



2021 ANNUAL REPORT
January 1, 2021 - December 31, 2021

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 2021

Florida leads the South in pro-LGBTQ legal protections, and the 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 2021 achievements in moving equality forward.

Winning & Protecting LGBTQ Freedoms

- Since we formed in 1997, we've been at the forefront of the fight for LGBTQ equality in Florida, battling bad bills and championing pro-equality legislation.
- During session, we defeated three separate versions of the terrible "Transgender Youth Sports Ban" before similar language was rushed through as an eleventh hour amendment on an unrelated bill.
- To highlight LGBTQ rights and reproductive rights as causes in common, we worked with coalition partners and community members to ensure 11 Florida municipalities committed to protecting reproductive freedom and access to abortion.
- We secured a record breaking number of 18 meetings with U.S. House and Senate offices in Florida to educate policymakers on federal LGBTQ nondiscrimination protections.
- Each month, we convened leading local, state, and national LGBTQ advocates to share updates, questions, and resources on critical policy matters impacting our community.

Creating a Better Florida for Us All

- We expanded our Equality Captain Program to nearly 30 volunteers and increased our statewide volunteer community to more than 5,000 individuals, strengthening our engagements with Florida lawmakers and our presence at LGBTQ events throughout the state.
- We turned out voters to help make history with the election of Ken Welch as the first Black Mayor elected to the City of St. Petersburg.
- Our Safe and Healthy Schools Project now directly impacts all 67 Florida school districts, providing LGBTQ professional development training to more than 35,000 principals, counselors, educators, and district leaders.
- In tandem with Palm Beach County Schools, Miami-Dade County Schools, SEDNET, Guardian Ad Litem, and Safe Schools South Florida, we produced the 7th annual All Together Now Conference. The conference brought together high-level school district officials across Florida to learn and create strategic best practices for LGBTQ programs and policies. The 2021 conference educated 40 urban and rural school districts and more than 400 district leaders. This was the largest ATN conference to date in both number of breakout sessions and number of attendees.
- After the legislature passed the Parents Bill of Rights in 2021, the Safe and Healthy Schools Project has made significant strides in providing guidance to school districts. This guidance, which includes a legal interpretation, has been instrumental in reaffirming the rights of students and obligations of schools. Our guidance has also been informed by our school board advisory group and school board attorney advisory group.
- We launched our LGBTQ Health Equity Program to improve quality and access to care for LGBTQ Floridians and partnered with some of the biggest healthcare systems in Florida, including Broward, Miami-Dade, and Sarasota.
- Through our TransAction Program, we coordinated two listening sessions with the White House: one featured transgender youth and their parents, and the other featured Florida LGBTQ advocates.
- Ten businesses joined Equality Means Business, bringing our total membership to 157, and Open Doors welcomed 45 businesses, bringing the total membership of that program to more than 2,000.

Our 2021 Officers and Board of Directors

Located in key communities throughout Florida, our board of directors is committed to our mission and helps drive organizational success. We're grateful for their support!

- Selisse Berry (St. Petersburg)
- Susan Bottcher (Gainesville)
- Angus Bradshaw (Orlando)
- Nathan Breummer (Gulfport)
- Jeff Delmay (Hollywood) - Co-Chair
- Victor Diaz-Herman (Miami) - Treasurer
- Dana Farmer (Tallahassee)
- Anastasia "Annie" Hiotis (St. Petersburg) - Co-Chair
- Danny Humphress (Winter Park) - Secretary
- Pauline Parrish (Sarasota)
- Barbara Signer (Fort Lauderdale)
- Nadine Smith (St. Petersburg) - Ex-officio
- Donn Smith-Lopez (Gainesville)
- Dan VanTice (Jacksonville)

For the most up-to-date listing of officers and board members, please visit equalityflorida.org/board.

Our Finances

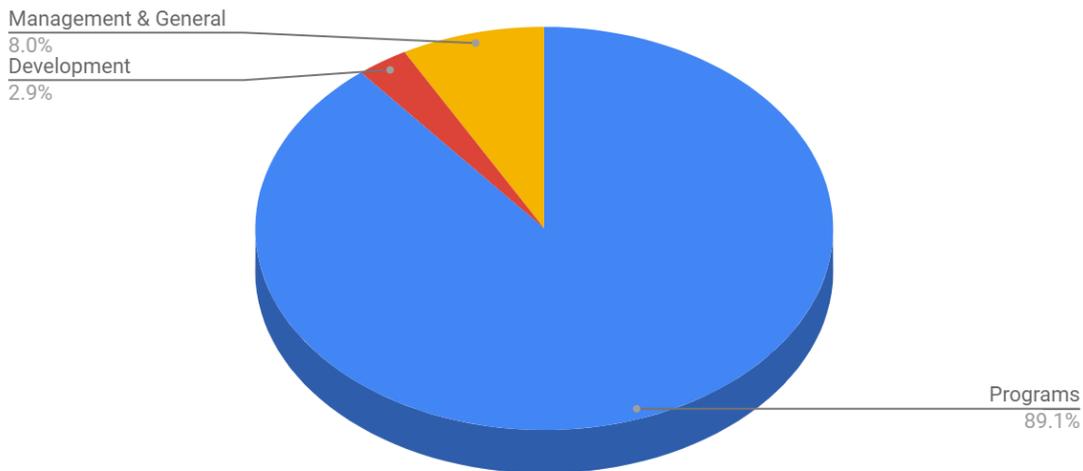
Approximately 40% of Equality Florida’s support comes from individual donors, with the remaining amount coming from a growing mix of Fortune 500 companies, privately held corporations, and nationally recognized private foundations.

	Equality Florida Institute, 501(c)(3)*	Equality Florida Action, 501(c)(4)**
2021 Operating Support & Revenue	\$4,889,429	\$ 784,381
2021 Operating Expenses		
Program Services	\$3,680,754	\$ 630,871
Development	\$ 71,294	\$ 68,669
Management & General Administrative	\$ 348,117	\$ 40,974
 Net assets as of December 31, 2021	 \$5,823,712	 \$1,091,073

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

** Figures independently reviewed by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See equalityflorida.org for full financial reports and review conclusion.

Functional Expense Breakdown - Combined



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 LGBTQ 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).

Equality Florida Institute
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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.