

ANNUAL REPORT

07

NATIONAL CENTER FOR LESBIAN RIGHTS | 2007 ANNUAL REPORT

NCLR

YOUR NCLR





DEAR NCLR CHAMPION:

As I write this mid-way through the incredible year that is 2008, I realize that an annual report is always a look back. It is the reverse of a crystal ball—instead of trying to predict the future, we look to the past and see what brought us to the present moment. And who would have ever imagined, one year ago, that we would be at this precise moment in history?

It is inspiring to see the highlights of our legal and program work from 2007, to see that NCLR has just been doing what we do best, and that in taking each day, month, and year step by step, we can reach such historic heights. It is in there that I find the most hope: that no matter what, NCLR has been and will continue to do the work that must be done. And in doing so, we can change the world.

The other view afforded by looking through the reverse crystal ball that is this annual report is of NCLR's truly amazing supporters. I can see with clarity the direct relationship between your investments in our work and the incredible victories we have been able to achieve.

I cannot thank you enough for your vision and all you have enabled us to do.

Very truly yours,

Kate

Kate Kendell, Esq.
Executive Director

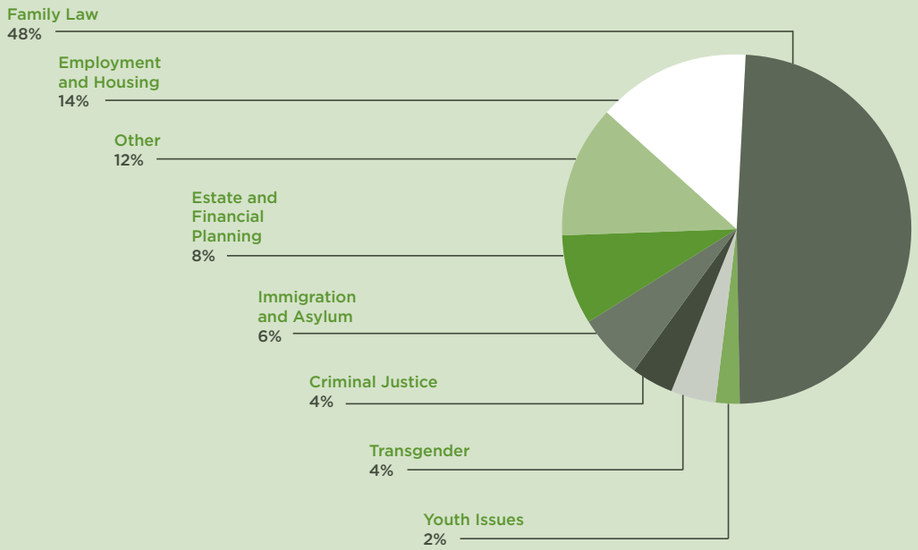
ABOUT NCLR

The National Center for Lesbian Rights is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

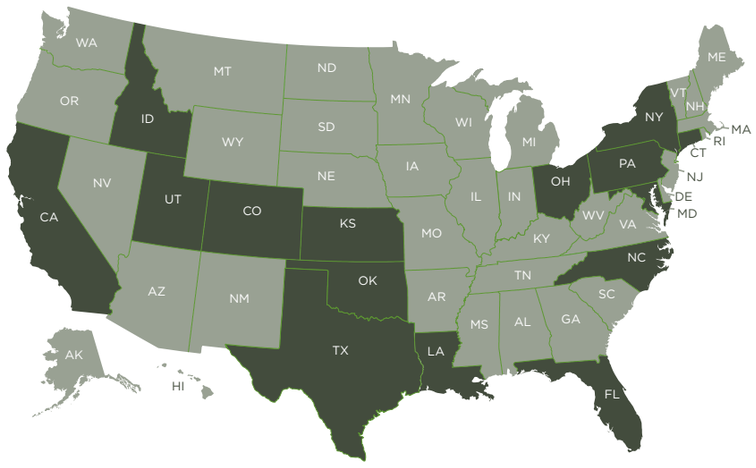
More than thirty years ago, two brave and determined women, fresh out of law school and eager to make a difference, decided to put their knowledge to good use. As legal scholars, Donna Hitchens and Roberta Achtenberg saw the courtroom as a way to change the world. As lesbians, they had experienced both personal and professional frustrations and fears, and didn't want others to suffer the same.

That was in 1977. Today, that pioneering spirit and unwavering commitment to advance the civil and human rights of all lesbian, gay, bisexual, and transgender (LGBT) people continues. Each year, through litigation, public policy advocacy, and public education, NCLR helps more than 5,000 LGBT people and their families nationwide. And our precedent-setting case victories literally rewrite the law, changing the legal landscape for all LGBT people and families across the nation. For more than three decades we've been leaders in bringing historic cases, and today we are still trailblazing in pursuit of justice, fairness, and legal protections for all LGBT people.

NCLR'S WORK AT A GLANCE



NCLR'S 2007 CASES



International Cases
Pakistan, Egypt, El Salvador, Mexico, Zimbabwe, Peru

Elder Law
Burrows v. ILWU – CA
Joy Lewis and Sheila Ortiz-Taylor v. Westminster Oaks Retirement – FL

Employment
Dunlap v. Bloomberg School District - TX

Families and Parenting
Adoption.com – CA
Ames v. Dodge – UT
Application of W. – CA
Charisma R. v. Kristina S. – CA
Denise B. v. Beatrice R. – NY
In re J.D.F. – OH
Goodson v. Castellanos – TX
Hayes v. Mohr – FL/CO
In the interest of K.M.H. and K.C.H. – KS
Jones v. Barlow – UT
Donna Jones, et al. v. San Joaquin Community Hospital – CA
L.E. v. K.R. – FL
Margaret K. v. Janice M. – MD
Mason v. Dwinnell – NC
Palazzolo v. Mire – LA
Santos v. Banister – MD
Smith v. Smith – OH
Wood v. Wood – FL/CO

Healthcare
Benitez v. North Coast Women's Care - CA

Immigration and Asylum
In re Angelica – Mexico
In re Armando – Mexico
In re Barbara – El Salvador
In re Irma – Mexico
In re M.Q. – Mexico
In re Patricia – Mexico
In re Raul – Peru
In re Valeria – Mexico
In re Vicky – Mexico
In re Z.K. – Pakistan
John Doe v. Alberto Gonzales – Egypt
Jorge Soto Vega v. Ashcroft – Mexico
W.K. v. Gonzales – Zimbabwe

Marriage
In re Marriage Cases – CA
Kerrigan & Mock v. Connecticut Department of Health – CT
Reynolds and McKinley – OK/ Cherokee Nation

Other Civil Rights
Christian Legal Society v. Kane – CA
Dykes on Bikes – CA

Relationship Recognition
Smith v. Knoller et al – CA
Strong v. BOE – CA

Sports
Jennifer Harris v. Maureen Portland, Penn State University, and Timothy Curley – PA
Sulpizio and Bass v. Mesa Community College – CA

Transgender Law
Doe v. Suffolk County DSS – NY
Etsitty v. Utah Transit Authority – UT
Gammett v. Idaho State Board of Corrections – ID
Stanton v. City of Largo – FL

Youth
California Education Committee, LLC, et al. v. Arnold Schwarzenegger, et al. – CA
Mariah L. v. Administration for Children's Services – NY

LITIGATION HIGHLIGHTS

- ***In re Marriage Cases***:
  Served as lead author of main briefs filed in the California marriage case on which we are lead counsel on behalf of same-sex couples, Equality California, and Our Family Coalition urging an end to discrimination in the state's marriage laws. Also shepherded the filing of 30 amicus briefs on behalf of more than 500 organizations to the California Supreme Court in the marriage case.

- **Immigration**:
  Received notification from the U.S. Department of Homeland Security that three of our clients, who experienced tremendous persecution in their countries of origin, were officially granted asylum.

- ***Gammett v. Idaho State Board of Corrections***:
  In a groundbreaking decision, a federal district court judge ruled that the Idaho Department of Corrections must provide female hormone therapy to a transgender inmate while her case proceeds to trial in federal court in Boise, Idaho. This landmark victory may pave the way for other transgender prisoners who are being denied medically necessary care.

- ***Jennifer Harris v. Maureen Portland, Penn State University, and Timothy Curley***:
  Settled a landmark discrimination case against Penn State and its women's basketball coach Rene Portland and athletic director Timothy Curley on behalf of Jennifer Harris, a former student-athlete who alleged discrimination based on race, gender, sexual orientation, and invasion of privacy. The case has provided an unprecedented platform for public dialogue about lesbian, gay, bisexual, and transgender (LGBT) athletes and raised public awareness about the harmful effects of discrimination and homophobia.

- ***Adoption.com***:
  Settled a case on behalf of a gay male couple who were challenging the discriminatory policies of the for-profit websites Adoption.com and ParentProfiles.com after these businesses refused to post their profile online solely because they are a same-sex couple. Based on the settlement, Adoption.com and ParentProfiles.com have agreed to either comply with California antidiscrimination law or cease providing their services to Californians.

PUBLICATIONS



- Published **"The Challenges of Lesbian Asylum Claims,"** which provides a comprehensive analysis of lesbian asylum claims, including practical advice and legal strategies for lesbian asylum seekers.

- Launched a newly designed and updated website at **www.nclrights.org** that provides comprehensive information for clients, lawyers, students, and the general public.

PROGRAMS



- Launched ***Proyecto Poderoso*** (Powerful Project) a collaborative effort of NCLR and California Rural Legal Assistance (CRLA) aimed at improving legal services for low-income LGBT residents of rural California.

- Joined the Executive Committee of **United ENDA**, a national coalition working to pass an inclusive-only federal Employment Non-Discrimination Act (ENDA), providing protections against sexual orientation and gender identity discrimination.

- Helped draft and pass California Senate Bill 518, the **Juvenile Justice Safety and Protection Act**, which created a Bill of Rights for youth in the juvenile justice system, which includes the right not to be discriminated against or harassed based on sexual orientation or gender identity. This is the first bill of its kind.

- Partnered with the **NCAA** to strengthen existing protocols and polices related to Gender Identity Expression (GIE) protections and discrimination for athletes.

NCLR AUDITED FINANCIAL STATEMENTS

for the Year Ending December 31, 2007

Public Support and Revenue

Individuals	$1,987,190
Bequests	
Foundations	$614,472
Donated professional services	$2,090,930
Special events	$693,704
Case fees	$243,750
Other revenue	$71,030
Total Public Support and Revenue	**$5,701,076**

Expenses

Legal programs and services	$5,210,777
Management and general	$76,509
Fundraising	$1,047,370
Total Expenses	**$6,334,656**
Increase in unrestricted net assets	**-$633,580***
Net assets, beginning of year	**$2,385,964**
Net assets, end of year	**$1,752,384**

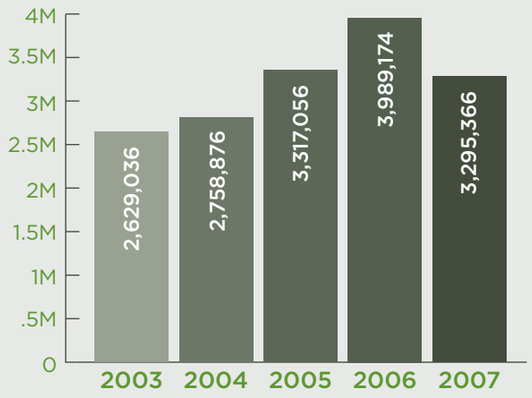
Please contact NCLR for a complete audited statement.

**NCLR incurred significant one-time expenses in 2007 in preparation for the final phases of our marriage case and to capitalize on our 30th anniversary.*

HISTORY OF PUBLIC SUPPORT AND REVENUE*

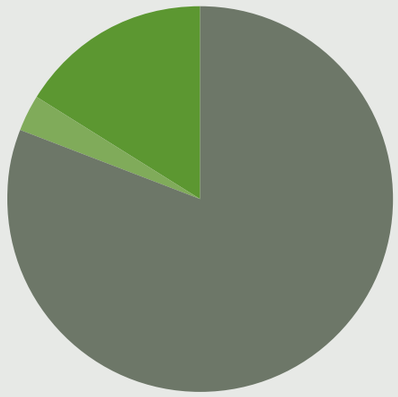
2003-2007

**Does not include donated professional services*



2007 EXPENSES

81% Legal Programs and Services
16% Fundraising
3% Management and General



ANNIVERSARY CIRCLE

NCLR is proud to acknowledge the following major donors whose gifts of $1,500 or more in the past year have strengthened our legal programs across the United States.

We also express our heartfelt thanks to our 2007 Giving Campaign Co-chairs, Brooke Battles and Mathew dos Santos, for their leadership and inspiration.

NCLR has achieved great things in our 31 years and none of our victories would be possible without our wonderful family of NCLR Anniversary Circle members.

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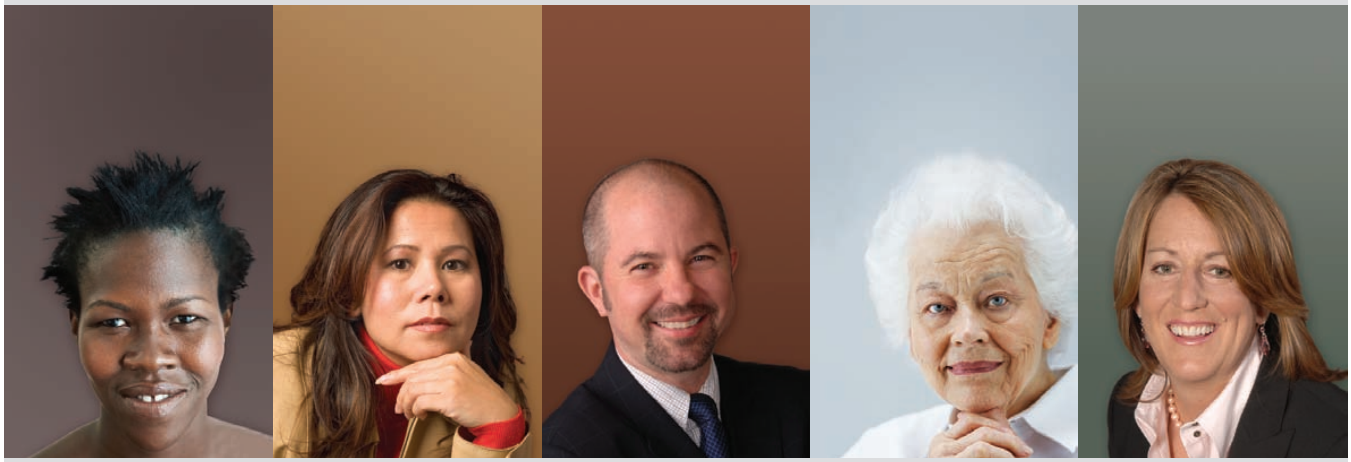
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