



## ANNUAL REPORT

*January 1, 2019 - December 31, 2019*

### **Our Mission**

Founded in 1997, Equality Florida is the largest civil rights organization dedicated to securing full equality for Florida's LGBTQ community. Through lobbying, grassroots organizing, education, and coalition building, we are changing Florida so that no one suffers harassment or discrimination on the basis of their sexual orientation or gender identity and expression.

### **Our Major Achievements in 2019**

Florida leads the South in pro-LGBTQ legal protections, and model programs we've launched have been so effective, they're being replicated in other states.

With support from more than 1,000 volunteers, partners, and elected allies, we are pleased to report our 2019 achievements in moving equality forward.

### *Winning & Protecting LGBTQ Freedoms*

- We have maintained our record of defeating or neutralizing every anti-LGBTQ bill introduced in Tallahassee since our inception in 1997.
- Our top bill, the Florida Competitive Workforce Act, finished session with a new record of bipartisan cosponsors -- 74 in total!
- To educate members of Congress on the importance of federal LGBTQ nondiscrimination protections, we launched our Federal Advocacy Program. Throughout the year, we held face-to-face visits with 19 members of Congress, including three meetings in Washington, D.C.
- Advances were made to update Florida's archaic and stigmatizing laws that criminalize the experiences of people living with HIV. We helped every step of the way as the legislation passed through two House committees and a powerful Senate committee with strong bipartisan support.

### *Creating a Better Florida for Us All*

- We expanded our Safe and Healthy Schools Project into 62 of 67 districts and provided LGBTQ professional development training to more than 22,000 principals, counselors, and district leaders, tripling the number of professionals that received cultural competency training in 2018.
- In tandem with four other school districts, we produced the sixth annual All Together Now Conference. The conference brought together high-level school district officials across Florida to learn and create strategic best practice LGBTQ programs and policies. This year, we educated 39 urban and rural school districts and 230 district leaders.
- We counseled Commissioner Nikki Fried's Office to update the Department of Agriculture and Consumer Services' internal policies to ensure nondiscrimination protections on the basis of sexual orientation and gender identity -- a first for any Florida Cabinet office. We also worked with the department's leadership to envision a new LGBTQ consumer advocate position and to identify the successful candidate who filled the role.
- Throughout the state, we conducted a record 56 Transgender Dynamics in the Workplace workshops and spoke at eight town halls and equality rallies. Our TransAction Network grew to more than 500 members statewide.
- Equality Means Business membership increased to more than 120 participating companies and organizations. Some new companies include Experian, the Miami Marlins, Office Depot, and Aetna.
- Through attending 40 Pride Festivals, we collected nearly 30,000 LGBTQ nondiscrimination petitions and registered 850 pro-equality voters.
- We trained 340 grassroots activists through eight separate Equality Forward Activist Trainings around the state.

## Our 2019 Officers and Board of Directors

Bloom, David (Miami)
Bottcher, Susan (Gainesville)
Delmay, Jeff (Hollywood)
Diaz-Herman, Victor (Miami)
Friedman, Meryl (Ft. Lauderdale) - Chair
Hiotis, Anastasia "Annie" (St. Petersburg) - Chair
Norsworthy, Kathryn (Orlando)
Parrish, Pauline (Sarasota)
Sherwin, Marge (Treasure Island)
Smith, Nadine (St. Petersburg) - Ex-officio
Smith-Lopez, Donn (Gainesville)
VanTice, Dan (Jacksonville)

*For the most up-to-date listing of officers and board members, please visit [equalityflorida.org/board](http://equalityflorida.org/board).*

## Our Finances

More than half of Equality Florida's support comes from individual donors, with the remaining amount coming from a growing mix of Fortune 500 companies, privately held corporations, and nationally recognized private foundations.

	Equality Florida Institute, 501(c)(3)	Equality Florida Action, 501(c)(4)
2019 Operating Support & Revenue	\$3,604,641	\$ 408,539
2019 Operating Expenses		
Program Services	\$3,442,762	\$ 456,507
Development	\$ 74,497	\$ 11,309
Management & General Administrative	\$ 229,632	\$ 5,160
Net assets as of December 31, 2019	\$1,915,417	\$ 690,109

*Figures independently audited by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See [equalityflorida.org](http://equalityflorida.org) for full financial reports and audit opinion.*

## Our Invitation to You

Volunteers and donors are the backbone of our organization, providing us with the resources necessary to create a better Florida for us all. Please join us to help move equality forward by volunteering at one of our many events throughout the state; participating in sending messages to lawmakers, government agencies and departments; joining one of our many volunteer committees; or making a financial contribution that's meaningful to you. We're a long way from full LGBTQ equality in Florida, and we hope you'll join us on our journey to get there.

Equality Florida has a 4-star rating from Charity Navigator, its top rating, and is the highest rated statewide LGBT civil rights organization in the nation, with four stars for both accountability and transparency. We're also a Platinum Level GuideStar participant, a top-rated nonprofit by GreatNonprofits, and nationally accredited by the Better Business Bureau's Wise Giving Alliance ([give.org](http://give.org)).

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Equality Florida is the largest civil rights organization dedicated to securing full equality for Florida's lesbian, gay, bisexual, transgender, and queer (LGBTQ) community.