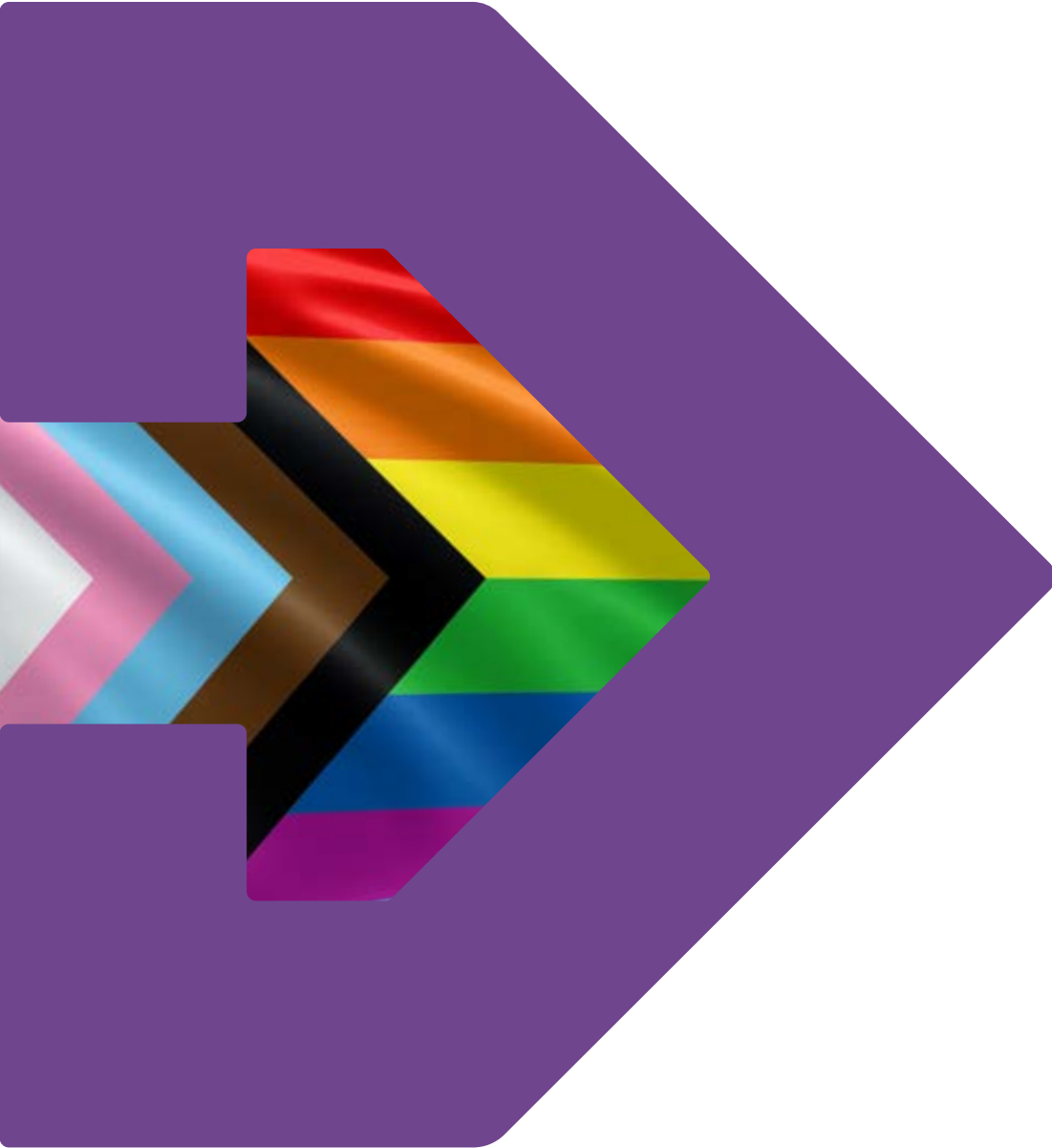


Building a Legacy of Equality and Equity

Advancing, Strengthening, and Investing
in the LGBTQ+ Community of Greater Boston

The **EQUALITY** Fund
AT THE BOSTON FOUNDATION



What's Inside

Who We Are	1
Letter to Our Partners and Supporters	2
Our Positive Impact	4
2012-2024 Grantees	5
Advancing Equity Through LGBTQ+ Community Research	6
Our Donors	9
Equality Fund Milestones	10



Who We Are

The **EQUALITY** Fund
AT THE BOSTON FOUNDATION

The **Equality Fund at the Boston Foundation** was established in 2012 to advance the equitable treatment of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) individuals and their families and support Greater Boston nonprofit organizations that serve and strengthen the LGBTQ+ community. The Equality Fund's priorities are guided by an Advisory Committee of community members and allies who possess a depth and breadth of understanding about the most pressing issues affecting LGBTQ+ people today.

The Equality Fund is the **largest philanthropic fund** exclusively dedicated to supporting the LGBTQ+ community in Massachusetts. The Fund is committed to investing in research, public forums and convenings, strategic partnerships, and grantmaking to nonprofit organizations that provide critical services to our diverse LGBTQ+ community. To date, the Fund has awarded **over \$2.2m in grants** to 104 LGBTQ+ non-profit organizations and projects.

The Equality Fund is a Field of Interest Fund within the Boston Foundation's endowment, the Fund for Boston's Future, which fuels all of the Foundation's local grant making. Gifts made from the Equality Fund will always go to benefit Greater Boston's LGBTQ+ community.

Advisory Committee

Eric Brown
Senior Vice President, Philanthropy,
KeyBank

Mike Dillon
Former PWC Partner and Chief Diversity
Officer; Co-Chair

Peter Epstein, Esq.
Partner, Epstein & August, LLP

Jude Erundu
Director, Responsible Investing, Nuveen

Andrea Light
Senior Director, U.S. Knee Commercial
Marketing, Smith & Nephew

Cameran Mason
Chief External Relations Officer, Museum
of Fine Arts Boston

Ricardo Rodriguez
Founder, Ricardo Rodriguez and
Associates

Alex Schuman
Head of Corporate Sustainability,
Schrödinger; Co-Chair

theo tyson
Curator of Fashion Arts, Museum of
Fine Arts

Ying Wang, Esq.
Associate General Counsel, Massachusetts
Gaming Commission & Captain, Judge
Advocate General (JAG) Officer, United
States Army Reserve

Derrick Young Jr.
Co-Founder & Executive Director,
Leadership Brainery

Past Advisory Committee Members

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Nineequa Blanding

Stephen Chan

Elyse Cherry, former
Co-Chair

Wendell K. Chestnut

Catherine D'Amato, Equality
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former Co-Chair

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Billy Lagor

Derek Lumpkins

James Pierce

Allison Salke

Diego Sanchez

Aviva Sapers

Amy-Lee Simon

Scott E. Squillace, Esq.,
Equality Fund Co-Founder
and former Co-Chair

Ellen K. Wade, Esq.

Charles A. Walsh, III



Letter to Our Partners and Supporters

Dear Friends,

Since launching in 2012, the **Equality Fund** has leveraged the power of philanthropy to increase the structural and lived equity of LGBTQ+ individuals and families in Massachusetts. We are grateful to participate in a committed ecosystem of leaders, non-profit organizations, and champions who share the Equality Fund's mission and purpose.

Now, in our second decade, we want to celebrate the Equality Fund's first 10-plus years with our inaugural impact report. We thank our community partners, especially our individual, institutional, and corporate supporters, who make our impact possible. Thanks to you, the Equality Fund is the largest philanthropic fund in Massachusetts, exclusively focused on the needs of the LGBTQ+ community.

In 2024, we find ourselves in a new era with a fierce sense of urgency to advance and protect equity for all members of our diverse LGBTQ+ community. We are more committed than ever to ensure that the Equality Fund becomes a permanent, endowed resource to support the evolving needs of the LGBTQ+ community today, tomorrow, and in perpetuity.

Thank you for all you do to invest in our community.

With gratitude,



Mike Dillon

Mike Dillon
Co-Chair, Equality Fund



Alex Schuman

Alex Schuman
Co-Chair, Equality Fund



M. Scott Knox

M. Scott Knox
Executive Director, Equality Fund



Our Positive Impact



THE LARGEST

LGBTQ+ philanthropic fund in Massachusetts



3

first-of-its-kind research reports on the LGBTQ+ community in Massachusetts



34

community volunteers have served on the Equality Fund Advisory Committee



104

total organizations supported



148

unique donors

\$7M+

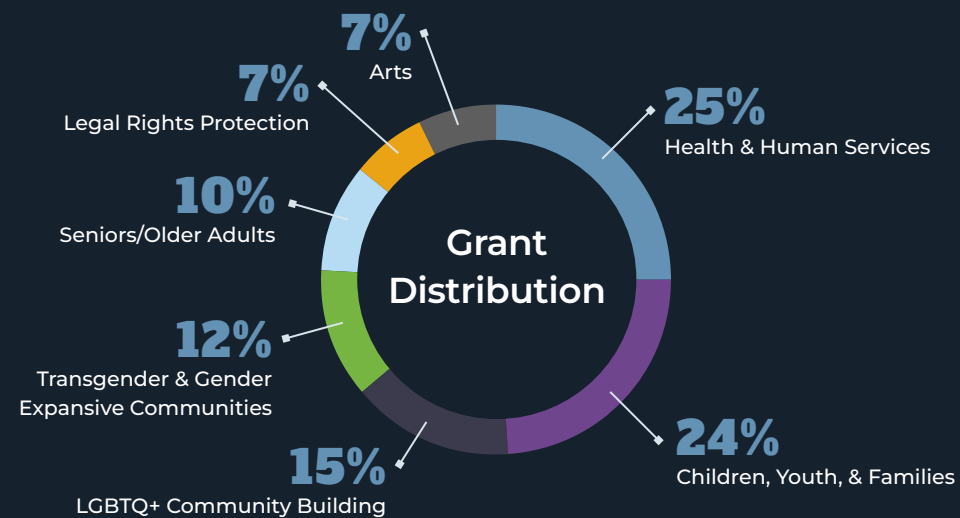
million in confirmed legacy commitments to support the Equality Fund endowment

\$3,722,202

raised to-date

\$2,261,286

total grantmaking to-date



2012-2024 Grantees

In 2024, the Equality Fund awarded **\$407,000 in grants** to 31 LGBTQ+-led or -serving organizations in Massachusetts. The nonprofits were chosen from among 89 applicants, a new record for the Fund. In addition, the Equality Fund built a new partnership with the **New Commonwealth Fund** to leverage an additional **\$135,000 in grant support** for four jointly aligned BIPOC-LGBTQ+ serving organizations. Please find a full list of Equality Fund grantees, 2012-2024, below.

- | | | | |
|---|--|---|---|
| 826 Boston | Coro Allegro | LGBT Asylum Support Task Force | Roxbury Youthworks |
| 888 Women's History Project | Dancing Queerly | LGBTQ+ Elders of Color | Samaritans |
| AIDS Action Committee of Massachusetts | Ethos | LGBTQ Senior Housing | School of Arts and Social Justice |
| BAGLY -The Boston Alliance of Gay, Lesbian, Bisexual, and Transgender Youth | Family Equality | L.O.C.S. Collective | Silver Lining Mentoring |
| Bisexual Resource Center | Fenway Health | Mass General Brigham | Sociedad Latina |
| BMEN Foundation | FLAG Flag Football | Massachusetts Asians & Pacific Islanders for Health | South Coast LGBTQ Network |
| Boston Children's Hospital | Fontbonne Academy - The Queer-Straight Alliance | Massachusetts General Hospital | SpeakOUT Boston |
| Boston Dyke March | Front Porch Arts Collective of Boston | Massachusetts LGBT Chamber of Commerce | Teach Plus |
| Boston Gay Men's Chorus | GLASS | Massachusetts Transgender Political Coalition | The Dance Complex |
| Boston Health Care for the Homeless Program | GLBTQ Domestic Violence Project | Multicultural AIDS Coalition | The LGBT Aging Project |
| Boston Lesbigay Urban Foundation | GLAD - GLBTQ Legal Advocates & Defenders | My Life My Choice | The Theater Offensive |
| Boston LGBTQ+ Museum of Art, History & Culture | Greater Boston Legal Services | Portraits of Pride | The Trans Community of New England |
| Boston Medical Center | Greater Boston PFLAG | Prisoner Legal Services | The Wily Network |
| Boston Pride | Greater Lawrence Family Health Center | NAGLY - North Shore Alliance of Gay, Lesbian, Bisexual, and Transgender Youth | Together Estranged |
| Boston Pride for the People | Health Law Advocates | OLOC - Old Lesbians Organizing for Change | Transgender Emergency Fund of Massachusetts |
| Boston Senior Home Care | Hebrew Rehabilitation Center for the Aged | Open Sky Community Services | Translate Gender |
| Boston Theater Company | Hebrew SeniorLife | OUT MetroWest | University of Massachusetts-Boston |
| Boys & Girls Clubs of Stoneham & Wakefield | Hispanic Black Gay Coalition | OutstandingLife | Uphams Corner Health Center |
| Breaktime United | History Project | Palaver Strings | Verna Felton |
| Bridge Over Troubled Waters | History Unerased | Peter DiMuro Public Displays of Motion | Victory Programs |
| Camp Lightbulb | Home for Little Wanderers | Political Asylum Immigration Representation Project | Walker |
| Center for Independent Documentary | Inspire Arts and Music | Pride in Our Workplace | Wicked Queer, The Boston LGBT Film Festival |
| Chastity's Consulting & Talent Group | International Association for Premenstrual Disorders | Project Out | Womxn of Color Weekend |
| Children's Friend | Intersex and Faith | Quincy Asian Resources | Y2Y Network |
| Citizens for Juvenile Justice | Jewish Big Brother Big Sisters of Greater Boston | Quincy Pride | |
| City Ballet of Boston | Keshet | Respond | |
| Community Servings | Lawyers for Civil Rights | | |

Advancing Equity Through LGBTQ+ Community Research

2018: First Looks

In 2018, with support from the Equality Fund, Boston Indicators and The Fenway Institute completed a first-of-its-kind report on the Massachusetts LGBTQ+ community. *Equity and Equality: Advancing the LGBT Community in Massachusetts* found the Commonwealth's LGBTQ+ community to be diverse, disproportionately young, and second in the nation when measured as a percentage of the state's population. The report also found, however, that members of the LGBTQ+ community are at greater risk for depression, homelessness, and food insecurity.

The report served as a platform for further exploration of the LGBTQ+ community's future and the collective action needed to sustain and accelerate progress. Key findings include:

- ▶ Almost 16 percent of 18- to 24-year-olds identify as lesbian, gay, bisexual or something else; nearly half of them have considered suicide. And almost one third (32.9 percent) of LGBTQ+ adults aged 50 to 75 have been diagnosed with depression at some point in their lives.
- ▶ Of LGBTQ+ youth of color in Greater Boston, 32.7 percent were unemployed, 15.5 percent unstably housed, and 30.9 percent food insecure.
- ▶ Almost two-thirds (65 percent) of Massachusetts' transgender individuals report experiencing discrimination in public spaces. And 17 percent of transgender individuals were living in poverty in 2015, compared to 11.5 percent of the general population.

2020: Zooming In

In 2020, the Equality Fund continued its investment in research by supporting the Fenway Institute's report, *LGBT AGING 2025, Strategies for Achieving a Healthy and Thriving LGBT Older Adult Community in Massachusetts*. It describes trends in the LGBTQ+ older adult community in Massachusetts and outlines strategies for advancing health equity and wellness for that population. Sixteen specific recommendations cover overarching and narrow issues; for example:

- ▶ Expand support for trauma-informed approaches to care for LGBTQ+ older adults.
- ▶ Fund programming to reduce social isolation and provide accessible socialization opportunities to LGBTQ+ older adults.
- ▶ Create more LGBTQ+-friendly senior housing across the Commonwealth.

Coming Winter 2025: Deeper Dives

As a follow-up to 2018's Equality and Equity report, the Equality Fund will partner with the Fenway Institute and the Massachusetts Department of Public Health to provide an updated portrait and needs assessment of the LGBTQ+ community in Massachusetts. Similar to prior reports, this research is intended to serve as a key reference for practitioners and policymakers, as well as a call for additional resources and action on behalf of our diverse LGBTQ+ community in the Commonwealth.



Scan to view the full 2018 report



Scan to view the full 2020 report



“The Fenway Institute greatly values our partnership with the Equality Fund, which has supported three reports since 2018. Through this research, we seek to identify challenges facing our communities as well as their resilience, strength, and diversity.”

Sean Cahill, PhD
Director of Health Policy Research, The Fenway Institute

“For 50 years, Ethos has promoted the independence, dignity, and well-being of Boston-area older adults and disabled individuals. Since 2013, the Equality Fund has helped ensure the continuity of Ethos' LGBTQ+ Community Cafés where older adults gather to enjoy a free, nutritious meal, the company of their peers and allies, and find connections to other community resources.”

Valerie K. Frias, Esq.
Former Chief Executive Officer, Ethos





“I’ve seen how the needs of the community have changed in my lifetime. The world changes and it is impossible to foresee what the most pressing needs of the LGBTQ+ community will be 10, 25, or 50 years from now. By giving to the Equality Fund, I can be certain my gift is addressing important issues both today and in the future.”

Dean T. Hara
Equality Fund Legacy Society Donor and former
Advisory Committee member



Our Donors | The Equality Fund

The Equality Fund is powered by a growing network of individual and institutional donors committed to strengthening **Greater Boston’s LGBTQ+ community**. We are incredibly grateful to the following individuals, families, and institutions for contributing to the Equality Fund, 2012 - 2024.

- | | | | |
|--------------------------------------|---------------------------------|-------------------------------------|--|
| Anonymous (13) | Carl Doebler | Southard Lippincott | Ellen L. Simons |
| David and Jill Adler | Lisa J. Drapkin | Richard MacMillan and Alex McCray | Jill Slosburg-Ackerman |
| Jonathan M. Adler | Paul C. Duffy | Cameran Mason and Alice T. Friedman | Gail Snowden |
| Jonathan M. Adler and Jonathan Lewis | Eastern Bank Foundation | Sean McConnell | Scott E. Squillace, Esq. and Chris Gayton |
| Bruce J. Anderson Foundation | Peter J. Epstein | John P. Meyer | Adrienne H. Sweetser |
| James and Karen Ansara | Federal Street Advisors | Jo Frances Meyer | Anne Terhune |
| Barrie Atkin | Diane M. Felicio and Jan Donley | Rev. Thomas N. Mousin | The Boston Foundation |
| Bank of New York Mellon | Steven Fenton | Frances S. Moyer | The New Commonwealth Racial Equity & Social Justice Fund |
| The Barr Foundation | Joe Fiorello and Brian Hyde | Maria Mucci | The Paul and Edith Babson Foundation |
| Suzanne J. Battit | Alice H. Fisher | Pamela A. Murray | The Susan A. and Donald P. Babson Charitable Foundation |
| Richard G. Becker | Dan Frankel | Edward Murray | Janet Tiampo and David Parker |
| Leonard Bernstein | Daniel Friedman | Leslie J. Nanberg | Allison Tilly Carswell |
| Bessemer Trust | Caroline Gaffney | Northern Trust Company | United Way of Massachusetts Bay and Merrimack Valley |
| Jared Boesse and Colin Levy | John E. and Beth C. Gamel | Russ Olwell | Ellen K. Wade, Esq. |
| Boston Estate Planning Council | Daniel Giurleo | Pathstone Federal Street | Ellen K. Wade, Esq. and Maureen Brodoff |
| Tony Bowen and Mike Kohn | Robyn Glaser | Brad Peloquin | Charles A. Walsh, III |
| Anthony Britt | Paul Glass | James M. Pierce | Anita Weeks |
| Eric S. Brown and Howard Hernandez | Kate Guedj | Point32Health Foundation | David and Jill Wexler |
| Matthew Cannata | Ken and Becky Hansberry | Dwight and Kirsten Poler | Tammy White |
| Casey Carlson and William Stone | Dean T. Hara | Zaranique Pope | Amy Zell Ellsworth |
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| Gail Carroll | Brian Hyde | Carol Roby | |
| Allison T. Carswell | Rachel Jellinek | Rogerson Communities | |
| Allison Carswell and Karen McKeen | Javier Juarez | Philippe Saad | |
| Elizabeth Clark | Amalie Kass | Rosaria Salerno | |
| Combined Jewish Philanthropies | M. Scott Knox | Aviva Sapers | |
| Barry B. Corden | Billy Lagor | William Sargent | |
| Constance and Lewis Counts | John and Nancy LaPann | Rebecca L. Schiff | |
| Catherine D’Amato | John R. LaPann, Jr. | Maxine Schuster | |
| Catherine D’Amato and Debbi Ford | Janet Lawn | Lori Shaller | |
| Nathaniel and Jillian Deknatel | Mary Libbey | Joanne Shapiro | |
| Mike P. Dillon | Andrea Light | Amy-Lee Simon | |

The Equality Fund Legacy Society

The following donors have confirmed legacy commitments to build an endowed fund to support the Equality Fund in perpetuity. We thank these generous donors for their dedication to supporting Greater Boston’s LGBTQ+ community today and into the future.

- Anonymous (2)
- Barry B. Corden
- Mike P. Dillon
- Dean T. Hara
- Ed J. LeMay
- Scott E. Squillace, Esq. and Chris Gayton
- Charles A. Walsh, III

Did we make a mistake?

We deeply apologize. Please let us know by emailing: scott.knox@tbf.org.

The Equality Fund Milestones

- 2010-2011**
Initiated by Catherine D'Amato (TBF Director Emerita) and Scott E. Squillace, Esq. (TBF Director), LGBTQ+ community leaders, representatives from various nonprofit agencies, and the Boston Foundation (TBF) convene listening sessions on the need and vision for a dedicated LGBTQ+ philanthropic fund to serve Greater Boston.
- 2012**
Equality Fund launches at TBF, inaugural Advisory Committee sets grantmaking strategy. The first two bequest intentions are committed to the Fund.
- 2013**
Equality Fund makes first grants, distributed to 11 nonprofit organizations, including AIDS Action Committee, Fenway Health, GLAD, Greater Boston PFLAG, and Sociedad Latina.
- 2017**
Fund distributes more than 50 grants - over \$400,000 in total - in first 5 years.
- 2018**
Equality Fund partners with the Fenway Institute to release *Equality and Equity*, a first-of-its-kind research report on the state of the LGBTQ+ community in Massachusetts.

- 2020**
Equality Fund supports Fenway Institute research report, *LGBT AGING 2025*, detailing strategies for achieving a healthy LGBTQ+ older adult community in Massachusetts.
- 2021**
Total Equality Fund grantmaking tops \$1m. Fund receives its first \$1m gift from anonymous donor and surpasses \$6m in committed legacy gifts.
- 2022**
Fund celebrates 10 years and awards \$450,000 in grants in partnership with TBF's COVID-19 Response Fund.
- 2023**
TBF hires the first full-time Director of the Equality Fund with support from the Barr Foundation.
- 2024**
Fund surpasses \$2m in total grantmaking to more than 100 LGBTQ+ serving non-profit organizations and expands effort to build a permanent endowment.



“Given that one in three foster youth identify as LGBTQ, it is critical that our youth can be connected with volunteer mentors from the community who can relate to and validate young people’s experiences. General operating support from the Equality Fund over the last several years has enabled Silver Lining Mentoring to maintain our standards of excellence in program delivery and continue to meet the evolving needs of queer youth in foster care who wouldn’t otherwise have access to the culturally responsive mentorship they deserve.”

Colby Swettberg
CEO, Silver Lining Mentoring

Advancing, Strengthening, and Investing in Community



Support Our Progress

For the community, by the community. Please consider a gift to support the **Equality Fund** and our work to advance equity for LGBTQ+ individuals and families. The Boston Foundation can accept all types of gifts into the Fund including cash, publicly traded securities, restricted stock, real estate, and more. Gifts made to the Equality Fund will always go to benefit Greater Boston's LGBTQ+ community.

WAYS TO GIVE



Make a one-time gift today

Your donation supports research, public forums and convenings, strategic partnerships, and grantmaking to nonprofit organizations that provide critical services to our diverse LGBTQ+ community.



Donate to our Endowment Fund

Help ensure the Equality Fund becomes a resource in perpetuity to support our community.



Include the Equality Fund in your planned giving

Contact us to add the Equality Fund to your will or trust. In structuring a legacy gift to the Equality Fund, you can also create your own named fund—in your own name or in honor of loved ones or remain anonymous.

SCAN TO DONATE ONLINE



Donate Today!

Donate online at www.tbf.org/equality or contact M. Scott Knox, Executive Director of the Equality Fund, to discuss further at scott.knox@tbf.org or 617-338-2340.



Building a Legacy of Equality and Equity



75 Arlington Street, 3rd Floor
Boston, MA 02116

The Boston Foundation's Commitment to Equity

The Boston Foundation is laser-focused on equity. In all its grant-making and other work throughout the Foundation it strives to close our region's disparities to open pathways to opportunity, prosperity and equitable outcomes. Aligned with that mission, the Equality Fund is one of the Boston Foundation's unique Equity Funds. These Field of Interest Funds built in partnership with deeply committed community leaders are central to our work advancing equity by amplifying the power of philanthropy to meet the needs of some of our most marginalized communities. To learn more about the Boston Foundation and our commitment to equity, please visit: www.tbf.org.