



2025 ANNUAL REPORT
January 1, 2025 - December 31, 2025

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 Progress in 2025

With support from donors, volunteers, partners, and elected allies, we are pleased to report our 2025 achievements in moving equality forward.

- Confronted perhaps by the broadest array of public policy challenges across state, federal, and local levels in our 28-year history, we restored our reputation for defeating every single anti-LGBTQ bill filed in the Florida Legislature. We faced a surge of federal attacks from an emboldened Trump administration and a rash of local fights over rainbow crosswalks. At the state level, our efforts to turn the tide in Florida yielded a tremendous dividend: a legislative session with only a fraction of the anti-LGBTQ bills filed as compared to recent years. Through each of these policy battles, we honored our commitment to push back in every room where we were attacked, hammered home pro-equality messaging, dramatically grew the size of our movement, and strengthened key partnerships.
- The Summer of 2025 saw another war against LGBTQ visibility from the DeSantis Administration, this time buoyed by vague and sweeping directives from the Trump Administration. Pride street murals were the target of the Governor, most often installed as crosswalks, in 12 major cities in Florida. In response, we mobilized rapidly to educate communities and support local efforts to defend LGBTQ visibility. We recruited volunteers to attend county commission meetings in the 12 cities across seven counties. This recruitment helped fill rooms across the state, generated national media coverage, and gave elected officials the public pressure needed to challenge the state's actions. The vast majority of cities that had their street murals removed have responded with commitments to rebuild even bolder visibility for the local LGBTQ community. The challenge ahead is to maintain this commitment and the communities' engagements, even as pressure from the state to limit or erase visibility continues.

- Our Field and Community Organizing team launched a statewide Legislative Advocacy Workshop program, hosting 12 in-person and four virtual workshops. Through this effort, we trained 485 new activists across Florida. Designed to empower community members with effective testimony skills and to strengthen civic engagement, these workshops helped build confidence for school board meetings, county and city commission meetings, legislative delegation meetings, and even legislative session advocacy in Tallahassee. Following the workshops, we invited attendees to join us at Legislative Delegation Meetings in key communities. One hundred people attended and spoke about how legislation impacts their lives, supported by talking points from the Public Policy team. In the months ahead, these new activists will be invited to Pride at the Capitol to continue their civic engagement journey.
- To allow for more localized, responsive management, our Safe and Healthy Schools program transitioned to a regional model with dedicated managers in Tampa Bay, Central Florida, and South Florida. This shift immediately paid off. Across all regions, our team met individually with more than 80 district leaders. Through our regional summits, we convened leaders from more than 10 districts, including nine school board members, and nine senior district staff from major counties like Broward, Hillsborough, Miami-Dade, Orange, Palm Beach, and Sarasota. These gatherings became vital spaces for district leaders to share strategies, problem-solve, and reaffirm their commitment to safe, inclusive schools amid mounting uncertainty.
- Our 2025 All Together Now Conference, held in Tampa and co-hosted with major statewide education associations, brought together more than 115 education leaders—superintendents, school board members, union and PTA presidents, and mental health association executives. Funded by the National Education Association, this year’s convening centered on rebuilding confidence among district leaders and aligning strategies to sustain safe and affirming schools.
- Across all regions, our School Board War Room became the strategic heartbeat of our response work—tracking policy changes, anticipating district challenges, and mobilizing resources before harm occurs. Through this structure, the Safe and Healthy Schools program has supported dozens of local leaders in resisting coercive or unlawful state directives, giving them both the clarity and courage to stay grounded in student well-being and legal precedent.
- A major milestone this year was the successful expansion of our three-tier behavioral health model in the Tampa Bay region. Designed to strengthen LGBTQ patient-centered care, the model builds capacity at multiple levels: providing trauma-informed cultural competency training for school- and community-based providers, creating opportunities for professionals across sectors to connect and share best practices through regional summits, and offering advanced clinical training for those working directly with LGBTQ youth and families.

- In 2025, the Tampa Bay replication alone trained over 500 professionals, and combined with statewide trainings, presentations, and two regional summits in Jacksonville and Tampa, more than 1,300 professionals were directly reached—positively impacting an estimated 50,000 patients across Florida. These efforts have strengthened networks, boosted clinician confidence, and encouraged lasting collaboration across educational, healthcare, and community sectors.
- In recognition of our outstanding advocacy and impact, we were selected as the 2025 National Association of School Psychologists (NASP) Champion for Children Award recipient. This prestigious national honor highlights our commitment to advancing the mental health, education, and well-being of LGBTQ youth, especially at a time when they face unprecedented attacks and serves as a beacon of hope, affirming that LGBTQ young people and their families are valued, supported, and empowered.
- Parenting with Pride (PWP) became more than a support program; it became a lifeline for families. What began as a simple effort to connect families has evolved into a powerful statewide network of more than 3,800 parents and caregivers. PWP not only expanded its reach, it deepened its impact. Through monthly webinars, the second annual Statewide Back-to-School Parent Education Summit, and five regional community convenings in collaboration with PFLAG and the PTA, we directly supported nearly 1,400 families. These gatherings helped families navigate evolving policies, understand their children's rights in schools, and access resources that affirm and protect LGBTQ youth.
- One of the year's most meaningful milestones was the launch of our Parent Ambassadorship. This group of carefully selected parents helped form a grassroots initiative empowering parents to become leaders in their own communities. Our first cohort of ambassadors began hosting local meetups, linking new families to resources, and guiding parents on how to best support their LGBTQ children. Our parent ambassadors are building lasting networks that expand our reach across the state and keep families closely connected to our team's work with schools, mental health providers, and healthcare partners, ensuring they have ongoing access to affirming, reliable support.
- A defining highlight of the year was the second annual Voices for Change Summit, which brought together more than 60 transgender leaders representing 50+ organizations across the state. Hosted at Disney and supported by five annual sponsors already committed for 2026, the summit provided professional development, community building, and shared strategies for resilience. The response was overwhelmingly positive—91% of attendees said they would recommend the experience, affirming its value as a cornerstone gathering for trans leadership in Florida.

- In collaboration with our Health Equity department, we launched our Transgender Resource Guide and began outreach to more than 750 local providers across Florida to rebuild the network of professionals featured in the guide who are willing to see and assist the transgender community. We outlined a process for the new, easy-to-navigate website (launching next year) and are in talks to ensure the safety of data and information for both our providers and users of the resource guide.

Our 2025 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!

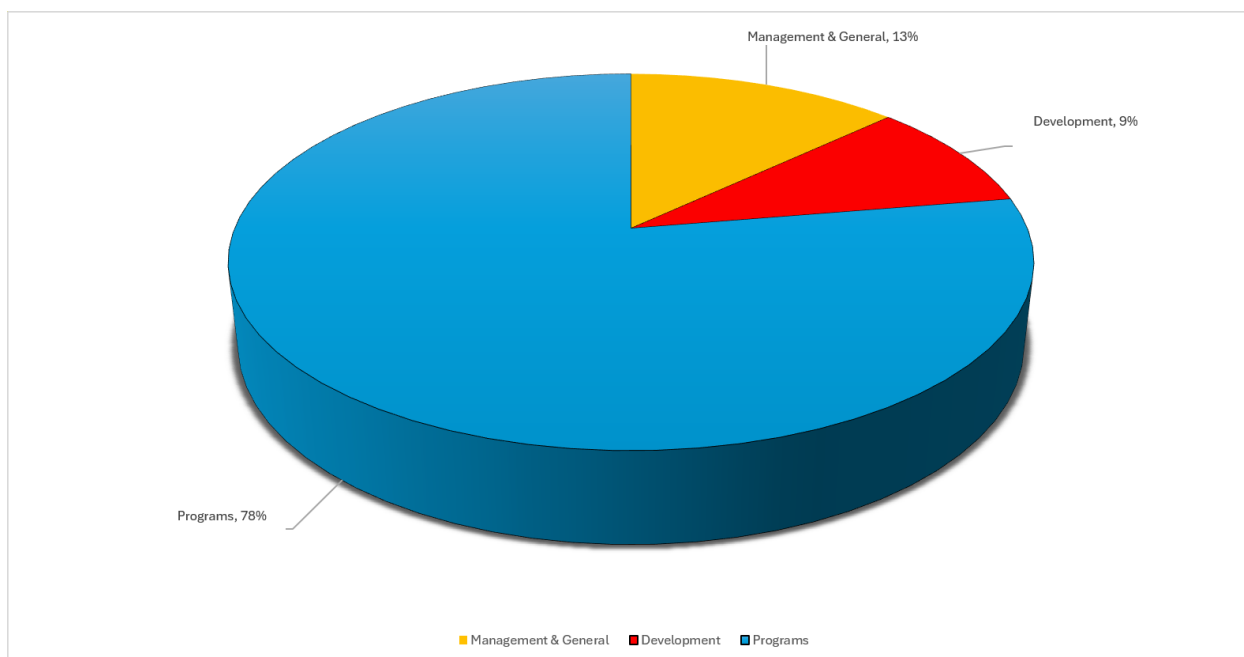
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| • Justin Bell (Jacksonville) | • Dana Farmer (Tallahassee) |
| • Susan Bottcher (Gainesville) | • Brian Marquez (Tallahassee) - Secretary |
| • Nathan Breummer (Gulfport) | • Anastasia "Annie" Hiotis (St. Petersburg) - Co-Chair |
| • Keith Davenport (Orlando) - Treasurer | • Danny Humphress (Winter Park) - Co-Chair |
| • Ida Eskamani (Orlando) | • Nadine Smith (St. Petersburg) - Ex-officio |
| • Pauline Green (Miami) | • Amy Wagner (Fernandina Beach) |
| • Chris Rhoades (West Palm Beach) | |

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

Our Finances

Approximately 49% 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)**
2025 Operating Support & Revenue	\$5,890,085	\$1,139,544
2025 Operating Expenses		
Program Services	\$ 5,290,780	\$ 875,239
Development	\$ 636,889	\$ 105,061
Management & General Administrative	\$ 892,127	\$ 141,151
Net assets as of December 31, 2025	\$7,139,493	\$1,574,549



* 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 conclusions.

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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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