“We had been pushing on that door for so long. When it finally swung open, people stood there in momentary disbelief.” That’s how Equality Florida Executive Director Nadine Smith described the seismic victory after the U.S. Supreme Court’s *Bostock v. Clayton County* ruling. And we knew we had to forge ahead.

The 2020 *Bostock* ruling held that protections from discrimination based on sex include protections for sexual orientation and gender identity, and it recognized LGBTQ+ protections at the workplace and beyond. After so many years, inclusive nondiscrimination protections were finally achieved. But the question remained: Would Florida comply, or would it attempt to subvert the ruling?

The answer came when Equality Florida ally and an out member of the Florida Commission on Human Relations (FCHR), Monica Cepero, shepherded the FCHR to fully implement *Bostock* under Florida law. Equality Florida worked closely with Commissioner Cepero to ensure that FCHR, as the state’s civil rights enforcement agency, provides recourse in cases of discrimination based on sexual orientation or gender identity in employment, housing, and public accommodations.

Put plainly—we won. Floridians from Pensacola to Key West now enjoy full protection under Florida’s Civil Rights Act.

Our work now is to share this great news and safeguard our hard-won progress. We have embarked on a statewide campaign to let all Floridians know that they have access to these protections. Our progress also brings fierce backlash. In 2021, the Florida legislature passed the first explicitly anti-LGBTQ+ bill in 24 years, and our Governor has endorsed another attack on transgender youth for the upcoming legislative session. Extremists are descending on school boards and local governments across the state, hurling slurs at LGBTQ+ children and taking aim at inclusive education and multi-racial democracy.

Just as we always have, Equality Florida will relentlessly pursue a Florida built for everyone. If our victory in securing nondiscrimination protections statewide is any indication, we will prevail.
SUCCESS STORY

SILVER STATE EQUALITY

Thanks largely to Nevada State Senator David Parks, one of Nevada’s legislative giants, and an LGBTQ+ ally and champion, there are many foundational non-discrimination protections in place in the Silver State.

Over the years, legislators and advocates have worked together to make Nevada the best place to live for LGBTQ+ people. Last year, Nevada became the first and only state in the U.S. to remove discriminatory language in our state Constitution, through a ballot measure, that said marriage is only between one man and one woman.

In 2021, while many other states played defense against anti-trans legislation and other harmful bills directed at LGBTQ+ people, we were fortunate to have Governor Sisolak sign into law nearly 20 pro-equality bills focused on HIV modernization, LGBTQ+ inclusive data collection, multi-family adoption, inclusive school curriculums, single-stall bathrooms, HIV/STI testing, a bill that allows pharmacists to prescribe PrEP and PEP, and more.

Despite these achievements, we still have a lot of work ahead to ensure full-lived equality for all LGBTQ+ Nevadans. Therefore, in collaboration with our partners, we will now focus on legislation that requires health insurance to cover gender-affirming care, and we will champion legislation that requires the Department of Corrections to adopt standards and practices that ensure protections for inmates who are transgender. Silver State Equality remains steadfast in its mission to create a healthy, just, and fully equal world for all LGBTQ+ people.

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