



2021 Annual Report

IN COMMUNITY, WE RISE





OUR VISION

Uniquely situated at the intersection of LGBTQ+ and family justice work, OFC is powered by community and inspired by a love of children and families, and a vision of a just society where we all belong and thrive.

We seek to create an inclusive and just world where all LGBTQ+ families and children have visibility and opportunities to thrive as valued participants in our schools, institutions, and communities.



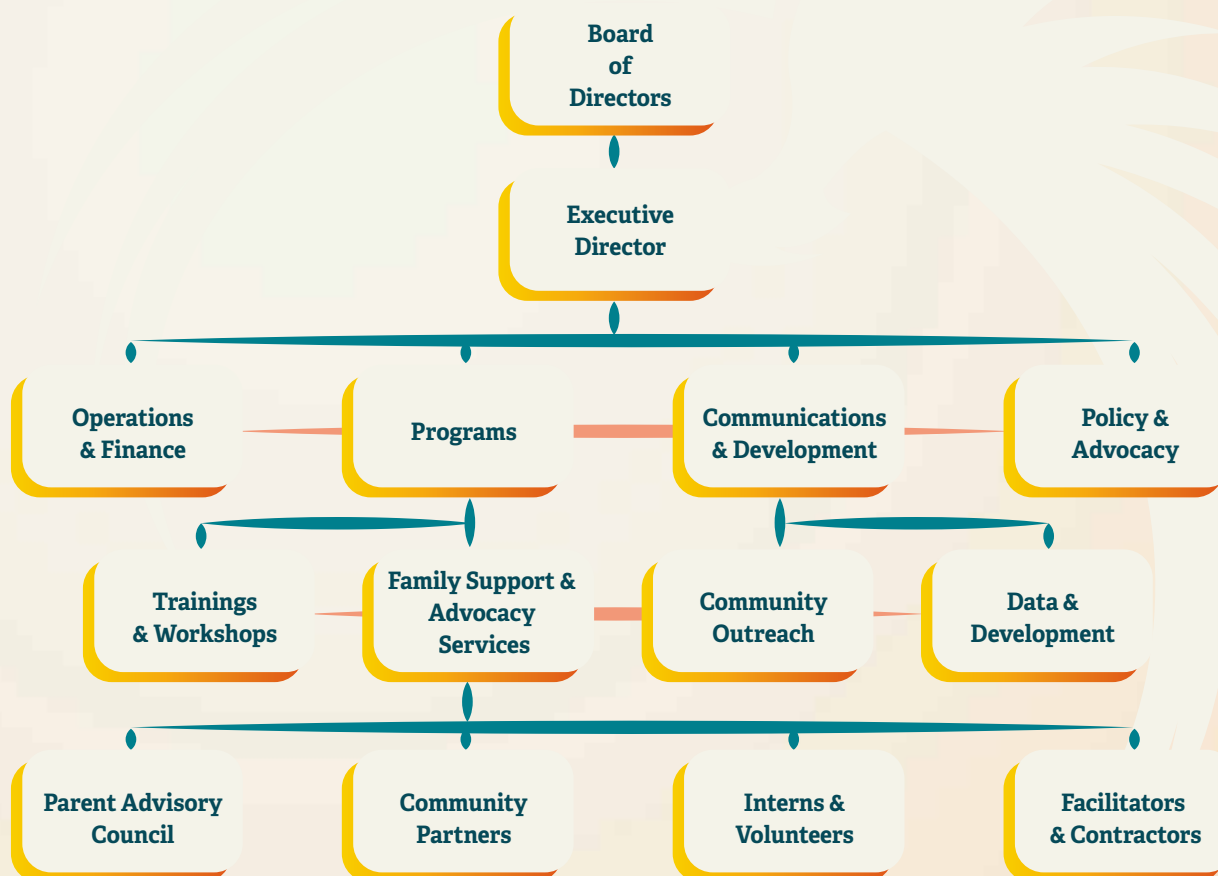
OUR MISSION

Our Family Coalition advances equity for the full and expanding spectrum of LGBTQ+ families and children through support, education, and advocacy.

OUR THEORY OF CHANGE

Our Family Coalition brings a unique and progressive voice of families to the LGBTQ+ movement. We cultivate community-based leadership among LGBTQ+ families and strong partnerships with our allies in California, to advance social justice and make our nation a more respectful and inclusive place for all.

OUR ORGANIZATIONAL STRUCTURE



OUR PEOPLE

Board of Directors

Lisa Fujie Parks Board Chair
Leroy Gaines Board Chair
Koko Lin Secretary
Ginna Brelsford Treasurer
Laura Valdez Member
Nick Resnick Member
Alexis Petra Member

Staff

Mimi Demissew Executive Director
Shareena Clark Ascher Programs Director
Jenny Raviv Development Director
Pauly Pagenhart Communications Director
Rick Oculito Education Manager
Krystal Dawn Peak Communications & Outreach Coordinator
Shari D'Aguilar Programs Coordinator
Anne Pinkney Programs Coordinator
Karlon Zee Programs Coordinator



2021 YEAR IN REVIEW

2021 represented a lot of major successes, as well as some incredible challenges that we faced and overcome. After all, 2020 had left Our Family Coalition, like many other organizations and people across the country, with a host of different obstacles. As a result, 2021 started with a lot of uncertainty around our future as a community and as an organization. We really had to pause and ask ourselves, “What can we do now to answer the call of our organization’s mission? How do we meet the needs of our community while maintaining the safety and morale of our staff?”



As a relatively new Executive Director at Our Family Coalition (OFC), I knew the first step for us was to strengthen and stabilize. And the best way to do that, I have learned over the years, is to first let go of the things that no longer serve us. Accordingly, we moved offices in January. That move allowed us to decrease our operating costs by 30% and support our hybrid schedules, while at the same time increasing our children’s space. If you think moving is hard, imagine a move that involved 10 different people working different schedules in order to maintain our COVID safety standards. Regardless of the many challenges the pandemic tossed our way, the amazing staff at OFC successfully completed the move well ahead of the end of the first quarter.

In 2020, we had launched a community needs assessment in partnership with Johns Hopkins University researchers. In 2021, we expanded this assessment to include LGBTQ+ families from across the United States. Our team contacted over 250 LGBTQ+ centers across the nation to invite folks to fill out our survey and to sit in during our focus groups. A lot of time and energy was spent in finishing this assessment, and rightly so: we must ensure that we continue to be community-driven in our programming and our advocacy, and we need to identify what matters most at this unique time in our history.



In the midst of a dramatically altered service-delivery environment, in 2021 we were still able to serve over 2,000 people, hold 40 trainings across the state, as well as host 22 events and 99 family support programs, both virtually and in-person. We also launched our child care space, a critical family support resource that can be used by community members and staff during weekday drop-in hours. While of necessity we moved everything online in March of 2020, by the end of that year, we realized that online services alone could not meet the needs of many of our community members. So, by July of 2021, we moved back to offering the option of in-person programming, in addition to continuing online programming. In September of last year, we held an in-person town hall at our inaugural Family CookOut event at Baker Beach. It was by far the best event that we held all year: a big, queer, family beach hangout with children of LGBTQ+-headed families playing catch on the sand.

As you can see, we have been incredibly busy working hard to meet the needs of LGBTQ+ families and children in every way we can. And while challenges persist, they are dynamic—as is our community. We continue to meet each impediment as an opportunity to learn and grow. The future looks bright from where I am sitting, with strength in our diversity and resilience as one community. Come to an OFC event soon and you'll see what I see: community, rising up.

Mimi Demissew



Executive Director





DIRECT PROGRAMMING & SERVICES HIGHLIGHTS

Parent Advisory Council

The PAC is a group that meets with OFC leadership to discuss issues facing LGBTQ+ parents and their children. In partnership with PAC members, OFC can better advocate on the most pressing policy issues facing our community.

First Statewide LGBTQ+ History Institute

After years of intensive work with the California Department of Education, we were able to ensure state monies were allocated to train teachers in effective LGBTQ+ history instruction - and take the lead on those trainings, statewide.

HiTech High Middle School in San Diego

Education Manager Rick Oculito worked with students to create queer-inclusive and acceptance projects for their school and was interviewed on their hugely popular podcast, "High Tech High Unboxed."

Panel at NYU

Rick also presented to a national audience about the importance of LGBTQ+ inclusive history, and how to implement it effectively in K-12 education, helping lift OFC's thought leadership in this area and establish national standards in LGBTQ+ curriculum and pedagogy at K-12 levels.



Queer & Trans Black, Indigenous, and People of Color Parents Group

This facilitated peer support group meets monthly and provides a safe space to for QT BIPOC folks to address issues that matter to them.

Community Drop-In

This group offers a friendly virtual or in-person space for any LGBTQ+ identified person to drop in for resource navigation assistance and to share highs and lows of their parenting and family lives.

Child Care

We now offer a twice-weekly opportunity for parents and caregivers to take a break, using OFC's office to do remote work while their child is supervised by a childcare professional.

OFC Family CookOut

Over 30 attendees came to Baker Beach to be in community with other LGBTQ+ families and listen to our Executive Director speak about where the organization is headed. We grilled up lunch and listened as families shared how their needs had shifted throughout the pandemic.

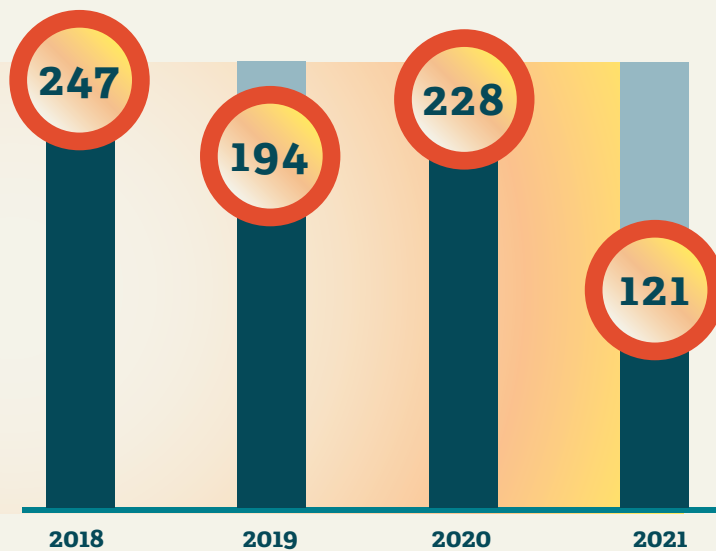




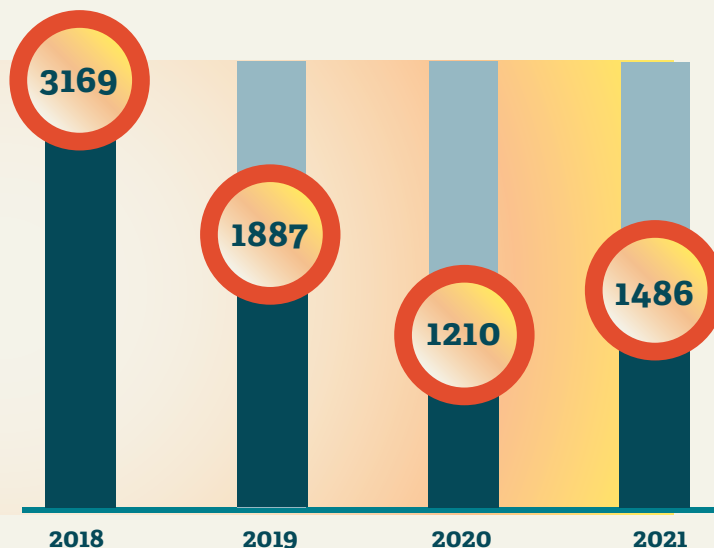
COMMUNITY NEEDS ASSESSMENT

In October of 2020, we launched a community needs assessment in partnership with researchers from Johns Hopkins. Our team developed an online survey and the researchers at Johns Hopkins conducted the focus groups. We spoke to hundreds of LGBTQ+ headed families in California. In 2021, we expanded our assessment to include LGBTQ+ families from across the country. We contacted hundreds of LGBTQ+ centers from across the United States to ensure that we captured as wide a range of LGBTQ+ family voices as we could to inform our policy advocacy and support work. In October 2021, we concluded the research-gathering phase and pivoted to analysis. We'll be releasing the findings later this year.

NUMBER OF EVENTS & PROGRAMS



NUMBER OF FAMILY PROGRAM PARTICIPANTS



POLICY & ADVOCACY

LGBTQ+ Advisory Committee

OFC rejoined the LGBTQ+ Advisory Committee for the San Francisco Human Rights Commission, maintaining a strong voice for families amid local queer politics in the city of San Francisco.

Statewide Policies



Education Manager Rick Oculto presented on a statewide panel with the State Superintendent of Public Instruction, Tony Thurmond, on legal responsibilities regarding Assembly Bill or AB 493, the bill allocating proper resources and training for LGBTQ+ inclusive K-12 instruction.



In partnership with California Work & Family Coalition, we worked to pass AB 138, which provides for a one-year extension of current State Wage Replacement rates, greatly expanding paid family leave options for all working Californians.



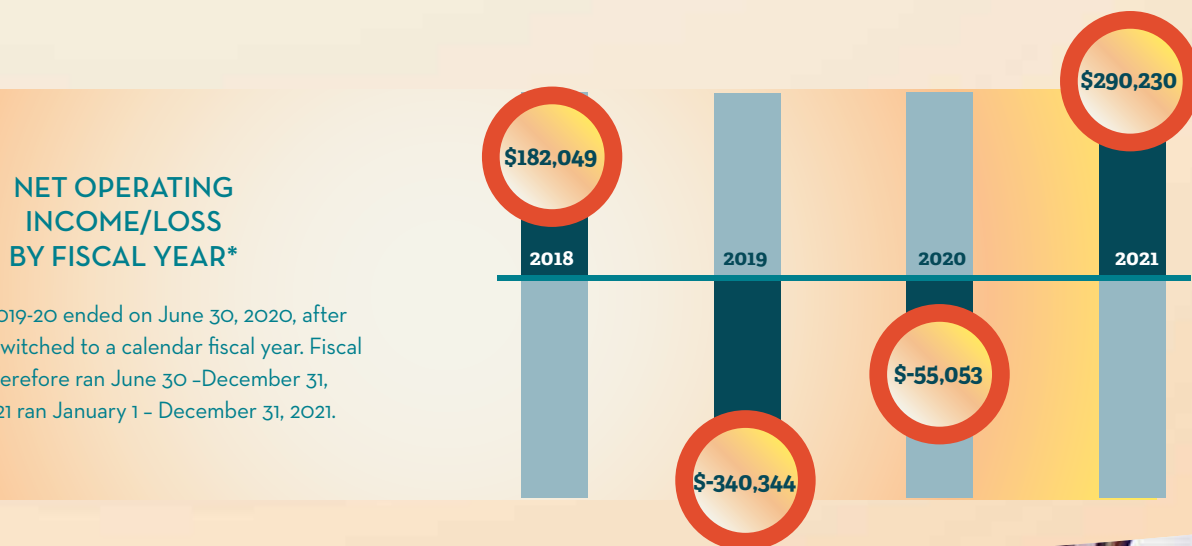
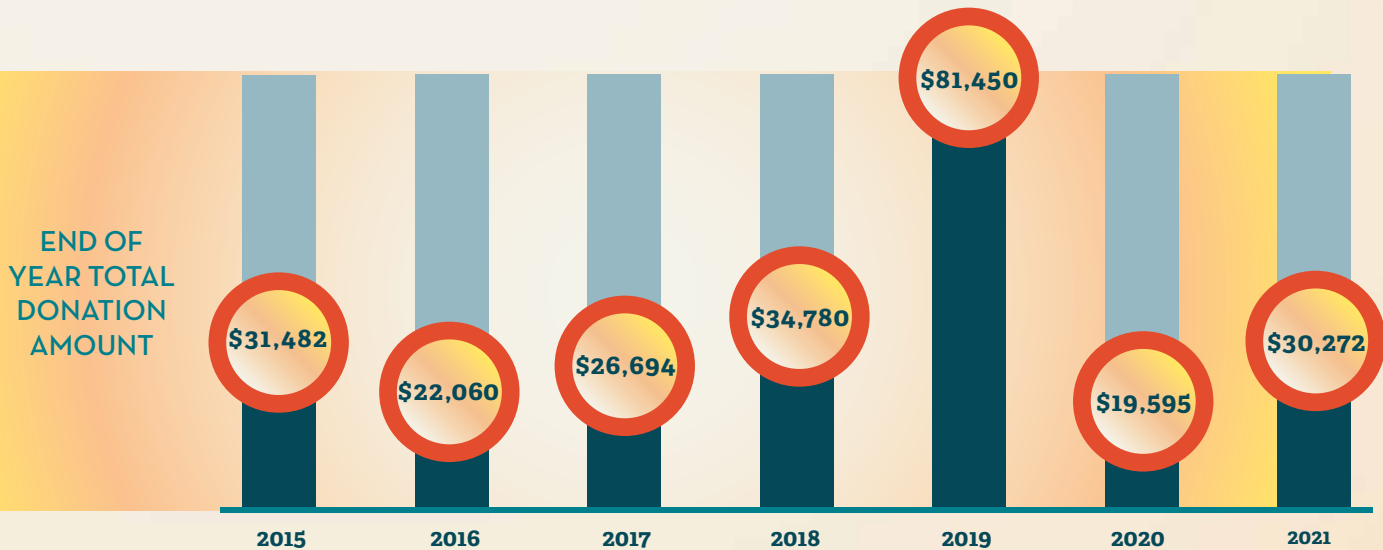
We also worked to pass AB 1041, the Chosen Family Act, in partnership with California Work & Family Coalition. This bill would enable Californians to determine for themselves the loved ones for whom they take caregiver leave. It passed out of the state Assembly in May of 2021 and now awaits a vote in the Senate.





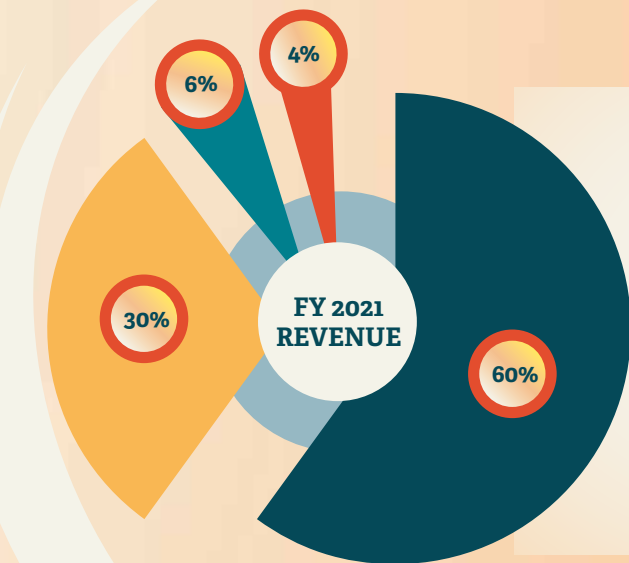
FINANCES & DEVELOPMENT

Not surprisingly, the pandemic hampered our fundraising in 2021, as in-person events were untenable and our community of supporters remained under strain. Our “Night Out” gala had to take place online again, and though attendance and donations were limited, the event provided us a golden opportunity to celebrate our community and a very unusual 25th anniversary year. We met historic funding shortfalls with heroic measures, and managed to close out the year on solid footing. Disciplined belt-tightening throughout 2020 and 2021, as well as much-needed COVID-19 relief funds, led to our finishing the year well ahead of budget projections.



* Fiscal Year 2019-20 ended on June 30, 2020, after which OFC switched to a calendar fiscal year. Fiscal Year 2020 therefore ran June 30 - December 31, 2020. FY 2021 ran January 1 - December 31, 2021.





FY 21 SOURCES OF REVENUE

- Private Foundations & Other Income
- Government Grants
- Fundraisers
- Individual Donations





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