



VICTORY  
INSTITUTE

# BECAUSE AMERICA NEEDS US

## 2018 Annual Report







**“Never in our nation’s history have so many openly LGBTQ people decided to run for office and be the change they demand to see in the world—and we are determined to ensure this energy does not fade.”**

**MAYOR ANNISE PARKER, PRESIDENT & CEO**

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Friend,

As the results rolled in on Election Night, there were so many exciting LGBTQ storylines—our first gay governor, first bisexual U.S. Senator, first trans state legislator in Colorado and the first openly LGBTQ state legislators in Kansas and Nebraska. But what few knew—and the headlines didn't report—was there was a common thread that connected all these history-making candidates: they are Victory Institute program alumni. In fact, almost 20 percent of all openly LGBTQ people who ran for office in 2018 are graduates of our candidate trainings and 74 were victorious on Election Night, growing our tightly-knit network of LGBTQ elected officials across the United States.

These candidates were prepared to win because our training programs are thorough, including four-day bootcamps where all-nighters are common and the rigors of the campaign trail become a brutal reality. They compete in teams with others who are ready to run—using their newly-acquired knowledge and skills to develop campaign plans and execute on strategies that will lead them to victory. And the numbers speak for themselves. Fifty-five percent of Victory Institute alumni who ran in 2018 were victorious, compared to just 39 percent of LGBTQ candidates who won without Victory Institute training. Our people were prepared and ready to win.

Through our programs, we are building a pipeline of LGBTQ leaders who are reflective of the diversity of our community. In 2018 we trained more LGBTQ people of color, more women and more trans people than ever before. We had our most diverse class of Victory Congressional Interns—LGBTQ college leaders who spent their summer on Capitol Hill interning and ensuring their voices were part of the national conversations on healthcare, immigration and issues of equality. We also held our International LGBTQ Leaders Conference with more than 550 participants from 26 countries—an inspiring gathering of LGBTQ elected officials and leaders who are redefining the parameters of what equality means for our community.

Our efforts to lift-up the next generation of LGBTQ leaders and support those already in office is critical not just because our community needs us, but because America and the entire world needs us. Our experiences as LGBTQ people make us more open, authentic and values-driven leaders who will work toward solutions that help all people—and fight back against the anti-LGBTQ populists gaining strength around the globe. We are small in number, but when our voices are in the halls of power we have an outsized impact and can change the conversation on issues that affect our lives. That is why Victory Institute is working in the United States and around the world to support LGBTQ public leaders—and we cannot thank you enough for joining us in the fight.

Onward,



**Mayor Annise Parker**  
President & CEO, LGBTQ Victory Institute  
February 2019, Washington, DC

# Powering the Rainbow Wave

A Rainbow Wave of LGBTQ people were elected to office in 2018—and many were trained, supported or otherwise impacted by the work of LGBTQ Victory Institute. Whether through our four-day signature Candidate & Campaign Training, fellowships, or internships, we helped power the Rainbow Wave that swept the nation on Election Night. At the International LGBTQ Leaders Conference in December, we gathered these newly elected officials to strengthen the network that will fuel LGBTQ political power in the years ahead.

**55% of openly LGBTQ candidates who are Candidate & Campaign Training alumni were victorious on Election Night 2018 compared to 39% of openly LGBTQ candidates not trained by Victory Institute.**

**711**

Openly LGBTQ  
candidates ran in 2018

**300**

Openly LGBTQ people  
elected in 2018

**134**

Openly LGBTQ  
candidates were  
Candidate & Campaign  
Training alumni

**74**

Candidate & Campaign  
Training alumni won  
elected office

**Among the victorious Candidate & Campaign Training alumni:**



**ANGIE CRAIG**

US House of Representatives



**RICARDO LARA**

California Insurance Commissioner



**MALCOLM KENYATTA**

Pennsylvania House of Representatives



**TIPPI McCULLOUGH**

Arkansas House of Representatives



**BRIANNA TITONE**

Colorado House of Representatives



**MATTHEW WILSON**

Georgia House of Representatives

## Candidate Bootcamp

Our Candidate & Campaign Training is often described as “bootcamp” by participants—four days of intensive training, campaign simulations and late-night group homework that culminates in defending a campaign plan in front of LGBTQ elected officials and campaign experts. Acceptance to the training is highly competitive—prioritizing those who are running for office or plan to soon.

**135**

CCT participants  
accepted and  
trained in 2018

**98**

Were running or plan  
to run in next  
two years

**36%**

Were people of color

**33%**

Identified as women

**19%**

Identified as trans,  
non-binary or  
two-spirit



## Impact Across the Nation

### Convening Local Leaders

Our one-day LGBTQ Leadership Summits encourage local LGBTQ leaders to begin considering a run for office. We partner with local LGBTQ and political organizations to tailor the trainings to the needs of constituents in the host city.



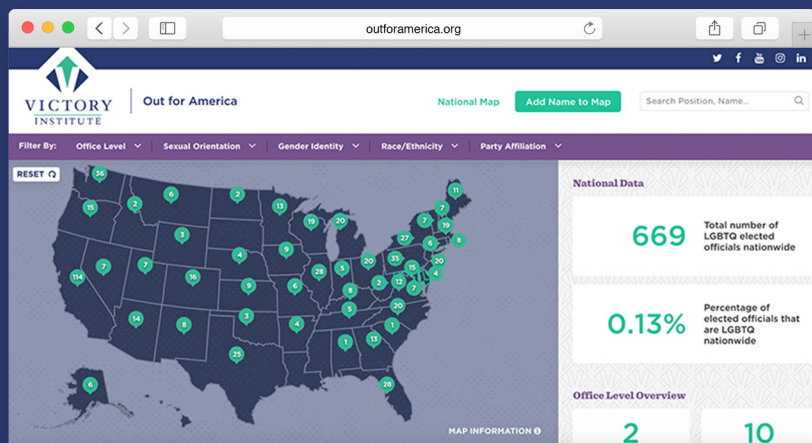
Participants at the Milwaukee Leadership Summit learn fundraising 101 from the Victory Institute team.



“The LGBTQ Leadership Summit in Phoenix was powerful because it convened members of our community that rarely get together and we held long overdue conversations because of it. Too often members of the LGBTQ political establishment misunderstand the grassroots activists and vice versa. Talking out concerns and understanding each other’s priority issues reminded all of us that while working from different angles, we are united in a common dream of equality.”

**ARIZONA STATE REP. DANIEL HERNANDEZ**

- 2019 Candidate & Campaign Trainings
- 2019 LGBTQ Leadership Summits
- 2018 Candidate & Campaign Trainings
- 2018 LGBTQ Leadership Summits
- 2017 Candidate & Campaign Training
- 2017 LGBTQ Leadership Summits



## Out for America

The 2018 elections brought a Rainbow Wave of LGBTQ elected officials to office—including 125 newly elected officials! Search for LGBTQ elected officials using demographic and other data on our Out for America map at [outforamerica.org](http://outforamerica.org).

**669** Total number of LGBTQ elected officials in 2019

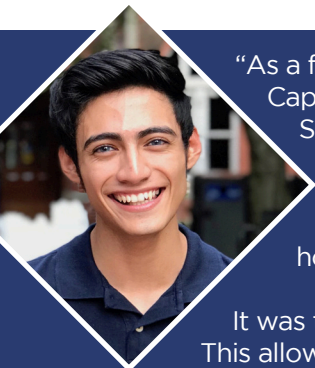
<b>2</b> Governors	<b>10</b> Members of Congress
<b>6</b> Statewide officials	<b>39</b> Mayors
<b>148</b> State Legislators	<b>358</b> Local officials
<b>106</b> Judicial officials	



# Building Future Leaders

## Victory Congressional Interns

The 2018 class of Victory Congressional Interns was our most diverse ever—12 openly LGBTQ college students paired with members of Congress for a summer-long internship and a 36-hour professional development course provided by Victory Institute.



“As a first-generation college student, it was quite incredible to suddenly be walking the halls of the Capitol and being amongst the most powerful players in the nation. Victory Institute placed me with Senator Tammy Baldwin, whose team taught me the ins and outs of Capitol Hill.

But it wasn't always easy, because I am also a DREAMer, and it was during that summer the Trump administration announced its 'zero-tolerance' immigration policy. The Hill was abuzz with horrific stories about children being separated from their family at the Mexican-American border.

It was tough. Yet walking the halls of Congress as a DACA recipient I felt empowered to share my story. This allowed me to connect in a special way with Senator Baldwin and her staff, as well as others working on the Hill whom I met through Victory Institute.

Meeting so many openly LGBTQ professionals also eased the fears that plagued me during my own coming out process. Observing so many high-achieving professionals allowed me to realize that I will succeed, not despite my identity, but because I am stronger for it.

Since then I've served as student body president at Georgetown University—the first Latinx or undocumented person to serve as president. The experience Victory Institute gave me on the Hill, as well as the professional development seminars provided throughout the internship, prepared me for that moment. It may sound dramatic, but the Victory Congressional Internship truly impacted the direction of my life.”

**Juan Martinez Guevara** | Victory Congressional Intern, class of 2018 | Student Body President, Georgetown University

## David Bohnett Victory Congressional Fellow

Aliya Bean, our 2018-2019 David Bohnett Victory Congressional Fellow, hit the ground running last July—working in the office of the Congressional LGBTQ Equality Caucus on policy-development and communications. The year-long fellowship on Capitol Hill includes a leadership development program provided by Victory Institute and a network of LGBTQ mentors.





# Strengthening LGBTQ Leadership

## David Bohnett Leaders Fellows



Seven LGBTQ elected and appointed leaders were awarded our David Bohnett Leaders Fellowship—a three-week leadership development program at the Harvard Kennedy School of Government with dozens of other other public leaders from around the country.

The 2018 class included: Georgia state Rep. **Park Cannon**; Wake County (NC) Commissioner **Gregory Ford**; Los Angeles City Controller **Ron Galperin**; former New Hope (TX) Mayor **Jess Herbst**; Minneapolis City Councilmember **Andrea Jenkins**; Howard County Register of Wills (MD) **Byron Macfarlane**; and **Fernando Ramirez**, Policy Advisor in the Office of Los Angeles County Supervisor Mark Ridley-Thomas.

### Our First Bisexual Senator

On Election Night 2018, former Bohnett Fellow Kyrsten Sinema became the first openly bisexual U.S. Senator and just the second openly LGBTQ person to ever serve in the U.S. Senate. A 2008 graduate of the program while still a state representative, Senator Sinema used much of what she learned at Harvard to be a successful legislator in the Arizona state legislature and U.S. Congress.



**“The kind of diversity Bohnett Fellows are bringing into the room isn’t about policies, it is about who they are. If a new member of a state legislature is suddenly spending three weeks with a lesbian, a trans woman or a trans man, the ripple effects are astonishing. I’ve seen it year after year, that merely the presence of having the Bohnett Fellows in the room changes how people think about the entire community.”**

**Prof. David King**

Chair of the Program for Senior Executives in State & Local Government, Harvard Kennedy School

## Victory Empowerment Fellows

The Victory Empowerment Fellowship class of 2018 included nine LGBTQ leaders who receive mentorship and participate in our Candidate & Campaign Training and International LGBTQ Leaders Conference. The program aims to support LGBTQ people of color and trans people in order to diversify LGBTQ public leadership.

### Three Victory Empowerment Fellows were elected or appointed in 2018:



**Brian Garcia** | Class of 2017

Tempe Union High School District Governing Board



**James Chang** | Class of 2018

California Rent Stabilization Board



**Shay Franco-Clausen** | Class of 2017

Santa Clara Valley Open Space Authority

# Leading Around the Globe

We work with local partners around the world to increase the participation of LGBTI people in the democratic systems of their country—whether through seeking elected office, navigating political parties or engaging government officials for social change.

## Growing LGBTI Political Participation



### Central America

Our LGBTI Political Leadership Academy in Central America convened more than 30 LGBTI leaders from Guatemala, Honduras, El Salvador and Nicaragua for two modules of a four-module training, each lasting two days. The academy, held in partnership with Somos CDC, equips LGBTI people with the necessary tools to advocate for change, hold government officials accountable and run for office themselves.

### Dominican Republic

We completed a six-module LGBTI Political Leadership Academy in the Dominican Republic with more than 30 participants from the Dominican Republic and Haiti graduating. In partnership with Diversidad Dominicana, academy participants focused on running for office, managing electoral campaigns, and deepening LGBTI participation in government.



### Colombia

With local partner Caribe Afirmativo, we educated and mobilized Colombian voters through a Vote for Equality campaign that raised awareness about the 2018 presidential and parliamentary candidates' positions on LGBTQ issues.

### The Balkans

In partnership with Omsa, we released a research paper that analyzes the political participation of LGBTI people in the Balkans and provides ideas on how to engage political parties and government institutions on inclusion and diversity.



## Alums Making Change

In 2018, leadership program alumni were using their acquired skills to make social change around the world.



- Three South African trainees began working for political parties.
- Three of the 14 openly LGBTQ people who ran for office in Colombia are training alum.
- The first trans woman appointed to a Lok Adalat—a dispute redressal system in India—is a political leadership fellow.
- Two of the three newly elected trans women in Brazil are past conference participants.
- Our Peruvian trainee became the first openly LGBTI person elected to the Lima City Council.

Transgender Brazilian state legislators Érica Malunguinho and Rebeyonce Lima at the International LGBTQ Leaders Conference 2018.





Virginia Del. Danica Roem accepts the Tammy Baldwin Breakthrough Award from Senator Tammy Baldwin and President & CEO Mayor Annise Parker.



# Empowering Elected Officials

## International LGBTQ Leaders Conference 2018

Victory Institute is the only organization to convene and support openly LGBTQ elected officials at every level of government throughout the nation and around the world. More than 550 LGBTQ elected officials, leaders and allies from 26 countries gathered in Washington, DC for the three-day International LGBTQ Leaders Conference. It featured keynote speakers, workshops and social events aimed at strengthening our network of LGBTQ elected officials. Before the conference, 150 LGBTQ and allied elected officials joined us for a full day of international programming in partnership with the Organization of American States.



U.S. Sen. Elizabeth Warren warns there is a tough fight ahead to pass the Equality Act in Congress.



Newly elected U.S. Rep. Sharice Davids talks about being the first openly LGBTQ member of Congress from Kansas.



NYC Council Speaker Corey Johnson proposes solutions for protecting LGBTQ seniors.

Colorado state Rep. Leslie Herod moderates a "Year of the LGBTQ Woman" conversation.

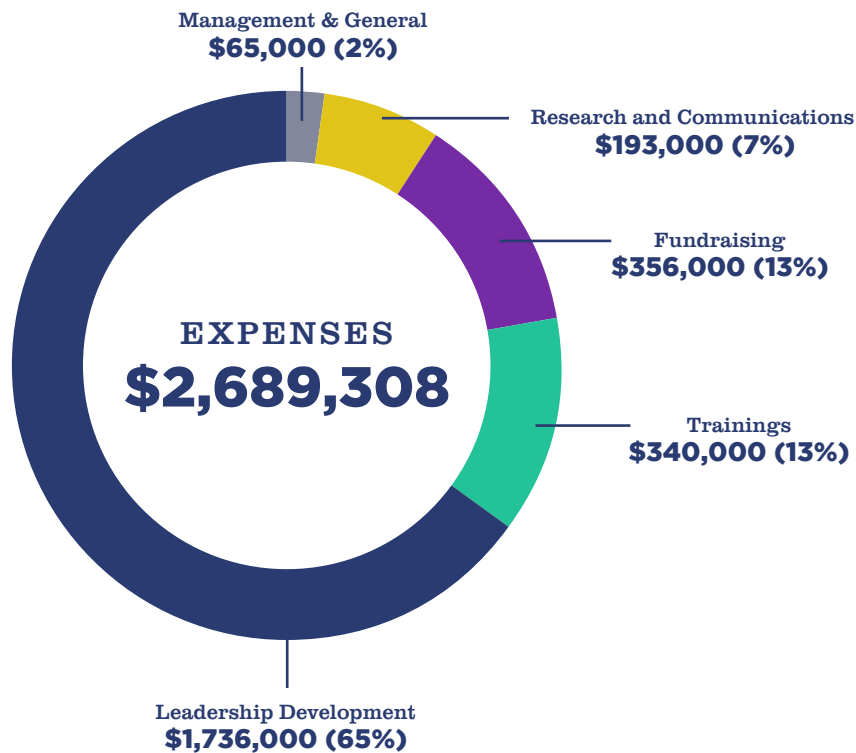
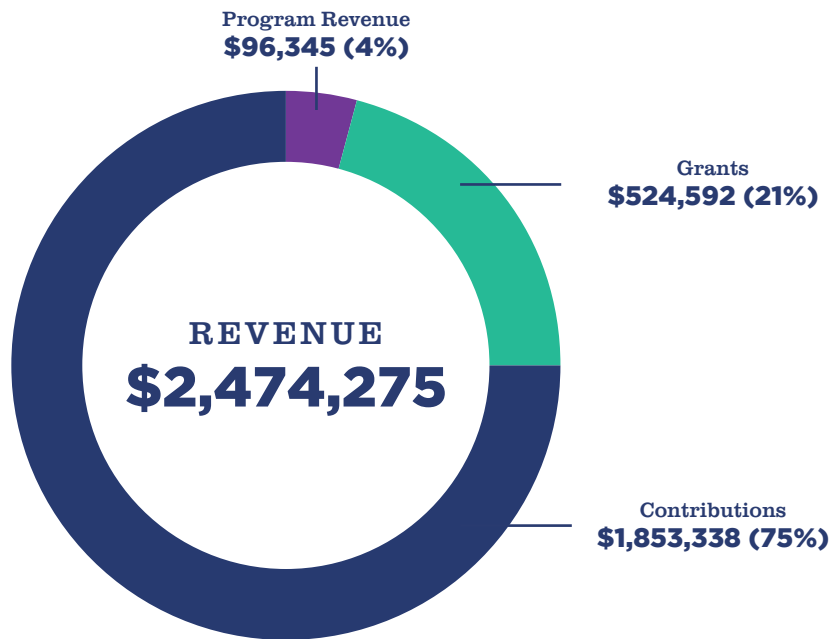
### The 2019 LGBTQ Agenda

Before conference began, more than 60 LGBTQ elected officials joined our half-day closed-door session to strategize how best to advance LGBTQ equality in the year ahead. At the meeting, officials drafted and agreed upon an open letter to the 116th Congress demanding action in four key areas: (1) passing the Equality Act; (2) reducing HIV/AIDS and addressing disparities in communities of color; (3) protecting trans people; and (4) expanding LGBTQ asylum protections. More than 180 LGBTQ elected officials signed on to the letter.



Victory Institute Vice President Ruben Gonzales speaks about LGBTQ political inclusion abroad at the one-day pre-conference international convening.

# Victory Institute Financials



## 2019 Calendar of Events

Register for our 2019 events at [victoryinstitute.org/events](https://victoryinstitute.org/events).

- February 7-10** San Francisco Candidate & Campaign Training
- March 16** Orlando LGBTQ Leadership Summit
- April 11-14** Houston Candidate & Campaign Training
- May 11** Birmingham LGBTQ Leadership Summit
- June 6** Congressional Pride Reception (DC)
- June 27** World Pride Celebration and Reception (New York City)
- August 8-11** Minneapolis Candidate & Campaign Training
- September 14** Missoula LGBTQ Leadership Summit (MT)
- October 3-6** New York City Candidate & Campaign Training
- October 19** Omaha LGBTQ Leadership Summit (NE)
- Winter 2019** International LGBTQ Leaders Conference (DC)

San Francisco Candidate & Campaign Training participants discuss campaign strategy.

