

UNTIL THE WORK IS DONE

2017 ANNUAL REPORT





A MESSAGE FROM EXECUTIVE DIRECTOR RICK ZBUR

Since January 2017, the LGBTQ community has been in the fight of our lives. From the Trump-Pence Administration's reversal of federal guidance that protects LGBTQ students, to doubling down on its purge of transgender service members from our military, to continued attempts in state legislatures across the country to pass "license to discriminate" laws, our community has been under attack.

But even in the face of adversity, we're not going anywhere. Equality California has taken the fight to Washington, DC, hiring a national policy director and mobilizing our community on the front lines of the resistance. In Sacramento, we worked closely with our legislative partners and members of the California Legislative LGBT Caucus to sponsor and pass eight pieces of legislation to protect LGBTQ youth and seniors, to end the unfair criminalization of people living with HIV and to establish a straightforward process so that our state-issued identification documents respect the dignity of intersex, transgender and nonbinary Californians.

And in September 2017, we filed suit in federal court to block the Trump Administration's unconstitutional transgender military ban — **and we won.**

Looking ahead to the 2018 election, we've ramped up our on-the-ground organizing. There are 23 congressional districts across the country that voted for Hillary Clinton but are represented by Republicans. And seven of those are right here in California, clustered in the Central Valley, Northern Los Angeles County, Orange County and San Diego. We know that if we are going to defeat Trump's anti-LGBTQ and anti-immigrant agenda, we need to convince Republicans in these purple districts to break with anti-LGBTQ leadership in Congress — or we need to replace them with members of Congress who will fight alongside us for LGBTQ civil rights and social justice.

With your help and with the help of pro-equality legislators and government officials, we're working to make California a beacon of hope for the rest of the country — demonstrating that embracing the values of equality and inclusion improves the lives of **all** Americans and laying the groundwork for our pro-equality advancements to be replicated across the country.

Rick Zbur, Executive Director
Equality California

OUR NEW BRAND

Last year, we were excited to announce a new logo, mission statement and tagline that embrace California's leadership as a beacon of hope for LGBTQ people and our allies across the country — and the role Equality California has played (and will continue to play) in creating a world that is healthy, just and fully equal for all LGBTQ people.

Our refined mission and new visual identity are the result of a year-long pro bono strategic review conducted by branding and marketing consultancy firm Prophet, working with our boards. Equality California surveyed nearly 1,000 LGBTQ people and allies to determine which priorities are most important to our members and community.



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.





Our work in Sacramento: **A YEAR OF PROGRESS**

We shaped our 2017 legislative package to ensure that California continues to make progress toward our goal of achieving full equality and social justice for all LGBTQ people — that we serve as both a beacon of hope to the rest of the country and a roadmap for others who seek to replicate our progress. Our achievements in 2017 include reforming California’s laws criminalizing people living with HIV, establishing legal recognition of nonbinary gender identities and strengthening protections for our LGBTQ elders living in long-term care facilities. Governor Jerry Brown signed all seven of our sponsored bills that reached his desk and the Legislature adopted both of our sponsored resolutions.

In addition to the legislation that Equality California sponsored, we worked with our partners to support a number of key priorities that had significant impact on members of our community — and contributed to our goal of resisting the Trump Administration’s attacks on our civil rights. And while the bulk of our legislative and policy work inside California is focused on furthering our state’s role as a leader, we continue to face efforts — led by a small minority of anti-LGBTQ lawmakers in Sacramento — to roll back protections for the LGBTQ community and our allies — efforts we successfully defeated last year.

We continued our collaboration with California’s Legislative LGBT Caucus on all our priorities, and worked closely with all our allies in the Legislature and Governor Brown’s administration to demonstrate that embracing the values of acceptance, inclusion, respect and love improves the lives of all Californians.

Our work in Washington, DC: ***A YEAR OF RESISTANCE***

Equality California's office in Washington, DC stands at the front lines of the resistance to the Trump-Pence Administration and their anti-equality allies in Congress.

Much of what our National Policy Director Valerie Ploumpis does is defensive in nature – fighting against repeated assaults on the Affordable Care Act, cuts to federal HIV/AIDS funding and rollbacks of LGBTQ protections for transgender servicemembers and LGBTQ youth in our schools.

As important as our key policy priorities has been our work to block the Trump-Pence Administration's most egregiously anti-LGBTQ nominees to federal agencies and the judiciary. We work closely with Senators Feinstein and Harris in opposing nominees whose records and public statements demonstrate that they cannot be fair or impartial judges or would use positions in the executive branch to target our community and roll back progress toward equality.

When we do put one or both houses of Congress back in pro-equality hands, Equality California will be ready to advance pro-LGBTQ protections, many of which are already California law. Most members of California's Congressional delegation have either written or cosponsored our top legislative priorities — including passing the Equality Act, protecting LGBTQ Americans from so-called “conversion therapy” at the federal level, protecting Dreamers from deportation and increasing funding for HIV/AIDS and access to quality, affordable healthcare.

The next three years will be critical for our community, and we're proud to be your advocates in the nation's capital.





EDUCATION & MOBILIZATION



#VOTE4EQUALITY

In 2017, Equality California continued its robust electoral and voter education efforts across the state. Ahead of the 2018 midterm elections, Equality California Institute made voter registration a top priority, conducting tens of thousands of face-to-face conversations about the importance of voting and registering thousands of new pro-equality voters through cutting-edge digital advertising campaigns on social media platforms and the location-based dating application Grindr. Our field team canvassed 212 locations throughout the state, including college campuses, pride festivals, farmer's markets, street fairs and town halls to help drive awareness and excitement around civic engagement.

Equality California's political action committee (PAC) endorsed seven local and state candidates in 2017 and engaged our members to support these pro-equality champions. In Palm Springs, Equality California helped make history, twice. First, by mobilizing thousands of our members to support and elect Lisa Middleton, the first openly transgender person elected to non-judicial office in California; then by helping to elect LGBTQ attorney Christy Holstege, making Palm Springs the first all-LGBTQ City Council in the nation, demonstrating the grassroots and political power of LGBTQ voters and our allies.



EQUALITY CALIFORNIA-COMCAST FELLOWSHIP

With the generous support of the Comcast Foundation, Equality California Institute again hosted its 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. In 2017, our fellows worked with Senators Scott Wiener and Henry Stern and Assemblymembers Evan Low, Blanca Rubio, Laura Friedman and Susan Eggman. Fellows worked with legislators and their staff on substantive policy and budget issues and developed key leadership skills. We also coordinated frequent networking events with Sacramento's LGBTQ leaders and prominent community members, who shared lessons with the fellows about how policy and public service can be a vehicle for advocacy on behalf of the LGBTQ community.



FAIR SHARE FOR EQUALITY

Equality California Institute hosted our third Fair Share for Equality convening in February 2017. Over 200 LGBTQ leaders, legislators, policymakers, research experts and community advocates from across California convened in Sacramento to guide our priorities for the year and ensure that a “fair share” of resources are made available to the LGBTQ community. Speakers, panelists and attendees discussed the widespread disparities that LGBTQ people continue to face across the state. Topics included health disparities and access to affordable care, HIV/AIDS decriminalization and access to PrEP (Pre-Exposure Prophylaxis), combating violence and discrimination against transgender and gender nonconforming Californians, protecting LGBTQ immigrants and reforming the criminal justice system and increasing cultural competence within law enforcement. Findings were compiled into a report, which serves as a resource for California’s state and local policymakers. Key 2017 participants included California Assembly Speaker Anthony Rendon, Senate pro Tem Kevin de León, members of the Legislative LGBT Caucus, the California Department of Public Health, Planned Parenthood Affiliates of California, Lambda Legal, American Civil Liberties Union of California, GSA Network and the Human Rights Campaign.



HEALTH HAPPENS WITH EQUALITY

The sustained attacks against the Affordable Care Act in 2017 threatened the LGBTQ community’s access to quality, affordable healthcare. Through our continued partnership with The California Endowment, Equality California Institute joined the #Fight4OurHealth coalition to fight back against the various efforts to repeal the ACA through robust advocacy, mobilization and education efforts. Equality California Institute also expanded our statewide advocacy work to support the #Health4All campaign to expand full-scope MediCal to undocumented young adults. We partnered with various health, advocacy and social justice organizations to host local health care town halls in Orange County, the Inland Empire, Sacramento, Bakersfield, San Bernardino and Los Angeles and hosted a live-streamed “digital” town hall to discuss unique barriers that undocumented members of our LGBTQ community face when accessing healthcare.



IMMIGRATION: #EQUALITY4ALL

Thanks to a grant from Four Freedoms Fund, Equality California Institute continued its advocacy on behalf of California's approximately 250,000 undocumented LGBTQ immigrants, who are some of the most vulnerable members of our community due to lack of access to a range of critical support programs. Equality California Institute led a coalition of immigration-focused LGBTQ centers from across California and served as the voice of the LGBTQ community in immigration convenings throughout the year. We worked to educate the LGBTQ community and the broader community of immigration activists on the compounded disparities that LGBTQ undocumented Californians face and mobilized our membership behind permanent solutions for Dreamers and their families. We will continue to build relationships of trust with immigration organizations that support #Equality4All and work toward a broader understanding that immigrant rights are LGBTQ rights and LGBTQ rights are immigrant rights.



SAFE AND SUPPORTIVE SCHOOLS

Equality California Institute distributed its first "Safe and Supportive Schools" survey to all unified school districts in California in 2017. We developed the survey over the course of a year with the guidance of an advisory committee consisting of representatives from teachers' organizations, school administrators and board members, local LGBTQ centers, civil rights groups and education experts from allied organizations. The survey measures unified school districts' efforts to implement school-related pro-equality legislation and foster inclusive learning environments. We will work with the advisory committee to present the survey results in a Safe and Supportive School Index to serve as a resource for students, parents and school districts to provide safe and supportive learning environments to California's six million public school students.



TAKE IT: I'M PrEP'D

Despite decreasing rates of new HIV diagnoses in California and across the country, California still leads the nation in new HIV diagnoses per year. In 2017, we continued to educate the LGBTQ community and healthcare providers on HIV prevention strategies and the availability of Pre-Exposure Prophylaxis (PrEP) through our statewide education campaign, #TakeIt: I'm PrEP'd. PrEP is a pill for HIV-negative people that, when taken daily, can reduce the risk of HIV transmission by up to 99 percent. The medication serves as a critical tool in ending the HIV epidemic by empowering people at a higher risk for HIV to take control of their sexual lives. Unfortunately, estimates indicate that one in three doctors is still not aware of PrEP, particularly in the communities that need it the most.

Equality California Institute trained hundreds of healthcare professionals across the state on PrEP and how to provide culturally competent care to members of the LGBTQ community. We complemented this work with a robust in-person and digital education campaign, through which we spoke to over 15,000 people about PrEP at Pride events, through email marketing and on social media, specifically targeting members of our community at the highest risk of exposure.



LGBTQ ADVOCACY DAY

Equality California’s annual LGBTQ Advocacy Day brought together hundreds of LGBTQ leaders, activists and allies from across the state for a day of grassroots political action to raise awareness about critical priorities for the LGBTQ community and allied communities to which LGBTQ Californians belong, including communities of color and faith, immigrants and people living with HIV. Partner organizations included LGBTQ community centers, civil rights and social justice organizations, youth and immigrant rights groups and HIV and healthcare organizations.

Advocacy Day participants received training on our legislative priorities and how to lobby for them, attended a rally at the State Capitol and finally met face-to-face with California legislators and their staff about our pro-equality policy priorities. Each year, LGBTQ Advocacy Day empowers members of our community to have a direct impact on the policymaking process by sharing their personal stories and advocating for critical solutions.

In 2017, we welcomed 270 LGBTQ advocates and allies to Sacramento, where they conducted legislative visits to over 100 Assembly and Senate offices, covering a wide range of policy issue areas, including access to affordable healthcare, protection of LGBTQ youth, civil rights for transgender and gender-nonconforming Californians, protections for immigrant communities and the modernization of California’s HIV criminal laws. We were especially grateful for the generous support we received from the American Civil Liberties Union, APLA Health, Gay and Straight Alliance Network, Lambda Legal, Los Angeles LGBT Center, National Center for Lesbian Rights, Project Inform, San Francisco AIDS Foundation and Transgender Law Center.



FINANCIALS

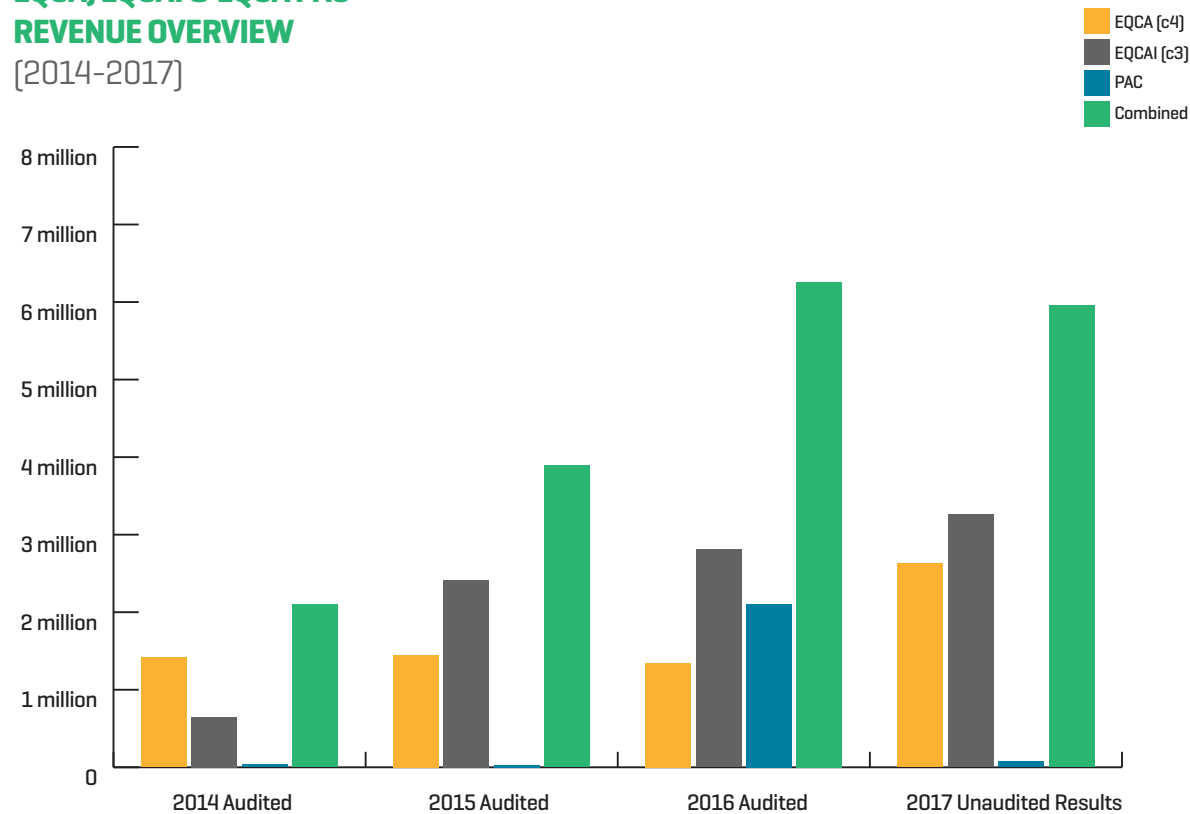
EQCA/I REVENUE OVERVIEW

[2014-2017]

Based on unaudited results, total combined revenue for Equality California, Equality California Institute and the Equality California PAC was approximately \$6 million in 2017, compared to approximately \$2.1 million in 2014, \$3.9 million in 2015 and \$6.3 million in 2016. Equality California revenue doubled from approximately \$1.3 million in 2016 to approximately \$2.6 million in 2017. Equality California Institute grew from approximately \$2.8 million in 2016 to \$3.4 million in 2017. Comparing odd-numbered years, in which no regular state elections occurred, Equality California PAC grew from approximately \$26,000 in 2015 to \$73,000 in 2017. Looking at even-numbered years, Equality California PAC grew from approximately \$34,000 in 2014 to \$2.1 million in 2016.

EQCA, EQCAI & EQCA PAC REVENUE OVERVIEW

[2014-2017]





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OUR MISSION

Equality California is the nation's largest statewide lesbian, gay, bisexual, transgender and queer (LGBTQ) civil rights organization.

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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