

OUR BEAUTIFUL,
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— RACHEL B. TIVEN
Lambda Legal CEO



Rachel B. Tiven, CEO



Tracey Guyot-Wallace,
Board Co-Chair



Stephen Winters,
Board Co-Chair

WHEN 2016 BEGAN, WE THOUGHT OUR BIGGEST ENEMY WAS APATHY.

Lambda Legal staff and board worried about how to explain that our work wasn't done—that everything we do: defending families, protecting LGBTQ kids, winning workplace fairness and more all still needed your support.

We don't worry about that anymore.

We are facing our hardest fight since the beginning of the AIDS epidemic. Today, two branches of government are overtly hostile to LGBT people and everyone living with HIV. Federal agencies are trying to erase us

from government data and Congress has a clear path to passing anti-gay, anti-trans legislation. Marriage equality is under attack in multiple states.

Since 1973, Lambda Legal has used the third branch—the Courts—to advance and defend our tiny minority. LGBT people are just five percent of the population and yet our movement of love and pride is so firmly rooted in the Constitution that we have won case after case.

The law—and the massive support of public opinion—is on our side. Our opponents are better funded than we are, and they have the government's support.

That's why Lambda Legal opened an office in Washington, D.C.: to add to our fight to stop, slow down and mitigate harm from the White House and Congress.

With over half a million supporters, a committed staff and board, and hundreds of volunteers, Lambda Legal is building. We are your lawyers and we will never back down.

WE'RE
NOT
GOING
BACK

4/4

our recent case record for securing
the rights of people with HIV

99

number of active cases
on our docket

500,000+

the number of Lambda Legal supporters
nationwide. We're stronger than ever,
thanks to you.

**WE
DO THIS
BECAUSE OF YOU**



FIGHTING FEAR IN THE RESTROOM

In 2016, opponents of LGBT rights spread lies and hysteria about transgender people as restroom predators—when in fact, trans people are themselves the targets of harassment and violence. Lambda Legal was on the front lines, fighting back.

We sued for Juliet Evancho and Elissa Ridenour, who until last year went to the restroom at their suburban Pittsburgh high school like any other girls. Then an anti-LGBT group sowed panic among parents and the school board about the “bodily privacy” of other students. The board voted 5-4 to undo their affirming restroom practice, forcing trans girls like Juliet and Elissa through the peril of using the boys’ room.

Juliet and Elissa began to avoid liquids and stopped going to the bathroom

completely at school. Lambda Legal sued. This February, a federal judge ruled that the school’s actions were likely to be found unconstitutional if the case went to trial and ordered the school to allow Juliet and Elissa to use the girls’ restroom.

Lambda Legal has also been battling North Carolina’s anti-LGBT law since the week it went into effect. The law would have forced Joaquín Carcaño, lead plaintiff in our case, to walk 15 minutes across campus just to use a restroom, or take the service elevator to a housekeeping area in the basement of his work building.

“This is about more than restrooms,” Carcaño says. “This is about dignity, about respect.”

At the end of March, North Carolina said they had fixed the problem, but in reality, they didn’t. They simply passed a new law that doubles down on many of the worst parts of the old one: restroom policies can’t be enacted without the legislature’s okay, and cities and towns can’t pass laws protecting LGBT people until at least 2020.

With your help, Lambda Legal will beat back transphobes determined to keep LGBT people out of restrooms or any other public space. We’ll keep on suing.



WINNING JUSTICE AT WORK

Work is essential to our lives. It keeps roofs over our heads, feeds our loved ones and can give us purpose, dignity and identity. When someone cuts us off from our livelihoods because of something we don't control—like our sexual orientation, our gender identity or our HIV status—it's devastating and extremely personal.

Our client Kimberly Hively was spotted kissing her girlfriend in a parking lot at the college where she taught math.

Our client Jameka Evans was told she looked too masculine, and an HR manager asked her outright if she was a lesbian.

Both lost jobs in which they excelled. Lambda Legal went to court for both of them, and

on behalf of all LGBT people in the workplace. In 2016, a court disagreed with our argument that expecting men and women to look and behave in stereotypical ways constitutes sex discrimination, and is thus illegal.

But in April 2017 we made history, compelling a federal appeals court to agree that it's against civil rights law to fire people for being gay. The court agreed that sex discrimination includes LGBT discrimination.

LGBT people have long struggled under a patchy and unclear web of legal protections in the workplace.

Together with your support, we're changing the game. We intend once and for all to make it clearly illegal for colleagues and superiors to intimidate, threaten and terminate workers because of who they love and who they are.

LGBT discrimination is sex discrimination, and we're winning in the courts because we make it clear that discrimination is unlawful.

**WE'RE
YOUR
LAWYERS**

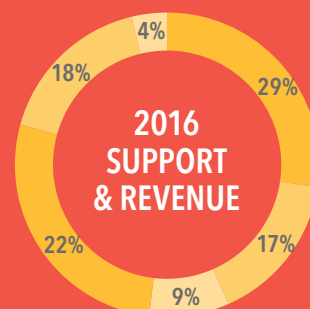
FINANCIAL STATEMENT

LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR YEAR ENDED OCTOBER 31, 2016

SUPPORT AND REVENUE	2016	%	2015	%
Individual Contributions & Membership	\$5,103,069	22%	\$6,422,374	29%
Special Events Net Revenue	3,935,889	17%	4,550,152	20%
Foundations Support & Other Corporate Giving	1,952,354	9%	1,281,481	6%
Planned Giving: Bequests, Gift Annuities & Other	6,563,436	29%	3,932,198	18%
Donated Services	4,187,975	18%	4,418,921	20%
All Other: Program, Investment & Miscellaneous Revenue	1,012,882	4%	1,713,701	8%
Total Support and Revenue	22,755,605	100%	22,318,827	100%

EXPENSES

Legal and Education Programs	\$16,437,378	74%	\$16,724,228	76%
Support Services	2,359,108	10%	2,015,668	9%
Fundraising	3,482,249	16%	3,223,498	15%
Total Expenses	22,278,735	100%	21,963,394	100%



Individual Contributions & Membership (22%)

Special Events Net Revenue (17%)

Foundations Support & Other Corporate Giving (9%)

Planned Giving: Bequests, Gift Annuities & Other (29%)

Donated Services (18%)

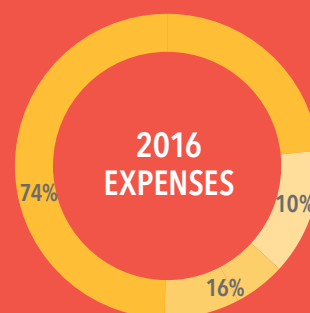
Other Revenue (4%)

LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2016

ASSETS	2016	2015
Cash & Investments	\$16,357,225	\$13,639,861
Pledges & Grants Receivables and Prepaid Items	1,730,330	3,060,293
Bequest Receivable*	40,000	1,086,239
Property & Equipment, net	985,289	684,480
Assets held for Gift Annuities	2,249,892	2,131,083
Beneficial Interest in Trusts	1,167,403	1,298,626
Total Assets	\$22,530,139	\$21,900,582

LIABILITIES

Payables & Accrued Expenses	\$1,088,441	\$1,131,466
Other Liabilities	2,113,038	1,917,326
Total Liabilities	3,201,479	3,048,792
Net Assets	19,328,660	18,851,790
Total Liabilities & Net Assets	\$22,530,139	\$21,900,582



Legal and Education Programs (74%)

Support Services (10%)

Fundraising (16%)

WAYS TO SUPPORT LAMBDA LEGAL



Become a monthly or one-time donor. Did you know that 151 people have given to Lambda Legal every year since 1991?



Become a Liberty Circle member starting at \$1,500.



Make Lambda Legal a beneficiary in your estate plans by joining our Guardian Society.



Use tax-wise ways to support us while benefitting you and your family through charitable gift annuities, charitable trusts, life insurance policies, wills and bequests.



Have your employer match your gift.



Make a gift in honor of a wedding, adoption or birth.

**TO MAKE AN ONLINE DONATION, GO TO:
[LAMBDALEGAL.ORG/DONATE](https://lambdalegal.org/donate).**

To make a donation by mail, make a check out to Lambda Legal and send it to:
Lambda Legal, Membership Department, 120 Wall St, 19th Floor, New York, NY 10005.

THANK YOU FOR YOUR SUPPORT