



Equality California | eqca.org

2015 Annual Report

Leading the next phase of the LGBT civil rights movement

TABLE OF CONTENTS

A message from Executive Director Rick Zbur	3
Our bold new mission	
Why we do it	5
How we do it	6
What we do	7
Our signature programs	
Impact through education and mobilization	8
Impact through advocacy and the vote	13
Finances at a glance	20
Board and staff	21



MESSAGE FROM RICK ZBUR

Dear Friends,

As I read my 11-year-old daughter's essay, my throat began to tighten and tears threatened to well up in my eyes. It had little to do with the fact of the theme she had been assigned – to write about one of her heroes. The fact that she picked me was not that surprising. After all, moms and dads are commonly cast in a heroic light in school writing assignments by their kids. Instead, it was the fact that she had been told by other children that her family was bad because her parents are gay and lesbian. Other children, she wrote, had told her that they could no longer play with her, because of the nature of our family. My daughter, still a pre-teen, had experienced anti-LGBT bias. And yet, she wrote, I was her hero because I worked for Equality California and was working to help LGBT people and our families.

Her story highlights the daunting challenges still facing our community. Children of LGBT parents face discrimination. Bullying and lack of acceptance in schools, at home and in the community, lead to high rates of dropout and depression in LGBT teens and suicide attempt rates four times higher than for their non-LGBT peers. LGBT people still face discrimination and misunderstanding in healthcare settings, and are less likely than the general public to have health insurance, with many of California's estimated 250,000 LGBT undocumented immigrants unable to access health coverage at all. Gay and bisexual men are still barred by federal law from donating blood unless they are, for all intents and purposes, celibate, even when there is no risk of HIV transmission. Racism pervades the lives of LGBT people of color. Outside California, across the United States and around the world, LGBT people face hostility from government and society alike.

At the end of 2014, Equality California unveiled a bold new mission to fight

“2015 WAS ONE OF THE BEST YEARS IN THE HISTORY OF BOTH THE LGBT MOVEMENT AND EQUALITY CALIFORNIA, BUT WHILE THE IMPACT OF OUR WORK IS GROWING, SO ARE THE CHALLENGES WE FACE.”

discrimination and lack of acceptance in schools, in churches, in hospitals and wherever else LGBT people are targeted. The year that just concluded was the first guided by that mission. For us, that means using our electoral programs to elect pro-equality candidates at every level of government, our legislative advocacy work to strengthen and expand California's already considerable body of laws protecting LGBT people, and our education and mobilization programs to achieve greater acceptance of LGBT people and our families, and to address the disparities in health and wellbeing that our community faces. Through all our programs, we strive to build a broad alliance of LGBT people, educators, government officials, communities of color and faith, labor and business leaders and allies.

Equality California is launching exciting new programs as we embark on the next phase of the LGBT civil rights movement. We are meeting with healthcare workers in the Central Valley and across the state to educate them about the specific health needs of LGBT people, and of LGBT undocumented immigrants in particular. Our signature "Fair Share for Equality" brings together leaders and experts from the LGBT movement, healthcare and social services agencies, as well as educators and public policymakers to develop strategies and priorities to address the numerous obstacles we still face as a community. Together with the Transgender Law Center, we have inaugurated an ambitious effort to educate Californians about their transgender neighbors. And we are undertaking a first-of-its-kind effort to evaluate and rate California schools on how well they protect and support their LGBT students and families.

2015 was one of the best years in the history of both the LGBT civil rights movement and Equality California, but while the impact of our work is growing, so are the challenges we face. Thank you for your continued support as we work together to dismantle discrimination and lack of acceptance, and as we embark on the next phase of the LGBT civil rights movement.

Warmly,



Rick Zbur
Executive Director
Equality California

"Equality California's on-the-ground experience in Sacramento and across the state make it our community's most effective organization for advancing LGBT rights in California."

ANDREAS MEYER, EQUALITY CALIFORNIA BOARD PRESIDENT

OUR BOLD NEW MISSION:

Why we do it

In September, 2014 we inaugurated a new mission adapted to the post-marriage equality LGBT civil rights landscape. 2015 was the first full year during which EQUALITY CALIFORNIA's work was guided by that new mission – it's bolder, broader and more complicated than our previous work, but the lives of LGBT Californians, transgender people and LGBT people of color are at stake. Our work under that new mission falls into three broad areas:



Achieving full LGBT equality and acceptance, inside and outside of California:

- Advancing LGBT acceptance in schools, faith communities and rural areas
- Creating model legislation and programs in California that can be reproduced across the country
- Advocating for federal LGBT civil rights protections



Reducing LGBT disparities in health and wellbeing:

- Reducing the epidemic of violence against transgender people
- Helping the 40% of homeless teens that are LGBT
- Improving LGBT healthcare access
- Addressing high rates of depression, substance abuse and suicide

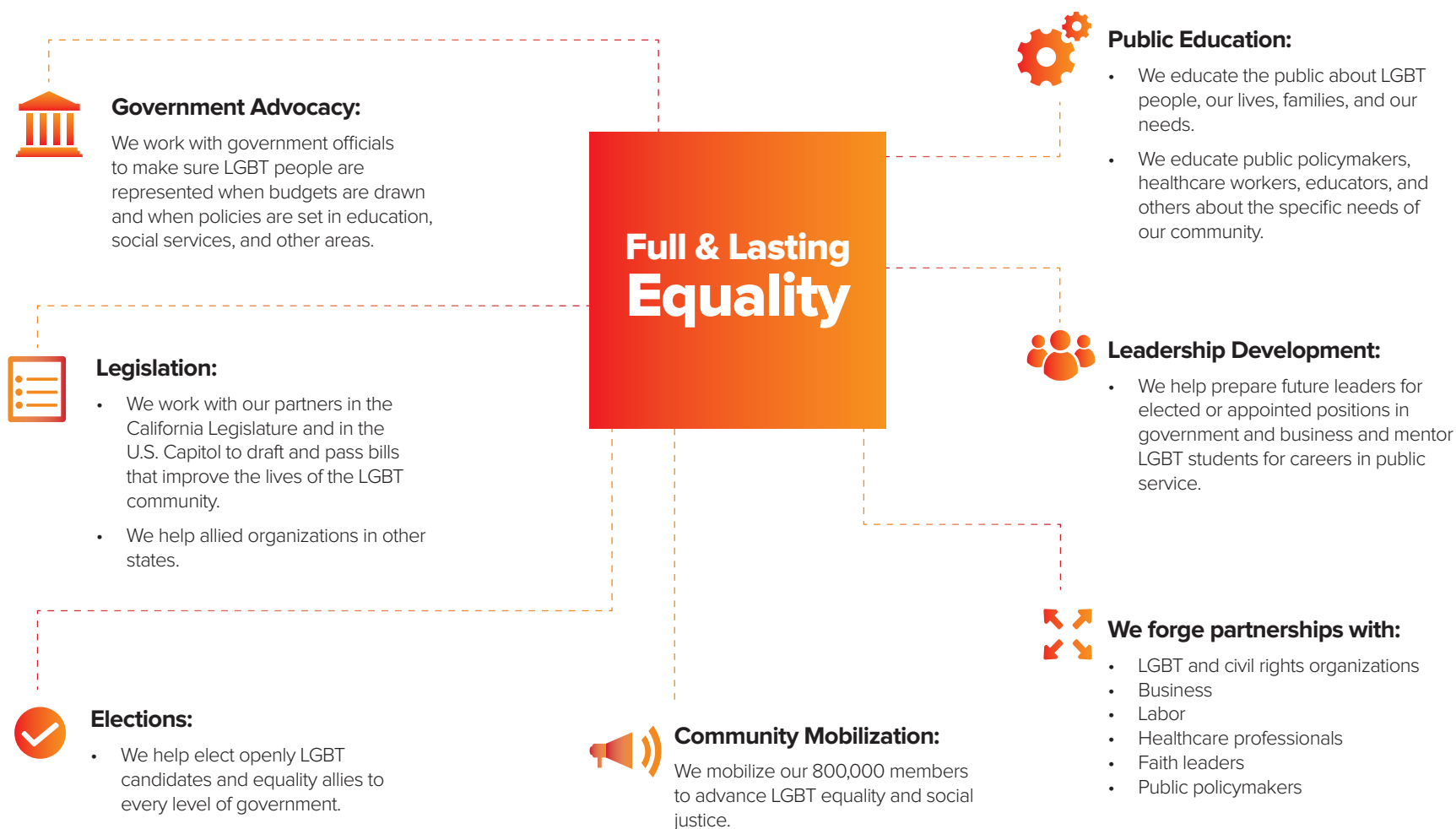


Creating a fair and just society for LGBT people and the communities of which we are a part:

- Engaging progressive groups to fight for LGBT rights
- Focusing on LGBT people who face multiple kinds of discrimination
- Fighting for civil rights and social justice for all communities of which LGBT people are a part

OUR BOLD NEW MISSION:

How we do it



OUR BOLD NEW MISSION:

What we do

Equality California Institute understands that improving the lives of LGBT people means working through the institutions that should support them – institutions that, all too frequently, have shut us out in the past. That is why we educate, partner with and work through:



Public Education

- Together with the Transgender Law Center, we're leading a coalition to educate Californians about the lives of our transgender neighbors.
- We're working with partners to build public support to modernize laws criminalizing people with HIV.
- We educate our community about the benefits of PrEP.
- Through **Equality4All**, we're building support in the LGBT community for federal programs to give legal status to thousands of LGBT undocumented immigrants.



Healthcare Providers

- Through **Health Happens with Equality**, we are working with clinics across the state to train healthcare providers about the specific healthcare needs of LGBT and undocumented Californians.



Schools

- Our **Safe and Supportive Schools Index** will provide a clear assessment of which California schools are fulfilling their duty to keep LGBT students safe and provide supportive learning environments.



Government

- Our **Leadership Academy** trains promising LGBT leaders for elected and appointed positions in government, as well as leadership positions in business.
- The **Equality California/Comcast Fellowship** mentors LGBT students for a life in public service.
- **The Fair Share for Equality** program helps assure that government resources advance the needs of LGBT people.
- We sponsor legislation and engage in advocacy as budgets and policies are drawn up, to advance LGBT civil rights and social justice.



Faith

- We go into churches, synagogues, mosques and temples to educate communities of faith about the challenges facing LGBT people, and work with faith leader allies to change hearts and minds.



Business

- Business leaders increasingly understand that discrimination is bad business, so we work with our business partners to make sure LGBT people are protected in the workplace and present in the boardroom.



OUR SIGNATURE PROGRAMS:

Impact through Education & Mobilization

Health Happens with Equality

In 2015, Equality California Institute launched a groundbreaking project, supported by **The California Endowment**, to improve healthcare access for undocumented LGBT immigrants in the Central Valley. Targeting healthcare providers that serve large numbers of undocumented Californians, Equality California Institute conducted LGBT cultural competency trainings of staff from more than 50 healthcare clinics and over 650 staff members in Bakersfield, Fresno, and Madera County. Equality California Institute partnered with local organizations including Gay Central Valley, the Dolores Huerta Foundation, and The Gay & Lesbian Center of Bakersfield to hold town halls across the region. As part of the statewide Health4All coalition, Equality California Institute conducts outreach and education through their statewide communications platforms as well as at pride festivals and parades across the state. This project will expand in 2016 to include the Inland Empire, Coachella Valley, and parts of Los Angeles County, as well as outreach and enrollment assistance for the new Medi-Cal program.

“Equality California continues to be a trailblazer in the fight for LGBT equality. Few organizations have the staying power of EQCA and even fewer can tout its impressive list of accomplishments year after year. As I continue to push for #Health4All in California, I know that I have a strong partner in EQCA to ensure that everyone, regardless of whom you love, how you identify or where you were born, can get the access to care they need.”

SEN. RICARDO LARA , (D-LONG BEACH)



Equality California staffers **Justin Florez** and **Martha Acevedo** informed attendees at various Central Valley health fairs about healthcare options and took enrollments for Covered California.



OUR SIGNATURE PROGRAMS:

Impact through Education & Mobilization

Safe and Supportive Schools

Equality California Institute has launched programs to build safe and supportive environments in California public schools. We are working closely with teachers' organizations, the state superintendent of public instruction, and the law firm of Latham & Watkins LLP to develop a Safe and Supportive School Equality Index, a metric to measure school districts' efforts to prevent bullying and promote LGBT acceptance and programs that support LGBT students. We also intend to provide LGBT cultural competency and anti-bullying training and support for teachers and staff. Equality California is advocating at the legislative level to provide teachers and school counselors with LGBT in-service training and to require suicide prevention programs in California schools.

Ending HIV Stigma and Transmission

Because of HIV's disparate impacts on the LGBT community, Equality California Institute is committed to improving the lives of people with HIV and on ending HIV transmission. A generous lead grant from the **Elton John AIDS Foundation** allowed Equality California Institute to significantly expand its HIV work in 2015 in two areas.

We are working in coalition to modernize California's harmful and out of date statutes criminalizing HIV. For the most part, laws that unfairly punish and stigmatize people living with HIV were enacted in the late 1980s and were a product of the fear and ignorance of that time. Equality California is working to educate legislators and mobilize the LGBT community with the goal of updating California's laws to reflect modern understanding and treatment of HIV, and to make them consistent with statutes related to other communicable diseases. People living with HIV should not be treated differently than people with other diseases nor should they be discriminated against in the criminal justice system. Our HIV decriminalization work is also supported by a grant from the **Elizabeth Taylor AIDS Foundation**.

Equality California is dedicated to ending the AIDS epidemic, using the tools that now put that goal within our grasp. Equality California Institute has launched a statewide campaign, #TakeIt: I'm PrEP'd, to educate the LGBT community on the availability and benefits of pre-exposure prophylaxis (PrEP). Studies show that PrEP, when used together with other safe-sex practices, can be up to 99





OUR SIGNATURE PROGRAMS:

Impact through Education & Mobilization

percent effective in preventing new HIV infections. Our campaign targets gay and bisexual men and transgender women, especially from communities of color. These groups have some of the highest rates of new HIV transmission.

Transform California

In 2015, transgender people found themselves under increasing fire from legislative and ballot initiatives that attacked their most basic dignity, freedoms and privacy. To educate California voters about our transgender neighbors and in advance of future efforts to target them at the ballot box, Equality California and the Transgender Law Center are leading a statewide public education campaign to increase understanding and acceptance of transgender and gender nonconforming people and the issues they face. The campaign includes other LGBT and civil rights organizations as well as groups serving communities of color and faith communities. The effort is independent of work on any political or legislative campaign. The campaign is conducting research and outreach and is working with community and faith leaders in a field campaign to conduct door-to-door, one-on-one conversations. The campaign is also identifying and training spokespeople – including transgender youth and adults, their friends, families, employers and educators – to tell their stories in print and through social media.

“Equality California has been an effective partner as we’ve embarked on our Transgender Education Coalition. Their experience, reach and knowledge have proved invaluable as we move forward with our effort to introduce Californians to their transgender neighbors and the issues they face every day.”

KRIS HAYASHI, EXECUTIVE DIRECTOR, TRANSGENDER LAW CENTER

Transgender teen **Zoey Luna** and mother **Ofelia Barba** at the 2015 Los Angeles Equality Awards





OUR SIGNATURE PROGRAMS:

Impact through Education & Mobilization

California Faith for Equality

California is blessed with a diverse and robust community of millions of people of faith — including LGBT people and allies. Equality California is proud that California Faith for Equality is now a program of Equality California Institute. After working with faith communities to promote LGBT equality and safeguard religious freedom for nearly a decade, California Faith for Equality's network of hundreds of faith leaders is now working with Equality California to advance acceptance and equality for the LGBT community. California Faith for Equality has an advisory board of clergy, a full-time faith organizer, and a relationship with Claremont School of Theology, through which Equality California Institute provides internships for future clergy and faith leaders.

Equality4All

Some 250,000 undocumented immigrants are an integral part of California's LGBT community. They pay millions of dollars every year in fees and taxes, yet are largely unable to access public programs that they already help pay for, leaving them some of the most vulnerable members of the LGBT community. As part of a grant from the **Evelyn & Walter Haas, Jr. Fund** and the **Four Freedoms Fund**, Equality California Institute leads a collaborative of LGBT centers and healthcare organizations from across the state to conduct outreach, education, and enrollment assistance for immigrants to earn legal status and citizenship. The purpose of this project is to mobilize the organizational power of the LGBT community to stand with immigration advocates to connect immigrants with current federal programs for legalization. Partner organizations include the Los Angeles LGBT Center, The LGBT Center of Orange County, The San Francisco LGBT Community Center, The San Diego LGBT Community Center, Gender Health Center in Sacramento, and the LGBT Health and Human Services Network.

“Equality California and California Faith for Equality are a good match! Together they help mobilize progressive clergy and lay leaders of all faiths for LGBTQ equality. I am proud to be a part of both to bring greater liberty and freedom to our community.”

RABBI DENISE EGER, CONGREGATION KOL AMI



We were out in force at Pride celebrations in Bakersfield, Fresno, Long Beach, Orange County, Sacramento, San Diego, San Francisco and West Hollywood. Equality California boardmember and civil rights leader **Dolores Huerta** led our parade contingents in San Francisco (pictured) and West Hollywood.



OUR SIGNATURE PROGRAMS:

Impact through Education & Mobilization

Equality California Leadership Academy

A recent study by The Williams Institute commissioned by the David Bohnett Foundation found a critical underrepresentation of openly LGBT appointees on state boards and commissions in California. In 2015, Equality California Institute launched the Equality California Leadership Academy. In the year ahead, the Leadership Academy will train its first cohort of 25 talented LGBT leaders as part of its Leadership Academy. This project, partially funded by Southern California Edison, identifies and trains LGBT leaders who are seeking appointment to a state or municipal board or commission and corporate boards of directors. Current LGBT elected and appointed officials will help lead a day-long training institute and will serve as mentors for program participants throughout the year. State leaders such as Governor Jerry Brown and State Senator Ricardo Lara are supporting the program.

Equality California/Comcast Fellowship

Equality California Institute partners with **the Comcast Foundation** to offer a four-week fellowship program in Sacramento for college students with a passion for LGBT advocacy and who are interested in experiencing the policy-making process firsthand. Each year, six diverse students are selected from across California for fellowships in the Capitol offices of legislators. Last year, fellows worked with Senate President Pro Tempore Kevin De León, Senator Ben Allen, Assemblymember Richard Bloom, Assemblymember David Chiu, Assemblymember Evan Low, and State Board of Equalization Member Fiona Ma. Fellows gain first-hand experience working with legislators, policymakers and their staff on state legislative and budget processes, and develop key leadership skills. In addition to working in the Capitol, fellows also meet with prominent community members and LGBT leaders from diverse backgrounds to learn about how advocacy and public service can be transformed into meaningful policy changes for the broader community.

Equality California/Comcast Fellows **Tanner Kelly,**
Sara Ochoa and **Stephen Dolar.**





OUR SIGNATURE PROGRAMS:

Impact through Advocacy & the Vote

Budget Advocacy

As part of our 2015-2016 legislative program, we are calling on state officials to increase government resources that will be made available to LGBT centers and service providers to improve the lives of LGBT homeless youth. Studies have shown that up to 40 percent of homeless youth nationwide are LGBT, and that special programs and facilities targeted at LGBT homeless youth are needed to reduce this disproportionate impact. We believe the state has a key role in funding these important programs. In 2016, we are asking the legislature to make a significant investment in programs that address LGBT youth homelessness.

Every Drop Counts

Equality California is partnering with law and lobbying firm Brownstein Hyatt Farber Schreck (BHFS) to bring an end to the U.S. Food and Drug Administration's discriminatory ban on blood donations by gay and bisexual men and by some transgender people. Equality California is building relationships with federal lawmakers, advocates and FDA officials to remove the arbitrary policies that have stigmatized LGBT blood donors for more than three decades.

The FDA established its donor deferral policy in 1983, during a time of great ignorance and public anxiety about HIV and how it is transmitted, banning blood donations by men who had had sex with other men even once since 1977. In 2015, the agency amended the policy to allow donations by gay and bisexual men who have abstained from sex for at least one year, but the change leaves excessively broad restrictions in place that continue to discriminate against LGBT people and fails to keep pace with advances in blood testing and sound science.



We conducted LGBT cultural competency trainings for staff from more than 50 Central Valley health clinics.

“In a post-marriage equality world, EQCA not only remains a tireless advocate for advancing LGBT rights, but also a vital partner in assessing and addressing the needs of all members of our community.”

**ASM. SUSAN EGGMAN, (D-STOCKTON),
LEGISLATIVE LGBT CAUCUS CHAIR**



OUR SIGNATURE PROGRAMS:

Impact through Advocacy & the Vote

Vote for Equality

With 2016 being a crucial election year, electing pro-equality candidates up and down the ticket is one of Equality California's key goals. Equality California's candidate political action committee (PAC) supports candidates, both LGBT and allies, who demonstrate a 100 percent commitment to LGBT civil rights and social justice. In 2015, our endorsements included candidates at the local, state, and federal levels. We mobilize our members to support these pro-equality champions to ensure there are elected officials in all levels of government working to protect and advance LGBT civil rights. Importantly, Equality California is also focused on endorsing openly-LGBT candidates who are running for local offices to build a bench of LGBT elected officials who are prepared to run for higher office.

Federal Equality Act

While same-sex couples in 2015 finally won the right to marry from coast to coast, in a majority of states LGBT people still lack basic laws protecting them from getting fired, evicted or being denied service.

The Federal Equality Act was introduced in Congress on July 23, 2015 with more than 200 co-sponsors. It would amend existing civil rights laws to include sexual orientation and gender identity, giving LGBT people federal protections in housing, employment, public accommodations, credit, education, federal programs and jury service.

Equality California is working with partners in California's congressional delegation and elsewhere to bring vital protections, already law in California, to LGBT people nationwide.

“Equality California is a tremendous champion and partner in the ongoing fight for LGBT rights.”

ASM. DAVID CHIU, (D-SAN FRANCISCO)





IN THE CALIFORNIA CAPITOL :

Equality California-Sponsored Legislation

Since its founding, Equality California has won passage of more than 110 bills that improve the lives of LGBT Californians. In 2015, Governor Jerry Brown signed all eight of our sponsored bills into law. Each piece of legislation advanced Equality California's mission in one of **three key areas**:

- **Achieving full equality and acceptance, inside California and beyond**
- **Reducing the glaring disparities in health and wellbeing that LGBT people suffer compared to the non-LGBT population**
- **Creating a fair and just society**

“Equality California is one of the nation’s most effective LGBT civil rights organizations. I’m proud to partner with them as we continue to strengthen the protections that make California a leader in LGBT rights.”

FORMER ASSEMBLY SPEAKER **TONI ATKINS**

IN THE CALIFORNIA CAPITOL :

EQCA Sponsored Legislation

Achieving full equality and acceptance, inside California and beyond

AB 960: Equal Protection for All Families Act

Updates California's assisted reproduction laws to recognize intended parents, regardless of the method of conception. These important changes in the law will increase access to family building options for LGBT people by eliminating economic barriers.

Author: Assemblymember David Chiu (D-San Francisco) Co-sponsors: National Center for Lesbian Rights, Our Family Coalition

SB 703: Companies Contracting with the State of California Must Provide Equal Insurance Benefits to Transgender Employees

Requires out-of-state contractors doing business with state agencies to offer transgender employees the same healthcare coverage they offer their other employees.

Author: Senator Mark Leno (D-San Francisco) Co-sponsors: National Center for Lesbian Rights, Transgender Law Center

AB 87: End Discrimination Against Transgender Jurors

Prohibits discrimination against transgender jurors in the jury selection process in California courts.

Author: Assemblymember Mark Stone (D-Santa Cruz)

Equality California Sponsored Resolution

AJR 16: Resolution on FDA Blood Donation Policies

Calls upon President Obama to encourage federal health officials to develop new science-based blood donation guidelines that focus on individual risk assessment, and to change, once and for all, its outdated policy that discriminates against gay and bisexual men and certain transgender people.

Authors: Assemblymembers Richard Bloom (D-Santa Monica), Eduardo Garcia (D-Coachella) and Evan Low (D-Campbell)



A CLOSER LOOK

AB 959

AB 959, authored by Assemblymember David Chiu and sponsored by Equality California, requires state health and social services agencies to collect data on sexual orientation and gender identity whenever demographic data is collected. Collecting this data helps determine whether government programs successfully reach those in need, which will pave the way for improvements to those programs. Without data collected by health and social services agencies, LGBT Californians are invisible—we simply do not know whether government programs are serving our community or how they need to improve. AB 959 gives the LGBT community the tools for ongoing engagement with state health and social services agencies to ensure that LGBT Californians will no longer be overlooked.

IN THE CALIFORNIA CAPITOL :

EQCA Sponsored Legislation



A CLOSER LOOK

AB 329

AB 329, authored by Assemblymember Shirley Weber and cosponsored by Equality California, California Latinas for Reproductive Justice, Forward Together, Planned Parenthood and the ACLU, updates sexual health and HIV prevention curricula to require instruction that is medically accurate, comprehensive and inclusive of LGBT people and their families. Students who are children of LGBT parents or who identify as LGBT themselves often feel invisible or stigmatized in health classes, where LGBT families or important LGBT health issues are glossed over or not discussed at all. AB 329 will help ensure that sexual health education in California is relevant to all students, and help all students understand LGBT people and families. The sheer size of California's student body makes this state the nation's largest purchaser of textbooks, so the new law is likely to have an impact in the development of textbooks that will be purchased and used in other states as well.

Reducing the glaring disparities in health and wellbeing that LGBT people suffer compared to the non-LGBT population

AB 959: Lesbian, Gay, Bisexual and Transgender Disparities Reduction Act

Requires state agencies that provide health and human services to collect voluntarily provided information on sexual orientation and gender identity whenever they collect other types of demographic data.

Author: Assemblymember David Chiu (D-San Francisco)

AB 329: California Healthy Youth Act

Helps ensure that students receive sexual health education that is comprehensive, medically accurate, age-appropriate and inclusive.

Author: Assemblymember Shirley Weber (D-San Diego)

AB 827: Help Teachers Support LGBT Youth

Provides resources and information to aid teachers in identifying and assisting LGBT students in need of support in dealing with bullying or the effects of a lack of social acceptance at school, at home or in the community.

Author: Assemblymember Patrick O'Donnell (D-Long Beach)

“Equality California leads the charge as we push our nation forward to true liberty and justice for every single American, no matter their color or creed, who they love, or where they come from.”

CALIFORNIA SENATE PRESIDENT PRO TEMPORE KEVIN DE LEÓN

IN THE CALIFORNIA CAPITOL :

EQCA Sponsored Legislation

SB 731: Supporting Transgender Foster Youth

Requires that social service workers consider a young person's gender identity before placement in a foster home.

Author: Senator Mark Leno (D-San Francisco) Co-sponsors: National Center for Lesbian Rights, Transgender Law Center

Creating a fair and just society

Equality California Priority Supported Bill

SB 4: Health for All Kids

Implements the extension of Medi-Cal coverage to undocumented young people under 19, part of a \$40 million allocation approved by Governor Brown as part of the 2015 budget.

Author: Senator Ricardo Lara (D-Long Beach)

“When I think about the fight for LGBT equality, I think about Equality California. EQCA has been at the forefront of nearly every major national and state achievement, from the repeal of Prop 8 and DOMA to legislative victories for our transgender communities. I thank EQCA for your incredible passion and effective advocacy on one of the defining civil rights issues of our time.”

ASSEMBLY SPEAKER ANTHONY RENDON

Other Equality California Supported Bills

AB X2 15: End of Life Option Act

Provides another option by allowing terminally ill, mentally competent Californians to ask for and receive assistance from their physician to shorten an unnecessarily painful dying process and achieve a peaceful death.

Author: Assemblymember Susan Eggman (D-Stockton)

AB 953: Law Enforcement Racial Profiling

Modernizes California's definitions of racial and identity profiling and makes records of police practices more accessible to the public.

Author: Assemblymember Shirley Weber (D-San Diego)

AB 865: EmPower California

Requires the California Energy Commission to develop outreach programs to energy industry businesses owned by women, people of color, disabled veterans, and LGBT individuals.

Author: Assemblymember Luis Alejo (D-Salinas)

SR 33 and HR 24: California Pride Month resolutions

These resolutions declare June, 2015 as LGBT Pride Month in California.

Authors: Assemblymember Susan Eggman (D-Stockton) and Senator Ricardo Lara (D-Long Beach)

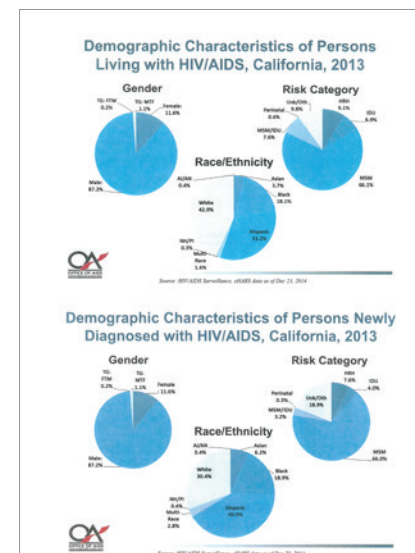
“As an elected official, I greatly appreciate the opportunity to work with Equality California for the benefit of Long Beach and all the people of our great state.”

ROBERT GARCIA, LONG BEACH MAYOR

EQUALITY CALIFORNIA

Fair Share for Equality

Equality California Institute launched its groundbreaking **Fair Share for Equality** initiative in January, 2015 to help address challenges facing the LGBT community and people with HIV by educating our community and policymakers on how best to allocate a “fair share” of government resources to advance the health and wellbeing of California’s LGBT community. In December of 2015, our second convening brought together some 175 leaders from the LGBT community and community organizations, educators, social service agencies, and government officials from across the state. Through this ongoing program, we invite leaders to give us their views and recommendations on which priorities Equality California and California’s LGBT community should focus. Their recommendations help us set our goals for the next year to make sure that state leaders are aware of problem areas in the LGBT community and how state programs and resources can address them. The findings also help Equality California engage in advocacy efforts through the state budget process, aimed at directing government funding toward important LGBT community needs. Areas of focus for this work include education, healthcare, housing and homelessness.



“The fight for LGBTQ equality continues, even following our battle for marriage equality. Whether it’s fighting for the rights of our transgender brothers and sisters, pushing for the rights of LGBTQ immigrants or fighting for LGBTQ youth, we need Equality California to continue its critical work more than ever.”

SAN FRANCISCO SUPERVISOR DAVID CAMPOS

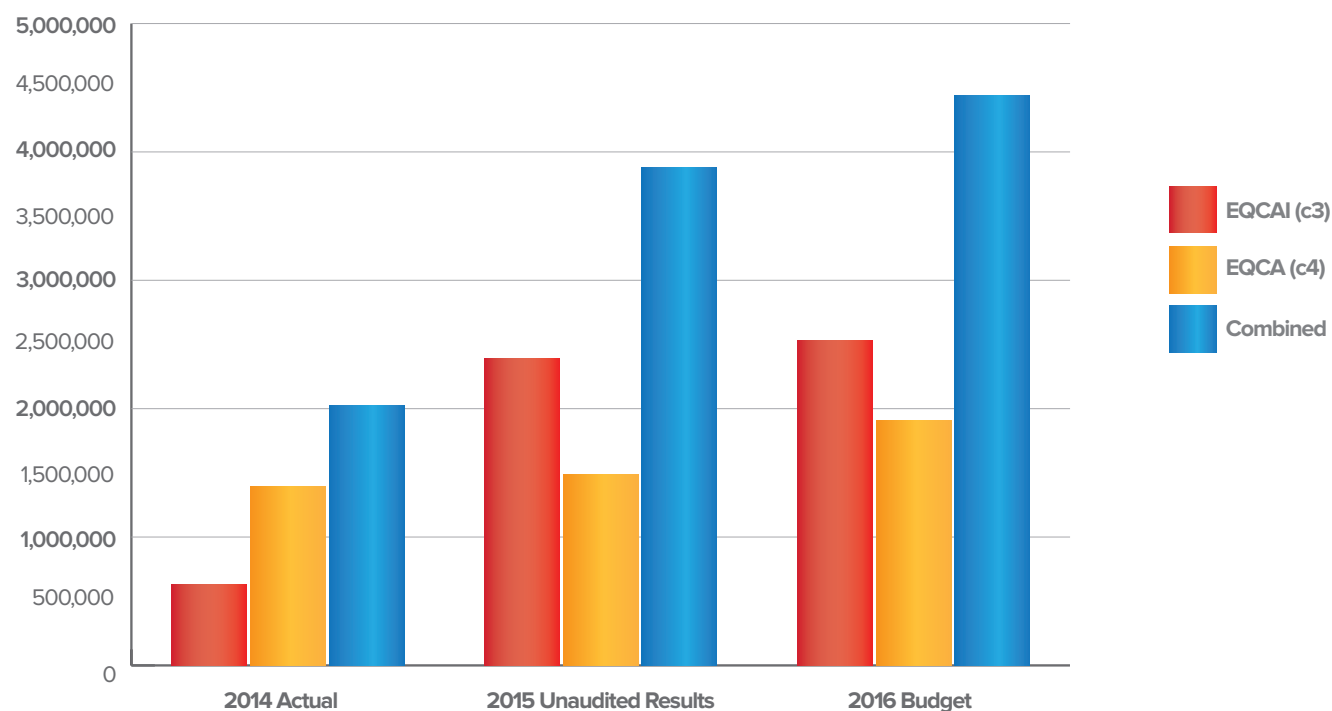
AT A GLANCE:

Financials

Based on unaudited results, total combined revenue for Equality California and Equality California Institute was approximately \$3.9 million in 2015 and nearly double the prior year's. Equality California Institute experienced the most dramatic growth - from approximately \$600,000 in 2014 to approximately \$2.4 million in 2015.

For 2016, total combined revenue for Equality California and Equality California Institute is budgeted at \$4.4 million.

EQUALITY CALIFORNIA AND EQUALITY CALIFORNIA INSTITUTE REVENUE OVERVIEW (2014-2016)



EQUALITY CALIFORNIA

Boards & Council

EQUALITY CALIFORNIA BOARD

Executive Committee

Andreas Meyer,
President

Susan McCabe,
Vice President

Laurie Hasencamp,
Treasurer

Ryan Harlow-Nakano,
Secretary

Daniel Brownstone,
Governance Chair

Rich Poppen,
PAC Chair

Nancy Sutley,
At-Large Member

Deanna Johnston,
At-Large Member

Members

Linda Bernhardt

Jerry Bloom

Susan Burnside

Andrea Casalett

William Delvac

Hon. Robert Garcia

Joe Gregorich

Boe Hayward

Terrance Heath

Dolores Huerta

Kevin Leap

Stuart Milk

C. Scott Miller

Doug Moreland

Rick Rivas

Hon. Dave Roberts

Pjetur Sigurdson

John Tedstrom

David Tsai

EQUALITY CALIFORNIA INSTITUTE BOARD

Executive Committee

Beth Collins-Burgard,
President

Mandy Lee,
Vice President

Sam Leslie,
Treasurer

David Cruz,
Secretary

Laura Zagar,
Governance Chair

Joyce Rowland,
At-Large Member

Roberta Conroy,
At-Large Member

Members

Hon. Richard Bloom

Hon. Joan Buchanan

Hon. Betsy Butler

Rev. Neil G. Cazares-Thomas

Ray Cherry

Steven Jacobs

Hon. Ricardo Lara

Lisa Middleton

Sarah Takahama

Erik Terreri

Jackie Thomas

Mark Vargas

Hon. Betty Yee

EQUALITY COUNCIL

Daniel Allender

Eric Andresen

Aaron Avery

Taylor Bazley

Mike Cavalluzzi

Tina Choi

Randy Clark

Ivan Dominguez

Katherine Forster

Chris Frahm

Susan Jerich

Yangchen (YC) Lama

Tom Maddox

Scott Malzahn

Nicole Oppen

Ernie Santora

Woody Sides

Jeff Towns

EQUALITY CALIFORNIA

Staff

EQUALITY CALIFORNIA STAFF

Rick Zbur, *Executive Director*

Kenny Cassady, *Director of Development & Corporate Partnerships*

Doug Greco, *Director of Programs & Program Development*

Tony Hoang, *Chief of Staff*

Jason Howe, *Communications Director*

Alice Kessler, *Legislative Consultant*

Valecia Phillips, *Director of Finance & Administration*

Frank Stasio, *Director of Special Events & Individual Giving*

Martha Acevedo, *Program Associate*

Melissa Estrada, *Administrative Associate*

Justin Florez, *Program Associate*

Scott Gizicki, *Development Associate*

Brad Lundahl, *Program Associate*

Jo Michael, *Legislative Manager*

Robbie Rodriguez, *Program Manager*

Roman Venalanzo, *Program Associate*

PUBLIC EDUCATION & OUTREACH TEAM

Andrew Arias

Tymothie Bergendahl

Linda Carola

William Brian Clayton

Candace Dovie

Marissa Martin

Jessica Parral

Sue Ellen Rector

Terry Smith

“Equality California is important to our community because it fights for people who cannot always fight for themselves. From bullying in schools to healthcare advocacy and immigration, our work continues and will not be done until we ensure equality for us all.”

BETH COLLINS-BURGARD, BOARD PRESIDENT, EQUALITY CALIFORNIA INSTITUTE

TO OUR SPONSORS, FOUNDATION & PRO-BONO SUPPORT

A Special Thank You.

STATEWIDE SPONSORS



FOUNDATIONS

Arcus Foundation
 California Biotechnology Foundation
 The California Endowment
 California Legislative LGBT Foundation
 Comcast Foundation
 David Bohnett Foundation
 David Geffen Foundation
 Elizabeth Taylor AIDS Foundation
 Elton John AIDS Foundation
 Enterprise Holdings Foundation
 Evelyn & Walter Haas, Jr. Fund
 Ford Foundation
 Four Freedoms Fund
 Gill Foundation
 Goodwin Family Memorial Trust
 State Equality Fund
 TomKat Fund
 Verizon Foundation

LEAD SPONSORS

Former Assembly Speaker Toni Atkins
 Brownstein Hyatt Farber Shreck, LLP
 Roberta Conroy
 Laurie Hasencamp and Mike Lurey
 Ambassador James Hormel & Michael P. Nguyen
 Joyce Roland and Pam Morgan
 Southern California Edison

PRO-BONO

Brownstein Hyatt Farber Schreck, LLP
 Latham & Watkins LLP
 Mercury Public Affairs
 Reed & Davidson LLP
 Sugerman Communications Group

Equality California is a true champion for LGBT civil rights, not just in our Golden State but across the nation. I am proud to represent my district of Silicon Valley in the Capitol but even more proud to stand side by side with EQCA to make sure that the voice of the LGBT community is heard."

ASM. EVAN LOW, (D)-CAMPBELL

Mission statement

Equality California is the nation's largest statewide lesbian, gay, bisexual and transgender (LGBT) civil rights organization dedicated to creating a fair and just society. Our mission is to achieve and maintain full and lasting equality, acceptance, and social justice for all people in our diverse LGBT communities, inside and outside of California. Our mission includes advancing the health and wellbeing of LGBT Californians through direct healthcare service advocacy and education. Through electoral, advocacy, education and mobilization programs, we strive to create a broad and diverse alliance of LGBT people, educators, government officials, communities of color and faith, labor, business, and social justice communities to achieve our goals.

Equality California is made up of Equality California and the Equality California Institute. Equality California is an I.R.S. 501(c)(4) organization that utilizes electoral, advocacy, education, and mobilization programs to achieve its mission. The Institute is an I.R.S. 501(c)(3) organization that utilizes advocacy, education, and mobilization programs to achieve its mission.



Equality California | eqca.org

Los Angeles Headquarters

202 W 1st St., Suite 3-0130
Los Angeles, CA 90012
Phone: (323) 848-9801
email: info@eqca.org

Sacramento Legislative Office

1127 11th St., Ste. 208
Sacramento, CA 95814
Phone: (916) 204-4995

Palm Springs/ Inland Empire Office

318 N. Palm Canyon Dr.
Palm Springs, CA 92262
Phone: (323) 848-9801

We thank our statewide sponsors for their generous support.



GILEAD

LA CREMA

OFFICIAL WINE SPONSOR



Prophet



Sempra Energy®

Southwest®

OFFICIAL AIRLINE SPONSOR

State Farm®