



EQUALITY FLORIDA

ANNUAL REPORT

January 1, 2016 - December 31, 2016

Equality Florida is the largest civil rights organizations 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 lesbian, gay, bisexual, transgender, and queer (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 ACHIEVEMENTS IN 2016

Equality Florida led the way in the midst of a heartbreaking year for the LGBTQ community. Equality Florida's leadership was pivotal during the 2016 legislative session, in the aftermath of the Pulse massacre, and throughout a challenging election season.

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. Because of support from our donors, volunteers, partners, and elected allies, we are pleased to report our 2016 achievements in moving equality forward.

Winning & Protecting LGBTQ Freedoms

- Kept intact our record of killing or neutralizing every anti-LGBTQ bill introduced in Tallahassee since our inception in 1997.
- Guided The Florida Competitive Workforce Act, the statewide LGBT anti-discrimination bill, to its first ever hearing in the Florida legislature where it received unprecedented bipartisan support.
- Neutralized the so-called Pastor Protection Act, an inflammatory and divisive bill that could have been expanded to create a license to discriminate against LGBTQ people and was instead narrowed to a duplicative (though still unnecessary) re-codification of the First Amendment.
- Defeated House Bill 401, dubbed the worst religious freedom bill in the country by the Human Rights Campaign, which would have allowed private businesses, adoption agencies, and healthcare providers to deny service to anyone based on religious objections.
- Continued acting as plaintiffs in a lawsuit against the State of Florida on behalf of married same-sex couples who were denied accurate birth certificates for their children. (Our lawsuit was won in early 2017.)
- Successfully pressured the Department of Children and Families to reinstate explicit protections for LGBTQ youth and a ban on conversion therapy in their rules for group homes.
- Surpassed 170 pro-LGBTQ local policies passed, providing nondiscrimination protections for 60% of Florida's population.



OUR ACHIEVEMENTS IN 2016 (CONTINUED)

Creating A Better Florida For Us All

- Delivered our message (through testimonies, trainings, and town hall meetings) that transgender equality is necessary for a more successful, safer, and inclusive state.
- Initiated a groundbreaking, first-in-the-nation-by-an-equality-organization Safe and Healthy Schools Project to help make schools safe and affirming for LGBTQ youth.
- Demonstrated to the world that Florida is becoming a more welcoming place for everyone through our Equality Means Business program that spotlights LGBTQ-friendly employers and provides a forum for discussion on the importance of diversity and inclusion at work.

Responding To The Unthinkable

- Responded to the Pulse massacre that claimed the lives of 49 victims, most of whom were LGBTQ people of color. Equality Florida took the lead in providing relief efforts and serving as a comprehensive and credible source of information for the Orlando community and beyond. Following the shooting, we:
 - Raised more than \$9.5 million in relief aid, 100% of which was distributed to victims' families and survivors. Our GoFundMe campaign set an all time record in money raised from 120,000 contributors from more than 120 countries.
 - Provided online resources for blood drives, counseling services, candlelight vigils, and more so communities received information they needed to help and heal.
 - Assisted in hosting large-scale vigils, bringing together more than 50,000 Orlandoans to mourn and heal.
 - Served as key spokespersons during the aftermath, demonstrating the city's diverse roots as well as its commitment to inclusion and unity.
 - Created #ForThe49, a campaign mobilizing support for a statewide nondiscrimination law, ensuring LGBTQ youth are protected in all schools, and that we combat hate and bigotry in all of its ugly forms.
 - Joined a nonpartisan coalition of more than 100 partner organizations committed to common sense gun safety reform.

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





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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	Action
2016 Operating Support & Revenue	\$ 3,557,449	\$ 956,386
2016 Operating Expenses		
Program Services	\$ 2,370,319	\$ 240,165
Development	\$ 137,509	\$ 13,962
Management & General Administrative	\$ 250,647	\$ 22,540
Pulse Nightclub Tragedy Response		
Pulse Victims Fund Contributions	\$ 9,441,153	\$ 49,366
Pulse Victims Fund Interest	\$ 6,633	\$ -----
Distributions to Pulse Victims & Families	\$ 9,450,611	\$ 49,392
Contributed Resources*	\$ 115,045	\$ 12,224
Net assets as of December 31, 2016	\$ 983,991	\$ 778,460

**Contributed resource figures are included here to completely illustrate total contribution to the Pulse tragedy response. These figures are also included in Program Services under the Operating Expenses section.*

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.