



2018 **IMPACT** Report

From Washington's LGBTQ and Allied Chamber of Commerce

EQUALITY IS GOOD BUSINESS

LEAD BOLD



LEAD BOLD is not a slogan or a catch phrase at GSBA. It's who we are—it's what we do. Leadership is in our mission statement, and it is reflected in our members, scholars, community, and staff.

GSBA invests in your **business** through dozens of free workshops and courses throughout the year, advertising to tens of thousands, and by bringing like-minded peers together.

GSBA builds **community** by increasing visibility and providing a safe space for nonprofit organizations to express ideas and connect with other resources.

GSBA invests in **advocacy** by engaging with your elected officials and policy makers, and by amplifying your voice as a business of equality, and that of the LGBTQ and allied community.

GSBA promotes **philanthropy** through scholarships and leadership development, because we understand the importance of growing and nurturing tomorrow's leaders, today.

For 37 years, GSBA membership has been made of the strongest, brightest, and most passionate leaders in the region. As we have done for 37 years, GSBA will continue to **LEAD BOLD** and invest in leaders.

ABOUT

LEAD BOLD

2018 was dominated by the conversation of business versus social justice. Across the region, we are proud of our innovation but in the same breath condemn business as the “enemy.” Everyone always celebrates the contributions of their neighborhood establishments, but is quick to vilify any business owner who speaks to the realities of running a small business. GSBA, Washington State’s LGBTQ and allied chamber of commerce, was created 38 years ago to straddle this difference. With our tagline of “equality is good business”, GSBA is proud of our strong leadership in connecting businesses, nonprofits, business owners, employees, and the voice of our communities with policymakers. We embrace both our growth economy and our passion to break down barriers so that we can all prosper.

Last year was an amazing time for GSBA to “Lead Bold.” GSBA was active in Seattle city politics and played a leading role in preventing the city head tax from being implemented. GSBA was the voice talking about rising commercial rents and its effect on driving small businesses out of our neighborhoods. On the state level, GSBA had an incredible year of legislative successes, including a ban on conversion therapy and strengthening reproductive rights. Our proudest moment was being part of the Transgender Economic Empowerment Coalition which received an unprecedented grant from King County’s Communities of Opportunity program. GSBA and eight other LGBTQ organizations will be exploring the needs of, and creating programs to address the serious economic challenges faced by the trans and gender diverse community and LGBTQ communities of color.

In our commitment to change the narrative of how small businesses struggle to keep their doors open, GSBA continued to work with our Seattle Entrepreneurial Women group, and under our Business Empowerment Series provided over 25 free workshops to strengthen the skills of our small businesses. Tapping into our expertise as a connector, GSBA sponsored another outstanding Matchmaker event, where our LGBTQ-certified businesses were able to make pitches to our corporate partners, with several immediately resulting in major contracts.

With a leadership team of 30 dedicated Board members, 14 staff members, and over 1,300 members, GSBA demonstrated what it means to Lead Bold. We are unwavering in our belief that equality is good business. Together, we are proud to continue to be the chamber that demonstrates economic prosperity and social justice are complementary values that should provide opportunity for all.

Louise
Louise Chernin
President & CEO



Drew
Drew Ness
2018 Board Chair



MISSION

To combine business development, leadership and social action to expand economic opportunities for the lesbian, gay, bisexual, transgender, and queer community and those who support equality for all.

VISION

A vibrant global economy strengthened through the full participation of diverse local communities.

VALUES

- Exchange Ideas
- Increase Visibility
- Work Collaboratively
- Celebrate Diversity
- Promote Inclusiveness
- Invest in Future Leaders

PHOTOGRAPHY CONTRIBUTORS:
NATE GOWDY
NAOMI IISHISAKA
MARY GRACE MCKERNAN
MERYL SCHENKER
MALCOLM SMITH
DANI WEISS
RICHARD WOOD



“We really truly believe in the mission of GSBA. It also represents to us a community. A community of like-minded individuals who believe in equality and diversity, and that it’s good for business. And it’s something that we are truly aligned with.”—ALEX OH, CO-OWNER OF ALUEL CELLARS, 2018 GSBA NEW BUSINESS OF THE YEAR

2018 Membership

1,333 MEMBERS

386 NEW MEMBERS

60 LGBTBE CERTIFIED BUSINESSES

12 NEW CERTIFICATIONS

Business Empowerment Workshops

189 ATTENDEES

20 BUSINESS EMPOWERMENT WORKSHOPS



2nd Annual GSBA LGBTQ Business Matchmaker

80 SMALL & MEDIUM BUSINESS ATTENDEES
14 CORPORATE & GOVERNMENT ENTITIES

April 2, 2018 — Starbucks Coffee Company Headquarters

GSBA and Starbucks Coffee Company partnered to present the second annual LGBTQ Business Matchmaker. This event connected certified small businesses with corporate and government entities in order to explore opportunities to do business together.



Of Interest: GSBA took the message “Equality is Good Business” on the road to Walla Walla, Washington for four days of wine tasting, and connecting with local LGBTQ businesses and community members.

SPONSORS

nglcc National LGBT Chamber of Commerce

WELLS FARGO

RBC RBC Wealth Management

RBC Wealth Management, a division of RBC Capital Markets Corporation, Member NYSE/FINRA/SIPC

EVENT HOST

Starbucks

SUPPORTING SPONSOR

CITY CATERING COMPANY

OLS Grant Training

51 Seattle businesses trained on Seattle's Minimum Wage, Wage Theft, Paid Sick and Safe Time, Fair Chance Employment, and Secure Scheduling ordinances through Seattle Office of Labor Standards grant.



TEEC

April 2018 — GSBA joined forces with other local LGBTQ organizations to form the **Transgender Economic Empowerment Coalition (TEEC)**. TEEC is made up of a group of community-based organizations which are committed to addressing economic inequities faced by transgender and gender diverse, and/or non-binary youth, adults, and families. Coalition members led by Ingersoll Gender Center, include GSBA, UTOPIA Seattle, Seattle Counseling Services, Gay City, POCAAN, Gender Diversity Seattle, and TRANSform Washington and are able to tackle these intersectional issues thanks to a **two-year, \$550,000 Communities of Opportunity grant awarded by King County**. This is the first grant of its kind in the region and is a historic investment in our transgender and gender diverse community members.

Business of Pride

For the third year, GSBA partnered with the Puget Sound Business Journal to deliver the Business of Pride: an awards event recognizing and honoring LGBTQ business leaders, advocates, and allies for their support of diversity, equality, and inclusion within the business community.



TOP 25 LGBTQ-OWNED BUSINESSES OF 2017 (BY REVENUE)

- 1 Precision Garage Door **GOLD SPONSOR**
- 2 Tutta Bella Neapolitan Pizzeria
- 3 Olympic Hot Tub
- 4 Herban Feast
- 5 Bulk FR8 LLC
- 6 Marination
- 7 Nyhus Communications
- 8 Seattle Storm
- 9 Naccarato Restaurant Group

- 10 TomboyX
- 11 Cupcake Royale (Tie)
- 11 Cafe Flora and Floret Restaurant (Tie)
- 13 Metropolis
- 14 Urban Animal
- 15 Soaring Heart Natural Bed Co.
- 16 Board & Vellum
- 17 Cone & Steiner General
- 18 Terra Plata
- 19 Choke Shirt Co. & Choke Print Shop
- 20 Poppy
- 21 Bang
- 22 Stellar Travel
- 23 True North Land Surveying Inc.
- 24 A la Mode Pies
- 25 Broadcast Coffee Roasters **COFFEE SPONSOR**

Denotes GSBA member

2018 PSBJ Business of Pride Awards: Outstanding Voices

- | | |
|---|--|
| Michael Bailey, Bank of America | Susan Mullaney, Kaiser Permanente Washington |
| Sam Whiting, Boeing | Luis Fernando Ramirez Limón, Entre Hermanos |
| Wakefield, Fred Hutchinson Cancer Research Center | James Hing, Starbucks Coffee Company |
| Paul Lanbros, Plymouth Housing Group | Katrina Stanford, Clinical Psychotherapist/Sex Therapist |
| Nicki McCraw, UW Medicine | Nat Stratton-Clarke, Cafe Flora |
| David Johnson, Navos | Susan Thomas, K&L Gates LLP |
| | Kevin Wang, Swedish |

Of Interest: LGBTQ chambers representing 21 cities, 11 states plus British Columbia, got together in San Francisco for the 2nd annual WBA Economic Summit to address topics ranging from Youth Homelessness, Defining the Needs of LGBTQ Millennial Entrepreneurs and Removing Barriers for Transgender Economic Empowerment. GSBA, founding member of this powerful consortium of business leaders presented, workshops at the Delegate Consortium on Board Development, Membership, and Public Policy.

Justice for all

38TH ANNUAL BUSINESS & HUMANITARIAN AWARDS



February 21, 2019 — GSBA recognized 2018 businesses and business leaders who are successful, exemplify the highest standards of their profession, promote diversity and inclusion in the workplace, demonstrate leadership, and invest time and resources into their community.



Special Remarks
PRAMILA JAYAPAL
U.S. REPRESENTATIVE



Special Remarks
CYRUS HABIB
WASHINGTON STATE LIEUTENANT GOVERNOR

2018 GSBA BUSINESS & HUMANITARIAN AWARD RECIPIENTS



New Business of the Year
ALUEL CELLARS
ALEX OH & SAMUEL HILBERT, OWNERS



Special Recognition
JUSTICE MARY YU
WASHINGTON STATE SUPREME COURT



Corporate Leader of the Year
STEPHEN BLACK
VICE PRESIDENT, MARKETING
BECU



Business Leader of the Year
KATE BECK
WELLS FARGO HOME MORTGAGE



Green/Sustainable Business of the Year
INTERCHANGE MEDIA
JENNY TING & MICHELLE GOMES, OWNERS



Community Leader of the Year
MONISHA HARRELL
EQUAL RIGHTS WASHINGTON,
BOARD CHAIR



Business of the Year
TOMBOY X
FRAN DUNAWAY & NAOMI GONZALEZ,
OWNERS



Lifetime Achievement Award
BOBBE BRIDGE
CENTER FOR CHILDREN AND YOUTH JUSTICE



Nonprofit of the Year
NORTHWEST IMMIGRANT RIGHTS PROJECT
JORGE BARÓN, EXECUTIVE DIRECTOR



President's Award
BARRY FAUGHT
BROADCAST COFFEE ROASTERS,



Pride Business Luncheon: LGBT Human Rights, A Global Perspective

June 13, 2018 — At the Pride Business Luncheon, our panelists discussed the state of LGBTQ human rights globally, and the responsibility of global corporations to ensure their work force is treated with equality, as well as the power global business has in creating change in countries that are not inclusive of their LGBTQ populations.



SPEAKERS

- Fabrice Houdart**, Office of the UN High Commissioner for Human Rights
- Siri May**, UN Program Coordinator, OutRight Action International
- Clara Rita “Claire” A. Padilla**, Founder & Executive Director, EnGenderRights
- Amie Bishop, MSW, MPH (moderator)**, Consultant, Global Health & Human Rights

<p>PRESENTING SPONSOR</p> <p>Holland America Line — Seattle's — HOMETOWN CRUISE LINE</p>	<p>CO-PRESENTER</p> <p>OUTRIGHT ACTION INTERNATIONAL Human Rights for LGBTQ+ People Everywhere</p>	<p>LUNCHEON SPONSORS</p> <p>Hillis Clark Martin & Peterson</p>
<p>COMMUNITY PARTNERS</p>		

GSBA Annual Meeting: New Voices of Leadership

December 12, 2018 — GSBA held our 2018 Annual Meeting: **New Voices of Leadership** with a power-packed panel of extraordinary new leaders in the Seattle area. After a Sponsor Showcase, a crowd of more than 300 community members settled for a luncheon unlike any other. Seattle Mayor Jenny Durkan delivered rousing opening remarks and handed the mic off to President & CEO Louise Chernin and GSBA Board Chair Drew Ness to conduct the business of the day. After business was concluded, we heard from our panel of influential new leaders in the region on topics important to the LGBTQ and the business community.

SPEAKERS (LEFT TO RIGHT)

- Jenny Durkan**, Seattle City Mayor
- Sally Clark (moderator)**, UW Director of Regional and Community Relations, and former Seattle City Councilmember.
- Carmen Best**, Seattle Police Chief
- Denise Juneau**, Seattle Public Schools Superintendent

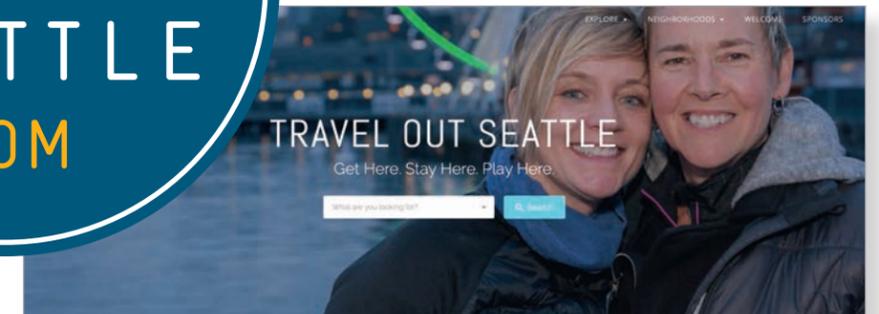


LUNCHEON SPONSORS

By attending three conferences, engaging potential LGBTQ travelers, and leveraging industry partners, Seattle has increased its visibility as a premier LGBTQ travel destination. **Travel Out Seattle** has become a stronger tool and resource to support this visibility. **Travel Out Seattle** can build on this year's successes by leveraging



new industry connections to promote the program internationally to China and Europe, specifically, to attract the international traveler. Tourists from these locations spend more and stay longer, thus creating opportunity to leverage ports, airports, and cruise terminals.



18% increase in unique website visitors in 2018 from 4,177 to 5,250

263% more website impressions made in 2018 (overall visitors)

15,000 Out & About Guides distributed across the US and internationally in 2018

2,300 Out & About Guides out-of-state in 2018
900 in Philadelphia
500 in Ft. Lauderdale
900 in Toronto

We connected with **33** travel and media influencers: Ft. Lauderdale (**13**); Philadelphia (**7**); Toronto (**13**)

GSBA worked with the Port of Seattle to participate in a Familiarization Tour (FAM Tour) from Manchester, UK. Gaydio, an all-LGBTQ radio station spent a few days in Seattle visiting sights and attractions accompanied by GSBA tour guides.



<p>PREMIER PARTNERS</p>	<p>SPONSORS</p>
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Of Interest: Visit Seattle partnered with GSBA to bring Out & Equal, the largest LGBTQ Workplace Summit, to Seattle. 6,000+ attendees from all over the globe attended and used the GSBA Out & About Guide where they shopped with member businesses, stayed at member hotels, and ate at member restaurants for four days.

GSBA Programs

GSBA had over 30 opportunities to network, grow business connections, and to stay informed in 2018 across SIX different programs.

Power Connect — Quarterly after-hours mixers for LGBTQ and allied business and community leaders to make meaningful business and social connections. **There were six PC Networking mixers in 2018 with 997 attendees.**

Women on Top (WOT) — Quarterly social gatherings for professional female and gender diverse people at spectacular venues high above the Seattle skyline. **In 2018 WOT enjoyed 593 attendees.**

Young Professionals with Pride (YPP) — After-hours gatherings for LGBTQ and allied young professionals under 40 to connect with valuable opportunities to enhance personal and professional development through social, educational, and philanthropic activities. **There were six YPP events in 2018 with 736 attendees.**

Seattle Entrepreneurial Women (SEW) — GSBA's initiative to bring women business owners together to discuss business resource and skill-sharing, advocacy, and representation of women small business owners, mentorship opportunities for aspiring women entrepreneurs, and visibility within the community. **There were 11 SEW meetings in 2018 with 170 attendees.**

Public Policy Task Force (PPTF) — GSBA members come together to discuss issues of importance to the LGBTQ and small business communities. We often bring in elected officials, advocates, and other policymakers to present to our members. **There were nine PPTF meetings in 2018 with 120 attendees.**

OUTLeads — OUTLeads is a members-only referral program where participants come together to share qualified leads or tips. **There were 46 business members across four different OUTLeads groups.**



GSBA New Member and Volunteer Appreciation Cruise

April 18, 2018 — Every year, one of our most popular networking events is the **GSBA New Member and Volunteer Appreciation Cruise!** In 2018 we had 327 guests join us on a three hour entertainment-packed cruise around the Puget Sound.



PRESENTING SPONSOR ANTIOCH UNIVERSITY SEATTLE	HOST SPONSOR ARGOSY CRUISES.
CATERING SPONSOR TRUFFLE A DISQUARED COMPANY	DJ SPONSOR Seattle Parties DJS AND LIVE ENTERTAINMENT
	PHOTOGRAPHY SPONSOR ::m malcolmphoto.com



“The GSBA Scholarship Fund has been monumental in my ability to navigate my educational goals. I am a non-traditional student in every sense of the word. My past is quite colorful, and has actually taken me from prison walls to academic halls. At every juncture of my journey I have had the support of GSBA behind me.”
—MIKI CABELL, GSBA SCHOLAR



MISSION

To invest in the education of a diverse group of lesbian, gay, bisexual, transgender, queer, and allied students who have the capacity and vision to be the next generation of leaders working to create a better world for all.

GSBA SCHOLARSHIP FUND VISION

Diverse leaders who have the vision, compassion and capability to solve global issues and secure human rights for all.

ABOUT US

The GSBA Scholarship Fund supports the future leaders of the lesbian, gay, bisexual, transgender, queer, and allied community by providing financial resources, role modeling and hope to outstanding LGBTQ+ and allied students. By choosing students who have excelled academically, have overcome the challenges of being from marginalized communities and exhibit strong leadership qualities, we know that our investment will lead to a more just future for generations to come.

Since 1990, GSBA has granted over 700 scholarships totaling over \$3.4 million. The GSBA Scholarship Fund works cooperatively with the Pride Foundation to promote the scholarships granted by both organizations.

2nd Annual GSBA Leadership Academy

Since the launch of the **GSBA Scholarship Fund Leadership Immersion Weekend** in 2017, this weekend retreat for GSBA scholars has become an annual highlight for scholars, GSBA staff, and scholarship fund supporters alike. In 2018, 42 of the 46 GSBA Scholars traveled to a retreat-style learning center on Bainbridge Island, for three days of cohort building, learning, and life skills and leadership development.

The goal of the Leadership Immersion Weekend is to connect GSBA scholars to one another and the GSBA community of leaders, to create space for reflection, and to enhance leadership skills. Throughout the weekend, GSBA board members, business leaders, and community partners, lead meaningful, relevant discussions for the group.



LGBTQ people often experience oppression, which can be compounded by their inclusion in multiple marginalized communities. A core philosophy of GSBA is expanding the level of engagement among all LGBTQ people and allies, including people who are economically, racially, socially, geographically, or politically disenfranchised.



46 TOTAL SCHOLARS FOR 2018

- 16 new undergrad
- 2 new grad

- 35%** IDENTIFY AS trans/gender diverse/gender non-conforming
- 60%** IDENTIFY AS people of color
- 46%** ARE first in their family to attend college
- 24** AVERAGE AGE
- 3.47** AVERAGE GPA

Areas of Study

- 52%** are studying STEM (Science, Technology, Engineering, Math)
- 15%** are studying social sciences (psychology, sociology, political science, human services, etc.)
- 11%** are studying education (teaching, education administration, etc.)
- 11%** are studying business (advertising, marketing, public relations, etc.)
- 7%** are studying art
- 4%** are studying humanities (English, history, etc.)

Attending School In State vs Out of State

- 74%** IN WASHINGTON STATE
- 26%** OUT OF STATE
- 24%** ARE FROM RURAL COMMUNITIES (towns with a population of less than 10,000)

44 Undergraduate Scholars

- 41** pursuing a Bachelor's degree
- 3** pursuing an Associate's degree
- 2** GRADUATE SCHOLARS
- Both** PURSUING A DOCTORATE DEGREE

Scholarship Interviews

- 437** applications received in 2018
- 57** applicants interviewed
- 18** new scholars selected
- 61** volunteer interviewers

Thank you to our 2018 Scholarship Interview Volunteers!

- | | | |
|----------------------|--------------------|---------------------------|
| Anquida Adams | Sara Elward | Kevin Otten |
| Frank Alvarado | Eric Faulkner | Anthony Papini |
| Michael Auch | Aleksey Fedorov | Alvaro Peon Sanchez |
| Ryan Biava | Heather Flanagan | Dana Savage |
| Michele Bleser | Lisa Garcia-Hanson | Morty Scanlon |
| Michal Blum | Jeffrey Gilbert | Alejandra Silva Hernandez |
| James Braden | Alex Guenser | Sergey Smirnov |
| Pierre Bradette | Steve Gunn | Rita Smith |
| Taylor Briggs | Somit Gupta | Meade Thayer |
| Dennis Byrd | Edgar Hernandez | Shay Thoelke |
| Randy Card | Amanda Hurley | Tom Thorogood |
| Thomas Caristi | Todd Keough | Nyka Tucker |
| Jacky-Vy Chau | Eric King | Judith Wood |
| Blanca Chavez | Chris Kuhel | Jenifa Yador |
| Matthew Chavez | Brian Lavery | Kristi Yankacy |
| Jeanna Clark | Jeff Lepis | Connie Yau |
| Quancy "Q" Clayborne | Hazel Lorrin | |
| Ryan Davison | Rob Macauley | |
| Thad DeJesus | Emmanuel Macedo | |
| Kyle Dinniene | Jacob Marquez | |
| Stephanie Dykes | Chad Minnick | |
| Ron Dysart | Katie Mooney | |
| Lydia Edwards | | |

2018 GSBA Scholarship Yearbook

GSBA Proudly Presents the 2018 GSBA Scholars



Abby Leigh
L. Robb Scholar,
Second Year GSBA
Scholar
University of Denver



Althea Poteet
Microsoft Scholar,
Fourth Year Scholar
University of Washington



Danisha Jefferson-Abye
Fourth Year GSBA
Scholar
University of Washington



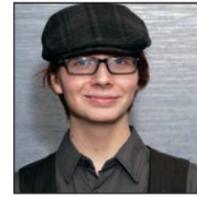
Frederick Anex-Schnauss
Sounders FC GSBA
Scholar, First Year
GSBA Scholar
University of Washington, Tacoma



Keegan Samaniego
Second Year GSBA
Scholar
Reed College



Mohamed Elias
Third Year GSBA
Scholar
University of Washington



Rowan Postyeni
First Year GSBA
Scholar
DigiPen Institute of Technology



Tori Puoci
Rosemarie &
Theodore Ockels
Scholarship, Third
Year GSBA Scholar
Oregon State University



Adan Longoria Jr.
Third Year GSBA
Scholar
Walla Walla Community College



Amanda Schendzielos
GSBA Founders
Scholar, First Year
GSBA Scholar
Pacific Lutheran University



Elmer Coria-Islas
Second Year GSBA
Scholar
Pacific Lutheran University



Hannah Middlestead
Wozumi Family
Scholar, Fourth Year
Scholar
Rensselaer Polytechnic Institute



Kristi Maldonado
Wells Fargo Scholar,
Second Year GSBA
Scholar
Washington State University



Nate Jo
Meade Thayer
Scholar, First Year
GSBA Scholar
Western Washington University



Ryan Wagstaff
Second Year GSBA
Scholar
University of Washington



Zander McRae
Third Year GSBA
Scholar
Edmonds Community College / Outward Bound



Alejandro Graterol
David Barzilai Scholar,
Third Year GSBA
Scholar
Arizona State University



Anne Bryson Doyle
Giblett Family
Scholar, Fourth
Year GSBA Scholar
University of Washington



Eren Dao
Third Year GSBA
Scholar
Bellevue College



Johnny Buck
Third Year GSBA
Scholar
Northwest Indian College



Leo MacLeod
C. White Reade
Scholar, First Year
GSBA Scholar
University of Washington



Nick Laberge
Fourth Year GSBA
Scholar
Claremont McKenna College



Scout Osborne
Third Year GSBA
Scholar
Oregon State University



Zoe Jaspers
Richard C. Rolfs
Scholar, First Year
GSBA Scholar
Gonzaga University



Alejandro Leon
First Year GSBA
Scholar
Seattle Central College



Arden Weaver
Fourth Year GSBA
Scholar
University of Washington



Ernesto Morfin Montes de Oca
Fourth Year GSBA
Scholar
Duke University



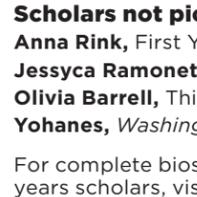
Juan Serrano
Fourth Year GSBA
Scholar
Whatcom Community College



Mei'laney Eyre
First Year GSBA
Scholar
Cascadia College



Nikki Bennington
Fourth Year GSBA
Scholar
Macalester College



Scholars not pictured:
Anna Rink, First Year GSBA Scholar, *University of Washington*
Jessyca Ramonette, First Year GSBA Scholar, *Walla Walla Community College*
Olivia Barrell, Third Year GSBA Scholar, *DigiPen Institute of Technology*
Yohanes, *Washington State University*

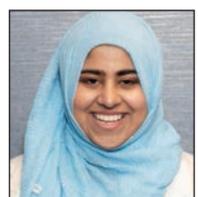
For complete bios of the 2018 GSBA Scholars, and to learn more about previous years scholars, visit thegsba.org/scholarship-home/our-scholars.



Alessandro Lou
Microsoft Scholar,
Third Year GSBA
Scholar
University of Washington



Bea Taylor
Second Year GSBA
Scholar
University of Washington



Fatima Al-Rikab
Chester Podlodowski
Scholar, First Year
GSBA Scholar
University of Washington



Kai Winchester
Rich Thielke Scholar,
First Year Scholar
Western Governors University



Melissa Ebben
GSBA Graduate
Scholar
University of Washington

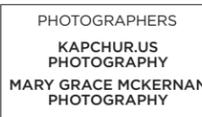


Nolan Platz
First Year GSBA
Scholar
Santa Clara University



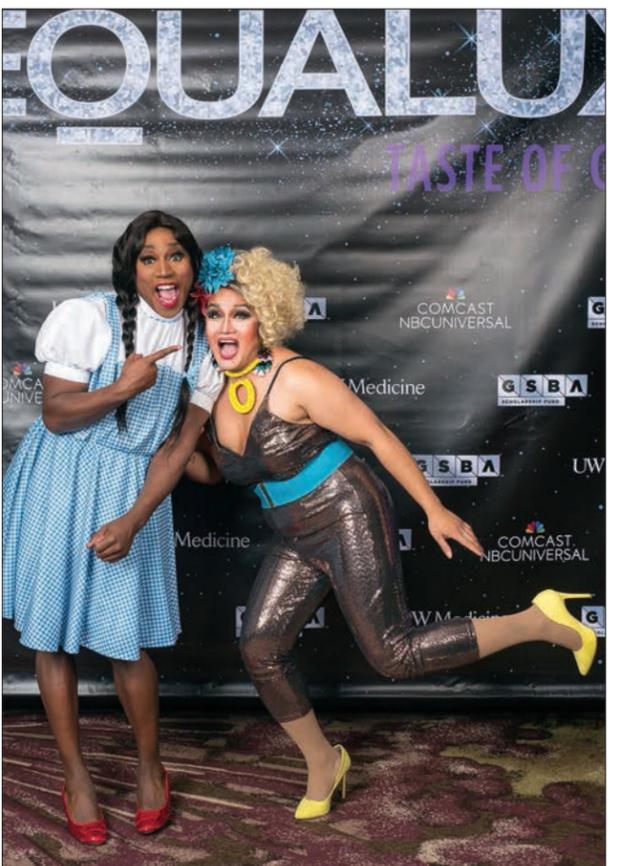
2018 Scholars Dinner

May 18, 2018 — Community members came to meet the 2018 GSBA Scholars, and to hear their stories. The keynote speaker of the evening, Monique Franklin, 2011 GSBA Scholar, bared her heart and moved the audience with her story. 600 attendees and volunteers came together for a night of celebration and community in honor of our 46 GSBA Scholarship Fund recipients.



EQUALUX
Noun | \ē-kwə-ləks\
 1. The GSBA Scholarship Fund Gala
 2. The largest LGBTQ fundraiser in the Northwest
Example: EQUALUX is the not-to-be-missed event of the year!

November 17, 2018 — This was the 21st year of gathering our community in support of the GSBA Scholarship Fund. 2018 EQUALUX: Taste of GSBA was bigger in every way, from the auctions, the entertainment, the performances, the speakers, and most importantly, the hearts and generosity of all who attended.



**Thank You to Our 2018
GSBA Scholarship Fund and
EQUALUX: TASTE of GSBA Investors**

TITLE SPONSOR

COMCAST
NBCUNIVERSAL

PRESENTING SPONSOR

UW Medicine

EVENT SPONSORS

PRINTING SPONSOR

2018 OFFICIAL WINE SPONSOR

2018 VOICE OF GSBA SCHOLARSHIP FUND

MEDIA SPONSORS

SUPPORTING SPONSORS

Seattle Met



2018 EQUALUX: Taste of GSBA broke every previous GSBA fundraising record. With the generosity of the 1,000 guests in attendance, we raised \$1,250,000 to invest in future GSBA Scholars!



Taste of SVEDKA Cocktail Contest

As part of the **EQUALUX: Taste of GSBA** tradition, we held our annual **Taste of SVEDKA Cocktail Contest!** Five competing bars and restaurants labored to create the perfect beverage for over 1,000 guests, and to win the coveted bragging rights as winner of "Best Cocktail!" The 2018 winner with their creation of *The Fresh Start*, was **Terra Plata**.



TITLE SPONSOR

MEDIA SPONSORS



"I know that by making a monthly pledge, I am helping sustain the Scholarship Fund. I encourage you to think of ways that you can support the GSBA Scholarship Fund, through the gift of volunteering your time, or hosting a celebratory fundraiser of your own." —MICHAL BLUM, RUBY SLIPPER CLUB DONOR, SPEAKING AT THE 2018 GSBA SCHOLARS DINNER

GSBA Donors

RUBY SLIPPER CLUB

The Ruby Slipper Club is the major donor club of the GSBA Scholarship Fund. Ruby Slipper Club members demonstrate their support for the Scholarship Fund by making a significant gift of \$1,000 or more per year. The 2018 annual Ruby Slipper Club Reception for major donors was held on October 2, 2018, at the Columbia Tower Club in Seattle. Ruby Slipper members receive a ruby slipper pin that identifies them as major donors.



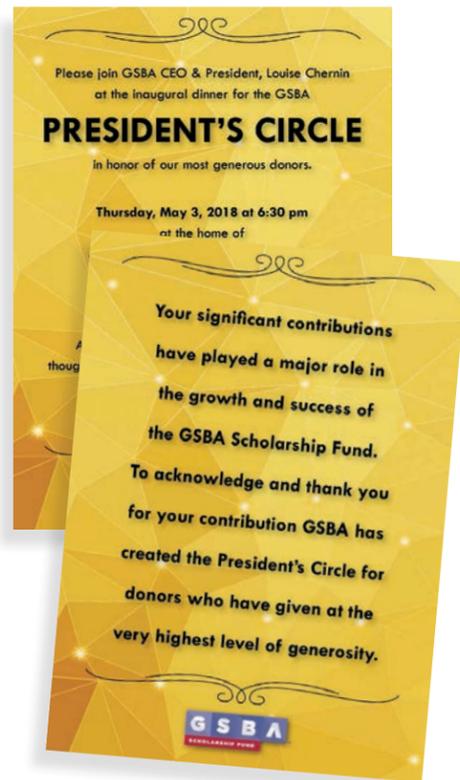
2018 EMERALD JEWEL CLUB

July 9, 2018 — Emerald Jewel Club members and their guests joined GSBA for an afternoon that included a 4-course lunch and entertainment aboard Holland America Line's luxurious *ms Oosterdam* cruise ship. The Emerald Jewels of the GSBA Scholarship Fund are those donors who have given a one-time gift or pledge to the Fund of \$10,000 or more. This amount represents a significant contribution to our ability to support our future leaders. Emerald Jewels can be identified by an emerald slipper pin.



2018 PRESIDENT'S CIRCLE DINNER

2018 was the inaugural year for the GSBA President's Circle Dinner. The President's Circle represents some of the GSBA Scholarship Fund's biggest supporters. Recognized by their diamond slipper pin, these donors have invested \$50,000+ in our future leaders. They are instrumental in supporting the longevity of the GSBA Scholarship Fund through their yearly contributions and continuous championing throughout the community.



2018 GSBA Scholarship Fund Donors

PRESIDENT'S CIRCLE DONORS

\$50,000 and above (Lifetime giving)
 Donald Benedict and Charles Higby Estate
 Carrie Carson **B**
 Linda Carson
 Ray Fernandez and Meade Thayer
 Kevin Gaspari **B** and Kent Thaelke
 Leslie Giblett
 Glenn Johnson and Michael Melancon
 Brian Lavery
 Carolyn Ockels and Steve King
 Sandy and Glenn Peterson
 Kendra and Jeff Petkau
 Steve Pline and Tony Paul
 Tina Podlodowski and Barcy Fisher
 Bob Rhodehamel and Dana Snyder
 John Wong **B** and Greg Combs
 Thomas Yetman **B**

EMERALD JEWEL DONORS

\$10,000+
 Linda and Elias Barzilai
 Chris Befumo **B C**
 Kathy Binder
 Debbie Bird
 Liam Blades
 Mathew Bockus
 Lonnye Bowers
 Louise Chernin **C** and Mary Klein
 CK Coles and Heather Coles
 Kara Costa
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“To all of those who are fortunate, and have worked hard enough to be in a position to run a business, to work in the business community, to earn a middle class wage or better. You all demonstrate leadership when you come together as a business association, and say “we’re going to use the economic privilege we have to make our community better, to make our state better.” —LT. GOVERNOR CYRUS HABIB AT THE 38TH ANNUAL BUSINESS & HUMANITARIAN AWARDS DINNER

2018 Legislative Agenda Summary

CIVIL RIGHTS

- Ban conversion therapy/reparative therapy
- Defend existing civil rights laws and oppose religious exemptions laws that would weaken them
- Invest in the economic development of LGBTQ communities, focusing especially on transgender people, people of color, and homeless youth
- Support the full recognition and inclusion of all LGBTQ people in all aspects of society, including in government identification documents, parental rights, healthcare, and public accommodations
- Count LGBTQ people in order to track health and economic disparities and effectiveness of programs
- Increase funding and support for LGBTQ seniors, particularly around housing needs
- Defend the rights of all people to have control over their own bodies, including a woman’s right to choose
- Support gun control efforts as both an LGBTQ and business issue
- Support I-940 and related efforts of the De-Escalate WA Coalition

ECONOMIC PROSPERITY

- Recognize LGBTBE certification in supplier diversity efforts and expand contracting opportunities for all minority communities
- Increase state support for tourism, particularly LGBTQ tourism and for the Washington Tourism Alliance’s self assessment
- Strengthen the voice of small businesses in the policymaking process at all levels
- Increase support for small business development, education, and technical support at all levels
- Oppose a jobs tax on Seattle businesses
- Coordinate and streamline regulations across scales
- Enact systemic, progressive tax reform at the state level to address chronic underfunding of critical services, including reform of the B&O tax on gross receipts
- Support efforts to make our region a more affordable place to live for both residents and small businesses

EDUCATION FOR ALL

- LGBTQ curriculum inclusion effort
- Support efforts making schools safe for LGBTQ students
- Preserving DACA and opening federal student aid to DREAMers
- Support increased funding for certificate, credential, and post-secondary degree programs



February 2, 2018 — GSBA celebrates as Seattle Mayor Jenny Durkan fulfils her campaign promise and announces members of the first ever Seattle Small Business Advisory Council. Many of the council's inaugural members are also members of GSBA.

- Joe Fugere, Tutta Bella
- Linda Di Lello-Morton, Terra Plata
- Tracy Taylor, Elliott Bay Books
- Elise Lindborg, Zippy Dogs
- Taylor Hoang, Pho Cyclo Café
- Joey Burgess, Queer Bar
- Molly Moon Nietzel, Molly Moon's Homemade Ice Cream
- Kamala Saxton, Marination
- Gail Stinger, Hawaii General Store
- Beto Yarce, Ventures

2018 GSBA Civic Engagement Reception

July 11, 2018 — GSBA was proud to organize the only pre-primary candidate event in our region focused specifically on the LGBTQ community. 304 civically minded guests, and 50+ candidates running for office came together to meet and discuss personal political issues face to face. The GSBA Civic Engagement Reception is a non-partisan event, and all candidates in each race were invited to participate equally. Candidates from King, Pierce, Snohomish, and Kitsap counties running in local, statewide, legislative, and judicial races were in attendance.



EVENT HOST & SPONSOR
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2018 GSBA Face-to-Face Candidate Forum

October 10, 2018 — A panel of GSBA members representing the breadth of our organization posed questions to candidates for some of the most important legislative races in our region. We heard where our future leaders stand on economic issues for the LGBTQ community.

Eli Allison (Repair Revolution), **Jaebadiah Gardner** (Onppoint Real Estate Services), and **Dana Savage** (Helios Law Group) shared with us their experiences as small business owners asked candidates about their ideas for economic development and justice in our state. **Barb Wilson** (Director of Government Relations, Vulcan) moderated the discussion with candidates for senate from the 26th, 30th, and 34th districts.



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GSBA Shows Up!

GSBA members, board, and staff advocated for LGBTQ and small business policies:

- LGBTQ Lobbying Day
- Tourism Lobbying Day
- Testified to King County on need to create strategy task force on gender identity and sexual orientation
- GSBA President & CEO Louise Chernin asked to join the Governor's 2020 Complete Count Committee, and the City of Seattle 2020 Census Committee
- GSBA President & CEO Louise Chernin appointed to the City of Seattle Police Chief Selection Committee

GSBA Support for Ballot Measures

- Initiative 1000
- Initiative 1639
- Initiative 940
- Seattle Families, Education, Preschool & Promise Levy
- Support for Tacoma Gender-Neutral Restroom Ordinance



In 2018 GSBA hosted several round table discussions with elected officials and key government entities.

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
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January 2018: Seattle City Councilmember **Teresa Mosqueda**

February 2018: Seattle City Councilmember **Debora Juarez**

May 2018: Seattle Office for Economic Development

June 2018: Advocacy 101 Workshop



July 25, 2018: Sen. Rebecca Saldaña, Sen. Marko Liias, Rep. Javier Valdez, and many community members interested in repealing I-200.

September 17 & 21, 2018: GSBA organized two community round tables with US Congresswoman **Pramila Jayapal** (WA-07) and US Congresswoman **Suzan DelBene** (WA-01), to discuss issues affecting the LGBTQ community and small businesses nationally.





“This is a large state and we have a lot of different constituents and a lot of different interests, and the fact that GSBA brings their resources to the work that we’re doing means that we can only be more successful.”
 —MONISHA HARRELL, BOARD CHAIR OF EQUAL RIGHTS WASHINGTON, 2018 GSBA COMMUNITY LEADER OF THE YEAR

Pride 2018

In June 2018, GSBA represented members and the LGBTQ community at more than a dozen Pride events around the region!

- Pride Asia
- Burien PRIDE Festival
- Pride Flag Raising at Seattle City Hall
- Pride Clean Sweep 2018
- SnoHomo Pride
- Skagit County Tulip Festival
- South Park Pride Picnic
- Business of Pride Awards
- Volunteer Park Pride Festival
- Seattle Trans Pride
- PrideFest Capitol Hill
- Pride Flag Raising at the Space Needle
- PrideFest Seattle Center
- Seattle Pride Parade
- Tacoma Pride Festival
- Seattle Latinx Pride
- Mariners Pride Game
- Sounders Pride Match
- Seattle Storm Pride Game
- Everett AquaSox Pride Night



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International Delegation

July 20, 2018 — GSBA was honored to receive a delegation of twelve LGBTQ activists and nonprofit leaders from around the world. Our visitors were in Washington as part of the International Visitor Program of the World Affairs Council and the U.S. State Department. The visit was part of the State Department’s Resilient Societies program on strengthening minority gender communities.

Our guests were interested in how GSBA, across its 37-year history has supported the LGBTQ community economically, and how support from the allied business community was built over the years. Our guests explained how they do their work in their countries, some of which have

stronger protections than the United States, and others which face additional challenges.

GSBA was pleased to hear that some of our previous efforts with Microsoft, IBM, and the GLAS Foundation in Bulgaria were successful and still have a positive ripple effect.

GSBA MEMBERS, BOARD, AND STAFF PARTICIPATED IN:

- March for our Lives / Women’s March
- Seattle AIDS Walk & Picnic / One Love Wedding Show

GSBA Director of Membership, Outreach & Engagement, Ilona Lohrey participated as a judge for the King County Executive Small Business Awards and the Ventures Pitching Competition

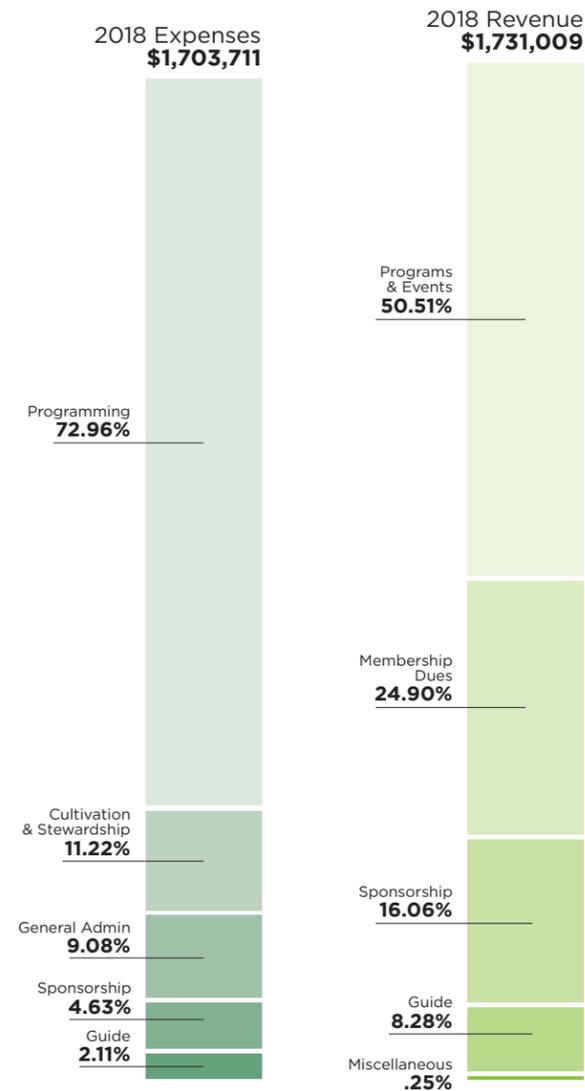


Income Statement

TOTAL CASH ASSETS

12/31/2017 12/31/2018
\$1,023,987 \$1,734,248

Net Revenue: **\$32,632**



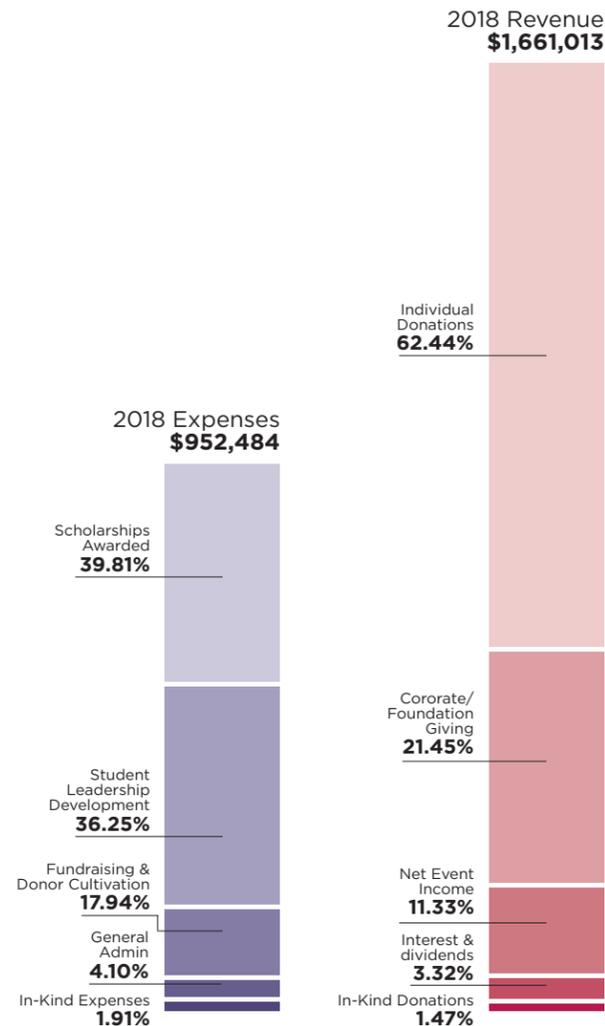
Income Statement

TOTAL CASH ASSETS

12/31/2017 12/31/2018
\$2,043,891 \$1,871,788

Net Revenue: **\$308,529**

Invested in
 Our Scholars: **\$400,000**



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