

ANNUAL REPORT (2022-2023)



**Pride in Foreign
Affairs Agencies**

— glifaa —



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President's Message

It is an honor to present to you the 2022-2023 glifaa Annual Report. My sincere thanks to my fellow board members, our post representatives, volunteers, and members for your support this past year. As you'll see, we had many wins. In February, thanks to glifaa's advocacy and outreach and in close partnership with Amman post representative Christophe Triplett, glifaa convinced the Department to extend employment and healthcare benefits to same-sex partners of LE staff worldwide, including in countries where same-sex marriage is not recognized. In recognition of Christophe's contributions, glifaa successfully nominated him for the AFSA 2023 W. Averell Harriman Award. This award is presented to entry level officers who exhibited extraordinary accomplishments involving initiative, integrity, intellectual courage, and constructive dissent. Our post representatives are the backbone of our organization, so we extend a hearty thanks to those of you who have spent countless volunteer hours to advance glifaa's priorities.

On the policy front, we advanced same-sex spouse accreditation efforts, with a dozen countries moving to the "yes" column. We prioritized inclusion of trans and non-binary colleagues by developing policy suggestions, training materials, and navigating complex bureaucratic relationships within the Department. Thanks to our efforts, the Department established the Gender Identity and Expression working group to bring focus and resources to this area. We established productive relationships with key House and Senate foreign affairs oversight staff, adding glifaa member priorities (e.g., accreditation, EFM employment, trans and gender diverse workplace issues, etc.) to legislative discussions. We worked with MED to update medical clearance forms to include inclusive language. We encouraged MED to prioritize gender-affirming care and saw them broker arrangements with five DC-area gender-affirming care clinics, ultimately producing a published policy outlining the support MED can offer to Foreign Service families in this area, including facilitating fast track appointments at those clinics. Glifaa helped draft the Department's LGBTQIA+ data action plan and continued to press the Department to develop policies to issue no-fee passports with X gender markers. We are optimistic that this policy will be implemented at the end of 2023. As we worked with current employees, we took an active role welcoming new folks to the State Department, speaking with every orientation class about LGBTQIA+ life in the Foreign Service, and we spent countless hours engaged in multiple individual advocacy issues on matters such as medical clearance, surrogacy/adoption, immigration, and accreditation.

Turning more specifically to the needs of our family members, glifaa conducted outreach to posts and schools on behalf of individual families, and developed evidence-based training materials for several bureaus, thereby increasing our institutional capacity to promote the resilience and well-being of all EFM children. Glifaa helped the Bureau of Administration's



Office of Overseas Schools better advocate for the needs of LGBTQIA+ students, including those with disabilities. Our efforts increased inclusivity at American schools worldwide, promoted academic achievement and mental health, and reduced the risk of psychiatric medevac for this population. Drawing on the pre-State Department professional expertise of our Parent and Family Coordinator, glifaa trained the Office of Medical Services on ways overseas medical providers can deliver gender-affirming care. This training in turn contributed to Department-wide guidance for how health units are to build care and resource networks for LGBTQIA+ children, resulting in concrete improvements in pediatric health care access overseas. By partnering with the Global Community Liaison Office to offer a training to community liaison officers (CLOs) worldwide, we increased CLOs' ability to operate as stewards of EFM children's social and educational journeys. We conducted similar trainings for DEIA councils worldwide. Glifaa organized, and then moderated, the Department's first public roundtable highlighting the experiences of trans diplomats. By showcasing trans colleagues' personal stories, the panel increased viewers' ability to take the perspective of trans colleagues, built empathy, and furthered the Administration's mandate to promote trans inclusion in the workplace. We also advised the Foreign Service Institute's Overseas Briefing Center on ways to weave adolescent development research into a new zine series to help foreign service children (ages 11-15) adjust to life in a new country. Parents say the zines have increased their children's sense of belonging, helped them resolve conflict, and helped them adjust to new cultural contexts. Our efforts empowered entire offices to make the Department a healthier and more inclusive space.

We achieved this while also having fun through the events organized by our Social Director, including happy hours and hikes, sporting events and bowling excursions, and of course, our successful annual Pink Party. With the careful stewardship of our Treasurer, we remained within budget and funded a number of projects through our small grants program, advancing our organization's priorities across the world. The highlight of the year for me was the robust turnout of our senior leadership at the Capital Pride Parade and the amazing pre-party hosted and largely funded by glifaa member and ally, former acting Assistant Secretary for Public Affairs, Elizabeth Trudeau. Despite multi-hour delays and scorching temperatures, the Department's senior leaders stuck by us and marched the entire route. As I think back on the past year and look ahead to the future, I feel optimistic and grateful. Optimistic that we will continue to drive positive change for our members and grateful for the overwhelming privilege of leading our organization alongside an exceptionally capable and dedicated board.

Yours in Pride,

Lucia



2022-2023 Policy Priorities


The 2022-23 glifaa board prioritized accreditation of same-sex spouses, increased access to LGBTQIA+ healthcare, and diversity and representation at the senior ranks. Nearly 200 glifaa members participated in a January 2023 survey, which confirmed these three issues as top policy priorities. The survey comments also helped the board refine its approach and advocacy, and the board raised these issues in each interaction with Department of State leadership throughout the year.

I. Securing Accreditation of LGBTQIA+ Spouses and Family Members

As part of the Same-Sex Spouse Accreditation Working Group (SSSAWG), now led by Global Talent Management's (GTM) Office of Policy Coordination, glifaa continued its advocacy toward the goal of securing full accreditation for same-sex spouses and LGBTQIA+ family members at overseas posts. The SSSAWG met quarterly, and it included representatives from the regional bureaus, Office of the Deputy Secretary for Management and Resources (D-MR), Office of Foreign Missions (OFM), Overseas Briefing Center (OBC), and Office of the Legal Advisor (L), among others. The glifaa board also met individually with the regional bureaus and deputy and undersecretaries throughout the year, raising accreditation as the organization's top policy priority. Events Director Catriona Bullock asked Secretary Blinken about accreditation efforts at a Department-wide town hall meeting, and glifaa President Lucia Piazza raised it with U.S. Chiefs of Mission during their annual conference in Washington, DC.

There were several accreditation success stories over the past year, notably in the Middle East and South Asia. In these cases, top regional bureau leadership and respective Chiefs of Mission demonstrated steady, principled leadership by keeping full accreditation on the agenda and pressing countries to fulfill their Vienna Convention obligations to accredit the family members of U.S. government personnel overseas. Department principals, up to and including the Secretary, also raised same-sex spouse accreditation in their bilateral engagements. If nothing else, these success stories demonstrate that, while at times difficult, full accreditation for same-sex spouses is possible in even the most reluctant countries. About 70 percent of glifaa members who responded to the January 2023 survey said they were married or partnered. Those posts and bureaus that continue to prioritize accreditation will have more success in attracting LGBTQIA+ talent.

2023 Update: More than 50 countries still do not offer full accreditation, with insufficient workarounds in dozens of other countries



GTM published updates to its same-sex spouse accreditation matrix in June 2023, based on a worldwide data call. More than 50 countries do not offer accreditation with corresponding privileges and immunities for same-sex spouses and LGBTQIA+ family members of U.S. government employees assigned abroad. Dozens more offer some sort of workaround (e.g., long-term residence, member of household, or domestic employee visas), which in many cases may be untested or subject to change at any time. Many of the workarounds also do not provide privileges and immunities. At the end of the day, spouses of U.S. diplomats serving overseas continue to receive differential treatment based on their sexual orientation - this is a glaring inequity unique to our community, and it requires sustained advocacy to resolve.

Other countries do not permit the entry of transgender, non-binary, or gender non-conforming people. And certain countries maintain strict rules about visitors and workers with certain health conditions, including HIV/AIDS. Expatriates, including diplomats, living with HIV (even if undetectable) may be subject to expulsion if medical authorities discover evidence of their status. This can occur even when a patient is not being treated for the condition in question, as individuals may be tested without their knowledge.

***Post Info To Go* Resources: LGBTQIA+ Survey and Accreditation Matrix**

Information for LGBTQIA+ U.S. government employees and family members pursuing assignments abroad is more complete and accessible than ever before. The Foreign Service Institute's Overseas Briefing Center's (OBC) *Post Info To Go* intranet page includes surveys from more than 218 posts, with detailed community, safety, and health information specific to the LGBTQIA+ community. GTM's same-sex spouse accreditation matrix is now fully unclassified, so it is available for download on OBC's LGBTQIA+ information page as well.

State Department employees can access these *Post Info To Go* intranet resources via OpenNet, GO Virtual, and GO Browser. Employees of other U.S. government agencies and EFMs on official travel orders can access these resources by emailing PostInfoToGoExternal@state.gov to request a *Post Info To Go - External* account.




Glifaa board members and out U.S. Ambassadors at the 2023 Chiefs of Mission Conference.

II. Increased Access to LGBTQIA+ Healthcare

The board spoke with the State Department's Bureau of Medical Services (MED) and colleagues from other employee organizations to further our goal of expanding access to LGBTQIA+ healthcare.

With access to gender-affirming healthcare being restricted in many U.S. states, glifaa members and colleagues from across the Federal government voiced concern and asked what agencies could do to guarantee continued access to gender-affirming care. The board asked MED to provide additional training on this topic to its overseas providers. Recognizing that MED is a primary care provider overseas, and is not expected to have sub-specialty expertise to fully manage something like hormone therapy for gender affirmation, the board still believes that knowledge of basic care standards and interacting with patients in an affirming way (e.g., using correct pronouns) goes a long way - especially when those patients are EFM children. To that end, glifaa worked with MED on updates to its medical



clearance forms, removing gendered language, expanding the gender identity options, and allowing patients to select their pronouns and provide sexual orientation and gender identity (SOGI) information.

Gender-affirming care is a quickly evolving field of medicine, and most of the leading providers are U.S.-based. Most glifaa members who had sought out gender-affirming care for themselves or a family member in the past two years indicated that their providers were based in the United States. MED does regularly update a bidding tool, however, which catalogs locally available medical resources at overseas posts (e.g., whether there are specialty clinics, adult and/or pediatric endocrinology specialists, hormonal or other laboratory tests, availability of hormonal medication, etc.) and remarks on the quality of these resources. MED hosted a June 28, 2023 webinar with two outside experts on gender-affirming care, Bridget Pitcock NP and britt jones CSW, which provided an opportunity for glifaa members and others to learn about inclusivity in the U.S. healthcare system. MED also established a clinician-to-clinician consultative contract with a U.S. institution that will support providers in the field who need to respond to urgent needs or questions. More importantly, MED has relationships with five institutions in the Washington, D.C. metropolitan area, which have agreed in principle to fast-track appointments for Foreign Service families who are returning to the United States on home leave or R&R.

We also encouraged MED to provide increased support for our membership to confront existing threats to LGBTQIA+ public health, including by requesting a commitment to worldwide availability of HIV prevention (PrEP).

III. Diversity, Equity, Inclusion, and Accessibility (DEIA)

Glifaa remained at the forefront of DEIA efforts among employee organizations, at overseas posts, and within the foreign affairs agencies writ large. Other organizations, both internal and external, consulted with the glifaa board over the past year on everything from advocacy strategies to policy questions. The board met with most of the regional bureau DEIA advisors and was invited to speak to multiple bureau- and post-level DEIA councils.

One of the pillars of glifaa's DEIA strategy is its commitment to developing the next generation of U.S. government foreign affairs leaders. The board maintained a close working relationship with the Foreign Service Institute's Orientation Division, and spoke with each incoming Foreign Service and Consular Fellow class over the past year. At the invitation of glifaa member Clayton Bond, glifaa also spoke with the 2023 Rangel Fellows class as they began their summer internships on Capitol Hill. These presentations brought in dozens of new members, and more importantly,

helped our newest colleagues access information and hear perspectives about LGBTQIA+ life in the Foreign Service.

The number of openly gay men who serve as ambassadors increases each year, although there is still a lack of representation from other parts of the LGBTQIA+ community (and different intersectional identities within the community) at the most senior ranks. Ambassador Chantale Wong broke multiple barriers when she assumed duties at the Asian Development Bank in February 2022, and the glifaa board hopes that the White House will soon appoint out women and out people of color from the career service to ambassadorial positions. The board advocated with every member of the “D Committee” on this issue over the past year.

Voting Board Member Diversity Matrix

The 2022-2023 glifaa board has again decided to disclose board-level diversity statistics using the below template, in accordance with best practices for U.S. organizations. For the first time in glifaa’s 31-year history, a majority of voting board members were women.

Board Diversity Matrix (2022-2023)				
Total number of voting board members	9			
	Female	Male	Non-Binary	Did Not Disclose
Part 1: Gender Identity				
Voting Board Members	5	4	0	0
Part 2: Demographic Background				
African American or Black	0	0	0	0
Alaskan Native or Native American	0	0	0	0
Asian	0	0	0	0
Hispanic or Latino	1	1	0	0
Asian American, Native Hawaiian or Pacific Islander	0	0	0	0
White	4	4	0	0
Two or More Races or Ethnicities	1	1	0	0
LGBTQI+	9			
Transgender	2			
Did Not Disclose Demographic Background	0			

Additional demographics for our voting board members are reported below:

- Two voting board members were Civil Service employees.
- One voting board member was a contractor.




IV. Other Policy Issues

In addition to the three priorities discussed above, the board also spent considerable time pushing for progress on other issues that matter to glifaa members.

In perhaps the most significant personnel policy change for LGBTQIA+ employees over the past year, the Department decided to allow U.S. missions worldwide to extend benefits (e.g., health insurance, death benefits, education allowance) to the same-sex partners of LE staff and their children. Only 30-some countries worldwide allow same-sex marriage, so prior to this new directive most LE staff worldwide with same-sex partners were out of luck. This development demonstrates how leading by example and living our values is not just something the United States does for an external audience. There are no separate “internal and external” DEIA goals - they are both intertwined, and the former is essential if we want to have a chance at delivering on the latter.

Early in our term, the board determined that supporting our trans, non-binary, and gender diverse colleagues and family members constituted our most pressing challenge. Given the backlash against trans people in parts of the United States, it is important that we bring all of our organization’s resources to bear in fighting for their full inclusion within the foreign affairs community. Glifaa’s advocacy resulted in the creation of a GTM-led Gender Identity and Expression (GIX) working group, which brings together various State Department offices to discuss policies to better support our gender diverse colleagues. Neither glifaa nor any trans employees are represented on the GIX working group, and the board has registered its strong disappointment with GTM leadership over this decision. Thankfully, the working group has now agreed to hear from glifaa and trans colleagues on a more regular basis - a decision which reflects the indispensable nature of glifaa and its members as experts and people with lived experience on these sets of issues. Trans inclusion in the Federal workforce is a settled policy matter, so the board will continue to encourage members of the GIX working group to implement White House and OPM guidance on this issue by adapting it to the foreign affairs context.

The board also spoke often with GTM, Consular Affairs, and other offices about the X gender marker in U.S. passports. While Americans have had the X gender marker option on regular passports for more than a year, that option remains out of reach for public servants who receive no-fee (diplomatic, official, service, or military dependent) passports. While the X gender marker rollout is a major step forward for the traveling public, the board thinks that U.S. government employees traveling on orders or official business should also have the option to select the gender marker they want. The most logical long-term solution would be to do away with



the “sex” field on the passport, recognizing that the gender marker has little law enforcement value in 2023, when people can and do change their gender marker on official documents to correspond with their gender identity. Gender is no longer required on U.S. government security clearance background investigation forms, for example. While removing “sex” from passports would require multilateral negotiations, that is not a reason to abandon the idea altogether. The United States can and should continue to lead on these issues.

Restricting employees to binary gender options continues to create barriers to recruitment, hiring, and retention of non-binary and gender diverse employees. Executive Order 14035 of June 25, 2021 directs the heads of each agency to, among other things, “...include non-binary gender markers where gender markers are required in employee systems and profiles.” While some Department forms (e.g., medical clearance, security clearance) have been updated to include non-binary gender options or eliminate the gender field altogether, employee profiles and the majority of mandatory onboarding forms still require employees to select a male or female option. Several offices in the Department are working closely with OPM and other interagency partners to find a way to make these changes, and glifaa closely tracks this progress.

In addition to our broader advocacy efforts, the board also engaged with senior leadership and working-level contacts at the State Department, USAID, other U.S. government agencies, and U.S. missions abroad on behalf of dozens of individual members who brought concerns to our attention. This included advocacy to resolve medical and security clearance issues for employees and family members, accreditation issues for same-sex spouses, providing resources and information on U.S. immigration processing for same-sex spouses, and connecting colleagues with glifaa post reps and other community resources in their countries of assignment.



Glifaa members discuss policy priorities with Bonnie Jenkins, Undersecretary of State for Arms Control and International Security.

USAID and other Agencies Updates

The glifaa Vice President for USAID and other agencies served concurrently on the board of Gender and Sexual Minorities (GSM), USAID's LGBTQI+ employee resource group. The glifaa and GSM boards continued periodic check-in calls, which helped to deepen understanding of each respective board's priorities, to highlight issues of importance to the broader foreign affairs community, to share information between the two boards, and to elevate LGBTQI+-related issues facing USAID staff that are beyond the purview of USAID leadership (such as accreditation and benefits for locally employed staff). USAID employees are the second largest glifaa membership constituency after Department of State employees, and many of glifaa's USAID members also participate in GSM activities and initiatives.

Glifaa also continued its partnership with the Foreign Commercial Service and Foreign Agricultural Service (FAS), sharing bidding resources and information on same-sex spouse accreditation. Glifaa also added new members from the Millenium Challenge Corporation

and other agencies with a foreign affairs component, such as the Centers for Disease Control and Prevention (CDC). FAS launched a chapter of FAS Equality, an LGBTQIA+ employee group under the broader U.S. Department of Agriculture Equality group. Glifaa was proud to support this initiative by attending FAS's Pride Month commemoration. At the event, glifaa member Fred Boll (State FSO) delivered remarks about how U.S. foreign affairs professionals are "changing the landscape" overseas with respect to advancing human rights and LGBTQIA+ inclusion.




FAS Equality and glifaa members at Department of Agriculture headquarters for a Pride Month commemoration.

Post Representative Program Updates

The addition of a Post Representative Coordinator as a voting member of the Board of Directors contributed to the growth and expansion of this program in 2022-23.

A new online guide for glifaa post representatives helped clarify standards and expectations while consolidating ideas for adaptive programming, engagement, and advocacy, enabling overseas post representatives to be more responsive to the needs of



our membership. The guide's clarity, accessibility, and format has also strengthened recruitment efforts at both Department-wide and local levels.

Acknowledging their importance to our membership posted overseas, the board renewed its focus on recruitment of post representatives, which featured the return of an annual front-channel cable to encourage front offices overseas to prioritize identifying glifaa representatives. This push led to a nearly 20 percent increase in post representative incumbency and helped inaugurate glifaa chapters at 13 never before staffed posts, all of which has brought glifaa's worldwide total to 112 post representatives and counting!

Beyond recruiting more post representatives, the board has focused on ensuring those representatives are better equipped to serve their communities, convening special discussions on topics of concern to a variety of constituencies. These special discussions have covered LGBTQIA+ community engagement in restrictive environments, approaches to advocacy in more permissive environments, ways to support EFM children, strategies for securing healthcare benefits for same-sex spouses of locally employed staff, among other conversations aimed at developing the capacity of our post representatives. The board has also ensured post representatives have access to resources, including draft management notices, newsletter blurbs, decision memos, and other materials to make programming for the LGBTQIA+ community at post even more efficient, which combined with this year's expansion of small grant funding, has given our post representatives more tools than ever to fight for and support all parts of our rainbow.

Finally, the board is in the process of recruiting an intern to support post representatives by further consolidating resources and making them more accessible while better managing post representative rolls to reduce staffing gaps at post and to ensure continuous coverage and incumbency for our membership.

Parent and Family Member Updates

The Parent and Family Member Coordinator also joined the glifaa board in 2022-23 as a voting member. The coordinator liaised with and facilitated connections among Foreign Service parents of trans and gender diverse children, often on an individual basis. She also spoke with glifaa post reps across the world to provide resources and perspectives that will help glifaa members advocate for and include parents and LGBTQIA+ EFM in the glifaa community. A private Facebook group allowed parents to exchange resources and advice. Glifaa also spoke with the Family Liaison Office (FLO), OBC, and Office of Overseas Schools about efforts to support EFM children.

Social and Events

Pink Party

The annual Pink Party returned to the Chastleton this year in April 2023, and over a hundred glifaa members and supporters came out to celebrate. The modern day disco affair included cameos by Special Envoy to Advance the Human Rights of LGBTQI+ persons, Jessica Stern, and former Acting Assistant Secretary for Public Affairs Elizabeth Trudeau. The best-dressed competition, dance contest, and great tunes made for an unforgettable night. A big thanks to glifaa member Ryan Ubuntu Olson, who helped the board secure the venue, and all of our wonderful volunteers. We're already looking forward to next year's event!



Photos from the 2022-23 Pink Party.



The 2022-23 glifaa board at the Pink Party.

Capital Pride Parade & Festival

Glifaa shined at Capital Pride 2023 thanks to all of our members and volunteers who came out to the parade and festival. This year's parade was truly historic, as more than a dozen high-ranking State Department officials and Ambassadors marched alongside glifaa to show their support for LGBTQIA+ employees and commitment to advancing human rights globally. They even stuck with us through the heat and delayed start time, and we cannot thank them enough.

- **Amb. John Bass**, Undersecretary for Management
- **Liz Allen**, Undersecretary for Public Diplomacy and Public Affairs
- **Amb. Marcia Bernicat**, Director General of the Foreign Service and Director of Global Talent
- **Jessica Stern**, Special Envoy to Advance the Human Rights of LGBTQI+ Persons
- **Desiree Cormier Smith**, Special Representative for Racial Equity and Justice
- **Kelly M. Fay Rodriguez**, Special Representative for International Labor Affairs
- **Amb. Natalie E. Brown**, U.S. Ambassador to Uganda
- **Amb. Jessica Davis Ba**, U.S. Ambassador to Côte d'Ivoire
- **Amb. Michael Fitzpatrick**, U.S. Ambassador to Ecuador
- **Amb. Troy Fitrell**, U.S. Ambassador to Guinea

- **Amb. Eric Nelson**, former U.S. Ambassador to Bosnia and Herzegovina (and glifaa founder)
- **David Greene**, Chargé d'Affaires, U.S. Embassy Abuja
- **Gregory May**, Consul General, U.S. Consulate Hong Kong and Macau

Our charismatic volunteers on parade day and at the festival delivered stunning displays of queer diplomacy in action and helped inspire the next generation of LGBTQIA+ diplomats.



(From L to R: Amb. Eric Nelson, Special Representative Kelly Fay-Rodriguez, Special Representative Desiree Cormier Smith, Undersecretary Liz Allen, Special Envoy Jessica Stern, Undersecretary John Bass, Consul General Greg May, Ambassador Natalie Brown, Director General Marcia Bernicat, Glifaa President Lucia Piazza)



Other Social and Events News

June 2023 was one of our most active Pride Months in history. The glifaa board and members represented the organization at events around Washington, DC, including at Embassy-hosted receptions and networking events for foreign affairs professionals. We also partnered with the Atlantic Council on a successful happy hour at Kiki, spoke about LGBTQIA+ inclusion and representation at the invitation of the Belgian Embassy, and helped develop and promote well-attended webinars with outside experts on the Lavender Scare and inclusive healthcare. Members also enjoyed the night OUT at the Washington Nationals, as well as a special Pride night at the Washington Mystics when Britney Griner's Mercury were in town. We capped off the month by attending a reception at the State Department hosted by Secretary Blinken, where he delivered a speech on efforts to advance the human rights of LGBTQI+ persons abroad.

Volunteer and Intern Recognition

Thank you to our amazing team of volunteers who supported this year's events, including those listed below. The board sincerely thanks all who generously gave their time to the organization.

Marissa Trujillo	Jose Leandro	Benjamin Stevenson
Kat Pack	Seth Adam	Ramia Berlin
Michael Hanley	Mitch Dobbs	Alex Werner
Guy Duffner	Roya Ellis	Chris Marvil
Ayanda Francis-Gao	Kyle Hartwell	Jess Reliford
Tom Lugo	Brandon Macker	Dylan Hunziker
Anthony Navarrete	Jordan Chestnut	Jake Miller
Jeremiah Azurin	Lauren Truong	Sheridan Bahar
Dan Donahoe	Ronald Steinhoff	Moises Mendoza
Emily Wilkinson	Iain Deason	

Thanks also to our wonderful interns Jo Desmone and Genesis Boykin, who arranged multiple successful glifaa events, volunteered in additional roles, and made improvements to glifaa's website and communications.

Communications Update

Glifaa put out regular newsletters and social media posts to keep members informed about the board's advocacy efforts, professional development and networking opportunities, and of course the organization's social events and Pride month activities.

The board sends a huge thanks to glifaa member Woody Lin for his graphic design work on our fresh new logo. Like our last logo, this one symbolizes the global reach of our organization, its history, and our diversity. We wanted a way to keep our brand authentic, relevant, and accessible to all. New glifaa swag with the updated logo will be available on our Etsy store soon.



The board put out several public statements during the year, both to lay out our policy vision and to mark occasions like Transgender Day of Visibility and Pride Month. Department principals amplified some of these messages, including our statement in response to the November 2022 shooting at Club Q in Colorado Springs.

Events Director Catriona Bullock and Communications Director Andrea Arredondo also put on a successful, groundbreaking live webinar, *Trans in State*, which centered trans voices in diplomacy and highlighted the contributions of our trans colleagues. This event, broadcast on the Department's public streaming platform, reached a live audience of 600+ in more than 17 countries and is available [here](#). The Bureau of Global Public Affairs also featured a number of our colleagues on the State Department official Instagram for Trans Day of Visibility and Pride Month.

Financial Snapshot

The following financial statements are unaudited.

Reserves

Increases in our membership base have bolstered the organization's cash reserves. In response, the board of directors has approved greater outlays for small grant programs, representational functions, and a small storage unit. **Current reserves are \$49,828.40.**

2023 Budget

INCOME/REVENUE	
Member Dues	\$20,000
Merchandise	\$3,200
Pink Party Tickets	\$2,000
Miscellaneous	\$425
TOTAL	\$25,625

EXPENSES/OUTFLOWS	
Capital Pride	\$1,000
Representation and Advocacy	\$200
Pink Party	\$2,000
Community-Building Events	\$1,000
Contributions to LGBTQI+ Organizations	\$500
Small Grants Fund	\$11,000
Printing Costs	\$300
Merchandise	\$3,000
Website Design/Hosting	\$300
Member Planet	\$300

Harbor Compliance (Accounting Firm)	\$400
SDFCU Fees	\$25
Postage	\$25
Mail Forwarding Service	\$425
Slido	\$150
Canva	\$120
Social Media Promotion	\$200
Out and Equal Workplace Summit	\$3,500
Logo Refresh	\$1,000
Storage Unit	\$650
TOTAL	\$26,095

Spending Priorities

This year, the board approved new expenditures for representational, community-building, and small-grant programs. We ultimately funded 13 small grants totaling \$11,000. This year's projects include programs in Port-au-Prince, Ho Chi Minh City, Baku, Erbil, Athens, Santo Domingo, Kuala Lumpur, Abuja, San Salvador, Tegucigalpa, Seoul, Bratislava, and New Delhi.



Thanks to a glifaa small grant, Kay Trans – a Haitian shelter for trans people – provided a month-long cosmetology training for 20 shelter residents. Instructors taught shelter residents to style hair, including braiding, extensions, and other styles; perform manicures and pedicures; and apply makeup. As a result of this training, the shelter residents will be able to start small cosmetology businesses and support themselves in a sustainable way.

Income

We thank our expanding membership for our greatest source of income – your member dues. This year, membership dues are projected to contribute \$20,000 to our balance sheet. Proceeds from the glifaa Etsy shop (www.etsy.com/shop/glifaa) continue to provide a small amount of additional income supporting our programming while meeting our membership's (and allies') demand for glifaa swag. We remain grateful for dues contributions and donations from our members and friends. For those who subscribe to our free mailing list and also have the financial means to contribute, we would encourage you to become full members and lend your support to our organization's critically important work: <https://glifaa.org/joinus/membership/>



Sincerely yours,

The 2022-2023 glifaa Board

- Lucia Piazza, President
- Anthony Musa, Vice President for Department of State
- Jessica Morrison, Vice President for USAID and Other Agencies
- Brian Bolton, Secretary and Treasurer
- Seth Wyngowski, Policy Director
- Catriona Bullock, Director of Social and Outreach
- Andrea Arredondo, Director of Communication
- Daniel Buchman, Post Representative Coordinator
- Jessica Copeland, Parent and Family Member Coordinator



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