

ON THE ROAD TO EQUALITY

ANNUAL REPORT 2007

An aerial view of a city map, showing streets, parks, and water bodies. The map is slightly blurred, and the text is overlaid on the central part of the image. The text is in a bold, black, sans-serif font. The background colors of the map include shades of green, blue, and brown.

**LGBT people and people
with HIV live and work in every
part of the country.**

At Lambda Legal, we take our responsibilities seriously: to select high-impact cases and issues so that we use our precious resources wisely, to listen to the voices of people facing discrimination in many communities, and to assist as many people as we can through our legal Help Desks, all so we can continue making the case for equality.

FROM THE EXECUTIVE DIRECTOR



Sean Fritz and Tim McQuillan got married in Iowa on August 31, 2007, the morning after a trial court judge ruled that Iowa's law banning marriage for same-sex couples was unconstitutional. They were the only couple that swiftly — and joyfully — married in the hours between the court's favorable ruling and the temporary stay the judge issued by noon. Lambda Legal brought the case that changed life for Sean and Tim, and now we are working to see that the Iowa Supreme Court upholds it so that others can celebrate the same love and joy — under the law.

Some people had initially questioned our decision to challenge the law against marriage for same-sex couples in Iowa, because they thought we could not win in the middle of the country. But our legal and program staff studied the inspiring history of civil rights decisions in the state and listened to the voices of Iowans, and determined that we could win.

Our trial court victory for marriage equality in Iowa is a perfect example of a strategic investment and legal strategy that worked and moved history forward. Over the past 15 years, Lambda Legal made strategic decisions to open offices in four different regions, and this year the investment paid off once again with tremendous legal victories that improved the lives of LGBT people and people with HIV across the country.

In fact, 2007 was a banner year for equality: We secured health care benefits for the same-sex partners of firefighters and police officers in Washington; we protected the children of LGBT parents

in Oklahoma; we preserved alimony for a transgender man in Florida; and we defended the job of a courageous teacher who protected LGBT youth in New Jersey.

And we shaped the debate about equality in new and powerful ways. Thousands of people and organizations in every state in the country participated in Lambda Legal's first national day of action for workplace fairness, "Clock in for Equality." Our community education work didn't stop there: We also launched an innovative educational campaign about the importance of fair and independent courts with a series of editorial cartoons and a booklet entitled "Fair Courts Matter!: A Democracy-in-Action Guide."

The truth is, LGBT people and people with HIV live and work in every part of the country. At Lambda Legal, we take our responsibilities seriously; to select high-impact cases and issues so that we use our precious resources wisely, to listen to the voices of people facing discrimination in many communities, and to assist as many people as we can through our legal Help Desks, all so we can continue making the case for equality.

Lambda Legal's friends and supporters live in every part of the country, too — and that is what makes our work possible. I am proud of our talented staff and grateful to our dedicated board members, volunteers and members for supporting our work. With the help and support of so many, we have a lot of ground still to cover.

A handwritten signature in black ink, appearing to read "Kevin M. Cathcart". The signature is fluid and cursive.

KEVIN CATHCART
Executive Director



Lambda Legal client Larry deGroen

DESTINATION: WORKPLACE FAIRNESS

Larry deGroen, a committed firefighter and paramedic with the city of Bellevue, Washington, thought it was routine when he requested one day of paid bereavement leave to attend the funeral for his partner's father. But city officials refused his request. Larry was required to work overtime without pay to make up for the day he took off to support Tom and grieve his loss. That's when Larry contacted Lambda Legal.



We filed a lawsuit on his behalf against the city of Bellevue and got results. The city decided it was time to give domestic partner benefits not only to same-sex couples but to unmarried different-sex couples, too. Shortly afterward, based on our success, we secured benefits in Redmond, Washington, for Commander Kristi Wilson and Lieutenant Betsy Lawrence. In the meantime, neighboring city Newcastle and Pierce County all took steps to provide the same benefits to their employees. That's what we mean when we talk about impact.

Lambda Legal has a solid history of taking action to broaden or secure workplace benefits and protections for the lesbian, gay, bisexual and transgender communities and for people living with HIV. Our cases have led high-profile employers like

Cirque du Soleil, Foot Locker and Subway restaurants to conduct training for their employees and make sure that their antidiscrimination policies are enforced. Our workplace equality docket dovetails into our work for relationship recognition; in addition to helping those who suffer antigay harassment or discrimination based on sexual orientation or HIV status, we also successfully defend the right to employer-sponsored benefits for same-sex partners and their children.

One of our high-profile employment discrimination cases — one that has been in the courts for over 10 years — garnered significant success in 2007. The Los Angeles City Council voted unanimously to approve partial settlement for Mitchell Grobeson, the first openly gay officer in the L.A. Police Department. He sued over the city's failure to comply

with an agreement settling earlier litigation, in which the city was to make broad changes in recruitment, hiring, training and personnel practices. Jon Davidson, Legal Director, said that the settlement "...makes the city of Los Angeles a national leader in safeguarding employees against discrimination and harassment based on sexual orientation or HIV status...."

In addition to gaining ground on the West Coast, we were also hard at work on the other side of the country, pushing UPS to offer the same benefits that it offered to their different-sex married counterparts to its New Jersey employees in same-sex civil unions. The company made the choice to discriminate; UPS relented when presented with our legal challenge and now provides benefits to same-sex civil union partners and their families.

SPOTLIGHT

CLOCK IN FOR EQUALITY

On May 15, 2007, people gathered around the country to take action for workplace equality in Lambda Legal's first annual "Clock In for Equality." Cooperating law firms held breakfasts and passed out buttons, lawyers from our regional offices spoke at lunchtime roundtables and one of our clients, Larry DeGroen, told his story at a presentation in Seattle (see story above). All over the country, activists and allies lined up to meet, greet and discuss the state of workplace discrimination for LGBT people and ways to combat it.

Of the more than 5,000 annual calls to Lambda Legal's Help Desks, we receive far more regarding workplace discrimination than any other issue. "Clock In" was designed to educate the broader public about the discrimination and harassment that LGBT

workers and workers living with HIV face, to increase support for efforts to win legal protections for LGBT employees, and to encourage employers and organizations to step up and promote fairness and equality in the workplace.

More than 200 partner organizations and people in all 50 states, Puerto Rico and Washington, D.C., joined us to raise awareness about the discrimination and harassment that lesbians, gay men, bisexuals, transgender people and people living with HIV continue to face on the job. Clock In for Equality was by all measures a success, conveying the importance of workplace equality to co-workers, family members, friends, employers and elected officials in communities all across the country.



Community Educator Simone Bell



NEXT STOP: MARRIAGE EQUALITY

The scene was anything but typical. Outside of the county recorder's office, same-sex couples from all over the state were lined up, excitedly waiting to apply for marriage licenses. The day before, an Iowa trial court had ruled that denying same-sex couples the right to marry violates the Iowa Constitution's guarantees of liberty and equality. The judge issuing the decision in Lambda Legal's historic victory had not immediately issued a stay, a type of hold to stop an order from taking immediate effect. One couple, Tim McQuillan and Sean Fritz, managed to get married before attorneys appealing the decision asked the court to issue the stay. This important case for marriage equality is now before Iowa's high court.



Lambda Legal plaintiffs Ingrid Olsen and Reva Evans with their son Jamison



Since the mid-1990s, Lambda Legal's work in relationship recognition has helped shape the course of civil rights for LGBT people across the nation. We have seen some dramatic progress — from an ever-increasing number of states that provide domestic partnerships and civil unions to same-sex couples (and one that offers the right to marry!) to the wider variety and availability of domestic partner benefits offered through private and public employers. As many as one-third of same-sex couples in the United States now have access to some type of legal protection or status through civil marriage, civil unions or domestic partner-type laws. Lambda Legal fiercely defends these rights and benefits that we, and the broader LGBT communities, have fought so long and hard to realize. But

we continue to fight for equality: namely, marriage rights for same-sex couples federally and in every state that would put an end to discriminatory laws and policies altogether.

While Iowa was a big story in 2007, our relationship work hit targets on the West Coast, the Midwest and Plains states. In Ohio, we stood up to the antigay Alliance Defense Fund and legislator Thomas Brinkman in their attack on domestic partner benefits at Miami University. They claimed that the university's benefits are in violation of Ohio's antigay constitutional amendment, which bans marriage for same-sex couples. Lambda Legal argued that the case should be dismissed because Brinkman had no standing to sue. The court accepted the argument and dismissed the case as well as its appeal.

And in California, Lambda Legal, along with lead counsel National Center for Lesbian Rights and the ACLU, filed a brief with the California Supreme Court in our marriage equality case. A broad array of mainstream civil rights, religious, community and professional groups, along with leading legal scholars and bar associations, California's largest cities and many others filed an unprecedented 30 friend-of-the-court briefs on behalf of more than 500 organizations supporting marriage equality.

As these cases continue moving through the courts, Lambda Legal remains in the driver's seat — headed toward a future where LGBT relationships are not relegated to a lower tier or given short shrift; a future that, with our continued focus and diligence, we can see on the horizon.

SPOTLIGHT

FAIR COURTS PROJECT

When an Iowa trial court ruled that banning marriages for same-sex couples is unconstitutional, antigay extremists wasted no time in attacking the judge issuing the decision. By using terms like "rogue judge" or "activist judge," antigay organizations like the Family Research Council twist the facts and threaten the role of our courts. Through Lambda Legal's Fair Courts project, we have defended judges accused of "activism" simply because they enforce the constitutional rights of LGBT people. And we have weighed in on Supreme Court and federal court nominations.

In 2007 we created an innovative public education campaign. We commissioned cartoonist Mikhaela

Reid to create a comic strip series called "Life Without Fair Courts," which imagined what life would be like if justices had ruled in favor of discrimination in landmark Supreme Court cases. We also held a contest asking people to submit a comic strip telling us what their own life would like without fair courts, and Lambda Legal members voted online for the winners. The winning entries and Reid's strips became the backbone for Lambda Legal's publication *Fair Courts Matter!: A Democracy in Action Guide*, which gives information about the proper role of the courts in our country and tells people how they can become a Fair Courts Superhero by standing up for fair courts.





CROSSING BOUNDARIES: PARENTING

No one wants to live in a country where crossing from one state into the next leaves one's legal status as a parent vulnerable. Where moving to take a new job or to visit friends and relatives could jeopardize an entire family. Oklahoma's unconstitutional Adoption Invalidation Law made that scenario a reality for families moving to or traveling through Oklahoma. For three years, Lambda Legal fought this discriminatory law, which prevented police officers, child welfare officials and other representatives of the state from recognizing relationships between same-sex couples and their adopted children.



The Hampel-Swaya family (left) and Finstuen-Magro family, plaintiffs in the Oklahoma case won in 2007



In 2007, a federal appeals court upheld a lower court ruling striking down the law. This enormous victory protects same-sex couples and their adopted children across the country as the first federal case announcing that adoption decrees will be honored from state to state — no matter what. Lambda Legal is relying on this important precedent to challenge similar laws and rulings in other states.

Lambda Legal has always been a strong advocate for LGBT families. Our cases make an impact: one high-profile case, *Miller-Jenkins v. Miller-Jenkins*, involves two lesbian mothers who had a civil union in Vermont but broke up. Lisa Miller fought for sole custody of the child she and Janet Jenkins had raised together, “shopping around” for a court that would give her custody and using a Virginia antigay marriage law in an attempt to bolster her case. Lambda Legal won a victory for Janet Jenkins in the Virginia Court of Appeals which required that Janet be allowed to reunite with her daughter, sending a clear message that custody disputes between LGBT couples should be held to the same laws and regulations that different-sex couples are held to. The case is now before the Virginia Supreme Court.

In another recent victory, *J.R.V.*, a gay military man stationed in Virginia, was awarded joint custody of his three children after his ex-wife claimed that his “homosexual lifestyle” had negative effects on their children. A trial

SPOTLIGHT

PRIDE AND LAMBDA LEGAL: IN THE STREETS!

Whether it’s a parade, a festival, a rally or dance, Pride has become a hallmark of LGBT culture. It’s a chance to celebrate how diverse our communities have become — and for Lambda Legal, a chance to introduce and reinforce our role as a longtime leader in the LGBT civil rights movement.

In 2007, we staffed a record 47 Prides around the country. That means tens of thousands of people saw us in our vibrant pink shirts, and many stopped by one of our booths to pick up educational materials and a specially designed Pride tote bag. Over 11,000 people signed our petition supporting an inclusive federal Employment Non-Discrimination Act. Last year, for the first time at Pride, we also ran a membership campaign to reach new audiences.



court judge in Virginia had granted both parents joint custody, but the mother argued that the father should not have joint custody, or that greater restrictions should be imposed on his partner. The trial court and appellate court both rejected the mother’s arguments, and *J.R.V.* continues to have joint custody of his children.

Only about half of all states currently permit second-parent adoption by an unmarried partner, and family law varies significantly from state to state. But as more same-sex couples make the choice to parent, the law is beginning to reflect changing attitudes around the country. Nationally recognized and respected experts on

child welfare and adoption consistently file friend-of-the-court briefs in our cases supporting LGBT parents, and courts are increasingly dismissing the specious studies and so-called expertise offered by antigay organizations. Through our community education and public affairs work, we are informing more and more parents about how to best protect themselves and their families through legal steps such as second-parent adoptions and parenting agreements that may be available in their home state. Meanwhile, our knockout win in Oklahoma helps ensure that same-sex adoptive parents and their children aren’t navigating through hostile waters when moving state to state.



PAVING THE WAY: TRANSGENDER RIGHTS

Julio Silverwolf was in good health and very much alive. But his ex-spouse, Lawrence Roach, claimed in Florida court that Julio, formerly Julia, was as good as dead. The couple’s divorce proceedings had included a non-modifiable obligation that Lawrence pay alimony until Julio remarried or died, and Lawrence argued that Julio’s transition from female to male was the legal equivalent of his ex-wife’s death. We won the case: the court rejected this reasoning, and upheld his alimony.

But the victory had a downside: The court disregarded Julio’s gender identity and declared that he would not be recognized as a man under Florida law. This mixed result reflects the particular challenges and forms of discrimination that transgender people experience and highlights how much legal and education work is still needed in this growing area of civil rights law. Transgender people face most of the same forms of discrimination and barriers that lesbians, gay men and bisexuals face, with some added complications — trying to change their name in front of a biased judge, for example, let alone attempting to change the sex designation on a birth certificate.

Transgender people also face significant hurdles in obtaining appropriate medical care, often due to insurance policies’ exclusion of coverage for

sex reassignment surgery and related treatments. Echoing arguments in the recent past about HIV treatment, some people wrongly perceive this care as “experimental.” We’re making headway on expunging this kind of thinking. We filed a friend-of-the-court brief in a case involving a transgender youth, who, while in the care of New York City’s Administration for Child Services (ACS) was denied sex reassignment surgery, though several health care providers had determined it was a necessary part of her therapy. In February, family court ordered ACS to pay for the surgery, saying that ACS’s conclusion that it was unneeded was “based on archaic law and out-of-date medical diagnosis and technologies.” ACS has appealed, but we count the trial court’s decision as a big win for the transgender community.

From our work with the landmark Brandon Teena case, one of the first cases to bring visibility to the transgender community, to our current docket, Lambda Legal’s commitment to transgender rights is reflected in our selection of cases that will have the most impact for the community. In one of our recent cases, Izza Lopez, a 26-year-old transgender woman from Houston, was offered a job with a company in Houston. The offer was then rescinded, because the company said Izza had “misrepresented” herself as a woman. We are now awaiting trial.

In addition, our analysis of the importance of policies like an inclusive federal ENDA (Employment Non-Discrimination Act) are in line with our mission to support the interwoven LGBT communities — bringing all of us closer to the equal rights and protections we deserve.



Izza Lopez

SPOTLIGHT

THE HIV PROJECT

Last year, the HIV service and advocacy community was rocked by controversy over the issue of HIV testing. In late 2006, the Centers for Disease Control and Prevention (CDC) issued new recommendations on HIV testing. What seemed like a good idea — testing more people to identify those living with HIV earlier, when treatment can be more effective — was a flawed and troublesome proposal. The CDC recommended that everyone between the ages of 13 and 64 be tested for HIV, but recommended against requiring specific written consent for the test. Other flaws included the failure to advise on proper counseling about HIV transmission

for all those being tested or how to ensure provision of care to those who test positive. So Lambda Legal's HIV Project, working with the AIDS Foundation of Chicago and the Center for HIV Law and Policy, launched a set of guiding principles for HIV testing — supported by over 70 other health and advocacy organizations and physicians — emphasizing that testing must be informed, voluntary, confidential and pay attention to the continuing health needs of people with HIV.

Lambda Legal's HIV Project often takes a leading role on policy issues affecting people with HIV, based

on our years of experience fighting HIV discrimination in courts across the nation. We seek out cases that will help the most people and set good legal precedent on behalf of all those affected by HIV. We are currently working on a case on behalf of a father with HIV who has been denied custody of his children. And just weeks before publishing this report (and two weeks before we went to trial), we celebrated a major victory for people living with HIV: the U.S. State Department lifted its ban on hiring candidates with HIV for the Foreign Service.



0 MILE MARKER: YOUTH AND SCHOOLS

Cheryl Bachmann might not call herself an activist, but the 25-year-old high school history teacher took a powerful stand against antigay discrimination in her New Jersey classroom last year — and won. Bachman had been working for three years at a West Milford school when she disciplined two students for using the word *faggot* in her classroom. Afterwards one of the students roamed the halls threatening to kill her.



Cheryl Bachmann



Despite these threats, and despite the fact that Bachmann had earned stellar performance reviews, she immediately had her tenure offer revoked. The administration expressed concern about Bachmann’s ability to “tolerate unacceptable behavior.”

Lambda Legal represented Bachmann at a school board hearing, where more than 250 people showed up to support this courageous teacher. Hayley Gorenberg, Lambda Legal’s Deputy Legal Director, told board members that they would be setting a reckless example by denying tenure to a teacher who protected her students from harassment, and the board ultimately agreed. Bachmann’s tenure offer was reinstated.

Cases like this represent the next

wave of Lambda Legal’s LGBTQ advocacy in our nation’s schools. We are building upon our pioneering work on behalf of students like Jamie Nabozny, who set legal precedent when he challenged his Wisconsin high school for failing to protect him from antigay harassment, and Anthony Colín, who stood up for the right of his gay-straight alliance to meet on campus like any other student club and won, establishing that right for students across the country. While we continue to defend students whose rights have been violated — we are currently fighting harassment cases in New Jersey and California — we are also investing resources in support of teachers and administrators. Their courage to stand up for what’s right (at times putting their careers on the

line) and enforce the law we helped develop makes a real impact on the next generation of students.

In another victory last year, Lambda Legal helped preserve the reach of the New York Human Rights law, when in response to a challenge of racial discrimination, the Ithaca County School District tried to argue that the law did not apply to public schools. We explained that the law is the only one in the state that expressly addresses anti-gay discrimination and harassment in public schools and that attacking it jeopardizes LGBTQ students throughout the state. The school district ultimately withdrew its challenge, leaving antidiscrimination protections intact for millions of students.

SPOTLIGHT YOUTH IN OUT-OF-HOME CARE PROJECT

LGBTQ young people are in America’s foster care, juvenile justice and homeless systems in disproportionate numbers. But their needs and concerns are often overlooked or ignored. In collaboration with the Child Welfare League of America, Lambda Legal’s Youth in Out-of-Home Care Project has come into its own. Since 2002 we have worked with social workers, case manag-

ers, administrators and other child welfare advocates around the country to help create safe and affirming services for LGBTQ youth in out-of-home care.

The project also addressed issues concerning LGBTQ youth at numerous conferences and panels, including the 21st Annual Treatment Foster Care conference and the 32nd Hispanic National Bar

Association’s convention in Puerto Rico. These public appearances give us opportunities to hand out Lambda Legal’s popular toolkit “Getting Down to Basics,” now in its second printing, which offers information and guidance for out-of-home care professionals, and our newly designed bilingual poster that spells out the rights of LGBTQ youth.

Lesbian, gay, bisexual, transgender and questioning youth in foster care, juvenile justice systems and homeless shelters have rights:



- to feel safe
- to be free from discrimination because they are LGBTQ or living with HIV
- to have people accept them for who they are
- to have adults stick up for them

If you or someone you know needs help, call toll free:
1-866-LGBTTeen
1-866-542-8336



LAMBDA LEGAL 2007 HELP DESKS

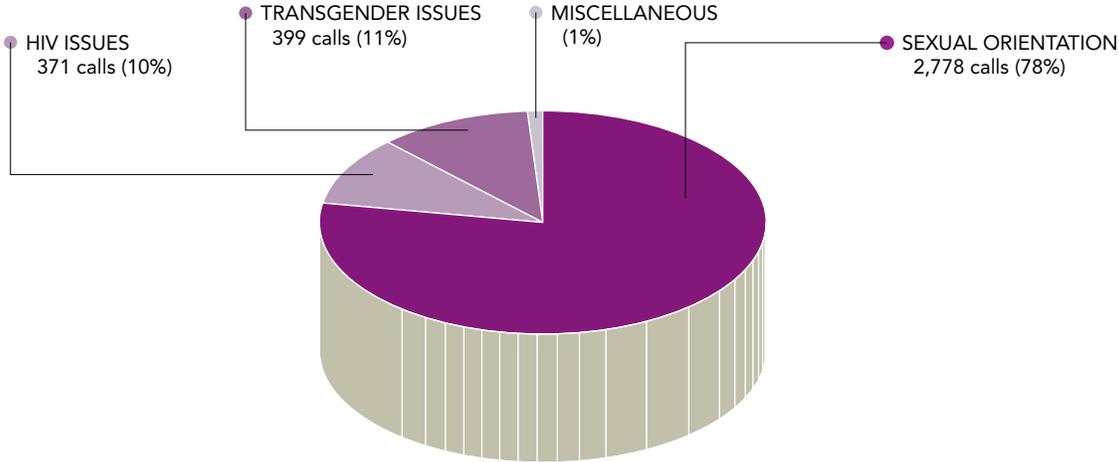
Lambda Legal’s Help Desk provides a direct link to our community members and their concerns. Last year, seven of our cases came to us through calls to one of our five Help Desks. One of these cases involved a couple at risk of losing their home. Adola DeWolf and Laura Watts were in love and committed to sharing their lives together. Laura moved into Adola’s home and the couple asked Countrywide, Adola’s mortgage company, to add Laura to the mortgage. After the couple followed the instructions to change the deed, Countrywide said they had breached their agreement by changing the deed, and gave them 30 days to pay the nearly \$80,000 balance — or face foreclosure. Countrywide said domestic partners weren’t recognized as family for a deed change. So the couple called Lambda Legal’s Help Desk, seeking assistance and resources. We took on their case and filed a lawsuit against Countrywide.

All in all, we took over 5,000 calls nationwide at our headquarters and regional offices. While we can only get involved in litigation for a small fraction of callers, we also do a significant amount of non-litigation advocacy for callers.

In 2007, we offered assistance in a number of ways, including:

- writing an advocacy letter for a gender non-conforming lesbian kicked out of a day shelter in Georgia;
- helping a gay man resolve a probate dispute after his partner died;
- advising a transgender state employee who was considering transitioning on the job;
- and providing research and advice to a lawyer who contacted us regarding an HIV employment discrimination case he was handling.

In general, our help desk specialists offer leads to other organizations and practical information on our website that might help them address their problems. We also provide a list of suggested questions to ask a prospective attorney. Our Help Desk remains an invaluable resource for our callers and for us — keeping us informed and connected to the communities we serve.



SEXUAL ORIENTATION

Among calls relating to sexual orientation issues, the areas of inquiry were:

	#	%
Workplace Fairness	730	26%
Relationship issues	563	20%
Parent/Child issues	459	17%
Criminal	165	6%
Harassment/Violence	149	5%
Immigration	120	4%
Public Accommodations	100	4%
Housing	69	2%
Prisons	58	2%
Insurance	40	1%
Taxes	29	1%
Military	25	1%
Legislation	6	--
Other ¹ /Not Characterized	107	11%

HIV ISSUES

Among calls relating to HIV issues, the areas of inquiry were:

	#	%
Workplace	96	26%
Confidentiality	42	11%
Immigration	40	11%
Prisons	27	7%
Insurance	19	5%
Treatment Access	17	5%
Criminalization	16	4%
Housing	14	4%
Parent/Child	12	3%
Transmission	8	2%
Public Accommodations	7	2%
Harassment/Violence	4	1%
Testing	3	--
Other/Not Characterized	34	19%

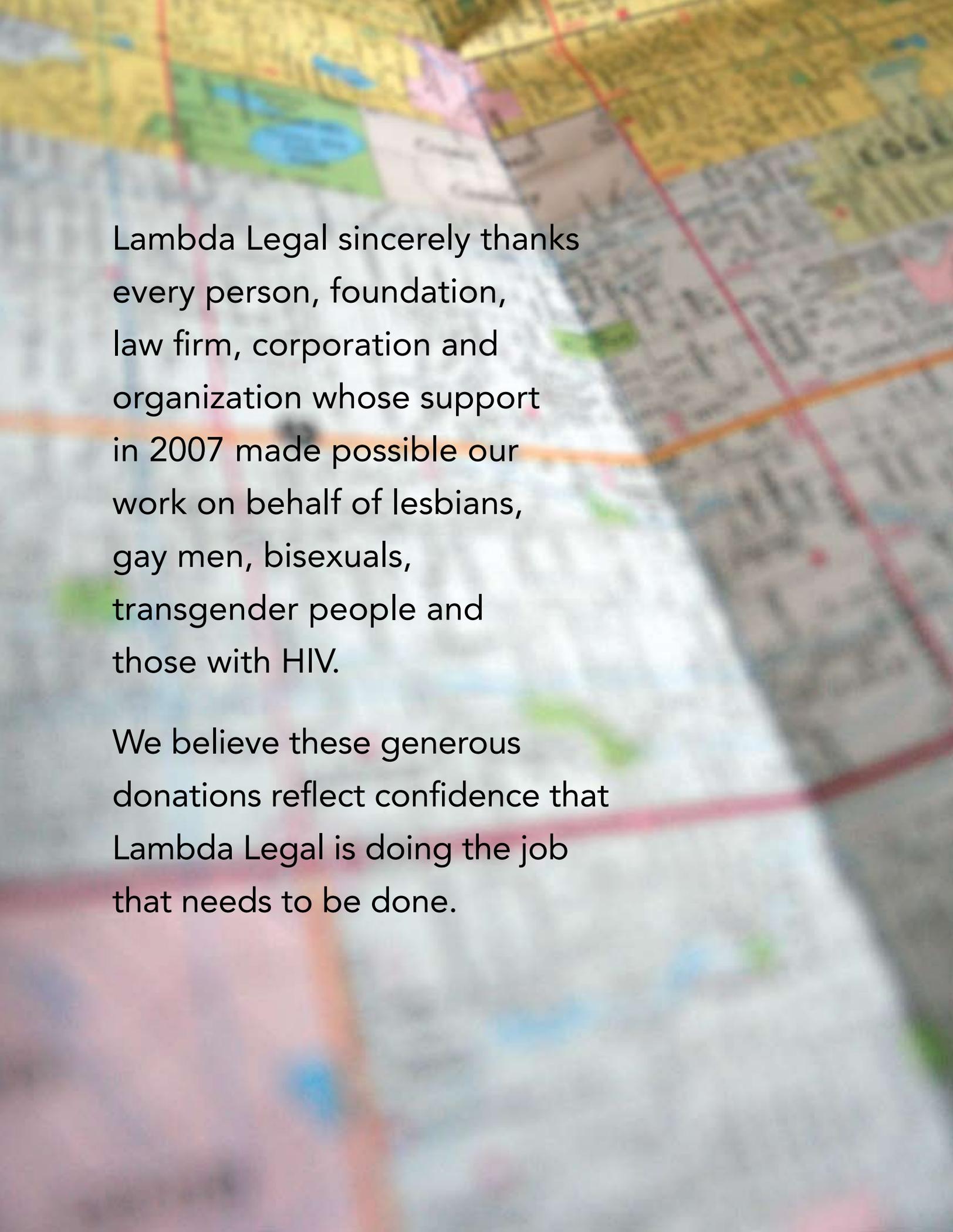
TRANSGENDER ISSUES

Among calls relating to transgender issues, the areas of inquiry were:

	#	%
Workplace	98	25%
Identity Documents	75	19%
Parent/Child Issues	30	8%
Prisons	29	7%
Public Accommodations	24	6%
Insurance	17	4%
Harassment/Violence	13	3%
Relationship Issues	12	3%
Immigration	12	3%
Housing	11	3%
Criminal	9	2%
Other ² /Not Characterized	36	9%

¹ Other, less frequent sexual orientation issues included: access to courts, freedom of expression, schools and youth, and youth in out-of-home care.

² Other, less frequent transgender issues included military, schools and youth, youth in out-of-home care, freedom of expression, access to courts, and legislation.



Lambda Legal sincerely thanks every person, foundation, law firm, corporation and organization whose support in 2007 made possible our work on behalf of lesbians, gay men, bisexuals, transgender people and those with HIV.

We believe these generous donations reflect confidence that Lambda Legal is doing the job that needs to be done.

DONOR AND FINANCIAL REPORT



Vision, strategy, impact — these are hallmarks of the work we do at Lambda Legal. Big ideas that lead to real changes in the lives of lesbian, gay, bisexual, transgender people and people with HIV, and transform the world we live in.

As we enter our 35th anniversary year, we look back at 2007, a year filled with victories, and feel inspired by how far we have come. In 1973, Lambda Legal consisted of a handful of dedicated volunteers in a small New York apartment. LGBT people had almost no laws to protect them and faced damaging discrimination in every aspect of their lives. Today, Lambda Legal is a powerful national organization with talented and dedicated staff in five offices across the country. We are still much smaller than the antigay opposition, but we are fighting for equality every day — and winning. Today, LGBT people and people with HIV have far more rights and protections under the law than they did when we started doing this work.

But the fight is far from over. People still lose their jobs because of bigotry; parents still have to fight for their children; same-sex couples are still relegated to second-class status in 49 states; LGBTQ youth still face tremendous hardship and

violence in schools and foster homes; people with HIV still face stigma and discrimination.

As co-chairs of the board, our job is to keep our eyes on the big picture: Is Lambda Legal focusing all its strength and power on advancing our mission? Do we have the resources to do the job, and are we good stewards of our resources, using them as strategically and efficiently as we can? Are we leading the way to equality?

Year after year, we feel confident that the answer to these questions is yes. Lambda Legal keeps getting better.

It is a privilege for us to serve the community as volunteers by serving on the board of Lambda Legal, and it is a privilege to acknowledge the tremendous support that our organization receives from individuals, law firms, corporations and foundations. We believe these generous donations reflect confidence that Lambda Legal is doing the job that needs to be done.

We promise to keep earning your confidence by making the case for equality in the courts and in the public debate. At 35, Lambda Legal is in its prime, better prepared than ever to lead us into the future.

BARBARA PEDA AND ROY WESLEY
Co-Chairs, Lambda Legal Board of Directors

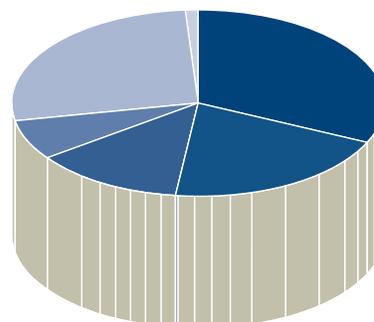
Due to space limitations and the cost of printing, we are unfortunately able to list only donors' highest 12 month giving at the \$1,000 level and above between November 1, 2006, and December 31, 2007. However, gifts of every amount are critical to our efforts and deeply appreciated.

FINANCIAL STATEMENTS

LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR YEAR ENDED OCTOBER 31, 2007

	2007	%	2006	%
SUPPORT AND REVENUE				
Individual Contributions & Membership	\$ 5,047,727	32%	\$ 4,723,982	35%
Special Events Net Revenue	3,239,811	20%	3,036,164	22%
Foundation Support & Other Corporate Giving	2,065,223	13%	1,737,273	13%
Planned Giving and Bequests	1,067,100	7%	671,161	5%
Donated Services	4,357,589	27%	3,315,493	24%
Other Revenue	112,585	1%	193,625	1%
Total Support and Revenue*	\$ 15,890,035	100%	13,677,698	100%

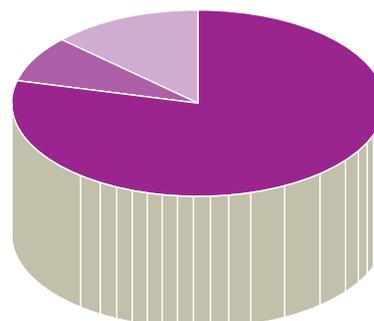
- Individual Contributions and Membership
- Special Events
- Foundation Support & Other Corporate Giving
- Planned Giving and Bequests
- Donated Services
- Other Revenue



EXPENSES

Legal & Education Programs	\$ 12,170,820	79%	\$ 10,511,345	77%
Support Services	1,254,136	8%	1,036,869	8%
Fundraising	2,068,908	13%	2,101,212	15%
Total Expenses*	15,493,864	100%	13,649,426	100%
CHANGE IN NET ASSETS	\$ 396,171		\$ 28,272	

- Legal & Education Programs
- Support Services
- Fundraising



LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2007

	2007	2006
ASSETS		
Cash & Investments	\$ 3,200,094	\$ 2,473,995
Receivables & Prepaid Items	346,073	447,771
Property & Equipment, net	225,185	289,365
Assets held for Gift Annuities	864,678	706,033
Total Assets	\$ 4,636,030	\$ 3,917,164
LIABILITIES		
Payables & Accrued Expenses	\$ 885,988	\$ 771,151
Other Liabilities	681,732	473,874
Total Liabilities	1,567,720	1,245,025
Net Assets	3,068,310	2,672,139
TOTAL LIABILITIES & NET ASSETS	\$ 4,636,030	\$ 3,917,164

* Pie Chart Representation with % for FY2007
Lambda Legal's complete audited financials can be found on our website at www.lambdalegal.org under "About Us".

STAFF

As of March 2008

NATIONAL HEADQUARTERS

Kevin M. Cathcart, *Executive Director*
Frances J. Goldstein, *Deputy Director*

LEGAL

Jon W. Davidson, *Legal Director (based in the Western Regional Office)*
Hayley Gorenberg, *Deputy Legal Director*
Bebe Anderson, *HIV Project Director*
Flor Bermudez, *Staff Attorney, Youth in Out-of-Home Care Project*
Gary Brubaker, *Administrative Manager*
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Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work.

