

ANNUAL REPORT

January 1, 2018 - December 31, 2018

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.



EQUALITY FLORIDA STAFF

OUR MAJOR ACHIEVEMENTS IN 2018

Florida leads the South in pro-LGBTQ legal protections, and 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 2018 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.
- Secured the third-most cosponsors of any legislation to support the Florida Competitive Workforce Act, a statewide LGBTQ-inclusive nondiscrimination bill.
- Joined two federal lawsuits to defend bans on conversion therapy in Tampa, Boca Raton, and Palm Beach.



OUR ACHIEVEMENTS IN 2018 (CONTINUED)

Creating A Better Florida For Us All

- With the addition of two full-time staff members, we expanded our Safe & Healthy Schools Project into 62 of 67 school districts and provided training to over 7,500 principals and district leaders, including a number of our smallest, most rural areas where our children need the most support.
- Increased participation of statewide influential companies/organizations to our Equality Means Business initiative to more than 100. New companies include AirBnB, the Jacksonville Jaguars, Florida Power and Light, and UPS.
- Continued to educate businesses, organizations, and faith communities on transgender issues and to advocate for transgender equality through more than 20 workshops, more than 40 speaking engagements, and through This is Me, our inaugural statewide transgender leadership summit.
- We trained approximately 300 grassroots activists through nine separate Rapid Response Corps Boot Camps around the state, focusing on transgender inclusion, HIV advocacy, and reproductive justice.
- Our HIV Advocacy Program hosted the Williams Institute to train HIV leaders on the impact of HIV laws in Florida.
- We participated in the Rally in Tally that took place after the shootings at Marjorie Stoneman Douglas. Rally in Tally is an event that allows young people to advocate their needs by meeting one-on-one with legislators. Equality Florida accompanied a bus of Parkland students to Tallahassee and helped organize meetings for young people to discuss our safety reform with lawmakers.



OUR 2018 OFFICERS AND BOARD OF DIRECTORS

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(Tampa Bay) - Treasurer

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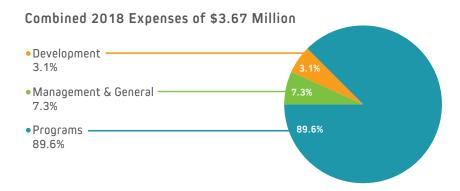
For the most up-to-date listing of officers and board members, please visit equalityflorida.org/board



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.

| 2018 Operating Support & Revenue | Institute 501c(3) \$ 4,111,150 | Action 501c(4) \$ 244,059 | Figures independently audited by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See equalityflorida.org for |
|--|---------------------------------------|----------------------------------|---|
| 2018 Operating Expenses Program Services | \$ 2,944,786 | \$ 348,652 | |
| Development Management & General Administrative | \$ 102,899 \$ 252,895 | \$ 11,211 \$ 14,927 | full financial reports and audit opinion. |
| Net assets as of December 31, 2018 | \$ 2,057,667 | \$ 754,546 | |



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 LGBT 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, PO Box 20786, Tampa, FL 33622-0786 (813) 870-3735 equality Florida.org

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