

CALI ▶ ▶ FOR WARD ▶



**EQUALITY
CALIFORNIA**

2018 Annual Report

Dear Friends,

2018 was a year for the history books. We passed a record number of pro-equality bills and resolutions in Sacramento. We fought the president's transgender military ban in court and marched for gun safety reform, for healthcare and to protect immigrants and refugees. We trained healthcare providers across California, Nevada and Arizona to better care for LGBTQ patients. And on November 8, we mobilized pro-equality voters to elect champions up and down the ballot — all across the Golden State — and put the U.S. House of Representatives back in pro-equality control.

Make no mistake, there were some bumps along the way. The Trump-Pence Administration continued fighting to roll back protections for the LGBTQ community. We knocked on thousands of doors for pro-equality candidates but didn't win every race. We grappled with mass shootings and stories of sexual harassment and abuse. But every time we were knocked down, we got back up and kept fighting. And I couldn't be prouder of our staff, our board members and our 800,000 members.

*But every
time we were
knocked down,
we got back
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fighting.*

There's work left to be done, and we have a big year ahead of us — our twentieth anniversary year. We're working to make sure schools are safe and supportive for LGBTQ youth. We're expanding access to quality, affordable healthcare. We're launching Silver State Equality to support the fight for LGBTQ civil rights and social justice in Nevada. And we're working hand-in-hand with Governor Newsom, the California Legislature and a new pro-equality U.S. House of Representatives to continue striving to create a world that is healthy, just and fully equal for all LGBTQ people.

Until the work is done,



Rick Zbur
Executive Director



#MSDSTRONG

Katie Hill

FOR CONGRESS

for C

EQUALITY CALIFORNIA

FOR ALL

EQUALITY CALIFORNIA

Katie Hill

EQUALITY CALIFORNIA

FOR ALL

EQUALITY CALIFORNIA

Katie Hill

FOR ALL

EQUALITY CALIFORNIA



“

From the start, Equality California had my back: their endorsement helped give our campaign the early momentum we needed.”

Congresswoman **Katie Hill**

► *What Guides Our Work* ►

Roadmap to Equality

In 2018, the boards of Equality California and Equality California Institute adopted an ambitious new strategic plan to guide our work. Over the next five years, we're investing in full-scale growth to turn the nation's largest statewide LGBTQ civil rights organization into an engine for change primarily focused on California, but with the capacity to engage in our national mission objectives.

Here's how we get there:

- Advance Cutting-Edge Legislation
- Enhance Our Electoral Clout
- Address Disparities in Health & Well-Being
- Educate, Mobilize & Engage Our Community
- Develop Funding Mix to Ensure Financial Stability
- Serve as a Talent Engine for the LGBTQ Movement

Our Core Values

Collaboration

- Deep collaboration and intersectionality to ensure no one gets left behind

Commitment

- Unrelenting commitment to the mission

Effectiveness

- Pragmatic, efficient and effective in achieving LGBTQ goals

Fearlessness

- Indestructible fearlessness in advancing equality

Integrity

- Unquestionable integrity for transparency in the work

Inclusiveness

- Broad inclusiveness to ensure all voices are heard

Leadership Development

- Meaningful leadership development for staff, individuals and organizations to sustain and elevate representation and effectiveness of the LGBTQ community

Vision

- Visionary forward thinking to advance LGBTQ priorities



Bringing the Rainbow Wave to California

In the lead up to the 2018 election, **Equality California** ran a robust voter engagement and get-out-the-vote program, helping to elect more than 140 openly LGBTQ and pro-equality leaders — up and down the ballot. From direct mail and digital advertising to grassroots organizing in four of the most competitive Congressional districts in the country, Equality California worked tirelessly to propel a wave of pro-equality victories across the Golden State.

1st

First openly LGBTQ statewide elected official



7 anti-LGBTQ House seats flipped



Pro-equality mega-majorities in Sacramento

740,000

740K pro-equality voters reached



6,685 doors knocked



15 direct mail pieces to 520,000 households



78.2% Win Rate of Endorsed Candidates



117,200 live phone calls and texts to pro-equality voters

“

“In 2018, NextGen was proud to partner with Equality California to mobilize pro-equality voters in key Congressional districts, which was critical to our success. Together, we helped elect champions who will fight for civil rights and social justice — and defeated some of the most anti-LGBTQ members of Congress.”

NextGen America Founder **Tom Steyer**

Looking Forward >>>

Equality California is already engaged in a number of local and state elections in 2019 and in laying the groundwork for another robust voter engagement campaign in 2020. California will be a critical early primary state in the 2020 presidential election and right next door, Nevada will be a key battleground in both the primary and general elections. Equality California's top 2020 priority will be electing a pro-equality president, re-electing the pro-equality champions we sent to Congress in 2018 and expanding the California Legislative LGBT Caucus by electing more openly LGBTQ leaders to the California Assembly and Senate.



“**Equality California** is my #1 partner in the fight for LGBTQ+ rights. With the divisive policies coming out of Washington and increasing intolerance nationally, I count on them to help build the coalitions our community needs to be strong and united.”

Ricardo Lara
CA Insurance Commissioner



►Paving the Way in Sacramento►

Equality California sponsored a record 17 state bills and resolutions in 2018, primarily aimed at reducing disparities in health and well-being that the most marginalized members of California's LGBTQ community continue to face. We took steps to address the state's youth homelessness crisis and ensured law enforcement officers have the training they need to serve and protect the LGBTQ community. We also passed historic legislation guaranteeing life-saving, gender-affirming healthcare for transgender foster youth and recognizing the dignity of intersex people. Working with California's Legislative LGBT Caucus, we'll continue fighting to protect and empower all LGBTQ Californians — and creating a roadmap for other states to follow our lead.



**17 sponsored
pro-equality bills &
resolutions**



**10 bills signed
into law**



**3 resolutions
adopted**



With the critical support of Equality California, we're making sure California continues to lead the rest of the nation on LGBTQ civil rights and social justice."

CA Senate President pro Tempore **Toni G. Atkins**

Fair Share for Equality

Equality California Institute hosted our fourth annual Fair Share for Equality convening in April 2018 — a full day of panels and discussions regarding the LGBTQ community's needs at the local, state and federal levels, including critical policy, programmatic and funding priorities. Participants included LGBTQ leaders, community advocates, educators, social service experts, data analysts, attorneys, elected officials, policy makers and government staff.



300+
participants



40+
speakers

LGBTQ Advocacy Day

Equality California once again brought pro-equality leaders, advocates and allies from across the state to Sacramento for our annual LGBTQ Advocacy Day at the California State Capitol. Participants received advocacy training from Equality California's legislative team and met with lawmakers and their staff to raise awareness about critical priorities for the LGBTQ community, people living with HIV and the diverse communities to which LGBTQ people belong.

Key policy issues:

- Safe and supportive schools
- Healthcare and mental health
- HIV/AIDS: Getting to Zero
- Transgender equality
- Criminal justice reform
- Immigration



200+
participants



112 legislative
office visits

Looking Forward >>>

With pro-equality supermajorities in the California Legislature and a pro-equality champion in the governor's office, Equality California has already hit the ground running in Sacramento for 2019. Our top state legislative priorities for 2019 include providing teachers and school staff with the training they need to support LGBTQ students, expanding access to lifesaving HIV drugs PrEP and PEP and ending discrimination against LGBTQ young people engaged in sexual relationships.

“
I'm proud to count **Equality California** as a key legislative partner — the organization is invaluable in moving difficult legislation forward.

CA Legislative LGBTQ Caucus Chair Senator **Scott Wiener**





► *Fighting Back in Washington, DC* ►

The last two years have tried and tested the LGBTQ community like never before. Equality California's Washington, DC office continued our work resisting the Trump-Pence Administration's anti-LGBTQ, anti-woman, anti-immigrant agenda in the nation's capital in 2018. And we helped to lay the groundwork to advance pro-equality federal legislation in the future, including a number of bills inspired by the statewide civil rights laws that we've passed in California.

- Submitted 19 public comments to federal agencies opposing anti-LGBTQ regulatory proposals
- Secured commitment from Chair of the Congressional LGBT Caucus' Committee on Aging to introduce federal LGBT Seniors Bill of Rights based on California law sponsored by Equality California.
- Secured co-sponsorship of all 41 California Congressional Democrats on 6 pro-equality priority bills.



Equality California is a champion in our state and a leader nationwide – their tireless advocacy contributed to the Rainbow Wave in 2018 and helped Congress reflect the diversity of the American people. As we continue working to improve LGBTQ representation and fighting for LGBTQ rights across the country, Equality California will be a stalwart partner that will help us become an America where every person can truly be equal under the law.”

U.S. Representative **Mark Takano**

Looking Forward ► ► ►

With the Speaker's gavel back in the hands of San Francisco's favorite daughter and a pro-equality majority restored to the U.S. House of Representatives, we will continue to play defense against the Administration's attacks, while fighting with everything we've got to advance our pro-equality agenda in Congress.



“

As a Californian and an ally, I am so proud to be an Equality California member.”

U.S. House Speaker **Nancy Pelosi**

► Challenging the Transgender Military Ban: *Stockman v. Trump* ►

Equality California and seven brave transgender servicemembers and enlistees — represented by Latham & Watkins LLP, NCLR and GLAD and joined by Attorney General Xavier Becerra on behalf of the State of California — continued challenging President Trump’s military ban in court throughout 2018. After obtaining a nationwide preliminary injunction to block the Trump-Pence Administration from implementing the ban in late 2017, we successfully defended the injunction against the Justice Department’s attempts to have it dissolved and implement the ban.

2018 Timeline

► **March 23**

U.S. Department of Justice files motion to dissolve the preliminary injunction.

► **May 7**

U.S. Department of Justice replies to Plaintiffs in support of the motion to dissolve the injunction.

► **April 25**

Equality California and Co-Plaintiffs file opposition to U.S. Department of Justice’s motion to dissolve the preliminary injunction.

► **September 18**

U.S. District Court for the Central District of California denies U.S. Department of Justice’s motion to dissolve the preliminary injunction.

Looking Forward ► ► ►

In January 2019, the U.S. Supreme Court denied the Trump-Pence Administration’s premature request for review of *Stockman v. Trump* but granted the Department of Justice’s application for a stay of the preliminary injunction. As a result, we will be able to continue making our case in the lower courts and working with our partners to pass legislation protecting transgender Americans’ right to serve in the military.



► **November 23**

U.S. Department of Justice files petition for a *writ of certiorari* before judgment, asking the U.S. Supreme Court to intervene before the U.S. Court of Appeals for the Ninth Circuit enters judgment.

► **December 24**

Equality California and Co-Plaintiffs file brief in opposition to U.S. Department of Justice's petition for a *writ of certiorari*.

► **December 13**

U.S. Department of Justice files application for a stay of the preliminary injunction.

► **December 28**

Equality California and Co-Plaintiffs file response in opposition to U.S. Department of Justice's application for a stay of the preliminary injunction.

“

Thousands of brave transgender troops around the world are currently serving our nation with honor. Their patriotism and sacrifice should be celebrated, not cruelly dismissed...”

Equality California Executive Director **Rick Zbur**



“President Trump’s despicable ban weakens our national security and erodes the fundamental value of equality that makes our nation great.

Our servicemembers, regardless of gender identity, are willing to make the ultimate sacrifice to protect us. We are proud to continue the fight to protect their liberties despite the federal government’s disregard for equality and the rule of law.”

California Attorney General **Xavier Becerra**

► Striving for Safe & Supportive Schools ►

Throughout 2018, Equality California Institute worked to collect responses to our first-ever Safe and Supportive Schools Survey from unified school districts throughout the state. Working closely with our advisory committee of teachers, school board members and administrators, local LGBTQ centers, civil rights leaders and education experts, we analyzed the survey results and began drafting our Safe and Supportive Schools Report Card, which we will release in Spring 2019. The Report Card will measure unified school districts' efforts to implement pro-equality education laws and foster safe and supportive learning environments for LGBTQ students — and will serve as a resource and advocacy tool for students, parents, teachers and community leaders.



**130 unified school
district participants**



If an LGBTQ student does not have a supportive family, they often turn to teachers and classified employees. School districts must provide these school employees with the tools they need to create safe and inclusive campuses and classrooms. This tool will empower communities to make sure that districts do their part.”

California Federation of Teachers President **Jeff Freitas**

Looking Forward ► ► ►

In 2019, Equality California Institute will release the Report Card and continue to build out the Safe and Supportive Schools Survey criteria. We also look forward to establishing relationships with a greater range of school districts across the state, to effect change at the local level, secure LGBTQ cultural competency training opportunities with school districts and promote collaborative relationships between school districts and their local LGBTQ resource centers.



“

As State Superintendent of Public Instruction, I'm proud to support Equality California Institute's release of the inaugural Safe and Supportive Schools Report Card. This report will help to create transparency as school districts across our state work to implement best practices, policies and programs to protect and support LGBTQ students.”

State Superintendent of Public Instruction **Tony Thurmond**



► Empowering the Next Generation of LGBTQ Leaders ►

LGBTQ Leadership Academy

In 2018, the boards of Equality California and Equality California Institute adopted an ambitious new strategic plan to guide our work. Over the next five years, we're investing in full-scale growth to turn the nation's largest statewide LGBTQ civil rights organization into an engine for change primarily focused on California, but with the capacity to engage in our national mission objectives.

Equality California Institute-Comcast Fellowship

With the generous support of the Comcast Foundation, Equality California Institute hosted our annual summer legislative fellowship for college students with a passion for LGBTQ advocacy. After a competitive application process, we selected six undergraduate fellows from across California and coordinated their placements in the Sacramento offices of our legislative partners, where they spent four weeks experiencing the policymaking process firsthand and networking with the Capitol Community's top LGBTQ leaders.

LGBTQ 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 executive branch positions, judicial offices and state boards and commissions. During Governor Brown's last year in office, we worked to secure additional appointments for LGBTQ leaders and prepared to assist Governor Newsom as he sought diverse, talented leaders for his new administration.



I am so proud to serve my state — and represent our community — on the Little Hoover Commission. Ensuring that LGBTQ Californians have a seat at every decision-making table is critical, and Equality California is leading the way toward making that a reality."

Little Hoover Commissioner **Cathy Schwamberger**



2018 Equality California Institute-Comcast Fellows



**24 LGBTQ Californians
trained for leadership
positions**



**6 Equality California
Institute-Comcast
Fellows**



**25+ LGBTQ appointments
to state boards &
commissions secured**



“The **Equality California Institute-Comcast Fellowship** meant more to me than anything else I’ve ever done. I’m grateful for the opportunity to have met incredible people, and most of all, to have positively impacted our LGBTQ community.”

Equality California Institute-Comcast Fellow **Victor Tiglao**

► *Prioritizing LGBTQ Health & Well-being* ►

Equality California is committed to improving the health and well-being of LGBTQ Californians through advocacy, education and mobilization programs.

Mental Health

- In 2018, Equality California Institute partnered with the California LGBTQ Health and Human Services Network and NorCal Mental Health America on #Out4MentalHealth, statewide coalition-backed initiative aimed at reducing disparities in LGBTQ mental health.

HIV/AIDS

- Equality California continued our multimedia awareness campaign #TakeIt: I'm PrEP'd, focused on promoting HIV treatment and prevention options. We also advocated for increased funding and resources for California's "Getting to Zero" program: zero HIV transmissions, zero HIV-related deaths and zero stigma against people living with HIV.

Big Tobacco

- Equality California Institute launched Out Against Big Tobacco, an alliance of LGBTQ leaders and community-based organizations working to address tobacco control and health inequity issues within Los Angeles County's LGBTQ community.

Immigrant Health

- Working alongside our #Health4All partners, we continued to fight for the expansion of full-scope MediCal to all Californians, regardless of immigration status.

Tools & Trainings for Healthcare Providers

- We grew Equality California Institute's LGBTQ cultural competency training program, which gives healthcare providers the tools and training they need to better care for LGBTQ patients.



This is really important because if we can't gain the trust of the patient, we cannot give effective, thorough care."

Healthcare Provider Trainee, California

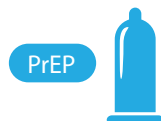


700+

healthcare providers
trained at 68 health
centers



Expanded healthcare
trainings and
advocacy to Nevada
and Arizona



Promoted HIV
prevention strategies
at 12 LGBTQ Pride
events across
California, reaching
over 10K attendees.



Recruited 16
community-based
organizations to join
Out Against
Big Tobacco.



#Out4MentalHealth centers the voices and experiences of LGBTQ Californians. We are so happy to be working with Equality California Institute to improve access to affirming mental health care and address stigma that keeps many people from seeking care."

Amanda Wallner, Director, California LGBTQ Health & Human Services Network

Looking Forward >>>

In 2019, Equality California will continue our efforts with the statewide #Health4All coalition to expand full-scope MediCal to all Californians regardless of immigration status. We will also continue to expand our LGBTQ cultural competency trainings for healthcare providers throughout California, Nevada and Arizona. As we enter the second year as a partner of the #Out4MentalHealth program, we will continue to shine a light on the importance of adequate mental health services. And as leaders of the OUT Against Big Tobacco Coalition, we will continue to work with LGBTQ and allied organizations to expose Big Tobacco's efforts to prey on the LGBTQ community. Finally, HIV/AIDS prevention education — including our #TakeIt, I'm PrEP'd campaign — will continue to be a focal point for Equality California Institute.

► Making Sure We Count in the 2020 Census ►

The stakes in the 2020 census couldn't be higher for LGBTQ Californians and the diverse communities to which we belong. With billions of dollars in federal funding and fair representation in Congress on the line, the same disparities in health and well-being that make LGBTQ people hard to count would also be further exacerbated by an undercount. Throughout 2018, Equality California Institute worked extensively on the regional, statewide and federal level to ensure that the interests of the LGBTQ community are being considered in census outreach. We also educated key policymakers at the state and local level about the need for adequately-resourced and culturally competent census outreach programs.



**Secured
appointment of 2
LGBTQ leaders to the
California Complete
Count Committee**



**Won designation
of the LGBTQ
community as a
hard-to-count
population by
California Complete
Count Office**



**Signed amicus brief
opposing inclusion
of a "citizenship
question" in the
2020 census**



Equality California's policy expertise and bold advocacy helped win historic state investments in community-based outreach. LGBTQ people exist within every hard-to-reach population and EQCA's thoughtful leadership in census planning has made it clear that we cannot be overlooked."

John Joanino, California Complete Count Committee Member

Looking Forward ►►►

In early 2019, Equality California Institute was selected by the California Complete Count Office to conduct statewide outreach to LGBTQ Californians and encourage participation in the 2020 census. We will continue working to build the infrastructural base necessary to ensure California's LGBTQ community and the diverse communities to which LGBTQ people belong are counted accurately in 2020.




THE FUTURE IS FEARLESS
EQUALITY CALIFORNIA

 **EQUALITY CALIFORNIA**
UNTIL THE WORK IS DONE

Financials

Equality California & Equality California Institute [2014-2018]

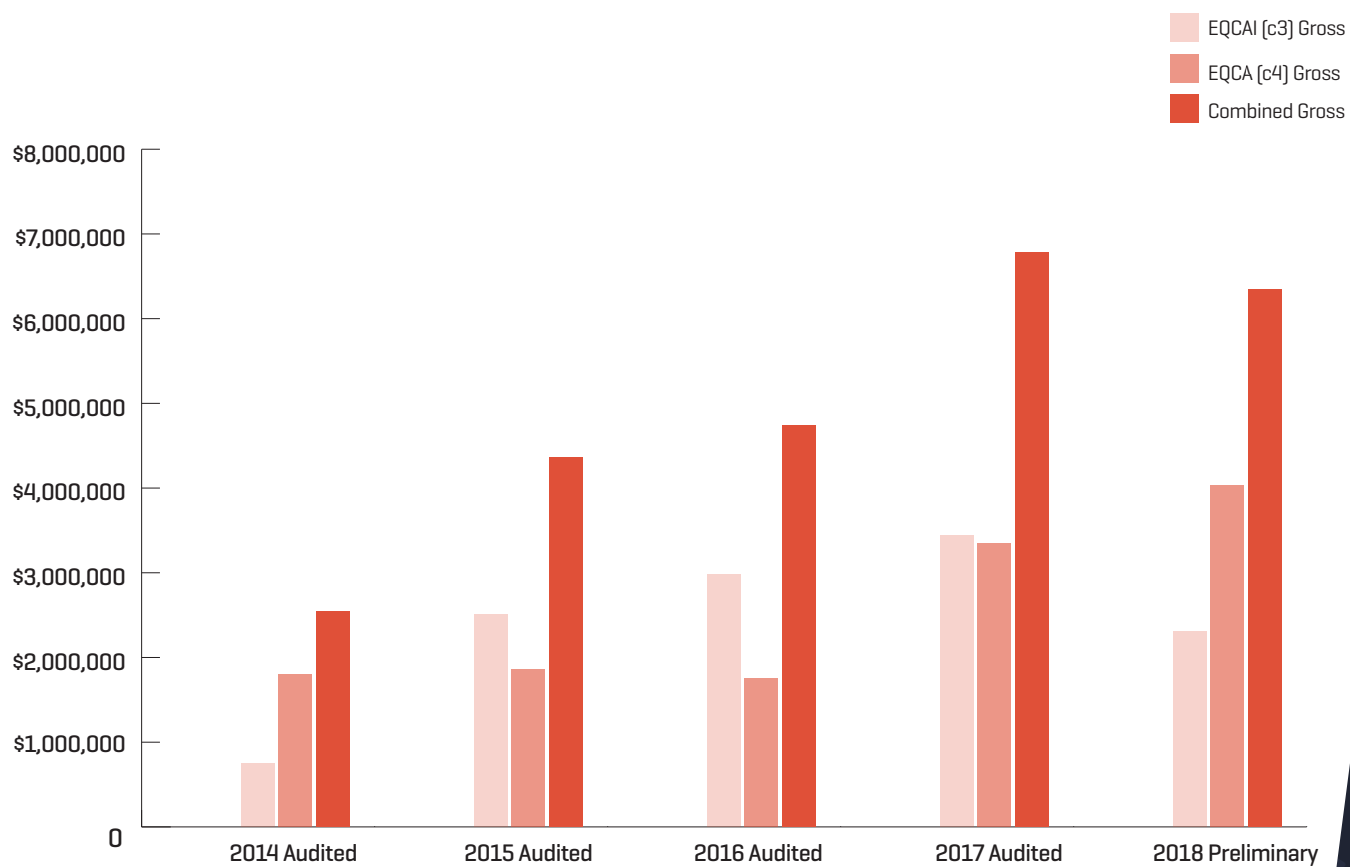
Based on unaudited results, gross combined revenue for Equality California and Equality California Institute was approximately \$6.3 million in 2018, compared to \$2.5 million in 2014, \$4.4 million in 2015, \$4.7 million in 2016 and \$6.7 million in 2017. Equality California and Equality California Institute report adjusted revenue totals, excluding direct event expenses, on our audited financial statements each year. Both the gross and adjusted revenue totals from 2014 to 2018 are included below.

	EQCAI [c3] Gross	<i>EQCAI [c3] Adjusted</i>	EQCA [c4] Gross	<i>EQCA [c4] Adjusted</i>
2014 Audited	\$748,519	\$648,076	\$1,797,488	\$1,414,683
2015 Audited	\$2,505,813	\$2,416,537	\$1,854,021	\$1,451,733
2016 Audited	\$2,980,922	\$2,807,162	\$1,756,412	\$1,345,957
2017 Audited	\$3,436,768	\$3,244,715	\$3,347,062	\$2,659,596
2018 Preliminary	\$2,313,482	\$2,026,574	\$4,037,342	\$3,266,936

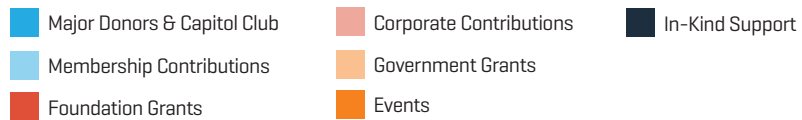
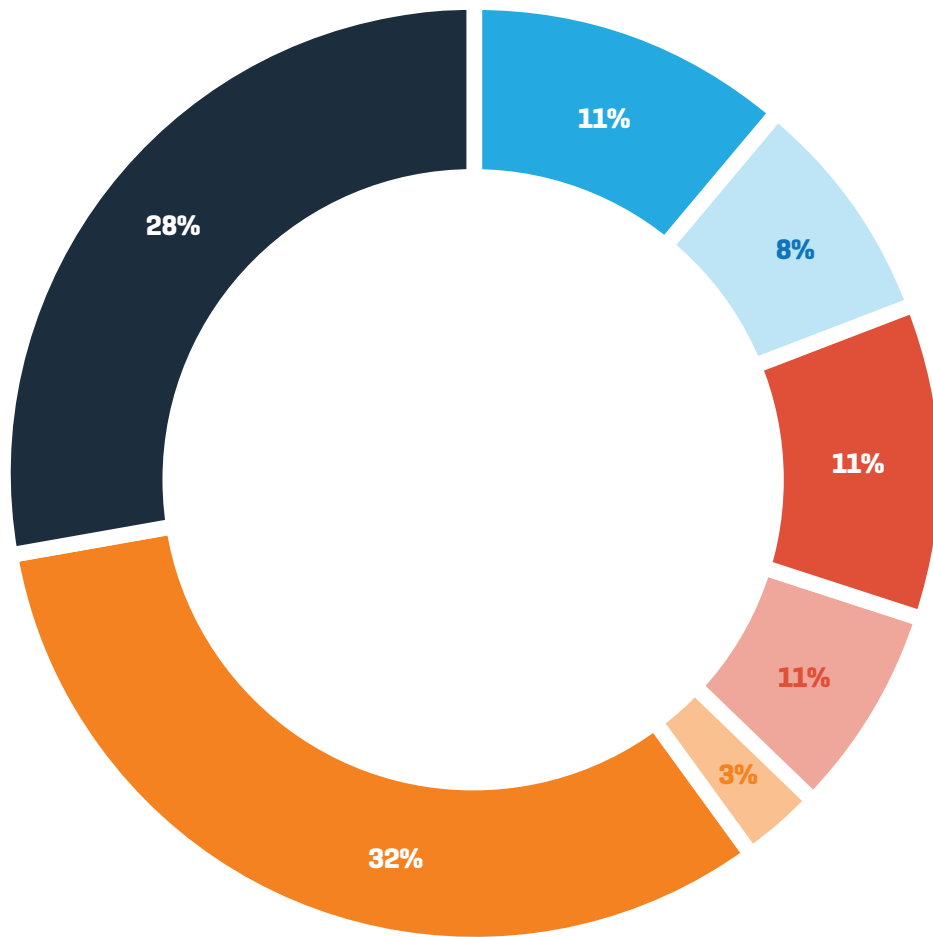
	Combined Gross	<i>Combined Adjusted</i>
2014 Audited	\$2,546,007	\$2,062,759
2015 Audited	\$4,359,834	\$3,868,270
2016 Audited	\$4,737,334	\$4,153,119
2017 Audited	\$6,783,830	\$5,904,311
2018 Preliminary	\$6,350,824	\$5,293,510

Equality California PACs [2014-2018]

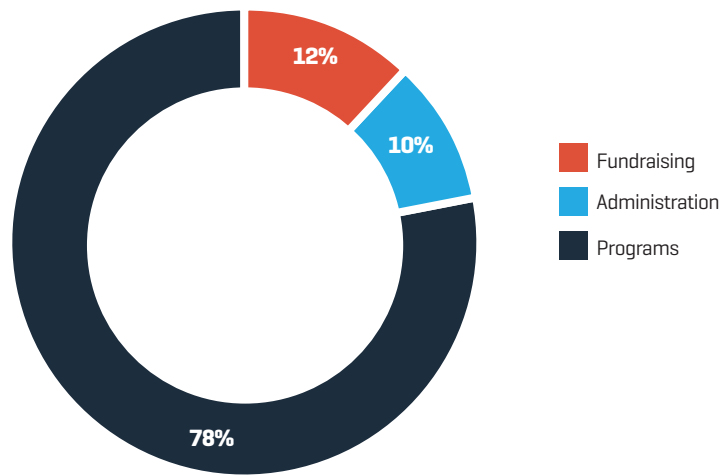
2014	34,402
2015	26,314
2016	2,103,929
2017	72,500
2018	171,691



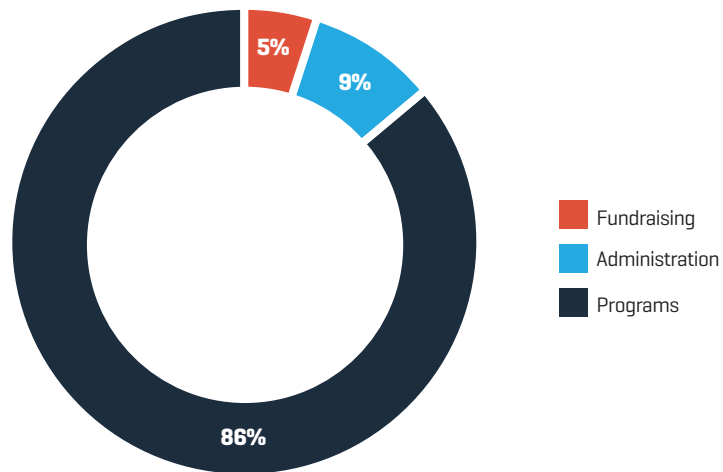
Financials



Equality California Expenses



Equality California Institute Expenses



Every time I contribute to Equality California, I know that my donation is directly supporting their critical work fighting for LGBTQ civil rights and social justice.”

Rabbi **Barbara Zacky**

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to Our Outgoing Board Officers!

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United Airlines



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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