



FIRE

Foundation for Individual Rights and Expression

2021-2022 ANNUAL REPORT



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On the cover: FIRE's billboard in Times Square Photo Credit: Tina B Foto



From the President



Greg Lukianoff, President and CEO

This year, FIRE once again celebrated many remarkable achievements in defending free speech on campus. We upheld our sterling reputation as a principled, nonpartisan guardian of freedom of expression, vindicating the rights of hundreds of students and faculty. We successfully litigated big First Amendment battles in court. We used our trusted expertise to persuade administrators and legislators to advance rights-protective policy, and we continued to educate and inspire the next generation of free speech advocates.

But despite our many successes on campus, the national culture has grown ever more hostile toward free speech. We've all seen the headlines: major comedians canceled for controversial jokes; legislators attempting to ban entire academic subjects; social media companies removing content for violating vague and arbitrary policies. Cancel culture rears its ugly head in more and more sectors of American society, threatening our democracy, open inquiry and debate, and our ability to live peacefully and authentically.

At the same time, too few are willing to take a principled stand for freedom of expression. We desperately need a bold new leader who can reignite our nation's commitment to free speech, not only as a legal right, but as a foundational cultural value that Americans everywhere understand and celebrate.

This June, FIRE announced our ambitious plans to do just that: We're expanding our work into new arenas as we transform into the Foundation for Individual Rights and Expression. Our goal is nothing less than to take up the mantle as the nation's premier guardian of free speech. While we will continue growing our campus programs, we will defend the First Amendment in new off-campus court battles while launching major campaigns to defend free speech in the court of public opinion — building a movement of everyday Americans who will unapologetically stand up for this fundamental right and value.

This has been the biggest year in FIRE's history, and I hope you enjoy reading about all of our accomplishments — and our ambitious plans — in the following pages. Of course, none of this would be possible without all of our incredibly generous donors and supporters. The momentum you've helped us build in the last 23 years has launched us into this exciting new era of FIRE.

Together, we will restore freedom of expression to its rightful place as a fundamental principle in American life.

A Bold New Leader

Cancel culture is on the rise both on and off campus, stifling public discourse, whipping up polarization, and enforcing rigid orthodoxies in our institutions. Meanwhile, few are willing to take a principled stand for expressive rights and free speech is often reduced to a partisan punching bag. Our nation needs a bold new leader who will unapologetically defend, promote, and sustain free speech for all Americans, regardless of what they believe.

On June 6, FIRE announced our groundbreaking plans to be that leader: We have transformed into the **Foundation for Individual Rights and Expression**, our first step toward expanding our work off campus and becoming the nation's bold new face of freedom of expression. We will restore free speech both as a legal right and a bedrock cultural value that Americans everywhere understand and celebrate.



We're taking a three-pronged approach to realize this ambitious new vision:

- 1.** Expanding on the success of our current research initiatives, we're building a **world-class free expression think tank**. We will gather bulletproof data on the state of free speech issues and will use it to change hearts, minds, and public policy.
- 2.** Our legal team will expand into a **premier public interest law firm** that defends and represents Americans — both on and off campus — whose expressive rights have been violated.
- 3.** We're taking our fight to the court of public opinion, rolling out massive public awareness initiatives to educate everyday Americans on the value of free expression and **mobilizing a new movement** that will unapologetically stand up for free speech. We launched our first campaign, "Faces of Free Speech," to coincide with our June 6 announcement.

Since announcing our expansion plans in June 2022, we've already made a big splash.



We launched our "Faces of Free Speech" campaign, featuring primetime ads on cable news networks and billboards in 15 major cities across the country.



“FIRE — the indefatigable and indispensable Foundation for Individual Rights and Expression.”

–George Will, Pulitzer Prize-winning journalist

“It is wonderful that FIRE is now reaching out beyond the academy in order to protect free speech more broadly and to educate our citizens about why this right is so fundamental — not only for them, but also for those who disagree with and challenge them.”

– Geoffrey Stone, Edward H. Levi Distinguished Service Professor at the University of Chicago Law School, author of the Chicago statement on free expression

“A characteristic of recent years is that many important institutions and organizations ... have abandoned their missions and shifted with political winds. FIRE is rock steady, adapting to our time when its mission is more urgent than ever.”

– Jonathan Haidt, awarding-winning author and Professor of Ethical Leadership at New York University Stern School of Business

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We secured an exclusive in *POLITICO* to announce our expansion, and in the first month of our launch, FIRE received 326 media mentions in a broad spectrum of publications, such as *The National Review*, *Reason*, *The Chronicle of Higher Education*, and *Newsweek*.

250,000

Nearly 250,000 visitors came to our website during the week following our public launch.

400

In preparation for our launch, FIRE’s litigation team issued over 400 public records requests to look into potential off-campus free speech cases.



OUR CAMPUS ADVOCACY CONTINUES FULL-STEAM AHEAD, AND WE’RE ON TRACK TO SEE A NEAR-RECORD NUMBER OF CASE SUBMISSIONS IN 2022.

Principled Guardian



»» “FIRE is now my favorite organization in America. Its advice and support in those critical first 24-72 hours of the cancellation campaign against me were crucial in the pushback that ultimately allowed me to survive and thrive. From public relations, to strategic crisis management, to the Faculty Legal Defense Fund that provided legal counsel, I’m forever indebted to FIRE for supporting me at a time when my reputation, career, and professional livelihood were in danger.” ‹‹

Ilya Shapiro, former Executive Director for Georgetown University Law Center’s Center for the Constitution
Photo credit: Courtesy of Ilya Shapiro, Manhattan Institute

Student and faculty rights continue to face a variety of threats on America’s college and university campuses. FIRE’s signature Campus Rights Advocacy team (formerly the Individual Rights Defense Program) once again proved an effective and principled guardian of these rights, vetting more than 1,500 inquiries, intervening in more than 200 cases, and securing dozens of individual victories.

Consider our win for Ilya Shapiro, former Executive Director for Georgetown University Law Center’s Center for the Constitution. After a controversial tweet about how the next Supreme Court Justice would be selected, Georgetown placed him on administrative leave pending an investigation. But Georgetown promises faculty the right to express themselves — even when not everyone agrees.

Campus Rights Advocacy sprang into action, assessed the case, gathered the facts, and connected Shapiro with an attorney who guided him through what ultimately became a 122-day investigation. FIRE also launched a major media offensive with press releases, tweets, and a social media petition to galvanize support for Shapiro. Under this intense pressure, Georgetown finally reinstated him.

Shapiro’s is just one of FIRE’s many headline-making cases this year. We’re working harder than ever before to publicize these kinds of rights abuses quickly and harness the power of public interest reporting.

At every step, we stay above partisanship, fighting for everyone’s rights regardless of their views.

WE SUCCESSFULLY ADVOCATED ON BEHALF OF:

■ A College Republicans group denied funding by Stanford University for inviting former Vice President Mike Pence to speak on campus.

■ A professor investigated for personal social media posts emphasizing tensions between the English and Business Departments at her school.


■ Students at the University of Kentucky who told a campus pro-life demonstrator “No uterus, no opinion.”

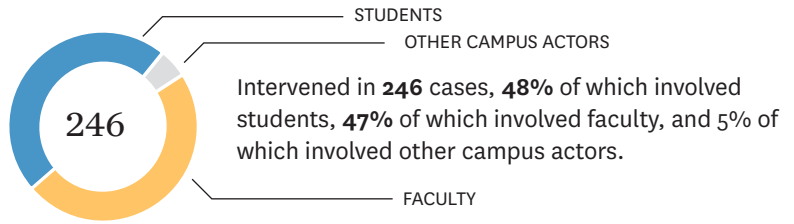
■ A pro-Israel student group at Duke University denied funding for promoting “settler colonialism.”


■ Three University of Florida professors banned from testifying against the state’s interests in a trial about voting rights.


AND MANY MORE...

DURING THE 2021-22 FISCAL YEAR, WE:

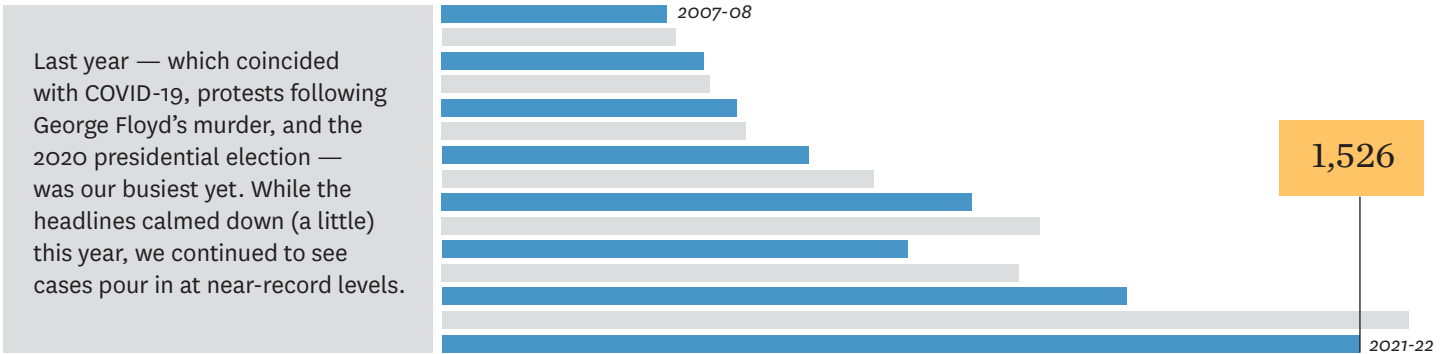
 Fielded **1,526** case inquiries.



 Wrote **205** letters to administrators pressuring them to walk back violations of campus rights.

 Made **139** of our cases public, using creative advocacy to build support for students and faculty facing abuse.

Secured **81** victories vindicating the rights of students and faculty. | In our **23** years of campus advocacy, we: Won **529** victories at **315** unique schools.



An Emerson College student group gave out stickers that read “CHINA KINDA SUS” (slang for suspicious), to express criticism of the Chinese government. Under pressure from students who considered the stickers racist, Emerson suspended the group and placed them under investigation for expressing “anti-Chinese messaging that is inconsistent with the College’s values.” However, because free expression is also among Emerson’s stated values, FIRE launched a creative marketing campaign complete with trucks driving mobile billboards around Boston and posters in the city’s transit system with the message “EMERSON KINDA SUS,” inviting curious readers to get more info about the case at a dedicated website or via text. Through this kind of creative advocacy, FIRE is reaching larger audiences and building momentum in support of free speech rights on campus.



Photo Credit: Mark Wilson Images

Aggressive Litigator

FIRE successfully resolves many campus rights violations through advocacy, but when administrators won't budge, FIRE's Litigation Project takes them to court. This year, our legal team members once again proved to be effective and aggressive litigators, showing administrators there will be steep consequences for violating the rights of students and faculty.

Just ask Edward Si, a medical student at Eastern Virginia Medical School, who applied to start a student group dedicated to advocating for a single-payer healthcare system. EVMS's student government denied the application, saying it did "not want to create clubs based on opinions, political or otherwise," despite previously recognizing other student clubs that express opinions and promote causes.



Edward Si

Photo Credit: Photography by Marcela for FIRE

After working unsuccessfully for months to persuade EVMS's student government to recognize his organization, Si — represented by FIRE — sued EVMS officials, challenging their unconstitutional club recognition policy and blatant viewpoint discrimination, and demanding they recognize his group. With FIRE's help, Si prevailed: EVMS not only recognized his group but agreed to revise its student group recognition policies to prevent future viewpoint discrimination.

Si is not alone. This year, we represented students and faculty facing rights violations in seven cases across the nation.

In the past year, we helped secure legal victories for:

■ Haskell Indian Nations University student journalist **Jared Nally**, who was barred from routine reporting activities after criticizing Haskell's then-President Ronald Graham. Haskell also placed financial and administrative burdens on the university's student newspaper. After FIRE filed suit, Haskell and Nally reached a settlement in which Haskell agreed to adopt sweeping policy reforms that will protect the First Amendment rights of its students and safeguard the editorial independence of its award-winning student newspaper. This settlement is enforceable by the court.

■ **Jennifer Mosher**, a professor at Marshall University fired for making controversial remarks about supporters of former President Trump and COVID-19. After FIRE intervened with a letter on Mosher's behalf, an administrative law judge with the West Virginia Public Employees Grievance Board ruled for Mosher and ordered Marshall to reinstate her and award her back pay with interest. After the judge's order, Mosher entered into a favorable settlement with the university.

■ Former Collin College professor **Lora Burnett**, who was unlawfully terminated for criticizing former Vice President Mike Pence and speaking out against the college's response to COVID-19. FIRE sued on behalf of Burnett, and Collin College conceded by offering to pay Burnett \$70,000 and attorney's fees. Burnett accepted the offer, bringing the lawsuit to an end.

This year, FIRE's legal team filed 14 *amicus curiae* briefs in strategic First Amendment cases, including the following:

■ Our brief for *C1.G. v. Siegfried*, filed with the U.S. Court of Appeals for the Tenth Circuit, argued that K-12 schools should not punish students for protected off-campus expression, and pointed out how this teaches American youth the wrong lessons about free speech. The Court agreed.

■ Our brief for *Kennedy v. Bremerton School District*, filed with the U.S. Supreme Court, supported the expressive rights of Joseph Kennedy, an assistant football coach fired for praying after games on the 50-yard line. The Court ruled in Kennedy's favor, making it harder for public institutions to punish employees for protected expression off the clock.

■ Our brief for *Speech First v. Cartwright*, filed with the United States Court of Appeals for the Eleventh Circuit, argued against overly broad and unconstitutional campus harassment policies. The Court agreed with FIRE's position.



Jared Nally Photo Credit: Gary Rohman for FIRE

»» “I hope this case not only protects the next generation of student journalists at Haskell, but empowers individuals at other institutions to realize they have rights and options when it comes to using their voice.” – Jared Nally ‹‹

AS FIRE EXPANDS OUR WORK OFF CAMPUS, WE’RE GEARING UP TO TAKE ON — AND WIN — BIG LEGAL BATTLES IN NEW ARENAS. THIS YEAR:



Our attorneys reviewed nearly 400 off-campus cases for potential litigation and sent over 400 public records requests to uncover threats to expressive freedoms.



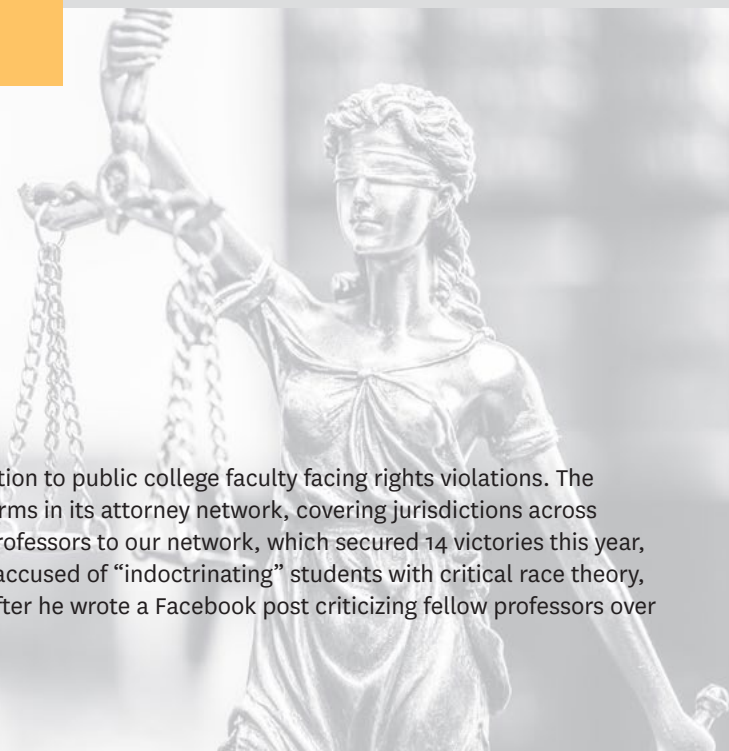
Our litigation team hired seven new attorneys and a paralegal.



Our Legal Network boasts 345 members, up from 250 last year.



Our Faculty Legal Defense Fund provides free legal representation to public college faculty facing rights violations. The FLDF now has more than 50 attorneys from over 40 different firms in its attorney network, covering jurisdictions across approximately 80% of the country. This year, we referred 28 professors to our network, which secured 14 victories this year, including a win for a professor at the University of Mississippi accused of “indoctrinating” students with critical race theory, and a professor at Bakersfield College accused of retaliation after he wrote a Facebook post criticizing fellow professors over their support for critical race theory and social justice.



Persuasive Advocate

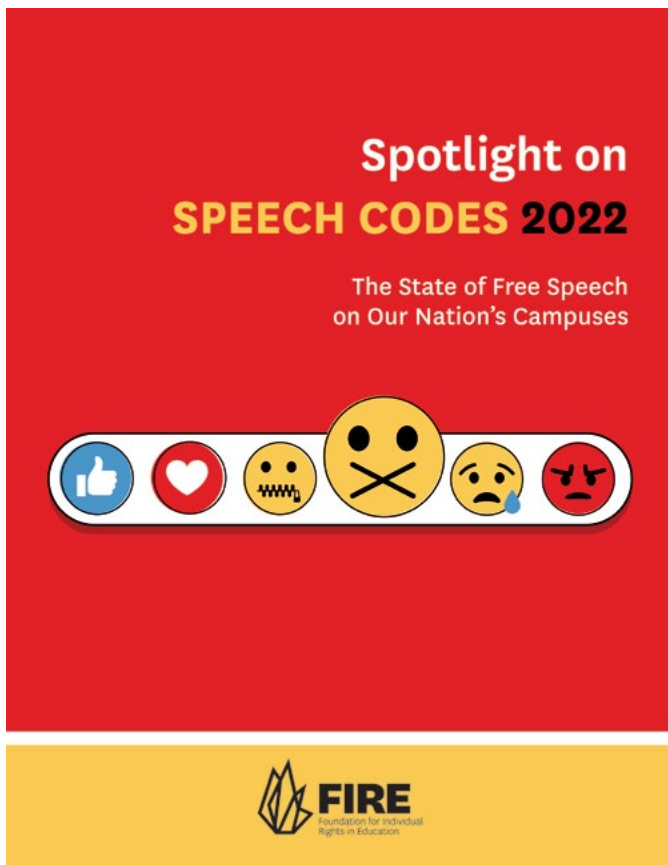
This year, FIRE’s Policy Reform Project once again proved to be a persuasive advocate, working with students, faculty, and administrators to secure rights-protective policy changes at campuses across the nation.

For example, when Elizabeth City State University administrators discovered that three of their policies earned a “yellow light” rating from Policy Reform’s Spotlight database — meaning those policies could too easily be applied to restrict student expression — they reached out to FIRE for help revising them. The Policy Reform team worked with them to update their policies, and ECSU eventually earned FIRE’s highest, “green light” rating, reserved for schools that maintain no policies that seriously imperil free speech.

Reforms like these not only protect the rights of current students, but also ensure that future students enjoy the freedom to fully express themselves and openly engage with controversial topics and ideas.

Selected Policy Reform Project victories:

- After FIRE provided a faculty member with a memo arguing against a proposed civility policy that the Nassau Community College Federation of Teachers was considering, the union agreed to withdraw the policy. The faculty member who brought this to our attention called FIRE’s analysis “instrumental.”
- FIRE named a campus solicitations policy at Northwestern Oklahoma State University May’s Speech Code of the Month. Within two weeks, the university informed us that the offending policy had been removed.
- After our annual Spotlight on Speech Codes report was released, several schools picked up the story and put out their own press releases touting their ratings from FIRE and comparing their ratings to other schools in their regions.



FIRE’s Policy Reform Project won 19 policy-change victories on campuses across the country.



328



228



4M

That brings Policy Reform’s total number of victories to 328 at 228 schools with a combined enrollment of over four million students.



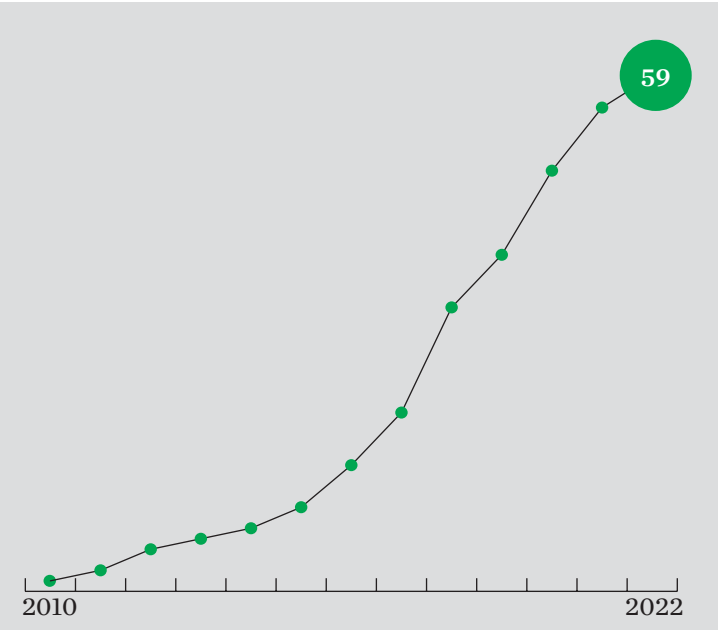
55



46

Now, more public schools earn a green light rating (55) than earn a red light rating (46). (Green light schools maintain no policies that seriously imperil free speech. Red light schools have at least one policy that clearly and substantially restricts freedom of speech.)

THANKS, IN PART, TO FIRE'S POLICY REFORM WORK, WE'VE NOTED A DRAMATIC DECREASE IN THE PERCENTAGE OF RED LIGHT SCHOOLS AND A CORRESPONDING INCREASE IN THE NUMBER OF GREEN LIGHT SCHOOLS SINCE 2010.



»»

“Free speech and free expression are integral to the university experience and important to the growth of our students. We commend FIRE for their work maintaining the integrity of these basic tenets of individual rights and are pleased to be ranked among those institutions that uphold the principles of individual liberty.”

– Elizabeth City State University Chancellor Karrie Dixon

Trusted Expert

When it comes to having knowledge about the state of freedom of expression on America's college campuses, FIRE's expertise is unparalleled. Our research team collects and analyzes comprehensive data on incidents of censorship, along with campus attitudes, norms, and policies, providing students, faculty, parents, and concerned citizens with the tools they need to defend expressive rights.



For example, our 2022 College Free Speech Rankings, produced in collaboration with College Pulse, surveyed over 45,000 students to assess the free speech climate of 208 of America's largest and most prestigious campuses. This was the largest survey of campus free expression ever performed. Meanwhile, our Scholars Under Fire database has documented 721 incidents since 2015 in which

scholars have faced calls for sanction. And just this year, we launched our Free Inquiry Grants program, which will support research that advances our understanding of free speech and academic freedom.

KEY FINDINGS FROM OUR 2022 CAMPUS FREE SPEECH RANKINGS:



63% of students worried about damaging their reputation because of someone misunderstanding what they have said or done.

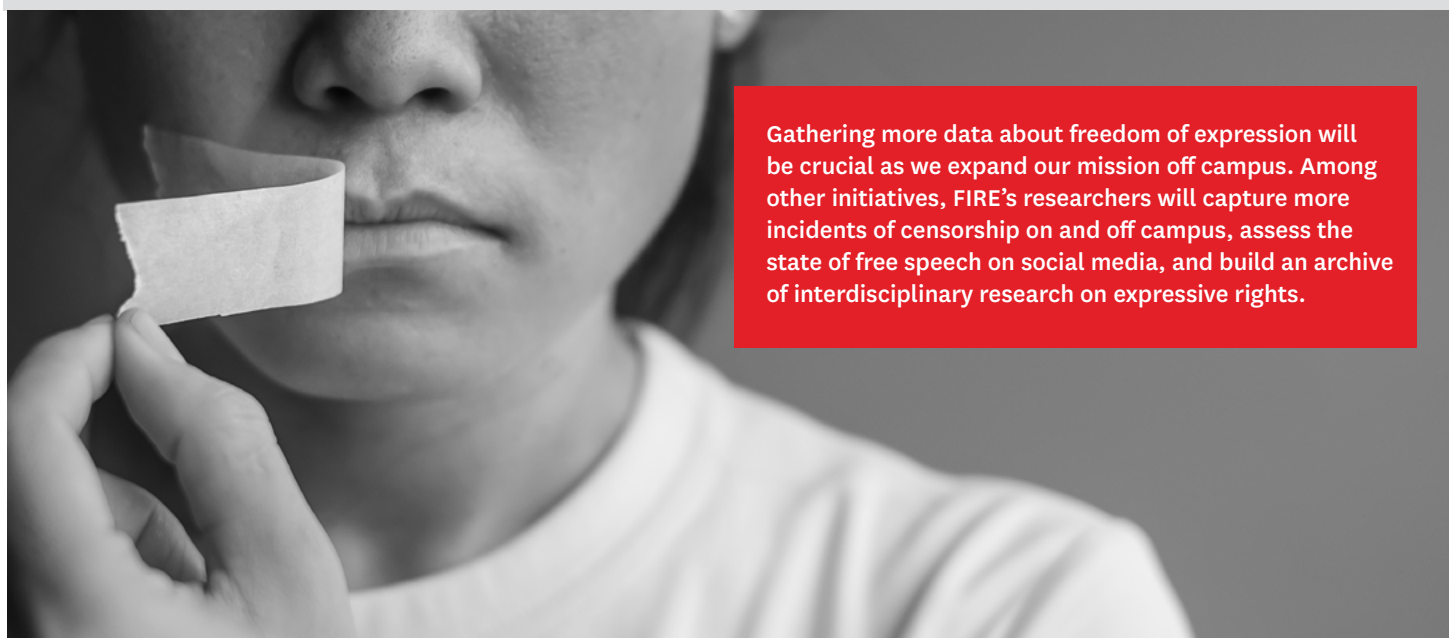


Almost half of students reported they would feel discomfort sharing their views on controversial topics in class.



One-in-five students said that using violence was acceptable to prevent someone from speaking on campus.

»» *“Existing ranking systems don’t look at a core aspect of higher education: the ability to think, discuss, and speak freely. Our rankings guide prospective students and their parents toward schools that value free speech and open inquiry.”* – FIRE Senior Fellow Robert Shibley ‹‹



Gathering more data about freedom of expression will be crucial as we expand our mission off campus. Among other initiatives, FIRE's researchers will capture more incidents of censorship on and off campus, assess the state of free speech on social media, and build an archive of interdisciplinary research on expressive rights.

FIRE'S EXPERTISE SWAYS LAWMAKERS

Free speech continues to face partisan attacks as legislators on both sides of the aisle seek to curtail it. But FIRE's Legislative and Policy Project remains a staunchly nonpartisan voice, advocating on behalf of expressive rights with legislators in Congress and in statehouses across the nation.

Our track record demonstrates that policymakers trust our expertise on First Amendment issues — and act on it.

For example, FIRE advised Louisiana legislators and testified in favor of free speech and due process bills. Our legislative team helped draft the language of these bills and worked hard to support them throughout the legislative process, ensuring that they required public colleges and universities to — among other things — adopt a constitutional standard of harassment, refrain from viewpoint discrimination when funding student organizations, and respect key due process rights in disciplinary procedures.

Thanks to FIRE's trusted expertise and principled advocacy, these bills were passed and signed into law, making Louisiana one of several states who worked with FIRE this year to pass rights-friendly legislation.

Louisiana State House
Credit: Wikimedia Commons



FIRE achieved legislative victories in Georgia, Indiana, Kentucky, Oklahoma, Louisiana, and Wyoming.

45

We publicly commented on 45 bills in the first half of 2022 alone.



We helped prevent several states from passing bills that would impose overreaching regulations on how race and sex are taught in college classrooms, including Arizona, Alabama, and South Carolina.

THE TITLE IX FIGHT CONTINUES

In June, the Biden administration announced its proposed revisions to the Title IX regulations governing campus sexual misconduct proceedings. If implemented, the new guidelines will gut essential free speech and due process rights for college students facing sexual misconduct allegations on campus, rolling back our hard-fought campus due process wins from 2020. Despite this setback, we are fighting back. We've already taken to the pages of *The Wall Street Journal* to push back against the regulations, and we will pursue every avenue — including litigation, if necessary — to protect students' procedural rights.



Inspiring Educator

In a year when campus culture remained hostile to free speech, college students seeking to learn about and defend expressive rights needed someone in their corner. Enter FIRE's Student Network, which educates students on the principles of free expression, provides them with resources for promoting the First Amendment, and inspires them to take action in their campus communities.

Consider College of Wooster students Dylann Lasky and Bobby Ramkissoon. They were disappointed by the lack of intellectual diversity they encountered at Wooster, so they used FIRE's "Let's Talk" civil discourse resources to launch the John Stuart Mill Forum, a club aimed at fostering ideological exploration and providing a space in which students can openly share their own perspectives while being challenged by others.

The topic of conversation for the group's first meeting was: "Should there be limits to free speech?" Although the meeting had moments of heat, the "Let's Talk" guidelines ultimately channeled this intensity toward productive ends: Students got curious about one another's views, and left with a deeper understanding of the issue and of one another. FIRE's work with students like Dylann and Bobby is helping students cultivate a healthy culture of free speech on campus.

» *"FIRE helped me understand how to cultivate more proponents of free speech culture in my life and on my campus. I cannot speak highly enough of FIRE's staff in their work to increase my understanding of this."*

"There is such a clear devotion to the professional development of the interns, and we are simultaneously treated as valuable members of the staff and as students with a desire for learning."

"The FIRE internship lent to some of the most compelling conversations, interesting projects, and dynamic team building that I've ever experienced. My hopes for this internship have been exceeded in ways that I could've never anticipated."

– FIRE's 2022 interns <<



Dylann Lasky and Bobby Ramkissoon

Photo Credit: BigChamps Photography



The FIRE Summer Internship Program welcomed 10 undergraduate interns from a pool of more than 200 applicants hailing from nearly 130 campuses.

98 students attended the 2022 FIRE Student Network Conference in Philadelphia.



The Student Network helped establish 14 "Let's Talk" groups since its launch in summer 2021.



14 new schools were connected with FIRE to receive our Student Defenders materials, which provide instructions to students on defending their peers' expressive rights.

The Student Network hosted a regional conference in Washington, D.C., on student journalism and maintaining a free and open press.



“Freedom leads to creation, collaboration, and understanding, while censorship leads to insurrection, misunderstanding, and closed-mindedness. As a Cuban American, I have learned that freedom prevails in darkness. I have been witness to how free thinking has brought my parents towards a better future, and how lack of freedom in a country leads to uneducated and uninformed citizens.” – Sabrina Morera



FIRE INSPIRES K-12 STUDENTS

This year, K-12 education frequently became a punching bag in the culture war, as fierce debates about remote learning, COVID-19 policies, and standards regarding teaching the topics of race, sex, and gender raged — often resulting in calls to promote censorship. But FIRE’s work in the K-12 arena remained true to our principles, rising above the partisan fray to support students, teachers, and parents wanting to push back against censorship and defend expressive rights.

For example, FIRE’s 2021 Free Speech Essay Contest invited high school students nationwide to write a persuasive essay on why free speech is better than censorship. This year’s winner, Sabrina Morera from Doral, Florida, penned a stark reminder of how precious and powerful free speech is. Her submission describes how, while still living in Cuba, her mother was barred from attending college and her relatives were jailed, tortured, and banned from leaving the country because of their political views. When Morera’s parents immigrated to the U.S., they found a much more open, prosperous, and tolerant society — thanks, in large part, to free speech.



Sabrina Morera

Photo credit: Courtesy of Sabrina Morera

Morera’s compelling essay shows that a commitment to free speech can be fostered among our nation’s youth. Indeed, 88% of Free Speech Essay Contest participants said their appreciation for free speech increased after participating in the contest.

SUBSCRIBE

FIRE’s K-12 Network boasts over 2,500 subscribers, up 800 from last year.



Our K-12 program staff delivered over 20 presentations at conferences, professional development events for teachers, and webinars for concerned parents — from Washington, D.C., to Budapest, Hungary.

Our K-12 curriculum resources received over 130,000 unique website views this year.

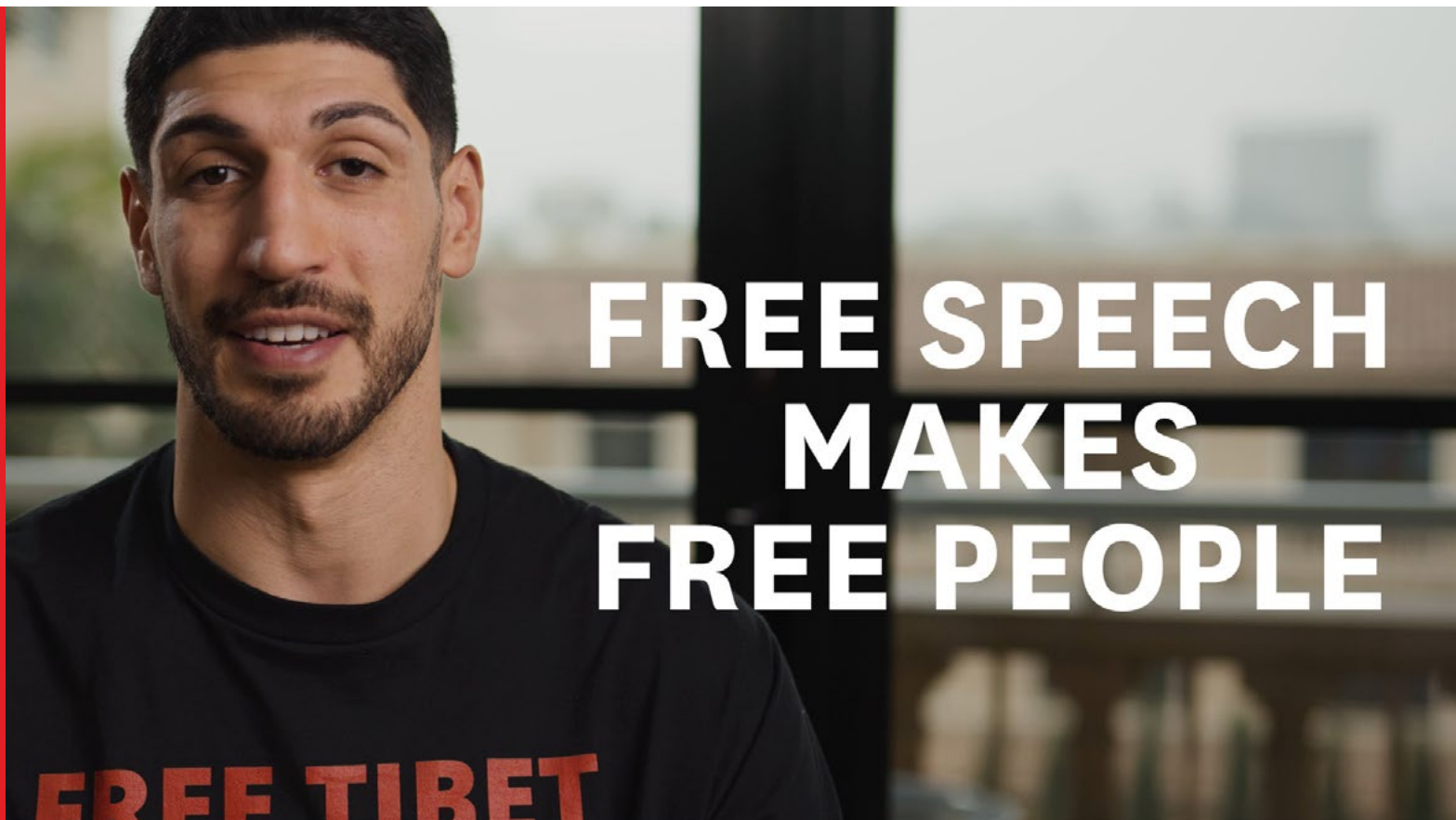


Since July 2021 we distributed over 3,300 “Finding Your Voice” free speech comic books.



In the past year, K-12 staff have appeared on 18 podcasts which received over 135,000 listens, and published 10 articles in publications such as *The Economist*, *Spiked*, *Reason*, and *Persuasion*.

A National Voice



The voices promoting cancel culture are loud and numerous. To counter them, we need compelling stories that remind Americans about our nation's commitment to free speech. That's why FIRE continues to expand our public awareness initiatives, releasing ad campaigns, posting on our award-winning Newsdesk, developing social media content, engaging with leaders in the free speech space on our "So to Speak" podcast, and more — all with the goal of promoting expressive rights and explaining the principles behind them.

For example, earlier this year we coordinated a major ad campaign featuring former NBA player Enes Kanter Freedom

explaining how he learned about freedom of speech after moving to the U.S. from Turkey, and how he discovered its immense value for building a free society. The campaign's launch coincided with the start of the Beijing Winter Olympic Games and the conversation surrounding the human rights record of the Chinese government. Ads ran on primetime throughout the Olympics, as well as on network and cable news shows, including "Meet the Press," "Tucker Carlson Tonight," "Fareed Zakaria GPS," and more — receiving tens of millions of views.

Increasingly, FIRE is *the* national voice that galvanizes the public in the fight for First Amendment Rights.

»» *"One of my teammates criticized the president and I said, 'Dude, what are you doing? They might put you in jail.' And he said, 'This is America.' And he explained to me what freedom of speech means. ... Unfortunately if you use your free speech in Turkey, you'll end up in jail."* – Enes Kanter Freedom ‹‹

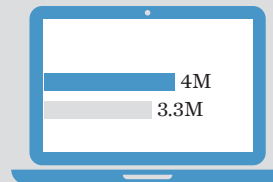
FIRE's work appeared on:



109 podcasts.
57 radio broadcasts.
24 TV broadcasts.



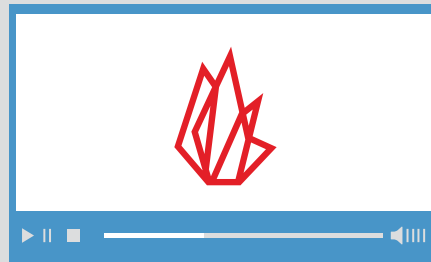
FIRE was mentioned in
3,167 articles.



FIRE's website received over
over 4 million unique visitors, a
22% increase from last year's 3.3
million visitors.



FIRE's Newsdesk
attracted over
500,000 unique
pageviews.



FIRE produced 110 videos for our YouTube
channel, which received over 2.8 million views.



Our "So to Speak"
podcast received over
150,000 listens across
all podcast platforms.

This year, FIRE ran a five-week back-page ad series in *The New York Times Magazine's* Sunday edition, which highlighted how all movements for social change — regardless of ideology — depend on freedom of speech, and how censorship can destroy democracy. This campaign reached 4.4 million readers, and Sunday traffic to the FIRE website grew by 330%.

These kinds of campaigns will be increasingly important as FIRE expands our mission, helping us grow our audience and build a movement to defend free speech as a foundational cultural value.

(Right) One of FIRE's *New York Times Magazine* ads



Movement Builder

As we expand FIRE's mission off campus, we are building a movement to restore free speech as a fundamental right and value celebrated by Americans everywhere. We've already begun this movement through our campus work, building momentum among students, faculty, donors, alumni, and an increasing number of everyday Americans.

Consider our work with one of the academy's most powerful constituents: alumni. Alumni have enormous potential to disrupt current incentives and rebalance the scales in favor of individual rights. For example, we helped Davidson College alumni successfully lobby the college to release a statement endorsing free expression and conduct a public awareness campaign about the importance of freedom of speech. This led to FIRE's involvement with a Davidson faculty member, who sought our help in planning a free expression week and conducting a survey which revealed significant self-censorship among Davidson students.

Through efforts like these, we will tap new constituencies and mobilize an increasing number of Americans who will fight cancel culture and stand up for free speech.



Davidson College

Photo Credit: Dacoslett / Wikimedia Commons



ORGANIZING FACULTY FOR FREE SPEECH

Since our college and university campuses are ground zero in our nation's free speech fight, faculty play a vital role in the movement we're building. And FIRE's Faculty Network had another banner year of connecting concerned faculty with resources to defend free expression and — just as importantly — with one another.



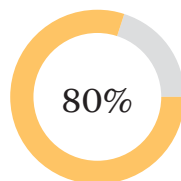
FIRE's 2021 Faculty Conference

After a COVID-imposed hiatus in 2020, FIRE was delighted to bring our Faculty Network conference back in fall of 2021. Roughly 50 faculty from a variety of institutions, joined by several FIRE staffers, gathered for two days of presentations and panel discussions at the University of Chicago's Gleacher Center. The conference connected pro-free-speech scholars from across the nation, energizing them and providing them with the resources they'd need to support expressive rights on their home campuses.

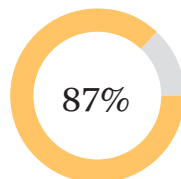
FIRE also held four informational webinars for Faculty Network members and conducted a survey of Faculty Network members to assess their views on a range of free-speech-related concerns. More than 300 faculty completed the survey, and the results demonstrate both the pressure that faculty feel to self-censor and FIRE's effectiveness in helping them push back.



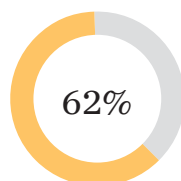
Membership in the Faculty Network nearly doubled, expanding to more than 3,300 people.



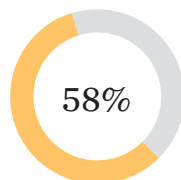
80% of respondents to our Faculty Network survey said they worry, at least somewhat, about losing their "job or reputation" because someone misunderstands something they have said. Only 9% said they were not at all worried.



87% of survey respondents said that they are "likely" or "extremely likely" to self-censor when using email or social media, or interacting in other online settings.



62% of survey respondents said that they are "likely" or "extremely likely" to self-censor in academic publications, talks, or lectures.



58% of respondents reported recommending FIRE's resources to other faculty in the past year.



"I was hoping to make connections and find people who are also fighting for free speech and open inquiry at their institutions. I found a lot of them."

– Luana Maroja, Williams College

"This was the best academic conference I have attended in the past seven years."

– James Szymalak, University of Wisconsin - La Crosse

"Congratulations to FIRE for its important and effective work, and particularly to the faculty connected to FIRE, who of necessity will play a critical role in helping the universities in our country return to living the fundamental principles on which outstanding educational and research environments depend."

– Robert Zimmer, former President of the University of Chicago





FIRE's staff Photo Credit: Pushnik Photography

An All-Star Team

As our President Greg Lukianoff remarked, this has been the biggest year in FIRE's history. From classrooms to conference centers, from courtrooms to statehouses, in the pages of our nation's newspapers, and across airwaves and social media feeds, FIRE's all-star team has once again led the way in defending expressive rights on campuses across the nation. And as we launch our expansion and begin this new era of FIRE, we're inspired and energized to take on — and win — new battles to defend freedom of expression.

Together with our supporters, allies, and donors, we will build a movement to restore free speech to its rightful place as both a legal right and a fundamental value celebrated by Americans everywhere.



“When I started here over 20 years ago, I never imagined that a scrappy band of free speech lovers would eventually take up the mantle as the premier guardian of expressive rights in America.”

– Greg Lukianoff, President and CEO



Through our defense advocacy, litigation, and policy reform work, FIRE has secured over 1,000 victories, helping vindicate the rights of over 9.2 million students across the nation.

BY ALMOST ANY MEASURE, FIRE HAS GROWN DRAMATICALLY THIS YEAR:

+125,940

We added 125,940 email subscribers, reaching a total of nearly 160,000 subscribers and nearly quadrupling the size of our list.

↑ 30%

Our Facebook, Twitter, Instagram, and TikTok accounts collectively gained nearly 30,000 followers, representing growth of over 30%.



We hired 34 new full-time employees.

Financials from FIRE's 2021-22 Fiscal Year

Revenue

Contributions	\$36,490,336
Investments	(\$1,675,035)
Other	\$138,736
TOTAL	\$34,954,037

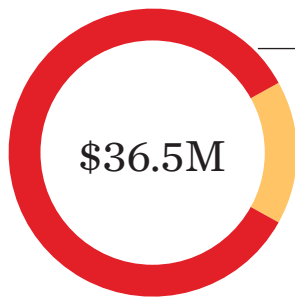
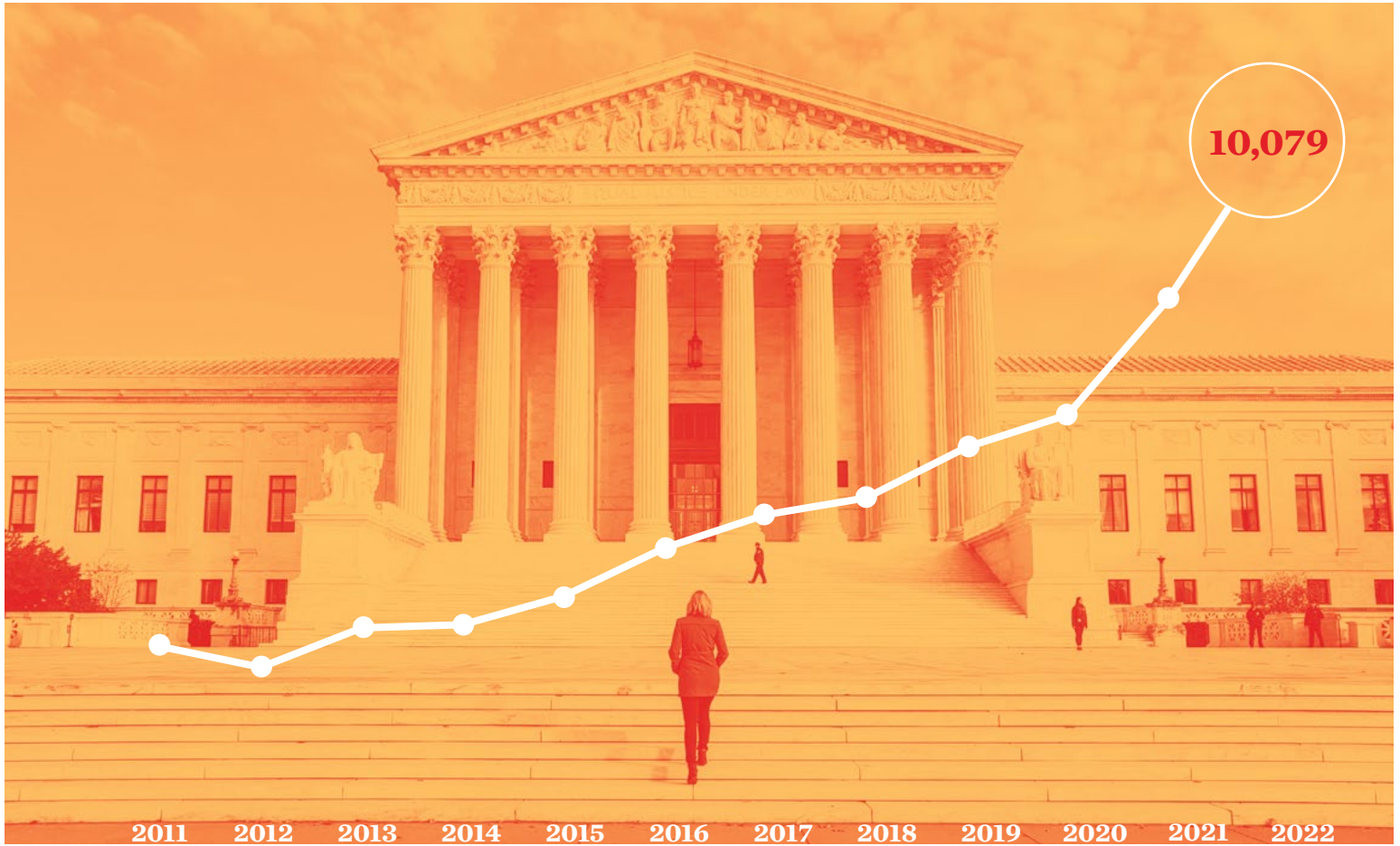
Expenses

Programs:	\$19,165,916
Campus Rights Advocacy	\$1,315,752
Policy Reform Project	\$561,069
Legislative and Policy Project	\$718,363
Litigation Project	\$1,906,036
Public Awareness Project	\$9,975,853
FIRE Student Network	\$1,004,605
K-12 Outreach Program	\$554,994
FIRE Faculty Network	\$270,838
Research and Special Projects	\$2,485,012
Targeted Advocacy Project	\$373,394
Administration	\$1,367,056
Development	\$1,695,563
TOTAL	\$22,228,535

Assets and Liabilities

Cash and Equivalents	\$13,803,236
Investments	\$24,059,627
Pledges and Receivables	\$4,342,176
Fixed Assets	\$1,604,040
Other Assets	\$111,220
Liabilities	(\$2,044,679)
NET ASSETS	\$41,875,620

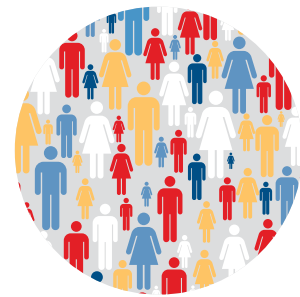
TOTAL NUMBER OF DONATIONS



INDIVIDUAL DONORS

FOUNDATION GRANTS

We raised \$36.5 million: 84% from individual donors and 16% from foundation grants.



2,416 individuals or organizations donated to FIRE for the first time this fiscal year.

Leadership

PRESIDENT AND CEO

Greg Lukianoff

LEGAL DIRECTOR

William Creeley

CHIEF OPERATING OFFICER

Alisha Glennon

EXECUTIVE VICE PRESIDENT

Nico Perrino

GENERAL COUNSEL

Ronnie London

SENIOR VICE PRESIDENT OF DEVELOPMENT

Bridget Glackin

HUMAN RESOURCES MANAGER

Cait Scanlan

CHIEF INFORMATION OFFICER

Suleyman Gokyigit

CO-FOUNDERS

Alan Charles Kors
Harvey A. Silverglate

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Steven Shapiro
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Nadine Strossen
Lawrence Summers

FIRE's mission is to defend and sustain the individual rights of all Americans to free speech and free thought — the most essential qualities of liberty. FIRE educates Americans about the importance of these inalienable rights, promotes a culture of respect for these rights, and provides the means to preserve them.

FIRE recognizes that colleges and universities play a vital role in preserving free thought within a free society. To this end, we place a special emphasis on defending the individual rights of students and faculty members on our nation's campuses, including freedom of speech, freedom of association, due process, legal equality, religious liberty, and sanctity of conscience.

Foundation for Individual Rights and Expression

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