



**LGBTQ+
VICTORY
INSTITUTE**

a Note from **Victory**

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The LGBTQ+ community's political participation and power continues to grow. More and more people – particularly young people – are identifying as LGBTQ+. Trans and non-binary people are serving in office like never before. LGBTQ+ elected officials are introducing and passing pro-LGBTQ+ laws to safeguard our community's rights. But despite these inroads, our community continues to face an unprecedented wave of attacks – and **it's up to us to ensure our leaders have the support they need to fight back and serve openly.**

In 2022, thanks to your support, our work to recruit and train the next wave of LGBTQ+ leaders reached new heights. We supported a record number of LGBTQ+ young people interested in a career in public service through our Victory Congressional Internship. We hosted our signature Candidate & Campaign Trainings and Leadership Summits from coast to coast, from Atlanta all the way to Portland. These trainings are the backbone of the LGBTQ+ political pipeline, ensuring that when LGBTQ+ leaders do decide to run, they have the resources and skills needed to win.

The proof is in the pudding. Robert Garcia became the first LGBTQ+ immigrant ever elected to Congress, Zooey Zephyr became Montana's first trans state lawmaker and Andrew Gray became the first LGBTQ+ man elected to Alaska's state legislature. Each of these champions of equality were all trained by Victory Institute and won their elections last year.

Our Political Appointments Program, which helped the Biden Administration become the most inclusive administration in history, also saw great success. We led a coalition of over 30 partner organizations to place an incredible cohort of political appointees last year, including Ambassador Chantale Wong, who became the first out lesbian and first out LGBTQ+ person of color in U.S. history to be appointed to an ambassador-level position.

We were proud to work in four countries outside of the U.S. last year. In 2023, we will expand into eight countries – the most in our history. We trained 100+ LGBTQ+ leaders in Peru, Brazil, Mexico and Colombia – and are already seeing results. From tripling LGBTQ+ representation in the Colombian Congress to helping elect the first out trans people to the Brazilian Congress, our work continues to create meaningful impact around the globe.

Every LGBTQ+ person called to public service opens hearts and minds and every LGBTQ+ elected official serving proudly is yet another bright beacon of hope for our community. Our historic achievements in building LGBTQ+ political power around the globe would not be possible without you. And while we've come a long way, we are just getting started.

Thank you for joining us.

Onward,



Annise D. Parker

Mayor Annise Parker
President & CEO
LGBTQ+ Victory Institute



Elliot Imse

Elliot Imse
Executive Director
LGBTQ+ Victory Institute



New Name, Same Mission

We are LGBTQ+ Victory Institute.

We want to recognize and celebrate the diverse range of identities we hold. Visibility matters. **Our diversity is our strength.** While we have a new logo and new colors, our mission is the same. We've been operating for over 30 years now and remain laser focused on building a pipeline of diverse LGBTQ+ leaders in the U.S. and around the globe.



David Bohnett Leaders Fellowship Alumni

Notable LGBTQ+ Victory Institute Alumni *are* Leading Around *the* **Globe**

LGBTQ+ Victory Institute is the only global organization dedicated to elevating out LGBTQ+ leaders. Through our training and professional development programs, LGBTQ+ Victory Institute assists hundreds of individuals who go on to influential careers in politics, government, business and advocacy. Many of our program alumni join the thousands of out LGBTQ+ elected and appointed officials now serving around the world.

As one of the few global LGBTQ+ organizations advocating for LGBTQ+ political participation, Victory Institute continues to strive for worldwide equality. Thanks to pioneering work such as our Political Appointments Program, our global leadership programs and our ever-expanding research and trainings in the U.S., the LGBTQ+ political pipeline remains strong.

Each year, LGBTQ+ Victory Institute assists hundreds of individuals to pursue their goals of working in government, running for public office or elevating their political careers. Our program alumni make up the thousands of out LGBTQ+ elected and appointed officials currently serving across the globe.

As these leaders work tirelessly to advocate for equality and safeguard LGBTQ+ rights, we continue to strive for equal representation and a seat at the tables of power.

While our community remains underrepresented, out LGBTQ+ elected officials prove time and time again that they are able to mobilize allies, punch way above their weight and change hearts and minds. **This year was no different.**

Alumni *in* Action



Colorado State Representative **Brianna Titone** became the first out trans legislator elected to leadership of a major U.S. party when she was selected as Democratic Caucus Chair of the House majority. In the aftermath of the attack on Club Q in Colorado, she was a national voice for trans individuals and exemplified the strength and resilience within our community.



California State Senator **Scott Wiener** built a multi-state movement of LGBTQ+ legislators, facilitated by LGBTQ+ Victory Institute. Inspired to combat anti-trans healthcare legislation in multiple states, he worked to create “trans refuge states.” Despite facing ongoing anti-LGBTQ attacks for this work, multiple states like New York and California have now successfully passed refuge bills, with more states like Connecticut actively fighting for this legislation.



Crystal Hudson is the Co-Chair of the New York City Council LGBTQ Caucus. They introduced the first major piece of legislation to support the prevention, response and treatment for MPox in one of the nation’s most impacted cities, while also working to solve the affordable housing crisis.



San Diego Mayor **Todd Gloria** made addressing homelessness a priority for his administration. He opened five new shelters which focused on seniors and people struggling with mental health and addiction issues.



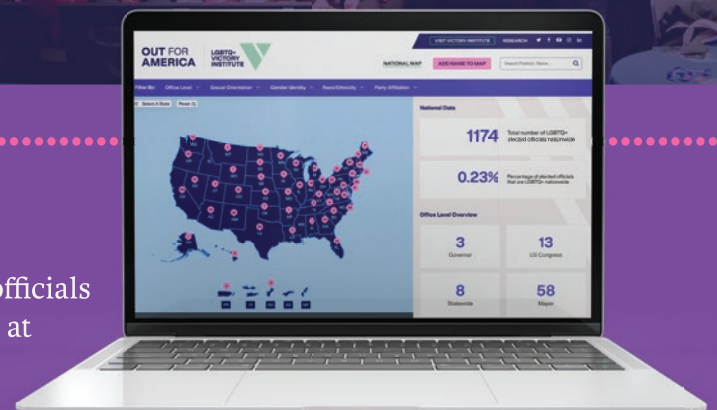
Carolina Giraldo Botero was elected to Congress in Colombia in 2022. Before her election, she was a City Councilor in Pereira. She is a leader in environmental and anti-corruption policies. As the first out bisexual member of the Colombian Congress, she led the efforts to create its LGBTQ+ caucus among her colleagues.



OUT FOR AMERICA

To see our most up-to-date listing of out LGBTQ+ elected officials in the United States, explore our Out for America Map at

outforamerica.org



Making **History**
– in –
Federal Service

13

out LGBTQ+ Biden
administration officials
were confirmed by the
Senate in 2022

3

out LGBTQ+ federal
judges were confirmed
by the Senate in 2022

15%

of Biden political
appointees are out
members of the
LGBTQ+ community

The Political Appointments Program



LGBTQ+ staffers in the Biden-Harris Administration
with Vice President Kamala Harris

LGBTQ+ Victory Institute's Political Appointments Program works with presidential administrations to ensure qualified LGBTQ+ people are included in the U.S. government and agencies. We identify, recruit, train and support future appointees, while making recommendations and providing résumés to administration staff. Leading a coalition of 30 partner organizations, the Political Appointments Program has placed many notable LGBTQ+ leaders in government positions. LGBTQ+ Victory Institute has played a direct role in securing over 45% of LGBTQ+ nominations.



Karine Jean-Pierre became the first Black person and first LGBTQ+ person to serve as White House Press Secretary. As one of the country's most visible LGBTQ+ leaders, she has been a transformational role model for LGBTQ+ people and people of color.



LGBTQ+ Victory Institute advocated for the nomination of Ambassador **Chantale Wong** to be U.S. Director of the Asian Development Bank. She is the first out lesbian and first out LGBTQ+ person of color in U.S. history to be appointed to an ambassador-level position.

Candidate & Campaign Trainings

LGBTQ+ Victory Institute's four-day Candidate & Campaign Trainings are bootcamps for preparing the next wave of LGBTQ+ people to run for office. These program participants are our future, which is why we've made concerted efforts to ensure trainees are more reflective of the diversity of the LGBTQ+ community.

FEBRUARY

VIRTUAL



MARCH

ATLANTA



JULY

PORTLAND



2022 Training Highlights

19%

of the trainees were transgender or non-binary

83

future candidates for political office in the U.S. received our signature training in 2022.

46%

of our U.S. trainees were people of color

WINNING CANDIDATE & CAMPAIGN TRAINING ALUMNI



Robert Garcia
U.S. REPRESENTATIVE
CA-42



Mauree Turner
STATE REPRESENTATIVE
Oklahoma



Kameron Nelson
STATE REPRESENTATIVE
South Dakota



Zooney Zephyr
STATE REPRESENTATIVE
Montana



Andrew Gray
STATE REPRESENTATIVE
Alaska



LaWana Mayfield
AT-LARGE COUNCILWOMAN
Charlotte, North Carolina

Expanding *our* Internships

In 2022, we hosted the most Victory Congressional Interns ever and offered more opportunities for leadership advancement through the program. Hailing from 14 different states, these young change-makers interned for eight to ten weeks with an LGBTQ+ or allied member of Congress and participated in professional development with like-minded organizations.



Summer 2022 Victory Congressional Interns

“*I learned so much about myself and gained so many great resources, skills, and connections that have altered my frame of mind in ways I never knew were possible, and it is all thanks to the LGBTQ+ Victory Congressional Internship Program.*”

—David Cleland, Fall 2022 Victory Congressional Intern

In the program's 11th year, our interns represented 27 different universities and a wide range of racial, gender, and ideological diversity.



Building Globally

The equality movement is global, and we were proud to train 145 LGBTQ+ leaders across Peru, Brazil, Mexico and Colombia in 2022. LGBTQ+ representation in the Colombian Congress tripled and the first out transgender candidates won election to the Brazilian Congress in part thanks to our work.



Among our 2022 trainees:

50%

live in cities and territories outside of their country's capital

40%

were trans and/or gender non-conforming

75%

were Black, mixed-race or Indigenous

Above: Mexican Congresswoman *Salma Luévano* speaks at the 2022 International LGBTQ Leaders Conference in Washington, DC

GLOBAL SUCCESSES OF 2022

PERU

We created a new mentorship program, selecting nine former training participants and helping them achieve personal goals tied to political participation and civic engagement.

MEXICO

More than 100 LGBTQ+ leaders applied for 50 spots at our LGBTQ+ Leadership Summit in Mexico City. Participants represented every major political party in the country – building ties across political divides.

BRAZIL

Of our 63 recent trainees in Brazil, 28 ran for office in 2022.

COLOMBIA

After the 2022 election, we trained 15 of the 26 out LGBTQ+ elected officials in the country. The training included information on political innovation, building alliances and advancing a career in party politics.



The LGBTQ+ Victory Institute Team

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Catherine Pino, **Vice Chair**
David Reid, **Secretary**
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Katherine Rice
Alex Slater
Campbell Spencer
Gretchen Wetzel
Rhett Wilson

LGBTQ+ Victory Institute Staff

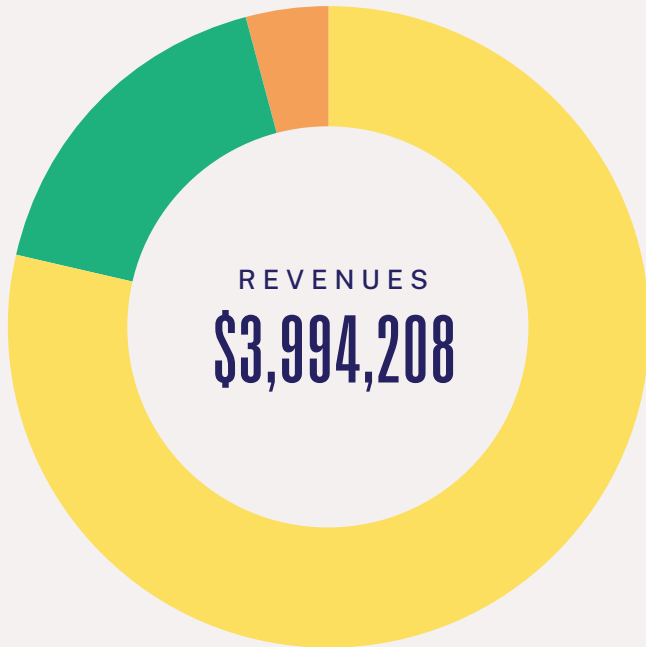
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Seth Schermer, **Chief Operating Officer & Chief Development Officer**

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Kristen White, **Events Manager**

*Representation
is Power*

LGBTQ+ VICTORY INSTITUTE

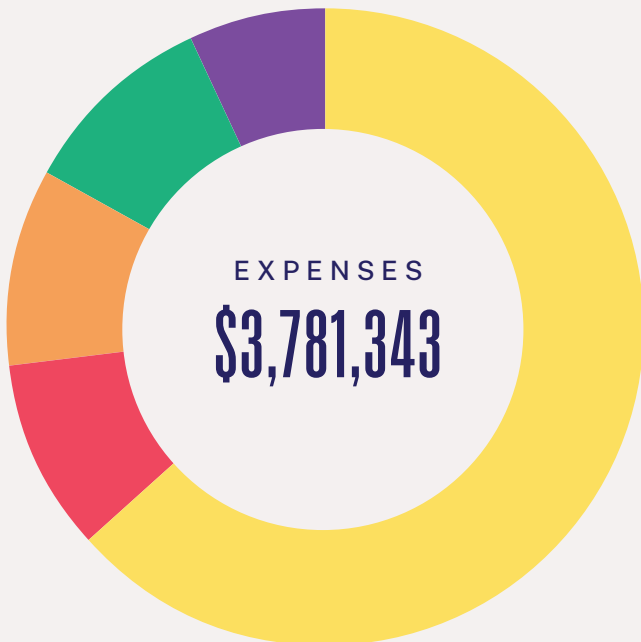
2022 Finances



Contributions
\$3,133,782 • 78% of total

Grants
\$689,793 • 17% of total

Program Revenue
\$170,633 • 4% of total



Leadership Development
\$2,404,380 • 64% of total

Fundraising
\$360,582 • 10% of total

Trainings
\$376,669 • 10% of total

Research and Communications
\$381,454 • 10% of total

Management and General
\$258,258 • 7% of total

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