DEAR SUPPORTERS,

In 2018, our 43 state-based member organizations made a lot of headway despite the tough political struggles at the national level. Equality Federation is a strategic partner to our member organizations, making sure that the whole movement for LGBTQ equality and justice is linked, from one end of the country to the other. We are only as strong as our collective efforts to address discrimination in each state and build power through sharing lessons from our victories and learning from our losses.

Using our sophisticated voter outreach tools and coaching, quality messaging guidance, and organizational and leadership development support, Equality Federation’s member organizations won bans on conversion therapy in 5 new states (Delaware, Hawai’i, Maryland, New Hampshire, Washington), bringing the conversion therapy ban total to fifteen. Massachusetts and Anchorage, Alaska, saved transgender nondiscrimination protections at the ballot. And, state leaders succeeded in codifying nondiscrimination protections all across the nation: New Hampshire passed a non-discrimination law covering gender identity in employment, housing, and public accommodations; Pennsylvania Human Relations Commission and Michigan’s Civil Rights Commission issued statements to interpret existing sex protections to include both sexual orientation and gender identity, to name a few.

Our 2018 Leadership Conference in New Orleans was our biggest ever and featured a diverse array of workshops, community events and plenary speakers. We again held our popular regional leadership summits around the country, in Chicago, Central Massachusetts and Ft. Lauderdale, Florida. Also in 2018, we convened leaders from intersectional organizations in Ohio, Kentucky, and Louisiana to address discriminatory HIV laws.

Our movement continues to grow and strengthen. Thanks to a year of extensive hands-on work to build a new, staffed member organization through our Emerging States Program, we recently celebrated the launch of OutNebraska. We expect to have more state-based organizations joining the Fed family in the next year!

The achievements of our members in 2018 are especially impressive as they were accomplished alongside robust electoral efforts in the midterm elections. From Equality Florida to Equality Ohio to Georgia Equality to Equality California—so many leaders helped usher in the historic wave of women, people of color, and LGBTQ elected officials. I am hopeful about all we’re going to accomplish in 2019 as we head toward the 2020 election season.

Thank you for your ongoing support,
Rebecca Isaacs
Executive Director
ABOUT EQUALITY FEDERATION

Where you live matters. Our local communities and home states impact so much of our day to day lives, especially for LGBTQ people who face different laws, climates, and policies depending on where they live. In fact, hundreds of pieces of policy that affect LGBTQ communities are introduced in state legislatures every year. That is why grassroots leaders working for LGBTQ equality are such an important part of our movement as they continue the fight for equality in the communities we call home.

Continuing the fight for equality is easier and more effective when you have a network of peers and mentors invested in your success, and access to collective wisdom and tools. Equality Federation is the national network and strategic partner to state-based equality organizations. We build leadership and resiliency within our member organizations to catalyze the national movement for equality.

Through our Advocacy and Civic Engagement Program, we are working closely with our members to build an active base of LGBTQ supporters in every state to advance pro-LGBTQ policies and defeat anti-LGBTQ policies from the ground up. We believe grassroots, community organizing is key to power building, and our member groups deserve access to the same sophisticated tools used by political campaigns to supercharge this work.

“Many of our best ideas come from or are deeply informed by our Federation colleagues. For example, our transgender inclusion project, which has been critical to blocking anti-transgender efforts in Florida, was an idea inspired by South Carolina. The Federation’s voter engagement tools have been crucial to our electoral and voter ID work—we could not have won in Jacksonville without it.”

— NADINE SMITH, EXECUTIVE DIRECTOR, EQUALITY FLORIDA

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BY THE NUMBERS

50.4 months: The average time currently serving state executive directors have been in their job—up from 18 months in 2011.

233 attendees at the 2018 Leadership Conference

3 attendees at New Executive Director Bootcamp
We provide tools like the Equality Federation Equal Treatment Model, a predictive model that maximizes organizing work by targeting likely activists for engagement and those who are susceptible to opposition messaging for persuasion; access to the Voter Activation Network and training for all our members through our partnership with State Voices; and tracking of all LGBTQ related legislation through our Legislative Action Center, allowing us to identify trends and rapidly deploy support.

Our Leadership Program is building the infrastructure that ensures we can advance our issues over the long term and be prepared to best use the influx of resources and organizations that come in critical moments. We have become a trusted partner to our members because we believe they are the experts in the local communities.

We provide critical opportunities for training, peer learning and networking through the annual Equality Federation Leadership Conference, which has become the movement-wide go-to gathering of state leaders and national partners; our regional Leadership Summits, serving the South, Midwest, New England, and Mountain West; our annual New Executive Director Bootcamp, our Field Institute for organizing leaders; and regular online training opportunities.

Our work is rooted in a deep commitment to racial justice and a recognition that we must heal racism in our communities to truly achieve equality.

We won’t stop until all LGBTQ people are fully empowered and represented in their communities and experience full equality in their lives. With greater collaboration and capacity, we fight back harder, stronger and more strategically—together.

“We are so grateful for our partnership with the Equality Federation! We interact with the Federation in numerous ways on a nearly weekly basis. We are especially thrilled to have been selected to formally partner with the Equality Federation around HIV policy work in Ohio, which included hosting an HIV policy summit that brought together dozens of individuals and organizations committed to this work.”

— ALANA JOCHUM, EXECUTIVE DIRECTOR, EQUALITY OHIO

BY THE NUMBERS

New Members Organizations. Welcome North Dakota Human Rights Coalition, New York City Lesbian, Gay, Bisexual, & Transgender Community Center, and OutNebraska!
FINANCIALS

At Equality Federation we believe that LGBTQ people should have a fair and equal opportunity to thrive and provide for themselves and their families in every community. Every dollar raised helps us strengthen our movement and reach the right people, at the right time, with the right message so that we can win equality. Our work would not be possible without our philanthropic supporters. In 2018, with your support, we built programs, launched new state equality organizations, and increased the power of the LGBTQ movement.

“Equality Federation’s support through our process of hiring our first Field Director (and first position other than an ED ever) was invaluable. From helping craft the job description in a way that uplifted economic justice to shaping the interview process and adjusting when it became clear the position needed tweaking after some crucial community input, the support Equality Federation provided to Equality Alabama in this process cannot be lauded enough.”

— JAMIE FOSTER, EXECUTIVE DIRECTOR, EQUALITY ALABAMA
STAFF

The Equality Federation staff is distributed throughout the United States.

Rebecca Isaacs, Executive Director (Santa Monica, CA)
Diana González, Director of Leadership Programs (Winooski, VT)
Ana Hernández, Policy & Advocacy Associate (Chicago, IL)
Fran Hutchins, Deputy Director (Easthampton, MA)
Mel King, Development & Operations Manager (Brooklyn, NY)
Ian Palmquist, Senior Director of Programs (Raleigh, NC)
Mark Daniel Snyder, Director of Communications (San Francisco, CA)
David Topping, Director of Advocacy & Civic Engagement (Detroit, MI)
Joellyn Wilken Weingourt, Donor & Corporate Relations Officer (Los Angeles, CA)
Dan Yonker, Director of Finance (Portland, OR)

CURRENT EQUALITY FEDERATION (C4) BOARD OF DIRECTORS

Monica Meyer, Chair [OutFront Minnesota]
Kellan Baker, Treasurer [At-Large]
Alana Jochum, Secretary [Equality Ohio]
Mason Dunn [Massachusetts Transgender Political Coalition]
Chris Hartman [KY Fairness Campaign]
Tony Hoang [Equality California]
Ronald Moore [Equality Michigan]

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Michael Lewis, Immediate Past Chair [At-Large]
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Mason Dunn [Massachusetts Transgender Political Coalition]
Chris Hartman [KY Fairness Campaign]
Tony Hoang [Equality California]
Monica Meyer [OutFront Minnesota]
Ronald Moore [Equality Michigan]
Sam Nitz [At-Large]
Julia Rosen [At-Large]
Ian Tzeng [At-Large]
Kevin Wright [At-Large]
PHILANTHROPIC SUPPORTERS

$30,000+

$15,000+
Anonymous, Laughing Gull Foundation, Mr. Weston Milliken, Gay Openness and Leadership (GOAL) Advised Fund of The Community Foundation of Middle Tennessee, The Palette Fund, The Small Change Foundation, Tides Foundation, on the recommendation of Weston Milliken, Tito’s Handmade Vodka, Ian Kay Tzeng & Eric Alden Sage Tzeng

$10,000+
B.W. Bastian Foundation, Clarity Campaign Labs, Human Rights Campaign, Lyft, Inc., The Mark Krueger Charitable Fund

$5,000+

$2,500+
David Bohnett Foundation, Judy Fiskin & Jon Weiner, Freedom For All Americans, The Green Cross, Fran Hutchins & Laura Kalba, Rebecca Isaacs & Vanessa Schwartz, Michael Lewis & David Scott, Local Solutions Support Center

$1,000+

“The most valuable way we partnered with the Federation this past year was in the sponsorship of our HIV Criminalization Summit, during which HIV stakeholders from across the state gathered in Baton Rouge to discuss legislative advocacy and community education on HIV criminalization, growing the statewide coalition on modernization, of which LTA is a founding member.”
— DYLAN WAGUESPACK, BOARD PRESIDENT, LOUISIANA TRANS ADVOCATES

BY THE NUMBERS
240 times Equality Federation was mentioned in the media.