



VICTORY  
INSTITUTE

# ANNUAL REPORT

## 2019







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**(Above)** LGBTQ Victory Institute and LGBTQ Victory Fund staff at the 2019 International LGBTQ Leaders Conference. **(Cover Left to Right)** Colorado state Rep. Leslie Herod at the International LGBTQ Leaders Conference. Arizona state Rep. Daniel Hernandez at the International LGBTQ Leaders Conference. Colorado state Rep. Brianna Titone at the LGBTI Political Leaders of the Americas Conference. U.S. Sen. Tammy Baldwin at the Congressional Pride Reception. **(Cover Bottom)** Panelists at the LGBTI Political Leaders of the Americas Conference.

Friend,

In 2019 we honored the 50th anniversary of the Stonewall Uprising—the spark that formed a movement and began our journey from isolation toward liberation. It laid the foundation for our first Pride parade, a network of advocacy organizations, and the first openly LGBTQ people elected to public office. A new era of LGBTQ political power was born out of the brave actions of those who stood up at Stonewall—and now, America has elected LGBTQ people to nearly every level of government.

More than 400 LGBTQ candidates ran for elected office in 2019 and 170 won their elections—an incredible number for an odd-numbered election year. Victory Institute is the only national organization that works exclusively to build and empower this pipeline of LGBTQ leaders—providing critical support and encouragement at every step of their journey.

We do this by providing young leaders with internships on Capitol Hill and urging people to run at our LGBTQ Leadership Summits. Those running or determined to run can attend our four-day bootcamp-style Candidate & Campaign Training, and once in office, we support them by providing resources and building connections at our International LGBTQ Leaders Conference. For elected officials looking to move up the political ladder, we partner with the David Bohnett Foundation to provide a three-week fellowship at the Harvard Kennedy School of Government, where they get the tools necessary to become more effective leaders. No matter where an LGBTQ person is in their decision-making or political career—we have a program to help them advance.

There are approximately 850 openly LGBTQ elected officials in the United States and we need to elect 22,529 more to achieve equitable representation. But that representation gap is even more extreme in countries around the world. That is why our international program works in Colombia, Honduras, South Africa and other countries to build LGBTQ political inclusion and train LGBTQ people to run. From the mayor of Bogotá to the only LGBTQ Congressperson in Guatemala—our work is helping candidates win and is transforming representation globally.

Stonewall was the spark, but now we are responsible for ensuring our enormous progress continues apace. Thanks for supporting our work here in the United States and around the world. We could not do it without you.



**Mayor Annise Parker**

President & CEO, LGBTQ Victory Institute

March 2020

# Building a Pipeline and Supporting LGBTQ Leaders

The Rainbow Wave of 2018 inspired LGBTQ people to consider a run for office in unprecedented numbers, both in the United States and around the world. Victory Institute fueled the surge and prepared those most interested through its internships, fellowships, leadership summits and trainings. It also supported existing elected officials through its fellowship programs, conferences and other programming.

**We build and support a pipeline of LGBTQ leaders through our diverse programs. We do this by: →**

1. Developing Future LGBTQ Leaders
2. Providing the Spark to Run
3. Training Candidates & Future Candidates
4. Empowering LGBTQ Elected Officials
5. Training Candidates Around the World

## 1 Developing Future LGBTQ Leaders

### Victory Congressional Interns

The 2019 class of Victory Congressional Interns—made up of 12 openly LGBTQ college students interested in public service careers—was paired with members of Congress for an eight-week internship and a 36-hour professional development course provided by Victory Institute. Among the offices the Victory Congressional Interns were placed: House Speaker Nancy Pelosi, Senator Tammy Baldwin and Representative Sharice Davids. Victory Institute staff encourages interns to use their experiences as a stepping stone to run for office and we congratulate intern Leanne Ho for becoming a 2020 Rhodes Scholar.



**Gus Stephens**

**Placement**

House Speaker Nancy Pelosi

**School**

Brown University

**Pronouns**

He/Him/His

“I applied to the Victory Congressional Internship because it provided the opportunity to learn about changemaking and public policy at the federal level, while at the same time not having to worry about the financial barriers of a typical unpaid internship in DC.

“I will never forget the great honor my office provided me to introduce Speaker Pelosi at her Hill intern lecture series. In addition to drafting and delivering opening remarks for the Speaker, I had the opportunity to chat with her beforehand. In our brief conversation, she asked me about myself and later told me that we share a Texas connection since she has a grandchild living in Texas as well. That speech and conversation is still one of my happiest memories.”



**Leanne Ho**

**Placement**

Senator Diane Feinstein

**School**

The University of Oklahoma

**Pronouns**

They/Them/Theirs

“As a queer and non-binary person, I challenged our office’s assumptions about gender and pushed for greater LGBTQ inclusivity. For example, Senator Feinstein’s office used to log constituent phone calls by gender, a practice that reinforced a gender binary and could potentially alienate transgender and non-binary constituents. I wrote a memo about why this practice was harmful, and the Chief of Staff approved the change for the entire office. My cisgender and heterosexual peers weren’t aware of these problems—privilege is invisible to those who have it—but once I brought it to their attention, they were eager to adopt more inclusive practices. Having more LGBTQ representation on Capitol Hill can bring about changes such as these.”



## 2 Providing the Spark to Run

### National Out to Win Day

Victory Institute held its first annual National Out to Win Day on April 2—the day Kathy Kozachenko became the first openly LGBTQ person ever elected back in 1974. The day aims to raise awareness about the underrepresentation of LGBTQ people in elected office and to inspire LGBTQ people to pledge to run or nominate an LGBTQ person who should. Those who take the pledge receive videos and resources to inspire them to run and make it more accessible.

Among the participants on National Out to Win Day 2019: Secretary Hillary Clinton; Senators Tammy Baldwin, Bernie Sanders and Cory Booker; and more than 30 LGBTQ elected officials.



### LGBTQ Leadership Summits

Our full-day LGBTQ Leadership Summits are held in states with few openly LGBTQ elected officials or low levels of equality, with an eye toward increasing LGBTQ representation in the state. Working with local partner organizations and elected officials, Victory Institute encourages participants to consider a run and provides a primer on how to get started. The 2019 LGBTQ Leadership Summits were held in Orlando (FL), Birmingham (AL), Missoula (MT) and Omaha (NE).

Participants in our 2019 Birmingham LGBTQ Leadership Summit.



## Victory Empowerment Fellows

Ten LGBTQ leaders made up the 2019 class of Victory Empowerment Fellows, including an active candidate and an elected official. The fellowship aims to support LGBTQ people of color and trans people by providing mentorship, participation in a Candidate & Campaign Training and attendance at the International LGBTQ Leaders Conference. The year-long program helps build networks, resources and skills so fellows are prepared to run for office in the future.



### **Mariah Moore** **Class of 2019**

Mariah Moore is a New Orleans native involved in local politics and trans advocacy in the city. She works with organizations such as the Transgender Law Center, Operation Restoration, and SONG, where she attends convenings and spreads awareness about the disparities that face trans women of color in the south. Currently Mariah sits on the board of directors for the LGBTQ Center in New Orleans, as well as the mayor's LGBTQ Task Force. She will be running for an elected city position soon.

## Nationwide Impact

We are working across the country to move equality forward for LGBTQ people, with a focus on states with low levels of equality or few openly LGBTQ elected officials.

★ 2020 Candidate & Campaign Trainings

★ 2020 LGBTQ Leadership Summits

📍 2019 Candidate & Campaign Trainings

📍 2018 Candidate & Campaign Trainings

📍 2017 Candidate & Campaign Training

📍 2019 LGBTQ Leadership Summits

📍 2018 LGBTQ Leadership Summits

📍 2017 LGBTQ Leadership Summits





### ③ Training Candidates & Future Candidates

#### Candidate & Campaign Trainings

Victory Institute held four at-capacity Candidate & Campaign Trainings across the country—each a four-day, bootcamp-style training for people running for office or planning to do so soon. The application process is highly competitive—allowing Victory Institute to ensure the quality of the training remains high and that the people selected will run for office or lead a campaign in the near future.



# 169

participants accepted and trained in 2019

#### TRAINEE DEMOGRAPHICS

**50%**

People of color

**29%**

Women

**32%**

Trans, nonbinary, two spirit  
or gender non-conforming

#### STATED PURPOSE FOR TRAINING



- Interested in Running Soon: **56%**
- Currently Running: **29%**
- Interested in Campaign Management: **14%**
- Current Campaign Manager: **1%**

#### Among the Candidate & Campaign Training Alum Who Won Elections in 2019:



**Satya Rhodes-Conway**  
Mayor of Madison (WI)



**Jose Cisneros**  
San Francisco Treasurer



**Danica Roem**  
Virginia House of Delegates



**Maria Hadden**  
Chicago City Council



**Keith Potts**  
Indianapolis City-County Council



**Emily Benedict**  
Nashville Metro Council



**Matt Hughes**  
Hillsborough Board of Commissioners (NC)



**James Michael Bowers**  
Lincoln City Council (NE)





## 4 Empowering LGBTQ Elected Officials

### David Bohnett Leaders Fellows

The David Bohnett Foundation and Victory Institute chose six LGBTQ state legislators for the 2019 class of the David Bohnett Leaders Fellowship—a three-week leadership development program at the Harvard Kennedy School of Government. The 2019 class included Arizona state Rep. **Andrés Cano**, Maine state Sen. **Justin Chenette**, Nebraska state Sen. **Megan Hunt**, Pennsylvania state Rep. **Malcolm Kenyatta**, Utah state Sen. **Derek Kitchen** and Illinois state Rep. **Lamont Robinson**.

2019 David Bohnett Leaders Fellows and alumni; Victory Institute, David Bohnett Foundation and Harvard Kennedy School staff and supporters; on the Harvard University campus.



### International LGBTQ Leaders Conference



**(Above)** Wendy Helgemo, former Director of the AT&T Center for Indigenous Politics and Policy, U.S. Rep. Sharice Davids and Arizona state Rep. Arlando Teller (left to right) speak on the “Queer and Indigenous” breakfast plenary to talk about the unique challenges indigenous LGBTQ people face across the Americas.

**(Center)** Maryland state Sen. Mary Washington speaks on the “Discriminatory Dollar” lunch plenary to talk about legislative remedies to ensure equal pay for women in the workplace.

**(Right)** North Carolina state Rep. Deb Butler and Peruvian Congressman Alberto de Belaunde, second and third from the left respectively, receive the Tammy Baldwin Breakthrough Award from past honorees Florida state Rep. Carlos Guillermo Smith (far left) and Virginia Delegate Danica Roem (far right).

More than 550 LGBTQ elected officials, leaders and allies gathered in Washington, DC for the three-day International LGBTQ Leaders Conference. The conference features keynote speakers, workshops and social events aimed at supporting and strengthening our network of LGBTQ elected officials. Sixty currently serving LGBTQ elected officials also gathered for a skills-building pre-conference summit exclusive to elected officials, which included U.S. Sen. **Tammy Baldwin**, U.S. Rep. **Mark Pocan** and Colorado state Rep. **Leslie Herod**, among many others.





## 5 Training Candidates Around the World

Victory Institute worked with LGBTQ organizations from five countries and with LGBTQ leaders from 42 countries and territories throughout 2019.

### Guatemala & Honduras

Our Central American Leadership Academy—held in Guatemala and Honduras—brought together 21 LGBTQ leaders for four two-day sessions focused on building the skills necessary to run for office. Among the trainees was Aldo Dávila, who later became the first openly LGBTQ person elected to the Guatemalan Congress.

### South Africa

Our LGBTI Leadership Academy in South Africa included four modules with 26 participants, each focused on specific skills such as how to deliver a stump speech and build relationships with reporters. Participants also met with openly LGBTQ members of Congress to better understand the challenges and opportunities of running as an openly LGBTQ candidate.

### Colombia

We provided technical assistance to more than half of the 67 openly LGBTQ candidates who ran for office in Colombia and a third were alumni of Victory Institute programming. Twenty-one openly LGBTQ people won election in Colombia in 2019—a historic number.



### LGBTI Political Leaders of the Americas Conference

Our 4th LGBTI Political Leaders of the Americas Conference—which brings together LGBTQ elected officials and leaders from throughout the Americas and the Caribbean—was held in Bogotá, Colombia in May. It was the largest yet, with 484 LGBTQ leaders in attendance from 42 countries, including 43 LGBTQ elected officials. Additional events were held in the Colombian Congress and the Bogotá mayor's office.

A group of conference attendees pose after reading a manifesto demanding the liberation of trans, genderqueer, gender non-conforming and two spirit people across the Americas.

## Alums on the Move

Alumni of Victory Institute's international trainings and programming are running for office and making change around the world. Among their accomplishments in 2019:

- **Claudia Lopez became the first openly LGBTQ person elected mayor of Bogotá.**
- **Aldo Dávila became the first openly LGBTQ Congressman elected in Guatemala.**
- **Bulelani Mzila was appointed to the African National Conference's new LGBTI desk in Kwa-Zulu Natal, South Africa.**

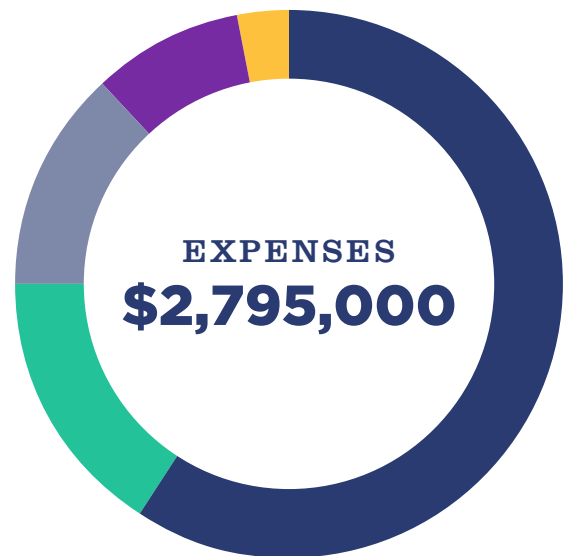
Aldo Dávila (front, second from right) marches in Guatemala to demand political inclusion and equality.



# Victory Institute Financials



- Contributions  
**\$1,512,000 (62%)**
- Grants  
**\$795,000 (32%)**
- Program Revenue  
**\$151,000 (6%)**



- Leadership Development  
**\$1,671,000 (60%)**
- Trainings  
**\$434,000 (16%)**
- Fundraising  
**\$353,000 (13%)**
- Research and Communications  
**\$246,000 (9%)**
- Management & General  
**\$91,000 (3%)**

## 2020 Calendar of Events

<b>February 6-9</b>	Phoenix Candidate & Campaign Training
<b>February 22</b>	Victory in Arizona Reception
<b>April 23-26</b>	Atlanta Candidate & Campaign Training
<b>June 11</b>	Congressional Pride Reception
<b>June 12-15</b>	U.S. Conference of Mayors Reception (Austin)
<b>June 18</b>	Victory in Ohio Reception
<b>July 14-15</b>	LGBTQ Elected Officials Reception at the Democratic National Convention
<b>July 23-26</b>	Columbus Candidate & Campaign Training
<b>August 11</b>	LGBTQ Elected Officials Reception at the National Conference of State Legislatures' Legislative Summit
<b>December 2-5</b>	International LGBTQ Leaders Conference



U.S. Rep. David Cicilline speaks with U.S. Rep. Sean Patrick Maloney in the background at the 2019 Congressional Pride Reception on Capitol Hill.

\*2019 UNAUDITED FINANCIALS



# Victory Institute Cabinet Members

The entire Victory Institute team is grateful for the support of our Victory Institute Cabinet Members, organizational partners, foundations and corporate partners. Without you, none of the work in this annual report is possible.

## PRESIDENT'S CABINET

\$60,000 AND ABOVE ANNUALLY

Chris & Jennifer Abele

## CHAMPION

\$30,000—\$59,999 ANNUALLY

Susan & Crystal Atkins-Weathers\*\*  
Ambassador James Hormel & Michael P.N. Hormel  
Linda Kaboolian & Harold Nahigian

## LEADER

\$12,000—\$29,999 ANNUALLY

Paul Boskind  
Reuben Chong  
Lynn Greer  
Fred Hochberg\*\*  
Richard Holt & Mark McMasters  
Jarl Jonas & Michael Hughes

Chrys Lemon  
Claire Lucas & Judy Dlugacz  
Frank Selvaggi & Bill Shea  
Richard Underwood & William Lewis  
Gretchen Wetzel

## ADVOCATE

\$5,000—\$11,999 ANNUALLY

Honorable Joel Burns & J.D. Angle  
John Alchin & Hal Marryatt  
Ronald Ansin & James Stork  
Judge John Arrowood  
David Barnhart  
Rick Beyer  
Kenneth Bohan & Dean O'Kelley  
Sharon & Taryn Callahan-Miller

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David Colley  
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Michael Dively  
Steve Elmendorf  
Edward Feighan  
Matthew Fust

SMUD Board Member Rosanna Herber  
David Hochberg  
Paul Horning  
Heather Knowlan & April Ayers  
Cindy & Frank Liu  
Wade Rakes & Nicholas Miller  
Rob Saltzman

## TRAILBLAZER

\$2,500—\$4,999 ANNUALLY

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Philip Diamond MD & Kevin Tilden  
Paul Feeney  
Robert Gleason & Marc Matys  
Wes Hart  
Jess Herbst

Michael Holloman  
MJ Horne  
Judge Steven Kirkland  
Tina Podlodowski  
Laura & Brooke Ricketts  
Allison Rossett & Susan Reynolds

Commissioner Debra Shore  
Rich Weissman & J.D. Horn  
B. Rodney White & Michael Williams  
Theodore Wilhite

## PIONEER

\$1,200 - \$2,499 ANNUALLY

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Katharine Bowman  
Bill Brooker  
Alycia Broz  
Jim Elliott & John Behal  
Michael Grover & Nunzio Lupo  
Stephen Gunn

Harry Harkins  
Kathy Levinson & Naomi Fine  
Tim Meinke & David Bediz  
Patrick Menasco  
Jason Mida & Drew Hammill  
Jeffrey A. Raver & Matthew T. Gulick  
Trevan Ross

Andrew Shore  
Mona Smith  
John Tedstrom  
Travis Torrence  
John Wirschanski

# Corporate, Organizational and Foundations Partners

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\$50,000 AND ABOVE

AARP  
Arcus Foundation  
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Dow Chemical Company  
GLBT Fund of America of the Philadelphia Foundation  
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Replacements, Ltd.  
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The Simmons Foundation  
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The Ted Snowdon Foundation  
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\$10,000—\$24,999

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Barbara Lee Family Foundation  
Collingwood Foundation

Global Healthy Living Foundation  
Microsoft Corporation  
MillerCoors  
Moody's  
Robert Wood Johnson Foundation

Sempra Energy  
Uber  
United Nations  
VISA

## PATRON

\$1,000—\$9,999

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Cox Communications  
DSPolitical  
EagleBank  
Equitas Health  
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Grindr  
The Hollyfield Foundation  
The Hub Project  
Human Rights Campaign  
Legacy Community Health  
Lehman-Stamm Family Fund  
Mars  
National Resources Defense Council  
Prudential Financial  
Q. Digital  
San Diego LGBT Community Center

Schmidt Government Solutions  
Scottish Government Americas  
SeaWorld Parks & Entertainment  
Siewood Charitable Fund  
United Airlines  
University Of Houston Graduate  
College of Social Work  
Verizon  
Washington Blade  
Wells Fargo  
Welsh Government

