



THE PFLAG NATIONAL NEWSLETTER

PFLAG pole

WINTER
2019



Planting the Seeds of Diversity and Inclusion

LOOKING BACK, LOOKING FORWARD...

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Outgoing President
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Dear PFLAGers:

Looking back at the last four years serving as your President, I see the challenges we faced as PFLAG regrouped and re-energized for social change.

In 2015, a giant step toward LGBTQ+ rights happened when the United States Supreme Court affirmed the freedom to marry. Amid a collective victory cheer many asked: “Aren’t we done now?” But a year later at the Pulse nightclub in Orlando, a lone gunman killed 49 people, reminding us that violence toward our LGBTQ+ loved ones is far from over. Meanwhile, in the years since the 2016 election, executive orders from the White House and a spate of anti-LGBTQ+ state legislation—most recently an attempt by the Trump Administration to redefine our transgender and gender-creative loved ones out of existence—have conspired to erode LGBTQ+ safety and inclusion on many fronts. Shock and despair were the immediate response of many who have dedicated years to the cause of equality, but as always, PFLAGers refused to let that despair paralyze their actions.

We instead renewed our commitment to the PFLAG mission and supported our chapter network, which grew to include 400 chapters, with some in communities many thought too conservative to support such work.

In addition to continuing our work against the backdrop of the changing sociopolitical landscape, our unique, unified voice of LGBTQ+ people, their families, and allies expanded its support of all marginalized communities, bolstered strongly by a PFLAG National Board statement of Unity and Inclusion. We rededicated ourselves to evolve from our origins as a primarily white middle-class organization to one whose strength lies in finding innovative ways to reach different populations, including racially

and ethnically diverse groups of people. A recent meeting in Washington, D.C. between several PFLAG National board members and staff with leaders from the NAACP and African American clergy members promises great opportunities to continue this work, while outreach to API communities across the country strongly continues. In May, a group of dedicated PFLAG National staff members spent several days in Puerto Rico to demonstrate hands-on PFLAG love to people still living with the devastation brought by Hurricane Maria. One lady said she had been waiting for people from her evangelical church to help her rebuild her home, but she was amazed to receive that support, instead, from a coalition led by PFLAG National and several other allied organizations. PFLAG visibility is also elevated by ad campaigns from companies like 3M and Verizon, whose wonderful videos addressed coming out, both as LGBTQ+ people and their parents.

As an organization which was trans-inclusive before any other national organization, we have expanded our focus to be inclusive of all genders and sexualities, including outreach to individuals and families with children who are gender expansive, gender creative, queer, and non-binary. The growth of gender-related conferences for these families has filled a need across the country, and we’ve been happy to partner with other wonderful organizations to further expand offerings.

Changes in executive leadership have positioned PFLAG National to hire a permanent Executive Director who



will build on a solid foundation of strategic planning and new financial security, thanks to individual donations, corporate support, and generous bequests through planned giving, including a surprise gift of \$1.2M.

Thanks to all of this—and your continued support—PFLAG remains the leading national organization for LGBTQ+ people, their families, and allies. Our strength lies in the talent and collective dedication of a loyal national staff, a committed board, and passionate volunteer leaders, unified with a chapter network that is rapidly growing. In this challenging time in our country, we are even more fully aware of our responsibility to be informed and active citizens.

May our collective energy inspire us to continue working together for causes we believe in, in solidarity with all who are pushed to the margins, and may we always remember that progress toward equality is a marathon, not a sprint.

With personal pleasure and great confidence, I pass the baton to Kathy Godwin, whose experience as a chapter leader, Regional Director, and board member—coupled with her personal leadership skills and passion for the cause we all share—assure a bright future for PFLAG’s next four years.

A handwritten signature in cursive script that reads "Jean W. Hodges".

Jean Hodges
Outgoing President,
PFLAG National Board of Directors

A LETTER FROM OUR INCOMING BOARD PRESIDENT



Dear PFLAG Members and Supporters:

It is my honor—and I am excited—to step into the role of Board President of PFLAG National, following in the footsteps of my mentor, Jean Hodges. I joined PFLAG in 2004, after my then-16 year old son came out while attending a Catholic high school in Salt Lake City, Utah. My husband and I sought out support, but quickly realized we needed education to provide it, and that education very quickly moved us into community advocacy. I did not know at the time that PFLAG was founded on all three of these pillars; how much I have learned since then.

Recently I was asked how PFLAG would be different if it was started today, instead of 45 years ago. My personal experience—through my time as a chapter leader, Regional Director, Chair of the Regional Directors Council, and PFLAG National Board Vice President—is that people who find PFLAG today are seeking education first, as they simultaneously develop their own personal support team. That support is critical to the ongoing family experience and centers around the specific needs and circumstances of where someone lives and their community. The needs of our members and extended PFLAG family differ, whether it's a young family with a gender-creative child or an LGBTQ+ person living in a rural location, where national, state, and regional ordinances of inclusion may not be their personal experience.

People of color are faced with an ever-present—and well-justified—concern for safety, such that inclusion, sexual orientation, and gender identity are additional layers underneath those worries. Death by suicide continues to be a pervasive issue for LGBTQ+ youth, while violence continues to threaten and endanger the lives of our transgender and gender-expansive loved ones, particularly trans women of color.

I look at all of these challenges, and others, as opportunities for PFLAG to serve its members in new and evolving ways.

Today we live in a world that offers technology which can aid in reaching more people and increasing PFLAG's visibility. PFLAG has an opportunity to support a wider diversity of people: different races and ethnicities, religions, ages, physical abilities, and neuro-diversities, all of which can be done in person and online in both open and closed forums. PFLAGers are committed to giving space to each and every person to bring their whole selves to the table and are doing everything they can to provide the safety to share their diverse stories in a way that is empowering and affirming. The power of that inclusion and acceptance can then be brought to our own individual neighborhoods, states, and our nation.

We have a real opportunity to create new platforms of engagement to meet our mission, serve our vision, and engage people beyond the walls of our chapter meetings; and to work with,

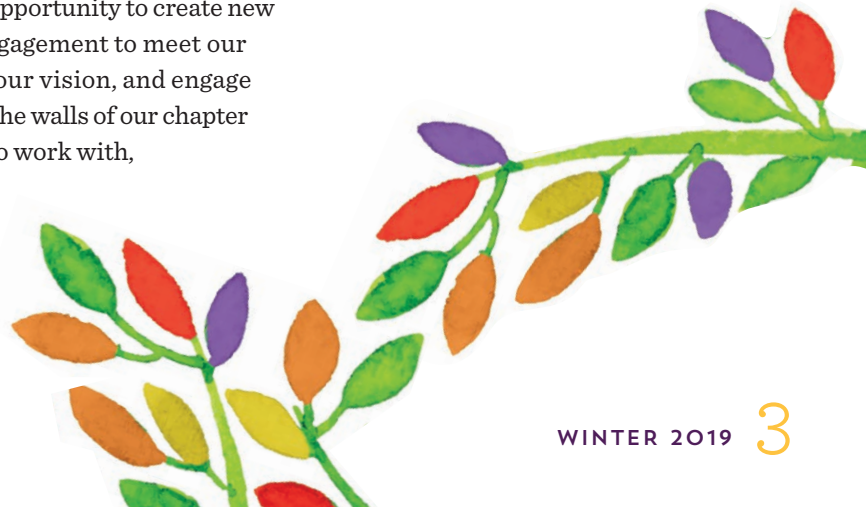
acknowledge, and lift up the efforts of partners who share our vision of a diverse and inclusive world so that we can jointly serve our families and our communities.

I am excited to serve as your new president as we engage to create stronger chapters, stronger states, stronger members—a stronger PFLAG. Together we will reinforce our connections and collectively speak up to realize full equality and justice for all. I am proud to be on this journey with all of you.

Kathy Godwin

A handwritten signature in black ink that reads "Kathy Godwin".

Incoming President,
PFLAG National Board of Directors





From diverse parts— building a greater whole

WilmerHale is a proud partner of PFLAG National and congratulates PFLAG on its 45th anniversary.

WILMERHALE® 



Making better possible

Congratulations, PFLAG, for 45 years of work supporting families, cultivating respect and transforming lives through unconditional love.

Walmart is a proud sponsor of PFLAG.

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2018: The Year in Review

PFLAG National pushed strongly forward in 2018, with a focus on diversity and inclusion efforts centered on issues of race and ethnicity. New staff members joined the Chapter Engagement, Development, Finance & Operations, and Communications teams, and PFLAG Academy Online offerings were expanded to include five new sessions. Combined with 23 new chapters, a generous gift from Verizon to support PFLAG's chapter and member communications efforts, and a new set of officers on the board, PFLAG National laid a strong organizational foundation on which to continue building in 2019.

EXPANDING EQUALITY

in places of work, places of worship, and communities big and small across the country

straight
FOR
equalitySM

Our Straight for Equality® program reached more people than ever before, bringing new allies into workplaces, faith communities, and cities and towns across the country.

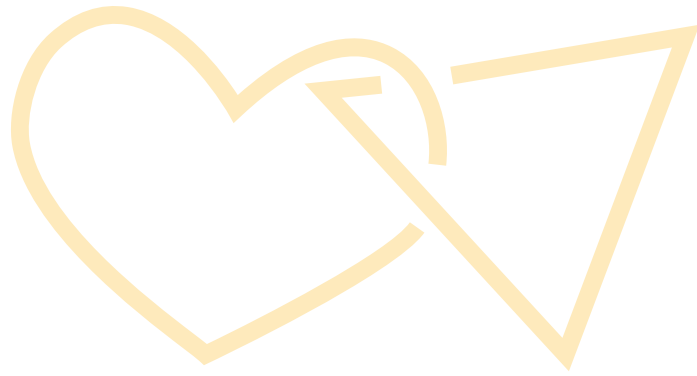
91 learning sessions delivered

13 new clients | 46 companies

new!
for 2018

What Would You Do? The Advanced Ally's Guide to Being Active in Tough Situations

When LGBTQ Past and Present Collide! How LGBTQ History Can Illuminate Today's Challenges



CREATING THRIVING CHAPTERS



23 new chapters in 2018

400 chapters in total

ADVOCACY, POLICY, AND PARTNERSHIPS

26 issues of *Policy Matters*

115 visits to Capitol Hill

51 Sign-on letters

22 Federal comments
and letters

PFLAG ACADEMY ONLINE

11 sessions offered, five new for 2018 (including two from PFLAG National nonprofit partners and two from PFLAG Chapter leaders)

356 participants

3,717 playbacks of on-demand sessions

8 PFLAGPOLE

PLUS

New edition of *Voting Matters: The PFLAG National "Get Out the Vote" and Voting Guide* released in support of chapter Get-Out-the-Vote efforts

PFLAG NATIONAL / STRAIGHT FOR EQUALITY ON SOCIAL MEDIA

 >73K Twitter followers

 >90K Facebook likes

 >7.0K Instagram followers

 >1.7K LinkedIn followers

For Diversity, Inclusion, and Learning updates follow us on LinkedIn: pflagnation.al/linkedin

 >6.9M Combined social media impressions



Diverse perspectives are a recipe for innovation.

We value the impact of an inclusive and diverse culture.

At KPMG, we believe our people must be as diverse as the clients and communities we serve and that their unique backgrounds, experiences, and talents are essential to our success. We're proud that at every level of our firm, our professionals take ownership of creating a diverse and inclusive culture.

We are proud to support PFLAG, and value our shared commitment to develop inclusive leaders. Learn more at [KPMG.com/us/careers](https://www.kpmg.com/us/careers).

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Johnson & Johnson

Donate a Photo



Support PFLAG.

Download the Donate a Photo app
and start making a difference today.


donateaphoto.com/en_US/cause/pflag-2018



**DTCC is a proud ally of PFLAG National
HAPPY 45th ANNIVERSARY!**


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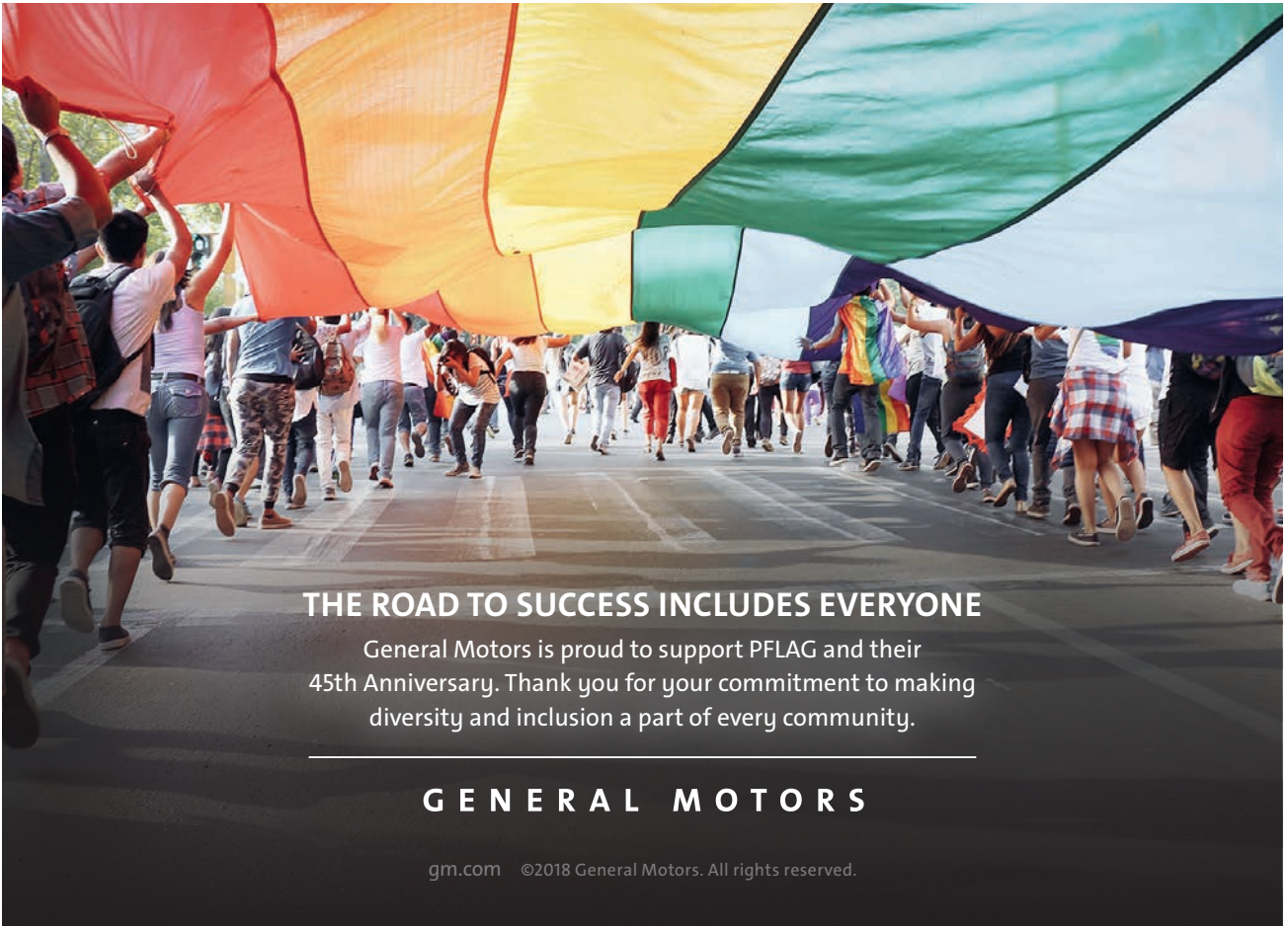


It's Elemental.

As proud supporters of PFLAG, Dow is committed to advancing equality through GLAD, the industry's oldest LGBTQ+ and ally employee resource group.




**MetLife Congratulates PFLAG National
on its 45th Anniversary**



THE ROAD TO SUCCESS INCLUDES EVERYONE

General Motors is proud to support PFLAG and their 45th Anniversary. Thank you for your commitment to making diversity and inclusion a part of every community.

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AT WHIRLPOOL CORPORATION, FAMILIES MATTER. CONGRATULATIONS TO PFLAG NATIONAL ON 45 YEARS SUPPORTING LGBTQ FAMILIES.

SHARE WHAT MATTERS TO YOU.

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LinkedIn.com/company/Whirlpool-Corporation
WhirlpoolCorp.com





Equality at great heights.

American Airlines congratulates PFLAG National
on its 45th Anniversary.

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American Airlines





Why GSK?

Because we are changing the world.

Imagine what it would be like if we could find a cure for cancer, an effective vaccination for HIV and AIDS, or a medicine that could protect against heart disease or stroke.

The unique and diverse talent of our workforce has already allowed us to make breakthroughs that have saved millions of lives, and helped improve countless others. Our commitment to diversity has been recognized by the Human Rights Campaign as having achieved a perfect score (100%) twelve times in the HRC Corporate Equality Index from 2006 through 2018 and a listing as one of the Best Places to Work for LGBT equality.

Visit www.gsk.com/careers to find out more.

GSK is an Equal Opportunity/ Affirmative Action Employer/Female/Minority/Disability/Veteran At GSK, we believe that effectively managing and leveraging inclusion and diversity opens the door to innovation.

The New York Power Authority is a Proud Supporter of PFLAG

We are committed to maintaining a safe and supportive work environment that enables LGBTQ employees to reach their full potential.



NY Power Authority

At Qualcomm, inventing world-changing technology is just one of the ways we change lives.

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**MAJOR LEAGUE BASEBALL
CONGRATULATES
PFLAG NATIONAL
ON ITS 45TH ANNIVERSARY!**

jll.com



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WE SUCCEED THROUGH

Diversity and inclusion is not about creating advantages for some—it's about removing barriers for all. We are proud to be an advocate of inclusion for the LGBT+ community, and we value and embrace all of the backgrounds, skills and ideas of our people. At JLL, you can be you, and we want you to bring your whole self to work.

Inclusion



Achieve Ambitions

A 45-Year Legacy of Love: Remembering PFLAG in Your Will

In 1972, Jeanne Manford's life was changed forever when she received a call from the hospital and learned that her son Morty had been beaten at a gay rights protest—and the police stood by and did nothing to stop it. Outraged, she took action, first writing a letter to the *New York Post*, then marching with her son at an early precursor to the New York City Pride Parade, and finally by establishing the organization known today as PFLAG.

Now as we celebrate our 45th anniversary, PFLAG is America's leading organization uniting LGBTQ+ people, their families, and allies to provide support, education, and advocacy, but there is still so much more to do to achieve full equality.

LGBTQ+ people still lack basic protections against employment and housing discrimination, 85 percent of LGBTQ+ students experience harassment in schools, the majority of states refuse to pass laws allowing same-sex couples to foster or adopt, and our transgender loved ones are now at serious risk of being “defined” out of existence—and that's just the tip of the iceberg.

Help ensure that PFLAG will be there to stand up for equality and provide critical support to LGBTQ+ people and their families for the next 45 years and beyond. Join the Jeanne Manford Legacy Circle by including PFLAG National in your will or other estate plan.

Your generous planned gift to PFLAG National will ensure that the values we share live on. As a member of the Jeanne Manford Legacy Circle, you'll receive special recognition in our annual report and support from PFLAG National's development team to ensure that your gift makes the maximum impact.

To receive free information on planned giving with PFLAG, contact Director of Development Maggie Ardiente at mardiente@pflag.org or 202-349-0788. And if you've already included PFLAG National in your estate plans, please let us know so that we might share your story and generosity with others. From all of us at PFLAG—we thank you for your support.

Thank you to our partners for their generous support.

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The Right Way
to Invest



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NONPROFIT PARTNER

