



2022 ANNUAL REPORT

January 1, 2022 - December 31, 2022

Our Mission

Founded in 1997, Equality Florida is Florida's statewide civil rights organization dedicated to securing full equality for Florida's lesbian, gay, bisexual, transgender, and queer (LGBTQ) community. Through 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 2022

With support from donors, volunteers, partners, and elected allies, we are pleased to report our 2022 achievements in moving equality forward.

- We celebrated our 25th anniversary as an organization dedicated to securing full equality for Florida's LGBTQ community!
- Our Executive Director Nadine Smith was recognized as one of Time Magazine's TIME100, their annual list of the 100 most influential people in the world.
- The Parental Rights in Education bill (HB 1557) was introduced in the Florida legislature, censoring classroom instruction about sexual orientation or gender identity in Florida public schools, not only for Kindergarten through third grade, but for any grade as long as someone concludes that the discussion is somehow not "age-appropriate." We dubbed the law "Don't Say Gay or Trans" and joined a lawsuit against the State of Florida challenging the legislation. The law gained international attention, and our plea to stop the bill (amplified by tens of thousands of concerned individuals) was ignored by lawmakers. However, our message that the LGBTQ community won't be erased by the "Don't Say Gay or Trans" bill dominated state and national headlines, shifting the conversation toward LGBTQ acceptance in schools.
- After the passage of the "Don't Say Gay or Trans" law, we sought to provide calm and clarity about the legislation to school administrators through training and language recommendations for their LGBTQ youth support guides. Since its inception, our Safe and Healthy Schools program has trained more than 35,000 professionals.
- We helped defeat the Transgender Youth Medical Care Ban. This bill would have jailed doctors for up to a year for providing life-saving care to transgender youth, even when the young person, their parents, and doctors agreed on a course of treatment.

- To push back against the Department of Health’s guidelines on gender-affirming care and the Agency for Health Care Administration’s notice on removing gender-affirming care for 10,000+ transgender Floridians on Medicaid, we created a Florida Department of Health and the Florida Agency for Health Care Administration Toolkit for folks on the ground to better understand the guidelines and the notice.
- We launched our first paid canvassing effort, with transgender organizers cultivating public comment in regards to the Agency for Health Care Administration’s notice on gender-affirming care.
- We created the TransAction Parent Network, an initiative designed to bring together a coalition of empowered parents and families to share tools, resources, and technical assistance for local programming and initiatives to support transgender youth and their families.
- In addition to our regular in-person Lobby Days event, we launched our Virtual Lobby Days program where volunteers who did not travel to Tallahassee were still able to meet with legislators via Zoom.
- Welcoming leadership from more than 40 school districts throughout Florida, we virtually hosted the All Together Now Conference. Over the course of two days, nearly 400 school district leaders came together to develop and bolster inclusive practices towards the safety of LGBTQ youth.
- Our Equality Means Business program welcomed 10 new advisory council members, including Centennial Bank, Duke Energy, and L3Harris.
- Through our partnership with Broward Health, we reached nearly 600 staff, training these professionals in LGBTQ terminology, best practices, and general cultural competence. Broward Health now captures information about gender identity, pronouns, affirmed name, sex assigned at birth, and sexual orientation. This will help prevent misgendering and incorrect pronoun use. After this successful pilot with Broward Health, Jackson Health System, one of the largest health systems in the state, has agreed to partner with us on a similar program.
- We launched a health equity page on our website. This will allow us to advertise our program, inform the public about our health equity work, and provide a way for healthcare systems to contact us.

- We produced the video, *Visibility Matters: Meet Izzy & Dempsey*, which tells the story of Izzy Brockman and Dempsey Jara, two transgender students in Florida. The video debuted on social media on International Transgender Day Of Visibility.
- We participated in Pride festivals in key communities throughout the state, helping to educate festivalgoers on the importance of all of this work.

Our 2022 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!

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

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

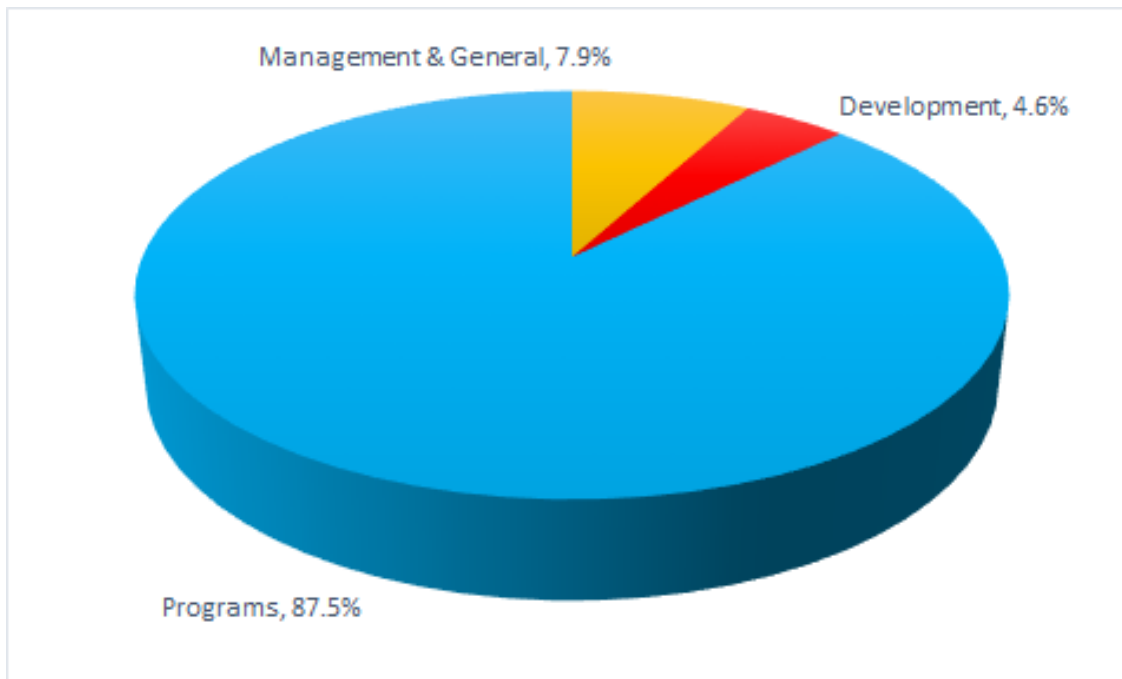
Our Finances

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)**
2022 Operating Support & Revenue	\$6,364,932	\$1,220,288
2022 Operating Expenses		
Program Services	\$4,466,037	\$ 633,781
Development	\$ 107,800	\$ 158,373
Management & General Administrative	\$ 393,540	\$ 67,379
Net assets as of December 31, 2022	\$7,221,267	\$1,451,828

* 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.

** Figures independently reviewed by Mayer, Hoffman, McCann, P.C., a top 10 national accounting firm. See equalityflorida.org for full financial reports and review conclusion.



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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; 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).

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