NCLR

2023

2024

ANNUAL REPORT



FROM IMANI

Dear Friends,

As I reflect on this past year, I am acutely aware of the intensity and tumult experienced since I began my tenure at NCLR in 2020. The cruel and harmful attacks on LGBTQ families and transgender youth are horrific. The ugly national rhetoric against immigrants, the restriction on our reproductive rights and coordinated attacks against our communities in schools threaten the safety of all of us.

But inspiration is everywhere. I am in awe of what we continue to accomplish together, and what is possible when those of us with a deep belief in justice refuse to back down. The fight for equality is far from over, but our commitment remains the same. And we see the light at the end of this tunnel.

This year, our work challenging the most egregious laws that compromise the ability of LGBTQ people to live authentic lives, and fully participate in every part of society, has remained a central focus, but much like our community, our mission is expansive. When NCLR champions the recognition of our families, and protection for all family relationships, including between non-genetic parents and their children, we are making all families safer. When we fight for transgender children to receive necessary healthcare, we ensure that all LGBTQ youth and their families have access to education, healthcare, and legal protections.

NCLR's stalwart education and advocacy have helped to combat a disinformation campaign and created a collective narrative shift. Campaigns like **Healthcare is Caring** are changing how we talk about LGBTQ people, and as a result, helping to make victories much more likely.

- NCLR litigated cases that have protected transgender kids and adults, LGBTQ students, and families and collaborated with advocates and professionals in other movements to create strong allies and strengthen our capacity to advocate for ALL LGBTQ people.
- NCLR remained true to our roots protecting families through our Family Law Project. Right now, we are fighting to protect a woman who is at risk of losing her child simply because she was in a same sex relationship and Oklahoma's parental law predates marriage equality. We are demanding that the state protect her family equally.
- NCLR joined the Equal Protection Initiative organized by the NAACP Legal Defense Fund (LDF) as one of the anchor organizations. NCLR is honored to be part of the intersectional group to provide an LGBTQ perspective in our long-term strategy for justice. And **Impactful Ninja** named NCLR as one of the best organizations fighting for reproductive justice — the ONLY LGBTQ organization on the list!



As we look to the year ahead, I am overwhelmed by the work to come, but I'm so incredibly grateful that we are fighting LGBTQ discrimination together. It's an honor to be on your team.

In solidarity,

Imani Rupert-Gordon

Imani Rupert-Gordon, President

FROM THE BOARD

Dear NCLR Friends and Family,

Thank you.

We are continually humbled by your fierce and unwavering support of NCLR and honored to serve as co-chairs of the NCLR Board of Directors.

These past years brought an unexpected backlash to our community amidst a confluence of aggressive resistance to progress. As members of the queer community who bring all the richness of our own cultural, racial, gender and uniquely personal identities to the table of our lives, NCLR is exactly who we want defending our rights. And you should too.

NCLR is fortunate to include some of the smartest and most creative thought leaders, lawyers, and policy advocates in the movement. Their ability to both triage the onslaught of attacks and craft winning policy and legal challenges time after time is at the center of NCLR's effectiveness in mission and vision.

As a feminist-founded organization, we have always held the big picture and, for almost 50 years, have built coalitions and bridges where none existed before. We are unwaveringly committed to intersectional approaches and strategies that uproot injustice in all forms

This year marks the 30th anniversary of our Immigration Project and 10 years of Born Perfect. These innovative, first in their field programs are a reminder of our success and of the fact that true progress takes time. As we gain ground inch by inch for all of us now, we gain miles for those who come after us.

Thank you for sharing the big picture and investing in a better world today and tomorrow.

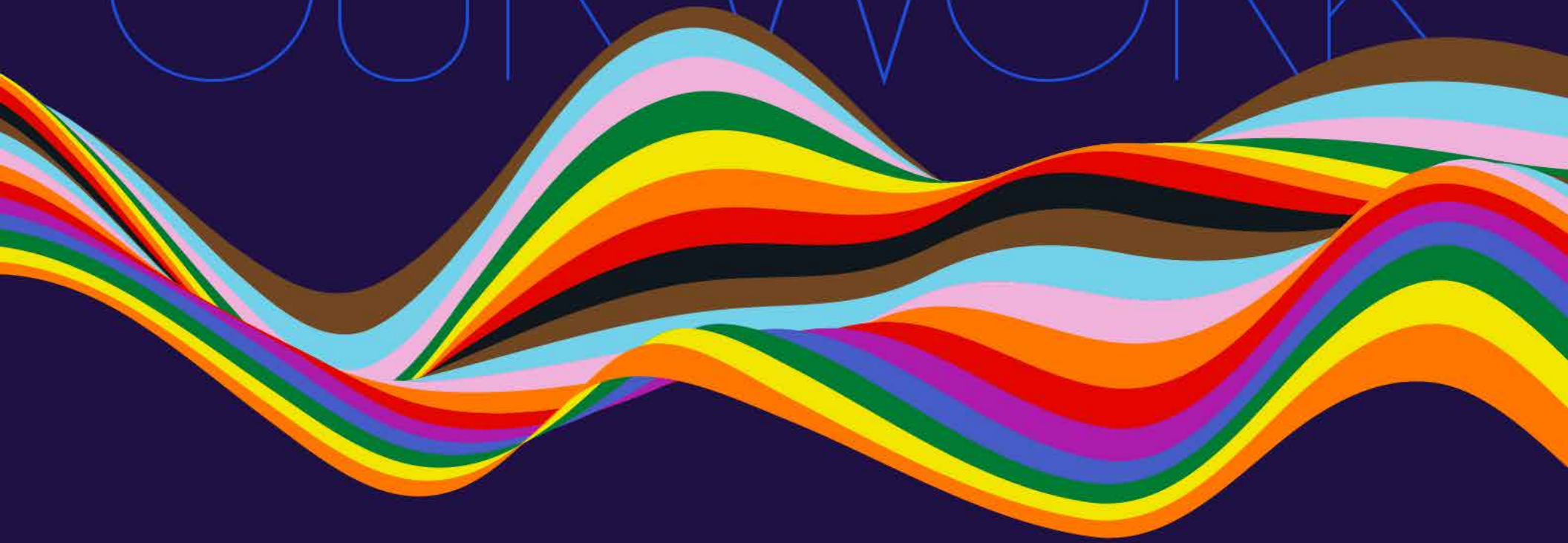
Sincerely,

Dulce A. Garcia and Dr. Elisa Diana Huerta
NCLR Board Co-Chairs





OUR WORK





This year has shown definitively that there is stark division between the will of the people, the state and the federal government.

Policy supported and enacted by the president is often dismissed by the states in favor of hostile, discriminatory legislation, and despite existing precedent, new state laws are being proposed every day that are blatantly unconstitutional.

As a civil rights focused legal organization, NCLR's job is always to litigate, but if the courts won't respect settled law, we must also work a multi-pronged approach of policy, education and coalition building to expand the reach of all of us who share our vision for a more just world.

Advocacy groups across the progressive movement understand that our missions are interconnected. NCLR is actively building an integrated coalition of organizations and stakeholders across our movement, working together for a society where the constitutional rights of every individual are protected. Our continued partnerships with new and longstanding allies in the reproductive rights, racial, economic, and disability justice movements are essential to building our collective power and achieving full equality.

NCLR takes bold action against the systemic barriers that prevent LGBTQ people and others from being able to live safely and fully and to participate as equal members of our democracy. NCLR continues to work tirelessly to assist immigrants with asylum petitions, lead the charge to end conversion therapy, highlight the intersections of economic justice, sports and elder law in the LGBTQ community, and engage rural communities in advocating for and improving their access to a full LGBTQ life.

IMMIGRATION & ASYLUM



Celebrating 30 years of safe harbor for LGBTQ immigrants and asylum seekers

The U.S. has historically been seen as a place where those fleeing persecution in their countries of origin may find safety. It's even said that we are a nation of immigrants. But for the majority of our nation's history, persecution based on sexual orientation in one's home country was not considered a valid reason to seek asylum in the United States. In 1994, when our Federal Government finally recognized that LGBTQ immigrants facing persecution could seek protection as refugees and asylees within our borders, NCLR became the first national LGBTQ organization to have an Immigration Project, and we are proud to celebrate the 30th anniversary of this work in 2024. Since its founding 30 years ago, Hogar {Home}: Legal and Practical Support for LGBTQ Immigrants has advanced immigration law and assisted thousands of LGBTQ immigrants in obtaining legal status in the U.S. and avoid being forced to return to their countries of origin where they would be targeted for abuse, violence, and even death because of their sexual orientation, gender identity, or gender expression.

The Hogar {Home} program provides direct representation in asylum cases, identifies attorneys who can competently represent individuals when NCLR cannot, provides ongoing technical assistance to attorneys representing LGBTQ immigrants, and our team meets with immigrants in detention to assist them in completing necessary paperwork. While asylum cases represent the bulk of our caseload, we work with individuals on the breadth of immigration relief approaches, including DACA, U-visas, spousal petitions, and legal permanent residency applications. We also represent immigrants in appellate cases. Our 30 years of experience have ensured a body of successful, well-argued cases, paving the way for other attorneys to succeed in such cases.

Our staff meet individually with clients to assess their needs, earn their trust, and help prepare and support them through the slow and often complicated immigration process. The relationships we build with our clients can span many years. NCLR provides legal and practical support in seeking essential social services, obtaining or updating required legal documents, and fighting housing or employment discrimination related to their legal status. NCLR continues to assist our clients who have asylum in applying for Legal Permanent Status and citizenship. Our involvement makes a significant difference for vulnerable LGBTQ immigrants. In addition to our formal caseload, NCLR responds to 300-500 requests for LGBTQ immigration-related information annually.

Given the intense backlogs in the asylum system, we are focused on helping new clients meet the one-year asylum application filing deadline and redressing the situation for those who have already missed it.

NCLR also participates in more systemic cases challenging the current administration's immigration policies where those policies are particularly harmful to LGBTQ immigrants by writing or joining amicus briefs and by mobilizing public comment in administrative rule change processes.

This year, we assisted 15 clients through the naturalization process in becoming U.S. citizens. This is the last step with us in their legal immigration journey. To obtain citizenship, they must take a civics exam and an English test. We assist them with this process and prepare them for these tests so they can finally become U.S. citizens.

One of the clients we assisted this past year is a transgender woman named Erica. Originally from Mexico, Erica came to NCLR in 2014 for assistance with her residency application. She had been approved for a U-Visa, which allows survivors of violent crimes that took place in the U.S. to obtain nonimmigrant legal status and needed support with the next steps to remain in the country permanently. After assisting Erica with her residency and citizenship applications, she is finally a U.S. citizen. She is excited to vote for the first time after living in the U.S. for over 30 years.

"Le quiero dar gracias al Centro Nacional de Derechos para Lesbianas y también le quiero dar las gracias a Noemi Calonje y a su asistente Pamela que me ayudaron con mi proceso para ser residente permanente y ahora para volverme ciudadana de esta gran nación. Hoy en día, me siento más segura, más libre, mas todo, pues imagínense ya vienen las elecciones para la presidencia y es mi primera vez que voy a votar. Durante este tiempo he aprendió que no hay tengan miedo. Todo es posible y no pasa nada."

TRANSLATION:

"I want to thank the National Center for Lesbian Rights, and especially Noemi Calonje and her assistant Pamela Garcia Mercado, who helped me in the process of becoming a permanent resident and now becoming a citizen of this great nation. Today, I feel safer, freer, and more complete, and can you believe that the presidential elections are coming, and I'll be voting for the first time! During my journey, I have learned that there is no need to be afraid. Everything is possible and there's nothing to worry about."

FEDERAL POLICY

Federal regulations shape many aspects of our lives, and LGBTQ affirming policies are extremely important in the fight for full equality. NCLR understands that good federal policy makes the country safer for everyone and is essential to winning when legal protections are challenged in court. NCLR has been active at the federal level, advocating for protections for our community in Congress and with the Biden-Harris administration.

In July 2023, NCLR's Vice President of Legal, Shannon Minter, testified before members of the House of Representatives when a subcommittee of the Committee on the Judiciary held a hearing on medical care for transgender people. Shannon spoke eloquently — even in the face of hostile questioning from anti-equality committee members — about the benefits of such care and the harms of political interference via state and federal bans. Also in July, NCLR provided testimonials from several clients mounting legal challenges of medical care bans to pro-equality members of Congress, to help them defeat attacks on children's hospitals providing medical care for transgender youth. NCLR's team has also worked closely with lawmakers to advance federal legislation to protect and expand access to fertility health care, including in vitro fertilization. NCLR staff regularly attend stakeholder meetings with members of the Congressional Equality Caucus to ensure that our elected leaders are aware of our community's priorities.

NCLR's leadership on policies to protect LGBTQ families led to an invitation to the White house in February 2024 when Federal Policy Director Julie Gonen joined a meeting to discuss threats to assisted reproduction along with Vice President Kamala Harris and key movement leaders. NCLR participates in regular stakeholder meetings at the U.S. Department of Justice and the U.S. Department of Health and Human Services along with other national LGBTQ advocacy organizations. During the past year NCLR submitted detailed comments on numerous federal agency proposed regulations and guidelines, including: expansion of nondiscrimination protections in federal grant programs; how the Federal Trade Commission should expand its definition of patient harm from hospital mergers when they result in the elimination of services; supporting the Equal Employment Opportunity Commission's expansion of its definition of unlawful workplace harassment to include harassment based on sexual orientation and gender identity; supporting updates to and expansion of protections for persons with disabilities under section 504 of the Rehabilitation Act; strengthening parentage protections in the federal child support program; and a rule to ensure safe and appropriate foster care placements for LGBTQ youth.

NCLR continues to endorse policies like the **Equality Act**, which prohibits discrimination based on sexual orientation or gender identity in businesses, employment, housing and federally funded programs, and the **Women's Health Protection Act**, and oppose bans on transgender healthcare like the **Protect Children's Innocence Act**, which would impose a complete ban on medically necessary care for transgender youth at the federal level.

YOUTH

NCLR believes that youth is the future of our movement and that protecting LGBTQ youth in all facets of their lives is the key to building a more just world for generations to come. The more children feel safe to be who they are in school, on the sports field, and with their family and friends, the more open our society will become. NCLR's youth programs provide litigation and advocacy services to young clients and support the implementation of pro-LGBTQ youth policy at the state and federal levels.

YOUTH | HEALTHCARE

Healthcare for transgender youth is central to NCLR's current litigation strategy because transgender kids are the most vulnerable members of our community, and even as more and more of their families choose to accept them and embrace their needs, their most basic rights are under threat. Additionally, if precedent is set that medically necessary care is not a human right for transgender people, all of us are at risk of losing access to care we may need.



NCLR recently partnered with design and PR firm Edelman to create a short film highlighting the importance of healthcare access for transgender kids with our clients Cameron, Luke, and Allie to create **Healthcare is Caring**. This award-winning film, directed by Zen Pace (they/them), shows that transgender children can thrive in their communities with the support of their parents and healthcare providers, and don't need the government to regulate their care.

This film was released as part of a social media campaign to reach the winnable middle who may currently oppose healthcare for transgender kids but have never met transgender people and might change their mind if they could only identify with these families.

In November of 2023, NCLR filed a petition asking the US Supreme Court to review the Sixth Circuit's decision in Doe v. Commonwealth of Kentucky which reversed a lower court victory in the case. While the Supreme Court did not take the Kentucky case, which challenges a ban on healthcare for transgender youth in that state, we are supporting the appeal of a similar case out of Tennessee, which is heading to SCOTUS in the fall of 2024. This will be the first case involving transgender youth ever heard by the high court.

> This case is a terrible reminder of the blatant discrimination our families still face in state courts across this country. The Supreme Court has made crystal clear that the children of married same-sex couples must be treated equally, and yet still we see some state court judges refusing to follow the law, to the great detriment of children."
>
> — Shannon Minter, Vice President of Legal

YOUTH | EDUCATION AND FAMILY LAW

NCLR was founded to protect lesbian mothers from losing custody of their children. Since that time, NCLR has fought to protect all our LGBTQ parent families, advocating for foster and adoptive parents, second-parent adoptions, LGBTQ parents' rights to be listed on their children's birth certificates, compassionate surrogacy laws and so much more.

More than four decades after our founding, we are witnessing a new wave of opposition to lesbian parental rights as Kris Williams, a lesbian mom, has been stripped of all parental contact with her son by an Oklahoma judge who ignored Kris's marriage to her longtime partner and gave parental rights to the couple's sperm donor. Kris married her partner in 2019, and they became pregnant with the help of a donor. Kris's partner carried their child and both Kris and her partner were listed on the birth certificate. They spent the next two years raising their child together. The marriage did not last, and after an outrageous ruling in the Oklahoma courts this past year, Kris lost custody of her child, making the child's biological mother and sperm donor the legal parents.

NCLR is appealing the decision and requesting that the Supreme Court of Oklahoma reverse the trial court's decision and comply with binding United States Supreme Court precedent from a prior NCLR case that states must treat married same-sex couples and their children equally. NCLR continues to monitor similar cases in other states, filing an amicus brief in support of a non-biological lesbian parent in Minnesota whose parental rights were similarly challenged by a known sperm donor.

In addition to ongoing litigation, NCLR organizes LGBTQ legal groups around the country to ensure that any cases dealing with the rights of LGBTQ people and their families are monitored and responded to. NCLR tracks key cases pending across the nation, sends updates about these cases to our networks, and assists them in organizing the resources and personnel that each case needs, whether NCLR is litigating these cases or not. NCLR organizes monthly calls to discuss legal issues concerning the LGBTQ community and participates in strategy meetings with other legal groups around the country to strategize which civil rights cases to file in state courts around the country.

Senior Staff Attorney Amy Whelan consistently presents on panels for law students and legal professionals to better inform attorneys about the legal landscape and how changing legislation affects LGBTQ communities and clients, successful strategies NCLR has utilized in the past and how to work with and prepare expert witnesses for trial.

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NCLR provides state and federal advocacy on LGBTQ parentage policy in the form of teaching and training, and collaborates closely with family service and reproductive rights organizations to educate service providers and the public on how to approach alternative family structures in custody cases and foster care placements and to ensure that LGBTQ families don't get left behind in the efforts to codify IVF and fertility treatments. NCLR is committed to securing the rights of LGBTQ people to medical insurance coverage and care that matches their circumstances when they are seeking fertility treatment and will continue our work to ensure that fertility policy embraces a broad definition of infertility that includes LGBTQ couples.

YOUTH | DON'T SAY GAY OR TRANS

In early 2022, Florida Governor Ron DeSantis signed HB 1557 into law – widely known as the "Don't Say Gay or Trans" law – which sought to censor discussion of sexual orientation and gender identity in Florida's public schools. Affected Floridians, represented by attorneys including NCLR, sued the next day, alleging that the law was impermissibly vague, was obviously motivated by hostility to LGBTQ persons and families, and created an enforcement system that enabled discrimination and discouraged efforts to fight it. Plaintiffs claimed that the law violated their rights to equal protection, due process, and free speech.

In March of 2024 after two years of work, NCLR, more than a dozen parents, students, and teachers throughout Florida, along with non-profit organizations Equality Florida and Family Equality, reached a historic settlement agreement with the Florida State Board of Education, Florida Department of Education, and school districts that resolved their challenge to the bill. The agreement effectively nullified the most dangerous and discriminatory impacts of the law and made clear that the law must be applied neutrally and is not a license to discriminate against or erase LGBTQ families. The settlement reaffirmed the rights of Florida's students and teachers to openly discuss and learn about LGBTQ people, marking a victory for free expression and inclusivity for LGBTQ students, families, and teachers alike. It ensured that conversations about LGBTQ identities are not banned from the classroom, promoting a much-needed culture of empathy and acceptance. The agreement is a monumental step forward in ensuring that every voice is heard and valued in our schools, and a critical victory in NCLR's work to stop the proliferation of similar don't say gay or trans laws in other states.

"She has really begun to blossom this year. It is so lovely to watch her settle into being a regular, playing member of her team. It's giving her a confidence that is new for her. She's learning to be part of something larger than herself; to be responsible to a group she cares about, and to trust that they will take care of her, too. I can see her relaxing into a sense that the team has her back, not necessarily for being trans — though I'm pretty sure that's true — but primarily for being a teammate and a friend, the same as they all have each other's backs. I suppose the point is that she's just one of the team, and that is beyond marvelous. Many thanks to all of you for making this possible."

— Anonymous parent of NCLR's minor client

YOUTH | SPORTS

NCLR's LGBTQ Sports Project focuses on transforming LGBTQ inclusion at all levels of sport—from school-based athletic programs to the Olympics—via litigation, advocacy, and public education. We are extremely proud of the ways our work changes individual lives, allowing kids to play with their teammates, creating safe and equitable conditions for collegiate athletes and coaches who identify as LGBTQ, and building bridges between religious institutions and sporting associations through the Common Ground initiative. Common Ground is focused on creating and disseminating best policies and practices for establishing inclusive and respectful athletic climates for participants of all sexual orientations, gender identities/expressions and religious/spiritual beliefs.

NCLR is an important leader in responding to state-level efforts to weaponize school sports as part of a broad attack on the wellbeing and inclusion of transgender youth. Those who are opposed to the recognition of rights for transgender people in sports often use "protecting women's sports" as a centerpiece in their arguments for exclusion, but this is a false flag. Women's sports don't need to be protected from the women and girls who want to play. These opposition groups work to pass blanket bans on participation, often overriding thoughtful, inclusive standards that have been carefully and knowledgeably developed by athletic associations for individual sports. NCLR is currently engaged in cases in Arizona and Utah representing transgender girls challenging bans on participation in school sports.

In 2023, NCLR and co-counsel filed a suit challenging Arizona's categorical ban of transgender girls playing school sports regardless of their individual circumstances on behalf of our clients, two girls who love playing sports with their friends and will be unable to play if the law is upheld. NCLR challenged the ban under the Equal Protection Clause, Title IX, and the Americans with Disabilities Act. In July of 2023, we secured a preliminary injunction when the court held that the new law likely violates the Equal Protection Clause of the U.S. Constitution and Title IX by singling out transgender girls and barring them from competing on girls' teams. The injunction allowed our clients to play the sports they love while the case proceeds.

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NCLR and co-counsel continue to represent two transgender girls in Utah state court challenging House Bill 11, which cruelly bans transgender girls from school sports regardless of their individual circumstances. While enforcement of H.B. 11 was initially blocked in August of 2022 pending litigation, NCLR is actively working on our case, which involves writing briefs, filing motions, taking depositions and reviewing discovery. NCLR is working towards a permanent injunction, and a trial will likely move forward in late 2024 or early 2025.

Staff attorney Rachel Berg, who works on NCLR's cases that enshrine kids' right to play sports, is regularly in touch with our clients' families.

YOUTH | CHILD WELFARE AND JUVENILE JUSTICE

LGBTQ youth, particularly those of color, are significantly overrepresented in the foster care and juvenile justice systems, where they routinely experience unconscionable mistreatment, harassment and discrimination. NCLR is at the forefront of a national movement to raise awareness of the unique harms suffered by system-involved LGBTQ youth, increase professional competence, and develop policies that divert LGBTQ youth from the system and support their health and well-being in their communities.

NCLR Senior Youth Policy Counsel Danielle (Danny) King Esq. serves on several national and state committees organizing for better policies and protections for system involved youth, including the Advancing Racial Equity Alliance, and the Juvenile Regulations Executive Steering Committee for the California Board of State Community Corrections. King also presents at national conferences like the National Association of Children's Counsel annual conference on supporting LGBTQ youth and working collaboratively with their parents, and provides CLE trainings to attorneys working directly with affected youth.

> "LGBTQI+ youth are disproportionately impacted by the child welfare system, making up almost a third of the youth in foster care in the U.S. However, across the country we have heard of too many times where LGBTQI+ foster youth have been in placements where they did not feel safe or faced discrimination. LGBTQI+ foster youth deserve to feel safe and supported, to receive services that address their specific needs, and to be able to raise concerns about their placements free from discrimination and retaliation. We applaud HHS for providing guidance to child welfare agencies and their contractors, to ensure that all foster youth can feel safe and protected."
>
> — Danielle (Danny) King, Esq. NCLR Senior Youth Policy Counsel



YOUTH | BORN PERFECT

In the past year, Born Perfect has made significant strides to protect LGBTQ youth from conversion therapy across the nation, achieving statewide bans in Michigan, Minnesota, Utah and Washington. In addition, we secured an executive order in Arizona, and an administrative ban signed by Governor Josh Shapiro in Pennsylvania. We monitored 20 state bills that directly or indirectly sought to promote and protect conversion therapy. More specifically, we worked with Equality Florida to block a bill that would force insurance companies to cover so-called "conversion therapy" as well as patients seeking "detransition." Additional legislative work included aiding in the passage of a York, Pennsylvania, ordinance against conversion therapy; advocating for ordinances and statewide legislation in Kansas and Arizona; and intervening in New Hampshire to block an effort to repeal the state's ban on conversion therapy.

In addition to litigation and legislation, NCLR is committed to educating the public about the harms of conversion therapy. Born Perfect joined a tour of five medical schools bringing the documentary film ***CURED***, about conversion "therapy" and the effort to de-pathologize homosexuality, along with a panel discussion, to medical students and staff in an effort to help providers and trainees feel more comfortable caring for LGBTQ patients. Program staff also advised and supported the creators of **Dear Alana**, an award-winning podcast about a young woman who died by suicide after receiving years of conversion therapy from religious counselors.

Born Perfect tracks more than 5,300 suspected conversion therapy providers and 1,278 organizations in all 50 states that support or conduct conversion therapy, and cultivates The Born Perfect Survivor Network, currently at 399 members. NCLR supports advocates and survivors working to end conversion therapy at the state and local level, including working with many state equality groups to educate policymakers.

RURAL PRIDE

Over 3 million LGBTQ people live in rural areas of this country. They surely enjoy the same joys and face the same challenges of rural life as their non-LGBTQ counterparts, but the structural challenges of rural life can heighten difficulties that LGBTQ people everywhere encounter

such as a struggle to find LGBTQ-friendly providers of healthcare, legal assistance, social support, and education. A core value and guiding principle in NCLR's work is to center those who are most marginalized in LGBTQ communities, including rural and low-income LGBTQ people, and to ensure that their needs and aspirations are central to our litigation and advocacy.

From its beginnings in 2014, the Rural Pride Campaign has elevated and addressed the needs of LGBTQ people living in rural LGBTQ communities and continues to build on NCLR's existing work to strengthen our impact in rural areas. Rural Pride offers opportunities for local leaders and stakeholders to come together and share resources by creating an infrastructure for peer support among rural LGBTQ populations through convenings, legal trainings and advocacy work.

This year, NCLR participated in conferences and trainings including the ABA/NLADA Equal Justice Conference in Detroit, Michigan, where Rural Pride staff organized the inaugural training on LGBTQIA2S+ Cultural Competency in which attendees gathered to share and learn about developments and innovations in providing legal services to low-income persons. Rural Pride also continued to partner with organizations in North Dakota to organize the **North Dakota LGBTQIA2S+ Summit**, which brings LGBTQ North Dakotans, service providers, organizations, and allies together for networking, organizing and education. And Ming Wong, Esq. NCLR's Director of Community Justice and Access, provided competency training and support to attorneys across the country as they took on LGBTQ clients facing unique challenges, like name and gender changes on official documents, and maintained NCLR's legal helpline as well as a discussion forum for a national network of over 300 attorneys at legal services organizations interested in serving LGBTQ clients.



RACIAL AND ECONOMIC JUSTICE

The most important issues LGBTQ people of color and low-income people face are often caused by racism and poverty. Unless we work to change these systemic issues, LGBTQ people will never be able to live free from oppression.



NCLR advocates to improve the social safety net and workers' rights, co-leads the National LGBTQ Anti-Poverty Network, and supports the work of coalitions such as the Movement for Black Lives and Coalition on Human Needs. The primary goal of this work is to pursue solutions to economic, racial, gender and social disparities as they specifically impact low-income LGBTQ people as a pathway to economic justice for all.

On September 26, 2023, NCLR hosted **Strike!: Queer and Trans Tales from the Workers' Rights Movement**, a virtual discussion examining the role queer and trans leaders are playing in advancing workplace justice across the world beyond employment discrimination.

NCLR sponsored Washington, DC's first LGBTQ Housing summit in November of 2023 to discuss challenges LGBTQ residents experience in obtaining and remaining in affordable housing in the District of Columbia. Over two days, participants explored innovative approaches with service providers, governmental agencies, policy experts, and housing advocates from across the District to dismantle barriers to housing for DC's LGBTQ community. Topics of discussion included individual and collective home ownership, rental programs, unhousedness, displacement, policing, gentrification, and the unique support needs of LGBTQ DC residents in attaining and maintaining housing. The summit concluded with the development and prioritization of legislative and budgetary solutions for making housing more affordable and safer in DC. NCLR's Director of Racial and Economic Justice Initiatives, TyrONE Hanley, served as co-chair of the policy committee. **sites.google.com/view/dclgbtqhousingsummit**

> "Being queer and trans is inherently revolutionary, and that includes destroying an economic system that effectively puts people into poverty. And not only that, but thrives off poverty itself."
>
> — TyrONE Hanley, Director of Racial and Economic Justice Initiatives

For International Workers' Day on May 8, 2024, NCLR released our film *We Are Abundant!: A Queer Vision of Economic Justice* with a world premier virtual event featuring Raquel Willis and Kenyon Farrow. We Are Abundant! expresses a vision of economic justice through the perspectives of LGBTQ leaders, advocates, and organizers passionate about and engaged in the issue and who speak from personal experiences of living in poverty. The film contributes to NCLR's longstanding efforts to address the needs of low-income LGBTQ people and families. In tandem with the film, NCLR also released our **Dream Kit**, a zine to explore our dreams and cultivate an abundant world together. **nclrights.org/we-are-abundant.**



After nearly 5 decades of LGBTQ civil rights work, we know that anti-LGBTQ discrimination in housing, education, employment, healthcare, sports, marriage or family law affects all queer people. And that when hostile legislation is allowed to stand, the impact for all marginalized groups is exponential.

As we look to 2025, with a new administration, a pending SCOTUS decision on essential medical care for transgender youth and more anti-LGBTQ bills moving through state and federal legislative bodies than ever, our mission is clear. NCLR will continue to lead the critical work required to protect 100% of our community from discrimination and harm, one precedent setting case at a time.


YEAR IN
REVIEW

2023

JULY

JULY 11 2023

NCLR applauds the Biden Administration for taking steps to eradicate harmful discrimination in federally funded social service programs.

> "Entities that take government money to carry out essential public programs should not be able to pick and choose whom they will serve. At a time when many states are targeting LGBTQ people, it is especially important for the federal government to ensure that our taxpayer dollars are not used to discriminate. We applaud HHS for codifying these important protections to ensure that no one is denied services they need."
>
> — Juliana Gonen, NCLR Federal Policy Director

> "Six federal district court judges have ruled on challenges to medical bans, including Kentucky's. Each one has listened carefully to the evidence and found that these bans have no basis in medical science, discriminate against transgender youth, and cause serious harms by denying medically needed care. We are hopeful that when the Sixth Circuit reviews the record and has the benefit of full briefing in this case, it will reach the same conclusion."
>
> — Shannon Minter, Vice President of Legal

JULY 14, 2023

ACLU of Kentucky and NCLR statement on Federal Judge for the Western District of Kentucky ruling to stay the preliminary injunction in Doe v Thornbury, the case regarding medically necessary care for transgender youth in Kentucky.

JULY 19, 2023

The ACLU of Kentucky, NCLR, and Morgan, Lewis & Bockius LLP file a motion for emergency relief in our transgender healthcare case. The motion asks the Court to lift the recently implemented stay, citing irreparable harm to our clients and other transgender minors in the commonwealth.

JULY 20, 2023

Arizona federal court allows transgender girls to play on girls' sports teams.

> "We are very pleased with the Court's decision that allows our clients to play on girls' sports teams while this case proceeds. The Court recognized the law is overbroad and cannot survive constitutional scrutiny. We look forward to securing a permanent ruling."
>
> — Rachel Berg, Staff Attorney

JULY (CONTINUED)

JULY 21, 2023

Organizations suing to stop Florida's transgender health ban add challenge to restrictions on adult care and request for class-wide relief

SB 254's restrictions on medical care cause profound harm, serve no legitimate purpose, and reflect gross legislative overreach. SB 254 takes away Floridian's ability to make important decisions about their own lives and hands it over to the government instead. That should alarm us all.

JULY 25, 2023

Transgender Floridians seek emergency block on adult healthcare restrictions in SB 254

Four Florida residents file a motion in federal court seeking an emergency block on provisions in SB 254 that have created medically unjustified restrictions on healthcare for transgender adults.

> "I have been following an established healthcare plan for years, but...my care has suddenly stopped, and I can no longer see the provider...who knows my medical history. I'm terrified because stopping my care is already having a negative impact on my health and on my family."
>
> — Plaintiff Lucien Hamel

> "We are thrilled that Michigan is taking this important step to protect LGBTQ youth... from this deadly practice, which has been rejected as unethical and harmful by every leading medical and mental health organization in this country. This is a huge step forward for LGBTQ people in Michigan and sends a much-needed message of support to LGBTQ youth at a time when they are under attack in many states."
>
> — Mathew Shurka, co-founder of Born Perfect

JULY 26, 2023

Born Perfect responds to Michigan law protecting LGBTQ youth from the dangerous practice of conversion therapy

AUGUST

AUGUST 10, 2023

NCLR's Arizona transgender birth certificate case given class action status

AUGUST 21, 2023

Statement on 11th Circuit ruling reversing injunction on Alabama transgender healthcare ban.

> "This deeply disappointing decision is difficult to reconcile with the 11th Circuit's prior rulings and with the Supreme Court's clear guidance that discrimination because a person is transgender is sex discrimination. Our clients are devastated by this decision, which leaves them vulnerable to what the district court found to be irreparable harm as a result of losing the medical care that has enabled them to thrive."

SEPTEMBER

"Our clients and other Alabama families have a right to protect their transgender children and ensure they get the support they need. The panel's decision tramples on that right and conflicts with clearly established Supreme Court and 11th Circuit law. We hope the full court will review this case and prevent this devastating criminal ban from taking effect."

— Shannon Minter, Vice President of Legal

SEPTEMBER 11, 2023



Alabama parents ask full 11th Circuit to review panel decision that allows the state to ban needed medical care for their children.

SEPTEMBER 12, 2023

Florida federal district court judge denies motion to temporarily block state restrictions on access to healthcare for transgender adults

All of us who believe in fairness, science, and freedom must also keep fighting on every level to ensure people in Florida and across the country can live their lives free from draconian and unlawful attacks on their health and wellbeing.

SEPTEMBER 13, 2023

In Florida, Don't Say Gay or Trans law keeps queer students from seeing queer futures for themselves

Florida's "Don't Say Gay or Trans" law — also known as the Parental Rights in Education Act or HB 1557 — is exceedingly and unconstitutionally vague. Legal challenges filed by NCLR, the ACLU, Lambda Legal, HRC, Equality Florida, and other LGBTQ+ organizations stress how the law is written to be purposefully confusing and unclear. If a school doesn't know if it will be sued or not, why take the risk?

The uncertainty is the point.

NOVEMBER

NOVEMBER 13, 2023

NCLR Launches the Healthcare is Caring campaign, advocating for healthcare for transgender youth. The Healthcare is Caring campaign aims to show the true stories of what happens when parents support their transgender children.

"The families in our campaign, like so many other families with transgender children, are proof that helping transgender youth get medically needed care can enable them to lead happy and successful lives. Still, many legislators continue to push harmful policies that prevent these young people from getting the healthcare they need and deserve. We're working to take action against these bills and show the politicians behind them that transgender youth and their families are not alone."

— Shannon Minter, Vice President of Legal

DECEMBER

DECEMBER 1, 2023

NCLR calls on the senate to reject extreme anti-immigration measures



DECEMBER 11, 2023

On December 11, 2023, NCLR held a virtual briefing about our work from the past year. Watch the conversation between NCLR leadership, legal and policy teams to get an update about how we are meeting this unprecedented moment and continuing the fight for LGBTQ justice.

The Supreme court rejects a challenge to Washington's law protecting LGBTQ minors from conversion therapy

The decision is a huge relief for LGBTQ minors in Washington and throughout the country. These laws play a critical role in protecting LGBTQ minors and their families from this dangerous practice, which drives LGBTQ youth to self-hatred and despair, and which tragically isolates LGBTQ youth from their families.

> "My worst nightmare is having to watch my child suffer because I can't get her what she needs. We saw how our daughter Susan suffered before we were able to consult with our doctors to understand what she was experiencing and make the most informed decisions about her care. She is a happy, confident child now, but if we can't get her the medical care her doctors recommend, I know that's going to go away. Seeing Susan's own fear about what will happen to her because of this ban has been one of the hardest experiences we've endured as parents."
>
> — Plaintiff Jane Doe, on behalf of herself and her daughter Susan Doe

DECEMBER 12, 2023

Federal trial concludes in challenge to Florida's SB 254, the first state law attempting to deprive transgender adults of healthcare

Multiple days of powerful testimony highlight the danger and lack of justification for the first law of its kind in the country that would block healthcare for transgender adults in addition to banning care for adolescents.

DECEMBER (CONTINUED)

DECEMBER 29, 2023

NCLR Applauds Ohio Governor Dewine for vetoing transgender medical care ban

Ohio Governor Mike DeWine vetoes HB 68 — a bill that would have banned medical care for transgender adolescents, stating: "It is the parents who know their child best."

> "Governor DeWine's veto marks a major turning point in what has become a tragically politicized battle. Research has shown that the public overwhelmingly believes that parents, not the government, should make medical decisions for their families. This attack on safe, effective, and well-established medical care has already caused enormous anguish and harm to Ohio families, who can now breathe a sigh of relief that their children can continue to receive the healthcare they need. Governor DeWine did the right thing by listening to parents, doctors, and young people and taking the time to understand the facts, rather than catering to political expedience. He has given other elected officials a powerful example of how to respond to these dangerous and harmful bills with similar courage, integrity, and deliberation."
>
> — Shannon Minter, Vice President of Legal



JANUARY AND FEBRUARY

JANUARY 11, 2024

The Eleventh Circuit Court of Appeals issues an order allowing Alabama's ban on medical care for transgender adolescents to take effect. Lawyers representing parents of transgender adolescents who are challenging the ban issue the following statement:

"Alabama's transgender healthcare ban will harm thousands of transgender adolescents across the state and will put parents in the excruciating position of not being able to get the medical care their children need to thrive. The district court issued its preliminary order blocking the ban after hearing days of testimony from parents, doctors, and medical experts about the devastating impact of this ban and the lack of any medical justification for it. Today's ruling will hurt parents and children in the state. We will continue to challenge this unlawful ban and to support parents and their kids in pushing back against the dangerous reality of being denied access to necessary, best practice medical care."

JANUARY 23, 2024

From advocating for reproductive justice and LGBTQ equality to providing LGBTQ-inclusive healthcare, NCLR and Planned Parenthood Northern California are working to ensure abortion access and reproductive health care for all.

NCLR believes that everyone should have the freedom to make choices over their own bodies and healthcare. From gender-affirming care to abortion access, we know that essential healthcare empowers individuals and saves lives.

FEBRUARY 29, 2024

NCLR's Federal Policy Director Julianna Gonen makes a statement following her participation in White House roundtable on access to IVF services

MARCH

MARCH 6, 2024

NCLR's Vice President of Legal, Shannon Minter goes Inside the legal fight for trans rights with Paisley Currah for the Boston Review

"The problem has never been coming up with the right legal arguments. Those are so simple and straightforward. I mean, how on earth could discrimination because the person was one sex and now they're the other sex—how could that be anything but sex discrimination? It's clearly about gender stereotypes. Sadly, there's still an enormous amount of bias, and courts often just do not apply the law equally or fairly when it's a transgender plaintiff. That's probably still our biggest obstacle in winning any kind of cases on behalf of transgender people."

— Shannon Minter, Vice President of Legal

MARCH 11, 2024

Florida LGBTQ+ rights groups and plaintiffs reach historic settlement to roll back key discriminatory provisions in "Don't Say Gay" law

For nearly two years, Florida's notorious 'Don't Say Gay' law spawned a disturbing wave of fear, anxiety, and confusion. By providing much-needed clarity, this settlement represents a major victory for the many thousands of LGBTQ+ students, teachers, parents, and their allies throughout Florida. Simply put, the State of Florida has now made it clear that LGBTQ+ kids, parents, and teachers in Florida can, in fact, say that they are gay.

APRIL

APRIL 19, 2024

NCLR and GLAD commend Biden Administration for new rules implementing essential nondiscrimination protections in education.



"Today the U. S. Department of Education has enshrined in federal regulation what we all know to be true — discrimination against students on the basis of sex has no place in our schools. In this time when policymakers in some states are targeting LGBTQ — and particularly transgender — youth with hostile laws, it is essential for our federal government to send a clear message that such measures violate federal law. We welcome these updated Title IX rules and look forward to working with the Biden Administration to ensure that they are fully implemented so that all students can learn and thrive in our public schools."

— Juliana Gonen, NCLR Federal Policy Director

APRIL (CONTINUED)

APRIL 30, 2024

NCLR applauds the Biden Administration's move to ensure safety for LGBTQI+ children in foster care.

> "The need to be loved, accepted, and supported is hardly unique to LGBTQI+ children, but unfortunately the system has proven uniquely unable to meet those children's needs. We applaud HHS for clarifying that entities that take government money to provide homes for youth separated from their families are required to ensure that the children entrusted to them are not mistreated, harassed, or abused for any reason — including because they are LGBTQI+."
>
> — Nesta N. Johnson, NCLR Family Law Attorney

MAY

MAY 18, 2024

NCLR celebrates the Champions for Justice Gala. New for 2024, the reception, dinner and after-party take place in one beautiful location!

This year, we welcome Alok Vaid-Menon and Nadine Smith — prominent advocates who embody the courage and dedication that drive our mission forward — as honored guests.



Alok Vaid-Menon (they/them) is a celebrated comedian, poet, author, actor, and public speaker cementing their status as a transformative force across contemporary art, culture, and advocacy. A true multihyphenate, modern renaissance talent, Alok has earned their reputation as a trailblazer for gender fluidity and LGBTQ+ representation.



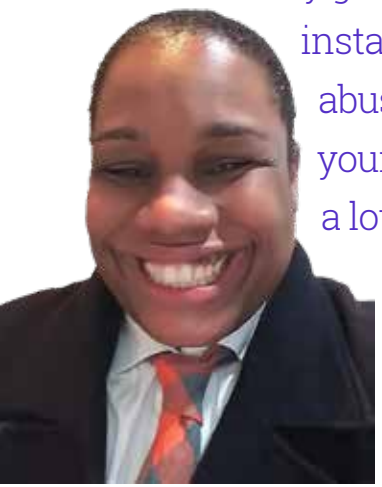
NCLR awards Nadine Smith (she/her), Equality Florida Executive Director, with the 2024 Vanguard Award. Nadine has been a champion for justice in Florida, leading the charge to defeat discriminatory legislation, and was named one of the state's "Most Powerful and Influential Women" by the Florida Diversity Council.

MAY (CONTINUED)

MAY 18, 2024

Joe Biden's new protections for LGBTQ+ foster youth will save lives.

"A commonality when things break down in a foster home and [the family] finds out that a young person is LGBTQ+, the agency doesn't know what to do. A lot of times they just move the child, they don't really try to find out what's best for them or see if they can salvage the placement, see if there is training that can be done, supports put in place. Often, that's not what we see happening, and it's almost as if the young person is penalized just for being LGBTQ and making that known or the foster parent finding out. They get shuffled around, or in more extreme instances there's physical or emotional abuse with not much recourse. These young people have already been through a lot of trauma, and they don't need to go through more when they're going into the foster care system."



— Danielle (Danny) King, Esq. Senior Youth Policy Counsel



"This case presents a critical opportunity for the Pennsylvania Supreme Court to clarify that children born through assisted reproduction deserve the same security and stability as other children. We are hopeful the Court will quickly affirm the decision below and ensure that families created through assisted reproduction have clear protections and that lower courts have clear guidance about how to apply the law to these families."

— Shannon Minter, Vice President of Legal

MAY 28, 2024

Organizations advocating on behalf of LGBTQ+ families and their children file a friend-of-the-court brief urging the Pennsylvania Supreme Court to issue a ruling protecting a lesbian mother's parental status and affirming the recognition of legal parentage for children born through assisted reproduction.

JUNE

JUNE 4, 2024

The Biden Administration issues important new federal regulations barring anti-LGBTQ discrimination in education and health care. Here's what they mean for you.

JUNE 11, 2024

Federal court blocks first state law restricting health care for transgender adults

"This ruling lifts a huge weight and worry from me and my family, knowing I can keep getting Gavin the care he needs, and he can keep being the big-hearted, smiling kid he is now. I'm so grateful the court saw how this law prevented parents like me from taking care of our children."

— Gloria Goe, on behalf of herself and her son Gavin Goe

"Right now, Don't Say Gay and Trans laws force LGBTQ students and teachers to hide who they are, and to be ashamed of their LGBTQ families. We are living through one of the most terrifyingly pointed campaigns to erase our history. And my fear is that in a moment like this, allowing the cultural celebrations that attempt to preserve pieces of that history to lose their impact is being complicit in our own erasure."

— Imani Rupert-Gordon, NCLR President



JUNE 19, 2024

NCLR President Imani Rupert-Gordon writes about the Pride of Juneteenth for *The Advocate*.

JUNE 24, 2024

SCOTUS to Hear Kentucky Transgender Youth Health Care Ban Case.

"The Court has not formally decided to review the Kentucky law, but the outcome of the DOJ's challenge to the Sixth Circuit's decision will determine how our case moves forward. A favorable decision would restore care for transgender youth in Kentucky and Tennessee. Today's decision by the Supreme Court gives hope to families across the country. We are grateful the Supreme Court has agreed to consider this important issue and to ensure that state legislatures cannot selectively deny medically needed care to transgender youth."

— Shannon Minter, Vice President of Legal

LEGAL ADVOCACY

NCLR shapes the legal landscape for all LGBTQ people and families across the nation through its precedent-setting litigation, legislation and policy.

2023-2024 CASE LIST

Custody, Visitation, Parentage

Pool v. Richardson

Child Custody

VIRGINIA/UTAH/DISTRICT OF COLUMBIA

Miles v. Gerstein

Child Custody/Parentage

CALIFORNIA

Wilson v. Williams

Parentage

OKLAHOMA

Conversion Therapy

Tingley v. Ferguson*

Conversion Therapy

Victory: The Supreme Court did not take up the case, upholding the dismissal at the District Court level. This means the ban on conversion therapy for minors remains in place.

WASHINGTON/NINTH CIRCUIT/SUPREME COURT

Chiles v. Salazar

Conversion Therapy

COLORADO/TENTH CIRCUIT

Transgender Discrimination

Edmo v. IDOC

Successfully obtained the first court-ordered transition-related surgery for a transgender person in prison, the case remains open on the matter of attorneys' fees in bankruptcy court as defendant Corizon has declared bankruptcy.

IDAHO/NINTH CIRCUIT

Fisher v. B.O.P.

Prison denial of adequate transition-related care

OHIO/SIXTH CIRCUIT

Transgender Youth

Noe v. Utah High School Activities Association

Anti-Transgender Sports Ban

UTAH

Doe v. Horne

Anti-Transgender Sports Ban

ARIZONA

Healthcare

Eknes-Tucker v. Ivey

Transgender Healthcare Ban

ALABAMA ELEVENTH CIRCUIT

Boe v. Marshall

Transgender Healthcare Ban

ALABAMA

Doe v. Ladapo

Transgender Healthcare Ban

FLORIDA/ELEVENTH CIRCUIT

Doe v. Thornbury

Transgender Healthcare Ban

KENTUCKY/SIXTH CIRCUIT



Education

M.A. v. Florida State Board of Education*

Challenge: Don't Say Gay or Trans Bill

Victory: NCLR helped reach a settlement. The settlement restores the ability of students, teachers, and others in Florida schools to speak and write freely about sexual orientation and gender identity in class participation and schoolwork. It also restores safeguards against bullying on the basis of sexual orientation and gender identity and reinstates Gay-Straight Alliances (GSAs).

FLORIDA/ELEVENTH CIRCUIT

Public Accommodation

Roe v. Herrington

Birth Certificates: Gender Marker Change

ARIZONA

* Victory or Resolved Cases

ADDITIONAL IMMIGRATION ADVOCACY

NCLR secured **4 asylum victories** and **2 dismissal orders** from Immigration Court

One of NCLR's youngest clients was granted Special Immigrant Juvenile Visa Status and Immigration staff will assist her in obtaining her Green Card when she becomes eligible. Her guardian and older sister were also granted Asylum.

- **15 Citizenship** cases approved
- **8 Green cards** approved
- **44 work authorization** permits approved
- **1 green card** renewal approved
- NCLR has **52 pending asylum** cases, including 46 affirmative and 12 defensive
- **11 pending immigration** cases including U-Visa, green card, citizenship, and family petitions
- NCLR assisted **295** individuals with **immigration-related** questions

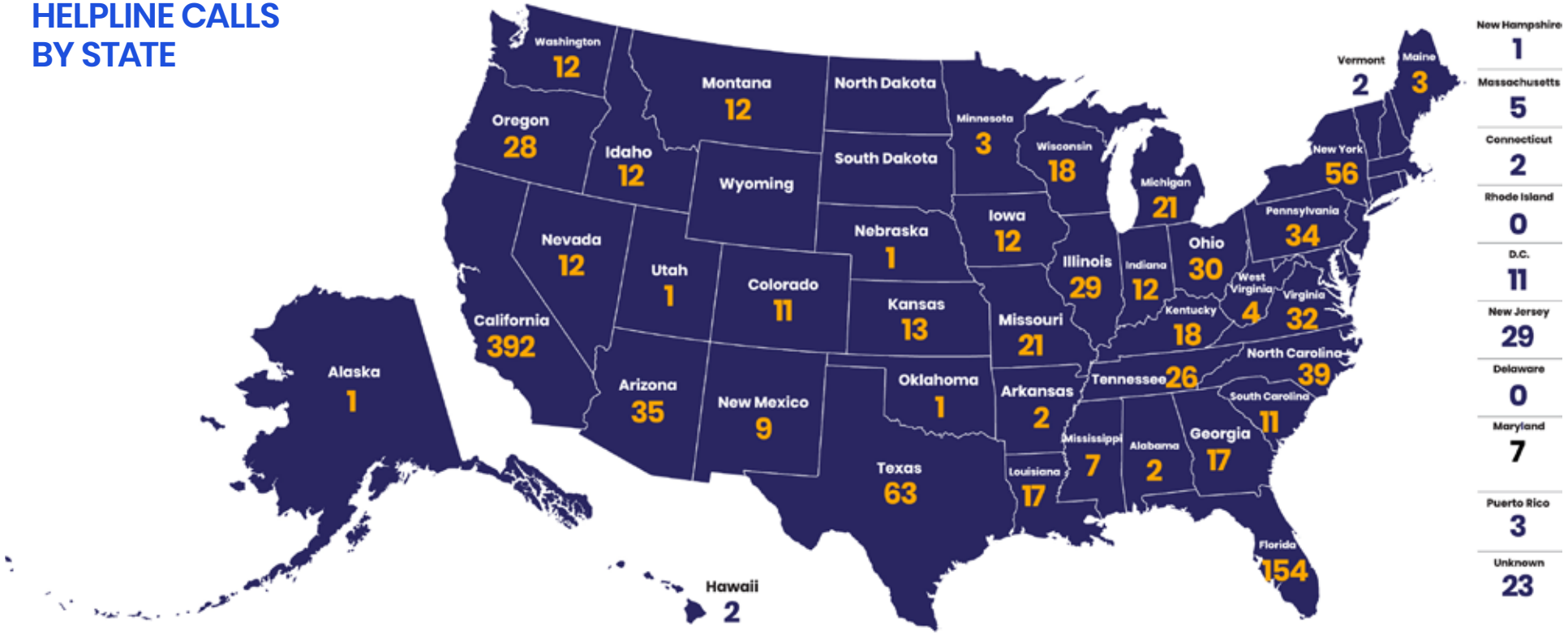
ADDITIONAL ADVOCACY

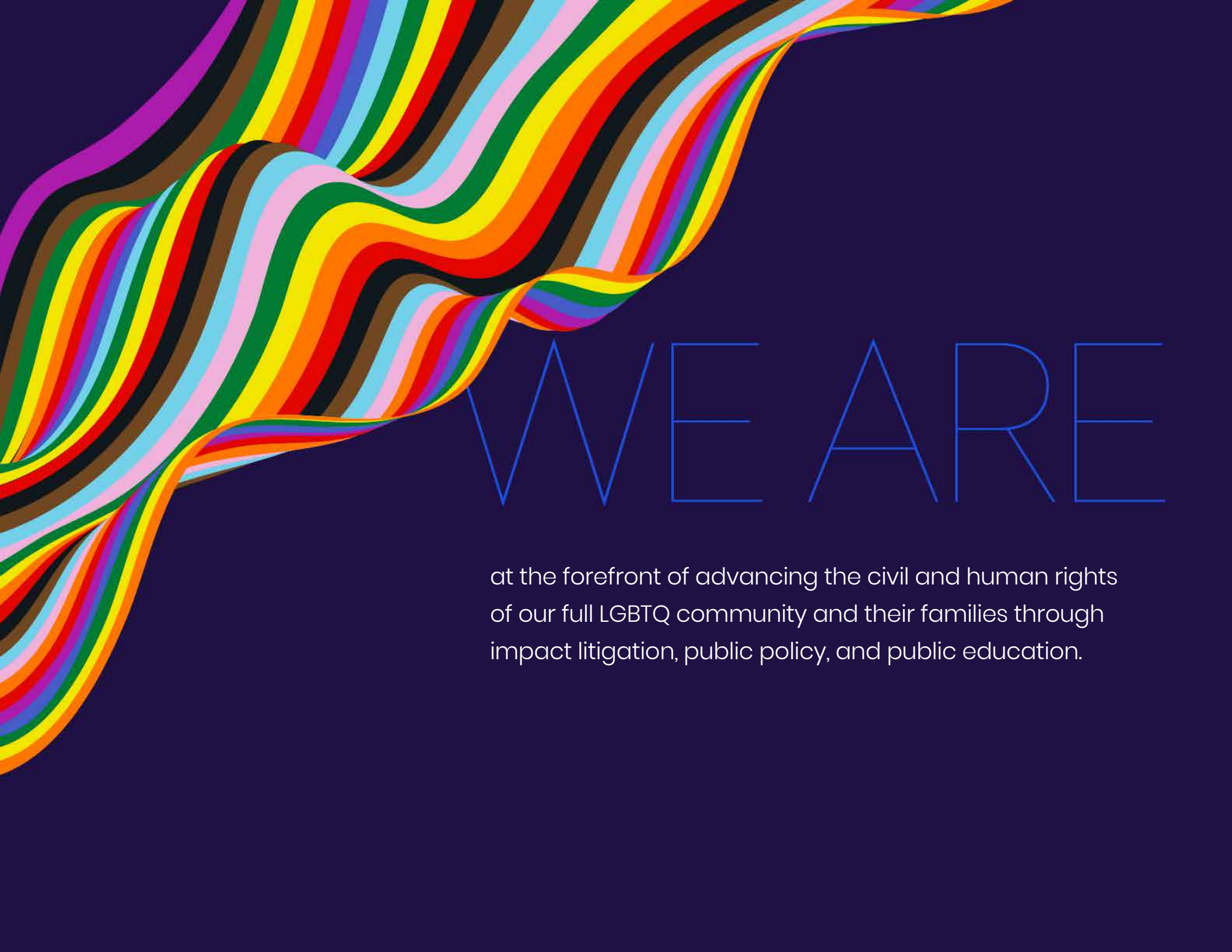
- Filed friend-of-the-court briefs in **14 cases**
- Assisted private attorneys in **at least 12 cases**
- Submitted **9 comments** on federal regulations addressing: nondiscrimination in education and health care; LGBTQ data collection; religious exemptions; asylum protections; access to reproductive health care; and enhanced privacy for reproductive health care data
- Born Perfect achieved **statewide bans on conversion therapy** in Michigan, Minnesota, Utah and Washington
- NCLR tracked more than 5,300 suspected conversion therapy providers and 1,278 organizations in all 50 states that support or conduct conversion therapy, and continues to cultivate **The Born Perfect Survivor Network**, currently at 399 members

HELPLINE

As one of the longest-standing legal helplines serving the LGBTQ community, NCLR receives nearly 1,000 calls per year with more than 70% of our calls coming from women and a majority from low-income people. While calls vary from year to year, historically we have received calls from all 50 states and Canada.

HELPLINE CALLS BY STATE




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at the forefront of advancing the civil and human rights
of our full LGBTQ community and their families through
impact litigation, public policy, and public education.

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FOR THE 2023-24 FISCAL YEAR

SUPPORT AND REVENUE

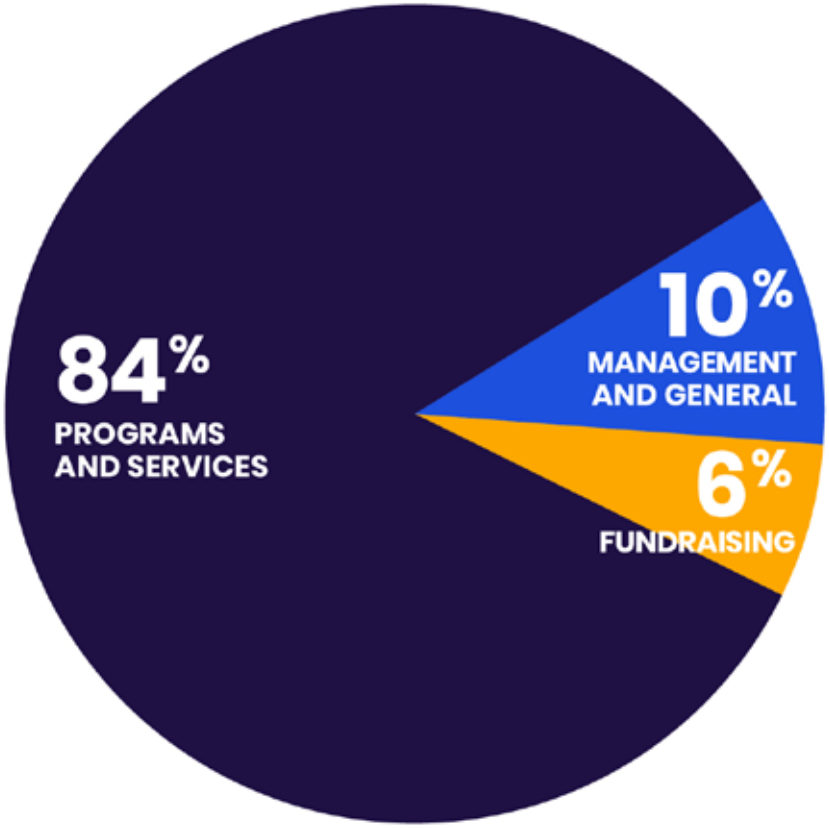
Support & Revenue/ Grants & Contributions	$	4,222,643
Special Events	$	272,661
Earned Income:	$	460,283
Contributed Services:	$	8,830,402
Total Revenues:	**$**	**13,785,989**

EXPENSES

Program Services	$	12,560,005
Management and General	$	1,492,298
Fundraising	$	950,877
Total Expenses	**$**	**15,003,180**

Net Assets, Beginning of Year	**$**	**5,919,452**
Net Assets, End of Year	**$**	**4,702,261**

23-24 EXPENSES





THANK YOU

to the following generous individuals and groups — they enable us to continue our cutting-edge civil rights work across the country.

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NCLR is proud to acknowledge major donors whose gifts of $1,500 or more annually have strengthened our legal programs across the country.

Names in bold indicate donors for 20 or more years

*Impact Club donors

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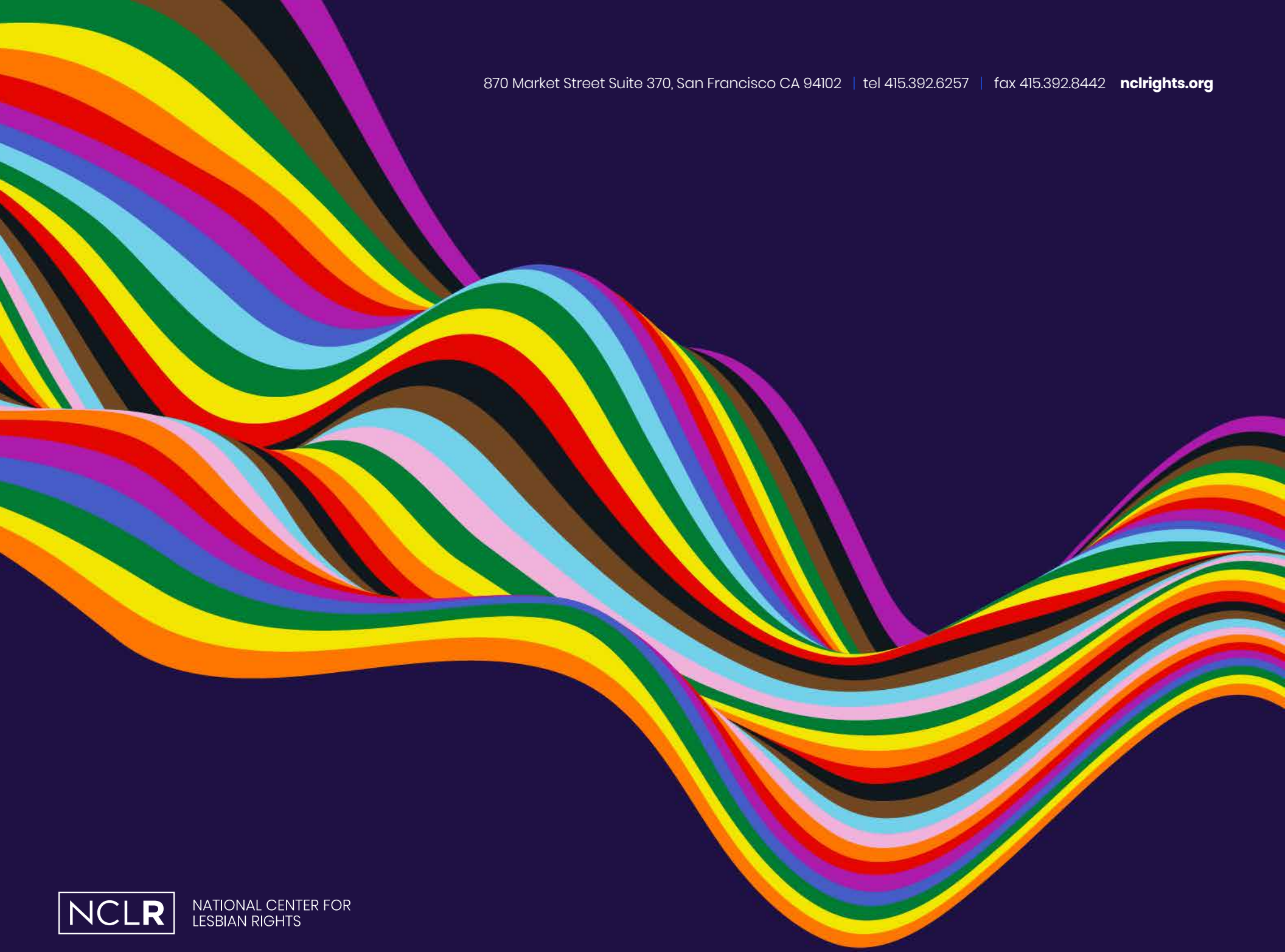
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