



2024 ANNUAL REPORT

January 1, 2024 - December 31, 2024

Our Mission

Founded in 1997, Equality Florida is Florida's statewide civil rights organization dedicated to securing full equality for Florida's lesbian, gay, bisexual, transgender, and queer (LGBTQ) community. Through 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 Progress in 2024

With support from donors, volunteers, partners, and elected allies, we are pleased to report our 2024 achievements in moving equality forward.

- Our invitation to join the resistance continued to resonate throughout the state, and we were proud to increase our membership base to more than 450,000 people.
- The political headwinds of 2023 helped Governor DeSantis force through a wave of anti-LGBTQ legislation. In 2024, we capitalized on his crumbling presidential campaign to pry loose his chokehold on the legislative branch and worked more closely than ever with legislative leadership to change course. Stronger relationships and our sustained presence in the Capitol helped Equality Florida defeat or neutralize 21 of the 22 anti-LGBTQ bills introduced in 2024.
- After several years of primarily focusing on HIV modernization, we recentered our efforts on the PrEP & PEP Access bill. A streamlined PEP Access bill ultimately passed with unanimous support – the first proactive LGBTQ legislation enacted in recent history in Florida. This was also proof of concept: We zeroed in on a winnable policy and by advancing it through the process found influential Republican allies and established HIV policy as an area of bipartisan consensus. This will benefit further HIV related reforms in our agenda.
- After nearly two years in court, the state agreed to settle the lawsuit that Equality Florida, students, parents, and teachers filed against the Don't Say Gay or Trans Law. The settlement brought much needed clarity and averted the most serious harms of the legislation in our schools.
- We developed networks of statewide partners, including mental health organizations, healthcare administrators, parent advocates, and educational leaders, to create a

cohesive, collaborative infrastructure aimed at amplifying our impact and ensuring consistent support for LGBTQ youth. As a result of our efforts, the Florida Education Association honored our organization with the Human and Civil Rights Award, which our team was able to accept at their yearly delegate assembly – recognizing our tireless efforts to create safe, fair, and inclusive schools for students, teachers, and their families.

- We provided individuals across all systems – educators, mental health providers, healthcare providers, and caregivers – with ongoing education in LGBTQ culturally competent approaches. Over the course of 65 training sessions, we were able to provide professional development to more than 3,000 teachers, mental health professionals, and parents. We have now provided professional development to more than 40,000 individuals across Florida.
- Our inaugural Back to School Summit provided guidance and support to 240 parents and families looking for resources to support their LGBTQ child, and our inaugural Behavioral Health Summit helped to ensure licensed professionals were confident in delivering quality mental health care to the LGBTQ youth in the community. The summit also provided professional learning credits to 125 licensed professionals.
- We expanded our Parenting with Pride community to 2,200 parents who were ready to join the movement to ensure our families' rights are protected.
- We continue to support Open to All, a national nondiscrimination campaign based around the idea that everyone should be welcome regardless of race, ethnicity, national origin, sex, sexual orientation, gender identity and expression, immigration status, religion, or disability. This program is powered by Yelp and is a national search directory of welcoming businesses and organizations. Also in business outreach, we welcomed CITY Furniture to the Equality Means Business Advisory Council.
- Throughout the state, we participated in 41 Pride events. These events are outreach opportunities where we educate festival goers about the latest issues, collect pledges to support pro-LGBTQ initiatives, and recruit new volunteers to support our critical work.

Our 2024 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!

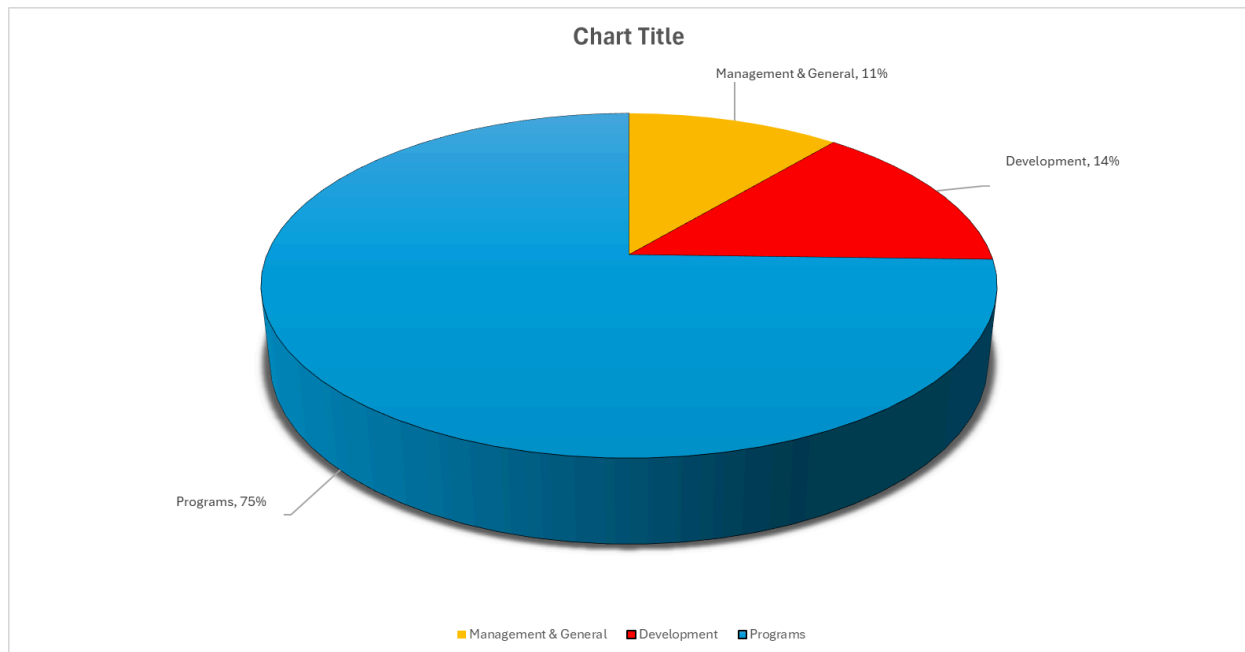
- Justin Bell (Jacksonville)
- Susan Bottcher (Gainesville)
- Nathan Breummer (Gulfport)
- Keith Davenport (Orlando)
- Jeff Delmay (Hollywood) - Co-Chair
- Victor Diaz-Herman (Miami) - Treasurer
- Dana Farmer (Tallahassee)
- Brian Marquez (Tallahassee)
- Anastasia "Annie" Hiotis (St. Petersburg) - Co-Chair
- Danny Humphress (Winter Park) - Secretary
- Nadine Smith (St. Petersburg) - Ex-officio
- Dan VanTice (St. Johns)

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

Our Finances

Approximately 47% 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)**
2024 Operating Support & Revenue	\$5,949,334	\$1,455,123
2024 Operating Expenses		
Program Services	\$4,752,554	\$ 1,027,563
Development	\$ 688,407	\$ 422,803
Management & General Administrative	\$ 721,661	\$ 140,219
Net assets as of December 31, 2024	\$6,831,876	\$1,356,215



* 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.

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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; 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).

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