

# ANNUAL REPORT

Annual Report for the year ended  
31 December 2020



Report published March 2022



**OUTRIGHT**

ACTION INTERNATIONAL

Human Rights for LGBTIQ People Everywhere

# CONTENTS

Foreword	3
Ensuring Survival	4
Providing Connection	6
Advocating for Inclusion	9
Calling for the Elimination of So-Called "Conversion Therapy"	10
Always Proud	11
No Pride Without Racial and Gender Justice	12
Examples of OutRight's Work Around the World	14
2020 In Numbers	15
Financials	16
2020 Board & Staff	18
Donors	19
Acknowledgements	20

# About OutRight Action International

*OutRight Action International* works at global, regional, and national levels to eradicate the persecution, inequality, and violence faced by lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) people around the world. With staff in over 10 countries and headquarters in New York, *OutRight* builds capacity of LGBTIQ movements, documents human rights violations, advocates for inclusion and equality, and holds leaders accountable for protecting the rights of LGBTIQ people everywhere. *OutRight* was founded in 1990 and has recognized consultative status at the United Nations.

## ADDRESS

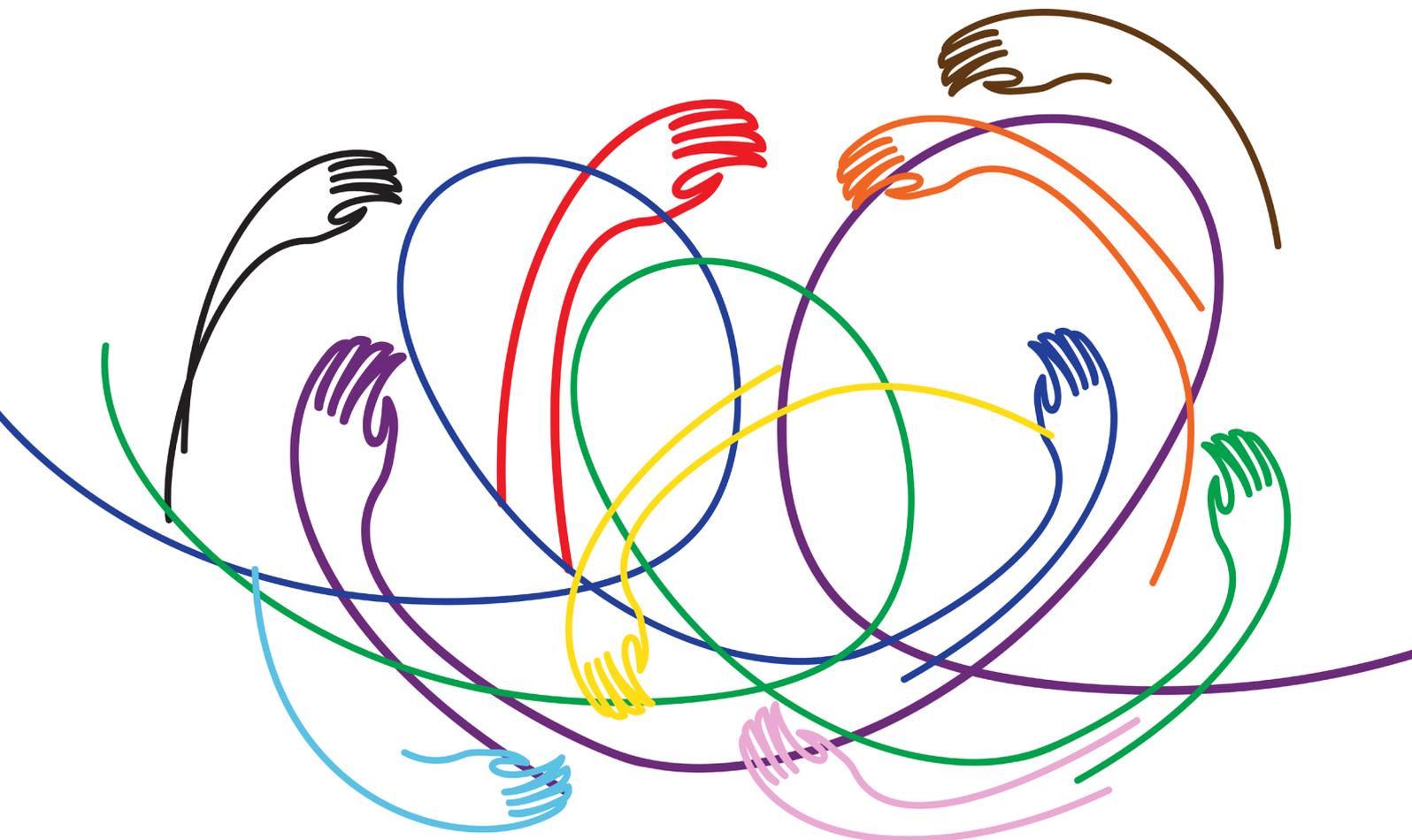
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## FOLLOW US



# Foreword

2020 was the year OutRight Action International was supposed to celebrate our 30th anniversary. Instead, 2020 put to the test our 30 years of experience fighting for the rights of lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) people everywhere, supporting our movement, and documenting abuses.

So much of what we had planned to do in 2020 we could not do. So much that we had never dreamed of doing, we did. It was a crisis year in which the power of 30 years of experience, the importance of strong connections in the movement, the might of allies across state, philanthropic, and private sector boundaries, became truly clear.

As the COVID-19 pandemic unfolded, not a single person remained unaffected. But, as ever, those most vulnerable - such as LGBTIQ people; black, indigenous and people of color; women - were affected so much more than the general population. LGBTIQ communities around the world were facing a devastation of livelihood, rising domestic and family violence, amplified mental health issues, and challenges accessing crucial healthcare. In some places we were also being scapegoated for the pandemic and cut off not only from our communities and organizations, but also from humanitarian responses which too often take a binary gendered approach, a narrow definition of family, or unsafe spaces for distribution of aid.

The year reminded us that we are never just one thing, and in turn, that the LGBTIQ movement cannot exist without social justice movements for gender equality, racial equality, and many others. It was also a testament to the incredible resilience of LGBTIQ movements everywhere, as we adapted to unprecedented circumstances and learned to support our communities in new ways.

Our anniversary was not how we imagined it. But ultimately it was the most meaningful 30th anniversary we could have had because it reminded us of why OutRight exists: to be there and take action when we are most needed.

In this report about our work in 2020, I am pleased to draw your attention to some of OutRight's achievements. Among them, issuing a rapid research report into the impact of COVID-19 on LGBTIQ people; advocating for LGBTIQ inclusion in humanitarian responses; launching the COVID-19 Global LGBTIQ Emergency Fund through which we distributed one million US dollars to 125 organizations in 63 countries by December 31, 2020; fostering connectivity and innovation at a time when physical connection is impossible, but community is even more important; ensuring we don't forget to mark Pride and build partnerships even from our living rooms; and reaffirming that there is no LGBTIQ movement without strong integration of a movement for gender equality, racial justice, and other intersectional identities.

Thank you for being with us. As ever, we couldn't have done it without our supporters, our allies, and our donors worldwide. We look forward to working with you as we tackle the challenges to come!

In solidarity,



Maria Sjödin,  
Acting Executive Director\*



\*Maria Sjödin became Acting Executive Director of OutRight Action International in September 2021. In 2020, OutRight's Executive Director was Jessica Stern, who currently serves as U.S. Special Envoy to Advance the Human Rights of LGBTQI+ Persons at the State Department.

# ENSURING SURVIVAL

## Context

When the COVID-19 pandemic hit, we knew that LGBTIQ people would be severely affected, for in times of crisis the most marginalized communities tend to suffer disproportionately compared to the broader population.

We knew too well that LGBTIQ people everywhere experience higher levels of discrimination, violence, and exclusion, especially where same-sex relations or transgender identities are criminalized, and we knew that these vulnerabilities are amplified when a crisis unfolds. We also knew that LGBTIQ people tend to be excluded from humanitarian responses which too often take a binary gendered approach, choose unsafe spaces (such as police stations) for distribution of supplies, use non-inclusive definitions of “family”, or employ LGBTIQ-phobic relief workers. And so OutRight set out to adapt how we work to support the global LGBTIQ movement in this unprecedented time.

## Rapid Research Report

As soon as COVID-19 broke out we began hearing about amplified impacts on LGBTIQ people. With the aim of contributing to a broader public understanding of the disproportionate effect of crisis situations on LGBTIQ people, OutRight pivoted our work to document in real time the amplified effects of the pandemic on our communities worldwide.

In May 2020 we released a pioneering report, “*Vulnerability Amplified: The Impact of the COVID-19 Pandemic on LGBTIQ people*”. Drawing on almost 60 rapid research interviews conducted with LGBTIQ people in all regions of the world, the report overwhelmingly showed that the challenges faced by LGBTIQ people because of the virus and surrounding containment measures are:

- Devastation of livelihoods - rising food and shelter insecurity resulting from job loss, and economic fall out as a result of over-representation of LGBTIQ people in the informal sector and broad employment discrimination;
- Disruptions in accessing health care, including crucial HIV medication and gender affirming treatments, and reluctance to seek health care due to discrimination experienced by LGBTIQ people even outside a pandemic;
- Elevated risk of domestic and family violence under lockdown;
- Scapegoating for the pandemic;
- Abuse of state power - some states used the emergency situation to clamp down on LGBTIQ people; and
- Concerns about survival of LGBTIQ organizations which are so crucial for community support, advocacy and pushing for change.



## Covid-19 Global LGBTIQ Emergency Fund

The more information we received from our global movement, the more we knew - we had to act. Previous crisis situations had shown that LGBTIQ people are too often overlooked at best, and actively excluded at worst, in addition to often facing scapegoating.

With thirty years of experience fighting for the rights of LGBTIQ people everywhere, OutRight was in a strong, unique position to mobilize and ensure that life-saving support be made available to LGBTIQ people in the hardest-hit places. We launched the [COVID-19 Global LGBTIQ Emergency Fund](#) in April 2020. By the end of 2020 we had disbursed over one million US dollars, to more than 125 organizations in 63 countries. The absolute majority of these funds were funds that would not have been made available to LGBTIQ communities if it hadn't been for OutRight's relentless and creative approach, and the incredible generosity of our donors. An astounding USD \$500,000 came from corporate contributions! We are especially grateful to the Fund's Founding Partners without whom this initiative could not have been possible: Calvin Klein, Inc., Dunn Family Charitable Foundation, Gilead Sciences, Inc., and Microsoft Corporation. In addition, we thank the Fund's hundreds of individual, foundation, government, and private sector donors, which are acknowledged here.

Combined, the support served over 50,000 people worldwide by the end of 2020, making it the biggest COVID relief fund for LGBTIQ people globally.

You can read more detailed information about applications to the Fund, and the impact of the grants distributed in the following briefings:

- Responding to a Crisis: [Meet the Grantees](#) of OutRight's COVID-19 Global LGBTIQ Emergency Fund
- Responding to a Crisis: [Insights](#) from OutRight's COVID-19 Global LGBTIQ Emergency Fund



*"This is the first experience that we as transgender men have ever had of being considered for any grant. And with respect. For the first time we feel like we are part of this society. Our prayers and wishes are with your team and donors who were concerned about our need in this pandemic period. Thank you so much to you all."*

— Two trans men from District Malir in Pakistan



*"When Queer Youth Uganda delivered the food items at my doorstep, I was so happy. I felt relieved. It gave me hope. The food aid and personal protection equipment helped me to survive a whole month as I waited for the national lockdown to be eased so I could resume working in my small business."*

— Shaban, 21 years old, living in Uganda



# PROVIDING CONNECTION

## Context

LGBTIQ movements have always been creative and resilient. In some ways, we have no choice. Those seeking to oppose our human rights, to prevent us from being visible, from being ourselves, are many. They are well-funded, well-connected, and very strategic. So, we have to be ever-vigilant and creative in standing up to them and continuously pushing for our rights.

This year, with the pandemic amplifying vulnerability of LGBTIQ people, with scapegoating and rising domestic and family violence, and with repressive governments taking the opportunity to pass discriminatory laws, connectivity among our movement was even more important. And yet physical connection was not possible.

And so as ever, the LGBTIQ movement adapted. We moved support groups, capacity building trainings, community dinners, concerts, and events online. And while we can't wait to be able to meet activists from our movement and our allies in person again, it is undeniable that the way we had to work this year enabled connections which would not have been possible otherwise. The growth of our global virtual LGBTIQ community was incredible!

## OutTalks

Early in the pandemic OutRight launched [OutTalks](#) - a webinar series for partners, allies, and supporters to stay connected, share insights and raise awareness about the LGBTIQ movement, about progress and challenges we are facing around the world during a time when in person meetings and events are not possible.

In this time, we have hosted over 20 OutTalks, reaching more than 1,500 individuals with important educational information about LGBTIQ human rights. Topics have ranged from presenting our findings on the impact of COVID-19 on LGBTIQ people; to implications of the US Presidential Election on global LGBTIQ rights; spotlights on emergency situations in Lebanon, Haiti and elsewhere; and many others.

“

**WHEN YOU  
ARE QUEER,  
SOMETIMES  
HOME IS A  
LUXURY.**

— Bev Ditsie  
Activist & Filmmaker  
(Lesbians Free Everyone)



# OutSummit



“  
**AT THE END  
OF THE DAY,  
WE ONLY  
HAVE EACH  
OTHER.**

- *GEENA ROCERO*

In December 2020, around Human Rights Day on December 10, OutRight organized the first virtual, and sixth annual, [OutSummit, OutRight's annual global conference](#) for LGBTIQ equality. We were saddened not to be able to come together in person, but cancelling was not an option. The urgency of OutSummit had only grown in the months leading up to it.

“Community is a promise that we are not alone,” said Hamed Sinno, poet, activist and lead singer of the Lebanese indie-rock band Mashrou' Leila, in their heartbreakingly beautiful and emotional keynote speech. And nowhere was this clearer than at OutSummit 2020. Our virtual OutSummit was, by far, the most well-attended and successful OutSummit to date.

For the first time, we hosted [OutSummit](#) over 3 days, juggling multiple time-zones, including satellite sessions tailored with and for stakeholders in Asia and the Pacific.

Our keynote speakers were [Hamed Sinno](#) and Filipino American supermodel and trans rights activist [Geena Rocero](#). In recognition of the growing movement against racial injustice, and the fact that there can be no LGBTIQ equality without racial equality, our headlining panel discussion was “Movements for Liberation: LGBTQ Activism and Racial Justice”. In celebration of OutRight's 30th anniversary, the second plenary session focused on “Resistance and Resilience: OutRight and the LGBTIQ Movement over 30 Years”. Other sessions focused on tackling sexual orientation and gender identity change efforts and gender ideology, ensuring equitable solutions to crisis situations, advocating for LGBTIQ inclusion at the UN, improving visibility of LGBTIQ people in the media, and many others.

We are grateful to event sponsors Procter & Gamble Company, Dell Technologies, Levi Strauss & Co., Microsoft Corporation, The Walt Disney Company, Herman Miller Inc., Verizon, Nomura Holdings America, and founding sponsor The Small Change Foundation, for their support in making OutSummit 2020 a reality.



“  
**COMMUNITY  
IS A PROMISE  
THAT WE ARE  
NOT ALONE.**

- *HAMED SINNO*





As public attention focuses on the global Covid pandemic, it could be tempting to place LGBTQ+ rights on the back burner. "This can wait" they tell us. OutSummit 2020 is an opportunity to hear the voices of our LGBTQ+ brothers and sisters everywhere who fight for the same shot at a life of dignity, opportunity and community than everyone else. It cannot wait, LGBTQ+ rights are more than ever an urgent matter. Join us next week to design an LGBTQ+ strategy for the post-covid world.

— Fabrice Houdart

OutRight Board Member;  
Managing Director, Out Leadership

*"The past 8-9 months were challenging to say the least, but because as activists our lives & daily work require us to face & brace all negativities, we remained resilient. As a movement we became creative and more determined to ensure that our mandates are not lost amidst a pandemic. It is therefore moments, like this OutSummit 2020, that serve as a motivation and an inspiration to work harder, love stronger, and remain in solidarity with this awesome family of world-wide champions for change."*

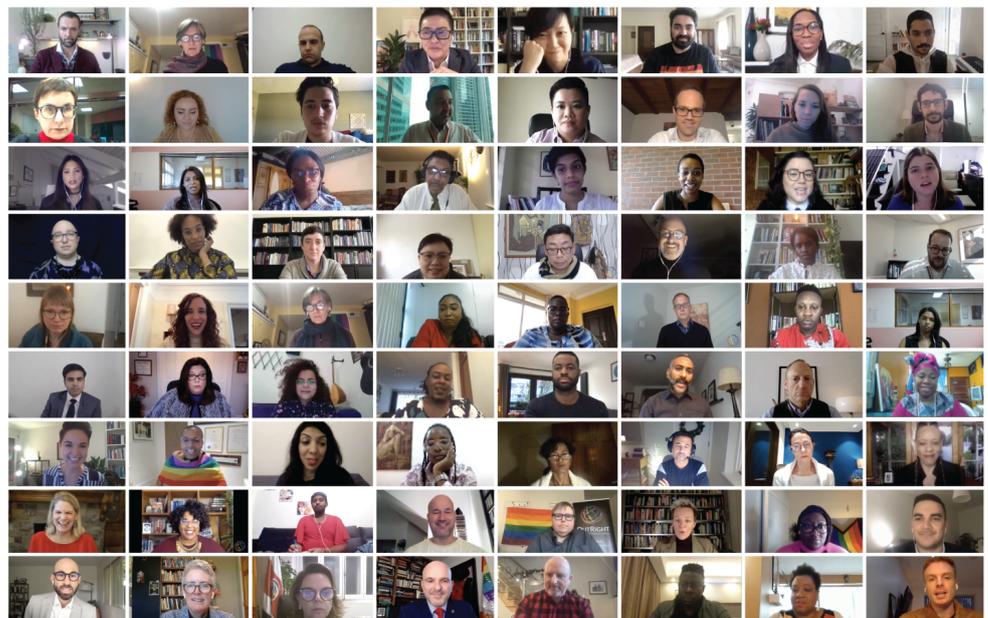
— Col Mc Ewan, Executive Director, GuyBow, Guyana, participant of OutSummit

**1<sup>ST</sup> VIRTUAL  
OUTSUMMIT**

**3 DAYS  
30+ SESSIONS**

**1600+  
PARTICIPANTS**

**FROM 100  
COUNTRIES**



# ADVOCATING FOR INCLUSION

## Context

Although the COVID-19 pandemic has dominated global news and policymakers' agendas over the last year, and while advocacy spaces have all moved online, we have continued to engage in advocacy as much as possible through digital spaces. Advocacy for LGBTIQ equality is not subject to convenience and cannot be put off for a later date.

## Tackling Gender-Based Violence in the Caribbean

In the Caribbean, violence against LGBTIQ people is rampant, exacerbated and legitimized by the existence and legacy of colonial-era “buggery” laws, which to this day criminalize same-sex relations across a majority of the region.

Since October 2018, OutRight has been implementing a project designed to tackle gender-based violence (GBV) across the Caribbean and improve access to justice and services for LGBTIQ victims of GBV in spite of the continuing existence of laws criminalizing same-sex relations.

Together with partners WAR and MESH in Antigua; SEROVIE, KOURAJ and FACSDIS in Haiti; United and Strong and Raise Your Voice in St. Lucia, and WOMANTRA, GROOTS

TT and I Am One TT in Trinidad and Tobago, we founded the Frontline Alliance: Caribbean Partnerships Against Gender Based Violence to address gender-based violence against women and LGBTIQ people in the Caribbean.

The first phase of the project ended in fall 2020. Through the project, 297 service providers, ranging from police officers to healthcare providers, mental health professionals and lawyers, received LGBTIQ sensitivity training with a view of improving service provision to LGBTIQ victims of gender-based violence. Twenty-five (25) consultations with various levels of government officials were held to raise awareness and advocate for change to tackle gender-based violence against LGBTIQ people and women and improve existing legislation and policies. Lastly, 24 gender-based violence policies were reviewed, and recommendations for inclusion of LGBTIQ people were identified.

The project was such a success, that a second phase has been launched focusing even more on achieving policy change.





## Calling for the Elimination of So-Called "Conversion Therapy"

Since releasing pioneering research into the global prevalence of conversion practices in August 2019, OutRight has been actively advocating to eliminate the practices. Prior to OutRight releasing our research this was a topic that was discussed in a handful of countries, including the US and UK, but there was little to no information about the global prevalence. Through active media promotion, including on the BBC World Service, we have successfully put the harmful global practices on the map.

In February 2020 OutRight took part in expert consultations held by the UN Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity (SOGI IE) to inform his upcoming report on "conversion therapy." OutRight's Senior Research Advisor served in an advisory capacity in advance of the publishing of this report. It was published in June 2020 and calls for a global ban on the practices. Towards the end of the year, we also participated in the first ever consultation on the topic at the Inter-American Commission on Human Rights. OutRight presented findings about the prevalence of the practices in the region covered by the organization and called for it to take a lead in calling for a ban across its member states.

Additionally, we have continued to document the global prevalence of these practices, commissioning and completing regional reports on the practices in the Caribbean, and in Nigeria, Kenya, and South Africa. In Nigeria, Kenya, and South Africa we are actively engaging with local partners in a project launched in late 2019 designed to raise awareness, build capacity of local organizations to identify cases and support victims of the harmful practices, and advocate for legislative change where possible.

## ENSURING LGBTIQ INCLUSION AT THE UN

OutRight has continued to serve as a watchdog and advisor at the United Nations, ensuring that LGBTIQ equality is included in processes, documents and mechanisms working at the UN headquarters in New York. The UN LGBTI Core Group is OutRight's main ally in the UN space. It brings together 33 UN Member States and the delegation of the EU, the Office of the High Commissioner for Human Rights, and non-governmental organizations Human Rights Watch and OutRight Action International, to collaborate in mainstreaming LGBTIQ equality at the UN headquarters in New York. OutRight was a co-founder of the group and serves as its Secretariat.

In 2020 we continued working closely with the Core Group, holding three events. OutRight's UN team held an additional five public events on topics such as the impact of COVID-19 on LGBTIQ people, so-called "conversion therapy", LGBTIQ people with disabilities, and the need to include LGBTIQ people in peace and security, and humanitarian agendas.

Crucially, in 2020 we advocated in the UN space for inclusion of LGBTIQ people in humanitarian responses. OutRight's research into the impact of COVID-19 showed that not only do LGBTIQ people feel amplified fallout due to the pandemic and surrounding containment measures, but the situation is also further compounded by humanitarian responses which exclude LGBTIQ people. Distribution of aid and support is too often organized according to a binary definition of gender, non-inclusive definitions of family, or in locations which are unsafe for LGBTIQ people. We raised awareness and advocated for inclusive building-back efforts.

We also engaged in advocacy with numerous countries with a view of increasing the number of allies in multilateral spaces. In 2020 we were pleased to welcome four new members to the UN LGBTI Core Group: Malta and the Republic of North Macedonia joined in November, and Iceland and Nepal joined in May.

# ALWAYS PROUD

## Context

Pride events have been and continue to be the most visible element of the global movement for LGBTIQ equality. Every year in and around June, the anniversary of the first Pride March in New York, the rights of LGBTIQ people are center stage. While physical events were cancelled due to the COVID-19 pandemic, nothing can cancel Pride or what it stands for.

In a majority of places around the world Pride continues to be a protest - a way to express pride in being exactly who we are and demand recognition of our basic human rights. Pride looked different in 2020. But it was very much present. The internet blew up with virtual pride events, including in places where due to legislation and/or security concerns prevent in-person events from being able to take place even in the absence of a pandemic.

Pride is also an opportunity for allies from different sectors, including the private sector, to express their commitment to LGBTIQ equality. OutRight used Pride month to draw attention to continuing challenges faced by LGBTIQ people, as well as the amplified effects of the pandemic, and to give additional visibility and voice to our mission and our diverse community. Moreover, we leveraged Pride to build far-reaching private sector partners.

We forged over 20 partnerships in 2020 including around Pride, such as the P&G | iHeartRadio "[Can't Cancel Pride](#)", as well as special activations with Calvin Klein, Critical Role, Groupe Dynamite, Herman Miller, Hunter Boot, Levi's, Microsoft, Netflix, Nomura Holdings America, Open Finance NYC, Partnership for Global LGBTI Equality (PGLE), Revolut, Salesforce, Verizon, Warner Music Group, World Bank Group's GLOBE, and others.



## No pride without racial and gender justice

We know that the intersections of race, gender and sexuality mean that all too often, LGBTIQ people of color globally are overlooked, forgotten, and disregarded.

For decades OutRight has identified as a feminist organization, recognizing that the same systems of patriarchy and toxic masculinity, archaic norms, and expectations of how things “should be” which oppress women, also keep LGBTIQ people marginalized and excluded. The fight for our equality is inextricably linked to the fight for gender equality, and so we work across LGBTIQ and women’s organizations to achieve common goals.

Similarly, the fight for racial justice must be integrated with the fight for LGBTIQ equality. The legacy of colonialism and imperialism are the precursors to the white supremacy and racism we face today. The colonial era laws that criminalize same-sex relations in over a third of the world’s countries disproportionately impact LGBTIQ people of color. OutRight’s commitment to advancing human rights for LGBTIQ people everywhere can only be realized when we fight the exclusion with a lens of racial justice.



## Pride With A Purpose™

In 2020 OutRight launched an annual #PrideWithAPurpose campaign to centralize our work and bring Pride back to its roots and purpose. Pride is a protest, and it's about community. Through [our campaign](#), we uplifted and supported the vital work of organizations actively working for racial justice and drew attention to the immense challenges ahead for LGBTIQ people everywhere. Including recovery from COVID-19.

## Global Black Pride

OutRight sponsored and took part in the first ever Global Black Pride event in July 2020. Global Black Gay Men Connect organized the 12-hour virtual event — the First Global Black Gay Pride is a Riot — with the support of upwards of a dozen LGBTQ advocacy groups. They include, in addition to OutRight, Mobilizing Our Brothers Initiative (MOBI) in New York City, GLAAD, the Caribbean Equality Forum, the Eastern Caribbean Alliance, BlackOutUK, the Love Tank, Living Free UK, Pan Africa ILGA and the House of Rainbow. Actor Billy Porter and Canadian Minister of Diversity and Inclusion Bardish Chagger are among those who participated. “We created the event to provide a space for Black queer people across the globe to connect and celebrate each other,” Micheal Ighodaro, a co-founder of Global Black Pride and an OutRight Board Member, told the Washington Blade.

“It’s hard to believe this was the first global Black Pride. We wanted to create this space for dialogue and getting Black LGBTQI people across the globe to engage each other in art and activism.”



“

**At this moment in the pandemic, LGBTIQ people, other marginalized communities, and people across the global south are being forgotten. Until everyone is included, LGBTIQ people too, we will all be at risk.**

— Jessica Stern  
OutRight's Executive Director

## Examples of OutRight's Work Around the World

### Representation in Arabic Media

OutRight has worked for many years in the Middle East/North Africa (MENA) region working with journalists and editors to educate them about LGBTIQ issues and inclusive language. We have seen incredible shifts in how the media portray LGBTIQ people, and the language used. Here is a heartwarming example from 2020:

In May 2020 an Egyptian actor came out publicly in support of his transgender son. DW News Arabic Service, the German public broadcaster that works internationally, covered the story. In advance of conducting the interview with father and son, DW reached out to OutRight's MENA Coordinator Nazeeha Saeed to make sure they were using language that was professional and appropriate. This is a huge step forward for representation of LGBTIQ people in the media, and a positive sign about the impact of the Arabic Media work. The interview is [here](#).

### Building an Asia Regional Network Against Gender-Based Violence

In 2019 and 2020, OutRight, EnGenderRights, Women and Media Collective, and Venasa Transgender Network partnered to improve services and protections for LGBTIQ survivors of domestic and family violence. Here is an example of how we built on this long-term project in 2020:

OutRight convened a 5-day online regional forum in October 2020 where 22 LGBTIQ advocates from 8 countries in Asia shared research data, advocacy strategies, and lessons from their work to address domestic and family violence in LGBTIQ communities. The forum culminated in establishing the Asia Regional Network on SOGIE and GBV, which currently has 27 members from 10 countries: China, India, Japan, Malaysia, Myanmar, Nepal, Philippines, Singapore, Sri Lanka, and Timor Leste. A resource hub will be launched shortly!

### LGBTIQ People and the UN Peace and Security Agenda

Throughout the year OutRights UN team conducts advocacy for the inclusion of LGBTIQ people throughout UN processes, documents, and agencies. Here is an example of one event held this year.

The UN was marking the 20th Anniversary of the adoption of the Women, Peace and Security (WPS) agenda. In advance of this the UN Program team released a report outlining how LGBTIQ communities are uniquely impacted by conflict and organized a webinar titled "Queering Peace, Security and Humanitarian Response" featuring experts from organizations Colombia Diversa, the Centre for Gender in Politics, and Edge Effect. During the webinar speakers highlighted the unique ways in which LGBTIQ people are affected in conflict, the shocking invisibility of LGBTIQ people in response efforts, and what can be done about it. The event was attended by over 75 participants from civil society and UN Member States, and we received numerous requests to continue the conversation.

# 2020

# IN NUMBERS

## Context

- **21** staff members in **7** countries
- **23** Board Directors in **4** countries
- Worked in over **70** countries, including on pandemic relief
- Provided grants to **120** organizations in **63** countries serving **50,000** individuals
- Held **20** OutTalks webinars on a variety of subjects, educating **1,500+** people
- Mentioned in **2,700** media articles, a **90%** increase from 2019
- **28** opinions pieces published in global media
- Website pageviews increased to **2.8M** pageviews, up **296%** from 2019
- Reached **245K** followers across social media, a **43.3%** increase from 2019
- Published **7** reports
- Created **24** new partnerships with private sector companies working to advance LGBTIQ equality globally

## Recognitions

- OutRight Executive Director Jessica Stern recognized in Crain's New York Business Notable LGBTIQ Leaders and Executives 2020
- OutRight Executive Director Jessica Stern honored as one of 100 LGBTQ Trailblazers by Attitude Magazine

# FINANCIALS

OutRight's 2020 Annual Report narrative covers the period January 1 to December 31, 2020. As the organization operates on a fiscal year beginning July 1 and ending June 30, the financials below cover the period July 1, 2019 to June 30, 2020.

**OUTRIGHT ACTION INTERNATIONAL, CORP.**  
**STATEMENT OF FINANCIAL POSITION**  
**AT JUNE 30, 2020**

(With comparative totals at June 30, 2019)

	<u>6/30/20</u>	<u>6/30/19</u>
<b>Assets</b>		
Cash and cash equivalents	\$3,209,412	\$1,109,639
Investments (Note 3)	748,061	653,334
Contributions receivable, net	949,390	700,000
Government grants receivable	117,307	137,762
Other receivables	54,827	154,794
Prepaid sub-grant expenses	233,807	143,612
Prepaid expenses	48,091	14,599
Fixed assets, net (Note 4)	13,152	11,414
Security deposits	28,234	30,544
Cash restricted for endowment fund (Note 7)	18,354	18,354
	<u>\$5,420,635</u>	<u>\$2,974,052</u>
<b>Liabilities and Net Assets</b>		
Liabilities:		
Accounts payable and accrued expenses	\$156,215	\$171,427
Deferred revenue	1,162,593	299,020
Paycheck Protection Program loan (Note 5)	175,275	0
Total liabilities	<u>1,494,083</u>	<u>470,447</u>
Net assets:		
Without donor restrictions:		
Board designated (Note 2b)	760,000	640,000
Undesignated	1,353,237	912,527
Total without donor restrictions	<u>2,113,237</u>	<u>1,552,527</u>
With donor restrictions (Note 6)	<u>1,813,315</u>	<u>951,078</u>
Total net assets	<u>3,926,552</u>	<u>2,503,605</u>
Total liabilities and net assets	<u>\$5,420,635</u>	<u>\$2,974,052</u>

# FINANCIALS CONTINUED

**OUTRIGHT ACTION INTERNATIONAL, CORP.**  
**STATEMENT OF ACTIVITIES**  
**FOR THE YEAR ENDED JUNE 30, 2020**  
(With comparative totals for the year ended June 30, 2019)

	Without Donor Restrictions	With Donor Restrictions	Total 6/30/20	Total 6/30/19
<b>Public support and revenue:</b>				
Contributions	\$1,736,835	\$2,799,934	\$4,536,769	\$3,109,508
Government grants	953,111		953,111	408,564
Special events (net of expenses with a direct benefit to donors) (Note 10)	187,486		187,486	213,702
Net investment income (Note 3)	7,341		7,341	3,015
Other income	16,905		16,905	25,580
Net assets released from restrictions	1,937,697	(1,937,697)	0	0
Total public support and revenue	<u>4,839,375</u>	<u>862,237</u>	<u>5,701,612</u>	<u>3,760,369</u>
<b>Expenses:</b>				
<b>Program services:</b>				
Africa	539,136		539,136	76,802
Asia	1,369,357		1,369,357	883,951
Caribbean	477,724		477,724	454,690
Middle East	232,407		232,407	161,805
Research	161,555		161,555	227,671
UN General	424,637		424,637	585,029
Total program services	<u>3,204,816</u>	<u>0</u>	<u>3,204,816</u>	<u>2,389,948</u>
<b>Supporting services:</b>				
Management and general	431,944		431,944	405,707
Fundraising	641,905		641,905	467,140
Total expenses	<u>4,278,665</u>	<u>0</u>	<u>4,278,665</u>	<u>3,262,795</u>
Change in net assets	560,710	862,237	1,422,947	497,574
Net assets - beginning of year	<u>1,552,527</u>	<u>951,078</u>	<u>2,503,605</u>	<u>2,006,031</u>
Net assets - end of year	<u><u>\$2,113,237</u></u>	<u><u>\$1,813,315</u></u>	<u><u>\$3,926,552</u></u>	<u><u>\$2,503,605</u></u>

# 2020 BOARD AND STAFF

## Board of Directors

**Derrick Brown**  
**Roxanna Carrillo**  
**Gigi Chao**  
**Louise Chernin**  
**Martin Dunn**  
**Robert Hanson**  
**John Heilman**  
**Jeff Holland**  
**Fabrice Houdart**  
**Hosh Ibrahim**  
**Micheal Ighodaro (Co-Chair)**  
**Lanaya Irvin**  
**Camille Massey**  
**Jeff Natter**  
**Rikki Nathanson**  
**Pedro Pina**  
**Jennifer C. Pizer (Co-Chair)**  
**Suzanne Rotondo (Secretary)**  
**Russell Roybal**  
**Suki Sandhu**  
**Aalap Shah (Treasurer)**  
**Kathy Teo**  
**Elliot Vaughn**

## Staff

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**Maria Sjödin**, Deputy Executive Director

**Chandler Bazemore**, Senior Development Manager  
**Amie Bishop**, Senior Research Advisor  
**Kennedy Carillo**, Caribbean Researcher  
**Damon Clyde**, Senior Development Officer for Institutional Giving  
**Elise Colomer-Cheadle**, Director of Corporate Engagement  
**Ging Cristobal**, Project Coordinator, Asia & Pacific Islands Region  
**Cécille Ealy**, Development Associate - Individual Giving  
**Hala Hassan**, Digital Communications Officer  
**Katie Hultquist**, West Coast Director  
**Paul Jansen**, Senior Advisor for Global Advocacy  
**Kate Martin**, Communications Assistant  
**Neish McLean**, Caribbean Program Officer  
**Sahar Moazami**, United Nations Program Officer  
**MJ Moneymaker**, Digital Communications Manager  
**Grace Poore**, Asia Regional Coordinator  
**Em Rubey**, Executive Assistant  
**Daina Ruduša**, Senior Communications Manager  
**Azza Sultan**, Middle East and North Africa Regional Program Advisor  
**Luiza Drummond Veado**, United Nations Program Officer  
**Yvonne Wamari**, Africa Program Officer  
**Kevin Wanzor**, Head of Operations

OutRight is thankful to the interns who joined and supported our team in 2020!

# DONORS

## Individuals

OutRight is deeply grateful for the support of more than 4,000 individual donors around the world who made our work possible in 2020 through generous contributions of time, talent and treasure. You can learn more here about various ways to support OutRight's work, including monthly contributions, special events, giving through a donor advised fund or gift of stock, cryptocurrency donations, workplace giving/employer matching, or major gifts through our Diplomats Circle. Gifts of any size are welcome and tremendously appreciated.

## OutStanding Legacy Circle

Since OutRight was founded in 1990, we have seen tremendous progress, but we still have a long way to go to achieve our vision of full human rights and equality for LGBTIQ people everywhere. OutRight is dedicated to fighting for a world where all LGBTIQ people can live in safety, with freedom, dignity, and equality for the next 30 years and beyond. To commemorate our 30th anniversary, OutRight launched the [OutStanding Legacy Circle](#) in 2020 to recognize donors who want to invest in the global movement for LGBTIQ human rights through a planned gift from their estate. Thanks to a generous pledge from longtime supporter Paul Albert, who contributed \$30,000 to honor the first 30 new members of the OutStanding Legacy Circle, we were thrilled to welcome many longtime donors and new friends as the inaugural members of our OutStanding Legacy Circle:

Anonymous (5)	Jeffrey O'Malley
Paul F. Albert	James K. Phelps
Terrance Bean	Arthur Pinto & Stephen Bohlen
Amie Bishop & Renée Holt	Jennifer C. Pizer and Doreena Wong
Mark Black & Glen Leiner	Darius M. Rejali
Dan R. Bolen	Suzanne Rotondo, Phoebe Rotondo & Karima Zedan
Dr. David L. Boyd & Prof Laurence R. Helfer	Russell D. Roybal
Jeanne Córdova*	D. Nicholas Russo and Jerry Romain
Rattan Dodeja	Jamie Saakvitne & Daniel Chow
Julie Dorf	Dorothy Sander
Roger Doughty & Royce Lin	Miriam Sexton
Mitchell Draizin & Philippe Brugere-Trelat	Aalap Shah & Gregory Wachtler
Stuart Glucksman*	Jessica Stern & Lisa Davis
Meggy Gotuaco and Dipti Ghosh	Kathy Teo
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Frederick Hertz	Elliot Vaughn & Colin Horswell
Linda Joplin	Melody & Rebecca Walden-Pound
Todd Larson/Larson Farm	Tom Watson
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Pamela Merchant	Walt Witcover*
Augustus Nasmith, Jr.*	Jesper With-Fogstrup & Carsten Lund
Jeff Natter & Jeff Buchan	James Wozniak*
Kate O'Hanlan & Léonie Walker	

\* Deceased

If you have already included OutRight in your estate plans and/or would like to join our OutStanding Legacy Circle, please contact Katie Hultquist, Director of Leadership Giving, at [khultquist@outrightinternational.org](mailto:khultquist@outrightinternational.org).

## Foundations

OutRight is grateful for the generous support of these foundations in 2020:

Anonymous  
Arcus Foundation  
Astraea Lesbian Foundation for Justice  
Australian Federation of AIDS Organisations  
Susan A. and Donald P. Babson Charitable Foundation  
Broadway Cares/Equity Fights AIDS  
Calamus Foundation  
Channel Foundation  
Civitas Public Affairs  
Council for Global Equality  
Dreilinden  
Dunn Family Charitable Foundation  
Equality Without Borders  
Ford Foundation  
Bill & Melinda Gates Foundation  
Global Equality Fund  
Global Faith and Equality Fund of Horizons Foundation  
GiveOut  
Groen  
Helene Foundation  
Henry M. Jackson Foundation  
Horizons Foundation  
L'Aiglon Foundation  
Looking Out Foundation  
NGO Committee on the Status of Women, NY  
Oak Foundation  
Open Society Foundations  
PARC Foundation  
Rainbow Railroad  
Seattle Pride/Seattle Out & Proud  
Silicon Valley Community Foundation  
Small Change Foundation  
#StartSmall  
Wellspring Philanthropic Fund  
The Wildflower Foundation

## Governments

Australian Government Department of Foreign Affairs and Trade (DFAT)  
Government of Canada  
Kingdom of the Netherlands  
United States Government

## Acknowledgements

OutRight is deeply grateful to Adobe for its contribution in designing this Annual Report and would like to thank the following Adobe volunteers: Shannon Brown, Dusty Garner, Ken Pao and Alexander Richardson.

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