NCLR

NATIONAL CENTER FOR
LESBIAN RIGHTS

2022–23 Annual Report

From Imani



Dear NCLR Family,

The fight for civil rights and social justice can feel daunting at times. We have extraordinary wins that seem to propel us forward, but we also have heartbreaking setbacks, finding ourselves once again fighting for basic human rights, not only in the courts, but also in the court of public opinion.

This past year brought an unprecedented level of political vitriol directed at our community. This hate and discrimination extends beyond the LGBTQ community, impacting parents, children and professionals everywhere. From bans on transgender kids playing sports and criminalizing medically necessary healthcare for transgender people, to books with positive representations of LGBTQ characters being removed from libraries, to censoring the true and accurate impacts of racism and slavery on our nation, multi-faceted attacks on marginalized communities are only increasing. In some parts of the country, just mentioning the term "LGBTQ" in classrooms can get a teacher fired. And all over the world, we are witnessing the worst parts of humanity.

These challenges sometimes feel insurmountable. We started our last fiscal year with the Supreme Court decision that stripped our right to abortion. This decision, for the first time in Supreme Court history, took away a previously protected right, leaving us with fewer protections and less autonomy over our own bodies.

As harrowing as this is, this is not the worst our community has faced. When we look back on the history of civil rights in this country, we have to remember that this IS THE FIGHT. There are often great losses before monumental wins—and we are in the thick of that now. Years from now, we will look back to this time as a reminder of how we responded in the face of horrendous oppression. We push forward. This is what will make tomorrow's progress possible.

While the attacks on our community seem unrelenting, our resolve has never been stronger. NCLR is taking bold action to defend our rights, and together, the future is bright.

Thank you for believing in us, and believing in justice.

In solidarity,

Imani

From the Board



Dear NCLR Friends and Family,

When we joined the NCLR Board of Directors, we knew we were becoming part of something bigger than the both of us, offering our expertise and passion to a movement we both live and believe in with all our hearts.

What we couldn't see then was just how critical the work of NCLR would continue to be as our country started to backslide on our rights, lifting up new and incredibly dangerous tropes about LGBTQ people. We didn't foresee the cruel and dangerous attacks on youth, the reversal of a 50-year-old right to abortion, or the constant assault on transgender people in social media, mainstream media, schools and local governments.

What we have always known, however, is that NCLR is special. A team of brilliant, committed individuals who, as a collective, create one of the most forward-thinking, collaborative and intersectional organizations in the LGBTQ movement. Founded on the best of feminist principles, NCLR champions those of us consistently left out of the conversation and sees solutions before most even realize the problem.

Through programs such as Rural Pride, Born Perfect, the LGBTQ Anti-Poverty Network and our Immigration and Asylum Program, NCLR brings a full understanding of the complex and layered barriers to equality for all LGBTQ people. We cannot fight for equity and justice for LGBTQ people without fighting for racial, gender and economic justice for all.

Our greater goal of a society that values all of its citizens, holds up individual beauty and self-expression and truly protects each individual's right to be who they are is never out of reach. For today, we will roll up our sleeves and take on state after state, all the way to the Supreme Court, to protect the right of Floridians to "Say Gay", for LGBTQ Alabamans to receive healthcare and for youth in Utah to play sports, and tomorrow we will continue to be where we are needed most.

Thank you for coming on this journey with us — together, we know real and lasting change is possible!

Sincerely,

Elisa Diana Huerta and Liz Kim, NCLR Board Co-Chairs

Runaway Court

> There is hardly a more egregious assault on individual liberty than forcing someone to be pregnant against their will. For the first time, the Supreme Court has reversed a long-standing precedent to take away – not expand – liberty rights under the Constitution.
>
> —Imani Rupert Gordon

This fiscal year began with chilling news. The highest court in the land, for the first time in history, ***took away*** a fundamental human right by ruling that the constitution does not protect the right to terminate a pregnancy. The ramifications were almost immediate, with trigger laws shuttering clinics across the country overnight. As time passed, we saw voters turn out in droves for statewide elections to enshrine abortion into law, but we still have no definitive abortion protections to circumvent the decision at the federal level, and the citizens of many states with restrictive laws are reeling as a result.

Meanwhile, rulings hostile to the ethos of the social justice movement continued to be handed down. The decision to overturn Brown v. Board of Education, effectively ending affirmative action, and the ongoing attempt to dismantle voting rights and union protections for the majority of workers, are eroding a generation of settled law. By June of 2023, almost exactly one year after Dobbs, another devastating blow to equal protections was decided in the highest court, when the outcome of 303 Creative legalized prejudicial public services. While the court's decision in 303 Creative is "narrow", it affirms that discrimination on the basis of sexual orientation is allowable for some business owners with strongly held religious beliefs, in spite of pre-existing precedent to the contrary.

The impact of these pivotal Supreme Court decisions cannot be overstated. The loss of privacy and bodily autonomy rights outlined in Roe v. Wade, and the adjoining implications for decisions like Obergefell and Loving v. Virginia, have set our movement back decades. The court's disregard for precedent poses a clear and present danger to freedoms that are of utmost importance not only to LGBTQ people but to every person in this country.

As a legal organization, the ground is shifting under our feet, and our strategies must shift to meet an increasingly hostile climate. Our work to protect LGBTQ rights is entering a new phase, one in which we may no longer be able to rely on precedent. Luckily for us, NCLR's justice work has never relied solely on litigation. While defending our rights and clients in court is central to our mission, our work to build a powerful justice coalition, train law firms and attorneys to better assist LGBTQ clients facing discrimination, and educate the broader public on the dangers of rulings like Dobbs and 303 Creative has never been more critical.

The court may be on the run, but NCLR remains grounded in the past, present and future of the LGBTQ Justice Movement.

Our Work

EXPANDING ACCESS AND EQUITY

Discrimination against LGBTQ people and their families happens in every state, city, and community around the country. NCLR's goal is to be there when the most vulnerable members of our community need us the most and expand access and equity protections for all.

Bathroom access continues to be a contentious debate across the country, with various bills introduced attempting to ban certain people from using public facilities. NCLR secured an important victory for LGBTQ equality when a U.S. District Court entered a final order prohibiting enforcement of Tennessee HB 1182, a law passed in 2021 requiring businesses to post a demeaning notice if they permit LGBTQ patrons to use the same restrooms as other patrons. This court order sets important precedent reaffirming that businesses cannot be forced to refuse equal service to all patrons based on sexual orientation or gender identity. The challenge, brought by NCLR and partner attorneys on behalf of Mike Curb, founder and Chairman of Curb Records and President of the Mike Curb Foundation, asserted that HB 1182 promoted a hostile climate for LGBTQ people in the state and denied them equal access to businesses open to the public and to employment and educational opportunities. Mr. Curb argued that the law would compel his and other Tennessee businesses to endorse a climate of fear and nonacceptance of LGBTQ people.

Disparities in access and equity often disproportionately affect LGBTQ people living in rural communities. As part of our ongoing Rural Pride initiative, NCLR organized coalition building and training opportunities across the country, reaching LGBTQ people in underserved areas. We convened the **North Dakota LGBTQ Summit**, a gathering of LGBTQ rights advocates, activists and humanitarians to build power across the state, and hosted legal cultural competency trainings for Inland Counties Fair Housing and Mediation Board in California, Legal Aid of West Virginia and nationally at the 2023 **Equal Justice Conference** in



Dallas, Texas. These convenings and trainings expand access to legal services for LGBTQ people facing discrimination by equipping more attorneys in rural areas who may lack exposure to our community with tools to better serve and support LGBTQ clients, while creating opportunities for advocates to network with one another.

NCLR consistently submits comments to the federal government on proposed policy in an effort to defend LGBTQ rights. Comments were recently submitted to the U.S. Department of Education supporting its proposed rule requiring equal treatment of transgender students in school sports under Title IX of the Education Amendments of 1972, and stressing the urgency of creating clear federal policy in the face of the unlawful bans proliferating in many states. NCLR executive Director Imani Rupert-Gordon, along with the nation's top civil rights leaders, reproductive rights and justice organizations, met with Vice President Kamala Harris to discuss the harmful impact of the U.S. Supreme Court's ruling in the *Dobbs v. Jackson Women's Health Organization* and the ongoing threat to our democracy.

It is essential that NCLR continues to have a presence on Capitol Hill, reminding members of the House and Senate that we expect them to act in the best interests of all of their LGBTQ constituents.

YOUTH

For 30 years, NCLR's youth project has been leading LGBTQ legal organizations in advocating for LGBTQ youth. Through public education, training, policy advocacy and litigation, NCLR works to ensure that all LGBTQ youth are safe and able to live openly with the support they need to thrive and reach their full potential.

NCLR prioritizes our work advocating for the rights of youth due to ongoing attacks on their civil rights, safety in school, and access to medically necessary care. Discriminatory legislation and hostile rhetoric leads to violence that harms children and forces more youth into the juvenile justice system. NCLR undertook new litigation, including Florida and Kentucky's bans on essential medical care for transgender youth and Arizona's sports ban on behalf of transgender youth in those states. In our challenge to Utah's sports ban for transgender girls, NCLR obtained an order from the Third District Court of Utah blocking enforcement of HB 11, meaning that kids in Utah can play sports while the case proceeds without the restrictions HB 11 would impose.



Photo by WikiCommons user Ted Eytan

NCLR sustained ongoing litigation against Alabama's law that makes it a felony to provide medically necessary healthcare to transgender youth; against Florida's "Don't Say Gay or Trans" law; and against the Arizona surgical requirement for correcting birth certificates, which has become a class action lawsuit, meaning a positive outcome in the case will benefit anyone in Arizona seeking to legally change their gender marker.

NCLR staff served on the Juvenile Regulations Executive Steering Committee for the California Board of State and Community Corrections (BSCC), which reviews revisions to the Title 15 and Title 24 regulations governing juvenile facilities in California; and helped coordinate Georgetown's Center for Juvenile Justice Reform's (CJJR) Supporting the Well-Being of System-Involved LGBTQ Youth Virtual Certificate Program in November of 2022.

And in an exciting win for youth in Department of Juvenile Justice facilities in the state of California, Governor Gavin Newsom signed AB2417, otherwise known as the **Youth Bill of Rights**, into law on July 30, 2022. AB 2417 includes protections against discrimination based on gender expression and immigration status, timely access to restroom facilities, clean clothing and education access for youth experiencing incarceration.

BORN PERFECT

In June 2014, NCLR launched Born Perfect, a program to end conversion therapy. We do so by passing laws across the country to protect LGBTQ children and young people, fighting in courtrooms to ensure their safety, and raising awareness about the serious harms caused by these dangerous practices because every child is #BornPerfect.

NCLR's Born Perfect program continues to maintain a national network of over 380 survivors, and tracks 6,549 providers suspected to be offering conversion therapy. Of these, 5,333 are individual counselors and 1,216 are organizations. Born Perfect staff provides public education and technical assistance to state-level activists advocating against conversion therapy, with positive changes in state law and policy taking place this fiscal year in states including Arizona, Michigan, Minnesota, Pennsylvania, and Utah.

In January of 2023, medical students testified in large numbers to support Minnesota legislation that would prohibit harmful conversion therapy by licensed professionals against minors – while social work students opposed legislation in North Dakota that would protect conversion practices from regulatory discipline.

NCLR was an intervenor in a Ninth Circuit case which unanimously affirmed that Washington State's law protecting minors from conversion therapy is constitutional and may be enforced, and filed an amicus brief in a similar case in Colorado.

RELATIONSHIPS AND FAMILIES

Protecting LGBTQ people's family relationships has been a core aspect of NCLR's work since its founding in 1977. From marriage equality to protecting unmarried partners, to the ability to have and raise children to establishing protections for transgender parents and transgender youth, NCLR has been at the forefront of advancing the rights of LGBTQ people and their families for decades.

This year, NCLR undertook new litigation fighting to regain the parental rights for a woman in Oklahoma. Our client, a lesbian non-biological parent, lost custody of her child when the child's sperm donor was deemed the lawful second parent by a court of law. Because Oklahoma's parental law governing child custody predates federal marriage equality law, the judge in the original custody case refused to apply the presumption that both spouses are legal parents of a child born during marriage, and instead ruled the sperm donor is the child's second legal parent. NCLR is appealing the decision and demanding that the state protect this family equally in custody and divorce proceedings and apply parental presumption laws to all married spouses in the state.

Recognizing the serious implications of the Dobbs v. Jackson Women's Health decision for the entire reproductive justice movement, NCLR formed a multi-stakeholder post-Dobbs IVF working group along with Family Equality and advocates, academics, private attorneys and medical providers across the country to combat the growing threat that striking down federal abortion access protections poses to in vitro fertilization and other fertility treatments.

Together, our organizations focus on the need to situate the threats to assisted reproduction and diverse family structures more broadly and develop strategies to oppose personhood laws and abortion restrictions that undermine the ability of individuals and families to make their own assisted reproduction decisions. Fetal personhood efforts, and the anti-choice framework from which it flows, is part of a coordinated, long-term strategy meant to undermine reproductive and bodily autonomy, including access to abortion, and allow for the criminalization of all pregnancy outcomes, and affects LGBTQ couples hoping to grow their families at an exceeding high rate.

NCLR will continue to champion reproductive justice, bodily autonomy, and the right to privacy as fundamental human rights.

IMMIGRATION & ASYLUM

NCLR became the first national LGBTQ organization to create and operate an Immigration Project in 1994 when the U.S. recognized that immigrants facing persecution on the basis of their sexual orientation could seek protection as refugees and asylees. Over the past 30 years the program has supported more than 500 immigrants and asylees in reaching safety inside our borders.

NCLR assisted over 150 LGBTQ immigrants in a rapidly shifting climate —providing legal referrals, advice about seeking asylum and tracking changes to federal asylum and immigration policy. NCLR provides one-on-one assistance to detainees, direct representation to clients in immigration court, and support to asylum seekers in accessing social services while awaiting their rulings. Five of our clients successfully secured asylum this year, meaning that they are no longer facing deportation and can safely begin to plan for their future in the United States.

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 systemic racism and fight poverty, 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.

This year, NCLR sustained our role in convening the National LGBTQ+ Anti-Poverty Action Network. In August of 2022, NCLR co-hosted **Unwashed Justice: Uplifting Queer Workers and Economic Justice for All** at the Kennedy Center, a panel discussion exploring poverty, race and class in the LGBTQ+ community. The panel explored how the root causes of systemic racial and gender discrimination shape economic oppression in the LGBTQ+ community, and the efforts to actualize economic justice. To ensure that resources are available to community members experiencing discrimination and poverty, NCLR maintained our free national legal Helpline, which responded to 1,225 requests for legal assistance.

NCLR will continue to support the Raise the Wage Act and the Medicare for All Act. These bills would, respectively, increase the federal minimum wage for the first time since 2009 and gradually end the subminimum wage for tipped workers, and establish a single-payer healthcare system.



Staying the Course

Despite the challenges we are currently facing, NCLR is proud to be a leader in the fight for LGBTQ justice, and will always be committed to building a more just world. NCLR's education and advocacy initiatives have helped to combat disinformation and created a collective narrative shift, changing how we talk about LGBTQ people on a national scale, and as a result, helping to make victories for our community much more likely. Our ongoing litigation sets precedent and makes headlines that cannot be ignored, while striking down discriminatory legislation that, if passed, would violate our constitutional rights. And our influence in federal policy making ensures that lawmakers committed to equal protection under the law have the understanding and resources needed to draft culturally and legally informed legislation that will keep our community safe.

Year in Review

2022

JUNE

JUNE 24 2022, WASHINGTON, DC

Supreme Court Reverses *Roe v. Wade*. The decision in Dobbs v. Jackson Women's Health Organization reveals the high court has abandoned individual rights. In a 6-3 ruling, the United States Supreme Court held that the Constitution does not protect the fundamental right to abortion, overruling the landmark decisions *Roe v. Wade* and *Planned Parenthood v. Casey*

"It is impossible to overstate how dangerous this is. The U.S. Supreme Court has done a complete about-face and held that individuals do not have the right to decide for themselves whether or not to continue a pregnancy."



— Imani Rupert-Gordon, NCLR Executive Director

JULY

"Today's House vote will provide security and peace of mind for LGBTQ people nationwide. We also call on the Senate to follow the House and pass nondiscrimination protections to ensure that LGBTQ people are protected and respected in all aspects of our lives."



— Julianna Gonen, NCLR Federal Policy Director

JULY 19, 2022 WASHINGTON, DC

U.S. House of Representatives passes the Respect for Marriage Act (HR 8404) by a bipartisan vote of 267-157. The bill repeals the disgraceful Defense of Marriage Act (DOMA) — ruled unconstitutional by the U.S. Supreme Court in 2012 – and codifies additional federal legal protections for the marriages of same-sex couples, transgender people, and interracial couples.

AUGUST

AUGUST 19, 2022 SALT LAKE CITY, UT

The Third District Court of Utah issues an order **blocking enforcement of a newly enacted law, HB 11,** that barred all transgender girls from playing on girls' sports teams. The court holds that the new law likely violates the equality guarantees of the Utah Constitution by singling out transgender girls and barring them from competing on girls' teams regardless of their individual circumstances.

"This is a win not only for my child but for all girls in this state. This law is based on stereotypes and misconceptions that are harmful to all girls. I am grateful the court has put this dangerous law on pause and that, at least for the moment, all Utah children can know that they are valued and supported."

—Jean Noe

SEPTEMBER

SEPTEMBER 6, 2022 OLYMPIA, WA

Washington State's Ninth Circuit unanimously **upholds Washington's conversion therapy law**. A three-judge panel of the Ninth Circuit unanimously affirmed that Washington state's law protecting minors from conversion therapy is constitutional.

> "Laws like Washington's are critical to protecting minors and parents from being harmed by unethical therapists who falsely claim to be able to prevent a child from being gay or transgender... The medical community has rejected these practices because they are harmful, ineffective, and unnecessary. Being LGBTQ is not a mental health disorder." —Born Perfect co-founder Mathew Shurka

SEPTEMBER 12, 2022 WASHINGTON, DC

National civil rights and reproductive rights leaders meet with Vice President Kamala Harris at the White House to stress the urgency to protect reproductive and voting rights.



NOVEMBER

NOVEMBER 11 2022 SAN FRANCISCO CA

NCLR Celebrates 45th Anniversary with Champions for Justice Dinner and Party

NCLR joins hundreds of donors, supporters, and friends for an evening of inspiration, activism, and community at the Marriot Marquis and Metreon Cityview. NCLR's first in-person Gala since 2019 celebrates NCLR's 45th anniversary, and serves as the organization's inaugural annual gathering for Imani Rupert-Gordon, who joined NCLR as Executive Director in March 2020. NCLR will honor Drs. Morissa Ladinsky and Hussein Abdul-Latif and Cameron Wright for their work at the forefront of the transgender youth movement.

NOVEMBER 18 2022 MONTGOMERY AL

Parents Challenging Alabama's Criminal Ban on Healthcare for Transgender Adolescents Argue before the 11th Circuit Court of Alabama

SB 184 criminalizes parents who seek essential medical care for their transgender children, the doctors who provide this medical care, and anyone else who assists transgender young people to get the care they need. Under the law, which is unprecedented, parents, doctors and others could face up to 10 years in prison and a fine of up to $15,000.

2023

JANUARY

JANUARY 6, 2023 NASHVILLE TN

In *Curb Records v. The State of Tennessee*, officials agree that a sign mandate targeting LGBTQ individuals is unconstitutional.

> Our foundation has been dedicated to inclusion and nondiscrimination, including for LGBT people, from day one. HB 1182 was an attempt by the government to force me and other businesses in the state to abandon our values and put up a 'not welcome' sign to employees and customers. I'm relieved to know that state officials have agreed that the constitution does not permit such a mandate...The people of Tennessee do not want such harmful anti-LGBT and anti-business legislation."
>
> — Mike Curb, founder and Chairman of Curb Records

MARCH

MARCH 22, 2023 SALT LAKE CITY, UT

Utah Governor Signs Historic Bill Protecting Youth from Conversion Therapy

Utah makes history when Governor Spencer Cox signs a bill into law prohibiting therapists from subjecting youth to conversion therapy, a dangerous practice that seeks to change a young person's sexual orientation or gender identity. Governor Cox's signature follows historic votes in the Utah House and Senate, which marks the first time that both chambers of a state legislature have voted unanimously in favor of a bill prohibiting conversion therapy for minors.

MARCH 23, 2023 TALLAHASSEE, FL

Families Sue to Stop Florida Ban on Essential Medical Care for Transgender Youth

Four Florida families file a lawsuit in federal court challenging the Boards of Medicine and Osteopathic Medicine's new rules banning the medically necessary healthcare their transgender children need.



Photo by WikiCommons user Ted Eytan

> We have no choice but to fight this ban to protect our daughter's health."
>
> — Plaintiff Jane Doe, challenging the policy on behalf of herself and her daughter, Susan

APRIL

APRIL 18, 2023 TUCSON, AZ

Arizona Families File Lawsuit Challenging the State's Ban on Transgender Girls Playing School Sports

"This law bans transgender girls from competing with other girls in every sport, at every grade level, and regardless of each girl's individual circumstances. It cannot survive constitutional scrutiny and it endangers transgender children."



— Rachel Berg, NCLR Staff Attorney

Two Arizona families file a legal challenge in federal court against SB 1165, which prohibits transgender girls from competing in school sports. The Plaintiffs are represented by NCLR and the law firms Debevoise & Plimpton LLP and Osborn Maledon P.A.

APRIL 24, 2023 SAINT PAUL, MN

Minnesota Becomes 21st State to Protect Youth from Conversion Therapy

"Minnesota and Utah together show how rapidly public understanding of this issue is growing. Across the country, legislators recognize that states and municipalities must protect vulnerable youth from this life-threatening harm. We are grateful to OutFront Minnesota and Governor Walz for their unwavering commitment to this issue, and to Minnesota lawmakers, especially Senator Scott Dibble, for their leadership."

— Shannon Minter, NCLR Legal Director

MAY

MAY 3, 2023 LOUISVILLE, KY

The ACLU of Kentucky, NCLR, and law firm Morgan, Lewis & Bockius, LLP file a lawsuit seeking to **block the portion of Senate Bill 150 that bans medically necessary healthcare** for transgender youth in Kentucky.

"Parents, not the government, should make medical decisions for their children. This is a dangerous law that intrudes on family privacy and prevents doctors from doing their job. We are honored to represent the families bringing this lawsuit in order to protect their children and ensure that other children and families are not harmed."



—Shannon Minter, NCLR Legal Director

MAY

MAY 17, TALLAHASSEE, FL

Three Florida parents ask a federal court to issue a temporary restraining order immediately **blocking enforcement of SB 254**, which Governor DeSantis signed into law today. The families, who have a pending challenge to the state Boards of Medicine and Osteopathic Medicine rules banning established medical care for their children and other transgender adolescents are also challenging provisions in SB 254 that codify those rules into state law, add criminal and civil penalties, and create additional barriers for families with transgender adolescents.



JUNE

JUNE 3, SAN FRANCISCO, CA

NCLR celebrates **Pride in the Park**, a family-friendly event complete with entertainment, great food and drink, activities and an energy only found in spaces created with love and acceptance. Entertainment from the San Francisco School of the Arts Drummers, Drag Queen Story Hour, Quintessential San Francisco Drag Show, DJ Livv and Be Steadwell. Food from Cielito Lindo MSK, Hongry Kong, Me So Hungry Too and Party Pops ice cream. Beer and Wine courtesy of Molsoncoors and Coplan Vineyards.



JUNE 27, 2023 PHOENIX, AZ

Born Perfect applauds Governor Hobbs' executive order making **Arizona the 27th state to protect youth from the dangerous practice of conversion therapy**.

> "We applaud Governor Hobbs for her leadership in protecting LGBTQ youth and their families from this deadly practice, which has been rejected as unethical and harmful by every leading medical and mental health association in the country." —Mathew Shurka, Born Perfect Co-Founder



JUNE

JUNE 28, 2023 LOUISVILLE, KY

Federal Court Blocks Kentucky's Unconstitutional Bans on Necessary Medical Care for Trans Youth

> "This decision is a huge relief for the families targeted by this unnecessary and harmful law, which prevents doctors from doing their jobs and parents from making medical decisions for their own children. We are grateful that the court carefully considered all of the evidence and recognized that there is no support for this dangerous and unprecedented law."
>
> — Shannon Minter, NCLR Legal Director

> "We are deeply disappointed that the Supreme Court has once again upended decades of precedent in a decision that will deepen racial inequality in education and cause lasting harm not only to many students of color but to everyone in this country."
>
> — Imani Rupert-Gordon, NCLR Executive Director

JUNE 29, 2023 WASHINGTON, D.C.

Supreme Court Strikes Down Affirmative Action in Higher Education

In a 6-3 ruling, the United States Supreme Court reverses decades of precedent permitting universities to adopt holistic admissions programs that include consideration of a student's race along with other factors.

JUNE 30, 2023 WASHINGTON, DC

NCLR Disappointed by Supreme Court Ruling Allowing Discrimination in Certain Circumstances

In a 6-3 decision, the United States Supreme Court rules that certain businesses that involve customized expressive messages may turn away same-sex couples or other customers. The ruling comes in the case *303 Creative v. Elenis*, in which the Court addresses whether a website designer in Colorado can refuse to design wedding websites for same-sex couples.

> "While the Court's holding is narrow and will apply only to a very small number of businesses, the dissenting justices rightly stress that the decision creates an unprecedented exception to nondiscrimination laws...We join the dissenting justices in calling on business owners to live out the values of equality and fairness and to affirm their commitment to serving all, without regard to race, age, nationality, religion, disability, sexual orientation, or gender."
>
> — Imani Rupert-Gordon, NCLR Executive Director



Legal Advocacy

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

2022–2023 CASE LIST

Custody, Visitation, Parentage

Pool v. Richardson

Child Custody

VIRGINIA/UTAH/DISTRICT OF COLUMBIA

Conversion Therapy

Tingley v. Ferguson

Conversion Therapy

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

Curb Records v. Lee*

Victory: Order entered prohibiting enforcement of law requiring notice of trans-inclusive bathrooms in businesses

TENNESSEE

Transgender Youth

Noe v. Utah High School Activities Association

Anti-Transgender Sports Ban

UTAH

Doe v. Horne

Anti-Transgender Sports Ban

ARIZONA



Healthcare

Doe v. Snyder*

Settlement agreement signed to allow plaintiffs to get previously denied trans healthcare.

ARIZONA/NINTH CIRCUIT

Eknes-Tucker v. Ivey

Transgender Healthcare Ban

ALABAMA ELEVENTH CIRCUIT

Boe v. Marshall

Transgender Healthcare Ban

ALABAMA

Doe v. Ladapo

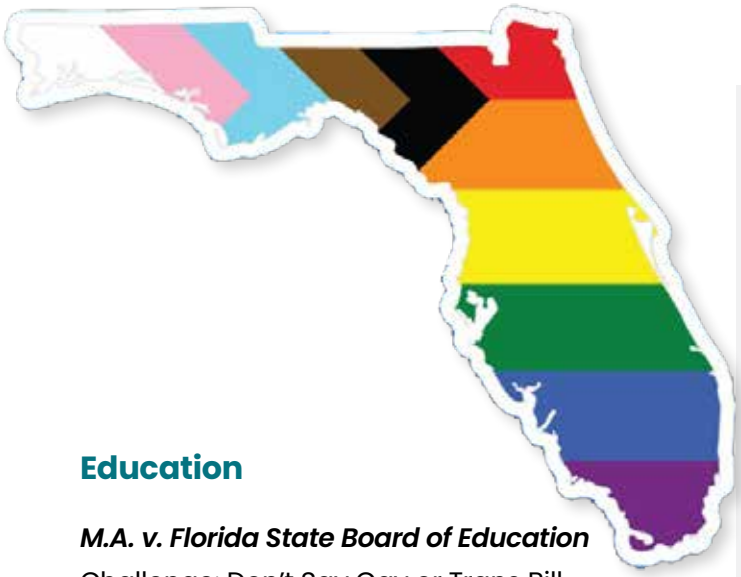
Transgender Healthcare Ban

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

FLORIDA/ELEVENTH CIRCUIT

Public Accommodation

Roe v. Herrington

Birth Certificates: Gender Marker Change

ARIZONA

Elders

Gaudette v. Goodyear*

Victory: Decision to retroactively amend pension policy to provide equal pension benefits for surviving same-sex spouses

CALIFORNIA

* Victory or Resolved Cases

ADDITIONAL IMMIGRATION ADVOCACY

NCLR secured **2 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
- **11 Green cards** approved
- **41 work authorization** permits approved
- **2** NCLR clients were granted **U Visa status**
- **1 green card** renewal approved
- NCLR has **58 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

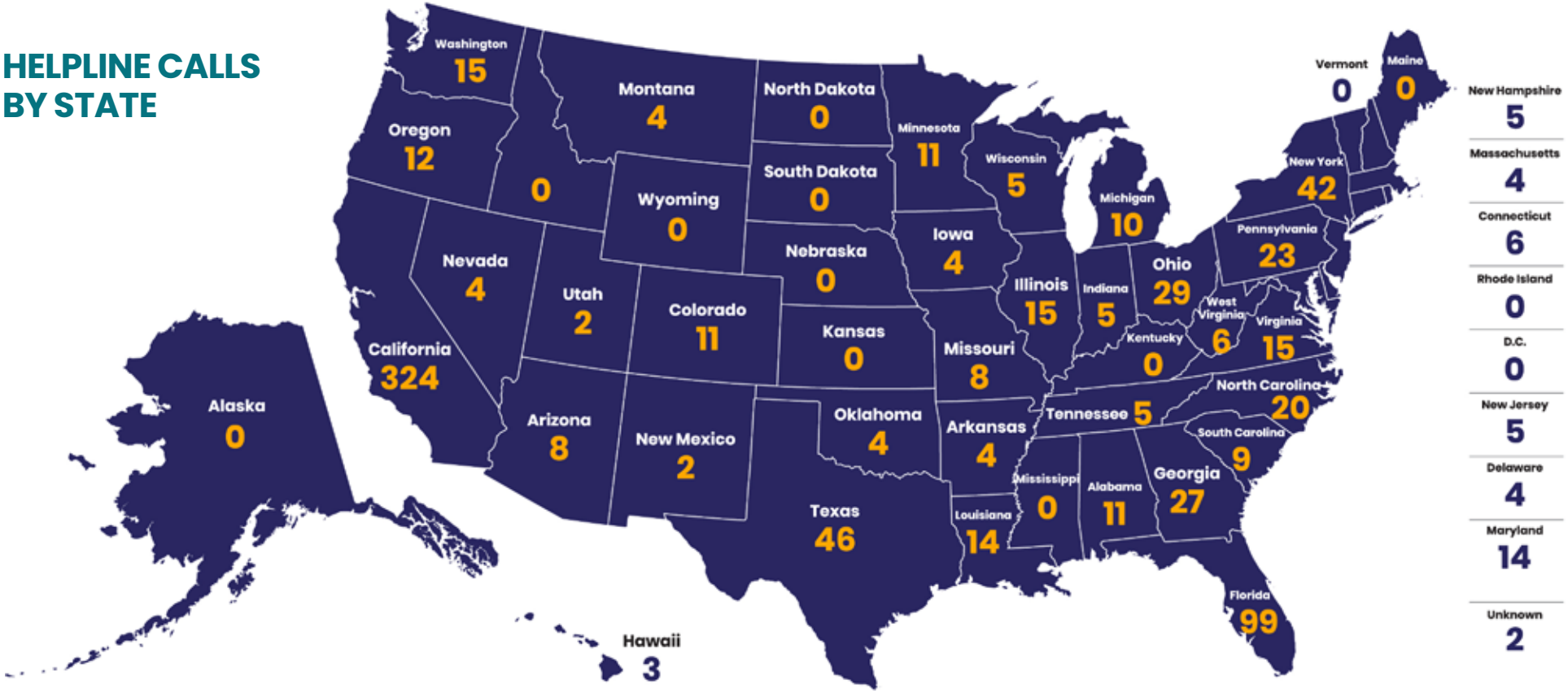
ADDITIONAL ADVOCACY

- Filed friend-of-the-court briefs in **14 cases**
- Assisted private attorneys in **at least 22 cases**
- Won protections for LGBTQ youth against conversion therapy in **Arizona, Michigan, Minnesota, Pennsylvania, Utah** and **Washington**
- Submitted **13 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
- We continue track providers and organizations suspected to be offering conversion therapy across the country

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



We are

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.

BOARD MEMBERS

Karen Bowen
Treasurer

Dom Brassey
Secretary

Jamila Cambridge

Jen Cornell

Zoe Dunning

Erin Fahy

Dulce Garcia

Amanda Hamilton

Saydeah Howard

Elisa Diana Huerta
Co-Chair

Liz Kim
Co-Chair

Shauna Madison

Adetunji Olude

Hillary Smith

A Sparks

SENIOR MANAGEMENT

Imani Rupert-Gordon
Executive Director

Jennifer Bing
Director of Advancement

Shauna Madison
Director of People, Culture, and Equity

Shannon Minter
Legal Director

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FOR THE 2022–23 FISCAL YEAR

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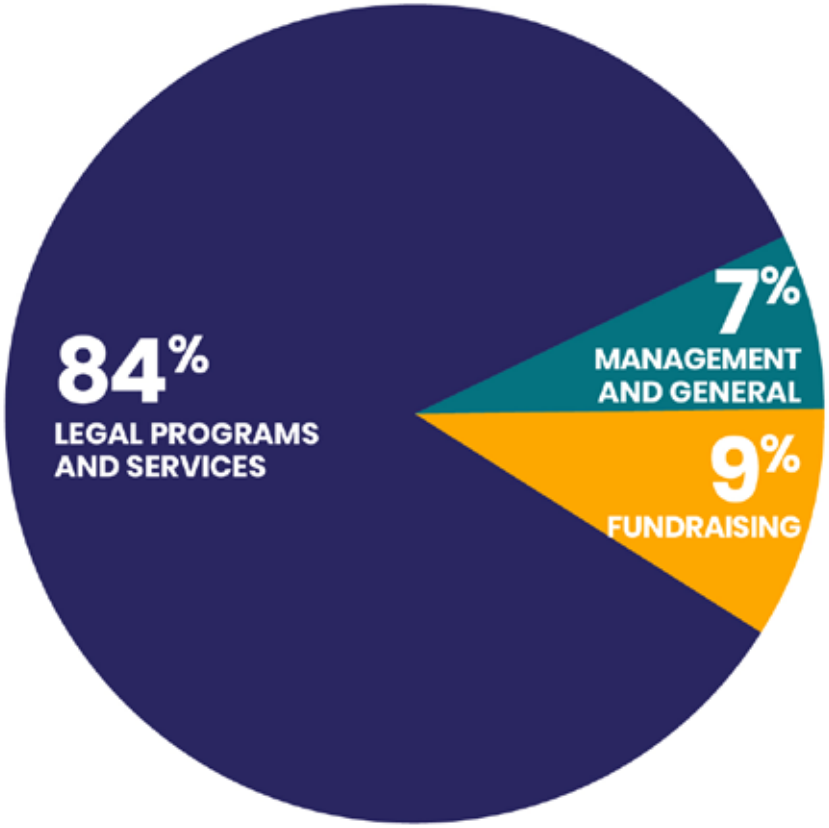
Support & Revenue/ Grants & Contributions	$ 5,066,417
Special Events	$ 52,347
Earned Income:	$ 152,094
Contributed Services:	$ 4,999,424
Total Revenues:	**$ 10,270,282**

EXPENSES

Program Services	$ 8,710,463
Management and General	$ 773,246
Fundraising	$ 909,155
Total Expenses	**$ 10,392,864**

Net Assets, Beginning of Year	**$ 6,042,034**
Net Assets, End of Year	**$ 5,919,452**

FY 22–23 EXPENSES



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