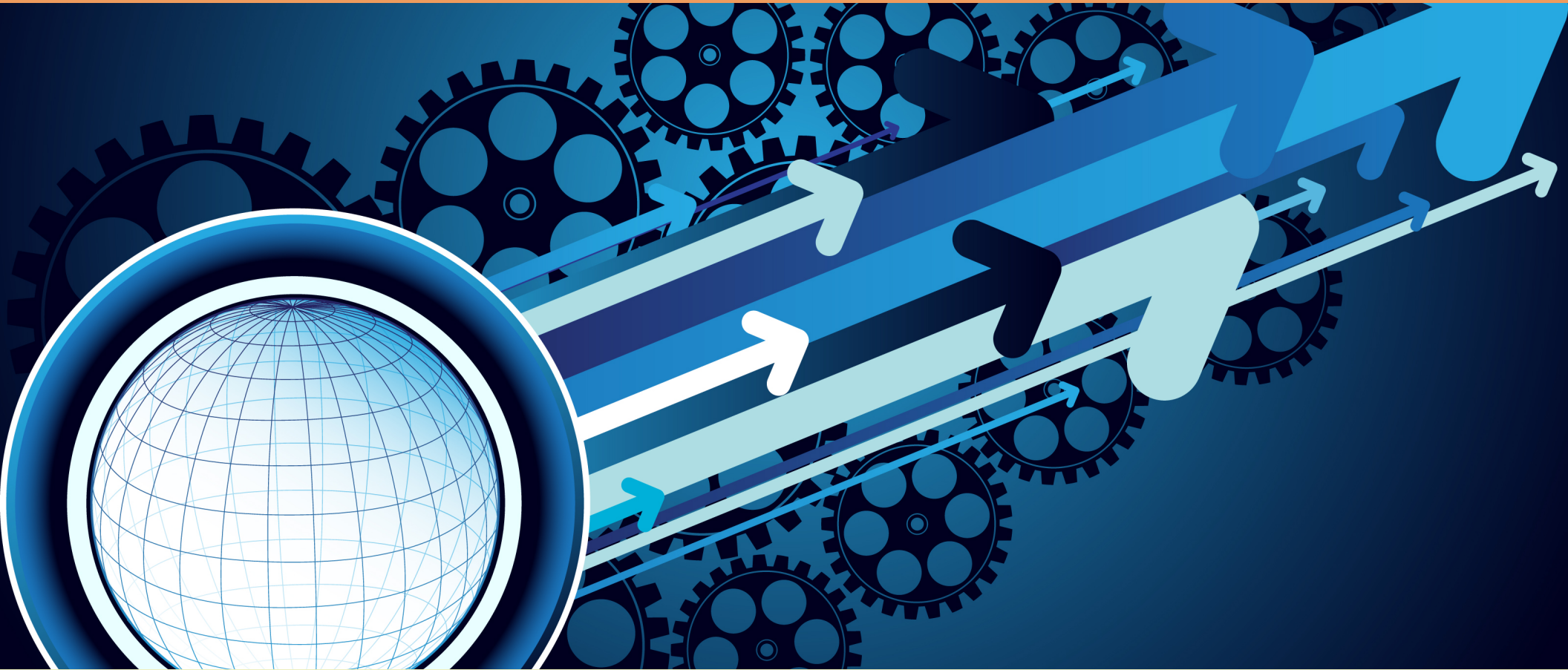


OUTLOOK ON THE MOVEMENT

International Gay & Lesbian Leadership Conference

December 2009



movement advancement project ▶



About **9 million** American adults are LGB (4%)

Perhaps **500,000** are trans (0.25%)

We're raising nearly
400,000 kids in all



Source: Williams Institute

As LGBT citizens, we seek our
rightful opportunity
to participate fully in American life



Let's look at what
full opportunity means



Healthy Self

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

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



Family

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

... requires equal relationship recognition and family protection



Career

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

We need equal access to education
and fairness in employment



Society

Opportunity to fully participate in our communities and our governing democracy

... rests on our freedom from stigma and prejudice



Spirituality

Opportunity to worship and gain spiritual support within our chosen faith

... depends upon our freedom from religious vilification



In Sum, We Aim for Equal Opportunity in American Life

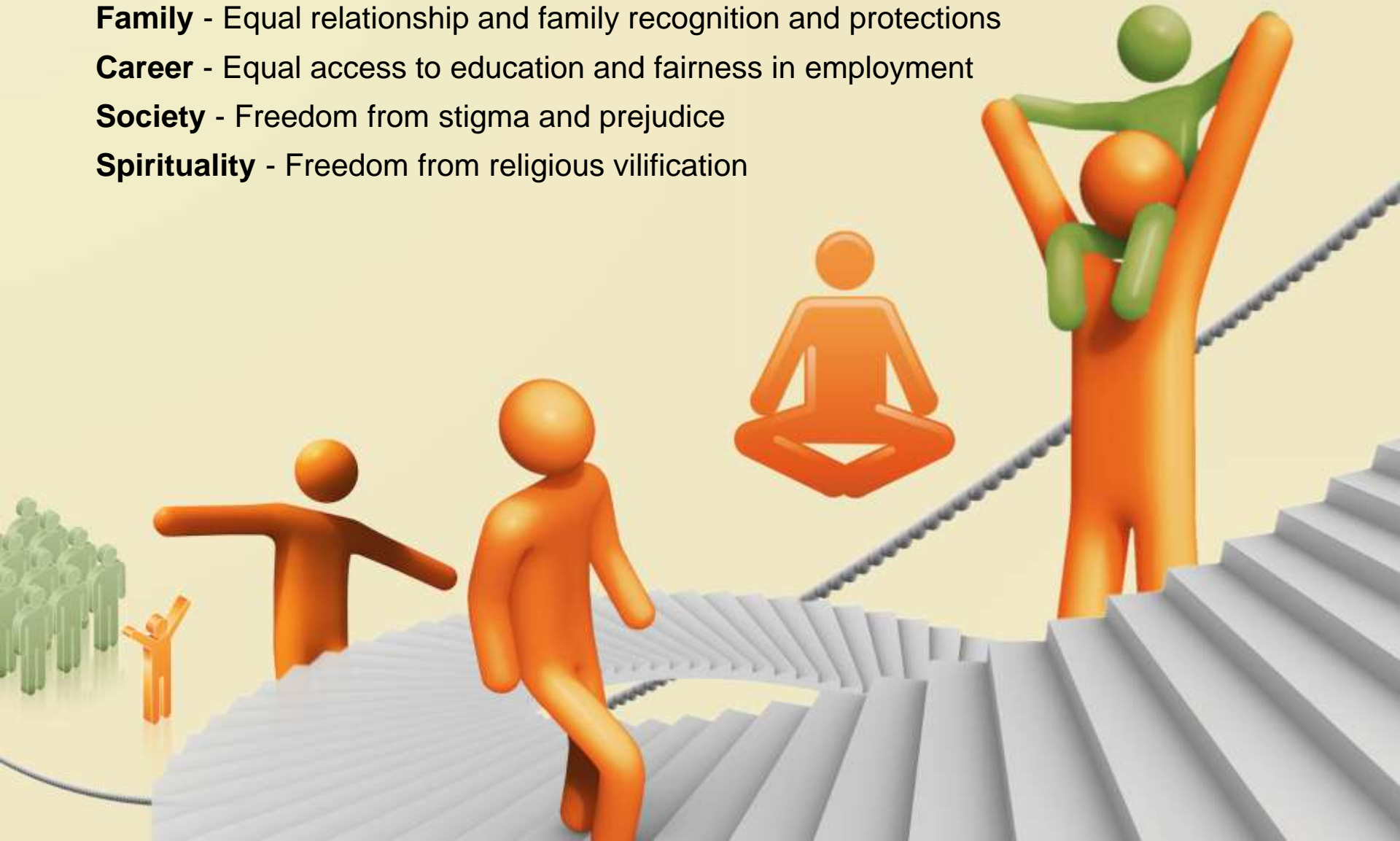
Healthy self - Safe, supportive family, schools and streets

Family - Equal relationship and family recognition and protections

Career - Equal access to education and fairness in employment

Society - Freedom from stigma and prejudice

Spirituality - Freedom from religious vilification



How Will We Secure Our Equality?



Change the Culture



Change the Rules



Change the Lived Experience

Change the Culture



- Engage the moveable middle first, not our opponents
- Present them with frames, images and spokespeople that resonate
- Work to overcome their three barriers to supporting us

The Moveable Middle

That portion of the public who's not yet supportive of
LGBT equality – but might be persuaded





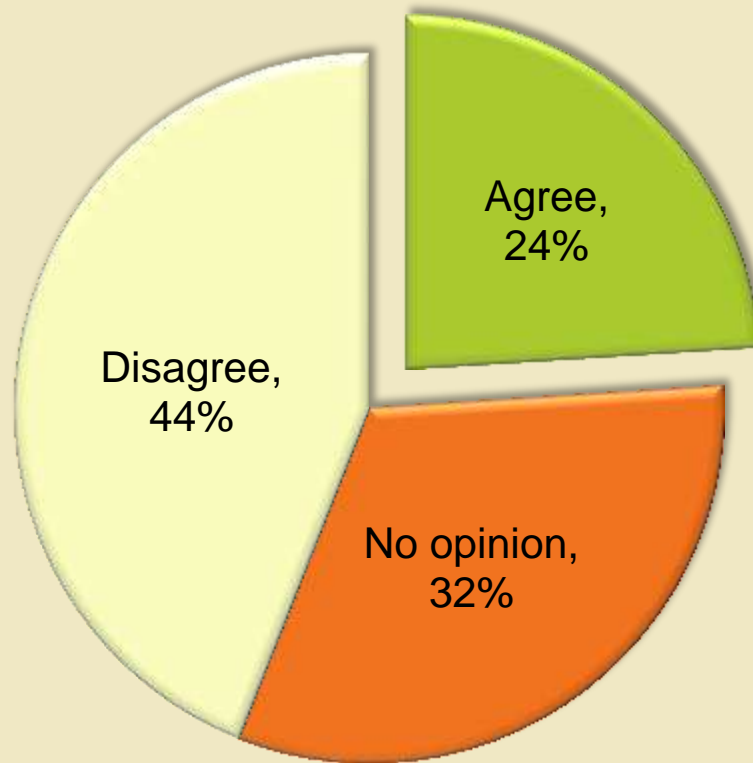
We must **help** the
moveable middle overcome
three barriers
that prevent active support

Barrier One

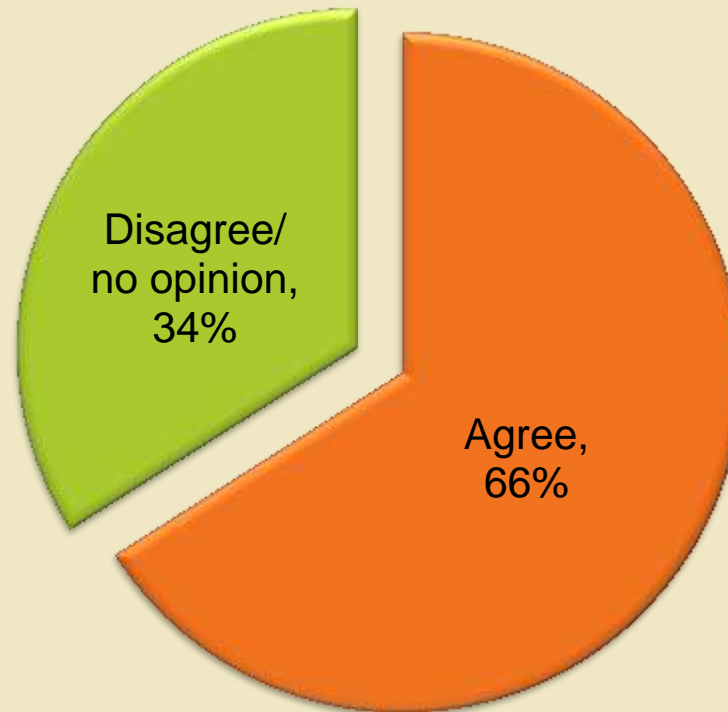
“ Gay people aren't like me (so I'm not sure I want to support them) ”



Only a Quarter of Adults Agree, “Gays and Lesbians Share My Values”



Two-thirds Say, “Men Having Sex with Men is Unnatural”

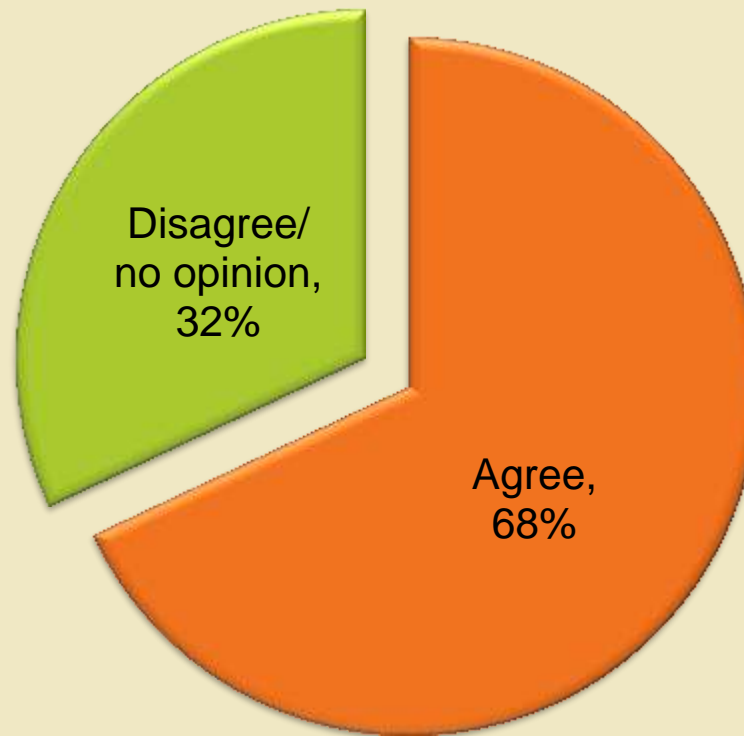


Barrier Two

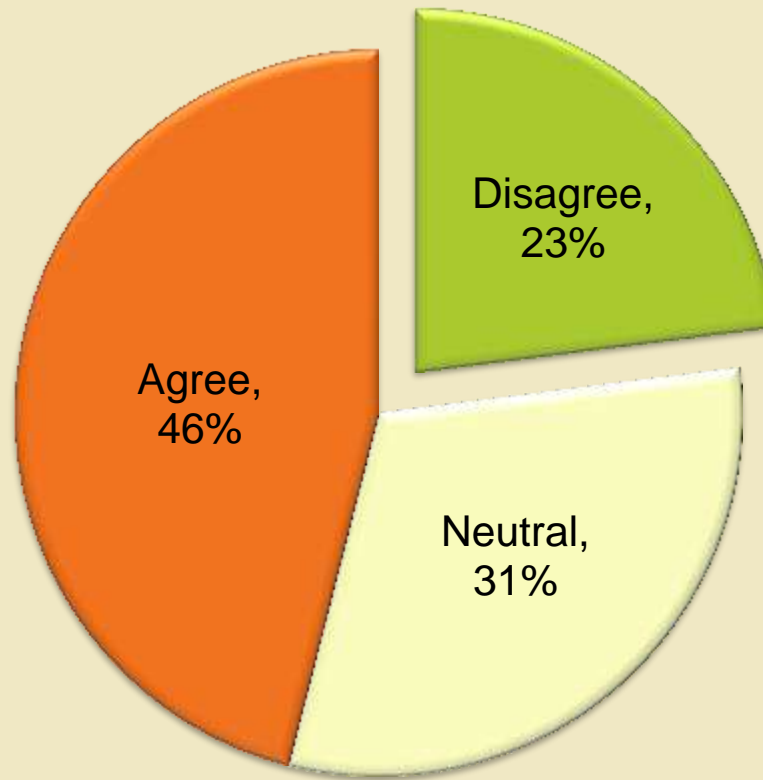
“ Gay people are a threat to society (if I support them, bad things may happen) ”



Two-thirds Say, “Society is Changing Too Fast; We Should Rely on Traditional Ways and Values”



Just a Quarter Disagree, “Gays and Lesbians are Demanding Too Much”

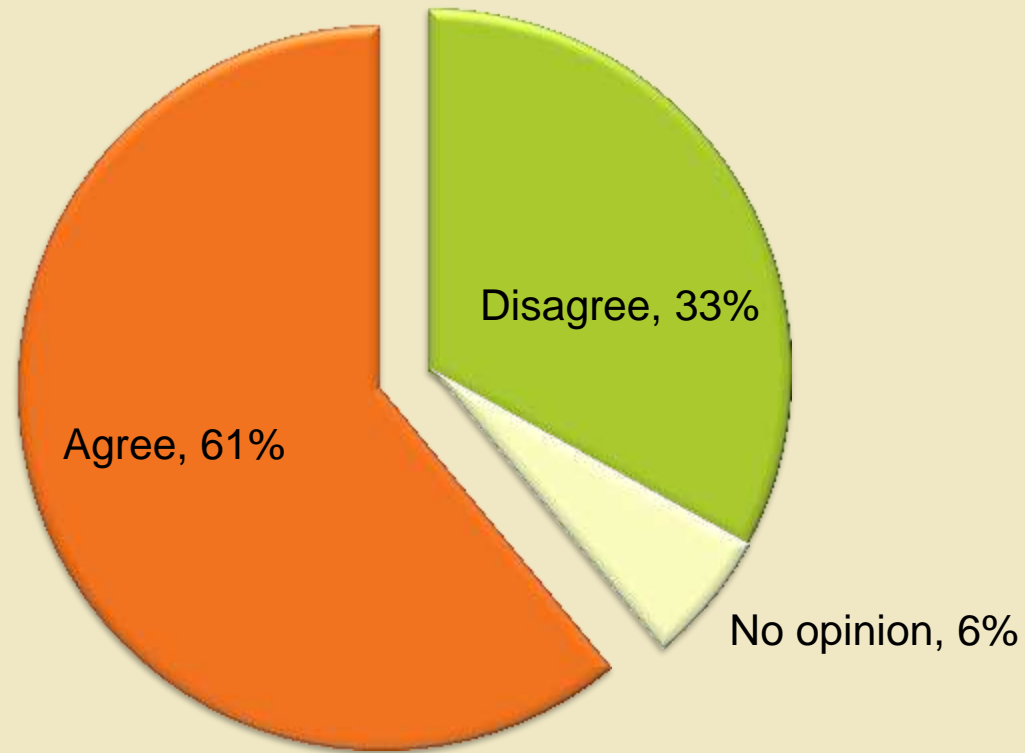


Barrier Three

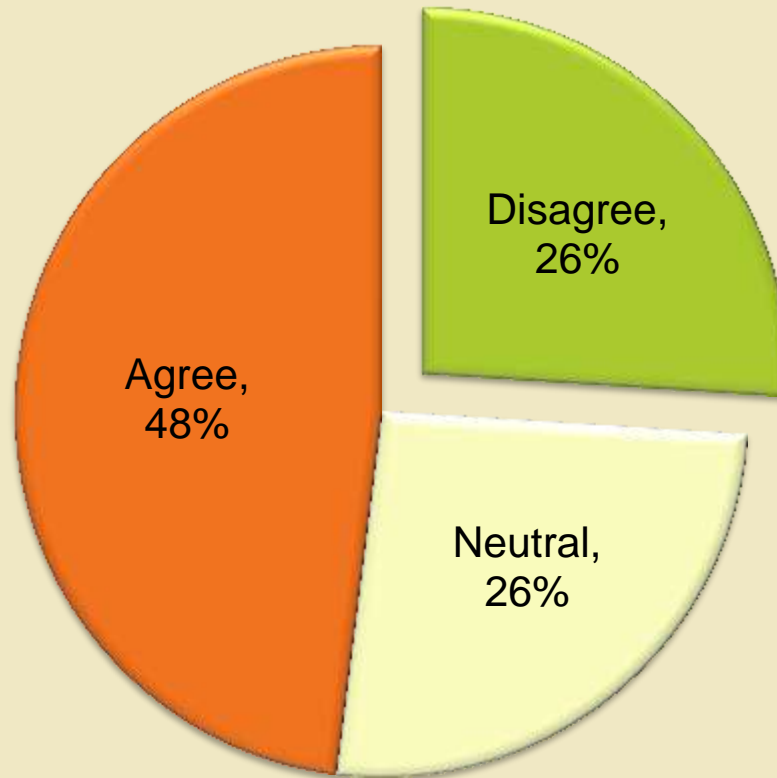
“ Gay people don't need more rights (I'm not sure they need support) ”



Most Wrongly Believe, “A Person Can’t be Fired Just for Being Gay”



Only a Quarter Disagree, “Gay People Want Special Rights”



Breaking Down the Barriers

- Emphasize common ground
- Illustrate concrete harms
- Avoid reinforcing negative beliefs

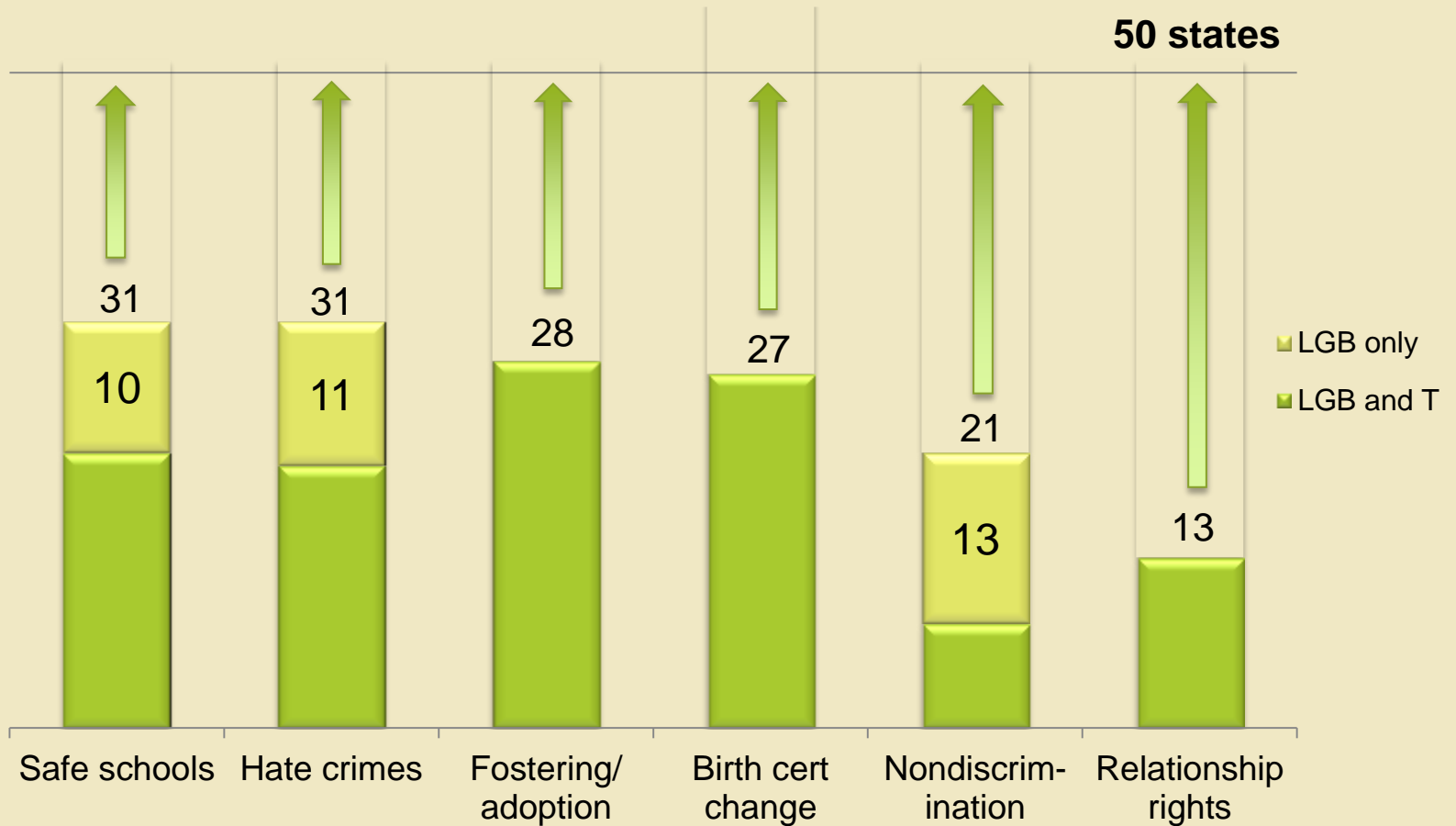


Change the Rules

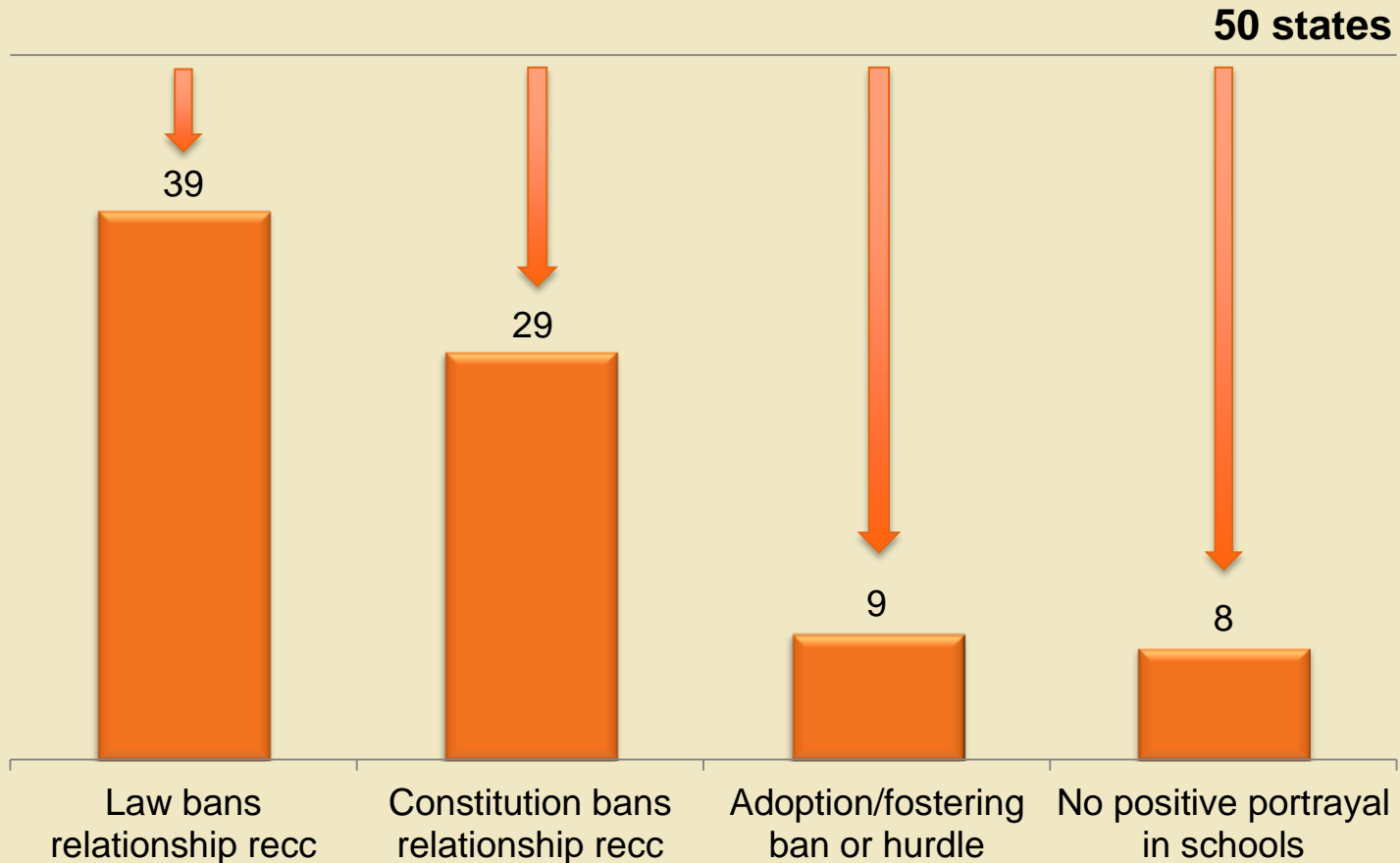


- Secure Federal protections – ENDA, hate crimes, relationship recognition and military service
- Influence Federal and state rules, regulations and funding
- Increase state and local protections and eliminate laws that target us unfairly

Expand State LGBT Protections



Curtail Anti-LGBT State Laws

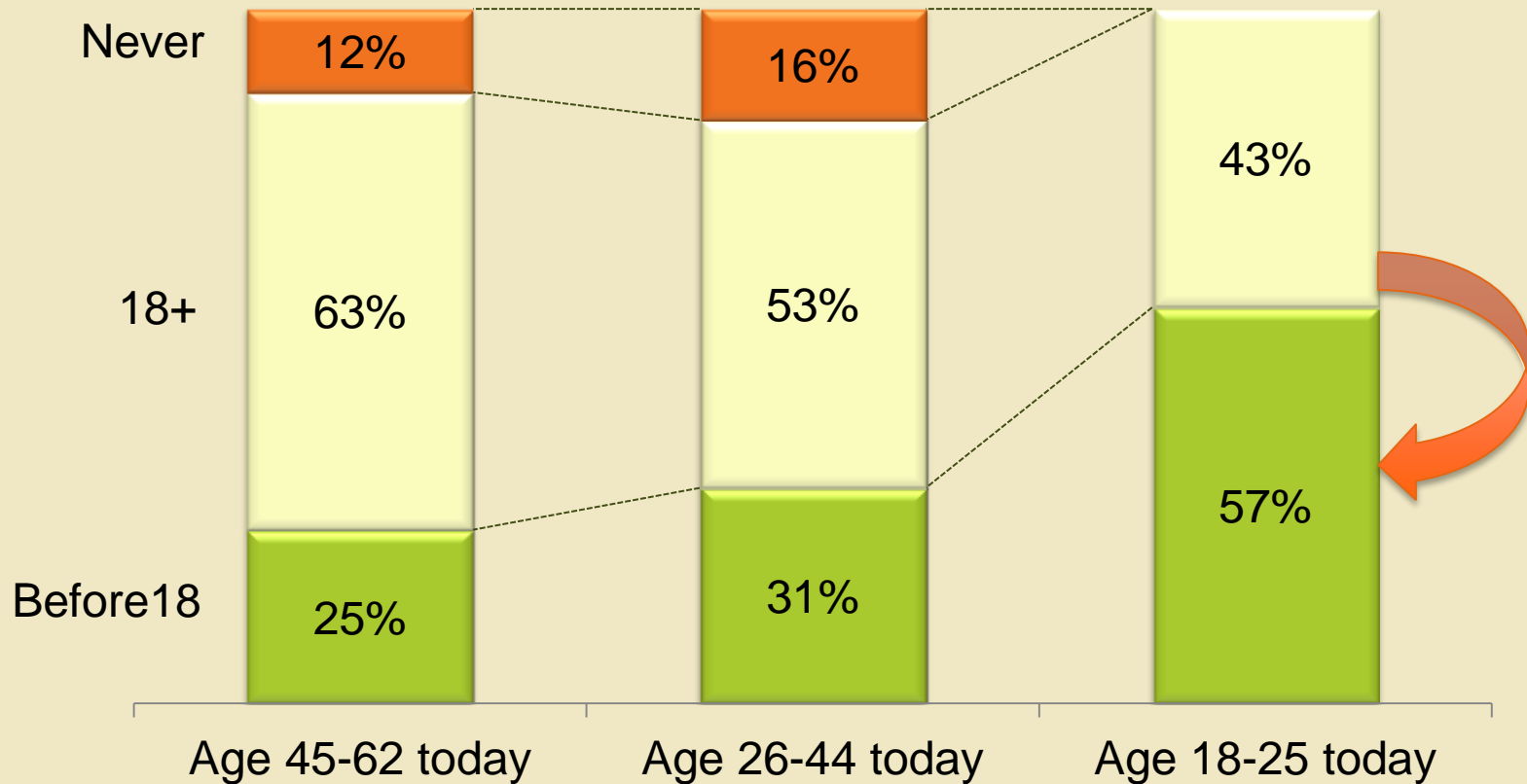


Change the Lived Experience

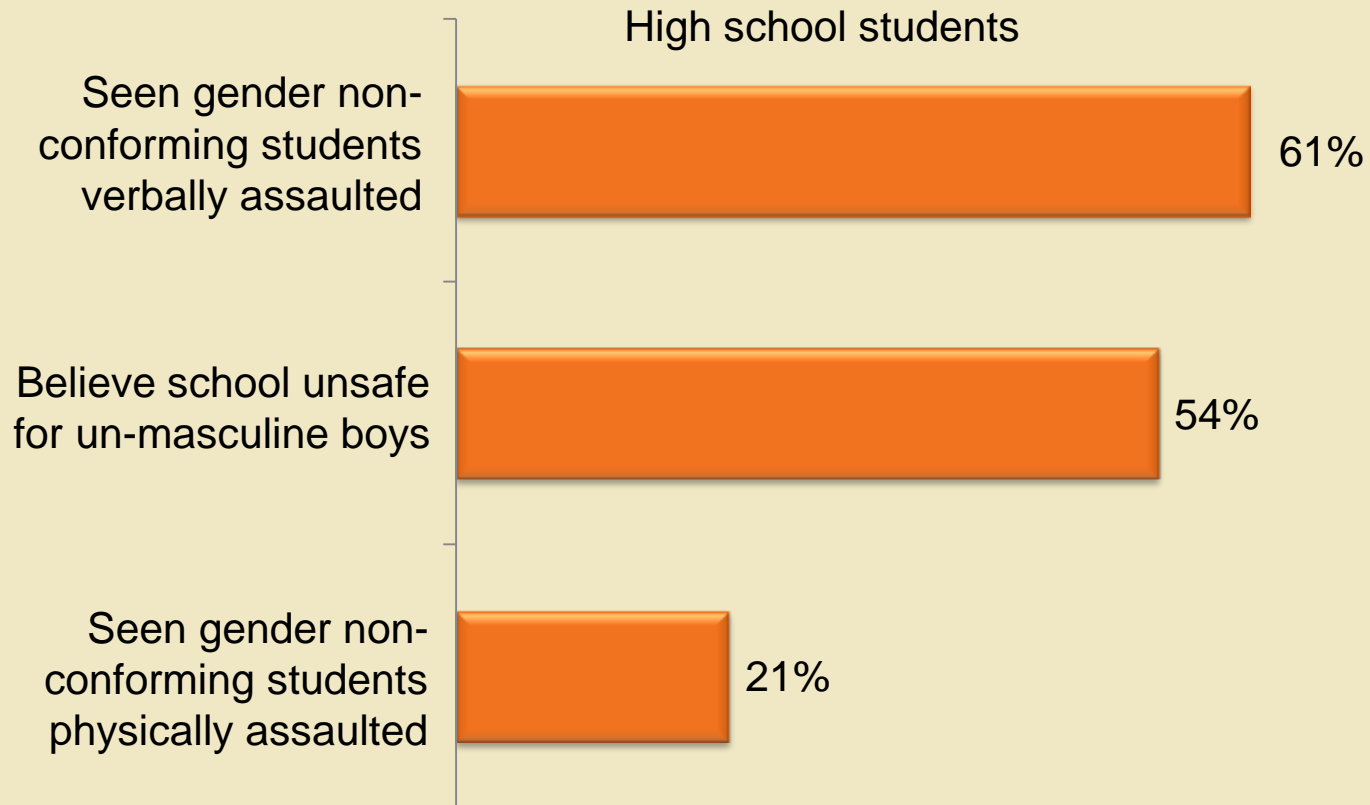


- Implement and enforce the rules we win
- Support those of us still suffering the effects of longtime inequality

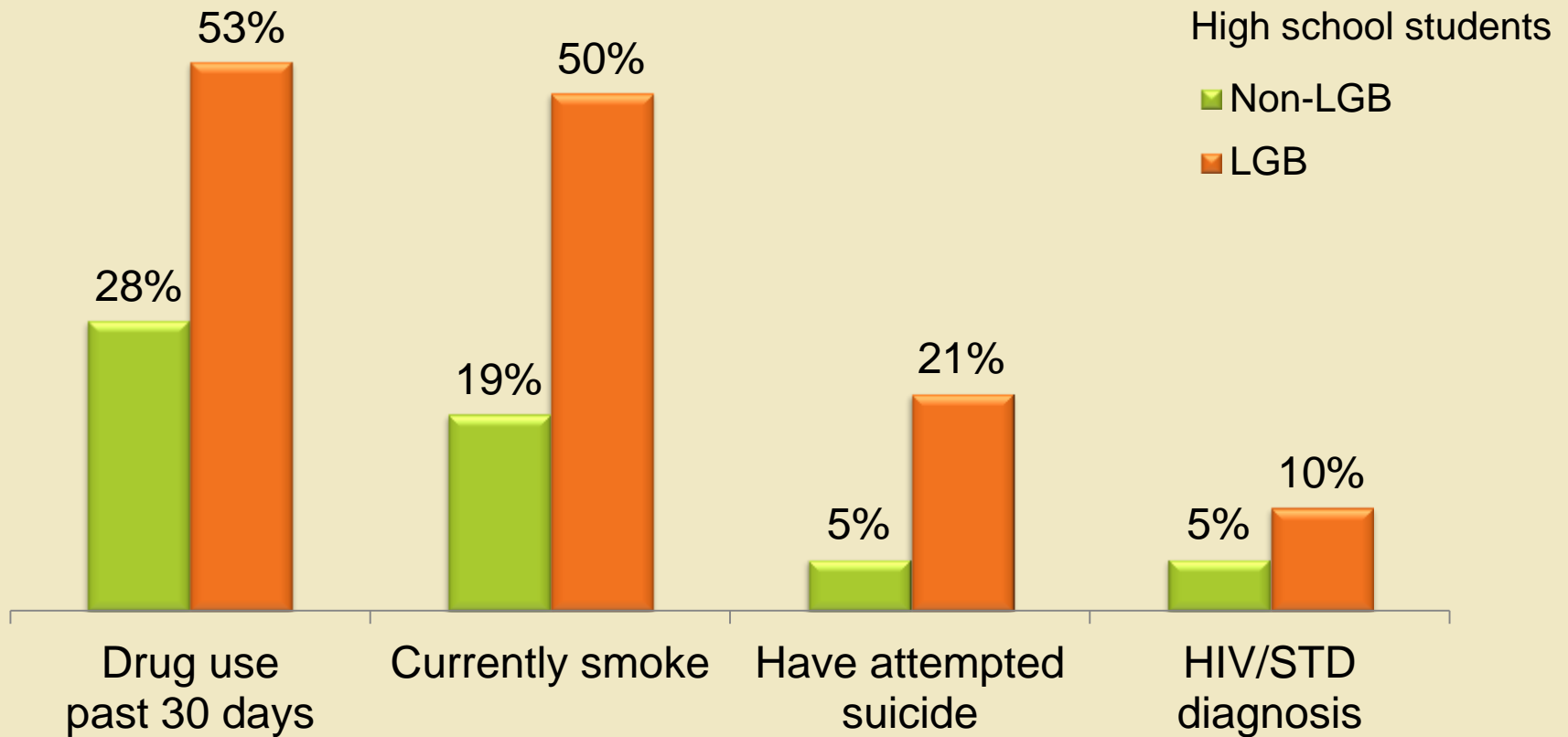
Today's Youth are Coming Out at Vulnerable Ages



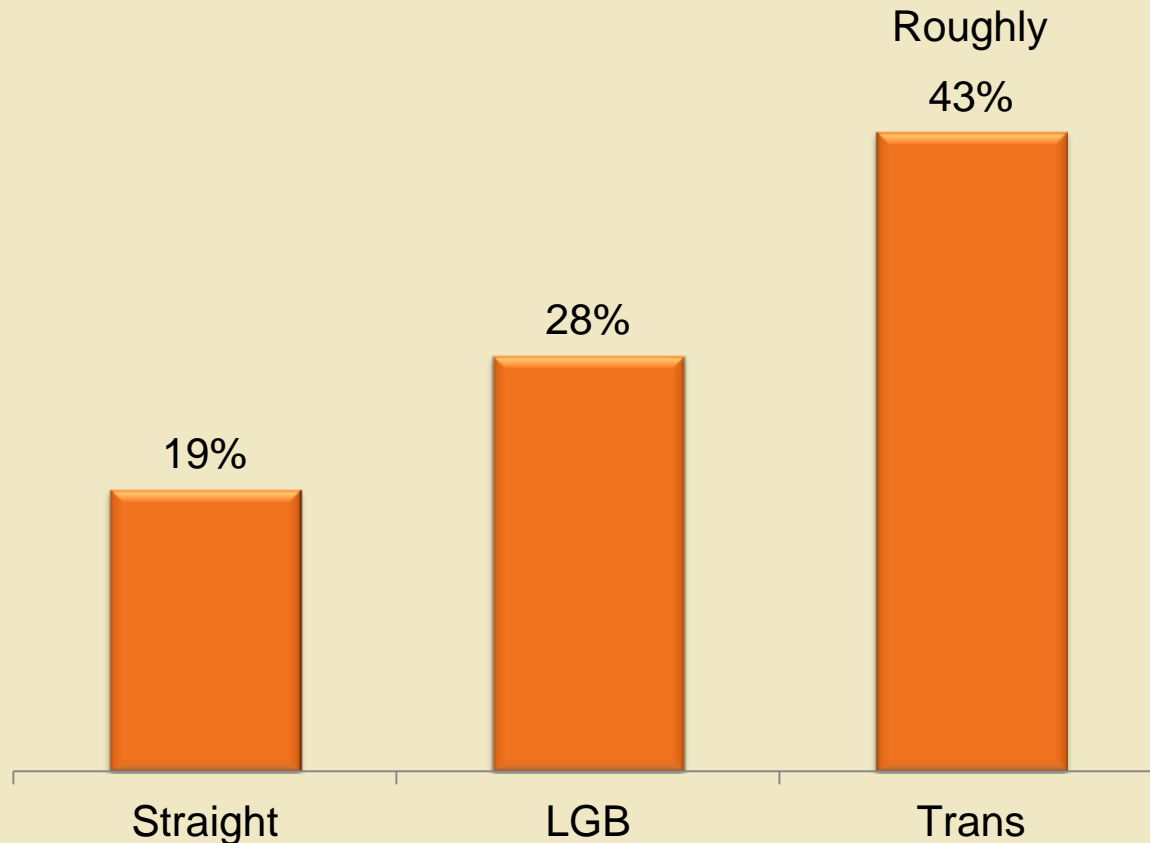
LGBT Youth Suffer a Hostile School Climate ...



... and Engage in Risky Behavior

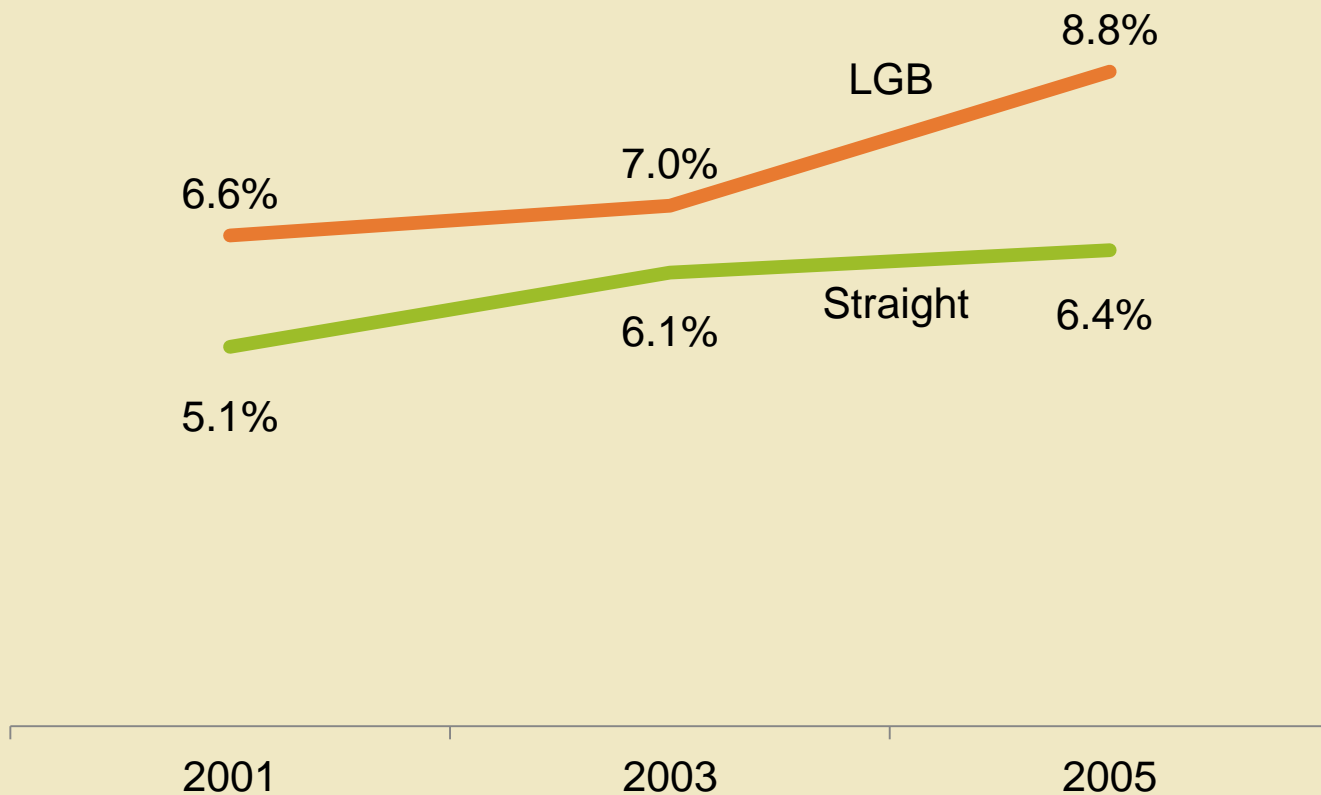


Many LGB and (especially) Trans Adults Go Without Health Insurance

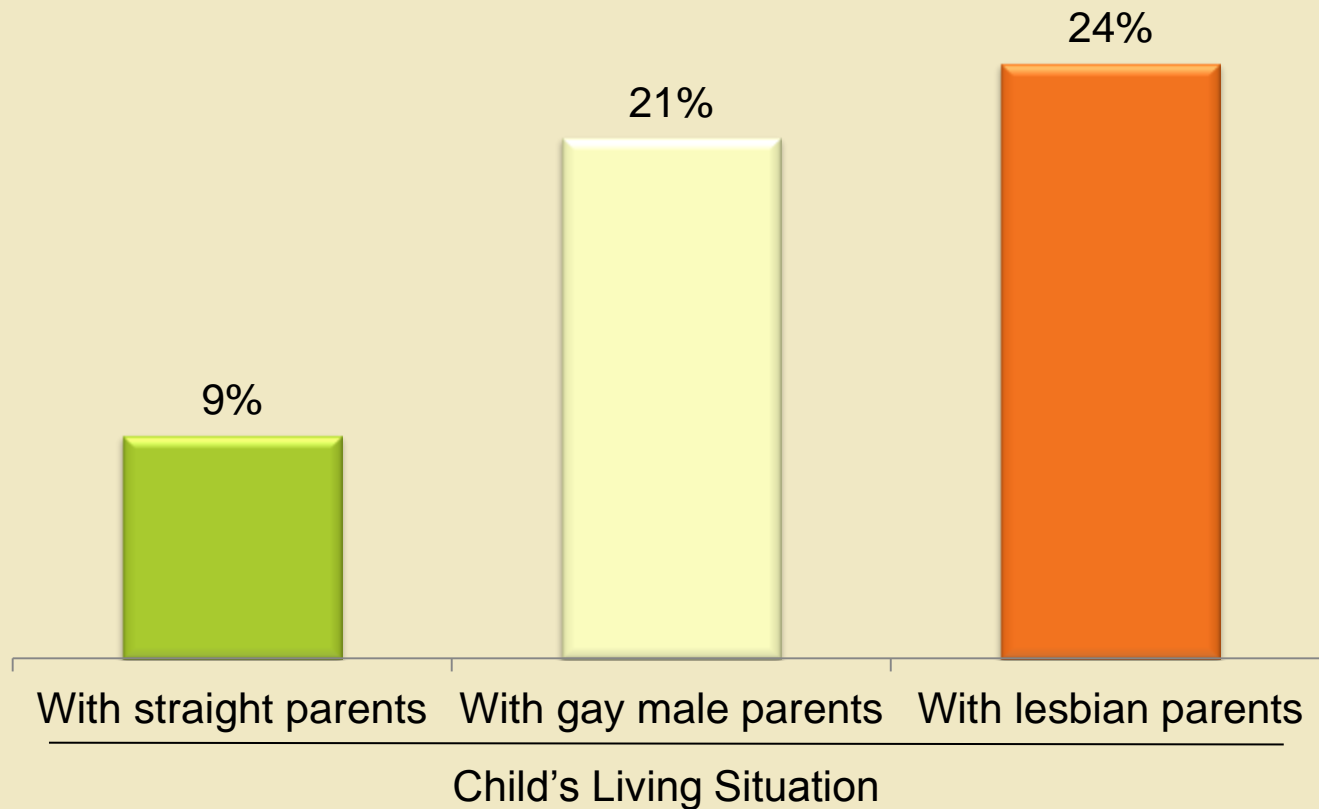


Source: National Health Interview Survey, 2008; GSS, 2008; Williams Institute; and 8 academic studies

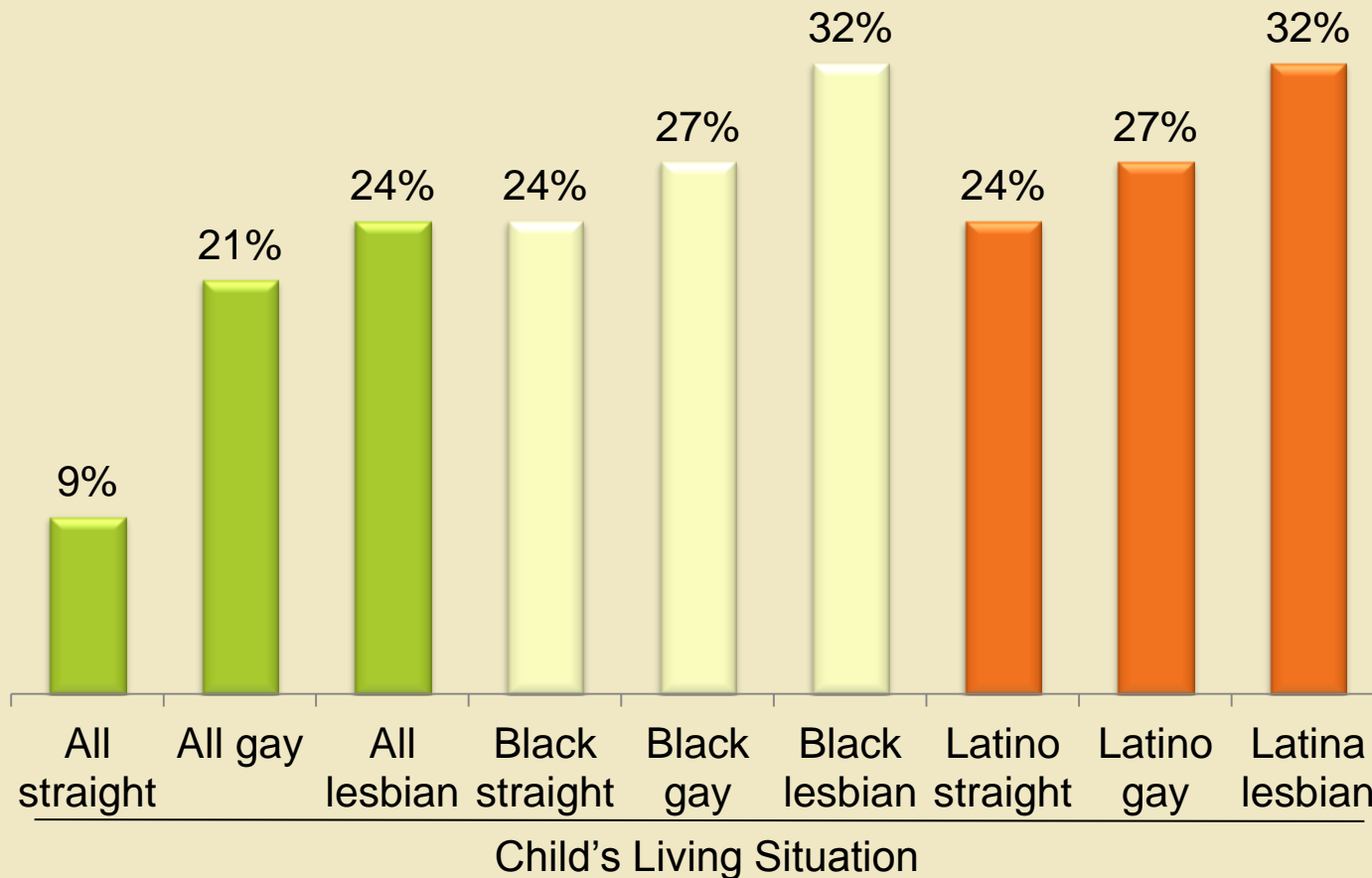
LGB Adults are More Likely to Have Had Cancer



Children of Gay Couples are More Likely to be Impoverished



Poverty Rates are Higher with Non-white LG Parents



In Sum, Securing Equal Opportunity Requires:



Changing the Culture



Changing the Rules



Changing the Lived Experience

Dynamic LGBT nonprofits

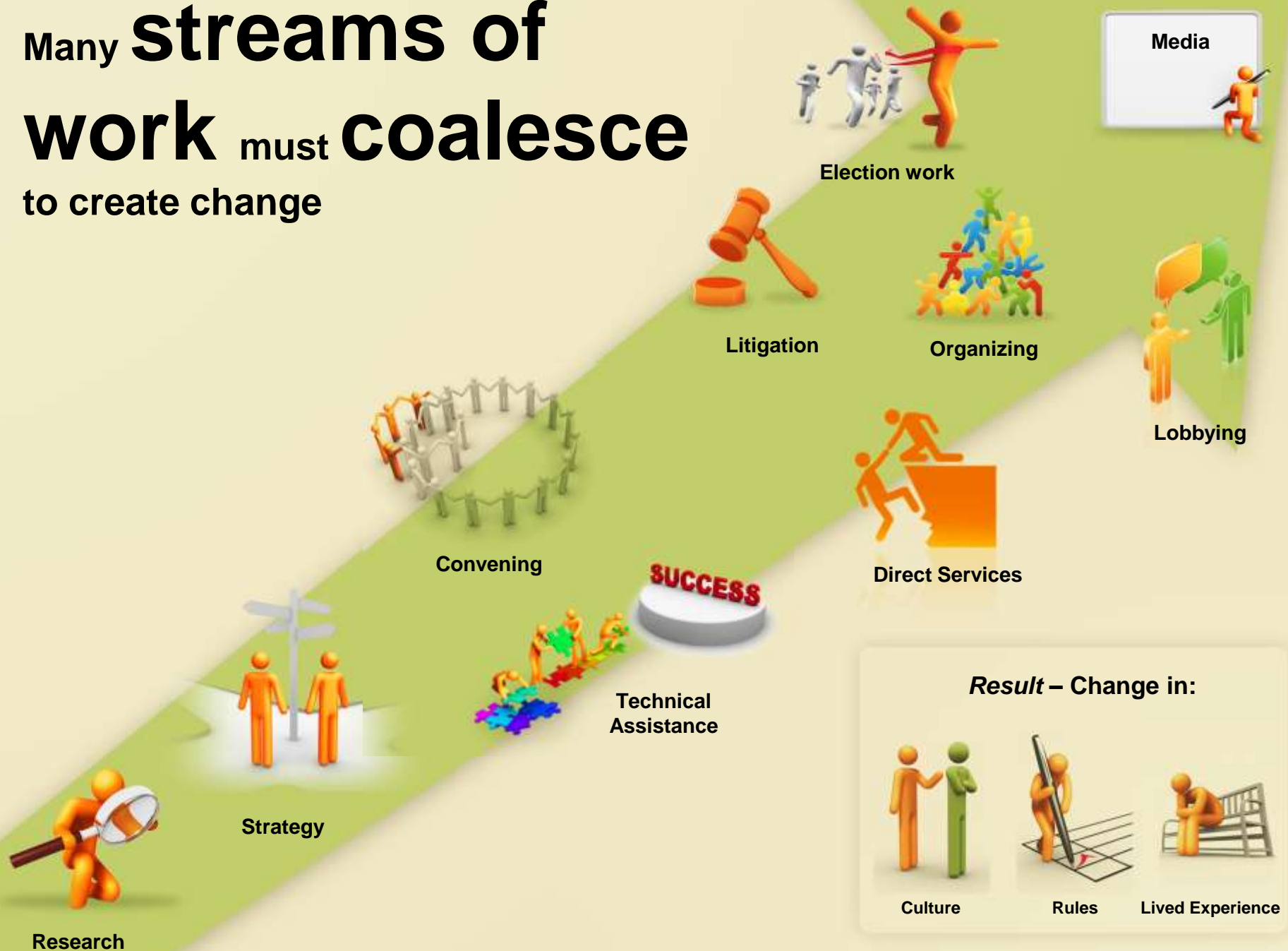
propel needed change

- Serve particular constituencies
- Distinctive geographies
- Specific issues

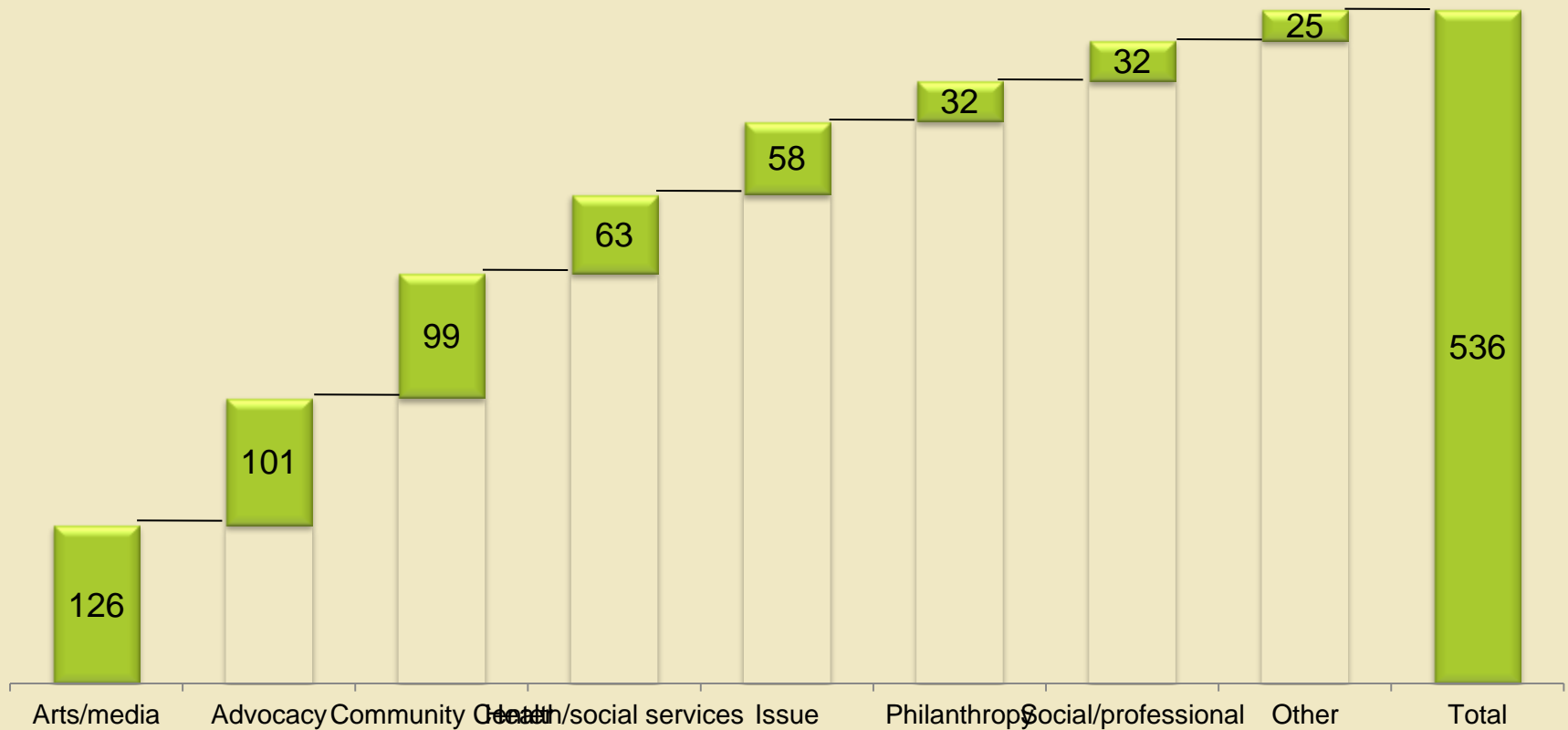
The **many kinds**
of needed work challenge
us to collaborate



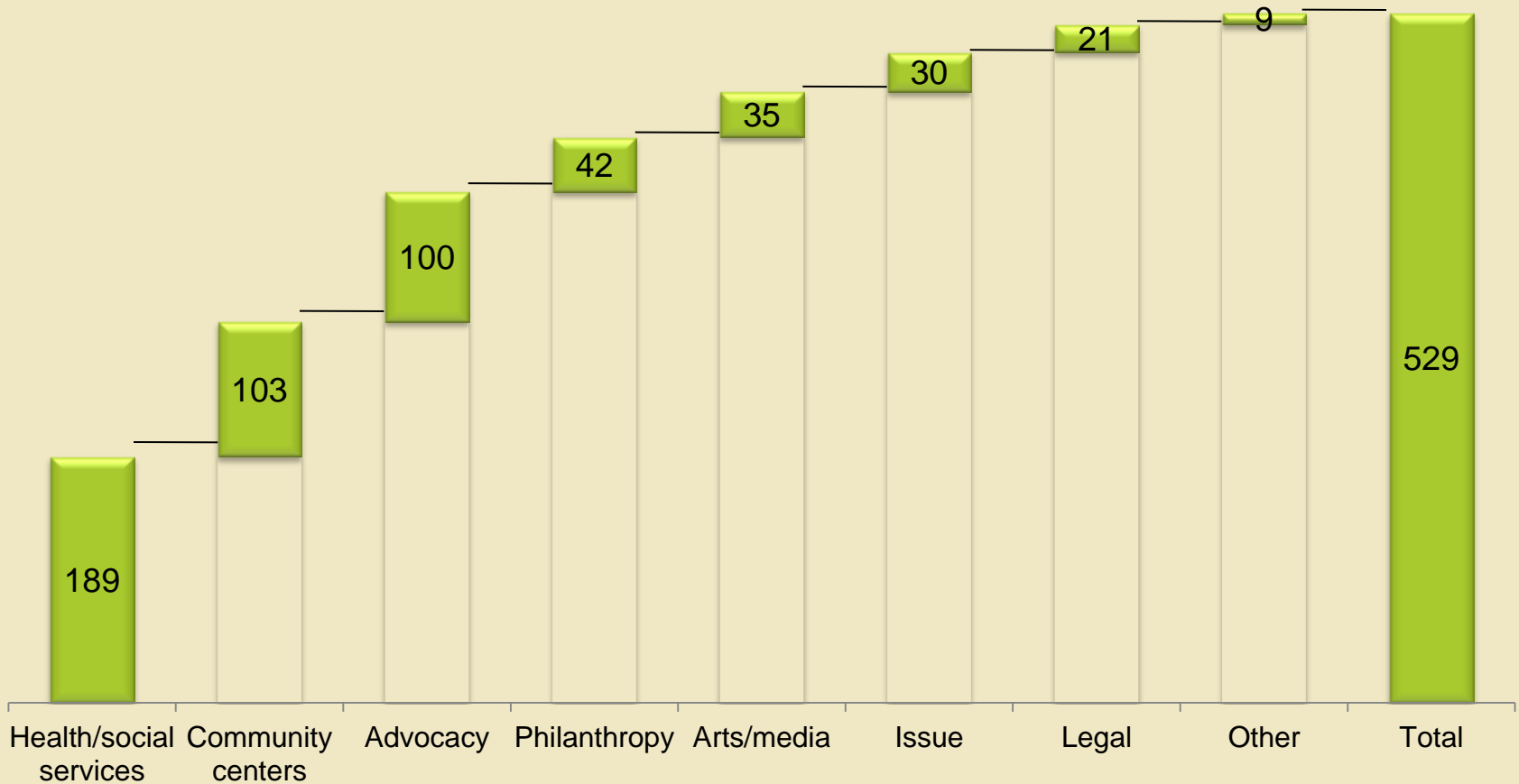
Many streams of work must coalesce to create change



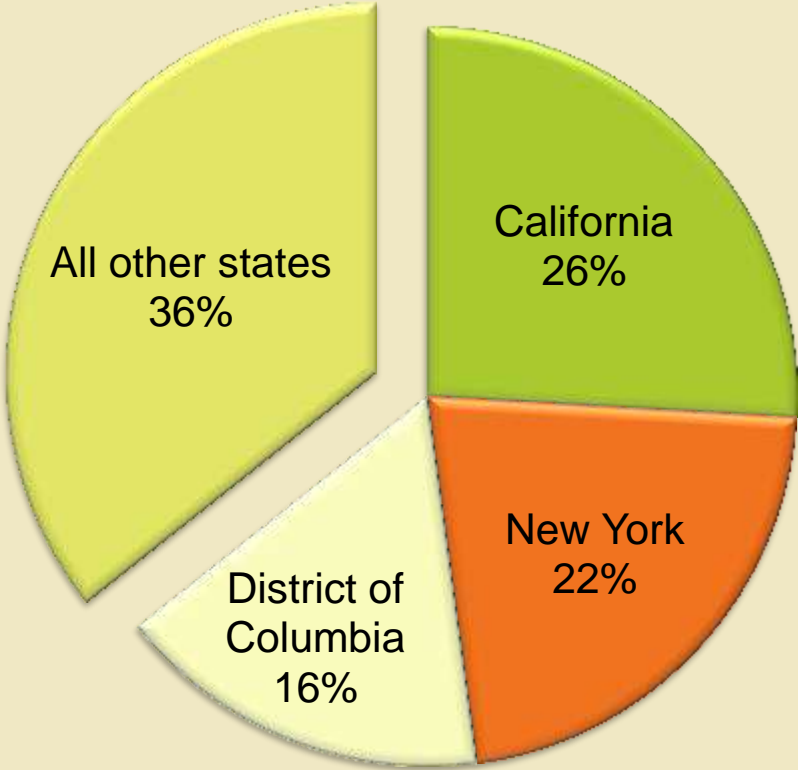
More than 500 LGBT Nonprofits (\$25,000+ Revenue) Participate



They Collectively had \$529 Million Revenue in 2007

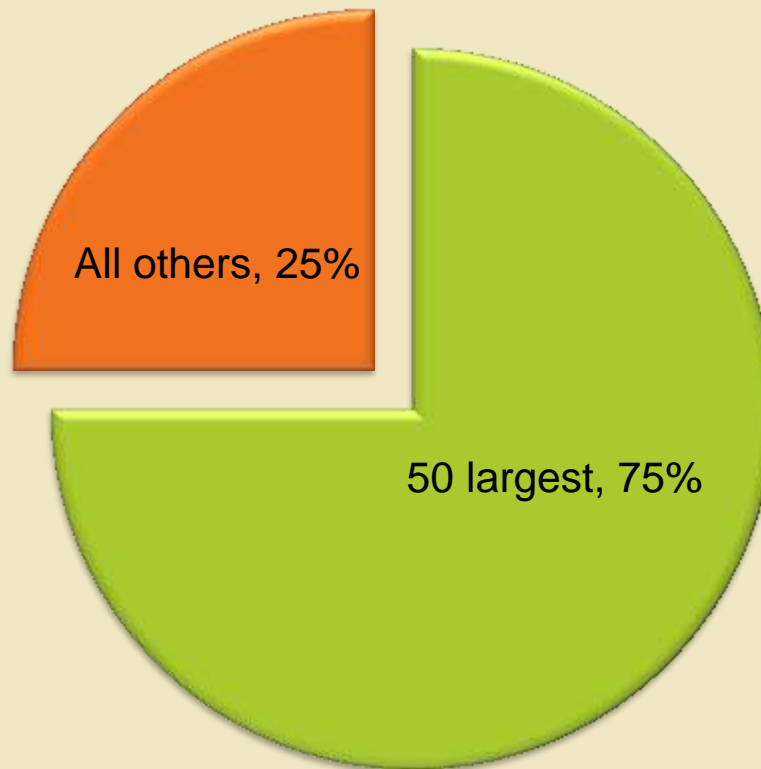


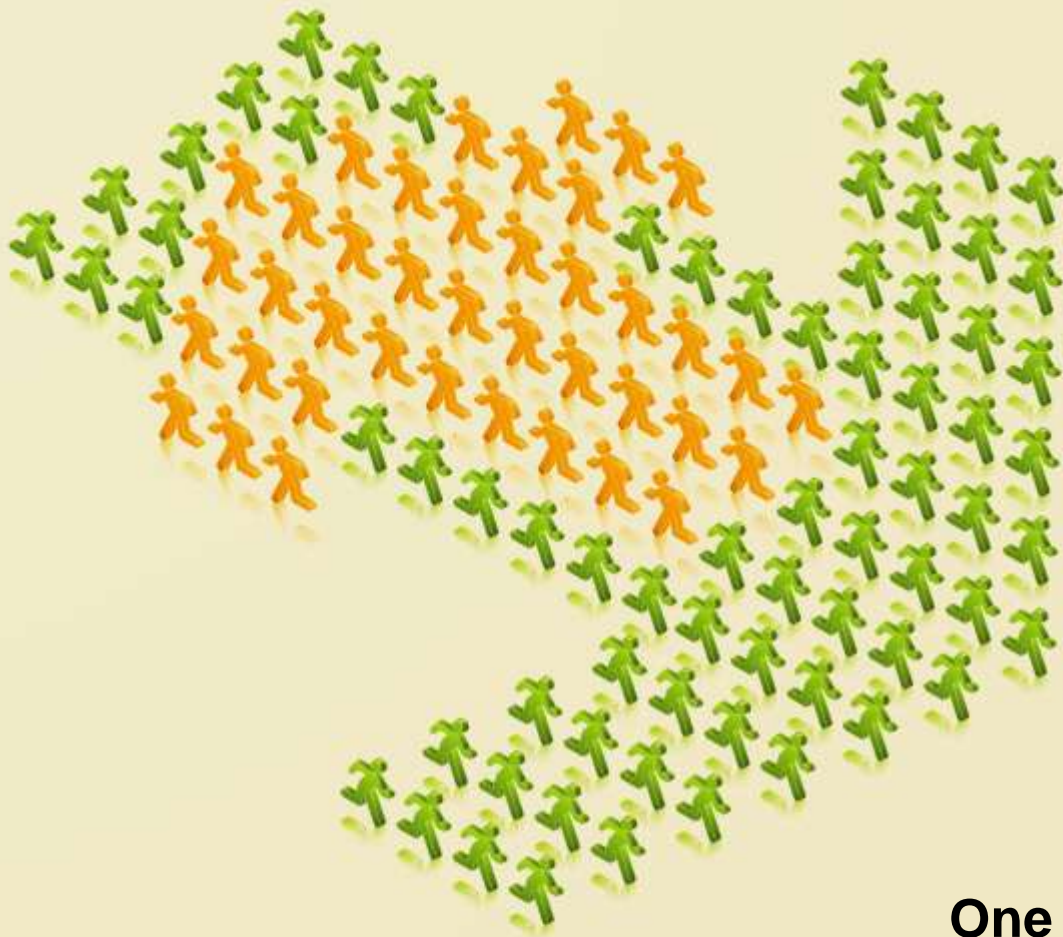
Two-thirds of that Revenue Went to Nonprofits in CA, NY and DC



Source: Guidestar, MAP analysis

Three-quarters of Revenue Went to the 50 Largest LGBT Nonprofits





One big **challenge** is to
align LGBT Nonprofits'
aims and activities

**So how are we
doing?**

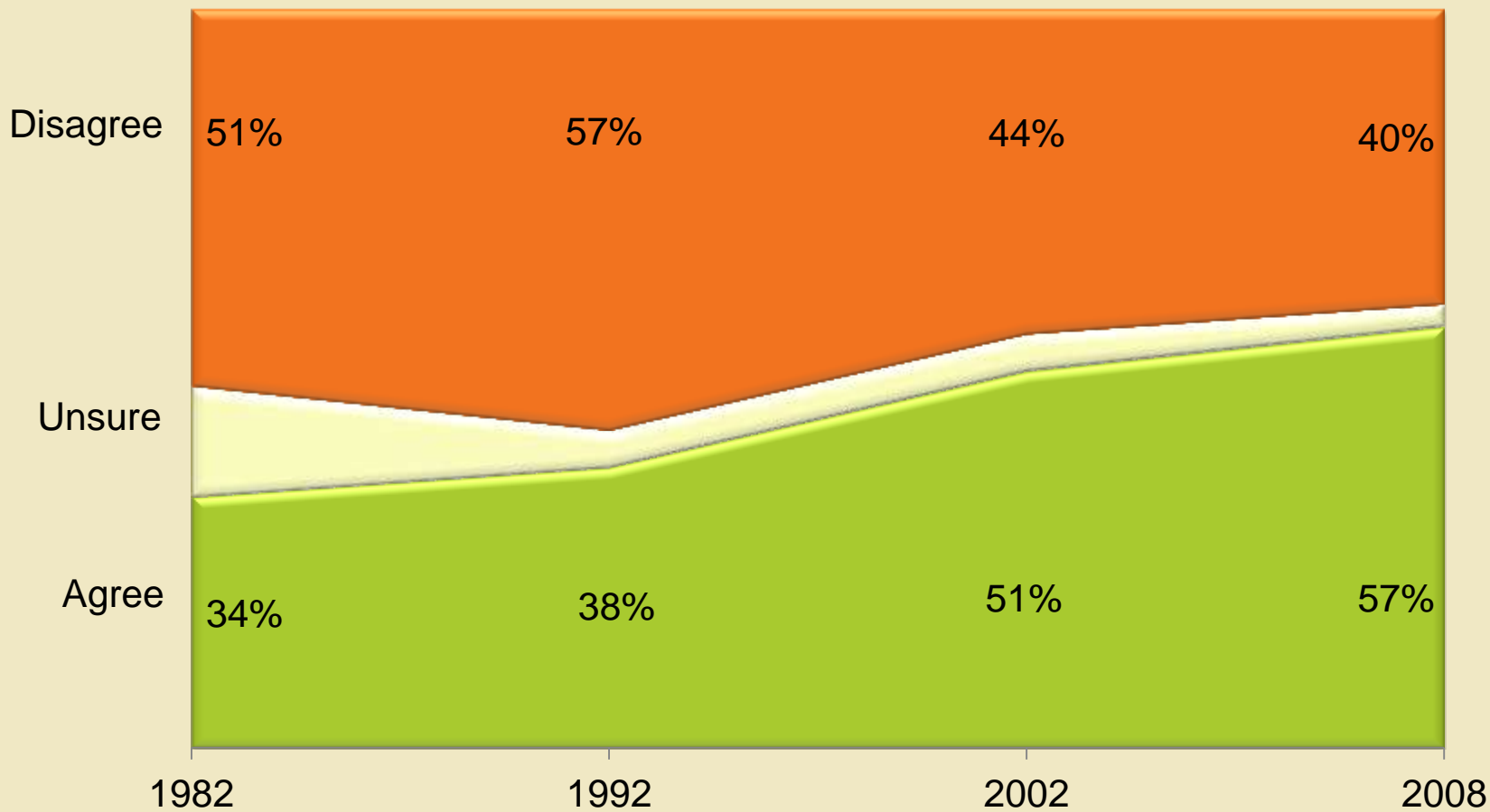


Progress in **Changing the Culture**



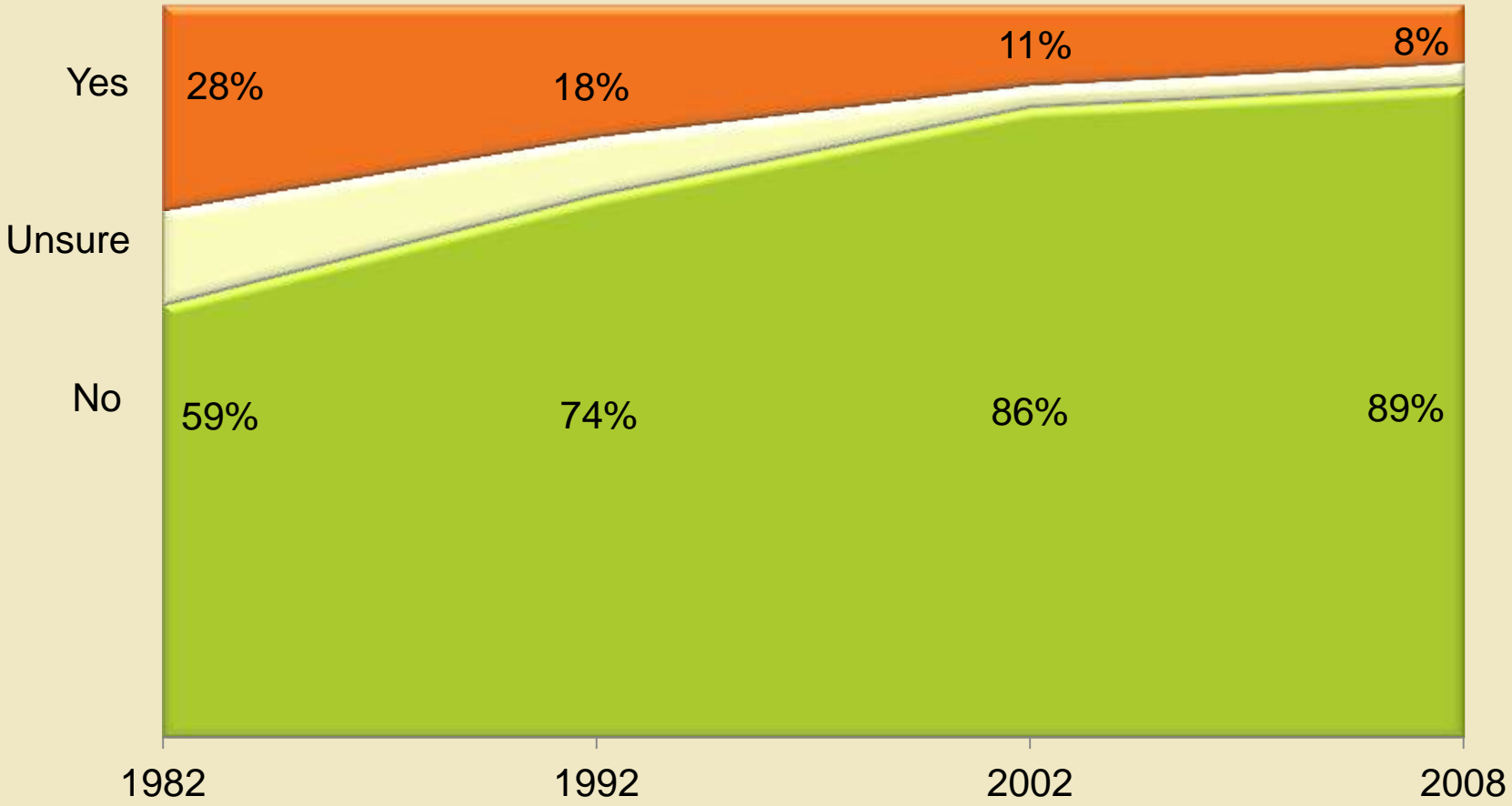
- More Americans accept gay “alternative” lifestyle, employment rights and military service
- Marriage support flat since 2004 but support for *marriage or civil unions* has increased

Majority Now Calls Homosexuality “An Acceptable Alternative Lifestyle”



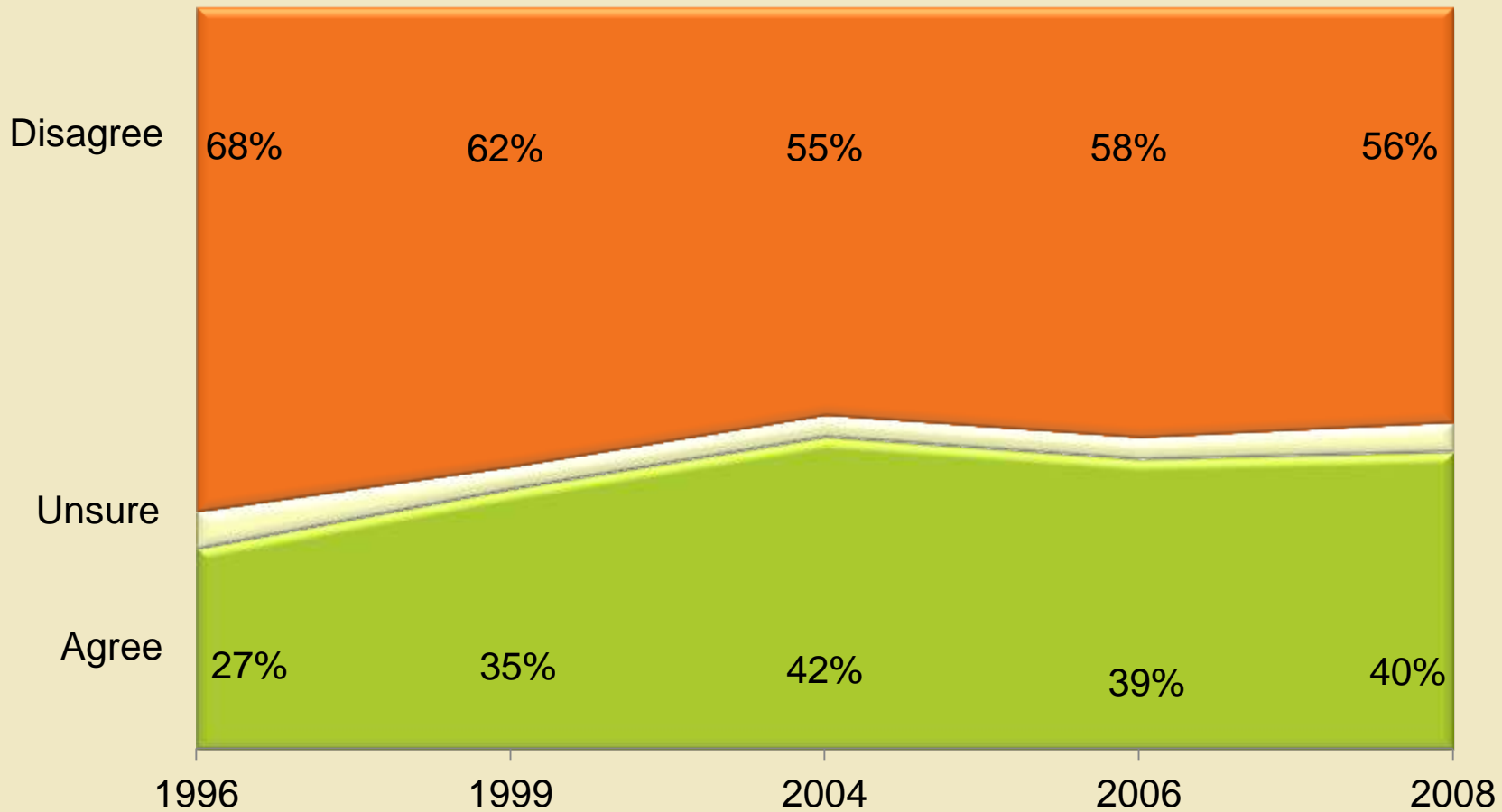
Source: Gallup “Pulse of Democracy” survey

Nine in 10 Now Favor Equal Employment Rights



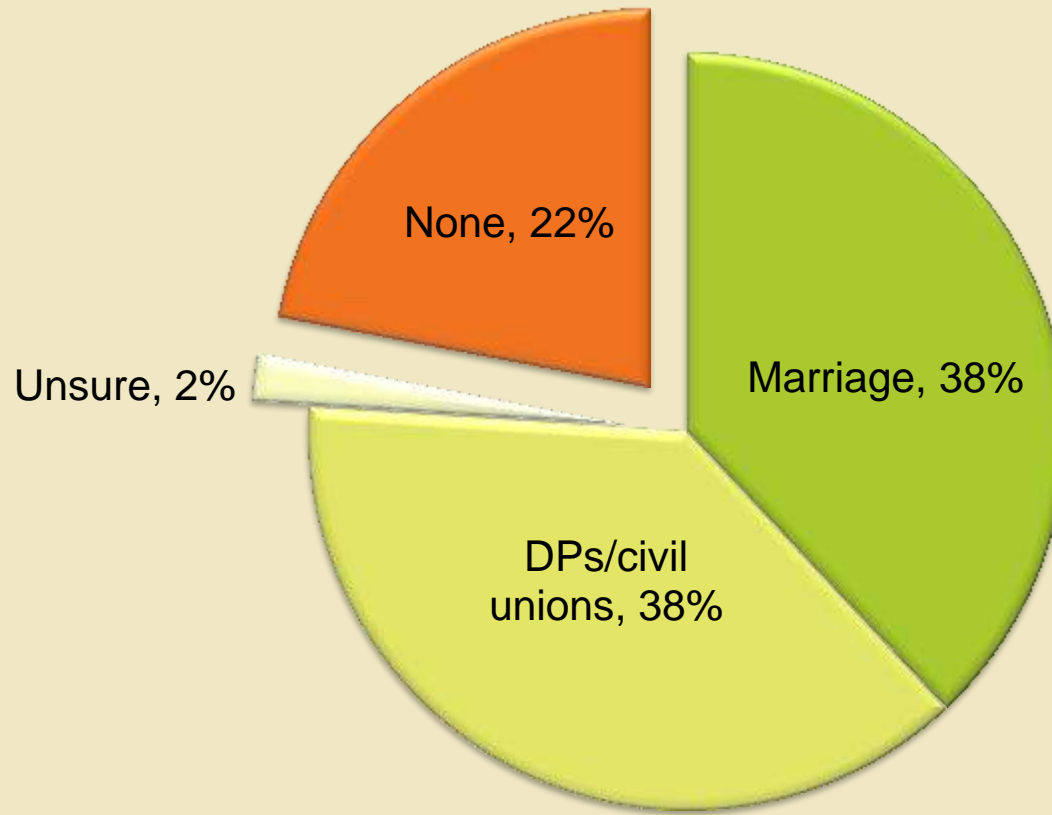
Source: Gallup "Pulse of Democracy" survey

Majority Still Disagrees, “Same-sex Marriages Should be Valid”



Source: Gallup “Pulse of Democracy” survey

But Now Three-Quarters Favor Some Form of Relationship Recognition

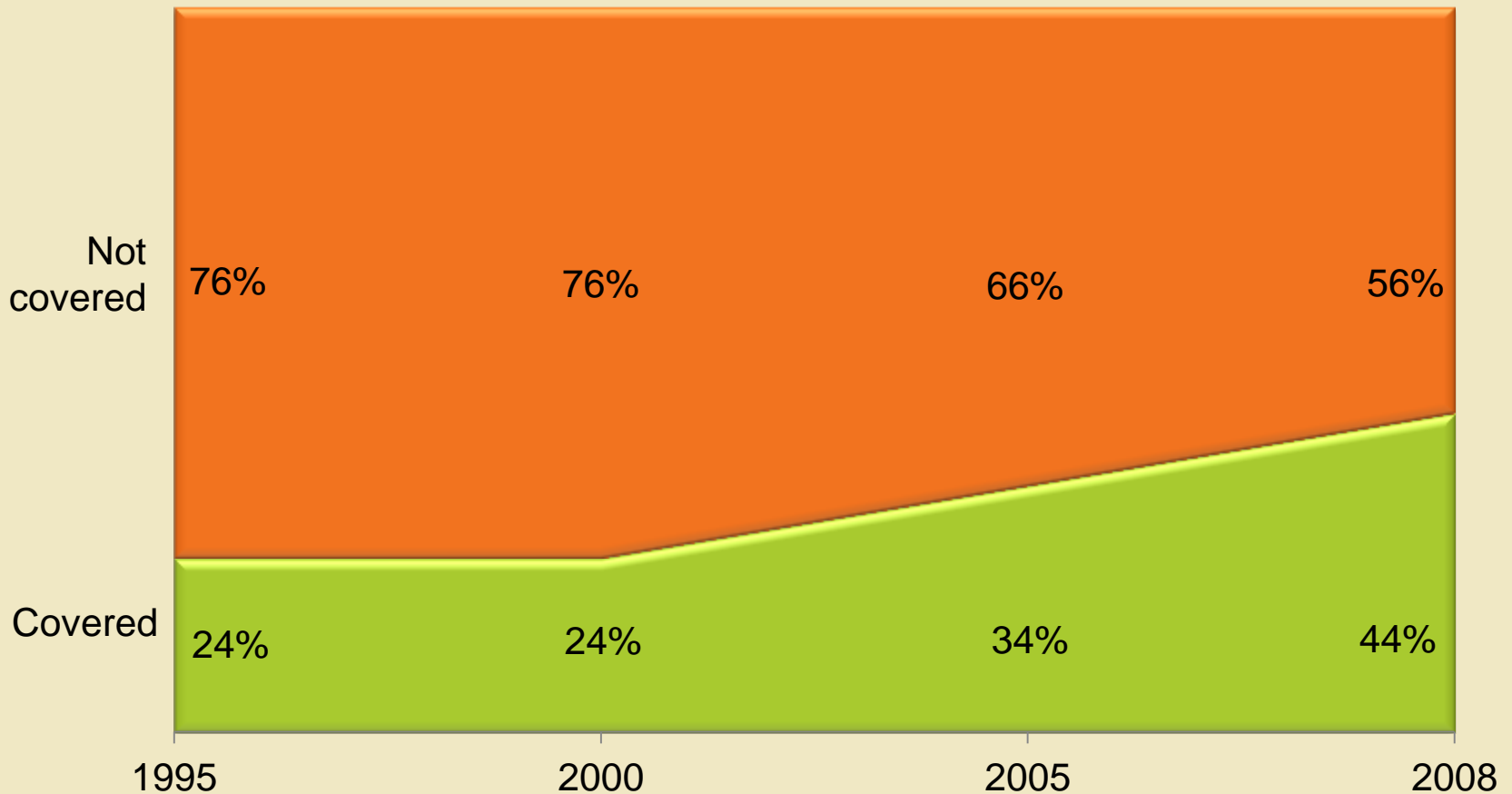


Progress in **Changing the Rules**

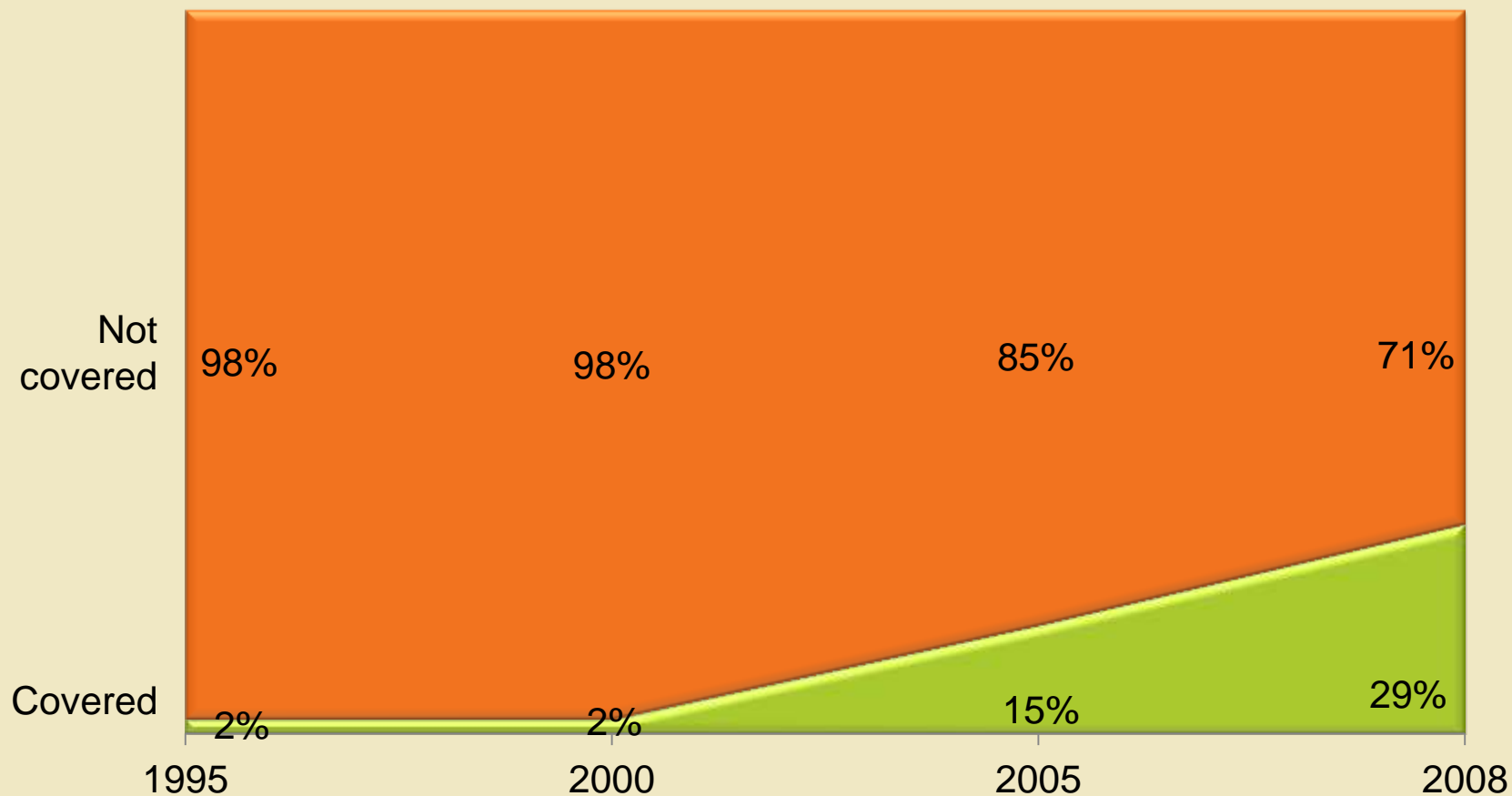


- Growing portion of Americans covered by nondiscrimination and relationship recognition laws
- But fewer LGB Americans can legally adopt children
- Surge in open LGBT people running for office should help

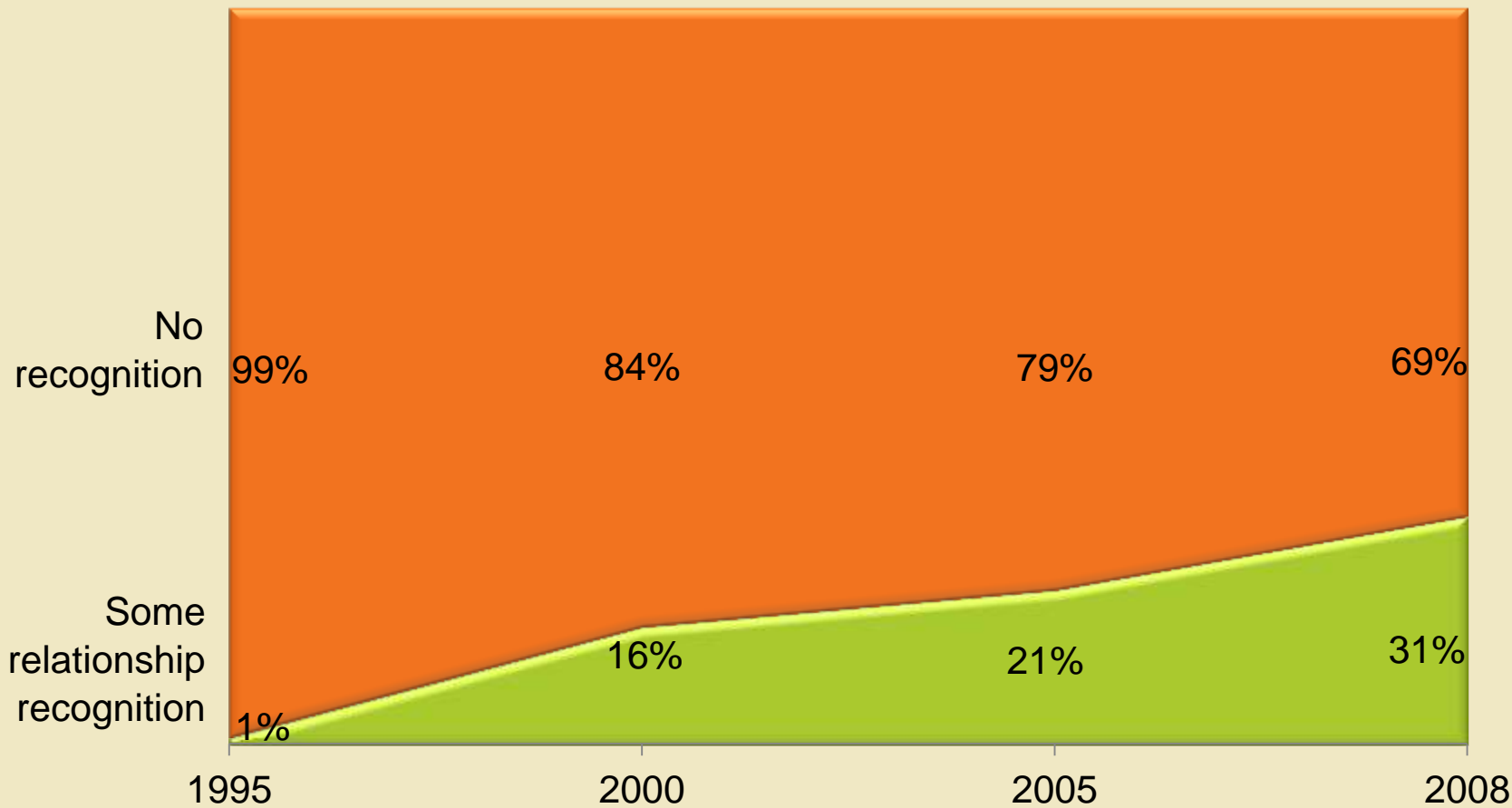
More Americans are Covered by Sexual Orientation Non-Discrimination Laws ...



... and by Gender Identity Non-Discrimination Laws

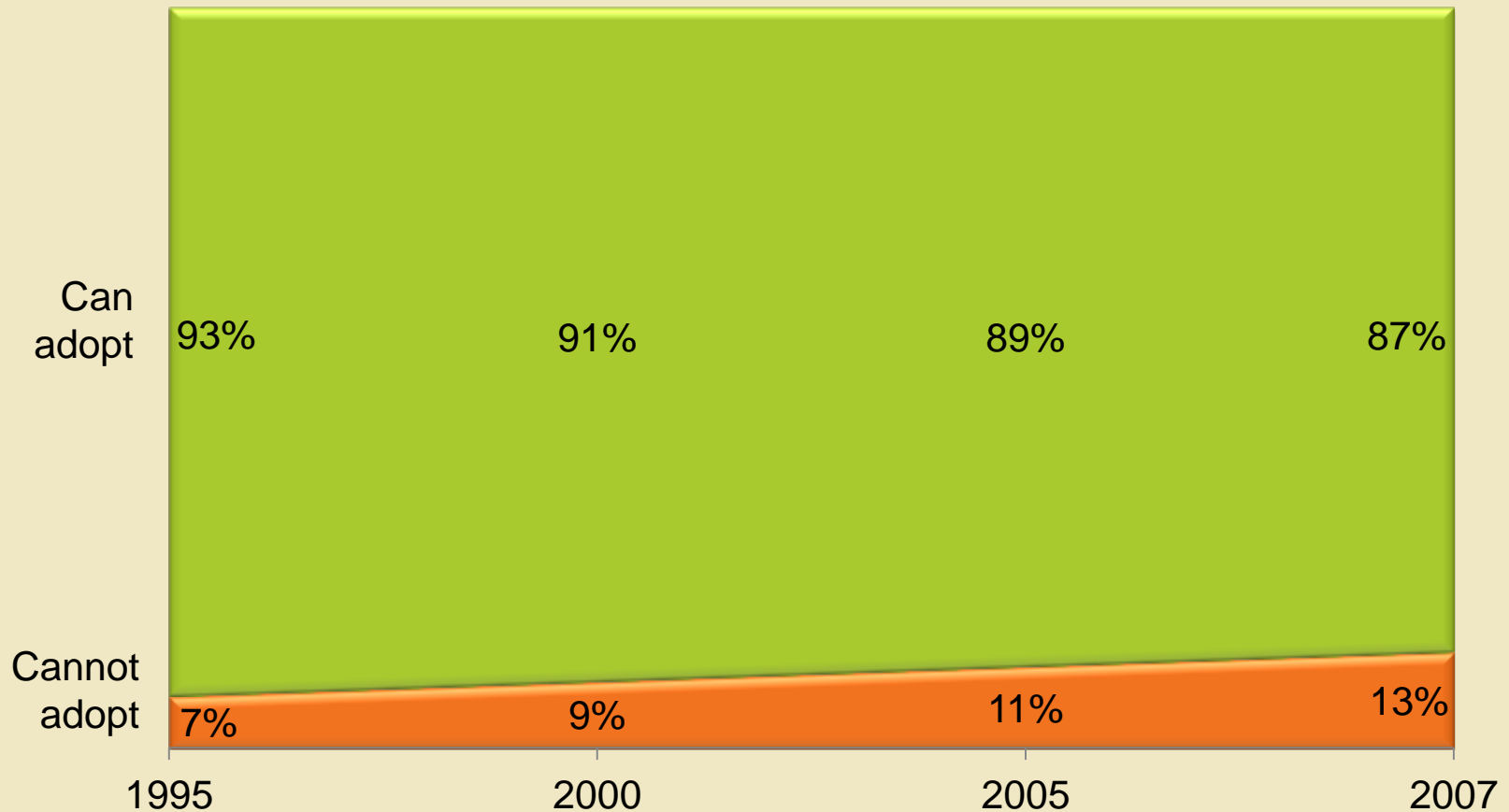


More LGB Americans have Access to Relationship Recognition

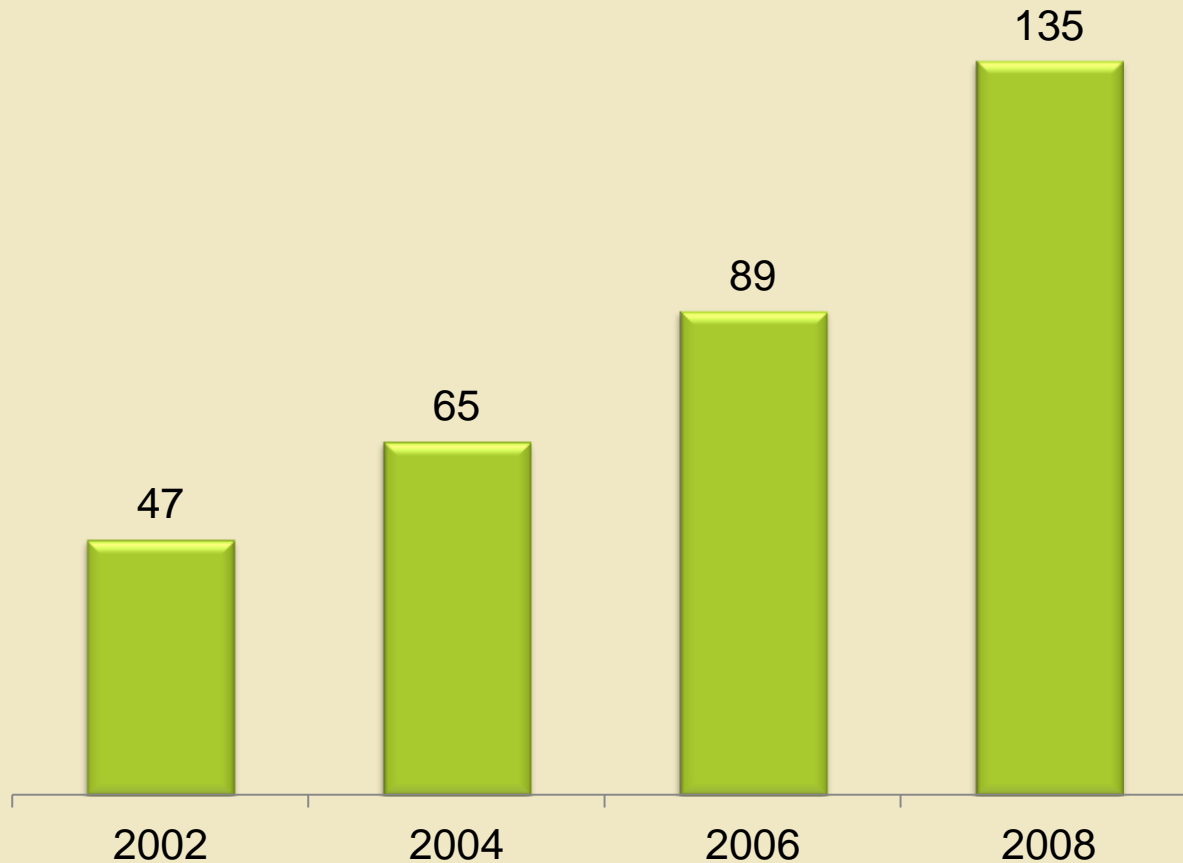


Source: HRC, Williams Institute, MAP analysis

However, a Growing Portion of LGB Americans Cannot Adopt



Good News: More Out LGBT Candidates are Running for Office



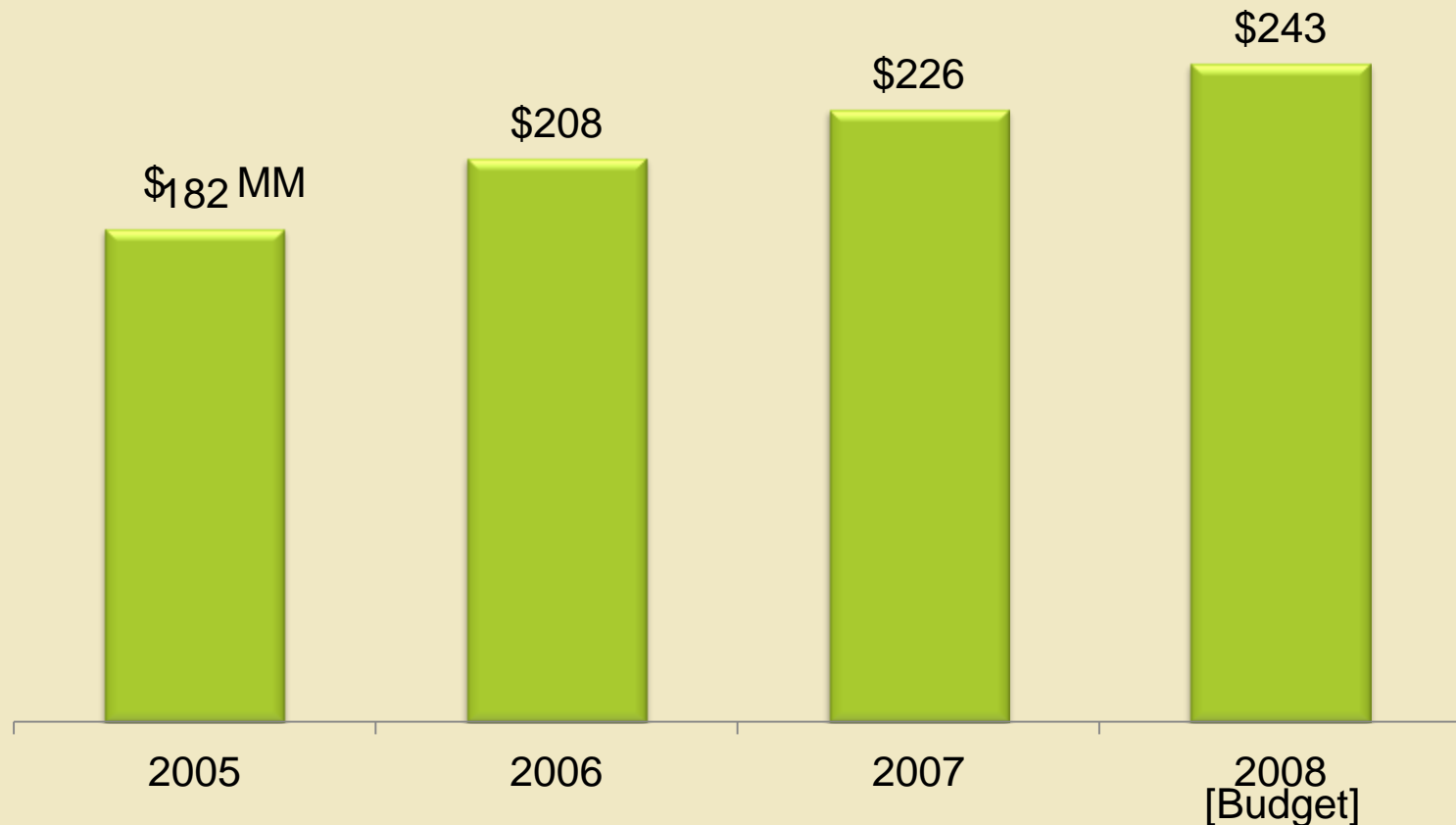
Progress in maintaining a

Vibrant Movement

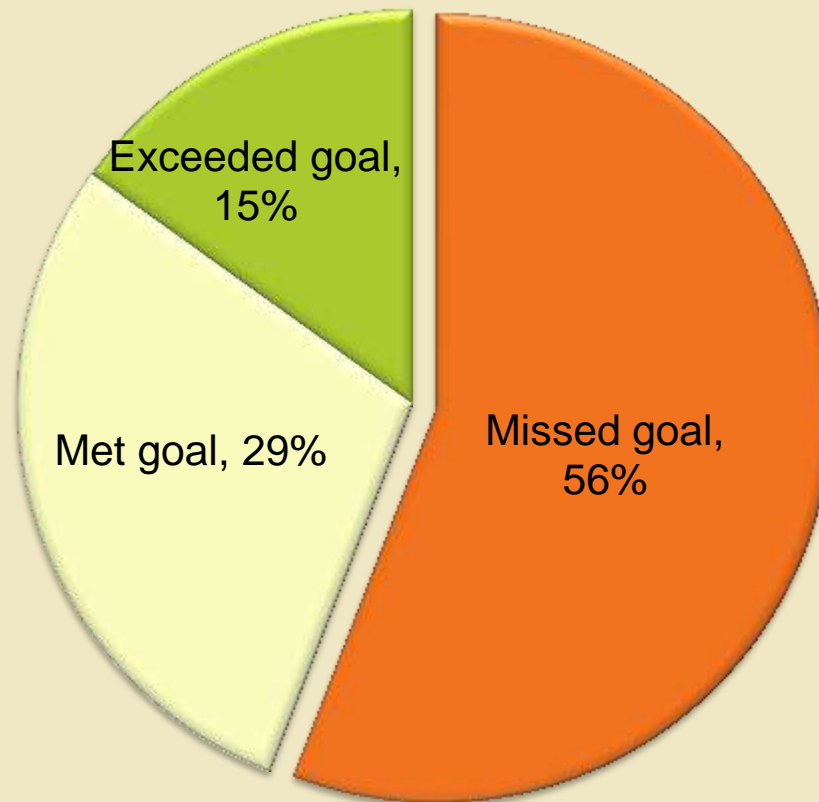


- Healthy revenue increase past three years
- But economic picture is ominous

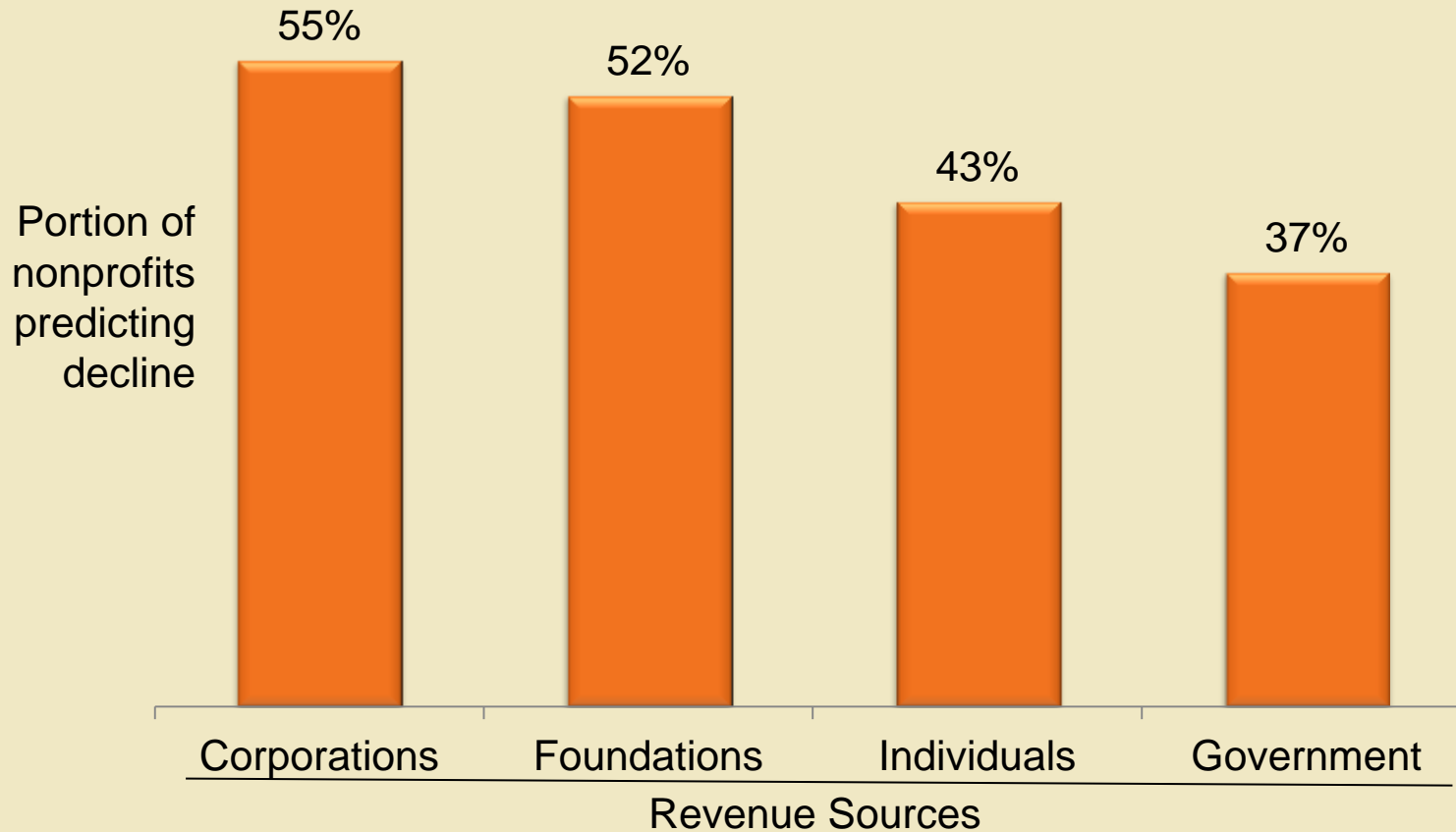
Revenue of 52 Leading LGBT Organizations Has Been Growing



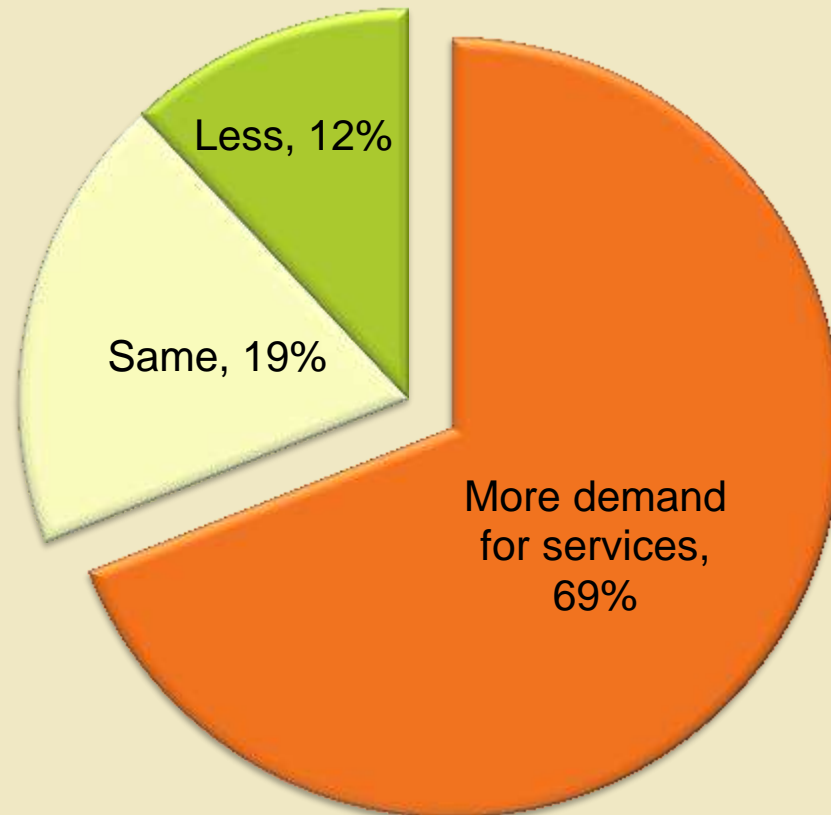
But Most Groups Missed Their 2nd-half 2008 Revenue Projections



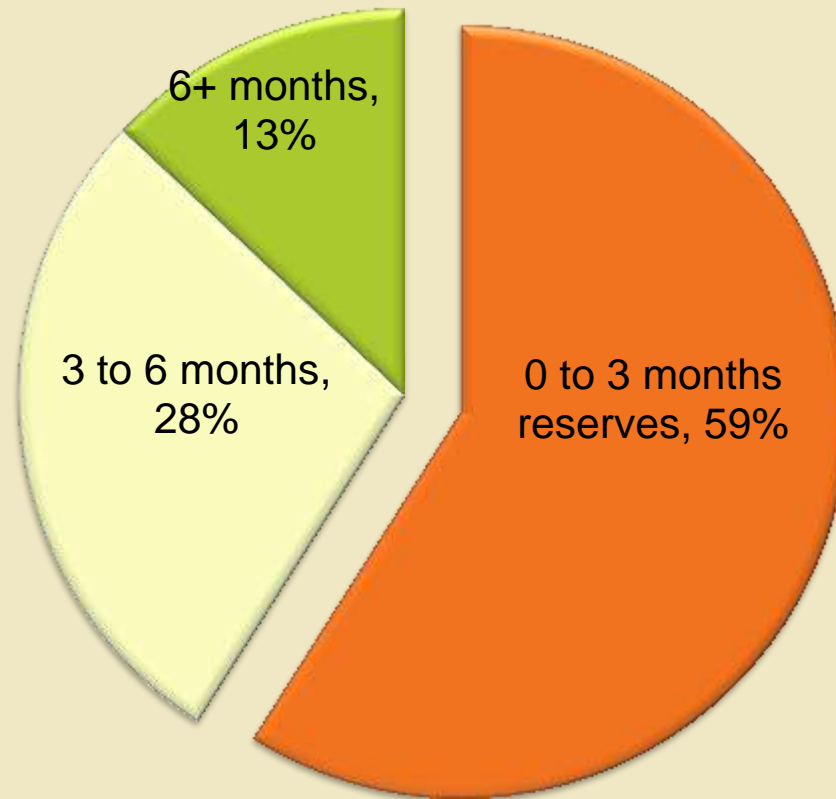
Most Expect Revenue Sources to Decline in 2009 ...



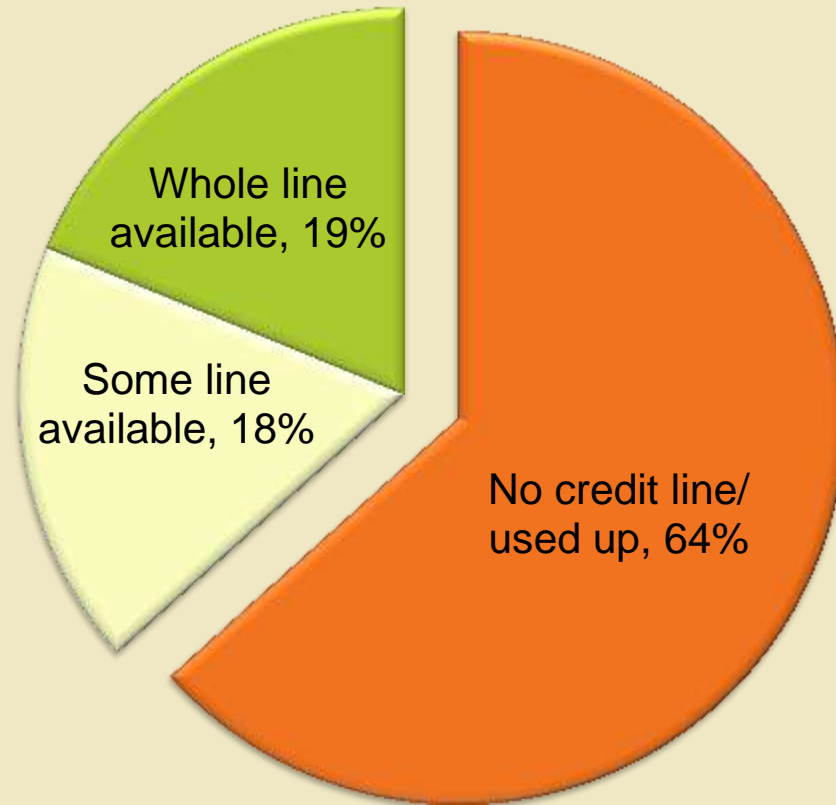
... While Demand for Social Services Will Go Up



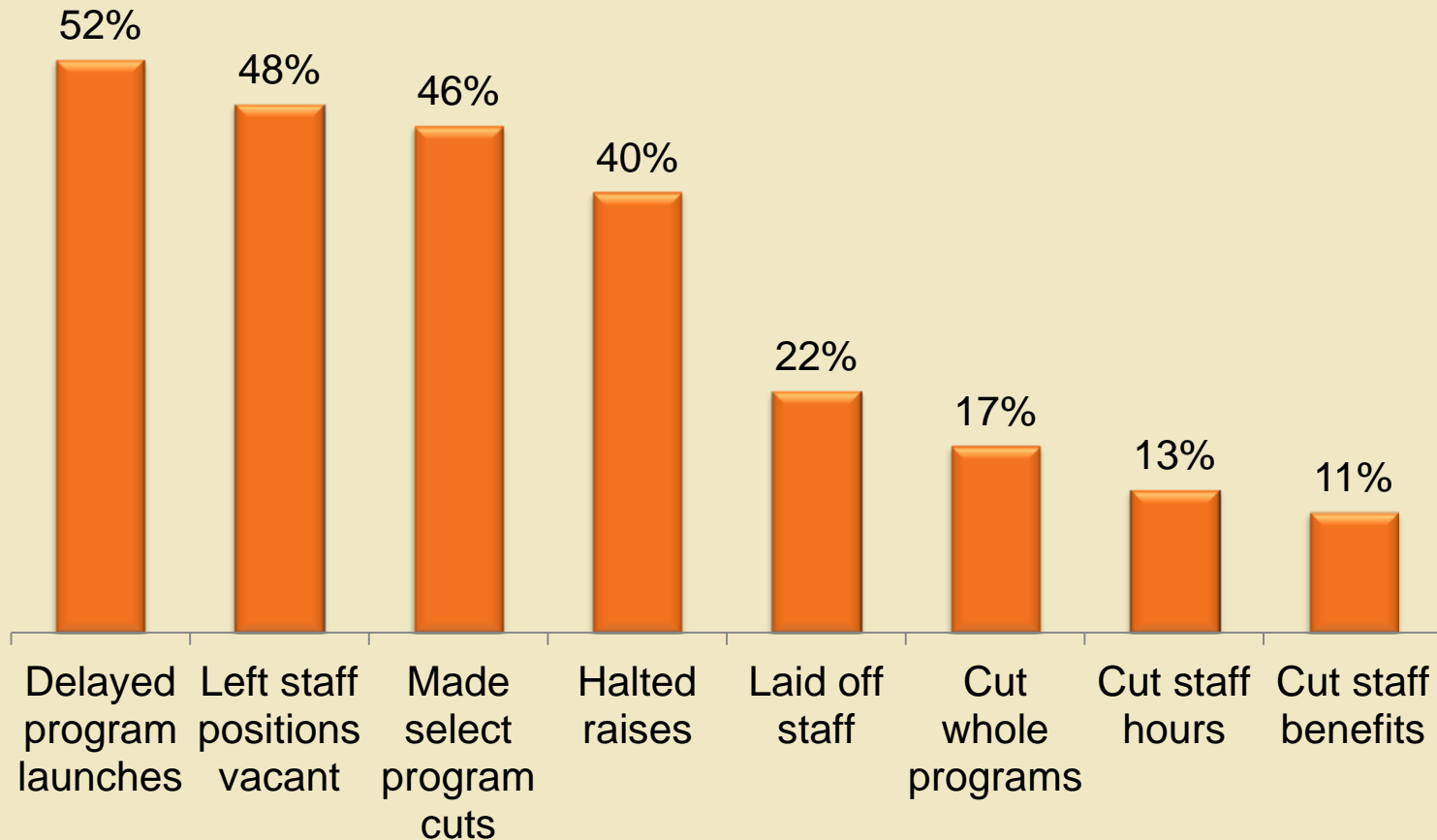
Most Groups Have Little or No Operating Reserves ...



... and Not Much Credit

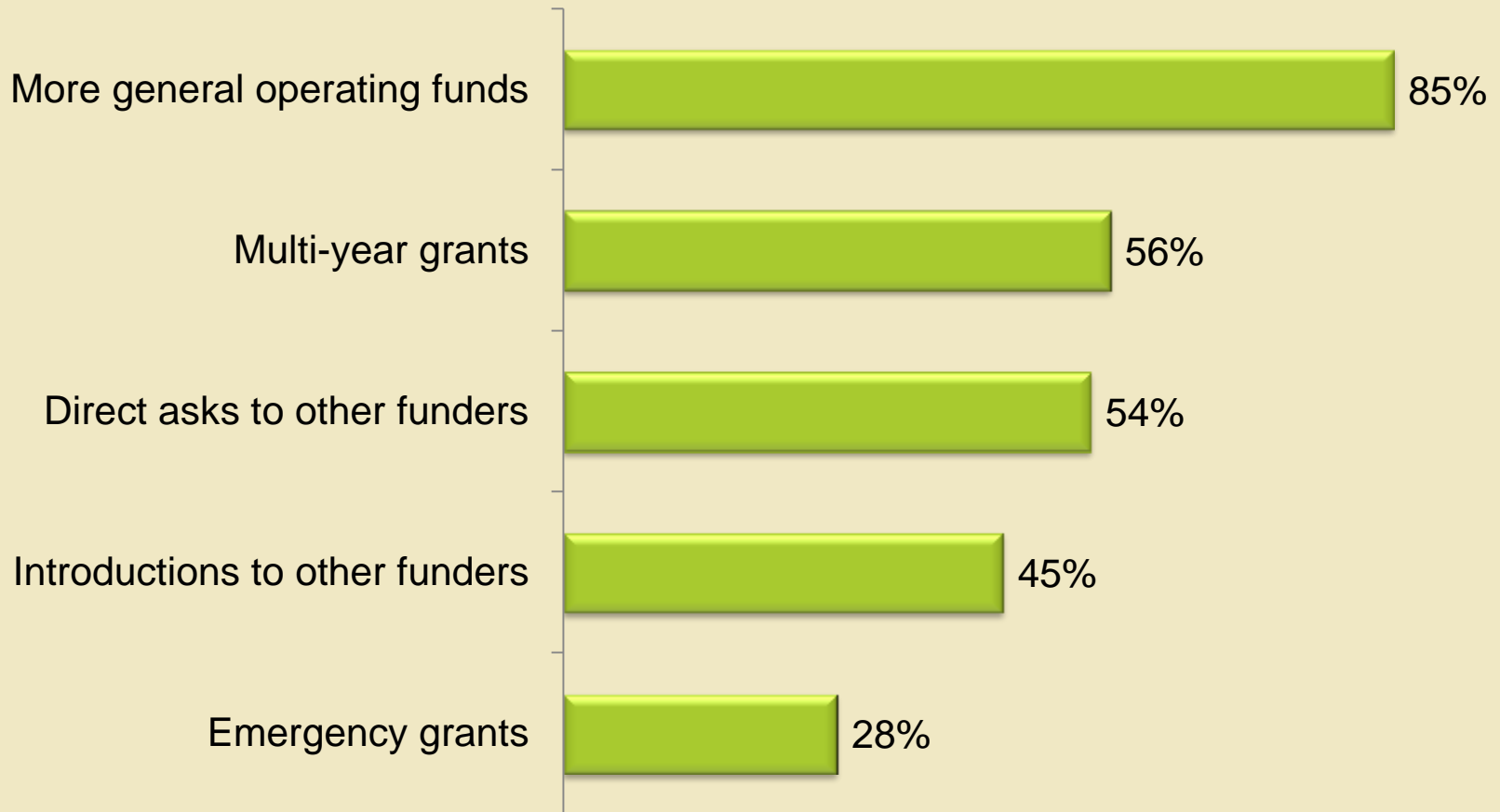


Groups have Cut Staff, Salaries and Programs ...



... and Need Help from Funders

(Organizations' Top 3 Priorities)



Working toward
full opportunity
for LGBT people





movement advancement project ▶

2215 Market St. • Denver, CO 80205
www.lgbtmap.org