Dear friends,

2021 was a groundbreaking year for our work here at Athlete Ally. In the face of a rising tide of anti-LGBTQ+ violence and a series of legislative attacks like we’ve never seen before banning transgender youth from sports across the country, our small but mighty team is working strategically and passionately to fight for every LGBTQI+ athlete to be safe, welcome and included in sports.

» We expanded our Athletic Equality Index ranking of LGBTQ-inclusive policies and programs at NCAA athletic departments threefold from Power 5 schools to all Division 1 schools and an increasing number of Division 2 and 3 schools as well. This tripled the number of LGBTQI+ college athletes impacted by the AEI.

» We saw a record number of out LGBTQI+ athletes (including Athlete Ally Ambassadors) at the Tokyo Olympic and Paralympic Games, including our first ever out transgender Olympic champion, Athlete Ally Ambassador and Action Awards Honoree Quinn. Together with GLAAD, we developed a media guide to ensure that reporters had the tools to tell these athletes' stories accurately and respectfully.

» We added more than 20 new Campus Chapters and are now reaching more than 500 college athletes across the country with critical resources and trainings to scale up their campus and community activism. Our Washington University in St. Louis Campus Chapter gathered over 1000+ signatures on a letter to the NCAA calling for action in response to anti-trangender athlete bills, landing them a feature story in Sports Illustrated and a well-deserved Athlete Ally Action Award. In total, we mobilized more than 1,250 athletes to speak out for LGBTQI+ inclusion throughout the year.

» Our Policy Director was on the ground in Texas testifying at the state legislature against anti-trans athlete legislation, and spent years consulting the IOC leading up to last year’s announcement of a groundbreaking new framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations.

» We’ve worked closely with Athlete Ally Ambassadors and friends to use their platforms to speak up and out in support of LGBTQI+ inclusion in and through sports, including USWNT star Megan Rapinoe, tennis icon Billie Jean King, WNBA player Layshia Clarendon, Miss America New York Sydney Park, and more.

2021 marked Athlete Ally’s ten-year anniversary. That’s 10 years of incredible progress and impact, from training every incoming NBA player on LGBTQI+ respect and inclusion, mobilizing hundreds of elite athletes to speak out against discriminatory legislation, helping shape global sports policies to reflect the diversity of athletes playing sports and the fans cheering us along, and conducting essential research to guide athletic departments and governing bodies in creating and sustaining environments that are welcoming for all.

Here’s to the next ten years and many more to come of working together to make sport safe, welcome and inclusive for all.

Together,

Hudson Taylor
Founder & Executive Director
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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Robert York

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

40+
Campus Chapters

250+
LGBTQI+ Respect and Inclusion Trainings

4 million
Students impacted by the Athletic Equality Index

8
The number of consecutive years Athlete Ally has trained every incoming NBA player on LGBTQI+ respect and inclusion

400+
Athlete Ally Ambassadors

74k+
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.
“Using the game of basketball to bring greater awareness to the experience of the LGBTQ+ community has been incredibly important. Specifically, the work we’re doing with Athlete Ally has really allowed the NBA to create places of inclusion where people can feel comfortable. Inclusion starts at the top with our coaches and with parents, and if they don’t have an understanding of that concept, we can’t set the standard for the youth, who are our future.”

Daniel Feinberg, Associate Manager of Social Responsibility, NBA

LGBTQI+ 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 7 years.

This past year, our Program and Policy Director Anne Lieberman (they/them) and renowned Team USA duathlete and transgender activist Chris Mosier (he/him) developed a comprehensive virtual training curriculum for professional athletes, teams, leagues and sport governing bodies on transgender inclusion. Chris and Anne led numerous virtual trainings for professional athletes, leagues and corporate audiences. These trainings help dispel myths and misconceptions about trans athletes, and provide concrete tools on how individuals, teams and institutions can better model allyship and inclusion. As a result, we have seen even more athletes and influencers use their platforms to advocate for a welcoming and safe sports environment for all athletes, including transgender and nonbinary athletes.

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 shut down 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 call for equality.
“Athlete Ally has been an invaluable partner in the state legislative work over the last few years. Since we’ve seen this rise of anti-transgender bills that focus on youth in sport, Athlete Ally has been at the front of the fight supporting folks on the ground, being the conduit between us and national and international sports news, and really helping to translate and understand what’s happening, why things matter and what the historical context is.”

Vivian Topping, Director of Advocacy & Civic Engagement, Equality Federation

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 impacted 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.

Athlete Ally was a key stakeholder in the development of the International Olympic Committee’s groundbreaking new framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations. Unlike previous guidelines, the framework underscores that no athlete has an inherent advantage and moves away from eligibility criteria focused on testosterone levels. We have already seen a powerful ripple effect from this global policy not only on the playing field, but in how the public as a whole thinks about transgender athletes and athletes with intersex variations.
ATHLETE ACTIVISM

“This past year we’ve seen a sharp increase in bills to limit the rights of transgender youth. Sports create an atmosphere to learn great life skills such as time management, accountability and teamwork. Everyone, especially children, deserves the chance to compete without prejudice towards their gender identity. Sports should be a place of inclusion and opportunity for all athletes.”

Brianna Turner, WNBA player and Athlete Ally Ambassador

Athlete Ally Pro Ambassadors include 400+ 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 Brianna Turner to speak out against anti-transgender athlete legislation in Georgia to mobilizing Sue Bird and other Ambassadors to sign amicus briefs in support of transgender youth and abortion access, 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.

Photos courtesy of Brianna Turner
"I was the first trans kid on my wrestling team. Having a resource like the AEI that lets me know if coaches and teams are inclusive, that this is even on their radar, is so important. I don’t think I’d be comfortable going to a school if they weren’t thinking of inclusion."

High school wrestler Aryn Bucci-Mooney

Research provides us with the data and resources needed to outline critical gaps in LGBTQI+ inclusion in a variety of athletic spaces, from academic institutions to the unique experiences of LGBTQI+ sport officials. Led by our Research Director, the Athlete Ally Research Team, adidas x Athlete Ally Research Fellows, and Affiliated Scholars are at the forefront of providing expert analysis into where we go from here to build athletic spaces that are truly inclusive for all.

In April 2021, we launched the newest version of our Athletic Equality Index (AEI), which provides the most comprehensive and evergreen look at LGBTQ+ inclusion across all NCAA Division I athletic departments, and a blueprint for schools to model inclusion in the wake of a rising tide of anti-LGBTQ hate crimes and anti-transgender athlete state bills.

This year’s report, which affects an estimated 4 million students nationwide, points to a concerning lack of comprehensive resources, policies, and practices for LGBTQ+ students. With proper information and training, athletes and staff can better understand how to be allies to the LGBTQ+ community and foster inclusive policies. And yet, as of March 2021, 92% of Division-I athletic departments don’t have fully inclusive trans athlete policies. 70% of D-I athletic departments don’t offer LGBTQ+ educational resources to athletes and staff. 80% do not have a Fan Code of Conduct, stipulating that discriminatory fan behavior at games is explicitly prohibited. Despite a growing number of athletes coming out as LGBTQ+ in college (and before), less than 3% of NCAA D-I athletes compete in departments that fully protect their LGBTQ+ identities.
Communications Highlights

Through 2021, 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 46% increase in Instagram followers.

This year’s Olympics marked the first-ever Games with transgender athletes competing, and a record number of out LGBTQI+ athletes. To ensure that LGBTQI+ athletes are celebrated and covered with respect and accuracy, Athlete Ally teamed up with GLAAD and Pride House Tokyo to develop a media guide on covering LGBTQI+ athletes at the Tokyo Olympic and Paralympic Games, which was distributed both digitally and on the ground in Tokyo.

Athlete Ally campaigns, staff, Ambassadors and Campus Chapter leaders appeared in major news outlets across the globe, with stories ranging from op-eds on support for transgender athletes, coverage of our new Athletic Equality Index, features on our work mobilizing athletes to speak out for transgender inclusion, and more. We also provided athletes and influencers with the training and resources need to become effective spokespeople for Athlete Ally’s mission to drive LGBTQI+ inclusion in sport.

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 LGBTQI+ sport community through the years, such as the anniversary of the Pulse massacre.
2021 REVENUE

Total: $1,851,399
## 2021 EXPENSES

**Total:**  
$1,316,651

**Programs/General:**  
$891,016

**Development:**  
$291,191

**Supporting Services:**  
$134,444
CORPORATE & FOUNDATION

$100,000+

adidas  
NIKE  
P&G

$25,000+

glanbia  
Mercedes-Benz  
MLS  
NBA  
WNBA

$15,000-$24,999

ATHLETIC BREWING CO  
EFA  
THE EDUCATIONAL FOUNDATION OF AMERICA  
RenaissanceRe  
TRANSPERFECT

$10,000-$14,999

GATORADE  
citi  
Coca-Cola  
Credit Suisse  
NYRR

In-Kind Support

GO CHARITY  
harmon street  
TRANSPERFECT
INDIVIDUALS

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

Major League
$10,000-$24,999
Mike Balaban*
Barry Bloom and the Tisch Family
Dana Chaiken and Susan Roll
Deborah Clise-Kerr
Allison Grover
Billie Jean King
Sissy and Bill Lieberman
Dan O’Connell
Slobodan Randjelovic and Jon Stryker
Nathan J. Richards*
Jan Steinert and Rick Bosse
Mark Stephanz* and Joe Harper
Steve Wozencraft and John Evans

All-Star
$5,000-$9,999
Kyra Barry
Macky Bergman-Clark
William Clise
Robin and Court Lorenzini
Tom Nichols and Dan Chadburn
Jim and Judy O’Brien
Megan Reyes
Kelly Lenore Schwabe
Frank Selvaggi and Bill Shea
Jim Stork and Ron Ansin
Andrew Ward*
B. Rodney White and Michael P. Williams

Captain
$2,500-$4,999
Lindsay Beltchenko
Laura Clise*
Jonathan and Melissa Dorfman
Tracy Elstein
Lisa Gerson*
Neil Hall
Jared Harber
Perry Hughes Williams*
Anne Krook
Jordyn Lexton*
Frederick C. Raffetto*
Lauren Rothering
Rebecca Sauerbrunn
Russ Selinger
Michelle Waites* and April Holder
Stephen Wilcox

Varsity
$1,500-$2,499
Kathy Behrens
Beth Brooke-Marciniak
Victoria Farris
Jo Ellen Finkel
Jeff Gates
David Hariton
Joanne Herman
Judith Krupp
Jon Oberheide
Lia Parifax* and Hudson Taylor
Ken Pollard
Ivan and Nina Ross
Dennis Trunfio
Louis Vega*

As of December 31, 2021. Please contact Paul Lotierzo at paul.lotierzo@athleteally.org to join the list or edit any listings.

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