



NCLR

2014 ANNUAL  
REPORT

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



KATE KENDELL

Dear Friends,

Twenty-one years ago, I began my career at NCLR, first as Legal Director and now as Executive Director. If you had told me at that time that today, NCLR would have played a major part in winning full and equal marriage rights in every state and for every same-sex couple, I would not have believed it.

While every civil rights struggle is always two steps forward, one step back, over the past two years it has been almost only steps forward in ending our exclusion from the freedom to marry. Just last year alone 19 states recognized our marriages. When I started writing this letter, the number was 37. And today, we have marriage equality nationwide, once and for all.

We must now harness the momentum from this historic moment on behalf of the most vulnerable in our community. For almost four decades, NCLR has fought and won hundreds of historic cases, not only for marriage equality, but on behalf of numerous families, athletes, immigrants, survivors of conversion therapy, and those seeking stable employment. We just made real, what many thought was impossible, so let's do it all again.

We will build on our 38 years of audacious and fierce leadership in pursuit of justice, fairness, and legal protections for all LGBT people.

You help us realize that promise.

With my deepest gratitude,

# 2014 CASES

## MARRIAGE

Dousset v. Florida  
Atlantic University  
FLORIDA

Latta v. Otter\*  
IDAHO

Taylor v. Brausell\*  
IDAHO

Oliver v. Stufflebeam  
FLORIDA

Strawser v. Strange  
ALABAMA

Tanco v. Haslam\*  
TENNESSEE

Courage v. Wyoming\*  
WYOMING

Guzzo v. Mead\*  
WYOMING

Pareto v. Ruvin\*  
FLORIDA

Ramsay v. Dalrymple  
NORTH DAKOTA

Robb-Wilder v. Colvin\*  
CALIFORNIA

Rosenbraun v. Daugaard  
SOUTH DAKOTA

Kitchen v. Herbert\*  
UTAH

## RELATIONSHIP RECOGNITION

Blumenthal v. Brewer  
ILLINOIS

Schuett v. Fedex  
CALIFORNIA

Smith v. Knoller  
CALIFORNIA

## PARENTING AND CUSTODY

S.M. v. E.C.  
CALIFORNIA

Charisma R. v. Kristina S.  
CALIFORNIA

E.L. v. V.L.  
ALABAMA

McGaw v. McGaw  
MISSOURI

## DISCRIMINATION

Broussard v. Tower Loan  
LOUISIANA

Howe v. Haslam  
TENNESSEE

King v. Christie\*  
NEW JERSEY

Doe v. Christie\*  
NEW JERSEY

Pickup v. Brown  
CALIFORNIA

## TRANSGENDER DISCRIMINATION

- Challenge to Medicare Sex Reassignment Surgery Ban
- HHS Departmental Appeals Board

## IMMIGRATION

- 65 asylum/withholding of removal cases
- 12 U Visas awarded

## OTHER

- Provided technical assistance on 25 cases
- Worked on 8 cases sealed for privacy
- Filed Amicus Briefs in support of 12 cases

\*Victory





## MARRIAGE LAW, FAMILIES & PARENTING

TANCO V. HASLAM, SUPREME COURT OF THE UNITED STATES

**F**or over 20 years, NCLR has worked tirelessly to bring marriage equality to the nation. Today, we're celebrating winning this fight. NCLR is proud that our case in Tennessee was one of four cases heard by the Supreme Court, which made the freedom to marry a reality for the nation.

In 2013, NCLR filed a lawsuit on behalf of three legally married same-sex couples—Valeria Tanco and Sophy Jesty, Ijpe DeKoe and Thom Kostura, and Matthew Mansell and Johnno Espejo—and challenged Tennessee's refusal to recognize their marriages. In 2014, after an initial victory in federal district court, the Sixth Circuit Court of Appeals upheld marriage bans in Tennessee and three other states.

Amidst all this uncertainty, Val and Sophy were fighting another battle. Val was pregnant with their daughter, and the couple was concerned about their future. "Right now I'm a legal stranger to Emilia," Sophy said, before the birth. They worried the State wouldn't recognize their decisions in case of an emergency. Before the birth, NCLR asked the court to expedite its ruling on our motion for a preliminary injunction, to lift the marriage ban in time for both parents' names to be on the birth certificate. This led to a legal first in Tennessee—Sophy's name in the "father" line of the birth certificate.

In a historic announcement on January 16, 2015, the Supreme Court agreed to review our Tennessee case along with three other marriage equality cases in Ohio, Michigan, and Kentucky. In late April, the Court heard oral arguments on two questions—does the Constitution permit states to deny marriage licenses to same-sex couples and to deny recognition to those who are already legally married in other states? And on June 26th, the Supreme Court ruled in favor of justice and equality by legalizing same sex marriage nationwide. NCLR was proud to play such a vital role in this case, and decades' worth of fighting for the freedom to marry, including cases in Alabama, California, Florida, Idaho, New Mexico, North Dakota, South Dakota, Utah, and Wyoming. NCLR is thrilled to make Love for All a reality in the United States. ■

*Opposite page: Our Tennessee marriage equality plaintiffs on the steps of the Supreme Court.*



## OVERTURNING MEDICARE'S BAN ON HEALTH CARE FOR TRANSGENDER PEOPLE

**A**t the age of 74, Denée Mallon never set out to make history, only for the chance to live authentically, as who she truly is. But thanks to her determination, she successfully challenged the ban on reimbursement for medically necessary care for transgender people under Medicare in a groundbreaking case brought by NCLR and legal partners.

After winning the case and obtaining the gender-affirming surgery she waited so long to have, Denée remarked “I feel congruent, like I’m finally one complete human being where my body matches my innermost feelings, my psyche.” Denée joined the United States Army at 17 and later worked for a local police department. She married and parented children, but knew that her innermost self was female. She says, “It’s a deep-seated thing that requires expression, no matter how you try and stamp it out.” As Denée’s life progressed, the attitudes and culture of the times prevented her from seeking the medically necessary care she needed. By the time attitudes and minds began to shift, she could no longer afford treatment on her fixed Social Security income. Many people would have given up. But not Denée. She continued to fight, and her persistence has now opened the door to lifesaving care for thousands of other transgender people on Medicare.

Denée also does not see this as just her victory. She knows how much this victory will affect others. She is the President of Veterans for Equal Rights in her hometown, she volunteers at the local transgender center, and marches in the Albuquerque Veterans Day Parade. She especially likes to volunteer with transgender youth and said, “I like helping young people decide what the right decision is for them. I see my role as helping people discover who they are, whether it’s what I would do or not.”

LGBT elders are among the most important and rapidly growing segment of our community, and NCLR continues to fight fiercely for their needs. Denée is a shining example of what hard work and determination can achieve. ■

*Opposite page: NCLR client Denée Mallon (far right).*





## SECURING SAFETY FOR LGBT IMMIGRANTS AND ASYLUM SEEKERS

**S**ilah came to NCLR in 2013 after years of fear and abuse. Born in Mexico, Silah was able to escape terrible violence in her country of origin, where she was repeatedly threatened and harassed because of her gender expression and identity. When she fled to the U.S., she encountered additional abuse and ended up homeless.



*NCLR client Silah*

Silah eventually found refuge in a variety of shelters in San Francisco and was later able to connect with a support group and eventually found NCLR. Although her own asylum and housing were uncertain, Silah began to advocate for others around her to find stable housing. Through her advocacy she took leadership as a part of a homelessness task force and began speaking at a variety of conferences not only sharing her story, but the stories of others who are unhomed.

In 2014, with the help of our Immigration Project, Silah became the 441st NCLR client to be granted asylum. With the security of the decision, Silah began taking classes towards becoming a nurse. She has since moved to Washington State and is making plans to transfer to receive her Bachelor's in Nursing. NCLR is entering its 21st year of immigration advocacy and support for those seeking asylum, where we are proud to report an undefeated record of winning asylum for 460 of LGBT asylum seekers. ■

In 2014, with the help of our Immigration Project, Silah became the 441st NCLR client to be granted asylum.



## #BORNPERFECT: THE CAMPAIGN TO END CONVERSION THERAPY

**F**ew practices hurt LGBT youth more than attempts to change their sexual orientation or gender identity—which can cause depression, substance abuse, and even suicide. In 2014, we launched the #BornPerfect campaign, which seeks to end conversion therapy in five years throughout the U.S. through public education, developing and sustaining a network of survivors, ongoing litigation, and legislation. We are leading a national coalition that includes survivors, national LGBT organizations, mental health experts, faith leaders, and youth advocacy groups.

We've had tremendous success. We drafted and helped pass the nation's first laws—in California, New Jersey, the District of Columbia, and Oregon—barring licensed mental health professionals from practicing conversion therapy. We have worked closely with legislators in eighteen additional states, and NCLR has successfully defended legal challenges to both the California and New Jersey laws, and are also representing survivors and youth facing conversion therapy.

In November 2014, NCLR testified at the United Nations Committee Against Torture meeting in Geneva, Switzerland about the harms caused by the practice of conversion therapy. In April 2015, we hit a new high-water mark when the White House and the U.S. Surgeon General came out opposing conversion therapy.

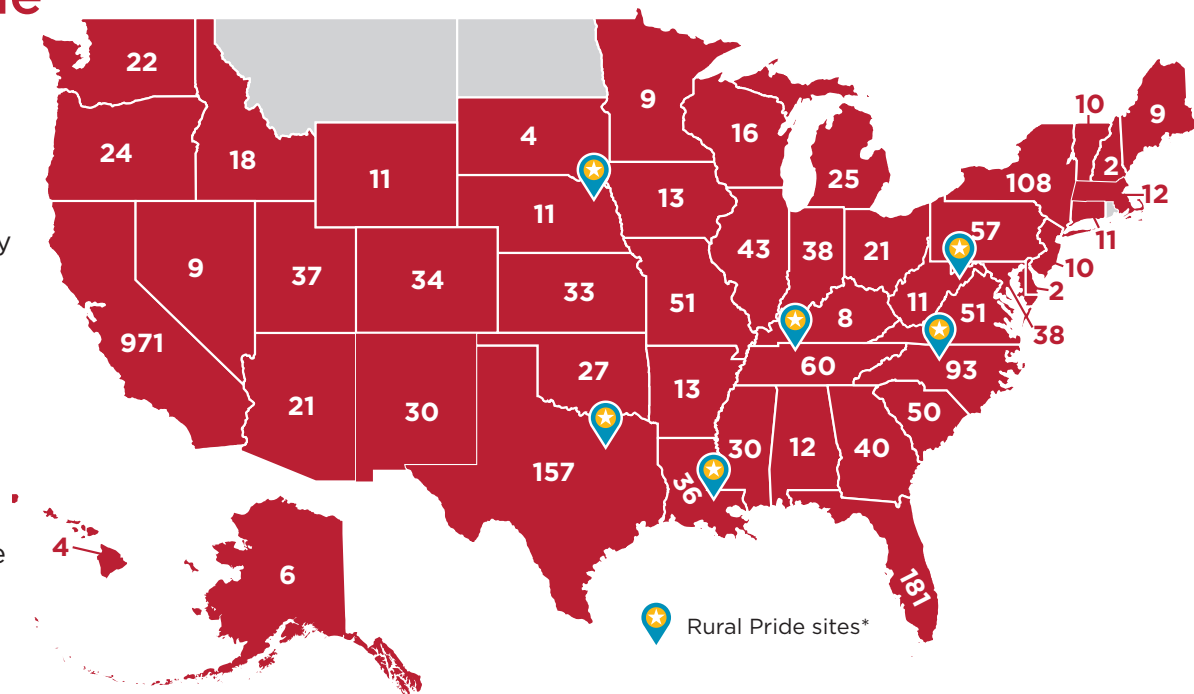
The lies and misinformation that sustain conversion therapy are at the very root of homophobia and transphobia. The impact of this work goes far beyond bringing a stop to conversion therapy. We are creating a world in which every LGBT person is embraced, accepted, and celebrated for who they are at every stage of life. ■



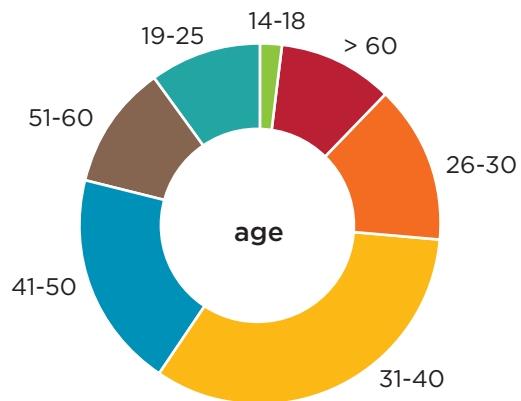
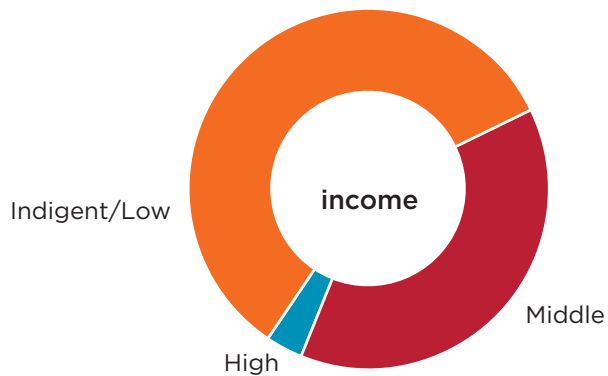
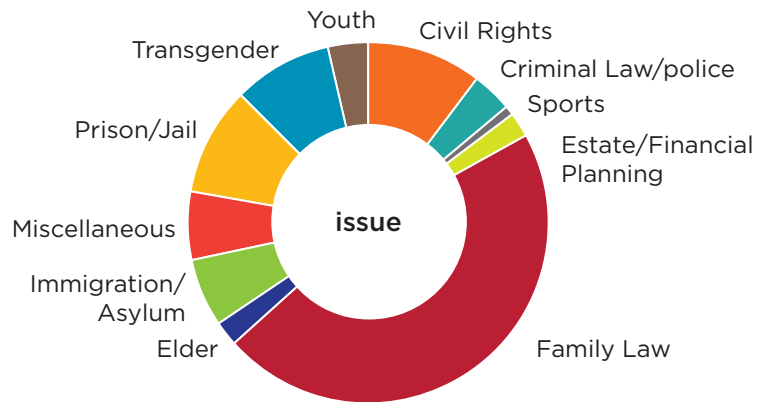
*NCLR Staff Attorney & #BornPerfect Campaign Coordinator Sam Ames (far left) with Congressman Ted Lieu at the introduction of the Therapeutic Fraud Prevention Act.*

# NCLR Helpline

NCLR provides this Legal Information Helpline as a service to all members of the LGBT community and our allies. The Legal Information Helpline provides basic information about laws that affect LGBT people. The map and charts to the right show the wide range of callers and topics we have provided assistance for this year.



*\*The #RuralPride campaign increases access to crucial services and resources for LGBT rural people and families. Learn more about the campaign at [NCLRights.org/ruralpride-campaign](https://NCLRights.org/ruralpride-campaign)*



# NCLR AUDITED FINANCIAL STATEMENTS

For the Year Ended December 31, 2014

## PUBLIC SUPPORT AND REVENUE

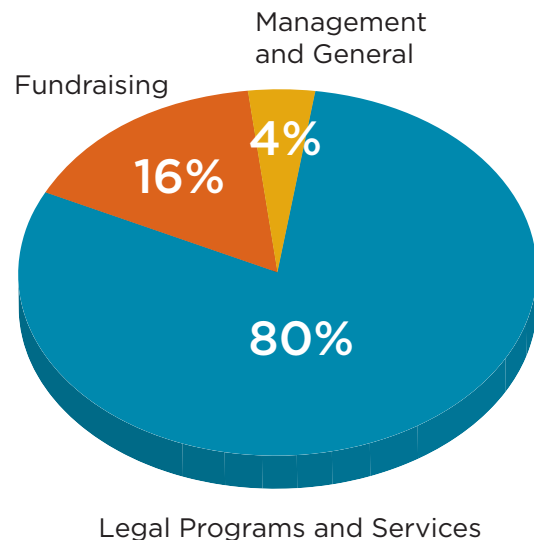
Individuals	\$3,002,045
Foundations	\$1,622,455
Special Events	\$345,756
Case Fees	\$92,841
Other Revenue	\$51,041
Donated Professional Services	\$2,394,840
Total Public Support and Revenue	\$7,508,978

## EXPENSES

Legal Programs and Services	\$4,226,925
Management and General	\$227,373
Fundraising	\$809,501
Donated Professional Services	\$2,394,840
Total Expenses	\$7,658,639

Net Assets, End of Year	\$1,050,978
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## 2014 EXPENSES



## NCLR STAFF

Kate Kendell, Esq.  
Executive Director

Samantha Ames, Esq.  
#BornPerfect Campaign  
Coordinator & Staff Attorney

Aaron Aruck  
Legal Assistant

Jennifer Barth  
Office Manager

Christina Black  
Legal Fellow

Noemi Calonje  
Immigration Project Director

Helen J. Carroll  
Sports Project Director

Azael Chávez Laría  
Project Assistant

Billy Chen  
Director of Finance and Operations

David Codell, Esq.  
Constitutional Litigation Director

Emily Haan, Esq.  
Family Law Staff Attorney

Shelley Halstead, J.D.  
Reproductive Justice Fellow

Tyrone Hanley, Esq.  
Policy Assistant

Melissa Higuchi  
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Jaime Huling Delaye, Esq.  
Staff Attorney

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Geoff Kors  
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Alberto Lammers  
Assistant Director of Communications

Carla Lopez  
Program Assistant

Shannon Price Minter, Esq.  
Legal Director

Erik Olvera  
Director of Communications

Asaf Orr, Esq.  
Staff Attorney

Ace Portis  
Major Gifts Officer

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Legal Assistant

Maya Rupert, Esq.  
Policy Director

Amanda Ryan-Smith, CFRE  
Director of Development

Cathy Sakimura, Esq.  
Family Law Director & Supervising  
Attorney

Jacob Sims, J.D.  
Policy Fellow

Danielle Siragusa  
Development Events Manager

Chris Stoll, Esq.  
Senior Staff Attorney

Amy Whelan, Esq.  
Senior Staff Attorney

Shannan Wilber, Esq.  
Youth Policy Director

Autumn Woish  
Development Systems Administrator

Shin-Ming Wong, Esq.  
Supervising Helpline Attorney

### 2014/2015 LAW CLERKS

Courtney Brown  
Hollis Holmes  
Kate Huddleston  
Christine Parker

### INTERNS

Dulce Andrade  
Renee Aquino  
Lisa Cardella  
Nessa Cronin  
Danielle Fellguth  
Jillian Grace  
Leah Henry  
Katie LeBlanc  
Alex Neumann  
Isabel Schroedel



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