



MAKING THE CASE FOR EQUALITY

LAMBDA LEGAL
ANNUAL REPORT 2009



Lambda Legal
making the case for equality

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

FROM THE EXECUTIVE DIRECTOR



Persistence and impact—two words that describe the work we do at Lambda Legal. And two more words: victory and progress.

In 2009, we won incredible victories and made enormous progress. The victories were the result of persistent, strategic work over many years. As we advanced equality, the impact was felt by LGBT people and people living with HIV—and by the whole country.

Our victory for marriage equality in Iowa stands out in 2009. It took more than five years to make the case for equality, working in the courts and in the community with LGBT Iowans, their families, and allies. In April, the Iowa Supreme Court issued the first-ever unanimous decision in favor of marriage equality and the first-ever victory for marriage equality in the heartland of our nation. That's progress.

The victory in Iowa illustrates how Lambda Legal chooses its cases—for impact—and how freedom is won: by digging in, doing the work and never giving up.

We depend on our members and supporters to keep Lambda Legal strong. Here's some of what we achieved together in 2009:

- Georgia State Assembly officials learned they can't fire an employee just for her gender transition or failure to conform to gender stereotypes—and if they do, Lambda Legal will fight back.
- LGBT people now know that California's civil rights law prohibits doctors' offices from using religious beliefs as an excuse for discrimination, and breaking this rule can be costly.
- Students at a New York high school can get the support and safe space of a gay-straight alliance.
- Couples who married in California can rest assured that the state respects their marital bonds.
- Married New York public employees can rely on spousal health insurance.

- An online adoption company learned it couldn't do business in New York if it barred gay couples from registering.
- The rights of lesbian and gay parents in Ohio, Virginia, Florida and Louisiana were protected.
- Providers of health care and other services in Wisconsin and Arkansas found out they can't discriminate against people with HIV without a fight.

As the pages that follow show, we achieved all this and a great deal more in 2009. But many challenges lie ahead—and persistence means that we won't give up. Your investment, commitment and passion sustain us as we make the case for equality.

KEVIN CATHCART
Executive Director

FROM THE BOARD CO-CHAIRS



We are thrilled to serve as co-chairs at Lambda Legal. Last year, we won marriage equality in Iowa and triumphed in cases defending and expanding our rights from coast to coast. We were also gratified to see the impact of Lambda Legal's advocacy. For years, Lambda Legal has lent expertise and support to the efforts to pass a federal hate crimes act and to lift the HIV travel ban. Happily, we finally saw both come

to pass. Lambda Legal continues to champion important bills introduced in 2009, including the Employment Non-Discrimination Act (ENDA), which would bar workplace discrimination on the basis of sexual orientation and gender identity, and the Respect for Marriage Act, which would repeal the so-called "Defense of Marriage Act." Lambda Legal also continues to fight for an end to "Don't Ask, Don't Tell."

In an extremely challenging economy, many nonprofits experienced declines in giving. We are happy to report that Lambda Legal made hard but strategic choices and enters 2010 on solid fiscal ground. We continue to benefit from Ric Weiland's generous bequest of over

\$11 million that began last year and will continue to be paid out over the next seven years. But most importantly, we continue to be sustained and strengthened by contributions, large and small, from donors and members around the country.

We look forward to working with you to reinforce Lambda Legal's work to fight for equality and safeguard our freedom, dignity and well-being, as well as those of our families and loved ones. We could not do it without the support of our donors. Thank you so much.

BEVERLEE SILVA AND PAUL SMITH
Co-chairs, Lambda Legal Board of Directors

VICTORIES FROM COAST TO COAST

LAMBDA LEGAL'S MAJOR 2009 ACHIEVEMENTS AT A GLANCE

WASHINGTON VICTORY

In July, Lambda Legal sent a letter to a school that suspended a student after he wrote, "I am here and I am queer" in a friend's yearbook. After Lambda Legal explained the student's rights to free speech and equal treatment, the school removed the suspension from the student's file and pledged to protect the student's legal rights.

CALIFORNIA VICTORY

In a case challenging the denial of insemination services to a lesbian patient, Lambda Legal reached a settlement, including a very satisfying monetary award, for our client Guadalupe Benitez. In 2008, the California Supreme Court had ruled unanimously in this case that doctors' offices must comply with the state's antidiscrimination law, regardless of the doctors' religious beliefs.

SETBACK & VICTORY

In a case led by the National Center for Lesbian Rights, Lambda Legal and the ACLU, California's Supreme Court disappointingly upheld Proposition 8, barring marriages of same-sex couples after its passage; at the same time, they upheld the validity of 18,000 couples' marriages that already had taken place.

VICTORY & CASE LAUNCHED

Lambda Legal secured a series of favorable rulings for federal court employee Karen Golinski, whose access to spousal benefits for her wife has been blocked by the U.S. Office of Personnel Management (OPM). When OPM continued to block Golinski's access to spousal benefits, Lambda Legal filed a federal action against OPM on her behalf in early 2010.

KANSAS VICTORY

In the first case of its kind in Kansas of which we are aware, Lambda Legal and its cooperating attorney successfully convinced a Kansas family court to grant generous visitation to a non-biological mother based on equitable parenting principles.

IOWA VICTORY

In Lambda Legal's historic lawsuit *Varnum v. Brien*, the Iowa Supreme Court unanimously upheld a 2007 ruling that barring same-sex couples from marrying was unconstitutional, making Iowa the first state in the Midwest to approve marriage equality (see "Victory in the Heartland," page 5).

ARIZONA CASE LAUNCHED

On November 17, Lambda Legal filed a lawsuit on behalf of ten public workers to block the state's plan to eliminate domestic partner benefits for gay and lesbian state employees.

TEXAS CASE LAUNCHED

Lambda Legal assumed the appeal in a case arising from a custody dispute between former same-sex partners. This case will determine whether an out-of-state judgment may be registered under the Uniform Child Custody Jurisdiction and Enforcement Act, which would simplify its enforcement.

ARKANSAS CASE LAUNCHED

Lambda Legal filed suit against Parkstone Living Center, Inc., owner of Fox Ridge, an assisted living facility, which ejected retired university provost and minister Dr. Robert Franke, 75, when they learned he has HIV.

LOUISIANA VICTORY

Lambda Legal successfully defended domestic partner benefits for public employees and a domestic partner registry in New Orleans. The court made clear that cities like New Orleans have the authority to provide for their employees' families on a fair and equal basis, as well as show respect for couples who cannot or do not marry.



WISCONSIN CASE LAUNCHED

In February, Lambda Legal filed suit on behalf of Melody Rose, who was refused gallbladder removal surgery by a Fond du Lac medical facility because she has HIV. A different medical facility eventually performed the procedure.

ILLINOIS VICTORY

Lambda Legal successfully advocated for a change to insurance regulations governing coverage for infertility, eliminating an unfair policy that people were only eligible for coverage after multiple unsuccessful attempts at conception through heterosexual intercourse.

NEW YORK VICTORY

Lambda Legal filed a complaint on behalf of a gay couple barred from posting their adoptive-parent profile on a site for potential adoptive parents. Following an investigation, Attorney General Andrew Cuomo announced that Arizona-based Adoption Profiles, LLC and Adoption Media, LLC would stop doing business in New York.

VICTORY

Lambda Legal successfully defended the recognition by New York's state government of marriages of same-sex couples performed out of state for the purpose of offering spousal benefits to gay public employees. Antigay legal group the Alliance Defense Fund had repeatedly attacked the policy in court.

CASE LAUNCHED

In April, Lambda Legal filed suit on behalf of Charlie Pratt, who was threatened, pushed into lockers and had objects thrown at him at Indian River High School, and his sister, Ashley Petranichuk, whom school officials refused to allow to form a gay-straight alliance.

PENNSYLVANIA CASE LAUNCHED

On October 27, Lambda Legal filed a complaint against the City of Philadelphia's Department of Human Services and the Youth Study Center (a youth detention facility) on behalf of a 17-year-old transgender girl who was physically and verbally attacked by other residents and verbally abused by staff for a year and a half.

OHIO VICTORY

The Ohio Supreme Court allowed a custody decision to stand for Therese Leach, rejecting the arguments of her former partner, Denise Fairchild, that Ohio's amendment limiting marriage to a man and a woman invalidated the custody agreement she had with Leach.

GEORGIA CASE LAUNCHED

On November 24, Lambda Legal filed suit against the city of Atlanta, its chief of police and 48 members of the Atlanta Police Department for illegally searching and detaining the owner and patrons of the Atlanta Eagle Bar. Dressed in SWAT gear, police forced patrons to lie on the floor as they ran background checks. No one was arrested.

FLORIDA VICTORY

Lambda Legal convinced the Social Security Administration to reverse its decision to deny child insurance benefits to the children of Gary Day, a gay disabled father.

ALABAMA VICTORY

Lambda Legal's suit against the City of Birmingham and Mayor Larry Langford resulted in a settlement that required the city to agree not to discriminate against Central Alabama Pride in its efforts to use city property to fly rainbow flags for Pride celebrations and to pay more than \$40,000 in legal fees.

LAMBDA LEGAL 2009 BY THE NUMBERS

70 number of cases in which Lambda Legal is currently active as counsel or amicus*

6,020

inquiries received by Lambda Legal's Help Desk

33 number of Prides in which Lambda Legal participated

4,304 media citations of Lambda Legal

286,030 number of unique site visitors

+9.4% growth in unique visitors over 2008

4,826

number of Facebook fans

442% growth in Facebook fans over 2008

*as of December 31, 2009

2009: THE YEAR IN REVIEW

Our community witnessed dramatic advances and disappointing setbacks. Lambda Legal was there to fight every step of the way. Here are some highlights:

JANUARY

1 ADA Amendments Act takes effect, reinstating broader protections to persons living with disabilities, including HIV.

20 Barack Obama inaugurated 44th President of the United States. Lambda Legal sends him letter explaining the need for judicial nominees who will address, without bias, the issues facing the LGBT and HIV communities.

FEBRUARY

1 Lambda Legal launches National Health Care Fairness Campaign. Over a hundred LGBT and HIV groups sign on as partners. By year-end, nearly 5,000 surveys are included in analysis and 7,600 sign Lambda Legal's Health Care Fairness petition to President Obama.

MARCH

5 California Supreme Court arguments made in *Strauss v. Horton*, a challenge to Proposition 8 led by Lambda Legal, National Center for Lesbian Rights and the ACLU.



MARCH 5: A lively demonstration of marriage-rights supporters, opponents and press gathers outside the courthouse in San Francisco during arguments in *Strauss v. Horton*.



APRIL 16: Jaheem Herrera, 11, commits suicide after incessant, antigay taunts from classmates.

APRIL

3 Iowa Supreme Court unanimously rules in favor of marriage rights for same-sex couples in Lambda Legal's historic case, *Varnum v. Brien* (see "Victory in the Heartland," right.)

6 Carl Joseph Walker-Hoover, 11, of Springfield, Mass., is found dead at home, having hung himself after severe bullying from classmates. Ten days later, Jaheem Herrera,

a DeKalb, Georgia 11-year-old, also commits suicide after homophobic bullying.

7 Vermont becomes the fourth state to open marriage to lesbian and gay couples. Washington, D.C. city council votes to honor marriages of gay couples performed outside the district.

17 Just days after Lambda Legal files a federal lawsuit, Indian River Central School District in New York announces it will allow student Ashley Petranчук to form a Gay-Straight Alliance.

27 Iowa marriage equality takes effect. Happy couples get licenses and marry.

VICTORY IN THE HEARTLAND

The battle for marriage equality turned a major corner on April 3, when, after five years of hard work, we won a unanimous decision from the Iowa Supreme Court in *Varnum v. Brien*.

Our success in the nation's heartland was groundbreaking—the children of our clients joined as plaintiffs, underscoring the need to protect families, and it was the nation's first statewide marriage-equality victory in the Midwest. It was also a pivotal moment in a year that saw the dream of marriage equality move toward reality in Vermont, New Hampshire and Washington, D.C.

After the decision was read, the emotion and exultation of our clients and supporters was captured in over a thousand newspapers across the country, including *The Des Moines Register*, *The New York Times* and *The Washington Post*. Extensive broadcast coverage included a live stream of our press conference on CNN, a segment by CNN's Anderson Cooper and appearances on NPR, CBS' *The Early Show* and ABC's *World News Weekend*. Lambda Legal staff members, plaintiffs and our partners from One Iowa also joined the celebration at several rallies across the state.

The work in Iowa continues as we strengthen support for equality. In November, Lambda Legal and other partners sponsored the Iowa Family Summit, which offered workshops to empower LGBT families and children. Lambda Legal will continue to partner with state organizations, families and lawmakers to ensure that equality remains a reality in the Hawkeye state.



Lead plaintiffs Trish and Kate Varnum celebrate the making of history.



Kentanindra Scarver (left) and Veronica Spann are the first to marry in Dubuque.

"We won! And not only that...it's unanimous. You're getting married very soon!"

Lambda Legal Senior Staff Attorney Camilla Taylor



When plaintiffs and supporters learn of the victory, McKinley BarbouRoske, who joined the historic case as a plaintiff with her mothers, raises her arms in jubilation.

MAY

26 In suit challenging Proposition 8, *Strauss v. Horton*, the California Supreme Court disappointingly decides that the measure barring marriages became valid as soon as it was passed. The Court also ruled that the 18,000 marriages of same-sex couples that took place before the 2008 election remain valid.



Official White House Photo by Pete Souza

MAY 26: President Obama nominates Sonia Sotomayor to the U.S. Supreme Court.

27 *Perry v. Schwarzenegger*, a suit challenging Proposition 8, is filed in federal court in San Francisco by attorneys Ted Olson and David Boies.



Crain's Chicago Business/Steve Serio

NOVEMBER 2: *Crain's Chicago Business* names Lambda Legal's Camilla Taylor one of "40 Under 40."

JULY

21 After Lambda Legal sends a letter, the Huntington, Oregon Lions Club apologizes to lesbians denied a couples' discount. Lions Club International reaffirms their antidiscrimination policies.

AUGUST

6 Sonia Sotomayor is confirmed U.S. Supreme Court Justice by a Senate vote of 68 to 31.

12 A federal court in New York rejects Howard K. Stern's claim that the book *Blonde Ambition: The Untold Story Behind the Death of Anna Nicole Smith* defamed him *per se* simply by describing him as gay—agreeing with Lambda Legal's *amicus* brief.

NOVEMBER

2 Lambda Legal and the Council on Social Work Education release study finding social work students need more preparation to serve LGBT communities, especially youth.

Obama Administration issues final regulations ending the ban on travel and immigration to the U.S. by people living with HIV.

3 After Lambda Legal sends strong request and testifies at hearings, Los Angeles Police Commission cuts ties with youth training program affiliated with Boy Scouts of America because of their antigay policy.

Election night voters reverse marriage equality in Maine while protecting domestic partner rights in Washington and an antidiscrimination law in Kalamazoo.

DECEMBER

1 Lambda Legal files appeal on behalf of Jackie Zacharewski challenging the denial of same-sex spousal benefits by the New York State Teamsters Health and Hospital Fund.



ProjectOAtlanta.com

DECEMBER 2: Former Lambda Legal community educator Simone Bell celebrates her election to the Georgia State Assembly.

2 New York state senators reject Governor David A. Paterson's marriage equality bill by a vote of 38 to 24.

16 Paterson signs order including transgender people in anti-discrimination policies for state agencies.

JUNE

12 Lambda Legal condemns a Department of Justice brief defending DOMA: "We ask [President Obama] to live up to his emphatic campaign promises, to stop making false and damaging legal arguments, and to immediately introduce a bill to repeal DOMA."

24 Massachusetts Representative Barney Frank introduces the Employment Non-Discrimination Act (ENDA), banning workplace discrimination based on sexual orientation and gender identity. Lambda Legal calls for swift passage.

26 A federal court in Georgia denies a motion to dismiss Lambda Legal's federal suit on behalf of Vandy Beth Glenn, a transgender woman fired from her job after she told superiors in the Georgia General Assembly about her planned transition.

SEPTEMBER

15 At Capitol Hill press conference, Cathcart and Iowa marriage plaintiffs call for passage of newly introduced Respect for Marriage Act, introduced by Rep. Jerrold Nadler, to repeal the 1996 "Defense of Marriage Act."



SEPTEMBER 23: Lambda Legal client Vandy Beth Glenn urges U.S. House representatives to pass ENDA.

OCTOBER

27 Lambda Legal warns SkyWest and Delta Air Lines that their flight-benefit policy for SkyWest employees on Delta flights discriminates against gay personnel and their partners.

28 President Obama signs the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act into law.

13 Gay teen Jorge Steven Lopez Mercado is found decapitated, dismembered and partially burned near Cayey, Puerto Rico. LGBT groups, including Lambda Legal, urge authorities to exercise Puerto Rico's as-yet unused hate crimes law.

19 In two cases led by Lambda Legal, New York high court rules that state agencies can extend government benefits to same-sex couples married outside of New York.

20 Vermont court orders Lisa Miller to transfer custody of daughter Isabella to her other mother, Lambda Legal client Janet Jenkins. Miller had unsuccessfully filed suit in Virginia to invalidate a prior custody agreement.

24 Jennifer C. Pizer, Lambda Legal National Marriage Project Director, departs for Nepal to advise on legislation to end discrimination against LGBT people, including exclusion from marriage.



DECEMBER 18: Washington, D.C. Mayor Adrian Fenty signs the district's marriage-equality bill.

22 Ninth Circuit Court of Appeals Chief Judge Alex Kozinski confirms that U.S. Office of Personnel Management's failure to appeal means that it is bound by orders that a Ninth Circuit employee, Lambda Legal client Karen Golinski, is entitled to spousal health insurance for her wife.

SAME-SEX RELATIONSHIPS

“One of the many things my awesome moms taught me was fairness—and how to be fair. They’ve been together for 19 years, and I think that’s a fact to be proud of. It’s not right to treat us differently than other families.”

McKinley BarbouRoske, 12, on acting as co-plaintiff in *Varnum v. Brien*

In 2009, Lambda Legal continued its fight for full equality for same-sex couples. Our 2009 highlights included:

Varnum v. Brien

After a five-year battle, Lambda Legal won an historic and unanimous victory at Iowa’s Supreme Court on April 3 that made the Hawkeye State the third in the U.S. to provide marriage licenses to same-sex couples and the first state in the Midwest to do so (see “Victory in the Heartland, page 5.)

Godfrey v. Spano, Lewis v. New York State Department of Civil Service, et al.

Lambda Legal repeatedly defeated the antigay Alliance Defense Fund’s relentless drive to undo New York’s recognition of the marriages of same-sex couples performed out of state.

Strauss et al. v. Horton

The day after Election Day in 2008, Lambda Legal, the National Center for Lesbian Rights and the ACLU went to court to challenge Proposition 8, which excluded same-sex couples from marriage in California. The state high court unfortunately upheld the measure, but our action protected the 18,000 lesbian and gay couples who married before its passage.



Lambda Legal client McKinley BarbouRoske hugs her mothers (and coplaintiffs) after the *Varnum v. Brien* win is announced.

PARENTS AND FAMILIES

“I really hate talking about it because I have to feel it all over again.”

Janet Jenkins in *Newsweek* on ex-partner Lisa Miller’s refusal to honor a court’s order to restore custody of their daughter to her

In 2009, Lambda Legal continued its work to fight discrimination against LGBT parents and their children. Some examples of our work in 2009 included:

Gary Day v. Social Security Administration

After Lambda Legal took action, the Social Security Administration reversed its prior denial of benefits to the children of a disabled gay father in Florida.

Adar v. Smith

When the Louisiana state registrar refused to honor an adoptive gay couple’s request for a birth certificate, Lambda Legal stepped in. In 2009, we argued before a U.S. Court of Appeals to uphold a federal judge’s order for the certificate’s reissue; in 2010, the Court agreed.

Miller-Jenkins v. Miller-Jenkins

Lambda Legal successfully defended Janet Jenkins and her daughter, Isabella, against repeated attempts by her former partner, Lisa Miller, to have Virginia courts invalidate the visitation and custody orders issued by courts in Vermont. After years of litigation, the Virginia Court of Appeals held that Vermont had jurisdiction over the case. After Miller’s repeated violation of court orders, the court in Vermont has ordered that custody of Isabella be transferred to Lambda Legal’s client, Jenkins. At press time, Miller had failed to comply with the court’s order.



Lambda Legal client Janet Jenkins waits for daughter Isabella Miller-Jenkins’ return, because her former partner has defied court orders to transfer custody.

Ethan Hill/Contour by Getty Images

HEALTH CARE FAIRNESS

“I have this deep sense of failure for not being at Lisa’s bedside when she died. How I get over that I don’t know, or if I ever do.”

Janice Langbehn in *The New York Times*, May 18, 2009



Lambda Legal client Janice Langbehn, right, with her children David, Danielle and Katie (back to camera).

Lambda Legal is dedicated to the fight for nondiscriminatory, culturally competent care.

Highlights of our work in 2009 included:

Benitez v. North Coast Women’s Care Medical Group

After the North Coast Women’s Care Medical Group refused fertility treatment to a lesbian for religious reasons, we took action. We won a decision in her favor from the California Supreme Court, then reached a settlement this year on her behalf for an undisclosed sum of money.

Langbehn v. Jackson Memorial Hospital

A hospital in Miami barred Janice Langbehn and her children from seeing her partner of twenty years, Lisa Pond, for eight hours as Pond fell into a coma. The next day, Pond died. Sadly, a federal court dismissed our

case on Langbehn’s behalf. We continue to work with Janice and other partners seeking fair hospital visitation policies and cosponsored a community event, *Take the Power!*, at which Langbehn spoke movingly and several nurses apologized.

National Health Care Fairness Survey: Nearly 5,000 respondents were included in this survey, completed in 2009 and published in 2010 (available at www.lambdalegal.org/health-care-fairness). Almost 56 percent of lesbian, gay or bisexual respondents had experienced discriminatory treatment in health care, while two-thirds of respondents living with HIV reported that community fear or dislike of people living with HIV had been a problem for them in accessing care. We also collected 7,600 signatures for a multi-point Health Care Fairness petition to President Obama.

HIV

“This isn’t about money to me. I want to make sure something like this doesn’t happen to anyone else — because no one should ever be made to feel the way I did.”

Dr. Robert Franke on Parkstone Living Center’s ejection of him because of his HIV status

Time and again, Lambda Legal is there to fight back when people living with HIV are confronted with discrimination. Some examples of our work in 2009 included:

Franke v. Parkstone Living Center, Inc.

An Arkansas assisted-living facility, Fox Ridge at North Little Rock, abruptly ejected Dr. Robert Franke, a 75-year-old retired university provost and minister, because he has HIV. Lambda Legal filed suit against the facility in May. In August, we won the denial of a motion by Fox Ridge to have the suit dismissed. We are engaged in pre-trial work; trial is scheduled for August 2010.

Rose v. Cahee, et al.

While incarcerated, 35-year-old Melody Rose experienced serious health problems with her gallbladder. She met with Dr. Steven M. Cahee at Fond du Lac Regional Clinic. When Cahee learned of Rose’s HIV status, he refused to perform gallbladder removal surgery on her, stating he was concerned she might infect him and his surgical team. Later, in a routine surgical procedure, a surgeon at another medical facility removed Rose’s gallbladder. Lambda Legal filed suit against Cahee and the operators of the clinic in February. The lawsuit is proceeding toward trial.



Lambda Legal client Dr. Robert Franke, with his daughter Sara Bowling Franke.

TRANSGENDER RIGHTS

“Mr. Brumby told me people would think I was immoral. He told me I’d make other people uncomfortable, just by being myself. He told me that my transition was unacceptable. Then he fired me.”

From Lambda Legal client Vandy Beth Glenn’s testimony at a hearing on ENDA before a U.S. House of Representatives committee

Fighting discrimination against transgender individuals is one of Lambda Legal’s

priorities. In 2009, we had several active cases on our docket, including:

Glenn v. Brumby

Vandy Beth Glenn’s boss at the Georgia General Assembly callously fired her after she notified him of her intention to transition. We took on the legislative editor’s case, this year convincing a federal court to reject the Georgia General Assembly’s motion to dismiss our suit. In September, Glenn was one of four people invited to testify before a U.S. House of Representatives committee on the importance of passing ENDA.

Bloem v. Montgomery County Board of Elections

We defeated a second effort by an anti-transgender rights group to put a referendum before voters in Montgomery County, Maryland intended to overturn a law prohibiting discrimination based on gender identity. In a prior decision before the state’s highest court, Lambda Legal successfully defeated this same referendum effort because the Montgomery County Board of Elections failed to comply with the laws that govern the right to bring a law to referendum.



Lambda Legal client Vandy Beth Glenn

WORKPLACE FAIRNESS

“I’m proud to serve and protect our community. But losing Diana’s health coverage will put us in a desperate situation.”

Senior Highway Patrol Officer Tracy Collins on Arizona’s decision to eliminate domestic partner benefits for public employees

Workplace discrimination is the most common reason people call Lambda Legal’s Help Desk, accounting for nearly one-fifth of the calls we receive annually. In 2009, Lambda Legal hit hard against workplace discrimination. Two highlights of our work:

Collins v. Brewer

In the summer of 2009, the State of Arizona took the mean-spirited step of stripping lesbian and gay state employees of domestic partner benefits. In November, Lambda Legal filed a suit to block enforcement, on behalf of ten state employees. Many will face serious health risks and be in dangerous financial straits if they lose partner health insurance.

SkyWest

A baggage agent who married his partner before Proposition 8 passed asked for our help because the airline was refusing to provide him travel benefits for his spouse on the same terms offered to heterosexual employees. Lambda Legal sent a warning letter in October and negotiated on the agent’s behalf for a fair travel benefits policy. In March 2010, SkyWest announced that it had amended its policy to make the benefit available to same-sex spouses.



Senior highway patrol officer and Lambda Legal client Tracy Collins, left, with her partner, Diana Forrest

LGBTQ YOUTH

"I want to start this club so that no other student will have to experience the nightmare my brother faced."

Ashley Petranchuk on winning approval to form a gay-straight alliance at Indian River High School

Every year, there are tragic reminders of how far we still have to go to protect LGBTQ youth.

Lambda Legal has a long track record in this area. Our active cases in 2009 included:

Pratt v. Indian River School District

Charlie Pratt was pushed into lockers, had objects thrown at him and received threats of violence and death. The principal (now the school superintendent) told Charlie he should "tone it down." Charlie's parents withdrew him at the age of 15 for his own protection. When Charlie's sister Ashley Petranchuk, now 15, sought permission to form a gay-straight alliance at the same school, the current principal rejected the request. After Lambda Legal filed a lawsuit this year on behalf of Charlie and Ashley, the school announced it would allow the gay-straight alliance to meet. Decision on the lawsuit, which charges the school with violating the federal Constitution's Equal Protection clauses, among other laws, is pending.

Discrimination case in Philadelphia

L.P., a 17-year-old transgender girl, was physically attacked and verbally abused by peers and staff at the Youth Study Center, a youth detention facility, for almost a year and a half. In 2009, we filed a discrimination complaint with the Philadelphia Commission on Human Relations.



Lambda Legal clients Ashley Petranchuk and Charlie Pratt.

YOUTH IN OUT-OF-HOME CARE SPECIAL PROJECTS

In 2009, our initiative with the National Association of Social Workers (NASW) trained 40 master trainers on how to train service providers in the child welfare, juvenile justice and homeless services systems to work competently with LGBTQ youth. Each of the 40 master trainers committed to training an additional 40 service providers, bringing the total child welfare professionals trained to at least 1600.

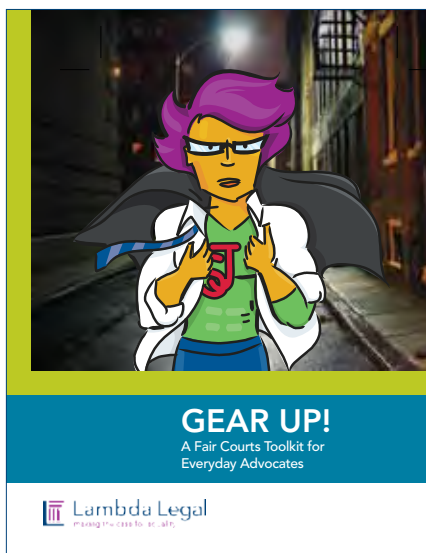
Lambda Legal also released a joint study with the Council on Social Work Education, investigating the preparedness of social work students to work with LGBT communities, particularly youth. Sixty one percent of social work education programs indicated no faculty opportunities to learn about sexual orientation or gender identity/expression. "We can offer resources," says Youth in Out-of-Home Care Project Staff Attorney Flor Bermudez.

PROYECTO IGUALDAD AND FAIR COURTS PROJECT



Established in 2004, *Proyecto Igualdad* is Lambda Legal’s outreach project to the Latino community. This year *Proyecto Igualdad* provided information, resources and support, including:

- “Pregunta a Lambda Legal” (“Ask Lambda Legal”), an educational column in Spanish published regularly in two Latino LGBT magazines
- the first annual edition of Lambda Legal’s magazine in Spanish, *Impacto*
- leadership in the Latino Equality Alliance, a new pro-LGBT coalition in Los Angeles
- Spanish-language commentary in television, print and radio media, including a spot on *Despierta America*, Univision’s national morning news program
- outreach to dozens of local and national Latino organizations, including the Hispanic National Bar Association and the Mexican American Legal Defense and Education Fund, as well as appearances at workshops and panels to strengthen bridges among civil rights advocacy groups



Since 2005, the Fair Courts Project has worked to protect a fair and impartial judicial system. In 2009, our extensive outreach and education efforts included:

- conducting presentations and trainings at panels and workshops across the U.S.
- monitoring federal court nominees, including for the Supreme Court, and advocating for nominees who meet Lambda Legal’s criteria for fair and impartial judges
- publishing *Of Counsel* and *Of Counsel on Campus*, our e-newsletter on LGBT legal issues for attorneys and law schools
- publishing *Gear Up!*, an educational toolkit about advocating for fair courts (www.lambdalegal.org/publications/gear-up/)

LAMBDA LEGAL IN THE COMMUNITY

Lambda Legal's Community Education and Advocacy team helps LGBT communities, people living with HIV and the public understand the legal issues facing LGBT and HIV communities through education and outreach. We build support for Lambda Legal's litigation and advocacy efforts, influence policies and provide opportunities for activism. Highlights of our work in 2009 include:

National Health Care Fairness Campaign and Survey

Lambda Legal conducted the first national survey to document discrimination against LGBT and HIV communities in health care settings (www.lambdalegal.org/health-care-fairness).

Marriage Equality Public Education in Iowa

Together with our historic triumph in the courts, we conducted public education in support of marriage equality in the state, culminating in a first-ever Iowa Family Summit in November 2009. LGBT families

attended the summit to find support and learn more about their rights and how to protect them.

Fighting for Fair Hospital Policies in Florida

Lambda Legal led a coalition of community partners who responded to the disappointing outcome of our case *Langbehn v. Jackson Memorial*, in which we sued a Florida hospital that denied visitation to Janice Langbehn as her partner of twenty years fell into a coma (the following day, she died.) Twelve organizations and over 2,000 individuals joined our efforts. Working with the committee, the hospital improved its policies with regard to LGBT people and their families.

Pride Visibility and Education

Lambda Legal participated in 33 Pride events, at which thousands of people received educational materials and information. Over 12,000 signed our petitions, including our health care fairness petition, our petition in Southern Florida urging Jackson Memorial Hospital to adopt fair policies and a marriage-equality pledge in Iowa.



IOWA FAMILY SUMMIT: A child participates in making family portraits at this event designed to empower LGBT families in the state.



PRIDE ACROSS THE NATION: Lambda Legal participated in 33 prides around the U.S.



CHICAGO PRIDE: Lambda Legal supporters and staff rock a float in the Windy City.

LAMBDA LEGAL 2009 HELP DESK

Lambda Legal's Help Desk staff took a total of 6,020 calls this year across our regions.

Of those calls, several became Lambda Legal cases, including Dr. Robert Franke's, and thousands of callers were given resources to address their situations.

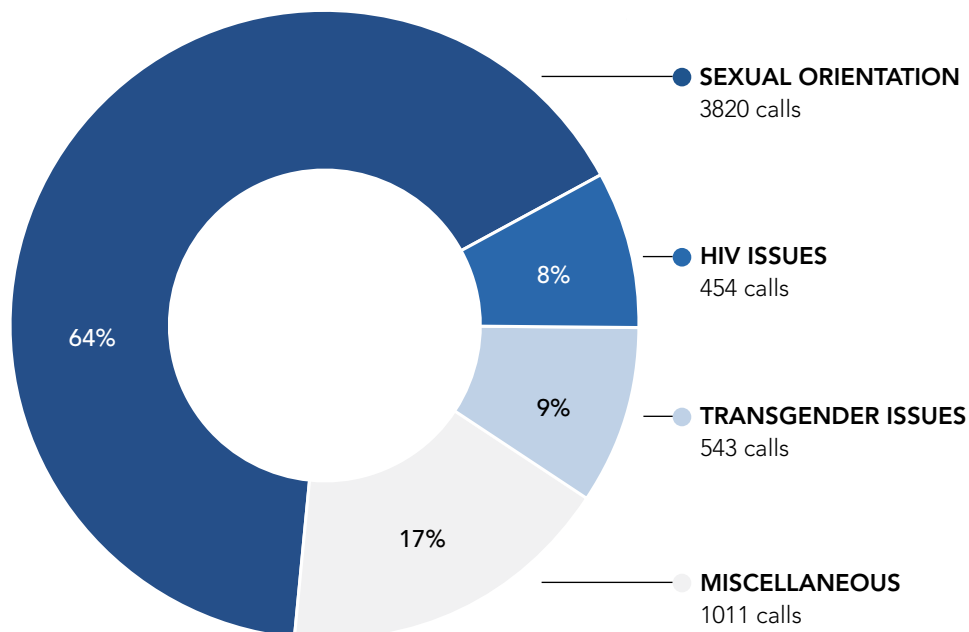
This year, workplace discrimination topped the list of leading concerns, representing approximately 17 percent (over 1,000) of all calls. Relationship issues related to sexual orientation (usually regarding marriage, civil unions and domestic partnerships) were the second highest concern, bringing in 817 calls.

Lambda Legal's April 2009 marriage equality victory in Iowa generated a 15 percent increase in calls to our Midwestern Regional Office, putting Iowa in the top ten states from which Lambda Legal received calls for the first time in Help Desk history.

Lambda Legal's Help Desk remains a key vehicle for empowering LGBT and HIV communities and assessing their legal needs across the country.

"Lambda Legal understands the ordeal that we went through. My father and I feel that educating others about HIV-related discrimination is essential to make sure others do not go through the same terrible experience we endured."

Sara Bowling Franke, on her father, Lambda Legal client Dr. Robert Franke, who was ejected from Fox Ridge, an assisted-living facility in Arkansas, when staffers learned he had HIV.



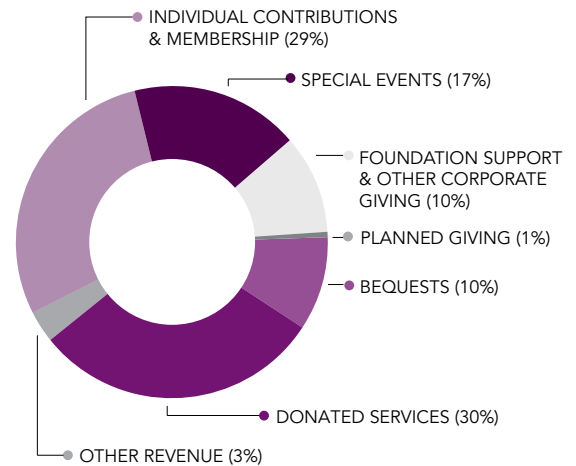
**LAMBDA LEGAL 2009
FINANCIAL STATEMENTS**

FINANCIAL STATEMENTS

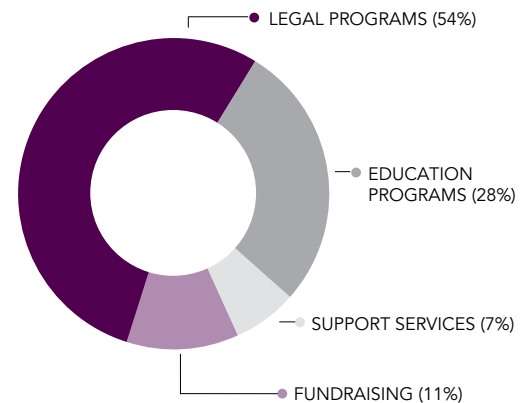
LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR FISCAL YEAR ENDED OCTOBER 31, 2009

	2009	%	2008	%
SUPPORT AND REVENUE				
Individual Contributions & Membership	\$ 4,840,986	29%	\$ 4,480,144	17%
Special Events Net Revenue	2,913,149	17%	3,252,106	13%
Foundation Support & Other Corporate Giving	1,756,794	10%	1,822,309	7%
Planned Giving	92,461	1%	22,943	0%
Bequests*	1,613,494	10%	10,923,344	42%
Donated Services	5,040,852	30%	5,324,004	21%
Other Revenue	552,512	3%	46,564	0%
Total Support and Revenue*	\$ 16,810,248	100%	25,871,414	100%
EXPENSES				
Legal Programs	\$ 8,431,888	54%	\$ 9,281,895	54%
Education Programs	4,336,539	28%	4,582,111	27%
Support Services	1,066,262	7%	1,255,884	7%
Fundraising	1,796,902	11%	2,006,191	12%
Total Expenses	15,631,591	100%	17,126,081	100%
CHANGE IN NET ASSETS	\$ 1,178,657		\$ 8,745,333	

SUPPORT AND REVENUE 2009



EXPENSES 2009



LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2009

	2009	2008
ASSETS		
Cash & Investments	\$ 4,448,588	\$ 2,652,141
Receivables & Prepaid Items	507,586	326,130
Bequest Receivable*	8,353,304	9,195,501
Property & Equipment, net	128,417	181,123
Assets held for Gift Annuities	1,093,241	792,542
TOTAL ASSETS	\$ 14,531,136	\$ 13,147,437
LIABILITIES		
Payables & Accrued Expenses	\$ 791,913	\$ 682,110
Other Liabilities	746,923	651,684
Total Liabilities	1,538,836	1,333,794
NET ASSETS	12,992,300	11,813,643
TOTAL LIABILITIES & NET ASSETS	\$ 14,531,136	\$ 13,147,437

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

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

LEADERSHIP

As of March 1, 2010

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* Former Board member serving in 2009

** Served on the NLC in 2009 prior to joining the Board

*** Former NLC member serving in 2009

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STAFF

As of March 2010

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LEGAL

Jon W. Davidson, *Legal Director*
(based in the Western Regional Office)
Hayley Gorenberg, *Deputy Legal Director*
Bebe Anderson, *HIV Project Director*
Flor Bermudez, *Youth in Out-of-Home
Care Project Staff Attorney*
M. Brent Byars, *Affiliated Attorney*
Natalie Chin, *Staff Attorney*
Cristina Izaguirre, *Help Desk Specialist*
Michael Kavey, *Affiliated Attorney*
James King, *Legal Assistant*
M. Dru Levasseur, *Transgender Rights
Attorney*
Jeff Rakover, *Youth in Out-of-Home Care
Project Legal Assistant*
Jeremy R. Sanders, *Affiliated Attorney*
Susan Sommer, *Director of Constitutional
Litigation*
Katy Tokieda, *Legal Administrative
Manager*
Thomas W. Ude, Jr., *Senior Staff Attorney*

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Leslie Gabel-Brett, *Director of Education
and Public Affairs*
Hector Vargas, *Deputy Director of
Education and Public Affairs*
Jonathan Adams, *Public Information
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Brandon Aultman, *Community Education
and Marketing Assistant*
Lisa Hardaway, *Media Relations Director*
Jeremy Hoekstra, *EPA and Media
Administrative Assistant*
Ben Mendelsohn, *Digital Content
Specialist*
Hilary Meyer, *Fair Courts Project Manager*
Carolina Paula, *Graphic Designer*
Angelo Ragaza, *Senior Editor and
Publications Manager*
Zahara Raine, *National Community
Educator*
Jeff Simpson, *Web and Design Manager*
Beverly Tillery, *Director of Community
Education & Advocacy*

DEVELOPMENT

John Westfall-Kwong,
Director of Development
Christopher Bellis,
Deputy Director of Development
Matthew Allen, *Director of Foundation
Giving*
Allen Clutter, *Director of
Corporate Relations*
John Herget, *Major Gifts Officer*
Nora Nolan, *Database Associate*
Adam Pedersen-Doherty,
Director of National Events
Matthew Rojas, *Director of Membership*
Maxwell Scales, *National Events
Coordinator*
Omer Shah, *Member Services Manager*
Kylee Sunderlin, *National Events Manager*

ADMINISTRATION AND FINANCE

Judith Pfenninger, *Chief Financial Officer*
Adrian Archer, *Database Associate*
Adrian Feliciano, *IT Specialist*
Douglas Koch, *Staff Accountant*
Kevin Lee, *IT Manager*
Todd Marion, *Senior Accountant*
Darren Nimnicht, *Director of Human
Resources*
James Pierce, *Cash Receipts/
Database Associate*
Ryan Rivera, *Database and Development
Reports Manager*
Marisol Velazquez, *Executive Assistant*
Deborah Williams, *Receptionist*

WESTERN REGIONAL OFFICE

Loren Javier, *Regional Director*
Tara Borelli, *Staff Attorney*
Francisco Dueñas, *Proyecto Igualdad
Coordinator*
Jamie Farnsworth, *Legal Assistant*
Jason Howe, *Senior Public Information
Officer*
Stefan Johnson, *Help Desk Attorney
(national position)*
Kimberlee Jones, *Major Gifts Officer*
Huong Lam, *Help Desk Specialist*
Abel Martinez, *Receptionist/Administrative
Assistant*
Judi O'Kelley, *Director of Life Planning
(national position)*
Jennifer C. Pizer, *National Marriage Project
Director*
Erik Wilson, *IT Coordinator/Office
Manager*
Desmond Wu, *Affiliated Attorney*

MIDWEST REGIONAL OFFICE

James L. Bennett, *Regional Director*
Cheryl Angelaccio, *Senior Legal Assistant/
Help Desk Manager*
Simon Aronoff, *Community Educator*
Carla Avila, *Receptionist/Office
Administrator*
Timothy Carraher, *Affiliated Attorney*
Christopher Clark, *Senior Staff Attorney*
Willard Loring Dumas III,
National Major Gifts Officer
Graciela Gonzalez, *Legal Assistant*
Scott Schoettes, *Staff Attorney,
HIV Project*
Jeff Souva, *Development Associate*
Camilla Taylor, *Senior Staff Attorney*

SOUTHERN REGIONAL OFFICE

Terence Caldwell, *Office Manager*
James Dye, *Legal Assistant*
Lorraine Fontana, *Legal Assistant*
Rick Hill, *Major Gifts Officer*
Drake Jones, *Development/Administrative
Assistant*
Graham S. Lee, *Affiliated Attorney*
Beth Littrell, *Staff Attorney*
Gregory R. Nevins, *Supervising Senior Staff
Attorney*
Holiday Simmons, *Community Educator*

SOUTH CENTRAL REGIONAL OFFICE

Dennis E. Coleman, *Regional Director*
Michele Clanton, *Office Manager/Help
Desk Specialist*
Carla McKinzie, *Development/
Administrative Assistant*
Kenneth D. Upton, Jr.,
Supervising Senior Staff Attorney

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