America is Ready!
“Americans are ready to see their friends, family members, neighbors, coworkers and fellow worshippers treated with dignity and respect.”

Kasey Suffredini
Chief Executive Officer
America is ready to protect LGBTQ people from discrimination. This wasn’t the case when pioneer Bella Abzug introduced the first Equality Act in 1974; just five years after Stonewall, there was little public knowledge of LGBTQ people and even less understanding of the pervasive challenges faced by our community. Today, so much has changed, in ways that surprise even our allies. Recent polling data shows that in every state, a majority of Americans support nondiscrimination protections for LGBTQ people. This majority cuts across every demographic and includes majorities of both Republicans and Democrats.

In addition to this strong public support, we have the most influential political support ever at the federal level: the President and Vice President, Senate Majority Leader and House Majority Leader have all stated that protecting LGBTQ Americans is a priority.

At the same time, much hasn’t changed since 1974. Bailey and Samantha Brazzel were recently turned away by an Indiana tax preparer because they are a same-sex couple. Chris Chun, a 30-year Army veteran in Texas, worries about the safety of his transgender daughter every day. Stella Keating has big dreams that are boxed in by a limited number of states where it’s safe for her to attend college as a transgender student.

I wish these experiences were outliers. But one third of LGBTQ people — and 60% of transgender Americans — report having faced discrimination over the past year. The numbers are even higher for LGBTQ Black, indigenous, and people of color, particularly Black transgender women who experience horrific rates of violence. And this year’s unprecedented assault on transgender youth in state legislatures made clear that protections are needed now as much as ever.

“Securing federal LGBTQ nondiscrimination protections after decades of work won’t be easy, but it can be done.”

KASEY SUFFREDINI, CEO
FREEDOM FOR ALL AMERICANS

FREEDOM FORWARD | 2020/1
Securing federal LGBTQ nondiscrimination protections after decades of work won’t be easy, but it can be done. Our opponents certainly believe this. They are throwing everything they can at us: introducing and passing bills targeting transgender youth in numerous states, taking the Fulton court case, one designed to roll back nondiscrimination protections, all the way to the Supreme Court, and recently, filing a case on behalf of 20 states to eviscerate Bostock’s application to transgender workers.

Our window of opportunity is short. We can’t predict how the 2022 midterm elections will shape the political environment. And if we lose this historic opportunity, we aren’t likely to have another like it for another decade. We owe it to ourselves and to the millions of LGBTQ Americans who are counting on us to give it all we have.

Freedom For All Americans was built for this moment, and we were ready with our strategy to win the bipartisan support necessary as soon as this window of opportunity opened. We ramped up quickly, launched individualized campaigns led by experts on our staff in 11 states, to hyper-target 15 US senators both publicly and privately.

FFAA’s strength at this critical moment is our founding commitment to bipartisanship. Our focus on building momentum on both sides of the aisle for years has paid off already: both Republican and Democratic senators made positive public statements about the need to protect LGBTQ Americans at the first-ever Senate hearing on the Equality Act, as well as in the press, reflecting what we’ve been hearing in hundreds of constituent meetings we’ve organized over the past two years.

Conversations across the aisle to reach a bipartisan solution on nondiscrimination protections are increasing as the Senate has begun to pass major legislation such as infrastructure. We’re poised for movement in 2022.

We will prevail. And our victory will be in no small way thanks to the generosity, advocacy, and laser focus of our donors, Boards, and staff.

Thank you.

Kasey Suffredini, CEO
Freedom for All Americans
Strategy to Win

FFAA’s work has been clear cut for the U.S. Senate: leverage all of the expertise and assets we’ve built winning conservative support for nondiscrimination protections over the past six years to secure the 10 Republican votes we need to pass a federal law.

FFAA’s emphasis on GOP support is critical. It’s of course about the math needed to overcome a Senate filibuster. But it’s also about ensuring a win that’s enduring. One that demonstrates the broad American consensus on nondiscrimination protections, so our lives and freedoms won’t be a political football for years to come.

Our efforts have grown conservative support across the country. Public support for nondiscrimination protections for LGBTQ people is now at an all-time high, with support from a majority of every political affiliation in every state. We’ve demonstrated that Americans from all walks of life – conservatives and progressives, businesses large and small, and strong majorities of worshippers across all mainstream denominations – want to see LGBTQ people treated with dignity and respect.

Our work to expand support for federal legislation among Republican senators is working. Many Republican senators have publicly recognized the need for protections since the first-ever Senate Judiciary Committee hearing on comprehensive federal nondiscrimination protections in May 2021. Our mission now is to translate that acknowledgment into action – to ramp up the pressure and create the climate for Congress to finally, after 50 years of debating, enact express protections for all LGBTQ Americans no matter where they live or who they love.

We are turbo-charging a focused, singular and unprecedented effort to seize this historic opportunity. And when our mission is accomplished, like all campaigns, we will close our doors.

By the Numbers

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>29:</td>
<td>states lacking express comprehensive protections for all LGBTQ people</td>
</tr>
<tr>
<td>50:</td>
<td>states where a majority of residents support protections</td>
</tr>
<tr>
<td>10:</td>
<td>minimum number of Republican Senate votes needed to pass federal LGBTQ nondiscrimination protections</td>
</tr>
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<td>states lacking express comprehensive protections for all LGBTQ people</td>
</tr>
<tr>
<td>10:</td>
<td>states where a majority of residents support protections</td>
</tr>
<tr>
<td>10:</td>
<td>minimum number of Republican Senate votes needed to pass federal LGBTQ nondiscrimination protections</td>
</tr>
<tr>
<td>180:</td>
<td>number of constituent meetings FFAA organized with senators this year</td>
</tr>
<tr>
<td>34:</td>
<td>meetings led by clergy</td>
</tr>
<tr>
<td>26:</td>
<td>meetings led by business leaders</td>
</tr>
<tr>
<td>10:</td>
<td>meetings led by veterans</td>
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<tr>
<td>121:</td>
<td>anti-LGBTQ state bills we helped defeat</td>
</tr>
<tr>
<td>176:</td>
<td>op-eds and stories placed in media in key states in 2021</td>
</tr>
<tr>
<td>18:</td>
<td>bipartisan operatives ensuring direct conversations with Senate offices as directed by FFAA</td>
</tr>
</tbody>
</table>
Our staff is leading highly individualized campaigns for each of our priority senators—our ‘Audience of One’ campaigns—in 11 states to apply smart constituent pressure and surround senators with messages in the media, both local and national, highlighting the urgency and widespread support for protections in their home states and beyond.
We are also mobilizing key constituencies, who are important to our priority senators, to come out publicly in support of nondiscrimination protections:

- Mapping important relationships through all available information: Facebook, Twitter, public records, conversations with allies
- Providing messaging and training for people to have impactful one-on-one conversations with policymakers
- Organizing constituent meetings, including people of faith, business leaders, and local communities important to policymakers

Faces of Freedom is the movement’s most extensive online directory of stories from LGBTQ people and allies across the country who are dedicated to securing comprehensive nondiscrimination protections for LGBTQ Americans. Americans are speaking out and sharing their stories to show that protections are about people, not politics. Faces of Freedom features more than 350 stories from 49 states and Washington, DC.

Co-Chaired by Ileana Ros-Lehtinen, former Congresswoman from Florida, and Trey Grayson, former Secretary of State of Kentucky, this coalition of influential opinion leaders continues to build momentum among conservatives for LGBTQ nondiscrimination protections. In cases where they have close ties to policymakers, they speak directly to senators or their staff to make the case for a bipartisan federal solution.

Led by Dell, HP, IBM, and Salesforce, our business-led coalition equips business leaders with the data-backed economic case for equal opportunity for LGBTQ people and amplifies their voices to call for nondiscrimination protections in states and nationwide. In 2021, FFAA staff organized 19 virtual meetings between business executives and Senate staff from both parties to discuss the business case for a federal nondiscrimination standard, and to urge members to find a bipartisan path forward.
Media Strategy: Surround Sound to Protect LGBTQ Americans

By placing nearly 200 opinion editorials and human-interest stories in national and local media this year, FFAA is elevating the urgency and America’s readiness to protect LGBTQ people from discrimination. As part of our ‘Audience of One’ campaigns, we are finding the right constituents to appeal to specific senators and placing stories where they or their staff will be sure to see the stories.

Historic Progress

FFAA is a founding member of the Freedom and Opportunity for All Coalition, an alliance of 17 LGBTQ and allied groups working to engage over 1,000 additional partners to move collectively in pursuit of federal LGBTQ nondiscrimination protections, including coordinated lobbying, grassroots and grasstops mobilization, and earned and social media campaigns. The coalition is unprecedented in our movement’s history.

What Lies Ahead

Thanks to your support, we have come further than ever before and we remain solely focused on making the most of this historic opportunity to protect millions of LGBTQ people across the country. Until we win or every avenue is exhausted, we must do everything we can to attain enduring and full protections for every LGBTQ American.
“LGBTQ people should be treated like everyone else. Excluding people from civil protections based on who they are or whom they love hurts us all. That is why a federal solution is urgently necessary.”

Rep. Carlos Curbelo
United States Representative, Florida, 26th District, 2015-2019
Member, Conservatives Against Discrimination Leadership Council
President Biden’s Historic Executive Orders Protecting LGBTQ Americans

On his first day in office, President Biden showed his commitment to nondiscrimination protections for LGBTQ Americans by signing an historic Executive Order titled, “Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation.” That order set forth a federal policy that all people should receive equal treatment under the law, no matter their gender identity or sexual orientation. Hailing the U.S. Supreme Court’s 2020 ruling in Bostock v. Clayton, which concluded that LGBTQ workers are protected from discrimination under existing civil rights laws, President Biden’s order committed his administration to applying Bostock to all relevant federal laws and directed all federal agencies to implement this policy.

Since the Executive Order was issued, numerous federal agencies have issued guidance that they will interpret the federal laws prohibiting discrimination in employment, health care, education, housing, and military service, as well as discrimination by federal contractors, to ban sexual orientation and gender identity discrimination.

Passage of federal, bipartisan LGBTQ nondiscrimination protections through Congress nevertheless remains critical because Bostock does not bar discrimination in public spaces or in most federally funded programs and Presidential orders can change when administrations change. Nonetheless, the Executive Order was an historic milestone in proclaiming it a policy of the United States that “Every person should be treated with respect and dignity and should be able to live without fear, no matter who they are or whom they love,” and we remain committed to ensuring Congress makes this guarantee enduring by enshrining it into federal statutory law.
FFAA Helps Protect LGBTQ Americans on the State Level

During this pivot to a federal push, FFAA maintained our commitment to our state program given its direct impact on LGBTQ freedoms and the federal political climate. We helped defeat 121 anti-LGBTQ bills in one of the highest volume state legislative sessions in recent memory. The vast majority of anti-LGBTQ bills targeted transgender youth who already face enormous challenges in accessing affirming care and services.

FFAA’s staff helped local and state organizations by amplifying local messages, providing digital tools such as websites and social media presence, supplying research-based messaging to counter the opposition, and leveraging our constituency and grassroots organizing expertise to help mobilize in support of the state campaigns.

In a year of many state-level defeats, FFAA had a hand in securing and elevating most of the bright spots. These include breakout moments such as Arkansas Gov. Asa Hutchinson’s veto of an anti-trans health ban and Utah Gov. Spencer Cox’s emotional speech opposing an anti-trans sports ban, among other gubernatorial vetoes and state lawmaker conversions.

At least 121 anti-trans bills were introduced.

At least 139 anti-LGBTQ bills were introduced.

36 states had at least one anti-LGBTQ bill filed.

8 states passed anti-LGBTQ bills.

87% of the anti-LGBTQ bills FFAA tracked in 2021 were defeated.
## REVENUE

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<thead>
<tr>
<th>Source</th>
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<tr>
<td>Foundation:</td>
<td>$2,427,873</td>
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<tr>
<td>In-kind:</td>
<td>$739,994</td>
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<tr>
<td>Individuals:</td>
<td>$491,026</td>
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<tr>
<td>Corporate:</td>
<td>$423,964</td>
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<td>Government:</td>
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<td>Other:</td>
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**TOTAL:** $4,446,986

## EXPENSES

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<td>In-kind:</td>
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<td>Admin &amp; Management:</td>
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<td>Resource Development:</td>
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**TOTAL:** $4,070,431

## REVENUE

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<td>Other:</td>
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**TOTAL:** $253,576

## EXPENSES

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<td>Programs:</td>
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<td>Admin &amp; Management:</td>
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<td>In-kind:</td>
<td>$12,188</td>
<td>4%</td>
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**TOTAL:** $282,148
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 2020/1. 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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KIRK WALLACE & MARK SEXTON
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∞ - Donated to C3
Δ - Donated to C4
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PERRY COHEN
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STEVEN & LISA RUDNER
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DICK SCHWARZ & TOM MASSEY
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“LGBTQ Americans nationwide deserve to know they are protected no matter where they live, work, or travel. It’s time for Congress to pass federal legislation providing common sense protections for all LGBTQ Americans.”

Rep. Brett Hillyer
Ohio House of Representatives, 98th District, 2019-Present
Member, Conservatives Against Discrimination Leadership Council