PROUD TOGETHER

2021 ANNUAL REPORT

FOR ALL

EQUALITY CALIFORNIA

PROUD

TOGETHER

EQUALITY CALIFORNIA

Letter from Executive Director Tony Hoang

Friends,

After another year of the COVID-19 pandemic, economic instability and spasms of violence against transgender people and communities of color, the collective psyche of LGBTQ+ folks in California and across the country was pushed to the limit in 2021.

We yearned for a time when we could feel protected, financially secure and able to safely gather with friends and family. We saw glimmers of promise, particularly with the onset of vaccines and booster shots and the hope that we may be closer to the pandemic's end than its beginning.

Amidst that upheaval, I had the privilege and opportunity to take over for my friend and mentor Rick Chavez Zbur as the new Executive Director of Equality California. I'm grateful for Rick's vision and commitment, a seven-year period in which the organization quadrupled in size; expanded our mission; opened offices in Nevada and Washington, DC; passed groundbreaking, first-in-the nation legislation; and launched transformative programs across California.

I'm honored to have partnered with Rick during my more than 10 years at Equality California, and I intend to build on his legacy of growth and investment in Equality California's future by expanding our physical presence in the Central Valley, Orange County, San Diego and the Inland Empire; growing our community's political power in California and beyond; and working with our partners to advance racial justice and finally create a more welcoming, humane immigration system.

Equality California secured major legislative and political victories in 2021, which will benefit our LGBTQ+ community for decades to come. The scope of progressive LGBTQ+ policies and laws we have helped to enact demonstrates how California sets the pace and expectations for other states.

Paramount to our success is elevating our voice and

influence in politics. The biennial redrawing of political maps at the local, state and federal levels afforded us the opportunity to empower LGBTQ+ voters in major cities in California. By unifying our community, we ensured our issues are heard and increased the chance of electing LGBTQ+ people to public office.

as abortion access and the constitutional right to privacy are critical priorities for our community. LGBTQ+ women, trans men and nonbinary people need abortion care. Our community relies on many of the same clinics that provide reproductive healthcare and abortion. And the constitutional right to privacy enshrined in *Roe v. Wade* has

“Equality California secured major legislative and political victories in 2021, which will benefit our LGBTQ+ community for decades to come.”

In addition, we decisively defeated right-wing extremists’ attempt to recall our pro-equality Governor Gavin Newsom. The governor has been a champion and ally for our community and movement throughout his career, and we helped turn out LGBTQ+ voters and our allies in droves.

In Sacramento, we passed bills advancing equality for transgender and nonbinary Californians — in stark contrast to state Capitols across the country, where governors and legislators sought to attack our trans youth and exploit our community for political gain. Equality California spearheaded efforts to allow trans and nonbinary people to change their names on more official documents and passed legislation to repeal the state’s racist, transphobic anti-loitering law, which fueled profiling, arrest and harassment of trans women and women of color, in particular.

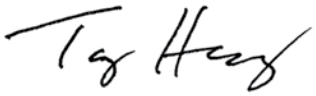
During the coming year, protecting our LGBTQ+ youth will be a large focus for us. We plan to measure and highlight how LGBTQ+ students are faring emotionally and academically through our school report card; monitor and confront school boards in California that introduce policies attacking transgender and nonbinary students; and mount a public education campaign persuading LGBTQ+ youth to get vaccinated against COVID-19.

And we will continue our fight for reproductive freedom —

served as the constitutional foundation for LGBTQ+ civil rights for the last half century.

When working in coalition — with our progressive partners, our champions in Congress and the California Legislature and all of you who have so generously supported our work over the decades — our advocacy can be more formidable and our prospects achieving full, lived equality for all LGBTQ+ people much brighter. Together, we will keep striving to create a world that is healthy, just and fully equal for all LGBTQ+ people — until the work is done.

In solidarity,



Tony Hoang
Executive Director

Farewell to Rick Chavez Zbur

Rick Chavez Zbur has spent his life fighting for equality and justice. And for the last seven years, he has led Equality California through a period of significant growth and transformation:

- **Passed groundbreaking civil rights legislation and policies** to protect transgender Californians from discrimination, ban the so-called "gay and trans panic" defense from California courts, expand access to life-saving HIV prevention medication, modernize California's HIV criminal laws and eliminate the last vestiges of discriminatory "sodomy" laws from the state's criminal code.
- **Expanded our efforts beyond California's borders,** working to replicate our success at the federal level and in states across the country — including opening a national policy office in Washington, DC, and launching a Nevada-based affiliate with a team in Las Vegas.
- **Sued the Trump-Pence Administration twice** to block their hateful, discriminatory attacks against the LGBTQ+ community.
- **Launched statewide innovative programs** to advance LGBTQ+ health and well-being, including the Safe and Supportive Schools Program, #TakeIt: I'm PrEP'd, OUT Against Big Tobacco and the Equality California Mentorship Corps.
- **Helped to elect hundreds of openly LGBTQ+ and pro-equality candidates** up and down the ballot throughout California and Nevada.
- **Focused on improving the way key institutions to which people turn in times of need or crisis** — schools, healthcare providers, law enforcement and faith-based organizations — serve the LGBTQ+ community.

We are forever grateful for Rick's leadership and legacy, which have left our organization, our movement and our community stronger and more resilient.

Rick's tireless investment in Equality California's success over the years...

Diversity, Equity & Inclusion at Equality California

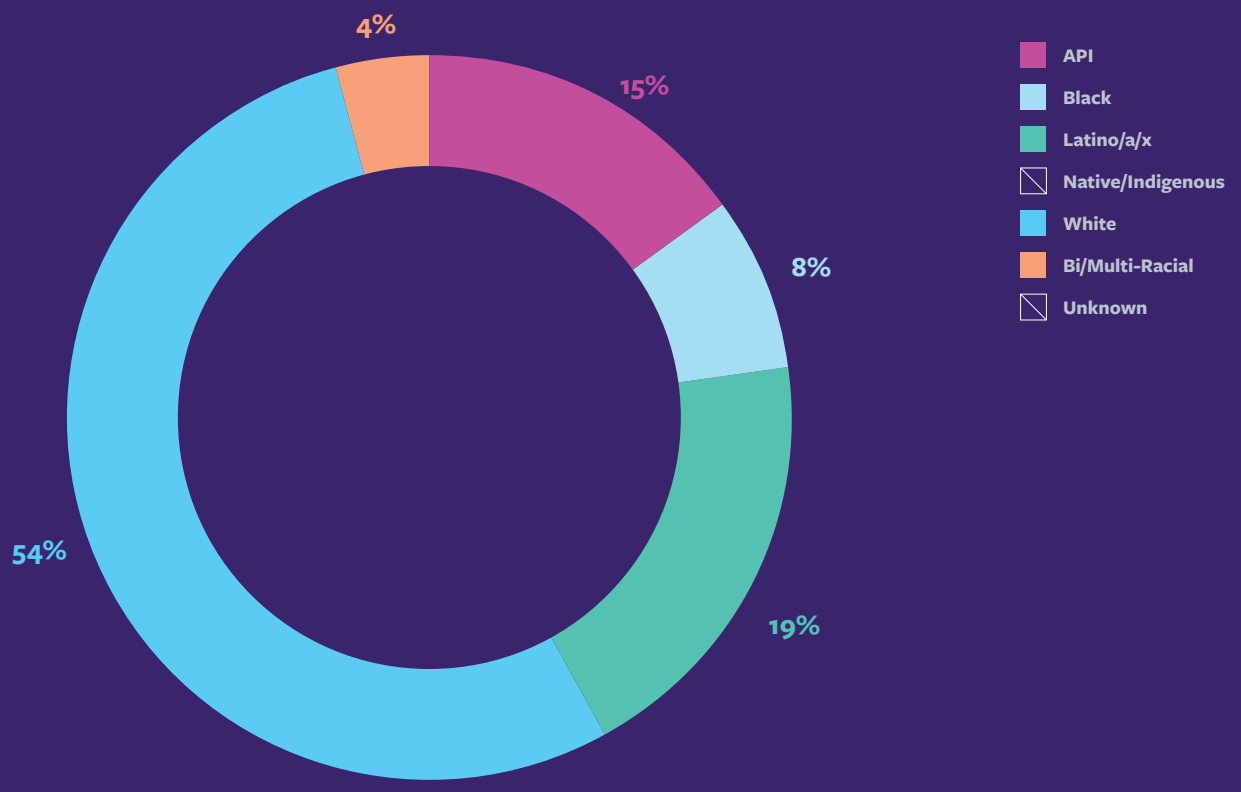
At Equality California, diversity, equity and inclusion have been the cornerstones of our organization for more than two decades. Our strength and success have been derived from the diversity of our members, our staff and our boards. We are a diverse organization accountable to the nation's most diverse 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.

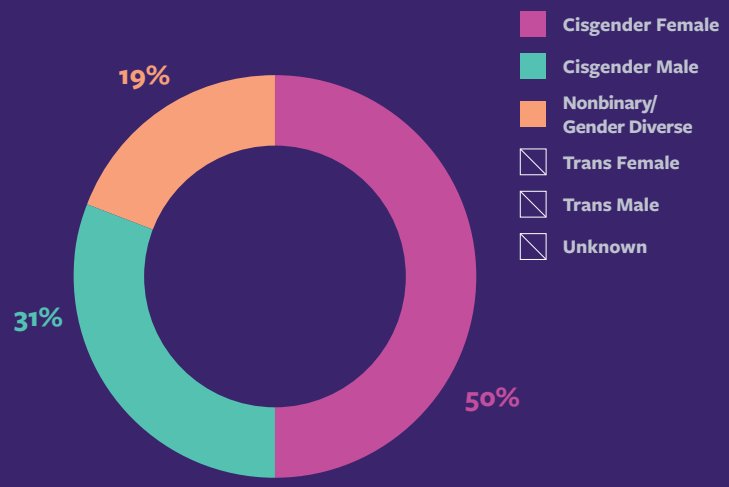
Equality California brings the voices of LGBTQ+ people and allies to institutions of power in California and across the United States, striving to create a world that is healthy, just, and fully equal for all LGBTQ+ people. We advance civil rights and social justice by inspiring, advocating, and mobilizing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

Staff Demographics

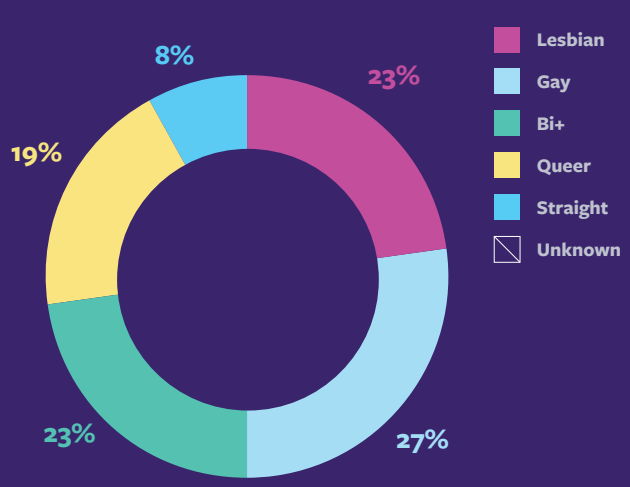
Race/Ethnicity



Gender



Sexual Orientation



Defeating the Recall of Governor Newsom

Californians witnessed a desperate ploy to undermine state government when supporters of Donald Trump and far-right organizations mounted the state's first recall election of a governor in 20 years. Governor Gavin Newsom, an outspoken supporter of LGBTQ+ rights throughout his career, resoundingly prevailed with help from coalitions initiated by Equality California and other progressive organizations. Tellingly, the campaign also highlighted the anti-LGBTQ+ record of Caitlyn Jenner, a reality TV star and candidate in the recall election, who was held accountable for her history of disparaging comments about the LGBTQ+ community.

Accomplishments

400k+

Contacted over 400K Equality California members and urged them to oppose the recall of Governor Newsom.

85%

Persuaded 85 percent of LGBTQ+ voters to oppose the recall, more than 20 percentage points higher than voters overall.

82%

82% of Equality California members voted in the recall election, compared to 61% overall voter turnout

Ace Smith, Partner, Bearstar Strategies:

"The overwhelming defeat of the Republican Recall is a testament to the dedication and organizational skills of so many progressive organizations — and having a talented partner like Equality California went a long way to keeping Governor Newsom in office."

Rusty Hicks, Chair, California Democratic Party:

"The LGBTQ+ community is integral to the past, present & future of California and the ways in which Equality California partnered with the California Democratic Party to engage pro-equality voters to defeat this partisan power grab says so much about their political savvy and commitment to a California that works for all of us."

Gary McCoy & Iowayna Peña, Co-Chairs, Alice B. Toklas LGBTQ Democratic Club:

"LGBTQ+ Californians knew we couldn't take the recall result for granted, and with the help of Equality California, we mobilized LGBTQ+ voters across the state and defended ourselves against the threats of far-right extremists trying to roll back our progress."

NBC NEWS

California recall: What exit polls tell us about the state's LGBTQ voters

Read more...

Redistricting

Congressional, legislative and other political district maps are redrawn every ten years based on the U.S. Census, and in 2021 Equality California sought to unite and empower LGBTQ+ people. By testifying before and urging the California Citizens Redistricting Commission to unify LGBTQ+ people in the same districts, we ensured our voices and concerns are heard, and empowered LGBTQ+ Californians to elect "candidates of choice" - members of the LGBTQ+ community or allies that are responsive to our unique challenges and priorities.

Accomplishments

500k+

Compiled data indicating where more than 500,000 LGBTQ+ people live in California, drawing upon the membership lists of Equality California and partner organizations.

Advocated for the creation of a Congressional district in Long Beach that has a large LGBTQ+ population and is Latino-majority, setting the course for Long Beach Mayor Robert Garcia to become the first LGBTQ+ immigrant elected to Congress.

United and strengthened large LGBTQ+ populations in Congressional districts based in Los Angeles, San Francisco, San Diego, Long Beach, the East Bay, Sacramento and the Coachella Valley

Paul Mitchell, Owner, Redistricting Partners:

"Going into the redistricting process, we knew we needed to elevate the voice and power of LGBTQ+ people, who are clearly a 'community of interest.' Now with our new district maps in California, that voice and power are stronger than ever for the next 10 years."

Carlos Torres, Executive Director, Long Beach LGBT Community Center:

"As Long Beach becomes more Latino and LGBTQ+, it's important the new political maps reflect those demographic changes. We succeeded on that front and are eager to build on all the new political opportunities it brings."

Alexis Sanchez, Director of Advocacy and Training, Sacramento LGBT Community Center:

"We partnered with Equality California to identify where LGBTQ+ voters live in Sacramento, and now we have a consolidated district in our region where LGBTQ+ people will have electoral power like never before."extremists trying to roll back our progress."

Los Angeles Times

Some communities get lots of redistricting attention

blade

LGBTQ+ Californians: Significant gains in legislative redistricting maps

Looking Ahead to 2022

Under the new political maps, there is a greater chance of electing more LGBTQ+ people, including Long Beach Mayor Robert Garcia to Congress in 2022, and Palm Springs Mayor Lisa Middleton to the State Senate in 2024. In addition, Assembly Districts in Hollywood and West Hollywood and in the Coachella Valley may now have large enough bases of LGBTQ+ voters to elect openly LGBTQ+ candidates.

COVID-19

As the COVID-19 pandemic persisted into its second year, our work evolved to help protect the health and safety of LGBTQ+ Californians. Getting facts to the community was important, and perhaps more crucially, we needed to capitalize on the vaccines and get as many shots as possible into people's arms.

Historically, the LGBTQ+ community had limited access to affirming healthcare resources, but our LGBTQ+ Help Center (covid19.eqca.org) ensured LGBTQ+ people across the state had a clearinghouse for testing and vaccination resources best suited to serving the community. In addition, with funding from the California Department of Social Services and The Center at The Sierra Health Foundation, we conducted an eight-month campaign with community-based organizations to cut through the disinformation and provide LGBTQ+ people with the facts about the virus, testing and vaccinations.

Accomplishments

35k

Distributed 35,000 postcards to Equality California members in April about the value of wearing masks and getting vaccinated.

Subgranted $250,000 to 20 LGBTQ+ organizations to sustain them financially during the pandemic, and an additional $84,000 to 12 LGBTQ+ groups and programs to bolster their vaccination outreach to the community.

Hosted three live, online discussions with LGBTQ+ leaders and health experts about the need to get vaccinated - including one in Spanish - which have more than 19,000 views.

Sent peer-to-peer text messages to 273,000 Equality California members, answering questions about the vaccines and urging them to get vaccinated.

Cindy Quezada, Senior Program Officer, The Center at The Sierra Health Foundation:

People are more apt to get vaccinated after getting information from sources they trust, and Equality California has often been that resource, connecting with LGBTQ+ people so they may protect themselves and their loved ones."

Rosa Diaz, CEO, Imperial Valley LGBT Resource Center:

"In our region, COVID-19 has hit especially hard because so many people live and work in close quarters, and the subgrant from Equality California has been a huge boost in reaching LGBTQ+ people and getting them vaccinated."

Bay Area Reporter

CA health chief says he'll improve SOGI data collection for vaccinations, but details lacking

blade

CA public health director & Equality California host LGBTQ+ vaccines town hall

Looking Ahead to 2022

With the pandemic continuing into its third year, we will expand our work with new advocacy efforts. We anticipate receiving a grant from the California Department of Public Health to urge more LGBTQ+ people ages 24 and younger to get vaccinated. By partnering with high schools, universities and social media influencers, we will urge youth to wear masks in public spaces, get vaccinated and boosted. Simultaneously, we will train CDPH healthcare providers to better care for LGBTQ+ youth.

Sacramento

Working closely with LGBTQ+ state legislators and allies, Equality California advocated at the State Capitol for policies to improve the health and well-being of transgender and gender-nonconforming people, those living with HIV, and the diverse communities to which LGBTQ+ people belong. Six of our sponsored bills were signed into law by Governor Gavin Newsom, reinforcing California's standing as a national leader in protecting the LGBTQ+ community.

Accomplishments

Secured $3 million for an online training for teachers so that they are equipped to support LGBTQ+ students and improve overall school climate.

Passed legislation to ensure older Californians living with HIV have access to critical programs and services.

Streamlined the process that transgender people use to change their name or gender on marriage certificates, college diplomas and their children's birth certificates.

Senator Scott Wiener (D-San Francisco):

"Over the years, it's been reassuring to have a dedicated partner like Equality California advocating for the most marginalized people in the LGBTQ+ community, and I'm confident we'll continue to make great strides together."

Assemblymember Evan Low (D-Silicon Valley), Chair, California Legislative LGBTQ+ Caucus & Senator Susan Talamantes Eggman (D-Stockton), Vice Chair, California Legislative LGBTQ+ Caucus:

"Equality California had worked hard for years to create a training program to make schools safer for LGBTQ+ youth. We are grateful for their partnership as we secured $3 million in the state budget to make that vision a reality."

Looking Ahead to 2022

We expect to advance bills that would make family building more equitable for LGBTQ+ people;; reduce police profiling of transgender women of color; ensure that LGBTQ+ workers can take job-protected leave for their "chosen" family; and more. We will also continue our budget and administrative advocacy to reduce the disparities in health and well-being that LGBTQ+ Californians face.

Washington, DC

With President Biden's inauguration and Democrats' control of the House and Senate, hopes were high for a paradigm shift -- reviving the economy in the wake of COVID-19 pandemic, safeguarding voting rights, expanding affordable healthcare and reproductive rights, protecting immigrants, and passing the Equality Act. Though the Biden-Harris White House has reversed much of the Trump-era's ugliest anti-LGBTQ+ regulations, hyper-partisanship in Congress has stalled our aggressive, progressive agenda.

Accomplishments

Secured "yes" votes from every Congressional Democrat from California and Nevada for the eight bills supported by Equality California and Silver State Equality.

Worked with allied partner organizations to advance LGBTQ+ judicial nominees from California.

Created a working coalition to tackle credit reporting problems encountered by transgender and nonbinary people after a legal name change.

Created a working coalition to help LGBTQ+ veterans who were expelled from the military with a less-than-honorable discharge to receive upgraded discharges.

U.S. Representative Mark Takano (D-Riverside), Chair, House Veterans Affairs Committee:

"Our military wrongly discharged more than 100,000 LGBTQ+ servicemembers over the decades, bringing shame and the premature end of their careers. I appreciate Equality California's support of my work to restore justice and pride to these honorable veterans."

U.S. Representative Barbara Lee (D-Oakland), Co-Chair, Congressional HIV/AIDS Caucus:

"While medical advancements have dramatically improved the outlook for people living with HIV and AIDS, our criminal justice laws are still stuck in the 1980s when it comes to HIV. By teaming with organizations like Equality California, we can get with the times and pass my bill to stop criminalizing HIV transmission."

The Washington Post

House votes to pass Equality Act, prohibiting discrimination based on sexual orientation and gender identity

Looking Ahead to 2022

The U.S. Supreme Court is considering whether to greatly restrict abortion rights, major legislation is unlikely to advance in the Senate, and Democratic control of both chambers hangs in the balance with the November election. As a result, Equality California's Washington, DC office is working to expand the pipeline of LGBTQ+ judicial candidates for the federal bench, and advance two regulatory matters: overturning the dishonorable discharges lodged over the decades against U.S. military servicemembers because of their sexual orientation or gender identity; and helping transgender and non-binary people address problems with their credit score reports following a legal name change.

Safe & Supportive Schools

K-12 public schools continued to be the site of major disputes and legal challenges related to LGBTQ+ issues, particularly curriculum and facilities access. In places like Chino and Spreckels, a small community near Salinas, members of school boards attempted to restrict the rights of LGBTQ+ students by shutting down support programs or proposing measures that would require students to use restrooms based on their sex assigned at birth. In these incidents and others, we worked closely with our partners to protect students and built new partnerships with district officials, school board members, teachers, staff and students to counter such actions.

Tony Thurmond,
California Superintendent of Public Instruction:

"From stopping the Chino Valley Unified School District's attempt to hurt LGBTQ+ students, to initiating a statewide survey of public school districts' support for LGBTQ+ youth, Equality California's foresight and advocacy never let up."

Jeff Freitas, President,
California Federation of Teachers:

"Even with California's progressive record, our LGBTQ+ students continue to be a target and that's why I served on Equality California's Advisory Committee for Safe and Supportive Schools. We have a duty to all of our students to ensure they are safe and free from harm and harassment."

Accomplishments

Engaged 32 school districts, 5 county offices of education and 10 parent groups about policies and best practices that contribute to safe and supportive school environments for LGBTQ+ and all students.

338

Distributed the Safe and Supportive Schools survey in November to 338 public school districts across California.

Continued our Equality CaliforniaMentorship Corps program, which provides affirming mentorship to LGBTQ+ students in Fresno Unified School District, training and deploying 28 mentors charged with creating safe and affirming school environments for nearly 100 LGBTQ+ students.

Defeated a resolution sponsored by two Chino Valley Unified School District Boardmembers that would have required transgender students use restrooms based on the sex assigned to them at birth (which would have violated state law).

Erica Hasenbeck, Manager of Restorative Practices & LGBTQ+ Support Team, Fresno Unified School District:

"The Equality California Mentorship Corps is a perfect example of how we can instill the skills, confidence and knowledge in our LGBTQ+ youth so they can successfully navigate the challenges of school and their life beyond."

Christina Gagnier, School Board Member, Chino Valley School District:

"The attempt to overturn state law in the Chino Valley and force transgender students to use restrooms based on the sex they were assigned at birth was vicious and ignorant. When the measure was proposed, the first thing I thought to do was to reach out to Equality California. Their action helped assure the defeat of the measure and empowered our students and members of the community."

EdSource

Proposed transgender restrictions at Chino Valley Unified fail after student outcry and state warning

Looking Ahead to 2022

While we anticipate more disputes over curriculum, facilities use, and other issues in schools, we will continue to build constructive partnerships with districts, county offices of education, parents, and students. At the same time, we are starting a partnership with the California Department of Education to design a statewide, online training program to help teachers and other staff support LGBTQ+ students. We will also release the 2022 Safe and Supportive Schools Report, which measures school climate across the state for LGBTQ+ students, providing critical information to parents, policymakers, and advocates to inform their work.

HIV/AIDS

Society's response to HIV and AIDS in the United States has roots in fear and ignorance. Thanks to medical advancements and understanding, support for moving past stigma and toward science is growing. But the work is far from done.

Accomplishments

In California, we advanced laws to empower older people living with HIV and to further reduce discrimination against people living with HIV in the insurance context.

Coordinated a multi-state advocacy effort to modernize laws across the country that criminalized HIV.

Shared our experiences and strategic insights with advocates in Illinois, Nevada, Virginia, and New Jersey, where governors signed laws to modernize HIV criminal laws.

Helped to expand the capacity of lead organizations and HIV modernization coalitions in eight states to further their work to end discrimination against people living with HIV and to center science, not stigma.

Timothy S. Jackson, Director of Government Relations, AIDS Foundation Chicago:

"Our victory in repealing the HIV criminalization law in Illinois was long overdue and would not have been possible without community leadership and support. We are proud to join the growing number of states that are prioritizing science over stigma."

Eric Paulk, Deputy Director, Georgia Equality:

"We are proud to be accelerating our longstanding efforts to end discrimination against people living with HIV, and we are optimistic that the Georgia Legislature is moving in the right direction."

Vee Lamneck, Executive Director, Equality Virginia:

"I'm hopeful that the growing number of states passing reform legislation like we did in Virginia sends a signal to the rest of the country that the days of stigmatizing people with HIV are over."

The Washington Post

Virginia joins a movement to change state laws criminalizing HIV exposure

Looking Ahead to 2022

We look forward to continuing our work to reduce discrimination against people living with HIV at the state level and the federal level. LGBTQ+ people who are living with HIV are often doubly marginalized in our society by barriers such as lack of social acceptance and lack of access to public services. We will continue our work both in California and in more states across the country to emphasize science over stigma.

Transgender Equality

While transgender and nonbinary people experience almost unparalleled harassment, violence and discriminatory laws in the United States, hope grows as new laws are passed to create protections at home, work and school. California is leading the country in ensuring the transgender community's safety and dignity in all aspects of life, and at Equality California we are dedicated to keep playing a role to make that happen.

Accomplishments

Sponsored four bills in the California Legislature that improve the lives of transgender and nonbinary people, of which three were signed into law by Governor Gavin Newsom and one is awaiting his decision.

Partnered with California Lieutenant Governor Eleni Kounalakis to create the nation's first statewide transgender advisory council.

Lobbied successfully to end the Pentagon's policy against transgender people serving in the U.S. military.

Supported Lisa Middleton's mayoral bid in Palm Springs, making her the first transgender mayor in California.

Bamby Salcedo, President and CEO, TransLatin@ Coalition:

"For us to lift up the lives of transgender and non-binary people in California, we need to build alliances and support organizations on the ground like ours. Thank you to Equality California for your financial support, which will strengthen our outreach and services for transgender and nonbinary people."

Darren Lazor, Co-plaintiff, *Bagley v U.S. Department of Health and Human Services:*

"As a transgender man and Equality California member, it's especially meaningful for me to be part of this lawsuit challenging discriminatory policies enacted under the Trump administration, and know that I can help restore healthcare protections for LGBTQ+ people across the country."

ADVOCATE

Lisa Middleton Becomes First Trans Mayor in California

Looking Ahead to 2022

Transgender people will likely be targeted as state legislatures introduce and enact laws to harm the safety and wellbeing of the community. In spite of those threats, we will continue advocating for the federal government to restore healthcare protections for transgender and nonbinary people, and urge Governor Gavin Newsom to end the state's transphobic loitering law, which discriminates against transgender people of color.

Racial Justice

More than 18 months after the murder of George Floyd in Minneapolis, California is still reckoning with systemic racism and white supremacy. There is much work to be done to stop anti-Asian violence and the racial inequities highlighted by COVID-19 in healthcare and the economy, but we are playing a part in rectifying these injustices by passing new laws and empowering voters of color.

Accomplishments

Organized online, public forums with Asian-Pacific Islander LGBTQ+ leaders to confront anti-Asian hate in California, and explain its significance to the larger LGBTQ+ community.

Advocated for COVID-19 vaccine equity and raised awareness about the disproportionate toll the pandemic has taken on Latino and Black LGBTQ+ communities.

Provided subgrants to organizations serving, and led by, people of color to conduct COVID-19 vaccine outreach among communities of color.

Ensured fair and equitable legislative redistricting for people of color by partnering with the Mexican American Legal Defense and Educational Fund, Asian Americans Advancing Justice, and the California Black Census and Redistricting Hub.

Evan Low (D-Silicon Valley), Vice-Chair, California Asian & Pacific Islander Legislative Caucus:

"Our state and country were rocked by anti-Asian violence because of the COVID-19 disinformation campaign, and Equality California urgently responded by calling attention to the spate of attacks and educating the LGBTQ+ community about how to stop them."

Senator Steven Bradford (D-Gardena), Chair, California Legislative Black Caucus:

"To bring about racial justice, we always need a coalition that understands the intersection of race, sexual orientation and gender identity. Thank you to Equality California for reinforcing how these identities are intertwined and being a great ally for advancing racial justice legislation."

Los Angeles Times

LGBT Latinos suffer in the pandemic's shadows

Looking Ahead to 2022

While states across the country pursue laws to further restrict the voting rights of people of color, California will counter that trend by making it easier for people to participate in our democracy. In addition, we will support racial justice through criminal justice reform and expanding access to health and mental health services for communities of color in the state.

LGBTQ+ Leadership

For the LGBTQ+ community to expand its political power, we need to nurture leaders who can win elected office, be appointed to public boards and commissions, and work in the offices of public officials.

The Equality California Institute-Comcast Fellowship invites college-aged LGBTQ+ youth to apply for paid internships in the capitol offices of pro-equality champions of the California Legislature, where they assist in the legislative process and may be inspired to pursue a career in public office. **The Equality California LGBTQ+ Leadership Academy** prepares LGBTQ+ mid-career professionals to seek elected or appointed positions in local, state and federal government by consulting with inspiring and accomplished LGBTQ+ leaders and campaign advisors. **The California LGBTQ+ Leadership Summit** brings local, state and federal LGBTQ+ elected and appointed officials together to network, discuss policy priorities, and establish valuable mentorships among veteran public leaders and newly elected and appointed LGBTQ+ officials. **The LGBTQ+ Appointments Project** identifies and advocates for qualified LGBTQ+ leaders to serve in local, state and federal appointed offices, bringing invaluable LGBTQ+ voices and perspectives to public boards and commissions.

Accomplishments

Enlisted six LGBTQ+ youth to participate in a four-week, paid internship at the State Capitol, which included seminars and mentorship opportunities with state legislators.

100

Hosted 100 openly LGBTQ+ elected and appointed officials for the annual California LGBTQ+ Leadership Summit, which featured policy discussions with panelists such as California Lieutenant Governor Eleni Kounalakis.

Trained 20 LGBTQ+ people from across a range of professions - 9 of whom identify as people of color - to run for elected office or seek appointment to public boards or commissions.

10

Secured the appointment of 10 LGBTQ+ people to federal, state and local entities, including the Federal Emergency Management Agency, and California boards and commissions involving barbering and cosmetology, worker's compensation, student aid and public employee relations.

Eric Banks, Chair, California Public Employment Relations Board:

"By having LGBTQ+ people serve on public commissions and boards, we know our perspective and concerns will always be part of the discussion, and that makes our public policies so much stronger."

Eunice Lee, Junior, Columbia University:

"Working with Senator Eggman's office through the Equality California Institute-Comcast Fellowship helped me see the legislative process up close, and appreciate how much we always need LGBTQ+ people shaping our laws on the chamber floor and behind the scenes."

Jewel Hurtado, City Councilmember, Kingsburg:

"As an out elected official living in a rural community, it was so inspiring to meet other LGBTQ+ leaders at the California LGBTQ+ Leadership Summit who know the challenges of being proud and raising our voice on behalf of LGBTQ+ people in our communities."

UC RIVERSIDE News

Newsom appoints UCR Highlander to Student Aid Commission

Looking Ahead to 2022

With numerous public boards and commissions at the state and local level, seats are always available and we are eager to identify more LGBTQ+ people who would like to be appointed. Assuming the COVID-19 pandemic relents, we hope to hold more of our leadership events and programs in-person.

OUT Against Big Tobacco

Our goal is to end the tobacco-related health disparities faced by LGBTQ+ people in California, and Equality California is partnering with a coalition of 24 LGBTQ+ organizations in Los Angeles County and 14 groups in the Central Valley. We focus on ending the sale of flavored tobacco products, restricting retailers from redeeming coupons or offering other discounts on tobacco products, growing the number of Tobacco Free Prides, and asking pro-equality California Legislative candidates to refuse political contributions from the tobacco industry.

Accomplishments

Secured the signatures of 18 legislative candidates, who agreed to "Kick Big Tobacco Out of California Politics" and decline campaign donations from tobacco companies.

Passed an ordinance in the City of West Hollywood to end the sale of flavored tobacco products in stores, and retailers' use of discounts on tobacco products.

Published an article about tobacco control and the LGBTQ+ community in the *International Journal of Environmental Research and Public Health*, and presented it before the American Public Health Association.

Bay Area Reporter

CA LGBTQ group asks candidates to reject tobacco cash

blade

COVID-19, Isolation, Tobacco and the LGBTQ + BIPOC Community

Q Voice News

FDA vows to ban menthol cigarettes, which could save queer lives

Ebony Harper, Founder, California TRANScends:

"Through this partnership, we quantified just how much of a problem tobacco use is among Black trans community members living in poverty, and how we can change public policies that free our community from the grips of big tobacco."

Tyrone Thompson, Community Education and Engagement Team Lead, Arming Minorities Against Addiction and Disease:

"By being part of the OUT Against Big Tobacco Los Angeles coalition, it energized our own advocacy efforts and reinforced the need to change our message based on the audience we're talking to."

Mojo O'Keefe, Executive Director, Amador County Arts Council:

"In order to defeat Big Tobacco, we need to raise the voices of the LGBTQ+ community and drown out the claim that smoking tobacco is somehow tied to individual freedom."

Looking Ahead to 2022

We are hopeful about making progress on several fronts: securing pledges from pro-LGBTQ+ state legislative candidates to refuse political contributions from the tobacco industry; passing ordinances in Santa Monica and Signal Hill to end the sale of flavored tobacco, and in Visalia to start city oversight of tobacco retailers; and for all Pride celebrations in the Central Valley to become tobacco free events.

Diversity, Equity & Inclusion Training

Since 2020, we have organized virtual and online training programs to help California healthcare providers better understand and care for their LGBTQ+ patients. In addition to covering terminology such as gender identity and sexual orientation, the sessions discuss health concerns unique to the LGBTQ+ community, and how these issues intersect with our race, ethnicity or immigration status.

Accomplishments

1,358

Trained 1,358 people during live online and recorded sessions.

285

Expanded the training to include homeless service providers because LGBTQ+ youth are overrepresented among the unhoused population - reaching 9 organizations and 285 staff.

Conducted our first Spanish-language training session for healthcare providers.

Rene Evans, Consultant, Only Kindness:

"In our rural community - not only is it difficult to find trainings with this much great information, it is difficult to find professionals who truly understand the challenges of unhoused clients who are trangender or nonbinary. This training helped us to understand our clients needs better and to be comfortable speaking to the additional challenges they face when homeless. We are truly grateful for the team at Equality California for offering this course at no cost to our representatives in our programs."

Sarah McClellan, Director of Programs, Pathways of Hope:

"Our staff bring a great deal of care and understanding to their work with those experiencing homelessness and food insecurities, and the Equality California's LGBTQ+ 101 training we received helped reinforce the need to be welcoming and educated while working with the LGBTQ+ community."

Public News Service

New Training on LGBTQ+ Inclusivity for Homelessness Programs

Looking Ahead to 2022

We will expand our training about HIV, which previously was offered only as part of our self-paced online training but will now be offered as part of our live, virtual sessions. In addition, we plan to reach more providers working in rural communities, and educate workers across California about the need to increase Human papillomavirus vaccinations among transgender and nonbinary youth.

Silver State Equality

As the politics of Nevada become more progressive, the outlook for enacting legislation protecting the LGBTQ+ community continues to be attainable. Silver State Equality shepherded three bills through the Nevada Legislature: updating and modernizing HIV criminal laws; allowing more than two adults to adopt a child; and requiring state agencies to collect data about sexual orientation and gender identity and expression from the people they serve.

Governor Steve Sisolak:

"While we celebrate these accomplishments, we must also continue to focus on the steps that can still be taken to eliminate prejudice and exclusion, celebrate diversity, and create a more inclusive society for all. That's why I take great pride in the work we have done together to pass dozens of LGBTQ+ inclusive bills in the last two legislative sessions."

Accomplishments

Led the Nevada Equality Coalition in advocating for progressive legislation, of which Silver State Equality's three LGBTQ+ priority bills were signed into law, in addition to nearly 17 others, by Governor Steve Sisolak.

Testified before the Nevada Legislature, Clark County Redistricting Committee, and Clark County School District to urge them to seek more public input about redrawing political maps, and create them to be more equitable for the LGBTQ+ community and people of color.

Organized a virtual Equality Day session with 40 individuals, who urged Nevada lawmakers to pass Silver State Equality's priority legislation as well as those prioritized by the Equality Coalition.

Annette Magnus, Executive Director, Battle Born Progress:

"We worked with Silver State Equality in many capacities, including important communications work, ensuring Nevadans have the right to vote, and co-sponsoring the virtual Equality Day. We are thrilled about this partnership and look forward to continuing our collaboration during the 2022 election cycle."

Cathy Brown, Executive Director, Elizabeth Taylor AIDS Foundation:

"Silver State Equality is doing outstanding work to advance understanding of HIV/AIDS and that's why we continue to enthusiastically support their advocacy and education work in Nevada."

Changing America

Among national flood of anti-trans bills, Nevada lawmakers pass LGBTQ+ affirming legislation

THE CENTER FOR HIV LAW & POLICY

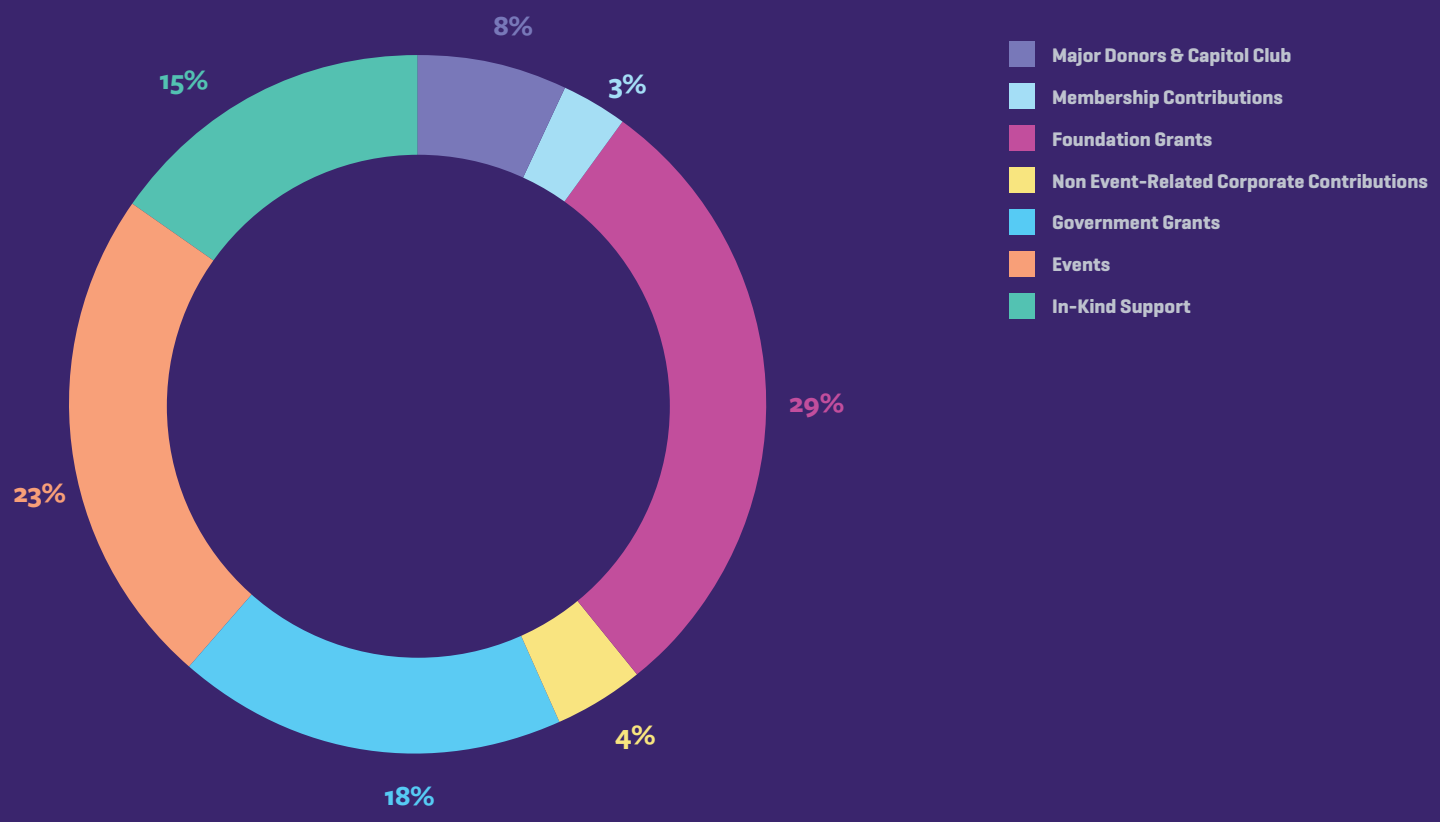
Nevada Passes Law Reforming HIV Criminal Laws

Looking Ahead to 2022

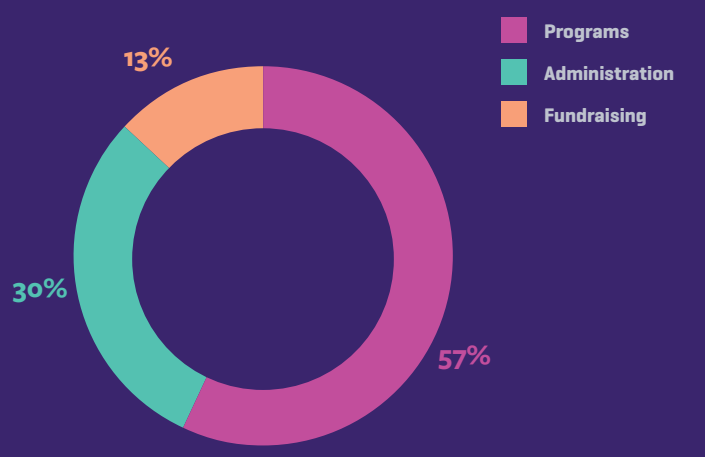
With a two-year $100,000 grant, we will continue COVID-19 education and outreach to the LGBTQ+ community, including resources about where to get tested and vaccinated in Nevada. We also will be forming an LGBTQ+ student advisory council, and endorsing pro-equality political candidates up and down the ballot for the November 2022 election.

Our Financials

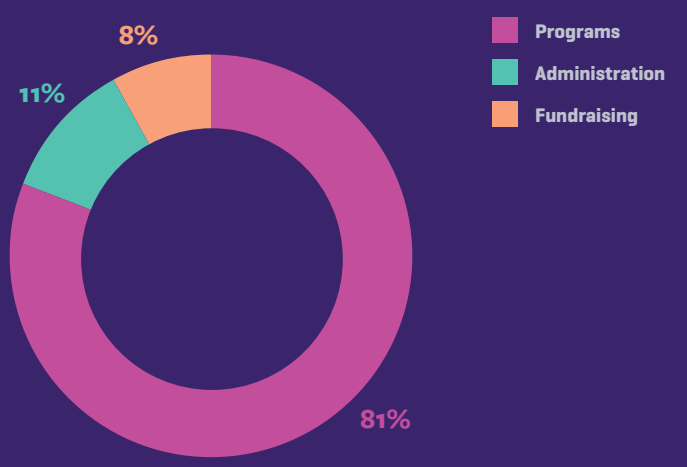
2021 Combined Revenue



2021 Equality California Expenses



2021 Equality California Institute Expenses



EQCA/I Revenue Overview/Analysis

(2014-2021)

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 Audited	4,135,897	4,396,595	(260,698)
2021 unaudited	4,382,080	4,005,106	376,975

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 Audited	4,675,246	3,742,956	932,290
2021 unaudited	6,239,773	5,529,505	710,268

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 Audited	8,811,143	8,139,551	671,592
2021 unaudited	10,621,853	9,534,610	1,087,243

State PAC	Revenue	Expenses	Net Income
2016	2,103,929	2,137,960	(34,032)
2017	72,500	35,056	37,444
2018	162,011	262,270	(100,258)
2019	69,044	30,330	38,714
2020	1,223,124	1,250,031	(26,907)
2021	40,775	13,220	27,555
2020	1,223,124	1,250,031	(26,907)
2021	40,775	13,220	27,555

Federal PAC	Revenue	Expenses	Net Income
2018	8,705	5,141	3,564
2019	344	2,515	(2,171)
2020	7,810	9,357	(1,547)
2021	10,130	2,530	7,600

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As of December 31, 2021

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FOR ALL

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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