



NATIONAL CENTER FOR LESBIAN RIGHTS

2020 ANNUAL REPORT



From Imani

During times that seemed unsurmountable, NCLR continued to fight for us.



During the times that this year has seemed unsurmountable, NCLR continued to fight for us.

— Imani Rupert-Gordon

Dear Partner in Justice,

What can we say about 2020? We fought back against the Trump administration and its relentless attacks on LGBTQ people. We witnessed the passing of some of our most fearless leaders and trailblazers. While we endured tragic and outrageous examples of police violence that has become all too familiar in Black and brown communities, this time, when we were called to the streets to protest, we were joined by many more newly awakened to this deep injustice.

And through it all, we have been in the midst of a global pandemic that has claimed jobs, homes, and sadly, lives. COVID didn't create all of the challenges we face, but it magnified them. And it further revealed deep inequalities in how communities are set up to recover from a crisis. Even in 2020, we are still fighting for the most basic protections, and that disparity has been made even more stark

during this pandemic. But we are making progress.

During the times that this year has seemed unsurmountable, NCLR continued to fight for us.

This year, our Born Perfect program has continued to lead the fight against conversion therapy — and we saw more state and local laws to protect LGBTQ youth from this deadly practice. Because of this work — the resilience of survivors, the relentless voices of advocates, and visionary leadership and determination, we can imagine a future where no young person will be subjected to these harmful practices just for being who they are.

As COVID-19 presented new challenges for everyone, NCLR worked with group of CA youth justice advocates to create statewide policies and procedures to protect incarcerated youth. To get this done, we worked with the Governor's office, the Chief Justice of the CA Supreme Court, the Chief Probation Officers of CA, and the CA Board of State and Community Corrections. Because of this work, the new requirements issued by state officials resulted in a 30% reduction of youth in juvenile detention. Because LGBTQ youth are significantly overrepresented in these facilities, this was a huge victory for our community.

Economic justice continues to be one of our animating goals. NCLR is proud to be a founder of the National LGBTQ Anti-Poverty Action Network. This year, the Network drafted a memo outlining the LGBTQ priorities for the next Presidential administration, detailing how they can address issues of LGBTQ+ poverty in the United States.

At NCLR, we understand that our liberation is inextricably tied to the liberation of everyone else, and so we are working to make sure that our movement includes all of us. We renewed and strengthened our commitment to address the racial, economic, and gender-based barriers that prevent LGBTQ people from getting the support and opportunities we need to thrive. The dedication to being more inclusive serves ALL of us - and we are stronger for it.

This is what is possible together. This year, when there was a threat to our democracy, we came out in record numbers to vote in the 2020 election — and we elected the first Black woman, the first Indian American woman, and the first woman of any race as the Vice President of the United States. That is what we are capable of.

I don't know what 2020 would have looked like without the support of champions like you. But luckily for all of us, we don't have to. Being in this fight with you is an honor. Thank you for making it possible.

In Solidarity,

A handwritten signature in black ink, reading "Aman Thapa". The signature is fluid and cursive, with a large, stylized initial 'A'.

From the Board

We call upon our feminist roots to
create real-life change every day.

2021



Dear NCLR Family,

When we took over leadership of the board of directors in June, we knew we were in a year unlike any other. A year of tragedy and loss — a pandemic, economic crisis, and an aggressive and anti-LGBTQ administration with a looming national election. We also knew we had just hired an incredible leader, Imani Rupert-Gordon for this incredible organization, one we both hold dear to our hearts.

In more than four decades, NCLR has taken the mission and values of its origins — to fight for and with lesbians facing discrimination and not being seen by the movement at large — and translated this into a fight for **anyone** and **everyone** in our community.

And as the needs and face of our movement changes with time, this commitment does not. Both of us and our respective wives continue to place NCLR at the top of our giving priorities for very simple reasons:

- We trust the staff with our lives and we believe that our LGBTQ community and the world are better if all of us are better.
- We have SEEN the results. Not just in the big and public cases won but in the daily push to shift policy and to change hearts and minds.
- The same amount of passion and drive that goes into fighting for marriage equality or against the transgender military ban is invested into making sure one helpline caller receives the benefits she deserves after losing a

partner or juvenile justice systems are retrained to understand the needs of LGBTQ youth.

We are honored to walk alongside this team — board members, staff, volunteers, supporters — all with a shared goal of justice, equality, and access to our dreams.

Thank you for joining us on this journey in a most difficult year.

Sincerely,

Arlette Smith and Nancy Geimer
NCLR Board Co-Chairs

Edmo v. Idaho Department of Correction

We will fight for all transgender people to have access to basic healthcare.



Edmo v. Idaho
Department of Correction

We made history this year securing gender-affirming surgery for a transgender woman housed in the Idaho Department of Corrections (IDOC).

Because of this case, our client, Adree Edmo, became the first prisoner to ever receive affirming surgery because of a court order. Adree is a Native American transgender woman who had experienced such severe gender dysphoria that she attempted to self-castrate twice in prison. When the prison refused to provide her with surgery, despite her clear and urgent need for it, she sued them in 2017. After a three-day evidentiary hearing in which the Court heard testimony from Adree, prison officials, and experts in the field of transgender health, the Court ruled that the prison was subjecting Adree to cruel and unusual punishment by denying surgery. "In refusing to provide surgery, IDOC and Corizon have ignored generally accepted medical standards for the treatment of gender dysphoria," the District Court ruled in December 2018. "This constitutes deliberate indifference to Ms.

Edmo's serious medical needs and violates her rights under the Eighth Amendment to the United States Constitution."

The prison and the prison's private medical care provider, Corizon Health, appealed that ruling to the Ninth Circuit Court of Appeals. Our legal team again prevailed in that appeal. A unanimous panel of the Ninth Circuit, in an 85-page opinion, ruled that Adree "has a serious medical need, that the appropriate medical treatment is

GCS [gender confirmation surgery], and that prison authorities have not provided that treatment despite full knowledge of Edmo's ongoing and extreme suffering and medical needs." The Court held that "the responsible prison authorities have been deliberately indifferent" to Adree's gender dysphoria in violation of the Eighth Amendment of the United States Constitution, which prohibits "cruel and unusual punishment."

So much pressure and inner turmoil is gone. I feel whole and connected in myself. The surgery itself was literally life-changing. I'm extremely grateful that I finally received the treatment.

—Adree Edmo, after surgery

Finally, after years of suffering and last-minute emergency motions, Adree received surgery in July of this year in the midst of the COVID pandemic.

“We made history litigating Adree’s case, said National Center for Lesbian Rights (NCLR) Senior Staff Attorney Amy Whelan. “But NCLR won’t stop until all transgender people have access to basic healthcare, whether in prison or not.”

Born Perfect

We won't stop until every
LGBTQ youth is protected.



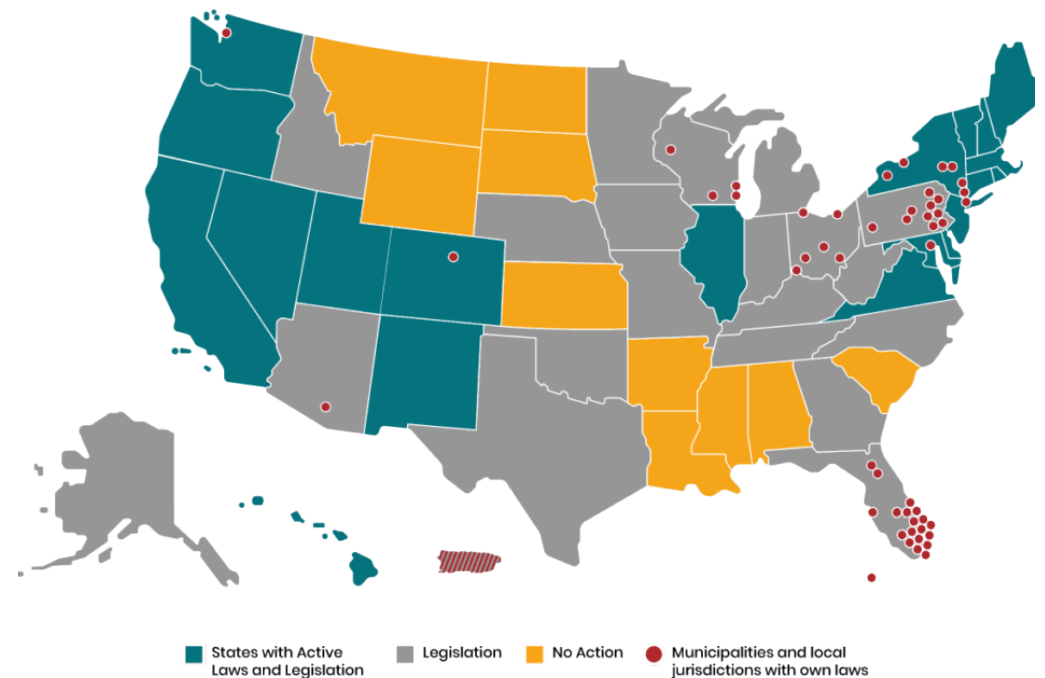
The fight against Conversion Therapy — now outlawed in 20 states and 85 local jurisdictions thanks to our “Born Perfect” Campaign — continues to be a cornerstone of our work. We won’t stop until every LGBTQ youth is protected.

In 2020, with the help of the Born Perfect Campaign, Utah and Virginia became the 19th and 20th states to protect vulnerable young people from conversion therapy.

About Born Perfect in 2020

Launched in 2014, Born Perfect is the nation's largest campaign to protect LGBTQ people from the proven harm of conversion therapy. Led by survivors, Born Perfect has helped ban conversion therapy in 20 states and 85 local jurisdictions. Besides passing laws across the nation, Born Perfect also fights in courtrooms for survivors and raises awareness about the serious harms caused by these dangerous and fraudulent practices.

In 2020, Born Perfect deployed its survivor network to testify on behalf of efforts by Utah, Virginia, and Kentucky to ban conversion therapy; fought in court for youth faced with the threat of conversion therapy; and hosted survivor-led town halls to educate the public and introduce communities to documentaries about the survivor experience.



Born Perfect doesn't work alone. We were proud to work again in 2020 with national youth groups fighting abuse and neglect in residential teen detention programs; to collaborate with religious organizations to raise awareness about conversion therapy and its survivors in faith communities; and to strategize with state and national LGBTQ organizations to defend bans against legal challenges while advancing bipartisan efforts toward new bans in the nation's heartland.

One of Born Perfect's proudest achievements in 2020 was its work with Facebook and Instagram, resulting in both social media platforms banning major conversion-therapy providers from the platform.

Behind the scenes, Born Perfect has built a legislative strategy for 2021 and developed a database of hundreds of conversion therapists across the nation who can expect close scrutiny in the coming year.

Born Perfect is on the move on multiple fronts, paving the way to greater safety for LGBTQ+ people in 2021 and greater public support for survivors.

In 2020, conversion therapy was banned in Utah and Virginia.

It was also banned in the following municipalities:

Red Wing, Minnesota
St. Paul, Minnesota
Roeland Park, Kansas
Davenport, Iowa
Tallahassee, Florida
Covington, Kentucky
Allegheny County,
Pennsylvania
Appleton, Wisconsin
St. Louis, Missouri
Duluth, Minnesota
Berkley, Michigan
Minneapolis, Minnesota
Kansas City, Missouri
Ferndale, Michigan
Columbia, Missouri
Fort Lauderdale, Florida
East Lansing, Michigan
Glendale, Wisconsin
Superior, Wisconsin
Sheboygan, Wisconsin
Kent, Ohio
Racine, Wisconsin

A diverse crowd of people at a protest or rally. In the foreground, a young man with glasses and a grey hoodie wears a white face mask and has his right fist raised. Next to him, a young woman with dark hair in a bun also wears a white face mask and has her right fist raised. To her right, a young man in a denim jacket and glasses wears a white face mask and has his right fist raised. The background is filled with other people, some also with their fists raised, creating a sense of a large gathering. The overall tone is one of solidarity and activism.

Immigration Project

We work to ensure that asylum remains a humanitarian protection available for all people, no matter their country of origin, gender identity, or sexual orientation.

NCLR made history in 1994 by being the first national LGBTQ organization to have an Immigration Project. Since then, the Immigration Project has aimed to assist LGBTQ asylum seekers, refugees, and forced migrants in escaping gender and sexuality-based persecution in their native countries through obtaining legal status in the United States.

For many LGBTQ immigrants, obtaining legal status in the United States is a life and death situation as they cannot continue living in their native country and express their sexual orientation and/or gender identity. It is with this knowledge that our project works tirelessly to defend our clients' right to a life where they can express themselves freely and openly without fear of persecution.

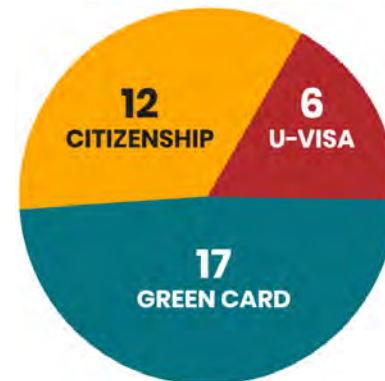
Our project works primarily by providing direct legal services to members of the LGBTQ immigrant community. After over 400 cases, our project still boasts a 100% success rate in

our immigration and asylum cases. In this year alone we had a total of seven asylum victories. However, our work is not done. We are still working on 56 pending asylum cases and 35 pending immigration cases.



Asylum Cases

This year has presented unique challenges for our project. All of our asylum applicants are facing delays like never before. Some of our asylum cases have been pending for five years and now will face indefinite delays in their cases that will leave them



Immigration Cases

in a legal limbo as we wait for asylum and immigration offices to be reopened. In addition, throughout this year the Department of Homeland Security has introduced several regulation changes that attempt to make asylum unattainable for many LGBTQ immigrants. NCLR, along with many other immigrant rights organizations, is actively taking action against these xenophobic, homophobic, and transphobic policies and regulations to ensure that asylum remains a humanitarian protection available for all people, no matter their country of origin, gender identity, or

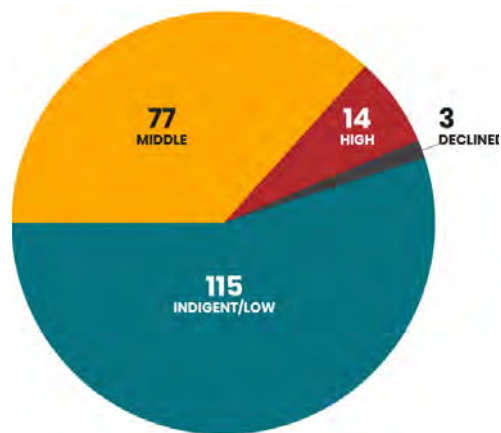
sexual orientation.



Helpline

Lives are changed when we answer these calls. It's as simple as that.

As one of the longest-standing legal helplines serving the LGBTQ community, NCLR receives nearly 1500 calls from all 50 states with more than 70% of our calls coming from women and a majority from low-income people.





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.

BOARD OF DIRECTORS

Elizabeth Kim, Esq.

Felicia Medina, Esq.

Therese Lee, Esq.

Arlette T. Smith

Aubrey Hone, Esq.

Nancy Geimer

Leah Nutting, Esq.

Adetunji Olude, Esq.

Dom Brassey

Fresh Lev White

Hillary Smith

Dr. Allison Rowland

Dr. Elisa Diana Huerta

MANAGEMENT TEAM

Imani Rupert-Gordon,
Executive Director

Jennifer Bing, *Interim
Director of Philanthropy*

Stacy Del Monte, *Director
of Finance & Operations*

Shannon Minter, Esq.,
Legal Director Cathy
Sakimura, *Deputy Director
& Family Law Director*

Christopher R. Vasquez,
Communications Director

LEGAL

Amy Whelan, Esq., *Senior
Staff Attorney*

Asaf Orr, Esq., *Senior Staff
Attorney & Transgender
Youth Project Director*

Chris Stoll, Esq., *Senior
Staff Attorney*

Julianna S. Gonen, Esq.,
Policy Director

Julie Wilensky, Esq., *Senior
Staff Attorney*

Noemi Calonje,
*Immigration Project
Director*

Mateo Sanchez,
*Immigration Project
Associate*

Maxie Bee, *Legal Assistant*

Ming Wong, Esq.,
*Supervising Helpline
Attorney*

Shannan Wilber, Esq.,
Youth Policy Director

Shriya Bhindwale, *Legal
Assistant*

Tyrone Hanley, Esq., *Senior
Policy Counsel*

Mathew Shurka, *Born
Perfect Co-Founder*

Michael Airhart, *Born
Perfect Program
Associate*

DEVELOPMENT

Elizabeth Lanyon,
*Associate Director of
Philanthropy*

Aubree Schmidt,
*Development &
Community Partnerships
Associate*

Gab Baisas, *Development
Coordinator*

Lexi Adsit, *Donor
Engagement Manager*

FINANCE/OPERATIONS

Sara Brogden, *Finance
and Operations Manager*

Raini Vargas, *Finance and
Operations Coordinator*

INTERNS AND CLERKS

Winter/Spring 2020

Megan Armstrong
Kaitlin Bonfiglio

Summer 2020

Gillian Teng
Katherine Moore
Yasmin Kouchesfahani
Yulie Landan
Vasmer Vang
Sarah Seville
Nena Terrazas

Fall 2020

Vasmer Vang
Sarah Seville
Zoe Ridolfi-Starr
Nena Terrazas
Dash Patterson

COUNCILS AND COMMITTEES

National Leadership Council

Nevin Caple, NY

Katherine Carroll, CA

Diane Holland, MN

Fiona Martin, CO

Debora Ortega, Ph.D., CO

Barbara Russo, NY

Elizabeth Schwartz, Esq., FL

Sara Sperling, CA

Alison Burgos, FL

Shalanda Baker, Esq., HI

David Flugman, Esq., NY

National Advisory Council

Roberta Achtenberg, Esq., CA

Carol Alpert, NY

Susan A. Gore, TX

Joyce Hunter, NY

Lory Masters, TX

Raquel Matas, Esq., FL

Nancy Polikoff, Esq., DC

Ruthann Robson, Esq., NY

Abby R. Rubinfeld, Esq., TN

Carmen Vazquez, NY

Kate Clinton, NY

Yesenia Leon, FL

Jill Schlesinger, NY

National Family Law Advisory Council

Lauren Barros, UT

Jane Bassett, MI

Suzanne Bryant, TX

Carol Buell, NY

Lee Carpenter, PA

Emily Duskow, CA

Mariette Geldenhuys, NY

Diane Goodman, CA

Laura Gray, UT

Kathie Gummere, AZ

Debra Guston, NJ

Janet Helson, WA

Joan Hollinger, CA

Debra Hunt, TX

Eva Juncker, MD & VA

Courtney Joslin, CA

Joyce Kauffman, MA

Deb Kinney, CA

Karen Langsley, TX

LeeAnn Massucci, OH

Allison Mendel, AK

Connie Moore, TX

Patricia Novotny, WA

Tiffany Palmer, PA

Lynn Perls, NM

Nancy Polikoff, D.C.

**Born Perfect Advisory
Committee**

Raegen Rasnic, WA

Tanya Washington, GA

Abby Rubenfeld, TN

Bradley Weidemann, NC

Bill Bettencourt

Elizabeth Schwartz, FL

Richard Wilson, IL

Deb Cuny

Julie Shapiro, WA

Claudia Work, AZ

Dr. Caitlin Ryan

Susan Silber, MD

Michele Zavos, D.C. & MD

Dr. Judith Glassgold

William Singer, NJ

James Guay

Judith Sperling-Newton,
WI

Kimberly Inez McGuire

Lori Surmay, GA

Peter Drake

Kim Surratt, NV

Prof. Shawn Markus
Crincoli

Sharon Thompson, NC

Rev. Debra W. Haffner

Judith Turkel, NY
Arabia Vargas, TX

Ryan Kendall

Deborah Wald, CA

2019–2020 CASE LIST

Custody, Visitation, & Parentage

Grae-Hauck v. Faherty
Custody
NEW JERSEY

In re Doe*
Custody
MICHIGAN

Henderson v. Box
Parentage
INDIANA

M. v. L.
Parentage
MICHIGAN

McLaughlin v. McLaughlin*
Parentage
ARIZONA

Relationship Recognition

In re Josephina Rodriguez
Marriage
FLORIDA, NEW YORK

Reed v. KRON/IBEW Local
45 Pension Plan*
Spousal benefits
CALIFORNIA/NINTH CIRCUIT

Krall v. OPM
Spousal Benefits
PENNSYLVANIA

In re: R-R spousal pension
benefit*
Spousal Benefits
NEW HAMPSHIRE

Sexual Orientation Discrimination

Gender & Sexuality
Alliance v. Spearman*
Education
SOUTH CAROLINA

Seaman and the Sisters
of Perpetual Indulgence v.
Lyft*

Public Accommodations
CALIFORNIA

Walsh v. Friendship
Village Sunset Hills*
Housing
MISSOURI/EIGHTH CIRCUIT

Conversion Therapy

Doyle v. Hogan
Conversion Therapy
MARYLAND/FOURTH
CIRCUIT

Otto v. Boca Raton
Conversion Therapy
FLORIDA/ELEVENTH CIRCUIT

McCobb v. Willey
Conversion Therapy
CALIFORNIA

Vazzo v. City of Tampa
Conversion Therapy
FLORIDA

Additional Advocacy

Filed friend-of-the
court briefs in **26 cases**

Assisted private
attorneys in **55 cases**

Submitted **16
comments** on federal
regulations addressing
religious exemptions,
housing discrimination,
immigration, 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
24 jurisdictions

Immigration & Asylum

We had a total of **18 asylum victories** this past fiscal year (all in California).

We have **56 pending asylum cases** (20 defensive and 36 affirmative) and **36 other pending immigration cases.**

Transgender Discrimination

Does v. Trump
Transgender Military Ban
WASHINGTON D.C.

Doe v. Esper
Transgender Military Ban
WASHINGTON D.C.

Edmo v. Idaho Dept of Corrections*
Prison Healthcare
IDAHO/NINTH CIRCUIT/U.S. SUPREME COURT

Ketcham v. Clatsop County*
Employment/Health Benefits
OREGON

Koran v. OPM
Employment/Health Benefits
WASHINGTON D.C.

Stockman v. Trump
Transgender Military Ban
CALIFORNIA

Transgender Youth

Calgaro v. St. Louis County*
Healthcare Access
MINNESOTA

D.H. v. Snyder
Healthcare Access
ARIZONA

Doe v. Hickman County
Education
KENTUCKY

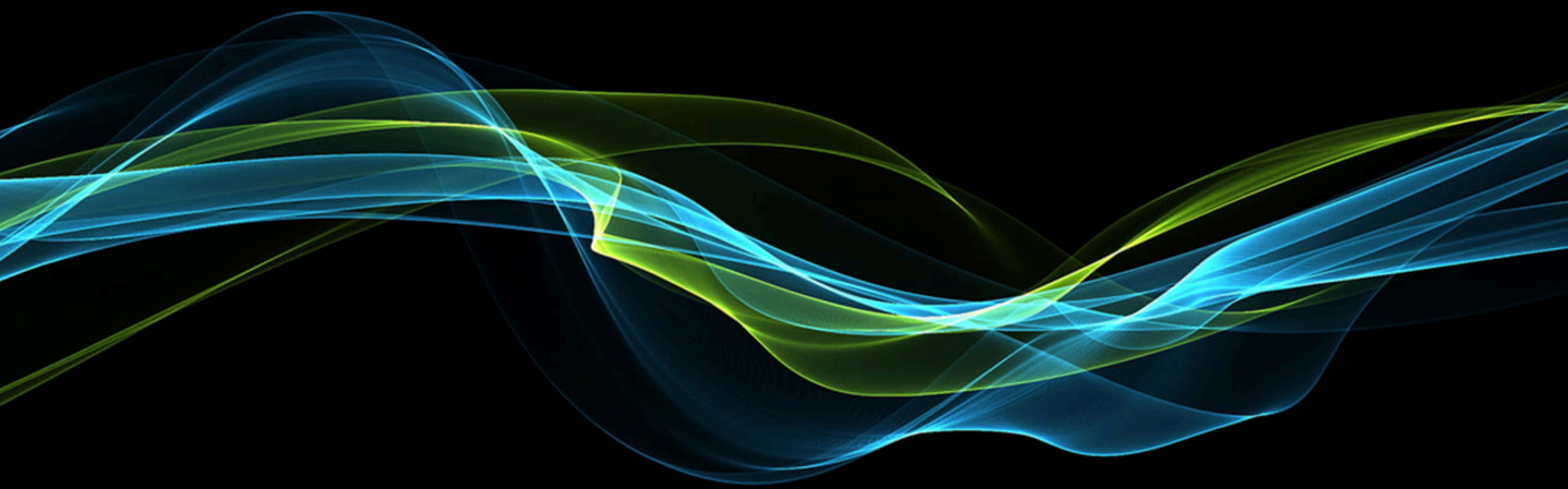
Meriwether v. Shawnee State University
Education/Religious Refusals
OHIO

Prescott v. Rady Children's Hospital-San Diego*
Healthcare
CALIFORNIA

Trujillo v. Christ
Identity Documents
ARIZONA

Vlaming v. West Point School Board
Education/Religious Refusals
VIRGINIA

* Victory or Resolved Cases



NCLR Audited Financial Statements

for the 2020–2021 Fiscal Year

NCLR AUDITED FINANCIAL STATEMENTS

For the 2019–2020 Fiscal Year

Support and Revenue

Individuals – \$1,381,380.10

Foundations/Corporate – \$4,350,890.90

Special Events – \$358,565

Case Fees – \$133,173

Other Revenue – \$46,265

Donated Professional Services – \$5,884,592

Total Public Support and Revenue – \$6,310,294

Expenses

Legal Programs and Services – \$3,423,436

Management and General – \$655,709

Fundraising – \$827,613

Total Expenses – \$4,906,758

Net Assets, Beginning of Year – \$1,094,756

Net Assets, End of Year – \$2,437,692

FY 2020 Expenses



A close-up photograph of two Black individuals, a man on the left and a woman on the right, against a solid pink background. They are both looking towards the camera. Their hands are raised in the center, with their fingers interlaced to form a heart shape. The man on the left has a beard and is wearing a dark leather watch on his left wrist and a long, dangling earring. The woman on the right is wearing a light blue headwrap and a large earring. The lighting is soft and even, highlighting the texture of their skin and the details of their clothing and accessories.

Thank you

to the following generous individuals and groups —they enable us to continue our cutting-edge civil rights work across the country.

DONORS

Anniversary Circle

NCLR is proud to acknowledge major donors whose gifts of \$1,500 or more annually have strengthened our legal programs across the country. We also give heartfelt gratitude to our 2019 Anniversary Circle Campaign Co-Chairs, Rob Depew and Karla Jones-Stone, for their leadership and inspiration.

Names in bold indicate donors for 20 or more years

*Impact Club donors

Champions Circle \$50,000+

Anonymous

Maja Kristin

Lesbians for Good

Justice Circle \$25,000 – \$49,999

Anonymous

Judy Miles & Renata Sos

Nancy Polikoff

Ted Snowdon

Advocate Circle \$15,000 – \$24,999

Anonymous (2)

**Susan Ellard &
Judy Harte**

Liz Fong Jones &
Elly Fong Jones

Kelli Herd & Kim Deneau

**Constance Hiatt &
S. Kathleen Doster**

**The Honorable James C.
Hormel & Michael P.
Nguyen Hormel**

**Betsy Koffman &
Lorraine Bates,
Ruthanne Koffman
Charitable Foundation**

Freedom Circle \$10,000 – \$14,999 **Brigeda Bank & Katie Fox**

John Bare & Ignatius Bau

Clara Jean Basile

**Sandra Blair &
Carol J. Cohen**

Elizabeth Bremner &
Karen Crow

Quinn Delaney &
Wayne Jordan

Cathy Ebert

Maria Egan

**Annette Fineberg &
Sufen Chiu**

Lesbian Equity Fund, **Kathy Levinson & Naomi Fine**

Andrew Mitchell-Namdar

Deirdre O'Brien &
Mitcie Hanson

Hillary Smith

David Vogel & Larry Fulton

Dawn Marie Wadle

Richard Weissman &
J.D. Horn

Equality Circle
\$7,500 – \$9,999
Gareth & Julie Gill*

**Alice Philipson &
Petra Liljestrand**

Liberty Circle
\$5,000 – \$7,499
Nancy Alpert &
Gwen Marcus

**Lesley J. Anderson MD &
Paula Zand**

**Al Baum &
Robert Holgate**

**Kelli Beingesser &
Gail Newel**

Timothy Chow

Jay Cohen

Elizabeth Deeley &
Moira Dawson

Abby Dees &
Traci Samczyk

Jaime Huling Delaye &
Darren Delaye

**Ilana Drummond &
Sharon Dulberg**

Martha Ehrenfeld &
Carla McKay

Nancy Geimer &
Chris Vance

SG Gift Fund*

Frank Godchaux

**Janine Guillot &
Shannon Wilson**

Douglas & Mary
Hallward-Driemeier

Julie Harris

**Lisa Honig &
Dale Schroedel**

Collin Hoover

Suzanne Israel &
Laurie Hanover

Lehman-Stamm
Family Fund

**Kelly Mazzei &
Karen Dickinson**

Sean McBride &
Steven Cary

**Sally McCoy &
Rev. Rachel K. Anderson**

Dan Neumann &
David Richardson

Bev Scott & Courtney

Daniel Shaw &
James Tanaka

**Melissa Shaw &
Linda Bettencourt**

Debi Shealy

A. Sparks

**Anne Sterling Dorman &
Annette Dorman**

Jessica Tomlinson &
Jen Taylor

Richard Unger

Linda Watt &
Charlotte Durnin

**Jennine Williamson &
John Fitzgerald**

**Bobbie J Wilson &
Trina Schrette**

Jennifer Wilson

Equity Circle
\$1,500 – \$4,999
Anonymous (8)

Ms. Roberta Achtenberg

Chris Adams &
Fran Becker

Lee Alter

Eric Anderson &
Stephen Tollafeld

**Robert Anderson &
Kyong Shik Eom**

Lydia Asselin &
Cindy Myers

Gordon & Sally Atkinson

Valerie Barth

Nicole & Kate Bartow

Tarick Bedeir

Geni Bennetts & Pat Tuck*

**Peggy Bennington &
Annette Friskopp***

Adam Berman &
Alex Scotta

Jennifer Bing &
Lauren Papalia*

Karen Blumenstein &
Lauren Engel

Janet Boyle & Jean Olivieri

Eileen Brewer

David Brinkman

Anna & Nick Brosnahan

Carol Buell & Olivia Hicks

Matthew Burt &
Patrick Chung

George Byars

**Lorraine Carlson &
Isabelle Sarfati**

**Anne Casscells &
Susan Ketcham**

**Sue Conley &
Nan Haynes Family Fund
at The Chicago
Community Foundation**

Adam Conover

Carole Coplan

Janet Cornelius &
Nancy Voss*

Melissa Davidson &
Lisa Radice

Joseph Davin

Malcolm Davis

**Nancy L. Davis &
Donna Hitchens**

Chester Day

Stacy & Rachel Del Monte

Robert Delamater &
Craig Daniel

Robert Depew*

Robert Dockendorff

Charles & Ann Doskow

**Emily Doskow &
Luan Stauss***

**Jamie Dupree &
Patty Frontiera**

Mark Duval & Darren Day

Jennifer Egelseer &
Shelbi Day

Clemmie Engle

Deborah English*

Sharon & Hilary
Enlowsmith

Danielle Feinberg

**Jan Felshin &
Edrie Ferdun**

**Joan Ferenczy &
Gretchen Frederick**

Dona Frank &
Alanna Grant

Carole Freeman &
Sharon McBryde

Lauren Friedman &
Lee Rudin

Robert Friedman

The Gay Chemists
Support Fund of Horizons
Foundation

Mariette Geldenhuys*

**Karen Glikman &
M.C. Duboscq**

**Rima Goldman, MD &
Karen Kartch, DC**

Susan Goldwomon

**Patricia Grandberry &
Arlette Smith***

Robert-Jay Green &
Holden Lee

Ben & William Hamilton

Mary Edna Harrell

Pan Haskins

MaryAnn Hatlan

Donna Hawxhurst

Kris Hermanns &
Merri Baldwin

**Andrée S. Hest &
Deborah D. Wyatt, MD**

**Erika Jenssen &
Sallie Lang***

Marilyn Johnston

**Giselle A. Jurkanin &
Kristin A. Cooper**

Joyce Kauffman*

Amanda Keton &
Aubrey Hone

**Kathy Khuner &
Theda Haber**

Kate Kleba & Tara Bakhle

**Nancy J. Koch and
Jane Stafford**

Ashleyanne Krigbaum &
Lana Etrum-Fernandez*

**Katharine Kunst &
Katherine Fulton**

Karen Langsley

Randall Laroche &
David Laudon

Patrick Larvie & Ken Linton

**Joan Lefkowitz &
Stacey Shuster**

Ellen Leng &
Chardi Kollman

Ellen Leonard

**Jane Levin &
Judith Reisman**

Jeff Lewy & Ed Eishen

Diane K. Lincoln

**Carla Lupi &
Raquel Matas**

Allison Mackenzie

Jan Marks

Jane & Tami Marquardt

Anita Mascoli

Chris Massey

Maureen Mavrinac, M.D. &
Michelle Rappeport, D.D.S.

Judith H. Mayer &
Yvonne Everett

**Diane H. Mazur &
Susan Jennings**

Susan McCabe &
Antoinette DeVargas

Sally R. McCaffrey*

Thomas McKewan &
Karen Johnson-
McKewan*

**Barbara J. Meislin /
Purple Lady Fund**

**Allison Mendel &
Marjorie Kaiser***

Valerie Milano

Jennifer Miles &
Julia Hollinger

Robbye Mohn &
Sherry Ringer

Leigh Morgan

Mary Morten

Patricia Murray

Karen Myers*

Nadine Navarro

**Constance Nelson &
Helene Butler**

Joyce D. Nordquist*

Lorrie Norrington &
Sandy Buscemi

Stephen Norvell

**Kate O'Hanlan &
Léonie Walker**

**Stosh Ostrow &
Allen Walterman**

Andrea Palash, Esq.

Stephanie Pappas &
Kristen Dalzen

**Lynne Parenti &
Tina Ramoy**

Cheryl Paterson

**Charlotte Patterson &
Deborah Cohn**

**N. Lynn Perls &
Brenda Broussard**

**Matrisha Person &
Sharon Tanenbaum**

Kirk Pessner & Russ Miller

Henry Popkin

Ken Prag & Steve Collins

Kristin Reed

Eric Rescorla

**Patricia Robertson &
Susan Ashton**

**Ces Rosales &
Susan Ferrera**

**Myra Roselinsky &
Edwina Brown**

**Jan Russak
Paula Ryan**

**Diane Sabin &
Jewelle Gomez***

Glenn Sakimura

Tammy Samsel &
Marie Nakamura

Linda M Scaparotti*

**Elizabeth Schwartz &
Lydia Martin**

**Michael Sears &
Ben Redcross***

Sennello Family Fund

Mark Sexton &
Kirk Wallace Fund of the
Stonewall Community
Foundation

**Julie Shapiro &
Shelly F. Cohen**

Jane Shurka

Melanie Shurka

Susan C. Silber

Laura Silvestri

Naomi Sobel &
Becky Silverstein

Ana Stewart &
Lindsey Abel

Ramon Sukhai*

**Teresa Swartz &
Nancy A. Wise**

Andrew Tagliabue &
Mark Jones

Jonathan Tatum

Dr. Philip Teitelbaum &
Dr. Adam Jacobowitz

Sharon A. Thompson

Jessica Tschirki &
Dia Penning

Anne Vandenabeele &
Annmarie Eldering

**Kathleen Veit &
Heather Hadlock***

Vanessa Vignon

Ron Wallen*

Amy Walter

Marcus Waterbury

Ruth & David Waterbury

**Kathleen Webster &
Teresa Galetti**

Lonnie Weiss

Kristie Whitehorse &
Erin Dominguez*

Michael Williams*

Richard Wilson &
Sam Burckhardt

Simone Wojtowicz &
Kelly Conway

**Frank H. Woo &
Sheldon Sloan***

Tina Woodward &
Lynda Elliott

Kathryn Friebe Legacy Circle

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 who 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.

Anonymous (13)

Chris Adams &
Fran Becker

Marcy Adelman Ph.D.

Lesley J. Anderson MD &
Paula Zand

Betsy L. Allen

Judy Allen &
Susan Seaburg

Sharyn R. Bahn

C. Edwin Baker Trust

Nancy Baker &
Cathy Hauer

Nicole & Kate Bartow

Lois Beeby &
Betty Widdows

Yvonne Behrens &
Teri Eastburn

Maureen Bennett

Bonnie Benitez

Lori Biagini & Pat Ritchie

Jennifer Bing &
Lauren Papalia

Sandra Blair &
Carol J. Cohen, M.D.

Clare Brigidini

Brian Bringardner &
Dennis Moyer

Margaret Broenniman &
Lilli Marin

Cathleen Burns

Joan Butcher

Caren Cafferata-Jenkins

Janis Callon

Lucia J. Capron

Nancy Clarence &
Lidia Szajko

John J. Corso, Jr.

Gregory Courtney

Jemma Crae

Kathleen Crandall,
Lori Gitter and Family

Kathy Cruz

Henrietta Currier

Estate of Judith E. Davis	Jan Felshin & Edrie Ferdun	Paula Getz & Susan Christensen	Julie Harris	H. Nona Hungate
Teresa DeCrescenzo	Aisling Ferguson	Leslie E. Giblett	Sheryl Harris	Suzanne L. Israel & Laurie Hanover
Estate of Beryll G. Deming	Erin Flynn & Chloe Atkins	Gareth & Julie Gill	Carolyn Harvey	Stephanie Jaeger & Beth Stanley
Donna Dugger	Pam Fox	Andrea M. Gillespie	Pan Haskins	
Estate of Jim Duggins, Ph.D	David F. Freedman	Tonei Glavinic	Dawn L. Hassell, Esq.	Pamela Johns
Margaret Dwyer	Estate of Kathryn Friebe	Emily L. Gochis	Estate of Chris Hawkins	Amy K. Johnson
Anita Easland & Diane Naylor	Lisa Friedman	Jayne Goldstein	Ruth Herring	Burke Keegan & Jackie Boda
Cathy Ebert	Linda Garber & Barbara Blinick	Jill Gover & Ann Burck	Constance Hiatt & S. Kathleen Doster	Kate Kendell
Susan Ellard & Judy Harte	Lynn Gallagher	Judy Graboyes	Russell Hilkene	Debra Kent
Wendy Erdly & Clara Liang	Mary Gendron, Ph.D	Alena Hagedorn	Arlene F. Hoffman & Christine Leonardich	Gillian Khoo
Susan Essaf & Darlene Bartholomew	Tamara George	Sue C. Hansen	Susan Jan Hornstein & Rosemary Ward	Margaret Kingdon
Page Faegre	Shelia Gershen	Mark Hartman & Ron Norris	Estate of Joie B. Hubbert	Clarissa C. Kripke & Gail Ludwig

Pat L. Kruger	Sally McCoy & Rev. Rachel K. Anderson	Margaret Norris	Deborah Ray	Linda Scaparotti, Esq.
Cynthia Leitman	Anne McGivern	Christi Olson, Ph.D & Dian Torres	Debra Reabock	Suzi Schultz
Lesbians for Good	Living Trust	Angela Padilla	Jana Rich & Gillian Nash	Bev Scott & Courtney
Ana Linder & Luisa Inca	Jan Medina	Mary Elizabeth Parker	Karla Rikansrud & P. Diane Wild	The Shapiro Family Foundation
Kerry Lobel	Jerri Ann-Meyer	Estate of Gail Pass	Lynn Riordan	Katlin & Jim Sherwood
Catharine Martin & Anne Laird-Blanton	Kimberly Miller	Anne Peace	Ric Roane & Leandro Robles	The Simpson-Asprodites Family
Tam Martin & Carol Daiberl	Julia Misplon & Anna Durbin	Janet Phillips	Patsy Rogers	Rae Lee Siporin
Lory Masters	Alyce Moore	Sina Pierret	Myra Roselinsky & Edwina Brown	Sue Sponnoble
Ken Mau & Alan Bowley	Jane Moyer & Janet Free	Marj Plumb & Tracy Weitz	Estate of Gerald B. Rosenstein	Moli Steinert & Donna Canali
Lisa & Laura McCally Sprague	Marcia Munson	Kris Poindexter McHan & Susan McHan	Adrienne Roy	Deen Taylor
Brandon McCormick	Dena Narbaitz	Andrea Polisky	Aimee E. Saginaw	Dana Topping
	Lisa "Buffalo" Nichols	Rachel Pray		Sheryl Traum
	Joyce D. Nordquist			

Casey Valk &
Dayna DiCesare

Margaret Van Camp

Elaine Walsh &
Cindy Thompson

Karen Weber &
Denise Corrao

Lonnie Weiss

David Wexelblat &
Susan Wexelblat

Kerri Wilder

Mary Wilder

Camille Wojtasiak

Dena Luna Zaldúa

Sonni Zambino

Anne Zachritz

Arlene Zarembka &
Zuleyna Halpin

Jan Zobel

Barbara Zoloth &
Sharon Washington

Impact Club Members

NCLR thanks donors who
give monthly or quarterly
to provide reliable,
sustaining support to
NCLR's legal programs
and services year-round.

Anonymous (5)

Miriam Abrams &
Rosemary Robinson

Bridget Allen

Samar Alqatari

Vicky Ames

David Augustine

Aaron Baggs

Eric Bell

Maurice Belote &
Alan Broussard

Peggy Bennington &
Annette Friskopp

Ray Bernstein

Jennifer Bing &
Lauren Papalia

Joan Biren

Pauline Blanchard &
Lynn Decker

Sara Boesser

Thomas Bonsaint

Gary Booher

Max Brenner &
Denise Dimin

Megan Brooks &
Amy Brunner Brooks

Lynn Dickson Brown

Daniel Bruner

Denise & Anne
Burdyck-McConnell

Anna Marie Caffardo &
Mary Fischerkeller

Cheryl Calhoun &
Ester De Jong

Margarethe
Cammermeyer &
Diane Divelbess

Rebecca Chadwick &
Elizabeth Cowan

Andrea Childs

Lisa Cisneros & Melissa Rodriguez	Sally Dingsoyr	Barbara Garrity	Susan A. Hawkins J.D., Psy.D.	Angela Johnson
Deborah Cohler & Barbara L. Voss	Sarah H. Draper	Mariette Geldenhuys	Stephanie Haynes	Cynthia Jones-Klausing & Janice Jones-Klausing
Gail E. Collins	Dennis Dudley	Mary Lee Gosney	Gail Heller	Shauna Joseph & Kathy Olberts
Amy Coombs	Zoe Dunning	Laurice Grae-Hauck	Charlotte Herdman & Deb J. Osborn	Dean & Sally Jue
JJ Crabb & Terri Foosness	Gina Edwards	Bruce Grant	Cody Hoesly & Kirsten Collins	Jessica Kahlman
Arlene Cramer	Lynne Eggers	Aislyn Greene	Melissa Holmes & Jennifer King	Joyce Kauffman
Megan Cristina	Sarah Elkind	Jessea Greenman & Darlene Ceremello	Major Laurel A. Hull	Liz Kim
Craig Cross	Sally J. Elkington, Esq.	Emily Griffen & Sage Andersen	Elaine Huth	Margaret Kingdon
David Cruz & Steve Greene	Deborah English	Rima Goldman & Karen Kartch	Annabelle Ison & Daniel Mahoney	Terry Kogan & Greg Hatch
Chris Daley	Fran Fassman	Kathie Gummere	Erika Jenssen & Sallie Lang	Ashleyanne Krigbaum & Lana Etrum-Fernandez
Jessica Deamer	Stephanie Fichera	Victoria Hall		John Kruse & Gary Beuschel
Robert Depew	Kit Frick	Mary Hart		
	SG Fund			

Kim Kupferman & Kristi Kupferman	Kate MacQueen & Amy Beller	Ruth McFarlane & Elisa Durette	Laurel Nett Cynthia Neumann	Kit Rebalsky & Laura Mae Alpert
Martha La Bounty	Laura Macwaters	Thomas McKewan & Karen Johnson-McKewan	Nancy Newhart	Kathryn Reiter
Lori Lewis & Ilya Pratt	Janet Malachowsky & Lenore Davis	Snow McNaughton	Joyce D. Nordquist	Susan Renison
Lesley Levine & Na'Ama Firestone	Mireille Mallouh & Rebecca Oliver	Allison Mendel & Marjorie Kaiser	Ann E. Northrop	Rebecca Ringquist & Katy Mess
Lisa Liljedahl & Brenda Rice	Jon Marshack	Naomi Metz & Jennifer Foley	Victoria Ortiz Claire Pare, Esq.	Jane & Nadine Robbins-Laurent
Gretchen Lintner	Lisa Martin & Vicki Kenyon	Jackie Mirkin & Edith Daly	John Porter	Cindy & Ellen Robinson
Melissa Lowe	Sarah Marxer & Lisa Wanzor	Alyce Moore	Kathleen Putnam	Harmony Rodriguez
Daniel Lowen	DPat Mattie	Libby Morris & Michele Frederick	Nicole C. Raeburn	Bonnie Rudy & Tracie Morrison
Susan Ludwig	Jennifer Mauk	Ellen Myers & Diane Davis	Francine Ramsey	Diane Sabin & Jewelle Gomez
Eric Lukoff	Sally R. McCaffrey	Karen Myers	Justin R. Rassi and Michael P. Nites	Quita St. John
Jennifer Lynch	Kelly McCown & Barbara Fitterer	Maliheh Nakhai		
Jason Macario				

Kimberly Sanberg & Elizabeth Sanberg	Cheryl Smith & Nancy Halas	Martha Stettinius	Emily Dudak Taylor	Alexandra & Judith Van Bever-Green
Karolee Schindler	Jan Smith DVM	Heather Stewart	Patti Taylor	Kathleen Veit & Heather Hadlock
Susan Seaburg & Judy Allen	Marcia Smith & Barbara Gundy	Claire Stone	Renee Toback & Joan Wilce	Richard Vernon & Russell Roeca
Michael Sears & Ben Redcross	Donald Spangler	Judy Stone & Sue Hansen	Johna Tolch & Susan Kitchin	Helena & Chris Von Rueden
Denise Shanks	Marsha Stanley & Mary Dunn	Kelly Storck	Shannon Adair Tool & Mae Edwards	Nancy Voss & Janet Cornelius
Wynne Shaw	Tanya Starnes & Martina Reaves	Glenn Stover	Heather Trout & Andrea Martens	Brandy Wagstaff
Jody Shevins & Jennifer Braun	Iris & Joan Starr	Laura Stratton & Ellie Mout	Pat Tuck & Geni Bennetts	Jim Walker & Dr. Robert Scott McCann
Marjorie Slabach & Dianne Safholm	Luan Stauss & Emily Doskow	Ramon Sukhai	Ruth Tucker & Cyndi Williamson	Ron Wallen
Natalie Slaughter	Moli Steinert & Donna Canali	Sande Sutter & Nat Matson	Marilyn Turner	Joseph J. Wardenski
Sheldon Sloan & Frank H. Woo	Lisa Sterman & Caroline Reich Sterman	Olga Talamante	Lindasusan Ulrich	Elisabeth Warren & Katherine Brown
		Ann Tamura & Joyce M. Higa		
		Adam Taylor		

Sharon Washington	PRO BONO ATTORNEYS & LAW FIRMS	Durie Tangri	Latham & Watkins	Rosen Galvan & Gruenfeld LLP
Dorothy Wax & Meryl Towarnicki	Pro Bono Attorneys	Evelyn Calogero	Lowenstein Sandler LLP	Skellenger Bender
Ethan Weisinger	Arlene Zarembka Law	Faegre Drinker Biddle & Reath LLP	Meghann Burke	Wiley & Jacobson PC
Kristie Whitehorse & Erin Domingue	Arnold & Porter	Ferguson Durham PLLC	Meyer Stephenson	Wilmerhale
Michael Williams	Becker & Lee LLP	Foley & Lardner	Morrison & Foerster	Womble Bond Dickinson LLP
Patricia Wren & Melissa Smiley	Beller & Bustamante	Gilbert Employment Law	O'Melveny & Myers LLP	
Stephenie Yeung & Alice De Young	Brown Goldstein Levy	Hadsell Stormer Renick & Dai LLP	Osborn Maledon P.A.	
	Carlton Fields	HaleyNelson & Heilbrun LLP	Perkins Coie LLP	
	Clifford Rosky	Hogan Lovells	Perowski Legal	
	Cooley LLP	Jenner & Block	Relman Colfax PLLC	
	Culberth & Lienemann LLP	King & Spalding	Reneker Hasselman Scott LLP	
	David Shapiro	Kirkland & Ellis LLP	Rifkin Law Office	
	Debevoise & Plimpton LLP		Ropes & Gray LLP	

Foundations & Charitable Funds

	Bank of America Charitable Gift Fund	East Bay Community Foundation	Evelyn & Walter Haas, Jr. Fund	The Hugh C. and Thomas Lord Fund
Anonymous (2)	Bank of the West	The Eden Foundation	Horizons Foundation	LOVELOUD Foundation
Aetna Foundation	Bigglesworth Family Foundation	Fannie Mae Foundation	ImpactAssets	Marin Community Foundation
Amalgamated Charitable Foundation	Bright Funds Foundation	FHLBank San Francisco	Jewish Community Endowment Fund	The Sam Mazza Foundation
American Endowment Foundation	California Health Care Foundation	Fidelity Charitable Gift Fund	Jewish Community Federation	Mightycause Charitable Foundation
American Express Foundation	Causecast	Foundation for the Carolinas	Johnson Family Foundation	Milano Family Foundation
America's Charities	Community Foundation of Sonoma County	Frontstream	Kicking Assets Fund	Northern Trust Charitable Giving Program
Amgen Foundation	Community Thrift Store	Gill Foundation	Lehman-Stamm Family Fund	Norvell Family Foundation
H.van Ameringen Foundation	The Cust Link Foundation	GLAD	LGBT Charities	The Thomas Phillips and Jane Moore Johnson Foundation
Arcus Foundation	The Danielson Foundation	Goldman Sachs	Liberty Hill Foundation	
	Disney Team of Heroes	The GoodCoin Foundation		Pride Foundation

Prudential Foundation	UnitedHealth Group	Corporate Sponsors	Keker, Van Nest & Peters LLP	Wilmer, Cutler, Pickering, Hale & Dorr LLP
Renaissance Charitable Foundation, Inc.	United Way of California Capital Region		Altshuler Berzon LLP	Wilson Sonsini Goodrich & Rosati Foundation
			Autodesk Inc.	
The Rose Foundation for Communities and the Environment	United Way of Central New Mexico		Baker & McKenzie LLP	X. Company
Salisbury Community Foundation	United Way of Columbia-Willamette		Chevron	Medina Orthwein LLP
			Cooley LLP	
The San Francisco Foundation	United Way of Los Angeles		Dropbox	Morgan, Lewis & Bockius LLP
				Morrison & Foerster LLP
Schwab Charitable Fund	United Way of Greater Philadelphia and Southern New Jersey		Facebook	On Lok, Inc.
			Genentech, Inc.	
Sempra Energy				Pacific Gas & Electric Company
Starbucks Matching Gifts Program	United Way of Santa Cruz County	Gilead Sciences		Rosen Bien Galvan & Grunfeld LLP
		Google Inc.		
	Vanguard Charitable			Rosov Consulting
Stonewall Community Foundation		Hanson Bridgett, LLP		
	Wells Fargo			Wells Fargo
		JP Morgan Chase Foundation		
Truist				

NCLR 2020 Annual Report

