

Pride Guide

IPGLBT 2018

IPG
Diversity+
Inclusion

MERGE

IPGLBT
Gay, Lesbian, Bisexual, Transgender & Allies

Letter from the Editor

For the last few years, IPGLBT, Interpublic Group's business resource group for our lesbian, gay, bisexual, transgender, and queer employees and their allies, has been reaching out to agencies and employees outside New York City to ensure that they feel connected to a more extensive network. A community is essential for LGBTQ+ individuals and falls in line perfectly with IPG's mission of being an inclusive network.

Last year, we started a national call where employees from all over the country could call in to share what was going on in their local agencies/cities, listen to best practices and lessons learned from other agencies, and have a forum to ask questions and discuss issues. And, with some employees being in small offices where they might be the only LGBTQ+ person there or maybe being an employee who works from home, we wanted to give them an opportunity to participate, in some small way, in our LGBTQ+ programming.

One of the ideas that came from the national team was to build a "Pride Guide" to share with offices around the country. We knew that some offices wanted to do more LGBTQ+ inclusive programming and outreach but didn't know where to begin. We hope that this guide will give them the confidence to take that first step and help build a more inclusive culture across the country.

If you are interested in joining the IPGLBT national team, please register for our mailing list at <https://www.surveymonkey.com/r/IPGLBTNational>.

A guide like this cannot be put together without the help of some great people. I would like to thank Christina Cookson, David Azulay, the fantastic CLOUT team at Carmichael Lynch, plus all the incredible individuals who have taken time out of their busy schedules to dial in for the national calls, share ideas, and ask insightful questions. I also have to thank the dedicated IPG Diversity & Inclusion Team. Without Heide Gardner, Bridgette O'Neal, and Angelique Piwinski, IPGLBT (and in fact all the MERGE BRGs) would not be the helpful resources that they are today.

For more information about IPGLBT and MERGE as well as access to meaningful diversity and inclusion resources, please register at merge.interpublic.com. You can also join IPGLBT on Facebook at www.facebook.com/groups/ipglbt/.

Thank you,

Anthony Imgrund

National Co-Chair, IPGLBT

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LGBTQ+ in the Workplace

The process of “coming out” for the LGBTQ+ community can be truly liberating and freeing, but there is also a lot of stress and potential consequences associated with deciding to live openly. Besides the potential loss of family and friends, a huge concern facing members of the community is how this will affect my job. Will I be fired? Will there be harassment from my co-workers and/or boss? Will I lose any chance of promotion?

According to a **2013 report by the Center for Talent Innovation (CTI)**,¹ 41% of American lesbian, gay, bisexual, transgender and queer workers remain closeted at the office. Being in the closet not only decreases productivity of the LGBTQ+ employee, but makes these employees 73% more likely to leave their company within the next three years according to a University of Rochester study.²

While there are no federal laws protecting LGBTQ+ employees and only 22 states and the District of Columbia offer protection from discrimination,³ corporations have been stepping up on their own to provide a safe place for open employees. Publications like the Human Rights Campaign’s *Corporate Equality Index* evaluate the commitment of employers to protect LGBTQ+ employees, offer equitable benefits, internal education and accountability metrics, and a public commitment to equality. The Corporate Equality Index establishes a list of companies that are “Best Places to Work for LGBTQ Equality” based on these measures. In 2018, a record-breaking 609 employers earned a perfect 100 score. IPG scored 100 for the 9th year.⁴

Besides having great policies in place, LGBTQ+ employees need to know there is a strong network of allies to ensure that they feel safe and welcome. And while a lot of people self-identify as an ally, *The Power of “Out” 2.0* report stated that about 19% of women and 8% of men qualify as “active allies” – meaning they visibly and verbally step up to help out their LGBTQ+ co-workers.¹ IPGLBT hopes that the information in this guide will give you some insights and the confidence to step up and help build a more inclusive environment for our LGBTQ+ employees, whether you are in the community or an active ally.

(1) *The Power of “Out” 2.0* (2013) – Center for Talent Innovation

(2) *Is Coming Out Always a “Good Thing”?* (2011) – University of Rochester

(3) Movement Advancement Project

(4) *Corporate Equality Index 2018* (2018) – Human Rights Campaign

LGBTQ+ Terminology

LGBTQ+: An acronym used to describe this vibrant and diverse community. The L is for lesbian, G is for gay, B is for bisexual, T is for transgender, Q is mostly for queer although some youth organizations use the Q for questioning, and the + sign is to be more inclusive of others whose label isn't represented.

Sexual Orientation: An individual's enduring physical, romantic, and/or emotional attraction to members of the same and/or other gender identities.

Gay: An adjective used to describe people whose enduring physical, romantic, and/or emotional attraction is to a person of the same gender identity (i.e. gay man, gay people, etc.). Tends to be used with men, but some women prefer using gay rather than lesbian.

Lesbian: An adjective used to describe women whose enduring physical, romantic, and/or emotional attraction is to another woman. Please note, some women prefer using gay more than lesbian.

Bisexual: An adjective used to describe people who have the capacity to form enduring physical, romantic, and/or emotional attractions to those of the same gender or to those of another gender.

Pansexual: An adjective similar to bisexual but for people who can form relationships with others no matter their gender identity including genderqueer and non-binary.

Queer: An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual. Typically, for those who identify as queer, the

terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel don't apply to them. Once considered a pejorative term, queer has been reclaimed by some LGBT people to describe themselves; however, it is not a universally accepted term even within the LGBT community.

Asexual: An adjective used to describe people who do not experience sexual attraction. The term "ace" is sometimes used to describe asexuality (i.e. ace person or the ace community).

Aromantic: This is a more recent term and does go with asexual. However, it is an adjective used to describe people who do not experience romantic attraction. The term "aro" is sometime used to describe aromanticism.

Sex: The classification of a person as male or female usually assigned at birth based on the appearance of their external anatomy. However, it is a combination of chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Intersex: An umbrella term describing people born with reproductive anatomy and/or a chromosome pattern that can't be classified as typically male or female.

Gender Identity: A person's internal, deeply held sense of their gender. Most people have a gender identity of man or woman, but some have a gender identity that does not fit neatly into one of those two choices. Unlike gender expression, gender identity is not visible to others.

Gender Expression: External manifestations of gender that are expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

Transgender: An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using a variety of terms. It is okay to ask them which they identify with. It is important to note that a transgender identity is not dependent upon physical appearance or medical procedure.

Transgender Man (or Trans Man): People who were assigned female at birth but identify and live as a man may use this term to describe themselves.

Transgender Woman (or Trans Woman): People who were assigned male at birth but identify and live as a woman may use this term to describe themselves.

Gender Dysphoria: The clinical term the American Psychiatric Association uses to replace Gender Identity Disorder. The necessity of a psychiatric diagnosis remains controversial as both psychiatric and medical authorities recommend individualized treatments for transgender individuals. Some believe its inclusion in the Diagnostic and Statistical Manual of Mental Disorders is important in order to get insurance companies to cover the medically necessary treatment recommended.

Non-Binary and/or Genderqueer: Term used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. Their identity might be somewhere in between man and woman or they define it as wholly different from these terms.

Gender Non-Conforming: A term used by some people whose gender expression is different from the conventional expectations of masculinity and femininity. Please note that many people have gender expressions that are not entirely conventional. It should only be used if someone self-identifies as gender non-conforming.

Cisgender: A term used to describe someone who is not transgender.

Transsexual: An older term that originated in the medical community, but is still used by some people who have permanently changed their bodies through medical interventions. This is NOT an umbrella term and many transgender people do not identify as transsexual, preferring transgender.

Cross-Dresser: While anyone may wear clothes associated with a different sex, the term is typically used to refer to men who occasionally wear clothes, makeup, and accessories culturally associated with women. These men are typically straight who do not wish to permanently change their gender identity. It is a form of gender expression and not done for entertainment purposes.

Drag Queen: A term for a person, typically a gay man (although this is broadening out to include others), who dresses like a woman for the purpose of entertainment. They do not wish to permanently change their gender identities, and usually go by a stage or character name.

Terms to Avoid

Admitted (or Avowed) Homosexual: It is a dated term that suggests being attracted to the same gender is somehow shameful or inherently secretive. Preferred terms include “out gay man,” “out lesbian,” or “out queer person.”

Biologically/Genetically Woman (or Born A Woman): Phrases like these over-simplify a very complex subject as well as put an individual’s sex ahead of their gender identity. Also, people are just born babies. Preferred phrasing includes “assigned female at birth” or “designated female at birth.”

Gay (or Homosexual) Lifestyle: There is no single LGBTQ+ lifestyle. It is better to use phrasing like “LGBTQ+ people and their lives.”

Gay Community: While not a derogatory term, it isn’t as inclusive of the entire, diverse community. It is better to use phrasing like “the LGBTQ+ community.”

Hermaphrodite: This is an outdated term usually used in a derogatory fashion against intersex individuals. It is always better to use intersex.

Homosexuals: This is a clinical term usually used in a derogatory fashion against gay and lesbian individuals. It is better to use “gay men and lesbians.”

Passing (or Stealth): While some transgender people may use these terms among themselves, you should avoid using them in any communications or programming. The terms are problematic in that “passing” implies that the LGBTQ+ individual is being something they are not and “stealth” connotes deceit on the person’s part. When people are living as their authentic selves, and are not perceived as LGBTQ+ by others, that does not make them deceptive or misleading.

Sex Change/Pre-Op/Post-Op: These terms continue the false idea that an individual is only transgender if there was an operation (or one is planned). This is not true. You should use the term “transition” or “transitioning.” And while the physical or medical changes of an individual are private and not something you should focus on, if you do talk about surgery, their term “gender-confirming surgery” is preferred.

Sexual Preference: Makes it seem like people have a choice in the people they are attracted to or romantically involved with. The term sexual orientation is preferred.

Special Rights: The rights that LGBTQ+ individuals and their allies are fighting for are not special compared to those afforded straight individuals. This terminology is used by anti-LGBTQ+ individuals who do not want inclusive laws and recognition. Instead, terms like “equal rights” or “equal protection” are preferred.

Transgenders (or A Transgender): Transgender is an adjective. You should have a noun after it like person, man, women, individual, or community.

Transgendered: The “-ed” suffix is extraneous, unnecessary and causes tense confusion. Transgender is all you need and it is in alignment with gay, lesbian, and bisexual. You would not say “Ellen DeGeneres is lesbianed.”

Issues Facing the Community



Religious Freedom Bills

First, there is a common myth that people of faith are universally opposed to LGBTQ+ people and equality.

This is not true as several religious organizations and denominations have LGBTQ+-inclusive policies and many more groups are okay with the inclusion of the LGBTQ+ in non-discrimination protections.

Religious Freedom Bills are used by opponents to bypass or eliminate LGBTQ+-inclusive non-discrimination laws. The intended result is for businesses and professionals to refuse goods or services to a population they oppose on the basis of a “sincerely held religious belief.” Most proposed bills will not explicitly mention the LGBTQ+ community directly, but the pairing of anti-LGBTQ+ rhetoric from those proposing them often make these laws a weapon to legalize discrimination against the community. And it should be noted that non-discrimination laws do not stop someone from practicing their faith in services, their homes, or with their families. Rather, they seek to provide equal treatment for the LGBTQ+ community in employment, housing, and public accommodations.



Violence Against the LGBTQ+ Community

In recent years, there has been an increase of violence against members of the LGBTQ+ community even in places that have been traditionally accepting, like New York City,

Los Angeles, and San Francisco (an almost 16% increase of all hate crimes¹ and an almost 86% increase in homicides²).

Transgender people, particularly trans women of color, are disproportionately affected by hate violence. In 2015, 67% of LGBTQ+ homicide victims were transgender women, according to the National Coalition of Anti-Violence Programs.³

While the Matthew Shepard Act and James Byrd Jr Hate Crimes Prevention Act have been created to address hate crimes, there is an increase in local law enforcement agencies not reporting crimes targeted against the LGBTQ+ community. Often, the reasoning that “all crimes are hate crimes” is used and that these crimes will be addressed locally. Frequently, this is not the case.

Only California and Illinois have laws that ban “gay panic” or “trans panic” defenses. These tactics ask a jury to find a victim’s sexual orientation or gender identity as something to blame for the defendant’s excessively violent action. (Legislation banning these types of defenses is pending in New Jersey, Washington, Rhode Island, and the District of Columbia).



Safety of LGBTQ+ Youth

LGBTQ+ students experience very frequent bullying in schools. 85% of LGBTQ+ students reported that they were either verbally or physically bullied at school. Unfortunately, only 42% of them reported it, as the others felt they would not get any help. And of the 42% that did report

(1) FBI 2016 Hate Crime Statistics Report compared to FBI 2015 Hate Crime Statistics Report

(2) National Coalition of Anti-Violence Programs 2018’s A Crisis of Hate Report

(3) National Coalition of Anti-Violence Programs’ 2016 Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Hate Violence in 2016 Report

the bullying, only 36% actually got any help to stop the bullies. So of the 85% that are being bullied, only about 15% are actually getting help. With no safe place, this leads to a disproportionately large number of suicides and suicide attempts among LGBTQ+ youth.⁴

Only 19 states and the District of Columbia have laws specifically prohibiting bullying on the basis of sexual orientation or gender identity. Seven states have “Don’t Say Gay” laws where teachers, counselors, and the administration cannot address LGBTQ+ issues for their students (including the mentions of LGBTQ+ individuals in their classes). And South Dakota and Missouri have state laws that prohibit schools from having an anti-bullying policy.⁵

Another important issue affecting LGBTQ+ youth is conversion therapy. For years, anti-LGBTQ+ activists have stated that sexual orientation is a choice and changeable. Several organizations were created that would claim to “cure” queer or questioning youth. These “treatments” accomplished nothing other than severe emotional trauma.

Currently 11 states and the District of Columbia have laws that ban conversion therapy on minors. Even though legal challenges have failed so far, anti-LGBTQ+ groups continue to take these bans to courts saying that it restricts a parent’s right to “seek treatment” for their children.⁵



High Levels of Discrimination Against and Poverty Within the Transgender Community

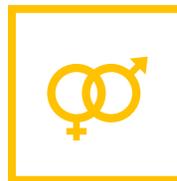
According to the largest national survey of transgender people (the U.S. Trans Survey), the community

experiences unemployment at twice the rate of the general population, with rates for trans people of color up to four times the national unemployment rate.

The US Trans Survey also showed that 90% of transgender people experienced harassment, mistreatment or discrimination on the job.⁶

Only 20 states and the District of Columbia have employment non-discrimination laws that are inclusive of transgender individuals. This affects their ability to secure a job, own or rent housing, or even be treated fairly in public accommodations like retail stores, restaurants, doctors’ offices, parks or hotels.⁵

For credit, bank and/or lending practices, only 14 states have non-discrimination laws that cover gender identity and the transgender community.⁷



Bathroom Bills

LGBTQ+-inclusive non-discrimination protections usually cover employment, housing and public

accommodations and opponents of these protections focus on generating fears about bathrooms, falsely claiming that bathroom access will allow sexual predators to enter women’s restrooms. This is a technique that has been used in the past against the Black community as well as gay men and gives the false impressions that non-discrimination protections change public safety laws. It also casts trans women as deviants and predators. There is no evidence that supports any of these claims.

Actually, in states that have forced trans individuals to use the bathroom that is in line with the sex assigned them at birth, rather

(4) GLSEN’s 2015 National School Climate Survey
(5) Movement Advancement Project – www.lgbtmap.org
(6) National Center for Transgender Equality’s 2015 U.S. Transgender Survey

than their gender identity, have seen increased episodes of violence against trans women, as well as harassment of women who are more masculine in their gender expression.



Access to Healthcare for Transgender People

Although the American Medical Association has stated that treatment for gender dysphoria is medically necessary, a lot of insurance and healthcare companies consider it cosmetic and will not cover the costs of surgeries and/or hormones.

Even if their insurance covers treatment and procedures, it is difficult for transgender individuals to find providers who are knowledgeable about transgender healthcare.



Updating Legal Documents for Transgender People

When transitioning, most trans individuals want to change their name and gender on their driver's license to match their gender identity. Unfortunately, a lot of states make this very difficult. Twelve states still require the individual to have gender confirmation surgery first and an updated birth certificate before the license can change. Twenty-two other states might not require the surgery, but there is a lot of "clinical proof" that is required before they will change the gender marker.⁷

A lot of states require individuals to amend their birth certificates before they can change your driver's license. Unfortunately, Kansas, Tennessee and Ohio do not allow a change of birth certificate at all. Nineteen other states require gender confirmation surgery before one

can amend the certificate. Only 16 states and the District of Columbia will issue a new birth certificate without surgery or a court order to change the gender marker.⁷



Acceptance of Bisexuals by Straights, Gays, and Lesbians

While the Williams Institute found that more than half of all non-straight people in the US identify as bisexual, this community faces a lot of backlash from not only the straight community, but also gays and lesbians. There is an unfair assumption that bisexuality is "just a phase" or that bisexuals are "just confused" and don't want to admit they are fully gay.

A common stereotype is that bisexual people do not want to be monogamous and so are very promiscuous. This is not true as bisexual people are just as capable of forming monogamous relationships as anyone else.

Someone's bisexual orientation is not negated just because they are in a same-gender or opposite-gender relationship.



Fostering Children/Adoption for Non-Married Same-Sex Couples

With the Obergefell decision in 2015, marriage equality opened the doors for joint and second-parent adoptions in all 50 states. However, it should be noted that nine states do have laws that allow agencies, adoption agents, and judges to deny an adoption if it conflicts with their religious beliefs.⁷

For those who want to foster children or adopt, but are not married, only eight states

(7) Movement Advancement Project – www.lgbtmap.org

and the District of Columbia actually have laws that specifically say they can. In the other 42 states, there is nothing specifically stated in the law, so it is up to different agencies and judges to decide whether to allow the adoption or fostering.⁸

Credible authority on child welfare has determined that a person's sexual orientation has nothing to do with the ability to be a good, loving, effective parent. Most studies cited by those opposed to same-sex parenting did not include same-sex parented families in the actual study but compared more two-parent vs single-parent childrearing.



(8) Movement Advancement Project – www.lgbtmap.org

Planning a Program

When planning an LGBTQ+ program for your agency, it is great if you can organically incorporate it into something that is already part of your office culture. For instance, Carmichael Lynch hosts various Rooftop Deck Parties for their employees during the summer. Their CLOUT group (Carmichael Lynch Live out Loud) is “taking over” one of the parties for Pride Month and will have LGBTQ+ musical talent from a local LGBTQ+-owned brewery. “Taking over” a program that the office is already excited about sends a strong message of inclusion to employees.

Generally, IPGLBT and the other four MERGE BRGs [the Asian Heritage Group (AHG), Black Employee Network (BEN), Hispanic/Latino Heritage Group (SOMOS) and the Women’s Leadership Network (WLN)] recommend that a program fall into at least one of the MERGE 5C’s.



Clients

Create programming that can either help build the knowledge of the agency regarding the LGBTQ+ consumer and/or help build a relationship with your client and expand on your combined commitment to this community.

Examples include:

Partner with a research agency on a presentation of LGBTQ+ market trends

Panel with media partners about advertising in the LGBTQ+ space

Panel of agencies who did LGBTQ+-inclusive campaigns who shared lessons learned

Joint program with a client’s LGBTQ+ BRG



Careers

The recruitment and retention of diverse talent is a top priority for our

agencies. Having a program that helps you connect with the local LGBTQ+ community for potential candidates or helps the career development of your current employees makes great business sense.

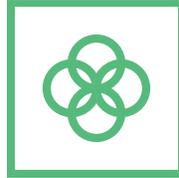
Examples include:

—
Sponsoring a table at your local LGBTQ+ Center’s career fair

—
Going to a local school’s gay-straight alliance to talk about advertising and/or inviting them to visit your agency

—
Mentoring breakfast/lunch with out executives and LGBTQ staff

—
Partnering with an organization like PFLAG on unique challenges LGBTQ+ employees face when creating buzz about their personal brand



Cultural Awareness

To build an inclusive culture at the agency, you will need to educate

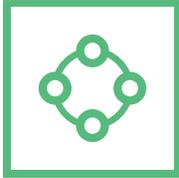
your employees on the terminology, culture, history and issues concerning the LGBTQ+ community.

Programming might include:

—
Panel of out executives/employees sharing their personal journeys

—
Outside speaker(s) highlighting a specific aspect of the LGBTQ+ community (i.e. panel of trans professionals, speaker from BiNet organization, medical professional talking about healthcare issues in the community, an attorney talking about legal shortcomings still facing the community, etc.)

—
Incorporating LGBTQ+ issues into personal development programs (i.e. LGBTQ+ parent in panel of working parents, special LGBTQ+ considerations when doing estate planning, etc.)



Community Outreach

All agencies like to give back to their local communities and

collaborate with great local organizations. Including LGBTQ+ groups is a great way to connect to this diverse community and sends a powerful message of inclusion to employees.

Partnerships might include:

Marching/participating in local Pride parades and festivals

Helping out with a job readiness program at your local center (i.e. assisting with resumes, interviews, teaching PowerPoint or Photoshop, etc.)

Clothing drive for local LGBTQ+ homeless shelter

Sponsoring a team for local Pride Run or AIDS Walk

Help with websites or branding issues for local organizations



Communications

Not all “programming” needs to be an actual event. You can help build

an inclusive culture by including an LGBTQ+ aspect into your internal communications.

Examples include:

Including some of the community’s days of recognition into local celebrations (i.e. Celebrate Bisexuality Day (September 23), International Transgender Day of Visibility (March 31), etc.)

When using photos for internal promotions, include imagery of LGBTQ+ people.

Encourage employees to participate in community events (i.e. wearing purple for Spirit Day, posting information to local Pride festivals, etc.)

Local Dates and Organizations

Atlanta, Georgia

Pride and Festival Parade: Sunday, October 14

Atlanta Pride

<https://atlantapride.org>

info@atlantapride.org

1530 DeKalb Ave NE, Suite A, Atlanta, GA 30307

404-382-7588

Austin, Texas

Pride Parade and Festival: Saturday, August 11

Austin Gay and Lesbian Pride Foundation

<https://www.austinpride.org>

info@austinpride.org

PO Box 162924, Austin, TX 78716

Baltimore, Maryland

Pride Parade and Festival: Saturday, June 16

The Gay & Lesbian Community Center of Baltimore

<http://baltimorepride.org>

info@glccb.org

2530 North Charles Street, 3rd Floor, Baltimore, MD 21218

410-777-8145

Birmingham, Alabama

Pride Celebrations: June 1-10

Pride Parade: Saturday, June 9

Pride Festival: Sunday, June 10

Central Alabama Pride

<https://www.centralalabamapride.org>

<https://www.centralalabamapride.org/contact-us>

205 32nd Street South, Birmingham, AL 35233

256-813-4227

Boston, Massachusetts

Pride Celebrations: June 1-10

Pride Parade and Festival: Saturday, June 9

Boston Pride

<http://www.bostonpride.org/>

info@bostonpride.org

617-262-9405

Charlotte, North Carolina

Pride Celebrations: August 10-19

Pride Festival: Saturday, August 18

Pride Parade: Sunday, August 19

Charlotte Pride

<https://charlottepride.org>

info@charlottepride.org

PO Box 32362, Charlotte, NC 28232

Chicago, Illinois

PrideFest: June 16-17

Pride Parade: Sunday, June 24

PrideFest

<https://northalsted.com/pridefest/#sponsors>

Pride Parade

PrideChgo@aol.com

Dallas, Texas

Pride Festival: Saturday, September 15

Pride Parade: Sunday, September 16

The Dallas Tavern Guild

<https://dallaspride.org>

<https://dallaspride.org/contact-us/>

PO Box 192608, Dallas, TX 75219

Denver, Colorado

PrideFest: June 16-17

Pride Parade: Sunday, June 17

The LGBT Center of Denver

<https://denverpride.org>

<https://denverpride.org/contact/>

1301 E Colfax Ave, Denver, CO 80218

Detroit, Michigan

Pride Festival: June 9-10

Pride Parade: Sunday, June 10

Motor City Pride

<http://motorcitypride.org/>

info@motorcitypride.org

440 Burroughs Street, Suite 650, Detroit, MI 48202

Fayetteville, Arkansas

Pride Parade and Festival: Saturday, June 16

Northwest Arkansas Equality

<http://pride.nwaequality.org>

Info@nwaequality.org

179 N. Church Ave, Ste 101, Fayetteville, AR 72701

479-966-9014, Ext. 1

Greenville, South Carolina

Pride Festival and March: Saturday, November 3

Upstate Pride South Carolina

<http://www.upstatepridesc.org>

will@upstatepridesc.org

PO Box 9128, Greenville, SC 29604

864-735-0023

Harrisburg, Pennsylvania

Pride Festival: Saturday, July 28

Pride Festival of Central Pennsylvania

<http://www.centralpapridefestival.com>

<http://www.centralpapridefestival.com/contact-us.html>

PO Box 4213, Harrisburg, PA 17111

Houston, Texas

Pride Parade and Festival: Saturday, June 23

(Usually last Saturday in June, but in 2018, it had to move due to conflict with the city for July 4th festivals)

Pride Houston

<https://pridehouston.org>

<https://pridehouston.org/contact/>

PO Box 541713, Houston, TX 77254

713-529-6979

Indianapolis, Indiana

Pride Festival: Saturday, June 9th

Indy Pride

<https://indypride.org>

info@indypride.org

3733 N. Meridian Street, Indianapolis, IN 46208

317-541-8726 ext. 116

Kansas City, Missouri

Pride Celebrations: June 1-3

Pride Festival: Saturday, June 2

(May 31 – June 2 in 2019)

Gay Pride Kansas City

<https://www.gaypridekc.org>

pridefestkc@gmail.com

PO Box 32413, Kansas City, MO 64171

816-960-3400

Los Angeles, California

Pride Festival: June 9-10

Pride Parade: Sunday, June 10

Christopher Street West (CSW)

<https://lapride.org>

intheknow@lapride.org

323-969-8302

McLean, Virginia

Official Date not announced.

Most likely Sunday, September 30

North Virginia Pride

<https://www.novapride.org>

festival@novapride.org

7918 Jones Branch Dr, Suite 300, McLean, VA 22102

703-506-2893

Miami, Florida

Pride Festival and Parade were April 8

(April 7 in 2019)

Miami-Dade County Gay Pride

<https://www.miamibeachgaypride.com>

info@miamibeachgaypride.com

1130 Washington Ave, 1st Floor, Miami Beach, FL 33139

305-496-7635

Minneapolis, Minnesota

Pride Festival: Saturday, June 23

Pride Parade: Sunday, June 24

Twin Cities Pride

<https://www.tcpride.org/>

<https://www.tcpride.org/contact-us/>

2021 East Hennepin Ave, Minneapolis, MN 55413

612-255-3260

Nashville, Tennessee

Pride Festival: June 23-24

Nashville Pride

<https://www.nashvillepride.org>
info@nashvillepride.org
PO Box 330931, Nashville, TN 37203
615-844-4159

New York, New York

Staten Island PrideFest: Sat., May 19
Queens Pride Parade and Festival: Sat., June 3
Brooklyn Twilight Pride Parade: Sat., June 9
NYC Pride Rally: Fri., June 22
Youth Pride: Sat., June 23
Pride March and PrideFest: Sun. June 24

Heritage of Pride

<https://www.nycpride.org>
<https://www.nycpride.org/contact/>
154 Christopher St, Ste. 1D, New York, NY 10014
212-80-PRIDE

Northern New Jersey

Pride Festival: Sunday, June 10 (North Jersey
Pride Festival is held in Maplewood)

North Jersey Pride

<http://www.northjerseypride.org/>
info@northjerseypride.org

Orange County, California

Pride Celebrations: June 17-24
Pride Festival and Parade: Saturday, June 23

Orange County LGBT Pride

<https://www.prideoc.com/>
info@prideoc.com
414 W. 4th Street, Suite N&K, Santa Ana, CA 92701
657-234-7802

Philadelphia, Pennsylvania

Pride Parade and Festival: Sunday, June 10

Philly Pride Presents

<http://www.phillygaypride.org>
phillygaypride@aol.com
252 S. 12th Street #1, Philadelphia, PA 19107
215-875-9288

Portland, Maine

Pride Parade and Festival: Sunday, June 17

Pride Portland

<https://prideportland.org/>
<https://prideportland.org/contact-us>
511 Congress St, 1st Floor, Portland, ME 04101

Portland, Oregon

Pride Festival: Saturday, June 16
Pride Parade: Sunday, June 17

Pride Northwest

<https://pridenw.org/>
Info@pridenw.org
PO Box 6611, Portland, OR 97228
503-295-9788

Raleigh, North Carolina

PrideFest was May 5th (2019 is May 4th)

Out Raleigh

<https://www.outraleigh.org/>
info@LGBTCenterofRaleigh.com
324 South Harrington Street, Raleigh, NC 27603
919-832-4484

Richmond, Virginia

Pride Festival: Saturday, September 22

Virginia Pride

<http://www.vapride.org/>
info@vapride.org
1407 Sherwood Ave, Richmond, VA 23220
804-496-0954

Sacramento, California

Pride Parade and Festival: Sunday, June 10

Sacramento Pride

<https://sacramentopride.org/>
<https://sacramentopride.org/contact/>
1927 L Street, Sacramento, CA 95811
916-442-0185

Salt Lake City, Utah

Pride Festival: June 2-3
Pride Parade: Sunday, June 3
(June 1 – June 2 in 2019)

Utah Pride

<https://utahpridecenter.org/festival/pride-week-events/>
info@utahpridecenter.org
PO Box 1078, Salt Lake City, UT 84110
801-539-8800

San Diego, California

She Fest: Saturday, July 7
Rally: Friday, July 13
Pride Parade: Saturday, July 14
Pride Festival: July 14-15

San Diego Pride

<http://sdpride.org>
info@sdpride.org
3620 30th Street, San Diego, CA 92104
619-297-7683

San Francisco, California

Pride Celebration: June 23-24
Pride Parade: Sunday, June 24

San Francisco Pride

<http://www.sfpride.org>
info@sfpride.org
1841 Market Street, 14th Floor, San Francisco, CA 94103
415-864-0831

Santa Barbara, California

Pride Festival: Saturday, August 25

Pacific Pride Foundation

<https://pacificpridefoundation.org>
hello@pacificpridefoundation.org
608 Anacapa Street, Suite A, Santa Barbara, CA 93101
805-963-3636

Seattle, Washington

Capitol Hill PrideFest: Saturday, June 23
Seattle Center PrideFest: Sunday June 24

Seattle PrideFest

<https://www.seattlepridefest.org>
info@pridefest.org
206-701-0272

St. Louis, Missouri

Pride Festival: June 23-24
Pride Parade: Sunday, June 24

Pride St. Louis

<https://pridestl.org/>
3738 Chouteau, Ste. 200, St. Louis, MO 63110
314-317-0077

Fairfield County, Connecticut

Pride in the Park: Saturday, June 9

Triangle Community Center

http://www.ctpridecenter.org/pride_2018
tcc@ctpridecenter.org
650 West Ave, Norwalk, CT 06850
203-853-0600

Washington DC

Pride Parade: Saturday, June 9
Pride Festival: Sunday, June 10

Capital Pride Alliance

<https://www.capitalpride.org>
<https://www.capitalpride.org/contact-us/>
2000 14th Street NW, Suite 105, Washington, DC 20009
202-719-5304

Winston-Salem, North Carolina

Pride Parade and Festival: Saturday, October 13

Pride Winston-Salem

<http://pridews.org>
info@pridews.org
PO Box 20732, Winston-Salem, NC 27120
336-365-8453

Yonkers, New York

Pride Flag Raising at City Hall: Friday, June 8
Pride Festival: Saturday, June 9

Yonkers Pride

<http://www.yonkerspride.org>
Landon.Cole@gmail.com

Resources and Organizations

African American Communities

National Black Justice Coalition
nbjc.org

Gay Men of African Descent (GMAD)
gmad.org

Affinity Community Services (Chicago)
affinity95.org

Audre Lorde Project (multi-cultural)
alp.org

Zuna Institute
zunainstitute.org

Anti-Violence & Hate Crimes

National Coalition of Anti-Violence Programs (NCAVP)
avp.org

Matthew Shepard Foundation
matthewshepard.org

Community United Against Violence
cuav.org

Transgender Day of Remembrance
transgenderdor.org

Asian Pacific Islander (API) Communities

API Equality (Northern California)
apiequalitync.org

API Equality (Southern California)
apiequalityla.org

National Queer Asian Pacific Islander Alliance (NQAPIA)
nqapia.org

Trikone (South Asian communities)
trikone.org

Bisexuality

American Institute of Bisexuality
bisexual.org

BiNet USA
binetusa.org

Bisexual Resource Center (Boston)
biresource.net

Boston Bisexual Women's Network
biwomenboston.org

Community Centers

CenterLink: The Community of LGBT Centers
lgbtcenters.org

Family, Parenting & Adoption

Family Equality Council
familyequality.org

PFLAG (Parents, Families and Friends of Lesbians and Gays)
pflag.org

COLAGE (Children, youth and adults with an LGBT parent)
colage.org

Evan B. Donaldson Adoption Institute (Adoption laws, policy, practices)
adoptioninstitute.org

National Center for Lesbian Rights' Family Protection Project
nclrights.org/explore-the-issues/familyrelationships/

Child Welfare League of America
cwla.org/our-work/advocacy/race-culture-identity/lgbtq-issues-in-child-welfare/

Asian & Pacific Islander Family Pride
apifamilypride.org

Straight Spouse Network
straightspouse.org

Lambda Legal Transgender Parents Program
lambdalegal.org/know-your-rights/trans-parents/
transgender/transgenderaid1

COLAGE: Kids of Trans Community
colage.org/resources/kids-of-trans-resource-guide/

Health

Gay and Lesbian Medical Association (GLMA)
glma.org

Whitman-Walker Health
whitman-walker.org

The National LGBT Health Education Center
lgbthealtheducation.org/about-us/lgbt-health-education/

Fenway Health
fenwayhealth.org/

World Professional Association for Transgender Health (WPATH)
wpath.org

HIV & AIDS

AIDS United
aidsunited.org/

The Elizabeth Taylor AIDS Foundation
elizabethtayloraidsfoundation.org/

Global Forum on MSM & HIV
msmgf.org

Global Network of People Living with HIV/AIDS
gnpplus.net

National Minority AIDS Council
nmac.org

American Foundation for AIDS Research (amfAR)
amfar.org

Black AIDS Institute
blackaids.org

**Asian Pacific Islander Wellness Center
(San Francisco)**
apiwellness.org

GMHC (founded as Gay Men's Health Crisis)
gmhc.org

The Sero Project
seroproject.com

**Global Network of People Living with HIV in
North America (GNP+ NA)**
gnpna.org

United States People Living with HIV Caucus
hivcaucus.org

Positive Women's Network
pwnusa.wordpress.com

Immigration

Immigration Equality
immigrationequality.org

**National Center for Lesbian Rights'
Immigration Project**
nclrights.org/explore-the-issues/asylum-immigration/

Out4Immigration
out4immigration.org

International

**OutRight Action (formerly the International
Gay & Lesbian Human Rights Commission)**
outrightinternational.org

GLAAD Global Voices Program
glaad.org/globalvoices (Blog not available)

**Human Rights Watch Lesbian, Gay, Bisexual,
and Transgender Rights Program**
hrw.org/lgbt

Council for Global Equality
globalequality.org

**Organization for Refuge, Asylum and
Migration (ORAM)**
oraminternational.org

Latinx/Hispanic

Unid@s
unidoslgbt.org/

GLAAD Spanish-Language Media Program
glaad.org/latino

**Association of Latino Men for Action (ALMA)
(Chicago)**
almachicago.org

Unity Coalition | Coalicion Unida (Florida)

unitycoalition.org

Bienestar (Los Angeles)

bienestar.org

ALLGO (Texas)

allgo.org

ACLU of Florida en Español

.espanol.aclufl.org/

Casa Ruby (Washington, DC)

uslea.org/

Entre Hermanos (Seattle)

entrehermanos.org/

Familia es Familia

familiaesfamilia.org/

Hispanic Black Gay Coalition (HBGC) Boston

hbgc-boston.org/

Lambda Legal Proyecto Igualdad

www.lambdalegal.org/issues/proyecto-igualdad

Latino AIDS Commission (New York)

latinoaids.org/

Latino Equality Alliance (Los Angeles)

latinoequalityalliance.com/

Latino GLBT History Project (Washington, DC)

latinoglbthistory.org

League of United Latin American Citizens (LULAC) LGBT Program

lulac.org/programs/lgbt

Make the Road New York

maketheroad.org

Queer Undocumented Immigrant Project (QUIP)

unitedwedream.org/

Somos Familia (San Francisco)

somosfamiliabay.org/

Southerners On New Ground (SONG) (Atlanta)

southernersonnewground.org

TransLatina Coalition

translatinacoalition.org/

Unión=Fuerza Latino Institute

sites.google.com/site/creatingchangelatino/

Legal

Lambda Legal Defense and Education Fund

lambdalegal.org

American Civil Liberties Union (ACLU) Lesbian Gay Bisexual Transgender Project

aclu.org/lgbt

National Center for Lesbian Rights (NCLR)

nclrights.org

Williams Institute UCLA School of Law

williamsinstitute.law.ucla.edu/

Gay & Lesbian Advocates & Defenders (GLAD)

glad.org

Media

AdRespect

adrespect.org

GLAAD

glaad.org

National Lesbian & Gay Journalists Association (NLGJA)

nlgja.org

Military

OutServe-SLDN (Servicemembers Legal Defense Network)

sldn.org

SPART*A (Service members, Partners, and Allies for Respect and Tolerance for All)

facebook.com/SPARTAArmedForces/info

Palm Center

palmcenter.org

Transgender American Veterans Association

tavausa.org

Religion & Faith Communities (General)

Human Rights Campaign (HRC) Religion & Faith Program

hrc.org/explore/topic/religion-faith

Gay Christian Network

gaychristian.net

GLAAD Religion, Faith & Values Program
glaad.org/faith

Interfaith Alliance
interfaithalliance.org

National Black Justice Coalition
nbjc.org

Network on Religion & Justice for Asian and Pacific Islander LGBT People
netrj.org

Soulforce
soulforce.org

The Naming Project
thenamingproject.org

Muslims for Progressive Values
mpvusa.org/portfolio/lgbt/

Religion & Faith Communities (Denominational affinity groups)

Integrity (Episcopal)
integrityusa.org

Dignity/USA (Catholic)
dignityusa.org

New Ways Ministry (Catholic)
newwaysministry.org

Reconciling Ministries Network (United Methodist)
rmnetwork.org

ReconcilingWorks (Lutheran)
reconcilingworks.org

More Light Presbyterians
mlp.org

Affirmation: Gay & Lesbian Mormons
affirmation.org

Keshet (Jewish)
keshetonline.org/

Religion & Faith Communities (LGBTQ+/ allied denominations & congregations)

*Metropolitan Community Churches
(LGBT-affirming Christian denomination)*
mccchurch.org

*Congregation Beit Simchat Torah
(New York City LGBT synagogue)*
cbst.org

*Congregation Kol Ami
(Los Angeles LGBT synagogue)*
kol-ami.org

United Church of Christ
ucc.org

*City of Refuge United Church of Christ /
Refuge Ministries (San Francisco)*
srefuge.org

Unitarian Universalist Association
uua.org

Unity Fellowship of Christ Church
unityfellowshipchurch.org

Research

The Center for Talent Innovation (CTI)
talentinnovation.org/Research-and-Insights/index.
cfm?sorter=LGBT#list

The Movement Advancement Project (MAP)
lgbtmap.org/

Williams Institute at the UCLA School of Law
williamsinstitute.law.ucla.edu/

Seniors & Elders

Services and Advocacy for GLBT Elders (SAGE)
sageusa.org

*American Society on Aging's Lesbian and Gay
Aging Issues Network*
asaging.org/lain

*National Center for Lesbian Rights (NCLR)
Elder Law Project*
nclrights.org/our-work/elders/

Sports

LGBT Sports Foundation
facebook.com/lgbtsportsfoundation/

You Can Play Project
youcanplayproject.org

Outsports
outsports.com

Athlete Ally
athleteally.org

The Ben Cohen StandUp Foundation
standupfoundation.com

National Center for Lesbian Rights (NCLR) Sports Project
nclrights.org/explore-the-issues/sports/

Transgender

National Center for Transgender Equality
transequality.org

Transgender Law Center
transgenderlawcenter.org

National Center for Lesbian Rights (NCLR) Transgender Law Project
nclrights.org/explore-the-issues/transgender-law/

Transgender Law & Policy Institute
transgenderlaw.org

Sylvia Rivera Law Project
srlp.org

TransLatina Coalition
translatinacoalition.org/

World Professional Association for Transgender Health (WPATH)
wpath.org

Trans Youth Family Allies (TYFA)
imatyfa.org

Gender Spectrum
genderspectrum.org

PFLAG Transgender Network
pflag.org/transgender

Lambda Legal Transgender Parents Program
lambdalegal.org/know-your-rights/trans-parents/transgender/transgenderaud1

COLAGE: Kids of Trans Parents Resources
colage.org/resources/kids-of-trans-resource-guide/

SPART*A (Service members, Partners, and Allies for Respect and Tolerance for All)
facebook.com/SPARTAArmedForces/info

Transgender American Veterans Association
tavausa.org

Transgender Day of Remembrance
transgenderdor.org

Youth & Education

Live Out Loud
liveoutloud.info

Gay, Lesbian and Straight Education Network (GLSEN)
glsen.org

Point Foundation
pointfoundation.org

Gay-Straight Alliance Network
gsanetwork.org

The Trevor Project
thetrevorproject.org

National Center for Lesbian Rights (NCLR) Youth Project
nclrights.org/explore-the-issues/youth/

Campus Pride
campuspride.org

Gender Spectrum
genderspectrum.org

Trans Youth Family Allies (TYFA)
imatyfa.org