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A NOTE FROM THE CEO
The work of Freedom for All Americans and Freedom for All Americans Education Fund has been a whirlwind these past 12 months. I marked the beginning of my time as the new CEO and National Campaign Director at the height of oral arguments in three landmark LGBTQ nondiscrimination cases at the U.S. Supreme Court. By the time I settled into this new role, the world was entering an unprecedented global pandemic and modern racial justice revolution that would impact the course of our organization’s work in ways we couldn’t have anticipated.

In the climate of public health crisis, economic uncertainty, and a unified call for racial justice and cultural reform, FFAA/EF shifted into gear to ensure the physical and mental health of our staff and organizational survival first and foremost. We suspended staff travel at an early stage and ensured that anyone affected by COVID-19 would have the resources to get adequate treatment and be allocated the space and time for a healthy recovery. We seized the opportunity to obtain a federal small business forgivable loan that would lessen an inevitable financial burden and contribute to FFAA/EF’s sustainability and longevity, knowing that our work would be needed more than ever. We assessed our HR policies and utilized our diversity, inclusion, and equity model to give Black staff and staff of color the support they need as they witnessed, again and again, violence and microaggressions against them and their loved ones in a country whose promise of freedom for all remains unrealized because of systemic racism and oppression.
Now, our mission is more crucial than ever. Despite significant wins this year, including the Supreme Court decision that extended employment protection to all LGBTQ Americans, our movement’s pursuit of LGBTQ equality is far from done. Millions of LGBTQ people in a majority of states remain vulnerable to being thrown out of their home, turned away at the doctors’ office, or denied service at a grocery store. This is true all the time, of course, but it’s especially urgent during a pandemic. This fear is exacerbated for Black, indigenous, and LGBTQ people of color—especially Black transgender women—who face disproportionate discrimination and violence in every aspect of their lives. FFAA/EF is driving hard every day to elevate the urgent need for protections and demonstrate that Americans are ready for them. No matter the outcome of the election, we are dedicated to cementing the most comprehensive legal protections against discrimination for as many people as possible by or before 2025 (perhaps much sooner!), in the hopes that cultural change quickly follows suit, until our country truly, finally ensures freedom and liberty for all.

With gratitude and ever forward,

KASEY SUFFREDINI
We helped achieve an historic Supreme Court ruling barring discrimination against LGBTQ Americans in the workplace.

**WHAT IT MEANS:**
LGBTQ people can’t be fired or harassed at work for being LGBTQ

**WHAT IT MAY LEAD TO AFTER YEARS OF LITIGATION:**
Federal sex-based protections in housing, healthcare and education also protect LGBTQ people

**WHAT ABOUT RELIGIOUS EXEMPTIONS?**
Next Spring, the Supreme Court will decide whether religious institutions like foster care agencies that accept taxpayer money have a broad license to discriminate against LGBTQ people; we’re working on that, too!

**WHAT IT DOESN’T MEAN:**
It’s still legal to discriminate against LGBTQ people in public places like stores, restaurants, and hotels. That’s why we need nationwide protections that protect LGBTQ people in ALL areas of life

**WHAT IT MAY LEAD TO AFTER YEARS OF LITIGATION:**
Federal sex-based protections in housing, healthcare and education also protect LGBTQ people

**WHAT IT DOESN’T MEAN:**
It’s still legal to discriminate against LGBTQ people in public places like stores, restaurants, and hotels. That’s why we need nationwide protections that protect LGBTQ people in ALL areas of life

**OUR WORK IS NOT DONE!**
As the only bipartisan and exclusively nondiscrimination-focused LGBTQ organization, Freedom for All Americans will deliver the votes—on both sides of the aisle—needed to win nationwide protections.

**WHAT DO WE STILL NEED?**
New federal and state laws that provide express comprehensive nondiscrimination protections for LGBTQ people

**WHEN?**
The next chance to pass federal legislation may come after November 2020 election

**HOW?**
The Equality Act, comprehensive nondiscrimination legislation that will need bipartisan support for passage in the U.S. Senate
Members of America Competes, FFAA/EF’s national business coalition, have been extremely active this past year. New members included Sun Life Financial and Sustainable Food Policy Alliance, a consortium of Danone, Unilever, Mars, and Nestle. In total, the coalition counts more than 65 members.

America Competes held a winter convening and regular briefings on issues such as religious exemptions, the SCOTUS discrimination cases, and the anti-transgender federal rule by the Department of Health and Human Services rolling back healthcare nondiscrimination protections.

The coalition was integral to defeating dozens of anti-LGBTQ bills in the states, including in Tennessee, Idaho, and Arizona. In addition, more than 40 major companies signed on to a national letter urging state lawmakers everywhere to oppose with bills targeting the LGBTQ community, particularly transgender youth. America Competes helped organize a friend-of-the-Court brief on behalf of over 200 of the nation’s biggest brands urging the Justices to support a thriving economy by upholding workplace nondiscrimination protections, and prepared businesses in advance of the ruling to serve as surrogates in the media.
OUR FOCUS ON THE FEDERAL SOLUTION
ACHIEVING COMPREHENSIVE PROTECTIONS NATIONWIDE

All of our work, in the states, in the courts, and to move public opinion, is ultimately in service of passing federal nondiscrimination legislation — the only way to achieve comprehensive protections nationwide for LGBTQ people. In the last year we continued to create the environment where such legislation could succeed once there is an opening.

Over the last twelve months, FFAAEF led state and national partners in a collaborative project to organize constituent-driven educational meetings with federal policymakers in 10 states about the need for comprehensive LGBTQ nationwide nondiscrimination protections. We also supported partners to identify, recruit and train constituents to participate in 50 virtual or in-person meetings (pre-pandemic) with members of Congress and their staff. Participants reflected the broad support nationwide protections enjoy from Americans of all walks of life: from residents in the Florida Panhandle, to parents of LGBTQ people in North Carolina, to faith leaders in Michigan.

Additionally, the FFAA team has lobbied directly with federal legislators, conveying the urgent need for Congress to prioritize passage of comprehensive nondiscrimination legislation. We organized eight meetings with Congressional staff members, from Alaska to West Virginia to Pennsylvania.

In advance of June’s Supreme Court decision, we drove an aggressive, hyper-local effort in 11 key states to saturate the media with calls for Congress to act, regardless of the cases’ outcome. After the Court’s decision was issued, we dispatched Chief Counsel Jon Davidson to meet with seven U.S. Senate offices (the Senate has yet to vote on comprehensive nondiscrimination legislation) to explain the historic nature of the decision and the enduring need for Congress to pass a federal bill. As the only LGBTQ organization that works fulltime to secure nondiscrimination protections, we continue to work on an ongoing basis to ensure that legislative offices are kept apprised of developments in the landscape, such as new polling, news articles, new local laws that have passed, and activity reports from partner organizations.

A core part of our campaign strategy that has been successful in growing nationwide support to 72% (including expanding conservative support to 61% overall and to over 50% in all 50 states) has been to center the people impacted through storytelling. In the past year, FFAA has worked with local leaders to secure more than 200 earned media pieces elevating the human cost of discrimination, America’s readiness for protections, and the urgency for Congress to act. This included a virtual press conference organized in partnership with Georgia Equality, which resulted in an Atlanta Journal Constitution story, an opinion editorial from a former Republican State Senator in Utah, and a moving piece on the passing of Aimee Stephens by marriage plaintiff Jim Obergefell that ran in the New York Times.
FFAA/EF has continued building our innovative Conservatives Against Discrimination coalition this year chaired by Trey Grayson, former Secretary of State in KY and former U.S. Rep. Ileana Ros-Lehtinen of FL. Through this project, FFAA/EF regularly amplifies positive news stories about and quotes from conservatives supporting nondiscrimination protections and cultivates new relationships to build engagement among this rapidly growing supporter base. This past year, we heavily assisted in recruiting about three dozen high-profile current or former Republican officials to sign an amicus brief to the U.S. Supreme Court in the LGBTQ discrimination cases, which led to a supportive New York Times op-ed from Ken Mehlman, former chairman of the RNC, explaining why he supports nondiscrimination protections. In May, FFAA/EF provided support to Equality Utah on a GOP gubernatorial forum on LGBTQ issues and finding common ground across difference.

As a result of these efforts, bipartisan support is rising for LGBTQ nondiscrimination both among lawmakers and everyday Americans. Recent polls by the Public Religion Research Institute show that a majority of Americans nationwide support nondiscrimination protections, including majorities in every state and including a majority of Independents and Republicans in every state. On the state level, a Republican Majority Leader serves as lead sponsor of LGBTQ nondiscrimination legislation in West Virginia. Florida’s Competitive Workforce Act enjoys strong bipartisan support and was the most cosponsored bill in the state going into the 2020 session. Georgia’s Republican House Speaker continues to refuse to push forward religious exemptions legislation which saw major outrage in 2016. Finally, in the recent Kentucky gubernatorial election, Republican candidate Matt Bevins lost after his supporters attacked transgender youth as a campaign strategy to try to swing the vote in his favor. These are all examples of the climate we are working hard to create, one where attacking LGBTQ people for political gain doesn’t work, because Americans across the political spectrum support our community.
VIRGINIA:

Winning LGBTQ Nondiscrimination Protections For the First Time in a Southern State
CAMPAIGN HISTORY AND LEADERSHIP

In 2019, Freedom for All Americans/Education Fund served as a founding member of the Virginia Values Coalition and played a crucial part in the strategy and work that led to a historic victory for a proactive, comprehensive LGBTQ nondiscrimination bill in April 2020. The keys to success were an early vision and early financial investments to deepen existing connections and identify new spokespeople and partnerships with key messengers like faith leaders, businesses, conservatives, and LGBTQ Virginians who would be essential for a victory.

FFAA/EF initiated and organized the coalition, provided guidance and leadership on the coalition steering committee, recruited organizational partners, identified and secured the necessary resources to staff the effort, and helped set and oversee the campaign’s strategic direction. This allowed the campaign to successfully lobby incoming leadership of the Senate and House of Delegates as well as the Governor’s office to ensure their support at an early point.

FFAA/EF also made a number of significant programmatic investments to partners on the ground including day-to-day communications and digital strategy execution, bill drafting and legal analysis, grassroots lobbying and organizing, technical assistance, and hiring and providing management of staff. We took nothing for granted and spent weeks on the ground in Richmond, using every tool in our toolbox to build support for the strongest possible protections.
All people should be free to work, find housing and enjoy public life without fear of discrimination. We don’t want special treatment; we want fair treatment.

NATHANIEL PRESTON
BIPARTISAN VICTORY

The victory came after a years-long effort in which bipartisan lawmakers in the Republican-led Senate passed LGBTQ protections from discrimination in housing for six years and in employment for four years in a row, but the bills were unable to move in the House. The bipartisan consensus for LGBTQ nondiscrimination protections in Virginia is concrete evidence of the growing support nationwide among all Americans, including Republicans and conservatives.

“Being able to hold a job helped me not only support myself, it helped me support my mom. I’ve given a couple testimonies in committees to that effect. I’m hoping more LGBTQ people, especially in the transgender community, will be able to support themselves and our loved ones with the passage of this bill. I’m so grateful for all the people who have come together to make this happen.”

KATELYN O’BRIEN
I used to work in the mortgage industry. I didn’t feel I could be myself as a transfeminine person. I shouldn’t have to break down barriers to get what I need in life. I just want to contribute to my society, and in doing so, have the chance to support my family, my country and my community.”

AURORA HIGGS
PROGRAM HIGHLIGHT:

Mayors Against Discrimination

Since last July, the Mayors Against LGBTQ Discrimination coalition has counted nearly 40 new members and celebrated a milestone of reaching more than 350 mayors in all 50 states. The Advocate published an op-ed at the time from Mayor Breea Clark of Norman, Oklahoma, whose town had been the first in the state to pass an LGBTQ-inclusive nondiscrimination ordinance. The coalition also held its third annual meeting at the U.S. Conference of Mayors meeting in January 2020. The coalition was integral in collecting nearly 100 signatories from mayors and cities in a friend-of-the-court brief to the Supreme Court in the LGBTQ nondiscrimination cases. The coalition also regularly engaged in speaking out against harmful anti-LGBTQ attacks on the federal and state levels, including a proposal by the Department of Housing and Urban Development that would eliminate protections for transgender people from discrimination under the Equal Access Rule, leaving them vulnerable to being denied access to federally-funded homeless shelters. “More than ever, in this time of global pandemic and economic uncertainty, everyone should have access to safe housing and shelter when in need. The federal government should be providing aid to ease the difficulties of the current climate, not rolling back existing protections to make it harder for my constituents to take care of themselves,” said the coalition’s co-chairs. The national coalition is the only one of its kind to coordinate and connect mayors on LGBTQ nondiscrimination and related issues.
## Revenue

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## Revenue

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## Expenses

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DONORS

THANK YOU TO OUR MAJOR SUPPORTERS!

The following individuals and institutions gave to Freedom for All Americans and Freedom for All Americans Education Fund in 2019. We are grateful for their support that allowed us to make all the progress described in this report. If you have any questions about the list, please contact us at giving@freedomforallamericans.org.

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Freedom for All Americans and Freedom for All Americans Education Fund are unique in that they are meant to be short-lived; we are working diligently to achieve comprehensive LGBTQ nondiscrimination protections nationwide in the next few years. Our donors have recognized that their short-term investment in FFAA/EF will pay off with long-lasting, bipartisan change. On behalf of our Boards of Directors, thank you for your support!"

-ANDY MARRA & TYLER DEATON, CHAIRS