



EQUALITY[®]
FLORIDA



WINNING

Equality





INTRODUCING EQUALITY FLORIDA:

*A Force
For Change*



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 or expression.

KEY AREAS OF OUR WORK INCLUDE:

Public Policy & Community Organizing:

As the only LGBTQ organization with a full-time presence in the State Capitol, we work to educate Floridians on the benefits of pro-equality bills and policies and the dangers of anti-LGBTQ legislation.

Safe & Healthy Schools and Parenting with Pride:

We assist districts in implementing comprehensive best practices and policies to support and affirm LGBTQ students in Florida's 3-million-student school system. We also provide parents with necessary resources to support their LGBTQ children.

Transgender Community Advocacy & Education:

We're the leading voice in representing and supporting Florida's transgender community through diversity training, advocacy, and resource provisions.

HIV Advocacy & Education: Our goal is to curb the rate of new HIV transmissions in Florida and end HIV stigma through statewide public education campaigns and policy work designed to modernize HIV-specific laws.

Equality Means Business & Open to All:

To improve Florida's reputation as a welcoming place to live, work, and visit, we highlight pro-equality businesses that have adopted comprehensive nondiscrimination policies and have demonstrated their commitment to valuing and proactively including all employees.

Healthcare Equity: We partner with healthcare and mental health facilities to ensure they provide the compassion and sensitivity that LGBTQ patients deserve by advocating for inclusive policies and increasing cultural competence among healthcare providers.

Reproductive Rights: We've been a pro-choice organization since our founding – we know that LGBTQ and abortion rights are deeply intertwined. We're a proud founding partner of Floridians Protecting Freedom and serve on the statewide advisory board.

Since our founding in 1997, we've become one of the largest statewide LGBTQ groups in the country with more than 400,000 supporters, more than 1,000 volunteers, and staff located in major Florida cities to organize and support our work.



WINNING EQUALITY: *How It's Done*

Florida is a massive and sprawling state that cannot be organized from a single city or even one region. Our success depends on building grassroots strength, forming coalitions, and carving out progress in cities and towns in every part of our state. Our supporters live in all 67 of Florida's counties with strong representation in Central Florida, Gainesville, Jacksonville, Sarasota, South Florida, Tallahassee, and Tampa Bay.



Through our supporters' commitment to this work, we're proud of the following accomplishments that have been made for Florida's LGBTQ community:

1997

Since we formed in 1997, we've been at the forefront of the fight for LGBTQ equality in Florida, battling bad bills and championing pro-equality legislation.

Adoption

We played a key leadership role in overturning Florida's shameful ban on gay and lesbian adoption which was struck down in 2010 and repealed entirely in 2015.

Resist

Our "Resist" campaign has been fighting back against a slate of recent anti-LGBTQ attacks from the governor's mansion, the state legislature, and various state agencies. Our commitment is simple: ensure every student is protected and every family is respected. Equality Florida has been pushing back against the anti-LGBTQ agenda from the halls of the Capitol, to school board meetings across the state, to the federal courts, and more, and vowing to hold accountable those who are politicizing our existence for their own political ambitions.

Marriage

We led the fight that won marriage equality! In 2015, after a two-year education and legal campaign, plaintiffs in Equality Florida's lawsuit became the first same-sex couples to marry in Florida.

Legislation

We're turning the tide. The 2023 legislative session was a brutal attack on the LGBTQ community and particularly the transgender community, with laws passed that banned certain access to gender affirming care, double-down on the prior "Don't Say LGBTQ" law, restricted bathroom access, sought to criminalize drag, and more. These harms are being reversed in the courts – including through a historic settlement to nullify the worst impacts of the Don't Say LGBTQ law – and in the 2024 legislative session, we helped defeat or neutralize 21 out of 22 anti-LGBTQ bills introduced.

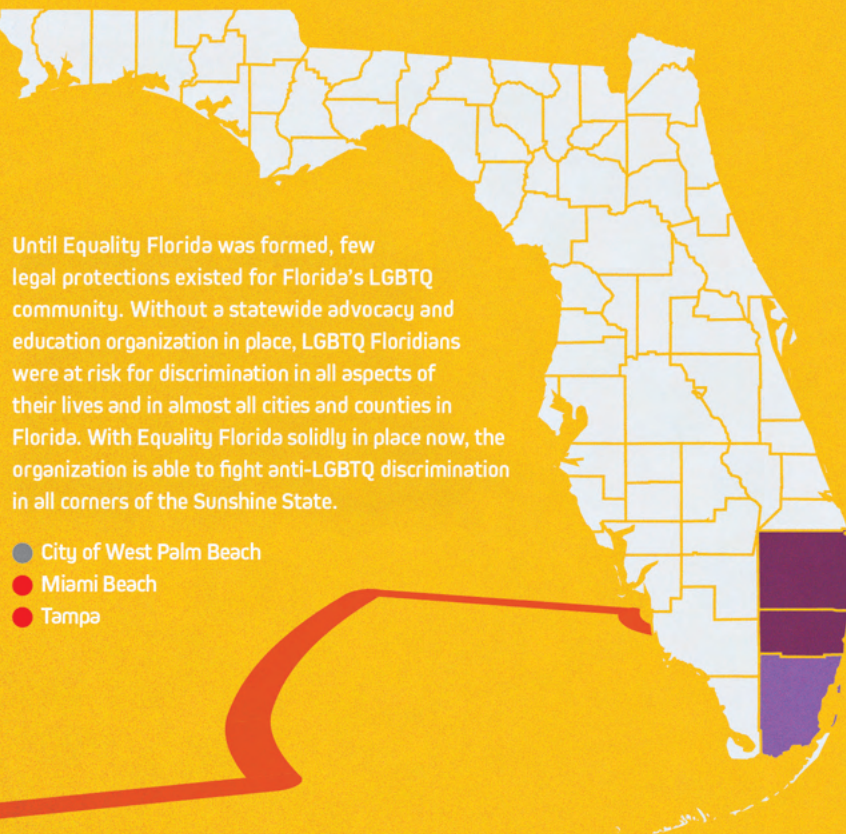
This progress is made possible through our campaigns, communications, and statewide engagements. Please take a look at the following pages to discover more about our work. Your support makes all of this possible.





TURNING BACK TIME:

FLORIDA'S PRO-LGBTQ POLICIES AS OF EQUALITY FLORIDA'S *Founding in 1997*

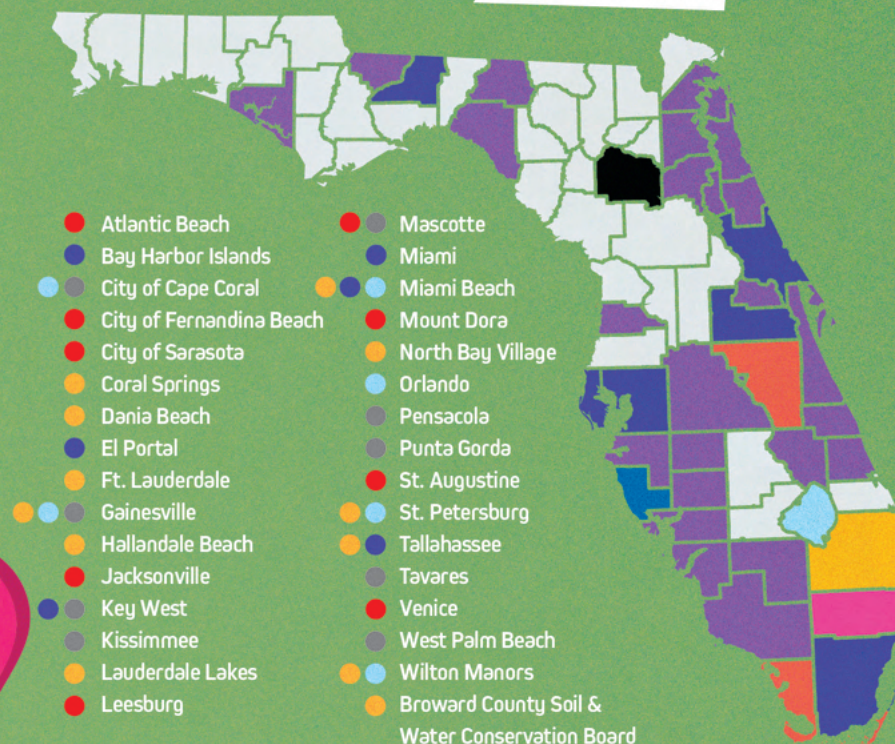


Until Equality Florida was formed, few legal protections existed for Florida's LGBTQ community. Without a statewide advocacy and education organization in place, LGBTQ Floridians were at risk for discrimination in all aspects of their lives and in almost all cities and counties in Florida. With Equality Florida solidly in place now, the organization is able to fight anti-LGBTQ discrimination in all corners of the Sunshine State.

- City of West Palm Beach
- Miami Beach
- Tampa

EXPANDING THE LANDSCAPE OF EQUALITY:

FLORIDA'S PRO-LGBTQ *Policies as of 2024*



- Atlantic Beach
- Bay Harbor Islands
- City of Cape Coral
- City of Fernandina Beach
- City of Sarasota
- Coral Springs
- Dania Beach
- El Portal
- Ft. Lauderdale
- Gainesville
- Hallandale Beach
- Jacksonville
- Key West
- Kissimmee
- Lauderdale Lakes
- Leesburg
- Mascotte
- Miami
- Miami Beach
- Mount Dora
- North Bay Village
- Orlando
- Pensacola
- Punta Gorda
- St. Augustine
- St. Petersburg
- Tallahassee
- Tavares
- Venice
- West Palm Beach
- Wilton Manors
- Broward County Soil & Water Conservation Board

In areas where countywide protections exist, individual city protections are not listed.

RIGHTS BY CITY LEGEND

- Human Rights Ordinance
- Conversion Therapy Ban
- Reproductive Rights Resolution
- Transgender Inclusive Healthcare for City Employees
- Domestic Partnership Registry

MAP LEGEND

- Safe Schools Policy
- Human Rights Ordinance
- Safe Schools Policy, Domestic Partnership Registry
- Safe Schools Policy, Human Rights Ordinance
- Safe Schools Policy, Domestic Partnership Registry, Human Rights Ordinance
- Safe Schools Policy, Human Rights Ordinance, Conversion Therapy Ban
- Safe Schools Policy, Domestic Partnership Registry, Human Rights Ordinance, Conversion Therapy Ban
- Safe Schools Policy, Domestic Partnership Registry, Human Rights Ordinance, Conversion Therapy Ban, Reproductive Rights Resolutions



EDUCATING AND ADVOCATING: *Transgender Equality*

Transgender and gender nonbinary people face unthinkable levels of harassment, discrimination, and violence. We continue to see political attacks on the transgender community by lawmakers, and the number of recorded transgender deaths due to violence continues to climb. To raise awareness of issues like these and to advocate for Florida's transgender community, we established TransAction in 2014.

Through petitions, news alerts, rallies and educational opportunities, TransAction is a leading voice in representing Florida's transgender and gender nonbinary community. Additionally, the program has conducted hundreds of diversity trainings throughout the state at major corporations, healthcare systems, law enforcement agencies, faith organizations, schools, and universities. Our work focuses on social justice issues critical to the transgender and gender nonbinary community, such as incarceration, violence, engagement with law enforcement, quality health care, and homelessness issues.

In addition to our education and advocacy efforts, we produce and maintain a Transgender Resource Guide, a publication that provides a statewide directory of quality, transgender-friendly service providers from across the state.

Our TransAction program has become a national model and is being replicated in states across the country.





IMPROVING FLORIDA'S REPUTATION:

DIVERSITY & LGBTQ INCLUSION ARE *Good for Business*

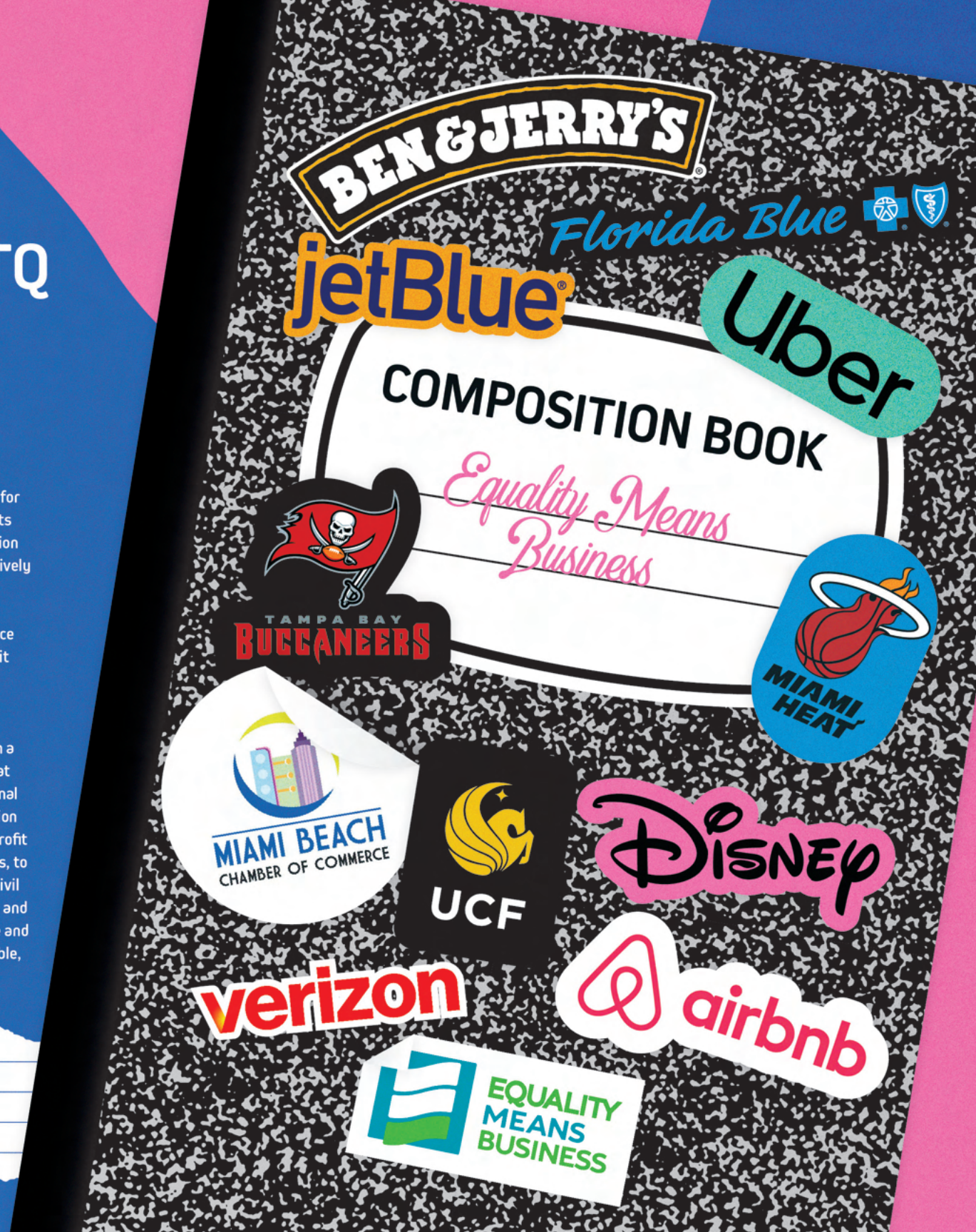
The business community is crucial to achieving our goal of full equality for the LGBTQ community. Our Equality Means Business program highlights businesses in Florida that have adopted comprehensive nondiscrimination policies and have demonstrated their commitment to valuing and proactively including all employees.

With more than 160 members, Equality Means Business aims to enhance Florida's reputation as a welcoming state for all who live, work, and visit by engaging companies that emphasize the importance of establishing and maintaining a diverse and inclusive workforce.

Equality Means Business also highlights pro-equality businesses through a partnership with Open to All, a nonprofit nondiscrimination campaign that believes everyone should be welcome regardless of race, ethnicity, national origin, sex, sexual orientation, gender identity and expression, immigration status, religion or disability. Open to All works with more than 200 nonprofit partners and nearly 800,000 businesses, including 90+ corporate partners, to create a culture of belonging. By convening nonprofit members of the civil rights community and business leaders, Open to All develops resources and trainings, as well as ongoing programming, to support businesses large and small to be truly Open to All. A key feature of the program is a searchable, national directory powered by Yelp! that spotlights these businesses.

The following is a sample of the companies that are a part of Equality Means Business. For a complete list, please visit:

equalitymeansbusiness.org





CREATING SAFER SCHOOLS: ENSURING SUPPORT FOR LGBTQ *Young People*

Equality Florida's Safe and Healthy Schools program is improving the lives of LGBTQ young people across Florida. The goal of the program, which has become a model throughout the country, is to ensure LGBTQ students have the support they need to thrive in school. We achieve this outcome by:



Providing professional development to teachers, principals, school-based mental health providers, and all staff who work with students



Developing LGBTQ guidance to ensure school districts know how to create safe, supportive, and affirming schools

Ensuring Gay Straight Alliances/Gender and Sexuality Alliances are active, supported, and resourced in secondary schools



Advocating for highly visible and ongoing initiatives from superintendents and school board members

Deepening partnerships with local LGBTQ youth agencies



Our LGBTQ students deserve inclusive and affirming schools. Instead, we are seeing political attacks that threaten the safety of our students. Our Safe and Healthy Schools program is on the front lines of ensuring school districts take ownership in protecting and supporting our LGBTQ faculty, staff, students, and their families.

Empowering Parents and Guardians: *Creating Safer, Healthier, and Happier Homes*

Our Parenting with Pride program is an organizational approach to support and empower parents across Florida. This program is designed to reach all parents of LGBTQ youth in Florida, including those engaging in rejecting, ambivalent, and accepting behaviors.

Parenting with Pride serves as a pipeline for parents to create communities where every LGBTQ child feels safe, affirmed, and loved. Our goal is to empower parents, and we do this by:

Training mental health professionals to have the skills and knowledge to support LGBTQ families

Expanding LGBTQ affirming programming that provides parents with the tools, knowledge, and resources to support their child's needs

Connecting parents to advocacy opportunities, where they can have their voices heard





RESPONDING TO THE UNTHINKABLE: TRAGEDY STRIKES *Orlando*

On June 12, 2016, at Pulse Nightclub in Orlando, 49 people were killed, dozens were injured, and countless were traumatized in what was – at the time – the largest mass shooting in U.S. history.

In the aftermath of the attack, we made two promises. The first was to do everything we could to take care of the survivors and the families left behind by this heinous act of hate, and we raised over \$9.5 million from 120,000+ individuals around the world, every penny of which we distributed directly to survivors and families. Our second promise was to honor those lost not merely with thoughts and prayers, but with action. Our Honor Them With Action campaign has become an international call for change and now reaches tens of millions of people each June during Pulse remembrance month. People worldwide are encouraged to participate in a volunteer activity to make their community a better place for LGBTQ people, Latinx people, and those who identify as both. We can't allow the Pulse massacre to be yet another national tragedy. This must be a national turning point that spurs us to thoughtful and impactful action.

#HonorThemWithAction

HONOR THEM WITH ACTION

Stanley Almodovar III
Amanda Alvear
Oscar A Aracena-Montero
Rodolfo Ayala-Ayala
Antonio Davon Brown
Darryl Roman Burt II
Angel L. Candelario-Padro
Juan Chavez Martinez
Luis Daniel Conde
Cory James Connell
Tevin Eugene Crosby
Deonka Deidra Drayton
Simon Adrian Carrillo Fernandez
Leroy Valentin Fernandez
Mercedes Marisol Flores
Peter O. Gonzalez-Cruz
Juan Ramon Guerrero
Paul Terrell Henry
Frank Hernandez
Miguel Angel Honorato
Javier Jorge-Reyes
Jason Benjamin Josaphat
Eddie Jamoldroy Justice
Anthony Luis Laureano Disla
Christopher "Drew" Andrew Leinonen

Alejandro Barrios Martinez
Brenda Lee Marquez McCool
Gilberto Ramon Silva Menendez
KJ Morris
Akyra Monet Murray
Luis Omar Ocasio-Capo
Geraldo A. Ortiz-Jimenez
Eric Ivan Ortiz-Rivera
Joel Rayon Paniagua
Jean Carlos Mendez Perez
Enrique L. Rios, Jr.
Jean C. Nives Rodriguez
Xavier Emmanuel Serrano Rosado
Christopher Joseph Sanfeliz
Yilmery Rodriguez Solivan
Edward Sotomayor Jr.
Shane Evan Tomlinson
Martin Benitez Torres
Jonathan Antonio Camuy Vega
Juan P. Rivera Velazquez
Luis S. Vielma
Franky Jimmy Dejesus Velazquez
Luis Daniel Lestat Wilson-Leon
Jerald "Jerry" Arthur Wright



CONTINUING THE MOMENTUM: ENDING THE STIGMA OF HIV *in Florida*

Florida continues to have among the highest rates of new HIV transmissions in the country, and Equality Florida's HIV Advocacy Project is dedicated to curbing the rate of new transmissions. We know this will require public education, policy reform, and ending HIV stigma. Equality Florida helped secure a major milestone in this effort with PEP Access legislation. This passed the legislature with unanimous support in 2024 and facilitates over-the-counter access to critical medication for preventing HIV transmission for those seeking to protect themselves and others after a potential exposure.

PEP is just one of many important breakthrough medical advances in treatment and prevention since lawmakers adopted Florida's HIV criminalization laws in the 1980s. These stigmatizing laws disproportionately impact people of color, women, and the trans community. Because of the steep penalties associated with knowing one's status, the laws are also a disincentive to people knowing their status and getting into treatment.

Through our other policy and education work, we've built a massive base of supporters and bipartisan coalitions, locally and in the State Capitol. We leverage these strengths in the push to modernize HIV laws and eradicate HIV and decrease its stigma.

FLORIDA
AIDS
WALK



TURNING OUT THE LGBTQ VOTE: ELECTING PRO-EQUALITY *Candidates*

Equality Florida Action PAC is the largest political committee dedicated to electing pro-LGBTQ politicians in Florida. Nearly everything we fight for depends on the election of fair-minded politicians. We have built the largest voter file ever assembled to mobilize the pro-equality vote in Florida -- more than 1.4 million pro-equality voters for whom LGBTQ rights are a litmus test issue. During election cycles, we screen candidates and distribute hundreds of thousands of voter guides to ensure our community and our allies are informed and turn out to vote.

In addition to spotlighting our strongest champions, the PAC is a resource to political donors, helping voters invest in the most strategic races where their contributions can make a significant impact.



Be the first to see our endorsements and get insider campaign updates by joining facebook.com/eqfpac | @eqfpac

Paid political advertisement, paid for by Equality Florida Action PAC, P.O. Box 13184, St. Petersburg, FL 33733



DEMONSTRATING FISCAL
RESPONSIBILITY:

WE'RE A TOP-RATED *Organization*

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).

Platinum
Transparency

Candid.

Platinum Level!

Charity
Navigator



★ FOUR-STAR ★

GREATNONPROFITS

TOP-RATED

NONPROFIT



ACCREDITED
CHARITY
bbb.org

Our Invitation to You:

Volunteer and Make a Difference

Volunteers and donors are the backbone of our organization, providing us with the resources necessary to create a better Florida for us all. We're a long way from full LGBTQ equality in Florida. Please join us on our journey to get there.

Visit eqfl.org/volunteer-3 to learn how.





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Equality Florida Institute
P.O. Box 20786
Tampa, FL 33622-0786

(813) 870-3735
equalityflorida.org
[@EqualityFL](https://twitter.com/EqualityFL)

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