



EQUALITY FLORIDA

ANNUAL REPORT

January 1, 2017 - December 31, 2017

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



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 2017

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

With support from approximately 1,500 volunteers, partners, and elected allies, we are pleased to report our 2017 achievements in moving equality forward.

Winning & Protecting LGBTQ Freedoms

- Kept intact our record of defeating or neutralizing every anti-LGBTQ bill introduced in Tallahassee since our inception in 1997.
- Passed an LGBTQ-inclusive Human Rights Ordinance in Jacksonville. Together with our local partners we co-founded the Jacksonville Coalition for Equality and together we led the way to a victory in Jacksonville that made headlines nationwide.
- Secured more legislative support than ever for our statewide nondiscrimination bill, The Florida Competitive Workforce Act. In 2017, 44% of our Republican-controlled legislature not only said they supported the bill but signed their names as co-sponsors of the legislation.
- Helped pass 15 bans on conversion therapy throughout Florida. Banning this dangerous practice sends the message to LGBTQ young people that they are not broken and in need of repair. Special thanks to our partners at PBCHRC and SAVE who led the fight on bans in Palm Beach and Miami Dade counties.
- The State Department of Health agreed to settle our birth certificate lawsuit, meaning all married same-sex couples are finally guaranteed accurate birth certificates for their babies.



OUR ACHIEVEMENTS IN 2017 (CONTINUED)

Creating A Better Florida For Us All

- Launched our HIV Advocacy Project to provide education and support to Floridians to help stop the transmission of HIV.
- Expanded our Safe & Healthy Schools Project into more than half of Florida's school districts and provided training to over 3,000 principals and district leaders.
- Reached more than 147 million people with our "#HonorThemWithAction" campaign. The campaign was launched to commemorate the one year mark of the Pulse massacre and call upon people to remember those killed in the Pulse shooting by actively challenging anti-LGBTQ harassment, discrimination, and violence.
- Welcomed influential organizations to our Equality Means Business initiative, including AT&T, Ben & Jerry's Ice Cream, Nielsen, and The University of Tampa.
- With the help of the Hispanic Federation, relaunched our pro-LGBTQ business directory as a bilingual, mobile resource called Open Doors / Puertas Abiertas.
- Sponsored the inaugural TransPride March as part of St. Pete Pride, the largest Pride event in Florida.



OUR 2017 OFFICERS AND BOARD OF DIRECTORS

Mark Anderson
(Tampa Bay) - Treasurer

David Bloom
(Miami)

Susan Bottcher
(Gainesville)

Jeff Delmay
(Hollywood)

Victor Diaz-Herman
(Miami)

Petra Doan
(Tallahassee)

Meryl Friedman
(Ft. Lauderdale) - Co-chair

Anastasia "Annie" Hiotis
(St. Petersburg)

Jon Harris Maurer
(Tallahassee) - Co-chair

Chris Rudisill
(Fort Lauderdale)

Tricia Russell
(St. Augustine)

Ken Shelin
(Sarasota) - Co-chair

Marjorie Sherwin
(St. Petersburg)

Donn Smith
(Gainesville)

Reverend Debreita Taylor
"Pastor Brei"
(Orlando)

For the most up-to-date listing of officers and board members, please visit equalityflorida.org/board

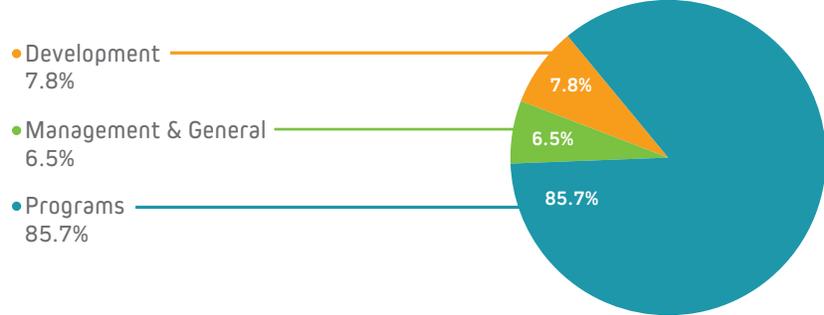


OUR FINANCES

More than half 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.

	Institute 501c(3)	Action 501c(4)	
2017 Operating Support & Revenue	\$ 2,988,807	\$ 213,647	<i>Figures independently audited by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See equalityflorida.org for full financial reports and audit opinion.</i>
2017 Operating Expenses			
Program Services	\$ 2,367,229	\$ 91,076	
Development	\$ 179,437	\$ 9,420	
Management & General Administrative	\$ 179,035	\$ 6,334	
Net assets as of December 31, 2017	\$ 1,247,097	\$ 885,277	

Combined 2017 Expenses of \$2.8 Million



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 is currently rated by Charity Navigator as the top statewide LGBT civil rights organization in the nation, with four stars for 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, PO Box 20786, Tampa, FL 33622-0786
 (813) 870-3735 equalityflorida.org



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