



# Equality Florida Institute™

## ANNUAL REPORT

January 1, 2015 – December 31, 2015

Founded in 1997, Equality Florida has lead the way in securing full equality for Florida's lesbian, gay, bisexual and transgender community. Through education, advocacy, grassroots organizing, and coalition building, we are changing Florida so that no one suffers harassment discrimination or violence based on their sexual orientation or gender identity and expression.

## Winning Equality

Equality Florida has been at the forefront of changing our state for the better. Today Florida leads the South in pro-LGBT 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 volunteers, partners, and elected allies, in 2015 we:

**Won** marriage. Equality Florida filed the first lawsuit challenging the constitutional amendment that banned gay couples from marrying. We won and on Jan 5, 2015, our plaintiffs became the first couples legally wed in Florida.

**Blocked** legislation that would have allowed private adoption agencies to reject gay and lesbian parents based on the agencies' religious beliefs.

**Supported** the repeal of Florida's ban on gay and lesbian adoption, a relic of the Anita Bryant years that had been struck down by the courts in 2010 but remained on the books.

**Prevented** passage of legislation that would have barred transgender people from using the bathroom that aligns with their gender identity.

**Worked** with Broward County to strengthen their domestic partner benefits for county employees so that marriage equality didn't mean the end of crucial protections.

**Helped** pass seven local human rights ordinances and three local domestic partnership ordinances.

**Managed** a massive Jacksonville voter mobilization project that identified and turned out more than 17,000 pro-equality voters that swept a pro-HRO majority into office.

**Published** a Transgender Resource Guide that now contains more than 375 entries to help transgender people on their journey to lead a more authentic life.

**Demonstrated** to the world that Florida is becoming a more welcoming place for everyone through our Equality Means Business program which spotlights companies that ban discrimination based on sexual orientation and gender identity. Sixty of Florida's employers now serve on our Equality Means Business advisory board and more than 1,200 small and medium companies have joined as well.

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 Gold Level GuideStar participant and a top-rated nonprofit by GreatNonprofits.

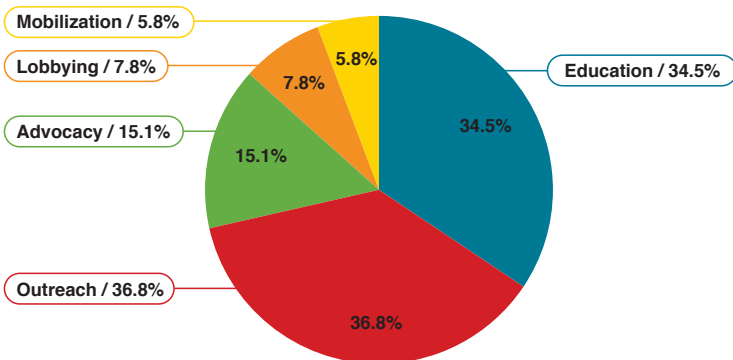


## Breaking down the financials...

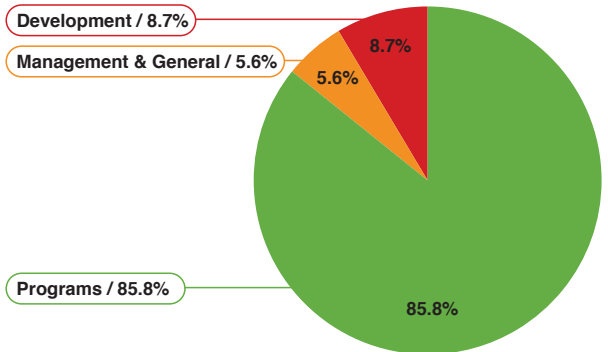
More than half of Equality Florida's support comes from individual donors, with the remaining amount coming from a growing mix of Fortune 500 companies, privately-held corporations, and nationally recognized private foundations.

	<b>Institute</b>	<b>Action</b>
2015 Support & Revenue	\$2,678,385	\$ 32,955
2015 Operating Expenses		
Program Services	\$2,328,490	\$ 198,734
Development	\$ 244,220	\$ 11,180
Management & General Administrative	\$ 151,246	\$ 13,212
Net assets as of December 31, 2015	\$ 187,842	\$ 98,767

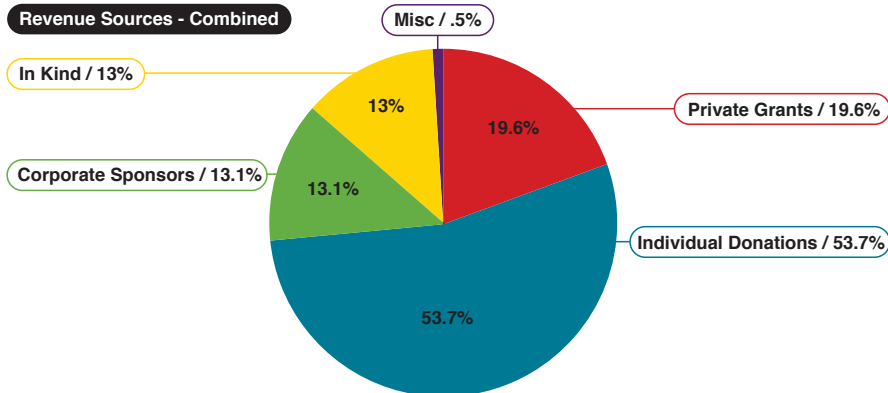
**Program Activities - Combined**



**Operating Expense Breakdown - Combined**



**Revenue Sources - Combined**



## Extending an 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 LGBT equality in Florida, and as we embark on our 20th anniversary in 2017, we hope you'll join us on our journey to get there.



## Our 2015 Officers and Board of Directors

Mark Anderson  
(Tampa Bay) - Treasurer

David Bloom  
(Miami)

Jeff Delmay  
(Hollywood)

Victor Diaz-Herman  
(Miami)

Meryl Friedman  
(Ft. Lauderdale)

Jon Harris Maurer  
(Tallahassee)

Chris Rudisill  
(St. Petersburg)

Tricia Russell  
(St. Augustine)

Ken Shelin  
(Sarasota) - Co-Chair

Donn Smith  
(Gainesville)

Michelle Stecker  
(Winter Park)

Rodney White  
(Hollywood) - Co-Chair

For the most up-to-date listing of officers and board members visit <http://www.eqfl.org/board>.



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