



2024 2025



**NATIONAL CENTER
FOR LGBTQ RIGHTS**

From Imani



Dear Friends,

This has been a difficult year for our clients, our community, and our country. LGBTQ people have experienced unrelenting attacks on our freedom, equity, and dignity.

Across the nation, our rights are under siege. Legislation at the state and federal level has stripped access to transition-related medical care, forced transgender servicemembers out of the military and threatened the validity of settled Supreme Court decisions like *Dobbs* and *Obergefell*.

Our work has never been more urgent, but our vision remains clear and focused. When we witnessed an onslaught of anti-democracy executive actions, NCLR was the first to respond, challenging anti-LGBTQ policy and joining a cadre of civil rights organizations in a collective effort to save our democracy. NCLR will always fight for justice, and we will always defend the rights of all LGBTQ people. Our team is working overtime to find compelling legal arguments to protect our communities in the courts, and we continue to forge new partnerships to build a strong coalition of civil rights defenders in every state.

In these difficult times, we must work together. This administration is determined to dismantle civil rights protections that NCLR has spent decades fighting for. We remain committed to the future we deserve, one where justice and equity are realities for all of us.

Thank you for your partnership, and your commitment to justice, equity, and democracy. It's an honor to be on your team.

With gratitude,

A handwritten signature in black ink that reads "Imani Rupert-Gordon". The signature is fluid and cursive, with a large initial "I" and a stylized "R".

Imani Rupert-Gordon, President

From the Board



Dear NCLR Family,

This year was profound — for our country, our movement and for NCLR.

In June, after 48 years as the National Center for Lesbian Rights, NCLR expanded our name to be inclusive of the entire community we serve. Now, as the National Center for LGBTQ Rights, we center our feminist roots, our exceptional work in family law and our more than four decades fighting for and achieving rights for all LGBTQ people.

And the timing could not have been better. As we gather all our resources, our partners and our expertise to fight for more than LGBTQ equality, it is going to take this breadth of experience and the collective resources of all of us to challenge the relentless hate and attacks we are experiencing today.

As co-chairs of the board of directors, we are humbled and proud of the efforts of this team. NCLR has not only challenged many executive orders of this administration, but we are also working in partnership with AGs across the country to protect existing laws guarding LGBTQ rights, leading the National LGBTQ Anti-Poverty Network and continuing to create new strategies to stop, delay and reduce harm through litigation and legislative efforts.

We are grateful for the partners who increased their investment in our work during this difficult time. We are in this together. Stay steadfast, stay connected, and know this: love and justice remain our most powerful tools. And together, we will prevail.

In Solidarity,

Handwritten signatures of Dulce A. Garcia and Elisa Diana Huerta in black ink.

Dulce A. Garcia and Elisa Diana Huerta
Co-Chairs, Board of Directors



OUR WORK

Instead of focusing on lowering grocery prices or driving down health care costs, conservative lawmakers are spending their time in office enacting policies that aggressively target our community. There is a concerted effort by our opponents to politicize LGBTQ people – especially transgender children – and target their safety and security. And while these types of attacks are not new, the escalating attempts to dismantle our hard-won civil rights protections are alarming, and it's putting LGBTQ people and their families at risk.

In response, NCLR is tightening our focus and leaning into what we lead in: Strategic litigation to defend the most vulnerable members of our community, public education around the broad implications of discriminatory policy and precedent setting victories that enshrine civil rights for all.

Challenging the Federal Government

This fiscal year has been dominated by the devastating effects of the Trump administration's anti-LGBTQ policies and executive orders. This administration seems determined to dismantle any protections for the LGBTQ community.

Trump's executive orders, starting on the first day of his term, have included an order defining "sex" to completely exclude transgender people; changing references from "LGBTQI+" on government websites to "LGB,"; revoking the ability of transgender federal employees to receive medically needed care; excluding transgender people from homeless shelters; and directing that all incarcerated transgender persons be denied medical treatments and be housed by birth sex, where they are nine times more susceptible to violence.

As the new administration has rolled out executive orders threatening our community, NCLR has been responding rapidly and working closely with partner organizations and law firms to mount an effective litigation strategy. When Donald Trump issued an order on January 27, 2025, banning transgender people from serving in the U.S. military, NCLR filed suit to challenge this ban the next day. When Trump tried to override the Prison Rape Elimination Act with an executive order on his first full day in office, NCLR and co-counsel filed suit immediately.



Talbott v. United States

Within days of taking office in January, President Trump issued executive order 14183: *Prioritizing Military Excellence and Readiness* calling for all transgender military service members to be discharged. The order was cruel and demeaning to transgender service members, who have sacrificed so much to serve their country with honor, accusing them of being dishonest and lacking the integrity to serve. NCLR sued on behalf of several plaintiffs fighting to retain their employment in the Armed Services, filing *Talbott v. United States*, the first challenge to this military ban, less than a week later. In March, the U.S. District Court for the District of Columbia issued a preliminary injunction preventing the administration from implementing the ban, and while the government quickly appealed, asking the court to overturn the injunction and let the military proceed with discharging transgender service members, NCLR was successful in our efforts to block executive order 14183 from being implemented and protect our clients' careers.

Our motion asserts that President Trump's ban violates transgender servicemembers' right to equal protection, singling them out with an "irrational and prejudicial" policy based on a characteristic that has nothing to do with fitness to serve.

Shilling v. United States

As *Talbott v. United States* moved through the courts in D.C., *Shilling v. United States*, another case challenging executive order 14183, was filed in Washington state by our partner organizations. NCLR's 32 plaintiffs in *Talbott* joined an amicus brief in support of the plaintiffs in *Shilling*, and much like *Talbott*, the court also ordered the government to halt implementation of the ban. Unwilling to wait for a final verdict, the government appealed, taking its request to stay the preliminary injunction all the way to the Supreme Court. On May 6, the Supreme Court granted the stay, allowing the ban to go into effect.

Both *Talbott* and *Shilling v. United States* are proceeding through the legal system, and the future of the ban is being decided in court, but the Supreme Court opened the door to a cruel and unprecedented purge of highly trained, capable personnel who will lose the careers they have worked so hard to establish, in some cases for decades. Many transgender servicemembers have now been separated from the military. In spite of this setback, which is devastating for affected military families and enacts unjust discrimination by the largest employer in the United States, NCLR will continue to challenge this cruel and discriminatory policy in *Talbott*, and we believe these brave, honorable service members will be vindicated in the end.

“In both *Talbott* and *Shilling*, it was abundantly clear to the court that it must act swiftly to protect our troops from an unconstitutional and indefensible ban that would disrupt the lives and dismantle the careers of thousands of transgender servicemembers and their families. The harms associated with this ban are gut-wrenching. In each of these cases, the government did not even attempt to claim that any evidence supported its position. There is no reason to discharge individuals who are serving capably and honorably.”

— SHANNON MINTER, VP OF LEGAL



United States v. Skrmetti

In September of 2024 NCLR submitted an amicus brief in support of transgender youth and their families who are plaintiffs in *U.S. v. Skrmetti*, a Supreme Court case challenging Tennessee’s law banning medical care for transgender youth. We know that every family should have the freedom to love and support their children, but these bans deny that right to families of transgender children. NCLR believes that preserving the right to medical care for trans kids is essential to ensuring that everyone has equal access to medical care recommended by their doctor and has been litigating similar cases on behalf of clients in Kentucky, Alabama and Florida.

On June 18, the Supreme Court released its decision in *United States v. Skrmetti*, upholding Tennessee’s law banning transgender youth healthcare. The result is devastating for youth in Tennessee, who will be deprived of essential, evidence-based care that has been shown to greatly improve their health and wellbeing.

While it’s clear that many lawmakers carry animus toward transgender people and the larger LGBTQ community, the sole legal issue in this case is whether these bans discriminate based on sex. The entire case rests on this legal question—not on whether the justices approve of transgender healthcare. This decision essentially asserts that banning this care is not sex discrimination, and the legal implications of this kind of precedent are far reaching. Laws like Tennessee’s are cruel and discriminatory, and while the decision by the Supreme Court to allow these laws to take effect technically does not have bearing outside of the state, this marks a significant shift in the behavior of the court, and will make challenging these bans more difficult at the state level. NCLR will continue to seek new avenues to challenge legislation that prevents vulnerable children from getting the healthcare they need.

Doe v. Bondi

On January 30, 2025, NCLR and our movement partners filed a complaint in the U.S. District Court for the District of Columbia on behalf of three transgender women in *Doe v. Bondi* (formerly *Doe v. McHenry*) a case challenging a federal Bureau of Prisons policy which would override Prison Rape Elimination Act protections for vulnerable populations, including transgender women, and would terminate all medical care for gender dysphoria for incarcerated individuals.

As a result of the policy, which stems from a January 20, 2025, executive order issued by President Trump, plaintiffs were at imminent risk of being moved to men’s facilities and having their necessary medical care withdrawn. Our complaint alleges that the policies required by the new executive order violate the Administrative Procedure Act because they are “arbitrary and capricious” and directly conflict with a Prison Rape Elimination Act regulation requiring prison officials to make housing determinations based on an individualized assessment of safety and security. The complaint also alleges that the policies required by the new Executive Order are unconstitutional because they discriminate based on a person’s transgender status, in violation of the Equal Protection Clause, and violate the Eighth Amendment’s prohibition of cruel and unusual punishment.

A federal judge granted the preliminary injunction in our case and did the same for subsequent preliminary injunction requests for additional plaintiffs added to the case (some of whom were already transferred to men’s facilities and must now be transferred back). The administration has appealed these preliminary injunctions, and we are preparing to defend them in the U.S. Court of Appeals for the D.C. Circuit.

Chiles v. Salazar

In 2014, building on years of work to protect LGBTQ youth, NCLR formally launched Born Perfect, a program to end conversion therapy by supporting state and local advocates as they worked to pass laws to protect LGBTQ children and young people, fighting in courtrooms to ensure their safety, and raising awareness about the serious harms caused by these dangerous practices. Born Perfect quickly became a highly visible, powerful, and rapidly growing campaign in the LGBTQ movement to protect minors from conversion therapy and—more broadly—to promote family acceptance and bring an end to the stigma that still fuels familial and societal rejection of LGBTQ people.

Wide-reaching and effective public education has helped to ensure that parents and policymakers are aware of the harms of conversion therapy. 22 states and more than 150 cities have passed laws or ordinances banning these practices for minors, and several states have issued executive orders to protect youth. NCLR has also successfully defended state laws from right-wing challenges, sued conversion practitioners, and successfully filed complaints with licensing boards against individual therapists.

NCLR has been preparing to defend these bans before the Supreme Court for a number of years. While we know being LGBTQ or transgender is not a disorder that needs to be cured, our opponents have become emboldened by the sharp rightward shift of the Supreme Court and its willingness to overturn settled law that differs with its ideology. As a result, they have challenged Colorado's ban on conversion therapy successfully through the courts. In September of 2024, the Tenth Circuit Court of Appeals ruled that Colorado's law prohibiting conversion therapy

for minors is valid as a regulation of medical professionals' conduct. With this decision, the Tenth Circuit joined the overwhelming majority of federal courts, which have ruled that laws protecting youth from the dangers of conversion therapy are constitutional and consistent with states' longstanding authority to protect the health and wellbeing of the public.

In the wake of the Tenth Circuit's decision, the plaintiff in the case, Kaley Chiles, appealed, and in March of 2025, The Supreme Court of the United States decided to take up a challenge to the Tenth Circuit's ruling upholding Colorado's law prohibiting conversion therapy for minors. The Court is expected to decide the case by June of 2026, and its decision will have a tremendous impact on states' ability to protect youth from the harms of conversion therapy. A decision striking down Colorado's law would make it more difficult to protect LGBTQ+ youth from this debunked pseudoscience that falsely claims sexuality and gender identity are changeable. NCLR has been at the forefront of this case, alongside the state of Colorado, organizing efforts to ensure that the Court hears from a robust array of amicus curiae parties to underscore the critical role these laws play in protecting minors from the dramatically increased risks of suicidality, depression and familial disruption this "therapy" causes.

Educating the public, sustaining momentum for protecting LGBTQ youth, and protecting hard-won gains remain essential at the current moment, and Born Perfect remains ready to leverage our experience and leadership in these efforts, the powerful relationships we have built with survivors of these practices, and our legal expertise to meet these challenges and keep LGBTQ youth safe.



These discredited practices, which falsely promise to be able to change a young person's sexual orientation or gender identity, have been rejected as unsafe by every major medical and mental health organization in the country."

—CHRIS STOLL, SENIOR STAFF ATTORNEY



PROTECTING IMMIGRANTS

With more than 30 years of our Hogar {Home} immigration and asylum program, NCLR deeply understands the myriad issues faced by LGBTQ immigrants, and our efforts on behalf of individual clients are both effective and help to build a solid body of case law that makes it easier for other attorneys to represent LGBTQ immigration cases.

More than half of LGBTQ asylum seekers come from Central America's Northern Triangle, where they face systematic violence, discrimination, and persecution. A 2021 study found that 1.3 million adult immigrants in the U.S. identify as LGBTQ, including 289,700 who are undocumented. Many LGBTQ asylum seekers flee countries where being LGBTQ is criminalized and sometimes punishable by death. Deportation can be a death sentence.

Due to years of immigration backlogs, a significant number of our clients' proceedings have been pending for years, leaving them in jeopardy in this political environment. As harsh immigration enforcement accelerates, we anticipate increased immigration raids and deportations. We are taking steps to increase our capacity to advance access to justice for clients whose status remains uncertain, provide adequate representation, and prevent wrongful removals. NCLR is pushing for these delayed cases to be heard so our clients no longer have to live in limbo. Due to our 30+ years of expertise, we remain 100% successful in achieving permanent status for our clients.

NCLR is a leader on LGBTQ immigration issues, both working directly with clients and engaging around federal immigration policy. We provide educational programming for community members serving immigrants and participate in legal clinics. In addition, we are part of a network of LGBTQ immigrant organizations that communicate regularly to share strategies and stay updated on ongoing policy changes. NCLR remains committed to our clients and the larger LGBTQ immigrant community as we face these new barriers to achieving permanent legal status for those seeking a safe home within our borders.

WORKING TOGETHER

Due to the increasing demand for innovative and coordinated challenges against the Trump Administration's attempts to dismantle LGBTQ rights protections at the federal level, NCLR and GLAD Law formed the Federal Litigation Initiative (FLI) in February of 2025.

This joint initiative will respond to the U.S. Administration's attack on LGBTQ people, specifically transgender individuals. Together with cooperating law firms, FLI has filed challenges to multiple executive orders and actions, including policies denying essential healthcare to incarcerated transgender persons in Federal Bureau of Prisons custody and requiring the transfer of the small number of transgender women currently residing in women's housing to men's facilities regardless of their individual safety needs.

In this moment, an unprecedented legal response is necessary. This means bolstering protections for LGBTQ people in the states where that is possible, and challenging, delaying, and fighting anti-LGBTQ administrative actions at every step. This work requires a sustained and coordinated national strategy that seeks to preserve laws and protections where we can, secure new legal victories, and maximize the public education impact of carefully selected cases featuring sympathetic plaintiffs to broaden public support across the nation. Even when NCLR is not council on a case impacting LGBTQ people, we are often deeply involved behind the scenes, supporting amicus development and playing a leadership role in public education designed to shape the environment in which SCOTUS makes its decisions. The outcomes of these cases will have a significant impact on the shape of our work.

State by State

Every year without fail, the number of bills proposed in state legislatures attempting to curtail LGBTQ rights continues to grow. Each session, more and more of this discriminatory legislation finds its way to governors' desks and gets signed into state law.

In response to the threat of state-level anti-LGBTQ policy, NCLR has mounted effective legal challenges in several states. This year, NCLR challenged state healthcare bans for transgender clients in Alabama, Kentucky, and Florida, as well as state sports bans for transgender girls in Arizona and Utah. Regarding family law, we are also engaged in the appeal of an Oklahoma trial court decision refusing to apply *Obergefell* to a married lesbian couple for the purpose of recognizing parentage of the couple's child.

NCLR invests in litigation and advocacy that advance LGBTQ-affirming protections and eliminate discriminatory laws, policies and practices—especially those that disproportionately affect LGBTQ people of color and transgender people more generally. Yet while laws and policies create the framework for inclusion and acceptance, changing hearts and minds is essential, as is building the power and capacity of underserved LGBTQ communities—efforts at the heart of our communications and collaborative programming.

HEALTHCARE

Since 2021, medically necessary treatment for transgender youth and adults has faced increasing threats at the state level, and, since January of 2025, has been the target of hostile rhetoric and executive action from the Trump administration.

This year NCLR continued our work to secure healthcare access for transgender youth through litigation in Alabama, Florida and Kentucky. *Boe v. Marshall*, a challenge to Alabama Senate Bill 184, that directly targets transgender adolescents and their families by imposing criminal penalties on any individual who facilitates or provides essential medical care to transgender adolescents for the treatment of gender dysphoria; *Doe v. Ladapo*, a constitutional challenge to Florida's law that bars families from accessing medical care for their transgender adolescent children, and places unprecedented restrictions on care for transgender adults; and *Doe v. Thornbury*, filed to challenge Kentucky's Senate Bill 150, which bans all transgender medical care for minors and puts stiff penalties on medical professionals that provide such care.

In Florida, we ended the last fiscal year with good news. After conducting a full trial, U.S. District Judge Robert Hinkle issued a final ruling in *Doe v. Ladapo* on June 11, 2024, finding the law unconstitutional and unenforceable on equal protection grounds. The District Court found that the evidence demonstrated the Florida law was motivated by purposeful discrimination against transgender people and could not survive constitutional scrutiny.

The Florida defendants, intent on barring this medically necessary care permanently, appealed the case to the Eleventh Circuit, which temporarily stayed Judge Hinkle's

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order in September 2024. This means the challenged bans and restrictions are currently in effect, blocking access to needed medical care for some transgender Floridians while the appeal proceeds. The Eleventh Circuit heard oral arguments in the appeal on January 15, 2025, and the pending decision will have significant implications for how courts analyze similar restrictions being enacted across the country.

In the wake of the *Skrmetti* Supreme Court decision, NCLR's plaintiffs in *Boe v. Marshall* and *Doe v. Thornbury* have made the difficult decision to dismiss their respective cases. These brave families' participation in the cases led to favorable rulings from district court judges recognizing the critical role this care plays in protecting the health and wellbeing of adolescents who need it.

NCLR is continuing to work, through litigation and advocacy, to protect transgender adults' and adolescents' access to essential healthcare, including by filing new legal challenges to Trump administration policies restricting access to and insurance coverage for medically necessary care.

FAMILY MATTERS

NCLR has litigated child custody and parentage cases for nearly fifty years, fighting discrimination against LGBTQ parents and children in custody disputes, parental rights challenges, and adoptions. As LGBTQ people, especially transgender youth and their families, face increasingly hostile actions at both the state and federal levels, NCLR is stepping up nationally to litigate, advocate, and provide trainings and technical assistance about these issues. As one of the national legal organizations that secured nationwide marriage equality after years of litigation, we are also at the forefront of monitoring renewed attacks on marriages, LGBTQ parents, and our rights to form families.

This year, for instance, NCLR represented the nonbiological mother of a child in a custody case that is now pending in the Oklahoma Supreme Court. Under both state and federal law, parents who have a child during marriage are recognized as legal parents of their children. In an outrageous decision, however, the trial court refused to recognize the lesbian spouse as a parent, ruling instead that the couple's sperm donor is the child's legal parent.

NCLR is also assisting in a case pending in the Mississippi Supreme Court. There, a non-biological mother is fighting for visitation with her child after her ex-wife cut off all contact with the child despite the fact that she co-parented the child for the first several years of his life. The trial court improperly ruled that the non-biological mother must demonstrate parental unfitness of her co-parent in order to seek visitation with the child—a holding that contravenes state and federal law.

Cases like these are extremely dangerous for LGBTQ families. Parents are at risk of losing custody, or even visitation of their children, and children are at risk of losing access to the parents who have loved and nurtured them for years prior to the divorce or separation of their parents. As a leader in this field, NCLR closely monitors family law cases nationally that threaten LGBTQ parentage and family laws, providing direct representation, legal support to attorneys already representing those folks, or amicus briefs to courts about key constitutional and legal issues. NCLR welcomed a decision this year from the Pennsylvania Supreme Court in *Glover v. Junior* protecting a lesbian mother's parental status and affirming her legal parentage of a child born through assisted reproduction. The case concerned a married, non-genetic, non-gestational mother, Nicole Junior, who planned with her now former spouse to conceive and raise a child through assisted reproduction. The state Supreme Court affirmed that

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Junior was a legal parent of the couple's child and that their subsequent separation and divorce did not in any way change that status. NCLR filed a friend-of-the-court brief in the case.

As mentioned above, NCLR is tracking cases that could undermine the U.S. Supreme Court's holding in *Obergefell v. Hodges* that same-sex couples have the same right to marry as opposite sex couples. These attacks have increased in recent years despite NCLR's subsequent victory in *Pavan v. Smith*, in which the Supreme Court reaffirmed *Obergefell* and made clear that the right to marry includes all the benefits of that legal status, including the marital presumption of parentage.

In addition to litigation, NCLR is committed to strategic collaboration to inform, create, and pass LGBTQ-inclusive laws and policies. We are proud to be part of a coalition of LGBTQ advocates who worked to pass the Massachusetts Parentage Act, which updates Massachusetts law to protect all families, including those headed by LGBTQ parents. The updated law clarifies state parentage law to explicitly protect all parents, including non-biological parents who are not genetically related to their children. The law went into effect on January 1, 2025.

As one of the national legal organizations that secured nationwide marriage equality after years of litigation, we are also at the forefront of monitoring renewed attacks on marriages, LGBTQ parents, and our rights to form families.

BREAKING GENDER BARRIERS

After nearly 4 years of litigation, NCLR's motion for summary judgement in *Roe v. Herrington* was granted in August of 2024. The plaintiffs in the lawsuit, filed along with co-counsel Cooley LLP and Osborn Maledon, are transgender children who are unable to correct the gender markers on their birth certificates because of Arizona's discriminatory law. Arizona requires transgender people to undergo surgery to obtain a birth certificate that matches who they are. That surgery requirement is particularly harmful to transgender young people because it is not medically appropriate for them to undergo those surgeries at their age. Having to use an inaccurate birth certificate prevents transgender young people from being able to just be kids and be treated in ways consistent with their gender identity.

A judge for the U.S. District Court for the District of Arizona has ruled that the surgery requirement was unconstitutional and violated Equal Protection and Due Process rights. NCLR is now seeking a final remedy in the case.



STATE OF PLAY

The idea that transgender athletes, especially transgender women participating in women's sports, are a threat to women's safety has become particularly pervasive among legislators who want to normalize transgender discrimination. But attacks on trans athletes, gender investigations, and discriminatory policy that targets less than one percent of athletes do not keep anyone safe. In fact, the intention is to make transgender athletes — many of whom are children — less safe, both on and off the field.

NCLR wants sports to be fair and safe for all athletes. We have worked for over twenty years to ensure LGBTQ people can play at all levels of organized sports, litigating cases on behalf of LGBTQ athletes and coaches, advising schools and athletic associations, and convening key coalitions to combat homophobia and transphobia in sports. NCLR co-founded and participates in Common Ground, a coalition of LGBTQ sports leaders from across the country that works to combat anti-LGBTQ bias in sports and works closely with the NCAA to make all colleges and universities safe to play.

In this past year, NCLR has litigated cases on behalf of transgender girls in Utah and Arizona, and submitted an amicus brief in support of plaintiffs in *Hecox v. Little*, the challenge to Idaho's 2020 House Bill 500, which bans women and girls who are transgender and many women and girls who are intersex from participating in sports, which will soon be heard by the Supreme Court. NCLR will continue to lead efforts across our movement to block legislation like this from going into effect.

The goal of the campaign is to challenge the stereotype that LGBTQ people live only in metropolitan areas by elevating the voices and stories of LGBTQ people living in rural America.

RURAL PRIDE

The Rural Pride Campaign elevates and addresses the needs of LGBTQ people living in rural communities across the country. The goal of the campaign is to challenge the stereotype that LGBTQ people live only in metropolitan areas by elevating the voices and stories of LGBTQ people living in rural America.

NCLR organized a Rural Pride Summit at Trinity MCC Gainesville in Gainesville, Florida on December 6th, 2024, which drew about 40 members of the community in Northern Florida. Participants were actively engaged in discussions throughout the day and very interested in staying connected with each other and with NCLR as a national organization.

The summit reinforced our belief that LGBTQ people in rural areas have an abundance of expertise to share with each other and our national movement. LGBTQ advocates in Florida — and in every state — already know how to succeed in a very hostile legislative climate and NCLR knows the importance of sharing that expertise with community organizations across the country.

NCLR partnered with many Florida organizations to make this event a success, including Pride Community Center of North Central Florida, Equality Florida, PFLAG Gainesville, the Community Foundation for Northeast Florida, the Community Foundation of North Central Florida, Southern Legal Counsel, Three Rivers Legal Services, Peaceful Paths, Tallahassee Pride, Florida Access Network (FAN), and JASMYN.



FOR THE PUBLIC GOOD: PRO BONO LEGAL SERVICES

In collaboration with support from the Gill Foundation, NCLR launched our Pro Bono Legal Services program in 2024. Pro bono partners send a powerful message that the rights and dignity of LGBTQ people are not up for debate and provide crucial staffing without which we could not successfully do our work. When the very existence and legitimacy of LGBTQ lives are being questioned at the highest levels of government, pro bono legal work is not just service—it's solidarity. This project empowers the NCLR team to call on a network of litigators primed to fight for enduring legal protections free of charge and help create a future where equality is not just promised but delivered.

Pro bono work is a vital lifeline, especially during a time of unprecedented attacks against LGBTQ individuals by the Trump administration. As discriminatory policies gain traction, marginalized communities face mounting legal battles that demand immediate and expert intervention. Pro bono attorneys provide critical legal services to those who might otherwise be left defenseless, helping to challenge unjust laws, defend civil rights, and support individuals navigating complex and hostile legal systems. Pro bono legal support amplifies NCLR's capacity to respond swiftly and forcefully to these escalating threats.

Lowenstein Sandler's partnership with NCLR exemplifies the critical role that dedicated pro bono advocacy plays in defending LGBTQ rights from reactionary conservative politics.

In *Jones v. Bondi*, filed in February 2025, Lowenstein Sandler joined forces with NCLR and GLAD to challenge a Trump administration executive order that threatened to strip incarcerated transgender women of essential health care and forcibly transfer them to men's facilities. Their efforts secured a Temporary Restraining Order and Preliminary Injunction just weeks later, effectively blocking enforcement of the directive—an indispensable victory that upheld medical standards and personal dignity for vulnerable individuals.

In *Doe v. Ladapo*, Lowenstein Sandler played a pivotal role in challenging Florida's SB 254, a sweeping law that criminalized gender-affirming medical care for minors and severely restricted such care for adults. This litigation not only achieved a preliminary injunction preventing the law's enforcement in June 2023 but also secured a trial-level victory reaffirming that the statute violated equal protection and parental due process rights. The firm also provided zealous advocacy to defend these rulings on appeal in the Eleventh Circuit.

Together, NCLR, Lowenstein Sandler, and our many other pro bono partners are committed to defending the constitutional rights of LGBTQ individuals across the country.

Pro Bono Legal Services — National Center for LGBTQ Rights

Pro bono work is a vital lifeline, especially during a time of unprecedented attacks against LGBTQ individuals by the Trump administration.



THE URVASHI VAID

LGBTQ WOMEN'S SURVEY AT NCLR

“The {LGBTQ} rights movement is not a party. It is not a lifestyle. It is not a hair style. It is not a fad or a fringe or a sickness. It is not about sin or salvation. The {LGBTQ} rights movement is an integral part of the American promise of freedom.”

— URVASHI VAID, 1993



A LASTING LEGACY: THE URVASHI VAID NATIONAL LGBTQ WOMEN'S COMMUNITY SURVEY

On October 8, 2024, NCLR became the home of the Urvashi Vaid National LGBTQ Women's Community Survey, an ongoing research project that sheds light on the complex and nuanced realities of LGBTQ women's lives. Led by late author, attorney, visionary, and activist Urvashi Vaid, the survey is the pinnacle data set for seeing and understanding the lives and needs of queer women. The study includes the broad spectrum of womanhood, and is a bold response to mounting attacks on bodily autonomy, economic opportunity, health care and sexual rights in the U.S.

NCLR is proud to be the steward of this project because we know that good policy is bolstered by accurate data, and NCLR is utilizing the women's survey to inform our work, influence our allies, and strengthen our movement. Our commitment is to ensure the true lived experience of queer women is included in everything we do. NCLR will always be committed to queer women's right to live long, healthy lives, free from discrimination and harm.

NEW NAME.
NEW LOOK.

ALWAYS



NEW NAME. NEW LOOK. SAME HEART. SAME WORK.

NCLR started with lesbians at the center, but after nearly 50 years of work dramatically advancing state and federal protections for all LGBTQ people, we made the decision to change our name to reflect the full breadth of our work.

In our early years we led a wave of litigation countering presumptions that lesbians are unfit mothers and then pursued a similar strategy protecting transgender parents and the parents of transgender youth. We advanced marriage equality for all same-sex couples via litigation and education in multiple states, and in a landmark case that led to U.S. Supreme Court recognition; then won the precedent-setting federal case affirming that marriage equality includes recognizing parent-child relationships. We played a key role in negotiations with religious conservatives to secure recent federal legislation recognizing marriage equality. We have won scores of cases securing nondiscrimination protections in asylum, employment, education, housing, benefits, and healthcare, as well as the protection of LGBTQ youth, including passing and defending state laws banning conversion therapy, challenging discriminatory school policies and healthcare restrictions, and addressing LGBTQ youth overrepresentation in juvenile legal and child welfare systems. We have been proud to support all members of our community, regardless of gender, class or creed, from our inception to today.

Now, after more than a decade of discussion, NCLR took a bold step this year and changed our name to National Center for LGBTQ Rights.

NCLR has become a leader in the national LGBTQ rights movement. Our team is on the front lines, litigating some of our nation's most visible and important legal cases and leading some of the most innovative policy and communications strategies in this critical moment for our community's future.

Our greatest priority, particularly with the current administration's attacks on our community, is to continue to lead—and to grow our work, which is needed now more than ever. To fight tirelessly for equality, and to continue pushing the envelope in courts and in the court of public opinion across the country. We want to ensure that everyone knows the breadth of our work, and we know that this name change is an essential part of the inclusive, feminist approach to justice we are so proud of.

Seizing opportunities to expand our tent and advocate for all members of our community has shaped our work since day one. And this expansion of our name is no different. Just like NCLR, LGBTQ starts with lesbian. New Name. New Look. Same Heart. Same Work.

“NCLR’s feminist roots have always called on us to support and amplify the most underrepresented communities and those often left out of the mainstream movements. At a time when the LGBTQ community is facing increasing attacks, it is critical that we are crystal clear that we represent the entire community. Without losing touch with our roots, NCLR will continue its nearly 50-year commitment to protecting the most vulnerable members of our community, forging new partnerships, and working toward a day when every LGBTQ person can live with full dignity, equality, and freedom under the law.”

—IMANI RUPERT-GORDON, NCLR PRESIDENT

Our nation is at a critical inflection point. We are facing intense backlash against all forms of progress and democracy, especially LGBTQ rights, on multiple fronts and now is not the time to cede ground. Without support from the federal government, it is essential that we mount a robust defense of our community's rights. NCLR is pursuing litigation, policy advocacy, public education, movement technical assistance, and coalition-building with allies, as well as engaging in unique opportunities for dialogue with religious conservatives as we work to advance a more, rather than less, inclusive democracy.

There continue to be risks in this environment in taking high-stakes cases before conservative judges (and ultimately a more conservative Supreme Court), but the alternative would be to simply give in to opponents of equality. The cases we litigate put our best evidence, data, and stories not only in front of judges, but also in front of a wider public that continues to grow its understanding of and support for the LGBTQ community, and that is also becoming increasingly skeptical of the motives and reach of new administrative actions.

NCLR brings our deep feminist roots, including our ability to engage deeply with what liberty and equality mean for all people, and for the importance of both privacy and freedom to choose our sexual, domestic, and familial arrangements to everything we do. We will continue to work in close collaboration with other LGBTQ advocacy organizations across the country to lay a strong foundation for successful defensive litigation, intersectional policy work with reproductive, disability, economic and racial justice leaders and robust public education campaigns that center our fundamental human rights.

YEAR IN REVIEW

2024

JULY

JULY 11, 2024

Federal district court judge Robert Hinkle denies the State of Florida's request to stay a June 11 decision blocking enforcement of Florida's law banning health care for transgender minors and restricting it for transgender adults. In his sharply worded opinion, Judge Hinkle rebuked the State of Florida for making "misleading assertions" about medically necessary care. ➡

“We are pleased the court will continue to enforce this important decision, which correctly found that Florida's ban on lifesaving medical care for transgender youth and adults was based on bias, not facts.”

— SHANNON MINTER, VICE
PRESIDENT OF LEGAL



AUGUST

AUGUST 26, 2024

A divided panel of the 11th Circuit Court of Appeals stays a federal district court decision blocking enforcement of the Florida laws banning health care for transgender minors and restricting it for transgender adults. The 2-1 ruling allows the state to enforce the laws while the Court hears Florida's appeal of the June 11 decision finding that SB 254 and the Boards of Medicine rules unlawfully targeted transgender people. ➡

AUGUST 28, 2024

The Eleventh Circuit Court of Appeals issues its decision denying the request of parents and children challenging Alabama's ban on healthcare for transgender adolescents for the entire court to rehear the case.

In a sharply divided vote with multiple dissents, a bare majority of the court declined to review the 2023 panel opinion holding that Alabama's ban neither discriminates against transgender people nor violates the fundamental right of parents to make medical decisions for their children. The 2023 panel opinion reversed a federal district court opinion granting the plaintiffs a preliminary injunction blocking enforcement of the law. ➡

SEPTEMBER

SEPTEMBER 3, 2024

Kentucky Families and Civil Rights Groups Urge Supreme Court to Rule Against Discriminatory and Harmful Transgender Health Bans ➡

SEPTEMBER 9, 2024

In a unanimous decision, a three-judge panel of the Ninth Circuit affirmed a trial court decision blocking enforcement of Arizona's law banning transgender girls in public schools from playing on any girls' teams. The case was brought by two transgender girls who are receiving medical treatment for gender dysphoria. ➡

“We are pleased with the Ninth Circuit's ruling today, which held that the Arizona law likely violates the Equal Protection Clause and recognizes that a student's transgender status is not an accurate proxy for athletic ability and competitive advantage.”

— RACHEL BERG,
STAFF ATTORNEY



SEPTEMBER (CONTINUED)

SEPTEMBER 12, 2024

The Tenth Circuit Court of Appeals rules that Colorado's law prohibiting conversion therapy for minors is valid as a regulation of medical professionals' conduct. With this decision, the Tenth Circuit joins the overwhelming majority of federal courts, which have ruled that laws protecting youth from the dangers of conversion therapy are constitutional and consistent with states' longstanding authority to protect the health and wellbeing of the public. ➔

“We are extremely pleased with today's decision, which allows Colorado to continue protecting its LGBTQ children and adolescents from the dangers of conversion therapy. These discredited practices, which falsely promise to be able to change a young person's sexual orientation or gender identity, have been rejected as unsafe by every major medical and mental health organization in the country. The Tenth Circuit has joined numerous other federal courts in affirming that states can require licensed mental health providers to comply with professional standards prohibiting these harmful and unnecessary practices.”



— CHRIS STOLL, SENIOR STAFF ATTORNEY

SEPTEMBER 15, 2024

NCLR Legal Director, Shannon Minter, is featured in the online publication Twelve Soldiers.

Twelve Soldiers is a year-long monthly series featuring an LGBTQ social justice warrior who has used their position to affect change in the LGBTQ community. Shannon shares his personal story, reflects on his career, and shares his optimism for the future. ➔

OCTOBER

OCTOBER 2, 2024

Florida families challenging the state's ban on medical care for transgender youth file a brief urging the Eleventh Circuit to strike down the arbitrary ban on healthcare for transgender youth because it was based on animosity toward transgender people and has no basis in medical science. ➔

OCTOBER 8, 2024

NCLR becomes the new home of the National LGBTQ Women's Community Survey created by the Late Urvashi Vaid.

As one of her final acts of activism and exploration in her search of justice, Urvashi Vaid and Justice Work, the social justice research organization she founded, along with the Critical Racism Data Lab at Emory University created the most comprehensive study to date of LGBTQ women. The study was designed to investigate the complex web of discrimination and structural violence faced by women and nonbinary people who partner with women. ➔



NOVEMBER

NOVEMBER 20, 2024

NCLR hosts a webinar on LGBTQ family and marriage protections to address our community's post-election concerns in collaboration with our partners at GLAD Law, Movement Advancement Project, and Family Equality to share valuable information and resources. ➔



DECEMBER

DECEMBER 4, 2024

US Supreme Court hears oral arguments in *United States v. Skrametti* ➔

“The plaintiffs today made a strong case that, on its face, this law discriminates by barring medications based solely on a person's birth sex. The State of Tennessee had no effective response to that obvious fact, which several justices made clear.”

— SHANNON MINTER, VICE PRESIDENT OF LEGAL



DECEMBER 5, 2024

Reasons for Hope: Shannon Minter reflects on the oral arguments in *United States v. Skrametti* ➔

DECEMBER 9, 2024

NCLR hosts the 2024 Virtual Briefing and Year in Review where our leadership, legal, and policy teams provide updates on their work and share how the organization plans to meet the political moment. ➔

JANUARY

“We all support fairness and safety in sports, but we don’t need federal politicians pushing a one size fits all rule. Policies about sports eligibility should be left to sports authorities who can make rules for different sports at different levels. This bill would be terrible for women and girls, forcing them to answer invasive personal questions about their bodies. This is a terrible bill and a terrible way to make policy.”

—IMANI RUPERT-GORDON, NCLR PRESIDENT

JANUARY 14, 2025

The U.S. House of Representatives votes 218-206 in support of H.R.28, a federal bill that would ban all transgender girls and women from participation in school sports. NCLR condemns the passage of this discriminatory ban. ➔

JANUARY 15, 2025

The U.S. Court of Appeals for the Eleventh Circuit hears oral arguments in *Doe v. Ladapo*, a constitutional challenge to Florida’s law and rules that bar families from accessing medical care for their transgender adolescent children, and place unprecedented restrictions on care for transgender adults. ➔

“It is demoralizing and heart-wrenching to live in a state that has politicized my child’s very existence, weaponizing the power of the state to attack her basic rights and dignities. As a mother who simply wants to protect and love my child for who she is, I pray that the Eleventh Circuit will affirm the district court’s thoughtful and powerful order, restoring access to critical healthcare for all transgender Floridians. No one should have to go through what my family has experienced.”

—NCLR CLIENT JANE DOE, ON BEHALF OF HERSELF AND HER DAUGHTER SUSAN DOE (PROCEEDING ANONYMOUSLY)

JANUARY 22, 2025

NCLR releases a statement on the Executive Orders affecting transgender and immigrant rights as President Trump begins second term in office.

The executive orders issued today attempt to remove established legal protections for transgender individuals, refugees, asylum seekers, and other immigrants. These orders are both illegal and fundamentally opposed to our democratic values. NCLR will continue defending civil rights through legal action and to challenge these discriminatory policies. We urge all Americans who value fairness to oppose these orders and support those targeted by them. ➔

JANUARY 22, 2025

NCLR President, Imani Rupert-Gordon joins the Black Leadership Rising panel at the Creating Change Conference hosted by The National LGBTQ Task Force. This powerful discussion features some of the most influential Black LGBTQ leaders across our movements. The panel explores the unique insights and challenges of how Black LGBTQ voices are shaping policy, advocacy, and cultural change to advance liberation for all. ➔

JANUARY (CONTINUED)

JANUARY 28, 2025

NCLR and GLAD Law file a federal lawsuit in the U.S. District Court for the District of Columbia challenging President Trump's order banning transgender people from serving in the U.S. military. The suit, *Talbott v. Trump*, was filed on equal protection grounds on behalf of six active service members and two individuals actively seeking enlistment. ➔

“When you put on the uniform, differences fall away and what matters is your ability to do the job. Every individual must meet the same objective and rigorous qualifications in order to serve. It has been my dream and my goal to serve my country for as long as I can remember. My being transgender has no bearing on my dedication to the mission, my commitment to my unit, or my ability to perform my duties in accordance with the high standards expected of me and every servicemember.”

—NCLR CLIENT NICOLAS TALBOTT, SECOND LIEUTENANT, ARMY

JANUARY 30, 2024

NCLR, GLAD Law, Brown Goldstein & Levy LLP and Rosen Bien Galvan & Grunfeld LLP file a complaint in the U.S. District Court for the District of Columbia on behalf of three transgender women in a case challenging a federal Bureau of Prisons (BOP) policy directed by President Trump which would override Prison Rape Elimination Act protections for vulnerable populations, including transgender women, and would terminate all medical care for gender dysphoria for incarcerated individuals. The complaint alleges that the policies required by the new executive order violate the Administrative Procedure Act because they are arbitrary and capricious and also directly conflict with a Prison Rape Elimination Act regulation requiring prison officials to make housing determinations based on an individualized assessment of safety and security. ➔

FEBRUARY

FEBRUARY 3, 2025

NCLR and GLAD Law ask the U.S. District Court for the District of Columbia to block enforcement of President Trump's January 27 order banning transgender people from serving in the U.S. military, while litigation against the ban proceeds. The motion asserts that President Trump's ban violates transgender servicemembers' right to equal protection, singling them out with an “irrational and prejudicial” policy based on a characteristic that has nothing to do with fitness to serve. ➔

“Military service demands one thing: the ability to do the job. Transgender servicemembers consistently meet and exceed military standards. Those willing to risk their lives in service deserve our respect, not a discriminatory ban that ignores their proven capabilities.”

— SHANNON MINTER, VICE PRESIDENT OF LEGAL

FEBRUARY 19, 2025

NCLR founder, Donna Hitchens, former Executive Directors Roberta Achtenberg and Kate Kendell, and current NCLR President, Imani Rupert-Gordon, gather in San Francisco to reflect on their time at NCLR. This event marks the first time NCLR's past and present leadership have come together in conversation. In this historic conversation, moderated by former NCLR Board Member Olga Talamante, Donna, Roberta, Kate and Imani shared perspectives about the role and contributions NCLR has made to the movement and thoughts on the LGBTQ movement today. ➔

MARCH

MARCH 3, 2025

No state can invalidate your marriage

The constitutionally protected freedom to marry can only be changed if a case comes before the Supreme Court and a majority of Justices vote to overturn the court's marriage equality decision. Right now, there's just no sign that is going to happen. The resolutions being debated in Idaho and other states can't do anything to change the law that allows same-sex couples to marry. ➡

MARCH 6, 2025

NCLR is deeply disappointed by recent comments about transgender student-athletes by Governor Newsom, which appeared designed to pander to the hateful political scapegoating of transgender people rather than to engage this issue in a thoughtful or responsible way. ➡

“Across this country there is an all-out attack on transgender people through discriminatory executive actions, as well as state and federal policy. Right now, transgender kids are being criminalized for who they are, and it's disappointing to see Governor Newsom turn his back on the LGBTQ community during one of the most critical times in our fight for equity.”

— IMANI RUPERT-GORDON, NCLR PRESIDENT

MARCH 13, 2025

U.S. District Court Judge Ana Reyes hears arguments in *Talbott v. Trump* to make a determination about whether to issue a preliminary injunction that would block implementation of the transgender military ban resulting from President Trump's executive order. ➡

“I wish every American could have been in court today to hear firsthand for themselves the government admit they have absolutely no evidence to justify this ban. For these servicemembers to be put into this situation, where they are being separated from not just jobs, but a lifelong commitment to military service and to our country—and at the pace at which the government has so aggressively moved to implement this ban—the harms that they have suffered and are continuing to suffer are so disturbing. I can't stress enough the severity of the harms and the extraordinary pressure that these individuals and their families are currently under.”

— SHANNON MINTER, VICE PRESIDENT OF LEGAL

MARCH 18, 2025

U.S. District Court Judge Ana Reyes issues a nationwide preliminary injunction in *Talbott v. Trump*, NCLR's challenge to President Trump's cruel ban on military service by transgender people. ➡



MARCH (CONTINUED)

MARCH 20, 2025

NCLR releases statement on Trump's Executive Order to close the Department of Education

To pull support and drastically scale back the role of the Department of Education is callous and will lead to serious harm for all children and families. Regardless of political party or ideology, many children rely on the services of the Department of Education. This reckless gutting of a critical agency will negatively impact the safety and educational quality of every public-school student in this country. by the Florida Diversity Council. ➔

MARCH 21, 2025

The Pennsylvania Supreme Court issues a major ruling protecting a lesbian mother's parental status and affirming the recognition of legal parentage for children born through assisted reproduction. ➔

“Children born through assisted reproduction deserve the same security and stability as other children. This decision from the Pennsylvania Supreme Court will ensure that families created through assisted reproduction have clear protections and that lower courts have clear guidance about how to apply the law to these families.”

— SHANNON MINTER, VICE PRESIDENT OF LEGAL

MARCH 24, 2025

The New Jersey federal district court grants a Temporary Restraining Order to keep Staff Sergeant Nicholas Bear Bade and Master Sergeant Logan Ireland from being further impacted by the Trump administration's transgender military ban while a case challenging it in D.C. federal district court moves forward. ➔

MARCH 26, 2025

U.S. District Court Judge Ana Reyes rejects a Trump administration motion to dissolve the nationwide preliminary injunction issued in *Talbott v. Trump*. Judge Reyes issued the injunction on March 18 in a forceful order in which she held that the ban undermines national security and is likely unconstitutional, calling it “soaked with animus and dripping with pretext.” ➔

MARCH 28, 2025

This American Life is a weekly public radio program and podcast. Each week they choose a theme and put together different kinds of stories on that theme. This week, This American Life covers *Talbott v. USA*, NCLR's challenge to President Trump's cruel ban on military service by transgender people. ➔

APRIL

APRIL 1, 2025

The plaintiffs in *Talbott v. USA*, 32 transgender servicemembers and recruits, file an opposition to the government's motion for an emergency stay. This motion is yet another attempt by the government to move forward with implementation of the transgender military ban stemming from President Trump's January executive order. ➔

APRIL 10, 2025

NCLR congratulates Helen Carroll on her induction into Sports Equality Foundation's LGBTQ Sports Hall of Fame. A former NCAA coach, Helen in 2001 launched NCLR's Sports Project, the first-ever national legal advocacy program for LGBTQ athletes, coaches, and staff, which she led until 2017. ➔



MAY

MAY 1, 2025

NCLR shares our strategy following the first 100 days of the Trump Administration

NCLR's legal experts come together to share how our team is pushing back against the anti-LGBTQ animus impacting federal policy and impeding our rights, discussing the executive orders, federal rule changes, proposed congressional legislation, and court rulings from the first 100 days of the Trump administration. ➔

MAY 1, 2025

Plaintiffs in *Talbott v. USA* file an amicus brief with the Supreme Court of the United States urging the Court to leave multiple preliminary injunctions in place preventing implementation of President Trump's transgender military ban. ➔

“The government falsely claims its request for a stay would only require the Supreme Court to do what has been done before, when in reality, it is asking for a shocking, unprecedented purge of thousands of current servicemembers for a reason unrelated to their ability to serve.”

— SHANNON MINTER, VICE PRESIDENT OF LEGAL



MAY 6, 2025

The Supreme Court rules to block the preliminary injunction protections in *United States v. Shilling* and greenlight implementation of Trump's transgender military ban. As a result of this decision, brave troops who have dedicated their lives to the service of our country will be targeted and forced into a harsh administrative separation process usually reserved for misconduct. ➔

MAY 7, 2025

New filing says Secretary Hegseth's public statements and the *Talbott* case make it clear that the DC Circuit must address whether the transgender military ban is based on hostility or animus. ➔

JUNE

JUNE 6, 2025

Transgender servicemembers are told they must decide by today how they will be purged from the military: 'voluntarily' or involuntarily. Transgender servicemembers are struggling with an impossible choice. Many say that "voluntary" separation is misleading. Yet they fear the unknown consequences of the involuntary separation process for themselves and their families. ➔

JUNE 9, 2025

After nearly 50 years as a leading LGBTQ civil rights organization, NCLR announces a new name! The change to National Center for LGBTQ Rights better reflects our longtime commitment to advocacy on behalf of the full LGBTQ community. ➔

“NCLR’s feminist roots have always called on us to support and amplify the most underrepresented communities and those often left out of the mainstream movements. At a time when the LGBTQ community is facing increasing attacks, it is critical that we are crystal clear that we represent the entire community. Without losing touch with our roots, NCLR will continue its nearly 50-year commitment to protecting the most vulnerable members of our community, forging new partnerships, and working toward a day when every LGBTQ person can live with full dignity, equality, and freedom under the law.”

— IMANI RUPERT-GORDON, NCLR PRESIDENT



A DECADE of MARRIAGE

10 years since the *Obergefell*
decision made LGBTQ
marriage legal



JUNE 26, 2025

NCLR celebrates a decade of marriage on the 10-year anniversary of the historical *Obergefell v. Hodges* decision. ➔

Legal Advocacy

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

2024-25 CASE LIST

Custody, Visitation, Parentage

Pool v. Richardson

Child Custody
DC

Miles v. Gerstein

Child Custody/Parentage
CALIFORNIA

Wilson v. Williams

Parentage
OKLAHOMA

Conversion Therapy

Chiles v. Salazar

Conversion Therapy
COLORADO/TENTH CIRCUIT/
SUPREME COURT

Catholic Charities v. Whitmer

Conversion Therapy
MICHIGAN/SIXTH CIRCUIT

Transgender Discrimination

*Edmo v. IDOC**

Successfully obtained the first court-ordered transition-related surgery for a transgender person in prison, the case remains open on the matter of attorneys' fees, which a joint stipulation has been submitted for, and we are awaiting ruling on to close the case.
IDAHO/NINTH CIRCUIT

*VICTORY: NCLR and co-counsel were able to achieve attorneys' fees for all the work that went into our success in the case.

*Fisher v. B.O.P.**

Prison denial of adequate transition-related care
OHIO/SIXTH CIRCUIT

*VICTORY: Our client is soon to be released from custody and was able to secure gender transition care for the remainder of her time.

Doe v. Bondi

Challenge by individual transgender inmates to Trump Executive Order requiring transgender inmates be placed in BOP facilities consistent with their sex-assigned at birth and denial of transition-related care in prison.
DC/DC CIRCUIT

Jones v. Bondi

Second challenge by individual transgender inmates to Trump Executive Order requiring transgender inmates be placed in BOP facilities consistent with their sex-assigned at birth and denial of transition-related care in prison.
DC/DC CIRCUIT

Doe v. Trump

Third challenge individual transgender inmates to Trump Executive Order requiring transgender inmates be placed in BOP facilities consistent with their sex-assigned at birth and denial of transition-related care in prison.
DC/DC CIRCUIT

Talbott v. Trump

Transgender Military Ban
DC/DC CIRCUIT

Transgender Youth

Noe v. Utah High School Activities Association

Anti-Transgender Sports Ban
UTAH

Doe v. Horne

Anti-Transgender Sports Ban
ARIZONA/NINTH CIRCUIT

Healthcare

*Boe v. Marshall**

Transgender Healthcare Ban
ALABAMA/ELEVENTH CIRCUIT

*RESOLVED: Following the *U.S. v. Skrametti* decision from the Supreme Court, Plaintiffs have decided to dismiss their claims since they are unlikely to succeed with this hostile Supreme Court.

Doe v. Ladapo

Transgender Healthcare Ban
FLORIDA/ELEVENTH CIRCUIT

*Doe v. Thornbury**

Transgender Healthcare Ban
KENTUCKY/SIXTH CIRCUIT

*RESOLVED: Following the *U.S. v. Skrametti* decision from the Supreme Court, Plaintiffs have decided to dismiss their claims since they are unlikely to succeed with this hostile Supreme Court.

Public Accommodation

Roe v. Herrington

Birth Certificates: Gender Marker Change
ARIZONA

Additional Advocacy

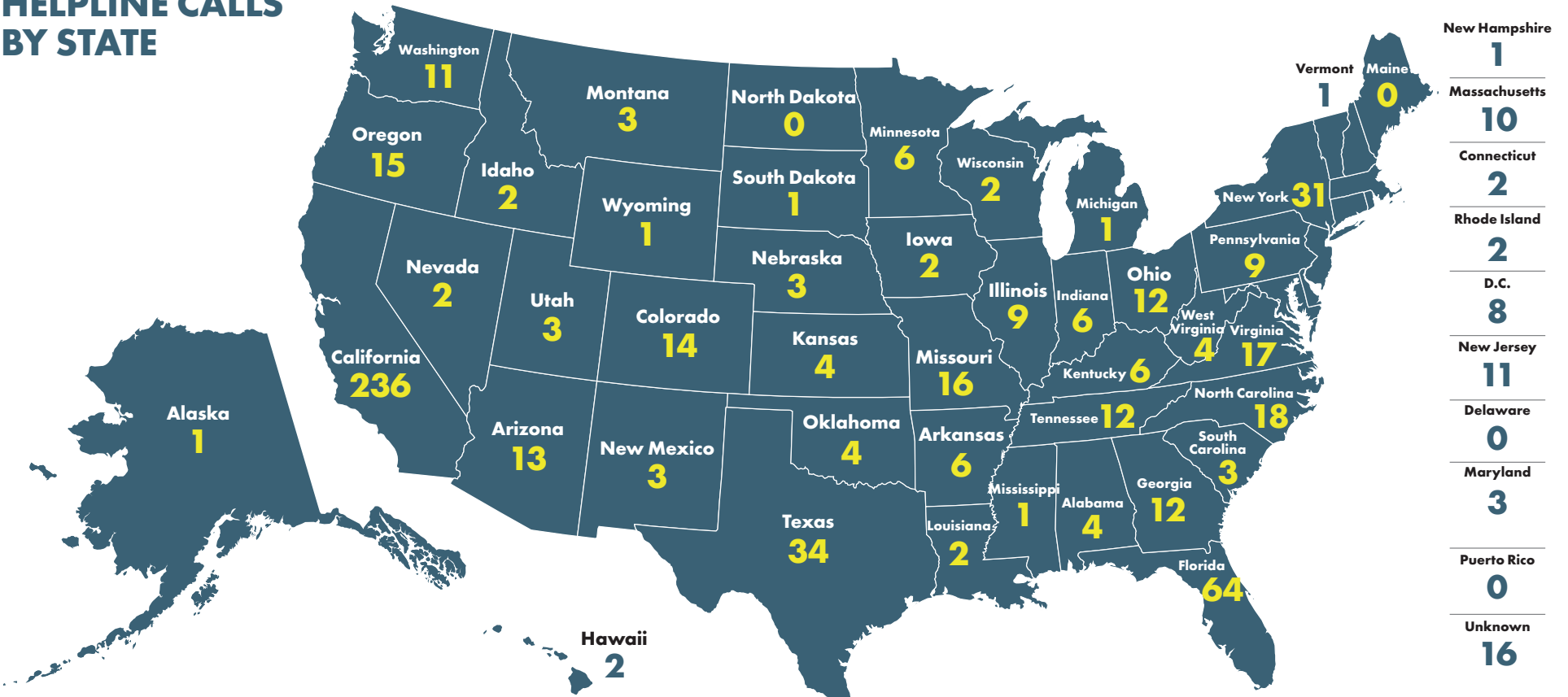
- Filed friend-of-the-court briefs in **10 cases**
- Assisted private attorneys in **at least 17 cases**

* Victory or Resolved Cases

Helpline

As one of the longest-standing legal helplines serving the LGBTQ community, NCLR receives nearly 1,000 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 Audited Financial Statements

FOR THE 2024-25 FISCAL YEAR

SUPPORT AND REVENUE

Support & Revenue/ Grants & Contributions	\$ 8,742,005
Special Events	\$ 77,346
Earned Income:	\$ 932,978
Contributed Services:	\$ 6,794,491
Total Revenues:	\$16,546,820

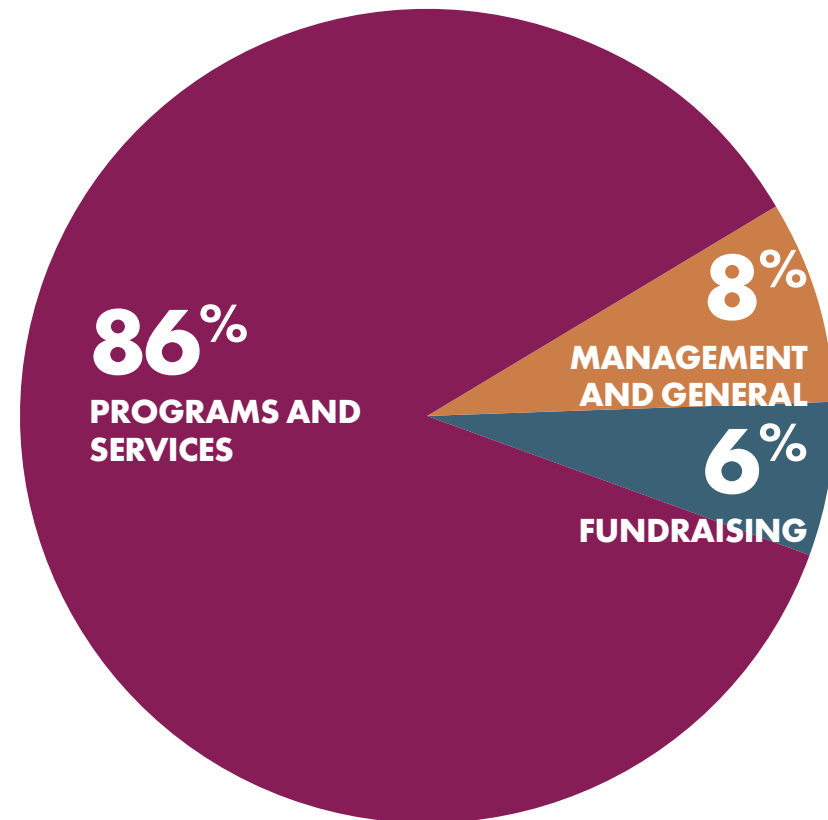
EXPENSES

Program Services	\$ 10,916,915
Management and General	\$ 1,037,096
Fundraising	\$ 797,773
Total Expenses	\$ 12,751,784

Net Assets, Beginning of Year \$ 4,702,261

Net Assets, End of Year \$ 8,267,297

24-25 EXPENSES



A vibrant rainbow arches across a blue sky filled with white clouds. The rainbow's colors are bright and saturated, transitioning from red on the left to violet on the right. The sky is a deep blue, and the clouds are soft and white, scattered throughout the scene.

THANK YOU

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

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NCLR is proud to acknowledge major donors whose gifts of \$1,500 or more annually have strengthened our legal programs across the country.

Names in **bold** indicate donors for 20 or more years

* Impact Club donors



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The Future Fund
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Lesbians for Good
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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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