



ATHLETE ALLY

# ANNUAL REPORT

2022

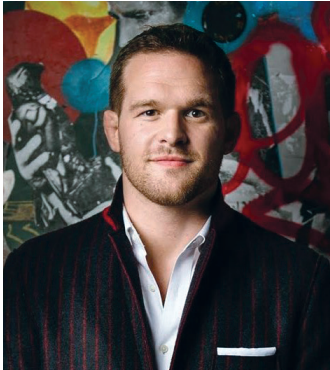


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# LETTER FROM OUR FOUNDER



Looking back, 2022 has been a year of tremendous challenges, groundbreaking progress, and historic firsts. Over 300 bills were introduced targeting the LGBTQI+ community, 18 states now ban transgender youth from playing the sports they love, and anti-trans violence has been [on the rise](#).

We know that a better world is possible when we create athletic spaces that are safe and welcoming for all, and when athletes use their platforms to champion equality. Athlete Ally has been hard at work bringing comprehensive LGBTQI+ **education** to athletes and coaches, advocating for **inclusive policies** at all levels of sport, mobilizing a growing tide of **athlete activists**, and pioneering **research** into the state of LGBTQI+ inclusion in athletics.

Now more than ever, we need to grow the global community of athletes, coaches and fans cultivating allyship, empathy and compassion in and through sports.

- » **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 8 years**.
  - » Athlete Ally works 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.
  - » We were 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 underscores the critical importance of centering inclusivity and nondiscrimination within sport policy.
  - » **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.
- Our [Athletic Equality Index](#) ranking of LGBTQ-inclusive policies and programs at NCAA athletic departments impacts **4 million students nationwide**, and provides schools with a blueprint for how best to model inclusion.
- » **Athlete Ally Ambassadors** include 450+ LGBTQI+ and allied Professional, Olympic and Paralympic athletes dedicated to using their platforms to call for equality in and through sport. From working with Athlete Ally Ambassador Brianna Turner to speak out against anti-transgender athlete legislation in Georgia to mobilizing Megan Rapinoe and other Ambassadors to sign amicus briefs in support of transgender youth, we are tremendously proud to work with athletes who join us in seeing sport as a true equalizer.

With your partnership and support, we can build on the successes and lessons learned this year to make 2023 a year of even greater impact. Thank you for fighting alongside us.

**Together,**

A handwritten signature in black ink that reads "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 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



AC Dumlao  
Chief of Staff



Anne Lieberman  
Policy and Programs  
Director



Emet Marwell  
Policy and Programs  
Manager



Gio Santiago  
Senior Field  
Organizer



Joanna Hoffman  
Communications  
Director



T Mitsock  
Communications  
Associate



Anna Baeth  
Research Director



Abigail Kurtz  
Research Associate



Paul Lotierzo  
Director of  
Development



Sharif Dodd  
Development Associate



Torey Mill  
Engagement &  
Development Manager

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Chad Salter

Jeanne Schneider

Bonnie Thurston

Louis Vega

Michelle Waites

Perry Hughes Williams

Robert L. York

## WHAT WE DO

40+

Campus Chapters

250+

LGBTQI+ Respect and  
Inclusion Trainings

4 million

Students impacted by the  
Athletic Equality Index

9

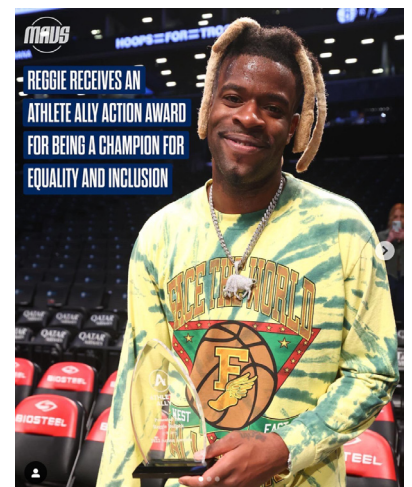
The number of consecutive years Athlete Ally  
has trained every incoming NBA player on  
LGBTQI+ respect and inclusion

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.

## EDUCATION

“We are grateful to Athlete Ally for giving us the leadership and resources we need to effectively lead our fellow student athletes in making Columbia and Barnard more welcoming to the LGBTQI+ community. By working to institutionalize the use of pronouns on rosters and gender-inclusive facilities, and through ongoing education and advocacy opportunities, it is our hope that after we graduate, students to come will build on the work we’ve done. And Athlete Ally will be there to guide and support them.”

Jane Collins, Columbia-Barnard Athlete Ally Chapter Co-President

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 8 years.

Another critical aspect of our education work is our Campus program, which works to equip athletes with the tools they need to drive change on their campuses and in their communities. We added more than 20 new Campus Chapters last year, 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. We are incredibly proud of our campus chapter at Columbia-Barnard, which was honored with an Athlete Ally Action Award this year in recognition of their incredible advocacy.

Together with adidas, this past year we convened student athletes from across the country at The University of Miami for an impactful and energizing Athlete Leadership Summit. With Athlete Ally Ambassador Layshia Clarendon and student athletes from across the country, we led trainings and conducted interactive workshops about fostering allyship and inclusion in and through sports.

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 Ally’s Policy and Program  
Director Anne Lieberman and Athlete  
Ally Ambassador Lori Lindsey testifying  
in Missouri in support of trans youth



## ATHLETE ACTIVISM

“I’m infuriated by the harmful political attacks on the human rights and protection of trans youth. Our children deserve to be loved and protected unconditionally. The facts are that trans healthcare is safe and trans women and girl athletes are not a threat. LGBTQI+ inclusion in sports is important to me because it is me. As a Black bisexual athlete, I’m always going to show up for my community. I’m honored to use my platform as an Athlete Ally Ambassador to educate and amplify the triumphs and joys of our LGBTQI+ community.”

Jasmine Thomas, Connecticut Sun, WNBA 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 Lori Lindsey to speak out against anti-transgender athlete legislation in Missouri to mobilizing Jasmine Thomas 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.



Athlete Ally Ambassador and WNBA Player Jasmine Thomas at the 2022 Action Awards



## 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 insight into critical gaps in the LGBTQI+ inclusion of a variety of athletic spaces. Led by our Director of Research, seven Adidas x Athlete Ally Research Fellows, Athlete Ally’s affiliated scholars, and a group of part-time or volunteer researchers, our team provides expert analysis on how we build athletic spaces that are inclusive and welcoming for all.

In 2022, we furthered the powerful impact of the Athletic Equality Index (AEI), Athlete Ally’s marquee research initiative. The AEI measures the LGBTQI+ inclusivity of athletic departments by focusing on practices and policies that create safe, inclusive, and equitable environments for the LGBTQI+ community in collegiate sport. Our team conducts a full, annual audit of all schools’ policies and practices and offers free consultations with any D-I athletic departments, institutions, conference offices, and conference commissioners interested in learning how they can offer more inclusive policies and practices for the LGBTQ+ community. Schools’ AEI scores and further information on the AEI are all regularly updated on our evergreen website: [aei.athleteally.org](https://aei.athleteally.org).

In 2022, our team was able to develop two backend systems to support the website including a robust communications tracking system through Salesforce and a data and statistics analytics system via

SPSS. With these in place, we expanded our communication with D-I schools from 62.6% (having consulted with 221 of 353 schools in 2021) to 64.8% (232 of 358 in 2022). On January 1, 2022, the average score of all institutions was 36.2 out of 100.0. Today, the average is 39.0, a significant score increase. 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.

A graphic with a dark blue background and white text. At the top, it says 'ATHLETIC EQUALITY INDEX' in a stacked format. To the right is the Athlete Ally logo. The main text reads: 'Congrats to **PAC-12**, the highest-scoring conference on our Athletic Equality Index ranking of LGBTQ+ inclusive policies and practices! The 2021 NCAA Women's Basketball Championship Game was the first in history to feature two PAC-12 teams.' Below this is the PAC-12 logo. At the bottom, it says 'How does your school measure up? Learn more at [AEI.athleteally.org](https://aei.athleteally.org)'.

ATHLETIC  
EQUALITY  
INDEX

ATHLETE ALLY

Congrats to **PAC-12**, the highest-scoring conference on our Athletic Equality Index ranking of LGBTQ+ inclusive policies and practices! The 2021 NCAA Women's Basketball Championship Game was the first in history to feature two PAC-12 teams.

PAC-12

How does your school measure up?  
Learn more at [AEI.athleteally.org](https://aei.athleteally.org)



In 2022, two of our AEI Research Fellows created and sustained ongoing initiatives around inclusion in NCAA sport. Abigail Kurtz started hosting meetings - Gathering Religiously Affiliated Colleges for Education (GRACE) - in which administrators, coaches, and athletes are religiously-affiliated NCAA institutions can discuss integrating diverse faith traditions into statements of inclusion and connections between the athletics department and others on campus. Ryan Socolow initiated a study on the allyship practices of supporters for transgender athletes. His is the first study to examine allyship behaviors of teammates and athletics to offer actionable recommendations to support athletes of all gender identities in sport.

Beyond the AEI, and to celebrate Pride, our Research team puts together an annual [Research Roundup](#), a list of our favorite research readings and listenings on LGBTQ+ topics in sport. From a comprehensive review of how the International Olympic Committee's newest framework on fairness sets novel precedents to a heartwrenching documentary on transgender (trans) youth athletes, the list includes what we consider to be the best of the best LGBTQI+ movement resources in sport from each year.

In addition, Athlete Ally examines the demographics of athletes to better understand who LGBTQ+ athletes are—studies show that LGBTQI+ athletes are more likely to experience anxiety and depression and impaired academic and athletic performance. Every other year, we survey NCAA athletes about their identities to better understand the experiences of LGBTQ+ athletes and to create spaces that are inclusive to all athletes.

Expanding beyond the NCAA, we also document the stories of LGBTQ+ athletes in the media. While LGBTQ+ athletes have received increased, and more positive, media attention in recent years, there is still an overarching erasure of LGBTQ+ athletes. Gay men received some attention and in recent years, trans women athletes were stigmatized and over-covered in the media. Still, much work needs to be done to fully capture who LGBTQ+ athletes at all levels are and how we can better support and represent them in the media.



## Communications Highlights

Through 2022, we communicated the story of Athlete Ally's work and impact in new ways to bigger audiences than ever before. Athlete Ally gained nearly 9K new social media followers across all platforms, particularly on Instagram where we saw a 42% increase. This brought us to a combined total reach of **74,500**.

Athlete Ally also serves as an expert, leading voice on rapid response to breaking news on LGBTQI+ inclusion. This year saw a greater number of attacks against transgender youth than ever before, and required an equally substantial outpouring of both outrage and support. Athlete Ally was front and center in major outlets including **The New York Times**, **TIME**, **ESPN**, **The Washington Post** and more underscoring the critical issues with international bans on transgender women athletes.

The power of our work is further amplified by the athletes we work with who inspire countless fans and followers, as well as teammates and coaches. We worked with elite athletes including Olympic silver medalist swimmer Erica Sullivan on an op-ed for **Newsweek** in support of trans swimmer Lia Thomas, strategically placed during the NCAA championships in which the two athletes competed against each other to proactively dispel the myth that women in sports see trans women as threats to their sport.

We also welcomed a number of diverse, high profile athletes as new Athlete Ally Ambassadors, joining our global network of athletes using their platforms to champion LGBTQI+ inclusion. New Ambassadors include WNBA player **Jasmine Thomas**, international soccer pro **Rachel Corsie**, Olympic skater **Eric Radford**, U.S. Men's National Soccer Team player **DeAndre Yedlin**, Minor League Baseball player **Solomon Bates**, and more.

## Athlete Ally in the News

**The Washington Post**  
*Democracy Dies in Darkness*

Athlete Ally, an LGBTQ advocacy group that penned a supportive letter for Thomas in February, disagreed with the policy as well.

"FINA's new eligibility criteria for transgender athletes and athletes with intersex variations is discriminatory, harmful, unscientific and not in line with the 2021 IOC principles," its [tweet](#) read. "If we truly want to protect women's sports, we must include all women."


**Newsweek**

**OPINION**

**Why I'm Proud to Support Trans Athletes like Lia Thomas | Opinion**

**ERICA SULLIVAN**, AMERICAN OLYMPIC SWIMMER

ON 3/18/22 AT 7:30 AM EDT



**USA TODAY**

See the inspiring stories

**Soccer gave me, a queer athlete, a sense of acceptance. Trans athletes deserve the same.**

*It's time to stop the attacks on transgender athletes and let them compete in the sports that correspond with their gender identity.*

**Lori Lindsey** Opinion contributor

Published 6:03 a.m. ET Feb. 2, 2022 | Updated 8:49 a.m. ET Feb. 2, 2022

**New York Times**

**OLYMPICS** | Sport Is Again Divided Over Inclusiveness and a Level Playing Field

FINA's proposal is to create a so-called open category of competition to "protect competitive fairness." But a separate category is "isolating, demeaning and has the potential to make transgender and nonbinary competitors into a spectacle on an international stage," Anne Lieberman, the director of policy and programs at Athlete Ally, which seeks to end transphobia and homophobia in sports, said in an email Wednesday.

**The New York Times**

**LETTERS** | Transgender Women in the Sports World

**To the Editor:**

Re "[Much Debate but Little Dialogue on Transgender Female Athletes](#)" (front page, May 29):

Efforts to exclude transgender people from sport are harmful to all women and girls. Athletes are more than bodies, hormones and sex assigned at birth. Proximity to coaches, facilities, and parents with money and time are most predictive of success.

The International Olympic Committee, after consulting with leaders in medicine, athletics and human rights, stated in [new guidelines](#) last year that there should be no assumed advantage due to sex variations, physical appearance or transgender status.

Lia Thomas followed all protocols to be eligible to compete, as trans athletes have done for decades. Her success has not imperiled women's sports or Title IX. Threats to women's sports include lack of resources, unequal pay, abusive coaches and doctors, and limited media coverage.

Anna Baeth  
New York  
The writer is director of research for Athlete Ally, which aims to end homophobia and transphobia in sport.

Athlete Ally worked to generate high-profile op-eds with Ambassadors and Olympic athletes, developed strategic responses to breaking news, and ensured coverage of our spokespeople and campaigns in outlets including ESPN, Sports Illustrated and more.





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Madelyn Bucksbaum

Beth Brooke-  
Marciniak

Kerstyn Carr

Walter Ciacchi

Jonathan Dorfman  
and Melissa Kaish

Lizbeth Krupp

Rafael Kuhn

Tom Nichols and Dan  
Chadburn

Pat Noonan\*

Rebecca Sauerbrunn

Russ Selinger

Mark Stephanz

Louis Vega\*

Andrew Ward

B. Rodney White

### Varsity

**\$1,500-\$2,499**

Anthony Arena

Peter Baldwin

Kathy Behrens

Bonnie Block

Frances Brandon  
Farrow

Shaw Brown

Sarah Camayd-  
Muñoz

Laura Clise\*

William Clise

Mary Danico

Perry Davis

Greg Ferrero

Jo Ellen Finkel

Katherine Gardner

Lisa Gerson\*

Sarah Gray

Brian Hirsch

Leah Huber

Perry Hughes  
Williams\*

Christine Keys

David Kopay

Kathy Lahey

Cheryl and Michael  
Lexton

Jordyn Lexton\*

Eric Miller

Lia Parifax\*

Fred Raffetto

Nina and Ivan Ross

Scot Safon

Esta Stecher

Kelsey Trainor

Michelle Waites\*

Jahmila Williams

Karen Willis



As of December 31, 2022. Please contact Paul Lotierzo at [paul.lotierzo@athleteally.org](mailto:paul.lotierzo@athleteally.org) to join the list or edit any listings.

\* Board of Trustees

## HOW TO SUPPORT US



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Email [development@athleteally.org](mailto:development@athleteally.org) for more info on any of the above.





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