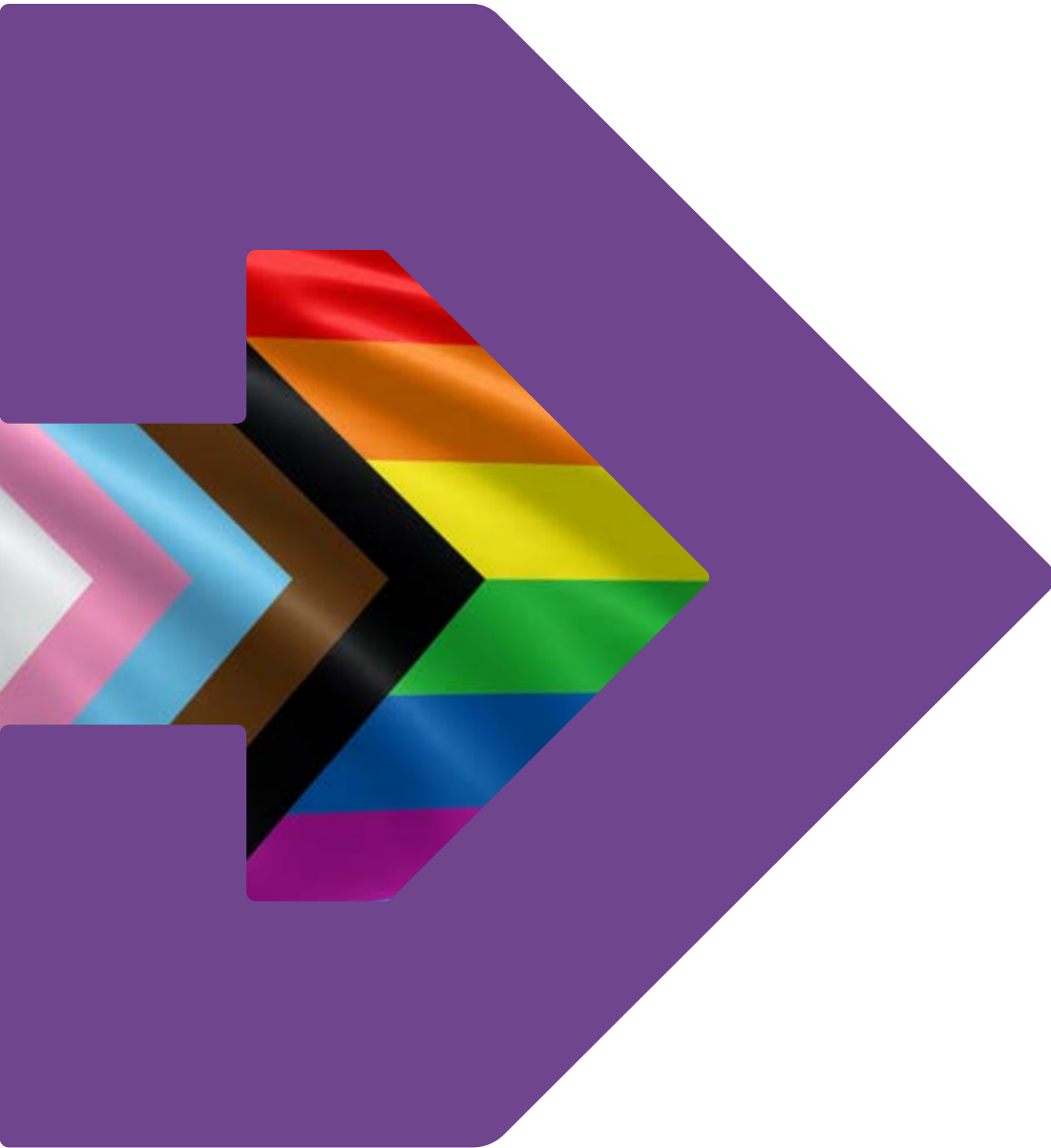


Building a Legacy of Equality and Equity

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

The **EQUALITY** Fund
AT THE BOSTON FOUNDATION



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Who We Are



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,
Schrodinger; 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

David Aronstein

Nineequa Blanding

Stephen Chan

Elyse Cherry, former
Co-Chair

Wendell K. Chestnut

Catherine D'Amato, Equality
Fund Co-Founder and
former Co-Chair

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Esmond Harmsworth

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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,



A handwritten signature in black ink that reads "Mike Dillon".

Mike Dillon
Co-Chair, Equality Fund



A handwritten signature in black ink that reads "Alex Schuman".

Alex Schuman
Co-Chair, Equality Fund



A handwritten signature in black ink that reads "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+

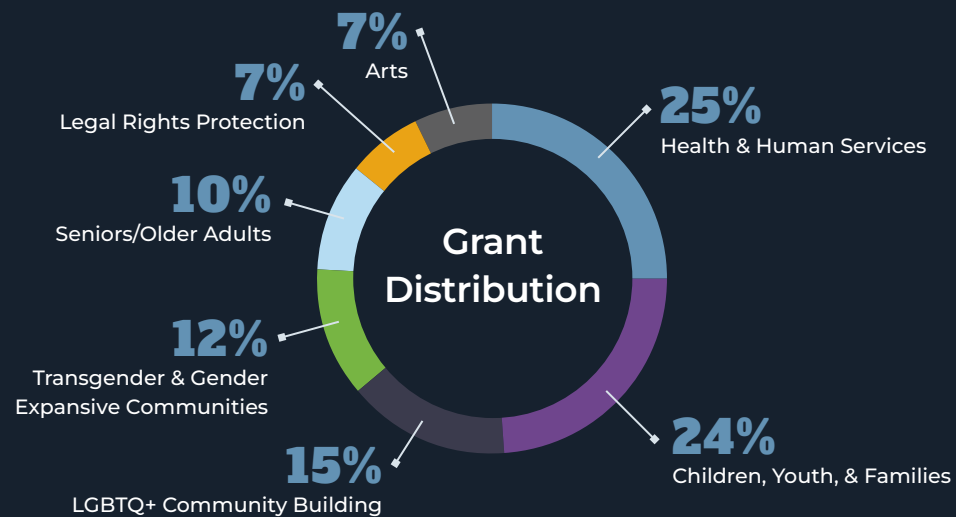
in confirmed legacy
commitments to support the
Equality Fund endowment

\$2,261,286

total grantmaking to-date

\$3,722,202

raised 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 Lesbian Gay 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 Brothers 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



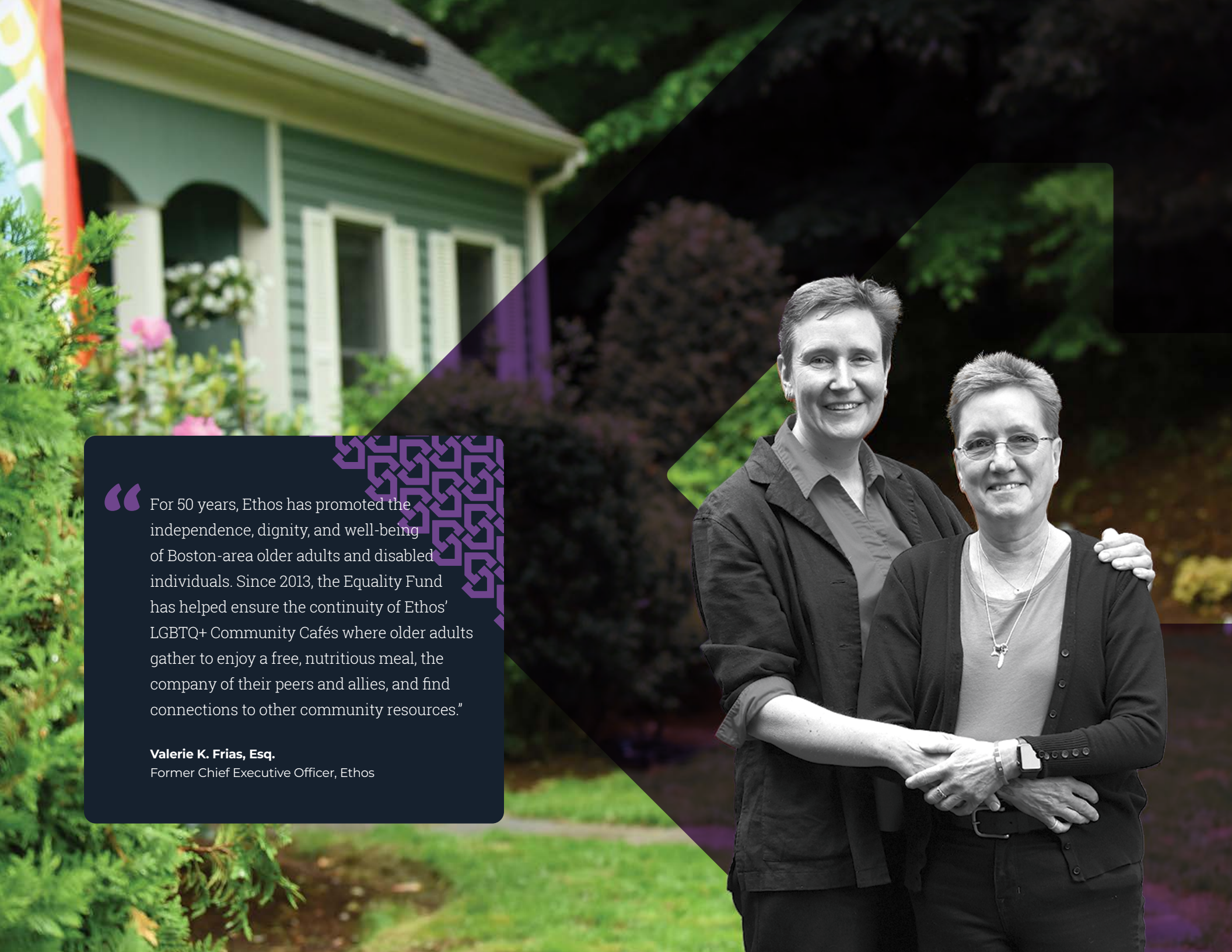
Scan to view the full 2020 report



“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



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 Doeblen	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	Cameron 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
Carolyn Carlson	Esmond Harmsworth	Jeffrey J. Poulos	
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.





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 grantmaking 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.