

2024



Year in Review.



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A Letter From Our Executive Director.

Dear Supporters:

As I reflect on 2024, I am filled with gratitude for the collective strength of our network and the determination of our movement. This past year, we not only supported our state partners in the fight for LGBTQ+ equality but also invested deeply in our own growth and durability, ensuring that we can sustain this work for the long term.

As our state partners faced yet another grueling year of fighting anti-LGBTQ+ legislative attacks locally, the results of the November federal election will only intensify the attacks in states. Now, the work of Equality Federation and Equality Federation Institute is more critical than ever to achieve meaningful progress.

Our primary goal is to strengthen the capacity of our state partners to be effective advocates and protectors of LGBTQ+ equality. We achieved this in 2024 through the following priorities:

Strengthening Our Foundation: We know that supporting our state partners begins with building our own stability. In 2024, we expanded our team to its largest size yet—16 full-time staff—adding new expertise in people and culture, donor relations, and grants management, while also recognizing and elevating existing team members.

Enhanced State Support: We redirected resources to state partners through direct grants, expert consultations, and technical assistance. Thanks to the generosity of our supporters, we operated under our largest budget to date, awarding more than \$878,000 in grants to 38 state partners.

Expanding Our Programs: We launched our Public Health Policy Department and introduced the Vanguard Change-Makers HIV Policy Fellowship, creating new pathways for advocates most impacted by HIV to shape policy at state and local levels. We also strengthened our civic engagement and narrative-shift work through the Trans Organizing & Narrative Shift project and our Project Game Changer initiative. These efforts, rooted in the power of state partners, are helping shape a future where LGBTQ+ people are seen, heard, and protected, no matter the community they live in.

Leadership Development: We continued our leadership development programs to cultivate strong and effective leaders within the LGBTQ+ movement. This includes our annual Leadership Conference, ad hoc workshops, and mentorship opportunities. We are committed to prioritizing the development of leaders from marginalized communities to ensure that their voices are heard and their needs are met.

Coalition Building: We facilitated collaboration and partnerships among LGBTQ+ organizations, allied groups, and community stakeholders to build a broader and more powerful movement for equality. This involves intentionally building bridges with unlikely allies and fostering dialogue across diverse communities.

Looking back, it's clear: our progress in 2024 was possible because of you. Your partnership, generosity, and unwavering belief in state-based leadership allow us to dream bigger, act bolder, and build stronger. We will continue to be the infrastructure for the LGBTQ+ state-based movement, harnessing our team's collective knowledge and power with that of our state partners to drive lasting change for our community.



With deep gratitude,

A handwritten signature in black ink, appearing to read "Fran Hutchins".

Fran "Hutch" Hutchins
Executive Director

Equality Federation & Equality Federation Institute.

Our Mission: Equality Federation and Equality Federation Institute is an advocacy accelerator rooted in social justice, building power in our network of state-based lesbian, gay, bisexual, transgender, and queer (LGBTQ+) advocacy organizations.

Our Strategies:

- **We build capacity** within LGBTQ+ state-based advocacy organizations and alongside strategic leaders to advance systemic change.
- **We develop strong connections** and long-term relationships that catalyze the movement.
- **We provide platforms** for movement leaders to share diverse ideas and successful strategies.
- **We amplify state partner agendas** and make connections that support the national movement.
- **We develop tailored strategies** that advance community needs.
- **We leverage national funding streams** and create economies of scale that supplement the capacity of our state partners.
- **We curate knowledge** and expertise that strengthen our collective efforts.

Our Vision:

A future where all LGBTQ+ people can thrive in the communities they call home.

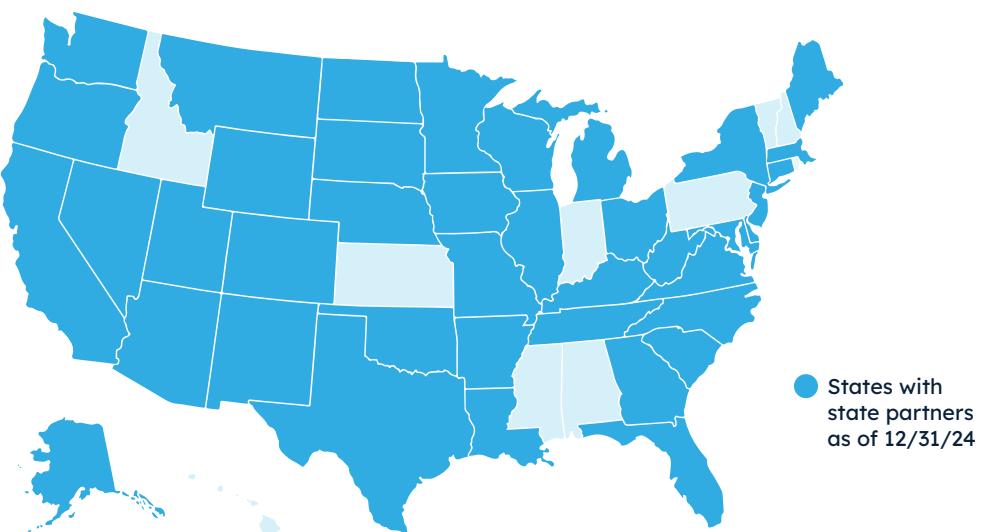
Our Values:

Integrity
Solidarity
Boldness

Our Network:

50 state-based LGBTQ+ advocacy organizations located across 41 states.

State Partners.



Alaska Alaskans Together for Equality	Louisiana Forum for Equality	Nebraska OutNebraska	South Carolina Alliance for Full Acceptance
Arizona Equality Arizona	Louisiana Trans Advocates	Nevada Silver State Equality	South Dakota Equality South Dakota
Arkansas Arkansas Black Gay Men's Forum	Reproductive Justice Action Collective (ReJAC)	New Jersey Garden State Equality	The Transformation Project
California Equality California	Maine EqualityMaine	New Mexico Equality New Mexico	Tennessee Tennessee Equality Project
Colorado One Colorado	Maryland FreeState Justice	Transgender Resource Center of New Mexico (TGRCNM)	Texas Equality Texas
Connecticut Equality Connecticut	Massachusetts Massachusetts Transgender Political Coalition	New York The NYC LGBT Center	Transgender Education Network of Texas
Delaware Equality Delaware	MassEquality	North Carolina Equality North Carolina	Utah Equality Utah
Florida Equality Florida	Michigan Equality Michigan	North Dakota North Dakota Human Rights Coalition	Virginia Equality Virginia
Georgia Georgia Equality	Minnesota Gender Justice	Ohio Equality Ohio	Washington Lavender Rights Project
Illinois Equality Illinois	OutFront Minnesota	TransOhio	West Virginia Fairness West Virginia
Iowa One Iowa	Missouri BlaqOut	Oklahoma Freedom Oklahoma	Wisconsin Fair Wisconsin
Kentucky Fairness Campaign	PROMO	Oregon Basic Rights Oregon	GSAFE
	Montana Catalyst Montana		Wyoming Wyoming Equality

2024 By the Numbers.

11%

increase in state
partner network
since 2021

\$878,200

in direct cash grants
to 38 state partners

1,900

hours of direct
support to our
state partners

91%

of anti-LGBTQ+
bills defeated

353

attendees at
Leadership
Conference 2024

15

paid call campaigns
in 12 states connected
6,730 constituents to
elected officials on
LGBTQ+ legislation

Organization Highlights.

Our primary goal is to strengthen the capacity of our state partners to effectively advance LGBTQ+ equality. To accomplish this, we must ensure the sustainability of not only our state partners but also our organization. In 2024, we invested in our own growth and durability to ensure we can support our state partners for the long term.

Expanding Our Team

In 2024, Equality Federation and Equality Federation Institute hired three new team members: a director of people and culture, a donor relations manager, and a grants manager. We also promoted current team members: Dan to Vice President of Finance, Jay to Director of Leadership and Capacity Building, Mel to Vice President of Operations, Michael to Director of Public Health Policy, and Skye to Data Manager. With the addition of new team members and the promotions of current folks, we significantly increased the team's size, skills, and expertise. We ended 2024 with our largest team to date: 16 full-time employees.

Recognition of Leadership

After 13 years with Equality Federation and Equality Federation Institute and over two decades in the movement, Ian Palmquist, Deputy Executive Director, retired. We honored Ian at our Leadership Conference with the Lifetime Leadership Award and announced the creation of a fund in his name to support state partners in their leadership

development efforts, such as funding sabbaticals and coaching programs.

Equitable Compensation Model

A key step toward sustaining internal practices that reflect the fair and equitable world we seek to build is ensuring team members are compensated based on our organizational values. In 2024, we finalized a two-year compensation and salary transparency project that aimed to embed equity within our approach to paying our team well, retaining staff, and creating a culture where staff are actively engaged in defining the strategic direction of their work within the organization.

Increased Funding

Equality Federation and Equality Federation Institute operated under its largest budget to date in 2024, allowing us to provide direct financial support to our state partners. We gave \$878,200 in grants to 38 state partners, many receiving more than one grant throughout the year.

Program Highlights.

Public Health Policy

→ **Deepening Our Commitment**

In 2024, Equality Federation and Equality Federation Institute established the Public Health Policy Department and promoted Michael to Director, demonstrating our commitment to deepening our impact on critical health issues facing LGBTQ+ communities.

→ **Empowering HIV Advocates**

We launched the groundbreaking Vanguard Change-Makers HIV Policy Fellowship program in partnership with FreeState Justice, BlaqOut, and the Black Gay Men's Forum. This project expands and trains a new pipeline of HIV policy leaders in the U.S. South, empowering advocates from communities most impacted by HIV—particularly LGBTQ+ people, Black and Brown communities, and people living with HIV—to drive policy change at the state and regional levels.

→ **Increasing Programming**

The Public Health Policy Department participated in 33 impactful training sessions, panel discussions, speaking, and presenting engagements. These opportunities allowed us to amplify our state partners' HIV advocacy efforts and needs while shaping critical conversations on HIV decriminalization, health equity, and access to care, collaborating with HIV legacy organizations and partners such as AIDS United, the Center for HIV Law & Policy, NMAC, and leading funders like Gilead & ViiV Healthcare.

→ Our 2024 Leadership Conference featured more HIV-related content than ever before, with over 10.5 hours of content, including a widely praised live-action forum on HIV decriminalization that reached over 200 attendees and online viewers. This impactful programming, centered on the experiences of those most impacted by HIV, solidified our leadership in shaping national and state-level conversations on HIV justice.

Program Highlights.

Legislative & Civic Engagement Support



Telling Our Stories

We launched the Trans Organizing & Narrative Shift (TONS) project with the goal of developing the tools necessary to fundamentally shift worldviews toward empathy and justice for transgender people through one-on-one conversations. This organizing and narrative project will create an understanding of how to move cisgender hearts and minds on trans justice, deepen the bench of advocates with experience creating and deploying strategic messaging, and build power and increased capacity in the states.



Stopping Harmful Legislation

Our team prioritized supporting state partners to build effective strategies, ensuring they were equipped with the resources and insights needed to challenge the disturbing rise of anti-LGBTQ+ legislation. This work entailed many initiatives, including rapid response grants, one-on-one coaching, communications expertise, and cross-state coordination. We were able to give \$335,700 directly to our state partners for their legislative session and other urgent needs.

Despite facing significant challenges, our partners achieved some extraordinary victories in 2024. To name just a few:

- [Alliance for Full Acceptance \(South Carolina\)](#) successfully defeated 31 out of 32 anti-LGBTQ+ bills and engaged 650 new advocates.
- [Equality Florida](#) neutralized 21 of 22 anti-LGBTQ+ bills, demonstrating resilience in the face of adversity.
- [Equality North Carolina](#) stopped 12 anti-LGBTQ+ bills, protecting vital rights.
- [Equality Texas](#) played a pivotal role in unseating an anti-LGBTQ+ legislator, replacing them with a pro-LGBTQ+ champion.
- [Georgia Equality](#) triumphed by defeating all proposed anti-LGBTQ+ bills in 2024.

These accomplishments exemplify the power of collective action and the impact we can achieve when we work together.



Organizing in the States

Through our Project Game Changer (PGC) initiative, we're building the power we need to mobilize pro-equality voters to participate in elections and advance pro-equality policies and the intersectional, progressive agenda needed in all the communities we call home. Our third PGC cohort—state partners Freedom Oklahoma, OutNebraska, and PROMO (Missouri)—focused 2024 on planning and creating the organizing and volunteer management infrastructures needed to accomplish their power-building goals.

Freedom Oklahoma:

- Built out a vast array of ways for community members to identify, engage with, and address community needs. Some examples include the start of monthly volunteer trainings/orientations, expanding their Freedom Sessions conference, developing a weekly lunch and learn series leading into the 2025 legislative session, bi-monthly People's Hearings in rural/less engaged areas of the state, and monthly training and prep meetings for volunteers engaging with the State Board of Education.

OutNebraska:

- Hired a policy fellow to work closely with the organizing manager to identify strategic constituent mobilization during the legislative session.
- Evolved the volunteer phonebook program built during the legislative session into a regular, recurring volunteer action throughout the year during different phases of programming, including voter registration and GOTV efforts.

PROMO:

- Hired a field director and a second field organizer based in St. Louis, broadening their volunteer bases in the state.
- Launched a 3-month pilot deep canvassing program to talk to Missourians about access to gender affirming care in the state, with two paid canvass teams in St. Louis and Springfield.

Program Highlights.

Leadership & Capacity Strengthening



Convening Our Network

In July 2024, we welcomed over 350 state and national attendees to our 27th Leadership Conference in Portland, Oregon. With record-breaking attendance, impactful plenaries led by movement leaders, and the honor of celebrating the lifetime leadership of Ian (former Deputy Executive Director), the conference was a powerful testament to the strength and vibrancy of our network. From hearing about the phenomenal work of our state partners during the Welcome Circle and FEDTalks to every workshop and social event in between, 2024's Leadership Conference felt truly special. The energy and passion were palpable in every corner, from deep discussions in breakout sessions to shared laughter during our offsite events, reminding us of our movement's resilience and brilliance.



Creating Dedicated Spaces

The Black Caucus was created in 2023 for Black staff and board members at our state partner organizations. The Caucus aims to identify needed strategies, coordinate resources, and build community in a dedicated space. In its second year, Black Caucus held its first full session and reception at the 2024 Leadership Conference, creating a dedicated space for Black staff and board members to connect.



Organizing Movement Leaders

We believe that convening state and national LGBTQ+ movement partners contributes to stronger, better-connected, and more coordinated fields and movements. With deep, trusting relationships and aligned visions, multi-organizational collaboration becomes possible to address our movement's most pressing challenges. In December, we hosted a 2-day convening of state and national leaders to work together to develop a plan to protect, strengthen, and advance progressive trans and queer power over the next 10 years.

Thank You.

To Our Donors

Our movement is only as strong as the community that fuels it. Thank you to our donors whose support powers the fight for LGBTQ+ justice. Together, we are shaping a future rooted in equity, liberation, and pride.

For a list of our generous supporters,
please contact Mario, Director of Development,
at mario@equalityfederation.org.



Staff.

As of December 31, 2024. For an up-to-date list of Equality Federation's staff, visit <https://www.equalityfederation.org/about/meet-our-staff>.

Addison

Executive Assistant & Board Liaison

Ari

Grants Manager

Dan

Director of Finance

Eric

Director of Culture & Belonging

Fran (Hutch)

Executive Director

Jay

Director of Leadership & Capacity Strengthening

Jenn

Director of Communications

Joellyn

Director of Development

Mario

Donor Relations Manager

Mel

Vice President of Operations

Michael

Director of Public Health Policy

Rashanna

Advocacy & Civic Engagement Strategist

Sami

Digital Communications Manager

Skye

Data Manager

Vashti

Advocacy & Civic Engagement Strategist

Vivian

Director of Advocacy & Civic Engagement

Board.

Equality Federation 501(c)(4) Board of Directors

As of December 31, 2024. For an up-to-date list of Equality Federation and Equality Federation Institute's boards, visit <https://www.equalityfederation.org/about/board-of-directors>

Gia | (c)(4) Chair
Executive Director,
EqualityMaine

Rebecca | Treasurer
Program Director,
All Due Respect

Shea | Secretary
Consultant

Abbi
Executive Director,
OutNebraska

André
State Director,
Silver State Equality

Brielle
Deputy Director,
Garden State Equality

Daniel
Chief Program Officer,
LGBT Center of NYC

Eric
Chief of Staff, Pro Georgia

Joe
Senior Political Director,
Equality Florida

Justin
Director of the Campaign to
End AIDS, Positive Impact
Health Centers

Kat
Executive Director, OutFront
Minnesota

Nadine
Executive Director, One
Colorado

Narissa
Executive Director, Equality
Virginia

Peyton
Executive Director, Louisiana
Trans Advocates

Board.

Equality Federation 501(c)(3) Board of Directors

Eric | (c)(3) Chair
Chief of Staff, Pro Georgia

Rebecca | Treasurer
Program Director,
All Due Respect

Shea | Secretary
Consultant

Abbi
Executive Director,
OutNebraska

Alex
Executive Director, GLMA

André
State Director, Silver State
Equality

Ashe
Head of Global LGBTQIA+
Affairs, Amazon

Bhavik
Chief Medical Officer,
Planned Parenthood of
Greater Ohio

Gia
Executive Director,
EqualityMaine

Joe
Senior Political Director,
Equality Florida

Justin
Director of the Campaign to
End AIDS, Positive Impact
Health Centers

M. Ryan
Chief Program and Policy
Officer, St. Louis Integrated
Health Network

Sharita
VP for Economic Justice,
National Partnership for
Women & Families

Ways to Support.

Donate

Your generous support fuels our work, building the leaders of today and tomorrow, strengthening state-based LGBTQ+ organizations, and making critical progress on the issues that matter most. You can make a one-time gift securely online at eqfed.org/donate or mail your donation by check to:

Equality Federation Institute
1336 NW Flanders St. PMB 174
Portland, OR 97209

Become a Monthly Donor

Make an even bigger impact through Equality Federation Institute's Advocacy Sustainer program. With a monthly donation of any size, you can help sustain our programs all year long. Visit eqfed.org/givemonthly to set up your monthly gift.

Fundraise for Us

Whether you are hosting a house party, benefit, or happy hour fundraiser, putting together an event is a great way to support our work and expand our reach! Email donate@equalityfederation.org to get all the resources you need to make your next fundraiser a success!

Planned Giving

Leave a legacy of love and justice by including Equality Federation Institute in your will or other estate plan. Planned gifts, such as bequests or charitable trusts are meaningful ways to ensure a future where LGBTQ+ people and our families can thrive.

Stocks & Securities

Donating stocks or contributing through a Donor Advised Fund is a smart way to support Equality Federation Institute and receive great tax benefits. To learn more, reach out to your financial institution or contact a member of our Development team at donate@equalityfederation.org.

Workplace Giving and Employer Matches

Workplace giving and employee matching programs double or even triple your donations to Equality Federation Institute. Support us through your employer's matching gift program and maximize your impact. Check if your employer participates today!

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[facebook.com/EqualityFed](https://www.facebook.com/EqualityFed)

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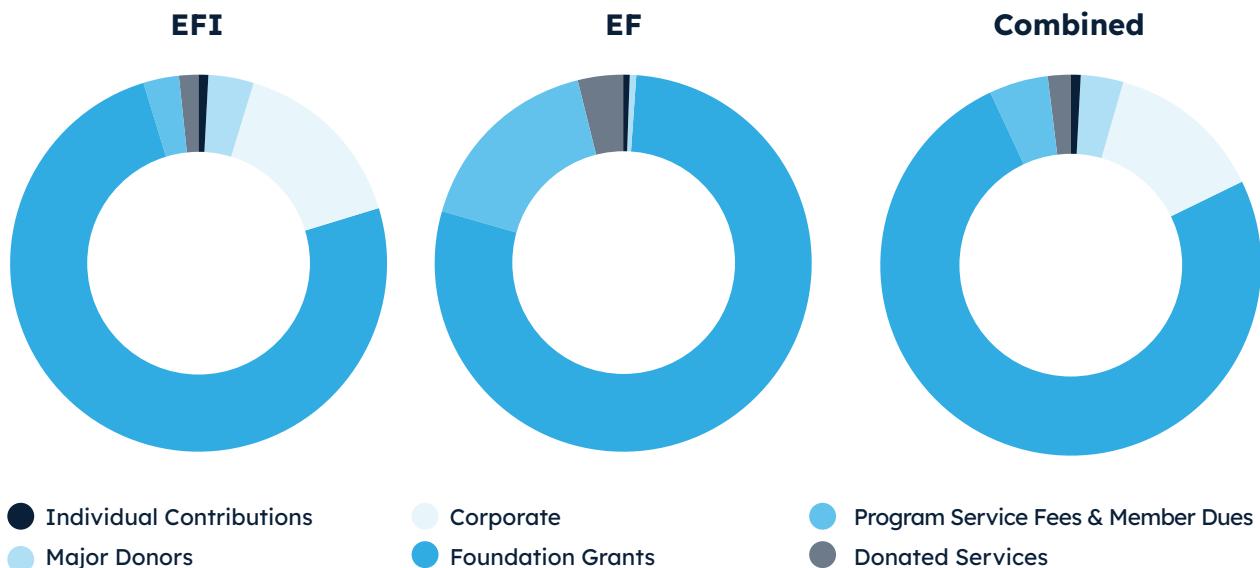
[linkedin.com/company/equality-federation](https://www.linkedin.com/company/equality-federation)

[youtube.com/@EqualityFederation](https://www.youtube.com/@EqualityFederation)

Financial Statements.

Revenue & Support

	EFI	EF	Combined
Contributions & Grants			
Individual Contributions	\$43,225	\$6,847	\$50,072
Major Donors	207,620	3,210	210,830
Corporate	782,623	0	782,623
Foundation Grants	3,775,000	645,000	4,420,000
Total Contributions & Grants	4,808,468	655,057	5,463,525
Program Service Fees & Member Dues	161,438	136,488	297,926
Donated Services	74,053	31,768	105,821
Investment Income (loss)	113,787	26,922	140,709
Total Revenue & Support	5,157,746	850,235	6,007,981



Financial Statements.

Expenses

	EFI	EF	Combined
Expenses			
Program Services	\$3,717,399	\$1,095,213	\$4,812,612
Management & General	514,668	120,981	635,599
Fundraising	469,086	51,418	520,504
Total Expenses	4,701,153	1,267,562	5,968,715
Change in Net Assets			
Net Assets, Beginning of Year	456,593	(417,327)	39,266
	4,198,491	1,980,362	6,178,853
Net Assets, End of Year	4,655,084	1,563,035	6,218,119

