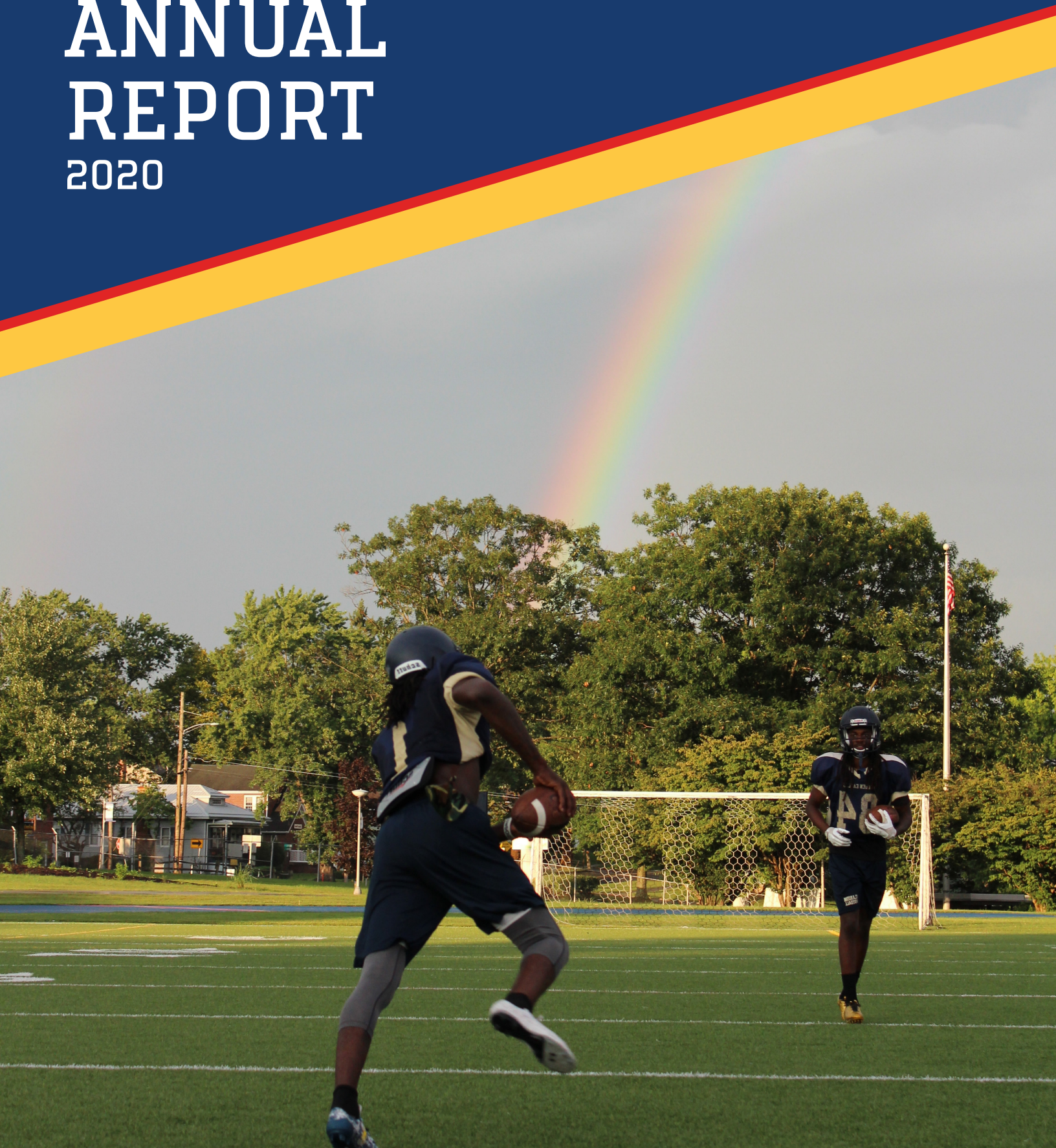




ATHLETE ALLY

ANNUAL REPORT

2020



CONTENTS

Letter from Our Founder	1
About Athlete Ally	2
What We Do	4
Statement of Financial Position	11
Our Supporters	13
How to Support Us	16



LETTER FROM OUR FOUNDER



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,

A handwritten signature in black ink that reads "Hudson Taylor". The signature is written in a cursive, flowing style.

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

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Michelle Waites

Andrew Ward

Perry Williams

Robert York

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.

EDUCATION

“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*

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.



POLICY

“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

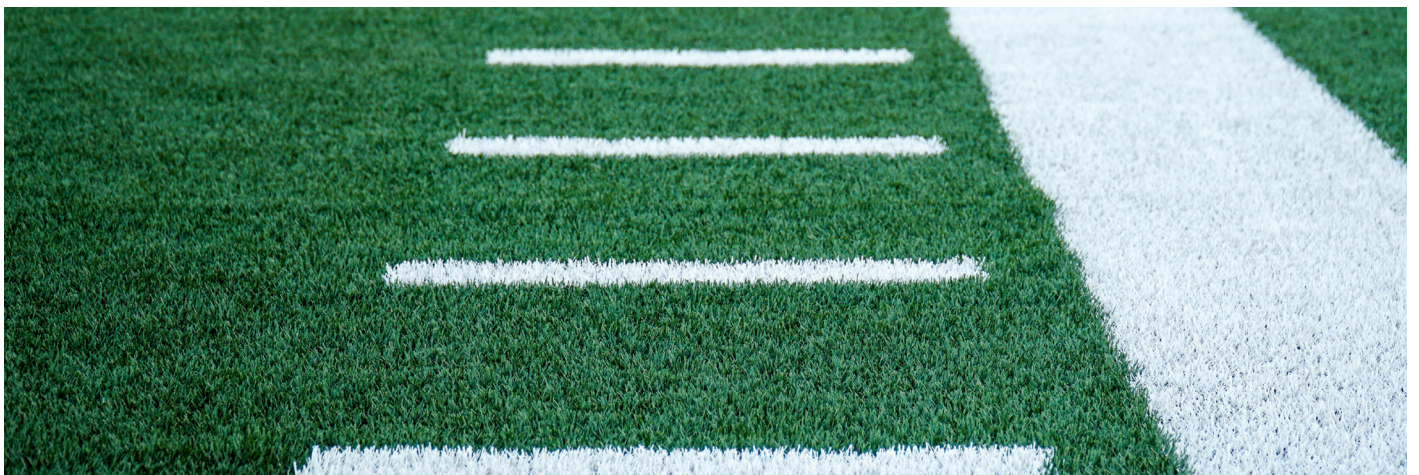
Policies have the power to shape the course of someone’s life. Inclusive, proactive policies give trans athletes the ability to experience the lifesaving power of sports along with their cisgender teammates. Reactive policies that only come in response to homophobia or transphobia are temporary solutions, 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 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.”

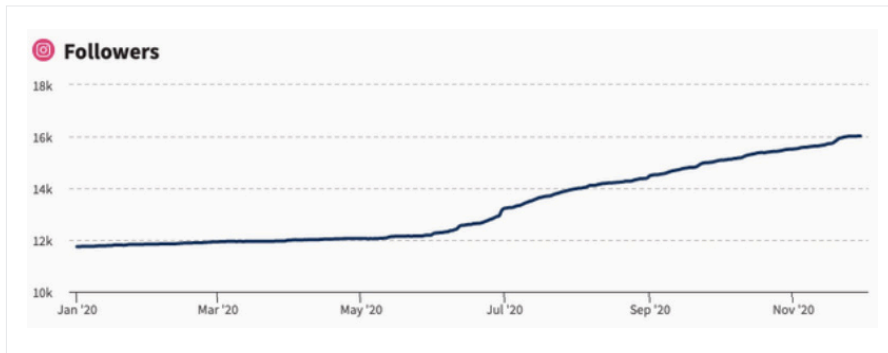
Gabrielle Vincent, NWSL (Utah Royals FC) and Athlete Ally Ambassador



Athlete Ally Pro Ambassadors include 350+ LGBTQI+ 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 Anne Lieberman, Opinion Contributor

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

Henry Bushnell
June 19, 2020 · 7 min read

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

NYCFC's Keaton Parks becomes ambassador of LGBTQ advocacy group

By MLSsoccer staff @mls

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 Riley on December 28, 2020 @JohnAndresRiley

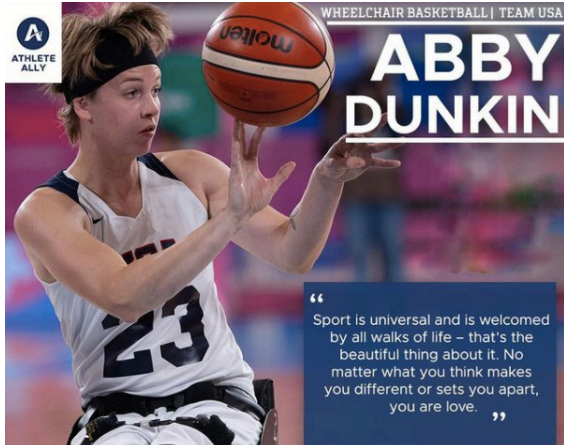
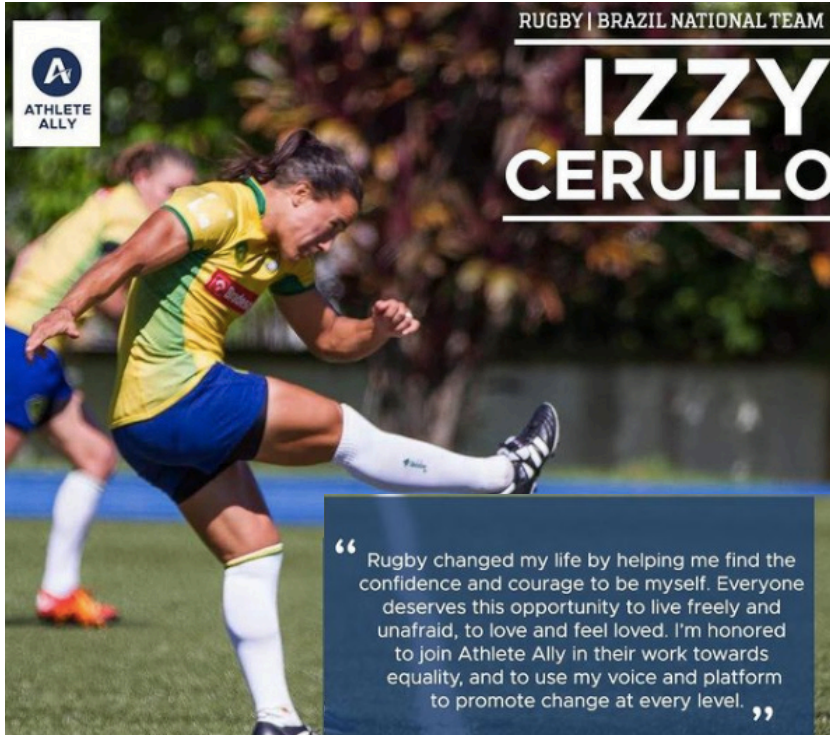
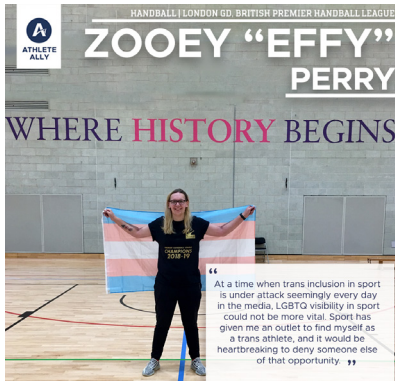
LGBTQ+ athletes discuss ways for sport to become more inclusive

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.



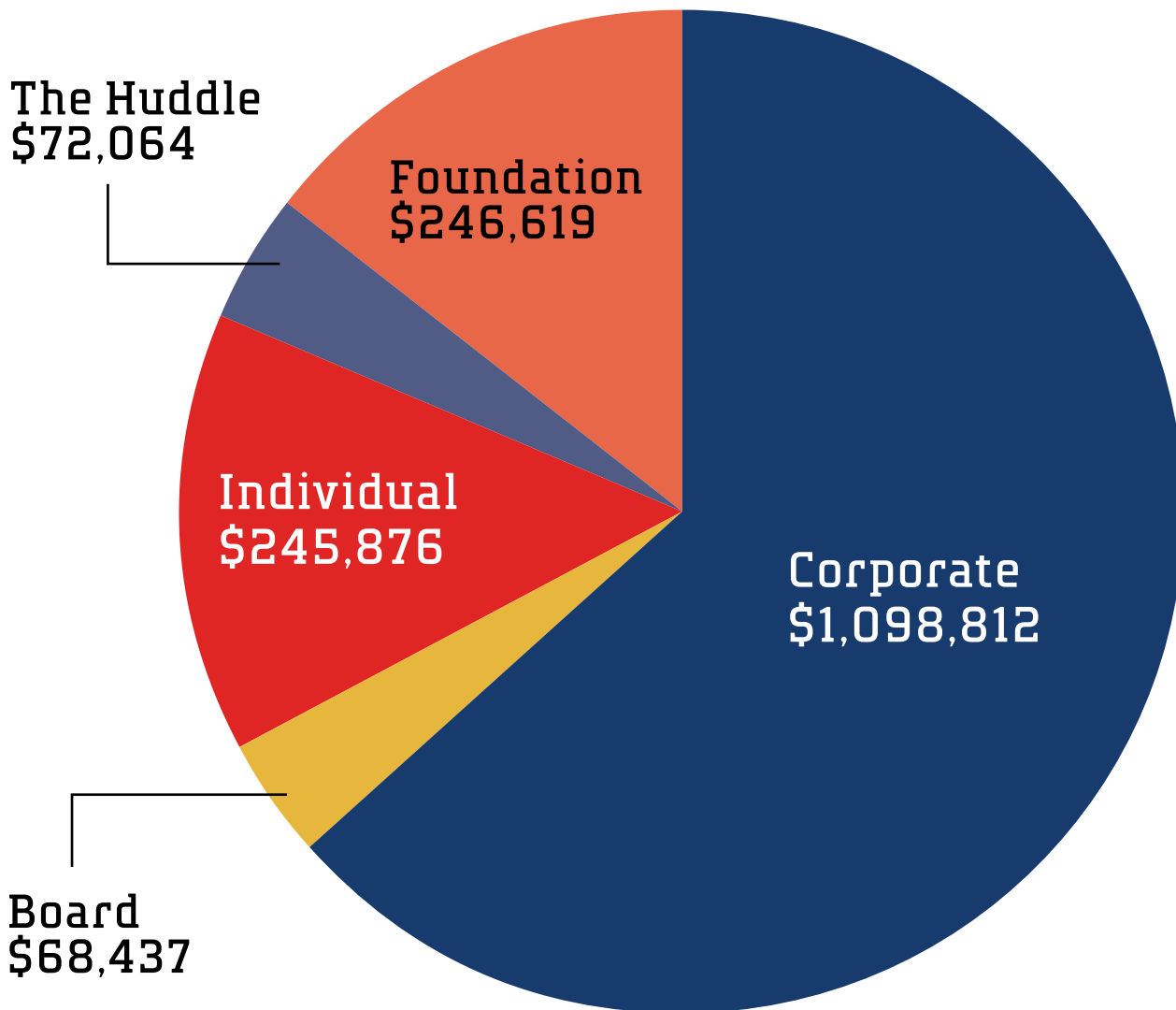
BASKETBALL | ATLANTA DREAM

ELIZABETH WILLIAMS



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 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 Zooy Perry.

2020 REVENUE



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+



\$50,000+



\$25,000+



\$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

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

Varsity

\$1,500-\$2,499

Kathy Behrens
Dennis Trunfio
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Lia Parifax* and Hudson Taylor
Martin Checov
Neil Hall
Laura Clise*
Lisa Gerson
Jordyn Lexton*
Andrew Ward*
Perry Hughes Williams*



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.





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