



TENTH ANNIVERSARY  
**ATHLETE ALLY**  
2011 - 2021

# ANNUAL REPORT

2021





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# LETTER FROM OUR FOUNDER



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-transgender 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,**

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.

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### 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

Co-Chair Joy Bunson

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Mike Balaban

Brian Ellner

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Jordyn Lexton

Krishna Omkar

Lia Parifax

Frederick Raffetto

Nathan J. Richards

Chad Salter

Mark Stephanz

Michelle Waites

Andrew Ward

Perry Williams

Robert York

# 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

RUNNING | FOUNDER, HARLEM RUN AND CO-CHAIR, RIDC



**ALISON DÉSIR**

“ Sports saved my life and continues to teach me so much about myself and my power. As a Black woman and a mother to a young Black boy, I know what it feels like for the world to tell you that you don't belong, seek to destroy and then erase you. For all of these reasons, I'm committed to learning, unlearning and advocating in service of equity for LGTBO athletes; a world where every body has access and opportunities to safely play sport, particularly trans athletes who are constantly under attack by governing bodies. You belong here. ”

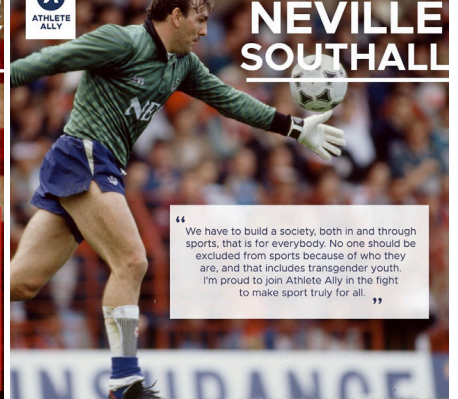
BOBSLED | TEAM USA



**CHRISTOPHER KINNEY**

“ Being that kid in the locker room who has to pretend to be something he or she is not is devastating to one's self confidence. Loving and accepting who you are is the greatest treasure that no one can take away from you. ”

SOCCER | FORMER EFL, EPL & WALES NATIONAL TEAM



**NEVILLE SOUTHALL**

“ We have to build a society, both in and through sports, that is for everybody. No one should be excluded from sports because of who they are, and that includes transgender youth. I'm proud to join Athlete Ally in the fight to make sport truly for all. ”

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

“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.



AT ATHLETE ALLY WE BELIEVE THAT  
WITH EDUCATION  
COMES THE POWER TO  
ADVOCATE FOR CHANGE.

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.



## POLICY

“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

## RESEARCH

“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.



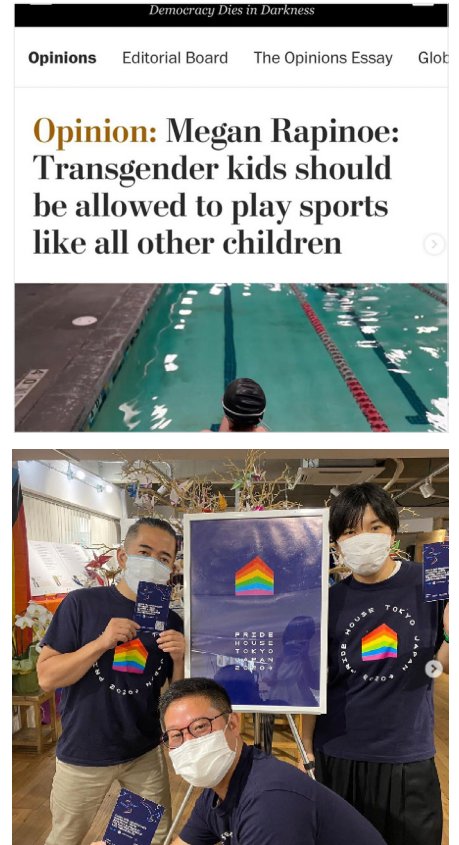
# Communications Highlights

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 LGBTQ 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.



## Athlete Ally in the News

**Athletes ask NCAA to refuse to schedule championships in states banning transgender sports participation**

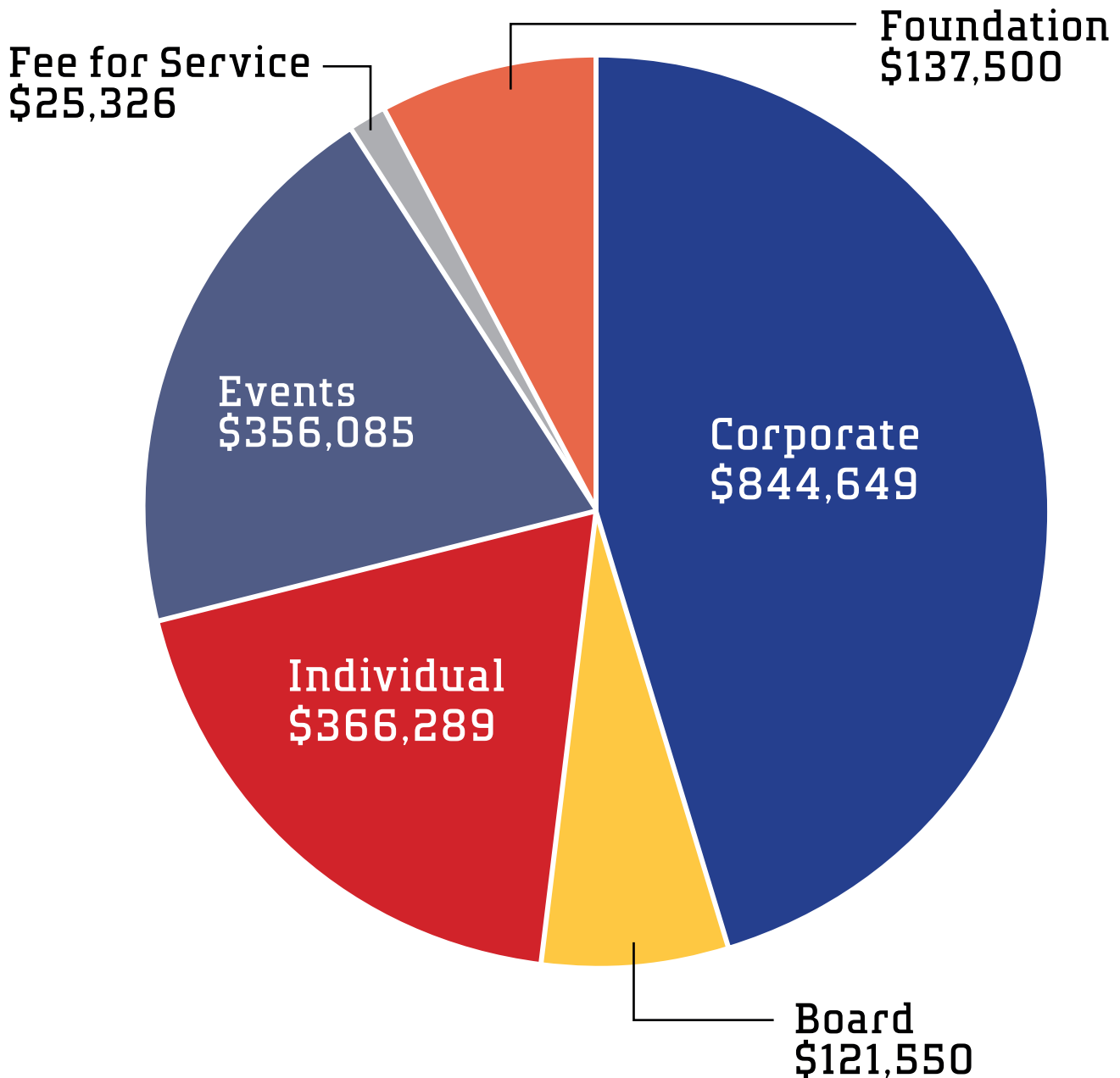
**Megan Rapinoe, Billie Jean King, More Support Brief for Trans Youth in Sports**  
WILTON JACKSON • OCT 14, 2021

**NCAA constitution called out for failing to include non-discrimination policy**  
By Alex Aul  
Nov 12, 2021, 2:37 PM EST



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.

## 2021 REVENUE



**Total: \$1,851,399**

## 2021 EXPENSES



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

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

**Development:  
\$291,191**

**Supporting Services:  
\$134,444**



# OUR SUPPORTERS

## CORPORATE & FOUNDATION

\$100,000+



\$25,000+



Mercedes-Benz



WarnerMedia



\$15,000-\$24,999



RenaissanceRe



\$10,000-\$14,999



In-Kind Support





# 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

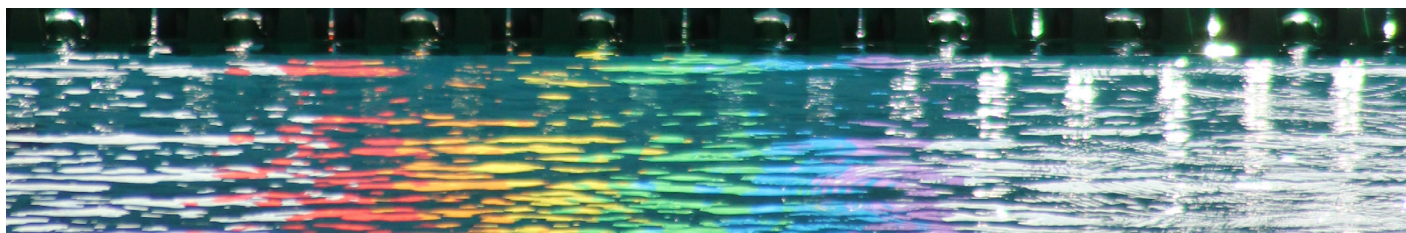
Lia Parifax\* and  
Hudson Taylor

Ken Pollard

Ivan and Nina Ross

Dennis Trunfio

Louis Vega\*



As of December 31, 2021. Please contact Paul Lotierzo at [paul.lotierzo@athleteally.org](mailto: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](https://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](https://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](mailto:development@athleteally.org) for more info on any of the above.





**ATHLETE ALLY**

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