

2025 YEAR IN REVIEW: Sustaining Grassroots Power



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

We develop organized people and organized resources to shape our communities and our futures, while strengthening the leaders and organizations that sustain this work long term.

Equality Federation Institute convenes state leaders, national movement partners, organizers, and advocates to assess movement needs, develop innovative solutions, and rapidly deploy strategies on the ground.

We are committed to **sustaining grassroots power**, identifying gaps within our network, and connecting state partners to experts, resources, and funding.

Despite the challenges ahead, we are building an enduring, powerful state-based movement so that every queer and trans person can thrive in the community they call home.

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Letter from Our Executive Director



Growing up queer in Alabama, I never felt like I truly belonged.

Today, in too many cities and states across the country, queer and trans kids are growing up in places where politicians are telling them they do not belong. Opponents are pushing policies that ban trans kids from playing sports, restricting access to necessary healthcare, and even prohibiting teachers from using a student's chosen name and pronouns in school.

But there are leaders in these states and cities who are fighting these attacks, who are working hard to make their communities places where queer and trans kids and adults feel welcome, safe, and supported. Our team at Equality Federation Institute is ensuring these leaders have the resources, skills, and support they need to accomplish this.

For almost three decades, we've been at the forefront of building enduring grassroots power.

As federal and state cuts to HIV, DEI, and pro-democracy funding continue, we know our role is vital to **sustaining grassroots power**. This means providing direct, unrestricted grants so leaders can educate their communities about PrEP access, pay for art therapy following a difficult legislative hearing, or even fill a funding gap to keep their staff employed. It means coaching and training leaders to build year-round organizing and narrative programs that engage their supporters to make change outside of elections. It means providing access to experts and tools that strengthen state leaders' leadership and capacity, empowering them to scale their impact.

We won't stop until all LGBTQ+ people are fully empowered and represented in their communities and experience full equality in their lives.

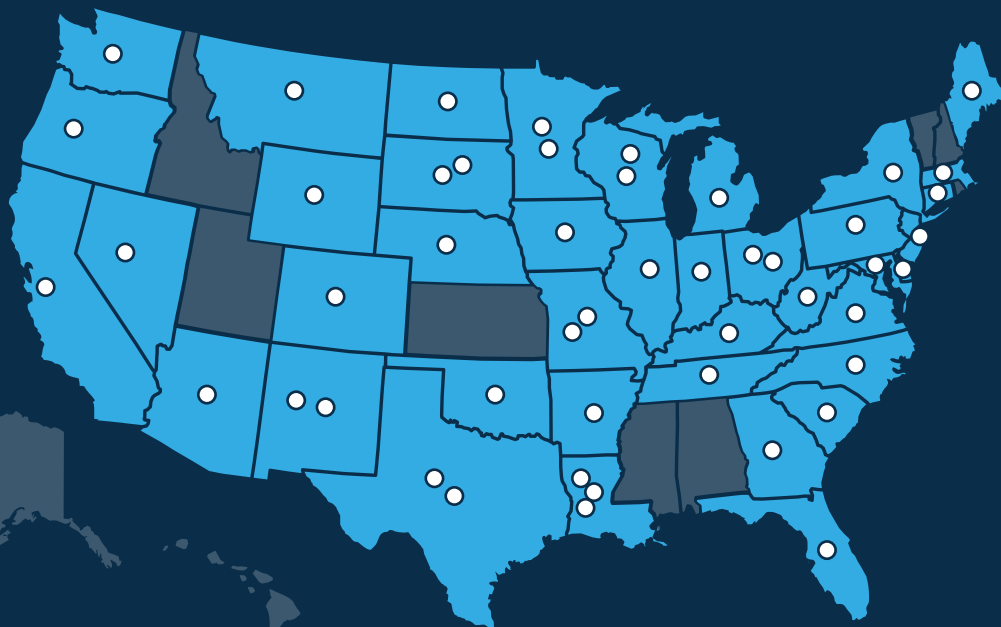
Fran "Hutch" Hutchins

Executive Director

Equality Federation Institute

State Partners

as of December 31, 2025



Arizona
Equality Arizona Foundation

Arkansas
Arkansas Black Gay
Men's Forum

California
Equality California Institute

Colorado
One Colorado
Education Fund

Connecticut
Equality Connecticut

Delaware
Equality Delaware
Foundation

Florida
Equality Florida
Institute

Georgia
Equality Foundation
of Georgia

Illinois
Equality Illinois
Institute

Indiana
IYG, Inc.

Iowa
One Iowa
Education Fund

Kentucky
Fairness Education Fund

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

Maine
EqualityMaine Foundation

Maryland
FreeState Justice

Massachusetts
MassEquality Education
Fund Org

Michigan
Equality Michigan

Minnesota
Gender Justice
OutFront Minnesota
Community Services

Missouri
BlaqOut
PROMO Fund

Montana
Catalyst Montana

Nebraska
Outlinc Inc (DBA OutNebraska)

Nevada
Silver State Equality Institute

New Jersey
Garden State Equality
Education Fund

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

New York
Lesbian and Gay Community
Services Center, Inc.

North Carolina
Equality North Carolina
Foundation

North Dakota
North Dakota Human
Rights Coalition

Ohio
Equality Ohio Education Fund
TransOhio

Oklahoma
Freedom Oklahoma
Education Campaign

Oregon
Basic Rights Education Fund

Pennsylvania
Fairness Pennsylvania Institute

South Carolina
Alliance for Full
Acceptance (AFFA-SC)

South Dakota
Equality South Dakota Institute
The Transformation Project

Tennessee
Tennessee Equality
Project Foundation

Texas
Equality Texas Foundation
Transgender Education
Network of Texas (TENT)

Virginia
Equality Virginia

Washington
Lavender Rights Project

West Virginia
Fairness WV Institute

Wisconsin
Fair Wisconsin Education Fund
GSAFE

Wyoming
United Gays and Lesbians
of Wyoming

2025 By the Numbers

\$510,000

in direct cash
grants to 25
state partners

\$172,000

in communications
and messaging
support

1.5 million

supporters
across state
partners

49

state partners
across **40**
states

Over
500 hours
of 1:1 support
to state
partners

330

attendees at
Leadership
Conference
2025

Public Health

Despite federal efforts that undermine our nation's public health infrastructure, Equality Federation Institute's Public Health Program expanded its support. We strengthened state-level infrastructure to defend access to care, advance science-aligned public health education, and reduce stigma impacting LGBTQ+ communities and people living with HIV.

- Trainings, convenings, and public presentations played a critical role in translating complex healthcare issues, amplifying state partner leadership, and preparing advocates to educate their communities. Through more than **50** trainings and speaking events, we reached over **2,000** leaders, decision-makers, and partners.
- Even as federal cuts to HIV funding ramped up, we provided **\$400,000** in regrants to **15** state partners, enabling them to sustain staff capacity, deepen coalition engagement, respond rapidly to threats, and advance ambitious public health priorities.
- We expanded our role as a trusted public health expert, producing **5** widely used publications to educate partners on how best to navigate complex legal, judicial, and policy landscapes, including the organization's first-ever bilingual (English/Spanish) resource.
- Through **15** earned media placements, op-eds, and podcasts, we played a key role in shaping state and national narratives on HIV, criminalization, treatment access, aging, and public health funding.



“Through the funding provided by Equality Federation Institute, we were able to focus resources on expanding our approach to HIV repeal and repair into a framework that can be adapted across governments, offering opportunities for wins in new landscapes that build power towards our collective liberation.”

— Cole, Executive Director of Freedom Oklahoma Education Campaign



Trans Organizing & Narrative Shift

Transgender people, particularly youth, have been targeted by escalating attacks that serve as entry points for broader far-right agendas to undermine democracy, bodily autonomy, and racial justice. We believe that in order to counteract these hostile attacks

and ensure long-term cultural change, we need to shift worldviews toward empathy and justice for transgender and nonbinary people.

Through our Trans Organizing & Narrative Shift (TONS) Project, Equality Federation Institute and our partners have conducted research, messaging, and organizing within transgender

communities and about trans rights, led by trans people, that we believe will build necessary, durable social change.

During Phase 1 of this project, we:

- Established a **10-member** Trans Advisory Council representing diverse racial identities, professional backgrounds, and lived experiences.
- Partnered with three state partners—Equality Michigan Education Fund, Louisiana Trans Advocates, and OutFront Minnesota Community Services—providing them each with **\$20,000** to launch deep canvassing efforts in key communities.



- Amassed over **60 hours** of recordings from **1,400** completed canvass conversations, generating rich insights into narrative gaps and opportunities.
- Trained **14** moderators across transmasculine, transfeminine, and nonbinary identities, ensuring racially diverse representation and authenticity in interviews.
- Conducted dozens of in-depth interviews with trans and nonbinary individuals, parents, and cisgender participants, as well as facilitated **12** focus groups of racially-diverse communities to deepen qualitative insights.
- Hosted four webinars with more than **300** movement partners, sharing interim findings and gathering feedback.

With our state partners, we are changing hearts and minds across the country in support of transgender people.

“TONS goes beyond fostering conversations that will have lasting implications for the futures of trans people in this country: this program is a stepping stone towards bringing our expansive and vast dreams for the future of trans liberation and organizing into fruition.”

— Elliot, Deputy Director of Louisiana Trans Advocates

Strengthening Leadership & Capacity

At the heart of the state-based LGBTQ+ movement are empowered leaders who work each day to protect their communities in the short term and sustain their organizations for the long term. Equality Federation Institute believes that strong leaders build strong organizations, and our support helps these organizations to weather any challenge. Whether it is through our learning cohorts for leadership development, organizing, communications, fundraising, and public health; our executive leadership training and coaching; or our annual Leadership Conference, we convene people to learn from one another and build power, together.

In July 2025, we welcomed more than **330** state and national attendees to our 28th Leadership Conference in Madison, Wisconsin. Over the course of three days, leaders gained practical skills,



“This was a profoundly good use of my time, and it was extremely restorative and motivating. I’m feeling a lot of burnout, and this helped me get my spark back—thank you all so much.”

— New Executive Director Intensive Participant

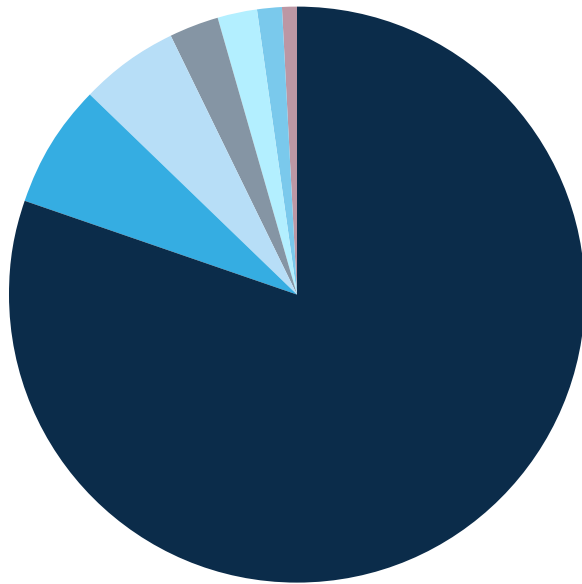
enhanced their long-term strategies, and built new partnerships, creating plans and collaborations that extend beyond the Conference.

Equality Federation Institute’s New Executive Director Intensive is one of our longest-running leadership programs, bringing together executive directors new to their roles to foster healthy, sustainable organizations and leadership practices. This year, we convened **9** new executive directors for three days of deep conversation and connection.

As the attacks on our communities have increased in recent years, so has the emotional toll felt by our state partners. We created our Wellness & Healing Justice Fund to support these leaders, giving **\$22,000** to **10** organizations to offer wellness programming and self-care opportunities for their staff as they face trauma from directly interfacing with often hostile opponents and environments.

Financial Statements

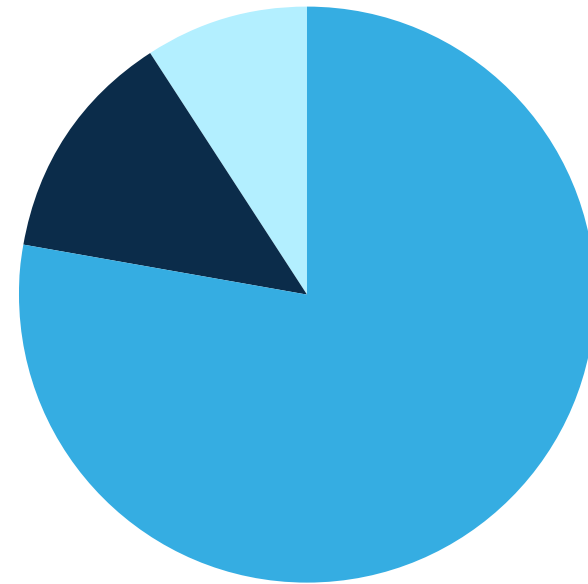
REVENUE AND SUPPORT



\$5,415,604

- Foundation Grants: 80.3%
- Corporate Donations: 7.1%
- Major Donors: 5.6%
- Program Service Fees and Member Dues: 2.6%
- Investment Income: 2.4%
- Donated Services: 1.2%
- Individual Contributions: 0.8%

EXPENSES



\$5,510,071

- Program Services: 78%
- Management and General: 13%
- Fundraising: 9%

Equality Federation Institute Board of Directors

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

Chair

Eric

Chief of Staff,
ProGeorgia

Treasurer

Rebecca

Senior Program Director
All Due Respect

Secretary

Shea

Interim Chief Programs Officer,
Taproot

Abbi

Executive Director,
OutNebraska

Alex

Executive Director,
GLMA

André

State Director,
Silver State Equality

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

Vice President for Economic Justice,
National Partnership for
Women & Families

Staff

Addison

Executive Operations
Manager

Alexis

Vice President
of Programs

Ariel

Public Health Policy
Strategist

Aven

Event Manager

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 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

Ongoing support helps us make sustained investments in the LGBTQ+ movement throughout the year. Visit eqfed.org/givemonthly to make an even bigger impact with a monthly gift today.

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!](#)

Donor-Advised Funds

Recommend a grant from your donor-advised fund to support Equality Federation Institute. DAF gifts are a simple way to put charitable dollars to work strengthening LGBTQ+ organizations and communities. [Learn more and make a gift here.](#)

Workplace Giving and Employer Matches

Your employer may be able to double or even triple your gift through a matching program. Workplace giving and payroll deduction programs can also provide a simple way to support Equality Federation Institute year-round. [Check here to see if your company will match your gift!](#)

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. Reach out to donate@equalityfederation.org to learn more.

Stay Connected

equalityfederationinstitute.org