

LAMBDA LEGAL ANNUAL REPORT 2012



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.





Feliz Dia del
Orgullo
LGBT

Making the case
for people with
HIV

Making the case
for health care
fairness

case
in

Legal
Equality

www.lambdalegal.org



FROM THE EXECUTIVE DIRECTOR

Lambda Legal is celebrating its 40th anniversary year during very exciting times. Important LGBT cases are before the Supreme Court and we are achieving amazing victories across the country. This kind of progress did not just happen—it is the result of years of powerful, strategic work. And as we enter our fifth decade of fighting for equality, we know that our work is far from over.

In 1973, when Lambda Legal was formed, we had to sue to secure our own nonprofit status, which had originally been denied. In the four decades since then, we have continuously made the case that there is no defense for denying dignity and equal rights to LGBT people and those living with HIV—period.

Ten years after our founding, Lambda Legal won the first AIDS discrimination lawsuit. In the 1990s, we convinced the Supreme Court to strike down Colorado's antigay Amendment 2; got Lt. Col. Margarethe Cammermeyer reinstated in the military after she was discharged because she is a lesbian; and won an unprecedented \$1 million for a former high school student who had been bullied. In the following decade, we won an historic victory at the U.S. Supreme Court which struck down all the remaining state anti-sodomy laws. Focusing our attention on the country's heartland, we won a Supreme Court ruling upholding the right of same-sex couples to marry in Iowa.

It is difficult to summarize the work of so many talented litigators and advocates over 40 years. In this Annual Report, we proudly highlight our achievements in 2012, including:

- Lambda Legal helped two lesbian moms in Iowa successfully fight an effort to have one of their names erased from the death certificate of their stillborn son.
- We negotiated a settlement for Texas professor Jackie Gill after Tarrant County College (TCC) turned her down for a permanent position, saying that the state and college “don’t like homosexuals.”
- The state of Oregon decided to include medically necessary care for transgender people in its health coverage for public employees, after we sued on behalf of Alec Esquivel, who was denied such coverage.
- We appealed the conviction and lifetime sex-offender status of Nick Rhoades, who became caught up in Iowa’s unjust and inhumane HIV criminalization law.
- We won a settlement for “Richard Roe,” who was barred from applying to become a police officer by the Atlanta Police Department because he is HIV-positive.
- We sued an Ohio school district for threatening student Maverick Couch with suspension when he wore a t-shirt that said “Jesus is not a homophobe.” Maverick not only received a settlement—he can wear the t-shirt to school whenever he chooses.

With 40 years of experience behind us, Lambda Legal is prepared to fight for a far better future. With your support, Lambda Legal’s leadership will continue steadily into a fifth remarkable decade—until equality is achieved for all.

KEVIN CATHCART
Executive Director



FROM THE BOARD CO-CHAIRS

When you give to Lambda Legal, you’re investing in results. This year, Lambda Legal was named the #1 organization among national LGBT nonprofits in a new ranking released by Guidestar’s Philanthropedia.

The results achieved by Lambda Legal demonstrate why this organization is on the top of the list. In court and beyond, Lambda Legal takes a wide range of approaches to defend the rights of LGBT people and those living with HIV.

Despite our movement’s stunning victories in recent years, our opponents remain strong—and well funded. In the past two years alone, the antigay National Organization for Marriage received \$15 million in contributions and grants. There are now 2,200 attorneys in the antigay network known as the Alliance Defending Freedom (ADF), and pro-bono legal services provided to the ADF since its launch in 1994 amount to a stunning \$141 million.

As Lambda Legal turns 40, it’s a great time to reflect not just on our extraordinary accomplishments so far, but on what we have yet to achieve in the future. There are so many states, cities and towns where LGBT people and people with HIV still face terrible discrimination—and they need the legal advocacy and resources that Lambda Legal provides.

We are grateful for the support of members and donors around the country so we can continue this work. Thank you very much.

ROBBIN BURR AND BRAD SEILING
Co-Chairs, Lambda Legal Board of Directors



This year, Lambda Legal was named the #1 organization among national LGBT nonprofits in a new ranking released by Guidestar’s Philanthropedia.



Lambda Legal In 2012

84

Active
Cases

32

Cases
Launched

131

Plaintiffs in
New Cases

34

Cases with
Positive
Outcomes

111,000

Facebook
Followers

735,852

Website
Visitors

56%

More Web
Users

6,748

Help Desk
Calls

LOOKING BACK AT 40 Years of Lambda Legal

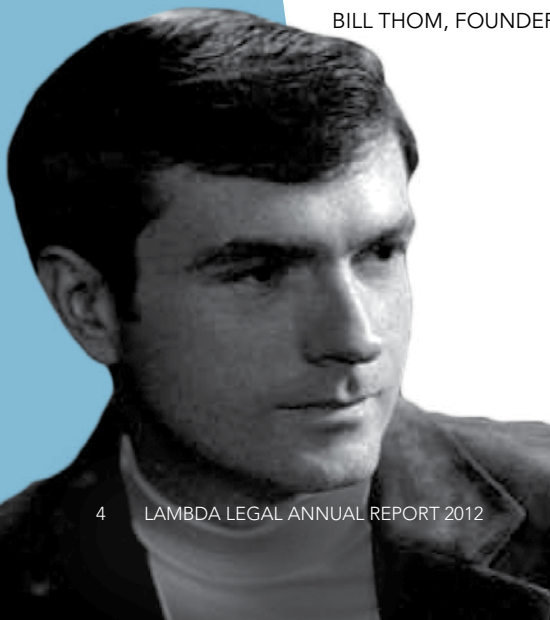
FOUR DECADES AGO, a band of volunteer lawyers set out to break new ground in the U.S. justice system and ended up making civil rights history. Here's a glance at what has been accomplished by Lambda Legal on behalf of LGBT people and people living with HIV.

“

Lambda Legal started in my studio apartment. I put a Band-aid on my mailbox with the name on it. Forty years ago, people were under the impression that gays and lesbians were apart from the human race. I'm so proud that Lambda Legal has quite literally made life more just and therefore better for millions upon millions of people.

BILL THOM, FOUNDER

”



HIGHLIGHTS FROM

The 70'S

1973 Our first case, filed on our own behalf, forces the state of New York to allow Lambda Legal to form as a nonprofit organization. Basing our articles of incorporation on those of the Puerto Rican Legal Defense and Education Fund (PRLDEF), attorney Bill Thom founds Lambda Legal Defense and Education Fund. (*In re Thom*)

1977 Lambda Legal helps a lesbian foster mother retain custody of her foster children. (*Matter of V.*)

HIGHLIGHTS FROM

The 90'S

1991 On behalf of a Russian lesbian, Lambda Legal establishes that forced conversion therapy constitutes persecution that can entitle gay and lesbian people to asylum in the U.S. (*In re Pitcherskaia*)

“

Mine was the first gay military case to get national notoriety; it brought the issue to the presidential election and to Congress. For me, there was no vindication until 'Don't Ask, Don't Tell' was repealed in 2010. It took another 20 years of fighting to change the hearts and minds of the country as a whole.

COL. MARGARETHE CAMMERMEYER (RET.) (RIGHT), LAMBDA LEGAL PLAINTIFF, CAMMERMEYER V. PERRY (1996)

”



HIGHLIGHTS FROM

The 80'S

*People v. West
12 Tenants Corp.
(1983)*



1980 New York's sodomy law is struck down with the help of a Lambda Legal friend-of-the-court brief. The U.S. Supreme Court refuses to reverse the victory. (*People v. Onofre*)

1981 Lambda Legal challenges the U.S. military's antigay discrimination policy and wins an honorable discharge and financial settlement for U.S. Naval Academy graduate Vernon "Copy" Berg. (*Berg v. Clayton*)

1983 Working with the New York Attorney General's office, Lambda Legal files the nation's first AIDS-discrimination challenge and wins a court order stopping the efforts of neighbors to evict a doctor because he treated HIV-positive patients. (*People v. West 12 Tenants Corp.*)

1988 In one of the first federal court rulings that AIDS discrimination violates disability discrimination laws, Lambda Legal and the ACLU compel a rehabilitation program to admit a man living with HIV. (*Doe v. Centinela Hospital*)

1993 Lambda Legal's litigation results in a settlement requiring New York City to provide equal benefits to domestic partners of city employees and their dependent children. (*Lesbian and Gay Teachers Association v. New York City Board of Education*)

1994 A Lambda Legal lawsuit on behalf of a lesbian couple establishes that second-parent adoptions are allowed throughout New York State. (*In the Matter of Jacob*)

1996

- In an historic ruling, Lambda Legal, the ACLU and the Colorado Legal Initiatives Project convince the U.S. Supreme Court to strike down Colorado's constitutional amendment barring state and local sexual orientation antidiscrimination measures and to rule that antigay sentiment cannot be the sole basis for laws. (*Romer v. Evans*)
- Lambda Legal successfully obtains an order reinstating Col. Margarette Cammermeyer as chief nurse of the Washington National Guard and declaring the pre-"Don't Ask, Don't Tell" military policy unconstitutional. (*Cammermeyer v. Perry*)
- In the first ruling of its kind, a court finds that a school district could be liable for failing to stop antigay abuse. Lambda Legal obtains a settlement of the case for nearly \$1 million. (*Nabozny v. Podlesny*)



LOOKING BACK AT 40 YEARS of Lambda Legal

HIGHLIGHTS FROM

The 00'S

2000 Although Lambda Legal's challenge to the Boy Scouts' antigay policy is narrowly rejected by the U.S. Supreme Court, the case brings national attention to the Boy Scouts' exclusionary practices. (*Boy Scouts of America v. Dale*)

2001

- Lambda Legal's school harassment case establishes that LGBT students have a First Amendment right to be "out" at school. (*Henkle v. Gregory*)
- Lambda Legal assists Brandon Teena's mother with an appeal against the sheriff who humiliated Teena, a transgender man, and failed to protect him from being murdered after his rape. (*Brandon v. Richardson County*)

“

The State Department was pretty brutal—at times I felt like I was on trial. The legacy of Lambda Legal's work is that now the State Department makes such an effort to ensure that recruiters and folks working with applicants to the foreign service are aware that they're not allowed to discriminate against people living with HIV.

LORENZO TAYLOR
LAMBDA LEGAL PLAINTIFF,
TAYLOR V. RICE (2008)



2003

- Lambda Legal wins a landmark U.S. Supreme Court ruling, *Lawrence v. Texas*, which strikes down the nation's remaining state sodomy laws and affirms the constitutional liberty to engage in private, consensual sexual intimacy without government interference.
- California's domestic partnership law, which Lambda Legal helped draft, is upheld against right-wing attack in a lawsuit fought by Lambda Legal, the National Center for Lesbian Rights and the ACLU. (*Knight v. Schwarzenegger*)

HIGHLIGHTS FROM

The 10'S

2010

- Lambda Legal's lawsuit on behalf of Janice Langbehn and her family, who were blocked from seeing Langbehn's dying partner by hospital workers in Florida, leads President Obama to call Langbehn personally to express his sympathy and to announce his plan to ensure that LGBT patients and their families are respected in hospital visitation.
- A settlement in the Atlanta Eagle bar raid lawsuit forces the Atlanta Police Department to rewrite unconstitutional policies regarding arrest, search and seizure, and make other changes to protect the public from police misconduct. (*Calhoun v. Pennington*)

2011 The Eleventh Circuit Court of Appeals upholds a ruling that the firing of Vandy Beth Glenn, a transgender woman who worked for the Georgia General Assembly, was unconstitutional—the most important ruling in federal court to date supporting the rights of transgender employees. (*Glenn v. Brumby*)

2006 Lambda Legal wins a unanimous ruling in the New Jersey Supreme Court that same-sex couples must be provided all the rights and responsibilities of marriage; this ruling leads to the quick passage of a civil union law.
(*Lewis v. Harris*)

2008

- In a history-making 4-3 decision, the California Supreme Court rules that barring same-sex couples from marriage violates the state constitution.
(*In re Marriage Cases*)
- Two weeks before trial, the State Department lifts its ban on hiring people with HIV as Foreign Service Officers, ending Lambda Legal's five-year case challenging this discriminatory policy.
(*Taylor v. Rice*)

2009 The Iowa Supreme Court unanimously rules that denying marriage to same-sex couples is unconstitutional, as litigation by Lambda Legal makes Iowa the first state in the Midwest to provide the freedom to marry for same-sex couples.
(*Varnum v. Brien*)

2012

- Lambda Legal protects Maverick Couch's right to wear his "Jesus Is Not a Homophobe" shirt to his Ohio high school, affirming students' rights to free speech.
(*Couch v. Wayne Local School District*)
- Lambda Legal obtains equal health insurance coverage for the spouse of federal employee Karen Golinski after a U.S. Federal District Court holds unconstitutional the portion of the so-called Defense of Marriage Act (DOMA) regarding federal benefits.
(*Golinski v. U.S. Office of Personnel Management*)
- Lambda Legal challenges Alaska's exclusion of same-sex couples from workers' compensation survivor benefits, on behalf of a woman whose partner was murdered by a disgruntled former employee.
(*Harris v. Millennium Hotel*)

“

After my court victory, transgender people can no longer be fired for being transgender in the Eleventh Circuit. I have an acquaintance who is currently pursuing a claim with the EEOC and she said she wouldn't have standing [i.e., the right to bring a legal claim] without my case, which is a very satisfying feeling.

VANDY BETH GLENN
LAMBDA LEGAL PLAINTIFF,
GLENN V. BRUMBY
(2011)

”



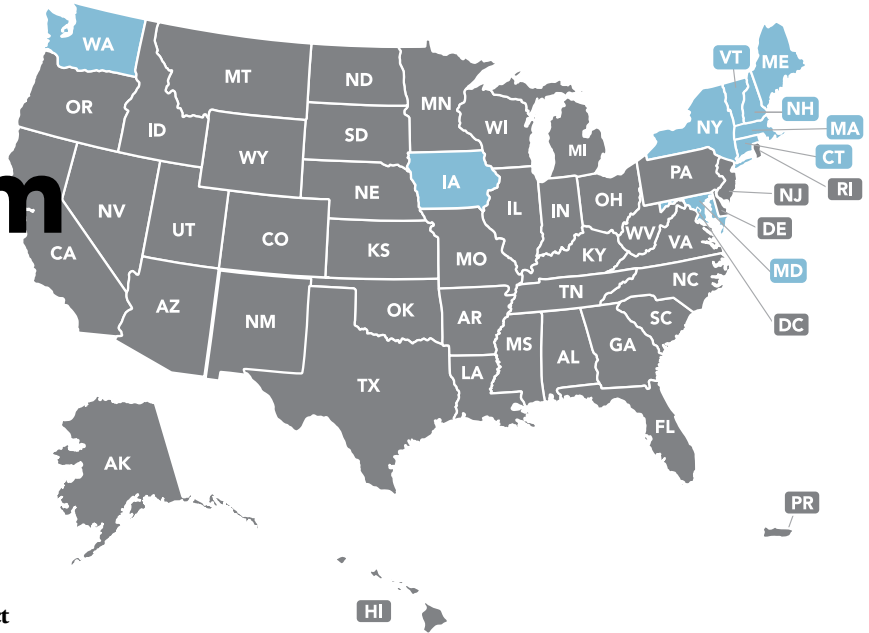
Working for the Freedom to Marry

FIGHTING TO END DOMA

Lambda Legal and co-counsel at Morrison & Foerster represented federal employee Karen Golinski, seeking health coverage for her spouse (both pictured below, right to left). **We won a federal trial court ruling that Section 3 of the Defense of Marriage Act (DOMA)—which requires the federal government to disrespect the valid marriages of same-sex couples—is unconstitutional.** In a powerful decision, the court also held that sexual orientation discrimination by the government should be subject to heightened constitutional scrutiny. This ruling has been cited in other federal cases across the country.

BATTLING DISCRIMINATION IN THE STATES

This year, **Lambda Legal launched major lawsuits for marriage equality in Nevada and Illinois. Our online petition in Illinois garnered thousands of signatures, and our clients Theresa Volpe and Mercedes Santos testified before the Illinois legislature in support of the state's marriage equality bill.** Lambda Legal used social media and hosted a phone bank to urge voters to support marriage equality in Washington, Maryland, Maine and Minnesota, which all saw victorious results in the 2012 election. In Maryland, we also worked with the government to make sure that same-sex couples were given full equality under the new law.



9

states and Washington, DC allow same-sex couples to marry (by the end of 2012)

30

states have constitutional amendments restricting marriage

“

Lambda Legal's fierce advocacy has given me the opportunity to fight for my family and help the LGBT community in its pursuit of equality.

LAMBDA LEGAL CLIENT KAREN GOLINSKI (RIGHT), PICTURED WITH SPOUSE AMY CUNNINGHIS

”



ADVOCATING FOR PARENTS

When Brayden Buntmeyer was stillborn, the Iowa Department of Public Health (IDPH) cruelly erased the name of one of his two moms from his fetal death certificate. **Thanks to Lambda Legal's efforts, the court ordered the IDPH to provide a fetal death certificate recognizing both Jenny and Jessica Buntmeyer as his parents.** Lambda Legal also convinced a court to order IDPH to provide an accurate birth certificate to moms Heather Martin Gartner and Melissa Gartner.

MAKING HOUSING RIGHTS A REALITY

When a major New York City landlord tried to block Regina Hawkins-Balducci from adding her wife to her lease, Lambda Legal wrote a letter, convincing the landlord to add her.

DEFENDING CRUCIAL PARTNER PROTECTIONS

In Arizona, Lambda Legal got a federal court to deny the state's request to suspend benefits to partners of public employees while our suit on behalf of these couples, *Diaz v. Brewer*, is in progress.

Lambda Legal commenced a legal challenge in Alaska on behalf of Deborah Harris, whose same-sex partner was shot and killed on the job, but who is excluded from the survivor's benefits provided to different-sex surviving spouses.

And when antigay group Wisconsin Family Action sued to strike down the state's domestic partnership law, Lambda Legal convinced the Wisconsin Court of Appeals to uphold a 2011 ruling that kept the law's critical protections for same-sex couples in place.

Protecting Families

“

Not being allowed to marry in Illinois has been difficult, especially with children. But Lambda Legal's determination and commitment to our case has made us feel proud.

LAMBDA LEGAL CLIENT DAPHNE SCOTT-HENDERSON (SECOND FROM RIGHT), PICTURED WITH SPOUSE RYAN CANNON AND THEIR CHILDREN SONNET, SEBASTIAN AND AUTUMN

”



Fighting For Transgender Rights

79%

of transgender and gender-nonconforming (TGNC) survey respondents experienced discrimination in health care settings, including the use of harsh language, physical roughness or the outright refusal of care

Source: Lambda Legal Health Care Fairness Survey, "When Health Care Isn't Caring"

44%

of murder victims in a recent LGBTQ survey were transgender women.

Source: National Coalition of Anti-Violence Programs

ACHIEVING EQUAL HEALTH CARE ACCESS

Lambda Legal successfully challenged the State of Oregon to remove its discriminatory exclusion of transgender health care coverage for state employees. The change came in response to a Lambda Legal case on behalf of Alec Esquivel, who had been denied insurance coverage for a hysterectomy, a procedure routinely covered for other public employees and in his case recommended by his doctor.

EMPOWERING TRANSGENDER & GENDER-NONCONFORMING (TGNC) PEOPLE

Lambda Legal continued to expand its Transgender Rights Toolkit, a guide (available online at www.lambdalegal.org/trans-toolkit) to navigating areas such as health care access, restroom access, IDs and more, with special sections for transgender seniors, youth and parents.

Lambda Legal also partnered with StoryCorps to launch the Trans Tell Your Story Project, collecting video recordings of TGNC individuals for use in trainings with educators, law enforcement officers and health care professionals (visit www.storycorps.org/blog-posts/trans-tell-your-story-project/).

“

My insurance company denied me coverage for medically necessary care because I'm transgender. Lambda Legal's hard work changed all that, and now other state employees don't have to suffer the same discrimination.

LAMBDA LEGAL CLIENT
ALEC ESQUIVEL

”

Advocating For Our Youth

STANDING UP FOR STUDENT SPEECH RIGHTS

Maverick Couch, a high school junior in Waynesville, Ohio, wore a “Jesus is not a homophobe” shirt to school. Principal Randy Gebhardt, who later argued the shirt was “sexual” in nature, ordered Couch to turn the T-shirt inside out. When Couch asked the principal for permission to wear the shirt again, Gebhardt threatened him with suspension. **Lambda Legal’s actions resulted in a \$20,000 settlement for Couch and an agreement that he could wear the shirt whenever he liked.**

DEFENDING HOMELESS LGBTQ YOUTH

Ashley, a 19-year-old in New York, fled her father’s home after coming out to him. Although she was penniless and homeless, Montgomery County Department of Social Services rejected her application for food stamps—her father told them he’d welcome Ashley back only if she renounced her sexual orientation. **Lambda Legal’s Youth in Out-of-Home Care Project appealed the denial and got the Department to issue food stamps and other assistance.**

EDUCATING YOUTH ABOUT THEIR RIGHTS

Lambda Legal launched the first comprehensive, mobile-friendly guide to the legal rights of LGBTQ youth, covering such topics as proms, student expression and gay-straight alliances (www.lambdalegal.org/know-your-rights).

DEMANDING ACTION ON THE “SCHOOL-TO-PRISON” PIPELINE

Lambda Legal submitted testimony before a Senate Judiciary Subcommittee on school disciplinary measures that drive students out of schools and into juvenile justice systems. Lambda Legal’s Southern Regional Office hosted “South STAR: Safe Schools Convening of the South,” a three-day conference of youth and adult leaders from across the Southeast to discuss ways to create safer schools and combat the “school-to-prison pipeline.”

40%

of New York City’s homeless youth identify as LGBTQ

Source: Ali Forney Center

82%

of LGBTQ students report being verbally bullied on the basis of sexual orientation

Source: Gay, Lesbian and Straight Education Network (GLSEN)

“

I am so thankful to Lambda Legal and the people I worked with for helping me stand up against injustice at my school.

LAMBDA LEGAL CLIENT
MAVERICK COUCH



Defending People Living With HIV

CHALLENGING CRIMINALIZATION LAWS

Nick Rhoades was sentenced to 25 years in prison and spent nine months in maximum security—all because Iowa, like dozens of other states, makes it a crime to “expose” someone to HIV. Even when there is no real risk of transmission, as in Rhoades’s case, a person living with HIV is subject to prosecution just for being sexually active. Rhoades, who engaged in consensual activity with another adult, is now marked for life as a felon with “sex offender” status. **Lambda Legal is appealing Rhoades’s conviction and continues to fight HIV criminalization laws, which are inhumane and irrational.**

TAKING ACTION AGAINST WORKPLACE DISCRIMINATION

Richard Roe (a pseudonym), a 39-year-old Georgia resident, applied to become an officer with the Atlanta Police Department (APD). But when the APD found out he was living with HIV, their medical examiner told Roe—in violation of the Americans with Disabilities Act—that his HIV status disqualified him. **In 2012, Lambda Legal appealed an earlier ruling in favor of the APD and negotiated a \$250,000 settlement for Roe.**

DEFENDING HEALTH CARE REFORM

Lambda Legal filed a brief to the U.S. Supreme Court urging it to uphold the Affordable Care Act (which the Court did in June), emphasizing the importance of affordable care in stemming the HIV epidemic.

130

HIV and health advocacy
organizations signed on to Lambda
Legal’s brief urging the U.S. Supreme
Court to uphold health care reform

37

U.S. states and territories
criminalize HIV transmission

#1

the U.S.’s global ranking among
countries with HIV criminalization
prosecutions

“

*Laws should promote
public health and
protect human rights.
And clear evidence
shows that HIV
criminalization laws do
neither of those things.*

LAMBDA LEGAL CLIENT
NICK RHOADES
IN POZ MAGAZINE

”



Insisting On Government Fairness

STANDING UP TO POLICE TARGETING

In New York, Westchester County Police arrested 13 men in a public sex sting. While charges were dropped, police decided to punish the men anyway—by distributing their photos and names to local media. **Lambda Legal is suing the county and its police department on behalf of one of the men.**

In Palm Springs, California, there have been numerous reports of public sex by different-sex couples at multiple locations. However, when local police decided to go after lewd behavior, they targeted gay men. **Lambda Legal has filed a friend-of-the-court brief vigorously arguing that the Appellate Division of the Superior Court of Riverside County should reverse the convictions.**

EXPOSING GOVERNMENT MISTREATMENT

To shed light on the discrimination that LGBT and HIV-positive people face from police as well as in courts, prisons and schools, **Lambda Legal launched “Protected and Served?” a national survey which received thousands of responses.** Lambda Legal will publish results of “Protected and Served?” in 2013.

SPEAKING OUT AGAINST THE ABUSE OF PRISONERS

Lambda Legal filed a friend-of-the-court brief in a U.S. Supreme Court case on behalf of Kim Millbrook, who says he was sexually assaulted by prison officers and cellmates. Prisoners should be able to sue the U.S. government, especially in the case of such abuse.

2,376

LGBT people or those with HIV
responded to Lambda Legal's
government misconduct survey

“

A person's basic human rights aren't forfeited when they're incarcerated. Access to the courts is crucial to stem an epidemic of sexual assaults against inmates.

SUSAN SOMMER,
LAMBDA LEGAL DIRECTOR OF
CONSTITUTIONAL LITIGATION



Demanding Workplace Equality

WINNING JUSTICE ON THE JOB

Jackie Gill's dream was to be a college professor. To get her PhD, she left home for work each day at 6:00 am and attended class in the evenings. When Gill won a temporary teaching slot at Texas's Tarrant County College (TCC), she was ecstatic. But when she applied for a full-time position, she was told that the college and Texas "don't like homosexuals." **Devastated and unemployed, Gill sought Lambda Legal's help. In 2012, TCC agreed to pay Gill more than \$160,000 and to provide her with a letter of recommendation.** TCC now has a written policy prohibiting employment discrimination based on sexual orientation or gender identity, although it is not part of the settlement.

39
years

since the still-not-passed **Employment Non-Discrimination Act (ENDA)** started circulating (under another name) in Congress
Source: National Gay and Lesbian Task Force

21
states

plus Washington, DC have **laws banning anti-gay discrimination**

16
states

plus Washington, DC **outlaw discrimination based on gender identity or expression**

90%

of **transgender workers** report discrimination on the job

Source: National Transgender Discrimination Survey (2011)

“

Lambda Legal made it possible for me to take a stand so that one more example of homophobia doesn't get swept under the rug.

LAMBDA LEGAL CLIENT
JACKIE GILL

”



Working For Equality For All Communities

Lambda Legal's outreach to the Latino community in the U.S. includes public education and advocacy through Proyecto Igualdad.

Protecting Our Justice System

Antigay efforts have targeted judges who have ruled in favor of equality. Lambda Legal's Fair Courts Project works to raise awareness about the importance of an impartial judiciary.

**FIGHTING FOR IMMIGRANTS,
ADVOCATING FOR BINATIONAL COUPLES**
Lambda Legal joined a friend-of-the-court brief submitted to the U.S. Supreme Court against Arizona's dangerously anti-immigrant law, SB 1070, which would have authorized law enforcement to stop, detain or arrest anyone suspected of being undocumented. Lambda Legal also continued advocating for binational couples and published a fact sheet on immigration developments.

REACHING OUT IN PUERTO RICO

Lambda Legal continued to expand its outreach to Puerto Rico through the syndication of our "Ask Lambda Legal" column, launch of a Puerto-Rico-specific web page and trainings for LGBT youth and health advocates.

ARGUING FOR FAIR COURTS

In Michigan, Lambda Legal co-sponsored a virtual town hall to educate voters in the run-up to the election of justices to the Michigan Supreme Court.

SPEAKING OUT AGAINST DISCRIMINATION IN JURY SELECTION

A diverse and representative jury is a pillar of our justice system. However, many groups, including LGBT people, continue to face discrimination in the jury selection process. **In 2012, Lambda Legal endorsed bipartisan legislation prohibiting discrimination against LGBT people for federal jury service.**

\$29.7M

amount spent in 2012 on **television ads** about state Supreme Court elections

Source: Brennan Center for Justice

Helping Callers In Crisis

Legal concerns related to sexual orientation were the area about which callers most frequently requested information and assistance (64 percent of all calls), followed by transgender issues (12 percent) and HIV concerns (7 percent). Calls to our Legal Help Desk generate a small but important number of Lambda Legal's impact litigation cases. In addition, the Legal Help Desk remains a key vehicle for helping and empowering LGBT communities and people living with HIV, and an invaluable tool for assessing their legal needs across the country.

6,748

help desk calls in calendar year 2012

“

Imagine losing the person you love most in your life, under the most horrifying of circumstances, and then imagine the government telling you that, legally, your relationship meant nothing. That's what same-sex couples in Alaska face.

PETER RENN
STAFF ATTORNEY

(Commenting on the case of *Harris v. Millennium Hotel*, in which an Alaska woman was killed at her job and her partner was denied death benefits. Lambda Legal agreed to take the case after a call to the Legal Help Desk.)

”

PERCENTAGE OF CALLS FOR

15%

WORKPLACE



14%

RELATIONSHIPS



10%

GENERAL QUESTIONS ABOUT LGBT AND HIV-RELATED RIGHTS



9%

PARENTS & CHILDREN



5%

HARASSMENT



5%

YOUTH / SCHOOLS



4%

CRIMINAL/PRISONS/ CRIMINALIZATION OF HIV



4%

IMMIGRATION



2%

HOUSING/PUBLIC ACCOMMODATION



2%

IDENTIFICATION DOCUMENTS



1%

HIV CONFIDENTIALITY

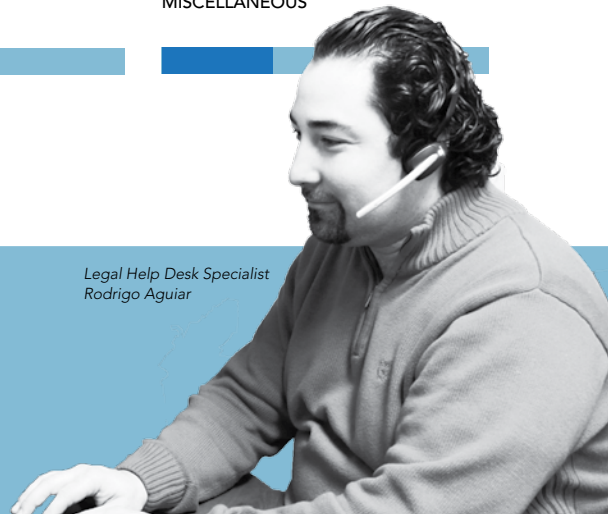


22%

MISCELLANEOUS



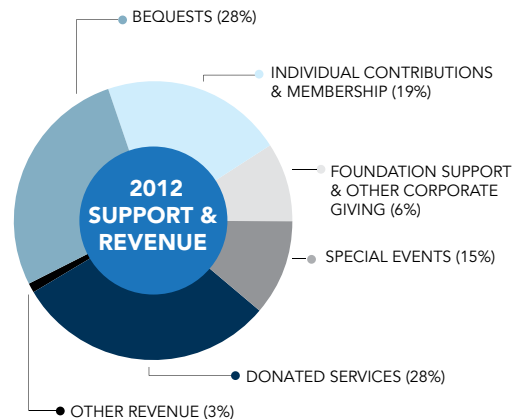
Legal Help Desk Specialist
Rodrigo Aguiar



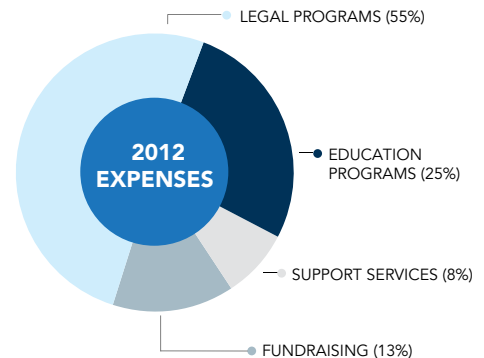
Financial Statements

LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR YEAR ENDED OCTOBER 31, 2012

SUPPORT AND REVENUE	2012	%	2011	%
Individual Contributions & Membership	\$4,500,703	19%	\$4,503,285	27%
Special Events Net Revenue	3,407,509	15%	3,524,092	21%
Foundations Support & Other Corporate Giving	1,495,349	6%	1,534,132	9%
Revenue under Gift Annuities	152,825	1%	60,560	0%
Planned Giving: Bequests & Other	6,424,754	28%	1,745,560	11%
Donated Services	6,581,115	28%	4,841,613	30%
Other Revenue	778,043	3%	186,278	1%
Total Support and Revenue	23,340,298	100%	16,395,520	100%



EXPENSES				
Legal Program	\$10,774,987	55%	\$8,677,460	51%
Education Program	4,834,038	25%	4,485,493	27%
Support Services	1,606,562	8%	1,375,555	8%
Fundraising	2,475,274	13%	2,328,981	14%
Total Expenses	19,690,861	100%	16,867,489	100%



CHANGE IN NET ASSETS	\$3,649,437	(\$471,969)
Net assets - beginning of year,	14,444,902	14,916,871
Net assets - end of year	\$18,094,339	\$14,444,902

LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2012

ASSETS	2012	2011
Cash & Investments	\$11,169,409	\$6,310,584
Pledges & Grants Receivables and Prepaid Items	1,442,934	991,434
Bequest Receivable*	4,540,747	5,970,786
Property & Equipment, net	615,240	702,172
Assets held for Gift Annuities	1,677,825	1,292,115
Beneficial Interest in Trusts	1,213,871	1,196,851
Total Assets	\$20,660,026	\$16,463,942

LIABILITIES		
Payables & Accrued Expenses	\$1,006,745	\$1,004,854
Other Liabilities	1,558,942	1,014,186
Total Liabilities	2,565,687	2,019,040
NET ASSETS	18,094,339	14,444,902
TOTAL LIABILITIES & NET ASSETS	\$20,660,026	\$16,463,942

* During FY2008, Lambda Legal received final notification of the terms of a very generous bequest from the Estate of Ric Weiland. The bequest is being paid out in equal installments over an eight-year period, but generally-accepted accounting principles required that the full amount of the gift be recognized as income in FY2008 and a receivable established for this amount. As payments are received each year, the receivable is reduced accordingly.

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

Leadership

Through March 7, 2013

BOARD OF DIRECTORS

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* Former Board member serving in 2012

** Served on the NLC in 2012 prior to joining the Board

*** Former NLC member serving in 2012

Staff

As of March 2013

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

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Jon W. Davidson, Legal Director
(based in the Western Regional Office)
Hayley Gorenberg, Deputy Legal Director
Rodrigo Aguiar, Help Desk Specialist
M. Currey Cook, Senior Staff Attorney,
Youth in Out-of-Home Care Project
Iván Espinoza-Madrigal, Staff Attorney
Kaitlyn Gentile, Legal Assistant
M. Dru Levasseur, Transgender
Rights Attorney
Karen Loewy, Senior Staff Attorney
Amy Shapiro, Legal Assistant
Susan Sommer, Director of
Constitutional Litigation
Katy Tokieda, Legal Administrative Manager
Thomas W. Ude, Jr., Senior Staff Attorney
Micah Wood, Legal Assistant

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& Public Affairs
Jonathan Adams, Public Information Officer
Aron Cobbs, Community Educator
Ed Dubin, Marketing Director
Ariel Goldberg, Digital Strategy Manager
Lisa Hardaway, Communications Director
Catherine Kirchhoff, Education & Public Affairs
and Community Education Assistant
Eric Lesh, Fair Courts Project Manager
Ben Mendelsohn, Digital Strategy Associate
Jorge Morales, Content Editor/Producer
Carolina Paula, Creative Manager
Angelo Ragaza, Content and Editorial Director
Beverly Tillery, Director of Community
Education and Advocacy
Erica Virtue, Web Manager
Leslie Von Pless, Communications and
Marketing Associate

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John Westfall-Kwong, Director of
Development
Judi O'Kelley, Deputy Director of
Development (based in Seattle)
Matthew Allen, Director of Foundation Giving
Allen Clutter, Senior Director of Corporate
Giving & New England Major Gifts Officer
(based in Billerica, MA)
Fran Cohen, Database Systems Associate
Sharif Dodd, Member Services Assistant
Joe Foster, Liberty Circle Manager
John Herget, National Major Gifts Officer
Danielle Latman, Member Services Manager
Mitch Mathias, National Major Gifts Officer
Kelly Norris, Database Manager
Thai Pham, Director of Planned Giving
Matthew Rojas, Director of Membership and
Integrated Direct Marketing
Nora Salem, National Events Coordinator
Maxwell Scales, National Events & Planned
Giving Coordinator
Ines Torres, Online Database Associate
Anna Wipfler, National Events Manager

ADMINISTRATION & FINANCE DEPARTMENT (NEW YORK)

Judith Pfenninger, Chief Financial Officer
Taleb Hossain, Staff Accountant
Kevin Lee, Information Technology Manager
Todd Marion, Accounting Manager
Darren Nimnicht, Director of
Human Resources
Shonda Simpkins, Senior Staff Accountant
Marisol Velazquez, Executive Assistant
Deborah Williams, Receptionist

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Shedrick O. Davis, Regional Director
Jon Davidson, Legal Director
Tara Borelli, Staff Attorney
Shelbi Day, Staff Attorney
Francisco Dueñas, Proyecto
Igualdad Coordinator
Jamie Farnsworth, Legal Assistant
Stefan Johnson, Help Desk Attorney
(national position)
Kimberlee Jones, California Major Gifts Officer
Huong Lam, Help Desk Specialist

Jessica Maxwell, Receptionist/
Administrative Assistant
Peter Renn, Staff Attorney
Sklar Toy, Legal Assistant
Tom Warnke, Managing Public
Information Officer
Erik Wilson, IT Coordinator/Office Manager
Marco Castro-Bojorquez,
Community Educator
Jenny Pizer, Law and Policy Project Director

MIDWEST REGIONAL OFFICE

James L. Bennett, Regional Director
Cheryl Angelaccio, Help Desk Manager
Carla Avila, Receptionist/Administrative
Assistant
Christopher Clark, Senior Staff Attorney
Bryant Dunbar, Major Gifts Officer
Graciela Gonzalez, Legal Assistant
Erik Roldan, Public Information Officer
Scott Schoettes, HIV Project Director
(national position)
Jeff Souva, National Events Director
(national position)
Camilla Taylor, Marriage Project Director
(national position)
Cyndi Torres, Community Educator

SOUTHERN REGIONAL OFFICE

Terence Caldwell, Office Manager
Elijah Davis, Receptionist/
Administrative Assistant
Sindy Felin, Legal Assistant
Connor Gillis, Legal Assistant
Beth Littrell, Staff Attorney
Gregory R. Nevins, Supervising Senior
Staff Attorney
Holiday Simmons, National
Community Educator

SOUTH CENTRAL REGIONAL OFFICE

Roger Poindexter, Regional Director
Michele Clanton, Office Manager
Carla McKinzie, Receptionist/
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Kenneth D. Upton, Jr., Supervising Senior
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