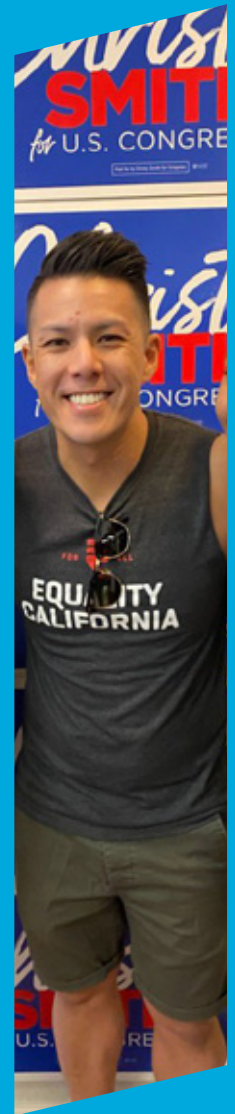
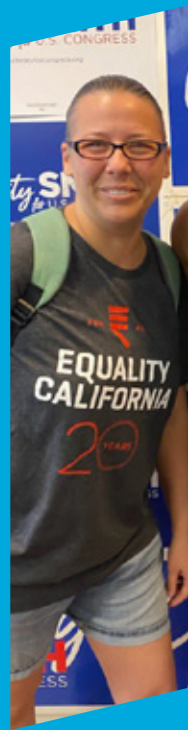
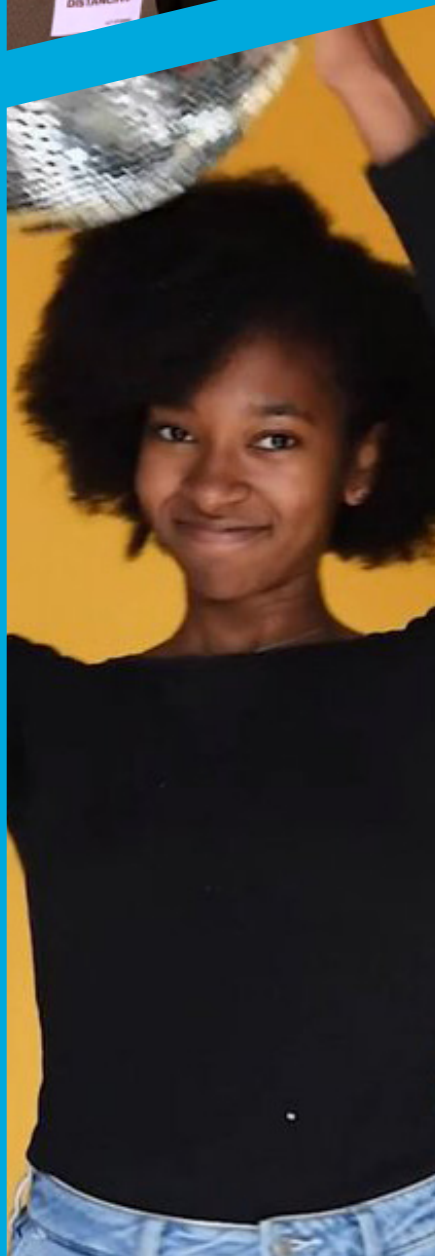
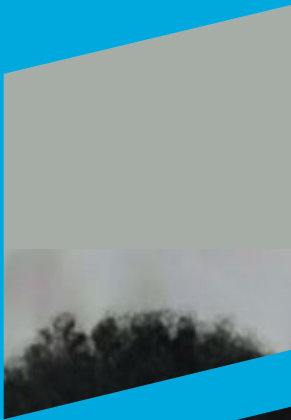
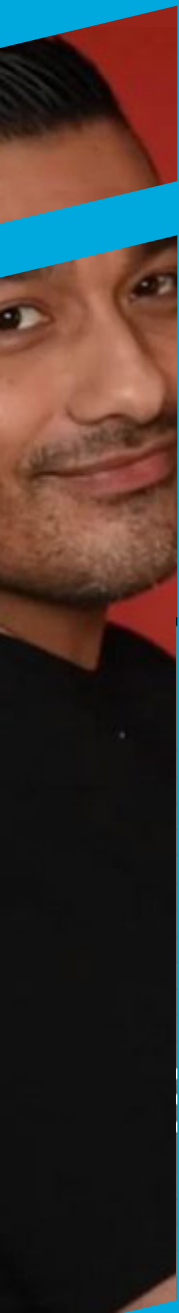


SOLIDARITY.

2020 ANNUAL REPORT





SOLIDARITY.

2020 ANNUAL REPORT



“The struggles for racial justice and LGBTQ+ equality aren’t identical, but they are inextricably linked.”

Rick Chavez Zbur

Letter from Rick: A Time of Challenge, Transition, Rediscovery and Progress

Friends,

As we reflect on 2020 — a year of challenges, action, triumph and transition — I am filled with gratitude for our entire Equality California family. As the COVID-19 pandemic devastated our community — especially LGBTQ+ people of color — our staff, our boards, our members and partners all stepped up in unprecedented ways to support one another. When the nation reckoned with systemic racism following the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Brayla Stone and Dominique Fells, we embraced difficult conversations and raised our voices for racial justice and equity.

As an organization, Equality California knows that creating a world that is healthy, just and fully equal for all LGBTQ+ people must also include creating a world that is healthy, just and fully equal for Black, Latinx, Asian and Indigenous people. The struggles for racial justice and LGBTQ+ equality aren't identical, but they are inextricably linked. We understand we must put in the work in order to end structural racism, end transphobia and end xenophobia.

Even as we experienced profound loss and grief in 2020, we also saw many triumphs and demonstrated our community's resilience. We passed groundbreaking legislation to advance racial justice, protect LGBTQ+ young people from discrimination and help ensure incarcerated transgender people are afforded basic respect, agency and dignity. We protected people living with HIV from insurance discrimination and improved access to quality mental health services for LGBTQ+ people. We helped elect an historic new Administration — including California's own Kamala Harris, who became the first woman, first Black person, first South Asian person and first daughter of immigrants to be elected vice president of the United States.

Still, much work remains. With a new year comes a coordinated assault against the transgender community, including a record number of bills targeting transgender youth. Senate Republicans continue to use the filibuster

to block the Equality Act, immigration reform, racial justice and voting rights legislation. And in dozens of states across the nation, people living with HIV are still criminalized under outdated, ineffective and discriminatory laws passed three decades ago at the height of the AIDS crisis.

At the end of 2021, I will step down as Executive Director of Equality California to run for office. I am so proud of what we've accomplished together, and I know that Equality California will continue to reach new heights under the leadership of my friend and colleague Tony Hoang, who will soon take over as the organization's next executive director. A son of refugees and the first in his family to graduate from college, Tony understands the marginalized intersections of sexual orientation, gender, race and immigration status. There is no person better equipped to honor Equality California's legacy and continue building for the future than Tony. Our community and the movement are in great hands.

Thank you for your ongoing support, and thank you for being a part of Equality California's family. We've been in this fight for more than 20 years. We're more than 900,000 members strong. And together, we'll continue striving to create a world that is healthy, just and fully equal for all LGBTQ+ people — until the work is done.

Onward,



Rick Chavez Zbur
Executive Director

Diversity, Equity & Inclusion at Equality California

At Equality California, diversity, equity and inclusion have been the cornerstones of our organization for more than two decades. Our strength and success have been derived from the diversity of our members, our staff and our boards. We are a diverse organization accountable to the nation's most diverse LGBTQ+ community. And we work every day to strengthen this culture of diversity, equity and inclusion within Equality California, our membership and our partners in order to better serve our LGBTQ+ community.

We understand and embrace the fact that to achieve our mission, we must dismantle systemic racism and achieve racial equity and justice. We must fix our broken criminal justice system and end mass incarceration. We must build an immigration system that welcomes people into our communities, not one that separates families and turns away refugees. We must fully realize gender equity and justice for people with disabilities.

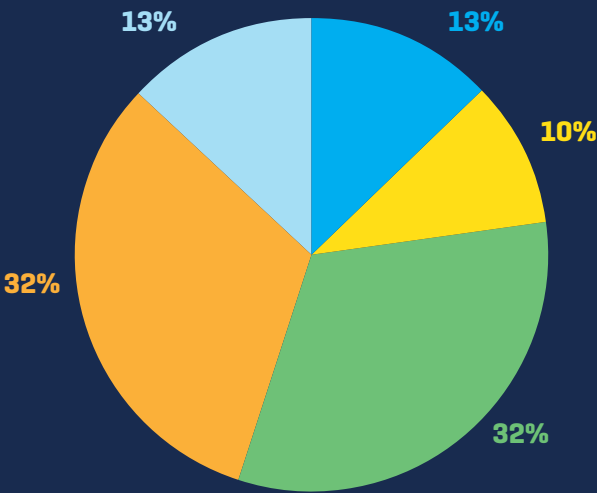
Equality California brings the voices of LGBTQ+ people and allies to institutions of power in California and across the United States, striving to create a world that is healthy, just, and fully equal for all LGBTQ+ people. We advance civil rights and social justice by inspiring, advocating, and mobilizing through an inclusive movement that works tirelessly on behalf of those we serve — until the work is done.

EQCA Staff Demographics

(as of 6/11/21)

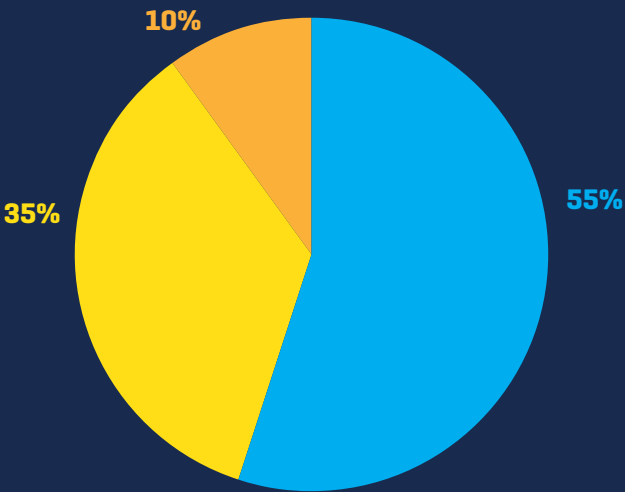
Race/Ethnicity

■ API	4	13%
■ South Asian	0	0%
■ Black	3	10%
■ Latinx	10	32%
■ Native	0	0%
■ White	10	32%
■ Bi/Multi-Racial	4	13%
	31	100%



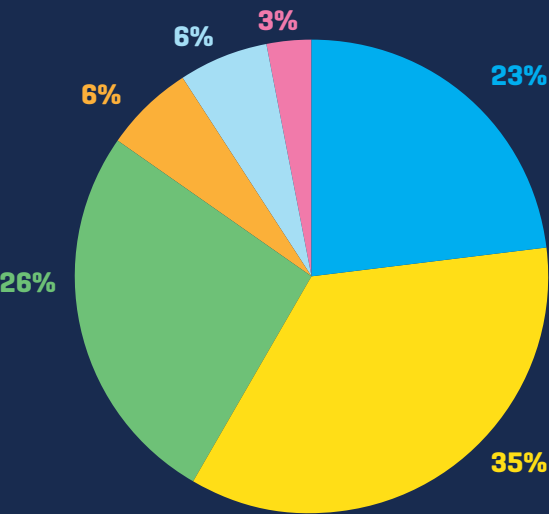
Gender

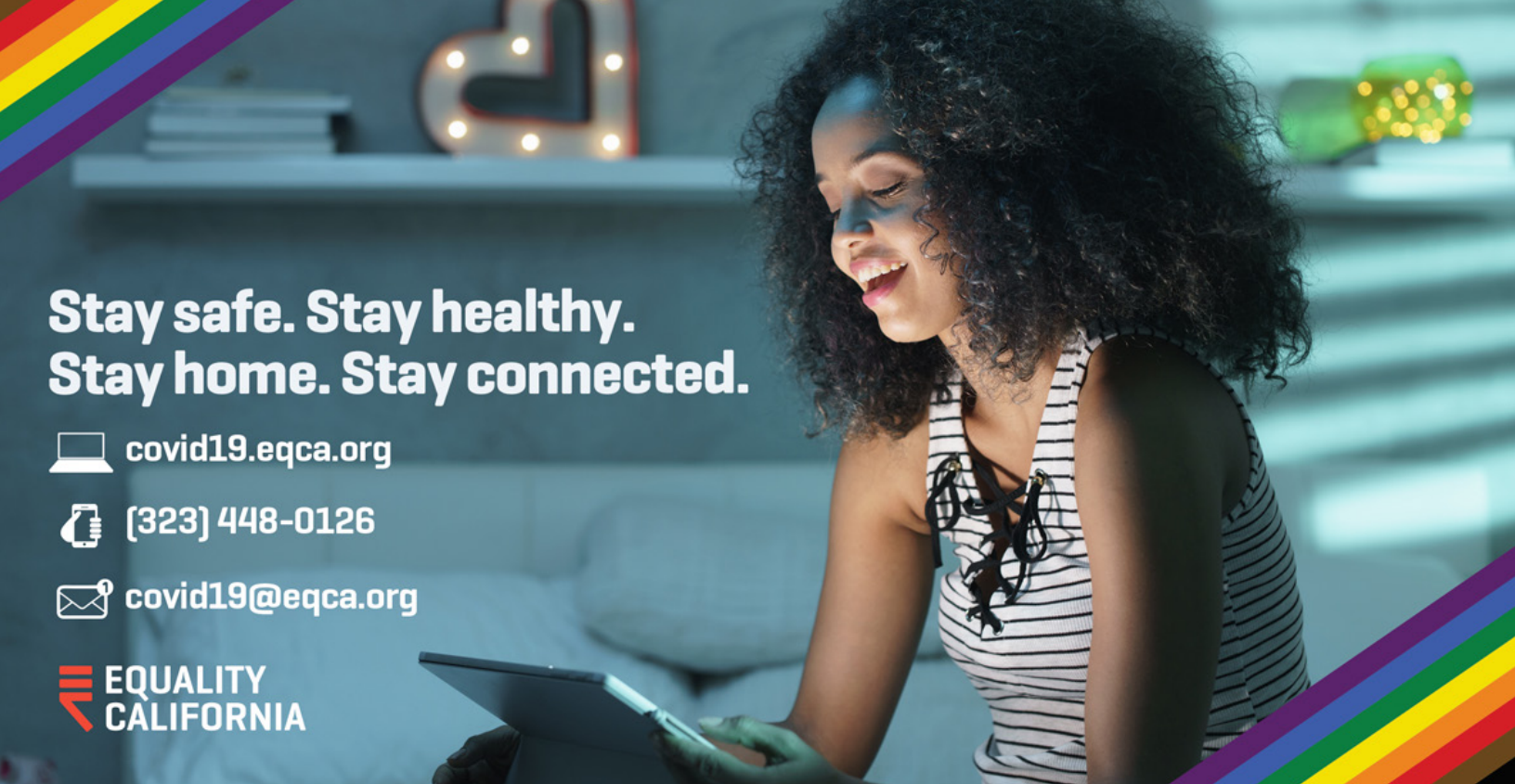
■ Cisgender Female	17	55%
■ Cisgender Male	11	35%
■ GNC	3	10%
■ Trans Female	0	0%
■ Trans Male	0	0%
	31	100%



Sexual Orientation


■ Lesbian	7	23%
■ Gay	11	35%
■ Bisexual	8	26%
■ Queer	2	6%
■ Straight	2	6%
■ Unknown	1	3%
	31	100%





**Stay safe. Stay healthy.
Stay home. Stay connected.**

 covid19.eqca.org

 (323) 448-0126

 covid19@eqca.org

 **EQUALITY
CALIFORNIA**

COVID-19

COVID-19 has devastated our LGBTQ+ community across the country. The disparities in health and well-being that LGBTQ+ people already face — higher rates of HIV and cancer, higher rates of tobacco use, fear of discrimination and harassment, higher rates of homelessness — make our community especially vulnerable to COVID-19. LGBTQ+ people are also more likely to own or work for small businesses like bars and restaurants or to work in the gig economy and have been hit especially hard by the economic fallout from the COVID-19 crisis.



Our community has been hit hard by this crisis.
We're here to help. covid19.eqca.org (323) 948-0126 covid19@eqca.org

COVID-19 LGBTQ+ Help Center

Since the crisis began, Equality California has worked with our partners at the federal, state and local levels to compile resources and services for Californians impacted by COVID-19. The result was the COVID-19 LGBTQ+ Help Center, which was designed to help the LGBTQ+ community find the LGBTQ+ friendly resources they need to survive — food, unemployment, rental assistance and mental health resources — as well as informative webinars focused on renters' rights, finding employment during a pandemic, financial literacy and more.



Power Hours

As soon as the pandemic hit, Equality California quickly pivoted our work online and created Power Hours — a series of virtual town halls to help keep our LGBTQ+ community informed on important topics including the fight for racial justice, COVID-19's impact on the LGBTQ+ community, nondiscrimination protections, the Census and the 2020 election. Guests have included Congressman Mark Takano, California Senator Scott Wiener, California Assemblymember Sydney Kamlager, Stanford Professor Dr. Allyson Hobbs, NCLR Executive Director Imani Rupert-Gordon and Legal Director Shannon Minter, Lambda Legal Law & Policy Director Jenny Pizer and more.

Healing the LGBTQ+ Community: Equality California Launches Help Lines for COVID-19 Relief



COVID-19 help center, call line support LGBTQ+ community

The Antelope Valley Times

New Hotline For Members Of LGBTQ Community Hurt By Pandemic



La comunidad LGBTQ, una de las más afectadas por la pandemia



Looking Ahead to 2021

As COVID-19 is expected to be a factor well into 2021, Equality California will continue to build on the success of both the COVID-19 LGBTQ+ Help Center and the Power Hours by providing Californians important information on COVID-19 vaccinations and resources.



"Joe Biden Endorsed by California, Nevada LGBTQ Groups"

ADVOCATE



2020 Election

During one of the most consequential elections in our nation's history, Equality California ran a robust effort to ensure the election of pro-equality champions up and down the ballot. After endorsing openly LGBTQ+ Mayor Pete Buttigieg's historic presidential primary election bid, Equality California and Silver State Equality were the first LGBTQ+ civil rights organizations to endorse Joe Biden for president in the general election. The election was capped off by several historic victories,



"I'm a proud third-generation San Diegan, the first openly LGBTQ+ person and first person of color to serve as mayor of the eighth largest city in the country — and I couldn't have gotten here without the help of Equality California."

San Diego Mayor Todd Gloria

including the election of Todd Gloria, the first openly LGBTQ+ and person of color elected as mayor of San Diego, Susan Eggman, the first openly LGBTQ+ Latina elected to the California Senate, and Christy Holstege, the first openly bisexual mayor in the country!

Accomplishments

93%

Equality California members voted
in the 2020 general election

1,031,000

LGBTQ+ and pro-equality Californians
contacted during the 2020 general election

161

endorsed pro-equality candidates
at the local, state and federal levels
in 2020, including

44

openly LGBTQ+ candidates

\$1.5 million

spent to educate, energize and mobilize
members and pro-equality voters in key
races throughout the Golden State



Chelsea Gray Assist for Equality

Working in partnership with Equality California and Rock the Vote, Los Angeles Sparks's point guard Chelsea Gray donated \$50 for every assist she made during the 2020 season. Through the Chelsea Gray Assist for Equality campaign, Chelsea and the LA Sparks donated \$13,250 to support pro-equality voter education.



“Equality California is an effective champion for LGBTQ rights and their work has had a meaningful impact on countless lives. Together we have partnered on many important battles and I am proud to have their endorsement.”

Senator Susan Talamantes Eggman

Looking Ahead to 2021

Equality California and Silver State Equality will continue to expand our electoral power by building our political team and working with LGBTQ+ and pro-equality candidates for office up and down the ballot. We will build toward the 2022 midterm elections and ensure we hold our pro-equality majority in the U.S. Senate and House



Sacramento Legislation

Equality California's Sacramento legislative team adapted our bill package to meet the Legislature's evolving restrictions regarding bill numbers and substantive priorities. Despite these COVID-19 pressures, we passed and secured Governor Newsom's approval of five of our sponsored bills. Beyond that, we continued our longstanding commitment to racial equity and reforming the justice system by advocating for a comprehensive package of bills and constitutional amendments that centered the California Legislative Black Caucus's priorities.

Accomplishments



Advanced the health and well-being of California's LGBTQ+ communities by sponsoring bills that centered the most vulnerable people in our community, including people living with HIV, youth seeking mental health services and more.



Advocated for the governor, legislature and state agencies to ensure that LGBTQ+ people are not left out of California's data-driven response to public health crises ever again.



Achieved a long-overdue legislative update that will protect LGBTQ+ youth from discrimination under California's outdated sex offender registry laws and reduced the harm that transgender people face while incarcerated by ensuring they have a say in which housing placement is safest for them.



California Will Now Collect LGBTQ Coronavirus Data
Forbes

Fact check: California's SB-145 eliminates an inequality in sex offender registration

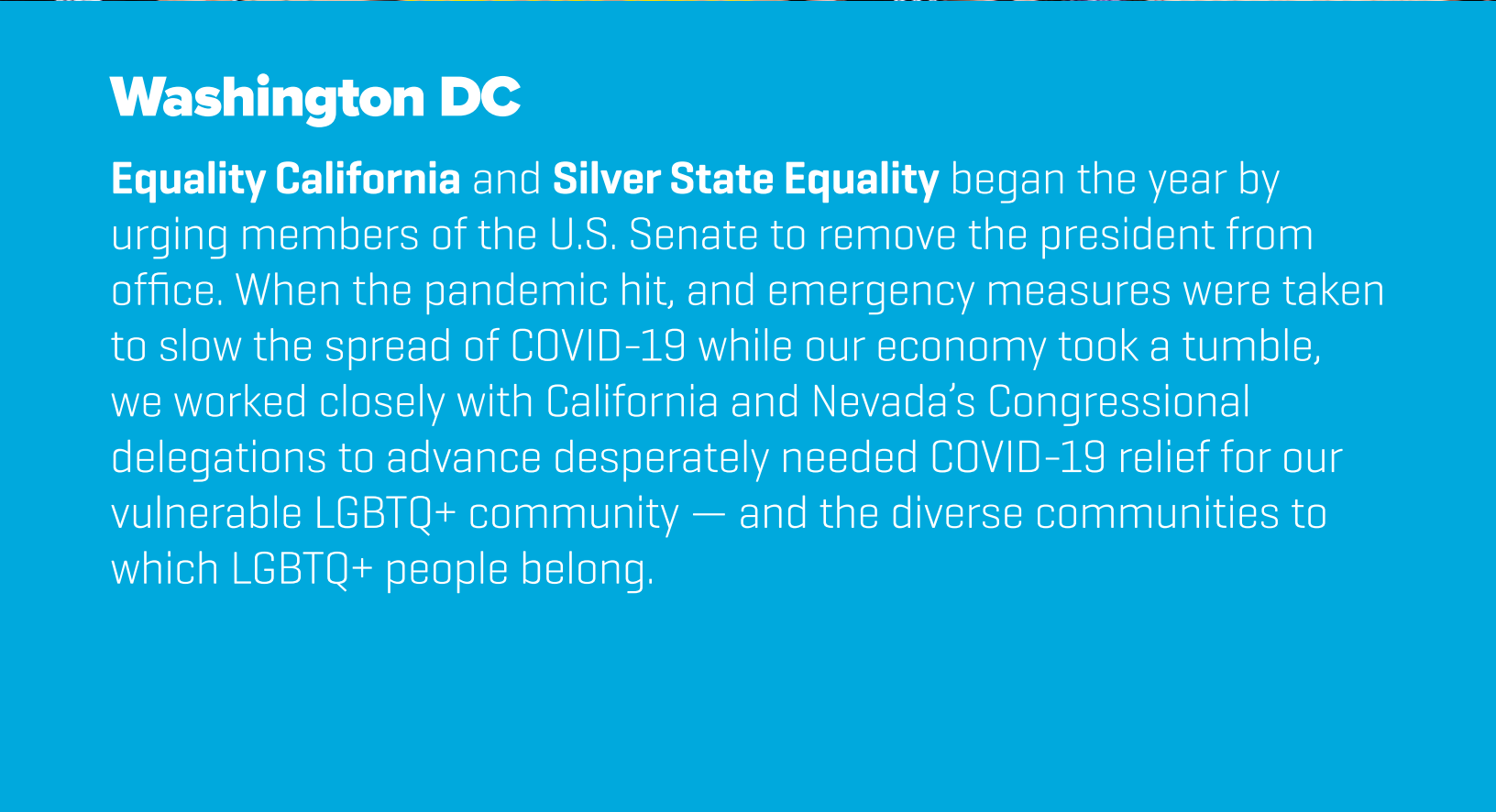


California commences LGBTQ+ specific data collection for COVID-19 & all other reportable diseases



Looking Ahead to 2021

With pro-equality supermajorities in the California Senate and Assembly, Equality California will again introduce and advance a robust package of legislation to improve health and well-being for all LGBTQ+ Californians. Working with broad coalitions and our partners in the California LGBTQ Caucus, we will fight for policies to reform unjust criminal laws, advance racial justice, support older Californians living with HIV, affirm trans and nonbinary peoples' identities and more.



Equality California and **Silver State Equality** began the year by urging members of the U.S. Senate to remove the president from office. When the pandemic hit, and emergency measures were taken to slow the spread of COVID-19 while our economy took a tumble, we worked closely with California and Nevada's Congressional delegations to advance desperately needed COVID-19 relief for our vulnerable LGBTQ+ community — and the diverse communities to which LGBTQ+ people belong.

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Accomplishments



Sued the Trump-Pence Administration to block their hateful attempt to roll back healthcare nondiscrimination protections.



Submitted an amicus brief opposing the Trump-Pence Administration's attempt to eliminate DACA program.



Helped secure House passage of the George Floyd Justice in Policing Act.



Trump administration sued again over rescission of transgender health care protections



“Thank you, Equality California, for all of your support, for your work, for your advocacy. It is just an honor to be in partnership with this community.”

Congresswoman Katie Porter

Looking Ahead to 2021

With pro-equality partners in the White House and Congress and a mandate from the American people, Equality California and Silver State Equality are ready to work with our Congressional delegations to pass the Equality Act, advance racial justice and equity, expand access to quality healthcare and create a new 21st century immigration system that welcomes people into our communities.



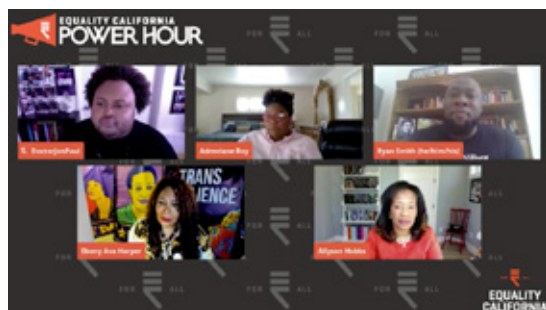
"I am happy to stand in solidarity with the LGBT community as all of us gather together to fight for our freedoms. We have a ways to go, the struggle continues, and we will be alongside each other until we win."

Congresswoman Karen Bass

Racial Justice

The brutal murders of George Floyd and Breonna Taylor by police officers in Minneapolis and Louisville, respectively, and the continued epidemic of violence against transgender people, especially Black trans women, sparked a movement for social change heard around the world. The Equality California community took to the streets and the internet to declare that ALL Black Lives Matter and to continue our fight for racial justice and equity. We listened to, partnered with, supported and centered Black LGBTQ+ voices in every facet of our work — from legislative advocacy to our online communications. We fought back against the Trump-Pence Administration's hateful, xenophobic attacks against immigrants and we stood in solidarity with Asian communities as they faced a surge of racist violence in part sparked by dangerous disinformation about the COVID-19 crisis.

Accomplishments



1. Hosted Power Hours on combating racism and anti-Black violence featuring esteemed special guests like Stanford Professor Allyson Hobbs, Assemblymember Sydney Kamlager, historian and activist Blair Imani and more.
2. Prioritized a package of racial justice legislation in Sacramento, including 14 bills and 2 proposed constitutional amendments to repeal Prop 209 (which banned affirmative action) and to restore voting rights to previously incarcerated people.
3. Formed committees of staff and board members to advance anti-racism work.



“Black humanity has got to be recognized and validated and loved and appreciated. We can’t go on as a country like this. It’s heartening to see people around the world in solidarity with Black people.”

Dr. Allyson Hobbs,
Stanford University professor of history



“I want to thank you because there is no greater power than when we really support each other. We make America stronger. We make California a better place to live.”

Secretary of State-designate Dr. Shirley Weber,
Chair of the Legislative Black Caucus



“If you say Black Lives Matter, you have to live Black Lives Matter.”

Ebony Ava Harper, Founder California TRANScends

Looking Ahead to 2021

California will continue to lead by our actions, listen and uplift Black, Indigenous and people of color and fight for civil rights and social justice for ALL LGBTQ+ people. We’ll be fighting for. From the streets to Congress, Equality California will continue with our partners to advance racial justice in California and across the country.

LGBTQ+ Health & Well-Being

After three years, Equality California Institute completed the #Out4MentalHealth program, a partnership with California LGBTQ Health & Human Services Network and CalVoice, in fall 2020. During a year when mental health resources were particularly important, Equality California Institute was able to move our work to virtual platforms, hosting a Mental Health Power Hour, providing support services through the COVID-19 LGBTQ+ Help Center and advocating for progressive mental health policies through Advocacy Day.

Accomplishments

In lieu of outreach at Pride events, we launched an LGBTQ+ Mental Health awareness campaign, through which we provided subgrants to twelve organizations across the state to share information and resources and reach thousands of Californians with our social media campaign.

Affordable Care Act has helped the LGBTQ Community



LGBTQ youth need support and help during COVID-19



Looking Ahead to 2021

While the #Out4MentalHealth Program has finished, we are dedicated to continuing to promote mental health in the LGBTQ+ community through inclusion of mental health legislative priorities and uplifting the voices of mental health advocates in our leadership work.

Immigration

This year, Equality California Institute strengthened our coalition work with legal service organizations and local government offices to improve service delivery for LGBTQ+ immigrants in the Bay Area, Central Valley and Los Angeles. We grew our partnerships with immigrant rights organizations through cross-collaborating on campaigns calling for a pathway to citizenship, the restoration of DACA, Deferred Enforced Departure and Temporary Protected Status, reuniting separated families and more.

Accomplishments

Launched the LGBTQ+ Immigration Legal Network and brought together **eleven** organizations to discuss issues and share strategies for serving LGBTQ+ immigrants during the COVID-19 pandemic.

Tweet



Equality California @eqca

Today, alongside @OCEIA_SF & @TransCitySF we were thrilled to host #LGBTQ immigration legal service providers to envision new collaborations and ways forward. Immigration rights are #LGBTQ rights and LGBTQ rights are immigration rights!



4



12



Looking Ahead to 2021

As most of our legal service organization partners have transitioned to providing legal services remotely, Equality California Institute will explore opportunities to expand our LGBTQ+ Immigration Legal Network to include more organizations throughout the state.



**PROUD
PRO-EQUALITY
CHAMPION**

*I scored 100% on Equality California's
2019 Legislative Scorecard*

**EQUALITY
CALIFORNIA 20 YEARS**

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...ildren and Families

Diversity, Equity & Inclusion Training

The COVID-19 pandemic highlighted the extreme disparities in health and well-being for LGBTQ+ people in California and across the country. Equality California Institute's LGBTQ+ Diversity, Equity and Inclusion Training is a unique in-person and/or virtual training program designed to empower direct service providers — including healthcare professionals and homeless service providers — to understand the unique needs of LGBTQ+ people and provide respectful and culturally sensitive care to the LGBTQ+ community. Our curriculum includes basic LGBTQ+ terminology, data on issues that affect the LGBTQ+ community, the significance of an intersectional approach and how to create a welcoming environment for LGBTQ+ people, among other relevant topics.

Looking Ahead to 2021

In 2021, Equality California Institute will be expanding our training to serve homeless service providers in addition to healthcare providers. We will also develop and pilot an online training platform, in order to offer on-demand, web-based LGBTQ+ Diversity & Inclusion Training to healthcare and other social service providers.



TOBACCO CONTROL IS AN LGBTQ+ SOCIAL JUSTICE ISSUE

Push Back Industry Profiling

For more information visit
eqca.org/outagainstbigtobacco

TOBACCO CONTROL IS AN LGBTQ+ ISSUE

For more information visit
eqca.org/outagainstbigtobacco



TOBACCO CONTROL IS AN LGBTQ+ HEALTH EQUITY ISSUE

Big Tobacco infiltrated the LGBTQ+ community with targeted advertising of flavored tobacco products for decades.

Fight for our health.

For more information visit
eqca.org/outagainstbigtobacco



OUT Against Big Tobacco

OUT Against Big Tobacco launched a new program in California's Central Valley aimed at reducing tobacco use in our LGBTQ+ rural communities through evidence-based policy changes. Throughout this year our team was able to convert all LGBTQ+ intersectionality and tobacco control informative presentations into virtual formats that were able to reach wider audiences than ever before.

Accomplishments

Nearly
200 8

Presented about LGBTQ+ intersectionality and tobacco control to nearly 200 participants

Awarded 8 subgrants to LGBTQ+-serving organizations

“We learned we can be influential in helping our community understand not only the dangers of smoking and tobacco, we also can be a source of telling the truth about how the tobacco companies use our LGBT demographic as a target, especially our youth.”

Luckie Alexander, Invisible Men Executive Director

“The presentation on intersectionality, which discussed the socioeconomic status and social determinants of health that play a role in tobacco consumption among LGBTQ+ communities, highlighted the need for jurisdiction-wide tobacco control policies such as pricing and reducing the availability of flavored tobacco products.”

APAIT, OUT Against Big Tobacco
Los Angeles Coalition member

Perceptions about flavored tobacco policies and smoking behaviors by age, gender and sexual orientation in the LGBTQ population in Los Angeles County



Chemistry at work in e-liquids is still poorly understood, worrying researchers



Research, data on transgender tobacco use needed



Looking Ahead to 2021

In the coming year, Equality California Institute will officially launch OUT Against Big Tobacco's Central Valley coalition of LGBTQ+ and allied organizations and community members. Our Central Valley and Los Angeles coalitions will support our tobacco control work as we move towards passing evidence-based legislation to decrease the tobacco-related health disparities faced by our LGBTQ+ communities.



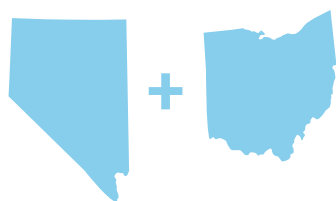
HIV/AIDS

In 2020, **Equality California** partnered with **The Elizabeth Taylor AIDS Foundation** (ETAF) and state equality organizations across the country to modernize outdated, ineffective and discriminatory HIV laws. Through ETAF's HIV Is Not A Crime campaign, we supported our Nevada-based affiliate Silver State Equality and our partners at Equality Ohio to replicate our success modernizing California's HIV criminal laws. And in Sacramento, we worked with Insurance Commissioner Ricardo Lara and Senator Lena Gonzalez to pass important legislation to prevent insurance discrimination against people living with HIV.

"Our partnership with Equality California is a critical component of our work to modernize outdated, ineffective and discriminatory HIV criminal laws. As we enter the 40th year of HIV and AIDS in the United States and The Elizabeth Taylor AIDS Foundation's 30th anniversary year, we look forward to finally ending the epidemic and eliminating stigma against people living with HIV."

Cathy Brown, Executive Director,
The Elizabeth Taylor AIDS Foundation

Accomplishments



Supported partner organizations in Ohio and Nevada to educate the public about outdated, ineffective and discriminatory HIV laws.

8

Participated in 8 virtual town halls and public education events about discrimination against people living with HIV.

"It's Time to Modernize Our HIV Laws in Nevada"



"The Equal Insurance HIV Act is a great accomplishment for our state in securing access to critical life and disability income insurance for everyone regardless of HIV status."

Senator Lena Gonzalez

"People living with HIV are raising families and seeing their children grow up just like anyone. This legislation is crucial to ensure they have equal access to the same kinds of insurance that helps us all plan for the future."

CA Insurance Commissioner
Ricardo Lara

Looking Ahead to 2021

In 2021, Equality California Institute is expanding our partnership with The Elizabeth Taylor AIDS Foundation to support efforts to modernize HIV criminal laws in six additional states: Florida, Georgia, Illinois, New Jersey, Tennessee, and Virginia. These states represent a broad swath of geographic and political diversity where HIV is still criminalized in America.



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EQUALITY CALIFORNIA MENTORSHIP CORPS
FOR ALL

GIANTS

CENTRAL CALIFORNIA
FOOD BANK

CENTRAL CALIFORNIA
FOOD BANK

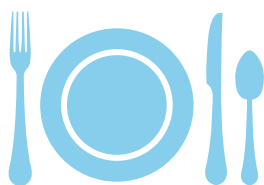
Safe & Supportive Schools

In 2020, we launched Equality California Mentorship Corps, the first LGBTQ+ focused AmeriCorps national service program in the country. As part of their year-long term of service, the twenty Mentorship Corps members provide mentorship and academic support to LGBTQ+ students at ten middle and high schools in the Fresno Unified School District. During the COVID-19 pandemic, the members also performed approximately 40,000 hours of community service at food banks and other organizations in the Central Valley.

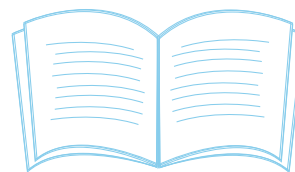
Accomplishments

50

Provided mentorship to 50 LGBTQ+ identifying students



Served approximately 40,000 clients at food banks and other non-profits



Developed LGBTQ+ focused resources and curriculum for social-emotional mentorship in partnership with AmeriCorps and Fresno Unified

Looking Ahead to 2021

As schools begin to reopen for in-person learning, Equality California recognizes the immense support that we must provide for LGBTQ+ students. The Equality California Mentorship Corps will continue into the 2021-22 school year, and we will welcome another 20 mentors to support LGBTQ+ students in California's Central Valley.



“In these uncertain times, it’s time to unite and mobilize.”

Bamby Salcedo,
TransLatin@ Coalition President

Transgender Equality

In 2020 alone, 44 transgender and gender nonconforming people — most of whom were transgender women of color — were reported as murdered across the country. The need for action has never been more clear. That’s why Equality California fought for civil rights and social justice for our transgender community in the courtroom, in the state legislature, in Washington, DC and communities across our state.

Accomplishments



Sued the Trump-Pence Administration to block their hateful attempt to roll back healthcare nondiscrimination protections.



Passed legislation to ensure incarcerated transgender people are afforded basic respect, agency and dignity.



Joined the National Center for Transgender Equality, True Colors United and other civil rights organizations in opposing the Trump-Pence Administration's rule to allow homeless shelters to discriminate against transgender people.

California to HHS: LGBTQ still covered here



"I have experienced feeling like a doctor doesn't care if I live or die — which is just shameful. No one should be denied life-saving health care or be discriminated against the way I have simply because of who they are. I hope that sharing my story can help others understand that transgender people are who we are, and we deserve to be treated fairly under the law."

Darren Lazor, co-plaintiff in *BAGLY v. HHS*

Looking Ahead to 2021

Equality California understands the urgent need to prioritize the safety, health and well-being of our vulnerable transgender, nonbinary and gender nonconfirming siblings. One of our highest priorities will be to advocate for transgender healthcare, protect trans students and ensure trans servicemembers have the right to fight for our country.

LGBTQ+ Leadership

In June, we welcomed 10 LGBTQ+ identifying college students to participate in the Equality California Institute-Comcast Legislative Fellowship. Due to the pandemic, the Fellowship was modified from an in-person internship in Sacramento to a series of virtual seminars, mentorship sessions, and meet and greets with elected and community leaders. At the end of the Fellowship, each Fellow produced an original piece of research on a piece of pro-equality legislation, learning how to develop their policy analysis skills.



Accomplishments

10

college students participated
in the Fellowship

Looking Ahead to 2021

In 2021, we will invite another class of 6-10 Fellows to participate in the Fellowship.

Appointments Project

A key component of Equality California's work to develop the next generation of LGBTQ+ leaders and increase representation of openly LGBTQ+ people at all levels of government is recommending qualified openly LGBTQ+ leaders for appointments to state and local positions. As President Biden and Governor Newsom sought diverse, talented leaders for their new administrations to build a government that looks like the nation and state they serve, we recommended and advocated for highly qualified, diverse candidates for executive branch positions, judicial offices and positions at the local, statewide and federal levels.

Looking Ahead to 2021

Equality California will continue to support openly LGBTQ+ leaders seeking appointments by building a pipeline to elected office and creating political power within the LGBTQ+ community.

LGBTQ+ Leadership Academy

The Equality California Institute Leadership Academy connects participants with California elected and appointed public officials in order to develop and train future LGBTQ+ leaders at all levels of government and business throughout the state. Despite the global health pandemic, our academy prepared new LGBTQ+ leaders from across the state through a virtual program to run for office and seek appointments to state, municipal and private sector boards and commissions.



Accomplishments

32

LGBTQ+ leaders prepared to run for office or seek appointments

Looking Ahead to 2021

Building off the success of our first virtual Leadership Academy, Equality California Institute will be welcoming its 2021 Virtual Cohort in May 2021. The second Virtual Leadership Academy will recruit 20-30 emerging LGBTQ+ leaders and prepare them for civic success through a two day conference hosted and presented by Equality California Institute with esteemed LGBTQ+ speakers from the California Legislature and state agencies.

California LGBTQ+ Leadership Summit

This year, Equality California Institute and the California Legislative LGBTQ Caucus were unable to host an in-person California LGBTQ+ Leadership Summit in Sacramento. However, we hosted a virtual summit bringing together nearly 100 openly LGBTQ+ elected and appointed officials to discuss key policy priorities for the LGBTQ+ community during a global health pandemic and also providing leadership and networking opportunities for those looking to grow the Rainbow Wave in California.

Accomplishments

100

Nearly 100 openly LGBTQ+ elected and appointed officials participated virtually at a time when we were all socially distanced.



Summit speakers this year included senior members of the California Legislative LGBTQ Caucus, Office of Governor Gavin Newsom, Senate Rules Committee, Office of the Assembly Speaker, and pro-equality trailblazers from the LGBTQ+ community.

Looking Ahead to 2021

Equality California Institute will host an annual California LGBTQ+ Leadership Summit in August 2021, where we will welcome our newest LGBTQ+ elected and appointed officials and further conversations about community policy priorities in 2021 and 2022.



2020 Census & Redistricting

#WillBeCounted was Equality California Institute's statewide census campaign to engage and encourage California's LGBTQ+ community – in particular, LGBTQ+ Californians who also belong to other hard-to-count populations – to participate in the 2020 Census. Equality California Institute, with the support of local community based partners, conducted face-to-face outreach at LGBTQ+ Pride events across the state, developed a comprehensive and educational communications campaign targeting LGBTQ+ people and operated a robust phone and text bank program reaching LGBTQ+ Californians quarantined due to COVID-19.

Accomplishments

200K+

text messages encouraging LGBTQ+ participation in the 2020 Census

5,500

pledges to complete the census

22

community-based partner organizations

The Census's Sex Question Sucks. But LGBTQ People Should Still Fill It Out.



Here's why 2020 Census is important to the LGBTQ community



Innovation was key to count LGBT people in Census



Looking Ahead to 2021

With the close of the 2020 Census, a crucial window opens for community groups to advocate for changes to district lines that consolidate and amplify the voting power of historically marginalized voting blocks, especially LGBTQ+, Black, Indigenous, Asian American and Pacific Islander and Latinx people. Equality California Institute has a successful model for this work, implemented in 2011, which has made it possible for us to build greater political power for the LGBTQ+ community and a pipeline of LGBTQ+ elected leadership and allies in local and state government. In the coming months, Equality California Institute proposes to build on our significant census outreach in California and redirect the energies of our coalition partners and communities from census work and to redistricting.



SILVER STATE EQUALITY



SILVER STATE EQUALITY

Silver State Equality

Silver State Equality hit the ground running in 2020, conducting a robust education and outreach campaign to encourage Nevadans to complete the 2020 census and participate in the First In The West Nevada Caucus. We also began laying the groundwork for a 2021 effort to modernize Nevada's HIV criminal laws. When COVID-19 hit, we held virtual listening sessions to understand the impact on LGBTQ+ Nevadans and worked to connect them with critical resources. In November, we mobilized pro-equality voters across the state to help elect Joe Biden, Kamala Harris and pro-equality champions up and down the ballot. And we led the Nevadans for Equality coalition to pass Question 2 and make Nevada the first state in the nation to protect marriage equality in our constitution.

Accomplishments

Endorsed nearly

27

pro-equality candidates up and
down the ballot.

PASSED

Question 2 to protect marriage equality in
the Nevada constitution.

25K

Sent 25K text messages to Nevadans reminding
them to complete the U.S. Census.

*Nevada becomes first state
to recognize gay marriage
in state constitution*



*Nevada begins tracking
pandemic's effect on
LGBTQ community*



*Civil Rights Groups Look to
Modernize Nevada's HIV
Laws*

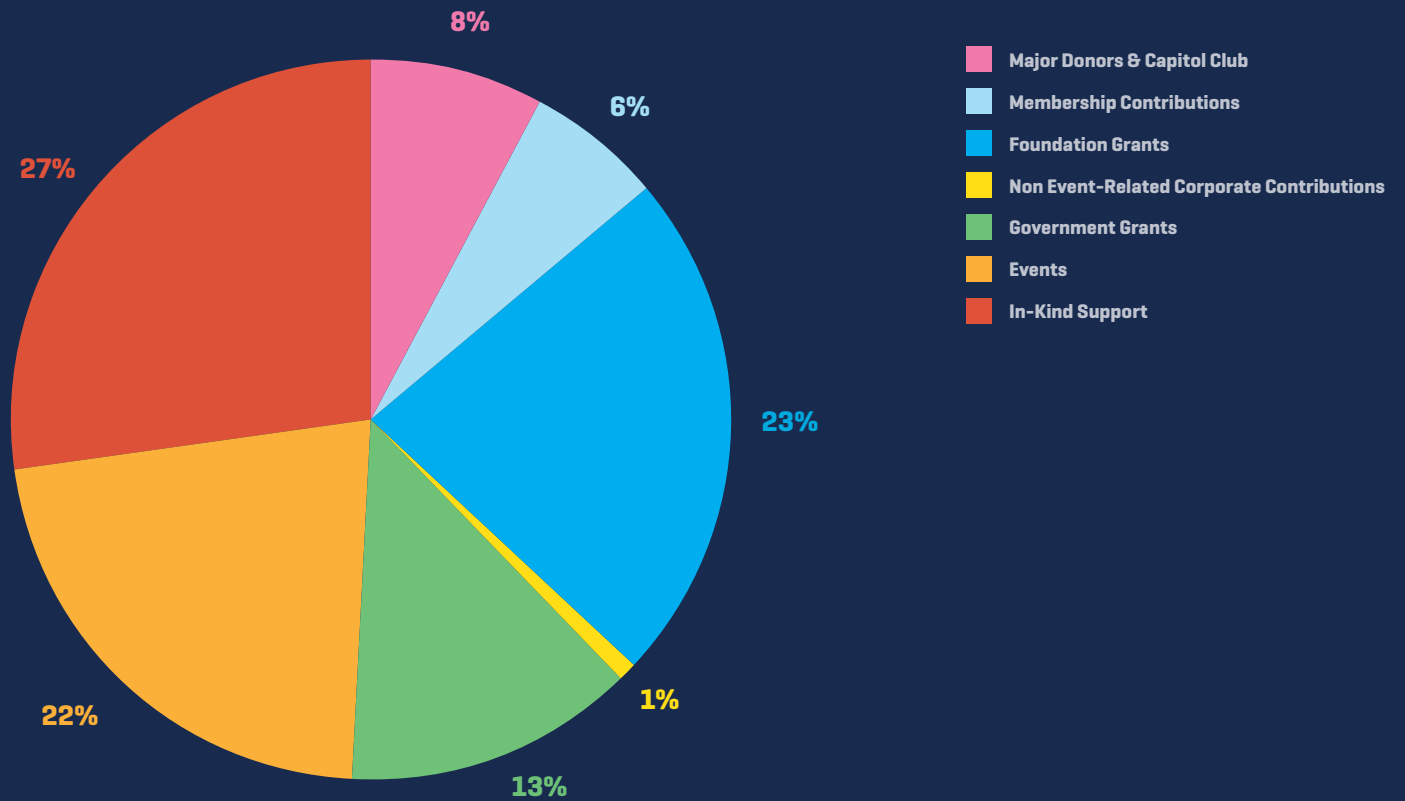


Looking Ahead to 2021

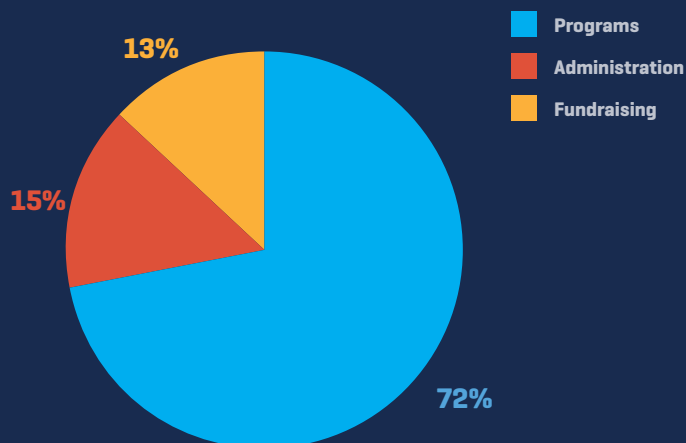
In 2021, Silver State Equality will work with our partners in the Nevada Legislature to modernize the state's outdated, ineffective and discriminatory HIV laws; legalize multi-parent adoption, protecting the legal rights of many LGBTQ+ families; and ensure LGBTQ+ data is collected to better understand the disparities in health and well-being that LGBTQ+ Nevadans face.

Our Financials

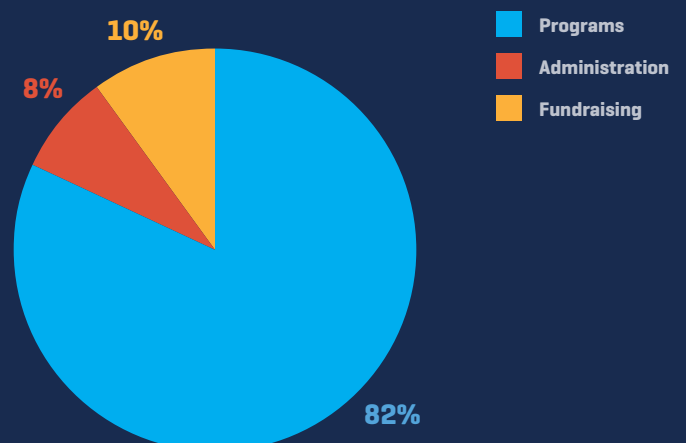
2020 Combined Revenue



2020 Equality California Expenses



2020 Equality California Institute Expenses



EQCA/I Revenue Overview/Analysis

(2014-2020)

Equality California	Revenue	Expenses	Net Income
2014 Audited	\$1,797,488	\$1,649,511	\$147,977
2015 Audited	\$1,854,021	\$1,976,554	[\$122,533]
2016 Audited	\$1,756,412	\$1,634,624	\$121,788
2017 Audited	\$3,347,062	\$3,283,381	\$63,681
2018 Audited	\$4,286,828	\$4,348,385	[\$61,557]
2019 Audited	\$5,068,139	\$5,268,857	[\$200,718]
2020 Unaudited	\$4,098,397	\$4,379,602	[\$332,567]

Equality California Institute	Revenue	Expenses	Net Income
2014 Audited	\$748,519	\$1,250,698	[\$502,179]
2015 Audited	\$2,505,813	\$1,400,298	\$1,105,515
2016 Audited	\$2,980,922	\$3,076,448	[\$95,526]
2017 Audited	\$3,436,768	\$3,304,372	\$132,396
2018 Audited	\$2,295,521	\$2,459,269	[\$163,748]
2019 Audited	\$3,300,922	\$2,878,205	\$422,717
2020 Unaudited	\$4,737,045	\$3,674,804	\$1,062,241

Combined	Revenue	Expenses	Net Income
2014 Audited	\$2,546,007	\$2,900,209	[\$354,202]
2015 Audited	\$4,359,834	\$3,376,852	\$982,982
2016 Audited	\$4,737,334	\$4,711,072	\$26,262
2017 Audited	\$6,783,830	\$6,587,753	\$196,077
2018 Audited	\$6,582,349	\$6,807,654	[\$225,305]
2019 Audited	\$8,369,061	\$8,147,062	\$221,999
2020 Unaudited	\$8,835,442	\$8,054,406	\$781,036

PAC	Revenue
2014 Audited	\$34,402
2015 Audited	\$26,314
2016 Audited	\$2,103,929
2017 Audited	\$72,500
2018 Audited	\$209,116
2019 Audited	\$99,803
2020 Unaudited	\$1,643,101

EQUALITY CALIFORNIA

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Stuart Milk
Hon. Betty Yee

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EQUALITY CALIFORNIA

Equality California brings the voices of LGBTQ+ people and allies to institutions of power in California and across the United States, striving to create a world that is healthy, just and fully equal for all LGBTQ+ people. We advance civil rights and social justice by inspiring, advocating and mobilizing through an inclusive movement that works tirelessly on behalf of those we serve.

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