

TRANSGENDER
FAIR COURTS
PROYECTO IGUALDAD

FAIR COURTS

MARRIAGE

HIV

WORKPLACE

TRANSGENDER

PARENTING

**Equality:
IN FOCUS**

ANNUAL REPORT 2008

YOUTH

WORKPLACE FAIRNESS

FAIR COURTS

FAMILY PROTECTIONS

PARENTING

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PROYECTO IGUALDAD

HEALTHCARE

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MARRIAGE



Lambda Legal

making the case for equality

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.

FROM THE EXECUTIVE DIRECTOR



At Lambda Legal, we never lose our focus on equality. Our legal and educational work continues to make a difference and to make history, year after year.

In 2008 we marked two anniversaries. First, we celebrated 35 years since we opened our doors as a national LGBT civil rights organization, giving us an opportunity to reflect on the immense achievements we've made and how different America looks today for all of us. And we celebrated the fifth anniversary of our landmark victory in *Lawrence v. Texas*, the 2003 U.S. Supreme Court decision that struck down all remaining state sodomy laws and changed all of our lives forever.

This is what we mean at Lambda Legal when we talk about *impact litigation*. Our experienced attorneys choose cases strategically and build our legal arguments carefully over time. The ruling in *Lawrence* reversed a devastating antigay Supreme Court decision from 17 years earlier. Lambda Legal's victory had an impact on the personal lives of millions of gay men and lesbians who no longer had to fear that their sexual activity was considered criminal conduct. And the decision had an enormous impact on the law, upholding the fundamental liberty for consenting adults to choose who to love and with whom to share sexual intimacy.

Last year was marked by thrilling victories and disappointing setbacks: After four years of litigation and advocacy with our colleagues at NCLR and the ACLU, we won a historic ruling from the California Supreme Court on May 15, striking down the state ban on marriage for same-sex couples. About 18,000 same-sex couples joyfully married soon after the decision. Unfortunately, November brought the narrow and heartbreaking passage of Prop 8, eliminating the freedom to marry. But Lambda Legal and our partners were back in court the very next day to challenge the validity of the ballot measure, and we are now awaiting another California Supreme Court decision.

We had a broad range of victories around the country: For example, in Washington D.C., the State Department finally eliminated its discriminatory ban on hiring people with HIV for the Foreign Service just days before we were scheduled to go to trial to challenge that policy on behalf of Lorenzo Taylor. In Louisiana, we convinced a federal court to order state officials to list the names of both fathers on the birth certificate of an infant they adopted. In Ohio, the state Supreme Court ruled in favor of Lambda Legal's client in a custody matter, making clear that the best interests of all children must be protected under the law and that lesbian and gay parents are judged by the same standards as other parents. In New York, we won victory after victory affirming that state law requires recognition of the out-of-state marriages of same-sex couples. In Iowa, our legal team argued for marriage equality before the state Supreme Court and our community education team held community forums and editorial board meetings across the state. And we won another California Supreme Court victory for all LGBT people when the court ruled that doctors could not refuse treatment to our client, Lupita Benitez, because of their religious beliefs.

In this Annual Report we detail other major victories, tell our clients' stories and highlight what their triumphs mean for thousands of others. Throughout the year, we use many tools, including community education campaigns and advocacy toolkits, to make an impact and amplify the voices of the people who fight for equality.

The stories we continue to hear and the courageous people we represent, 35 years and running, remind us that, in spite of our progress, discrimination against LGBT people and people with HIV continues to be devastating to individuals, families and communities. Our vision about how to make the case for equality is broad, but it is always focused on making the greatest possible impact. We have a talented, dedicated staff and board of directors, and tens of thousands of supporters and friends across the country. That's how we keep moving forward, focused on winning as we make the case for equality.

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

KEVIN CATHCART
Executive Director

HEALTH CARE FAIRNESS



Lupita Benitez and Joanne Clark

Health care fairness is something Lambda Legal has always fought for, but recent times have brought a renewed focus. In May, we won a big victory from the California Supreme Court on behalf of Lupita Benitez, a lesbian who, based on her sexual orientation alone, was refused fertility treatments from doctors citing religious objections.

When Lupita and her partner Joanne met with the only doctors available under their insurance coverage, they began the process expecting to be in good hands, only to be humiliated later as they were turned away. Lambda Legal took on Lupita's case against the North Coast Women's Care Medical Group, arguing that doctors' offices can not illegally discriminate because of a religious objection. On August 18, the California Supreme Court agreed, issuing a ruling that brought victory not only for Lupita and Lambda Legal, but also sent a message to millions of others around the country who want equal access to health care without discrimination based on doctors' personal biases and beliefs.

We also filed suit against Jackson Memorial Hospital in Florida, where Lisa Pond lay dying alone because hospital staff did not allow her partner, Janice Langbehn, and their children to be by her side. Partners for 18 years, Janice and Lisa happily raised four children together in the Pacific Northwest. When in Miami,

ready to depart on a vacation cruise, Lisa suddenly collapsed and was rushed to Jackson Memorial. There, Lisa was rushed into the trauma unit while Janice and her children were told that they were in an antigay state and should not expect to be given any information or be allowed to visit. Except for the few minutes it took for the priest to administer last rites, neither Janice nor their children were able to see Lisa while she lay dying until Lisa's sister arrived eight hours later. By then, Lisa's hand had grown cold. She was pronounced brain-dead a few hours later.

Nothing can ever undo this tragedy, but Lambda Legal is fighting for justice for Janice and her children. The impact of this case goes beyond one family; we are working to change laws and policies so that all LGBT people, people with HIV and their families are treated with fairness and respect. More than ever, we are focused on making health care accessible and equitable for everyone throughout all stages of life.

SPOTLIGHT

Proyecto Igualdad

In addition to legal cases vital to Latina/o communities, *Proyecto Igualdad* continued to provide information, resources and support to LGBT people, people living with HIV and potential allies in 2008 by creating bilingual educational materials, hosting community events to help people better understand LGBT law, and offering tools and strategies for action.

In May 2008, *Proyecto* staff led the L.A. Latino Coalition for Justice in holding the Latino Pride Family Day, the first Latino LGBT Pride event in East L.A., co-sponsored by a county board member and eight Latino organizations. The organizers' vision was to provide a space for LGBT Latinos and their families to openly come together and celebrate who they are. Hundreds of adults came and brought their children and extended families, and other community members in the park joined in on the celebration.

We also worked at strengthening our relationship with the Hispanic National Bar Association (HNBA), an ongoing project of *Proyecto* in the last couple years. The HNBA held its annual convention in Los Angeles in September, where Lambda Legal held a "LGBT and Allies" reception that drew

over 50 people, including then-HBNA-president Victor Marquez and President Elect Ramona Romero. Legal Director Jon Davidson spoke about our work in Latino communities and we helped organize a panel workshop there entitled: "The Wedding Planners: Marriage and the New Frontier of Latino LGBT Advocacy."

In addition, Francisco Dueñas, *Proyecto Igualdad* Coordinator, fought for marriage equality in California and conducted community education at pride events throughout the year. Most recently, in August, he served as a media spokesperson to Spanish media for the Benitez decision, doing interviews with *Telemundo* and *Monterrey Univision*.



HIV AND WORKPLACE FAIRNESS



Lorenzo Taylor

Lorenzo Taylor was an excellent candidate in every way for the Foreign Service, and he received a conditional offer of employment after passing their rigorous application process. But ultimately he wasn't offered the job because of one reason — he has HIV.

SPOTLIGHT

Fair Courts

The Fair Courts Project continues its educational work on the ground and online, shining a beam on judicial elections in states across the country, illuminating ways to protect courts from unfair attacks following rulings in LGBT cases, and enlightening people about why it is vital to all Americans that judges are appointed based on their judicial philosophy and record, not on their personal beliefs.

In 2008, our staff researched, designed and published a comprehensive guide to the November high-court judicial elections in each state. The guide included every candidate's name, the state judicial biography, the candidate's website, how to register to vote, the type of election (partisan, nonpartisan or retention, along with

definitions of each) and several ideas on how to learn more about each candidate.

We also devoted an enormous amount of energy in grassroots, ground-level organizing in Iowa, including training sessions for law students and other activists. Following our win at the trial court level in the *Varnum v. Briem* marriage-equality case and oral arguments before the Iowa Supreme Court, there were many opportunities to respond to attacks on the court system and to increase awareness of the importance of an independent judiciary.



It did not matter that he had not ever had any serious episode of HIV-related illness. And it did not matter that the virus was undetectable in his system. It was a rejection based on a policy reflecting outdated assumptions about people with HIV and their ability to work. So, Lorenzo and Lambda Legal took up the fight on behalf of people living with HIV, challenging the U.S. State Department's blanket ban on hiring HIV-positive people to be Foreign Service officers. On the eve of trial, the Foreign Service finally lifted its ban and adopted new medical clearance guidelines. The government will no longer automatically reject job candidates based on their HIV status, but will instead assess each on a case-by-case basis — as federal law requires.

In addition to achieving victories such as this for people with HIV, the HIV Project advocated for better laws and policies. In order to strengthen federal protections for HIV-positive people challenging disability-based discrimination, we assisted in the successful effort to amend the Americans with Disabilities Act to counteract court decisions that narrowed its protections. With the Center for HIV Law and Policy, we co-chaired a working group that developed proposals for actions

the new federal administration should take to protect and enhance the civil rights of people living with HIV. These proposals became part of the document prepared by major national HIV groups that was provided to the Obama Presidential Transition Team.

We also continued our work to ensure that HIV testing is done properly and not expanded at the expense of the individuals being tested. In particular, we wanted to ensure that truly informed consent is obtained prior to testing. At the invitation of the federal Centers for Disease Control and Prevention (CDC), in coalition with the AIDS Foundation of Chicago and the Center for HIV Law and Policy, we drafted and submitted comments on implementation guidelines for HIV testing in correctional facilities and in community health centers.

Fighting for people with HIV in every area of their lives is one of Lambda Legal's priorities. We have targeted fairness and opportunity within our sights; equality for people living with HIV and their families lies just within our reach.

SAME-SEX RELATIONSHIPS



Doreena Wong and Jenny Pizer

Standing outside of the California Supreme Court building on May 15, 2008, Jenny Pizer, Lambda Legal Senior Counsel and Marriage Project Director, announced “Today, for the first time, lesbian and gay families in California are fully equal under law. Their promises of love and commitment for a lifetime can have the same legal protection and dignity as those of other loving couples. Expansion of equality, fairness and inclusion makes California better, and ultimately makes America better.”

A month later, Jenny and her partner Doreena Wong received their marriage license along with hundreds of other same-sex couples. By the November election, about 18,000 couples had married each other joyfully — and legally.

But the California Supreme Court ruling stating that gay and lesbian couples are guaranteed an equal right to marry by the state constitution was followed by passage of a hateful voter referendum, Prop 8, which was designed to strip away this right. At print time for this report, Lambda Legal, along with the National Center for Lesbian Rights and the ACLU, were preparing for oral arguments about why Prop 8 is invalid. Prop 8 seeks to change the constitution to deny a single minority group a fundamental right. We argue such a change cannot be done by initiative because it amounts to an end-run around the constitution's numerous equality guarantees. If Prop 8 is ruled invalid, California will be the third state in the country, with Massachusetts and Connecticut, where same-sex couples can marry legally.

Standing inside the Iowa Supreme Court on December 9, Lambda Legal defended the historic trial court

decision in our marriage equality case that ruled unconstitutional that state's exclusion of same-sex couples from marriage. We are making the case for marriage equality in the heart of America.

Lambda Legal was also there as a friend-of-the-court in GLAD's (Gay & Lesbian Advocates and Defenders) marriage equality win in Connecticut, and we've been working for relationship recognition in states across the country for decades. Our work doesn't end in the courtroom; we innovate policy reform in settings coast-to-coast, and we are always developing new ways to educate and empower LGBT people to protect themselves and their families.

It's not a matter of *if* we will achieve full respect for our relationships and families, it's only a matter of *when*. All of our work — in courts, public hearings and millions of private living rooms — converges on a central focal point: equality. With every case, every reform, every opened heart, we set down another stone on the path to freedom — the freedom to live, to love, to marry (or not), as Americans who are fully equal.

SPOTLIGHT

Prop 8

Early in 2008, antigay forces hired paid signature-gatherers to drum up support for getting what would later be known as Prop 8 on the ballot — an initiative that would revise the California constitution to ban marriage for same-sex couples in California. As attorneys from Lambda Legal, the National Center for Lesbian Rights, the ACLU and the City of San Francisco prepared for oral arguments in the California Supreme Court cases seeking marriage equality, community education and grassroots organizing were also underway. Our community educators worked phone banks and hit the streets with Equality for All's "Decline to Sign" campaign and later with the "No on 8" campaign. Though the passage of Prop 8 was a bitter disappointment, it galvanized an enormous amount of LGBT activism from our communities. We saw thousands flood public spaces in the weeks following Prop 8's passage, and we saw many new donations — large and small — to fund our efforts to reverse it and move forward. Lambda Legal and our partners were ready to fight back, and we were standing at the courthouse door the morning after the election, ready with our challenge. Our friends and supporters are not discouraged, and neither are we.



PARENTS AND CHILDREN



Gary Day with his children

Therese Leach had a truly joyful New Year's celebration. After four years, her battle to maintain a relationship with her twelve-year-old son was over. The Ohio Supreme Court issued its order in *In re J.D.F.* on New Year's Eve, upholding her legal right to see the boy she had loved and parented from his birth, who knew her as his mother.

SPOTLIGHT

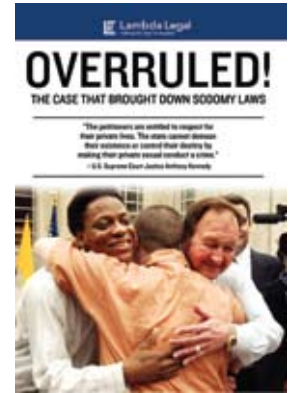
Lawrence v. Texas: Fifth Anniversary

Last year marked our five-year anniversary of *Lawrence v. Texas*, and Lambda Legal marked it with a year-long celebration that offered new essays in print and on the web from staff attorneys and Executive Director Kevin Cathcart, roundtables and other panel discussion events, and a documentary short, "Overruled!", which received an immense reception from the public as well as a spot in Chicago's Reeling: The Chicago Lesbian and Gay International Film Festival.

Lawrence v. Texas is one of Lambda Legal's most significant and exciting victories for LGBT people. The historic U.S. Supreme Court decision in 2003

acknowledged a fundamental constitutional protection for LGBT people. In the decision, Justice Kennedy wrote:

"The petitioners are entitled to respect for their private lives. The State cannot demean their existence or control their destiny by making their private sexual conduct a crime. Their right to liberty...gives them the full right to engage in their conduct without the intervention of the government."



Therese faced problems when her former partner, Denise, the biological mother of her son, attempted to bar her from visitation after their relationship ended. After Therese went to court in 2004 to enforce their shared custody order, Denise claimed that Ohio's constitutional amendment limiting marriage to a man and a woman invalidated their court order and prohibited courts from allocating child custody between two lesbian women. Lambda Legal took on the case and successfully argued that Ohio's antigay amendment does not impact parenting and child custody relationships. We established that courts must treat gay and lesbian Ohioans sharing custody of children in the same way they treat non-gay Ohioans rearing children. This was not only a win for Therese; it was a victory for lesbian and gay parents and their children throughout Ohio and in other states with discriminatory constitutional amendments.

In *Gary Day v. Social Security Administration*, we began working on behalf of a father from Tampa, Florida, denied equal access to government insurance benefits for his children. Gary had completed all necessary steps to

obtain child insurance benefits for his children by filling out appropriate paperwork and repeatedly following up with the agency after extensive delay. The SSA failed to respond for more than two years. After unanswered prompts from Lambda Legal and our filing a federal lawsuit, the SSA finally responded to say that each of Gary's children "[are] not your child for the purposes of child insurance benefits." Lambda Legal is representing him in his administrative appeal while pursuing a federal lawsuit to ensure compliance with the SSA's own procedures.

When it comes to protecting those you love most, children are the most vulnerable, and a parent's ties to them are crucial for their well-being. When Lambda Legal clients suffer threats or face obstacles to raising, adopting and conceiving children, their stories represent those of many more LGBT people around the country who are facing the same discrimination and restrictions to their rights and obligations as parents. Our focus on winning for our clients brings about winning results for many others — that's our impact.

TRANSGENDER RIGHTS



Vandy Beth Glenn



K.K. Logan

As an editor and proofreader, Vandy Beth Glenn was in the business of making changes. But when she was ready to make a crucial change — personal and unrelated to her ability to do her job — her employer, the Georgia General Assembly’s Office of Legislative Counsel, fired her. Vandy Beth Glenn was ready to live as a woman, but she lost her livelihood in the process.

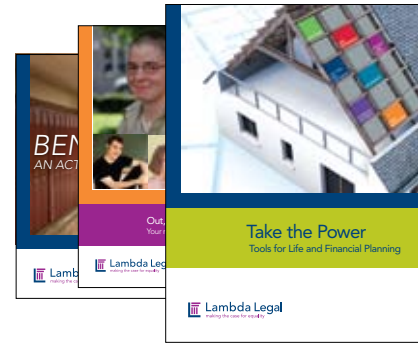
SPOTLIGHT

Educational Publications and Communications

Each year, in addition to our casework, Lambda Legal commits countless hours to community education work. Our community educators visit schools, places of worship, businesses, pride festivals and community events to discuss the impact of our legal work, help people understand and use their legal rights, and provide a focal point for those with questions about the LGBT and HIV civil rights movement.

In 2008, we created a number of new publications to help people know and pursue their rights under the law. *Take the Power: Tools for Life and Financial Planning* (also available in Spanish) is a comprehensive toolkit to help LGBT people protect themselves and their families with wills and other documents needed to secure one's wishes, property and assets. We also revised two booklets for LGBTQ youth and their allies: *Out, Safe and Respected* is a toolkit for youth in schools, and *Bending the Mold* addresses the legal rights of transgender and gender-nonconforming youth. In addition, *Proyecto Igualdad* created a new bilingual pamphlet to better serve Latino communities.

We published our tri-annual magazine, *Impact*, and our monthly eNews to update our members and others about our cases, clients, community activities and on the legal issues that affect us all. Traffic to our website increased by approximately 24 percent compared to the prior year. Educating the community and amplifying the voices of our plaintiffs and experts are just other pieces of the work that needs to be done to make a lasting impact.



Last year, Lambda Legal filed a lawsuit against Georgia General Assembly officials in federal court on Vandy Beth's behalf. We're arguing that assembly officials violated the U.S. Constitution's equal protection guarantee by treating Vandy Beth differently once they learned of her female identity and by disregarding her Gender Identity Disorder (GID) and the need for treatment.

In addition to our Georgia case, we've also been working for transgender rights in the Midwest and near our nation's capital. In Gary, Indiana, we have been representing K.K. Logan, who was barred from his prom for wearing a dress. Not allowing LGBTQ students to express themselves in and out of the classroom and silencing their rights to self-expression are violations of our First Amendment rights to freedom of speech. So, last year, we began a public education campaign around K.K.'s case, including a profile of his case in a new LGBTQ youth publication and creating a Q&A on LGBTQ students' prom rights.

In March, Lambda Legal successfully challenged a

referendum petition by an anti-LGBT rights group in Montgomery County, MD, that sought to overturn a law that added gender identity to that county's civil rights law. Because of our victory, the court decertified the referendum petition and the law prohibiting discrimination against people on the basis of gender identity was enforced. Shortly after our victory, proponents of the petition initiated another lawsuit in an effort to get the referendum on the next general election ballot, and we are continuing to represent individual clients, as well as Equality Maryland, an LGBT advocacy organization also calling for this important law to stand.

When transgender and gender-nonconforming people can be discriminated against for expressing their deeply felt gender identity or expression, all lesbians, gay men, bisexuals and others who may defy gender norms are at risk for the same. As in so many of our cases and priority areas, a victory in one case means a victory for countless others who could be vulnerable at their jobs, in their homes, in their relationships, and everywhere else in our society.

LGBTQ YOUTH



Megan Donovan and Joey Ramelli



Nancy Wadington

Joey Ramelli was out to his mother and grandmother, who were supportive and loving of him for who he was. But he didn't find that kind of acceptance at Poway High School in San Diego, where he and his friend Megan Donovan were forced to drop out and complete their education at home after being viciously harassed by their classmates for two years.

SPOTLIGHT

Youth in Out-of-Home Care



COUNCIL ON SOCIAL WORK EDUCATION



In July 2008, Lambda Legal, with support from the Tides Foundation and in collaboration with the National Association of Social Workers (NASW) and the Council on Social Work Education (CSWE), announced two projects to build the capacity, awareness and skills of social workers and other child welfare professionals serving LGBTQ youth living in out-of-home foster care, juvenile justice and homeless systems of care.

The NASW project is a national train-the-trainer initiative, through which we will train 40 master trainers throughout the country who have met the application requirement and who agree to train 40 more out-of-home care practitioners, resulting in a total of at least 1,600 service providers who will be better able to meet the needs of LGBTQ youth in out-of-home care.

The initiative with CSWE, the national accrediting organization for schools of social work, involves conducting a national survey regarding the inclusion of LGBT issues in social work education

and LGBT content in curricula at schools of social work. Results from the survey will highlight best practices and guide schools of social work to better prepare social workers to address the needs of LGBTQ youth.

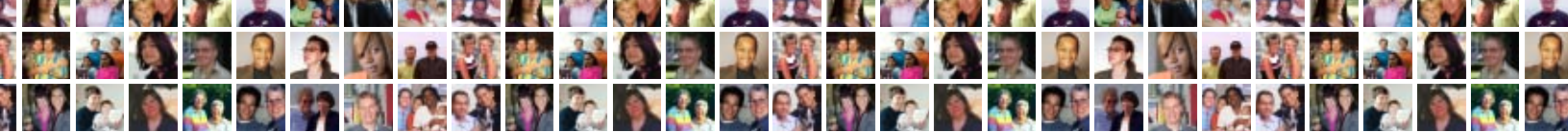
LGBTQ youth are not vulnerable just at school: They often face abuse and discrimination at home, and then, tragically, further from peers and adults in out-of-home care. By facilitating workshops at several national conferences, our Youth in Out-of-Home Care Project has reached out to child welfare, juvenile justice and homeless systems of care in order to raise awareness about the needs of LGBTQ youth so that those whose job it is to serve and protect them can do so with knowledge and compassion.

Their fellow students verbally and physically harassed them, vandalized Joey's car, and otherwise made it impossible for either of them to feel safe or to concentrate on their education. The school failed to intervene in any effective way, actually suggesting that they be homeschooled rather than come to school. Lambda Legal represented Joey and Megan and urged the California Court of Appeal, the state's mid-level court, to uphold a jury decision that holds Poway High School responsible for failing to protect them. A jury had deemed the harassment endured by Joey and Megan so severe that administrators were held responsible for protecting them under California law and the U.S. Constitution, which require school officials to provide equal education opportunities to all students. After we won the appeal, we settled and the students received their award, as well as \$70,000 interest.

We also won a victory for Nancy Wadington last year, who endured similar antigay abuse at her high school in southern New Jersey until the middle of 11th grade, when she was forced to leave school to protect

herself. Nancy suffered verbal and physical attacks from other students for over two and a half years. In a lawsuit, we argued that under New Jersey's Law Against Discrimination, school officials that know or should know about discriminatory abuse must take effective remedial action. After a mediation, school officials agreed to mandatory training for administrators, faculty and staff, and to pay Nancy an undisclosed amount.

Working to protect and empower LGBTQ youth is another one of Lambda Legal's priorities. We accomplish that not only through litigation, but also by creating and distributing print material in schools, libraries and drop-in centers. Lambda Legal is working for the day when sexual orientation and gender identity and expression aren't factors that make growing up harder. Whether in a classroom, a shelter or at prom, our goal is that by giving youth the resources they need to advocate for their rights, and by educating adults about how best to help and protect the LGBTQ youth they work with, we will see fewer cases of harassment of and discrimination against the youngest members of our communities.

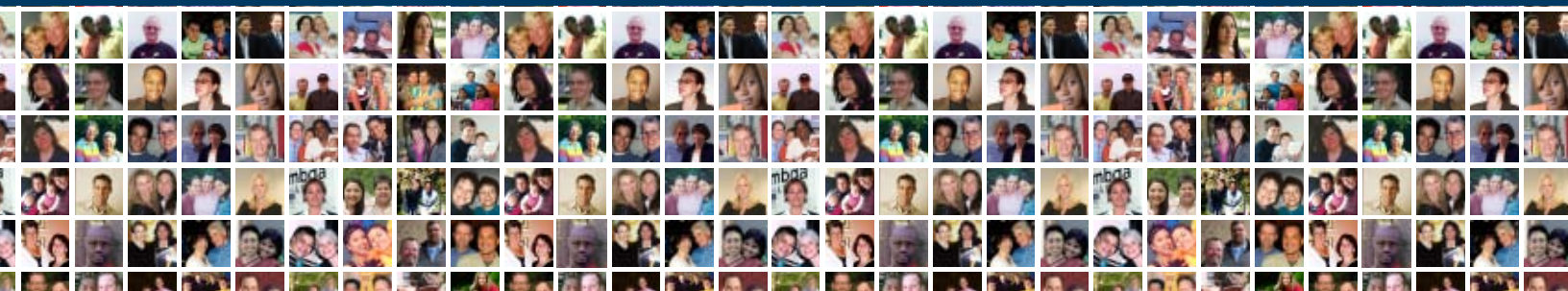


Our work falls into a range of areas — health care fairness, family relationships, HIV rights, transgender rights, workplace discrimination, youth, fair courts, and *Proyecto Igualdad* — but the lives and inequality faced by LGBT people and people with HIV merge and cross over these categories. Our civil rights litigation and education work is a mosaic of strategies focused on one goal: gaining equality.

Our mission at Lambda Legal is to make the world a fairer and more just place for lesbians, gay men, bisexuals, transgender people and people living with HIV. Though each case and each client requires a particular strategy, the impact from these cases spreads beyond the individuals involved to other lives and the law. Our historic victory in the *Lawrence v. Texas* case is a powerful example: We fought for and won justice for John Lawrence and Tyron Garner, two consenting adults who were arrested for having sex at home behind closed doors; the Supreme Court victory in the case opened the door to much greater gains for thousands of lesbians and gay men whose lives were criminalized by state sodomy laws.

Our current cases address many forms of discrimination and have impact far beyond the particular individuals we represent. When we fight for K.K. Logan's right to attend the prom in a dress, we are fighting not only for equality for gender-nonconforming youth in school — we are also fighting for the right to express one's gender identity on the job and in other parts of our lives, and for First Amendment rights for youth in schools across the nation. And as we argue for marriage equality in California and Iowa, we are building ideas and principles that may also protect the relationships of others like Janice Langbehn who was denied access to her dying partner in a hospital because their relationship to one another was not recognized. Every case we win strengthens the law and every time we challenge inequality — win or lose — we increase public awareness about discrimination and move our cause forward.

Lambda Legal has the strength of purpose and the clarity of vision to make our cases count for millions of people. We focus on the individuals we represent without compromise, and we always have the big picture in mind. Impact litigation and education are the powerful tools we use for making the case for equality.



LAMBDA LEGAL 2008 HELP DESK

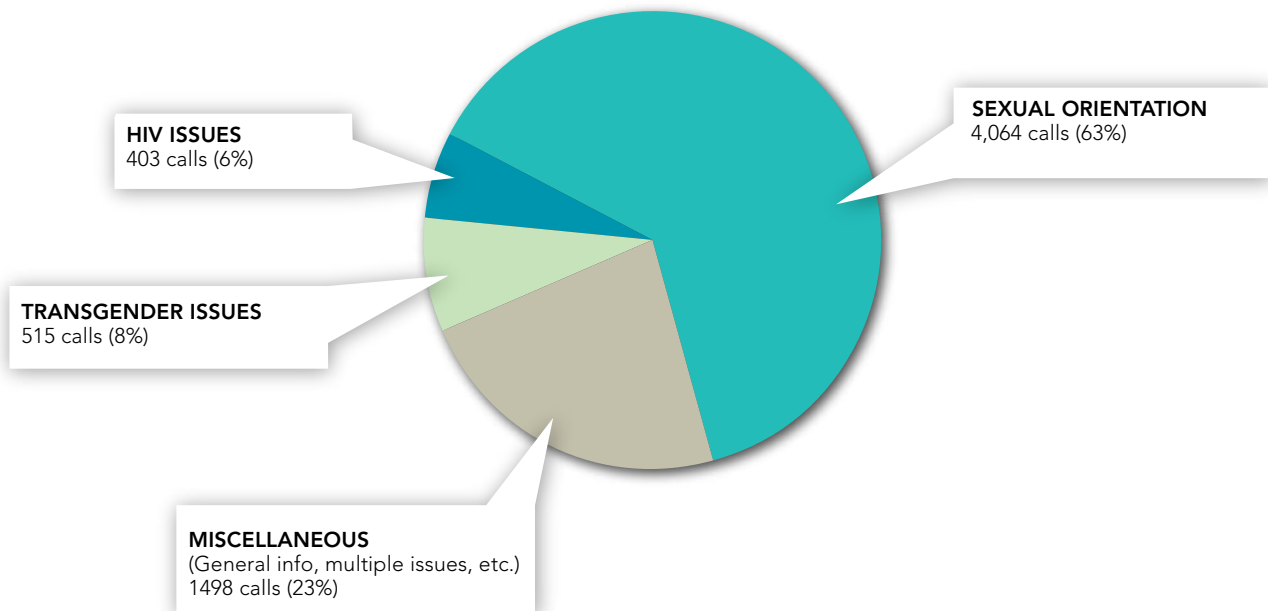
"I turned to Lambda Legal for help in getting my job back. As a transgender woman, I will often have to deal with obstacles and indignities...[but] I will stand up for my rights....Taking a stand is just another step forward in living life as I must: fully and fiercely, without compromise."

—Lambda Legal client Vandy Beth Glenn

Lambda Legal Help Desk staff took calls from thousands of people this year across our regions. This year Lambda Legal received a 28 percent increase in the number of calls to its Help Desk. The total calls for 2008, handled by our 13 Help Desk staffers, is a record-breaking 6480, 1456 more calls than the Help Desk received last year. Of those calls, a few became cases — Vandy Beth Glenn's case was one — and thousands more were given resources to address their situation.

This year, calls related to sexual orientation and associated relationship issues replaced workplace discrimination related to sexual orientation as the most frequent caller concern. The California marriage decision and Prop 8 decision generated approximately 500 calls.

While we do not dispense legal advice to our callers, our goal is to leave callers better off than before they contacted us. Lambda Legal's Help Desk remains a key vehicle to measure the legal pulse of LGBT and HIV communities across the country.



DONOR AND FINANCIAL REPORT



Nothing makes us more proud than serving as co-chairs of the national organization that leads the way in making the case for equality for LGBT people and people with HIV. Lambda Legal continues to win victories in courts around the country that change laws and change people's lives.

Lambda Legal begins every fiscal year with an ambitious budget goal ahead of us, and we raise our operating budget month by month from individuals, foundations, law firms and other businesses that believe in equality. This year, we also expanded our planned giving program: There are now over 800 members of our Guardian Society who have included a gift to Lambda Legal in their estate plans.



This past year brought both exciting victories and significant challenges. We won victory after victory throughout 2008 as the economy took hit after hit. As our fiscal year ended on October 31, the stock market sank, some corporations and foundations closed their doors or grew smaller, and donors faced personal losses. Our budget at Lambda Legal suffered too. As careful stewards of the funds contributed to us to fight for equality, we made hard but necessary choices at the beginning of our 2009 fiscal year to reduce our staff by approximately 10 percent and to trim our budget in all categories. We are protecting our mission and our future.

As we faced difficult economic times, we were fortunate to receive a tremendous gift. In 2008, we began receiving payments from the estate of Ric Weiland, a visionary gay philanthropist who passed away in 2006 and left a very generous bequest to Lambda

Legal and other LGBT groups. The full amount of his gift to Lambda Legal is slightly more than \$11 million to be paid out over the next eight years in accordance with the terms of his will. (Even though we received about \$1 million in the first year, accounting rules require that over \$9 million of the bequest appear in our FY08 financial statements as revenue.) We are honored by Ric and his partner's faith in our work and this generous investment in our future. Their gift is an inspiring example of the value of planned giving as a strategy to support Lambda Legal and to ensure that each of us can protect our values and beliefs beyond our own lifetime.

Lambda Legal is a focused, strategic and powerful force for equality for LGBT people and those with HIV. All of us who serve as Lambda Legal board members invest our time and energy because we believe in the mission so strongly. We are proud of the brilliant team of attorneys and pro bono counsel, educators and other staff members who fight every day for our civil rights; we thank our friends and colleagues on the National Leadership Council, national advisory committees and local leadership groups who contribute time and talent on top of their financial contributions; and we are most grateful to the many donors around the country who demonstrate that they share our vision and dedication by generously supporting our work.

Lambda Legal has many battles and victories ahead. Thank you to all those who stand with us.

BARBARA PEDA AND PAUL SMITH
Co-chairs, Lambda Legal Board of Directors

Lambda Legal sincerely thanks every person, foundation, law firm, corporation and organization whose support in 2008 made possible our work on behalf of lesbians, gay men, bisexuals, transgender people and those with HIV.

Due to space limitations and the cost of printing, we are able to list only donors' highest level of 12 month giving — \$1,500 and above — between November 1, 2007 and December 31, 2008. However, gifts of every amount are critical to our efforts and deeply appreciated.

Lambda Legal 2008 Financial Statements

FINANCIAL STATEMENTS

LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR FISCAL YEAR ENDED OCTOBER 31, 2008

	2008	%	2007	%
SUPPORT AND REVENUE				
Individual Contributions & Membership	\$ 4,480,144	17%	\$ 5,047,727	32%
Special Events Net Revenue	3,252,106	13%	3,239,811	20%
Foundation Support & Other Corporate Giving	1,822,309	7%	2,065,223	13%
Planned Giving	22,943	0%	108,159	1%
Bequests*	10,923,344	42%	958,941	6%
Donated Services	5,324,004	21%	4,357,589	27%
Other Revenue	46,564	0%	112,585	1%
Total Support and Revenue**	\$ 25,871,414	100%	15,890,035	100%
EXPENSES				
Legal & Education Programs	\$ 13,864,006	81%	\$ 12,170,820	79%
Support Services	1,255,884	7%	1,254,136	8%
Fundraising	2,006,191	12%	2,068,908	13%
Total Expenses**	17,126,081	100%	15,493,864	100%
CHANGE IN NET ASSETS	\$ 8,745,333		\$ 396,171	

LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2008

	2008	2007
ASSETS		
Cash & Investments	\$ 2,652,141	\$ 3,200,094
Receivables & Prepaid Items	326,130	346,073
Bequest Receivable*	9,195,501	-
Property & Equipment, net	181,123	225,185
Assets held for Gift Annuities	792,542	864,678
Total Assets	\$ 13,147,437	\$ 4,636,030
LIABILITIES		
Payables & Accrued Expenses	\$ 682,110	\$ 885,988
Other Liabilities	651,684	681,732
Total Liabilities	1,333,794	1,567,720
NET ASSETS	11,813,643	3,068,310
TOTAL LIABILITIES & NET ASSETS \$	13,147,437	\$ 4,636,030

*Bequest from Weiland Estate

During FY2008 Lambda Legal received a generous bequest from the estate of Ric Weiland. Although the bequest will be paid out over an eight-year period, we are required by the Financial Accounting Standards Board (FASB) to recognize the entire bequest in FY2008, which was the first year we started to receive payments.

** Pie Chart Representation with % for FY2008 and FY2007

Lambda Legal's complete audited financials can be found on our website at www.lambdalegal.org under "About Us".



CREATING A LASTING LEGACY

Ric Weiland always planned to give it all away. When the Seattle philanthropist and long-time Lambda Legal donor, and his partner, Mike Schaefer, were designing their estate plans, they had the express goal of giving nearly all of their assets to charitable causes. Ric wanted to support his alma

mater along with important medical organizations, but he also fundamentally believed in the change that Lambda Legal and other organizations are accomplishing for the LGBT movement. As a result, he and Mike committed to give roughly a third of their assets to LGBT organizations.

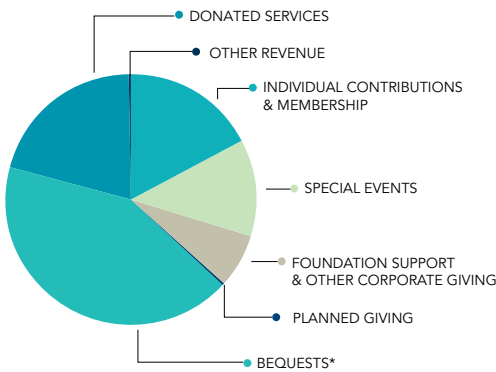
Since Ric's death in 2006, his planned gifts have been lifting and sustaining local, regional and national organizations, both by making possible special projects and by helping to carry nonprofits through an unexpectedly difficult economic period. It was important to Ric that his gifts be unrestricted. He felt that the expertise to make decisions lies within the organizations themselves. Thanks in significant part to Ric's gift to Lambda Legal — approximately \$1.4 million annually for eight years — we have been able to launch a comprehensive educational program on life planning throughout the country. And, knowing that capacity-building was particularly important to Ric and Mike, we have expanded our planned-giving program at

Lambda Legal, including hiring our first full-time director of planned giving, in order to ensure long-term sustainability.

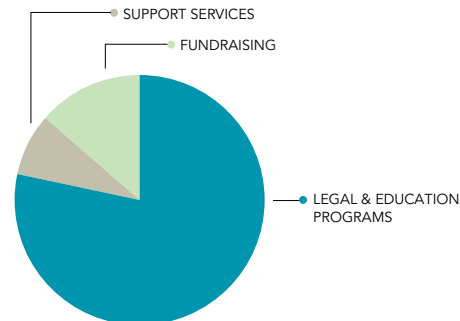
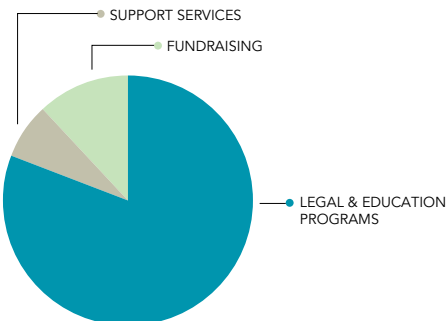
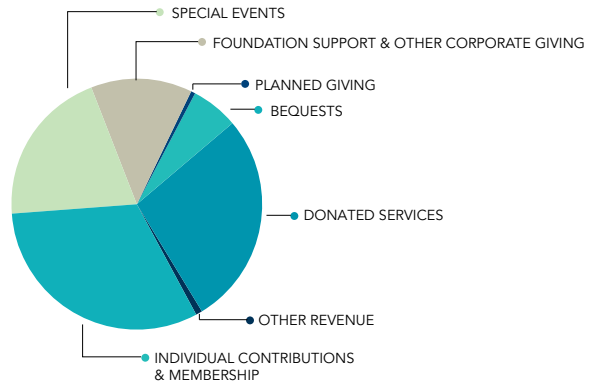
Ric's goal was to serve as an example to others about the importance of using planned-giving vehicles to build long-term organizational health. Mike says, "Ric would not want to have been remembered for his wealth." Instead, he preferred to think his legacy would be to strengthen the foundation required to build sustainable communities. By putting the building blocks in place, he hoped that others would be inspired to grow and drive the LGBT movement. Ric and Mike also understood that planned giving isn't just for the wealthy — gifts of any amount are incredibly important to the bottom line of an organization, and can be built into a person's estate philanthropy, even if the amount of money they have in the bank is small.

Mike is working to carry on Ric's vision and legacy by working with LGBT nonprofits, including Lambda Legal, to strengthen planned-giving efforts and to increase donor education about the importance of aligning annual giving and planned giving. He says, "Lambda Legal was a key part of both our annual and planned giving because we realized that injustice was not going to disappear with a 'click of our heels.' While we've come a long way in our lifetimes, the reality is that we still have a long way to go. By including Lambda Legal in our estate plans, we hoped to ensure that what we started will be seamlessly transitioned to a new generation of donors and LGBT leaders. We want others to continue to build on the foundations; we've built until injustice — in all its form — is rooted out."

2008



2007



LEADERSHIP

As of March 5, 2009

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