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2017-2018

NCLR ANNUAL REPORT







The **audacity** to fight for justice. The **perseverance** to win.

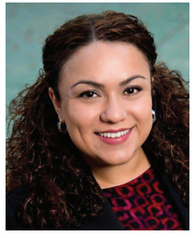
Under the Trump administration, our community and many others have faced relentless attacks. But NCLR has been at the forefront of fighting for equality for more than 40 years—and we're not giving up now. This past year, we've fought harder than ever to stop the erosion of our rights and to push progress forward.

In this report, you'll read about our lifesaving work to secure asylum for LGBTQ clients fleeing violence in their home countries.

And we're now in the second year of our fight to stop the Trump-Pence transgender military ban. So far, we secured a preliminary injunction that has halted this ban while it is being heard in court—but there's a long battle ahead.



EMILY DOSKOW



FELICIA MEDINA

Our lifesaving work to end conversion therapy continues to gain momentum. And this year, a record-breaking number of states passed laws banning conversion therapy. Now a total of 14 states and the District of Columbia have laws in place protecting LGBTQ youth.

We would also like to acknowledge the incredible leadership of NCLR's long-time executive director, Kate Kendell. Kate's vision and her courage have inspired us and transformed NCLR into a thriving engine for change. Kate has also recruited and led a brilliant team, many of whom have now been with NCLR for a decade or more themselves. Their work is Kate's legacy, and it couldn't be in better hands.

You'll read more about key issues and our other cases in the pages ahead. **Your support gives our team the resources they need to protect our community and advance equality. Thank you.**

With gratitude,

Emily Doskow
Board Co-Chair

Felicia Medina, Esq.
Board Co-Chair

2017-2018 LEGAL CASES AT A GLANCE

FAMILY & PARENTING

C v. C*
ALABAMA
In re: Doe
MICHIGAN
In the interest of A.E.
TEXAS
P.E. v. C.F.
ARIZONA
K.M.M. v. K.E.W.*
MISSOURI
McLaughlin v. McLaughlin*
ARIZONA
Pavan v. Smith*
ARKANSAS
Doe v. Doe*
IDAHO
Torrez v. Bombard*
ARIZONA
Turner v. Steiner*
ARIZONA

MARRIAGE

Pareto v. Ruvin*
FLORIDA

RELATIONSHIP RECOGNITION

Smith v. Knoller*
CALIFORNIA

DISCRIMINATION

Broussard v. Tower Loan*
LOUISIANA
Equality UT v. UT State Board of Education*
UTAH
Koran v. OPM
WASHINGTON, D.C.
Krall v. OPM
PENNSYLVANIA
Reed v. KRON/IBEW Local 45 Pension Plan
CALIFORNIA
Walsh v. Friendship Village Sunset Hills
MISSOURI

CONVERSION THERAPY

McCobb v. Willey
CALIFORNIA
King v. Christie
NEW JERSEY
Pickup v. Brown
CALIFORNIA
Vazzo v. City of Tampa
FLORIDA

IMMIGRATION & ASYLUM

[all of these are California]
Julio M.*
Sonia L.*
Danny S. & Clara M.*
Juana L.*
Lilia R.*

Plus 18 other successful asylum cases, 75 pending asylum cases, and 38 other pending immigration cases

TRANSGENDER LAW

Black v. Oregon Health Authority
OREGON
Brashar v. Health Share of Oregon*
OREGON
Calgaro v. St. Louis County
MINNESOTA
Doe v. Trump
WASHINGTON, D.C.
Doe v. Volusia*
FLORIDA
Edmo v. Idaho Department of Corrections
IDAHO
Highland Local School District v. US Dept. of Education*
OHIO
Ketchum v. Clatsop County
OREGON
Prescott v. Rady Children's Hospital
CALIFORNIA
Stockman v. Trump
CALIFORNIA
Whitaker v. Kirby
OHIO
Z.B. v. Florida Medicaid*
FLORIDA

ADDITIONAL ADVOCACY

- Filed friend-of-the-court briefs in 20 cases
- Assisted private attorneys in 89 cases
- Won protections for LGBTQ youth against conversion therapy in 23 jurisdictions

*** Victory or Resolved Cases**



WHO WE ARE

NCLR is a leading **national LGBTQ legal organization with a longstanding commitment to racial and economic justice and our community's most vulnerable**. Since 1977, we have been at the forefront of advancing the civil and human rights of LGBTQ people and their families through impact litigation, public policy, and public education.

As part of our commitment to our community's most vulnerable and to breaking new ground, NCLR launched the first LGBTQ Immigration Project, Transgender Rights Project, Youth Project, Elder Law Project, Rural Pride, and has been working to end conversion therapy for more than 20 years.

Most recently, NCLR **filed the first lawsuit to stop President Trump's transgender military ban** and secured the first preliminary injunction—halting the ban from moving forward while the case is being heard in court. Securing this preliminary injunction protected thousands of currently serving trans troops and their families from a baseless, discriminatory policy that would have destroyed lives and careers. We're still fighting this fight, still winning at each step, and we'll never back down.

For many in our community, help can't wait. And we won't either. We will be here when you need us. Every time.

Achieving LGBTQ Equality Through
Litigation, **Legislation**, **Policy**, and **Public Education**

Opposite Page: NCLR Staff; photo © Trish Tunney Photography

MISSOURI LESBIAN COUPLE FACES DISCRIMINATION FROM A SENIOR RETIREMENT COMMUNITY

When NCLR was notified that Missouri senior retirement community "Friendship Village" denied housing to married couple Mary Walsh and Bev Nance because the company followed the "Biblical definition of marriage," defined as "between a man and a woman," we were outraged. NCLR filed a lawsuit on behalf of Bev and Mary arguing that Friendship Village had discriminated against them on the basis of sex, in violation of the federal Fair Housing Act by **denying them housing only because they were married to each other rather than men**.

Mary and Bev have both lived in St. Louis since childhood and have been in a committed relationship together for forty years. Before deciding on Friendship Village, Walsh and Nance made multiple visits, had extensive conversations with staff, and paid a $2,000 deposit. After being actively encouraged by Friendship Village for several months to obtain housing there, Walsh and Nance were shocked to be denied housing because they are a same-sex couple.

After being rejected, Mary and Bev considered seeking housing elsewhere but Friendship Village is the only senior housing community in St. Louis that can provide increased levels of care without an increased monthly cost to residents.

We know that LGBTQ elders are more likely to rely on professional care services because they are twice as likely to be single and living alone. The experience of discrimination and harassment in senior living communities is far too common. NCLR works to ensure that elders in our community grow old with dignity and are not subjected to harassment and discrimination at a time in their lives when they need care and support the most.

As Mary said, "We've been together for nearly 40 years and have spent our lives in St. Louis. We want to grow older here by each other's side. We should not be prevented from accessing the housing and care we need."

Opposite Page: Mary Walsh and Bev Nance at their wedding in 2009



"WE WANT TO GROW OLDER HERE BY EACH OTHER'S SIDE. WE SHOULD NOT BE PREVENTED FROM ACCESSING THE HOUSING AND CARE WE NEED."

FOR CLIENTS LIKE ALEX*, ASYLUM IS A MATTER OF LIFE AND DEATH

For nearly 25 years, NCLR has been fighting for the lives and safety of LGBTQ immigrants. We've won more than 300 asylum cases—and have never lost one!—forever changing the lives of hundreds of clients, like *Alex, a transgender man from Mexico.



Margarita Sánchez Morales, Immigration Project Assistant

Alex's story is heartbreaking. Since age 5, Alex suffered physical and sexual abuse at the hands of multiple relatives and his local priest, targeted because of his gender identity and perceived sexual orientation. As an adult, attacks by police, soldiers, gangs, and others often involved rape, physical assault and verbal abuse. On one occasion, he attempted to report a rape to the police but faced only further assault. No report was ever made.

Alex told us, "If I had to return to Mexico today, I know for a fact that I would be killed for being who I am." **But Alex doesn't have to return.** With the support of NCLR's Immigration Project, **he has been granted asylum** and is now living in California.

For Alex and many others, asylum is a critical LGBTQ issue. But now, under the Trump administration, the rights of immigrants and asylees have never been more at risk. In January 2017, President Trump ramped up his attacks on immigrant communities by signing a series of executive orders imposing punitive restrictions on immigrants, including refugees and asylum-seekers—and attacking sanctuary cities by threatening to withhold all federal funding.

In February, NCLR and our partners stood together against these attacks by filing an important amicus brief with the 9th Circuit U.S. Court of Appeals in *City and County of San Francisco v. Trump*. The brief urges the judges to uphold a lower court ruling declaring these executive orders to be unconstitutional.

NCLR is committed to ensuring the United States continues to be a beacon of hope and opportunity for people like Alex and all of our community members, as we fight for the rights of LGBTQ DREAMers, asylum seekers, and immigrants.

**Pseudonym used to protect the safety and identity of our client.*

HERE'S A SNAPSHOT OF OUR 2017-2018 WORK:

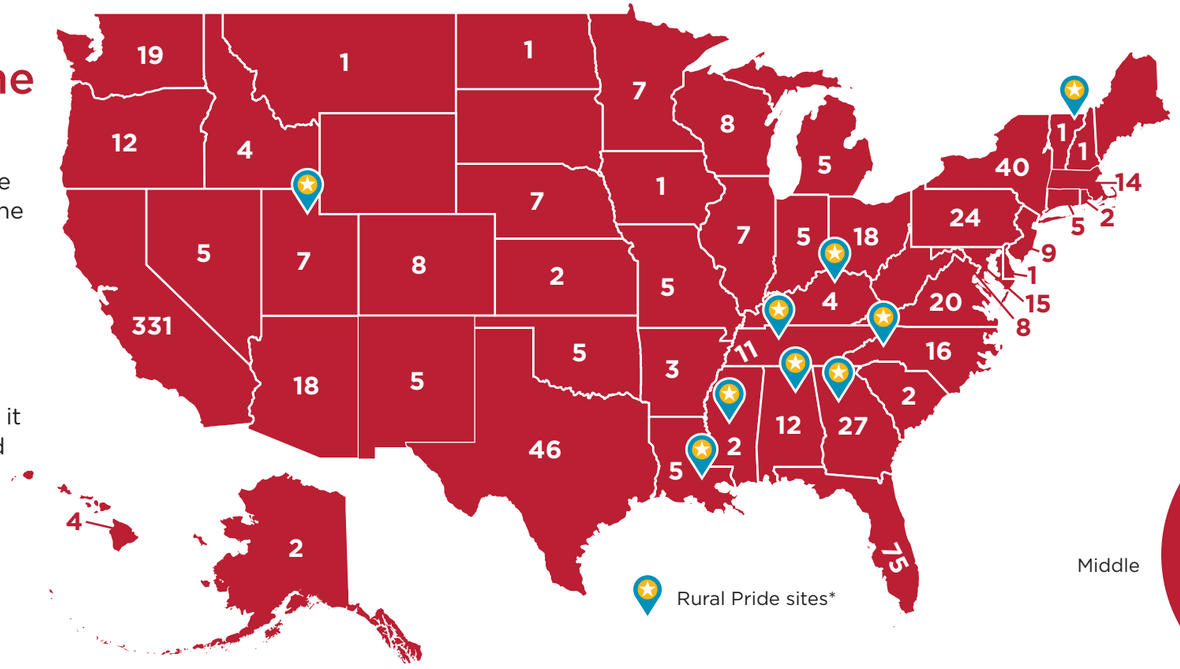
- ***Groundbreaking New Law Protects Trans Youth in Foster Care***—NCLR sponsored landmark transgender rights legislation signed by California Governor Jerry Brown that guarantees the right of California's foster youth to access gender-affirming healthcare services. **This is the first law of its kind in the country** and can serve as a model that can be replicated in other states. The failure to treat *any* medical condition—including gender dysphoria—subjects foster youth to risk of significant harm and violates the child welfare agency's obligation to protect their safety and promote their well-being. Withholding timely, gender-affirming treatment for adolescents prolongs and worsens gender dysphoria and can increase risk of abuse and stigmatization. This historic step will ensure vulnerable young people have the resources and support they need to thrive and reach their full potential.

BORN **PERFECT**

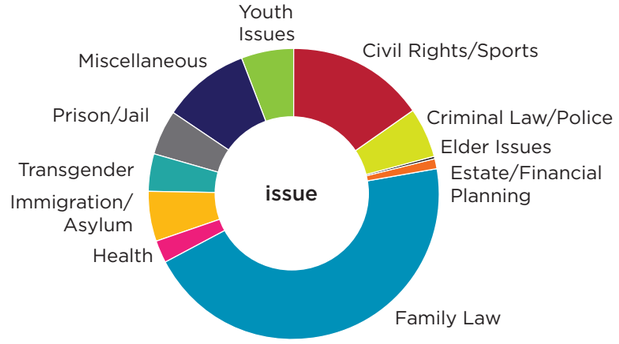
- ***Momentum Growing for Born Perfect Campaign to End Conversion Therapy***—For more than 20 years NCLR lawyers have worked with legislators and LGBTQ leaders across the country to protect LGBTQ children and young people from harmful, discredited conversion therapy. Also referred to as "ex-gay therapy" or "reparative therapy," conversion therapy attempts to change an individual's sexual orientation or gender identity. Every major medical and mental health organization has denounced conversion therapy as harmful and ineffective. Through the Born Perfect campaign, NCLR has now secured legislation prohibiting the practice in 14 states over the last five years, with momentum continuing to build dramatically. This year we also launched two legal resource toolkits—*Ending Conversion Therapy in Child Welfare* and *Ending Conversion Therapy in Juvenile Justice*. By widely disseminating these technical resources and training scores of agency workers, NCLR ensures that those who provide out-of-home services to LGBTQ youth are well-prepared to protect them from the serious harm caused by conversion therapy.

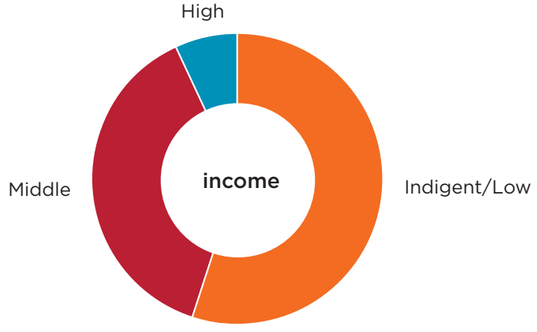
NCLR Helpline

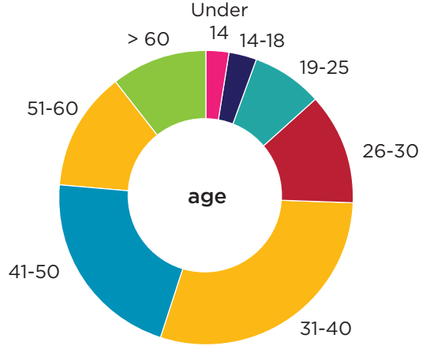
NCLR provides its Helpline as a service to all members of the LGBTQ community and their allies. It offers vital support and information about laws that affect the lives of LGBTQ people, and it is often a safeguard for those in legal need.



**The #RuralPride campaign increases access to crucial federal and nonprofit resources for LGBTQ people and their families living in rural America. Learn more at NCLRights.org/RuralPride.*







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Policy Director

Lauren Gray, Esq.
Director of Communications

Emily Haan, Esq.
Supervising Family Law Staff Attorney

Tyrone Hanley, Esq.
Policy Counsel

John Hayes
Interim Director of Finance & Operations

Andi Klash
Database Coordinator

Elizabeth Lanyon
Individual Giving Manager

Margaret Malmquist-West
Event & Campaign Coordinator

Ruth McFarlane, Esq.
Director of Development & Community Engagement

Asaf Orr, Esq.
Transgender Youth Project Staff Attorney

Ben Panico
Equality Project Manager

Andrea Pino
Digital Strategy and Communications Manager

Nancy Purcell
Annual Fund Manager

Carolyn Reyes, Esq.
Youth Policy Counsel

Desiree Robedeaux
Legal Assistant

Cathy Sakimura, Esq.
Deputy Director & Family Law Director

Margarita Sánchez
Immigration Project Assistant

Abigail Strabala
Development Assistant

Chris Stoll, Esq.
Senior Staff Attorney

Amy Whelan, Esq.
Senior Staff Attorney

Shannan Wilber, Esq.
Youth Policy Director

Julie Wilensky, Esq.
Senior Staff Attorney

Marc Wilson
Development Database Manager

Ming Wong, Esq.
Supervising Helpline Attorney

2017/2018 LAW CLERKS

Najwa Alsheikh
Nisha Giridhar
Shelby Hanssen
Adam Herpolsheimer
Keegan Ross
Bridget Schaaff
Autumn Shipman
Ary Smith
Emma Thurber Stone
Tyler Wolfe
Daryl Yang

2017/2018 FELLOWS

Darren Arquero
Butler Koshland Fellow

Alexander L. Chen, Esq.
Equal Justice Works Fellow

Itir Yakar, Esq.
Legal Fellow

VOLUNTEERS & INTERNS

Marya Draw
Dante Falconer
Jean Furgerson
Erin Hanley

NCLR AUDITED FINANCIAL STATEMENTS

For the 2017-2018 Fiscal Year

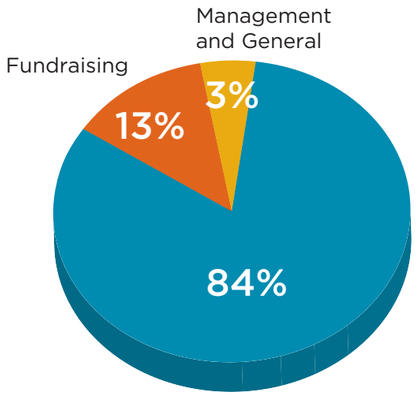
SUPPORT AND REVENUE

Individuals	$3,149,014
Foundations/Corporate	$1,702,108
Special Events	$512,830
Case Fees	$187,653
Other Revenue	$257,378
Donated Professional Services	$4,332,387
Total Public Support and Revenue	**$10,141,370**

EXPENSES

Legal Programs and Services	$4,131,889
Management and General	$345,207
Fundraising	$1,265,345
Donated Professional Services	$4,332,387
Total Expenses	**$10,074,828**
Net Assets, Beginning of Year	**$1,055,170**
Net Assets, End of Year	**$1,121,713**

FY 2018 EXPENSES



Legal Programs and Services