About **9 million** American adults are LGB (4%)  
Perhaps **500,000** are trans (0.25%)  

Source: Williams Institute
We’re raising nearly 400,000 kids in all.

Source: Williams Institute
As LGBT citizens, we seek our **rightful opportunity** to participate fully in American life.
Let's look at what full opportunity means.
Healthy Self

Opportunity to grow into – and remain – a healthy, responsible adult

For this, we need safe and supportive family, schools and streets
**Family**

*Opportunity* to love, share one’s life, and raise a family

… requires equal relationship recognition and family protection
Career

*Opportunity* to earn a living, support oneself and one’s family

We need equal access to education and fairness in employment
Society

*Opportunity* to fully participate in our communities and our governing democracy

... rests on our freedom from stigma and prejudice
Spirituality

Opportunity to worship and gain spiritual support within our chosen faith

… depends upon our freedom from religious vilification
In Sum, We Aim for Equal Opportunity in American Life

Healthy self - Safe, supportive family, schools and streets
Family - Equal relationship and family recognition and protections
Career - Equal access to education and fairness in employment
Society - Freedom from stigma and prejudice
Spirituality - Freedom from religious vilification
How Will We Secure Our Equality?

Change the Culture

Change the Rules

Change the Lived Experience
Change the Culture

• Engage the moveable middle first, not our opponents

• Present them with frames, images and spokespeople that resonate

• Work to overcome their three barriers to supporting us
The Moveable Middle

That portion of the public who’s not yet supportive of LGBT equality – but might be persuaded
We must help the moveable middle overcome three barriers that prevent active support.
Barrier One

“Gay people aren’t like me (so I’m not sure I want to support them)"
Only a Quarter of Adults Agree, “Gays and Lesbians Share My Values”

Source: UC Davis poll, 2005
Two-thirds Say, “Men Having Sex with Men is Unnatural”

Disagree/no opinion, 34%

Agree, 66%

Source: UC Davis poll, 2005
Barrier Two

"Gay people are a threat to society (if I support them, bad things may happen)"
Two-thirds Say, “Society is Changing Too Fast; We Should Rely on Traditional Ways and Values”

Source: Lauer poll in CO, 2005
Just a Quarter Disagree, “Gays and Lesbians are Demanding Too Much”

Source: UC Davis poll, 2005
Barrier Three

“Gay people don’t need more rights (I’m not sure they need support)”
Most Wrongly Believe, “A Person Can’t be Fired Just for Being Gay”

- Agree, 61%
- Disagree, 33%
- No opinion, 6%

Source: Harris poll, 2007
Only a Quarter Disagree, “Gay People Want Special Rights”

Source: UC Davis poll, 2005
Breaking Down the Barriers

- Emphasize common ground
- Illustrate concrete harms
- Avoid reinforcing negative beliefs
Change the Rules

- Secure Federal protections – ENDA, hate crimes, relationship recognition and military service
- Influence Federal and state rules, regulations and funding
- Increase state and local protections and eliminate laws that target us unfairly
Expand State LGBT Protections

<table>
<thead>
<tr>
<th>Category</th>
<th>LGB only</th>
<th>LGB and T</th>
<th>50 states</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safe schools</td>
<td>10</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>Hate crimes</td>
<td>11</td>
<td>31</td>
<td>50</td>
</tr>
<tr>
<td>Fostering/ adoption</td>
<td>28</td>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>Birth cert change</td>
<td>27</td>
<td>27</td>
<td>27</td>
</tr>
<tr>
<td>Nondiscrimination</td>
<td>21</td>
<td>21</td>
<td>21</td>
</tr>
<tr>
<td>Relationship rights</td>
<td>13</td>
<td>13</td>
<td>13</td>
</tr>
</tbody>
</table>

Source: www.lgbtmap.org
Curtail Anti-LGBT State Laws

- Law bans relationship recc: 39
- Constitution bans relationship recc: 29
- Adoption/fostering ban or hurdle: 9
- No positive portrayal in schools: 8

Source: www.lgbtmap.org
Change the Lived Experience

• Implement and enforce the rules we win
• Support those of us still suffering the effects of longtime inequality
Today’s Youth are Coming Out at Vulnerable Ages

Source: General Social Survey (GSS), 2008; Williams Institute
LGBT Youth Suffer a Hostile School Climate …

- Seen gender non-conforming students verbally assaulted: 61%
- Believe school unsafe for un-masculine boys: 54%
- Seen gender non-conforming students physically assaulted: 21%

Source: Eads et al, 2006; CA Safe Schools Coalition, 2004
… and Engage in Risky Behavior

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Non-LGB</th>
<th>LGB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drug use past 30 days</td>
<td>28%</td>
<td>53%</td>
</tr>
<tr>
<td>Currently smoke</td>
<td>19%</td>
<td>50%</td>
</tr>
<tr>
<td>Have attempted suicide</td>
<td>5%</td>
<td>21%</td>
</tr>
<tr>
<td>HIV/STD diagnosis</td>
<td>5%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Source: MA Youth Risk Behavior Survey, 2005
Many LGB and (especially) Trans Adults Go Without Health Insurance

- Straight: 19%
- LGB: 28%
- Trans: Roughly 43%

Source: National Health Interview Survey, 2008; GSS, 2008; Williams Institute; and 8 academic studies
LGB Adults are More Likely to Have Had Cancer

Source: CA Health Interview Survey, 2001-2005, Williams Institute
Children of Gay Couples are More Likely to be Impoverished

<table>
<thead>
<tr>
<th>Child’s Living Situation</th>
<th>With straight parents</th>
<th>With gay male parents</th>
<th>With lesbian parents</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9%</td>
<td>21%</td>
<td>24%</td>
</tr>
</tbody>
</table>

Source: US Decennial Survey, 2005; Williams Institute
Poverty Rates are Higher with Non-white LG Parents

<table>
<thead>
<tr>
<th>Child's Living Situation</th>
<th>All straight</th>
<th>All gay</th>
<th>All lesbian</th>
<th>Black straight</th>
<th>Black gay</th>
<th>Black lesbian</th>
<th>Latino straight</th>
<th>Latino gay</th>
<th>Latina lesbian</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9%</td>
<td>21%</td>
<td>24%</td>
<td>24%</td>
<td>27%</td>
<td>32%</td>
<td>24%</td>
<td>27%</td>
<td>32%</td>
</tr>
</tbody>
</table>

Source: US Decennial Survey, 2000; Williams Institute
In Sum, Securing Equal Opportunity Requires:

- Changing the Culture
- Changing the Rules
- Changing the Lived Experience
Dynamic LGBT nonprofits propel needed change

- Serve particular constituencies
- Distinctive geographies
- Specific issues

The many kinds of needed work challenge us to collaborate
Many **streams of work** must coalesce to create change.

Result – Change in:
- Culture
- Rules
- Lived Experience
More than 500 LGBT Nonprofits ($25,000+ Revenue) Participate

Source: Guidestar, MAP analysis
They Collectively had $529 Million Revenue in 2007

Source: Guidestar, MAP analysis
Two-thirds of that Revenue Went to Nonprofits in CA, NY and DC

- California: 26%
- New York: 22%
- District of Columbia: 16%
- All other states: 36%

Source: Guidestar, MAP analysis
Three-quarters of Revenue Went to the 50 Largest LGBT Nonprofits

Source: Guidestar, MAP analysis
One big **challenge** is to **align** LGBT Nonprofits’ aims and activities.
So how are we doing?
Progress in **Changing the Culture**

- More Americans accept gay “alternative” lifestyle, employment rights and military service
- Marriage support flat since 2004 but support for *marriage or civil unions* has increased
Majority Now Calls Homosexuality “An Acceptable Alternative Lifestyle”

Source: Gallup “Pulse of Democracy” survey
Nine in 10 Now Favor Equal Employment Rights

Source: Gallup “Pulse of Democracy” survey
Majority Still Disagrees, “Same-sex Marriages Should be Valid”

Source: Gallup “Pulse of Democracy” survey
But Now Three-Quarters Favor Some Form of Relationship Recognition

Source: Harris poll, 2008
Progress in **Changing the Rules**

- Growing portion of Americans covered by nondiscrimination and relationship recognition laws
- But fewer LGB Americans can legally adopt children
- Surge in open LGBT people running for office should help
More Americans are Covered by Sexual Orientation Non-Discrimination Laws …

Source: NGLTF, US Census, MAP analysis
... and by Gender Identity Non-Discrimination Laws

Source: NGLTF, US Census, MAP analysis
More LGB Americans have Access to Relationship Recognition

Source: HRC, Williams Institute, MAP analysis
However, a Growing Portion of LGB Americans Cannot Adopt

<table>
<thead>
<tr>
<th>Year</th>
<th>Can Adopt</th>
<th>Cannot Adopt</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>93%</td>
<td>7%</td>
</tr>
<tr>
<td>2000</td>
<td>91%</td>
<td>9%</td>
</tr>
<tr>
<td>2005</td>
<td>89%</td>
<td>11%</td>
</tr>
<tr>
<td>2007</td>
<td>87%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Source: NGLTF, Williams Institute, MAP analysis
Good News: More Out LGBT Candidates are Running for Office

Source: Gay and Lesbian Victory Fund Data, MAP analysis
Progress in maintaining a Vibrant Movement

- Healthy revenue increase past three years
- But economic picture is ominous
Revenue of 52 Leading LGBT Organizations Has Been Growing

2005: $182 MM
2006: $208
2007: $226
2008 [Budget]: $243

Source: MAP’s Standard Annual Reporting
But Most Groups Missed Their 2nd-half 2008 Revenue Projections

- Missed goal, 56%
- Met goal, 29%
- Exceeded goal, 15%

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
Most Expect Revenue Sources to Decline in 2009 …

Portion of nonprofits predicting decline:

- Corporations: 55%
- Foundations: 52%
- Individuals: 43%
- Government: 37%

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
… While Demand for Social Services Will Go Up

- More demand for services, 69%
- Same, 19%
- Less, 12%

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
Most Groups Have Little or No Operating Reserves …

- 0 to 3 months reserves, 59%
- 3 to 6 months, 28%
- 6+ months, 13%

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
... and Not Much Credit

No credit line/used up, 64%
Whole line available, 19%
Some line available, 18%

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
Groups have Cut Staff, Salaries and Programs …

- 52% Delayed program launches
- 48% Left staff positions vacant
- 46% Made select program cuts
- 40% Halted raises
- 22% Laid off staff
- 17% Cut whole programs
- 13% Cut staff hours
- 11% Cut staff benefits

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
... and Need Help from Funders
(Organizations’ Top 3 Priorities)

- More general operating funds: 85%
- Multi-year grants: 56%
- Direct asks to other funders: 54%
- Introductions to other funders: 45%
- Emergency grants: 28%

Source: MAP’s Feb 2009 survey of 160 LGBT nonprofits
Working toward full opportunity for LGBT people