



equalityfederation
equalityfederation
INSTITUTE

2022
annual report



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a letter from our executive director

Dear supporters:

2022 was a difficult year for the LGBTQ+ community.

We continued to see the dramatic explosion of state-level legislation targeting transgender people, especially transgender youth, exploiting myths and misunderstandings about what it means to be trans. Over 350 anti-LGBTQ+ bills were introduced nationwide, 128 targeting transgender rights. Our opposition remained relentless and cunning, managing to pass 44 anti-LGBTQ+ bills.

However, we successfully defeated 108 anti-trans bills (85%) and witnessed the introduction of 612 pro-LGBTQ+ bills. Our state partners made progress in areas such as decriminalizing HIV, expanding access to mental health resources for LGBTQ+ students, and improving data collection on sexual orientation and gender identity.

Seeing the increase in anti-trans legislation over the past few years, Equality Federation deepened our support for state partners in 2022 to help fight these attacks. We launched the Trans Defense Campaign, a \$1 million effort to demonstrate the unified strength of the state-based movement to defeat anti-LGBTQ+ bills and win public support for transgender people. Through this campaign, we supported our state partners with direct cash grants, rapid response constituent mobilization through calls and texts, and messaging and communications toolkits and support to combat anti-trans attacks.

While we responded to the urgent needs regarding anti-LGBTQ+ legislative efforts, we also continued our work advancing public health efforts and racial justice initiatives among our members and internally. We doubled our cohort of state partners actively working on HIV policy from three to

six organizations, as well as provided expanded trainings on HIV advocacy to our entire network. We supported our partners' efforts to deepen their commitment to racial equity and increased our internal capacity through team trainings and equitable policy reviews.

For the first time since 2019, we gathered in person for our annual Leadership Conference. We brought together over 270 state and national movement leaders to learn from each other and experts while building the relationships that fuel and sustain them through challenging times. Throughout the year, we offered 1:1 coaching to new executive directors and provided tailored organizational development services to states in the areas of board development and strategic planning.

In the face of a truly devastating year, Equality Federation celebrated 25 years (and I celebrated 10 years!) of advancing equality for LGBTQ+ people in all of the communities we call home. I am so proud of the brilliance of this team, all 15 of us who are committed to supporting and advancing the work of the state-based movement.

It is not an easy time to be an LGBTQ+ person in this country. And it's challenging for those on the ground, our state partners who are doing the work to protect their local communities from physical attacks and attacks on our basic liberties via discriminatory, harmful legislation. Despite the challenges of 2022, I have more faith in our network of state leaders today than ever before.

This work is the result of our collective efforts: Equality Federation board and staff members, state and national partners, and supporters. None of this would be possible without our donors and financial partners. Thank you for believing in this work and the state-based movement for LGBTQ+ rights.



Onward,

A handwritten signature in dark blue ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right.

Fran Hutchins
Executive Director
Equality Federation & Equality Federation Institute



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.

ADVOCACY & CIVIC ENGAGEMENT PROGRAM

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.



LEADERSHIP & ORGANIZATIONAL DEVELOPMENT PROGRAM

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 1:1 coaching; and regular online training opportunities.

STATE PARTNERS

Since 1997, we have become the leading movement builder, national network, and strategic partner to our 40+ state partners. Collectively, our state partner network mobilizes more than 2 million supporters across the country to advance equality and justice for LGBTQ+ people in the communities they call home.

our priorities

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

Emergent trends include anti-LGBTQ+ education bills, book bans, and anti-transgender bills that seek to ban transgender young people from accessing gender affirming care or participating in sports. We're seeing more bills than ever before and more passing into law.

IN 2022:



349 anti-LGBTQ+ bills were introduced

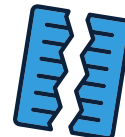
128 anti-trans bills were introduced

38 states had at least one anti-LGBTQ+ bill filed



13 states passed anti-LGBTQ+ bills

87% of the anti-LGBTQ+ bills
Equality Federation tracked were defeated



611 pro-LGBTQ+ bills were introduced

TRANSGENDER RIGHTS

In 2022, state legislatures introduced 128 anti-transgender bills—from athlete bans to bathroom bills, from “Don’t Say Gay or Trans” school bills to medical care bans. These bills predominantly targeted trans youth and were rooted in disinformation and discrimination. The impact of these bills and the dehumanizing discourse advanced in legislative hearings and in the media is devastating for transgender people, their families, and our community as a whole. We and our state and national partners continue to work together to protect trans rights and assert that trans people belong. In schools, in public spaces, everywhere.

Through our Trans Defense Campaign:

- Equality Federation supported our state partners with over \$361,000 in direct cash grants, rapid response mobilization through calls and texts, and messaging and communications toolkits and support.
- We helped our state partners defeat 87% of the 349 total anti-LGBTQ+ bills.
- Of the 128 anti-trans bills introduced, only 20 passed.

PUBLIC HEALTH ADVOCACY

Equality Federation leveraged LGBTQ+ advocacy and organizing power to advance HIV policy at the state level in close partnership with the individuals and organizations who best understand HIV policy needs in each community.

In 2022, we fostered solid partnerships and coalitions, provided a framework for peer learning and support through best-practices 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 provided tailored support and worked closely with six state partners to support them in building strong HIV advocacy plans needed for their state along with developing new partnerships and coalitions with HIV advocates to address a range of HIV policy issues:

- We undertook new HIV decriminalization efforts in Maryland with FreeState Justice and in Oklahoma thanks to Freedom Oklahoma's persistence and commitment to fighting HIV.



our priorities

- We were able to support Transgender Education Network of Texas expanding their advocacy to ensure transgender Texans are centered in groundbreaking injectable PrEP research.
- We supported Garden State Equality and Georgia Equality in passing HIV decriminalization legislation.
- Arkansas Black Gay Men's Forum was able to convince the primary insurance provider in Arkansas to enhance coverage of injectable PrEP access for Black women.

These are small tokens of examples on how Equality Federation's network of state partners can play a critical role in truly bringing an end to HIV within our states and through our nation.

RACIAL JUSTICE

In 2022, we kicked off several organizational development projects, including an Equitable Compensation Project to benchmark and align our compensation structure and practices with our values, finalize our personnel policy manual, and continue internal work with our staff on racial justice and conflict skills-building.

We also continued to deepen our work on racial equity with our state partners. We changed how we collect demographic information from our state partners to create a more comprehensive picture of staff and boards. At our annual Leadership Conference in 2022, we announced the launch of an inaugural Black Caucus for Black staff and board members at our state partner organizations. Through this program, we aim to identify needed strategies, coordinate resources, and build community with Black movement leaders in the coming years.

LEADERSHIP CONFERENCE

We held our largest Leadership Conference ever, with over 270 state and national movement leaders converging in Minneapolis for three days of learning, connecting, and strategizing.

The conference is unique—it is the only national conference focused on state-level advocacy in the LGBTQ+ community. This is important because we know that real change happens in the communities we call home.

Topics ranged from messaging analysis, education and policy campaign strategy, exploring the intersectionality of the LGBTQ+ movement, HIV advocacy and prevention, and how to build a sustainable movement.

ELECTORAL WORK

After 2022's bruising legislative session, we knew the election cycle would be vital to LGBTQ+ rights and the future of democracy in this country. Equality Federation made our first-ever voter engagement capacity investments totaling \$148,000 for our partners in 16 states. We saw big wins:

- In Michigan, the #HateWontWin campaign turned out voters in record numbers to change the control of the Michigan Senate and House, creating a pro-equality, Democratic trifecta.
- Wisconsin avoided Republican supermajorities in their legislature.
- In Minnesota, pro-equality Democrats now control the House, Senate, and Governor's office.

It is more important than ever to educate the public about transgender people, mobilize pro-equality voters, and resource our state partners for the fights ahead.



our 25-year history

This past year marked 25 years of Equality Federation.

In 1997, a few LGBTQ+ movement leaders came together at the Highlander Center in Tennessee. Sitting in a circle of rocking chairs in the room where Rosa Parks was trained in civil disobedience, they envisioned coming together as a state-based movement to form the “Federation of Statewide LGBT Political Organizations.” From that loose network, an organization grew.

For 25 years, we’ve been there through the ups and downs of political wins and setbacks, fostering community growth and movement leaders from across the country. And we aren’t slowing down anytime soon. The greatest opportunities and some of the greatest challenges in our journey to equality and justice for LGBTQ+ people are still in the states, and Equality Federation will be there continuing to fight in the years to come. We hope you’ll keep fighting with us.



our donors

* indicates Equality Federation (c)(4) donors

** indicates donors to both Equality Federation Institute (c)(3) and Equality Federation (c)(4)

\$2,000,000

MacKenzie Scott

\$200,000

Arcus Foundation
Gill Foundation
Molson Coors
The Estate of David L. Martin*
Wellspring Philanthropic Fund

\$100,000

AARP Foundation
Apple, Inc.
The Walt Disney Company
Evelyn and Walter Haas, Jr. Fund
Gilead Sciences, Inc.

\$50,000

ActBlue Civics, Inc.
Ghost Management Group, LLC
Movement Voter Project (MVP)
The Bill & Melinda Gates Foundation
ViiV Healthcare

\$25,000

Laughing Gull Foundation
Merck
Mr. Weston Milliken at Tides Foundation
New Venture Fund
The Trevor Project
Wells Fargo
Wyld

\$10,000

Anonymous Donor
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B.W. Bastian Foundation
David Baraff and Cynthia Adams
EMILY's List
Hustle, Inc.
Ian Kay Tzeng and Eric Alden
Johnson Family Foundation
Katie Keith
Mr. Weston Milliken, Gay Openness and
Leadership (GOAL) Advised Fund of
The Community Foundation of Middle
Tennessee

\$5,000

AIDS Healthcare Foundation
Anonymous Donor
Diageo
Everytown for Gun Safety Support Fund
Fifth Generation, Inc. (Tito's Handmade
Vodka)
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Freedom For All Americans Education Fund
Human Rights Campaign
Joan Wilson
MMD Management
Movement Voter Fund, a fund of Tides
Foundation
Mr. Michael Lewis and Mr. David Scott
Sean Kosofsky and Travis Marquette
The Body Shop

our donors

\$2,500

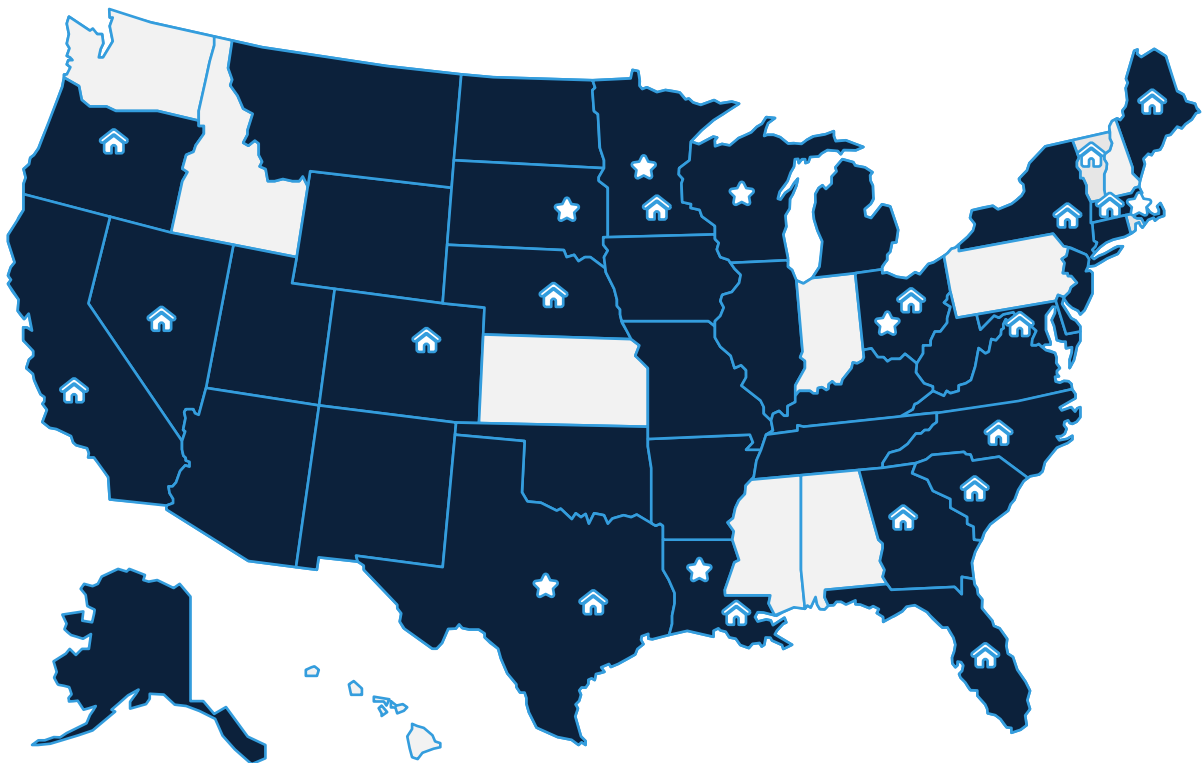
Alliance for Justice
Americans United for Separation of Church & State
Anne Stanback and Charlotte Kinlock
Athlete Ally
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The SERO Project

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Robert Holgate
Ross D. Levi
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Shea and Chloé Waldron**
Stones' Phones
The Campaign Workshop

our state partners

EQUALITY FEDERATION HAS
46 STATE PARTNERS IN 39 STATES



States where we have state partners



States with two state partners



States where Equality Federation staff
and board members live and work

our state partners

Alaska

Alaskans Together for
Equality

Arizona

Equality Arizona

Arkansas

Arkansas Black Gay Men's
Forum

California

Equality California

Colorado

One Colorado

Connecticut

Equality Connecticut

Delaware

Equality Delaware

Florida

Equality Florida

Georgia

Georgia Equality

Illinois

Equality Illinois

Iowa

One Iowa

Kentucky

Fairness Campaign

Louisiana

Forum for Equality
Louisiana Trans Advocates

Maine

EqualityMaine

Maryland

FreeState Justice

Massachusetts

Massachusetts Transgender
Political Coalition
MassEquality

Michigan

Equality Michigan

Minnesota

Gender Justice
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 NYC LGBT Center

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

South Dakota

Equality South Dakota
The Transformation Project

Tennessee

Tennessee Equality Project

Texas

Equality Texas
Transgender Education
Network of Texas

Utah

Equality Utah

Virginia

Equality Virginia

West Virginia

Fairness West Virginia

Wisconsin

Fair Wisconsin
GSAFE

Wyoming

Wyoming Equality



our staff and boards

staff

Jazmynne Cruz | NC
Communications Strategist

Jenn Curtin | CO
Director of Communications

Corinne Green | LA
Policy & Advocacy Strategist

Diana González | VT
Director of Leadership Programs

Fran Hutchins | MN
Executive Director

Janeesha Jones | CA
Events Manager

Mel King | NY
Director of Grants & Administration

Skye Maresca | NY
Data & Development Specialist

Ian Palmquist | DC
Deputy Director

Vashti Selix | NY
Advocacy & Civic Engagement Strategist

Lilly Talbot | MA
Policy Intern

Vivian Topping | DC
Director of Advocacy & Civic Engagement

Mike Webb | TX
Public Health Policy Strategist

Joellyn Weingourt | CA
Director of Donor & Corporate Relations

Addison Woodrum | SC
Executive Assistant

Dan Yonker | OR
Director of Finance

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Gia Drew
Executive Director, EqualityMaine

Joe Saunders
Senior Political Director, Equality Florida

Abbi Swatsworth
Executive Director, OutNebraska

André Wade
State Director, Silver State Equality

our staff and boards

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Program Director, All Due Respect

Shea Waldron | Secretary

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Ian Tzeng | Immediate Past Chair

Managing Director, L.E.K. Consulting

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Founder, M. Ryan Barker Consulting, LLC

Gia Drew

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Commerce

Daniel Ramos

Executive Director, Colorado Democracy
Alliance

Joe Saunders

Senior Political Director, Equality Florida

Alex Sheldon

Executive Director, GLMA

Justin Smith

Director of the Campaign to End AIDS,
Positive Impact Health Centers

Abbi Swatsworth

Executive Director, OutNebraska

André Wade

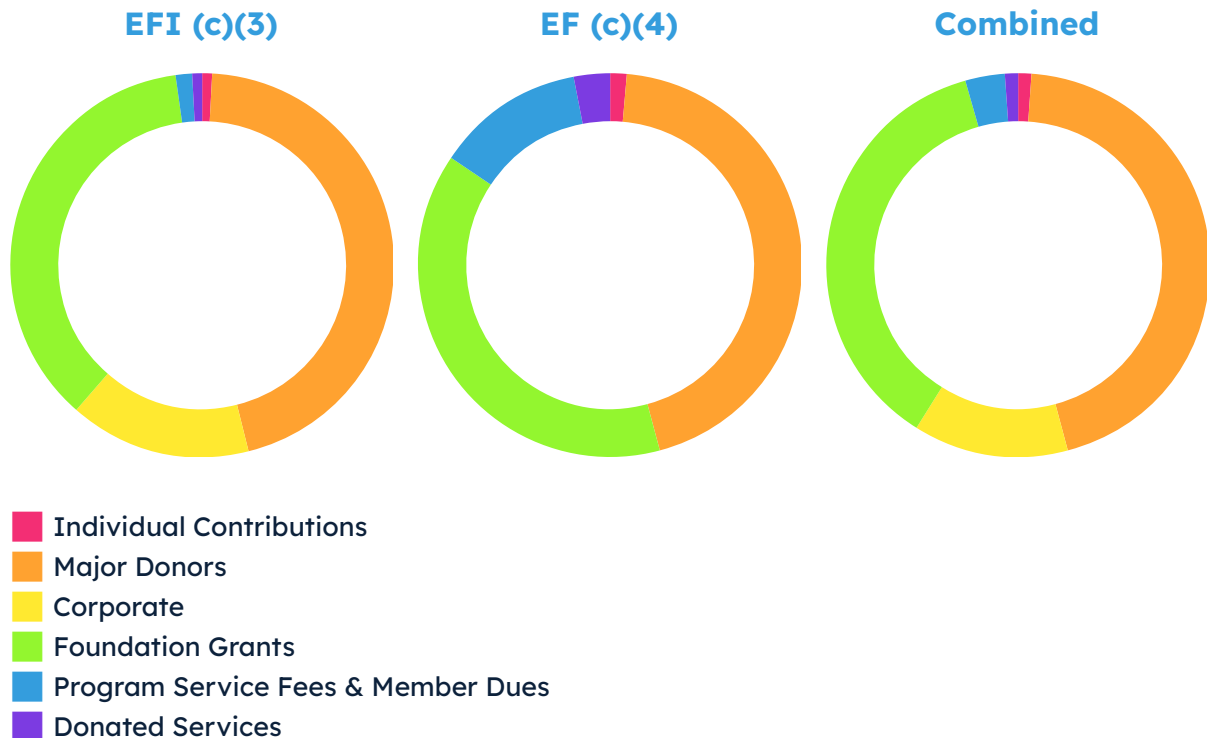
State Director, Silver State Equality

Trey Weaver

Meetings Manager, American Academy of
Forensic Sciences

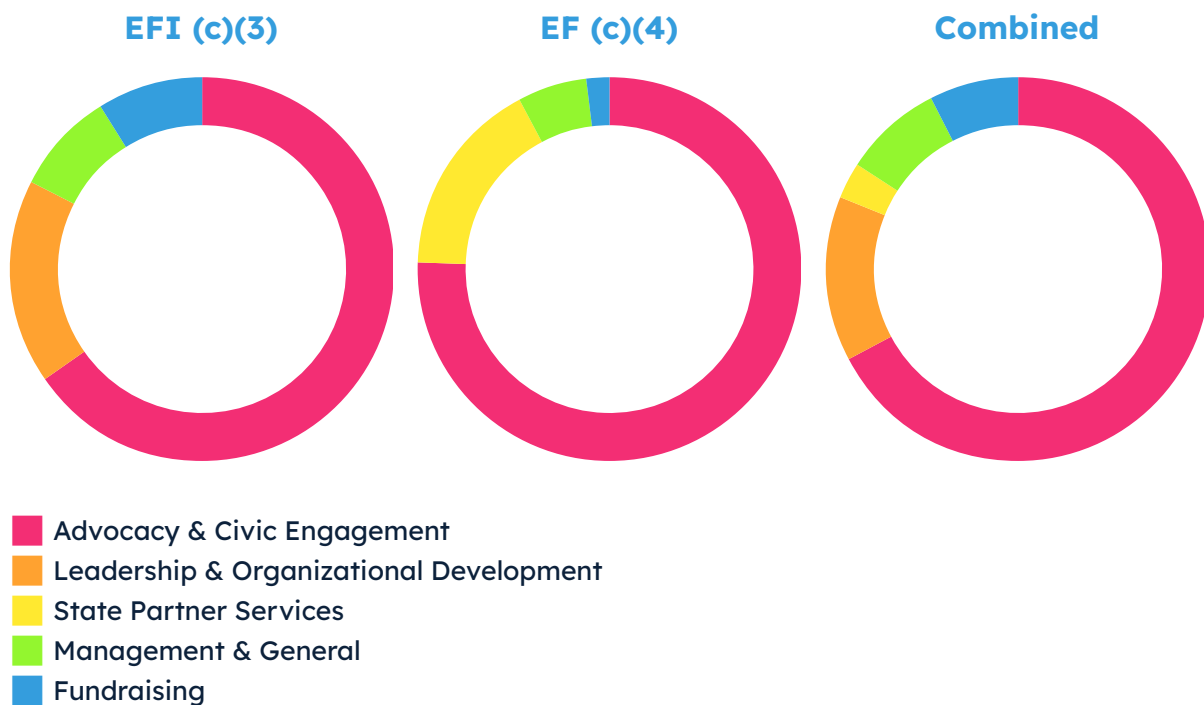
our financials

	EFI (c)(3)	EF (c)(4)	Combined
revenue and support			
Contributions and Grants			
Individual Contributions	\$ 49,692	\$ 14,121	\$ 63,813
Major Donors	2,119,465	394,635	2,514,100
Corporate	724,310	1,280	725,590
Foundation Grants	1,710,000	343,500	2,053,500
Total Contributions and Grants	4,603,467	753,536	5,357,003
Program Service Fees & Member Dues	58,845	113,148	171,993
Donated Services	37,300	24,800	62,100
Investment Income (loss)	(96,651)	(22,598)	(119,249)
TOTAL REVENUE AND SUPPORT	\$ 4,602,961	\$ 868,886	\$ 5,471,847



our financials

	EFI (c)(3)	EF (c)(4)	Combined
expenses			
Program Services			
Advocacy & Civic Engagement	\$ 1,868,494	\$ 508,100	\$ 2,376,594
Leadership & Org. Development	487,681		487,681
State Partner Services		110,961	110,961
Total Program Services	2,356,175	619,061	2,975,236
Supporting Services			
Management and General	248,473	40,232	288,705
Fundraising	248,648	11,229	259,877
Total Supporting Services	497,121	51,461	548,582
TOTAL EXPENSES	2,853,296	670,522	3,523,818
CHANGE IN NET ASSETS	1,749,665	198,364	1,948,029
NET ASSETS, BEGINNING OF YEAR	3,276,793	209,659	3,486,452
NET ASSETS, END OF YEAR	\$ 5,026,458	\$ 408,023	\$ 5,434,481





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