



**2020 ANNUAL REPORT**  
*January 1, 2020 - December 31, 2020*

**Our Mission**

Founded in 1997, Equality Florida is the largest civil rights organization dedicated to securing full equality for Florida's 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 and expression.

**Our Major Achievements in 2020**

Florida leads the South in pro-LGBTQ legal protections, and the model programs we've launched have been so effective, they're being replicated in other states.

With support from more than 1,000 volunteers, partners, and elected allies, we are pleased to report our 2020 achievements in moving equality forward.

*Winning & Protecting LGBTQ Freedoms*

- We have maintained our record of defeating or neutralizing every anti-LGBTQ bill introduced in Tallahassee since our inception in 1997.
- Legislative session opened with a daunting "Slate of 8" anti-LGBTQ bills that included outright attacks on transgender youth and attempts to rollback local LGBTQ protections. We mobilized dozens of advocates in the Capitol multiple times to push back every single bad bill!
- Legislation to update Florida's archaic and stigmatizing laws that criminalize the experiences of people living with HIV passed the full House in one bill and the full Senate in another. The clock ran out this session, but we've never been closer to modernizing these outdated and unscientific laws.

### *Creating a Better Florida for Us All*

- To provide support for Florida's LGBTQ community during COVID-19, we created a section on our website that provided resources and relevant COVID-19 information. Additionally, each month we convened local, state, and national LGBTQ organizations to identify our community's COVID-19 pandemic challenges and strategize solutions.
- We deployed new peer-to-peer messaging technology and conducted multiple trainings to drive hundreds of comments into the City Commission and Mayor's Office to support reaffirming LGBTQ protections in Jacksonville. The work paid off, as Jacksonville reenacted sexual orientation and gender identity protections in a 15-4 vote, an even wider margin than when first passed in 2017!
- One of the most powerful moments for our movement was marked when we held our LGBTQ #BlackLivesMatter Town Hall with Black LGBTQ leaders from across the nation. The virtual event, carried by COMCAST and streamed live on Facebook and YouTube, had the largest event registration in our history (more than 3,000 registrants). The discussion addressed racial violence in America with perspectives from Human Rights Campaign President Alphonso David, Equality Florida Executive Director Nadine Smith, Civil Rights Attorney Michele K. Rayner-Goolsby, Minneapolis City Council Vice President Andrea Jenkins for Ward 8, and The National Center for Lesbian Rights Executive Director Imani Rupert-Gordon.
- In partnership with Our Fund, we hosted the National LGBTQ Leadership Fall Forum virtually and brought together Human Rights Campaign President Alphonso David, CEO of Freedom for All Americans Kasey Suffredini, CEO of Victory Fund Anise Parker, Director of Take Back the Court Aaron Belkin, as panelists and Equality Florida Executive Director Nadine Smith as moderator. The event provided space for these national LGBTQ leaders to discuss the future of the equality movement, and, for the first time, this annual event was made available to a national audience, reaching more than 36,000 people.
- We expanded our Safe and Healthy Schools Project into 63 of 67 districts and provided LGBTQ professional development training to more than 22,000 principals, counselors, and district leaders, tripling the number of professionals that received cultural competency training in 2018.
- In tandem with four other school districts and Guardian Ad Litem and SEDNET, we produced the annual All Together Now Conference. The conference brought together high-level school district officials across Florida to learn and create strategic best practice LGBTQ programs and policies. The 2020 conference educated 41 urban and rural school districts and more than 250 district leaders.

### *Creating a Better Florida for Us All (Continued)*

- We initiated an Equality Florida School District Attorney Advisory Group for LGBTQ Needs and an Equality Florida School Board Advisory Group for LGBTQ Needs. These groups, comprising 16 members in total, regularly meet and advise the Safe and Healthy Schools Team as collaborative partners in helping to educate school district attorneys and board members statewide on LGBTQ needs.
- Throughout the state, we conducted 42 Transgender Dynamics in the Workplace workshops, eight transgender informational town halls and four virtual equality rallies. Our TransAction Network grew to more than 1,100 members statewide, and we launched two healthcare equity initiatives with major Florida healthcare providers.
- Equality Means Business membership increased to nearly 140 participating companies and organizations. Some new companies include Carrier, NASCAR, and PSCU.
- The Open Doors website underwent a comprehensive upgrade, incorporating a more dynamic GPS-based search engine, as well as an opportunity for directory participants to update and instruct their customers regarding any changes to how they do business due to COVID-19 concerns.

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### **Our 2020 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!

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| • Selisse Berry (St. Petersburg)         | • Anastasia "Annie" Hiotis (St. Petersburg) - Co-Chair |
| • David Bloom (Miami)                    | • Danny Humphress (Winter Park) - Secretary            |
| • Susan Bottcher (Gainesville)           | • Kathryn Norsworthy (Orlando)                         |
| • Angus Bradshaw (Orlando)               | • Pauline Parrish (Sarasota)                           |
| • Nathan Breummer (Gulfport)             | • Barbara Signer (Fort Lauderdale)                     |
| • Jeff Delmay (Hollywood) - Co-Chair     | • Nadine Smith (St. Petersburg) - Ex-officio           |
| • Victor Diaz-Herman (Miami) - Treasurer | • Donn Smith-Lopez (Gainesville)                       |
| • Dana Farmer (Tallahassee)              | • Dan VanTice (Jacksonville)                           |

*For the most up-to-date listing of officers and board members, please visit [equalityflorida.org/board](https://equalityflorida.org/board).*

## Our Finances

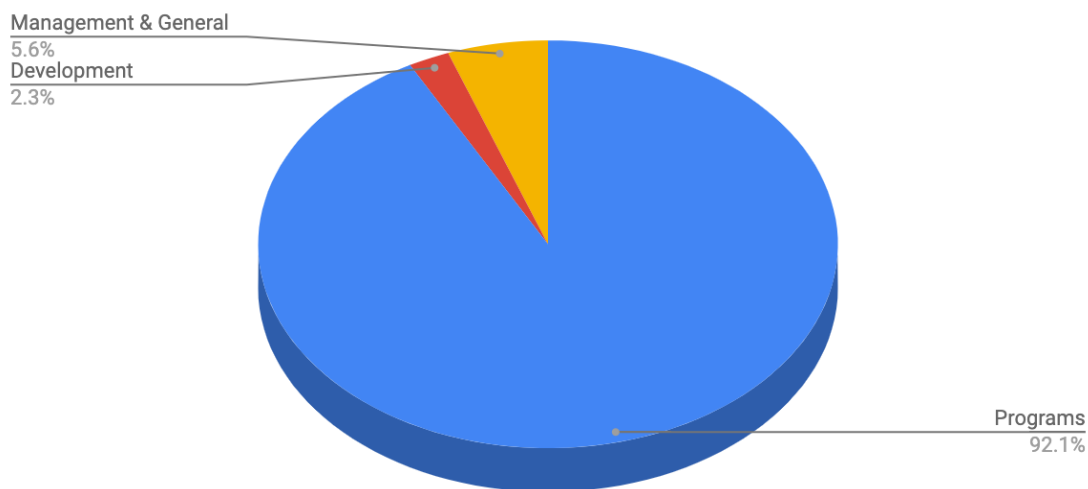
Approximately 40% of Equality Florida's support comes from individual donors, with the remaining amount coming from a growing mix of Fortune 500 companies, privately held corporations, and nationally recognized private foundations.

	Equality Florida Institute, 501(c)(3)*	Equality Florida Action, 501(c)(4)**
2020 Operating Support & Revenue	\$6,790,435	\$1,318,963
2020 Operating Expenses		
Program Services	\$3,371,720	\$ 895,415
Development	\$ 50,362	\$ 56,177
Management & General Administrative	\$ 249,322	\$ 10,274
Net assets as of December 31, 2020	\$5,034,448	\$1,047,206

\* Figures independently audited by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See [equalityflorida.org](http://equalityflorida.org) for full financial reports and audit opinion.

\*\* Figures independently reviewed by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See [equalityflorida.org](http://equalityflorida.org) for full financial reports and review conclusion.

## Functional Expense Breakdown - Combined



## **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; 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 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).

Equality Florida Institute  
P.O. Box 20786  
Tampa, FL 33622-0786

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