



VICTORY
INSTITUTE

2020

Leading in Crisis

ANNUAL REPORT





GG

For decades, Victory Institute has trained LGBTQ leaders like me to run for office and advance their careers—and now we are state legislators, mayors, governors and U.S. senators.”

LONG BEACH (CA) MAYOR ROBERT GARCIA

Above: Long Beach (CA) Mayor Robert Garcia

On the Cover (left to right): Colorado state Representative Brianna Titone, Bogotá Mayor Claudia López, Maryland state Delegate Gabriel Acevero, Oregon Governor Kate Brown, Washington Supreme Court Justice Mary Yu, Chicago Mayor Lori Lightfoot, U.S. Senator Tammy Baldwin, Columbus City Council President Shannon Hardin, Arizona state Senator Tony Navarrete, Georgia state Representative Sam Park.

A Note From Mayor Annise Parker

As the nation and the world shutdown due to the pandemic, Victory Institute did the opposite, working overtime to transform our programs and trainings for a virtual environment and finding new ways to amplify the voices of LGBTQ elected and appointed officials around the world. In times of crisis, our mission becomes even more relevant, knowing diverse representation among decision-makers leads to better outcomes and more inclusive policies. And this year certainly proved that.

In 2020, LGBTQ elected and appointed officials were dominant in addressing the pandemic and demanding an end to white supremacy and police violence. Dr. Rachel Levine, Pennsylvania's Secretary of Health, led the pandemic response in her state to international acclaim. Chicago Mayor Lori Lightfoot brought a national spotlight to the racial disparities in pandemic-related healthcare and deaths. And Minneapolis City Council Vice President Andrea Jenkins—who represents the district in which George Floyd was murdered—became a leading voice in the demands for justice and an end to systemic racism.

We supported their efforts while preparing to put more LGBTQ people in government through our Presidential Appointments Initiative, building and leading a coalition of more than 30 LGBTQ and allied organizations.

While the work is just beginning, we've already helped secure appointment nominations for now Secretary of Transportation Pete Buttigieg and more than 30 other diverse LGBTQ leaders. We are well on our way to having the most LGBTQ-inclusive and diverse presidential administration in history.

When we put the right people in the right places, they advance the right policies. And that includes equality legislation. It is because of you—and your support for Victory Institute—that LGBTQ elected and appointed officials around the world can fight for our community. It is because of you that the next generation of LGBTQ leaders is receiving trainings, internships and fellowships despite a once-in-a-century pandemic. Because of you, Victory Institute thrived in 2020, and we can't thank you enough for making that happen.

Onward,



A handwritten signature in white ink that reads "Annise D. Parker".

Mayor Annise Parker

President & CEO

LGBTQ Victory Institute

THE IMPACT OF LGBTQ LEADERS

LGBTQ elected and appointed officials shined in a challenging year, with their leadership and impact extending far-beyond the boundaries of their districts or states. Throughout 2020, they exemplified our theory of change: put LGBTQ people in positions of power and they make smart decisions that advance equality and benefit everyone they serve.



David Cicilline

U.S. House of Representatives (RI-1)

As a member of the Democratic House leadership, Representative David Cicilline was a critical player in successful passage of the first round of pandemic relief funding—including the bill's inclusion of cash stimulus payments and student loan forbearance. He is outspoken on the disparate impact the pandemic has on LGBTQ people and especially LGBTQ people of color, promising to push for LGBTQ non-discrimination protections in all forms of COVID-19 relief legislation.



Robert Garcia

Mayor of Long Beach, California

Mayor Robert Garcia—along with Pennsylvania state Representative Malcolm Kenyatta and Georgia state Representative Sam Park—jointly delivered a keynote address at the Democratic National Convention, becoming the first LGBTQ people to do so. He rallied Long Beach to tackle COVID-19 early on and his city's rollout of vaccine distribution is heralded as a model for the nation. His leadership is even more impressive considering the personal trauma he faced in 2020. He lost both his mother and stepfather to COVID-19.



Vice President Andrea Jenkins received national attention for her leadership following George Floyd's death.

Andrea Jenkins

Minneapolis City Council Vice President

At a press conference following the murder of George Floyd in her district, Minneapolis City Council Vice President Andrea Jenkins sang a moving rendition of “Amazing Grace.” She said racism is a “disease that has infected America” and a public health crisis, calling for bold reforms to police and an end to systemic racism. Not long before, she co-authored a successful bill to ban conversion therapy in the city.

Malcolm Kenyatta

Pennsylvania House of Representatives

Representative Malcolm Kenyatta received our “Tammy Baldwin Breakthrough Award” for serving as a moral conscience in the state legislature, giving impassioned floor speeches on LGBTQ equality, voting rights and safety for essential workers—all of which received national attention. He was one of President Joe Biden’s earliest and most vocal supporters, being called-on to rally underserved communities to turn out and vote.



Dr. Rachel Levine

Pennsylvania Secretary of Health

Despite anti-trans insults and death threats, Pennsylvania Secretary of Health Dr. Rachel Levine rose to national prominence for her competent handling of the state’s response to the pandemic and opioid crises. In the process, her leadership helped Americans better understand trans people and served as inspiration for other aspiring trans leaders. She’s also the state’s chief advocate for addressing healthcare disparities in LGBTQ populations. In January, she was nominated to be President Biden’s Assistant Secretary of Health, and in February, became the first trans person to face a U.S. Senate confirmation hearing.



Dana Nessel

Michigan Attorney General

Attorney General Dana Nessel was relentless in enforcing the governor’s executive orders aimed at slowing the spread of COVID-19 and in expanding vote-by-mail for Michigan residents. Despite becoming the target of Trump tweets and homophobic, sexist and anti-Semitic death threats, she remains one of the most visible and outspoken attorneys general in the country. She also filed multiple lawsuits on behalf of LGBTQ equality—including against companies that discriminated against same-sex couples on supposed “religious grounds.”

LEADING IN CRISIS

As the pandemic unfolded, our team committed to ensuring our pipeline of LGBTQ leaders continued to grow despite logistical obstacles and uncertainty. We accelerated plans to launch virtual training platforms, redesigned internship and fellowship programs and curriculum, and provided new digital opportunities for our elected officials to share ideas and reach constituents. We reinvigorated our Presidential Appointments Initiative to prepare for a new administration, with bold goals and dozens of organizations behind it. And along the way, our program alumni announced candidacies, won elections and excelled in what we prepared them to do—lead.

Our comprehensive approach to building and supporting a pipeline of LGBTQ elected and appointed leaders includes:

- 1** *Preparing a New Generation of Leaders*
- 2** *Training People to Run for Office*
- 3** *Securing Diverse Presidential Appointments*
- 4** *Supporting the Network of Elected Officials*
- 5** *Building Representation Through Research*

1

Preparing a New Generation of Leaders



The Summer 2020 cohort of Victory Congressional Interns.

Victory Congressional Interns

While Congressional offices were closed to in-person interns, we adapted our Victory Congressional Internship to a virtual world and brought 16 LGBTQ college students on-board for a ten-week professional development and mentorship program. The interns selected for this highly-competitive program (with only a seven percent acceptance rate) are invited to return for an eight-week internship with a member of Congress after the pandemic.

81%

People of color

38%

Women-identified

31%

Trans/Nonbinary/Gender non-conforming

Training People to Run for Office

We trained LGBTQ people to run for office in the U.S. and around the world and provided programming for a new generation of LGBTQ leaders of color and trans leaders to seek elected office.

Candidate & Campaign Trainings

We trained 111 LGBTQ candidates and future candidates to run for office in 2020—first at our in-person four-day Phoenix training in February and then in two three-day virtual trainings.



Participants at a virtual Candidate & Campaign Training.

The new virtual platform incorporated campaign skills workshops with networking sessions, to ensure our training classes forged the relationships past trainees have found so helpful. Participants also received inspiration and advice from nearly a dozen elected officials, including Georgia state Representative Sam Park and Virginia Delegate Danica Roem.

44%

People of color

42%

Women-identified

23%

Trans/Nonbinary/Gender non-conforming

From Training Participant to Elected Official

At least 115 Candidate & Campaign Training alumni ran for office in 2020 and 62 won their races, among them:



Todd Gloria | Mayor of San Diego

First out LGBTQ person elected mayor of San Diego



Sarah McBride | Delaware state Senate

First out trans state senator in the U.S.



Stephanie Byers | Kansas state House

First out trans state legislator of color in the U.S.



Kim Jackson | Georgia state Senate

First out LGBTQ state senator in Georgia



Jessica Benham | Pennsylvania state House

First out LGBTQ woman state legislator in Pennsylvania and one of the first out autistic state legislators in the nation.



Roger Montoya | New Mexico state House

First out LGBTQ state representative in New Mexico



Jill Rose Quinn | Circuit Court of Cook County

First out trans person elected in Illinois



Allister Chang | DC State Board of Education

First out LGBTQ person of color elected to the board of education

International Programming

While in-person international work proved impossible in 2020, the demand for our training programs was larger than ever. Nearly 150 LGBTQ leaders were trained virtually in the Dominican Republic, Peru and South Africa—with Victory Institute providing tablets and internet access to those without it. We also organized two civil society forums with former program participants and sponsored two South African parliamentary fellows who are working toward LGBTQ political inclusion in South Africa.

LEADING AROUND THE GLOBE

Our international program alumni are running for office and impacting political parties in countries with few out leaders. Among them:



Gahela Cari

Candidate for
Peru Congress

*Would be the first out trans
member of Congress*



Aleja Menjivar

Candidate for a Central American
Parliament seat from El Salvador

*Would be first out trans member of
Central American Parliament*



Thato Mabe

Victory Institute & Triangle Project
Parliamentary Monitoring Fellow

*Was named one of the 200 most influential
young South Africans*



Erick Iván Ortiz

Candidate for El Salvador
National Assembly

*Would be first gay man elected
to the assembly*

Victory Empowerment Fellowship

Eight LGBTQ leaders made up the 2020 class of Victory Empowerment Fellows, with the programming adapted for a remote fellowship. The program—which supports LGBTQ people of color and/or trans people seeking a career in public service—includes participation in our Candidate & Campaign Training and a year-long mentorship program. The fellowship also provides monthly programming with elected officials, political experts and endorsement organizations.



The 2020 class of Victory Empowerment Fellows.

Securing Diverse Presidential Appointments

With a new presidential administration comes new opportunities for LGBTQ leadership in the federal government. Our Presidential Appointments Initiative—founded during President Bill Clinton’s first term—is working with the administration of President Joe Biden to build the most LGBTQ-inclusive administration in U.S. history. We built a coalition of more than 30 LGBTQ and allied organizations advocating for LGBTQ appointments and more than 1,200 LGBTQ leaders submitted applications for our consideration.

We released bold and history-making goals for the new administration—the first one being achieved in December. We called on the new administration to appoint *for the first time*:

- 1. A Senate-confirmed out LGBTQ Cabinet member**
- 2. An out LGBTQ U.S. Supreme Court justice**
- 3. An out trans leader to a Senate-confirmed position**
- 4. Out LGBTQ women ambassadors, LGBTQ ambassadors of color, and transgender ambassadors**

We are also working with President Biden’s team to ensure LGBTQ people are equitably represented among presidential appointees at every level and that they reflect the full diversity of the LGBTQ community.



Pete Buttigieg with husband Chasten being sworn-in after his confirmation.

A Barrier Broken

Pete Buttigieg shattered a centuries-old political barrier when the U.S. Senate confirmed his nomination for Secretary of Transportation with overwhelming bipartisan support. Nominated by President Biden in December, Pete became the first out LGBTQ Senate-confirmed Cabinet member in U.S. history and fulfilled one of our primary Presidential Appointment Initiative goals.



We are unique among presidential appointment projects in that we work to secure LGBTQ appointments at every level of government—not just the high-profile positions—and that our program continues for all four years of the administration.”

RUBEN J. GONZALES

Executive Director of LGBTQ Victory Institute

Supporting the Network of Elected Officials

Elected officials faced unparalleled challenges in 2020—from the policy issues that came before them to supporting and providing vital information to constituents. Throughout the year, we aimed to help by holding information and best practices sessions, where elected officials could exchange ideas on addressing the pandemic and racial justice. We also spoke with 58 elected officials on social media to amplify their voice and messages and provided talking points and resources throughout the year.

36th Annual International LGBTQ Leaders Conference

More than 930 LGBTQ elected officials, leaders and allies gathered virtually for the three-day International LGBTQ Leaders Conference. The conference featured keynote speakers, workshops and virtual networking events aimed at supporting and strengthening our network of LGBTQ elected officials. More than 60 speakers and panelists joined, including then President-elect Joe Biden, U.S. House Speaker Nancy Pelosi, Bogotá Mayor Claudia López, then San Diego Mayor-elect Todd Gloria, then Delaware state Senator-elect Sarah McBride and Minneapolis City Council Vice President Andrea Jenkins.



President Joe Biden speaks at the International LGBTQ Leaders Conference.



The 19th's Kate Sosin moderated our Rainbow Wave plenary with San Diego Mayor Todd Gloria, Georgia state Senator Kim Jackson and Delaware state Senator Sarah McBride.

Building Representation Through Research

We continue to expand our research offerings to document the state of and importance of LGBTQ political representation and to identify ways to increase that representation around the world. We conducted an extensive survey with more than 240 respondents about

the barriers to LGBTQ women running for office. We also held four focus groups to dive deeper into those obstacles. Victory Institute will release a report in early 2021 that explains the barriers for LGBTQ women and our efforts to reduce them.

OUR TEAM



Staff waves during the virtual 2020 International LGBTQ Leaders Conference.

LGBTQ Victory Institute Board of Directors

*Dr. Claire Lucas, **Chair***
*Stephen Lewis, **Vice Chair***
*Paul Horning, **Treasurer***
*Louis Vega, **Secretary***

David Barnhart
Paul Boskind
Michael Fuller
Hon. Neil Giuliano
Lynn Greer
Brandon Hernandez
Mike Holloman

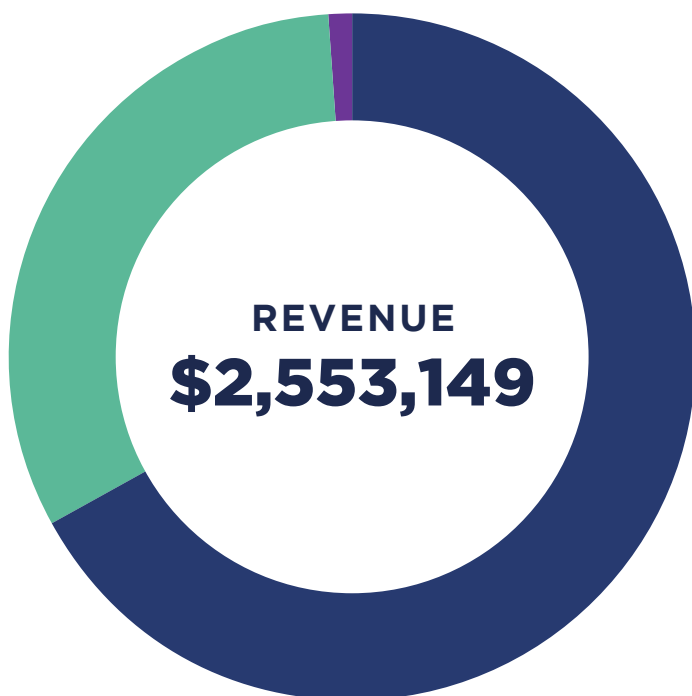
Nancy Katz
Ross LaJeunesse
Catherine Pino
David Reid
Campbell Spencer
Gretchen Wetzel

LGBTQ Victory Institute Staff

*Mayor Annise Parker, **President & CEO***
*Ruben J. Gonzales, **Executive Director***
*Seth Schermer, **Executive Vice President and Chief Development Officer***
*Andrea M. Hernandez, **Chief Financial Officer***
*Elliot Imse, **Vice President of Communications***

*Andre Adeyemi, **Executive Assistant and Board Liaison***
*Lucy Arthur-Paratley, **Domestic Programs Manager***
*Kathleen Creehan, **Operations Director***
*Tiffany Dezort, **Corporate and Foundation Gifts Manager***
*Jonathan Dromgoole, **Appointments Manager***
*Mario Enriquez, **Constituent Engagement Director***
*Jared Godes, **National Events & Engagement Manager***
*Ron Goines, **Managing Director of Development***
*Daniel Gugliuzza, **Database Manager***
*Jarod Keith, **Digital Strategy Manager***
*Sarah LeDonne, **Senior Communications & Marketing Manager***
*Sarah Pope, **Director of Domestic Programs***
*Alheli Partida Rodriguez, **International Programs Director***
*Josh Roth, **Victory Cabinet Manager***
*Mateo de la Torre, **International Programs Manager***

OUR FINANCIALS



- **Contributions**

\$1,712,110 | 67% of total revenue

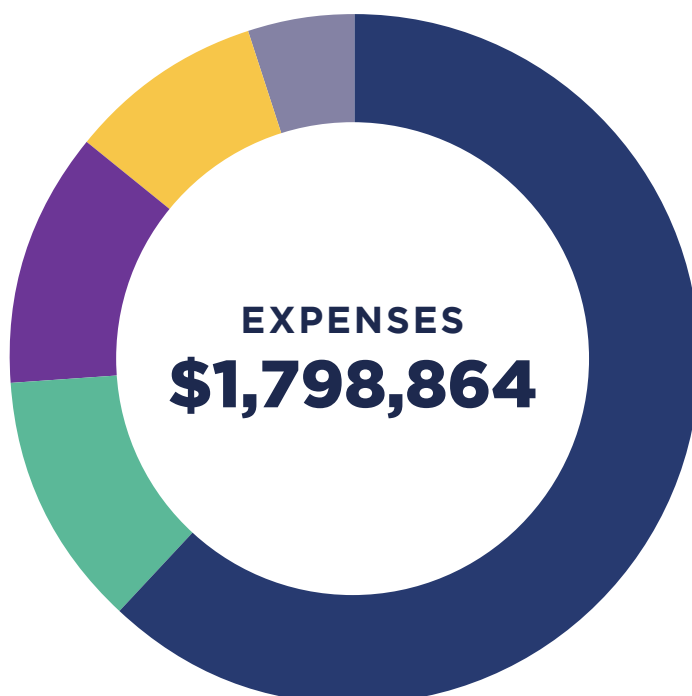
- **Grants**

\$817,700 | 32% of total revenue

- **Program Revenue**

\$23,338 | 1% of total revenue*

** Due to our programs moving virtual and many individuals facing financial hardship, LGBTQ Victory Institute dramatically reduced or eliminated its registration fees to ensure it was not a barrier to participation. This included our International LGBTQ Leaders Conference, which was provided free to all registrants.*



- **Leadership Development**

\$1,111,009 | 62% of total expenses

- **Trainings**

\$223,498 | 12% of total expenses**

- **Research and Communications**

\$222,740 | 12% of total expenses

- **Fundraising**

\$158,371 | 9% of total expenses

- **Management and General**

\$83,246 | 5% of total expenses

*** Expenditures for 2020 were significantly reduced due to COVID-related travel bans and the lack of in-person trainings, programs and conference.*

LGBTQ Victory Institute works to achieve and sustain global equality through leadership development, training, and convening to increase the number, expand the diversity, and ensure the success of openly LGBTQ elected and appointed officials at all levels of government.



VICTORY
INSTITUTE

VICTORYINSTITUTE.ORG