



LGBTQ+
VICTORY
INSTITUTE





“LGBTQ+ Victory Institute stands with me at every point in my public service journey. From learning how to run for office as an out leader to sending me to Harvard for three weeks of leadership development to building my LGBTQ+ elected officials network at its conference in D.C. – I am a better public servant because of Victory Institute’s transformative pipeline programs.”

NICOLE BOLDEN

*Bloomington (IN) City Clerk
2023 David Bohnett Leaders Fellow
2022 Victory Empowerment Fellow
2022 Victory Institute Candidate & Campaign Training Alum*

A Note from **Mayor Annise Parker**

The stakes are higher than ever.

With opponents of inclusion and democracy on the march in the United States and around the globe, nearly half the world’s population will head to the ballot box in 2024. The rising tide of extremism galvanized Victory Institute’s mission in 2023 and remains the driving force for our fight in the year ahead.

Our global LGBTQ+ political inclusion programs doubled in size and impact in 2023, working with organizational partners in seven countries to train and support LGBTQ+ public leaders and mobilize LGBTQ+ communities and voters. In Mexico City, we brought together 530 LGBTQ+ leaders from more than 30 countries, to build strategies and community across international borders.

In the United States, we trained hundreds of LGBTQ+ people to run for office in places that desperately need LGBTQ+ reinforcements – including Florida, Tennessee, and Texas. We expanded programs to support those already in public office, secured a historic number of LGBTQ+ presidential appointees, and created opportunities for a new generation of political leaders to grow and succeed.

We do this work because of the simple truth that LGBTQ+ elected and appointed leaders are our best hope to combat this moment of crisis. They change hearts and minds. They push forward pro-LGBTQ bills. They lead moral outrage when our community is targeted. And their presence restores a belief in representative democracy and encourages our community to participate.

Our anti-equality and anti-democratic opponents are on the march, but so are we. Our push for inclusive governments and equality is also a push for representative democracies to flourish, when so many aim to tear them down. We are grateful you are joining us at this pivotal time. We are winning, but there are many battles ahead.

Onward,



Mayor Annise Parker
President & CEO, LGBTQ+ Victory Institute



Lead Out Loud

Our democracies only work when we all have a seat at the table. In 2023, LGBTQ+ Victory Institute worked in eight countries to convene and train LGBTQ+ leaders, unveiled new research that sheds light on the challenges out LGBTQ+ candidates face, and advocated for a record-breaking number of LGBTQ+ professionals appointed to positions in the federal government. Victory Institute focused on diversifying our political institutions because we know that when LGBTQ+ people hold positions of power, they use their platforms to advance equality for all. Our community can be proud of what we have accomplished in 2023. Yet the fact remains that we are severely underrepresented in public office at every level. The work continues.



Queering the Capital Young Leaders Changing America

"Representation on the Hill matters and Victory Institute is making sure LGBTQ+ youth are not just showing up in these spaces, but that we are being cared for. I am so grateful to have been a part of a program that provided so many incredible opportunities and allowed me to create so many connections this summer on and off the Hill. Thank you to Victory for making my summer one that I will never forget, not just for all the fun and adventure, but because the connections I made here this summer will follow me for the rest of my career."



LAUREN SCHENK
Summer 2023 Victory Congressional Intern

Victory Congressional Internship

Our Victory Congressional Internship equips young LGBTQ+ people with the connections and skills to help them launch successful careers in public service. With almost 300 applicants for 22 internships, the extremely selective program provides undergraduates with an eight-week long Capitol Hill internship, mentorship and leadership development, and opportunities to connect with activists and changemakers from around the world.



Photo (left): Spring 2023 Victory Congressional Interns
Photo (right): Summer 2023 Victory Congressional Interns

Victory Congressional Fellowship

When young people participate in government, we all benefit. Each Victory Congressional Fellowship brings an outstanding young LGBTQ+ person at the beginning of their career to Washington, D.C. for nine months to support the work of the Congressional LGBTQ Equality Caucus. In addition, fellows are matched with mentors, provided a host of professional development opportunities, and conduct research on a policy topic important to the LGBTQ+ community.

Zach Larkin, our 2023 Victory Congressional Fellow, provided critical capacity and support to the Congressional LGBTQ Equality Caucus. His research briefing focused on federal policy recommendations for increasing access to gender-affirming care.



2023 Victory Congressional Fellow
Zach Larkin

Photo (left): Victory Institute staff, elected officials, partners and participants at our LGBTI Political Leaders of the Americas and Caribbean Conference in Mexico City.

Transforming the Federal Government

Victory Institute's Political Appointments Program ensures qualified LGBTQ+ people are equitably represented in the more than 4,000 political appointments across the federal government.

Using a multi-pronged strategy of training, advocacy, convening, and support, we've partnered with the White House to transform the federal workforce. With the help of Victory Institute, the Biden-Harris Administration is the most LGBTQ-inclusive in history, with a historic number of LGBTQ+ appointees.

In total, an estimated 15% of President Biden's political appointees are LGBTQ+.



Rainbow lighting fills the columns of the White House (South Lawn) following the signing of the 2022 Respect for Marriage Act. Courtesy of the White House - Flickr

In 2023...

122

LGBTQ+ people in the U.S. received LGBTQ+ Victory Institute's four-day training

35%

of LGBTQ+ Victory Institute's U.S. trainees were transgender or non-binary

44%

of LGBTQ+ Victory Institute's U.S. trainees were people of color

Notable LGBTQ+ Victory Institute Campaign Training Alumni Who Won

11 federal trial and appellate court judges

13 ambassadors and special envoys with ambassador rank

43 Senate-confirmed officials

13 of the top 100 White House roles

Getting Ready To Run

More than one in five candidates endorsed by LGBTQ+ Victory Fund in 2023 were trained to run for office by Victory Institute -- and 76% won on Election Day.

Our signature four-day Candidate & Campaign training was held in four cities in 2023: Dallas, Salt Lake City, Orlando and Detroit.

"I couldn't have won this race without Victory Institute. The skills I learned and the friendships I have made will last a lifetime. I recommend Victory's training to everyone I know! It was the most intense learning experience of my life."

OLIVIA HILL
Nashville Metro Council Member, At-Large



Mario Castillo
Houston City Council



Olivia Hill
Nashville-Davidson County Metro Council



Dontae Payne
Mayor of Olympia, WA



Andrea Jenkins
Minneapolis City Council



Satya Rhodes-Conway
Mayor of Madison, WI



Danica Roem
Virginia State Senate



Powering Progress

While LGBTQ+ Americans remain severely underrepresented in public office, the disparity for transgender officials and LGBTQ+ leaders of color is the starkest. The Victory Empowerment Fellowship aims to close those gaps by offering extra support to future candidates who are among the most underrepresented. Fellows attend our four-day Candidate & Campaign Training and International LGBTQ+ Leaders Conference for free, are paired with elected official mentors and engage in educational and networking opportunities throughout the year.

Photo (top): Ten fellows were selected for the 2023 program: Orlando White –Oakland, CA; Jose Morales –Los Angeles, CA; Kyle Warren-Love –Prospect Hill, NC; K.T. Coleman –Washington, D.C.; Osmara Santana –Austin, TX; Frank Julca –Brooklyn, NY; Joelle Espeut –Houston, TX; Lena Chipman –Memphis, TN; Sunjay Kumar –Chicago, IL; and Jo Miller –Woodbury, NJ.

Photo (right): 2023 Bohnett Leaders Fellows: (left to right) Nebraska State Senator John Fredrickson, Bloomington, Indiana City Clerk Nicole Bolden, Wisconsin Assembly Democratic Leader Greta Neubauer, Atlanta City Councilmember Liliana Bakhtiari.

Supporting Elected Officials

In 2023, LGBTQ+ Victory Institute devoted more resources than ever to ensuring the success of our 1,000-strong network of out elected officials.

In 2023, Victory Institute launched a mentorship program for newly elected officials, pairing them with officials who've served more than two years.

Throughout 2023, Victory held five virtual elected official convenings for out officials.

Nearly 100 leaders attended our day-long summit for out elected officials.



David Bohnett Leaders Fellowship

This year's cohort of David Bohnett Leaders Fellows included Nebraska State Senator John Fredrickson, Bloomington (IN) City Clerk Nicole Bolden, Wisconsin Assembly Democratic Leader Greta Neubauer, Atlanta City Councilmember Liliana Bakhtiari, former Florida State Representative Carlos Guillermo Smith, Erie (PA) City Councilmember Tyler Titus and Secretary of the Illinois Department of Financial and Professional Regulation Mario Treto, Jr.. The fellowship has sent over 150 outstanding LGBTQ+ leaders to the Harvard Kennedy School's Senior Executives in State and Local Government program since 2002, connecting them with opportunities for leadership development, mentorship, and networking.

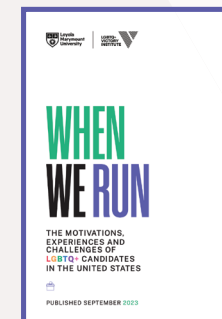
Women Out to Win

Women Out to Win is LGBTQ+ Victory Institute's six-month advanced campaign training for LGBTQ+ women to address challenges specific to women candidates, such as imposter syndrome, safety concerns, and fundraising.

The 2023 fellows were Toni Diamond, Jennifer Esteen, Ally Layman, Krystal Marx, and Ty Miranda.

When We Run: Insight from LGBTQ+ Candidates

LGBTQ+ Victory Institute and Loyola Marymount University released When We Run, the largest ever survey of LGBTQ+ candidates for public office in the U.S. The survey – which received more than 470 responses – asked LGBTQ+ candidates about their motivations for running, the challenges they faced, and how their identities affected their campaigns.



Of the 470 responses:

45.8%

said a top motivation to run is a desire to increase LGBTQ+ representation

71.3%

said they experienced anti-LGBTQ attacks during their campaign

35.9%

said they were discouraged to run because of their sexual orientation

17.5%

said they were discouraged to run because of their gender identity

International LGBTQ+ Leaders Conference

More than 600 LGBTQ+ elected officials, leaders, and advocates from across the world came together for the 39th Annual International LGBTQ+ Leaders Conference, which was held in Washington, D.C., from November 30 to December 2.

21

countries represented at this year's conference

93

featured speakers at this year's conference

21%

percent of this year's attendees currently serve in elected office



The conference was Laphonza Butler's first public appearance after being sworn in as the newest member of the U.S. Senate. She spoke with Imara Jones of Translash Media about her groundbreaking appointment as the third Black woman in Senate history and California's first out LGBTQ+ senator.



Line dancing frequently broke out among attendees of the conference's nightly receptions.

2023

INTERNATIONAL LGBTQ+ LEADERS CONFERENCE



Former Texas State Representative Glen Maxey (seen here with Victory Institute President & CEO Annise Parker) was inducted into the LGBTQ+ Political Hall of Fame alongside California Senate President pro Tempore Toni Atkins and former Massachusetts State Senator Jarrett Barrios.



Victory's Growing Digital Toolbox

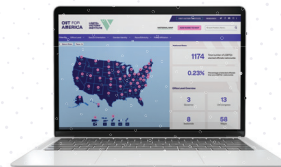


LGBTQ+ Victory Institute x Civic Engine

Our new tool – developed in partnership with Civic Engine – allows users to explore the elected positions in their area, then get in touch with us to help them get started. **Explore:** lgbtqvictoryinstitute.civicengine.com

Out for America Map

Ever wonder who the LGBTQ+ officials are in your state? Our *Out for America* map is our most comprehensive, up-to-date listing of out elected officials at every level. **Explore the map:** outforamerica.org



Pride & Progress

The *Pride & Progress* timeline documents the history of our community's struggle for representation and visibility in public office. Learn more about the groundbreaking leaders and activists who've been at the forefront in the fight for equality over the past several decades at prideandprogress.org

LGBTQ+ Leaders in Action



Will Brownsberger

Massachusetts Senate Pro Tem Will Brownsberger is a longtime social justice warrior in the state, but it was not until 2023 that he publicly shared he is bisexual. Now as one of just a handful of out state senate leaders in the United States, Will is continuing his push for criminal justice reform, tirelessly working to address systemic issues that disproportionately impact marginalized communities. His efforts to promote transparency and accountability in law enforcement have also garnered outsized attention and support. At the International LGBTQ+ Leaders Conference in December 2023, he spoke to the importance of increasing bisexual representation in public office.



Laphonza Butler

U.S. Senator Laphonza Butler was appointed to the position in October 2023, making her the first Black out LGBTQ+ U.S. senator and the first out LGBTQ+ member of the Judiciary Committee. As a member of that critical committee, she's made LGBTQ+ rights, reproductive rights and voting rights her priorities at a moment when they face increasing threats from both state legislatures and the federal judiciary.



Carolina Giraldo

After attending a Victory Institute training in 2014, now Congresswoman Carolina Giraldo ran a successful race for local office, and then in 2022 became one of seven out LGBTQ+ people elected to the Colombian Congress. Since taking office, she's become a national leader on advancing LGBTQ+ equality, promoting environmental stewardship, and fighting corruption in Colombia. At the 2023 International LGBTQ+ Leaders Conference, she received Victory Institute's Global Trailblazers Award for her continued efforts to build LGBTQ+ representation in Colombia and beyond.



Leigh Finke

Minnesota State Representative Leigh Finke – the first out trans person ever elected to the Minnesota State House – has made a profound impact on LGBTQ+ equality in the state since her election in November 2022. In 2023, she led the successful passage of a trans refuge bill that protects families seeking gender-affirming care for trans children, as well as a bill that bans conversion therapy. She is now a national role model for those aiming to pass pro-equality legislation in their states.



Gautam Raghavan

As Assistant to the President and Director of Presidential Personnel for the Biden-Harris administration, Gautam Raghavan has played a leading role in ensuring LGBTQ+ inclusion at the White House. Under his leadership, more than 400 LGBTQ+ leaders have been appointed to political positions – by far the most in U.S. history. He's helped foster a culture that prioritizes equality and representation and ensures LGBTQ+ appointees are welcomed and valued.

Equality Around the Globe

In 2023, Victory Institute doubled the number of countries where we worked. Partnering with in-country organizations, we held leadership trainings, developed LGBTQ+ voter education campaigns, supported LGBTQ+ elected officials, and conducted critical research on the state of LGBTQ+ political participation around the world.

In 2023, Victory Institute actively worked with our partners in Brazil, Colombia, the Dominican Republic, Honduras, Mexico, North Macedonia, and Peru.

Democracy in Action: Brazil LGBTQ+ Caucus Forms

Shortly after the historic LGBTQ+ election wins in Brazil in 2022, Victory Institute and Brazilian partner VoteLGBT brought together the newly LGBTQ+ elected officials to build community and determine policy priorities. Reconvening at our LGBTI Political Leaders of the Americas and Caribbean conference in July 2023, the elected officials formed the country's first LGBTQ+ caucus at the federal level in Brazil. The caucus is now working across parties and regions to strategize how to advance equality for LGBTQ+ Brazilians.



Magic in Mexico City

The 6th Conference of LGBTI Political Leaders of the Americas and Caribbean took place in Mexico City in June 2023, bringing together 533 activists and leaders from around the Western Hemisphere.



Victory in North Macedonia

Continuing our work in the Balkans, we partnered with the Helsinki Committee for Human Rights to host a week-long Summer School for LGBTQI+ Political Participation and Social Change. The 13 participants engaged on topics ranging from LGBTQ+ history in the region to strategies for increasing LGBTQ+ political participation.

Unity in Diversity: First Congress of Trans and Non-binary Leaders

At our 6th Conference of LGBTI Political Leaders of the Americas and Caribbean in Mexico City, Victory Institute and our partners hosted the first Congress of Trans and Non-binary Leaders, bringing together 96 elected leaders and activists from 12 countries to form a regional strategy to move transgender equality forward.

Photo (above): Out LGBTQ+ elected officials in Mexico City during the 6th Conference of LGBTI Political Leaders of the Americas and Caribbean.

Photo (right, top): Out LGBTQ+ elected officials in Brazil after a convening held by LGBTQ+ Victory Institute and VoteLGBT. Photo courtesy of VoteLGBT.

Photo (right, bottom left): LGBTQ+ Victory Institute Global Programs Manager Adrián Velázquez and our partner, the Helsinki Committee for Human Rights, in North Macedonia.

Photo (right, bottom right): LGBTQ+ Victory Institute President & CEO Annise Parker and Senior Director of Global Programs Alhelí Partida with Federal Deputy Salma Luévano of Mexico and Máximo Carrasco in Mexico City at the 6th Conference of LGBTI Political Leaders of the Americas and Caribbean.

Our Victory Institute Team

2023 Board of Directors

- | | | | |
|-----------------------------------|----------------|----------------------|------------------|
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| Neil Giuliano, <i>Treasurer</i> | Kaia Ferari | Dr. Claire Lucas | Campbell Spencer |
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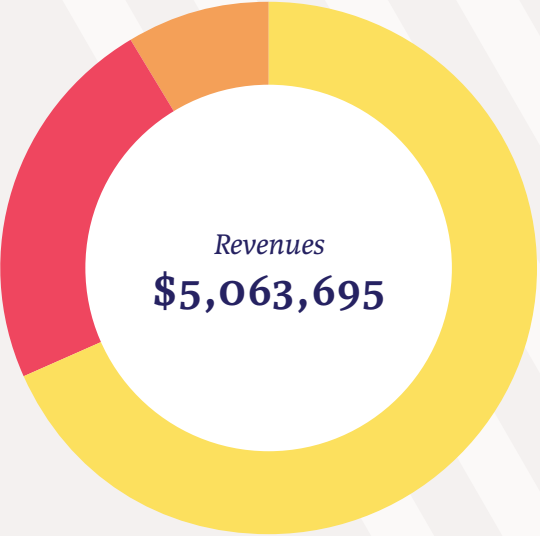
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- | | | |
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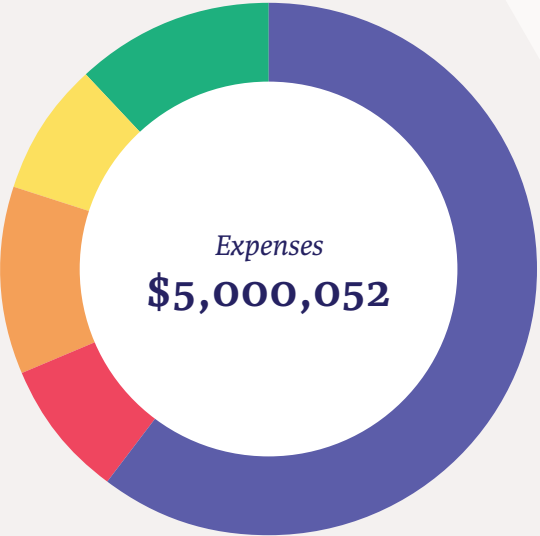


2023 Finances

Year ending December 21, 2023



- **Grants**
\$1,163,256 • 23% of total
- **Program Revenue**
\$434,216 • 9% of total
- **Contributions**
\$3,466,222 • 68% of total



- **Trainings**
\$425,964 • 9% of total
- **Fundraising**
\$558,487 • 11% of total
- **Research and Communications**
\$411,899 • 8% of total
- **Management and General**
\$586,918 • 12% of total
- **Leadership Development**
\$3,016,784 • 60% of total