



ANNUAL REPORT 2022

ANNUAL REPORT



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NBJC'S MISSION

The National Black Justice Coalition's (NBJC) mission is to end racism, homophobia, lesbian, gay, bisexual, transgender, queer+, and same-gender loving (LGBTQ+/SGL) bias, stigma, and discrimination.



EXECUTIVE SUMMARY

As the only national civil rights organization dedicated to the empowerment of Black LGBTQ+/SGL people, the National Black Justice Coalition has responded to the current political moment by advancing federal resources, policies, and messages aimed at strengthening democracy, ensuring equity, and that public policy investments and innovations reach the people who need them most.

NBJC is a leader in curating messaging and media to center asset-based investments in diverse Black families and communities. NBJC has also taken a leadership role in novel public policy areas, including public education regarding MPox and laws designed to exclude Black and LGBTQ+/SGL people from education, health care, and employment. Our work involves collaborating with federal decision-makers on Capitol Hill, the White House, federal agencies, and the United Nations to remove the barriers preventing Black LGBTQ+/SGL people, families, and communities from thriving.

PRIOITIES

NBJC identifies policy priorities based on ongoing and emergent trends described by those directly impacted by policy decisions, those most engaged through our signature events, such as our annual Black Institute, and through collaborative research and reports. Each legislative session, we produce a policy agenda with priorities that are updated in real-time to account for political and societal shifts. NBJC's 2022 policy priorities include civil and human rights, health and wellness, education and workforce development, and digital justice.

CIVIL & HUMAN RIGHTS

Barriers to freedom and opportunity for members of the Black LGBTQ+/SGL surround us. Whether being followed at the store, profiled by law enforcement, kicked off a train for laughing, or murdered for going out on a date, freedom and opportunity are limited simply because of who we are, how we dress, or who we love.



CIVIL & HUMAN RIGHTS

In 2022, we accomplished the following **administrative actions**:

- Worked with the White House and federal agencies to establish an inter-agency-led working group on Transgender Safety, Opportunity, and Inclusion to develop and implement recommendations to prioritize the prevention and solving of murders of Black transgender women;
- Worked with the Department of Health and Human Services and the members of the Every Child Deserves a Family Coalition to leverage the Bostock U.S. Supreme Court decision to remove Sexual and Gender Minority (SGM) discrimination in child welfare services, health care, and education in line with the President's executive order;
- Worked with the Department of Health and Human Services and the members of the Every Child Deserves a Family Coalition to secure equal federal funding for kinship guardians, and non-relative foster/adoptive parents and race-led LGBTQ+ themed cultural competency training for parents in the child welfare system; and
- Worked with the Department of Justice and members of the Leadership Conference on Civil and Human Rights to reduce and eliminate racial and gender profiling while increasing incentives to use restorative justice sentencing

In 2022, we prioritized the following **federal legislation**:

• RESPECT FOR MARRIAGE ACT

- *Legislative Update:* The Respect for Marriage Act was passed in the Senate and the House and sent to President Biden who signed it into law on December 13, 2022.
- *Strategy/Value Add:* NBJC was among the first advocacy organizations to draw a clear line between the Supreme Court's Dobbs decision (which overturned the decades-long precedent of Roe v. Wade) and the potential threat of the protections for all marriages offered in the Obergefell v. Hodges decision.
- *Achievements:* NBJC was a persistent and powerful voice on the issue even before Dobbs. Afterwards, we redoubled our efforts to press Congress to craft legislation that could pass both chambers. In a midterm year, when the potential costs were great, we worked with legislators to keep momentum and move the bill to the President's desk.

RESPECT *for*
MARRIAGE

In 2022, we prioritized the following federal legislation:

• **JOHN LEWIS VOTING RIGHTS ADVANCEMENT AND FREEDOM TO VOTE ACTS**

- *Legislative Update:* The John Lewis Voting Rights Advancement and Freedom to Vote Acts were passed in the U.S. House of Representatives but have yet to pass the U.S. Senate. The Biden-Harris administration has issued executive orders aimed at the federal government doing everything possible to prevent voter suppression and intimidation.
- *Strategy/Value Add:* NBJC collaborates with the National Coalition on Black Civic Participation's Unity campaign and other key partners to pass these bills. Our strategy has focused on facilitating intersectional conversations about voting access and rights. NBJC has disseminated messages and engaged with media partners to remove barriers that transgender and non-binary people face when updating legal identification documents.
- *Achievements:* Worked with the U.S. Department of Homeland Security and the U.S. Department of Justice to ensure proper planning and support for voter intimidation outside the polling place. Supported rapid response to voter intimidation.



• **THE EQUALITY ACT IS CRITICAL TO ENSURING FREEDOM**

- *Legislative Update:* The Equality Act was passed in the U.S. House of Representatives last year. After its passage, NBJC's Executive Director, Dr. Johns, [provided congressional testimony](#) regarding the importance of protections for the [economic mobility](#) of Black LGBTQ+/SGL people.
- *Strategy/Value Add:* NBJC works with civil rights, LGBTQ+ equality, women's rights, and disability organizations to ensure federal non-discrimination protections for all marginalized people, especially those with multiple marginalized identities. Our strategy has focused on ensuring Black people understand how non-LGBTQ+ Black people benefit from nondiscrimination protections, including women and girls, and engaging Black LGBTQ+/SGL people, communities, and organizations.
- *Achievements:* NBJC works with the White House and federal agency officials to implement President Biden's [Bostock decision](#) and [racial equity](#) executive orders updating all sex discrimination protections to include LGBTQ+ people and the intersections of our other marginalized identities and dismantling systemic racism across all federal agencies, respectively. Two-thirds of the federal departments have produced recommendations and/or action plans to address both orders and have included language that includes impacts on people living with multiple marginalized identities.

• **EVERY CHILD DESERVES A FAMILY ACT**

- *Legislative Update:* Legislation has not passed either chamber of Congress. Movement leaders hope the passage of the Equality Act and new regulations from the Department of Health and Human Services will ensure discrimination against LGBTQ+ potential parents in foster care and adoption is illegal.
- *Strategy/Value Add:* NBJC ensures the perspective of
 - Black families who have experienced the pain of family separation,
 - Black LGBTQ+/SGL parents who are qualified to foster or adopt and experience discrimination from religious-based service providers, and
 - Black LGBTQ+/SGL youth in need of culturally competent parents who affirm who they are in child welfare agencies across the country are included in meetings, messaging campaigns, and public comments about LGBTQ+ inclusion in foster and kinship care with the U.S. Department of Health and Human Services and other agencies.
- *Achievements:* NBJC met with the U.S. Department of Health and Human Services (HHS) Child Services to discuss the parent options that would aid in reducing the number of kids without a home or family in addition to supporting racial bias cultural competency training for non-Black parents and LGBTQ+ cultural competency training for all prospective parents.
- Our feedback regarding harmful civil rights exemptions religious-based agencies use to prevent LGBTQ+ parents from adopting or fostering has caused Black children to be stuck in the "ward of the state to prison or sex-trafficking pipeline."
- NBJC used stories shared by attendees at our annual Black Institute to inform advocacy with decision-makers that motivated HHS to provide more grants to support LGBTQ+ cultural competency training for Black parents of LGBTQ+ kids in the child welfare system.



every child
deserves a
FAMILY

HEALTH & WELLNESS

Access to inclusive and affordable mental, reproductive, sexual, and primary health care is more complicated than it should be for Black LGBTQ+/SGL people. The National Black Justice Coalition works to transform and improve healthcare and medical research for our communities to ensure we all thrive.



In 2022, we accomplished the following **administrative actions**:

- Increased federal investments in comprehensive, culturally competent school-based mental health support for students;
- Supported the codification of COVID-19 exceptions, such as removing barriers to telehealth services and expanding access to existing federal healthcare programs by broadening eligibility in addition to telehealth services; and
- Expanded reproductive health funding and data collection for Black LGBTQ+/SGL people assigned female at birth.
- Provided guidance to the White House and the U.S. Department of Health and Human Services regarding the equitable distribution of MPox vaccines and treatments.

In 2022, we prioritized the following **federal legislation**:

- **Cady Housh and Gemesha Thomas Student Suicide Prevention Act of 2021**
 - *Legislative Update:* Neither chamber of Congress has taken action; however, the Safer Communities Act and Biden-Harris administrative actions will ensure students on Medicaid have access to therapy at school, institute the new 988 suicide hotline, and provide grants to create more mental health programs, treatment, and jobs.
 - *Our Strategy/Value Add:* NBJC highlights disparities in prevention, treatment, and interventions among Black, LGBTQ+, and Black LGBTQ+/SGL youth, in addition to the impact of conversion therapy in meeting with members of Congress, Biden-Harris administration leadership, coalition meetings, in the media, and through the creation of federal register public comments. Our work is critical because mental health support focuses on either communities of color or the LGBTQ+ community, which neglects many members of the Black LGBTQ+/SGL community.
 - *Achievements:* Since co-authoring the [Ring the Alarm](#) report emphasizing the mental health crisis among Black children, youth, and young adults alongside the Congressional Black Caucus Foundation five years ago, NBJC continues advocating for critical investments to address mental health gaps in the Black community.
 - Secured racially and LGBTQ+ culturally competent mental health support in schools for Black LGBTQ+/SGL youth that have access to healthcare through Medicaid.
 - We worked with members of Congress to improve mental health legislation, including those that became law this year. NBJC wrote the authorizing language that awarded \$1.05 million for [Black youth suicide prevention](#) research led by Professor Lauren Mims of NYU.

• **Black Maternal Health and Mortality Bill**

- *Legislative Update:* While the legislation has not passed in either chamber of Congress, the White House announced several critical initiatives aimed at increasing cultural competency training for hospital staff and healthcare providers, additional funding to support doulas, and a year of postpartum care through government-backed health programs, and improved data collection.
- *Our Strategy/Value Add:* NBJC collaborated with White House Domestic and Gender Policy Councils to ensure the inclusion of Black transgender men, non-binary people, and same-gender loving women as the federal government worked to address the epidemic of deaths and illness leading up to and during childbirth.
- *Achievements:* NBJC collaborated with the Biden-Harris administration to support the creation of the first-of-its-kind National Strategy for Gender Equity. The strategy worked to ensure better data collection for Black transgender men, non-binary people, and same-gender loving women to improve reproductive health.



In 2022, we prioritized the following federal legislation:

- **Ending the HIV/AIDS epidemic in collaboration with the CDC (PACT partnership)**
 - **REPEAL ACT** to decriminalize and end stigma toward people living with HIV
 - *Legislative Update:* While the legislation has not passed in either chamber of Congress, we continue to advocate repealing legislation that criminalizes people based on their HIV/AIDS status.
 - *Our Strategy/Value Add:* NBJC is one of few non-HIV organizations that disseminate messages, engage with media, and develop resources to engage the Black community in addressing the HIV/AIDS crisis.
 - NBJC brings the racial inequity perspective on this issue in the broader LGBTQ+ movement and the LGBTQ+ perspective to the wider Black civil rights movement to ensure that Black LGBTQ+/SGL people are not neglected or ignored in efforts to address the HIV/AIDS crisis or support people living with HIV/AIDS.
 - Our nearly ten-year partnership with the Centers for Disease Control has also allowed us to inform and activate more partners and people to eliminate the stigma that prevents too many Black people from being tested, treated, and connected to care.
 - *Our Achievements:* In addition to our advocacy to repeal HIV/AIDS criminalization laws, we continue to surface the importance of including the intentional government neglect of people living with AIDS in the first decade of the epidemic in conversations related to reparations. By continuing to raise the epidemic's lasting and disproportionate impact on Black people, we hope to secure financial and human services-related resources to support elders aging with the virus and other comorbidities more common to senior citizens, including free home health care workers, increased Medicare supplemental support, mental health care, survivor's benefits, free access to health care treatments and support groups, money to support retirement costs, etc. Similarly to other reparations due to Black people for intentional government exclusion and neglect, there must be restitution for the harm committed against our community's health and financial well-being.



PROJECT SPOTLIGHT

PARTNERSHIP WITH BORIS L. HENSON FOUNDATION

While many of us have developed the healthy habit of scheduling annual physical checkups, data affirms that Black LGBTQ+/SGL people are less likely to schedule regular mental health visits with qualified and competent providers. Black LGBTQ+/SGL people also know fewer qualified mental health practitioners are equipped to meet our mental health needs. Mental health care also requires access to health insurance, financial resources for copays, and transportation, which can present insurmountable challenges for our community.

NBJC has partnered with the **Boris L. Henson Foundation** to provide free mental health support to youth in our community. The Mental Wellness Support Program provided more than 250 Black LGBTQ+/SGL young people ages 12-40 access to FREE individual counseling sessions with licensed clinicians (at least 5 sessions per person), virtually or in person.

The results of our partnership have been transformative and prove the importance of our policy agenda items related to culturally competent, affordable, and accessible mental health support.



- **The PrEP Access and Coverage Act can reduce transmissions of HIV**
 - *Legislative Update:* While this legislation has not passed either chamber of Congress, the White House seeks to invest \$9.8 billion over ten years to expand access to PrEP, or pre-exposure prophylaxis.
 - *Achievements:* In addition to producing and disseminating unique constituency-centered **awareness day toolkits** to support HBCUs and community-based organizations serving and supporting Black people in having stigma-free conversations about HIV/AIDS and increasing connections to care, NBJC deepened partnerships with Twitter, Black LGBTQ+/SGL faith communities, Black pride organizations, and other civil and human rights organizations to increase the number of partners sharing messages and supporting programs that reduce stigma and increase connections to care.
 - **Program highlights include**
 - 18 earned media articles
 - 20 emails regarding HIV/AIDS advocacy day partnerships and resource sharing, reaching at least 20,000 people.
 - 180 HIV/AIDS-related social media posts.
 - Produced eight virtual events and engaged over a dozen social media influencers via Twitter, Facebook, Instagram, and YouTube.
 - Disseminated over 5,000 CDC materials
 - Despite COVID disrupting our initial in-person strategy, we hosted 6 in-person events resulting in over 35,000 people learning about stigma-free messages designed to encourage more testing, preventative, and treatment health care.

PROJECT SPOTLIGHT

PARTNERSHIP WITH TWITTER

WORLD AIDS DAY

NBJC collaborated with Twitter to produce a new initiative called #MyFirstHIVTweet. Our goal was to increase the number of people using the platform to discuss HIV/AIDS-related health care, treatments, and testing to reduce stigma and make the conversation topic a regular part of our discourse.

The results were astounding:

- 27 MILLION impressions, enough to fill all 30 Major League Baseball stadiums twelve times!
- Twenty-six thousand engagements, more than the total number of participants in the Chicago AIDS Run and Walk over the past 20 years!
- Earned media coverage in the Los Angeles Blade and Out in Jersey.
- Over a dozen social media influencers participated in the effort, including Angela Rye, Rep. Park Cannon, George M. Johnson, Andrew Gillum, and many more!
- We created a safe space Twitter Moment boosted by Twitter and \$250,000 in ad credits!
- We reached our goal of sparking conversations that reduce the stigma around HIV/AIDS on World AIDS Day!



#MyFirstHIVTweet

PROJECT SPOTLIGHT

COLLABORATION ON DEFEATING MPOX

GILEAD

As the MPox outbreak began, NBJC worked to ensure members of our community received accurate, science-informed information. As a result of our leadership, GILEAD invited NBJC to join an innovative collaboration to eradicate the outbreak. We applied lessons from the HIV/AIDS epidemic and COVID-19 epidemic to advocate for the destigmatization of MPox as neither a Black or gay/same-gender loving virus but a virus that can impact us all. You can learn more at our MPox work [HERE](#).



EDUCATION & WORKFORCE DEVELOPMENT

Politicians have intentionally passed legislation designed to harm our children, youth, and young adults and exclude them from using the bathroom, playing sports, getting healthcare, and learning about our community's contributions to American history and other academic disciplines. Over 300 anti-LGBTQ+ bills have been introduced or codified since the start of last year's legislative session. The governor of Florida signed a law prohibiting employers from training employees to create welcoming and vibrant workplaces. Employers exclude returning citizens from employment opportunities and fire employees who use medical cannabis to treat chronic pain, epilepsy, anxiety, and depression despite state-sanctioned medical cannabis programs.

In 2022, we prioritized the following federal legislation:

- **Counseling Not Criminalization/Ending PUSHOUT Acts**
 - *Legislative Update:* While this legislation has not passed in either chamber of Congress, the Department of Education and the Safer Communities Act prioritizes supporting Black LGBTQ+/SGL and other marginalized youth with mental health and non-punitive support to end the school-to-prison pipeline.
 - *Our Strategy/Value Add:* NBJC continues to be the sole voice in many policy-making spaces highlighting the disproportionate number of masculine-presenting girls pushed into the juvenile justice system and later women's prisons due to profiling and policing at the intersection of race and gender.
 - *Achievements:* Our collaborative work with the Leadership Conference on Civil and Human Rights has ensured members of our community have been included in efforts to influence policy and regulations.

- **Build Back Better, also known as the Inflation Reduction Act or Reconciliation Package**

- *Legislative Update:* The Inflation Reduction Act became law in 2022, resulting in improved health care, climate change, and taxes that included the following benefits for Black communities – where a majority of Black LGBTQ+/SGL people live:
 - \$3 billion dollars for the historic neighborhood access and equity grants to provide restitution for Black communities destroyed by interstates and other federal transportation initiatives.
 - Capped monthly insulin costs to \$35 –a much-needed reprieve for our community disproportionately affected by diabetes and lives overwhelmingly in poverty.
 - \$1 billion in affordable housing which will support our disproportionately housing insecure community.
 - Environmental and climate justice block grants to support communities negatively impacted by pollution, oil production, poisoned drinking water, and more.
 - Medicare and Affordable Care Act improvements that will support the generation that came of age during the start of the HIV/AIDS epidemic become elders by mandating free adult vaccines and lower prescription drug costs. With the MPox and RSV outbreaks, the flu, and COVID raging in Black communities, health care support for people living with HIV/AIDS who often have weakened immune systems is critical.
 - Climate and weather resilience programs for homeowners who could not afford to weather protect their homes in the face of wildfires, tornados, or hurricanes.
- *Our Strategy/Value Add:* NBJC supported bill passage by highlighting the unique ways proposals impacted Black LGBTQ/SGL people.

BUILD BACK BETTER ACT

In 2022, we prioritized the following federal legislation:

- *Removed barriers to employment, such as banning the criminal history box on employment applications, decriminalizing sex work and cannabis, and removing mandatory cannabis-related drug tests in states where medical cannabis.*
- *Added form questions for sexual orientation and gender identity for data collection while making data reports easy to sort and filter by more than one identity at a time.*
- *Provided student loan relief by addressing barriers to canceling or discharging debt, lowering interest rates, and addressing the increase in higher education costs.*
- *Supported federal action to limit the harm of state laws created to harm or exclude Black LGBTQ+/SGL youth and employees.*

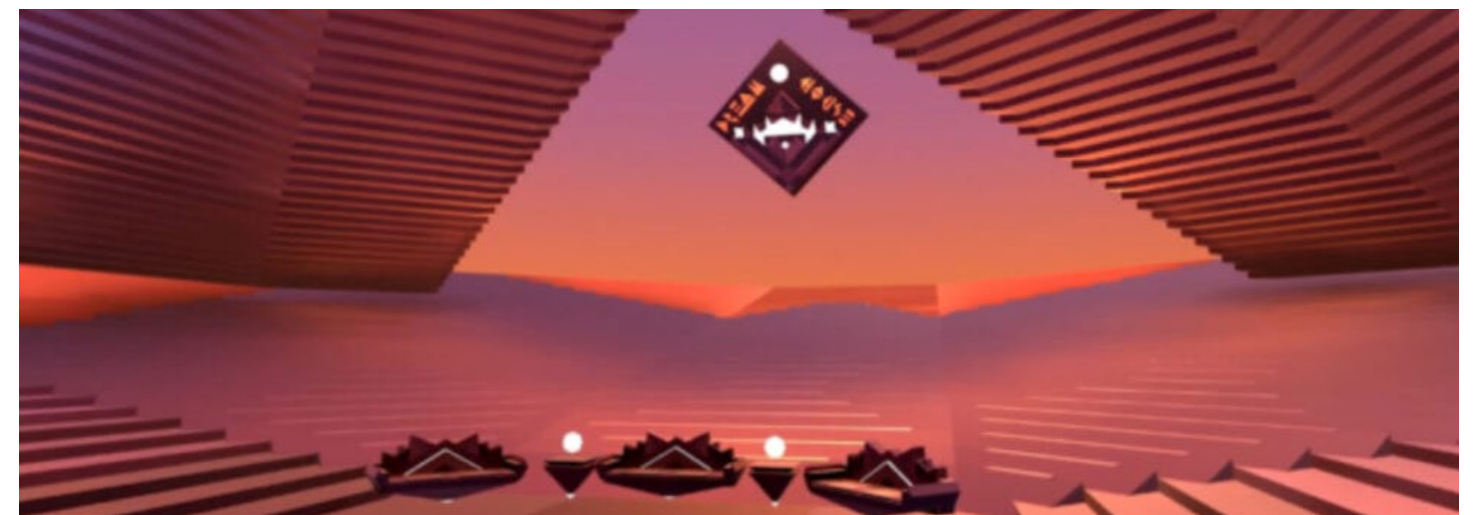
DIGITAL JUSTICE

NBJC has prioritized ensuring members of our beautifully diverse community are data-intelligent and understand how their data is used and how to protect it. NBJC continues to work with Meta (Facebook and Instagram), Twitter, and Google to increase user privacy, hate speech and disinformation content moderation, and civil rights protections.

In 2022, we prioritized legislation and administrative actions that would improve section 230 of the Communications Decency Act of 1996, which provided immunity to online platforms from civil liability based on third-party content and the removal of content in certain circumstances.

- **Amending Section 230 of the Communications Decency Act**

- *Legislative Update:* While legislation has not passed in either chamber of Congress, the White House and Congress continue to hear from various stakeholders to craft legislation that will address concerns of civil rights, privacy, and content moderation on the Internet and metaverse.
- *Our Strategy/Value Add:* NBJC has partnerships with Google, Meta, Twitter, the White House, and various federal agencies and is often one of the few LGBTQ+ organizations in conversations about privacy, civil rights, and content moderation impacts on our community, particularly the Black LGBTQ+/SGL community.
- *Our Achievements:* NBJC has led conversations to influence public opinion and decision-makers on the importance of modernizing section 230 through the use of earned media - articles, podcasts, and TV interviews, including the following:
 - [TechTank Podcast Episode 46:](#) Exploring the intersection of tech policy and LGBTQ+ rights
 - [Metaverse Dream House](#) Is A Space Found In Horizon Worlds Built By LGBTQ+ Creators And Inspired By The Heart Of Ballroom Culture
 - Meta's 'Head of Cultural Moments' Discusses [Intersectionality In the Metaverse](#)



ADVOCACY

NBJC’s advocacy efforts are built around the priorities described above and developing rapid response strategies to address emergent priorities. In 2022, NBJC has driven awareness and mobilized partners, government officials, the media, and our nation to take action on the following (list is illustrative, not exhaustive):

- NBJC advocated for the return of our sister, Brittney Griner, from her unjust incarceration in Russia. It was an honor to collaborate with the White House, the U.S. State Department, and other advocacy organizations since early March to ensure Brittney’s well-being, safety, and safe return home.
- Championed the successful effort to **change the name** of MonkeyPox to “MPox” in order to decrease racial stigmatization of the virus as well as the effort to place more resources focused on the LGBTQ+ community **in Black communities** where a majority of Black LGBTQ+/SGL people live and work.
- Joined the Steering Committee of the Freedom and Opportunity for All campaign to modernize and expand the Civil Rights Act of 1964 for existing historically protected and excluded communities in the United States while adding protections for women and LGBTQ+ people.
- Ensured the White House and State Department did all they could to secure the safe and swift return of WNBA and global women’s basketball superstar Brittney Griner.
- Worked with the Department of Justice and the Department of Homeland Security to address the threats and actions of white domestic terrorists against HBCUs, Black communities and businesses, Black LGBTQ+/SGL establishments and people, voters, and people registering to vote in rural predominately Black communities.
- Guided the Leon County Public Schools System in developing the **“Inclusive School Guide, the Welcoming and Affirming Plan”** and **guide for employees**.
- Advocated for the codification of the Respect for Marriage Act and other congressional legislation to prevent the U.S. Supreme Court from overturning another precedent similar to their actions gutting abortion access in the recent Dobbs decision.

ACTION

NBJC’s action initiatives, campaigns, and programs aim to ensure Black LGBTQ+/SGL people thrive.

Stolen Lives Initiative

NBJC tracks fatalistic violence against Black transgender femme and non-binary people. We work with the White House, the Department of Justice, the media, and community partners to honor stolen lives and advocate for accountability. Our work has led to:

- Creating a White House-led inter-agency working group on transgender inclusion, opportunity, and safety.
- Increasing the media’s attention to the systemic inequities and negligence of the Chicago Police Department.
- Training state attorneys, police sheriffs, police chiefs, civil and human rights partners, and more on inclusive law enforcement.
- Adding a midwest tour stop for the United Nations Independent Expert on Sexual Orientation and Gender Identity to report on the disproportionate number of hate-fueled homicides of Black transgender women to the United Nations Commission on Human Rights.

Lavender Book

NBJC created the **Lavender Book**, an online directory to help Black LGBTQ+/SGL people find safe and affirming public accommodations developed with Out in Tech. It is still federally legal to discriminate against LGBTQ+/SGL people and women in businesses and public spaces- making this resource necessary for consumers who want to shop, rate, dine and enjoy taking up space in public without the fear or threat of discrimination or violence.

Annual Wisdom and James Baldwin Legacy Awards

Too often, Black LGBTQ+/SGL elders are not recognized or celebrated for their contributions to racial justice and LGBTQ+ liberation movements. NBJC, in partnership with AARP, honors our iconic and legendary elders with **Wisdom** and **James Baldwin Legacy Awards**. In May, for LGBTQ+ Elders Day, we celebrated Black LGBTQ+/SGL women and nonbinary femmes from the literary and arts community who blazed a trail for increased visibility and stories about our lived experiences at a time when mainstream media publishers and outlets refused. For International Senior Citizens Day in August, we honored Black, same-gender loving, gay, and bisexual men who survived the plague of HIV/AIDS and became trailblazers in their fields, representing Black excellence at its finest.

GOOD TROUBLE NETWORK (GTN)

Good Trouble Network of Black LGBTQ+/SGL Elected Officials

NBJC established the [Good Trouble Network](#) to support, connect, and accelerate the efforts of Black LGBTQ+/SGL elected officials at every level. The Good Trouble Network connects over 60 Black LGBTQ+/SGL elected officials to each other, supports them with leadership and personal development, and sharpens their policy focus to advance progressive policies and fight back against attacks on our children, families, communities, and country to bring us closer to a world where we can all be free and thrive. Members of the GTN advance policy solutions that center on the beautiful diversity that has always existed in our community. They dismantle systems and structures that advantage a few at the expense of the many.

The Good Trouble Network was not only able to successfully recruit 54% percent of current Black LGBTQ+/SGL elected officials but also held more than 10 events through the 2022 calendar year where members could join and experience the benefits of association with NBJC and GTN. These events included virtual policy briefings, panel discussions, workshop presentations, elected official organization gatherings, and membership support activities throughout the year. Additionally, the GTN program was able to stand up a leadership structure known as the Steering Committee, host a planning retreat, develop a logo & program plan, and draft governing documents that will guide GTN into the future.

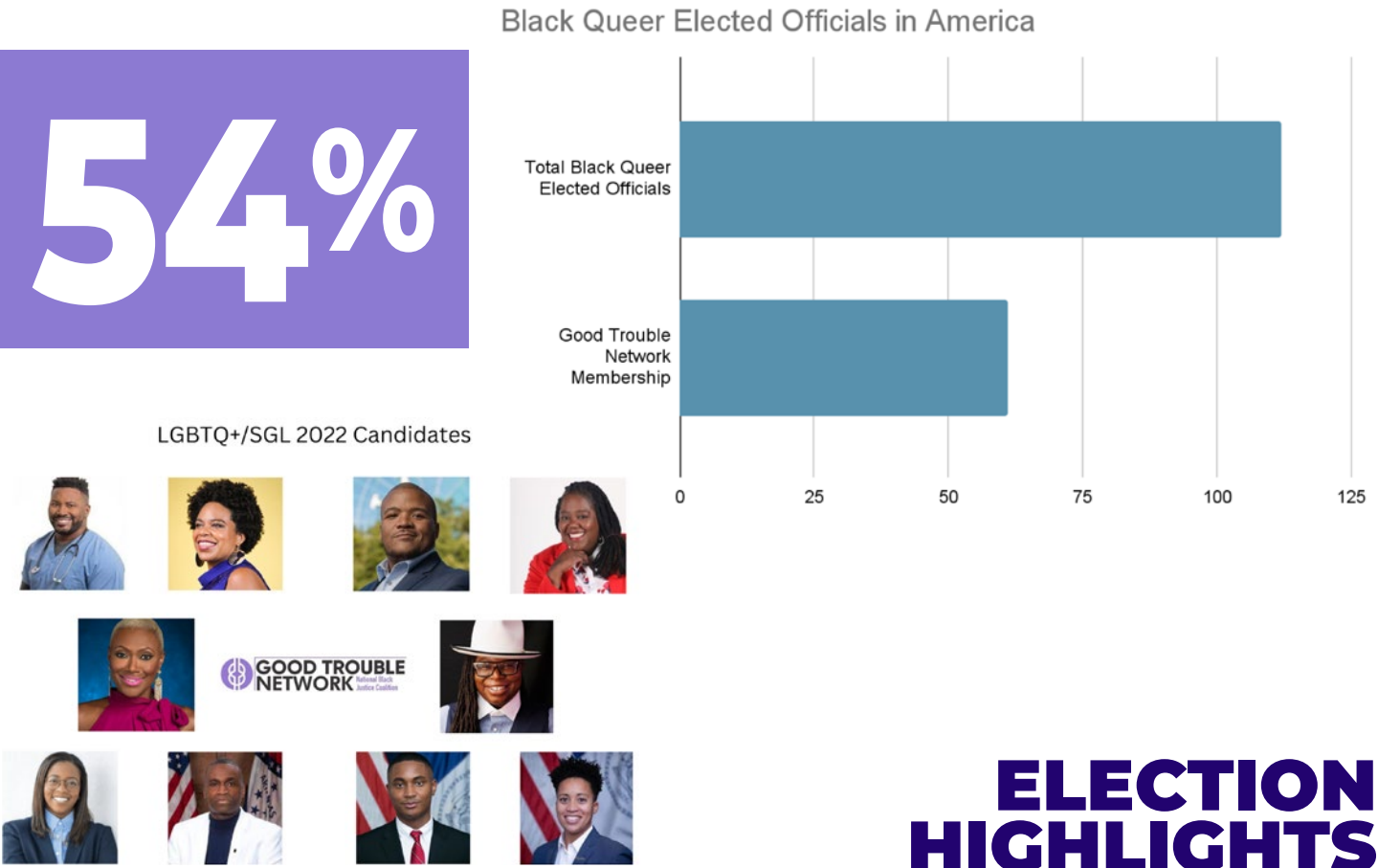
We celebrate the following:

- Annual Good Trouble Network Convening
- Quarterly policy briefings to support member education on:
 - “Don’t Say Gay” Bills
 - The Politicization of Our Racial Past (White “Discomfort”)
 - The Reversal of Roe & its impact on Queer and Trans Black folx
- Collaborative GTN Receptions During the Following Partner Events:
 - Victory Institute International LGBTQ+ Leaders GTN Dinner
 - NBCSL GTN Dinner in Atlanta
 - NCSL Dinner in Denver
- GTN “Pride and Politics” Panel during ATL Labor Day Rock Black Pride Festival
- Advocacy in support of the Bayard Rustin Forever Stamp Campaign
- Information sharing on federal grants and resources beneficial for member districts

GTN MEMBERSHIP HIGHLIGHTS

With over 100 identified Black Queer elected officials around the country, there has never been a more opportune moment to reach out to and recruit members for NBJC’s GTN. **The Good Trouble Network currently boasts a roster of 63 Black Queer elected officials from around the country.** GTN members’ elected offices range from neighborhood representatives to members of state legislatures.

We believe that more Black LGBTQ+/SGL elected officials around the country have not yet been identified. Along with reaching out to those who have been unresponsive to date, we plan to continue identifying and speaking with Black Queer elected leaders around the country to grow the Network into 2023 and beyond.



In the 2022 election cycle, slightly over one-third of the Good Trouble Network membership was up for re-election. We are proud to announce that every Good Trouble Network member seeking re-election has advanced through their primaries as of the writing of this report. While not directly involved in any campaigns, the National Black Justice Coalition’s Good Trouble Network helped members in their current capacities to connect with other peer members, provide strategic guidance on their existing policies, and supported them with various communications and personal development requests.

Along with our re-elects, over 10 prospective Good Trouble Network members were elected for the first time in 2022. One of these races includes Erik Russell, the only Black Queer elected official holding statewide office in the country.

BENEVOLENCE

The National Black Justice Coalition (NBJC) commemorated our 18th anniversary, in 2021, by celebrating the importance of supporting Black LGBTQ+/SGL children, youth, and young adults by investing in organizations that provide the support our youth need to thrive. In honor of our 19th anniversary, we will be “gifting” even more organizations with financial support. Below is a sneak peak of the organizations we will honor on December 8th, 2022.

2022 Recipients:

- [3rd Arts Chicago, \(Un\)Imagined Lives](#) - Derrick Woods-Marrow is developing a new film that centers on queer, Black folx displaced by colonization and linked by speculative imaginings of joy and sexual freedom. It seeks to redefine the cultural contributions of Black folx, our relationship to land, water, and voyage—the nebulous space connecting us to various continents in the wake of slavery.
- [Better Brothers Los Angeles](#) - an organization that educates, inspires and connects the Black LGBTQ+community in Southern California and across the country. Their mission is to develop a stronger sense of community and overcome cultural and religious challenges to our orientation.
- [Black Star Project](#) - uses educational and economic empowerment programs, workshops, and events to empower Black and Latinx youth communities, including LGBTQ+ youth.
- [BTAC](#) - is the only social justice organization led by Black trans people to collectively address the inequities faced in the Black transgender human experience.
- [Cherry Fund](#) - has a goal of stopping the spread of HIV/AIDS through prevention, treatment, and education, and provides mental health services to groups who work with LGBT youth and their allies.
- [Chicago Youth Centers](#) - envisions a Chicago where LGBTQ+ children have the resources, experiences, and mentors they need to pursue lives of endless possibility.
- [Destination Tomorrow](#) - believes it is helpful to empower the most vulnerable TLGBQ+ community members to take them off the path of needing emergency care.
- [Diverse and Resilient](#) - improves the safety and well-being of LGBTQ+ people and communities in Wisconsin.
- [Empowerment Transgender Services Inc \(ETSI\)](#) - enhances the lives of trans individuals by providing support, training, and education.
- [FORGE](#) - reduces the impact of trauma on trans and non-binary survivors and communities by empowering service providers, advocating for systems reform, and connecting survivors to healing possibilities.
- [The Future Foundation](#) - supports traumatized LGBTQ+ youth who choose to create a future worth fighting for; instead of fighting one another.
- [Justice For Black Girls](#) - a social justice education space that serves Black girls’ needs for protection, safety, and belonging through a holistic culture of care coupled with a Black feminist curriculum, grassroots collaborations, and academic partnerships.
- [NMAC](#) - normalizes discussion about race within the HIV movement, bends the curve of new HIV diagnoses, and retains people of color living with HIV in care.
- [Oasis 35 Queer Youth Center](#) - is the only drop-in support center providing a safe, affirming space for LGBTQ youth.
- [Pridelines](#) - supports, educates, and empowers South Florida’s lesbian, gay, bisexual, transgender, and questioning youth.
- [POWERS](#) - supports doctors, midwives, doulas, educators, and activists committed to strengthening our communities and world through trust in pregnant people, including LGBTQ+ pregnant people.
- [SMYAL](#) - supports and empowers LGBTQ+ youth in the Washington, DC, metropolitan region.
- [Stand With Trans](#) - empowers and supports trans youth and their loved ones.
- [True Colors United](#) - implements innovative solutions to youth homelessness that focuses on the unique experiences of LGBTQ+ young people.
- [Visible T 365](#) - is committed to empowering the trans community through visibility and opportunity.
- [Zebra Coalition](#) - provides high-quality, culturally appropriate programs designed to meet the unique needs of homeless and at-risk LGBTQ+ youth.

Renewed Recipients:

- [Abolitionist Teaching Network](#) - develops and supports those in the struggle for educational liberation by utilizing Abolitionists’ intellectual work and direct action in many forms, including to support LGBTQ+ youth.
- [The Attic Youth Center](#) - creates opportunities for LGBTQ+ youth to develop into healthy, independent, civic-minded adults within a safe and supportive community and promotes the acceptance of LGBTQ+ youth in society.
- [GSAFE](#) - creates safe and inclusive schools for LGBTQ+ youth in Wisconsin through leadership development, Gay-Straight Alliances, training educators, advancing educational justice, and deepening racial, social, and LGBTQ+ justice.
- [House of Tulip](#) - raises funds to buy and restore a multi-family property in an area of New Orleans that’s accessible to health care and employment opportunities.
- [Jasmyn](#) - supports and empowers LGBTQ+ youth by creating a safe space, providing health and wholeness services, and offering youth development opportunities, all while bringing people & resources together to promote equality and human rights.
- [Mijente](#) - is a political home for Latinx and Chicanx people seeking racial, economic, gender, and climate justice that helps people through campaigns, connects people across a vast network and serves as a hub for culture, learning, and advocacy.
- [Queer and Trans Therapists of Color Network](#) - is a healing justice organization committed to transforming mental health for queer and trans people of color. The network envisions a world where all people have access to healing resources rooted in social justice and liberation to recover from trauma, violence, and systemic oppression.
- [Ruth Ellis Center](#) - provides trauma-informed services for LGBTQ+ youth and young adults experiencing homelessness, involved in the child welfare system, or experiencing barriers to health and mental health issues.
- [SNaP Co \(Solutions Not Punishment Coalition\)](#) - is a Black trans and queer-led organization that builds safety within their community, invests in their collective embodied leadership, and builds political power.
- [TransCenter for Youth](#) - operates in small high schools serving the needs of trans youth by offering culturally appropriate school services and creating inclusive teaching/learning methods that serve as education models for other schools.
- [TransTech](#) - is an incubator for LGBTQ+ Talent focused on economically empowering transgender people.
- [Wordplay Cincy](#) - creates spaces for young people, including LGBTQ+ young people, to fulfill their potential by discovering, honoring, and sharing their voices.
- [Youth Oasis](#) - supports youth and young adults recovering from the trauma of homelessness and family separation through housing, healthcare, and advocacy.
- [YWCA Madison](#) - is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all, including LGBTQ+ youth.

Renewed HBCU LGBTQ+ Student Group Recipients:

- [Howard University Cascade](#) - celebrates, uplifts, and advocates for all LGBTQ+ students on the Howard campus. Cascade is one of the oldest LGBTQ+ advocacy organizations on an HBCU campus and works to set the tone on a national level for how Black queer people should be treated.
- [Spelman Afrekete](#) - offers safe, creative, and liberating spaces forLGBTQIA+ students and their allies. Provides programming that creates spaces for queer students to build community, engage in critical dialogues, and network with outside organizations that are committed to the same mission of a world free of oppression and injustice.
- [University of the District of Columbia’s The Alliance Group \(TAG\)](#) - transforms the culture, perceptions, and experiences of LGBTQ+ students at UCD.
- [Wilberforce University Division of Student Engagement and Success](#) - offers students dynamic opportunities to engage in activities, programs, services, and learning while at school, which helps enhance students’ discovery of their purpose, strengthens their skills, and inspires success at school and beyond.
- [Wiley College](#) - recognizes the hardships Black LGBTQ+/SGL students endure due to family rejection and prejudice and seeks to provide a welcoming and inclusive campus community.

COMMUNITY ENGAGEMENT

NBJC leads and partners with dozens of colleague organizations at events in the community each calendar year. While COVID-19 and, more recently, MPox, have impacted the number of community events, NBJC has managed to participate safely in several strategic engagements. Below is an illustrative, not exhaustive, list of some of these partnerships.

Black Institute at Creating Change

NBJC hosts the Black Institute at the nation’s largest convening of LGBTQ+/SGL people. Black Institute’s theme this year was “Resilient and Intersectional by Nature.” Attendees shared and learned about new tools and models of healing and trauma-informed organizing and advocacy that can be leveraged online and in communities. We also offered an in-depth session with Black LGBTQ+/SGL elected officials in NBJC’s Good Trouble Network moderated by former Florida gubernatorial candidate Andrew Gillum. The Black Institute connected community healing to policy, power building, and the work of community leaders and elected officials.

NYC Pride Conference

NBJC led the creation of the day-long conference as part of the NYC Pride celebrations, including a panel curated by our Executive Director, Dr. David Johns, and co-led by members of our Youth and Young Adult Advisory Council.

ADDRESSING SYSTEMIC INEQUITIES IMPACTING THE HEALTH & WELL-BEING OF LGBTQ+ YOUTH

NBJC follows the leadership of our youth in work that impacts their lives most directly, including when partnering with organizations such as the Robert Wood Johnson Foundation to address health disparities impacting Black LGBTQ+/SGL children, youth, and young adults. As a member of the foundation’s LGBTQ+ Advisory Group, NBJC co-convened a group of LGBTQ+ youth advisors to provide feedback on the “Transforming Public Health Data Systems to Advance Health Equity” report, identify critical messages about the health and well-being of LGBTQ+ youth, and develop meaningful approaches to sharing those messages and resources across diverse audiences. [Watch this video](#) of NBJC Youth and Young Adult Action Council members Monet Umana and Justin Calhoun, who served as advisors to the initiative.

Our education system must equip our students with the truth of our history to enable them to learn from our past mistakes and help create a more just and equitable future. NBJC believes the stories and experiences of all students must be represented in our classrooms. As the leading national organization focused on the two communities most harmed by these attacks, we have worked to remain visible and educate as many people as possible. To support education reform and improvements in praxis, throughout 2022, NBJC partnered with GLSEN, The Leadership Conference Education Fund in collaboration with Asian Americans Advancing Justice| AAJC, GLSEN, NAACP Legal Defense and Education Fund, Inc., National Black Justice Coalition, National Women’s Law Center, African American Policy Forum, The Education Trust, and The Intercultural Development Research Association to produce webinars centered on responding to the attacks against the culturally responsive curriculum, respect for LGBTQ+ students, and diversity, equity, and inclusion training for faculty, staff, and administrators in school systems.

MEDIA & COMMUNICATIONS

NBJC understands that words matter, and language is needed to describe Black LGBTQ/SGL people’s gifts and the challenges we face. Additionally, we must develop compassion and competence to ensure that Black LGBTQ/SGL people have the choice to participate fully in economic, social, and political opportunities. NBJC’s communication efforts include working with media partners and platforms that have national reach and speak to, and sometimes on behalf of, Black and Black LGBTQ/SGL people, families, and communities.

EARNED MEDIA HIGHLIGHTS

NBJC had a tremendous earned media footprint throughout 2022, including several prominent TV appearances of our Executive Director, Dr. David Johns, on MSNBC, radio and podcast interviews, and hundreds of print media mentions and interviews. Below are a few of the most viewed print articles and powerful video clips.

NBJC collaborated with Procter & Gamble and iHeart Radio to produce a media campaign that ran in the month of October, earning a total of 19,961,200 impressions which is 781,800 more impressions than expected.

NBJC ON TV

Dr. Johns on President Biden’s Student Loan Program
Fox Soul’s Black Report
https://www.youtube.com/watch?v=UGKtJguS_DY



Dr. Johns and Sage discuss the wave of anti-LGBTQ+ legislation
NBC News Now
https://www.youtube.com/watch?v=MSN_CDUQbp8



International Day Against Homophobia, Biphobia, and Transphobia
NBC LX
<https://www.youtube.com/watch?v=1-C0oSbcfrk>



NBJC IN PRINT

[Brittney Griner Is a Rallying Cry for the LGBTQ+ Community to Fight for Cannabis Criminal Justice Reform](#)

Reach 203, 816, 696 | AVE \$1,885,304

[Clarence Thomas Wants SCOTUS to ‘Correct the Error’ of Legal Gay Marriage](#)

Reach 203, 816, 696 | AVE \$1,885,304

[We’re going to fight’: Trans people express outrage over anti-LGBTQ measures in Texas, Florida](#)

Reach 203, 816, 696 | AVE \$1,885,304

[Black leaders applaud Biden amid ‘Pride’ executive order, express concerns over growing anti-LGBTQ laws](#)

Reach 6, 585, 6117 | AVE \$609,169

[Answers Sought After 2 Black Transgender Women Found Dead in Chicago Area](#)

Reach 6, 855, 841 | AVE \$63,417

[Black, Latinx students worry about Florida’s ‘Don’t Say Gay’ bill](#)

Reach 2, 272, 863 | AVE \$21,024

[These leaders are amplifying the voices of the Black queer community](#)

Reach 596, 082 | AVE \$5,514

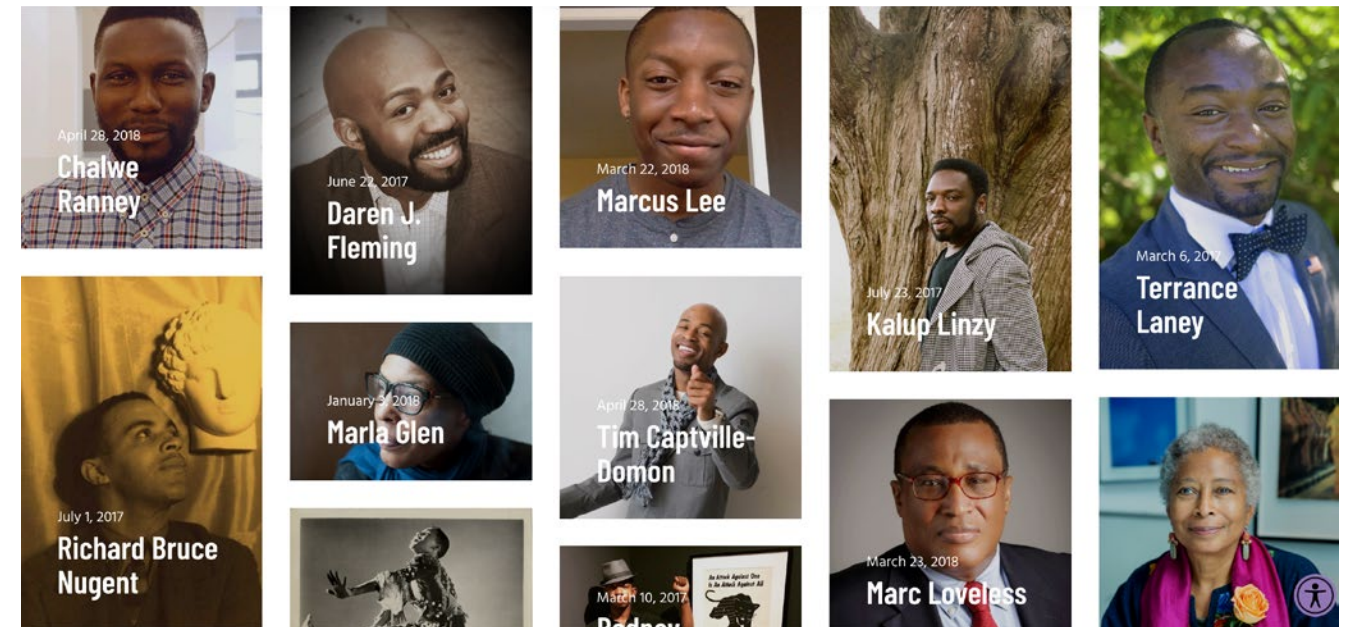
SOCIAL MEDIA HIGHLIGHTS

NBJC has a thriving and growing social media imprint focused on educating, entertaining, empowering, and engaging. The images below highlight our most successful digital campaigns and the growth of our social media audiences on various platforms in 2022.



UBUNTU BIOGRAPHY PROJECT / #BEENHERE

The Ubuntu Biography Project/Been Here Bios are of remarkable Black LGBTQ+/SGL people who illuminate the story of our humanity through shared experiences, familiar hopes, abundant love, our unique passions, our resilience in the face of challenges, and a shared desire for community. We continue the legacy of Stephen Maglott by continuing to update and add bios of past and current trailblazers. Learn more here: www.beenhere.org.



“INVITING IN” DAY

“Inviting in” acknowledges that each of us has something that society tells us we should feel shame or stigma about in our life and the importance of everyone doing the work required to demonstrate compassion and increase competence so more people feel comfortable sharing important parts of themselves, when they so choose. It disrupts the idea of “coming out,” which affirms traditional power dynamics that do not center on the lived experiences of lesbian, gay, bisexual, transgender, queer+, and same-gender loving (LGBTQ+/SGL) people. Each “Inviting in” Day, and every day, we invite everyone to think critically about their understanding of “coming out” and learn more about “inviting in” by exploring NBJC’s “inviting in” resources [HERE](#).



RESOURCING A MOVEMENT

NBJC works to:

1. Increase awareness about the presence of, contributions made by, and unique needs of Black LGBTQ/SGL people, communities, and families;
2. Expand advocacy for policies and practices that respond to the needs of Black LGBTQ/SGL people, communities, and families;
3. Ensure that Black LGBTQ/SGL people who are often most impacted by decisions made by political, economic, and social leaders and are frequently least engaged in their decision-making processes are prioritized in the policy-making process;
4. Enlarge the number of Black LGBTQ/SGL elected officials;
5. Support Black LGBTQ/SGL people in advocacy at every level of government; and;
6. Raise awareness, shatter myths, and increase competence.

When you provide financial resources to NBJC, you contribute to resourcing the LGBTQ+.SGL movement.



WHAT'S AHEAD | 2023 & BEYOND

NBJC will expand our advocacy & action plan by leveraging convening power to engage legacy civil rights organizations/leaders and progressive LGBTQ+ organizations/leaders to strategize ways to win Black the future and to build NBJC's network of Black trans, queer and non-binary/non-conforming led and serving organizations and leaders.

NBJC will leverage our network to defeat harmful federal legislation while advancing federal civil rights protections and policies that remove barriers to opportunity for BlackLGBTQ+/SGL people. We will accomplish our policy goals through regular policy briefings with the more than 150 Black LGBTQ+/SGL organizations across the country, the creation of a "click to act" Action Hub that promotes constituent engagement with members of Congress and other federal decision makers, assertive policy making and thought leadership in coalition with our partners and leadership across the federal government, and the sharing of communications and event toolkits that make it easier for state and local partners to advance our policy agenda.

NBJC will continue efforts to curate content and shift culture by holding space for Black aging/elderly community members via Wisdom Awards and James Baldwin Legacy Awards and producing campaigns that improve competence and compassion. Including: Inviting In and Love Wins.

NBJC will advance efforts at the intersection of policy and practice by growing Benevolence activities; Increasing access that Black LGBTQ+/SGL children, youth, and young adults have access to culturally competent, no-cost mental health support (partnership with BLHF); providing micro-grants to organizations and clubs (at HBCUs) serving Black LGBTQ+/SGL students and finding ways to amplify and otherwise support their work; identify and share resources and related opportunities to ensure that Black LGBTQ+/SGL thrive.

*IN 2023 WE WILL CELEBRATE NBJC'S 20TH ANNIVERSARY (12/5) BY HOSTING **THE SUMMIT ON BLACK LIVES III***

We will build resources for parents/families, educators/youth workers to support children, youth, and young adults, especially as they develop and learn about gender, sex, consent, and the diversity that has always existed.

The convening of the Summit on Black Lives is designed to facilitate collaborative discussion and engagement among influential individuals and organizations prime to support efforts aimed at ending the HIV/AIDS epidemic in Black America. The summit aims to:

Convene key stakeholders (traditional civil rights leaders, faith leaders, HBCU leaders, etc.) to concretize a Call to Action for Black America to advance the mission and work of the Summit on Black Lives, which includes an assessment of the work to date.
Highlight the history of the movement to end HIV/AIDS in Black communities by underscoring key victories achieved over time and current opportunities to advance the work.
Strengthen and establish a community to facilitate collaboration, which will include mapping the work and highlighting promising and proven strategies aligned with shared goals.
Engage in MOUs with partner organizations to increase the number of Black led and serving organizations working to reduce HIV/AIDS stigma and increase connections to culturally competent care.



SUPPORT NBJC

When you support NBJC, you support efforts to upend racism, homophobia/LGBTQ+ bias, and stigma to ensure that all of us can be free—that is, happy, healthy, and whole. Investments in NBJC support the provision of free therapy for Black LGBTQ+/Same-gender loving youth, innovative and intersectional public policy that centers thriving for all of us, a national network of Black LGBTQ+/SGL elected officials focused on progressive policy reform; a Centers for Disease Control-backed campaign to end the HIV/AIDS epidemic including by reducing stigma and increasing access to care, initiatives aimed at ending the epidemic of fatal violence targeting Black transgender women, safer more inclusive schools and safe and affirming spaces via the Lavender Book web app and SO MUCH MORE! Learn more about our work, including ways to get engaged, by visiting nbjc.org.

Potential institutional funders have the opportunity to join Kresge, General Motors, Google, SONY, GILEAD, Planned Parenthood, the Leadership Conference on Civil and Human Rights, Lambda Legal, Dr. Martens' Foundation, CSAA Insurance Group, Care First, Sephora, iHeartRadio, the Boris Lawrence Henson Foundation, and more, in supporting the premier national organization dedicated to ensuring Black LGBTQ+/SGL people no longer continue to be excluded from the benefits of public policy intended to support all of us but too often is designed in ways that only support some of us.

