

WINNING EQUALITY

EQUALITYFLORIDA.ORG



Introducing Equality Florida: A FORCE FOR CHANGE

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

Equality Florida formed in 1997, following the lopsided passage of a state law that banned the recognition of marriages for same sex couples. Our first commitment was to defeat all future anti-LGBTQ legislation filed in Tallahassee, and since our inception we've kept that promise by stopping or neutralizing every single anti-LGBTQ bill filed in Tallahassee since the day we formed.



Under our watch, marriage equality was won in Florida, the ban on gay and lesbian adoption has been repealed, and more than 200 local policies have been passed. Over 60% of Florida residents have been protected from discrimination based on sexual orientation or gender identity and expression and over 2/3rds of Florida's 3 million students have been protected from anti-LGBTQ bullying.



Moving Equality Forward: OUR WORK AT A GLANCE

We are proud of the following accomplishments our organization has made with the support of thousands of donors and hundreds of volunteers:

- ▶ We led the fight that won marriage equality! In 2015, after a two-year education and legal campaign, plaintiffs in Equality Florida's lawsuit became the first same-sex couples to marry in Florida.
- ▶ Since we formed in 1997, we've defeated or neutralized every anti-LGBTQ bill introduced in the Tallahassee - a 100% success record.
- ▶ 60% of Floridians are protected from anti-LGBTQ discrimination thanks to more than 200 local non-discrimination, safe schools, and domestic partnership policies passed on our watch.
- ▶ We played a key leadership role in overturning Florida's shameful ban on gay and lesbian adoption which was struck down in 2010 and repealed entirely in 2015.
- ▶ We are the largest state LGBTQ group in the country with more than 300,000 supporters, over 1,000 volunteers, and staff in nine cities.

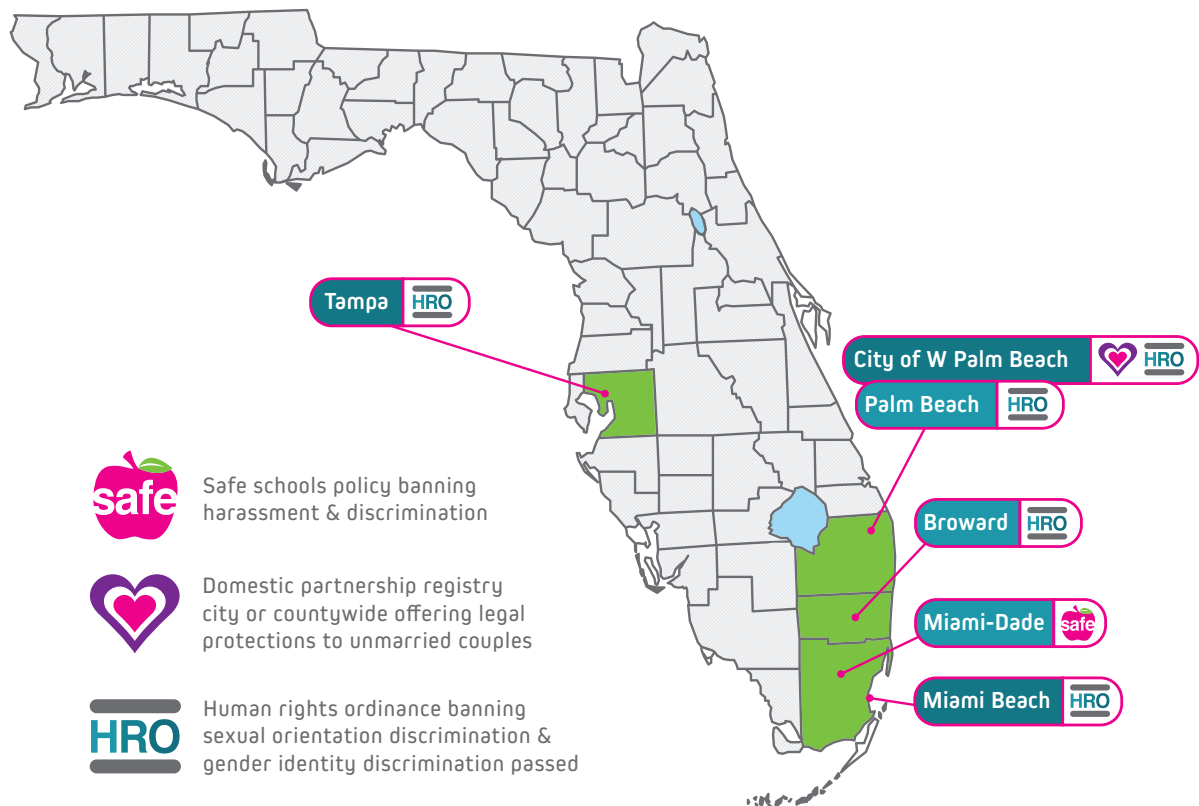


Winning Equality: HOW IT'S DONE

Florida is poised to become the breakthrough state in the South for achieving statewide LGBTQ non-discrimination protections. A higher percentage of Florida's population is covered by LGBTQ-inclusive nondiscrimination policies than any other state that has yet to enact statewide protections. In 2019 the Florida Competitive Workforce Act, which would add sexual orientation and gender identity to Florida's Civil Rights code, was the third most co-sponsored piece of legislation out of more than 2,000 bills filed and enjoyed record levels of bipartisan support.

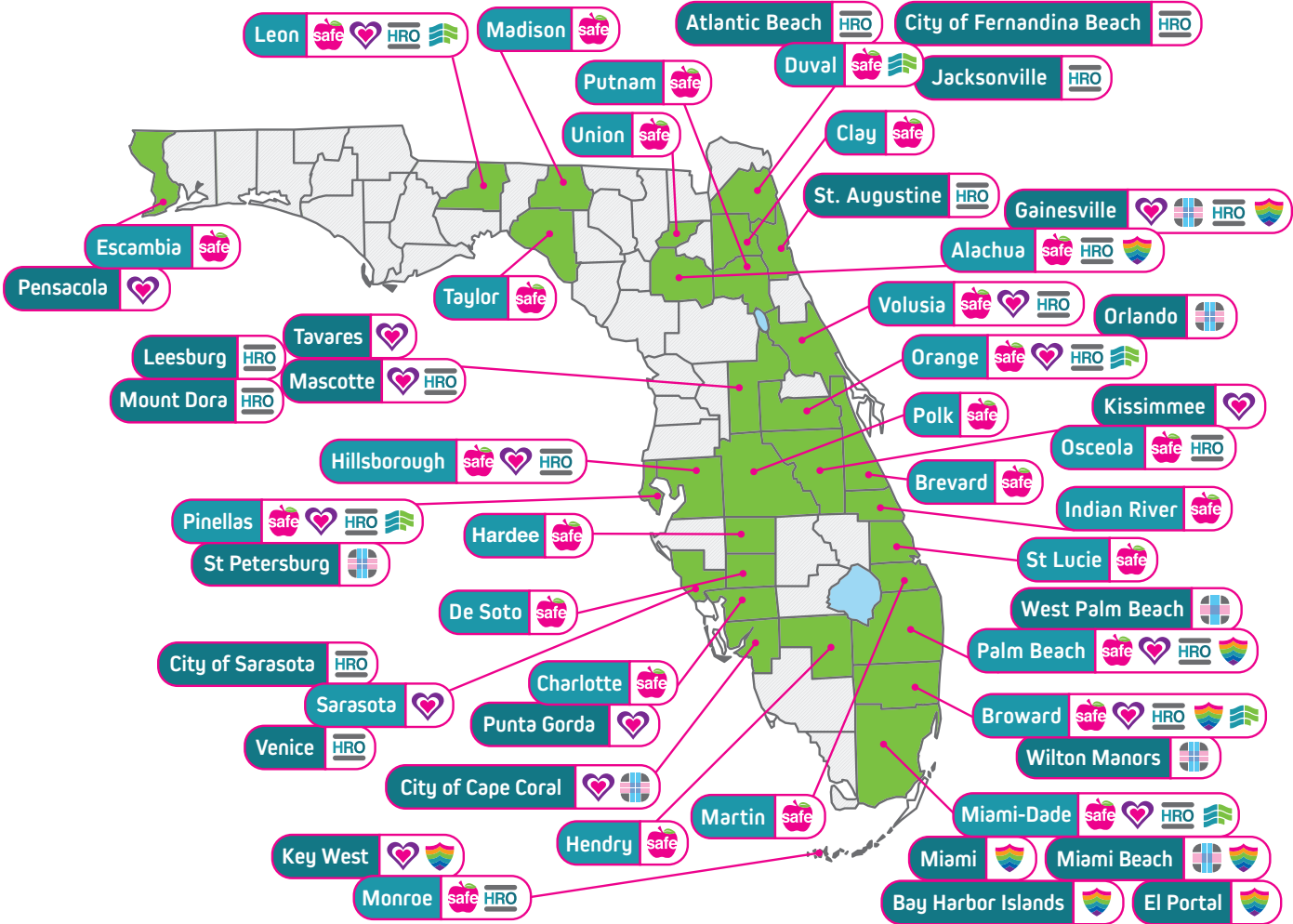
Florida is a massive and sprawling state that cannot be organized from a single city or even one region. **Our success depends on building grassroots strength, forming coalitions, and carving out progress in cities and towns in every part of our state.** Our more than 300,000 supporters live in all 67 of Florida's counties with strong representation in South Florida, Tampa Bay, Central Florida, Jacksonville, Gainesville, Sarasota, and Tallahassee.

PRO-LGBTQ POLICIES AS OF EQUALITY FLORIDA'S FOUNDING IN 1997



Through campaigns, communications, and engagements throughout the state, we're moving LGBTQ equality forward in Florida. Please take a look at the following pages to discover the progress that's been made. Your support makes all of this possible.

Expanding the Landscape of Equality: PRO-LGBTQ POLICIES AS OF 11/01/19





Human rights ordinance banning sexual orientation discrimination & gender identity discrimination passed



Safe schools policy banning harassment & discrimination



Transgender inclusive healthcare for city employees



Domestic partnership registry city or countywide offering legal protections to unmarried couples



Conversion therapy ban



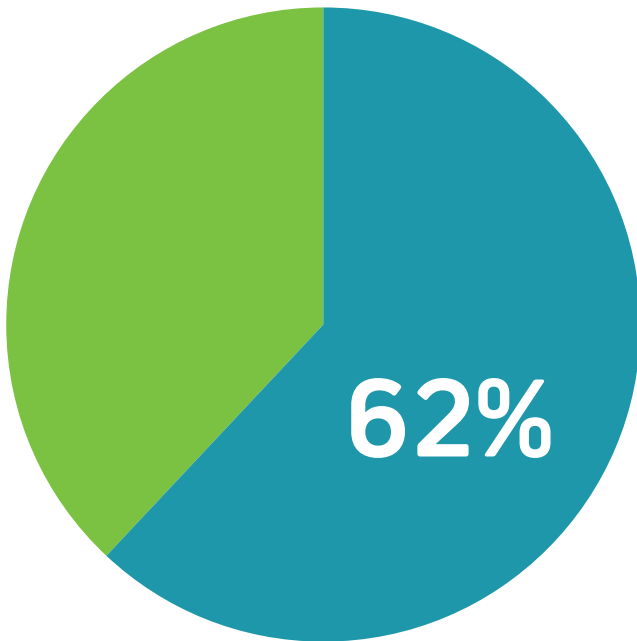
Equality Florida staffed office

In areas where countywide protections exist, individual city protections are not listed.

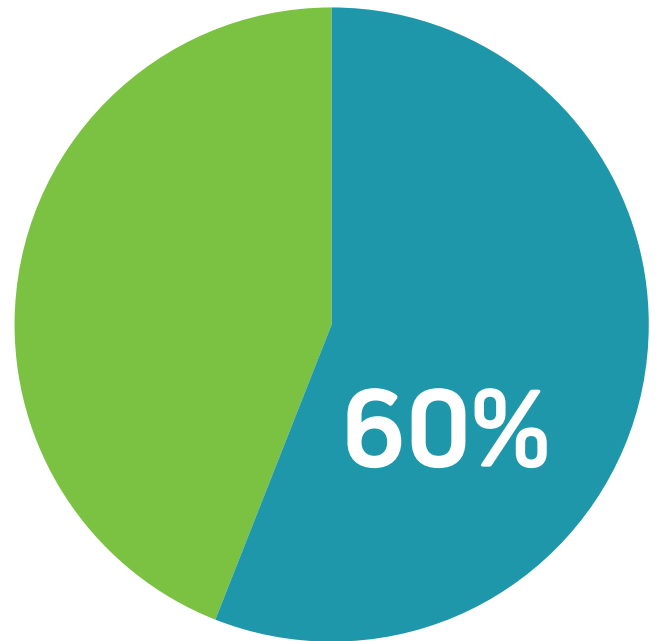
Turning the Tide: **WINNING LOCAL LGBTQ VICTORIES THROUGHOUT FLORIDA**

Twelve counties and 30 cities have passed Human Rights Ordinances, providing anti-discrimination protections for LGBTQ people in the workplace, housing, and public accommodations.

62% of students are protected with anti-LGBTQ bullying laws



60% of the state has LGBTQ nondiscrimination laws



Each year, local LGBTQ victories are won in Florida. Until a statewide LGBTQ non-discrimination law is passed in our state, we will continue to move equality forward – county by county and city by city.

Our support from individuals and the business community has never been stronger. We have more than 8,000 donors contributing to our work, and (as of October 2019) more than 100 of Florida's largest employers stand by our side supporting LGBTQ-inclusive policies in the workplace. In our organization's history, we've not seen this level of momentum behind us.



Turning Out the LGBTQ Vote: ELECTING PRO-EQUALITY CANDIDATES



Paid Advertisement

Equality Florida Action PAC is the largest political committee dedicated to electing pro-LGBTQ politicians in Florida. In the 2018 elections, 83 of our 111 endorsed champions were elected including 24 candidates out of 32 school board races in which we issued endorsements. Nearly everything we fight for depends on the election of fair-minded politicians. We have built the largest voter file ever assembled to mobilize the pro-equality vote in Florida -- more than 1.3 million pro-equality voters for whom LGBTQ rights are a litmus test issue. Every election cycle, we screen nearly a thousand candidates and distribute hundreds of thousands of voter guides to ensure our community and our allies are informed and turn out to vote.



In addition to providing guidance on who our strongest champions are, the PAC is a resource to political donors, helping you invest in the most strategic races where your contribution can make a significant impact.



Be the first to see our endorsements and get insider campaign updates by joining facebook.com/eqflpac | @eqflpac

Paid political advertisement, paid for by Equality Florida Action PAC, P.O. Box 13184 | St. Petersburg, FL 33733

Continuing the Momentum: **ENDING THE STIGMA OF HIV IN FLORIDA**



The fact that HIV has almost completely disappeared from mass media coverage doesn't mean the crisis is over. With 20 million people and one of the highest transmission rates in the country, Florida has a pivotal role to play in reshaping HIV policy. Our state's HIV laws were written in the 1980s and have not been updated since, disregarding all medical advances in treatment and prevention. Under Florida law, people living with HIV can be arrested, prosecuted, and convicted of transmission or non-disclosure for up to 30 years, regardless of evidence or actual transmission having occurred. These outdated laws disproportionately target women, people of color, and the trans community which becomes a strong disincentive for people seeking testing and treatment.

Launched in 2017 with funding from AIDS United and the Elton John AIDS Foundation, our HIV Advocacy Project's primary goal is to curb the rate of new transmissions in our state through a statewide public education campaign. The campaign will inform residents of the dangers of stigma, misinformation, and our outdated HIV-specific laws. These public education efforts enable us to make clear to Florida's residents that the continual increase in new HIV transmission cases throughout our state is in fact a public health crisis. We're informing residents of the significant impact that HIV decriminalization could play in mitigating this crisis by giving people the legal freedom they need to seek diagnosis and treatment without fear of unjust retribution or prosecution, thereby decreasing the spread of this disease.

Through our other policy and education work, we've built a massive base of supporters and bipartisan coalitions, locally and in the Capitol, and we'll leverage these strengths in the push for HIV modernization laws. It's essential that we take collective action to modernize HIV laws with the ultimate goal of eradicating HIV and decreasing its stigma.



Educating and Advocating: TRANSGENDER EQUALITY



Transgender and gender nonbinary people continue to face untinkable levels of harassment, discrimination, and violence. The recent repeal of a number of protections for transgender people has only made their lives more dangerous. In 2018, we saw the highest-recorded transgender deaths in the U.S. due to violence, and Florida was at the epicenter with five murders of transgender people, the most of any state. To raise awareness of issues like these and to advocate for Florida's transgender community, we established TransAction in 2014. Through petitions, news alerts, and rallies, TransAction is a leading voice in responding to attacks on transgender people. Additionally, the program has conducted hundreds of diversity trainings throughout the state at major corporations, health care systems, law enforcement agencies, and schools and universities. Our work focuses on social justice issues critical to the transgender and gender nonbinary community, such as incarceration, violence, engagement with law enforcement, quality health care, and homelessness issues.

In addition to our transgender education and advocacy efforts, we produce and maintain a Transgender Resource Guide, a publication that provides a statewide directory of quality, transgender-friendly service providers from across the state.



Our TransAction program has become a national model and is being replicated in states across the country.

Improving Florida's Reputation: DIVERSITY & INCLUSION IS GOOD FOR BUSINESS



**EQUALITY
MEANS
BUSINESS**

The business community is crucial to achieving our goal of full equality for the LGBTQ community. Our Equality Means Business and Open Doors programs highlight businesses in Florida that have adopted comprehensive nondiscrimination policies and have demonstrated their commitment to valuing and pro-actively including all employees.

Equality Means Business aims to enhance Florida's reputation as a welcoming state for all who live, work, and visit here. Company members of Equality Means Business are featured on our website and participate in statewide events designed to emphasize the importance of establishing and maintaining a diverse and inclusive workforce.

Open Doors is our bi-lingual, online directory of equality friendly businesses that have pledged to serve employees and customers with no regard to discrimination. Our partnership with the national platform Open To All, allows our efforts and the commitments of pro-equality businesses to be recognized by a wider audience of consumers.

As of October 2019, more than 100 of Florida's largest employers and roughly 2,000 small and medium sized businesses are now a part of our network that has become a national model replicated in states across the country. The visible support of these companies is adding tremendous momentum to our efforts to ban discrimination statewide.

**The following are a sample of the companies that have agreed to be part of this coalition.
For a complete list, please visit www.EqualityMeansBusiness.org**



Creating Safe Schools: ENSURING SUPPORT FOR LGBTQ YOUNG PEOPLE

Equality Florida's Safe and Healthy Schools Program is the most ambitious program ever undertaken on behalf of LGBTQ students and aims to shift the culture in Florida's entire 3 million student school system.

The need cannot be overstated, and what is at stake for so many LGBTQ youth is nothing short of life or death. These young people continue to face extensive risk factors for:

- ▶ **Bullying & physical/sexual assault**
- ▶ **Homelessness** (accounting for as much as 40% of all homeless youth)
- ▶ **Human trafficking and sexual exploitation**
- ▶ **Substance abuse & HIV transmission**
- ▶ **Suicide & homicide**



The Florida 2017 Youth Risk Behavior Survey found that 15.7% of Florida's students identify as LGBTQ, a huge percentage. The survey also found LGB students were four times more likely to create a suicide plan and attempt suicide than their heterosexual peers: 40% of LGB students have seriously considered suicide, and 22.5% reported having attempted suicide. LGB students also report skipping one or more days of school a month because they felt unsafe at school.

Through our Safe and Healthy Schools Project, we're assisting districts in implementing comprehensive best practices and policies to support and affirm LGBTQ students including:

- ▶ **Extensive professional development for principals, assistant principals, faculty, school counselors, school nurses, bus drivers, cafeteria workers, and all staff who work with students.**
- ▶ **Ensuring counselors in all schools have specialized training on supporting LGBTQ youth**
- ▶ **Strong support clubs, such as Gay Straight Alliances**
- ▶ **Comprehensive LGBTQ policy and procedure manuals**
- ▶ **Deep partnerships with local LGBTQ youth agencies**
- ▶ **Highly visible and ongoing support from the superintendent for LGBTQ students**



In the first three years of this program, we have provided in-person training to more than 13,000 school district leaders from 63 of Florida's 67 school districts. Trainees include superintendents, assistant superintendents, school board members, principals, counselors, nurses, social workers, and teachers. This is the largest scale LGBTQ safe schools training program in the country.

Responding to the Unthinkable: **TRAGEDY STRIKES ORLANDO**

On June 12, 2016, at Pulse Nightclub in Orlando, 49 people were killed, dozens were injured, and countless were traumatized in what was at the time the largest mass shooting in U.S. history. In the aftermath of the attack, we made two promises. The first was to do everything we could to take care of the survivors and the families left behind by this heinous act of hate, and we raised over \$9,5 million from 120,000+ individuals around the world, every penny of which we distributed directly to survivors and families.

Our second promise was to honor those lost not merely with thoughts and prayers, but with action. Our Honor Them With Action campaign has become an international call for change and now reaches nearly 150 million people each June during Pulse remembrance month. People throughout the U.S. and worldwide are encouraged to participate in a volunteer activity to make their community a better place for LGBTQ people, Latinx people, and those who identify as both. We can't allow the Pulse massacre to be yet another national tragedy. This must be a national turning point that spurs us to new action.

HONOR THEM WITH ACTION



Leaving a Lasting Impact: OUR LEGACY OF EQUALITY SOCIETY

Our Legacy of Equality Society is a group of generous and forward-thinking supporters who have included Equality Florida in their will or estate plan. Their gifts will benefit the next generations of LGBTQ people. We've brought about great progress and staved off fierce challenges to that progress, and the future is expected to be no different. Thanks to our Legacy of Equality Society members, we'll have the resources necessary to overcome the hurdles that lie ahead in making Florida a safe and affirming place for all, no matter a person's sexual orientation or gender identity.

We're grateful to the following members of our Legacy of Equality Society for naming Equality Florida as a beneficiary in their will or estate plan (as of September 2019):

The Late
Stephen Jay Alterman

The Late
Charlotte Anderson

Joseph Arena &
Dr. Thomas D'Eletto

Daniel Ayers &
Tony Seguino

Alexander C. Baer

Scott Bennett

David Bloom

David Bonazzoli

Christopher Boykin &
Stratton Pollitzer

Joel Briskman &
Joseph Peace

Richard Bunyan

Nicholas Cardello &
Kurt English

David Costa &
Daniel Benoit

Daniel Cotlowitz &
Timothy Saltsman

Katherine Coss &
Lisa Bechard

Rob Curry

Deon Davis

Philip Dearborn

Daniel Denton

Phil Dinkins &
Ed Lally

Jack Doren

Ronald Dovel &
Thomas Lahr

Todd Edwards

Susanne &
Marty Ellman

Jared Falek &
Donald Chorpennig

Marty Falzack &
The Late
Harry Blumenfeld

Ken Flick &
DC Allen

Meryl C. Friedman

The Glance/Mellerup
Revocable Trust,
Rick Glance &
Bob Mellerup, Trustees

Larry Glinzman

Sidney Goldenberg

Mark D. Gordon &
Aldo Buono

Jayant Goyle &
Gregory Dudzek

Mitchell Grant

Eric Green

Robert Grossman

Tom Hall &
Kenny Jewett

J. Michael Heider, DDS &
Daniel Thomas Carr III

John Hixenbaugh

Nace Hopple, Jr.

Troy Hostetler

Sonny Hotchkiss

Vicki Hyatt &
Matthew Solan

Row Iliescu

Nate &
Raphael Klarfeld

The Late
Thom Leffler

The Late
Raymond D. Lucey

Cliff Maher &
Tom Maiello

Alfredo Martinez-Garcia

Todd Masnicki

Sasha May &
Scott J. Moore

Pete McGahan &
Steve Yelich

Kent McIntyre &
John Tambasco

Carlos Murphy

Fred Murray

Marisha Nowak &
Samuel Thayer

The Late
Crag Orear

Ayenny Orovio

Joe Pallant

Allen Peterson &
Stephen Draft

Robert Prather

Todd Richardson

Woody Richey

Jeff &
Scott Roehm-Perlman

Tricia Russell

Joe Saunders

John Seibert

Marjorie Sherwin &
Rose Walton

Barbara Signer &
Fran Epstein

Andrea &
Nadine Smith

Paul M. Smith &
Gerald O. Kennedy

Jim Stepp &
Peter Zimmer

Susanna Taddei

The Late Kevin Thompson

Brent &
Daniel VanTice

Don Walker &
The Late
James Michael Collins

Jim Walker &
Lee Rubin

Bill Ward

Anthony Watson

David L. Webb &
W. Lynn McLaughlin

B. Rodney White &
Michael P. Williams

Paul Winters

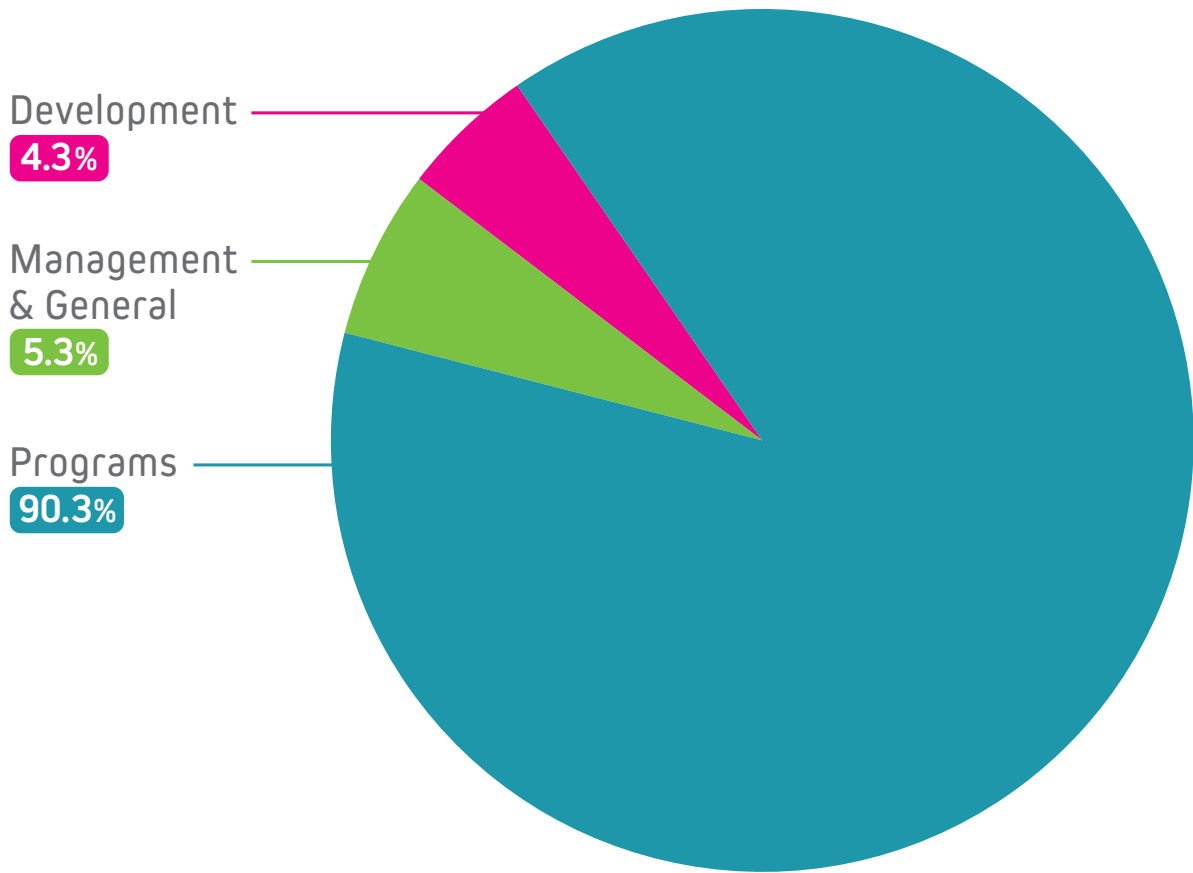
Breaking Down the Financials: A TOP-RATED ORGANIZATION

More than half of our support comes from more than 7,000 individual donors, with our remaining support coming from foundations and corporate sponsors. We are currently rated by Charity Navigator as the top statewide LGBTQ civil rights organization in the nation, and with four stars for accountability and transparency, we are higher rated than most national LGBTQ organizations as well. We're also a Platinum-Level GuideStar participant, top-rated by GreatNonprofits, and an accredited charity by the Better Business Bureau.



The pie chart below breaks down our operating expenses, illustrating our commitment to responsible financial management.

3-YEAR AVERAGE FUNCTIONAL EXPENSE BREAKDOWN



Sharing Their Perspectives: WHY OUR SUPPORTERS BELIEVE IN EQUALITY FLORIDA

“Equality Florida gave me an opportunity to fine tune my citizen lobbyist skills and effectively communicate with public officials and constituents. The staff made sure that we were getting the most out of our time and were invested in our success. I encourage anyone interested in applying [as an intern] to do so.”

– Martin Perez | Field Intern, Equality Florida

“[In 1997], it would have been hard to imagine our community being so committed to equality for all, including members of the LGBT community. We should all appreciate the truly remarkable progress that Equality Florida has led, through all the ups and downs. The Tampa Bay Rays are a better, stronger, more inclusive organization because of our relationship with Equality Florida, and for that we are sincerely grateful.”

– Rafaela A. Amador | Senior Director, Public Affairs, Tampa Bay Rays

“As a council member, state representative, and mayor, I have had the privilege of seeing Equality Florida in action and working alongside the organization in pursuit of numerous shared priorities. Every time, Equality Florida has made our state a better and fairer place to live and love.”

– Rick Kriseman | Mayor, St. Petersburg, FL

“Equality Florida has been a powerful moral compass for all of Florida, not just those of us who are LGBT. Today there are LGBT youngsters in small towns across Florida, of which I was once one, who have a brighter future and the chance for full citizenship because of Equality Florida. They and I are indebted to its leader, Nadine Smith, and all of the team at Equality Florida for fighting the fight everyday.”

– Jeff Trammell | Former Chair, Victory Fund

“It has been an honor to work side by side with you since I was first elected to serve as the state representative for Florida’s 120th House district. There is still more to be done, but I am confident that we can get there by continuing to work together.”

– Holly Raschein | Representative, Florida House of Representatives, District 120



Extending an Invitation to You: **VOLUNTEER AND MAKE A DIFFERENCE**

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 Institute, P.O. Box 20786, Tampa, FL 33622-0786
(813) 870-3735 | EqualityFlorida.org | HR@EqualityFlorida.org

  @EqualityFL