AUSTIN LGBT CHAMBER

2020 IMPACT REPORT
2020 has been one hell of a year.

Looking back at the events of 2020, I burst with pride. When the pandemic began, this organization’s first and immediate concern was for the safety and success of our members. Quickly pivoting to an all-online format, Chamber programming content adapted and ramped up, our staff working day and night to provide and connect our membership to resources that would help them weather this storm. And you responded – at the end of the year, our membership is up, our organization is healthier than ever, and we’re poised to make an even bigger impact on our community in 2021. Over the last seven years on the board, I’ve been privileged to watch this organization grow from a local lunch-and-learn org to a powerhouse of business advocacy.

In those early board meetings, we talked about who was going to get the PA out of storage for the next luncheon and how much to charge per plate. Now, we discuss how we impact the health and wellness of the LGBT community, improving workplace conditions for LGBT people in Fortune 500 member businesses, cultivating the next generation of LGBT business leadership, supplier diversity, and how we’re working to shape local and statewide legislation. I’m immensely proud of the progress that has been made and cannot wait to see the new heights this Chamber will reach in the future. Thank you for your continued support of our Chamber and its important work. By you and for you are we able to continue to empower and connect the LGBT business community and its allies.

Chase Kincannon
2018-2020 Board Chair
Less than one year into my tenure, the pandemic hit. The pandemic hit the brakes on the whirlwind of recent break-neck Chamber growth. We went from super high-paced growth in terms of membership, engagement and partnerships, with five new member-led committees offering a new way to reach each other and the community to a complete shift. We immediately flipped the script and went into full-service mode. Answering hundreds of member calls and emails, providing information on funding and health resources, we worked with elected officials to advocate for financial assistance at both the local and federal levels. It’s the core of what Chambers do.

I won’t lie; it was a gut punch whenever we learned of a member, no matter the assistance available to them, that was just unable to remain open. Like all of you, we found quite moments to cry, we adapted our model, and we got to work repairing our community.

As we look toward 2021, we will continue to support increased opportunities for LGBT entrepreneurs, from implementation of LGBT-inclusive policies, to increasing supplier diversity, studying LGBT economic impact data and workforce leadership opportunities, and so much more. As 2020 closes, there is one thing we learned from this historic experience – we are all in this together, and together we are stronger.

Tina Cannon
PROGRAM SPONSORS

ELIZABETH CHRISTIAN
PUBLIC RELATIONS

SXSW

FACEBOOK

Kerbey Lane
CAFE

PIMCO

Your Global Investment Authority

680%
Increase in core sponsors in the past
12 months!
2020 BOARD MEMBERS

Board Chair-Chase Kincannon
Capital Strategies

Secretary-Natalie Lynch
Lynch Law Firm

Treasurer-Adam Milne
Texas Independent Ins.

Incoming Chair-Valerie Salinas-Davis
Salinas-Davis LLC

Board Member-Kyle Adamski
Apple

Board Member-Reese Baloutine
Seedlings Gardening

Board Member-Nico Ramsey
Velocity Credit Union

Board Member-Becky Arreaga
The Arreaga Agency

Board Member-Rachel Rosen
S.P.A.R.K.

Board Member-Hunter Coleman
Raymond James

Board Member-David Colligan
City of Austin

Board Member-Jason Mikell
KVUE

Board Member-Driedre Walsh
Silicon Labs

Board Member-Joshua Kettler
RSM
COMMUNITY SPONSORS

LGBT BUSINESSES CONTRIBUTE $1.7 TRILLION TO THE U.S. ECONOMY.
Established in 1997, we are Central Texas’ home for LGBT and allied businesses and organizations. We work to create and support a vibrant and prosperous regional economy strengthened through the full participation of diverse local communities. We represent hundreds of small business, corporate, and nonprofit members who share the values of promoting equality and diversity in the workplace.

“As a new entity in Austin, it is important for us to align with organizations that have a significant amount of influence. As such, we are proud members of the Austin LGBT Chamber”

Andy Loughnane,
President – Austin FC

MEMBERSHIP

Established in 1997, we are Central Texas’ home for LGBT and allied businesses and organizations. We work to create and support a vibrant and prosperous regional economy strengthened through the full participation of diverse local communities. We represent hundreds of small business, corporate, and nonprofit members who share the values of promoting equality and diversity in the workplace.
## OUR MEMBERS

<table>
<thead>
<tr>
<th>Austin Pride Toastmasters Club</th>
<th>Amy R. Cook, CPA</th>
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<tbody>
<tr>
<td>Out Youth</td>
<td>Austin Art In Public Places</td>
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<td>The Great Outdoors</td>
<td>Chase Kincannon</td>
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<td>Austin Gay and Lesbian Pride Foundation</td>
<td>PFLAG Austin</td>
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<td>Stonewall Democrats of Austin</td>
<td>Crunch Consulting LLC</td>
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<td>Oilcan Harrys</td>
<td>Life in the City UMC</td>
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<td>Hausman Chiropractic</td>
<td>aGLIFF</td>
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<td>San Antonio LGBT Chamber</td>
<td>Lesbian &amp; Gay Peace Officers Association</td>
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<td>therepubliq</td>
<td>Hand &amp; Stone Massage &amp; Facial Spa</td>
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<td>Gusto Italian Kitchen + Wine Bar</td>
<td>Piazza Center for Plastic Surgery</td>
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<td>Worthpointe LLC</td>
<td>Launch Pad Job Club / Leap to Success</td>
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<td>Alfred's Catering</td>
<td>OutBranding Promos</td>
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<td>Austin Police Association</td>
<td>Bill Dunham REALTOR</td>
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<td>Richard Segal</td>
<td>Edward Jones Investments</td>
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<td>Austin Gay Men's Chorus</td>
<td>MITCHELL GOLD + BOB WILLIAMS</td>
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<td>Hilton Austin</td>
<td>Owen Psychology</td>
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<td>Barnett &amp; Garcia, PLLC</td>
<td>The Fowler Law Firm PC</td>
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<td>Elizabeth Brenner, Attorney at Law</td>
<td>Greater Austin Black Chamber</td>
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<td>Capps Law Firm, PLLC</td>
<td>Greater Austin Hispanic Chamber</td>
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<td>PostNet - Far West</td>
<td>Austin Young Chamber</td>
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<td>CHA Law Group, PC</td>
<td>Austin Regional Clinic</td>
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<td>Softball Austin</td>
<td>Midtown Independence Title</td>
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<td>Log Cabin Republicans of Austin</td>
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<td>Synergy Plastic Surgery</td>
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<td>Recovery Alliance of Austin</td>
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<td>Clement’s Paint &amp; Decorating Inc.</td>
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<td>Domain Realty LLC</td>
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<td>Adam Milne</td>
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<td>Ellen R Shaffer, CPA, LLC</td>
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<td>Luxury Auto Works</td>
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<td>Sellers Underground</td>
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<td>Housing Authority of the City of Austin</td>
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<td>A-Tex Shredding Inc.</td>
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<td>Visa Inc.</td>
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<td>Capital Metro</td>
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<td>Rain on 4th</td>
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<td>Bennu Coffee, LLC</td>
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<td>Garrett Digital</td>
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<td>Broadway in Austin</td>
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**45% Increase in New Members 2020**
OUR MEMBERS

El Alma
El Chile Group
El Chilito
Yuyo
Sara Shalvey
Austin Public Library
Prima Dora
Kind Clinic
Stefanie Collins
Sophie's Bake Shop
Daniel's Plumbing
LBJ Wildflower Center
Sun Dragon Martial Arts NFP
Traveling Photo Booth
RSM US LLP
Elizabeth Christian
Paychex Inc
Guerrero & Whittle, PLLC
QWELL
Community Foundation
Truluck's
City of Austin Parks and Rec
Texas Farmers' Market
Steven Tomlinson
Workforce Solutions

Lawyer Referral Service
Crema Bakery & Cafe
Hill Country Therapy
Nutrition and Fitness Professional, LLC
Presidio Group, Realtors
People's Community Clinic
Alliance Abroad Group
InterContinental Stephen F. Austin
Revolutions Bookkeepers
KMFA Classical 89.5
Austin Custom Builders LLC
Excel Global Partners
Britton and Britton Insurance Services
PL&D/ Patrick Landrum Design
Velocity Credit Union
Physicians Premier Emergency Center
Romano's Macaroni Grill
Kyle Adamski
Teresa Lautzenvilla
Eaton Fine Art, Inc.
Fossil Knob Ridge
Ashley Bego
Highland Lakes Equality Center
Tony Tovar Spark
Alzheimer's Association

Avita Pharmacy
R/GA Austin
American Red Cross
Wag Heaven Pet Supplies
Optimal Balance Center
Austin Opera
Jason Mikell
BALCONES DENTAL
DDS
Seventh Scout
Happy Hemp Industries
Established Sartorial
Ameriprise Financial
Starlite Recovery Center
Salinas-Davis LLC
Waterloo Greenway
Kris Dobbs-Otto
Hunter Coleman Financial Planning
Cody Jonas
Austin Classical Guitar
SharpeVision MODERN LASIK
Apple
Takao Nonaka
Celeste's Natural Kitchen
Buck Dodson Coaching
OUR MEMBERS

Saxon MD
Genuine Joe Coffeehouse
Robert McGee
DKD Energy
Chad Cook
Firefly Agency
Greater Austin Asian Chamber
Houston LGBT
North Texas GLBT Chamber
Parco Protective Backpacks
Diggio
Netspend
Austin FC
Capital Brain and Spine
The County Line
Austin Asian American Film Festival
MezzeMe Turkish Kitchen
SignatureCare ER
Wondercide Natural Products
Panoramic Voices
SOAL Technologies
Jason Stanford
Buie & Co.
David King
Ricardo Boulware
KOOP Radio 91.7 FM
Richard's Rainwater
Downtown Austin Alliance
HOUSE & HOME REALTY
Departure Lounge
Harrison Insurance Agency Inc.
Lyft
Texas Gas Service
Austin Energy
Kerbey Lane Cafe
The Arreaga Agency
Hahn Public
Paul Flamer
Trust Bank
Jan Jackson, Attorney, PLLC
The VORTEX
Nielsen Law PLLC
Luxe Dental
Austin Spurs Sports
United Way Austin
Mir Care Consultants, Inc.
Facebook Inc.
Elysian Plastic Surgery
Ernst & Young
Strong Family Alliance
Texas CEO Magazine
Victor Celania
Punch Bowl Social Austin
Healthworks Ergonomics
Lorenz & Lorenz, L.L.P.
Sage Recovery Austin
Kirker Davis LLP
Movability
Stensland Strategies
Canopy by Hilton Austin Downtown
Gonzo Strategy Austin, LLC
United Way for Greater Austin
Texas Physical Therapy Specialists in Bee Cave
Activate Architecture
Source Spring
Blanton Museum of Art
Abraham Veterinary Clinic
Austin Community College
Savrick, Schumann, Johnson, McGarr, Kaminski & Shirley, LLP
2020 NEW MEMBERS

VCFO
Gonzo Strategy Austin
Pure for Men
Texas Physical Therapy
Activate Architecture
City of Austin
Source Spring
Stensland Strategies
Blanton Museum of Art
Texas Mutual
Abraham Veterinary Clinic
The Iron Bear
Chaz Ramirez
Echelon Advisors
Communities for Recovery
Pride Socks
The Bingham Group
Hill Country Ride for AIDS
Zack Breeding
Dumonts
Pelletier for Hire

Ground Floor Theatre
Tito’s
Call Management Resources
Sphere Realty
Danielle Skidmore Consulting, PLLC
Bravo Counseling
Andrew Guerrero
Legend & Ko.
PeopleFund
Transgender Education
Network of Texas
Michele Warren
Authentic Impact
NESLITOURS
Perkins and Will
The Twisted Tulip
The Body Academy
Patrick Pinnell
Nu Edge Realty

Medicine In Motion
AT&T
Austin Board of Realtors
Austin Oaks Hospital
Charles Schwab
Total Restoration of Texas
Treehouse Locators
Animal Advocates - Joel Walsh Realtor
SAM J HOLLOWAY GROUP
The Modern Coaching
Investor Alliance Group
R. D. Inc.
Rizse Inc
Project Transitions
Jennifer Lennarz
ZenBusiness
Tadd S. Lazarus, MD, LLC
Cicada Lighting, LLC
Tiepolo Custom Homes
Karim Shallwani

ALIVE Industries LLC
Wishing Horse Productions
BrandSafway
Dell Inc
The Shefman Law Group
Hummingbird EcoCleaning
Cyber Warfighters Group
Lifeworks
Wheelhouse Lifestyle
Sophia Makris
McGinnis Lochridge
Upwork
George P. Johnson Marketing
Silicon Labs
FJG Advertising
Alzheimer's Texas
Rethink Wealth
Parade Pediatric Speech
Deitchle + Simone Law Firm
Charles Schwab
Scissor Sisters Hair Show
2020 EVENTS

This year, the Austin LGBT Chamber did not let Covid-19 slow us down. Chambers are all about networking; in normal years, we fill the calendar for our members to network, connect, and learn from one another. This year we had to kick into overdrive.

Our members needed more, so we delivered.

We hosted over 96 webinars, events, and programs. We reached over 112k viewers in less than 9 months! We were with our members at every turn. In turn, they stuck with us. So we are calling 2020 a huge win.

Check out our calendar for 2021; we are getting started early!
The Austin and Nashville LGBT Chambers of Commerce joined together to bring you “Pride in Local Music” presented by Dell Technologies, a one-night-only Livestream event celebrating the rainbow heartbeat of two great cities known for music. We raised funds for LGBTQ+ artists in Austin through the Health Alliance for Austin Musicians and in Nashville through the Music Health Alliance.

Go see for yourself: www.prideinlocalmusic.org
Advocacy

The 1,000+ LGBTQ and Allied businesses of the Chambers speak with one voice. We call upon our local elected representatives to introduce or support legislation that supports diversity in the workplace and opposes discrimination. We know when business thrives in Texas, people prosper. For this to happen, all Texans must be included and respected.

- Economic development
- Education
- Healthcare
- Transportation
- Local government
- Public safety

OUT to Vote Early, an initiative created by the Texas LGBTQ Chambers of Commerce, is a nonpartisan coalition. OUT to Vote Early seeks to educate and motivate people to vote early.

www.texaslgbtqchambers.com

Pride Across Texas is an LGBTQ+ virtual networking event as big as Texas itself! Combined, Texas LGBTQ Chambers of Commerce have more than 1,000 members.
COMMITTEES

One of the best ways to get involved and expand your network is through our committees. We work together to solve problems and impact change in our community, from advocating business policies to events and so much more!
Advocacy
This committee researches ordinances, regulations, and propositions at the local, state, and national levels that will impact the LGBTQ business community.
Chair: Valerie Salinas-Davis

ERG Roundtable
Developing new Employee Resource Groups that provide a forum for education and awareness supporting the professional growth of LGBT individuals. ERGs foster a safe environment within companies and businesses for individuals to be authentic in the workplace.
Chair: Cody Eastman

Ambassador Committee
Ambassadors are Austin LGBT Chamber Members committed to welcoming new members and strengthening the bonds of membership!
Chair: Adam Milne

YPP
Young Professionals with Pride is a networking group for the young and the young at heart. Our mission is to empower and strengthen the Young LGBT and allied professional community in Austin through networking, community outreach, and education.
Chair: Nico Ramsey
Business Academy
A resource for business members from large to small! The Business Academy offers expert-led panel discussions on best practices in such areas as branding/marketing, business finances, IT/cybersecurity, supplier diversity, and more. Chair: Josh Kettler

Supplier Diversity
This group works to increase programming and growth in the number of certified LGBT Business Enterprises through education and resources while delivering more training vital for certified businesses. Chair: open opportunity

Health & Wellness Committee
This committee maps out strategies to convene healthcare providers to impact the health and wellness of LGBT Austin. We focus on employee wellness and healthcare advocacy at the local, state, and federal levels. Chair: Rich Segal

Art
This committee creates space for artists of all genres, both in terms of their art and public policies promoting support of the arts. The members of this committee work to further elevate a sustainable creative culture in Austin. Chair: Todd Hogan-Sanchez
Advocacy: Chair: Valerie Salinas-Davis (University of Texas at Austin), Chase Kincannon (MassMutual Southwest), Tina Grider-Cannon (Chamber Executive Director), Jimmy Flannigan (Austin City Council), Deirdre Walsh (Silicon Labs), Jackie Padgett (Silicon Labs), Gary Schumann (Savrick-Schumann Law), Dana Harris (Greater Austin Chamber of Commerce), Zach Breeding (Capitol Area Council Boy Scouts of America), Christopher Hamilton (Texas Health Action), Reese Baloutine (Seedlings Gardening), Hunter Coleman (Raymond James Financial), Colton Carlson (Nu Edge Realty), Michael Hendrix (Hendrix and Associates Lobbying), Rich Segal (Freelance Meteorologist), AJ Majd (Embrace Austin), Adam Milne (Texas Independent Insurance & Risk Management)

ERG: Chair: Cody Eastman (George P. Johnson Experience Marketing), Co Chair: Rachel Rosen (S.P.A.R.K.), Heather Venard (Silicon Labs), Casey Meadows (Google), Reese Baloutine (Seedlings Gardening), Kyle Adamski (AT&T), Troy Sonnenberg (eBay), Helen Petty (Consultant), Janifer Wheeler (Consultant), Sarah Wolcott (Accenture), Nicole Taylor (General Assembly), Bonni Erizo (Divinc)

Health & Wellness: Chair: Rich Segal (Committee Chair), Sandra Bravo (Bravo Counseling), Stephanie Pelletier (Austin LGBT Chamber), Ish Jackson (The Body Academy), Lauren Mollard (Signature Care ER), Steven Chavez (Signature Care ER), Samantha Dunkin (Austin Oaks Hospital), Katy Rankin (Physicians PremiER), Michael Lopez (Austin Oaks), Adam Shelby (Sage Recovery), Helen Petty (Lynch Law)

Ambassador: Chair: Adam Milne (Texas Independent Insurance & Risk Management), Lauren Mollard (SignatureCare Emergency) Stephanie Pelletier (Austin LGBT Chamber of Commerce), Helen Petty (Austin LGBT Chamber of Commerce & The Lynch Law Firm), Becky Arreaga, (The Arreaga Agency), Steven Chavez (SignatureCare Emergency) Hunter Coleman (Raymond James), Lynn Cowles (Foundation Communities), Sandra Bravo (Bravo Counseling Center, PLLC)

YPP: Chair: Nico Ramsey (Velocity Credit Union), Kurt Cadena (City of Austin), April Brown (City of Austin), Justin Luper (HID Global), Zach Rodriguez (Williamson County Justice of the Peace - Precinct 4)
The 2020 Austin LGBT Chamber Business Awards honor the leaders of Austin’s LGBTQIA+ business community and celebrate their success. Please help by nominating business and business owners who you believe deserve to be recognized. We look forward to announcing the finalists on November 18th. Award winners will be announced on December 4th, 2020!
2019 AWARD WINNERS

The Ceci Gratias Guardian Award
interAct

Proudly Austin Award
Kerbey Lane Cafe

Pride in Health & Wellness
Signature Care ER

Community Leader Award
Rainbow Patrol

LGBT Owned Business of the Year
Gusto

Rising Star Award
Briona Jenkins

Corporate Partner of the Year
Lyft

Pride in Government Award
Celia Israel

Leadership Award
Natalie Lynch

Member of the Year
Spark Learning
<table>
<thead>
<tr>
<th>Award Category</th>
<th>Winner</th>
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<tbody>
<tr>
<td>The Ceci Gratias Guardian Award</td>
<td>Alzheimer's Texas</td>
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<tr>
<td>Proudly Austin Award</td>
<td>Austin FC</td>
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<tr>
<td>Rising Star Award</td>
<td>Steven Chavez</td>
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<td>Corporate Partner of the Year</td>
<td>Dell</td>
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<tr>
<td>Pride in Health &amp; Wellness Award</td>
<td>Kind Clinic</td>
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<td>Pride in Government Award</td>
<td>Veronica Briseño</td>
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<tr>
<td>Community Leader Award</td>
<td>Cody Eastman</td>
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<td>Leadership Award</td>
<td>Rich Segal</td>
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<td>LGBT Owned Business of the Year</td>
<td>Seventh Scout</td>
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<td>Member of the Year</td>
<td>Fowler Law Firm</td>
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2020 IMPACT NUMBERS

49% chamber revenue
Total Chamber Revenue up 49% over prior year.

680% sponsor increase
Increase in core sponsors in the past 12 months!

19.5 social followers
3rd most liked Chamber of ALL Chambers in U.S.

12k member website
Member searches that resulted in clicks to member websites.

90+ member webinars
Member-collaborated webinars.

65k directory search
Over 65k search hits in our member directory.

75 new businesses
Added 75 new businesses to the Chamber.

DID YOU KNOW...
NEARLY HALF OF ALL LGBT-OWNED BUSINESSES ARE CONCENTRATED IN FIVE STATES:
CALIFORNIA, NEW YORK, FLORIDA, GEORGIA & TEXAS.
The Austin LGBT Chamber of Commerce has been supporting LGBT students for many years. This year we launched the Austin LGBT Chamber Education Fund!

We are excited to help students find educational opportunities that would otherwise be unavailable to them. With support from members and donors like you, this is all possible.