



Lambda Legal
making the case for equality

US EQUALITY

2014
ANNUAL
REPORT



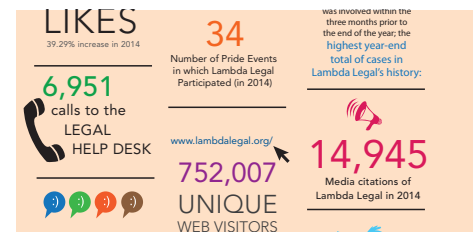
CONTENTS



1 Letter from the Executive Director



2 Letter from the Co-Chairs



3 2014 by the Numbers



4 Program Priority Areas



10 ISSUE SPOTLIGHT: Marriage and Same-Sex Relationship Protections



14 ISSUE SPOTLIGHT: Religious Exemptions



18 ISSUE SPOTLIGHT: Employment Fairness



22 ISSUE SPOTLIGHT: Discrimination Against People Living With HIV



24 ISSUE SPOTLIGHT: Criminal Justice and Police Misconduct



28 Individual Supporters



54 Institutional Supporters

64 Leadership

68 Financial Statements

Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals and transgender people and those with HIV through impact litigation, education and public policy work.

From the Executive Director KEVIN CATHCART



It is hard to imagine our progress toward equality gaining even more momentum, yet the victories just kept coming in 2014. Our country leapt dramatically forward in providing the freedom to marry—with the number of states with marriage equality surging from 17 (plus Washington, DC) at the start of the year to 35 by December. Lambda Legal led the way in seven states, and all of 2014's marriage victories leaned heavily on decades of our legal and community education work.

Our country also took important steps forward toward protecting LGBT people from discrimination at work, including a historic presidential Executive Order prohibiting discrimination by federal contractors and a series of key courtroom and Equal Employment Opportunity Commission decisions further protecting transgender employees. As a result of effective advocacy by Lambda Legal, meaningful progress was also made in improving access to health care and insurance coverage for transgender people and people living with HIV.

Like every other year, 2014 saw losses and even tragedy due to continued prejudice, hate and unfair laws. We mourned transgender people who were victims of violence and LGBTQ youth who committed suicide—and we rededicated ourselves to the important work of fighting for justice. At Lambda Legal, we know there is still a lot of work to do.

Lambda Legal reshaped its program priorities this past year, adding Immigrants' Rights and Racial Justice and Low-Income Advocacy to better reflect our growing work in these areas. We also reshaped our Criminal Justice and Police Misconduct work and consolidated our advocacy work for LGBT Young Adults, Teens and Children.

Our regional offices in Atlanta and Dallas have been going strong for more than 10 years, and our attorneys have won many important victories across the southern region. Our vision for the future includes increasing our focus on southern states and other regions of the country where LGBT people and people with HIV face discrimination and violence with fewer legal protections.

The future also includes more work to ensure that the victories we win in court are translated into genuine equality and dignity in the lived experiences of the communities we represent. We will sharpen our focus on the intersections of different types of discrimination in people's lives and continue to use litigation, advocacy and education to reduce or eliminate barriers to justice which LGBT people and people living with HIV may face based on factors such as race, poverty, age or immigration status.

There is no better place to work for LGBT and HIV equality than at Lambda Legal and no better time to be doing this work than now. I am so grateful for the dedication of our staff, board members and volunteers, and for the generosity of our many supporters.

Kevin Cathcart
Executive Director

From the Board Co-Chairs KAREN K. DIXON AND STEPHEN WINTERS



Dear Friends:

We feel so honored to serve as board co-chairs of this amazing and effective organization during this moment in the history of our movement for LGBT and HIV equality. Every week—sometimes every day—we receive news and information from Lambda Legal’s talented and dedicated staff about astonishing progress, including new victories in court, new cases launched and new educational resources.

This was an important year for all of us, but Lambda Legal’s board and staff looked forward as well, getting down to business by developing a vision and strategic plan for the future. We know that while there is a lot to celebrate, there is still painful discrimination to combat throughout the country, leaving Lambda Legal much work.

To develop our 2015-2018 “Plan for the Future,” we started by listening to our members, colleagues and stakeholders and analyzing information from the thousands of people who call Lambda Legal’s Help Desk. We sought input nationwide, but especially from the southern regions; while we have had significant victories there over the past decade, so much more needs to be done in that part of the country.

Lambda Legal is strong and growing. We have ambitious goals—which our community deserves. As volunteer board members and leaders, we offer our time, energy and financial resources because we know it is the best investment we can make in this movement. As victory follows victory, we are never disappointed.

Our vision of equality has always been expansive. It includes every LGBT person and person living with HIV, and it rests on the support of thousands of members and allies around the country. Thank you for helping us continue to build our future.

Karen K. Dixon and Stephen Winters
Co-Chairs, Lambda Legal Board of Directors

2014 BY THE NUMBERS

20,446

Lambda Legal
member households

8% increase in 2014

27

states,
Washington, DC
and Puerto Rico

Geographic distribution of
Lambda Legal's cases



104

Cases in which
Lambda Legal
was involved within the
three months prior to
the end of the year,

the highest year-end
total of cases in
Lambda Legal's history



6,951

calls to the
LEGAL
HELP DESK



34

Number of Pride events
in which Lambda Legal
participated in 2014



14,945

Media citations of
Lambda Legal in 2014



153

Community Education events
and programs in 2014;

OVER
6,900

PARTICIPANTS

www.lambdalegal.org/

752,007

UNIQUE
WEB VISITORS
IN 2014

6,155

UNIQUE
WEB VISITORS TO NEW
SPANISH SITE IN 2014

www.lambdalegal.org/es



224,058

facebook
LIKES

39.29% increase in 2014

Program Priority Areas

What we do.

MARRIAGE & SAME-SEX RELATIONSHIP PROTECTIONS

Lambda Legal has taken the fight for the freedom to marry from coast to coast and all the way to the Supreme Court and repeatedly defended domestic partnership benefits and fair treatment of unmarried couples. The litigation, education and advocacy continues, as long as same-sex couples and their families face unequal treatment.

YOUNG ADULTS, TEENS & CHILDREN

Whether at school or in out-of-home care settings such as homeless shelters, foster care and the juvenile justice system, LGBTQ youth are at high risk for bullying, violation of rights to freedom of expression and privacy, discrimination, mistreatment and exploitation. Through our Youth in Out-Of-Home Care Project and through litigation, advocacy and education, Lambda Legal fights for LGBTQ young people and their right to be safe and respected.

CRIMINAL JUSTICE & POLICE MISCONDUCT

LGBT people and people with HIV continue to face discrimination in criminal justice systems, and Lambda Legal has a proud history of fighting this government misconduct. We work to protect the right to fair, respectful and equal treatment, whether by police; in detention facilities, jails and prisons; in courts; or by school security.

EMPLOYMENT FAIRNESS

Work-related concerns remain one of the most common reasons why people contact our Legal Help Desk. Many employers and state and local governments ban discrimination based on sexual orientation, gender identity and expression and HIV status, but there will continue to be discrimination against LGBT workers and workers with HIV as long as there is no federal statute—and as long as there are so few state laws—explicitly telling employers that such discrimination is prohibited.

FAIR COURTS

When Lambda Legal makes the case for equality, we depend on the administration of fair and impartial justice in U.S. courtrooms. Our Fair Courts Project works to protect and expand access to justice for LGBT and HIV-affected communities by educating the public about the important role that courts play in safeguarding civil rights. We promote judicial diversity and independence.

HEALTH CARE FAIRNESS

LGBT people and those living with HIV commonly face health care discrimination and are especially vulnerable to breaches of confidentiality and violations of their rights to transition-related, reproductive and sexual health care. Lambda Legal works to ensure that medical professionals and health care facilities treat LGBT patients and those with HIV with fairness, dignity and respect.

(Top Left) Plaintiffs in Lambda Legal's marriage case in Nevada, Megan Lanz and Sara Geiger, pictured with their daughter.

(Top Right) Plaintiffs in Lambda Legal's marriage case in Arizona, Vicente Talanquer and Kent Burbanks, with their children Martín (left) and Daniel (front). (Middle Left) Christopher Inniss, Shelton Stroman and their son, lead plaintiffs in Lambda Legal's marriage case in Georgia. (Middle Right) Hayley Gorenberg, National Deputy Legal Director (right), with plaintiffs in Lambda Legal's marriage case in Puerto Rico. (Lower Left) Plaintiffs in Lambda Legal's marriage case in Ohio, Georgia and Pamela Yorksmith, pictured with their two children. (Lower Right) Rayshawn Chandler and Avery Chandler, lead plaintiffs in Lambda Legal's marriage case in Georgia.





Francisco Dueñas, Director of Diversity and Inclusion and Proyecto Igualdad, at the 2014 Creating Change conference.



STRATEGIC PLAN

We thought broadly and comprehensively

about the needs of our community and set big, ambitious goals in *A Vision for the Future: 2015-2018 Strategic Plan.*

To read Lambda Legal's 2015-2018 Strategic Plan, visit our website:
www.lambdalegal.org/strategic-plan

"Enormous progress will be made over the next four years. Lambda Legal will continue to play a leading role in moving our communities and country forward."

– 2015 -2018 Strategic Plan

HIV

Discrimination in employment, health care, insurance and parenting remains an everyday reality for many people living with HIV. Lambda Legal's HIV Project pursues impact litigation, education and advocacy to combat HIV criminalization and unfair treatment of people at work, in their doctors' offices and anywhere they encounter anti-HIV stigma.

IMMIGRANTS' RIGHTS

We fight for humane immigration reform that is inclusive of LGBT people, raise awareness about the experiences and legal needs of LGBT immigrant communities and oppose immigration enforcement that deprives LGBT immigrants of dignity and justice. Lambda Legal will continue to represent LGBT immigrants fleeing persecution in their home countries; to challenge the abuse and sexual assault of LGBT and immigrants living with HIV in detention; and to educate diverse LGBT immigrant communities about their rights.

PROYECTO IGUALDAD

Proyecto Igualdad is Lambda Legal's outreach and education effort in the Latino community, now included in our expanded work on Racial Justice.

Proyecto Igualdad conducts trainings and provides resources in English and en español.

www.lambdalegal.org/es



PARENTS & CHILDREN

Lambda Legal represents LGBT and HIV-positive people fighting for their rights as parents to fair custody, visitation, adoption and foster policies. We also fight for the rights of children of LGBT and HIV-positive parents. We wage these battles through the courts and through public education and we insist that the best interests of children must always be observed.

RACIAL JUSTICE & LOW-INCOME ADVOCACY

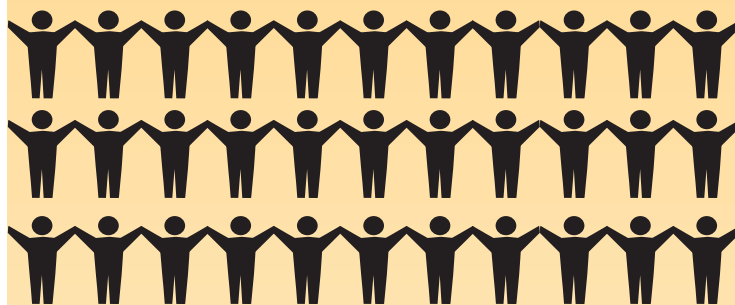
Multiple forms of discrimination based on race and income intersect, contribute to and exacerbate inequality experienced by LGBT people and people with HIV. Using impact litigation, public policy advocacy and community education, we seek solutions to these structural disparities that create obstacles to full equality for all members of our community.

SENIORS

Many LGBT seniors and seniors living with HIV face discrimination in housing, health care and long-term care facilities; exclusion from the safety net programs most older adults rely upon, such as Social Security and retirement benefits; and disrespect for their identities and decisions in the event of their incapacity or death. Through litigation, advocacy and education, Lambda Legal works to ensure that LGBT seniors and those living with HIV are treated with dignity.

TRANSGENDER RIGHTS

People who are transgender experience high rates of discrimination at work, in obtaining proper identity documents and in the criminal and civil justice systems,, schools and health care. Lambda Legal fights to expand and defend protections for transgender people and to combat the mistreatment and violence encountered by so many.



LEGAL HELP DESK

The youngest caller in 2014 was 14 and the oldest was 94 years old. Callers to Lambda Legal's Help Desk inquired about discrimination on the basis of:

*68% Sexual Orientation**
13% Gender Identity and Expression
6% HIV Status
13% Miscellaneous

** Under the category of Sexual Orientation:*

Relationships 33%
Employment 15%
Parent/Child Issues 11%
Immigration 6%
Harassment 6%
Prisons 4%
Insurance 4%
Criminal Justice 3%
Youth 3%
Housing 3%
Public Accommodations 2%
Miscellaneous 10%

Inquiries received by
Lambda Legal's
Help Desk in 2014:
6,951

A portrait of Donisha McShan, a Black woman with dark, curly hair, smiling and looking towards the camera. She is wearing a black and white striped tank top. The background is a blurred outdoor setting with green foliage and a tree trunk.

PRIORITY AREAS >>

Transgender Rights,
Criminal Justice & Police Misconduct

Donisha McShan

Marion, Illinois

“When they stripped me of my things and called me ‘he,’ I felt like I was being punished for who I am, not for what I had done. I contacted the Lambda Legal Help Desk. They got behind me. And they told me what I needed to do. No one should have to go through what I did. I hope that my story can help to further transgender rights in correctional institutions. I’m thankful I stood up for myself and thankful that Lambda Legal was able to help me.”

At a halfway house, McShan, a woman who is transgender, was housed with men and addressed with male pronouns. Staff confiscated makeup and anything they considered feminine—and threatened to send McShan back to prison. Lambda Legal told facility officials about state and federal laws prohibiting discrimination against transgender people incarcerated in government-funded facilities. The halfway house issued McShan an apology and changed its policies.



John East

New Orleans, Louisiana

“My gut reaction was just disbelief, and then alarm and fear. I had been a long-term survivor for over two decades and I had watched my significant other and my younger brother and countless friends and acquaintances die over the years. I was so grateful about Lambda Legal’s speed and urgency. Time was of the essence. With HIV you can’t give the virus the chance to mutate. I had reservations about outing myself about my HIV. But I had no choice. It’s just one of those things that you’ve got to take a stand on and fight for your life—and the lives of other people.”

East’s insurance company told him last January that it would stop accepting payment through the Ryan White program, which helps pay premiums for low-income people with HIV. Lambda Legal sent the company a letter, engaged the U.S. Department of Health and Human Services and filed a federal class action lawsuit. After a court intervened, the company finally agreed to take Ryan White payments. The federal government subsequently issued a regulation requiring insurers to accept Ryan White money nationwide.

PRIORITY AREAS >>

HIV, Health Care Fairness

A photograph of a wedding reception. In the foreground, a white plate holds a large, bright yellow flower. To the right, several clear glass wine glasses are stacked. In the background, more tables are set with yellow flowers, and the room is decorated with warm white string lights hanging from the ceiling. The overall atmosphere is celebratory and elegant.

ISSUE SPOTLIGHT

Marriage and Same-Sex Relationship Protections



LAMBDA LEGAL HEADS TO SUPREME COURT

This was another exciting year in the march toward marriage equality.

The number of states where same-sex couples can marry doubled from **17 to 35** (plus the District of Columbia) by the end of 2014. Early in 2015, Florida joined the fold and the U.S. Supreme Court announced that it would finally decide whether it is unconstitutional to exclude same-sex couples from marriage or to deny recognition of their marriages. The Court will review cases from four states, including an Ohio case in which Lambda Legal is co-counsel.

WINNING MARRIAGE IN THE STATES

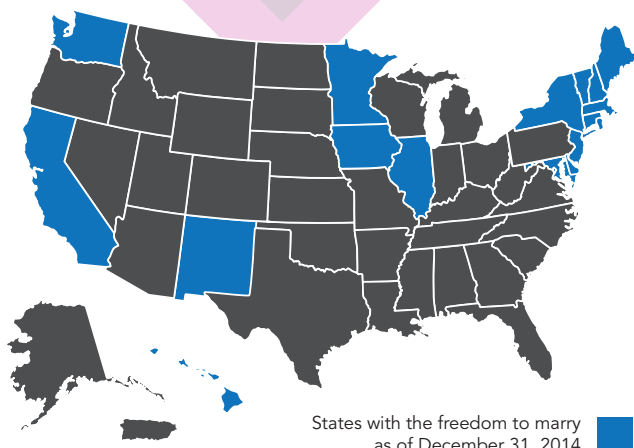
In 2014 alone, Lambda Legal **won marriage cases in Arizona, Indiana, Nevada, South Carolina, Virginia and West Virginia**. Three of these cases—Indiana, Nevada and Virginia—led to Circuit Court decisions that brought the freedom to marry to multiple states, extending our impact across the country.

FIGHTING FOR SPOUSAL SURVIVOR BENEFITS

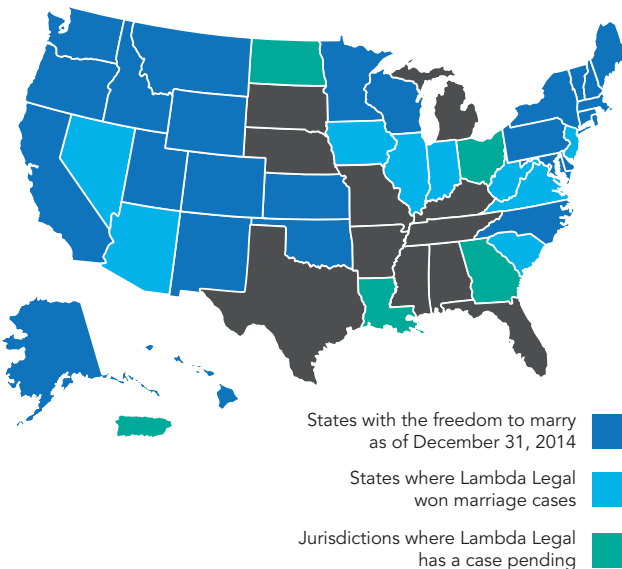
The **denial of spousal survivor benefits** to same-sex couples continues to be a devastating problem, even though the U.S. Supreme Court in 2013 struck down Section 3 of the federal Defense of Marriage Act. We keep fighting:

- Lambda Legal **filed two lawsuits** in 2014 against the Social Security Administration (SSA) for denying benefits, respectively, to the surviving same-sex spouse of a **Texas** lesbian and a gay man from **Arkansas**.
- An **exciting victory** for Robina Asti, a 92-year-old woman who is transgender, came in 2014 when she finally **received survivor benefits from the SSA**, after Lambda Legal protested the agency's denial following the death of Asti's husband (see page 17).
- Debbie Harris in Alaska was also **denied survivor benefits** after her partner, Kerry Fadely, was killed on the job at Anchorage's Millennium Hotel by a disgruntled former employee. **Lambda Legal went to the Alaska Supreme Court to help her win them back in 2014.**

MARRIAGE EQUALITY
2013



MARRIAGE EQUALITY
2014



Marriage and Same-Sex Relationship Protections

JANUARY 1: The year begins with the freedom to marry in 17 states and the District of Columbia.

FEBRUARY 24: Lambda Legal announces the Social Security Administration paid Robina Asti, a 92-year-old woman who is transgender, the **survivor benefits** she was denied after her husband's death.

APRIL 22: Lambda Legal files a federal lawsuit on behalf of a widow and three same-sex couples challenging **Georgia's** discriminatory marriage ban.

JUNE 9: Lambda Legal files a federal lawsuit in **North Dakota** on behalf of a same-sex couple challenging the state's refusal to respect legal marriages performed in other states.

JUNE 25: Lambda Legal files an amended complaint on behalf of five gay and lesbian couples seeking to end the discriminatory limits on marriage in **Puerto Rico**.

JULY 25: The Alaska Supreme Court rules in favor of Lambda Legal client Debbie Harris, who was seeking **survivor benefits** after her partner was shot and killed in 2011 by a former employee.

JULY 28: Victory! The Court of Appeals for the 4th Circuit affirms a ruling striking down **Virginia's** ban on marriage for same-sex couples. Lambda Legal intervened in the case, *Bostic v. Schaefer*, on behalf of a class of approximately 14,000 same-sex couples.

AUGUST 19: Lambda Legal and Morrison and Foerster LLP file suit against the Secretary of Veterans Affairs on behalf of the American Military Partner Association, arguing that the denial of **benefits to same-sex spouses of veterans** living in states that refuse to recognize their marriages violates the U.S. Supreme Court's 2013 decision striking down the Defense of Marriage Act.

SEPTEMBER 4: Victory! The 7th Circuit Court of Appeals strikes down discriminatory bans on marriage for same-sex couples in **Indiana** and **Wisconsin**, two weeks after Lambda Legal arguments on behalf of five Indiana plaintiff couples.

SEPTEMBER 12: A federal district court judge orders the state of Arizona to provide an **accurate death certificate** to Lambda Legal client Fred McQuire in order to reflect his marriage to George Martinez, who died August 28.

OCTOBER 6: The U.S. Supreme Court allows marriage case decisions from the 7th, 4th and 10th Circuit Courts of Appeal to stand, meaning that same-sex couples in **Indiana**, Oklahoma, Utah, **Virginia** and Wisconsin are able to marry.

OCTOBER 7: The Court of Appeals for the 9th Circuit strikes down discriminatory marriage bans for same-sex couples in Nevada and Idaho, after Lambda Legal arguments on behalf of eight **Nevada** couples and their children.

OCTOBER 7: Lambda Legal joins the legal team representing seven **Louisiana** same-sex couples in their appeal to the U.S. 5th Circuit Court of Appeals of the U.S. District Court's ruling upholding Louisiana's discriminatory marriage ban.

OCTOBER 17: Victory! **Arizona's** discriminatory marriage ban is struck down in a Lambda Legal case.

NOVEMBER 7: Victory! **West Virginia's** discriminatory marriage ban is struck down in a Lambda Legal case.

NOVEMBER 12: Victory! **South Carolina's** discriminatory marriage ban is struck down in a Lambda Legal case.

DECEMBER 31, 2014: The year ends with marriage equality in 35 states and the District of Columbia.

IN 2015: Lambda Legal is heading to the Supreme Court to fight for the freedom to marry. Lambda Legal continues to seek marriage recognition and same-sex protections in **Georgia**, **Louisiana**, **North Dakota**, **Ohio** and **Puerto Rico**.

“We are finally within sight of the day when same-sex couples across the country will be able to share equally in the joys, protections and responsibilities of marriage.”

— Jon W. Davidson

Lambda Legal National Legal Director and Eden/Rushing Chair

New York Times, January 16, 2015

Fred McQuire & George Martinez

Green Valley, Arizona

“I first met Fred in 1969. When Fred and I were in the Air Force, the higher-ups would say, ‘If you know someone is a homosexual, you have to turn them in right away.’ I used to quake in my boots when aunts and uncles asked me why I was not married. Over the years, our families eventually showed their love and support. Like every other relationship, we have had our ups and downs. But our love has persevered. In June 2014, I was diagnosed with Stage IV pancreatic cancer that metastasized to my liver. We could not afford to wait. Fred and I traveled to California and got married. At that time, we still did not have legal recognition in Arizona. Fred and I both sat during the ceremony because we were too weak to stand. We managed to get up and slow dance to ‘You Are So Beautiful’ by Joe Cocker. Fred used to sing that song to me when it came on the radio when we were young.”—George Martinez

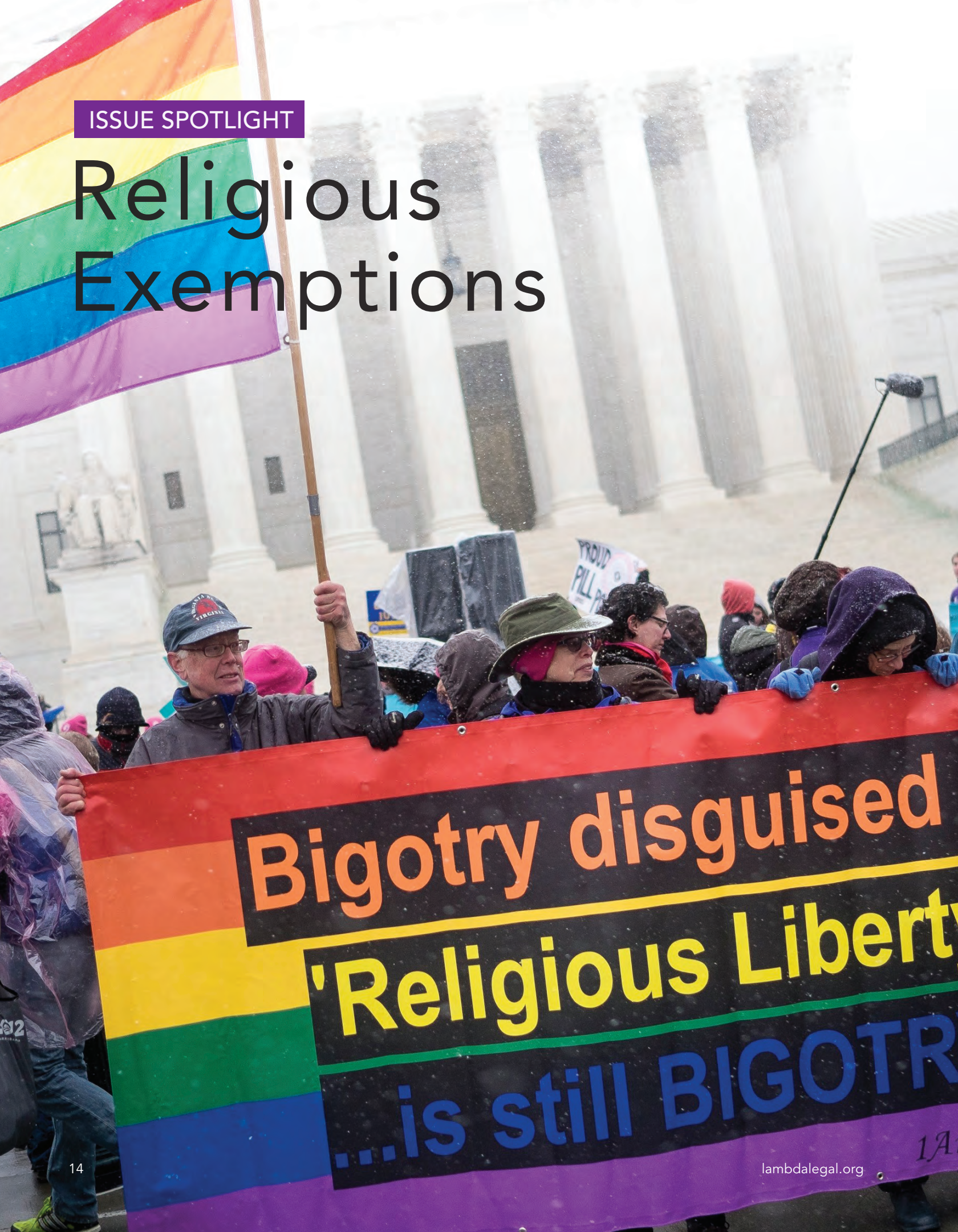
McQuire and Martinez, together for 45 years, were plaintiffs in Lambda Legal’s suit against Arizona’s ban on marriage equality. On August 15, Lambda Legal asked a federal court to compel the state of Arizona immediately to recognize their marriage. Martinez passed away on August 28. His death certificate listed him as “single.” Lambda Legal filed emergency papers demanding that the State of Arizona be ordered to provide McQuire with an accurate death certificate. Several days later, the U.S. District Court for the District of Arizona issued the order and Arizona complied. On October 17, Lambda Legal won a victory in federal court striking down the marriage ban and providing the freedom to marry for all same-sex couples in Arizona.

PRIORITY AREAS >>

Marriage Equality and
Same-Sex Relationship Protections

ISSUE SPOTLIGHT

Religious Exemptions



**Bigotry disguised
'Religious Liberty
...is still BIGOTRY**



CHALLENGING RELIGIOUS EXEMPTIONS AT THE SUPREME COURT

In 2014, the fight for new religious exemptions to antidiscrimination laws emerged as a major challenge to LGBT equality. One of the year's big disappointments was the U.S. Supreme Court's June decision in *Burwell v. Hobby Lobby Stores*, which allowed family-owned businesses to cite the owners' personal religious beliefs as grounds for withholding payment for contraception coverage included in their employees' health insurance thanks to the Patient Protection and Affordable Care Act (ACA). Lambda Legal submitted friend-of-the-court briefs in *Hobby Lobby* and similar cases in 2013 and in early 2014. We will continue to

challenge laws and decisions that use religion as a shield to increase discrimination on the basis of sexual orientation, gender identity and expression or HIV status.


FIGHTING FOR FAIRNESS IN PUBLIC ACCOMMODATIONS

In 2013, Lambda Legal won a lawsuit against the Aloha Bed and Breakfast in Hawai'i after it denied accommodation to a lesbian couple, citing religious reasons. In 2014, the business appealed, arguing that *Hobby Lobby* made the establishment's original refusal legal. On August 4, Lambda Legal and the Hawai'i Civil Rights Commission urged the intermediate Court of Appeals of the State of Hawai'i to reject the new argument.

"I think there's a broad consensus that the rules should apply to everyone, which is why we withdrew our support from [the 2014 version of] ENDA. If you have different standards [such as a broader religious exemption], then it communicates a message that some kinds of discrimination are not as serious as others."

—Jennifer Pizer

Lambda Legal Law and Policy Project National Director
New York Times, October 14, 2014



PRIORITY AREAS >>

Young Adults,
Teens and Children,
Transgender Rights

Elliot Fuerst

Harrison, New York

“My dad emailed the assistant principal. I wanted to begin to use the bathroom and locker room that corresponded with my gender identity. She wrote back and said that I couldn’t. She said, for right now I had to keep using the custodians’ bathroom. Lambda Legal wrote this letter up for us. They helped us calm down and walked us through the situation. It was definitely a lot of help. It was nice to know that we weren’t going through this alone. I’m not singled out anymore just because I’m a trans boy. I don’t have to hide.”—Elliot Fuerst, pictured with his mother, Kristen

Fifteen-year-old Elliot Fuerst was told by the Harrison Central School District in New York State that it would not update his school records to reflect his gender or allow him to use the boys’ bathrooms or changing areas. Ten days after Lambda Legal sent a letter to the district, school officials reversed course and allowed Elliot all of the changes and accommodations requested, including a locker in the boys’ locker room—just in time for the start of Elliot’s beloved lacrosse season.



PRIORITY AREAS >>

Seniors,
Transgender Rights



Robina Asti

New York City

“I got a letter saying I’m denied, because at the time of my marriage, they believed I was not legally a woman.

I was shocked. I was shamed. It was devastating. Lambda Legal sent in the appeal. When I saw that the money was in my account, I was so happy. I felt like it was my husband Norwood’s Valentine’s Day gift to me.”

The Social Security Administration (SSA) notified Asti after her husband Norwood’s death that she wouldn’t receive survivor benefits, even though the 92-year-old pilot had lived as a woman for decades and had long ago updated her gender on identity records. Lambda Legal took action on her behalf. In February 2014, the SSA finally delivered a check.



ISSUE SPOTLIGHT

Employment Fairness



FIGHTING FOR FEDERAL ACTION

Lambda Legal and others successfully urged President Obama to issue an Executive Order to ban discrimination against LGBT workers by federal contractors and also to add explicit protections for transgender federal employees to existing protections. We strenuously advocated that the order not include unfair and overly broad religious exemptions that would allow businesses to misuse religious beliefs to discriminate against LGBT workers. As a result of all our efforts, the President issued a strong order in July without discriminatory religious protections, and we applauded him.

“It is important that employees have a remedy when they endure discrimination, but what the employee and everyone else really want is for the discrimination not to occur in the first place, and the [Obama] Executive Order’s clear language furthers that goal.”

—Greg Nevins

Lambda Legal Counsel and Workplace
Fairness Program Strategist
The Washington Post, July 21, 2014

STRENGTHENING THE LAW

In friend-of-the-court briefs filed in Washington, DC and Washington State, Lambda Legal successfully argued that discrimination based on sexual orientation violates the sex-discrimination provision of Title VII. We also convinced the federal appellate court in Chicago to remove

from a decision language suggesting Title VII doesn’t cover sexual orientation discrimination.

CHALLENGING HIV DISCRIMINATION IN THE WORKPLACE

Chanse Cox was dismissed from his machine operator job at Suncup’s orange juice packaging plant in Georgia simply because he is living with HIV. In November, Lambda Legal filed a discrimination claim in federal court on his behalf along with the Equal Employment Opportunity Commission (EEOC). All parties eventually resolved the matter, with the employer agreeing to acknowledge that Cox’s HIV status did not pose a problem to himself or others, to provide training to all its Georgia employees and to pay \$125,000.

SUPPORTING TEACHERS WHO SUPPORT GAY- STRAIGHT ALLIANCES

We continue to fight in court for Lambda Legal client Julia Frost, an openly lesbian teacher. Her school administration told her they wouldn’t be renewing her contract after she showed a student in the gay-straight alliance how to file a complaint against the school (see page 20).

KNOW YOUR RIGHTS: WORKPLACE

Lambda Legal launched *Know Your Rights: Workplace*, www.lambdalegal.org/know-your-rights/workplace, a robust online resource in English and Spanish that provides information for LGBT employees and those living with HIV who face discrimination at work. There is also a guide for employers.

PRIORITY AREAS >>

Employment Fairness

Julia Frost

Hesperia, California

“My first month teaching at Sultana, I was informed that teachers were discussing my sexual orientation.

A teacher stated, ‘She doesn’t look like a lesbian’ or words to that effect. [Another] asked, ‘So which one is the man and which one is the woman in your relationship?’ I was a veteran teacher with fourteen years of experience, including nine years teaching English. It didn’t occur to me, in this day and age, that it would be an issue [at Sultana] that I was a lesbian. When I was asked to be co-advisor of the gay/straight alliance, I said ‘yes’. Then, even though I had fantastic performance evaluations, I was told that my contract wouldn’t be renewed for the following year.”

Frost was harassed for being a lesbian at Sultana High School in San Bernadino County, California, where she taught English, and then lost her job for advising students how to file complaints about bullying incidents. Lambda Legal has filed a lawsuit against the school district citing unlawful discrimination and retaliation under the federal Fair Employment and Housing Act and the Education Code.

PRIORITY AREAS >>

Transgender Rights,
Criminal Justice & Police Misconduct



Passion Star

Abilene, Texas


“I fight for my life every day in here. Offenders have constantly attempted to take advantage of me or request sexual favors. I have only been moved from one pod or section to another in general population, where offenders still have easy access to me. The Texas Department of Criminal Justice does not control the gang-influenced general population enough to protect me from being assaulted, threatened or extorted. Safety is not a privilege. It’s a right and I hope that this lawsuit will help make sure this doesn’t happen to anyone else.”

Star has endured years of sexual assaults and other violence in five different men’s prisons, despite submitting dozens of complaints and requests for protection. In October, Lambda Legal filed a federal lawsuit against the Texas Department of Criminal Justice on her behalf.



ISSUE SPOTLIGHT

Discrimination Against People Living With HIV



“We know so much more about HIV. We need to realize [that] being HIV-positive and wanting to have an active sex life does not make you a criminal.”

—Scott Schoettes

Lambda Legal Senior Attorney and HIV Project National Director
ABC News, March 27, 2014

PROTECTING HEALTH INSURANCE FOR LOW-INCOME PEOPLE LIVING WITH HIV

Lambda Legal filed suit on behalf of John East, who was threatened with the loss of insurance coverage in January when BlueCross BlueShield (BCBS) of Louisiana announced it would no longer accept payments from the Ryan White HIV/AIDS Program. The program helps lower-income individuals living with HIV purchase health insurance they could not otherwise afford. Days later, the U.S. District Court issued a temporary restraining order requiring the insurers to continue accepting Ryan White payments. The federal government subsequently issued a regulation requiring that insurers accept the money nationwide.

ENDING THE CRIMINALIZATION OF HIV

Lambda Legal won a significant advance against unscientific, discriminatory criminalization laws in Iowa on June 13, when the Iowa Supreme Court threw out a 2011 conviction under that state’s HIV criminalization law. Lambda Legal litigated an appeal for Nick Rhoades, convincing the Court that people living with HIV who have reduced viral load as a result of effective treatment pose little risk of transmitting the virus.

DEFENDING FOSTER PARENTS WITH HIV

In July, Nevada’s Department of Health and Human Services changed its policy after Lambda Legal demanded that it remove a requirement that foster parents be free of communicable diseases on a list that included HIV. Lambda Legal had petitioned the Department’s Division of Child and Family Services (DCFS) on behalf of a gay married couple barred from being foster parents because one of the partners is living with HIV.


FIGHTING HIV DISCRIMINATION IN THE WORKPLACE

In Georgia on November 3, Lambda Legal joined a federal HIV workplace discrimination lawsuit filed by the federal Equal Employment Opportunity Commission on behalf of Chanse Cox (see page 19). Cox was fired from his job assembling orange juice shipping cartons at Suncup Gregory Packaging, Inc. after disclosing that he is living with HIV. The case invokes the federal Americans With Disabilities Act (ADA). All parties resolved the matter, with the employer agreeing to acknowledge that Cox’s HIV status did not pose a problem to himself or others, to provide training to all its Georgia employees and to pay \$125,000.

ISSUE SPOTLIGHT

Criminal Justice & Police Misconduct





DEFENDING A TRANSGENDER WOMAN ASSAULTED IN PRISON

In October 2014, Lambda Legal filed a federal lawsuit on behalf of Passion Star, a black woman who is transgender and has faced sexual assaults and other violence while imprisoned in Texas. Lambda Legal argued that officials have displayed “deliberate indifference” toward her (see page 21 to read more). People like Star should be protected by the Prison Rape Elimination Act (PREA), a law passed unanimously by Congress to eliminate sexual abuse of people in custody, but former Texas Gov. Rick Perry stated that Texas would not comply with this law. Lambda Legal also launched an online petition calling on recently elected Texas Gov. Gregory Abbott to fully abide by PREA in his state.

FIGHTING POLICE ABUSE

Lambda Legal works to address the ways LGBT people, people living with HIV and other marginalized communities are targeted by the police for abuse and unfair treatment. We spoke out about the police killings of Michael Brown and Eric Garner that riveted the nation and

sparked discussions about racism, police profiling, excessive use of force and a disregard for the lives of black and brown people. Lambda Legal also advocated for the transgender, low-income, people of color, youth, immigrant and disabled members of the LGBT community who so commonly encounter injustice, mistreatment and a lack of accountability on the part of police and the justice system.

SURVEY AND RECOMMENDATIONS ABOUT DISCRIMINATION

Lambda Legal released *Protected and Served?*, the results of a survey documenting discrimination against LGBT people and people living with HIV by police, courts, incarceration facilities and school security. (To read the study, visit www.lambdalegal.org/protected-and-served.)

BUILDING MOMENTUM FOR CHANGE

Lambda Legal joined with partners to organize and lead the first day-long police violence institute, “From Stonewall to Stop and Frisk,” at the 2014 Creating Change conference hosted by the National LGBT Task Force.

25%

of respondents to Lambda Legal’s *Protected and Served?* survey reported at least one type of misconduct or harassment from the police.

LEADERSHIP

BOARD OF DIRECTORS

CO-CHAIRS

◆ Karen K. Dixon, Washington, DC

◆ Stephen Winters, Chicago

TREASURER

◆ Roberta A. Conroy, Los Angeles

SECRETARY

◆ Gail H. Morse, Chicago

Marcus Boggs, Chicago

Laura Brill, Los Angeles

Marla Butler, New York

Robbin Burr, Rockford, IL*

Wendy Chang, Los Angeles

Trayton Davis, Montclair, NJ

Bruce Deming, San Francisco*

David de Figueiredo, Berkeley, CA**

Martin Farach-Colton, New York*

Rachel Goldberg, Stamford, CT

Tracey Guyot-Wallace, Dallas

Roderick Hawkins, Chicago

Vincent Jones, Los Angeles

Anne Krook, Seattle

◆ Robert W. Kuhn, Ft. Lauderdale

◆ Suzanne LeVan, New York

Laura Maechtlen, San Francisco

Carol Meyer, Dallas

Beth Meyerson, Indianapolis

Dena Narbaitz, San Francisco*

Eric Nilson, Cleveland*

Michelle Peak, Mansfield, TX*

John R. Richards, Washington, DC

◆ Vadim Schick, Washington, DC

Todd G. Sears, New York**

Brad Seiling, Los Angeles

◆ Elliott Sernel, Palm Springs, CA

Daniel K. Slaughter, San Francisco

Lynn Slaughter, Seattle*

John F. Stafstrom, Bridgeport, CT**

Steven W. Thornton, Indianapolis

Lawrence Trachtenberg, Scottsdale, AZ**

Michelle Waites, New York

Jillian T. Weiss, New York

Kenneth Weissenberg, Bedford Corners, NY

LEGACY AND PLANNED GIVING COUNCIL

CO-CHAIRS

Ray J. Koenig III, Chicago

David Earl Ratcliffe, New York

MEMBERS

Nan P. Bailey, Larchmont, NY

Barbara J. Baird, JD, Indianapolis, IN

Eric P. Berger, New York

Carol L. Buell, Brooklyn, NY

Buddy Dikman, New York

Michael Kaufman, Dallas

Lisa A. Padilla, New York

Barbara Lynn Pedersen, Astoria, NY

Ray Prather, Chicago

David J. Stoll, New York

Steven J. Weissman, New York

Barbara Wilcox, Chicago

◆ Denotes Executive Committee member

* Former Board member serving in 2014

** Served on the NLC in 2014 prior to joining the Board

*** Former NLC member serving in 2014

As of March 2, 2015

NATIONAL LEADERSHIP COUNCIL

CHAIR

Jamie Pedersen, Seattle

MEMBERS

G. Ross Allen, Palo Alto, CA

Neil Bagadiong, Indianapolis

Debra R. Bernard, Chicago

Matthew Bissinger, San Francisco***

Sheri Bonstelle, Los Angeles

Dr. Dan Bowers, New York

Susan Bozorgi, Miami

Mark R. Braun, Chicago

William Candelaria, New York

Samuel R. Castic, Seattle

Martin S. Checov, San Francisco

Daniel C. Cochran, New York

Benson R. Cohen, New York

Paul H. Coluzzi, M.D., Irvine, CA

R. Sue Connolly, Chicago

MaryKay Czerwicz, Chicago

Elizabeth B. Davis, Atlanta

Bruce Deming, San Francisco*

David Draigh, Miami

Mitchell Draizin, New York

Melinda Dunker, Chicago

Daniel S. Ebner, Chicago

Ruth Eisenberg, Washington, DC

C. Douglas Ferguson, Chicago

William P. Flanagan, Washington, DC

Michael Foncannon, Summit, NJ

Kendall E. French, San Diego

Michael H. Gluck, Skillman, NJ

Michael I. Gottfried, Los Angeles

Kathryn G. Graham, New York

Jennifer Guyot-Wallace, Dallas***

Natasha F. Haase, Princeton, NJ

Laurie Hasencamp, Los Angeles*

Donald J. Hayden, Miami

Cynthia Homan, Chicago

Dennis Hranitzky, New York

Steven C. Huffines, San Francisco***

Lewis P. Janowsky, Santa Ana, CA

Eric D. Johnson, Dallas

F. Curt Kirschner, San Francisco

Kate Kleba, Philadelphia

B. Birgit Koebke, San Diego

William M. Libit, Chicago

Lisa Linsky, Sleepy Hollow, NY*

Charles V. Loring, Ft. Lauderdale

Yery Marrero, Miami

Brian T. May, Los Angeles

Gregory S. McCurdy, San Francisco

John McGowan, Chicago

Patrick S. Menasco, Washington, DC

Gina Menicucci, Dallas***

Andrew T. Mitchell-Namdar, Stamford, CT

Matthew L. Moore, Salt Lake City, UT

Kelly Moser, Seattle***

Thao Ngo, San Francisco*

Robert W. Ollis, Chicago

James Owens, Los Angeles

Stephen Paine, New York

Kathy Paspalis, Culver City, CA

Peter Pileski, Ft. Lauderdale

Mike Ponto, Minneapolis

Jason Pucci, Summit, NJ

Gregory Rae, New York***

Peter Reichertz, Washington, DC

Jennifer L. Rexford, Princeton, NJ

Laura Ricketts, Chicago

Edward H. Sadtler, New York

Mark Scott, Miami***

P. Watson Seaman, Richmond, VA

Richard M. Segal, San Diego

Beverlee E. Silva, Atlanta

Norman C. Simon, New York

Paul Smith, Washington, DC

Lisa D. Snyder, Los Angeles

Michael D. Soileau, Philadelphia

Charles M. Spiegel, San Francisco

Christopher W. Stuart, San Francisco

Blaine Templeman, New York***

Anthony Timiraos, Ft. Lauderdale

George D. Tuttle, Sebastopol, CA

Lauren Verdich, Chicago

Eric Webber, Los Angeles***

Roy Wesley, Chicago

Marcy Wilder, Washington, DC

Peter S. Wilson, New York

Nora Winsberg, Chicago***

George R. Zuber, Ft. Lauderdale

Mark Zumwalt, New York

* Former Board member serving in 2014

** Served on the NLC in 2014 prior to joining the Board

*** Former NLC member serving in 2014

As of March 2, 2015

NATIONAL HEADQUARTERS - NEW YORK

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

LEGAL DEPARTMENT

Jon W. Davidson, Legal Director and Eden/
Rushing Chair (based in the Western Regional Office)
Hayley Gorenberg, Deputy Legal Director
Rodrigo Aguiar, Senior Help Desk Specialist
M. Currey Cook, Senior Attorney and Youth in Out-of-Home
Care Project National Director
Kaitlyn Gentile, Legal Assistant, Youth in Out-of-Home Care
Project Coordinator
Omar Gonzalez-Pagan, Staff Attorney
Demoya Gordon, Staff Attorney and Transgender Rights
Project Attorney
Jael Humphrey, Staff Attorney and Criminal Justice and
Police Misconduct Program Strategist
David Langdon, Legal Assistant
M. Dru Levasseur, Transgender Rights Project
National Director
Karen Loewy, Senior Attorney and Seniors Program Strategist
Amy Shapiro, Legal Administrative Manager
Susan Sommer, Senior Counsel and National Director of
Constitutional Litigation
Karen Loewy, Legal Assistant

EDUCATION AND PUBLIC AFFAIRS DEPARTMENT

Leslie J. Gabel-Brett, Director of Education and
Public Affairs (EPA)
Lisa Hardaway, Deputy Director of EPA—Communications
Beverly Tillery, Deputy Director of EPA—Education,
Advocacy and Inclusion
Jonathan Adams, Senior Public Information Officer
Aron Cobbs, Community Educator
Alberto Galindo, Associate Editor
Ariel Goldberg, Digital Marketing Strategist
JJ Hartman, Web Manager
Eric Lesh, Fair Courts Project Manager
Ben Miller, Web Associate
Jorge Morales, Digital Communications Director
Geneva Musgrave, Diversity and Inclusion Program Educator
Eseosa Olumhense, Public Information Officer
Angelo Ragaza, Content and Editorial Director
Edwin Tablada, EPA and Community Education Assistant
RJ Thompson, Fair Courts Project Community Educator
Leslie Von Pless, Communications and Multimedia Strategist

DEVELOPMENT DEPARTMENT

John Westfall-Kwong, Director of Development
Judi O'Kelley, Deputy Director of Development
(based in Seattle)
Allen Clutter, Senior Director of Corporate Giving
and New England Major Gifts Officer
(based in Greensboro, NC)
Fran Cohen, Database and Reports Manager
Sharif Dodd, Member Services Manager
Miriam Edelstein, Director of Strategic
Partner Programs
Kathleen Klock, Director of Foundation Giving
Timothy Kochka, Database and Reports Associate
Maura Leahy, Major Gifts Officer and
Liberty Circle Manager
Mitch Mathias, Director of Major Gifts
Brian Marricco, Major Gifts Officer
Jonathan Menke, Legacy Gifts Officer
Kelly Norris, Director of Database and Integrated
Direct Marketing
Adrian Ogle, National Events Manager
Phillip Ozaki, National Major Gifts Officer
Thai Pham, Senior Director of Legacy Giving and
Member Services
Maxwell Scales, National Events Coordinator
Jessica Stephens, Member Services
Assistant and Researcher
Sally Troncoso, Online Database Associate

ADMINISTRATION AND FINANCE DEPARTMENT

Judith Pfenninger, Chief Financial Officer
Ramesh Alfred, Senior Staff Accountant
Kevin Lee, Information Technology Manager
Todd Marion, Director of Accounting
Darren Nimnicht, Director of Human Resources
Giorgio Rosi, IT Support Specialist
Shonda Simpkins, HR Specialist - Benefits
and Payroll
Andres Valencia, Staff Accountant
Marisol Velazquez, Executive Assistant
Deborah Williams, Receptionist

WESTERN REGIONAL OFFICE - LOS ANGELES

Shedrick O. Davis, Regional Director
 Marco Castro-Bojorquez, Community Educator and Issue Specialist
 Francisco Dueñas, Director of Diversity and Inclusion and Proyecto Igualdad
 Jamie Farnsworth, Legal Assistant
 Stefan Johnson, National Senior Legal Help Desk Attorney
 Huong Lam, Help Desk Manager
 Jessica Maxwell, Administrative Assistant and Development Assistant
 Carmina Ocampo, Staff Attorney and Immigrants' Rights Program Strategist
 Jennifer C. Pizer, Senior Counsel and Law and Policy Project National Director
 Peter Renn, Staff Attorney
 Sklar Toy, Legal Assistant
 Tom Warnke, Media Relations Director
 Erik Wilson, IT Coordinator and Office Manager

MIDWEST REGIONAL OFFICE - CHICAGO

James L. Bennett, Regional Director
 Cheryl Angelaccio, Litigation Coordinator
 Carla Avila, Office Manager and Development Assistant
 Christopher Clark, Counsel and Young Adults, Teens and Children Program Strategist
 Bryant Dunbar, Major Gifts Officer
 Graciela Gonzalez, Senior Legal Assistant
 Alexandra Kirschner, Legal Assistant
 Kyle Palazzolo, Staff Attorney and HIV Project Attorney

Erik Roldan, Senior Public Information Officer
 Scott Schoettes, Senior Attorney and HIV Project National Director
 Jeff Souva, National Events Director
 Camilla Taylor, Counsel and Marriage Project National Director
 Crispin Torres, Community Educator

SOUTHERN REGIONAL OFFICE - ATLANTA

Tara Borelli, Senior Attorney
 Terence Caldwell, Office Manager
 Elijah Davis, Legal Assistant
 Beth Littrell, Senior Attorney and Racial Justice and Low-Income Advocacy Program Strategist
 Gregory R. Nevins, Counsel and Employment Fairness Program Strategist
 Holiday Simmons, Director of Education and Advocacy
 Tyleis Speight, Legal Assistant

SOUTH CENTRAL REGIONAL OFFICE - DALLAS

Roger Poindexter, Regional Director
 Paul Castillo, Staff Attorney
 Michele Clanton, Legal Assistant and Office Manager
 Melinda McKew, Legal Assistant
 Carla McKinzie, Receptionist and Administrative Assistant
 Omar Narvaéz, Community Educator and Issue Specialist
 Kenneth D. Upton, Jr., Senior Counsel

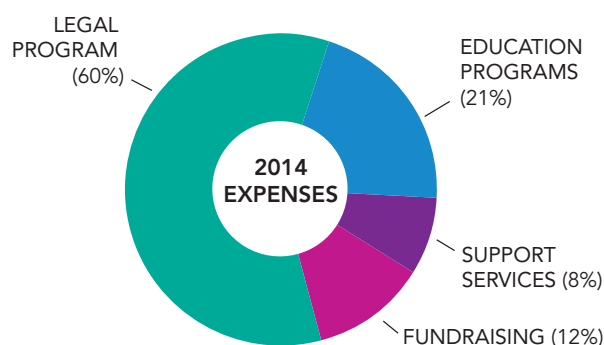
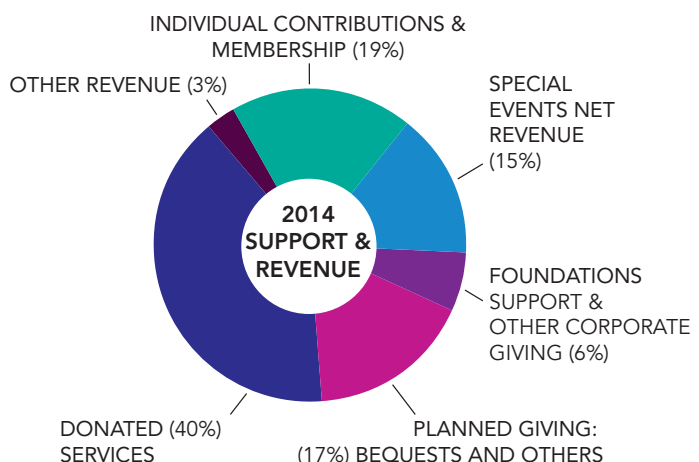
FINANCIAL STATEMENTS

LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR YEAR ENDED OCTOBER 31, 2014

SUPPORT AND REVENUE	2014	%	2013	%
Individual Contributions & Membership	\$5,008,480	19%	\$4,878,224	22%
Special Events Net Revenue	3,851,327	15%	3,702,574	17%
Foundations Support & Other Corporate Giving	1,439,844	6%	1,138,727	5%
Revenue under Gift Annuities	123,178	0%	56,272	0%
Planned Giving: Bequests & Other	4,365,647	17%	4,398,350	20%
Donated Services	10,264,934	40%	6,659,716	30%
Other Revenue	770,193	3%	1,230,339	6%
TOTAL SUPPORT AND REVENUE	25,823,603	100%	22,064,202	100%
EXPENSES				
Legal Program	\$15,768,906	60%	\$11,283,186	54%
Education Program	5,629,605	21%	5,202,496	25%
Support Services	2,003,634	8%	1,799,179	9%
Fundraising	3,060,528	12%	2,738,253	13%
TOTAL EXPENSES	26,462,673	100%	21,023,114	100%
CHANGE IN NET ASSETS	(\$639,070)		\$1,041,088	
NET ASSETS—BEGINNING OF YEAR	19,135,427		18,094,339	
NET ASSETS—END OF YEAR	\$18,496,357		\$19,135,427	

LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2014

ASSETS	2014	2013
Cash & Investments	\$13,765,367	\$13,500,554
Pledges & Grants Receivables and Prepaid Items	1,510,657	1,356,577
Bequest Receivable*	1,826,303	3,196,581
Property & Equipment, net	820,514	675,035
Assets held for Gift Annuities	1,963,267	1,766,080
Beneficial Interest in Trusts	1,428,219	1,407,533
TOTAL ASSETS	\$21,314,327	\$21,902,360
LIABILITIES		
Payables & Accrued Expenses	\$1,016,195	\$1,096,406
Other Liabilities	1,801,775	1,670,527
TOTAL LIABILITIES	2,817,970	2,766,933
NET ASSETS	18,496,357	19,135,427
TOTAL LIABILITIES & NET ASSETS	\$21,314,327	\$21,902,360



* 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."

Contact Lambda Legal

NATIONAL HEADQUARTERS

120 Wall Street
19th Floor
New York, NY 10005-3919

tel 212-809-8585
fax 212-809-0055

WESTERN REGIONAL OFFICE

4221 Wilshire Boulevard
Suite 280
Los Angeles, CA 90010-3512

tel 213-382-7600
fax 213-351-6050

MIDWEST REGIONAL OFFICE

105 W. Adams
26th Floor
Chicago, IL 60603-6208

tel 312-663-4413
fax 312-663-4307

SOUTHERN REGIONAL OFFICE

730 Peachtree Street, NE
Suite 1070
Atlanta, GA 30308-1210

tel 404-897-1880
fax 404-897-1884

SOUTH CENTRAL REGIONAL OFFICE

3500 Oak Lawn Avenue
Suite 500
Dallas, TX 75219-6722

tel 214-219-8585
fax 214-219-4455

HELP DESK: 1-866-542-8336
lambdalegal.org/help

lambdalegal.org