We do not have to tell you what we are up against right now. 2019 has brought an onslaught of attacks — on immigrants, people of color, transgender people, and the LGBTQ community at large. But those three words — humanity, inclusivity, and ferocity — are firmly planted at the root of all of NCLR’s work. We are fighters — for you, for your family, and for every LGBTQ person experiencing marginalization and discrimination. No exceptions.

In this annual report, we share with you the details of our monumental win in Arizona, where a lawsuit we filed resulted in the repeal of a state law barring LGBTQ education and support in schools. And no story of our successes can be told without bringing attention to our immigration and asylum cases — more than 400 cases and a 100% success rate for our asylum-seekers.

The fight against Conversion Therapy — now outlawed in 18 states thanks to our “Born Perfect” Campaign — continues to be a cornerstone of our work. We won’t stop until all 50 United States ban this horrific practice.

We fight for racial justice and for the safety and wellbeing of LGBTQ communities of color. We will continue to take on the hardest battles for the transgender members of our community. NCLR’s vision is intersectional, inclusive, and forward-looking. We leave no one behind.

The deck is stacked — but NCLR’s staff includes the best legal minds in the movement, and the courage to stand up for LGBTQ families, elders, and youth … with humanity, inclusivity, and ferocity.

Your support makes all of this possible. Please give generously and contact us if you would like to do a deeper dive into NCLR’s work

In solidarity,

Emily Doskow, Esq.  Felicia Medina, Esq.
NCLR is a nationally recognized LGBTQ legal organization with a longstanding commitment to racial and economic justice and our community’s most vulnerable. Since 1977, we have been a leader at the forefront of advancing the civil and human rights of LGBTQ individuals and their families through impact litigation, public policy, and public education.

Over our 42-year history, we have been committed to our community’s most vulnerable and to breaking new ground, a commitment that led to NCLR launching the first LGBTQ Immigration Project, Transgender Rights Project, Youth Project, Elder Law Project, Sports Project, Rural Pride, and the creation of our Born Perfect campaign to end conversion therapy in 2014. In 2019, with the help of the Born Perfect Campaign, North Carolina became the first state in the South to protect vulnerable young people from conversion therapy.

Over the past year, NCLR has also been on the front line fighting to protect reproductive justice rights for LGBTQ individuals, to challenge the Trump administration’s transgender military ban, to advocate for LGBTQ immigrants and asylum-seekers, and to repeal the harmful Arizona “No Promo Homo” law that barred LBGTQ public school students from receiving accurate health education information.

But the struggle for full LGBTQ equality is not over, and NCLR will continue fighting the fight, including against the Trump administration’s recent attack on our rights at the Supreme Court, arguing that federal law should not protect LGBTQ Americans from being fired for their sexual orientation or gender identity.

For many in our community, help can’t wait. And we won’t either. We will be here when you need us. Every time.
2018-2019 LEGAL ADVOCACY AT A GLANCE

CUSTODY, VISITATION, & PARENTAGE
In the interest of A.E. TX (Parentage)
In re: Doe MI (Custody)
K.M.M. v. K.E.W.* MO (Parentage)
McLaughlin v. McLaughlin* AZ (Parentage)
P.E. v. C.F. AZ (Custody)
Torrez v. Bombard* AZ (Custody)
Turner v. Steiner* AZ (Parentage)

RELATIONSHIP RECOGNITION
Reed v. Kron/IBEW Local 45 Pension Plan CA (Spousal benefits)
Krall v. OPM PA (Employee Benefits)

SEXUAL ORIENTATION DISCRIMINATION
Equality Arizona v. Hoffman* AZ (Schools)

CONVERSION THERAPY
McCobb v. Willey CA
Vazzo v. City of Tampa FL

IMMIGRATION & ASYLUM
We had a total of 14 asylum victories this past fiscal year (all in California)
We have 64 pending asylum cases (24 defensive and 40 affirmative)
And 47 other pending immigration cases

TRANSGENDER YOUTH
Calgaro v. St. Louis County MN (Healthcare Access)
Doe v. Volusia County School Board* FL (Facilities Access)
Highland Local School District v. US Dept. of Education* OH (Facilities Access & Bullying)
Meriwether v. Shawnee State University OH (Schools/Religious Refusals)
Prescott v. Rady Children’s Hospital-San Diego CA (Healthcare)

Custody, Visitation, & Parentage

Edmo v. Idaho Dept of Corrections ID (Prison Healthcare)
Ketcham v. Clatsop County OR (Employment/Health Benefits)
Koran v. OPM DC (Employment/Health Benefits)
Stockman v. Trump CA (Trans Military Ban)

ADDITIONAL ADVOCACY
• Filed friend-of-the court briefs in 22 cases
• Assisted private attorneys in 70 cases
• Submitted more than 10 comments opposing regulatory changes on topics including: sexual assault and Title IX; eligibility for food stamps; and access to contraceptives
• Won protections for LGBTQ youth against conversion therapy in 23 jurisdictions

Vlaming v. West Point School Board VA (Schools/Religious Refusals)
Whitaker v. Kirby OH (Identity Documents)

* Victory or Resolved Cases
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.
For 28 years, Arizona barred LGBTQ students from receiving medically accurate, age-appropriate information in their health education classes about non-heterosexual people. Despite repeated attempts over the years to repeal this harmful law, it remained on the books.

That is, until NCLR and our partners filed a federal lawsuit challenging this law in March 2019.

Our lawsuit argued that the anti-LGBTQ curriculum law, which was enacted in 1991, violated the Equal Protection Clause of the U.S. Constitution by singling out a group of students for unequal treatment based on their sexual orientation. And it harmed LGBTQ students by preventing educators from including or discussing them in a positive light, fostering a climate of hostility and harassment against LGBTQ students.

Two weeks after we filed suit, the Arizona legislature introduced, passed, and sent to the governor a bill to strike down this “No Promo Homo” (as it’s commonly known) law. When Governor Ducey signed the legislation, it put an end to this hateful law once and for all in Arizona.

What a victory for our plaintiff Santi Ceballos, their family, and all LGBTQ students in Arizona! But there are still six states with “No Promo Homo” laws still on the books, so our work continues.
NCLR STAFF

Ariana Bindman
Legal Scribe

Jennifer Bing
Interim Director of Development

Adrienne Blum
HR Consultant

Sara Brogden
Operations Manager

Noemi Calonje
Immigration Project Director

Lia Dunn
Legal Assistant

Julie Gonen, Esq.
Policy Director

Lauren Gray, Esq.
Director of Communications

Emily Haan, Esq.
Supervising Family Law Staff Attorney

Tyrone Hanley, Esq.
Senior Policy Counsel

John Hayes
Interim Director of Finance & Operations

Kate Kendell, Esq.
Executive Director

Andi Klash
Development Database Manager

Elizabeth Lanyon
Leadership Gifts Manager

Margaret Malmquist-West
Event & Campaign Coordinator

Ruth McFarlane, Esq.
Director of Development & Community Engagement

Shannon Minter, Esq.
Legal Director

Cindy Myers, Ph.D.
Interim Executive Director

Asaf Orr, Esq.
Transgender Youth Project/Senior 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

Mateo Sánchez
Immigration Project Assistant

Aubree Schmidt
Development Coordinator

Malhar Shah
Family Law Staff Attorney

Abigail Strabala
Development Assistant

Chris Stoll, Esq.
Senior Staff Attorney

Amy Whelan, Esq.
Senior Staff Attorney

Shannah Wilber, Esq.
Youth Policy Director

Julie Wilensky, Esq.
Senior Staff Attorney

Marc Wilson
Development Database Manager

Ming Wong, Esq.
Supervising Helpline Attorney

2018/2019 FELLOWS

Darren Arquero
Butler Kosland Fellow

Alexander L. Chen, Esq.
Equal Justice Works Fellow

Itir Yakar, Esq.
Legal Fellow

2018/2019 LAW CLERKS

Gabi Hasson
Alison Levy
MC Lintichum
Owen Mondemeier
Ethan Muckelbauer
Alex Thomson
Radha Yerramilli

VOLUNTEERS & INTERNS

Maxie Bee
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August Lewis-Hoogerhuis
Sam Ludeke
Emma McDevitt
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Raini Chase Vargas

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Deb Cuny
Peter Drake
Dr. Judith Glassgold
Rev. Debra W. Haffner
Ryan Kendall
Kimberly Inez McGuire
Dr. Caitlin Ryan
Mathew Shurka
SUPPORT AND REVENUE

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<td>Individuals</td>
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<td>Foundations/Corporate</td>
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<td>Special Events</td>
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<td>Case Fees</td>
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<td>Donated Professional Services</td>
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<td><strong>Total Public Support and Revenue</strong></td>
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EXPENSES

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<td>Management and General</td>
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<tr>
<td>Donated Professional Services</td>
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<td><strong>Total Expenses</strong></td>
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Net Assets, Beginning of Year      | $1,088,552|
Net Assets, End of Year            | $1,185,826|