Only About 4% of LGBT People Donate Over \$35



Donors to LGBT Causes, 2006



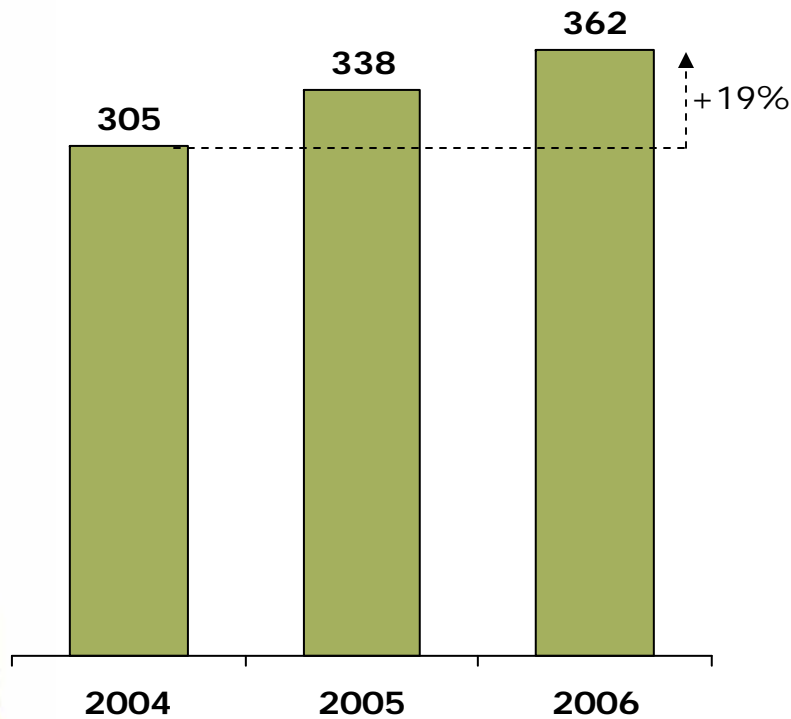
Source: LGBT population estimate: Williams Institute analysis of US Census data; database duplication rate: Gill's Democracy Project list enhancement service; donor data: MAP's 2007 Standard Annual Reporting project.



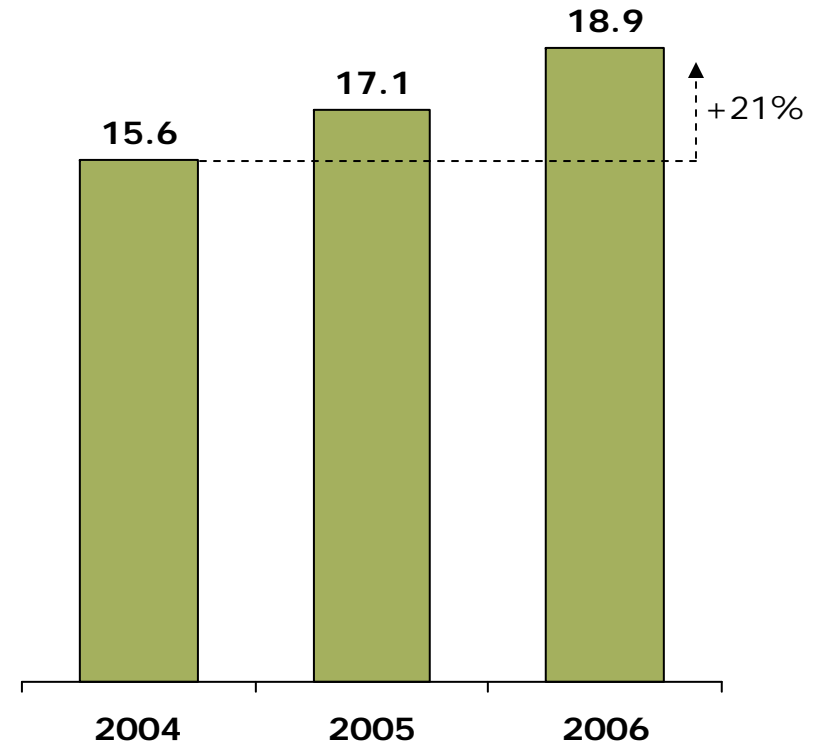
While Numbers of Individual Donors are Increasing...



Individual Donors, \$35+
Across 48 LGBT groups, 000s



Individual Donors, \$1,000+
Across 48 LGBT groups, 000s

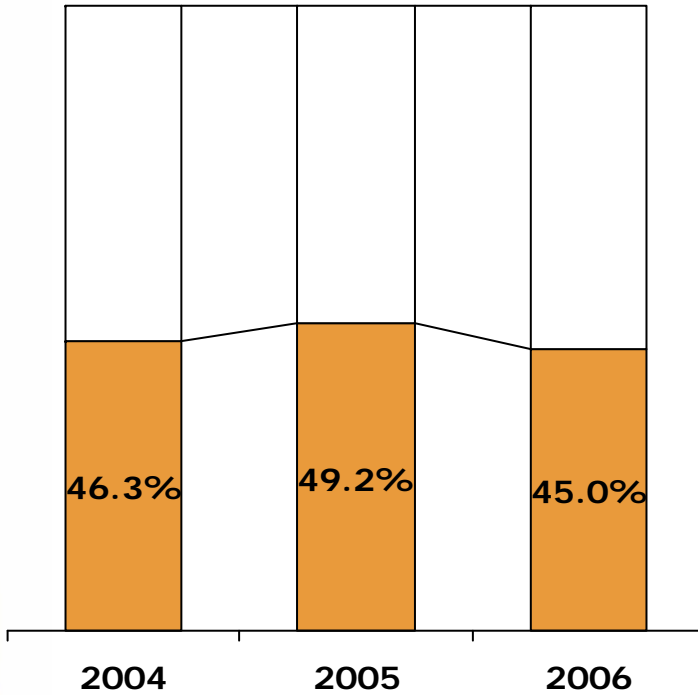




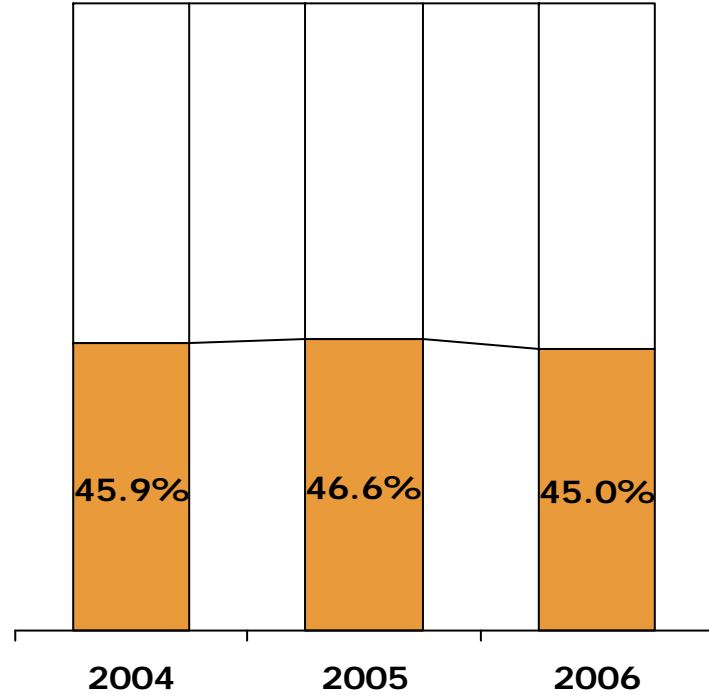
...Turnover and Dependence on Few, Large Donors are Issues



Turnover of Individual \$35+ Donors



Portion of Revenue from Top 10 Donors

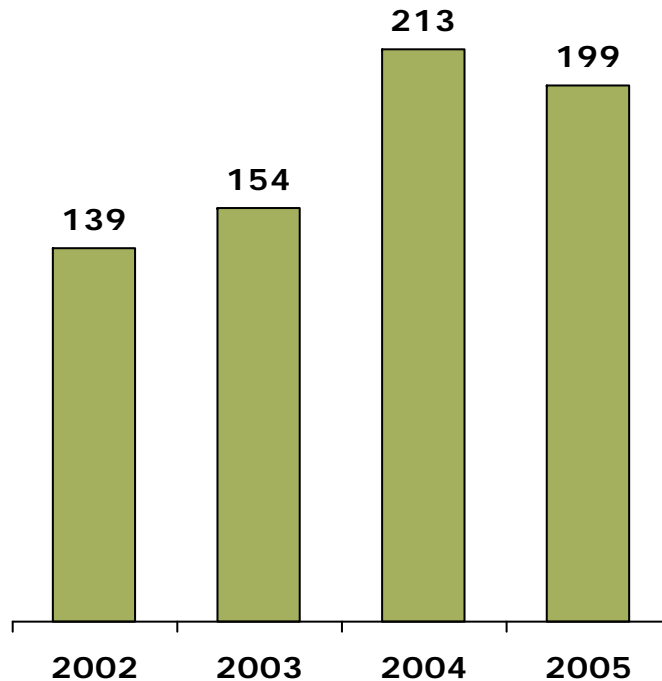




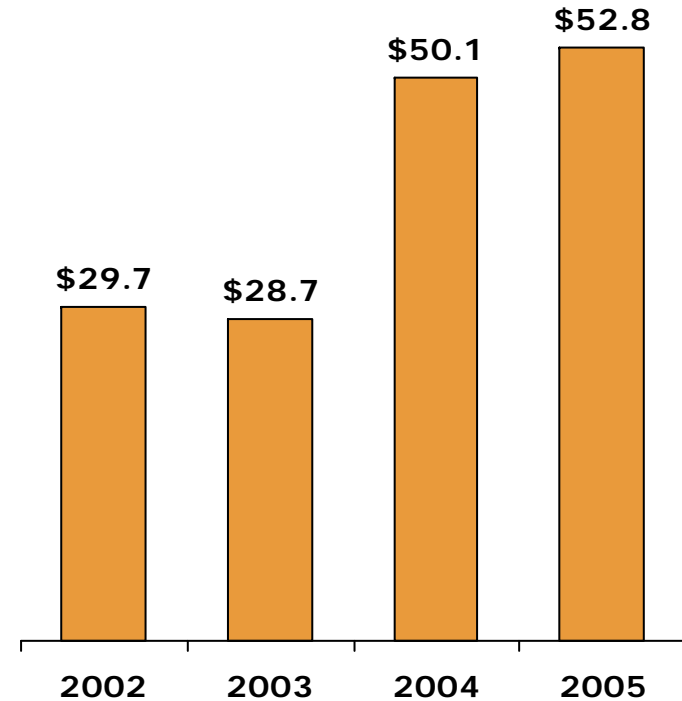
Participation by Foundations is Growing



Foundations that Gave to LGBT Issues
Number



Total \$ Awarded to LGBT Issues
Millions



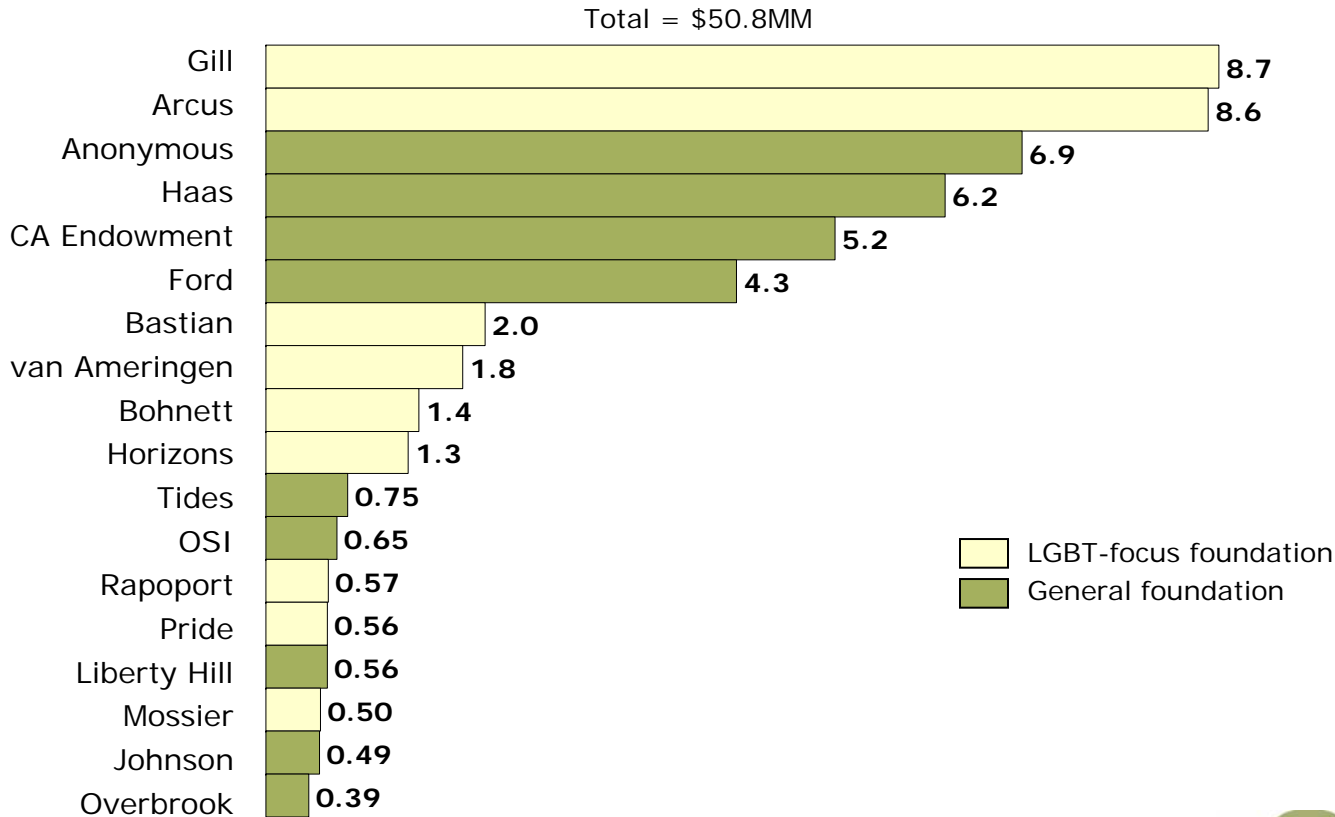


Spotlight on 18 Large Funders



Total Grants to US LGBT Groups and Issues

\$ millions in 2006



Source: MAP's 2007 Standard Annual Reporting project



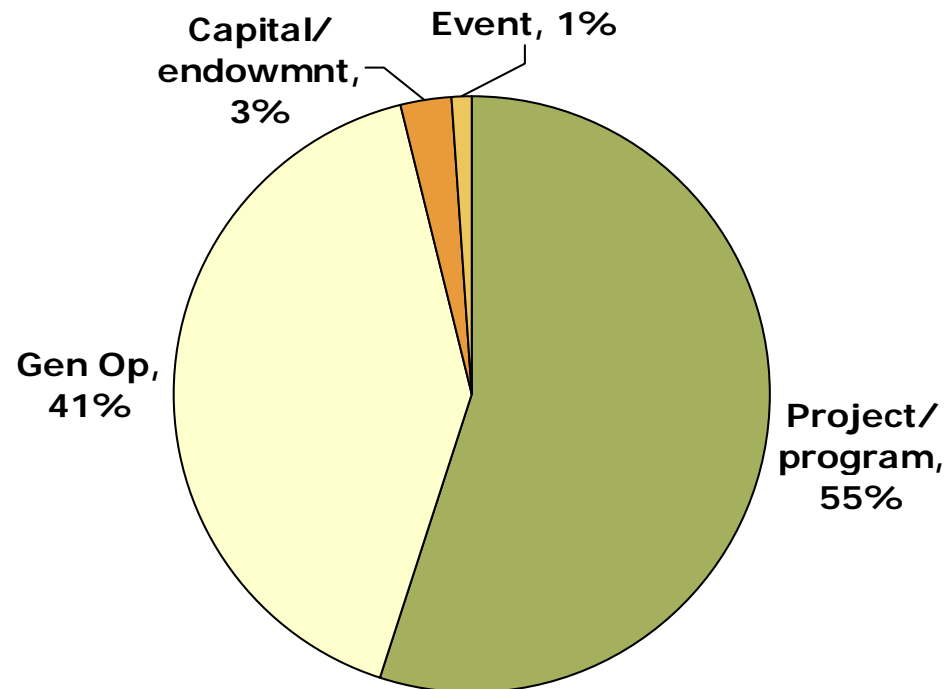


Project-Specific Grants Dominate



Grants by Support Type

18-funder total 2004-06



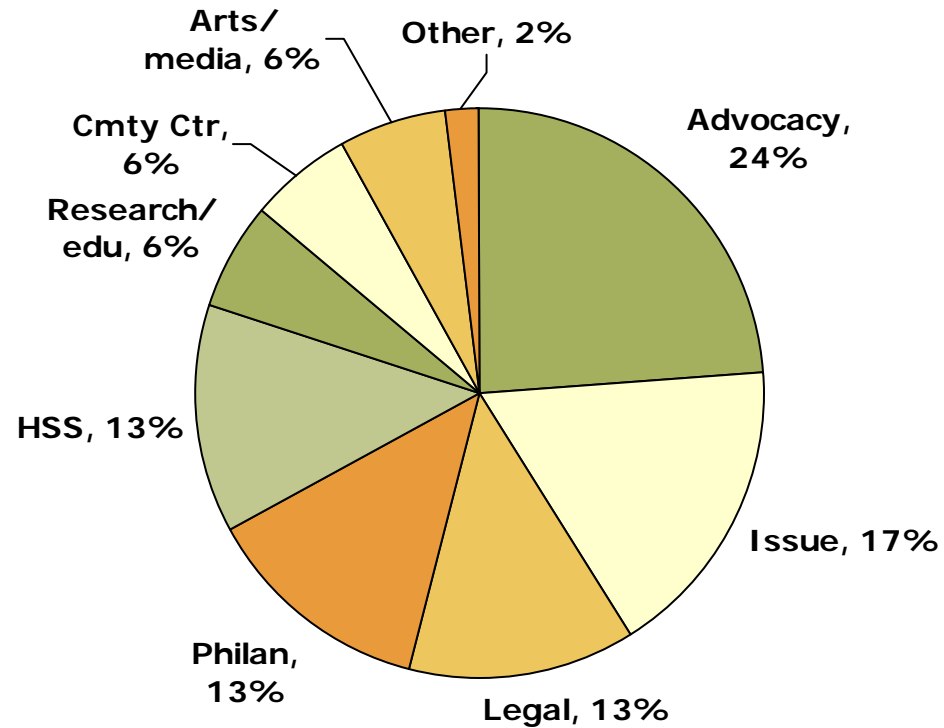


Advocacy, Issue and Legal Groups Receive Most Support



Grants by Recipient Type

18-funder total 2004-06

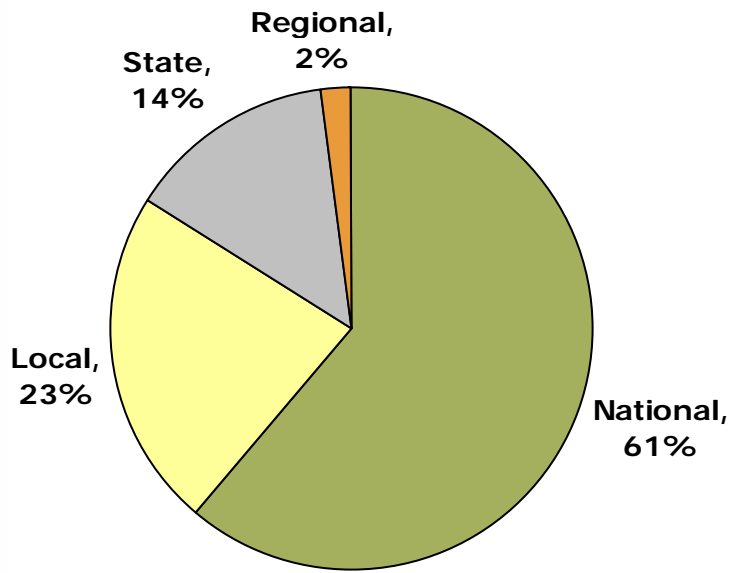




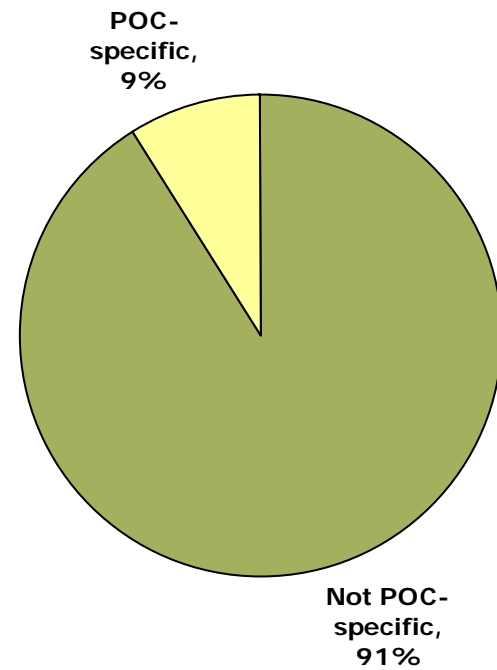
State Level and POC Relatively Lacking Support



Grants by Geographic Scope
18-funder total 2004-06



Grants by Whether POC Specifically Mentioned
18-funder total 2004-06





LGBT Movement Overview

FEBRUARY 2008



movement advancement project ▶