

NATIONAL CENTER FOR LESBIAN RIGHTS

2020 ANNUAL REPORT



From Imani

During times that seemed unsurmountable, NCLR continued to fight for us.



During the times that this year has seemed unsurmountable, NCLR continued to fight for us.

— Imani Rupert-Gordon

Dear Partner in Justice,

What can we say about 2020? We fought back against the Trump administration and its relentless attacks on LGBTQ people. We witnessed the passing of some of our most fearless leaders and trailblazers. While we endured tragic and outrageous examples of police violence that has become all too familiar in Black and brown communities, this time, when we were called to the streets to protest, we were joined by many more newly awakened to this deep injustice.

And through it all, we have been in the midst of a global pandemic that has claimed jobs, homes, and sadly, lives. COVID didn't create all of the challenges we face, but it magnified them. And it further revealed deep inequalities in how communities are set up to recover from a crisis. Even in 2020, we are still fighting for the most basic protections, and that disparity has been made even more stark during this pandemic. But we are making progress.

During the times that this year has seemed unsurmountable, NCLR continued to fight for us.

This year, our Born Perfect program has continued to lead the fight against conversion therapy — and we saw more state and local laws to protect LGBTQ youth from this deadly practice. Because of this work — the resilience of survivors, the relentless voices of advocates, and visionary leadership and determination, we can imagine a future where no young person will be subjected to these harmful practices just for being who they are.

As COVID-19 presented new challenges for everyone, NCLR worked with group of CA youth justice advocates to create statewide policies and procedures to protect incarcerated youth. To get this done, we worked with the Governor's office, the Chief Justice of the CA Supreme Court, the Chief Probation Officers of CA, and the CA Board of State and Community Corrections. Because of this work, the new requirements issued by state officials resulted in a 30% reduction of youth in juvenile detention. Because LGBTQ youth are significantly overrepresented in these facilities, this was a huge victory for our community.

Economic justice continues to be one of our animating goals. NCLR is proud to be a founder of the National LGBTQ Anti-Poverty Action Network. This year, the Network drafted a memo outlining the LGBTQ priorities for the next Presidential administration, detailing how they can address issues of LGBTQ+ poverty in the United States.

At NCLR, we understand that our liberation is inextricably tied to the liberation of everyone else, and so we are working to make sure that our movement includes all of us. We renewed and strengthened our commitment to address the racial, economic, and gender-based barriers that prevent LGBTQ people from getting the support and opportunities we need to thrive. The dedication to being more inclusive serves ALL of us - and we are stronger for it.

This is what is possible together. This year, when there was a threat to our democracy, we came out in record numbers to vote in the 2020 election — and we elected the first Black woman, the first Indian American woman, and the first woman of any race as the Vice President of the United States. That is what we are capable of.

I don't know what 2020 would have looked like without the support of champions like you. But luckily for all of us, we don't have to. Being in this fight with you is an honor. Thank you for making it possible.

In Solidarity,





From the Board

We call upon our feminist roots to create real-life change every day.





Dear NCLR Family,

When we took over leadership of the board of directors in June, we knew we were in a year unlike any other. A year of tragedy and loss — a pandemic, economic crisis, and an aggressive and anti-LGBTQ administration with a looming national election. We also knew we had just hired an incredible leader, Imani Rupert-Gordon for this incredible organization, one we both hold dear to our hearts.

In more than four decades, NCLR has taken the mission and values of its origins — to fight for and with lesbians facing discrimination and not being seen by the movement at large — and translated this into a fight for **anyone** and **everyone** in our community.

And as the needs and face of our movement changes with time, this commitment does not. Both of us and our respective wives continue to place NCLR at the top of our giving priorities for very simple reasons:

- We trust the staff with our lives and we believe that our LGBTQ community and the world are better if all of us are better.
- We have SEEN the results. Not just in the big and public cases won but in the daily push to shift policy and to change hearts and minds.
- The same amount of passion and drive that goes into fighting for marriage equality or against the transgender military ban is invested into making sure one helpline caller receives the benefits she deserves after losing a partner or juvenile justice systems are retrained to understand the needs of LGBTQ youth.

We are honored to walk alongside this team — board members, staff, volunteers, supporters — all with a shared goal of justice, equality, and access to our dreams.

Thank you for joining us on this journey in a most difficult year.

Sincerely,



Arlette Smith and Nancy Geimer
NCLR Board Co-Chairs



Edmo v. Idaho Department of Correction

We will fight for all transgender people to have access to basic healthcare.

We made history this year securing gender-affirming surgery for a transgender woman housed in the Idaho Department of Corrections (IDOC).

Because of this case, our client, Adree Edmo, became the first prisoner to ever receive affirming surgery because of a court order. Adree is a Native American transgender woman who had experienced such severe gender dysphoria that she attempted to self-castrate twice in prison. When the prison refused to provide her with surgery, despite her clear and urgent need for it, she sued them in 2017. After a three-day evidentiary hearing in which the Court heard testimony from Adree, prison officials, and experts in the field of transgender health, the Court ruled that the prison was subjecting Adree to cruel and unusual punishment by denying surgery. "In refusing to provide surgery, IDOC and Corizon have ignored generally accepted medical standards for the treatment of gender dysphoria," the District Court ruled in December 2018. "This constitutes deliberate indifference to Ms. Edmo's serious medical needs and violates her rights under the Eighth Amendment to the United States Constitution."

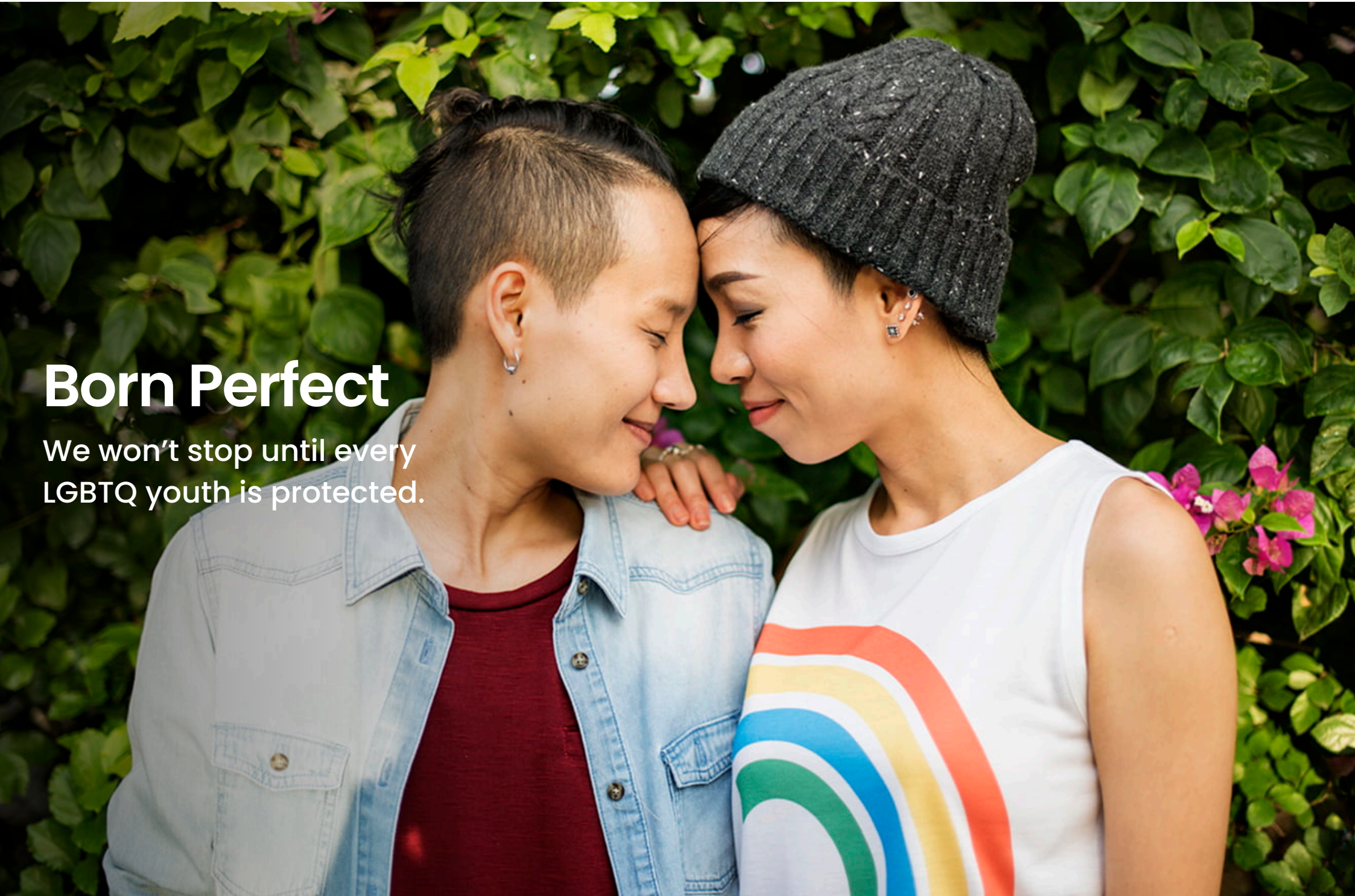
The prison and the prison's private medical care provider, Corizon Health, appealed that ruling to the Ninth Circuit Court of Appeals. Our legal team again prevailed in that appeal. A unanimous panel of the Ninth Circuit, in an 85-page opinion, ruled that Adree "has a serious medical need, that the appropriate medical treatment is GCS [gender confirmation surgery], and that prison authorities have not provided that treatment despite full knowledge of Edmo's ongoing and extreme suffering and medical needs." The Court held that "the responsible prison authorities have been deliberately indifferent" to Adree's gender dysphoria in violation of the Eighth Amendment of the United States Constitution, which prohibits "cruel and unusual punishment."

So much pressure and inner turmoil is gone. I feel whole and connected in myself. The surgery itself was literally life-changing. I'm extremely grateful that I finally received the treatment.

—Adree Edmo, after surgery

Finally, after years of suffering and last-minute emergency motions, Adree received surgery in July of this year in the midst of the COVID pandemic.

“We made history litigating Adree’s case, said National Center for Lesbian Rights (NCLR) Senior Staff Attorney Amy Whelan. “But NCLR won’t stop until all transgender people have access to basic healthcare, whether in prison or not.”



Born Perfect

We won't stop until every LGBTQ youth is protected.

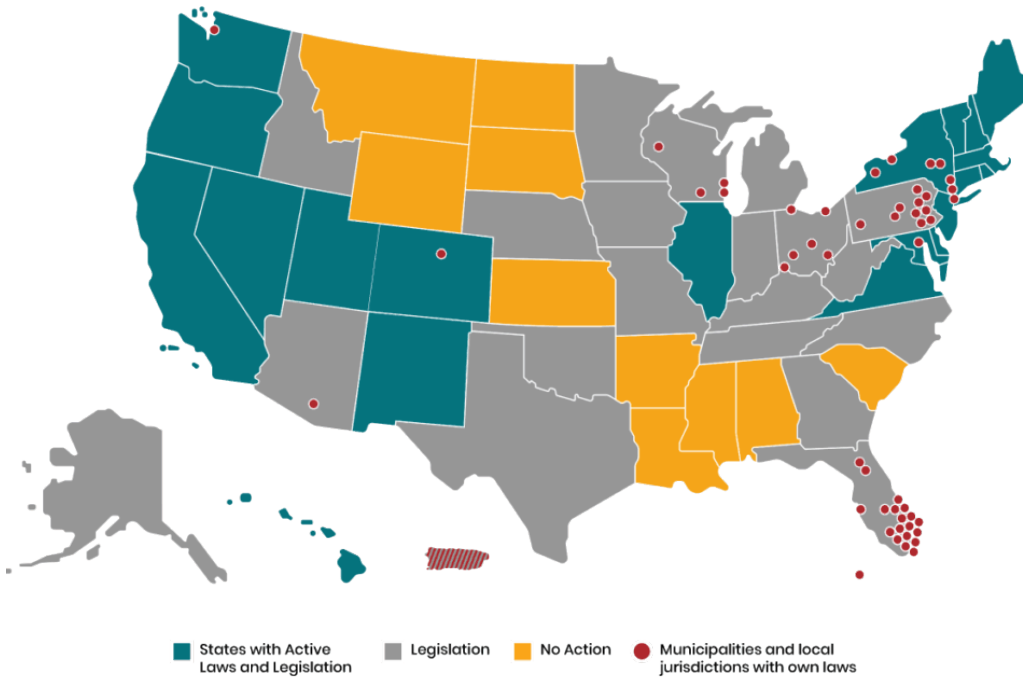
The fight against Conversion Therapy — now outlawed in 20 states and 85 local jurisdictions thanks to our "Born Perfect" Campaign — continues to be a cornerstone of our work. We won't stop until every LGBTQ youth is protected.

In 2020, with the help of the Born Perfect Campaign, Utah and Virginia became the 19th and 20th states to protect vulnerable young people from conversion therapy.

About Born Perfect in 2020

Launched in 2014, Born Perfect is the nation's largest campaign to protect LGBTQ people from the proven harm of conversion therapy. Led by survivors, Born Perfect has helped ban conversion therapy in 20 states and 85 local jurisdictions. Besides passing laws across the nation, Born Perfect also fights in courtrooms for survivors and raises awareness about the serious harms caused by these dangerous and fraudulent practices.

In 2020, Born Perfect deployed its survivor network to testify on behalf of efforts by Utah, Virginia, and Kentucky to ban conversion therapy; fought in court for youth faced with the threat of conversion therapy; and hosted survivor-led town halls to educate the public and introduce communities to documentaries about the survivor experience.



Born Perfect doesn't work alone. We were proud to work again in 2020 with national youth groups fighting abuse and neglect in residential teen detention programs; to collaborate with religious organizations to raise awareness about conversion therapy and its survivors in faith communities; and to strategize with state and national LGBTQ organizations to defend bans against legal challenges while advancing bipartisan efforts toward new bans in the nation's heartland.

One of Born Perfect's proudest achievements in 2020 was its work with Facebook and Instagram, resulting in both social media platforms banning major conversion-therapy providers from the platform.

Behind the scenes, Born Perfect has built a legislative strategy for 2021 and developed a database of hundreds of conversion therapists across the nation who can expect close scrutiny in the coming year.

Born Perfect is on the move on multiple fronts, paving the way to greater safety for LGBTQ+ people in 2021 and greater public support for survivors.

In 2020, conversion therapy was banned in Utah and Virginia.

It was also banned in the following municipalities:

Red Wing, Minnesota
St. Paul, Minnesota
Roeland Park, Kansas
Davenport, Iowa
Tallahassee, Florida
Covington, Kentucky
Allegheny County, Pennsylvania
Appleton, Wisconsin
St. Louis, Missouri
Duluth, Minnesota
Berkley, Michigan
Minneapolis, Minnesota
Kansas City, Missouri
Ferndale, Michigan
Columbia, Missouri
Fort Lauderdale, Florida
East Lansing, Michigan
Glendale, Wisconsin
Superior, Wisconsin
Sheboygan, Wisconsin
Kent, Ohio
Racine, Wisconsin



Immigration Project

We work to ensure that asylum remains a humanitarian protection available for all people, no matter their country of origin, gender identity, or sexual orientation.

NCLR made history in 1994 by being the first national LGBTQ organization to have an Immigration Project. Since then, the Immigration Project has aimed to assist LGBTQ asylum seekers, refugees, and forced migrants in escaping gender and sexuality-based persecution in their native countries through obtaining legal status in the United States.

For many LGBTQ immigrants, obtaining legal status in the United States is a life and death situation as they cannot continue living in their native country and express their sexual orientation and/or gender identity. It is with this knowledge that our project works tirelessly to defend our clients' right to a life where they can express themselves freely and openly without fear of persecution.

Our project works primarily by providing direct legal services to members of the LGBTQ immigrant community. After over 400 cases, our project still boasts a 100% success rate in our immigration and asylum cases. In this year alone we had a total of seven asylum victories. However, our work is not done. We are still working on 56 pending asylum cases and 35 pending immigration cases.



Asylum Cases

This year has presented unique challenges for our project. All of our asylum applicants are facing delays like never before. Some of our asylum cases have been pending for five years and now will face indefinite delays in their cases that will leave them in a legal limbo as we wait for asylum and immigration offices to be reopened. In addition, throughout this year the Department of Homeland Security has introduced several regulation changes that attempt to make asylum unattainable for many LGBTQ immigrants. NCLR, along with many other immigrant rights organizations, is actively taking action against these xenophobic, homophobic, and transphobic policies and regulations to ensure that asylum remains a humanitarian protection available for all people, no matter their country of origin, gender identity, or



Immigration Cases

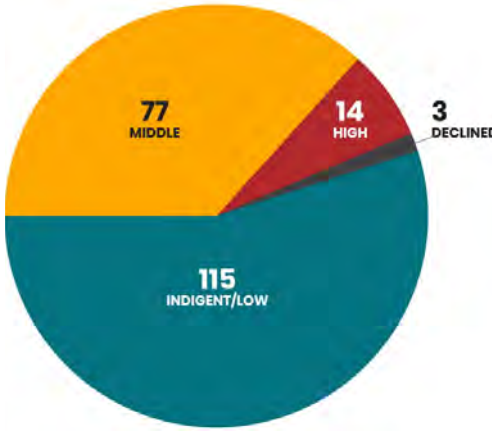
sexual orientation.



Helpline

Lives are changed when we answer these calls. It's as simple as that.

As one of the longest-standing legal helplines serving the LGBTQ community, NCLR receives nearly 1500 calls from all 50 states with more than 70% of our calls coming from women and a majority from low-income people.







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.

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Winter/Spring 2020
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Kaitlin Bonfiglio

Summer 2020
Gillian Teng
Katherine Moore
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Yulie Landan
Vasmer Vang
Sarah Seville
Nena Terrazas

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2019–2020 CASE LIST

Custody, Visitation, & Parentage

Grae-Hauck v. Faherty
Custody
NEW JERSEY

In re Doe*
Custody
MICHIGAN

Henderson v. Box
Parentage
INDIANA

M. v. L.
Parentage
MICHIGAN

McLaughlin v. McLaughlin*
Parentage
ARIZONA

Relationship Recognition

In re Josephina Rodriguez
Marriage
FLORIDA, NEW YORK

Reed v. KRON/IBEW Local 45 Pension Plan*
Spousal benefits
CALIFORNIA/NINTH CIRCUIT

Krall v. OPM
Spousal Benefits
PENNSYLVANIA

In re: R-R spousal pension benefit*
Spousal Benefits
NEW HAMPSHIRE

Sexual Orientation Discrimination

Gender & Sexuality Alliance v. Spearman*
Education
SOUTH CAROLINA

Seaman and the Sisters of Perpetual Indulgence v. Lyft*
Public Accommodations
CALIFORNIA

Walsh v. Friendship Village Sunset Hills*
Housing
MISSOURI/EIGHTH CIRCUIT

Conversion Therapy

Doyle v. Hogan
Conversion Therapy
MARYLAND/FOURTH CIRCUIT

Otto v. Boca Raton
Conversion Therapy
FLORIDA/ELEVENTH CIRCUIT

McCobb v. Willey
Conversion Therapy
CALIFORNIA

Vazzo v. City of Tampa
Conversion Therapy
FLORIDA

Additional Advocacy

Filed friend-of-the court briefs in **26 cases**

Assisted private attorneys in **55 cases**

Submitted **16 comments** on federal regulations addressing religious exemptions, housing discrimination, immigration, food insecurity, health care, and reproductive justice; co-launched a national campaign to address LGBTQ poverty

Won protections for LGBTQ youth against conversion therapy in **24 jurisdictions**

Immigration & Asylum

We had a total of **18 asylum victories** this past fiscal year (all in California).

We have **56 pending asylum cases** (20 defensive and 36 affirmative) and **36 other pending immigration cases.**

Transgender Discrimination

Does v. Trump
Transgender Military Ban
WASHINGTON D.C.

Doe v. Esper
Transgender Military Ban
WASHINGTON D.C.

Edmo v. Idaho Dept of Corrections*
Prison Healthcare
IDAHO/NINTH CIRCUIT/U.S. SUPREME COURT

Ketcham v. Clatsop County*
Employment/Health Benefits
OREGON

Koran v. OPM
Employment/Health Benefits
WASHINGTON D.C.

Stockman v. Trump
Transgender Military Ban
CALIFORNIA

Transgender Youth

Calgaro v. St. Louis County*
Healthcare Access
MINNESOTA

D.H. v. Snyder
Healthcare Access
ARIZONA

Doe v. Hickman County
Education
KENTUCKY

Meriwether v. Shawnee State University
Education/Religious Refusals
OHIO

Prescott v. Rady Children's Hospital-San Diego*
Healthcare
CALIFORNIA

Trujillo v. Christ
Identity Documents
ARIZONA

Vlaming v. West Point School Board
Education/Religious Refusals
VIRGINIA

* Victory or Resolved Cases

NCLR NATIONAL CENTER FOR LESBIAN RIGHTS



NCLR Audited Financial Statements

for the 2020-2021 Fiscal Year

NCLR AUDITED FINANCIAL STATEMENTS
For the 2019–2020 Fiscal Year

Support and Revenue

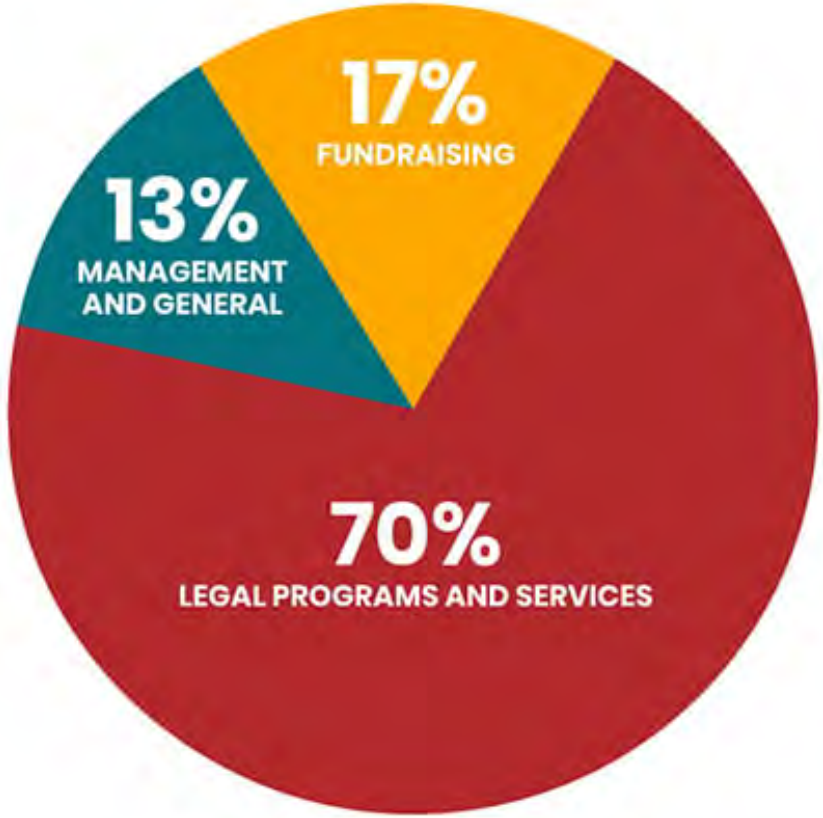
Individuals – $1,381,380.10
Foundations/Corporate - $4,350,890.90
Special Events - $358,565
Case Fees - $133,173
Other Revenue - $46,265
Donated Professional Services – $5,884,592
Total Public Support and Revenue - $6,310,294

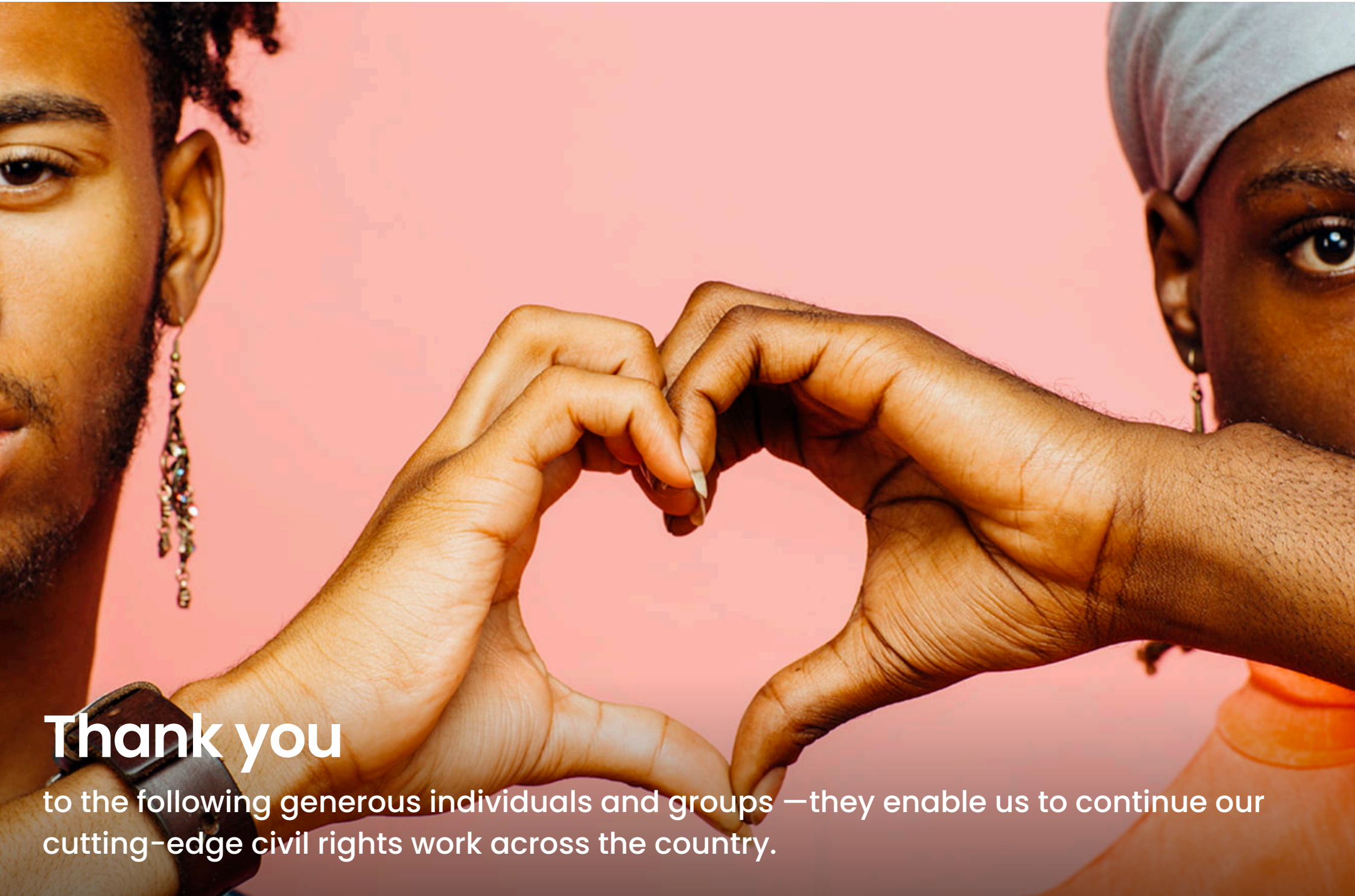
Expenses

Legal Programs and Services - $3,423,436
Management and General - $655,709
Fundraising - $827,613
Total Expenses - $4,906,758

Net Assets, Beginning of Year - $1,094,756
Net Assets, End of Year - $2,437,692

FY 2020 Expenses





Thank you

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

DONORS

Anniversary Circle

NCLR is proud to acknowledge major donors whose gifts of $1,500 or more annually have strengthened our legal programs across the country. We also give heartfelt gratitude to our 2019 Anniversary Circle Campaign Co-Chairs, Rob Depew and Karla Jones-Stone, for their leadership and inspiration.

Names in bold indicate donors for 20 or more years

*Impact Club donors

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$50,000+

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