

LIGHTHOUSE FOUNDATION

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Black Queer Equity Index





THE BLACK QUEER EQUITY INDEX



The BQEI Explained:

Living at the intersection of the marginalized identities of Blackness and Queerness, Black LGBTQ+ Chicagoans face risk factors for adverse health, economic, and social outcomes. The Black Queer Equity Index (BQEI) seeks to alleviate these factors by helping organizations live up to their values of anti-racism and equitable service of Black LGBTQ+ people.

Inspired by the Human Rights Campaign Foundation's Corporate Equality Index, the BQEI will define key measures of Black Queer equity to be applied industry-wide to entities serving Black Queer people, propose tangible recommendations for improvement, and provide tools to monitor

and measure progress. Creating a culture of equity and inclusion will increase employment opportunities, quality of life, and access to resources for Black Queer people, ultimately helping to mitigate risk factors facing Black Queer people across Chicagoland.

Our Plan:

1. Lighthouse Foundation has invited the following LGBTQ+ serving orgs to join the first BQEI cohort:

AIDS Foundation Chicago, Center on Halsted, Chicago House, Equality Illinois, and Howard Brown Health. These organizations are among the most influential and well-funded

LGBTQ+ serving institutions in Chicago. Together, they control a combined \$186 million in funding, which translates to 1,000+ jobs and tens of thousands served.

2. Create the Survey

Lighthouse Foundation partnered with the UIC Graduate Public Administration Capstone course, and the UIC Urban Studies Senior Capstone course to create the quantitative and qualitative surveys to collect information from the BQEI Cohort. We then convened an 11-member Advisory Council to provide input around content and data priorities for each survey based on their lived experiences as stakeholders in Chicago LGBTQ+ nonprofits and beyond.

This Advisory Council included independent experts and leading voices in activism, antiracism, social justice, public health and public policy, representing a wide cross-section of the Queer community. It also included Black and Brown Queer representatives from the five institutions that we are surveying who bring a wealth of lived experience, antiracism insight, diversity, equity, and inclusion training, and nonprofit management experience.

3. Lighthouse Foundation will convene an Equity Taskforce.

Lighthouse Foundation will convene a Black Queer Equity Taskforce comprised of respected leaders from philanthropy, social services, and Northwestern's EDIT Program, which is the Evaluation Data Integration and Technical Assistance program.

Together, this taskforce will interpret the

survey results and present participating organizations with an assessment of where they are on the indicators of equity for Black Queer people and recommendations for changes to implement in the next year. Lighthouse Foundation will publicly release the results with an opportunity for Q&A.

4. Expand Our Impact

Once organizations receive assessment results, they will have a year to implement recommendations and will receive a grade that year and each subsequent year on the implementation of the survey results and recommendations.

Each subsequent year, participating

organizations will be given a report card grade that will summarize the equity indicator assessment. Additionally, Lighthouse Foundation will invite new organizations to join the index and will continue to scale the BQEI to address other institutions within Chicago and beyond.



THE ADVISORY COUNCIL

Our BQEI Advisory Council is made up of representatives from top LGBTQ+ serving organizations in Chicago, Public Health and Policy experts, and social justice advocates. The Advisory Council has generated content and data priorities for the BQEI survey based on their lived experiences as stakeholders in Chicago LGBTQ+ nonprofits and beyond. Throughout the entire process, they also provide consultation and feedback.



TRACY BAIM

Tracy is co-publisher of the Chicago Reader newspaper, and co-founder and former publisher of Windy City Times. She has won numerous LGBTQ+ community and journalism honors, as well as written and/or edited 12 books. She founded the Pride Action Tank and the Illinois LGBT Chamber of Commerce. She was also co-vice chair of Gay Games VII in Chicago, and in 2013 was founder of the March on Springfield for Marriage Equality.



ANGELA E. L. BARNES

Angela is a corporate lawyer, a risk management and compliance professional, and a life-long southside Chicagoan. Angela has stood at the intersection of race, gender, and sexual orientation to help guide the strategic thinking and direction for organizations where she has proudly served as a member of the board of directors, including the Center on Halsted and Chicago Coalition for the Homeless.



ZAHARA BASSETT

Zahara has worked for the last 10 years to improve access to treatment and care for TGNC Communities and people living with HIV, and to erase discrimination through education, policy, advocacy, and visibility. She's served as Director of Development and external relations at Brave Space Alliance and started an independent initiative with Life is Work by developing fair housing and much needed resources for all TGNC communities of color on Chicago West & Southside.



CONSUELLA BROWN

Consuella Brown specializes in board development, facilitation, executive coaching, foundation proposal review, program development, and interim staffing. She has served as the VP for Strategy and Impact at All Chicago, Acting President and Program Director at the Woods Fund of Chicago, and as a Program Officer at the Grand Victoria Foundation. She also served in the Peace Corps as a volunteer, and an Associate Peace Corps Director for Administration in Swaziland and Zambia.

The Advisory Council Cont.



DERRICK C. DAWSON

Derrick is an Organizer/Trainer for Crossroads Antiracism Organizing & Training, and Co-Program Coordinator for Chicago Regional Organizing for Antiracism. Derrick served in the Navy as a broadcaster and journalist and worked for over 20 years as a corporate trainer for major law firms in Chicago. He facilitates clergy conferences for the Episcopal church, serves as a professional coach for Episcopal clergy throughout the U.S., and is a seminarian at McCormick Theological Seminary.



COLEMAN GOODE

Coleman brings eight years of policy work experience and has developed a passion for helping marginalized communities achieve full health equity. Coleman also brings to his work the shared experience of homelessness, living with mental illness, and recovery from substance abuse. He has been living with HIV since 2006 and seeks to build institutions that not only recognize Black humanity, but maximizes the individual and collective liberties of Black people.



SERETTE B. KING

Serette has a long-standing career in health and wellness services for minority and LGBTQIA communities. In addition, Serette is also an accomplished event curator, producing world class events with his company Zoliy Productions. For over a decade, he's worked with Life 4 All, his own nonprofit that seeks to achieve health equality through affirming primary care resources, HIV/STI prevention services, education, and community programming, and events.



REYNA ORTIZ

Reyna Ortiz is proud Trans/Two spirited woman who was born and raised in Chicago. She is an advocate, activist, and author fighting for the rights of the Trans and Gender non conforming community. Reyna works hands on with her community, providing vital resources and has dedicated herself to building and working with her Trans community. Reyna is passionate about educating and enlightening society on the realities of her beautiful and resourceful community.

The Advisory Council Cont.



MORGAN SHERM

Morgan was born and raised on the Southside of Chicago. She discovered a passion for media and radio in high school. That led her to work with iHeartmedia, Radio One, and television production. Today, Morgan acts as an activist by advocating for others like herself. Coming out as transgender at the age of 30, her professional life shifted. After unlearning her own isms, Morgan has focused on helping Black and Brown transgender/queer/disabled people fighting to survive.



JOSHUA TRAVIS

Joshua serves as Executive Director of the Chicago Black Gay Men's Caucus, which advances health equity among Black gay, bisexual and same gender loving men by developing community-centered leadership and innovative programs. Throughout his life and career, Joshua has learned that grit and courage are necessary attributes we all must develop in order to simply survive, let alone thrive. Joshua has built a career supporting national nonprofits including the Alzheimer's Association, Children's Home & Aid, and Youth Guidance.

THE BUDGET

As we look ahead to continuing the work of the BQEI, we anticipate that the scope of the project will double within the next year. This means that our anticipated budget will double as well. Our goal is to match that growth of expenses so that we can continue to successfully support Black Queer Chicagoans in the workplace through this survey.

2021 Budgeted Income

In-Kind*	\$26,656
Grants, Donations, & Member Dues	\$123,500

TOTAL INCOME	\$150,156
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2021 Budgeted Expenses

Technology & Marketing	\$8,636
Administration	\$10,700
In-Kind*	\$26,656
Programming Staff	\$103,075

TOTAL EXPENSES	\$149,067
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*Research by two UIC Capstone student groups, \$27.20 per hour x 7 people (4 graduate 3 undergraduate) x 10 hrs/week for 14 weeks

2022 Budgeted Expenses

Supplies	\$3,000
Technology & Marketing	\$8,636
Administration	\$20,000 <small>87% increase</small>
Programming Staff	\$216,550 <small>110% increase</small>

TOTAL EXPENSES	\$248,186
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DONATE

Please visit the "Donate" page on our website:

www.lightfoundchi.org/contribute





OUR FUNDERS

We would like to thank the following funders for their help in making the BQEI possible:

