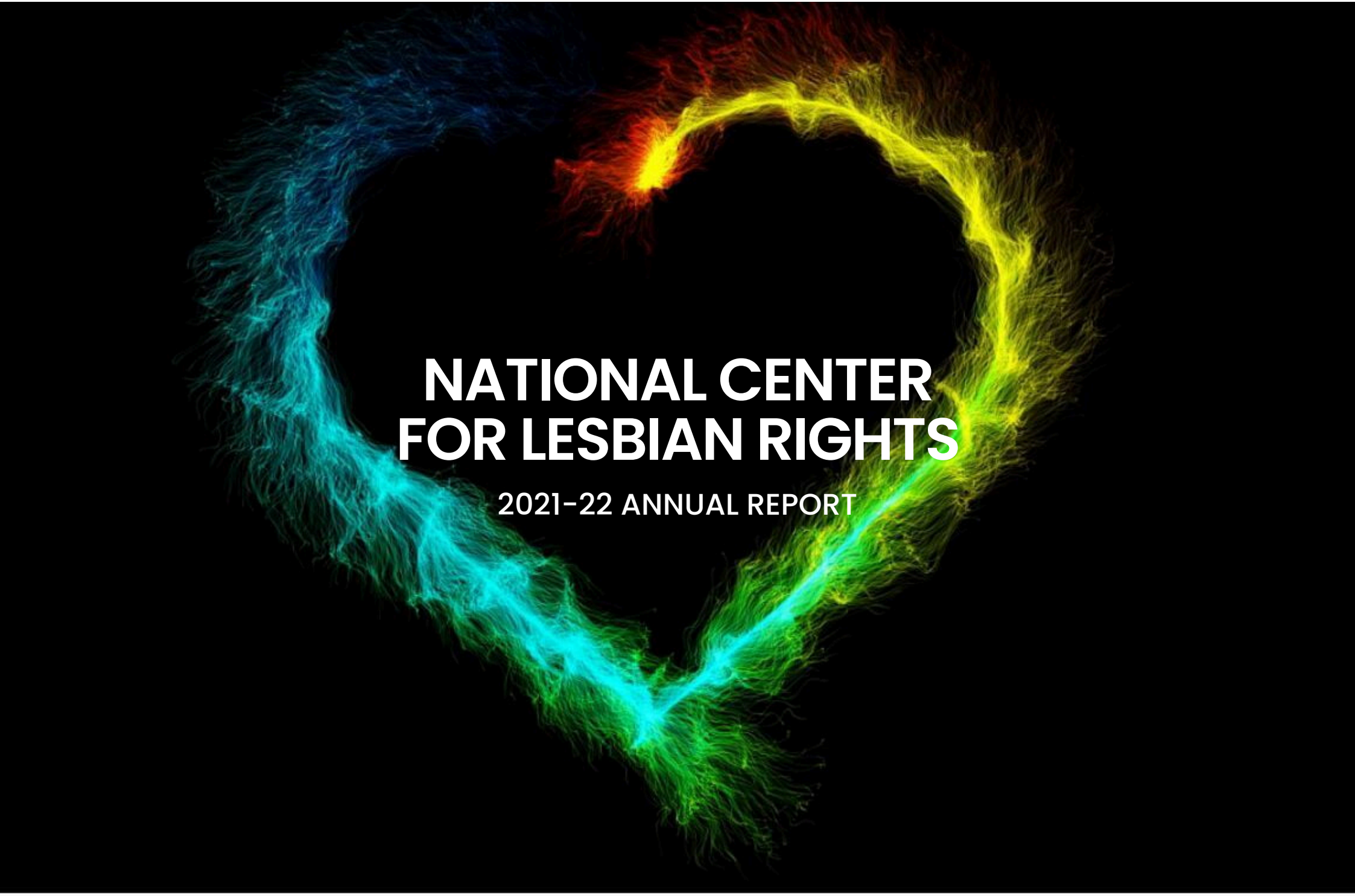


NATIONAL CENTER FOR LESBIAN RIGHTS

2021-22 ANNUAL REPORT



From Imani

2022 saw more anti-LGBTQ bills than ever before introduced in state legislatures across this country in a blatant attempt to erase and marginalize LGBTQ people.



2022 saw more anti-LGBTQ bills than ever before introduced in state legislatures across this country…”

Imani Rupert-Gordon

Dear Friends,

I began my tenure at NCLR at the onset of a global pandemic. At NCLR, we took this difficult pause to take care of our team and create and improve systems to better prepare us to tackle what was coming– an aggressive onslaught of attacks on all LGBTQ people, particularly transgender youth.

2022 saw more anti-LGBTQ bills than ever before introduced in state legislatures across this country in a blatant attempt to erase and marginalize LGBTQ people.

2022 also saw the end of federal reproductive freedom as a result of the *Dobbs v. Jackson* Women’s Health Supreme Court decision. This blow to bodily autonomy is felt in states across the country with trigger laws and new and restrictive reproductive policies.

We have experienced incredible wins and losses in the same states as a sea of misinformation attempts to cloud our collective judgment and understanding of individual freedom, true equity and justice for all.

But in the face of this, NCLR recognized 45 years of fighting for civil rights last year, and our organization has never been stronger. I am so proud of the incredible talent and brilliance of our staff, and the commitment of the entire NCLR community to include every single LGBTQ person in our movement. We are crafting an agenda for justice that protects marriage and fights for equal treatment in housing, education, employment, on the sports field and at the doctor. We are raising up and addressing the needs of asylum seekers, those living in poverty, in rural communities, people who are incarcerated and young people living in foster care or juvenile facilities.

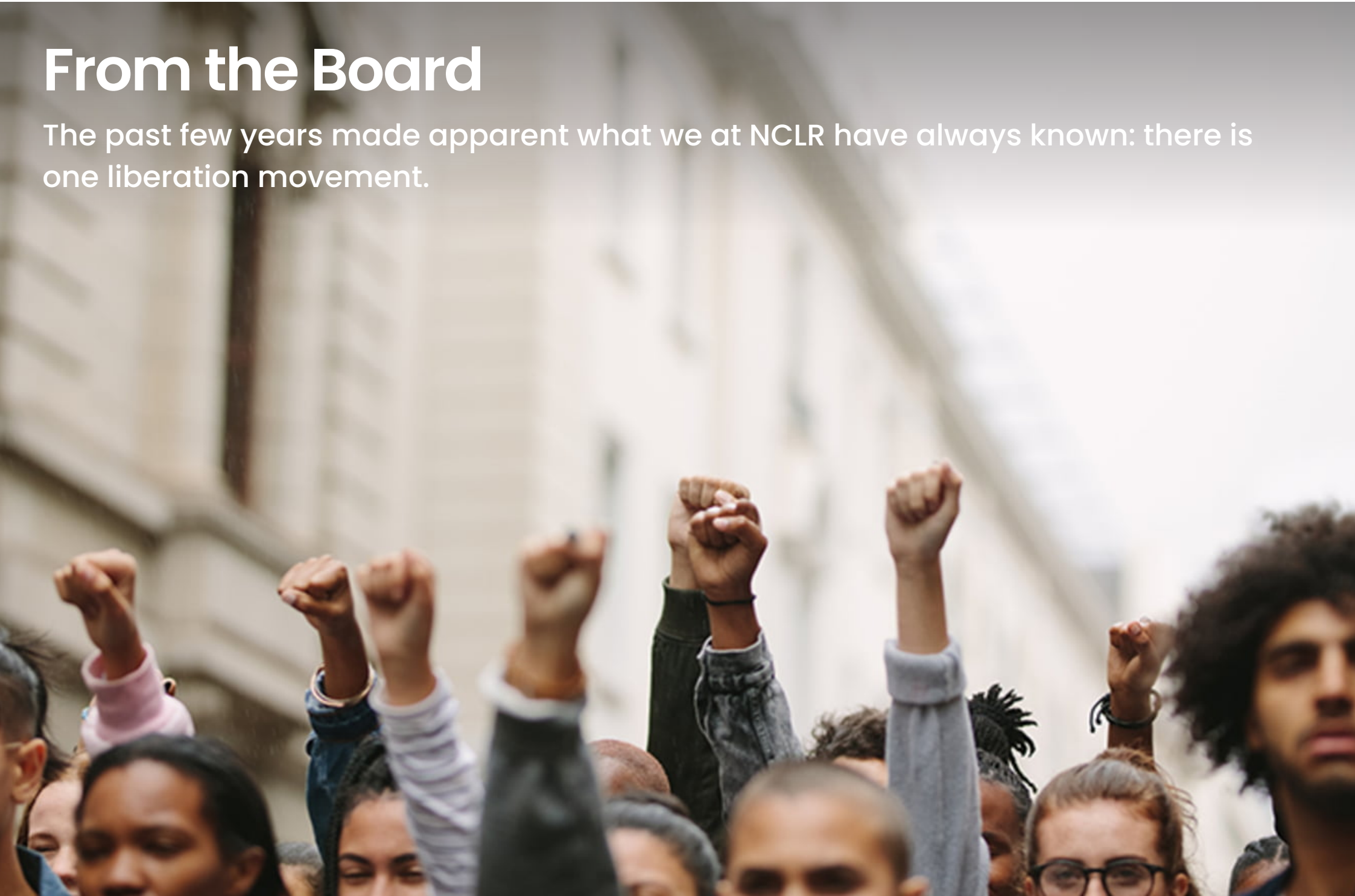
This work is the result of our collective efforts. NCLR board members and staff, volunteers, thought leaders, and you. None of this would be possible without our donors and financial partners. Thank you, for your commitment to justice, and your belief in NCLR.

In Solidarity,



From the Board

The past few years made apparent what we at NCLR have always known: there is one liberation movement.







Dear NCLR Friends and Family,

We are thrilled to serve as the co-chairs of NCLR's Board of Directors. The trust instilled in us to help steward a 45 year organization with incredible impact is an honor we hold close to our hearts.

After 45 years, the work continues to be difficult with new and surprisingly aggressive attacks on LGBTQ people coming from every level of government, at the polls and in the media. 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.

The past few years made apparent what we at NCLR have always known: there is one liberation movement. We cannot fight for equity and justice for LGBTQ people without fighting for racial, gender and economic justice for all. Our freedoms are inextricably linked and therefore true justice exists only when we are all free.

You will see this 45-year commitment reflected in this report. Founded by lesbians and working through a feminist lens, NCLR is families and young people; those living with poverty or in rural communities; people of color and recent immigrants seeking asylum; all LGBTQ people including those most visible and those who are not. Our liberation is your liberation and we will not stop until justice exists for all.

Thank you for seeking justice beside us!

Sincerely,



Elisa Diana Huerta and Liz Kim
NCLR Board Co-Chairs



The Work

Challenges to our fundamental human rights undermine the promise of equality that is the cornerstone of our democracy.

As LGBTQ people, and as an organization, we find ourselves in a moment of increased backlash against the legal and social advances we have made, with a sustained and relentless effort to roll back protections and supportive policies NCLR has fought to achieve over the last 45 years.



These challenges to our fundamental human rights undermine the promise of equality that is the cornerstone of our democracy. This backlash includes divisive efforts to demonize transgender people —especially trans youth — and deny equal access to health care, education and public space in numerous states.

NCLR was founded to address injustices in our legal system that were not seen as a priority by the broader movement, and this has not changed in 45 years. Our lesbian founders, leaders and trailblazers continue to be at the heart of NCLR's work, and we are proud of our diverse team of justice warriors who continue their work today to advance and liberate our whole LGBTQ family.

Over the decades, our work has been intentionally directed to respond in spaces where the most ground can be won and where the most harm is done. The path to liberation is an intersectional one, and it is this belief that fuels our immigration and asylum program, reproductive justice initiative, Rural Pride program and LGBTQ National Anti-Poverty Network.

In 2022, we saw a record number — more than 350 — anti-LGBTQ laws introduced in states across the country. The bulk of these laws are designed to immediately and dramatically punish, alienate and harm transgender individuals, especially trans youth. NCLR is fiercely fighting these attacks and in large part due to our collective movement's efforts, 91% of these laws have failed. As we face these challenges head on, we must push beyond a "return to normal" and engage in transformative work to advance justice and set the bar higher.

NCLR will continue to identify and litigate cases that lead to positive change and work toward the cultural transformations needed to strengthen and unite our community.

AREAS OF FOCUS



BODILY AUTONOMY — Bodily autonomy has been, and always will be, at the center of NCLR's work. LGBTQ people have the same inherent right to autonomy as their cis heterosexual counterparts, but have faced alarming and repeated challenges to our right to safety, liberty and compassionate care.

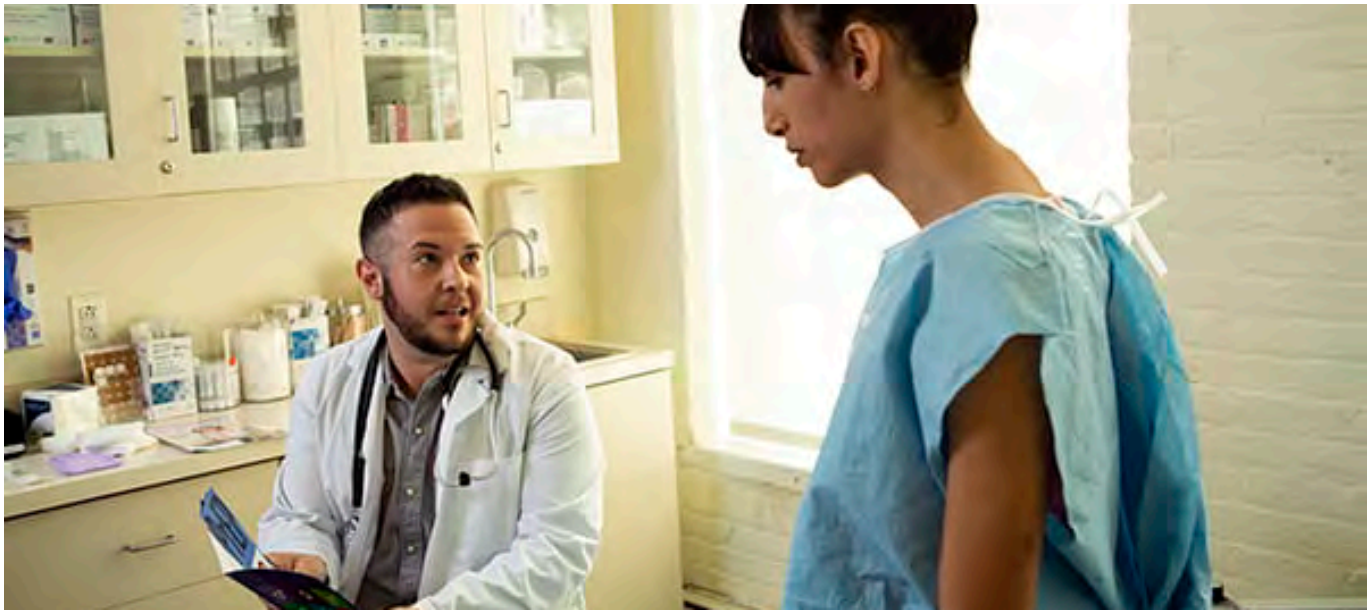
Historically, our community has fought for the right to wear clothes that match our true gender expression in public, to marry who we love and retain our right to privacy in our homes, and receive culturally competent medical care without fear or shame. Transgender people have historically faced substantial barriers to medically appropriate, culturally competent and affordable care. Many state health programs continue to deny coverage for transition-related care. NCLR is litigating challenges to Medicaid's exclusion of surgical treatments for gender dysphoria, as these discriminatory exclusions violate standards of care and federal law. And, most importantly, irreparably cause harm to those who need care most.

The Affordable Care Act initially included discrimination protections on the basis of sexual orientation, gender identity or transgender status in its coverage, but the Trump administration gutted the nondiscrimination rules. NCLR continues to build coalitions to advocate with the Biden administration to restore nondiscrimination protections in the ACA and throughout federal health programs.

In Alabama, SB 184 criminalizes parents who seek to obtain essential medical care for their transgender children's needs. It demands up to 10 years in prison as penalty for anyone, including doctors and parents, who assists in getting the care these young people need.

NCLR successfully petitioned a federal district court judge to issue a ruling blocking enforcement of Alabama SB 184 while a legal challenge to the law proceeds. The suit, *Boe v. Marshall*, is brought by four Alabama parents from across the state on the grounds that it strips them of the right to make important decisions about their children's healthcare.

The ruling followed a two-day evidentiary hearing in which doctors and medical experts described the well-established safety and efficacy of medical care for transgender youth who experience gender dysphoria and the damage to children's health when such care is denied. The Court received evidence confirming that over 22 major medical organizations recognize the established course of care for transgender youth. The court also heard from plaintiff parents, in briefing and in closed-court testimony, about the profoundly positive impact access to appropriate medical care has had on their children's health and wellbeing, and the devastating harm that would come from having to stop treatment.



While these bills are extremely concerning, each case presents an incredible opportunity to make progress for our entire community by setting a precedent that transition-related bans are unconstitutional.

NCLR understands that attacks on, and barriers to, transgender people's access to healthcare are intended to dismantle the fundamental right to bodily autonomy and the ability to determine one's own destiny. **These attacks have implications for all Americans, and passage of these discriminatory laws will have a ripple effect on our right to reproductive healthcare, sexual freedom and equal protection under the law.**

FAMILY LAW —NCLR has an unparalleled history of successful litigation and advocacy protecting LGBTQ families, including the development of once novel legal strategies — like second-parent adoption and recognizing that discrimination against same-sex couples is a form of sex discrimination — that subsequently became mainstream.



We continue to engage in policy work and litigation to ensure that LGBTQ families enjoy the same rights, benefits, and responsibilities afforded to heterosexually-headed families. While the Supreme Court's *Obergefell* decision made marriage equality the law of the land, some states still resist its full implementation. NCLR continues to litigate cases addressing parenting issues, especially in geographies where precedent is urgently needed to ensure that states treat married same-sex couples equally and that state law protects all families.

In addition to litigation, NCLR works to increase capacity of private family law attorneys and legal aid organizations to serve LGBTQ clients through trainings, technical assistance, discussion listservs, and LGBTQ family law roundtables and coalitions. We collaborate with reproductive rights and health organizations across the country to build support and legal protections for LGBTQ families formed through assisted reproduction and surrogacy.

YOUTH PROGRAM — The first program of its kind, NCLR's LGBTQ youth project launched in 1993. Advocating for LGBTQ youth to live openly and thrive in school, in sports, at home and at work through public education, training, policy advocacy and litigation.

Born Perfect: Every leading medical and mental health organization in the country has warned that conversion therapy for minors is dangerous and ineffective. Research shows that 63% of LGBTQ youth who are sent to conversion therapy have attempted suicide. Since the inception of the Born Perfect program in 2014, NCLR has been able to work with a number of states, localities, and institutions to take steps to protect youth from these practices. To date, bans on these practices by licensed therapists have been upheld in the courts. Our Born Perfect campaign has played a critical role in building public understanding, engaging survivors of conversion therapy, and building a national movement that includes medical and mental health professionals, child welfare advocates, LGBTQ groups, and others, while also passing laws banning this harmful practice. We are investing deeply in the current array of cases challenging laws banning conversion therapy that are working their way through the courts, making sure that the strongest possible body of case law is established and that intensive and strategic public education helps create an environment that strongly favors protecting youth from these harmful practices before these cases reach the highest court. NCLR has been a leader in defending these laws alongside state and local governments, and is involved in active cases in Florida and in Washington State.

In addition to ongoing litigation, Born Perfect supports a network of 385 survivors in all 50 states, providing legal support and media training so these survivors can become advocates to end the practice by educating the public, testifying at public hearings and reaching out to religious and mental health communities to share their experiences.

Born Perfect was proud to partner with Enfranchisement to produce the short film "Bobby's Big Problem" featuring a celebrity cast, including Patton Oswalt, D'Arcy Carden, Jasika Nicole, and River Butcher. The video tells the story of Bobby, played by River Butcher, who recounts his conversion therapy experience to his friend Renee. The film satirizes a conversion therapy session to highlight its absurdity and provide a glimpse into this dangerous practice.

Increasingly, conversion therapists are marketing this abusive practice online. This video is a public education tool exposing

the truth about conversion therapy to help raise public awareness about this harmful pseudo-psychology and to help LGBTQ young people and their families recognize this fraudulent so-called 'therapy' when they see it.



Bobby's Big Problem starring River Butcher, D'Arcy Carden, Jasika Nicole and Patton Oswalt

Education: In states and school districts across the country, LGBTQ students have witnessed their rights come under attack. From legislation to prohibit transgender athletes from participating in school sports, to bans on LGBTQ-affirming books, student clubs, plays, and displays from schools and libraries, the attacks on protections for LGBTQ students have been relentless. LGBTQ students already face disproportionately high risks to their mental and physical health. These laws not only stigmatize and silence those vulnerable students, exacerbating risks to their welfare, but also threaten school officials who foster a safe and inclusive environment for them.

This year, as school districts across the country faced hostile protests of LGBTQ inclusive education, NCLR partnered with the nation's leading LGBTQ organizations (GLBTQ Legal Advocates & Defenders (GLAD), GLSEN and PFLAG National) to create SafeSchoolsForAll.org a new resource for students who are experiencing discrimination, bullying and harassment based on their sexual orientation, gender identity or gender expression to help defend their rights. Safe Schools for All is a unique resource for students, parents, and supporters to take action to help make schools safe and inclusive of all students, and is rooted in guidance from the Civil Rights Division of the U.S. Department of Justice and the Office of Civil Rights of the U.S. Department of Education.



System-Impacted Youth: According to reporting from the Williams Institute of UCLA, the number of lesbian, bisexual and queer girls and women is 3% higher in the foster care system, 24% higher in the juvenile detention system and 30% higher in the prison system than in the general population. 89% of LBQ girls in foster care are women of color compared to 43% in the general population of LBQ girls. Black LBQ girls outnumber non-Black LBQ girls in the foster care system at a rate of three to one.

NCLR understands that youth in foster care face barriers in access to healthcare, education and secure housing as they grow, often languishing in unsupportive institutional environments, which leads to increased involvement in the criminal legal system and greater disparity from their peers as they age out of the system without familial support. Additionally, potential LGBTQ foster parents, who could provide supportive homes for queer and trans youth in care, face challenges in completing the necessary requirements to qualify as foster parents due to their own marginalization. NCLR advocates for child welfare policies that promote the safety and well-being of LGBTQ youth by preventing their unnecessary entry into foster care, reunifying them with their families whenever possible and ensuring that they receive the love and support from their caregivers that all youth need to thrive.

NCLR remains deeply engaged in efforts to reform the juvenile criminal legal system's treatment of LGBTQ youth and in growing "upstream" efforts to keep LGBTQ youth out of the legal system entirely. This includes significant administrative advocacy; training and technical assistance to allies, juvenile defenders, and system staff; development and dissemination of "know your rights" materials and other resources and assistance in the development and implementation of "Support OUT," a model program in Santa Clara County aimed at strengthening community supports and reducing system-engagement for LGBTQ youth. The vision of the initiative is that all LGBTQ and gender nonconforming children and youth in the county thrive in their homes, schools, and communities, and successfully transition to adulthood.

We are aligned with the upEND movement to dismantle the current child welfare system and replace it with a more effective array of supports and resources. We continue to engage with allies in advocacy at the policy level, while building LGBTQ community and movement understanding of why these changes are critical to LGBTQ families and youth.



Trans Youth: Over 350 anti-LGBTQ laws have been introduced in state legislatures over the past year, and many of them specifically target transgender children and their parents by banning access to medical care and support at school. NCLR was the first LGBTQ legal organization to have a project specifically focused on transgender youth, and we did so because youth and their families remain at the heart of our mission and movement. NCLR has emerged as a national leader in work to assist affirming family members in legal disputes (particularly custody battles) involving the wellbeing of transgender children and youth. This has included work to ensure that the child's best interests are taken into account in custody disputes; that being supportive of gender exploration is not held against affirming parents; and that a child's right to gender-affirming care is maintained when there is joint custody or primary custody by a non-affirming parent.





Many transgender people rely on medical care to help them live as their authentic selves, and it is no accident that one focus of state-level legislative attacks has been on medical care for transgender youth, labeling recognized best practices as "child abuse" and criminalizing doctors who provide appropriate care. NCLR is actively partnering with state groups to provide accurate information to policymakers and the public.

NCLR, along with Lightfoot, Franklin & White LLC, King & Spalding LLP, GLBTQ Legal Advocates & Defenders (GLAD), the Southern Poverty Law Center (SPLC), and the Human Rights Campaign (HRC), asked a federal court to block Alabama bill SB 184 — which makes it a felony to provide affirming healthcare to transgender youth. We are representing five Alabama parents from across the state and two healthcare providers. SB 184, signed into law by Governor Ivey, punishes parents and their children's doctors for consenting to and providing well-established essential medical care for their transgender children.

NCLR continues to represent transgender teenagers in Arizona who were denied coverage for top surgery. Arizona is refusing to cover this medically necessary treatment because of a categorical exclusion on covering surgical treatments for gender dysphoria in the state's Medicaid regulations. NCLR is also challenging Arizona's surgical requirement for correcting gender markers on birth certificates as not all people who wish to change their legal gender want or need surgery.

NCLR is engaged in litigation challenging discrimination against transgender people in employment, identity document access, education, and other arenas, accompanied by public education efforts designed to build understanding and support for transgender communities. We seek to build the body of case law and policy that protects the equality and privacy of transgender youth in schools and accords them access to the facilities, sports, and activities aligned with their gender identity.

SPORTS PROGRAM — Founded in 2001, NCLR's Sports Program aims to ensure that lesbian, gay, bisexual, and transgender players, coaches, and administrators receive fair and equal treatment — free of discrimination.



The law that Utah passed really scares me, it hurts to know that some people think I do not belong on my team or with my teammates. It feels like they wish I did not even exist."

— Anonymous student client

Through our Sports Program, NCLR has litigated an array of cases challenging LGTBQ athletes' participation in sports at all levels, from peewee to professional, advocated on behalf of LGBTQ athletes and coaches, advised schools and athletic associations, and convened key coalitions to combat homophobia and transphobia in sports.

As part of our Sports Program work, the Common Ground Project, launched in 2015, has focused on building trust and understanding between LGBTQ advocates and conservative Christian colleges and universities in the context of school athletic programs, with the shared goal of identifying how those institutions can better support LGBTQ students and support more open dialogue between LGBTQ people and conservative faith communities. This groundbreaking work in partnership with the NCAA continues to pave the way for young LGBTQ athletes to have a safe place on the field and the court.

In spite of the fact that transgender students make up an extremely small percentage of students participating in school sports, laws restricting or prohibiting trans kids from playing with their teammates are becoming extremely popular among far right politicians. NCLR is closely monitoring proposed bills in many states and filing legal challenges on behalf of trans athletes and their families.

In Utah, two families filed a legal challenge in state court against House Bill 11, which prohibits transgender girls from competing in school sports. The law, which the Legislature enacted over Governor Spencer Cox's veto, singles out transgender girls in order to exclude them from girls' sports. It bars every transgender girl from competing on a girls' team regardless of her medical care or individual

circumstances. The students included in the challenge are transgender girls who are current public-school students, love sports, and want to participate in sports with other girls. Prior to the passage of HB 11, the Utah High School Activities Association (UHSAA) had guidelines governing the participation of transgender students in school sports. UHSAA provided information during the legislative session that only four transgender students had even used their process and that they had not had any complaints from students, families, or school administrators. Of the 75,000 students who play high school sports in Utah, only four are transgender and only one had played on a girls' team.

HB 11 is one of hundreds of anti-LGBTQ bills pushed in state legislatures across the country in 2022. Health care organizations such as the **American Academy of Pediatrics and the American Psychological Association** have opposed such legislation, as has the **National Coalition for Women and Girls in Education**.

IMMIGRATION AND ASYLUM PROGRAM — When the U.S. first recognized that immigrants facing persecution on the basis of their sexual orientation could seek protection as refugees and asylees in 1994, NCLR became the first national LGBTQ organization to have an Immigration Project.



Nearly 30 years later, we have supported thousands of LGBTQ immigrants in obtaining asylum, temporary protected status, permanent residence and citizenship in the United States. Approximately 80% of NCLR's immigration clients are transgender. We continue to have a 100% success rate with asylum cases in which we directly represent the client. We are currently assisting 200+ clients with various aspects of their cases — including direct representation, identifying knowledgeable attorneys for those we cannot represent, providing ongoing technical assistance to attorneys, and ensuring that immigrants have the resources they need to survive and be well while their cases are being decided.

Due to the ongoing backlog in Employment Authorization Documents (EAD) application processing resulting from the COVID-19 pandemic, a new concern has emerged among our clients. The Biden Administration announced a Temporary Final Rule (TFR) that increases the automatic extension period for employment authorization for up to 18 months. This extension means that the work permits that many immigrants use to work in the U.S. are valid for an extra 540 days after their expiration date. Although this might sound like good news, this change is impacting our immigrant communities negatively. Because these documents appear to be expired, our clients have been unable to renew their licenses or state issued identification and many have lost their jobs because employers don't understand these regulations. We are doing everything we can to assist our clients as their renewal applications are processed.

RURAL PRIDE — NCLR's Rural Pride program addresses the reality that LGBTQ individuals and families are living in rural areas across the country, and that discriminatory policies and legislation are impacting rural LGBTQ communities at a disproportionate rate.

Rural Pride organizes gatherings to encourage coalition building across rural networks, ensuring that we are learning from and incorporating the experiences and needs of rural communities throughout our work. NCLR is able to bring our national perspective, legal and policy expertise, and resources to small rural places that otherwise would not have access, and by doing so, is helping to support and grow strong and beautiful rural LGBTQ communities that are equipped to challenge discriminatory legislation on the ground. Rural communities are more likely to face push back against inclusive policies at the local and state level and are often less able to defeat legislation at the ballot box.

Our Rural Pride project has built a network of attorneys and organizations willing to provide culturally competent legal counsel at low or no cost and offer local support. Not only have these networks strengthened our movement across rural regions, but we have been able to refer hundreds of our helpline callers to these attorneys in their states. Our legal Helpline provides free individualized information and referrals in response to approximately 1,000 requests each year.

This year, NCLR's Rural Pride program partnered with ACLU of Mississippi to develop training materials for pro bono attorneys assisting LGBTQ clients in the state, and provided technical assistance in hosting their first name and gender marker change clinic.



We hosted a Rural Pride summit in North Dakota, expanding programming to include a panel specifically focused on BIPOC issues for the first time and created a part time youth internship program for the summit in partnership with North Dakota Human Rights Coalition.

And our Rural pride attorneys presented a panel at the Equal Justice Conference (the national annual meeting of legal aid attorneys and public defenders) about successful strategies to provide legal services to low-income LGBTQ clients in rural communities, partnering with California Rural Legal Assistance, New Mexico Legal Aid, and Lone Star Legal Aid, three movement aligned legal aid organizations also focused on rural communities.

NCLR continues to maintain the national poverty law/LGBTQ law listserve for attorneys working at the nexus of these issues and convene these attorneys nationally to share strategies and provide trainings on LGBTQ legal issues. A revised version of our successful curriculum for legal service providers addressing both legal competence and welcoming organizational practices (developed with California Rural Legal Assistance (CRLA)) is currently in beta-testing, and we look forward to continuing to provide up-to-date resources and training to legal aid providers across the U.S. We are also laying the groundwork to adapt this curriculum for court personnel and public defenders in the future.

PUSHING BACK AGAINST USING RELIGION TO DISCRIMINATE — NCLR Federal Policy Director Julie Gonen is helping to lead the Religious Equality and Liberty (REAL) Coalition, a new initiative that brings together policy advocates across multiple progressive justice movements — particularly the LGBTQ, reproductive health, rights and justice, end-of-life care, and religious freedom movements — to address common challenges around religious objections to health care and other rights and services.

Participants reject the misuse of religion to justify discrimination, and seek to deepen our collective impact by broadening the reach of our efforts across multiple movements and communities. The REAL Coalition will work toward these objectives by sharing information and coordinating activities around federal policy issues related to religious liberty, religious refusals, and religious exemptions. It will serve as a clearinghouse so that advocates across these movements can work in systematic, inclusive, and complementary ways to advance shared goals and values. The coalition will also help to promote alignment between the legal and policy arguments, as well as related messaging and organizing, being advanced in legislative, regulatory, and litigation arenas.

NCLR recently submitted comment to the Federal Trade Commission and the Department of Justice urging them take into account the harm that occurs when religious and secular hospitals merge and reproductive and LGBTQ health care services are eliminated due to religious exemptions in revised guidelines governing mergers that the FTC releases. When religiously sponsored hospitals or health systems merge with previously secular providers of care, there is often a loss of certain kinds of health care services. The services, namely abortion, family planning and gender affirming care, are eliminated, not due to cost but for doctrinal or policy-based reasons. When hospitals restrict the types of services that will be offered for policy or non-medical reasons, it hinders the ability of health care providers to effectively and ethically serve their patients and puts the wellbeing and even the lives of local residents at risk.

We Serve with Love is a campaign led by NCLR to spread awareness of faith-based



providers serving LGBTQ people and families in need of community support or services. The We Serve with Love Campaign seeks to demonstrate that faith-based service organizations and programs are ready to serve low-income LGBTQ people and families with love. Specifically, the campaign raises awareness of LGBTQ welcoming faith-based service providers, educates faith-based direct service providers on how to offer LGBTQ welcoming services and programs, and increases understanding in the faith-based direct service provider community of how poverty impacts LGBTQ people.



RACIAL AND ECONOMIC JUSTICE — We know that LGBTQ people of color face some of the greatest injustices our movement strives to address.

Racial and economic oppression create a reality where LGBTQ people of color are often poorer, have worse health outcomes, and are more vulnerable to hate crimes than their white counterparts. LGBTQ youth of color face harsh and unfair discipline in schools. Hundreds of studies conclude that experiencing anti-LGBTQ discrimination increases the risks of poor mental and physical health, including depression, anxiety, suicidality, PTSD, substance use, and psychological distress. While supportive laws, family, and peers lower the risk of poor health outcomes for LGBTQ people of color, it is clear that anti-LGBTQ policies inflict tangible harm on sexual minority populations.

To address these disparities and make sure that LGBTQ people of color always have a seat at the table, NCLR co-leads the National LGBTQ Anti-Poverty Network and is proactively engaging with organizations across the movement, such as The Southern Poverty Law Center, The Poor People's Campaign, the Movement for Black Lives and the Coalition on Human Needs to advocate for improvements to the social safety net and workers' rights, because we understand that poverty is affecting LGBTQ people at higher than average rates, but LGBTQ people are often under-represented in these movement spaces.

There are 140 million poor and working-class people in the United States — with 22% of LGBTQ people living in poverty. As an organization that fights for LGBTQ people and families, economic justice is a vital aspect of our movement.

Joining side by side with all who are affected by the inequalities present in this nation is the only way to achieve liberation for all. We know that in a society with so much inequity, we have a true moral obligation to cultivate a world where every person has access to everything they need to live a fulfilling life—regardless of income.



ONWARD

This past year marked 45 years of NCLR. 45 years of the audacity to believe in what could be possible. 45 years of building bridges, changing minds and hearts and, most importantly, changing laws and policies to ensure LGBTQ people can live full and free lives. Now, 45 years later, the accomplishments — and the continued challenges — are plentiful. Our work has shaped the political and legal landscape for LGBTQ people. We are tireless in our pursuit of justice and will only strengthen our efforts in the wake of the new and relentless hate laws throughout our country. NCLR will continue to engage in litigation, administrative advocacy, public education, coalition-building, and mobilization to advance our collective liberation and improve the lives of our clients, their families and our greater LGBTQ community.





Legal Advocacy

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

2021-2022 CASE LIST

Custody, Visitation, & Parentage

Pool v. Richardson
Child Custody
VIRGINIA/UTAH/
DISTRICT OF COLUMBIA

*Matthews v. LeFever**
Child Custody
MICHIGAN

Conversion Therapy

Tingley v. Ferguson
Conversion Therapy
WASHINGTON/NINTH CIRCUIT

Vazzo v. City of Tampa
Conversion Therapy
FLORIDA/ELEVENTH CIRCUIT

*Doyle v. Hogan**
Conversion Therapy
MARYLAND

Transgender Discrimination

Edmo v. IDOC
Successfully obtained the first court-ordered transition-related surgery for a transgender person in prison
IDAHO/NINTH CIRCUIT

Curb Records v. Lee
Challenge to Tennessee law requiring discriminatory signage on public restrooms
TENNESSEE

*Stockman v. Trump**
Transgender Military Ban
CALIFORNIA

*Does v. Trump**
Transgender Military Ban Challenge
DISTRICT OF COLUMBIA

Transgender Youth

Noe v. Utah High School Activities Association
Anti-Transgender Sports Ban
UTAH

*Meriwether v. Shawnee State University**
Education/Religious Refusals
OHIO/EIGHTH CIRCUIT

Healthcare

Doe v. Snyder
Healthcare Access
ARIZONA/NINTH CIRCUIT

Eknes-Tucker v. Ivey
Transgender Healthcare Ban
ALABAMA ELEVENTH CIRCUIT

Boe v. Marshall
Transgender Healthcare Ban
ALABAMA

Education

M.A. v. Florida State Board of Education
Challenge: Don't Say Gay or Trans Bill
FLORIDA

Public Accommodation

Roe v. Herrington
Birth Certificates: Gender Marker Change
ARIZONA

Elders

Matter of M.G.
Equal pension benefits for surviving same-sex spouses
CALIFORNIA

* Victory or Resolved Cases

IMMIGRATION AND ASYLUM

We had a total of **8 asylum victories this past year** (all in California).

- **13 Citizenship** cases approved
- **4 TPS** cases approved
- **15 Green cards** approved

We have **61 pending asylum cases** (14 defensive and 47 affirmative) and

67 other pending immigration cases (U-Visa; green card, citizenship, and family petitions)

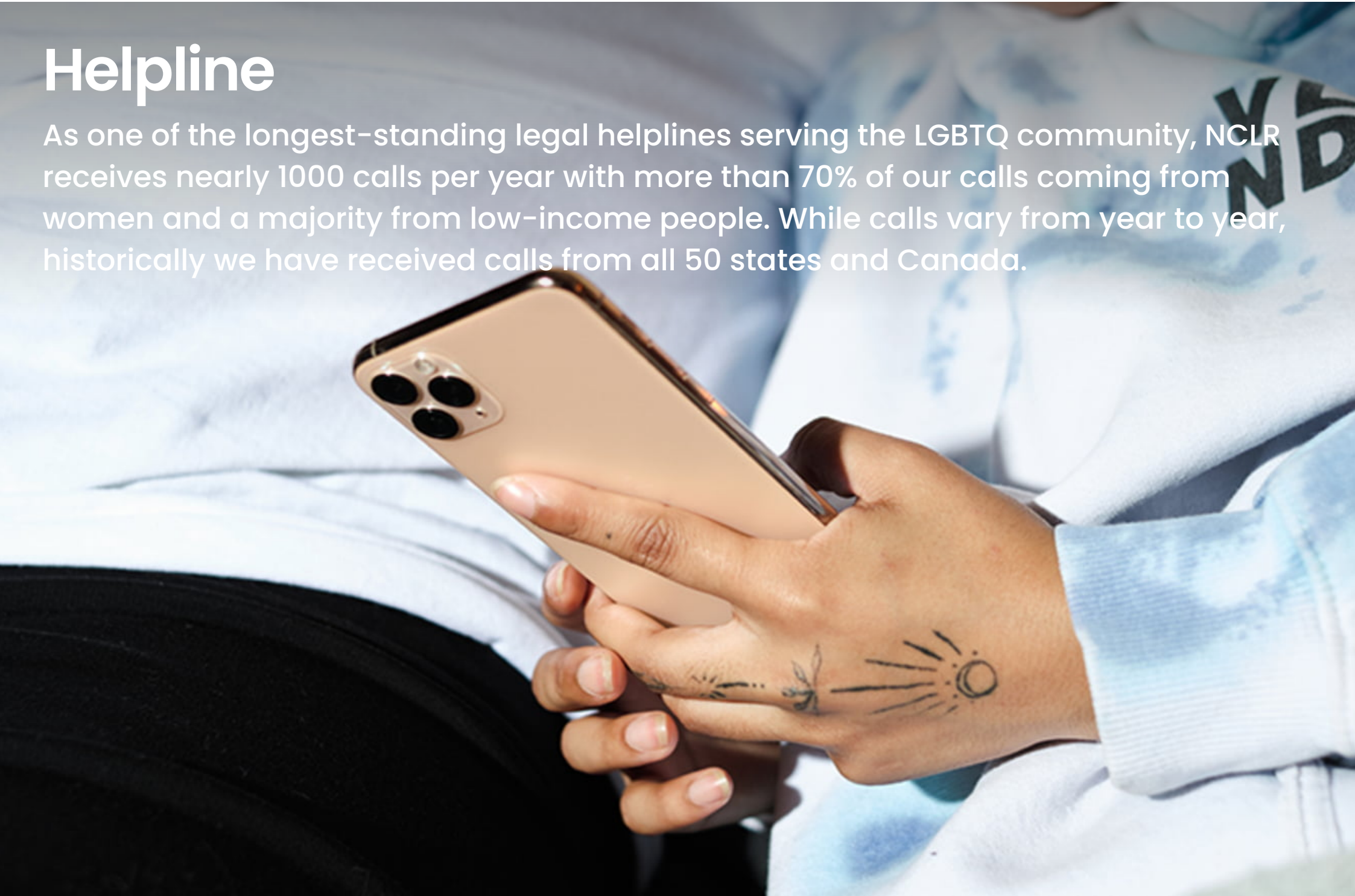


ADDITIONAL ADVOCACY

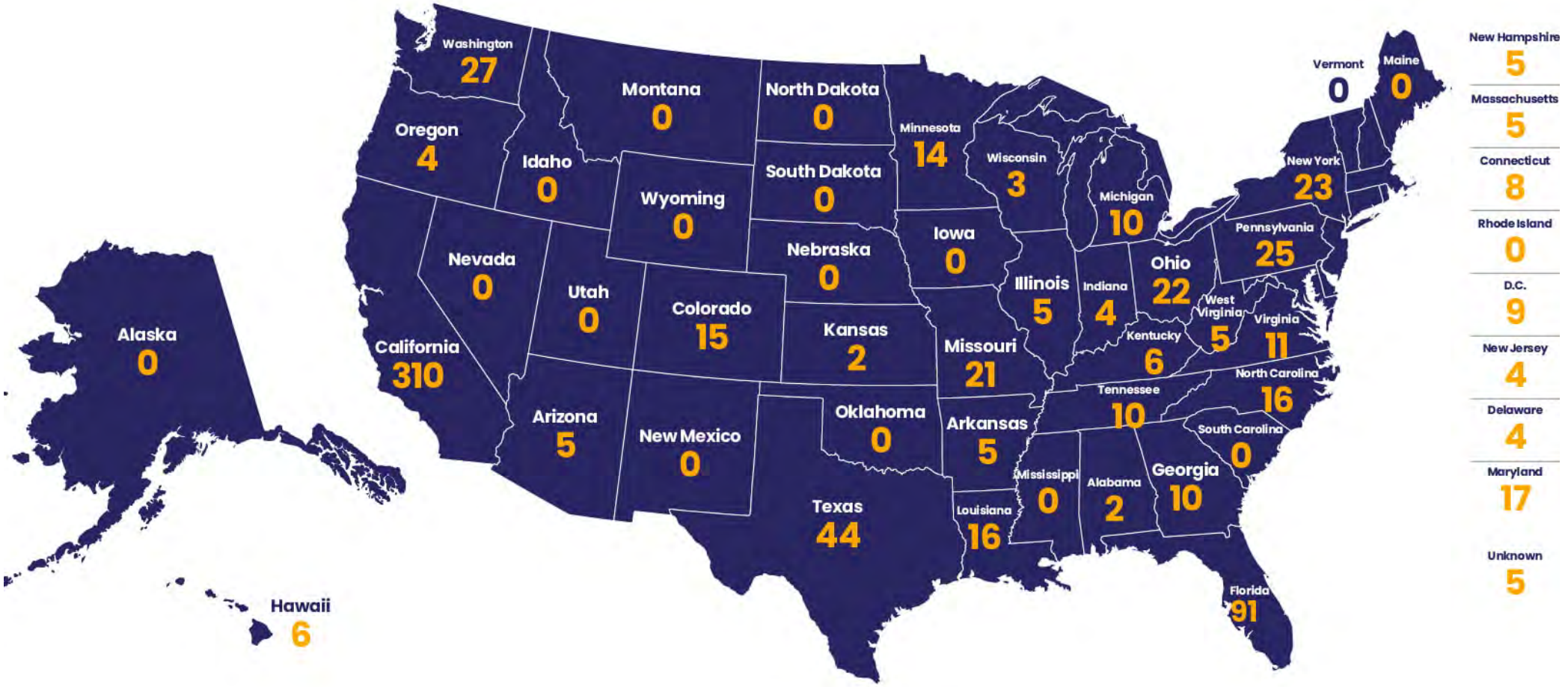
- Filed friend-of-the-court briefs in **12 cases**
- Assisted private attorneys in **at least 30 cases**
- Submitted **9 comments** on federal regulations addressing religious exemptions, housing discrimination, immigration, education, food insecurity, health care, and reproductive justice; co-launched a national campaign to address LGBTQ poverty
- Won protections for LGBTQ youth against conversion therapy in **15 jurisdictions and the state of Minnesota**
- We continue to evaluate new licensing board complaints against therapists who subject patients to the dangerous and harmful practice of conversion therapy

Helpline

As one of the longest-standing legal helplines serving the LGBTQ community, NCLR receives nearly 1000 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.

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NCLR NATIONAL CENTER FOR LESBIAN RIGHTS

NCLR Audited Financial Statements

for the 2021-2022 Fiscal Year



NCLR AUDITED FINANCIAL STATEMENTS
For the Year Ending June 30, 2022

Support and Revenue

Support & Revenue/Grants & Contributions $5,351,518
Special Events $73,480
Earned Income $330,899
Contributed Services $6,270,693
Total Public Support and Revenue $12,026,594

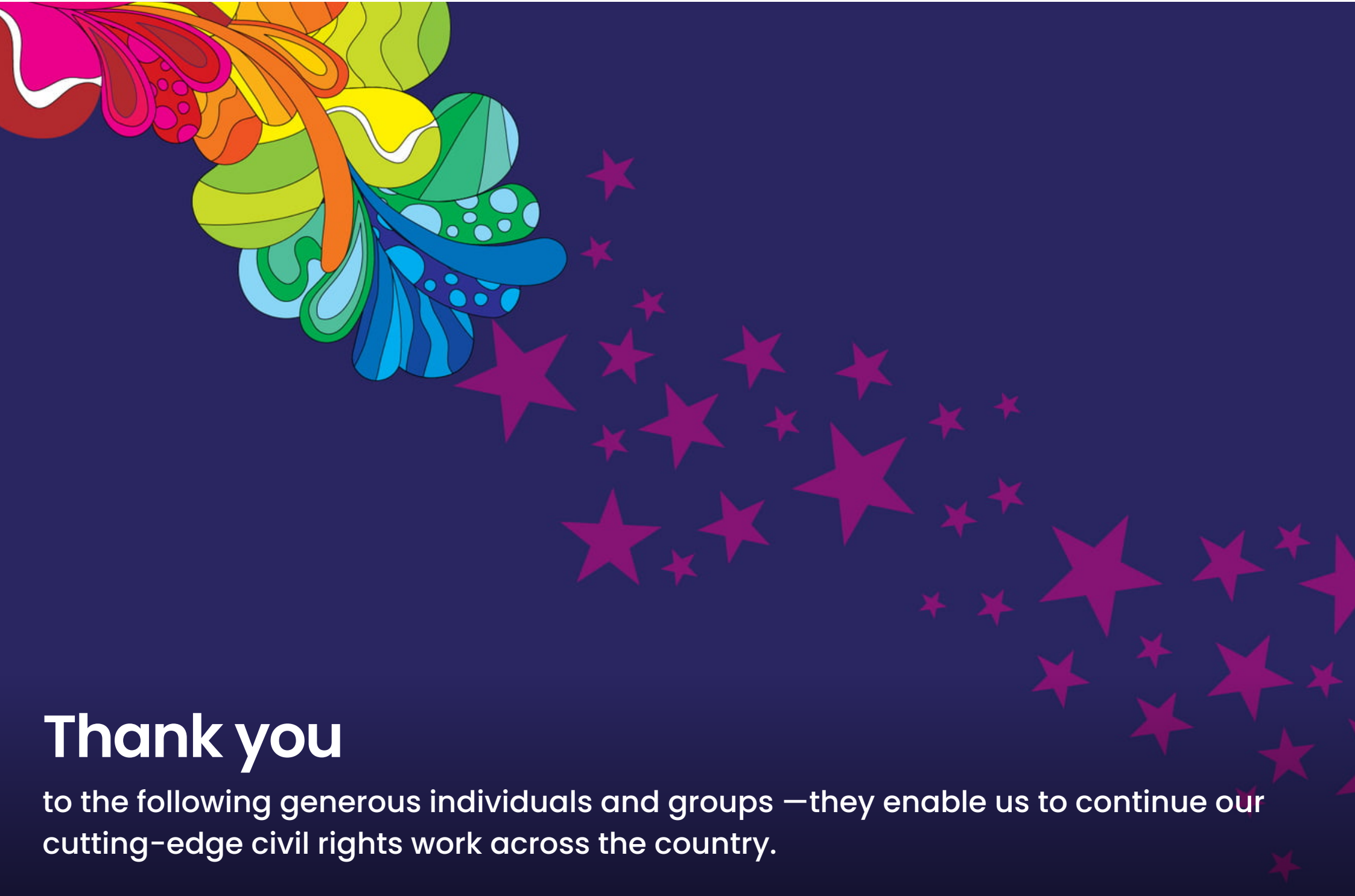
Expenses

Legal Programs and Services $3,698,602
Contributed Services $6,270,693
Management and General $618,973
Fundraising $811,217
Total Expenses $11,399,485

Net Assets, Beginning of Year $6,388,786
Net Assets, End of Year $7,015,895

FY 21-22 Expenses





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When life-long lesbian activist Mary Kathryn Friebe died of cancer at the age of 81 in 2002, she continued her commitment to NCLR by making a very generous bequest to our organization. In her memory, we established the **Friebe Legacy Circle**, designed to honor and recognize individuals to confirm their dedication to LGBTQ rights by including NCLR in their estate plans. We are grateful for the visionary generosity of donors who have joined the Kathryn Friebe Legacy Circle.

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LGBT Charities

Merrill Lynch

Morgan Stanley Global Impact Funding Trust

National Philanthropic Trust

Nutter, McClennen & Fish, LLP

Pacific Gas and Electric Company

Pershing

Renaissance Charitable Foundation, Inc

Salesforce.com

Schwab Charitable Fund

Starbucks Matching Gift Program

The Capital Group Companies, Inc.

TIAA-CREF

Transformational Leadership Partners

UK Online Foundation

Umpqua Bank

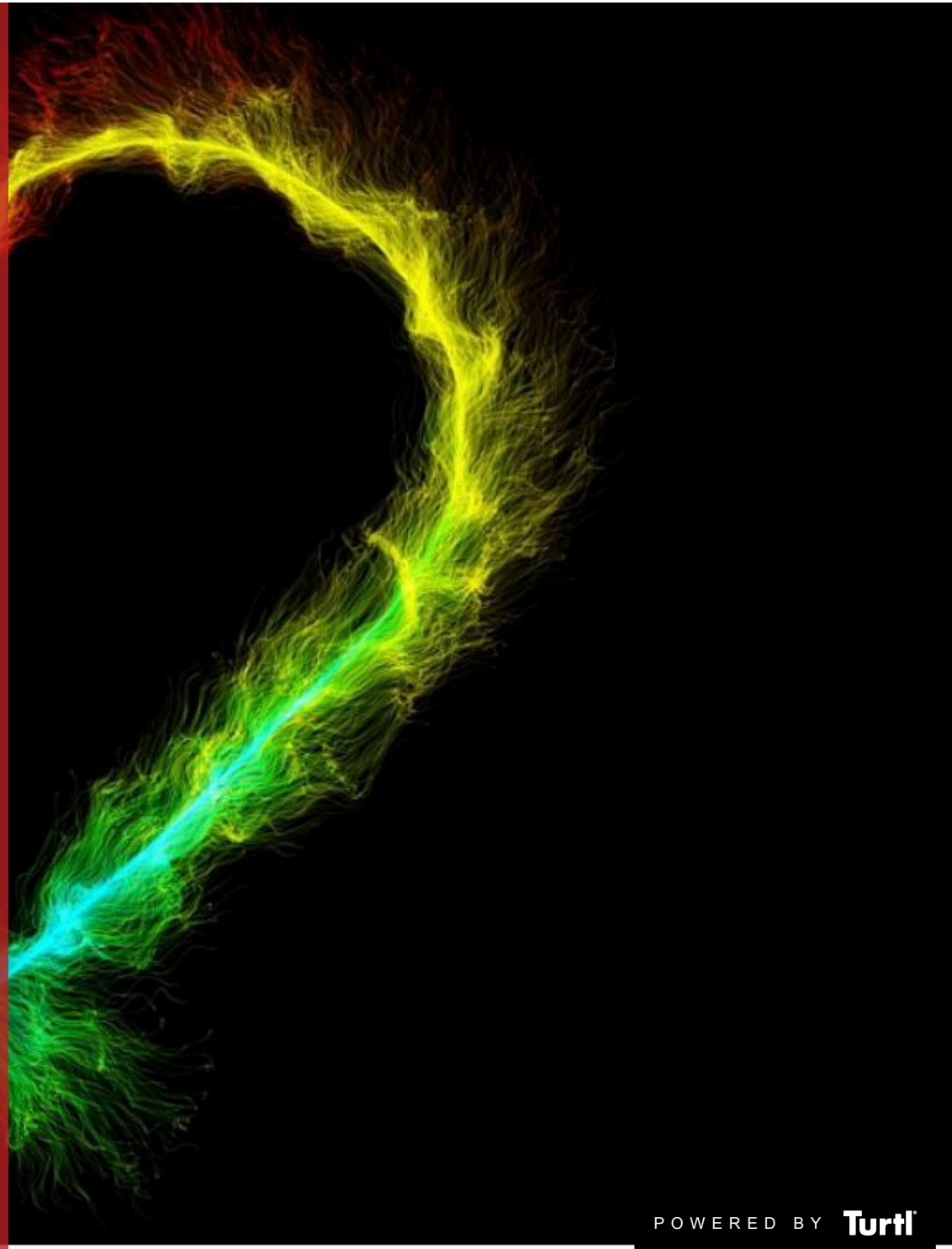
Vanguard IRA

Wells Fargo Clearing Services, LLC

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