



ATHLETE ALLY

ANNUAL REPORT

2019

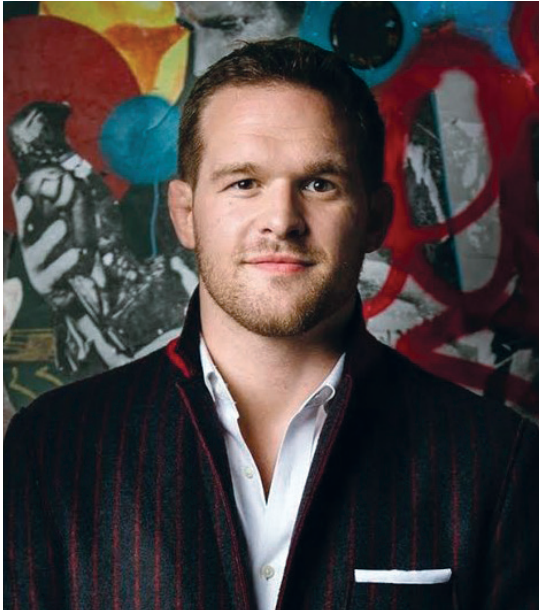


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LETTER FROM OUR FOUNDER



Dear friends,
2019 brought us both challenges and amazing strides forward, and we're so grateful for your support along the way.

In the past year, we held our first-ever **Student Athlete Activism Summit**, updated our **Athletic Equality Index** ranking of LGBTQ-inclusivity at all NCAA Power 5 schools, welcomed over 25 new Professional, Olympic and Paralympic **Athlete Ally Ambassadors**, and lobbied for LGBTQ rights on the steps of the Supreme Court.

Despite an onslaught of state and federal bills that threaten the rights of LGBTQI+ Americans, and trans athletes in particular, we have deepened our advocacy strategies and partnerships, mobilizing Athlete Ally Ambassadors to speak up and out. From **NBA player Reggie Bullock** to former **US Women's National Team player Lori Lindsey**, we're incredibly proud of the Ambassadors in our network who truly exemplify what it means to live in allyship.

We will never stop fighting for the rights of all athletes to experience the lifesaving power of sports. We all deserve to be fully who we are in all areas of our lives, on and off the playing field. Thank you to each and every one of you who supports us.

Together, we're making sport all we know it can and should be.

Hudson Taylor

Hudson Taylor
Founder & Executive Director



OUR VISION, MISSION & VALUES

Our vision is liberation for every sex, sexual orientation, gender identity and gender expression in sport. As a leading national nonprofit working at the intersection of sport and LGBTQ equality and one of the only LGBTQ sport social justice organizations in the U.S., Athlete Ally works to end the structural and systemic oppression that isolates, excludes, and endangers LGBTQ people in sport. Our efforts focus on education, sport policy research and change, and athlete activism. We focus on policies and practices, while never forgetting that changing hearts and minds is what allows us to propel our work forward.

Mission

Activate athletic communities to exercise their leadership to eliminate homophobia and transphobia in sport.

A key part of Athlete Ally's success—and what makes us so valuable in the larger landscape of organizations working to make change—is our unrivaled ability to mobilize athletes and athletic communities to help advance awareness of LGBTQ equality and equal treatment of LGBTQ people in such a way that it leads to real policy and culture change. By engaging athletes, teams, and owners in key states, particularly in the Southern region of the United States, Athlete Ally has the ability and incredible opportunity to engage athletes and athletic communities, largely comprised of “allies,” to speak out for LGBTQ people.

STAFF



Pictured, L to R:

Hudson Taylor
Founder &
Executive Director

Anna Baeth
Senior Manager of
Research

Joanna Hoffman
Communications Director

Hill Donnell
Policy & Programs
Manager

Taylor Carr
Chief of Staff

Sharif Dodd
Development Associate

Anne Lieberman
Policy & Programs
Director

Mitch Mathias
Development Director

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Clockwise: 2019 Athlete Ally Action Awards Honorees and transgender activists Terry Miller and Andraya Yearwood; Honorees and World Cup Champions Ashlyn Harris and Ali Krieger; Action Awards Co-Chairs Rick Welts (COO, Golden State Warriors) and Tchernavia Rocker (Chief People & Culture Officer, Under Armour Inc.); Honoree and Professional Soccer Player Collin Martin with Presenter and former MLS player Matthew Pacifici.

WHAT WE DO

An aerial photograph of several runners on a red track, their shadows cast long and dark. The runners are in various stages of their stride, and the track has white lane markings with arrows pointing forward.

30+

Campus Chapters

2 million

Students impacted by the
Athletic Equality Index

350+

Athlete Ally Ambassadors

250+

LGBTQI+ Respect and Inclusion Trainings

6

The number of consecutive years Athlete Ally has trained every incoming NBA player on LGBTQ respect and inclusion

Athlete Ally believes that everyone should have equal access, opportunity, and experience in sports — regardless of your sexual orientation, gender identity or gender expression.

EDUCATION

“I’m on the football team, and it’s a hypermasculine sport. Having family members who are LGBT and seeing how hard it was for them to come out to me, I wanted to learn what I and my teammates at Georgetown could do to make a difference.”

-Leon Agee, Georgetown University Student Athlete and Athlete Ally Student Athlete Activism Summit Participant

LGBTQ education opens minds, challenges misconceptions and helps ensure athletic communities are welcoming to all. We bring trainings on LGBTQ respect and inclusion to athletic communities at all levels, including sport governing bodies, teams, and individual athletes. To date, we’ve visited over 200 schools to conduct in-person trainings, and trained every incoming NBA player in the past 6 years.

This past year, we held our first-ever Athlete Ally Student Athlete Activism Summit, where we brought LGBTQI+ and allied student athletes and administrators together to strategize on how best to build and sustain inclusive campuses and communities. We also convened our first-ever Pacific Northwest Coaches Summit, where we talked about the power coaches have to model respect, allyship and compassion for the athletes they lead.

We see our education work as a trickle-down approach to building the kind of world we want to see: each athlete who learns how to stand up in the face of homophobic “locker room talk”, each coach who introduces themselves with their pronouns, and each fan who waves a rainbow flag at their team’s Pride night inspires those around them to stand for equality.



POLICY

“It has been my great honor to partner with Athlete Ally on several high profile campaigns and also behind-the-scenes effort to challenge systemic injustices against the LGBTQ+ community. Changing laws, policies and sport culture takes creativity, determination and expertise—and Athlete Ally has all three. In a relatively short time, Athlete Ally staff have become indispensable experts and leaders in efforts to reform global sport to reject discrimination and live up to its highest ideals. At Human Rights Watch, we’re grateful to be fighting side by side to ensure everyone has a place in sport and society.”

-Minky Worden, Director of Global Initiatives, Human Rights Watch

Policies have the power to shape the course of someone’s life. Inclusive, proactive policies give trans athletes the ability to experience the lifesaving power of sports along with their cisgender teammates. Reactive policies that only come in response to homophobia or transphobia are temporary solutions, but don’t address the larger issue of how to ensure that inclusion is more than an afterthought.

We work with school athletic departments, teams, leagues, governing bodies, and partners across

the globe to develop and support policies that reflect the diversity of the athletes affected by them.

From developing comprehensive Fan Codes of Conduct to nondiscrimination policies and trans-inclusion policies, we work to make sure that sport is truly a place for all.

Together with our partners like the ACLU, Freedom For All Americans, Human Rights Watch and others, we speak out against discriminatory policies in sport and beyond.

We mobilize our network of Athlete Ally Ambassadors to speak up and out from the heart about the issues that matter to them. We believe a better world is possible, and we won’t stop working until we get there.

ATHLETE ACTIVISM

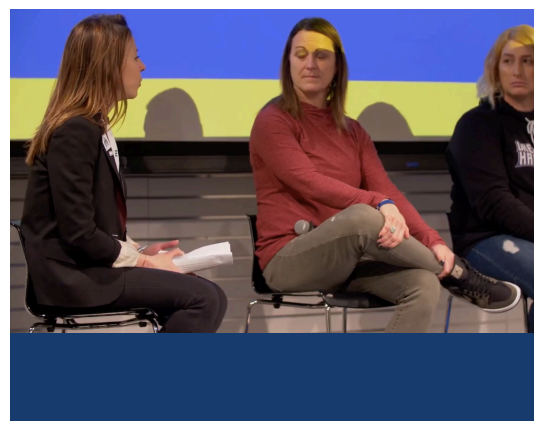
“I didn’t see anyone like me in motorsport, and so the possibility of being a trans female racer seemed like a pipe dream. I grew up thinking there was something wrong with me, limiting my ambitions because of who I am. Now, I am living proof that these barriers can be broken down. I want to use my visibility within sport to ensure no one ever has to grow up feeling this way. We should all be free to be who want to be, in life & in sport.”

- Charlie Martin, Pro Race Car Driver, Athlete Ally Ambassador

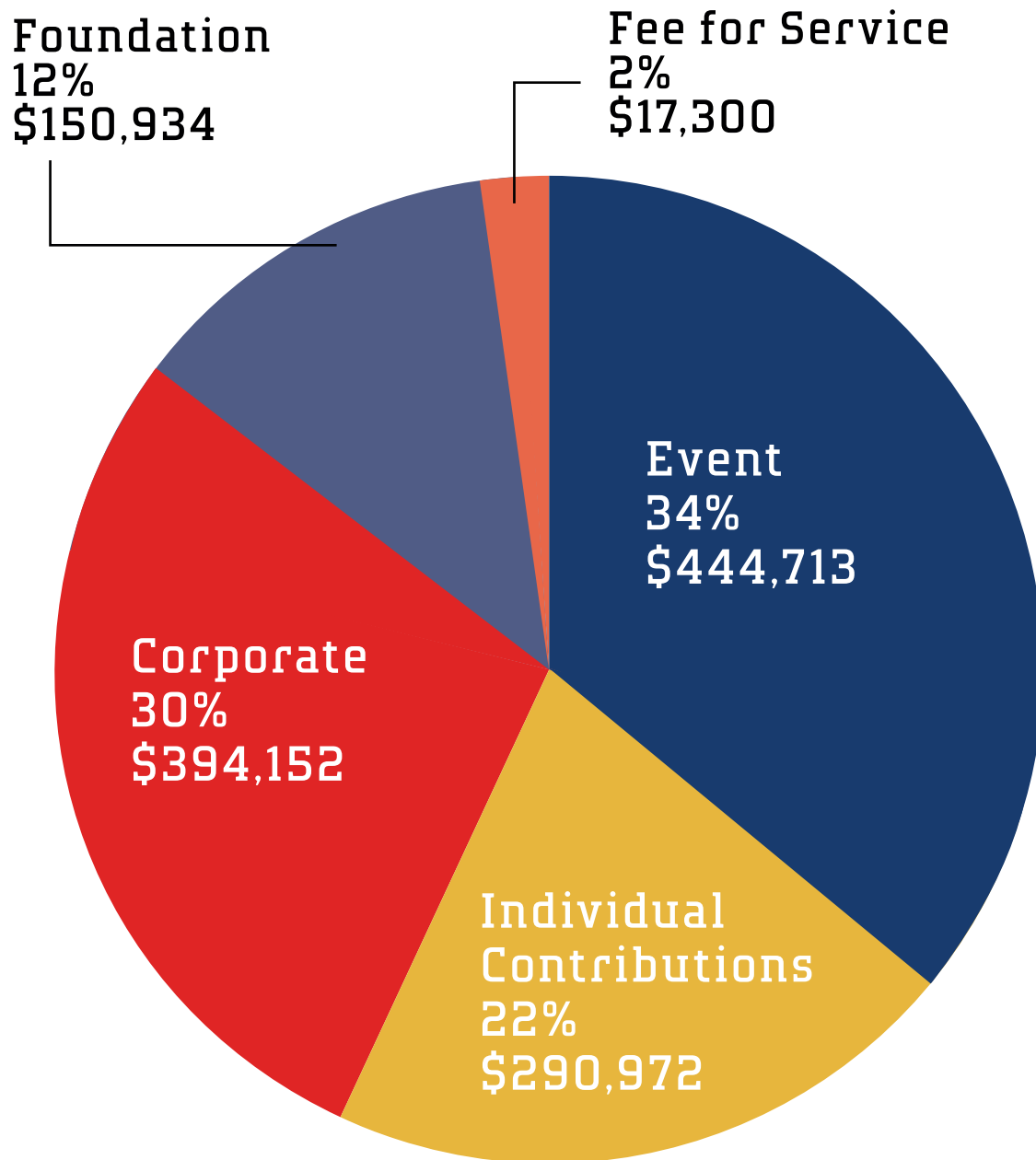
Athlete Ally Pro Ambassadors include 250+ LGBTQI+ and allied Professional, Olympic and Paralympic athletes dedicated to using their platforms to calling for equality in and through sport. We work closely with each Ambassador to identify the issues close to their heart, and how we can help them grow and draw upon their unique skills to make a difference.

From working with Athlete Ally Ambassador Reggie Bullock to speak out in support of trans athletes and Jason Collins to advocate for LGBTQI+ worker protections on the steps of the Supreme Court, to sharing the stories of trans race car driver Charlie Martin and out gay Jamaican swim champion Michael Gunning, we are constantly reminded of the power of community. We are tremendously proud to work with athletes who join us in seeing sport as a true equalizer – a place where each of us deserves to be exactly who we are.





2019 REVENUE



Total: \$1,312,395

2019 EXPENSES

A photograph of a soccer ball on a grass field. In the background, several players in white and red uniforms are visible, though they are out of focus. The image is used as a background for the expense breakdown section.

Total:
\$1,129,218

Development:
\$351,808

Programs/General:
\$777,410





2019 SUPPORTERS

“Many causes are worthy of financial support: however, Athlete Ally impacts so many young people and has a goal of leveling the playing field for all athletes, regardless of their sexual orientation. This area of our culture has been ignored for so many years in this regard and is long overdue for the type of monetary support required to make a difference.”

-Dick and Jane Mathias, Monthly Donors

CORPORATE & FOUNDATION

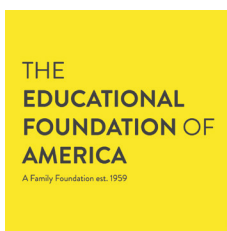
\$100,000+



\$50,000+



\$25,000+



\$15,000-\$24,999

Morgan Stanley
Professional Golfers'
Association (PGA)
PwC
RBC Capital Markets
TransPerfect

\$10,000-\$14,999

Billie Jean King Sports
Initiative
BlackRock
Donald and Carole Chaiken
Foundation
Citi
Credit Suisse
John D. Evans Foundation

Gatorade
HBO
JPMorgan Chase
Major League Soccer (MLS)
Network for Good

In-Kind Support

The **DOMINICK**



INDIVIDUALS

MVP **\$25,000+**

Joy* and Steve Bunson
Carin* and Roger Ehrenberg
Matthew Ettinger
Ken Mehlman

All-American **\$10,000-\$24,999**

Ron Ansin and Jim Stork
Dana Chaiken and Susan Roll
Allison Grover
Billie Jean King and Ilana Kloss
Kevin Plank and Desiree Guerzon
Jan Steinert and Rick Bosse
Mark Stephanz* and Joe Harper
Steve Tisch, Laurie Tisch, Lizzie and Jonathan Tisch
Steve Wozencraft and John Evans

All-Star **\$5,000-\$9,999**

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Mike Nelson
Frederick C. Raffetto*
Nathan J. Richards*
Alix Ritchie and Marty Davis
Andrew Ward*
B. Rodney White and Michael P. Williams

Captain **\$2,500-\$4,999**

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DC Allen and Ken Flick No Gay Hate Fund at Our Fund
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Madelyn Bucksbaum
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As of March 9, 2020. Please contact Mitch Mathias at mitch.mathias@athleteally.org to join the list or edit any listings.

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