



IMPACT REPORT

2023

EDITION

T H E



F O U N D A T I O N

WE ARE **OUT**

The OUT Foundation serves to remove the barriers that LGBTQ+ individuals face in accessing health, fitness and wellness. We are dedicated to nurturing, empowering, and celebrating LGBTQ+ bodies and minds, guaranteeing our community thrives.



Creating a more equitable world in fitness, health, wellness and sport



FROM OUR EXECUTIVE DIRECTOR

True to form, the past 12 months demonstrate The OUT Foundation's care and commitment to innovate and respond to our community's need for safe, welcoming and equitable fitness, health and wellness spaces. Regardless of pandemics, climbing inflation, direct attacks on our queer community, our remarkable staff, volunteers, community and allies have managed to serve our highest enrollment of **OUT Athletes, increasing total athletes served by 50%**. Also, we have accomplished program growth by offering our first sessions of OUT Athletic Inclusion Movement, a **servicing 102 gyms with equity in health and wellness education training**. The past year exemplifies resourcefulness and commitment.

In a new partnership with Blink Fitness, our education team provided 74 health and wellness spaces with necessary guidance in serving LGBTQ+, BIPOC, and marginalized communities. With this growth in service we are reaching new modalities of reaching our community, focusing on the fitness and sport industry.

Next, our partnership with the CrossFit community continued-with the support of local boxes we saw a record setting **PRIDE month activations amounting to 77**, a testament to the commitment by our community and it's allies..

Lastly, we were able to continue to give back to our community with financial support amounting to nearly **\$161,150 in financial and in kind support**.

Thank you to all supporters, funders, members, partners and other community leaders who serve with us to make **CRITICAL change** for the LGBTQ+ community. Together, there's no limit to what we can accomplish to create safe and welcoming fitness, health and wellness spaces.

In each of these efforts, OUT will offer unconditional care for everyone with the promise of an intentional and affirming experience. With that promise and my sincere gratitude, I invite you to review our 2023 annual report.

In solidarity,

TINA M. WEAVER

she | they

BOARD of DIRECTORS



Janine Nicole, Board President
she | her



Alex Gray, Vice President
he | him



Eddie Plata, Secretary
he | him



Taylor Stallings
she | her



James Vergara
he | him



Corrinne Hill
she | her



Rogelio Capote
he | him



Robert Buck
he | him



Eduardo Placer
he | him




Kevin Moore
he | him



OUR HISTORY

In 2011 we hosted the first “OUTWOD” gay CrossFit meetup in New York City. Now, known as The OUT Foundation, we are a nationally recognized organization. Walking into a fitness environment is already intimidating, especially if you’re new. LGBTQ+ people face even more of a barrier finding safety and comfort in traditional fitness spaces. That’s why we’re here.

Through our programs, we work to ensure the success of LGBTQ+ individuals by removing the obstacles that prevent access and participation in fitness, health, and wellness spaces. Members of the LGBTQ+ community want a space to feel like themselves and not worry about the danger of wearing a rainbow shirt, bringing their partner, or using the restroom they want in gyms.

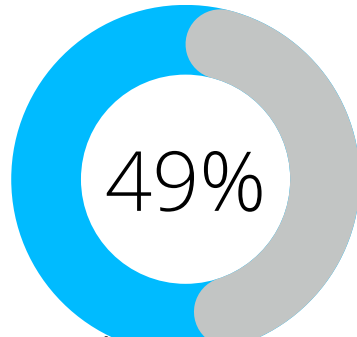


FINANCIAL SNAPSHOT

**as of December 5 2023

REVENUE

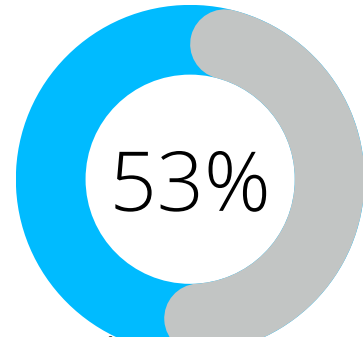
\$776,572



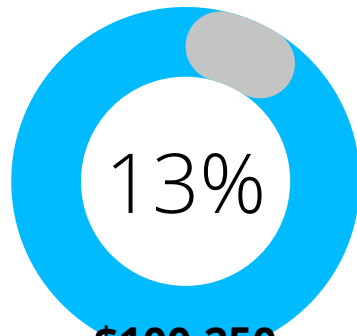
\$351,495
Corporations

EXPENSES

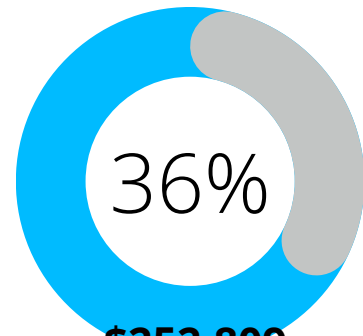
\$702,249



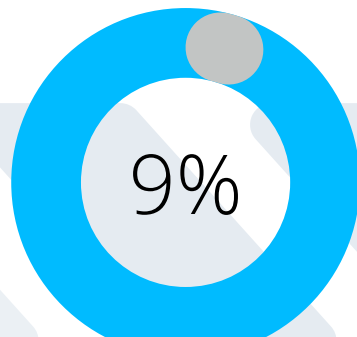
\$376,953
Salaries and Benefits



\$100,250
Grants and Foundations



\$252,809
Program Expenses

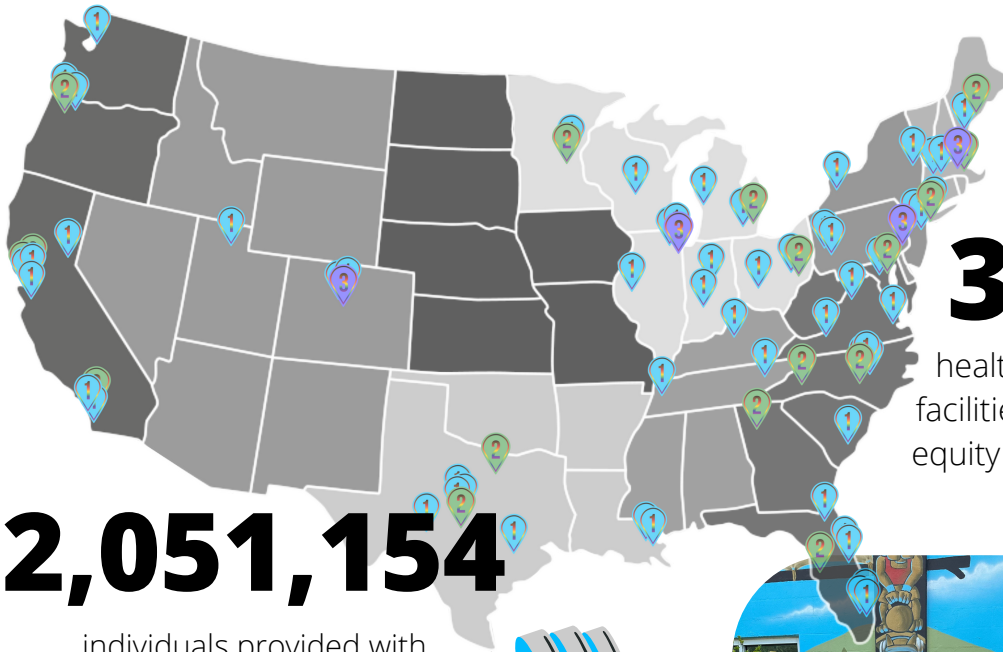


\$72,783
Individual Contributions

NET REVENUE

\$64,219

OUR IMPACT

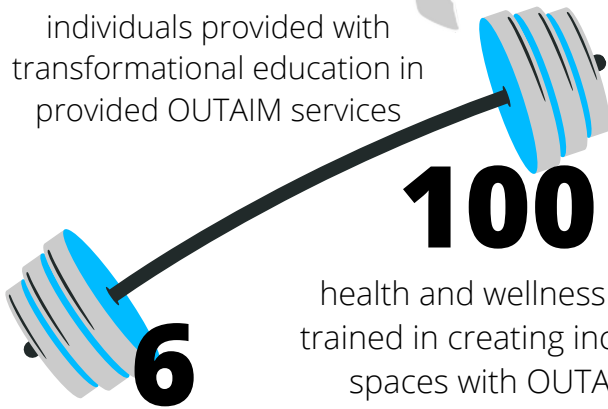


300+

health and wellness facilities partnering for equity and inclusivity in fitness

2,051,154

individuals provided with transformational education in provided OUTAIM services



100 health and wellness staff trained in creating inclusive spaces with OUTAIM Trainings

6 Health Care organizations mobilized for organizational synergy through the H.E.A.L committee

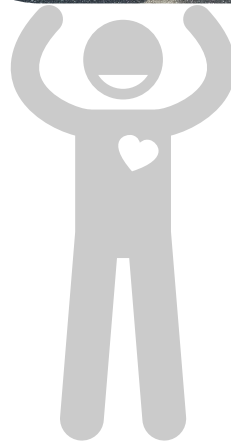


29

OUTAthletes in 2023 class

93%

of OUT Athletes improved their overall mental health as a result of their participation in OUT Athlete program



54

OUTAthletics locations activated during pride month to raise funds for programming



\$49,257

raised during June Pride month at local activations across the country



GETTING INVOLVED



DONATE \$ *To us*



We rely on the generosity of our strong supporters in LGBTQ+ equity to help us deliver on our mission. We are honored always to have our partners in pride donate or fundraise to help us advance our impact.

VOLUNTEER *with us*



Like any non-profit, we are only as strong as our volunteer base and there are number of ways to get involved with The OUT Foundation from Board of Directors to numerous committees. You can make a difference.

CONNECT *with us*



We love hearing from and keeping in close communication with our supporters. In addition to email newsletters, and a podcast, you can find us engaging on major social media platforms like Facebook, Instagram and LinkedIn.

BE AN OUT *Ambassador*



Former Collegiate, Professional, Olympic, and Paralympic OUT Ambassadors work to end homophobia and transphobia in fitness, health, and wellness spaces by leading and educating their communities on LGBTQ+ equality.



OUR PROMISE

The LGBTQ+ community is under attack. Our authenticity struggles to know where our health can be safe and welcomed. With over 650 harmful bills introduced in our Congress and State legislatures, many of which target transgender individuals' participation in fitness and sport, there's no doubt that the mental and physical health, fitness and wellness of our community is under overt attack.

As an LGBTQ+ led organization, we exist because of our experiences. Led by subject matter experts of the fitness and health industry, The OUT Foundation is equipped to address the inequities facing the LGBTQ+ community. We provide transformational support to fitness, health and wellness spaces through education and learnings designed to improve safety and inclusion for the LGBTQ+ community. Furthermore, we understand the financial challenges faced by LGBTQ+ individuals and support them with scholarships to support their health and wellness journey.

OUR MISSION

The OUT Foundation's mission is to remove the barriers that block LGBTQ+ individuals' from access and participation in fitness, health, and wellness, ensuring their success.

