

GLAD Staff

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PHOTO: ©ISTOCKPHOTO.COM/LISA THORNBERG



Keeping Schools Safe for LGBT Families

GLAD IS WEIGHING IN ON A LEGAL DISPUTE which has roiled a Massachusetts school system over the past year. A Lexington, MA elementary school has become the focus of a battle waged by two families – and their conservative backers – against the notion of diversity in the school.

David and Tonia Parker objected to the book “Who’s in a Family,” brought home in a “diversity book bag” by kindergartner Jacob Parker. Robert and Robin Wirthlin objected to their first-grader, Joey, having the book “King and King” read to him in class. Both books include non-judgmental depictions of same-sex couples and their families.

The Parkers and the Wirthlins filed a lawsuit in federal court against Lexington school officials and teachers claiming the school violated their constitutional rights by talking about different types of families in the school. They assert that their religion considers homosexuality immoral, and that by including materials depicting same-sex families, the school violated their

rights under the U.S. Constitution to control the upbringing of their children and to the free exercise of their religion.

U.S. District Court Judge Mark L. Wolf disagreed. He dismissed the suit, stating that “under the Constitution public schools are entitled to teach anything that is reasonably related to the goals of preparing students to become engaged and productive citizens in our democracy. Diversity is a hallmark of our nation. It is increasingly evident that our diversity includes differences in sexual orientation.”

The decision went on to read “the constitutional right of parents to raise their

Keeping Schools Safe » continued page 3

Equality Stands in Massachusetts: Anti-Gay, Anti-Marriage Equality Amendment Defeated

WE WON! On June 14, Massachusetts stood decisively for fairness.

Three-quarters of legislators resoundingly rejected an anti-gay, anti-marriage equality ballot question with a vote of 45-151.

The precious right to marry — which GLAD won in 2003 with the successful *Goodridge* lawsuit — is now safe in Massachusetts.

“We’re proud of our state, and we applaud the legislature,” said Executive Director Lee Swislow. “Equality for gay and lesbian citizens has enriched our state, made our communities stronger, and our families happier. This vote was the triumph of time, experience, and understanding over fear, lies, and prejudice.” ▶

GLAD Executive Director Lee Swislow and Attorney Mary Bonauto outside the Massachusetts Statehouse after the June 14 Constitutional Convention.

PHOTO: MICHELLE A. REDDICK





New Hampshire Legislator Ed Butler with his partner Les Schoof

New Hampshire Adopts Civil Unions

New Hampshire is set to become the fifth U.S. state to adopt civil unions or comprehensive domestic partnerships for gay and lesbian couples. Beginning January 1, 2008, New Hampshire will join Vermont, Connecticut, New Jersey, and California in allowing same-sex couples to enter into legal unions intending to provide all of the state-based protections and benefits of marriage. GLAD congratulates New Hampshire Freedom to Marry, gay and lesbian legislators and their allies, and the citizens of New Hampshire for taking this stride toward full equality.

“This civil union law goes a long way toward addressing the painful legal void in which same-sex couples and their children currently live in New Hampshire,” said GLAD Executive Director Lee Swislow. “But this journey is not over until we have equality, until we have the same protections and choices as other New Hampshire citizens, until we have marriage.”

Moving forward, GLAD will provide education to New Hampshire’s gay and lesbian citizens about their new rights under this law, including workshops for couples considering a civil union, and a new publication - *New Hampshire Civil Unions* - available in print and online at www.glad.org. »

But this journey is not over until we have equality, until we have the same protections and choices as other New Hampshire citizens, until we have marriage.

PHOTO: MAINFRAME PHOTOGRAPHICS, INC.

Kay Longcope: Remembering a Pioneer

GLAD is grateful to be the recipient of a generous bequest from Kay Longcope, journalist, pioneer, and long-time GLAD supporter. Kay passed away in March at the age of 69, after a year-long battle with pancreatic cancer.

“Kay admired GLAD,” says Barbara Wohlgenuth, Kay’s partner of 17 years. “She supported GLAD throughout the years for its great work.”

Kay’s bequest continues her support of the groundbreaking legal and legislative work she often covered as a reporter at *The Boston Globe*. Mary Bonauto, GLAD’s Civil Rights Project Director, remembers Kay’s coverage of some of the first cases GLAD filed under the Massachusetts non-discrimination law.

“Kay covered our issues at challenging times, when the anti-gay foster care policy was in place and few public officials were our friends,”



1937 - 2007

“Kay covered our issues at challenging times...She constructed stories so that the facts spoke for themselves, and thus told a powerful story of discrimination.”

- MARY BONAUTO

says Bonauto. “She constructed stories so that the facts spoke for themselves, and thus told a powerful story of discrimination.”

As a reporter, Longcope educated the public and her profession about LGBT people at a time when few reporters covered gay and lesbian issues, and even fewer publicly identified as gay.

As the first openly gay reporter at *The Boston Globe*—she began working at the paper in 1970—Longcope weathered harassment in the newsroom. But throughout her 22-year tenure at the paper she built a career covering minority communities and civil rights, and earned a reputation for fairness. When Representative Barney Frank came out in 1987, he wanted his first interview to be with Longcope.

Longcope moved back to her native Texas in the early 1990s to be with Wohlgenuth and their two sons. There the couple started the *Texas Triangle*, a weekly newspaper covering LGBT issues throughout the state. They wanted the paper to focus on news rather than on arts and entertainment, and decided not to publish sex-related ads, a revenue source for many LGBT papers.

Throughout her life, Kay supported a number of non-profit organizations, including GLAD. She continues that generous support through her estate. »

GLAD’s Legacy Society

recognizes those who have or intend to make a bequest or planned gift to GLAD. Please contact Brianna Boggs at 617-426-1350 x 48 or bboggs@glad.org if you would like information on planned gifts and bequests.

Keeping Schools Safe » *continued from 1*

children does not include the right to restrict what a public school may teach their children and that teachings which contradict a parent's religious beliefs do not violate their First Amendment right to exercise their religion." Judge Wolf also noted in his decision that if parents wish to have further control over what their children are taught, they have the option of sending their children to a private school or schooling them at home.

The Parkers and Wirthlins have appealed Judge Wolf's decision to the U.S. Court of Appeals for the First Circuit. Having joined an amicus brief in the trial court, GLAD will file an independent amicus brief in the appellate court in support of the defendants, which include the Lexington Public Schools and the Town of Lexington. GLAD's brief will focus on students' right to learn about the society in which they live, a right that in this case includes learning that lesbian and gay families exist. "The most recent census data demonstrates that lesbian and gay families live in virtually every U.S. county," says GLAD staff attorney Nima Eshghi. "Students learning about different kinds of families have a right to learn that a family can have two moms or two dads and still be a loving family."

Lesbian and gay parents in Lexington have praised the town and the schools for standing up to the lawsuit. "Books like 'Who's in a Family' are important because our children need to see themselves, and their friends need to see them, in school resources," says mother of four Meg Soens. "I am deeply, deeply grateful that the administration of the Lexington schools has tried to make the schools more welcoming for our children, and all children."

The case is being watched nationally by both sides. GLAD views the suit as an attempt to intimidate schools away from an inclusive curriculum, and applauds Judge Wolf's thoughtful dismissal. "Public schools should feel confident about teaching this material," says Eshghi. "Our families are part of the fabric of society. To the extent that a public school includes a curriculum about families and teaches about what makes a family, that curriculum ought to reflect the demographic reality that same-sex families exist." »



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From the Executive Director **Lee Swislow**



On May 14th, GLAD senior staff attorney Ben Klein argued for marriage equality in front of the Connecticut Supreme Court. During the lengthy (3 hours in total!!) argument, there were two particularly striking moments.

When the state argued that there was no sexual orientation discrimination, since a lesbian could marry a man and a gay man could marry a woman, just like heterosexual people, one of the justices interrupted. "Well, that's not really realistic, is it?" he said. And, later, when the state argued that because of civil unions, there was no longer any legal harm to same-sex couples by their exclusion from marriage, the attorney was again interrupted. "What about the children?" asked the justice. "What do they say when asked about their parents?"

It is, of course, impossible to know what the Court will decide in this case. But we can be heartened by the experience of appearing before a court that understands something about our lives. On some very important level, the justices "got it." That is no accident.

Both GLAD and our Connecticut state partner, Love Makes a Family, have worked extensively in the state to highlight the lives of LGBT individuals and families. This happens through newspaper articles, educational forums, public testimony—and just living out in the world. This visibility—this public education—makes an incredible difference in so many ways, including in court. When the community is aware, and judges are part of the community, we can focus on the legal issues—which is certainly what happened in Connecticut.

We believe the law is clear; there is no "gay exception" to the equality provisions of the Connecticut constitution. We will all now wait for a decision. However, we can be heartened by the knowledge that, whatever the decision, every day Connecticut is learning more about the LGBT people who live in the state. With the continued work of GLAD, Love Makes a Family, our Connecticut legal partners Maureen Murphy (Murphy, Murphy, Nugent in New Haven), Kenneth J. Bartschi (Horton, Shields & Knox in Hartford) and the Connecticut Civil Liberties Union, and all our other allies in Connecticut, we know we will get to full equality. »

Advancing Trans Equality in Massachusetts

One hundred twenty people from across Massachusetts participated in the first Transgender Equality Lobby Day at the State House on May 15. Trans-identified individuals, parents, families, neighbors, and allies spent the day talking about the importance of passing House Bill 1722 - "An Act Relative to Gender-Based Discrimination and Hate Crimes."

Participants told their personal stories as they talked with legislators and aides. Dedicated Quincy father Ken Garber, who attends every transgender equality event that he can in support of his eighteen-year-old son, urged lawmakers to recognize that transgender individuals should not be treated as "second class citizens," and spoke of the urgent need for hate crimes protections. "I worry every time he leaves the house whether he's going to be safe," he said.

The turnout was nearly three times what organizers expected. "The day was incredibly successful," said GLAD staffer Kate Strangio. "It was a great opportunity for legislators to meet with trans folks and for trans individuals, who are so often marginalized, to advocate for themselves."

GLAD was the primary drafter of the bill, which would add "gender identity and expression" to the state's non-discrimination laws and hate crimes statute. "This bill creates a statewide mechanism to address discrimination against transgender and gender variant people, to collect statistics on hate crimes and bias crimes, and to provide important protections against



PHOTO: MARILYN HUMPHRIES

Citizens meet with legislative aides at the Massachusetts Transgender Equality Lobby Day

violence," said Gunner Scott, Co-Chair of the Massachusetts Transgender Political Coalition (MTPC), one of the lead organizers of the lobby day.

As of this writing, the bill was pending a hearing date in the Judiciary Committee. MTPC and other coalition partners, including GLAD, continue to educate legislators, citizens, and allied organizations inside and outside the LGBT community about the importance of supporting the legislation. ▶

Rhode Island Supreme Court to Hear Divorce Case *Potential for Broad Implications*

Having rarely ventured into LGBT-related issues, the Rhode Island Supreme Court has agreed to hear an argument on whether a Family Court judge has jurisdiction to decide a divorce case for a Rhode Island same-sex couple – Cassandra Ormiston and Margaret Chambers – who married in Massachusetts in 2004. The case might have profound consequences.

Chief Family Court Judge Jeremiah S. Jeremiah Jr. asked the Supreme Court to clarify whether the Family Court could recognize Chambers and Ormiston's marriage for the purpose of entertaining their divorce petition. While Rhode Island law is silent on the question of licensing marriages between same-sex couples, the Massachusetts courts ruled in 2006 that Rhode Island gay and lesbian couples

could legally marry in Massachusetts, and in 2007 Attorney General Patrick Lynch issued a legal opinion saying that Rhode Island law requires those marriages to be respected in Rhode Island.

The Rhode Island Supreme Court has invited briefs from the Rhode Island Legislature, the Governor and any interested persons. GLAD will be filing an amicus brief on August 1, 2007, urging the Rhode Island high court to conclude that all married couples should be able to divorce in Rhode Island's courts, regardless of whether the marriage is between a same-sex couple or a heterosexual couple. "Everyone knows that married people can divorce in Rhode Island," said GLAD attorney Michele Granda. "Ormiston and Chambers have a legal marriage, so there is no reason for

the Rhode Island Family Court to deny this legally married couple a divorce."

The Supreme Court could simply declare the Family Court's authority to hear their divorce matter. On the other hand, the Court could speak broadly about the state of Rhode Island law both as to the ability of Rhode Island same-sex couples to marry in Rhode Island and as to whether Rhode Island law will give full respect to marriages of same-sex couples from Massachusetts, Canada or elsewhere. In short, this case is likely to have a strong impact in a state where the marriage conversation has been engaged and is moving forward in many positive ways. Glad will be doing all that we can to help the Court come to a positive decision. ▶

Separate is Not Equal:

Fighting for Marriage Equality in Connecticut

Beth Kerrigan and Jody Mock's five-year-old twin boys want to know if their moms, who have been together for 13 years, are married.

"It breaks our heart to have to say the truth, which is that we're not," says Beth. "But we're fighting for that."

This fight has taken them to the Connecticut Supreme Court, where, on May 14th, GLAD Senior Attorney Ben Klein argued that lesbian and gay couples in Connecticut have a right to the same respect and dignity given all other families in the state. Klein argued that creating separate institutions – in this case, civil unions – serves no purpose other than to mark one group of citizens as inferior and unworthy and to deny them basic rights.

they have seen friends and family—including all of Carol's brothers and sisters—marry. They won't settle for anything less.

"Basically, we've just not been able to force ourselves to pledge to a status that says that we're not equal, or that we're less than or inferior to others," says Janet. "We just can't make that step,"

Barb and Robin Levine-Ritterman did have a civil union, to provide legal protections for each other and their children, eleven-year-old Maya and nine-year-old Joshua. Barb, who was undergoing cancer treatment when the case first began, is now healthy and has started a new business. Asked about her marital status at a recent check-up, Barb replied that she was in a civil



PHOTO: CAROL BUCKETT AND CHION WOLF

Our plaintiff couples outside the Connecticut Supreme Court

In the two and a half years since GLAD filed this case, our plaintiffs have changed jobs, retired, fought and beaten major illnesses, and watched their children grow. Some have gotten civil unions and some have opted not to. But all have become more fully—sometimes painfully—aware of the very real differences between civil union and marriage, and why marriage matters to them.

Beth and Jody, and twins Fernando and Carlos, still live in West Hartford. Like many of the other plaintiff couples, they have put in place all the legal documentation they can to protect their family, but have not gotten a civil union. They will wait, they say, for full, equal marriage.

Co-plaintiffs Carol Conklin and Janet Peck have also chosen not to have a civil union. Throughout their 31-year relationship,

union. The medical form did not include that option, and so the woman filling it out listed Barb, who has been with Robin since 1989, as single.

Gloria Searson and Damaris Navarro have had similar experiences explaining their civil union, which they had in Vermont in 2001. The term "marriage," Gloria says, would help people better understand her relationship with Damaris.

"Marriage is more than the sum of all the tangible rights and benefits associated with the word," said GLAD Civil Rights Project Director, and co-counsel in the case, Mary Bonauto. "The ability to say that you are married is one of the benefits of marriage. Gay and lesbian couples and families deserve a legal status that lets

Separate is Not Equal » continued page 9

Vermont Mother Reunited with Her Child; Another Victory in Custody Case

Vermont mother Janet Miller-Jenkins was finally able to visit with her daughter this spring, after more than two years in a painful custody dispute with her estranged civil union spouse. GLAD is representing Janet in the Vermont end of the dispute with Lisa Miller-Jenkins, who moved to Virginia with the child when the couple's relationship ended four years ago.

GLAD recently hailed another victory for Janet when, on April 30, the U.S. Supreme Court declined to hear Lisa's appeal of the sweeping victory GLAD won on Janet's behalf in the Vermont Supreme Court. Lisa had been seeking a review of three Vermont Family Court orders in Janet's favor: one declaring that Janet is a legal parent of the child, one holding Lisa in contempt for refusing to allow Janet visitation, and one refusing to accept a Virginia court order declaring Lisa the sole parent.

While Lisa is still pursuing appeals in her actions in Virginia (where Janet is represented by Attorney Joe Price and Lambda Legal), she finally began some compliance with the court visitation order, allowing Janet and her daughter a long-awaited reunion. »



Janet Miller-Jenkins with her daughter

Docket Highlights

Cote-Whitacre et al. v. Dept. of Public Health: The last aspect of GLAD's case challenging the revival of a 1913 law to keep out-of-state same-sex couples from marrying in Massachusetts was finally resolved with a decision for the New York plaintiffs in the case. On May 10, a Massachusetts judge ruled that marriage licenses issued to New York same-sex couples before July 6, 2006 – the date a New York court explicitly prohibited marriage between same-sex couples in that state – are completely valid and never should have been put into question.

In re Rhiannon O'Donnabhain: GLAD is preparing to go to trial in the U.S. Tax Court in July on behalf of Rhiannon O'Donnabhain, who is challenging the Internal Revenue Service's decision to deny her a tax deduction for her sex

reassignment surgery, claiming it is an unnecessary, cosmetic procedure.

D'Amico v. Cranston School Department: GLAD is working with local counsel in Rhode Island to pursue a sexual orientation discrimination claim on behalf of a Rhode Island teacher who was denied family leave to care for her partner. After the Rhode Island Human Rights Commission found probable cause that sexual orientation discrimination had occurred, the School Department exercised its right to move the matter to the Rhode Island trial court.

Shaw v. Murphy: GLAD is awaiting the scheduling of oral argument in the

Massachusetts Appeals Court in this case in which MassHealth denied 16-year-old Ashley Shaw coverage for medically-necessary surgery to remove a "buffalo hump" caused by her HIV medications, claiming the surgery was cosmetic. This appeal concerns a technical matter of compliance with MassHealth rules.

Cook v. Gates: Oral argument was heard March 7 in the U.S. Court of Appeals for the First Circuit in Servicemembers Legal Defense Network's (SLDN) challenge to the military's policy of excluding gay and lesbian citizens from service. GLAD, working with the law firm of Jenner and Block, submitted an amicus brief in support of SLDN's case. »

Legislative Updates

The Connecticut and Vermont legislatures both took up transgender anti-discrimination legislation this session. The Vermont bill passed both the House and Senate and was signed into law by Governor Douglas on May 22nd. At press time, the Connecticut bill has successfully passed the Senate, pending a full House vote.

Connecticut and Vermont also each considered marriage equality bills this session. Despite strong majority support in the House Judiciary Committee, sponsors of the Connecticut bill tabled it before a full House vote, opting to wait for the next legislative session when the bill is expected to be raised again. The Vermont bill, which was also introduced in the 2006 legislative session, was still making its way through committee at press time. »

FEDERAL DISCRIMINATION

GLAD is collecting information on issues married same-sex couples have encountered in dealing with the federal government. If you would like to share your story, please fill out our survey online at www.glad.org/feddisc.

Up to the Challenge

GLAD's 2007 Winter Party

More than 300 supporters cast their bids at the Winter Party's live and silent auctions, enjoyed delicious food, and heard an update on GLAD's legal agenda from Senior Staff Attorney Jennifer Levi. Over \$80,000 - including the winning bids on two fabulous South African Safaris — was raised to support GLAD's work for LGBT legal rights.



▲ Bid on Us! One lucky bidder won an exclusive barbecue with GLAD senior staff, including Executive Director Lee Swislow and Legal Director Gary Buseck

▶ Raise that Bid! Bruce Withey and Steve Cohen made one of two winning bids on our South African Safaris



Enjoying the Party! Attendees Mitch Paul, Richard Landoli, and Will Evans



I Wanna Bid! Julia Dunbar, Lisa McDonell, and Denise McWilliams (center row) get in on the bidding action

PHOTOS: MAINFRAME PHOTOGRAPHICS INC.

GLAD Works for Marriage Recognition in Rhode Island

If you're a Rhode Island couple who married in Massachusetts, are you still married when you're in Rhode Island?

The answer is yes, says GLAD attorney Karen Loewy: Rhode Island married couples do have valid, legal marriages, and they should largely expect those marriages to be respected, by employers, hospitals, banks, and other entities. At a workshop in Providence, co-sponsored by Marriage Equality Rhode Island (MERI), Loewy addressed this and other questions asked by married couples and those planning to marry about the ramifications of their marriages.

The workshop was part of a broad recognition campaign undertaken in Rhode Island by GLAD and MERI. GLAD is collecting stories of how couples' marriages are being treated in Rhode Island, and providing resources for those encountering confusion or disrespect.



“GLAD is here not only to help Rhode Island couples navigate the gray areas, but to help businesses understand their responsibilities to their employees.”

-KAREN LOEWY

GLAD has also met with government officials, and is educating businesses about providing spousal benefits to married gay and lesbian employees. To date, prominent Rhode Island employers, including GTECH and Neighborhood Health Plan, have adopted policies of full respect for their employees' marriages.

“GLAD is here not only to help Rhode Island couples navigate the gray areas, but to help businesses understand their responsibilities to their employees,” said Loewy.

GLAD's publication *Rhode Island Married Same-Sex Couples: Advocating for Yourself in the Workplace* is available in print and online at www.glad.org. Visit ri.glad.org if you would like to complete our Rhode Island marriage survey. ▶

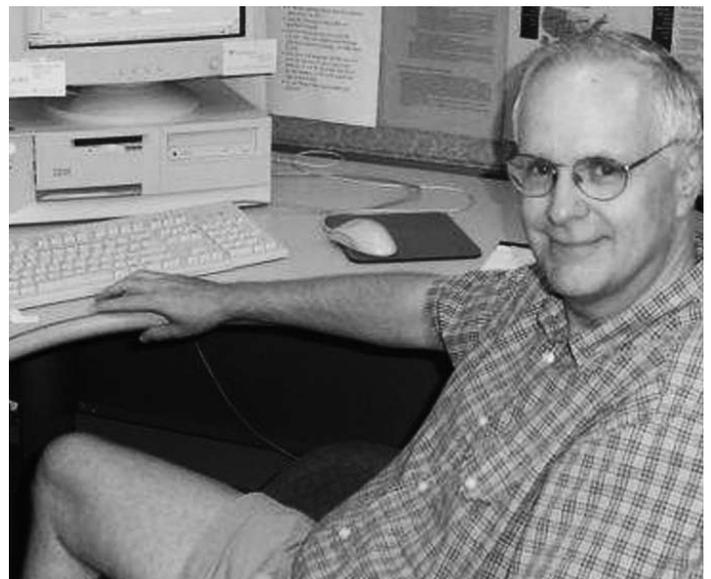
Long Time Volunteer Makes a Difference at GLAD

GLAD's Legal InfoLine has made big strides since Bob Mack began volunteering five years ago. Phone calls have mostly been replaced by a steady stream of email, and volunteers' questionable handwriting replaced by tidy computer type. The calls themselves have shifted to reflect the changing legal landscape.

In particular, Mack says, “*Goodridge* transformed the types of questions we get. Since *Goodridge* more than half of our InfoLine questions are about marriage.”

Mack, the InfoLine's longest-term volunteer, supported GLAD as a donor long before he became a volunteer. After 15 years as a senior partner at a large downtown law firm, followed by another 15 years as Co-Director of IT at the same firm, this long-time Cantabrigian committed himself to a variety of non-profit work. In addition to his work at GLAD, he has held spots on the boards of Cambridge Community Television, the Chiltern Mountain Club, and the Harvard Gay and Lesbian Caucus.

Mack says his work with the InfoLine is especially gratifying, in part because of the camaraderie among volunteers, and in part due to its seamless operation by InfoLine Coordinator Bruce Bell. Mostly, though, Mack likes knowing each day he's here, he makes a difference.



“Every shift you get a call from someone who is upset,” he says. “We can't give legal advice, but what we can do is talk them through the issue. Almost always you can take a person who is upset and calm them down and give them a plan of action.” ▶

Victory for Gay & Lesbian New Hampshire State Employees

GLAD's victory stands in the case *Bedford and Breen v. New Hampshire Community Technical College System* after the state of New Hampshire dropped its appeal. The case involved Patricia Bedford and Anne Breen, two long-time state employees who sought insurance and leave benefits for their same-sex partners and their children.

Bedford, an eleven-year employee of the college system, has been with her partner, Vivian Knezevich, for more than 15 years. They live in Concord with their 4-year-old son Christopher. Breen, who has worked at the college for 18 years, lives in Salisbury with her partner of 29 years, Kathleen Doyle, and their 11-year-old son Matthew.

GLAD won a trial court ruling that denying family benefits to gay and lesbian employees violates New Hampshire's anti-discrimination laws. The court agreed with GLAD that the state's use of marriage as a qualifier for benefits amounted to sexual orientation discrimination because same-sex couples cannot marry in New Hampshire.

The state appealed, and the case was set to be heard before the New Hampshire Supreme Court on May 10. But the state withdrew its appeal three days before argument, seemingly influenced by the passage of New Hampshire's civil union law and a new pending collective bargaining agreement that would extend benefits to same-sex couples.

"We're thrilled for Patricia and Anne and their families," said GLAD staff attorney Karen Loewy. "The discrimination that they've endured for many years has been acknowledged and will now be addressed. They deserve a tremendous amount of credit for standing up and saying this isn't right." »

New Publications

Continuing to expand the information and resources available to the community, GLAD has released these five new publications. All are available online or in hard copy:

Legal Issues for Non-Massachusetts Same-Sex Couples

Who Married in Massachusetts: Answers legal questions for same-sex non-resident couples who married in Massachusetts either before the residency restriction was invoked or who indicated an intent to reside in Massachusetts but have not yet done so.

Rhode Island Married Same-Sex Couples: Advocating for Yourself in the Workplace:

Offers information for legally-married Rhode Island same-sex couples about the rights and benefits they are entitled to from their employers, and how to advocate for them.

Rights of LGBT Public School Students in Massachusetts:

Informs LGBT students in Massachusetts public schools about their rights to safety, information, and self-expression, as well as the right to form GSAs.

Legal Issues for New York Same-Sex Couples Married in Massachusetts:

Explains the recent Massachusetts trial court decision clarifying that New York same-sex couples who married in Massachusetts between May 17, 2004 and July 6, 2006, are legally married in Massachusetts and have completely valid marriage licenses. It offers guidance on marriage respect and recognition, and other legal questions that may arise for any New York same-sex couples who married in Massachusetts.

New Hampshire Civil Unions Provides information on the new civil union law taking effect in New Hampshire January 1, 2008. »

Separate is Not Equal » *continued from 5*

them convey to the world that they have access to the same level of equality enjoyed by Connecticut's other citizens."

Jeffrey Busch and Stephen Davis - who have gotten a civil union for the protections it offers their four-year-old son, Eli, but who are saving the celebration for the day they can marry - put it this way:

"You get one chance to cry at your wedding," says Jeffrey. "We want it to be the real thing." »

Attorney Ben Klein (left, with local co-counsel Kenneth Bartschi), discussed the Connecticut equal marriage case at Courting Equality in Connecticut on May 1.



Gay Mainers to **Have Family Medical Leave**

Near the end of her struggle with cancer, Sandy Osterby's partner Donna wanted nothing more than to have Sandy by her side. And Sandy was there – once her co-workers generously donated their own sick time to her. That extraordinary generosity was necessary because Sandy and Donna were not covered by Maine's Family Medical Leave Act (FMLA).

The untenable choice between job security and urgent family needs was addressed this session by an amendment to Maine's FMLA to include "domestic partners." As of this writing, the bill passed Maine's Senate by a vote of 28 to 5, and passed the House by 95 to 41. It is expected that Governor John Baldacci will sign the bill.

GLAD worked with Equality Maine, the Maine Women's Lobby, and other partners to push the legislation through while also demonstrating how many existing workplace protections benefit married families but not unmarried families. Civil Rights Project Director Mary Bonauto testified before the Labor Committee, prepared an analysis of how marriage advantages working families, and talked with newspaper editorial boards to explain the issue. GLAD also helped people like Sandy to tell their own stories, both to legislators and to the media.

LGBT equality organizations and allies also testified about the differences between religious and civil marriage, workers compensation reforms, tax inequities, and access to absentee ballots.

"Family medical leave is only one of the many ways that gay and lesbian couples and families are harmed because they can't marry," said Bonauto. "This represents a step forward – but it would be far better and fairer to make comprehensive rather than piecemeal changes." ▶

The Maine Human Rights Commission has issued comprehensive regulations implementing the 2005 amendments to the Maine Human Rights Act forbidding discrimination based on sexual orientation and gender identity or expression in employment and housing. Among other things, the regulations provide guidance as to terminology and the employer's duty to reasonably accommodate employees with respect to their gender identity and expression. The Commission has also indicated that employer fringe benefits policies that rely on marriage as the qualification for benefits are likely to be discriminatory under the new law. GLAD's testimony was heavily cited by the Commission on each of these points, and final approval of the regulations is expected this summer. ▶

Stories Matter: Hearing Them is Good, Seeing Them is Better



In February, GLAD launched our first video, in conjunction with EqualityMaine and the Maine Civil Liberties Union. In *The Way Life Should Be: Marriage in Maine*, directed by Molly O'Neill of Moped Productions, six couples, all born-and-bred Mainers, tell the stories of their lives and relationships, and why they want to marry in Maine. They discuss everything from parenting to aging, and how their exclusion from marriage affects their lives legally, emotionally, and socially. You can view the video at www.glad.org or www.youtube.com. ▶



Work for GLAD!

Bilingual Outreach Educator

Individual fluent in Spanish and English sought to do outreach work and staff the InfoLine.

Check out the posting at www.glad.org.

For more information, contact Bruce Bell at bbell@glad.org.

GLAD Financials

Statement of Financial Position*

December 31, 2006

ASSETS

Cash & cash equivalents	762,619
Accounts Receivable & Pledges	351,765
Investments	1,425,280
Equipment, deposits & prepaid expenses	87,251
Total Assets	2,626,915

LIABILITIES

Account Payable & Accrued Expenses	198,679
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NET ASSETS

Operating	670,598
Board Designated	1,120,157
Property & Equipment	52,480
Temporarily Restricted	585,001
	2,428,236
Total Liabilities & Net Assets	2,626,915

Statement of Activities *

For the year ended December 31, 2006

SUPPORT AND REVENUE

Contributions & Grants	1,746,797
Special Event Revenue, net	510,683
Donated Services	470,798
Service Fees	70,975
Investment income	141,450
Other income	5,525
	2,946,228

EXPENSES

Civil Rights	1,244,849
Education	616,747
AIDS Law Project	215,234
Development & Fundraising	495,895
General & Administrative	269,967
	2,842,692
Change in Assets	103,536

* Footnote: This information is summarized from the 2006 annual audit. Copies of the audit report are available upon request.

Welcome New Board Member

Jose Portuondo is the President of Decision Analytics, Inc. a management consulting firm focusing in business, marketing and strategy development and implementation, business process redesign, and organizational effectiveness. He has a Bachelor's and Master's degree from the Massachusetts Institute of Technology and an MBA from Harvard Business School. Mr. Portuondo is fluent in Spanish and Portuguese and is a board member of North Cambridge Catholic High School. He resides in Waban, MA with his wife. »

Welcome New Staff

Prior to joining GLAD, Web and Publications Manager **Amanda Johnston** served for six years as the Managing Director of The Boston Jewish Film Festival, where she oversaw all print and electronic communications. She first discovered the power of the internet in the mid-90s while working with a grassroots media training center in Austin, Texas. Amanda is a performer and Board Member with the dance company Big Moves Boston, and has coordinated the Boston Gay and Lesbian Film Festival at the Museum of Fine Arts since 2005. She holds a Masters Degree in Media Studies from the University of Texas at Austin.

Development and Administrative Assistant **Molly Shangraw** graduated from St. Lawrence University with a BA in Anthropology and Global Studies in 2004. Prior to joining GLAD in 2007 she ran a successful campaign for a Massachusetts State Representative and organized for marriage equality in Massachusetts and New Jersey. »

MARK YOUR CALENDAR

Summer Party

The Sky's the Limit!

Saturday, July 28, 2007

Pilgrim Monument &
Provincetown Museum

4-7pm

Tickets \$60

Sponsorships start at \$150

www.glad.org/events

GLAD
equal justice under law

SEPTEMBER

28

Save the Date

GLAD's eighth annual *Spirit of Justice Award Dinner* is on *Friday, September 28, 2007* at a new location, the *Westin Boston Waterfront*. This dinner is GLAD's single largest event of the year, attracting more than 900 attendees from the *Greater Boston area*. Your participation helps generate critical funds in our fight for equal justice under the law for lesbian, gay, bisexual, transgender and HIV-positive people. Tickets and sponsorship information available at www.glad.org/events.

Equality for Your Inbox – Join GLAD's Email List Receive important legal and legislative updates and stay informed about GLAD's work for LGBT rights across New England.

Sign up for GLAD's email list at www.glad.org/email between July 1 and August 31, and be entered to win a copy of the landmark *Goodridge* decision autographed by GLAD attorneys.



30 Winter Street, Suite 800
Boston, MA 02108
(617) 426-1350
(800) 455-GLAD
www.glad.org
gladlaw@glad.org