



**EQUALITY
CALIFORNIA**

20 YEARS



ANNUAL REPORT 2019



PROTECT Trans Kids

Proud Grandparent of a Trans



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20 YEARS FIGHTING FOR EQUALITY

Dear Friend:

In 2019, Equality California celebrated our 20th anniversary — an exciting milestone and an important opportunity to look back on our history and recommit ourselves to the future.

We were founded in 1999 as the California Alliance for Pride and Equality — leading the fight for domestic partnership benefits in the state. In 2004, with new board chairs and a new executive director, the organization became Equality California and charted an ambitious path to achieve comprehensive civil rights protections and marriage equality within 10 years — the first LGBTQ+ civil rights group in the nation to do so. What started as a small group of determined activists would eventually become the nation's largest statewide LGBTQ+ civil rights organization.

We've been knocked down a few times — when Proposition 8 passed and in the years following, when LGBTQ+ civil rights organizations across the country sought to redefine their work and raise the critical funds to continue fighting — but we've always gotten back up. In the aftermath of the fight for marriage equality, we've shifted our focus toward achieving full, lived equality for all LGBTQ+ people — and the diverse communities to which we belong.

Every day, we're fighting to reduce the disparities in health and well-being that LGBTQ+ people continue to face. We've passed the strongest statewide civil rights protections for LGBTQ+ people in the country. From the freedom to marry to the right to serve openly and authentically in the military, we've fought for equality in the court room. And we've elected thousands of new pro-equality leaders, up and down the ballot. We've helped shatter California's rainbow glass ceilings — so that there's no dream too big and no ambition too high for our LGBTQ+ youth.

We're Equality California. We're 900,000 members strong. We've been in this fight for 20 years. And we'll keep striving for a world that is healthy, just and fully equal for all LGBTQ+ people — *until the work is done.*

Onward,



Rick Chavez Zbur Equality California Executive Director

OUR COMMITMENT TO DIVERSITY & INCLUSION

At Equality California, diversity 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. And we work every day to strengthen this culture of diversity and inclusion within Equality California, our membership and our partners in order to better serve our LGBTQ+ community.

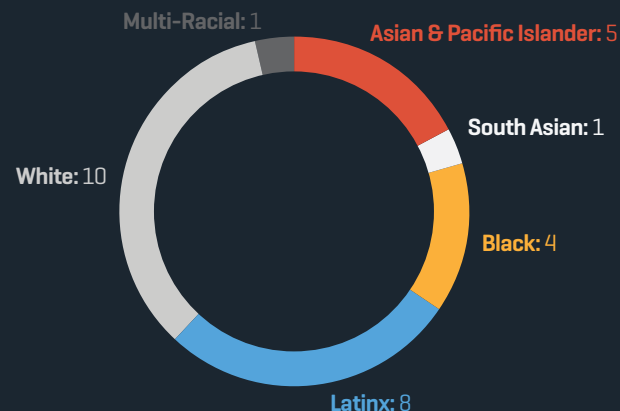
From our initial fight for marriage equality and basic civil rights protections to making sure the institutions to which people turn in times of need or crisis have the tools and training they need to support LGBTQ+ people, we are striving to create a world that is healthy, just and fully equal for all LGBTQ+ people.

We understand that to achieve full, lived equality for all LGBTQ+ people — regardless of sexual orientation, gender identity or expression, race, religion, ethnicity, national origin, immigration status, age, socio-economic backgrounds, levels of physical and mental ability, HIV status, veteran status or genetic information — we have to achieve full, lived equality for the diverse spectrum of communities to which we belong.

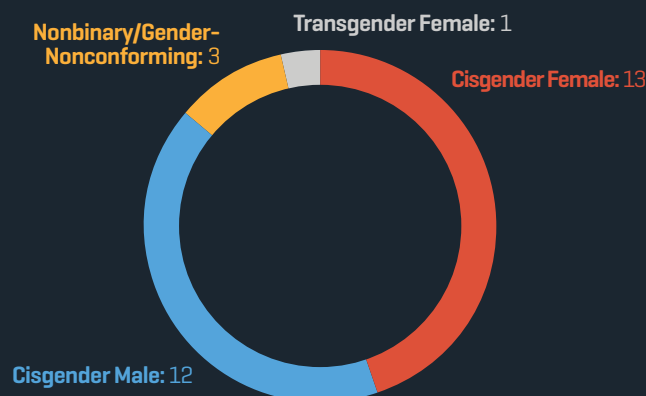
WE'VE BEEN IN THIS FIGHT SINCE 1999.
**AND WE'LL KEEP FIGHTING — UNTIL
THE WORK IS DONE.**

Staff Demographics:

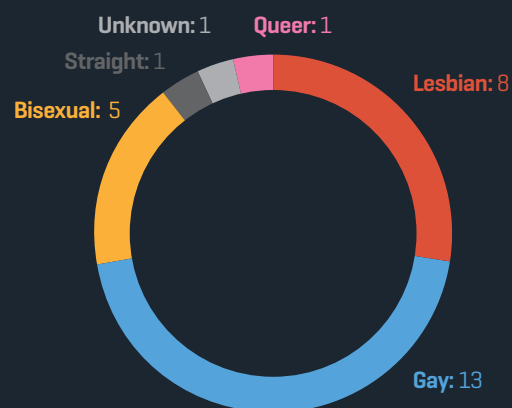
Race/Ethnicity



Gender Identity



Sexual Orientation





IMMIGRATION
is an LGBTQ issue!

 **EQUALITY
CALIFORNIA**



HISTORIC PROGRESS IN SACRAMENTO

Equality California sponsored 12 groundbreaking state bills and three resolutions in 2019 to address the ongoing disparities in health and well-being that many LGBTQ+ people in California continue to face. We passed legislation to expand access to life-saving HIV prevention medication, help LGBTQ+ youth who face rejection at home or bullying at school, protect LGBTQ+ parents engaged in child custody disagreements and empower transgender people to obtain accurate and affirming school records. We also worked to eliminate deep-rooted anti-LGBTQ+ discrimination embedded in California's penal code, to address the disproportionate rates of violence and discrimination that transgender people experience while incarcerated, to empower intersex people and more.



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.

David Chiu California Assemblymember

5

sponsored bills
signed into law

3

resolutions
adopted



“Every eligible voter has a right to cast a ballot free from any unnecessary burdens or intimidation. Elections officials have a duty to facilitate the participation of all eligible voters. By partnering with Equality California we can benefit from their expertise and experience to better train poll workers and ensure a welcoming voting environment for LGBTQ citizens. California is proud to be proactive in protecting the voting rights of LGBTQ voters and fostering an inclusive democracy.”

Alex Padilla California Secretary of State

FAIR SHARE FOR EQUALITY

In October 2019, Equality California Institute held the fifth annual Fair Share for Equality convening of community leaders, elected officials, research experts and policymakers from across California in San Francisco. The event focused on addressing disparities in health and well-being that the LGBTQ+ community faces, advancing civil rights and social justice and ensuring that our community — and the diverse communities to which we belong — receive a fair share of government resources. A special focus of this year’s convening was the need for LGBTQ+ people to participate in the 2020 census. The event featured keynote addresses from California Secretary of State Alex Padilla and Dolores Huerta Foundation Founder and President Dolores Huerta and special remarks from California State Controller Betty Yee.

150+	56	19
participants	organizations	speakers

LGBTQ+ ADVOCACY DAY

Equality California brought together a record number of LGBTQ+ advocates and community leaders from throughout the state in Sacramento for our annual LGBTQ+ Advocacy Day in May 2019. Equality California’s legislative team provided participants with advocacy training, and groups focused on different policy priorities met with legislators and their staff. The day not only helps to build support for key legislation, but it also provides an opportunity for community advocates and leaders to share personal stories about how state policy impacts our daily lives.

- Criminal Justice Reform
- Healthcare and Getting to Zero: HIV/AIDS
- Mental Health Equity
- Transgender Equality
- Youth and Education

220	110
participants	legislative office visits

LOOKING AHEAD

We’ve laid the foundation for even more historic advances in 2020, as California continues to be a beacon of hope to LGBTQ+ people across the country and around the world. Working with California’s LGBTQ Legislative Caucus and our pro-equality community partners, we will continue to fight for full, lived equality for all LGBTQ+ people. And we will fight to ensure our communities receive the state support and resources we need to recover from the COVID-19 crisis.



“Whether it’s fighting for healthcare access, truer representation in public education, or protecting our youth from discredited and dangerous ‘therapies,’ Equality California is always a partner on the frontlines. The importance of their voice and collaboration is immeasurable.”

Susan Eggman California Assemblymember



RESISTANCE & MOMENTUM IN WASHINGTON

As the Trump-Pence Administration and their U.S. Senate allies, led by Majority Leader Mitch McConnell, spent the year rolling back critical nondiscrimination protections and packing the federal courts with far-right, anti-LGBTQ+ extremists, Speaker Nancy Pelosi's pro-equality majority in the U.S. House of Representatives kept their promise to the American people and passed historic legislation — including the Equality Act — to defend our civil rights, lower the cost of quality healthcare and prescription drugs, protect Dreamers and immigrants from deportation and reform our broken gun safety laws. Equality California worked closely with members of the California and Nevada Congressional delegations, who have helped lead much of the House's performance of constitutional oversight responsibilities, holding the Trump-Pence Administration accountable for their discriminatory, heartless attacks against LGBTQ+ people and the diverse communities to which we belong.



IMPEACHMENT OF PRESIDENT DONALD J. TRUMP

The year came to a close with the House's historic impeachment of President Trump for abuse of power and obstruction of Congress, an action that Equality California was compelled to support. We did not take this decision lightly. However, the evidence that the president violated his oath of office and the U.S. Constitution was clear. The Framers prescribed a remedy for such high crimes and misdemeanors, and the Constitution commanded the Congress to pursue it. No one is above the law.

7 pro-equality legislative priorities passed in the U.S. House

2,200+ public comments collected opposing Trump-Pence Administration's Health Care Rights Law rollback



"This is the wave of the future. The days are numbered for people who would stand in the way of liberty and justice for all, across every community in our country. So I thank you, Equality California, for your leadership."

Nancy Pelosi Speaker of the House



"Since I got to Congress, Equality California has been a critical partner in our work to lower the cost of healthcare, hold Donald Trump accountable and advance civil rights. That work is more important now than ever before."

Katie Porter U.S. Representative

LOOKING AHEAD

In 2020, Equality California will continue to fight alongside the California and Nevada Congressional delegations to hold the Trump-Pence Administration accountable and block attempts to roll back critical civil rights protections — including the nondiscrimination protections for transgender and gender-nonconforming people in the Health Care Rights Law, also known as Section 1557 of the Affordable Care Act. We will also fight to ensure our communities receive the federal support and resources we need to recover from the COVID-19 crisis.



SILVER STATE EQUALITY IN NEVADA

Along with a diverse group of Nevada elected, business and community leaders from across the state, Equality California helped launch a new statewide affiliate called Silver State Equality in 2019, receiving statewide media coverage and support from legislative leaders and partner organizations. During the state's 2019 legislative session, Silver State Equality supported the passage of two key bills: landmark legislation to ban the so-called "gay and trans panic defense" and a new state law creating an Advisory Task Force on HIV Exposure Modernization — the first step toward modernizing the state's HIV-specific criminal laws. In November, Silver State Equality honored Nevada Senator David Parks and Grammy award winner and multi-platinum recording artist Paula Abdul at the Inaugural Nevada Equality Awards in Las Vegas.



"Together with the team at Silver State Equality, we are making Nevada a better place to live for everyone."

David Parks Nevada Senator



"Silver State Equality has hit the ground running, working hard to change the lives of LGBTQ persons in Nevada through policy. I am humbled to be a part of an organization that will be at the forefront of continued progress in Nevada."

Dallas Harris Nevada Senator



"The road to true equality is long and demanding, but with community leaders and partners like Silver State Equality, we have a shot at getting there."

Susie Lee U.S. Representative

LOOKING AHEAD

In 2020, Silver State Equality's top priorities will be helping to elect a new pro-equality president and supporting pro-equality champions — up and down the ballot — who will fight for us in Carson City and Washington, DC. We'll also help lead the campaign to pass a historic ballot measure to remove marriage discrimination from Nevada's constitution.



TRANSGENDER EQUALITY

In 2019, Equality California continued to prioritize the advancement of civil rights and social justice for transgender and gender-nonconforming people. Together with a group of brave transgender servicemembers, we continued our lawsuit challenging the Trump-Pence Administration's discriminatory, unpatriotic transgender military ban and launched a partnership with the California Secretary of State to protect the voting rights of transgender and gender-nonconforming Californians. In Sacramento, Equality California passed legislation to require schools to update academic records of transgender former students to accurately reflect their legal name and gender. And we sponsored a critical bill to ensure transgender incarcerated people are afforded basic human dignity, respect and agency in California prisons.



"Equality California is one of our greatest partners in addressing specific needs and issues of Trans, Gender Non-Conforming and Intersex people. We are very proud to stand alongside and walk together with EQCA to ensure that our needs and issues are heard!"

Bamby Salcedo

President & CEO, TransLatin@ Coalition



4

subgrants provided to transgender-led nonprofits to combat tobacco use

DOZENS

of school districts advised on how to improve conditions for transgender and gender-nonconforming students

2,200+

public comments collected opposing Trump's attack on the Health Care Rights Law, which protected transgender patients from discrimination



"Equality California has been a steadfast and supportive partner to the trans+ community in our fight to secure equal access to healthcare. Whether it's successfully blocking UCSF from expanding a partnership with the anti-LGBTQ+ Dignity Health hospital system or my lawsuit to ensure that Dignity Health can no longer turn away transgender patients, EQCA is there. Their friendship is incredibly meaningful to me."

Evan Minton ACLU Plaintiff & National Transgender Advocate

LOOKING AHEAD

Equality California will continue to work with a coalition of transgender-led organizations and ACLU California to advance Senator Wiener's Transgender Respect, Agency and Dignity Act to ensure transgender and gender-nonconforming people who are incarcerated are housed based on their own sense of health and safety.



STRIVING FOR SAFE & SUPPORTIVE SCHOOLS

On May 13, 2019, Equality California Institute launched the first-in-the-nation Safe & Supportive Schools Report Card, shining a light on the successes and challenges that California unified school districts say they are experiencing when implementing policies, programs and curriculum aimed at creating safe and supportive learning environments for LGBTQ+ students and staff. The Report Card uses data gathered from a survey distributed to all 343 unified school districts throughout California to establish a baseline on how each district has implemented such policies, programs and curriculum — and to serve as a critical advocacy tool for students, parents, teachers and community members to hold schools accountable and continue to make progress.



"The bullying and name calling I experienced in school as a young gay kid is still a reality for today's LGBTQ youth. No child should have to experience that. Students should feel safe, accepted, included and supported in their school."

Todd Gloria California Assemblymember



Passed

the Safe and Supportive Schools Act of 2019 by Assemblymember Todd Gloria (D-San Diego)



Education roundtable discussions

held in San Francisco and San Diego with teachers, students, parents and administrators.



“As the son of a public school teacher and myself having spent twenty years as a social worker supporting our school districts, I know the importance of creating learning environments that are safe and supportive for the students who attend them. [The Safe & Supportive Schools Report Card] 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.”

Tony Thurmond California State Superintendent of Public Instruction

LOOKING AHEAD

In 2020, Equality California Institute plans to launch an exciting AmeriCorps mentorship program in the Central Valley to provide needed support to LGBTQ+ students and allies. We will also work with school districts across the state to ensure LGBTQ+ youth are supported during the COVID-19 crisis — at home and when they return to school.

LGBTQ+ LEADERSHIP



CALIFORNIA LGBTQ LEADERSHIP SUMMIT

Equality California Institute and the California Legislative LGBTQ Caucus hosted the first annual California LGBTQ Leadership Summit in March 2019. The Summit brought together — for the first time ever — nearly 200 openly LGBTQ+ elected and appointed officials from across California to discuss key policy priorities for the LGBTQ+ community and provide leadership and networking opportunities.

EQUALITY CALIFORNIA INSTITUTE-COMCAST FELLOWSHIP

With the generous support of the Comcast Foundation, Equality California Institute hosted another class of summer legislative fellows in Sacramento where they spent four weeks experiencing the policymaking process firsthand and networking with the state capital’s top LGBTQ+ leaders. After a competitive application process, we selected six undergraduate fellows from across California and coordinated their placements in the Sacramento offices of pro-equality legislators.



“The Equality California Comcast Fellowship was the most valuable summer program I’ve ever taken part of. I am so lucky to have had the opportunity to work in the office of the LGBTQ Caucus Chair, Senator Scott Wiener. As a transgender man of color with hopes of someday working in the field of legislation, this program showed me that I have the potential to become a successful and influential LGBTQ political figure too.”

Syd Abad Equality California Institute-Comcast Fellow

188 elected and appointed Leadership Summit participants

55 LGBTQ+ Leadership Academy trainees

6 Equality California Institute-Comcast Fellows



"When I walked into the doors of the EQCA Leadership Academy training, I was sitting on the fence about running for office in my local city. I was full of fear, self-doubt, and didn't feel prepared to take on the seemingly insurmountable weight of running for office in a conservative town as an LGBTQ+ candidate. I walked out of the training with not only an unwavering call to run but new found skills and a network of like-minded LGBTQ+ Leaders. I turned in the papers to run for City Council the very next week."

Meg E'amoto LGBTQ+ Leadership Academy Alumna



LGBTQ+ LEADERSHIP ACADEMY

Equality California Institute conducted two LGBTQ+ Leadership Academies in 2019 — one for emerging LGBTQ+ leaders in Northern California and one for emerging LGBTQ+ leaders in Southern California. The Leadership Academy recruits LGBTQ+ community leaders and advocates throughout the state and prepares them to run for office or seek appointments to state boards and commissions.

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 state and local positions. As Governor Newsom sought diverse, talented leaders for his new administration to build a government that looks like the state they serve, we recommended and advocated for highly qualified, diverse candidates for executive branch positions, judicial offices and state boards and commissions.



"Learning from some of California's most accomplished LGBTQ+ elected officials as well as the outstanding EQCA staff was an experience I won't soon forget, and I've made friendships with my fellow classmates and instructors that I know will last for decades to come."

Neil Pople LGBTQ+ Leadership Academy Alumnus

LOOKING AHEAD

Equality California will continue recruiting, training and convening LGBTQ+ leaders in 2020 — from college students preparing to enter careers in public service to officials at the highest levels of government. We will also work with our national partners to build a pipeline of openly LGBTQ+ candidates for federal appointments, as we prepare for a new presidential administration in 2021.

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 2019, Equality California Institute once again partnered with the California LGBTQ Health and Human Services Network and NorCal Mental Health America to educate and empower local communities to advocate for LGBTQ+ mental health equity.

HIV/AIDS

Equality California worked with Senator Scott Wiener [D-San Francisco] and Assemblymember Todd Gloria [D-San Diego] to pass groundbreaking legislation expanding access to lifesaving HIV prevention medications PrEP and PEP — allowing Californians to obtain the drugs from a pharmacist without a physician's prescription.

BIG TOBACCO

Equality California Institute's OUT Against Big Tobacco Coalition continued working to reduce high rates of tobacco use in the LGBTQ+ community and to expose the predatory marketing tactics that Big Tobacco uses to target LGBTQ+ people — especially LGBTQ+ young people.

IMMIGRANT HEALTH

This year, Equality California Institute expanded on our partnerships with immigration organizations, establishing and participating in coalitions of nonprofits and advocates working to expand access to quality care and services for LGBTQ+ immigrants in the Bay Area, Central Valley and Los Angeles. We also led a delegation of LGBTQ+ elected officials and community leaders to Tijuana to meet with LGBTQ+ asylum seekers and learn about the refugee crisis at our southern border.

TOOLS & TRAININGS FOR HEALTHCARE PROVIDERS

Equality California Institute continued to provide healthcare providers with the tools and training they need to understand the unique needs of LGBTQ+ patients and increase delivery of culturally competent care.



"The training was valuable because I constantly work with the LGBTQ community and I want to make sure I'm staying up to date with the language and health disparities they face so that I can better serve them."

Belen Espinoza Healthcare Provider Trainee



393

Trained 393 healthcare providers and clinic staff at 5 health centers

500+

Delivered presentations on the harms of Big Tobacco to more than 500 students, teachers and community leaders.

30+

Led delegation of 30+ LGBTQ+ elected officials, artists, athletes and activists to meet with LGBTQ+ refugees in Tijuana



"Equality California is an invaluable partner in our efforts to end the HIV/AIDS epidemic and get to zero new transmissions, zero HIV-related deaths and zero stigma against people living with HIV. We're excited to continue our work together in 2020."

Cathy Brown Executive Director, Elizabeth Taylor AIDS Foundation

LOOKING AHEAD

In 2020, Equality California and Equality California Institute will work to connect LGBTQ+ Californians and their families with the resources and support they need during the COVID-19 crisis and in the years to come. Helping our community — which is disproportionately vulnerable to the novel coronavirus — navigate the crisis is one of our top priorities. We will also launch a nationwide campaign to modernize HIV laws across the country alongside our partners at the Elizabeth Taylor AIDS Foundation.

2020
CENSUS

Too often, California and Nevada’s diverse LGBTQ+ communities find ourselves undercounted in the U.S. census — denying us power, representation and funding for programs that the most vulnerable members of our community need to survive. LGBTQ+ Californians and Nevadans must be counted, so we launched a more than \$1 million statewide field and digital outreach campaign across California and Nevada to increase census awareness and improve self-response rates for LGBTQ+ people — particularly the hardest to count members of our community.



“Equality California has made a positive difference in our ability to conduct census outreach to the LGBTQ population in California, and beyond that they have provided educational workshops to many of our community partners. The work is outstanding and the staff is exceptional. This statewide partnership benefits all involved in Census 2020 outreach.”

Mignonne Pollard, Ed.D. Education Outreach Manager, California Complete Count–Census 2020



“The 2020 Census marked the first opportunity that the LGBTQ community could identify a same gender partner in their Census. Silver State Equality has been integral in ensuring that LGBTQ Nevadans are aware of this change, and that their communities are counted in the 2020 Census.”

Emily Zamora Executive Director, Silver State Voices



9K pledges to complete the 2020 census collected



11K+

conversations with LGBTQ+ Pride attendees about the importance of the census

10

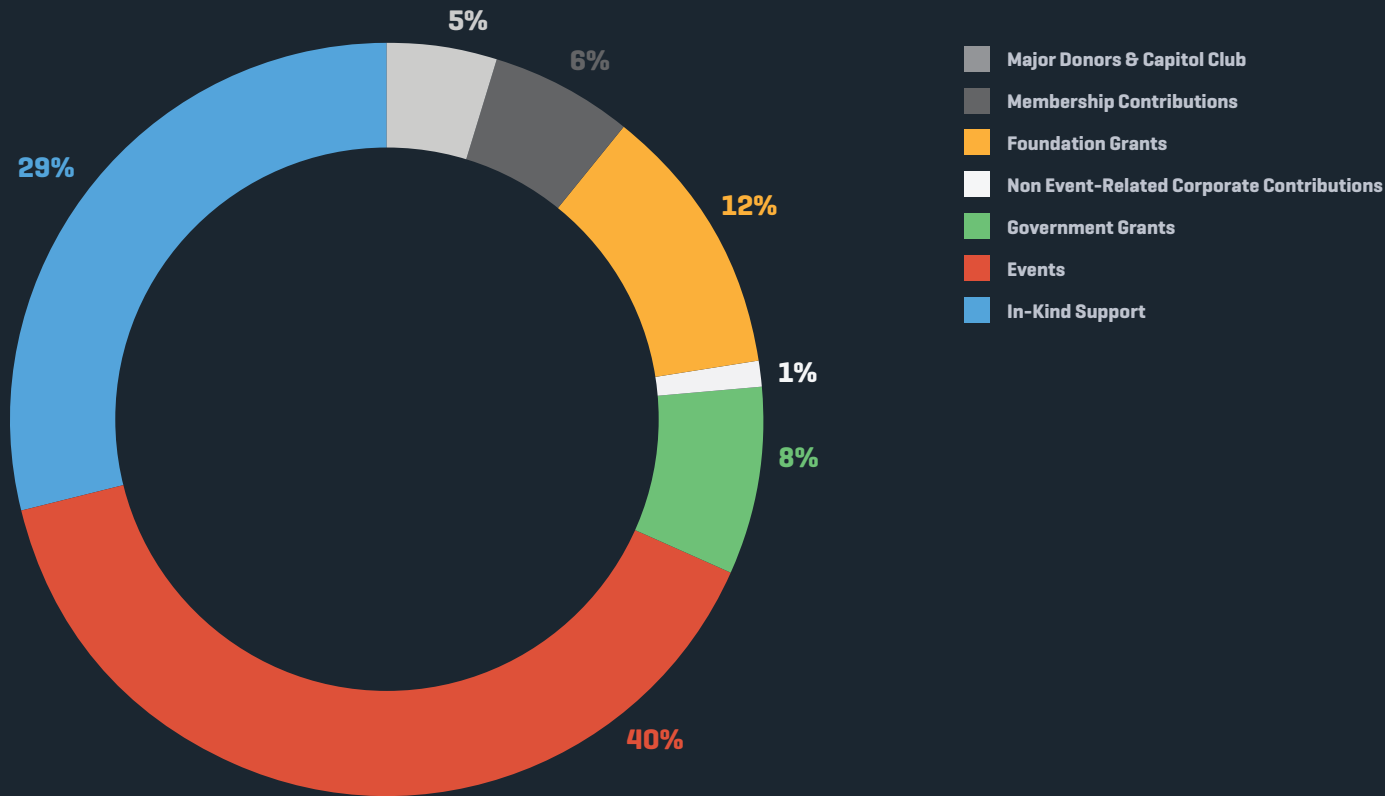
local LGBTQ+ organizations recruited to support census outreach and education efforts

LOOKING AHEAD

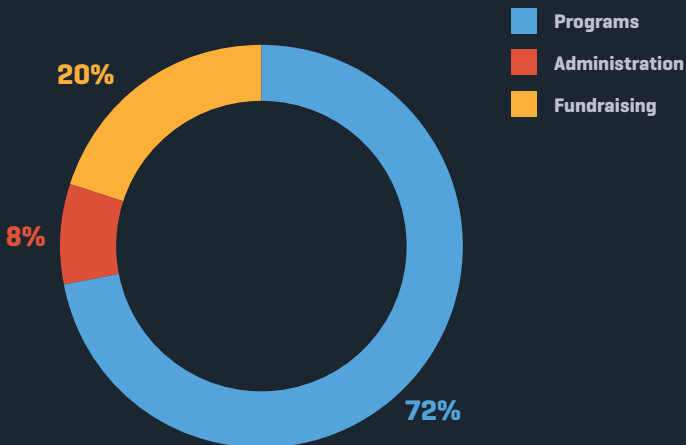
Equality California will engage and mobilize LGBTQ+ Californians and Nevadans, especially those who belong to other hard-to-count communities, to participate in the 2020 census. Through email, digital advertising, social media and text messaging, we will ensure that our community and the diverse communities to which we belong are counted.

OUR FINANCIALS

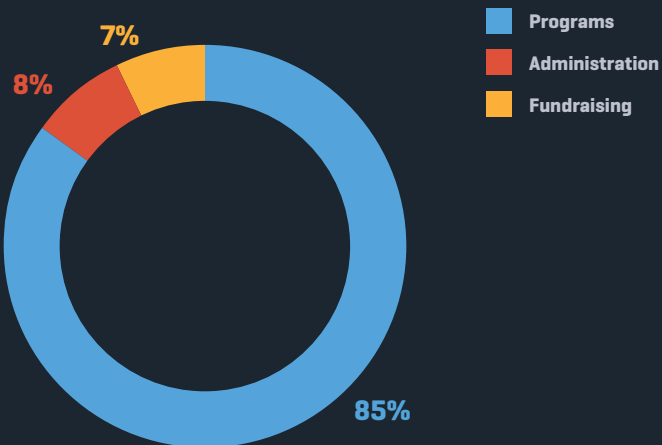
2019 COMBINED REVENUE



2019 EQUALITY CALIFORNIA EXPENSES



2019 EQUALITY CALIFORNIA INSTITUTE EXPENSES



REVENUE OVERVIEW AND ANALYSIS 2014-2019

Based on unaudited results, gross combined revenue for Equality California and Equality California Institute was approximately \$8.2 million in 2019, compared to \$2.5 million in 2014, \$4.4 million in 2015, \$4.7 million in 2016, \$6.8 million in 2017 and \$6.6 million in 2018. Equality California and Equality California Institute report both gross revenue totals and adjusted revenue totals — excluding direct event expenses — on our audited financial statements. The gross revenue totals from 2014 to 2018 are included below.

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 Unaudited	\$ 4,872,790	\$ 5,233,721	\$ [360,931]

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 Unaudited	\$ 3,299,524	\$ 2,624,725	\$ 674,799

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 Unaudited	\$ 8,172,314	\$ 7,858,446	\$ 313,868

Combined Political Action Committees	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

EQUALITY CALIFORNIA

BOARDS & STAFF

EQUALITY CALIFORNIA BOARD

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Thank You to Our Outgoing Board President!

Beth Collins
President, 2016-2019

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Thank You to Our Outgoing Co-Chair

Cathy Schwamberger
Co-Chair, 2018-2019

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Tony Hoang, Managing Director
Samuel Garrett-Pate, Communications Director
Alice Kessler, Outside Legislative Director
Robbie Martin, Director of Development
Valecia Phillips, Director of Finance & Administration
Valerie Ploumpis, National Policy Director
Robbie Rodriguez, Program Director
André C. Wade, State Director - Silver State Equality
Erin Arendse, Associate Program Director
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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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