2025 YEAR IN REVIEW:

Advocating for All

equalityfederation



For almost 30 years, Equality Federation has powered the state-based movement for LGBTQ+ liberation.

We work closely with our network to build a base of supporters in every state to advance pro-LGBTQ+ and public health policies and defeat anti-LGBTQ+ policies from the ground up.

Equality Federation provides state partners with the relationships, the skill-building, and the funding to support their advocacy.

By building power together, we're **advocating** to improve the conditions **for all** our communities and futures.

Despite the increasing legislative attacks and the anti-LGBTQ+ vitriol spewed by our opponents, our network is showing up, fighting back, and winning protections to improve the lives of queer and trans people in every community we call home.



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A Letter from Our Executive Director



Since I took over as the executive director of Equality Federation in 2021, the number of anti-LGBTQ+ bills introduced each year has more than doubled. The number of bills specifically targeting transgender people has almost tripled. The federal government has completely reversed course on ending the HIV epidemic. Yet the funding and resources directed to state-based LGBTQ+ advocacy organizations have declined each year.

Despite these conditions, our network of state partners continues to show up every day and **advocate for all** of us.

Equality Federation was created because LGBTQ+ state leaders felt ignored by the national gay movement and rejected by society. They sought to create a peer network where they could learn from one another, share resources, and mobilize their collective voices, knowing they were more powerful together than apart.

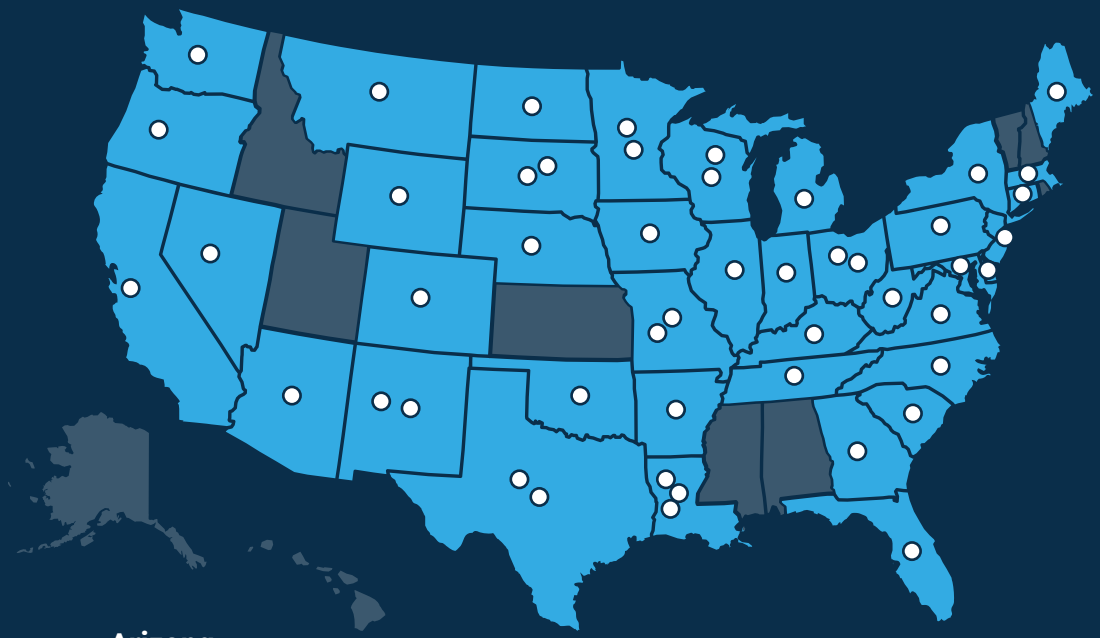
The strength of this network has only increased since its founding. During a year when we saw over 600 harmful bills introduced, our state partners defeated nearly 90% of them. While government funding for HIV decreased by the billions, state partners were still able to pass historic legislation decriminalizing HIV and advancing treatment access. We were with them every step of the way, providing critical strategic support, closing funding gaps, and mobilizing constituents.

We will continue to be there, for every setback and heartbreak, for every step forward and unsung victory, because Equality Federation knows the greatest opportunities to improve the lives of LGBTQ+ people are in the states — where the work is hard, but the impact is great.

Fran “Hutch” Hutchins
Executive Director
Equality Federation

State Partners

as of December 31, 2025



Arizona
Equality Arizona

Arkansas
Arkansas Black Gay Men's Forum

California
Equality California

Colorado
One Colorado

Connecticut
Equality Connecticut

Delaware
Equality Delaware

Florida
Equality Florida

Georgia
Georgia Equality

Illinois
Equality Illinois

Indiana
IYG

Iowa
One Iowa

Kentucky
Fairness Campaign

Louisiana
Forum for Equality
Louisiana Trans Advocates
Reproductive Justice Action Collective (ReJAC)

Maine
EqualityMaine

Maryland
FreeState Justice

Massachusetts
MassEquality

Michigan
Equality Michigan
Action Network

Minnesota
Gender Justice Action
OutFront Minnesota

Missouri
BlaqOut
PROMO

Montana
Catalyst Montana

Nebraska
OutNebraska

Nevada
Silver State Equality

New Jersey
Garden State Equality
Action Fund

New Mexico
Equality New Mexico
Transgender Resource Center of New Mexico (TGRCNM)

New York
The NYC LGBT Center

North Carolina
Equality North Carolina

North Dakota
North Dakota Human Rights Coalition

Ohio
Equality Ohio
TransOhio

Oklahoma
Freedom Oklahoma
Action Fund

Oregon
Basic Rights Oregon

Pennsylvania
Fairness Pennsylvania

South Carolina
AFFA Action

South Dakota
Equality South Dakota
Transformation Project
Advocacy Network

Tennessee
Tennessee Equality Project

Texas
Equality Texas
Transgender Education Network of Texas (TENT)

Virginia
Equality Virginia Advocates

Washington
Lavender Rights Project

West Virginia
Fairness West Virginia

Wisconsin
Fair Wisconsin
GSAFE

Wyoming
Wyoming Equality

In the States

It is an understatement to say that 2025 was a difficult year, and that weight was felt by advocates across our network during legislative sessions. One Iowa fought fiercely against the removal of nondiscrimination protections for transgender people. Four states added restrictions on access to healthcare for transgender youth, bringing the total number of states with these laws and policies to 27.

However, even under pressure, our state partners continued to show up—every day, every hearing, and every last-minute amendment that dropped right before a vote. We were right there, supporting them with rapid-response grants, one-on-one coaching, communications expertise, and cross-state coordination. We regranted $172,000 directly to our state partners for their legislative session and urgent needs, as well as directed $32,000 to mobilize thousands of calls from concerned constituents.

Because of state partners' determination and work, we saw almost **90% of proposed anti-LGBTQ+ bills defeated**. Our state partners also secured major wins for people living with HIV and LGBTQ+ individuals. To name just a few:

- **FreeState Justice** led **Maryland** to repeal its outdated HIV criminalization law with the passage of the Carlton R. Smith Jr. Act, ending penalties that punished people living with HIV despite modern treatment and prevention advances. This landmark victory followed years of partner-led advocacy and a coordinated strategy that combined legislative leadership, coalition mobilization, and a multi-channel communications campaign—advancing public health, racial equity, and dignity for people living with HIV.
- **EqualityMaine** defeated every anti-trans bill (8) introduced in the legislature.

> ***"Equality Federation funding was critical to sustaining the staffing, advocacy infrastructure, and data-driven policy engagement required to pass this historic legislation. The Carlton R. Smith Jr. Act represents one of Maryland's most consequential public health and LGBTQ+ equity reforms, reducing stigma, modernizing outdated laws, and advancing a public health–aligned approach to HIV."***
>
> — Phillip, Executive Director of FreeState Justice

- **Equality Connecticut** pushed through and helped enact landmark legislation to protect LGBTQ+ older adults in long-term care settings, establishing explicit nondiscrimination protections and strengthening requirements for affirming care, staff training, and accountability.
- **OutFront Minnesota** passed 5 pro-LGBTQ+ bills and defeated every anti-LGBTQ+ bill.
- State partners and coalition advocates successfully stopped or limited PDAB proposals in **Nevada, Oregon, and Virginia** that could have subjected HIV medications to price review processes.
- **Louisiana Trans Advocates** and partners successfully halted HB 76 in Louisiana, a proposal that would have broadly criminalized people for knowing their STI status, including people living with HIV.
- Eight states expanded or enacted new "shield" laws or executive orders that protect transgender people, their doctors, and their families: **California, Colorado, Connecticut, Delaware, Massachusetts, New York, Vermont, and Washington.**

2025 By the Numbers

16 paid call campaigns in **10 states** connected **2,638** constituents to elected officials on LGBTQ+ legislation

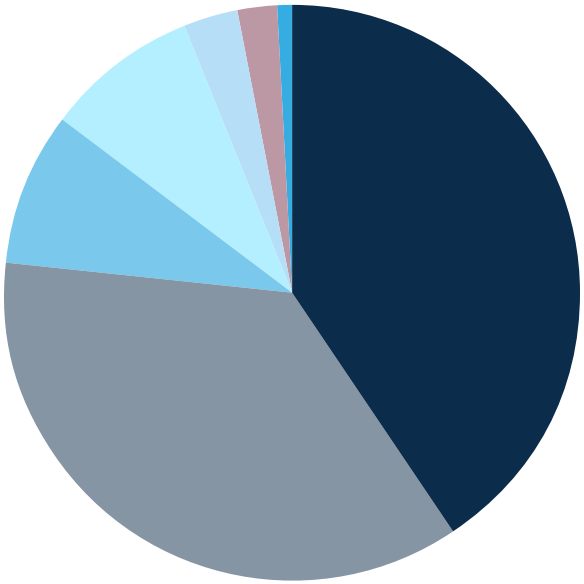
90% of anti-LGBTQ+ bills defeated

2 new state partners in **2 new states** added to our network

119,000 visits to equalityfederation.org

Financial Statements

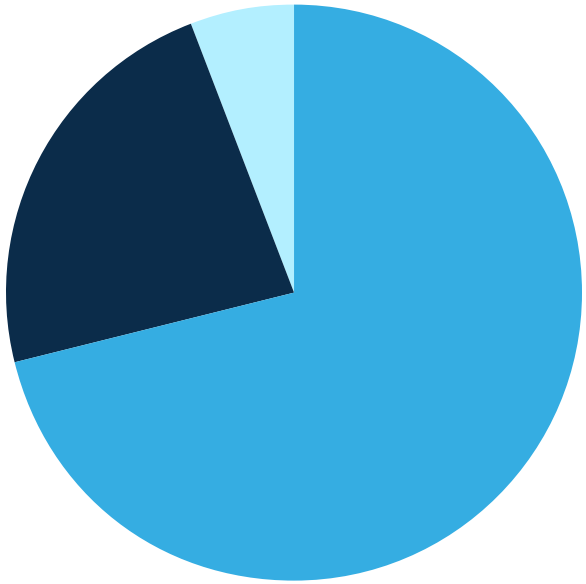
REVENUE AND SUPPORT



$369,796

- Foundation Grants: 40.6%
- Program Service Fees and Member Dues: 36.3%
- Donated Services: 8.6%
- Investment Income: 8.5%
- Major Donors: 3.1%
- Individual Contributions: 2.2%
- Corporate Donations: 0.7%

EXPENSES



$791,408

- Program Services: 71.3%
- Management and General: 22.9%
- Fundraising: 5.8%

Equality Federation Board of Directors

As of December 31, 2025. For an up-to-date list of Equality Federation's board, visit equalityfederation.org/who-we-are/board-of-directors.

Chair
Gia
Executive Director,
EqualityMaine

Treasurer
Rebecca
Senior Program Director
All Due Respect

Secretary
Shea
Interim Chief Programs Officer,
Taproot

Brielle
Interim Executive Director,
Garden State Equality

André
State Director,
Silver State Equality

Eric
Chief of Staff,
ProGeorgia

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

Staff

Addison
Executive Operations Manager

Alexis
Vice President of Programs

Ariel
Public Health Policy Strategist

Aven
Event Manger

Dan
Vice President of Finance

Eric
Senior Director of Culture & Belonging

Eziah
Organizing & Narrative Shift Strategist

Fran (Hutch)
Executive Director

Janeesha (Jay)
Director of Leadership & Capacity Strengthening

Jenn
Senior Director of Communications

Mario
Director of Development

Mel
Vice President of Operations

M.E.
Director of Public Health Policy

Rashanna
Advocacy & Civic Engagement Strategist

Sami
Digital Communications Manager

Skye
Director of Data & Systems

Sy
Corporate & Donor Relations Manager

Vashti
Advocacy & Civic Engagement Strategist

Vincent
Vice President of External Relations

Vivian
Senior Director of Advocacy & Civic Engagement

Ways to Support

Donate

Your support powers our advocacy for a safer and more secure democracy. It strengthens state-based LGBTQ+ organizations, fights discriminatory legislation, and holds lawmakers accountable. As 2027 legislative sessions begin across the country, you can make a one-time gift securely online at eqfed.org/support or mail your donation by check to:

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

Become a Monthly Donor

Democracy doesn't take a day off. Make an even bigger impact through Equality Federation's Advocacy Sustainer program. With a monthly donation of any size, you can keep our advocacy strong in every statehouse.

Visit eqfed.org/sustain to set up your monthly gift.

Fundraise for Us

Bring your community together to support the movement. Host a house party, benefit, or other grassroots fundraiser, and we'll provide resources and guidance to help you get started. Follow this link to get started!

Planned Giving

Leave a legacy of love and justice by including Equality Federation 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. Reach out to donate@equalityfederation.org to learn more.

Stock

Donating stock is a smart way to invest in the future of our organizing and advocacy work. 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

Some employer matching programs support 501(c)(4) organizations and can double or even triple your gift to Equality Federation. Check here to see if your company will match your gift, and multiply your impact on the fight for our democracy!

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