

20
24



Health
Professionals
Advancing
LGBTQ+ Equality

IMPACT REPORT



GLMA BOARD LEADERSHIP

Reflections from our Presidents

As GLMA continues to grow, we remain grounded in the leadership of our Board. Here, our Immediate Past President and current President reflect on the challenges and progress of the past year, **and what's ahead for LGBTQ+ health equity.**



IMMEDIATE PAST PRESIDENT

Nick Grant, PhD
(he/him)

Serving as GLMA's President during a time of both transformation and resistance was an extraordinary honor. In a year when LGBTQ+ people faced growing political attacks and healthcare restrictions, GLMA continued to rise. We expanded our impact, defended our values, and invested in our future.

I'm especially proud of the groundwork we laid to strengthen our internal structure, grow our leadership pipeline, and engage new generations of LGBTQ+ health professionals.

As I pass the baton, I do so with deep gratitude and full confidence in the next chapter of GLMA's story.

2024 marked a turning point not just for GLMA, but for the broader movement we are part of. As President, I'm honored to help lead this organization into a chapter defined by resilience, collaboration, and bold vision.

From launching local chapters to deepening our policy leadership, GLMA is expanding what's possible for LGBTQ+ health equity. We are building a future where clinicians, students, and community leaders have the tools, networks, and support they need to thrive.

I'm grateful to be on this journey with you. I look forward to what we'll build together.

PRESIDENT

**Jona Tanguay, MS,
PA-C, AAHIVS,
CAQ-Psych**
(they/them)



MESSAGE FROM OUR EXECUTIVE DIRECTOR

2024 was a defining year for GLMA. Even as LGBTQ+ rights faced escalating attacks, we didn't just hold the line; we advanced it. We doubled our revenue, expanded our team, and laid a foundation built to last.

This report reflects that growth, powered by the collective strength of our members and the broader movement for LGBTQ+ health equity. Every step we took this year strengthened our staying power, because our communities deserve institutions that not only respond to crisis but endure beyond it.



Alex Sheldon, MA
(they/them)
GLMA Executive Director

2024 HIGHLIGHTS

**+100%
STAFF
GROWTH**

We doubled our full-time team from **2 to 4 employees** — including our first Research Fellow.

**\$1.1
MILLION
REVENUE**

GLMA grew its revenue by **130%** from 2023, strengthening our foundation for long-term impact.

**OVER 700
CONFERENCE
ATTENDEES**

#GLMA2024 welcomed more attendees than ever before, with the **largest conference** in GLMA history.

**\$250K
NEW GRANT
FUNDING**

Dedicated support was secured to power the launch of **GLMA's LGBTQ+ Leadership Development Program**.

GROWTH BY THE NUMBERS

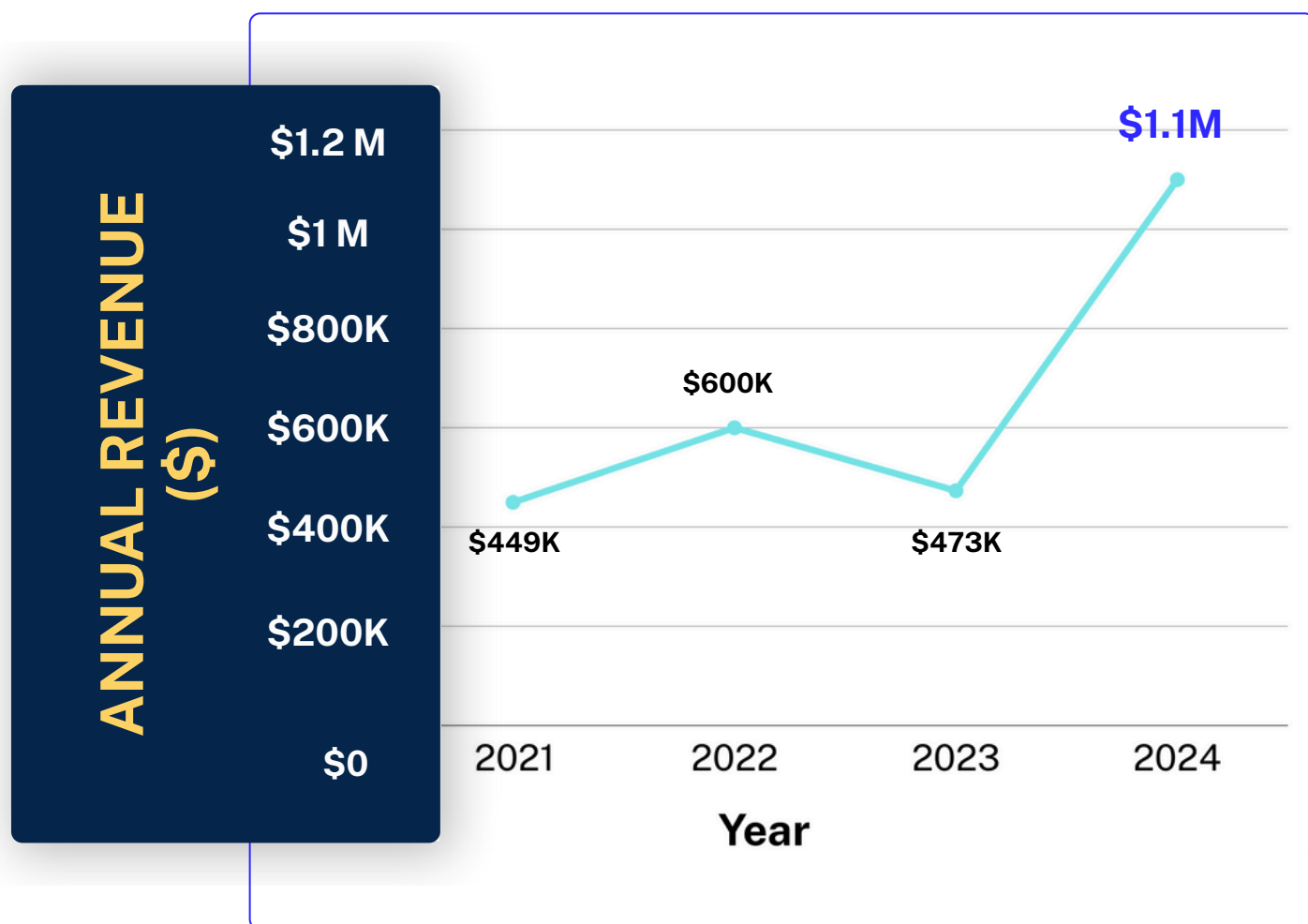
GLMA closed 2024 with over
\$1.1 million in revenue.

That's a 130% increase over 2023.

In a challenging landscape, GLMA's momentum reflects the impact of sustained investment in LGBTQ+ health and leadership.

We're deeply grateful to our community of supporters for fueling this work.

This growth didn't happen by chance. It reflects GLMA's focused work to expand continuing education, scale our annual conference, advance national and state-level advocacy, and mobilize our members to maximize impact.



#GLMA2024 RECORDS

A RECORD- BREAKING RETURN TO AN IN-PERSON CONFERENCE



GLMA welcomed **over 700 health professionals** to our 43rd Annual Conference on LGBTQ+ Health, the largest gathering in our history.



We delivered our most comprehensive program with **more educational sessions, CME/CE hours, and speakers** than any prior event.



We broke records with the **largest number of sponsors and community partners** in GLMA conference history, showing growing national support for LGBTQ+ health equity.

*See Full #GLMA2024
Partner List on Next Page*

THANK YOU #GLMA2024 SPONSORS

Your support helped power
the largest Annual
Conference in GLMA's history!

PREMIER SPONSOR



GOLD SPONSOR



SILVER SPONSOR



BRONZE SPONSOR



COMMUNITY PARTNERS



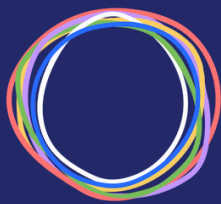
POLICY & ADVOCACY

Defending LGBTQ+ Health on the Front Lines of Law and Policy

IN 2024, WE:

- **Served as an organizational plaintiff in three state-level lawsuits** challenging bans on gender-affirming care in Texas, Missouri, and North Carolina.
- **Trained and mobilized hundreds of members to contribute LGBTQ+ health expertise** in legislative testimony, regulatory comment periods, and media interviews.
- **Advanced inclusive policy** through our Policy & Government Affairs Committee.
- **Contributed to more than a dozen amicus briefs in high-impact legal cases nationwide**, helping courts understand the real-world impacts of policies affecting LGBTQ+ patients and providers.





LGBTQ+ Healthcare Directory

The **LGBTQ+ Healthcare Directory** is a trusted, equity-focused resource that connects LGBTQ+ patients and clients to LGBTQ+ inclusive providers across the **U.S.** and **Canada**.

In 2024, it continued to be the **fastest-growing** tool of its kind, expanding access and visibility for both **patients** and **providers**. The Directory is a program of **GLMA**, developed in partnership with the **Tegan and Sara Foundation**.



2024 Highlights

Almost **200k** LGBTQ+ individuals used the Directory to search for affirming care in 2024.

Over **4,300 providers** listed across all 50 states and 11 Canadian provinces.

The Directory homepage was viewed over **675,000** times in 2024 alone.

Coming in 2025!

- Improved **search filters**
- New provider regions including **Puerto Rico** and **U.S. territories**
- Improved search radius to support **rural care access**
- Visible **cultural competency benchmarks** based on provider education through Violet

With LGBTQ+ health care under increasing attack, GLMA remains committed to expanding and strengthening this essential tool.

violet

lgbtqhealthcaredirectory.org

The Directory is a partnership project of:



GLMA IN THE MEDIA

Throughout 2024, GLMA's leadership was featured in national media coverage of LGBTQ+ health equity, clinical care, and policy.

These appearances elevated community voices and brought **GLMA's mission** into the national conversation during a critical year.

What RFK Jr. Could Mean for LGBTQ Health Care

The Hill, November 23, 2024 — [\[Read More\]](#)

U.S. Supreme Court Takes Up Gender-Affirming Care Bans as Lawsuits Hang Over Texas Doctors

Kera News, December 4, 2024 — [\[Read More\]](#)

1 in 3 LGBTQ Adults Say They've Been Treated Unfairly By a Health Care Provider

NBC News, April 3, 2024 — [\[Read More\]](#)

GLMA LEADERS HAVE BEEN FEATURED IN:



*For more insights from GLMA leaders,
see our recent press releases:*

glma.org/press

**Want to feature a GLMA
leader in your coverage?**

[Get in touch!](#)

PROGRAMS & BENEFITS

*Evergreen offerings for all
GLMA members:*

Discounted Event Access:

Reduced rates for GLMA's Annual Conference and other events.

Resource Library & Webinars:

On-demand access to GLMA's archive of recorded webinars, partner toolkits, and policy resources.

Nursing Section:

Community and professional development for LGBTQ+ nursing professionals.

Health Professionals in Training (HPiT):

A peer-powered network for LGBTQ+ students and trainees.

Launched in March 2024, GLMA members completed **549** Violet courses, earned **92.5 CE/CME** credits and logged over **150** hours of learning in the first 9 months of platform access!

NEW IN 2024

Benefits Launched This Year:

01. ■

Members-Only Job Board:

Career opportunities curated for LGBTQ+ health professionals from inclusive employers.

02. ■

LGBTQ+ Health Digest:

Monthly curated news, research, and policy updates from across LGBTQ+ health.

03. ■

Regional Action Alerts:

State-level policy updates, urgent calls to action, and advocacy opportunities targeted to members' regions.

04. ■

Violet CME/CE Platform:

Unlimited access to self-paced, free CME/CE content across a library of health equity topics.

violet



Improving health & wellbeing for LGBTQ+ women & girls through research

A program of:



LGBTQ+ women and girls make up 55% of LGBTQ+ adults and 66% of LGBTQ+ youth. Yet this population receives only 6.5% of funding earmarked for LGBTQ+ research.

The Lesbian Health Fund is helping change that landscape.

	Since 1991	In 2024
Total Funds Disbursed	\$1.2 million	\$27,900
Research Projects Funded	134	3

THE 2024 LESBIAN HEALTH FUND GRANTEES:



Annie Nickell, MA
(she/her)



Elleh Driscoll, MS
(she/her)

Accepted Proposal:
Investigating Adaptations of a Campus Self-Defense and Sex Education Intervention to Reduce the Risk of Sexual Assault for Bisexual Women and Nonbinary Students at Rural Colleges



Elizabeth Boskey, PhD,
MPH, LICSW, MSW
(she/her)

Accepted Proposal:
De-Gendering Reproductive Health – A Pilot Study



Madeleine Miller, BS
(she/her)



Danielle Berke, PhD
(she/her)

Accepted Proposal:
An Implementation Pilot Trial of DBT Delivered in a Black-Transgender-Woman-Led Community Based Organization

See more LHF grantee projects and impact stories at: www.lesbianhealthfund.org

MOMENTUM FOR 2025

What's next for GLMA's programming, partnerships, and member leadership.

NEW LEADERSHIP DEVELOPMENT PROGRAM

Launching in 2025, the **Health Equity Advocacy Leadership (HEAL) Fellowship** will train 20 LGBTQ+ and BIPOC health professionals to maximize their impact in policy and advocacy.

Made possible by a **\$250,000** multi-year grant from the **Pfizer Multicultural Health Equity Collective**, the program will enable GLMA to add a full-time staff position and represents a major investment in our long-term leadership development strategy.

**LGBTQ+ Health Equity
Advocacy Leadership
(HEAL) Fellowship**

BUILDING ON 2024'S SUCCESS

01.

GLMA welcomed our **first Corporate Membership** (Gilead Sciences) in 2024. In the year ahead, we will expand our institutional membership offerings for organizations of all sizes.

02.

GLMA is **investing more in LGBTQ+ health professional education** by expanding our role in CME/CE accreditation.

This work fills a growing gap as universities and other traditional accreditors reduce support for LGBTQ+ and health equity education.

03.

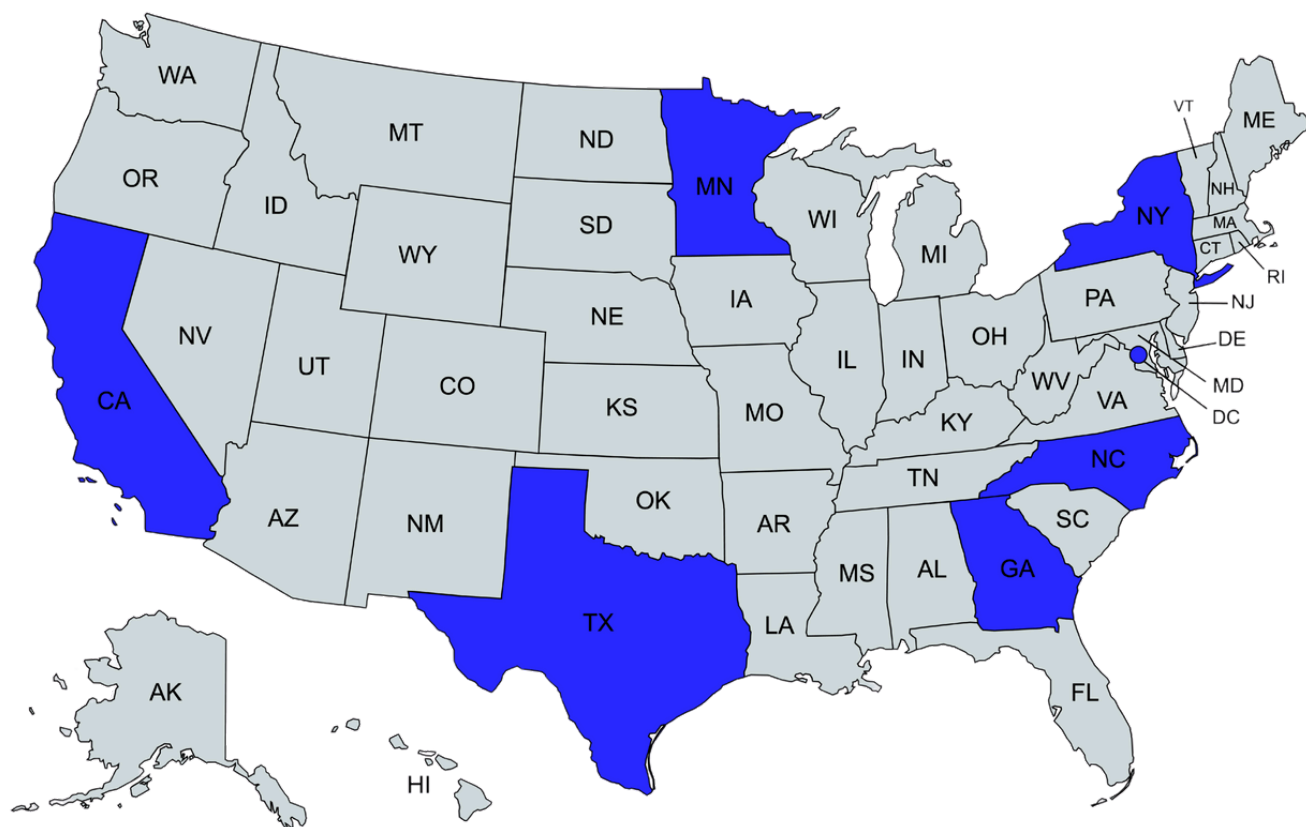
In 2025, GLMA will **strengthen our regional presence** through new engagement strategies, including more action alerts, local advocacy coordination, and the launch of state chapters.

LOCAL CHAPTERS: BRINGING GLMA TO YOUR STATE

*Investing in
Local Leadership*

In 2024, GLMA laid the groundwork and secured funding to launch our first network of state chapters. These new chapters will offer members meaningful ways to connect, organize, and lead at the local level.

Chapters will launch in California, New York, Texas, North Carolina, Georgia, Minnesota, and the District of Columbia



*This will mark a historic expansion of GLMA's programming and a powerful step toward building community power, advancing local advocacy, and **strengthening LGBTQ+ health leadership across the country.***

THANK YOU TO OUR MAJOR DONORS

These gifts helped power GLMA's advocacy, education & programs in 2024.

*We gratefully
acknowledge the
following individuals
and partners whose
generosity made this
work possible.*

- **Aja Bowling, OD**
- **Desiray Bailey**
- **Gregory Blaschke, MD, MPH, FAAP**
- **Scott Candrian**
- **Frank Dowling, MD**
- **William Dellinger, MD, PhD,
PharmD**
- **Steven Haden**
- **Robbins Gottlock, MD**
- **George Gay, MD**
- **Edward Laster**
- **Nicole Larrier, MD, MSc**
- **Jesse Joad, MD, MS**
- **Christopher Nguyen, MD**
- **Jorge Ramallo, MD, MPH**
- **Klint Peebles, MD, FAAD**
- **Jess Romeo, PMHNP-BC, MSN,
MSW**
- **Jeremy Toler, MD**
- **Marcus Wilson**
- **Andrew Jorgensen, MD, FACP,
FAAP**
- **TD Cowen**
- **Yuna Kim**

*2024 Saw the Official Launch of GLMA **Lifetime Memberships!***

*Thank You for Your Enduring
Support of GLMA's Mission*

1. **Klint** Peebles, MD, FAAD
2. **Jeremy** Toler, MD
3. **H. Ronald** Kennedy, MD
4. **William** Dellinger, MD,
PhD, PharmD
5. **Marcus** Wilson
6. **Aja** Bowling, OD
7. **Jess** Romeo, PMHNP-
BC, MSN, MSW
8. **Nicole** Larrier, MD
9. **Jesse** Joad, MD. MS

THANK YOU TO OUR MEMBERS & SUPPORTERS

Our team is
looking
forward to
connecting
with you!



📞 (833) 456-2202

✉ info@glma.org

🌐 www.glma.org

📍 1629 K St. NW Suite 300
Washington, DC 20006

*GLMA has always punched
above its weight class.*

In 2024, we began to match
our capacity to our vision.

Every new member,
sponsor, and funder helped
us build a stronger
foundation for LGBTQ+
health equity.

**Thank you for being part of
this growth.**

JOIN GLMA

DONATE