



2015-2016

NCLR

ANNUAL
REPORT

The **audacity** to fight for justice. The **perseverance** to win. And we **will** win!



KATE KENDELL

Since Election Night, I have been constantly asked, “What can we do to help?”

It was only a year ago that many folks questioned whether our fight for full justice was nearing its end. My answer to them was always two-fold. First, as important as ending discrimination in marriage was, winning marriage alone would not do enough to win equality, inclusion, and safety for the most vulnerable in our community. And, second, I would remind people that a serious and sustained backlash was coming.

I did not want to be right. And yet, we were almost immediately in the midst of an even more dangerous backlash than I ever imagined. We’ve seen adoptions for same-sex couples denied, benefits for surviving spouses withheld, transgender people—particularly people of color—viciously attacked, LGBTQ youth targeted and bullied, and even pockets of resistance to our right to marry.

And that was before the Election. Now the stakes are exponentially higher. We know that our most cherished values—inclusion, honoring difference, embracing equality, dismantling oppressive systems—are in jeopardy, but we are not deterred.

We were prepared to meet the backlash in the past year head-on because of you, and we will continue to fight as we have always done. Your support has made it possible for us to meet this new chapter in our fight for full dignity and justice for every member of our diverse community. Together, we are strong.

Thank you!

A handwritten signature in black ink, appearing to read 'Kate Kendell'.

Kate Kendell, Esq.
NCLR Executive Director

2015-2016 CASES AT A GLANCE

FAMILY & PARENTING

E.L. v. V.L.*
ALABAMA
Chin v. Armstrong
FLORIDA
McGaw v. McGaw*
MISSOURI
Sorrell v. Yates*
NEW JERSEY

MARRIAGE

Tanco v. Haslam*
TENNESSEE
Strawser v. Strange*
ALABAMA
Guzzo v. Meade*
WYOMING
Ramsay v. Dalrymple*
NORTH DAKOTA
Rosenbrahn v. Daugaard*
SOUTH DAKOTA
Taylor v. Brasuell*
IDAHO
Pareto v. Ruvin*
FLORIDA
Courage v. Wyoming*
WYOMING

RELATIONSHIP RECOGNITION

Blumenthal v. Brewer
ILLINOIS
Schuett v. FedEx*
CALIFORNIA
**Pritchard v. IUOE
Stationary Engineers
Pension Plan***
CALIFORNIA
**Dousset v. Florida
Atlantic University***
FLORIDA

ASYLUM & IMMIGRATION

In re Vicky*
CALIFORNIA
Case: In re Ariana*
EL SALVADOR

EMPLOYMENT & DISCRIMINATION

Broussard v. Tower Loan
LOUISIANA
Jamal v. Saks & Company*
TEXAS

Howe v. Haslam*
TENNESSEE
**Christiansen v. Omnicom
Group, Inc.**
NEW YORK

CONVERSION THERAPY

King v. Christie*
NEW JERSEY
Doe v. Christie*
NEW JERSEY

STATE LEGISLATION & POLICY

**Whole Woman's Health
v. Hellerstedt***
TEXAS

TRANSGENDER LAW

**G.G. v. Gloucester County
School Board**
VIRGINIA
In re Brock*
ARIZONA
Texas v. United States
TEXAS

ADDITIONAL ADVOCACY

- Filed Federal Trade Commission complaint targeting conversion therapy
- Held eight LGBT #RuralPride Summits
- Won protections for LGBTQ youth against conversion therapy in six more jurisdictions
- Litigated 10 sealed cases on behalf of transgender students
- Filed friend-of-the-court briefs in 26 cases
- Advocated on behalf of 29 LGBTQ coaches and student athletes
- Assisted private attorneys in 148 cases

IMMIGRATION

- 59 asylum cases
- 17 U Visas

**Victory or Resolved Cases*





OUR WORK

We started the 2015-2016 fiscal year with one of the biggest LGBTQ legal victories in history—the U.S. Supreme Court decision affirming marriage equality nationwide in our case. The ground had shifted and, for the first time in history, we were brought closer to being a country that walks the talk of “Equal Justice Under the Law.”

As we deepened our work to secure full rights for LGBTQ people and their families—including winning another U.S. Supreme Court case affirming a mother’s right to visit her children and filing a federal consumer fraud complaint to end the dangerous practice of conversion therapy on LGBTQ youth—we faced a full-throated attack.

In the months following our landmark marriage victory, anti-LGBTQ politicians across the country proposed more than 200 laws—including those passed in North Carolina and Mississippi—attacking our liberty, justice, and freedom.

But make no mistake, NCLR did not—and will *NEVER*—back down. We are fighting anti-LGBTQ bias, challenging laws, filing cases, and launching strategic projects, including a campaign to raise awareness about the need for laws to protect parents’ rights, and created the first-of-its kind legal project to help transgender youth thrive in schools across the country.

We understand that because the lived experience of many LGBTQ people also includes intersecting race and cultural identities, our commitment to racial justice, subverting white supremacy, and eroding racism will continue to be a vital part of our work and our success.

We will fight for our youth, our families, and our elders, and we won’t stop until every LGBTQ person lives free from stigma, shame, and oppression, fully embraced and supported for who they are.

Opposite Page: NCLR represented Tiara Yates (L), a lesbian mother who fought for her parental rights.



PROTECTING THE SAFETY AND WELLBEING OF LGBTQ IMMIGRANTS AND ASYLUM SEEKERS

After years of living in constant fear, Liz and Eliana finally feel safe. Earlier this year, after working with NCLR, they were granted asylum as a married couple.

The couple turned to NCLR after escaping years of threats by a neighbor in their Venezuelan hometown, where their pleas for help were ignored by police because their tormentor was a member of the military.

The neighbor would taunt them, slashing their tires, pointing guns at them, and telling them they were sinning and he could help make them straight. His fixation was on Eliana, and at its worst, he attacked and attempted to kidnap her at gunpoint—prompting the couple to flee to the U.S. for their safety.

Liz and Eliana are among hundreds of people each year who seek help from our **Immigration & Asylum Project**, which in 2015-2016 provided legal assistance to more than 600 LGBTQ immigrants, including working with 59 immigrants on their asylum cases and helping them obtain crucial social services so they can thrive.

Since the start of our Immigration & Asylum Project in 2004, we have helped thousands of LGBTQ immigrants, including working with them to achieve citizenship, gain permanent residency, secure U Visas, obtain Deferred Action for Childhood Arrivals, and even help them find housing and resources for food.

Your ongoing support has made it possible for us to be their lifeline when they need help most, providing invaluable information and assistance that literally has saved thousands of lives.

Opposite Page: Eliana and Liz on their wedding day in San Francisco.






MAKING A DIFFERENCE IN THE LIVES OF LGBTQ YOUTH



Members of our Youth Project team visit staff of PrYSM in Rhode Island.

 ur commitment to protecting the rights and wellbeing of LGBTQ youth has never been more vital.

We launched our **Youth Project** in 1993—the first LGBTQ legal organization to do so—to promote the safety, full inclusion, and healthy development of LGBTQ youth in their homes, communities and schools, as well as in out-of-home settings.

Our work is guided by the vision that *all* youth deserve and need the love and support necessary to reach their full potential. But this vision is under attack as we face a backlash from anti-LGBTQ extremists who are jeopardizing the lives of youth who already bear the brunt of discrimination. Our Youth Project team has been working double time to beat back opponents and protect the most vulnerable members of our community through a combination of litigation, public policy, public education, and systems reform.



HERE'S A SNAPSHOT OF OUR 2015-2016 WORK:

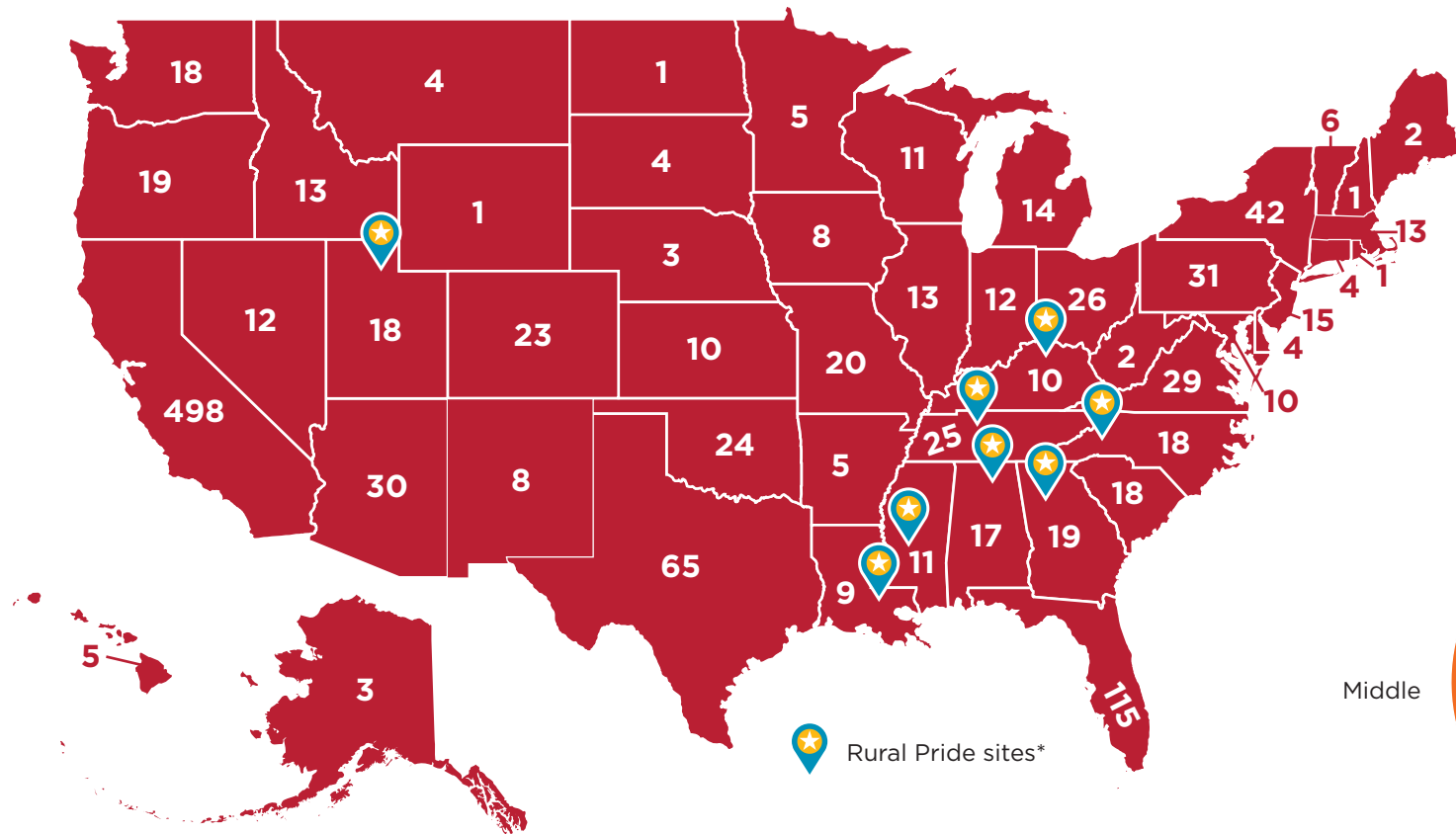
- Our **#BornPerfect Campaign to End Conversion Therapy** helped protect LGBTQ youth from the dangerous practice of conversion therapy in six jurisdictions—Oregon, Illinois, Vermont, New York, Miami, and Seattle. NCLR also collaborated with state agencies and LGBT rights organizations in eight states to create and strengthen policies protecting youth in public systems of care from practices that attempt to change their sexual orientation or gender identity.
- We launched our **Transgender Youth Project**—the first LGBT legal organization to develop such an initiative—and crisscrossed the country representing transgender youth and their families in more than a dozen cases. Each client seeks to further the goal of allowing children to be who they are and ensuring that their caregivers provide the same love and support that all children need.
- We co-sponsored the nation's first legislation to give transgender youth in foster care the right to placements that are consistent with their gender identity. California Senate Bill 731 requires child welfare workers to treat transgender girls like all other girls, and transgender boys like all other boys, regardless of the sex listed in their court or child welfare records.
- To meet the demand for clear professional guidance governing the treatment of LGBTQ youth in the juvenile justice system, NCLR drafted “Lesbian, Gay, Bisexual and Transgender Youth in the Juvenile Justice System.” This comprehensive practice guide—which holds juvenile justice systems accountable for the health and well-being of all youth in their care and custody—is part of a series developed by the Annie E. Casey Foundation.



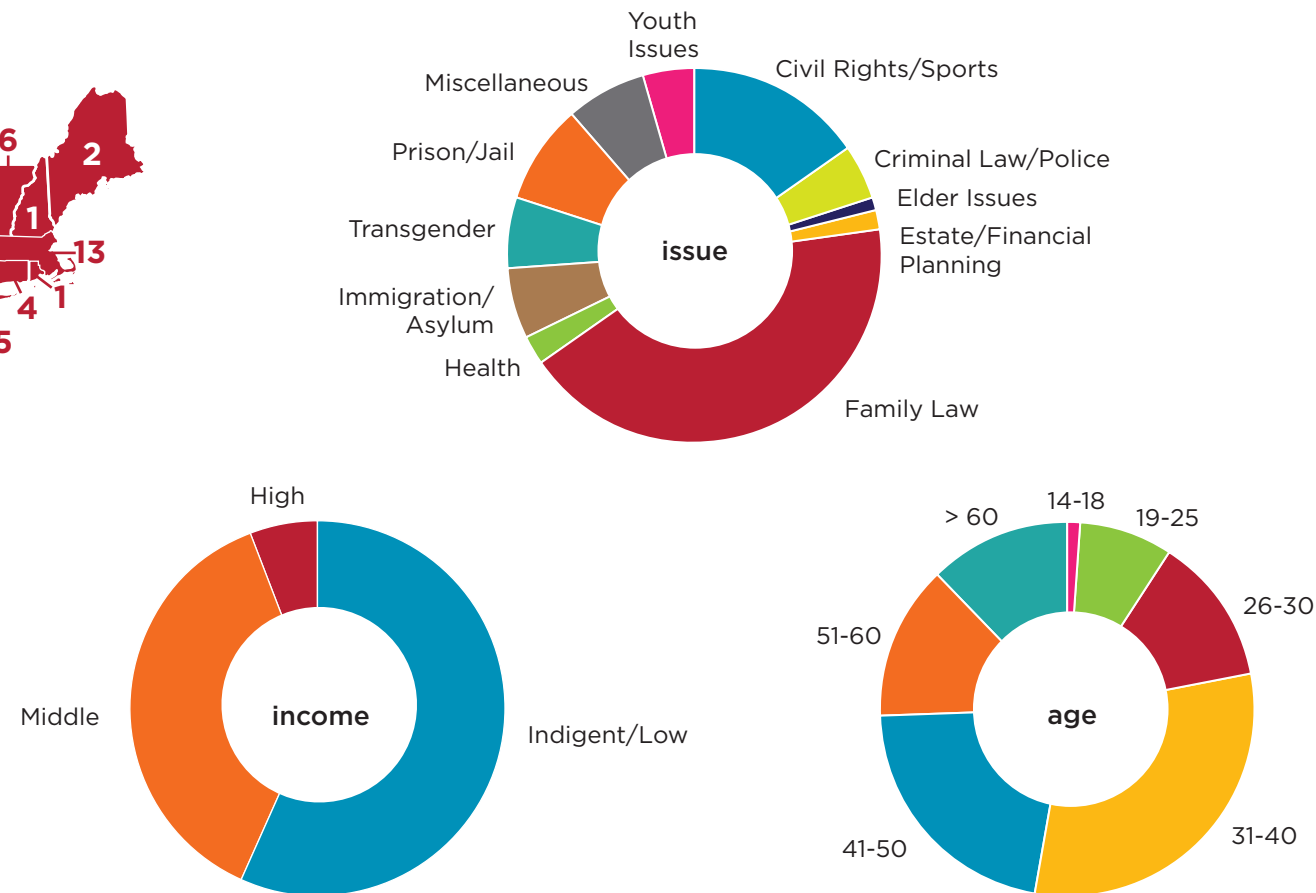
NCLR Transgender Youth Project Attorney Asaf Orr (L) presents Ryland Whittington and his parents, Hillary and Jeff Whittington, an award for their advocacy on behalf of transgender youth.

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 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](https://www.nclrights.org/RuralPride).



NCLR AUDITED FINANCIAL STATEMENTS

For the 2015-2016 Fiscal Year

SUPPORT AND REVENUE

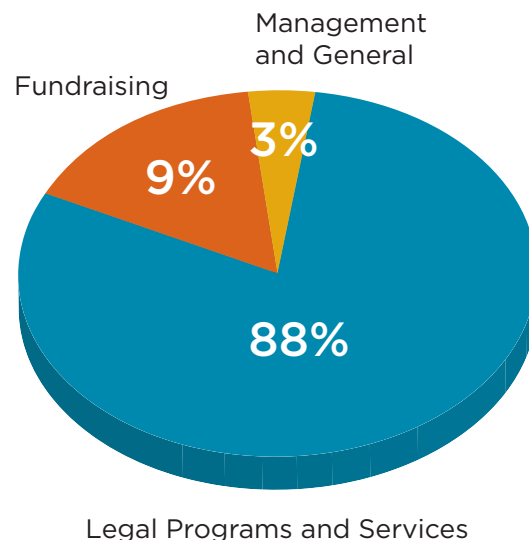
Individuals	\$3,208,477
Foundations	\$1,408,400
Special Events	\$219,870
Case Fees	\$730,410
Other Revenue	\$101,984
Donated Professional Services	\$3,970,752
Total Public Support and Revenue	\$9,639,893

EXPENSES

Legal Programs and Services	\$3,962,056
Management and General	\$275,242
Fundraising	\$798,387
Donated Professional Services	\$3,970,752
Total Expenses	\$9,006,437

Change in Net Assets	\$633,456
Net Assets, End of Year	\$1,349,779

FY 2015-16 EXPENSES



NCLR STAFF

NCLR STAFF

Kate Kendell, Esq.
Executive Director

Estefanía Álvarez
Immigration Project Assistant

Noemi Calonje
Immigration Project Director

Helen J. Carroll
Sports Project Director

Azael Chávez Laría
Project Assistant

Billy Chen
Director of Finance and Operations

Julie Gonen, Esq.
Policy Director

Emily Haan, Esq.
Staff Attorney

Tyrone Hanley, Esq.
Policy Counsel

Melissa Higuchi
Development Database Manager

Arcelia Hurtado, Esq.
Immigration Policy Advisor

Geoff Kors
Government Policy Director

Sam Lai
Legal Assistant

Elizabeth Lanyon
Development Specialist

Ruth McFarlane, Esq.
Director of Development &
Community Engagement

Asaf Orr, Esq.
Transgender Youth Project Staff
Attorney

Erik Olvera
Director of Communications

Shannon Price Minter, Esq.
Legal Director

Carolyn Reyes, Esq.
Youth Policy Counsel

Desiree Robedeaux
Legal Assistant

Cathy Sakimura, Esq.
Deputy Director & Family Law
Director

Dani Siragusa
Corporate Relations & Events
Manager

Chris Stoll, Esq.
Senior Staff Attorney

Amy Whelan, Esq.
Senior Staff Attorney

Shannan Wilber, Esq.
Youth Policy Director

Ming Wong, Esq.
Supervising Helpline Attorney

Xin Xin
Individual Giving Manager

2015/2016 LAW CLERKS

Akiesa Anderson
Kristen Burzynski
KC Covington

Nathan Kasai
Jaime Kruse
Emma McLean-Riggs
Kirstin McRae
Rose McKinley
Jenna Minard
Rebekah Raybuck
Rumela Roy
Kaly Rule
Alison Tanner
Itir Yakar
Dena Welden
Maggie van Dop
Erin van Wesenbeeck

2015/2016 FELLOWS

Ari Asher
UC Presidential Public Service
Fellow

Christina Black
Stanford Law School Fellow

Shelley Halstead
LSRJ Fellow

Brian Kaufman
Emory Law School Fellow

Jacob Sims
George Washington Law School
Fellow



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www.NCLRights.org

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