



EQUALITY

About Equality Texas





Lessons I learned as a kid:

- Golden Rule – treat others how you would have them treat you - with dignity and respect.
- Caring for others is the best way to live out your faith.
- Work for the Happiness of others.
- Take Responsibility for Your Actions
- Be Purpose-Driven
- The most good for the most people in the shortest amount of time



MISSION

EQTX Equality Texas is a 501(c)(4) nonprofit organization, serving as the largest nonpartisan statewide political advocacy organization working for the elimination of discrimination targeting the LGBTQ+ community. This work occurs primarily within, but not limited to, odd-numbered years when the Texas Legislature is in session. During the session, Equality Texas works to advance the rights of LGBTQ+ Texans alongside pro-equality legislators and protects LGBTQ+ Texans from legislative attacks.





MISSION:

Equality Texas Foundation (C3) programs are designed to meet individuals where they're at in their advocacy journey, providing the issue education and skill-building training necessary to confidently exercise activists' individual and collective power to advance LGBTQ+ rights and fight anti-LGBTQ+ legislation in Texas. Equality Texas Foundation is a 501(c)(3) nonprofit organization, and donations can be considered tax-deductible to the extent allowed by law.





Texas Impact Briefing





88th Legislative Session

Countdown to Sine Die



We accomplished so much - so quickly!

Equality Fellows

We developed a leadership development program that will have nearly 100 graduates over the course of three cohort classes.

200+ LGBTQ+ Orgs in Texas

We have developed relationships with over 200 LGBTQ+ Serving Texas based and national organizations.

Defeated 75 Anti- LGBTQ+ Bills in 2021

In an unprecedented year, we were able to help coordinate a defense tougher than any NFL team.

Grew from 5 Full- Time Staff to 14

With the rapid growth, we have been able to adapt systems and structures to better support staff and

Pushed Back Against Weaponization of State Agencies

We have mobilized hundreds of people against DFPS, written amicus

Rapid Response

From Wimberley to McKinney to League City, Corpus Christi, and El Paso, we have a broader reach to mobilize against opposition and support

Data Integrity

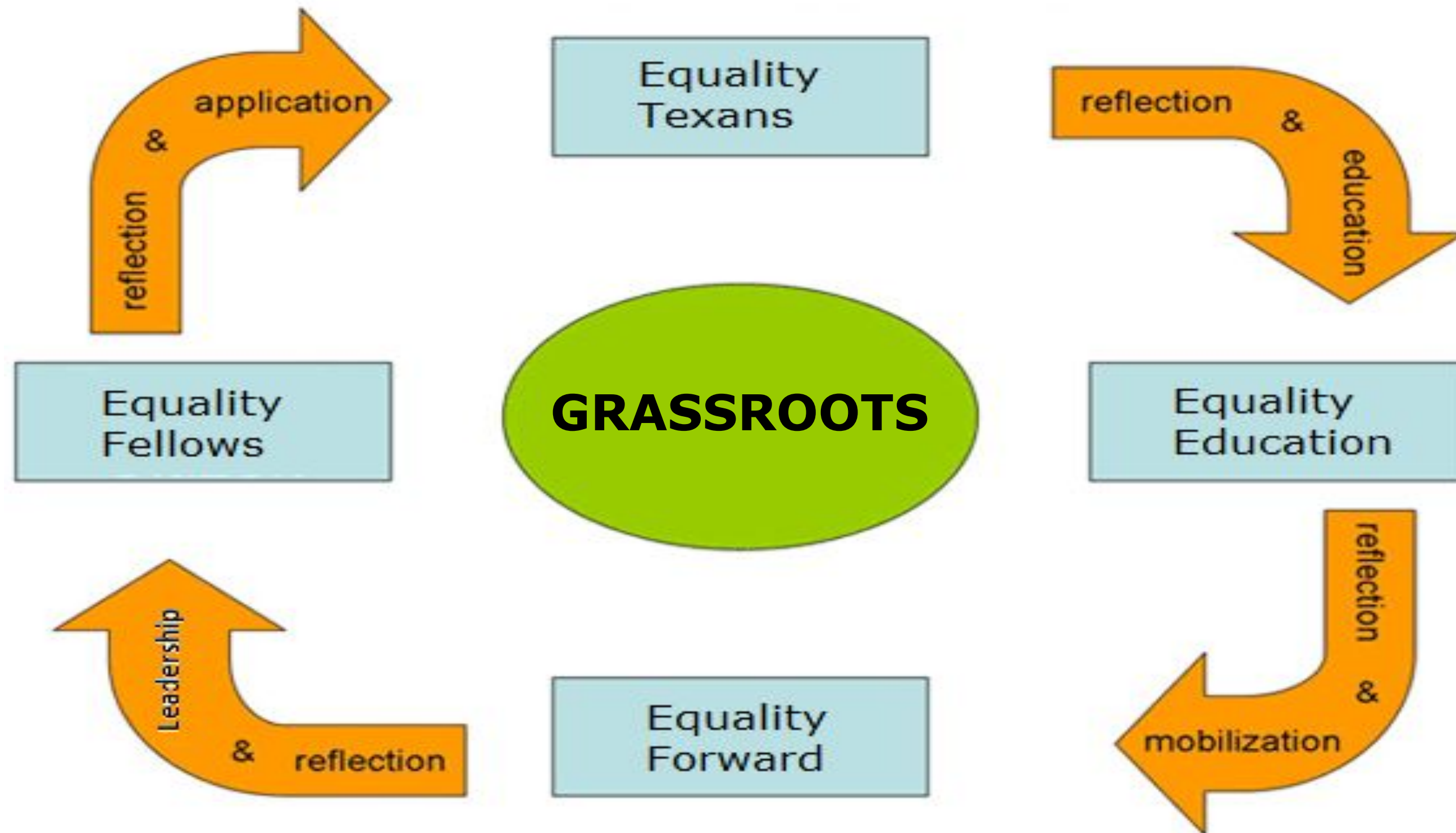
We have become so much better at capturing data to move people over the ladder of engagement. And to tell the story of our impact.

We navigated two pandemics without having to lay off staff. With the launch of the QTCF we were able to raise \$100K for BIPOC/Trans led nonprofits. The MPOX website was in a league of its own.

Turn OUT for Texas
We developed reach in the field in places where we have not organized in some time - helping us build collaborative partnerships.

Grown Our Operating Budget
Fundraising has grown our budget by 270% since December of 2019. Because we have successful at showing up and telling our

Engagement, Education and Action: Grassroots



The Anti-LGBTQ+ **EXTREMIST** **LAYERED** **ATTACK**



Courts

Legislative

Weaponization of State
Agencies

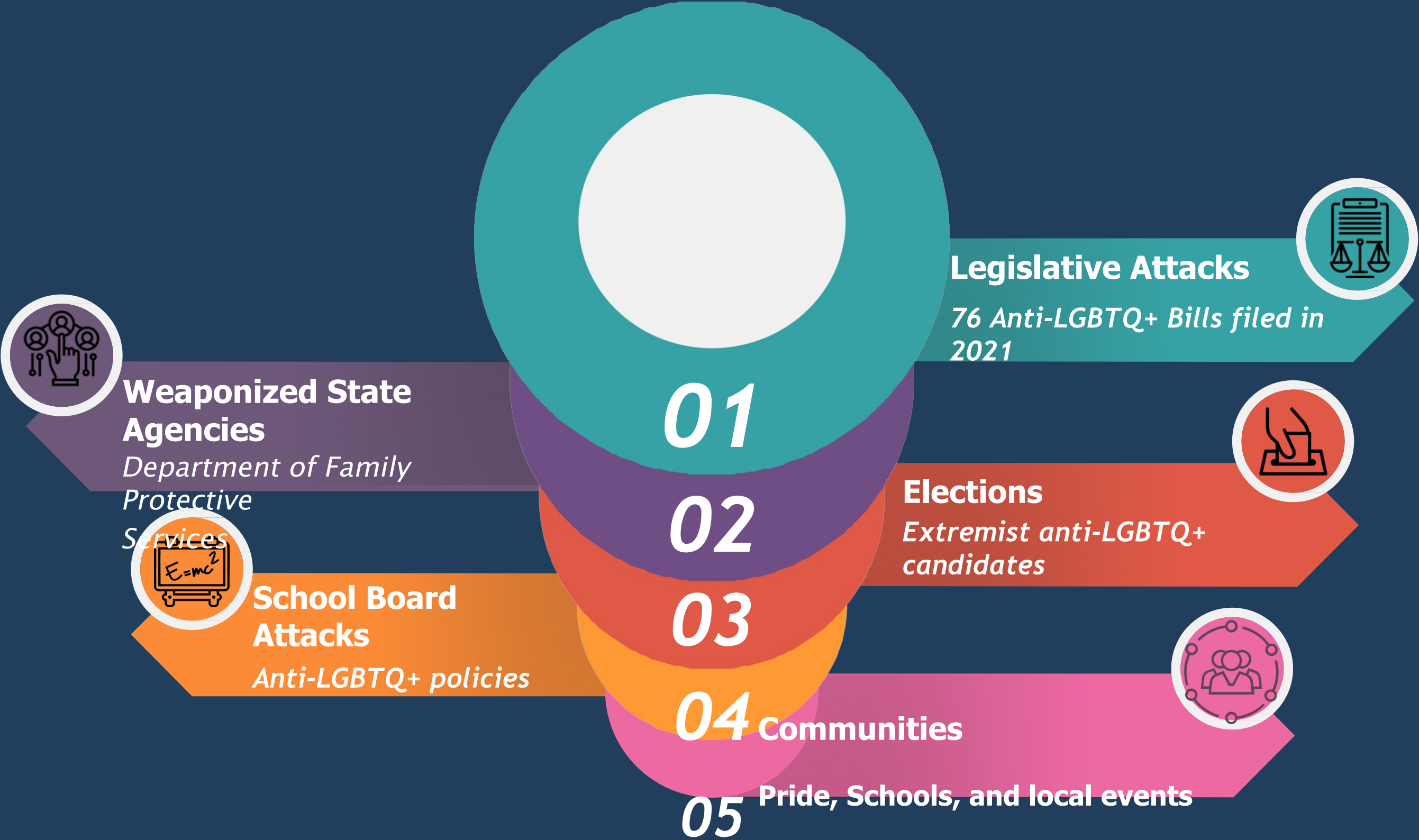
Election Disinformation

School Board Attacks

Vigilante Attacks on Safe
Spaces

Media

The Landscape has Changed Significantly







Where are we now?

Lege Session: Filed Bills

of Bad Bills

58

of Good Bills

38

Monitoring

5

7

of Good Bills
To be filed

60



How do we optimize the power we have built during legislative session?

What are the most critical activities we can focus on to achieve our long term goals?

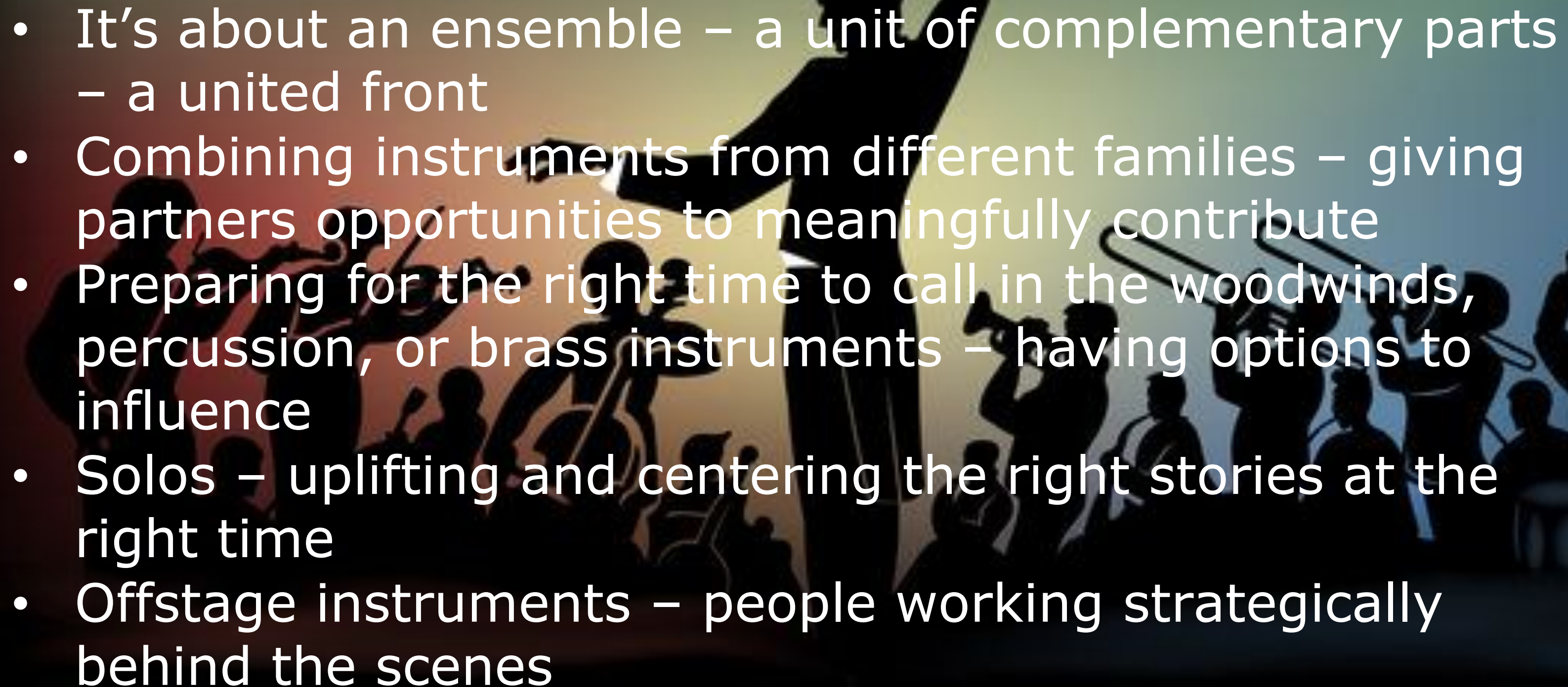
How do we go beyond stabilizing to continuous organizational improvements.



Legislative Strategy



Conducting an Orchestra

- It's about an ensemble – a unit of complementary parts – a united front
 - Combining instruments from different families – giving partners opportunities to meaningfully contribute
 - Preparing for the right time to call in the woodwinds, percussion, or brass instruments – having options to influence
 - Solos – uplifting and centering the right stories at the right time
 - Offstage instruments – people working strategically behind the scenes
- 

Legislative Strategy



Make Advocacy Irresistible

- All in for Equality Coalition
- Mini lobby days
- Large rallies/public actions at key moments
- In-district advocacy (small business, Fellows, board, SC)
- Broad tent of support (200+ organizations)
- New and unexpected partners
- Guiding national orgs to help in strategic ways
- Faith Organizing
- Veterans Organizing
- Online to offline organizing

How You Can Help



- **Commit to a monthly advocacy action during session** (AIFE Advocacy Day, testimony, call your rep, host a postcard party, table, drop a card, mini lobby day?)
- **Landscape Analysis** of where you live and who you know (who is your rep, what LGBTQ+ orgs exist locally (contact info), supportive small businesses, faith orgs, PTA, sports leagues)
- **Op-Ed's** – letters to the editors – be local media contacts/messengers
- Promoting Rapid Response Actions: promote actions to your base via social media, texts, or email blasts Submit written testimony against any of extremist anti-LGBTQ+ bills
- **Local Advocacy**



Additional Support

In 2021, we were under resourced for the fight that awaited us. In 2023, we have been able to secure additional resources to be better prepared for the fight.

Texas
Impact

Texas
Competes

All in for
Equality
Coalition

200+
TX
LGBTQ

Attorney

LGBTQ
+
Caucus

Lobbyists

EQTX^{Orgs}
Board

Advisory
Cmmt.

Veterans
for
Equality

Berlin
Rosen

5
Interns

Equality
FL, OH,
GA
Federation

Hundreds
of EQ
Texans