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Dear friends,

2020 was an especially challenging year for LGBTQI+ athletes, who have been targeted by discriminatory state and national policies, and increasingly isolated from teammates and friends. In the past year, Athlete Ally’s work has taken on new meaning. Hate crimes against the LGBTQI+ community have been on the rise. COVID-19 also placed LGBTQI+ youth at increased risk of depression, anxiety and suicidality as a result of social isolation, financial hardships and increased stress around the pandemic.

New research shows that when LGBTQI+ youth have access to sports, they earn higher grades and are less likely to have depressive symptoms. Access to sport can be lifesaving, and that’s why Athlete Ally is fighting to make sure every LGBTQI+ athlete has equal access and opportunity.

Amidst a global pandemic, we found creative ways in the past year to support the LGBTQI+ sport community and expand our education, policy and athlete activism work:

» We expanded the Athlete Ally College Chapter Program to nearly 30 chapters across the country. By partnering with student-athletes across these chapters, we’re providing the resources, tools and connections for student-athletes to build inclusive environments on their campuses and in their communities.

» We mobilized hundreds of sports icons, including Billie Jean King, Megan Rapinoe, Candace Parker and more to stand with transgender youth in the face of discriminatory policies seeking to ban them from sports.

» We worked to establish Athlete Ally as a go-to resource in the fight for trans inclusion in sport. Through training athletes and leagues, as well as grassroots advocacy in states across the country, Athlete Ally is helping ensure trans athletes have equal access, opportunity and experience.

2021 marks Athlete Ally’s ten-year anniversary, and it’s incredible to think of how far we’ve come as an organization. I’m especially grateful for the athletes, fans, coaches, teams, leagues, corporations, parents, friends and partner organizations that fight alongside us for sports to truly be safe, welcoming and inclusive for all. Here’s to many more years of working together to make sport all we know it can and should be.

Together,

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 LGBTQI+ equality and one of the only LGBTQI+ sport social justice organizations in the U.S., Athlete Ally works to end the structural and systemic oppression that isolates, excludes, and endangers LGBTQI+ 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.
STAFF

Hudson Taylor  
Founder &  
Executive Director

Anna Baeth  
Director of  
Research

Joanna Hoffman  
Communications  
Director

Taylor Carr  
Chief of Staff

Sharif Dodd  
Development Associate

Anne Lieberman  
Policy & Programs  
Director

Paul Lotierzo  
Director of  
Development

Emet Marwell  
Policy and Programs  
Manager

BOARD OF  
DIRECTORS

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Nathan J. Richards  
Chad Salter  
Mark Stephanz  
Michelle Waites  
Andrew Ward  
Perry Williams  
Robert York

Staff and Board listing is current as of July 2021.
WHAT WE DO

30+
Campus Chapters

2 million
Students impacted by the Athletic Equality Index

350+
Athlete Ally Ambassadors

250+
LGBTQI+ Respect and Inclusion Trainings

7
The number of consecutive years Athlete Ally has trained every incoming NBA player on LGBTQI+ respect and inclusion

60k+
Organizational Digital Reach
Athlete Ally believes that everyone should have equal access, opportunity, and experience in sports — regardless of your sexual orientation, gender identity or gender expression.
LGBTQI+ education opens minds, challenges misconceptions and helps ensure athletic communities are welcoming to all. We bring trainings on LGBTQI+ 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 7 years.

This past year, our Program and Policy Director Anne Lieberman and renowned Team USA duathlete and transgender activist Chris Mosier led numerous virtual trainings on transgender inclusion for professional athletes, leagues and corporate audiences. These trainings help correct myths and misconceptions about trans athletes, and provide concrete tools on how individuals, teams and institutions can better model allyship and inclusion.

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.

“Through my work at GLAAD and with my film Changing the Game, I’ve relied on Athlete Ally as an essential partner in organizing events and collaborating on presentations to educate on transgender inclusion in sport. By mobilizing athletes, coaches, and fans to speak up for equality and against harmful legislation, they are effective thought leaders working to build a more accepting society in and through sports.”

Alex Schmider, Associate Director, Transgender Representation, GLAAD, Producer, Changing the Game
“Athlete Ally’s work to champion inclusive policies and rally a global community of athletes to speak out against discriminatory legislation targeting transgender youth has been invaluable to the ACLU. They help connect the dots in powerful ways to ensure that athletes have a voice in shaping a more equitable and just society.”

Chase Strangio, Deputy Director for Transgender Justice, ACLU

POLICY

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 polices 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 think of all the lessons I’ve learned and all the relationships I’ve made through sports, and nobody should have that opportunity taken from them simply because of who they love, or how they identify. This is why I stand with my POC, my LGBTQ+ community, and especially those beautiful souls who proudly represent both. Together we’ll fight for change and for me, it starts with sports.”

Gabrielle Vincent, NWSL (Utah Royals FC) and Athlete Ally Ambassador

Athlete Ally Pro Ambassadors include 350+ LGBTQ+ and allied Professional, Olympic and Paralympic athletes dedicated to using their platforms to call 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.
Communications Highlights

Through 2020, we communicated the story of Athlete Ally’s work and impact in new ways to bigger audiences than ever before. Our social following expanded by 49% across platforms, notably on Instagram where we saw a 37% increase in Instagram followers.

Our content captured the major cultural milestones of the year, including Joe Biden and Kamala Harris’ historic Presidential and Vice Presidential wins, while also looking back on events that have profoundly shaped the LGBTQ+ sport community through the years, such as the anniversary of the Pulse massacre.

Athlete Ally in the News

Sports saved my life. Transgender athletes should be able to have that experience too

Three high schools girls are suing to block transgender athletes from competing on their sports teams. It could completely change Title IX and the lives of transgender kids.

By Aria Lehrer, Opinion Contributors

Why I Won’t Stick To Sports: Kamal-Craig Golaube

It is time for student-athletes to use the power of their voice

By Kamal-Craig Golaube

Athletes, women’s and civil rights groups support Idaho transgender runner’s lawsuit

Amicus briefs urge courts to strike down law prohibiting trans athletes from competing in women’s sports

By John Dreyfuss December 10, 2020 • @jdreyfuss

Lessons in anti-racism allyship from LGBTQ athletes who know first-hand how important it is

Henry Bushnell June 19, 2020 • 7 min read

NYCFC’s Keaton Parks becomes ambassador of LGBTQ advocacy group

By MLSSoccer staff • @mlssoccer

LGBTQ+ athletes discuss ways for sport to become more inclusive

Athlete Ally campaigns, staff, Ambassadors and Campus Chapter leaders appeared in major news outlets across the globe, with stories ranging from our joint campaign with Human Rights Watch and J-All in support of a LGBT non-discrimination law in Japan, to our work mobilizing elite athletes for an amicus brief in support of transgender athletes, op-eds from student athlete activists who lead Athlete Ally Campus Chapters, and more.
Clockwise from top left: Athlete Ally Ambassador and Major League Rugby player Devin Ibañez, Athlete Ally Ambassador and WNBA player Elizabeth Williams, Athlete Ally Ambassador and Brazil National Rugby Sevens player Izzy Cerullo, Athlete Ally Ambassador and Paralympic Wheelchair Basketball player Abby Dunkin, former Action Awards honoree and tennis icon Billie Jean King, Athlete Ally Ambassador and Brazil National Rugby Sevens player Izzy Cerullo, Athlete Ally Ambassador and British Premiere Handball League player Zooey Perry.

"We dedicated this past year’s WNBA season to #SayHerName because Black women’s lives matter and deserve to be honored. That includes the lives of Black trans women, who are disproportionately attacked and discriminated against. Sports is the perfect place to see intersectional justice emerge, and it is a place for everyone. I hope to empathize and educate as an Athlete Ally Ambassador."

"Sport is universal and is welcomed by all walks of life - that’s the beautiful thing about it. No matter what you think makes you different or sets you apart, you are love."

"Rugby changed my life by helping me find the confidence and courage to be myself. Everyone deserves this opportunity to live freely and unafraid, to love and feel loved. I’m honored to join Athlete Ally in their work towards equality, and to use my voice and platform to promote change at every level."

"At a time when bona fide inclusion is scarcer than sunshine every day, I can see how this program could not be more vital. Sports has given me an outlet to feel myself as a true athlete, and I could be nothing but myself when I’m playing on this platform."

"It’s important to me that sports become a space where everyone can feel that the positive impact can have. I want sport to become a place for people who are struggling to find a community that values them, and I want them to know the next generation of athletes believes that they too can overcome and succeed in the world we are here to build."

"It’s important to me that sports become a space where everyone can feel that the positive impact can have. I want sport to become a place for people who are struggling to find a community that values them, and I want them to know the next generation of athletes believes that they too can overcome and succeed in the world we are here to build."
2020 REVENUE

Total: $1,731,808

- Corporate: $1,098,812
- Foundation: $246,619
- Individual: $245,876
- The Huddle: $72,064
- Board: $68,437

Total: $1,731,808
2020 EXPENSES

Total: $998,196

Programs/General: $690,019

Development: $184,415

Supporting Services: $123,762
OUR SUPPORTERS
CORPORATE & FOUNDATION

$100,000+

adidas

$50,000+

NBA

$25,000+

CAF America

$15,000-$24,999

Educational Foundation of America
BlackRock
RBC Capital Markets
Warner Media

$10,000-$14,999

Whoop
Coca-Cola
Gatorade
TransPerfect
INDIVIDUALS

MVP
$25,000+
Carin* and Roger Ehrenberg
Joy* and Steve Bunson

All-American
$10,000-$24,999
Jan Steinert and Rick Bosse
Bill and Sissy Lieberman c/o The Pittsburgh Foundation
Mark Stephanz* and Joe Harper
Billie Jean King and Ilana Kloss
Dana Chaiken and Susan Roll
Ron Ansin and Jim Stork
Steve Wozencraft and John Evans
Steve Tisch, Laurie Tisch, Lizzie and Jonathan Tisch

All-Star
$5,000-$9,999
Dan O’Connell
Mike Balaban*
Nathan J. Richards*
Minji Ro
Slobodan Randjelovic and Jon Stryker
B. Rodney White and Michael P. Williams
Tom Nichols and Dan Chadburn

Varsity
$1,500-$2,499
Kathy Behrens
Dennis Trunfio
James K. Goldberg
Lia Parifax* and Hudson Taylor
Martin Checov
Neil Hall
Laura Clise*
Lisa Gerson
Jordyn Lexton*
Andrew Ward*
Perry Hughes Williams*

Captain
$2,500-$4,999
Heyman Family Fund c/o Jennifer McCarthy
Russ Selinger
Fred Raffetto*
Deborah Clise-Kerr
Esta Stecher
Frank Selvaggi and Bill Shea
Michelle Waites* and April Holder

As of June 1, 2021. Please contact Paul Lotierzo at paul.lotierzo@athleteally.org to join the list or edit any listings.

* Board of Directors
HOW TO SUPPORT US

Make a one-time or monthly gift at athleteally.org/donate

Bring an Athlete Ally speaker to your event/classroom

Have your employer match your gift

Make a gift in honor of a wedding, birthday, anniversary, or any special occasion

Buy official Athlete Ally gear at bonfire.com/store/athlete-ally

Join a regional Associate Board

Start your own online fundraiser

Host a house party or event

Email development@athleteally.org for more info on any of the above.