



equalityfederation

2021 annual report



equalityfederation
INSTITUTE



2021 was an unparalleled year.

We saw a record-breaking 390+ anti-LGBTQ+ bills at the state level, with 198 being explicitly anti-transgender. Our opposition is motivated and unscrupulous, succeeding in passing 28 anti-LGBTQ+ bills. However, we defeated 180 anti-trans bills (90%), and we also saw 921 pro-LGBTQ bills introduced.

Equality Federation deepened our support of state partners this past year, providing members access to the organizing tools and messaging needed to advance LGBTQ+ equality. And we completed work with our first cohort in our Project Game Changer program to execute year-round civic engagement strategies.

During our second-ever virtual Leadership Conference, we brought together 150 state and national movement leaders to build relationships that fuel and sustain them through challenging times. We are looking forward to gathering in person this year to celebrate our 25th annual Leadership Conference in Minneapolis.

With everything our world, our country, and our LGBTQ+ community endured in 2021, I want to take a moment to say thank you. Thank you for all the ways you supported us during a year of such grief and turmoil.

The heart of Equality Federation's work has always been building strong, resilient, adaptive leaders to achieve full, lived equality for our community. I could not be more proud to work alongside the leaders in the state-based movement and to have the support of individuals like you after such a challenging year.

Onward,



Fran Hutchins

Executive Director | Equality Federation



our programs

The greatest opportunities for victories to improve the lives of LGBTQ+ people are in the states where the work is hard but the impact is great.

Equality Federation builds state-based leadership and resiliency through our programs to catalyze the national movement for equality and win policy changes.



our programs

OUR ADVOCACY & CIVIC ENGAGEMENT PROGRAM works collaboratively with our partners to maximize state advocacy on critical issues, mobilize the people power needed to create change, and set an expansive policy agenda to address our entire community's needs.

We track every piece of LGBTQ+-related legislation in the states—hundreds of bills each year—so we can provide advocates on the ground with the strategy sessions, organizing, messaging, communications, and policy resources they need.



our programs

OUR LEADERSHIP & ORGANIZATIONAL DEVELOPMENT PROGRAM works to develop strong leaders, connect movement advocates, and build powerful organizations that can sustain the movement for equality and justice in the states.

We provide critical opportunities for training, peer learning, and networking through the annual Equality Federation Institute Leadership Conference, which has become the movement-wide go-to gathering of state leaders and national partners; our regional Leadership Summits; and regular online training opportunities.



state partners

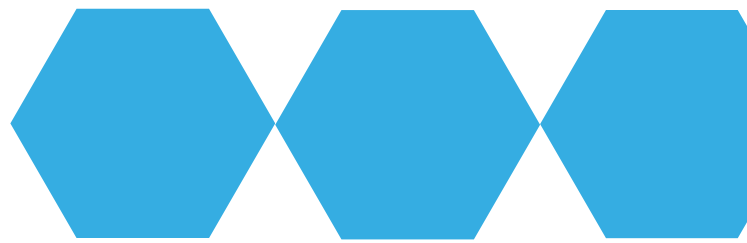


**OUR STATE
PARTNERS** mobilize
more than 2 million
supporters across
the country to
advance equality
and justice for
LGBTQ+ people in
the communities
they call home.

Since 1997, we have become the leading movement builder, national network, and strategic partner to our 40+ state partners.



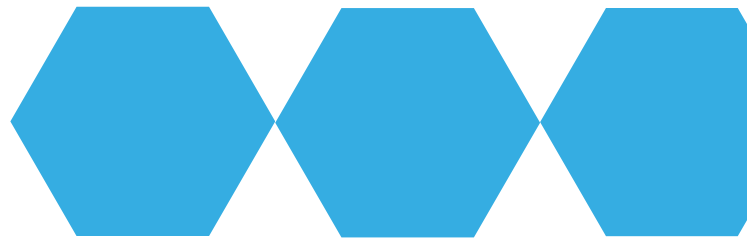
transgender rights



2021 was a tough year for transgender rights.

After learning to refine their attacks by taking aim at particularly vulnerable communities like transgender youth, our opposition covered the country with anti-trans bills, concentrated mainly in the areas of trans youth healthcare access and participation in school sports. We saw over 60 anti-transgender medical care bans introduced across the country. These bills differed slightly from state to state, but the main objective was to penalize medical providers for delivering gender-affirming care to minors.

A total of 12 anti-trans student athlete bans passed both legislative chambers in states, 4 of them were vetoed, and 9 of them were enacted. The anti-trans attacks are increasing, but we are rising to meet this challenge with more resources than ever. In 2021 we expanded our Advocacy & Civic Engagement team to provide more strategic support on legislative and organizing strategies and coordinated national partners' response to on-the-ground needs. In December, Equality Federation moved \$225,000 in grants to support lobbying efforts of our state partners who are facing anti-trans legislation in the 2022 legislative session.



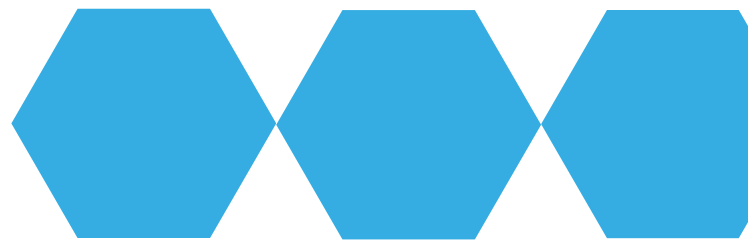
We leveraged LGBTQ+ advocacy power to advance HIV Policy.

We work in close partnership with the individuals and organizations in the states who best understand HIV policy needs in each community. In 2021, we fostered partnerships and coalitions, provided a framework for peer-learning and support through best-practice messaging and advocacy training, and trained our entire membership on key HIV policy issues like the federal Ending the HIV Epidemic plan, criminalization, and access to prevention and care.

We worked closely with three state organizations — Transgender Education Network of Texas, Freedom Oklahoma, and PROMO (Missouri) — to support our them in building strong partnerships with HIV advocates to address a range of policy issues, based on the needs identified in communities including community engagement in the federal Ending the HIV Epidemic plan, Medicaid expansion, and criminalization. We also worked with partners in eight states (FL, GA, IL, MO, NJ, NV, OH, TN, and VA) that are actively working to modernize HIV criminalization laws.



preemption

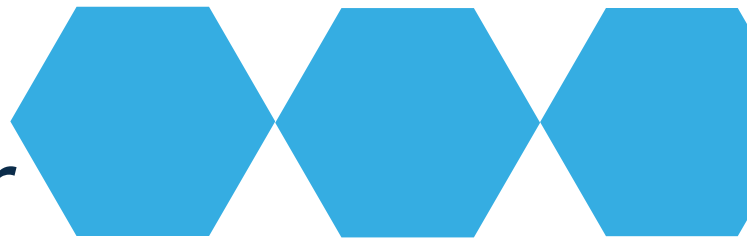


We provided a strong connection between the LGBTQ+ movement and partners working to fight harmful preemption policies and strengthen local democracy.

We were well-positioned for this work thanks to our deep relationships with our network of 40+ state-based LGBTQ+ advocacy organizations and our role as the LGBTQ+ State Policy Group convener, a regular call for information sharing, and strategic coordination among national LGBTQ+ organizations to engage on state-level policy.



project game changer



Since 2018, our Project Game Changer has prioritized building capacity for year-round organizing, base building, and civic engagement in the states.

Each cohort consists of a small group of state partners with whom we do deep work: providing peer learning opportunities, assisting in creating a plan, and providing coaching and training to support the execution of that plan.

Just one example of the success of this program: In a U.S. Senate runoff decided by just 54,944 votes, Georgia Equality's non-partisan voter outreach program directly engaged 25,000 voters in conversations and reached more than a million by text and mail; this work was a critical part of Georgia's overall progressive civic engagement strategy.



older americans



We worked to ensure LGBTQ+ older adults have access to critical services.

Working with SAGE, the world's largest organization dedicated to improving the lives of LGBTQ+ older people, and our state partners, we are mobilizing our national network to ensure that new provisions Older Americans Act (OAA) are implemented by state and local agencies to meet the needs of eligible LGBTQ+ older adults.

This includes training our entire network on the new requirements, providing state-level legislative support, fostering relationships between our members and State Units on Aging (SUAs) and Area Agencies on Aging (AAAs), organizing our members and key SUAs and AAAs to help the federal government shape the regulations around LGBTQ+ outreach and data collection.



racial justice cohort



We believe that racial justice is a critical area for growth for many organizations and leaders, and strive to integrate a racial equity lens into all aspects of our work.

While statewide LGBTQ+ movement organizations have made significant strides on racial equity in recent years, there remains much work to be done. To meet this need, we've developed a Racial Justice Cohort, which launched in fall 2021, focusing on organizational development and racial justice.

Recognizing the barriers to change for many organizations lives at the board level, this initiative focuses on board development, creating a community of support, offering tools to support increasing racial justice within each organization, and providing structure for each organization to implement their desired change.



bill trends

We use technology combined with our policy expertise to monitor important state legislation affecting LGBTQ+ Americans.

From anti-LGBTQ+ bills to bans on preemption, we are prepared to fight alongside our state partners and meet every new challenge head-on.

In 2021:

- 87% of the anti-LGBTQ+ bills Equality Federation tracked were defeated.
- At least 198 anti-trans bills were introduced.
- At least 392 anti-LGBTQ+ bills were introduced.
- At least 921 pro-LGBTQ+ bills were introduced.
- 36 states had at least one anti-LGBTQ+ bill filed.
- 19 states passed anti-LGBTQ+ bills.



our donors



We appreciate the support of our donors.

\$500,000

Anonymous Donor | Open Society Policy Center*

\$250,000

Anonymous Donor | Evelyn and Walter Haas, Jr. Fund | Gilead Sciences, Inc. | Gill Foundation | Molson Coors | Robert Wood Johnson Foundation

\$100,000

AARP Foundation | H. van Ameringen Foundation

\$50,000

Ghost Management Group, LLC | Movement Voter Project (MVP) | Wells Fargo

\$25,000

Equality California | Ian Kay Tzeng and Eric Alden | Jack W. Hornor | Laughing Gull Foundation | The Body Shop | The Small Change Foundation | ViiV Healthcare | Weston Milliken / Tides Foundation

\$10,000

David Baraff and Cynthia Adams | EMILY's List | Everytown for Gun Safety Support Fund | Freedom For All Americans | Human Rights Campaign | Mr. Weston Milliken, Gay Openness and Leadership (GOAL) Advised Fund of The Community Foundation of Middle Tennessee | The Trevor Project | Tzedek Social Justice Fund | Wyld

* indicates C4 donor



our donors



We appreciate the support of our donors.

\$5,000

Anonymous Donor | B.W. Bastian Foundation | EveryAction/NGP Van | Fifth Generation, Inc. (Tito's Handmade Vodka) | Fran Hutchins and Laura Kalba | Get Thru | Hustle, Inc. | Instagram | Katie Keith | Mobilize 2020 | Michael Lewis and David Scott

\$2,500

Alliance for Justice | Anne Stanback and Charlotte Kinlock | Bruce Whizin | David Bohnett Foundation | Jase & Jeremy Schwartz | Kevin Chase Executive Search Group | Local Solutions Support Center | Mark Krueger

\$1,000

Aimee Francaes | Allie Shinn | American Civil Liberties Union (ACLU) | Beneficial State Bank | Boris Kochergin | Brad Oaks | Cara Pelletier | Chris Hacker and Will Thomas | Chris Hartman | Dan Yonker and Mike Druydd | Fragrant Jewels | George and Genie Taylor | Gia Drew | Ian Palmquist | Isaac Bloom | Janet S. Palmquist | Jennifer Wiley | Joellyn Wilken Weingourt and Daniel Wilken | Kellan Baker | Kim Kavanagh | Oracle | Rachel Rosen | Rebecca Isaacs | Rev. Kevin K. Wright | Robert Henry | Ross D. Levi | Samuel Nitz | Shea and Chloé Waldron | Stephen Brown and Sarah Battersby | Stones' Phones | The Campaign Workshop

* indicates C4 donor

our state partners



ALASKA

Alaskans Together for Equality

ARIZONA

Equality Arizona

ARKANSAS

Arkansas Black Gay Men's Forum

CALIFORNIA

Equality California

COLORADO

One Colorado

DELAWARE

Equality Delaware

FLORIDA

Equality Florida

GEORGIA

Georgia Equality

ILLINOIS

Equality Illinois

IOWA

One Iowa

KENTUCKY

Fairness Campaign

LOUISIANA

Louisiana Trans Advocates

Forum for Equality

MAINE

EqualityMaine

MARYLAND

FreeState Justice

MASSACHUSETTS

MassEquality

Massachusetts Transgender Political Coalition

MICHIGAN

Equality Michigan

MINNESOTA

OutFront Minnesota

MISSOURI

PROMO

MONTANA

Montana Human Rights Network

NEBRASKA

OutNebraska

NEVADA

Silver State Equality

NEW JERSEY

Garden State Equality

NEW MEXICO

Equality New Mexico

NEW YORK

The Lesbian, Gay, Bisexual & Transgender Community Center (NYC)

NORTH CAROLINA

Equality North Carolina

NORTH DAKOTA

North Dakota Human Rights Coalition

OHIO

Equality Ohio

TransOhio

OKLAHOMA

Freedom Oklahoma Action Fund

OREGON

Basic Rights Oregon

SOUTH CAROLINA

Alliance for Full Acceptance (AFFA)

SOUTH DAKOTA

Equality South Dakota

The Transformation Project

TENNESSEE

Tennessee Equality Project

TEXAS

Equality Texas

Transgender Education Network of Texas (TENT)

UTAH

Equality Utah

VIRGINIA

Equality Virginia

WEST VIRGINIA

Fairness West Virginia

WISCONSIN

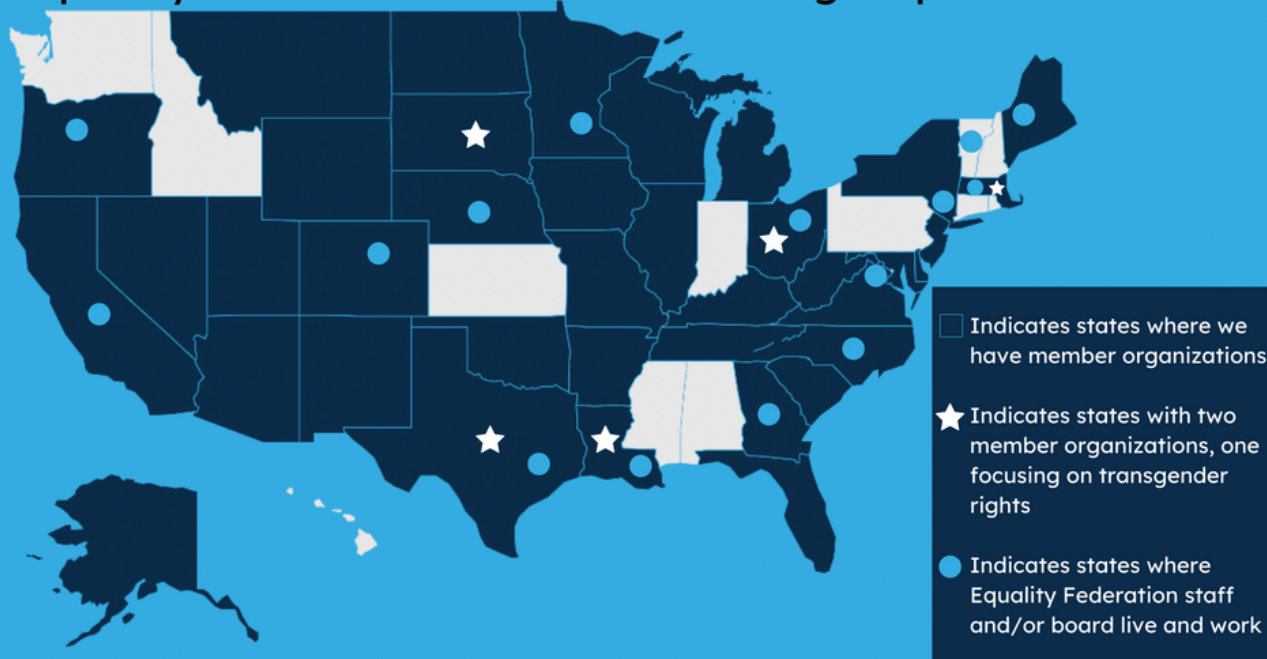
Fair Wisconsin

WYOMING

Wyoming Equality

snapshot: our state partners

Equality Federation has 43 member groups in 38 states



equalityfederation



equalityfederation
INSTITUTE

our staff & boards of directors



STAFF

Jazmyne Cruz | Durham, NC
Communications Strategist

Jenn Curtin | Denver, CO
Director of Communications

Diana González | Winooski, VT
Director of Leadership Programs

Corinne Green | New Orleans, LA
Policy & Advocacy Strategist

Fran Hutchins | Minneapolis, MN
Executive Director

Mel King | Brooklyn, NY
Director of Grants & Administration

Skye Maresca | Kingston, NY
Development Coordinator

Ian Palmquist | Washington, DC
Deputy Director

Vashti Selix | Brooklyn, NY
Advocacy & Civic Engagement
Strategist

Vivian Topping | Washington, DC
Director of Advocacy & Civic
Engagement

Mike Webb | Houston, TX
Policy Engagement Strategist

Joellyn Weingourt | Los Angeles, CA
Director of Donor & Corporate
Relations

Dan Yonker | Portland, OR
Director of Finance

EQUALITY FEDERATION

Alana Jochum
Equality Ohio, Chair (C4)

Eric Paulk
Georgia Equality, Treasurer

Rev. Kevin K. Wright
Secretary

Gia Drew
EqualityMaine

Nancy Haque
Basic Rights Oregon

Tony Hoang
Equality California

Abbi Swatsworth
OutNebraska

EQUALITY FEDERATION INSTITUTE

Kellan Baker
Immediate Past Chair (C3)

Ian Tzeng
Chair (C3)

Eric Paulk
Georgia Equality, Treasurer

Rev. Kevin K. Wright
Secretary

Gia Drew
EqualityMaine

Mason Dunn

Rebecca Gorena

Nancy Haque
Basic Rights Oregon

Tony Hoang
Equality California

Katie Keith

Cara Pelletier

Abbi Swatsworth
OutNebraska

Shea Waldron

Trey Weaver