The Death of DOMA

When the Defense of Marriage Act (DOMA) was dealt a final blow by the Supreme Court of the United States, life changed for tens of thousands of married same-sex couples and their families, not the least of whom are the plaintiffs in GLAD’s two DOMA challenges, *Gill v. Office of Personnel Management* and *Pedersen v. Office of Personnel Management*. Lower court victories in those two cases paved the way for the 5-4 decision in *Windsor v. United States*.

The ruling means that postal worker Nancy Gill can put her spouse Marcelle Letourneau on her health insurance. “We got married after 24 years together and two kids,” says Nancy. “We were shocked to find out afterward that I couldn’t put Marcelle on my health insurance. Now our kids will know that we’re equal, and we may be able to find a little bit of flexibility in our budget.”

For Brian Khoo and David Colton, a bicultural couple, the decision means the end of a long era of stress, uncertainty, and powerlessness in their marriage. The fear of disaster was made real in 2002, when they were visiting Brian’s family in Malaysia and his visa was suddenly withheld. David returned to the U.S. alone, and Brian was kept out of the country for six months. “It’s an incredible relief to know that this can never happen again,” says Brian.

Joanne Pedersen, a retired civilian employee of the Navy, can now provide health insurance for her wife Ann Meitzen, who has chronic health conditions. Ann has been using 58% of her Social Security income to pay for her health insurance premium. “We could not be more thrilled,” says Joanne. “Not only is our retirement more secure, we are finally being treated fairly and equally.”

“We are incredibly proud of our role in bringing down this notorious law,” says Executive Director Lee Swislow. Civil Rights Project Director Mary Bonauto, Legal Director Gary Buseck, Senior Staff Attorney Vickie Henry, and Staff Attorney Janson Wu comprise the GLAD legal team which has worked on DOMA for nearly ten years.

“I can’t say enough about our plaintiffs in both of these lawsuits, who gave their time, told their stories over and over, and really committed themselves and their families to this fight,” says Bonauto. “We also owe a debt to the law firms and incredible lawyers who gave us invaluable pro bono service.” Those firms include Foley Hoag LLP, Sullivan & Worcester LLP, Jenner & Block LLP, Kator Parks & Weiser, PLLC, and Horton Shields & Knox.

Since the June 26, 2013 Supreme Court decision, GLAD’s InfoLine’s phone (800-455-GLAD) has been ringing off the hook. Calls have come in from married couples from all over the country seeking to understand their new legal obligations and rights.

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GLAD’s DOMA Legal Team: Vickie Henry, Janson Wu, Gary Buseck and Mary Bonauto.

Glenn’s DOMA Legal Team: Joanne Pedersen (left) and Ann Meitzen are relieved to finally have their marriage treated equally.

Brian Khoo (left) and David Colton no longer have to live in fear of being torn apart by DOMA.

Postal worker Nancy Gill (right) can now put her spouse Marcelle Letourneau on her health insurance.

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Photo: InfinityPortraitDesign.com

Photo: Bonauto/Photovision.com

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From the Executive Director
Lee Swislow

WHAT AN INCREDIBLE FEW MONTHS IT’S BEEN!

In May Rhode Island became the 10th marriage state in the U.S., making New England a complete marriage equality zone. Two more states followed shortly after, and others are on the horizon. Then, last month the Supreme Court issued its two historic rulings, restoring marriage equality to California and finally striking down the despicable, discriminatory Defense of Marriage Act.

I couldn’t be prouder of the role GLAD has played in these victories. We have toiled hard – and well – for so long to build this marriage movement. And you have been with us every step of the way.

We all have so much to celebrate.

But while marriage has been a critical issue in our work for decades, it has never been the only issue. Creating a just society means fighting for so much more.

GLAD has a longstanding commitment to working for transgender rights, for the rights of LGBTQ youth and for people living with HIV – in short, for full lived equality for every member of our community.

These recent high profile victories have given us an opportunity to share the truth of our lives and our humanity on a wide public stage. We must use this momentum to keep moving the ball forward until all our lives are affirmed and valued in every context.

We’re ready. Will you join us?
GLAD Argues for Trans Student at Maine Supreme Court

On June 12, the Maine Supreme Court heard arguments in our case Doe v. Clenchy, in which attorney Jennifer Levi argued that the Orono Schools violated the state's trans-inclusive non-discrimination law when it rescinded our client Nicole Maines' use of the girl's restroom after a male classmate followed her into the facility to make trouble. Nicole's courage in sharing her story has been an inspiration, and her supportive family has stood by her every step of the way. GLAD’s Jennifer Levi and Ben Klein are representing Nicole.

During oral argument, the justices demonstrated a solid understanding of what it means to be transgender, while making clear they are wrestling with how to apply the law. Chief Justice Leigh I. Saufley, for instance, noted the school was working in “uncharted territory” in trying to address Nicole's needs as a transgender student. But she also observed, “this wasn’t a sexual identity presented on a whim. Everyone in this case understands [Nicole] to be a girl. The school treated her as a girl, her parents treated her as a girl; for all intents and purposes she is a female. Under those circumstances, isn’t her sex recognizable as female for purposes of bathroom assignment?”

The Maine Supreme Court does not have a timeline within which it issues decisions.

Kelly, Nicole, Jonas and Wayne Maines with GLAD Attorneys Jennifer Levi and Ben Klein following oral argument in June.

Important Policy Updates May Make Life a Little Easier for Transgender People

A number of recent events have made it easier for transgender people to obtain identification documents that accurately represent their gender identity.

The Social Security Administration (SSA) has moved from a requirement that an individual have surgery in order to change his or her gender listing to a policy requiring only certification by a doctor that he or she has undergone appropriate clinical treatment for gender transition. For detailed information about what the SSA now requires see: www.ssa.gov

Several years ago, the State Department similarly revised its policy for changing gender on a passport to require only certification from a physician that the person has had appropriate treatment for gender transition.

Among the six New England states, only New Hampshire still requires surgery in order to change gender on a state drivers' license or identification card. However, with the exception of Vermont, all states (in New England) still have a surgery requirement for changing gender on a birth certificate.

There is positive news in this area, though, as the American Medical Association this summer passed a resolution to support policies “that allow for a change of sex on birth certificates for transgender individuals based upon verification by a physician that the individual has undergone transition according to applicable medical standards of care”— in other words, without a surgical requirement.

With the downfall of DOMA, transgender people who are married in any New England state now have clear access to ALL state and federal marriage rights, benefits and responsibilities, regardless of whether the state views them as being in a same-sex or different-sex marriage. If the couple was married in Massachusetts, there is a policy that allows a spouse to change his or her gender on the marriage certificate to reflect the person's current legal gender as indicated on his or her birth certificate.

GLAD will continue to fight to remove the remaining barriers to changing gender on identification documents. The appendix of GLAD’s publication, Transgender Legal Issues: New England, contains detailed information about how to change name and gender on various federal and state documents: http://bit.ly/translegalissuesne

Contact GLAD's Legal InfoLine, www.glad.org/rights or 800-455-GLAD

equal justice under law

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GLAD is continuing our fight on behalf of a young transgender woman who was denied appropriate access to the women’s dormitory at a Massachusetts homeless shelter, a case that highlights both the clear need for anti-discrimination protections for transgender people in public accommodations and the critical issue of LGBT youth homelessness.

In March, GLAD filed a complaint with the Massachusetts Commission Against Discrimination (MCAD) on behalf of our client, “Jane Doe.” The shelter responded to the complaint in June. GLAD will file a rebuttal in mid-July, after which an MCAD investigator will determine whether or not there is probable cause for Ms. Doe’s complaint to move forward in the MCAD process.

Ms. Doe resided at the shelter between June and September of 2012. Upon arrival, she asked for a bed in the women’s dormitory. When the staff learned she is a transgender woman, they refused her access, and instead housed her in a segregated room designated for storage of donated clothing. With no bed, Ms. Doe had to sleep on a mat on the floor. She describes the room as being “unkempt and dirty,” and lacking air conditioning, which was available in the women’s dorm.

In addition to being segregated and subjected to substandard conditions, Ms. Doe was barred from accessing additional shelter services, including a long-term housing and substance abuse recovery program. Because current case law is split as to whether homeless shelters are housing accommodations or public accommodations, GLAD Attorney Allison Wright assisted Ms. Doe in filing a complaint against the shelter for both housing discrimination on the basis of gender identity and sex, and public accommodations discrimination on the basis of sex.

GLAD is also working legislatively to secure non-discrimination protections for transgender people in public accommodations as part of the Mass. Transgender Equal Rights Coalition. The coalition is spearheading the effort to pass the Equal Access Bill sponsored by state Reps. Carl Sciortino and Byron Rushing and state Sens. Sonia Chang Diaz and Ben Downing.

Beth Hastie had the worst case of buffalo hump her surgeon had ever seen, a striking declaration for a doctor who had performed buffalo hump removal surgeries for about 25 other patients. It has caused permanent physical damage to her back. Yet, in December 2006, Tufts Health Plan denied prior approval for surgery to remove the hump on the grounds it caused her “no impairment of a bodily function,” forcing Beth to undertake a complicated and lengthy appeal process to receive the treatment she so badly needed.

Beth’s buffalo hump was caused by lipodystrophy, a metabolic complication of her HIV medication that creates abnormal fat distribution in the body, causing disfiguring body shape changes. She suffered severe chronic pain in her back, neck and shoulder. She would later be diagnosed with two herniated discs and miss two months of work when the pain started shooting down her arm. Beth relied on near-daily use of anti-inflammatory medication or strong pain killers in order to function, in addition to physical therapy and acupuncture. Driving was difficult, if not dangerous, because the hump restricted Beth’s ability to turn her head. Her posture was stooped.

Most people suffering from lipodystrophy don’t have the financial resources or provider support to successfully appeal an insurer’s denial of treatment.

- Beth Hastie

Working to Ensure Proper Healthcare for People with HIV

Continued on page 15
Death of DOMA

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GLAD, along with other legal and LGBT organizations, has prepared fact sheets on 14 DOMA-related topics to help couples through this period of transition:

- Bankruptcy
- Free Application for Federal Student Aid
- Federal Employee Benefits
- Family Medical Leave Act
- Immigration
- Medicaid
- Medicare
- Military Spousal Benefits
- Private Employment Benefits
- Social Security
- Supplemental Security Income
- Taxes
- Temporary Assistance for Needy Families
- Veteran Spousal Benefits

For access to these publications and information about your particular situation related to the end of DOMA, contact

GLAD’s Legal InfoLine
800-455-GLAD
www.glad.org/rights

The LGBT Community and Law Enforcement

Several years ago, representatives from GLAD and other LGBT groups began to meet regularly with the Boston Police in order to address concerns in the LGBT community over enforcement methods being used by police in the Back Bay Fens park.

Over the years, a positive working relationship has developed. The number of concerns by the LGBT community has markedly decreased, and the collaboration has produced a number of positive results, for example:

- Creation and distribution of a handout detailing the rights one has when stopped by the police.
- Identification of homophobic and transphobic hate words that can be used to ascertain an LGBT hate crime, and development of a procedure for scanning all incident reports for these words.

In recent months the Massachusetts State Police and MBTA Police have also been sending representatives to these meetings. This police participation means that GLAD has a specific person to contact when we receive a complaint from someone in the community about how he or she was treated by law enforcement.

The latest positive development by the Boston Police is a Police Commissioner’s Special Order concerning the treatment of transgender individuals. This policy stresses the importance of treating all individuals with dignity, respect and professionalism. In particular the policy states:

- Officers shall address transgender individuals by their chosen name even if this is not the person’s legal name, and will use pronouns that are appropriate for that name. If officers are uncertain about what name or pronouns to use, they will ask the individual.
- A transgender individual’s call for help should be addressed in the same manner as anyone else’s.
- Transgender individuals shall not be subject to more invasive search or frisk procedures and such procedures cannot be used to determine the person’s sex.
- Whenever possible a transgender prisoner will be transported alone.
- When booking a transgender individual, normal procedures will be used. The prisoner will be booked under the name appearing on the prisoner’s government-issued identification as well as under his or her chosen name. If no identification is available, then the person will be booked under his or her chosen name. The prisoner’s birth name will only be used if it is his or her legal name or is required by a legitimate law enforcement purpose, such as a prior arrest record.
- Whenever possible, searches of transgender prisoners will be conducted by two officers of the gender requested by the prisoner. The prisoner will be required to complete a “Search Preference Form” before being searched. If the prisoner refuses to complete the form, then the person will be searched by officers whose gender corresponds to the person’s gender identity.
- Whenever possible, the transgender prisoner will be held in a cell without other prisoners.

If you have any concerns about treatment you’ve experienced at the hands of law enforcement in any state, please contact GLAD’s Legal InfoLine, www.glad.org/rights or 800-455-GLAD
Ten years ago, the Massachusetts Supreme Judicial Court (SJC) ruled in *Goodridge v. Dept. of Public Health* that same-sex couples could legally marry, transforming the lives of LGBT people in Massachusetts. The eloquent and historic opinion, authored by Chief Justice Margaret H. Marshall, reverberated across the country.

For Marshall, who left the bench in 2010 and is now senior counsel at Choate Hall & Stewart LLP, the decision was one of 300-plus important decisions issued during her 14-year tenure on the SJC. “Every time a decision is issued by any judge it is huge in the life the litigants,” she explains. “So whether it's a criminal case, or a civil case, or a case regarding which the media pays no attention whatsoever, it makes a difference if somebody's conviction is upheld or overturned or if somebody is told they must be evicted from their home or not evicted.”

But there are ways in which the *Goodridge* decision is unique for the jurist who, as a student anti-apartheid leader in her native South Africa, admired the SJC’s history for its first ruling after the adoption of the Massachusetts Constitution – *Commonwealth v. Nathaniel Jennison* – that effectively abolished slavery in the state.

For starters, she never imagined that portions of her opinion would become part of the canon of wedding readings. Passages are read at weddings around the country between same-sex couples and opposite-sex couples alike.

“I have to say, that is something I really didn't expect,” she says with a laugh. “One writes a judicial opinion not expecting that anybody would read excerpts from it. There are many beautiful pieces of writing that people have used for centuries in marriage and wedding ceremonies, so that did take me by surprise.”

GLAD is very proud to honor Marshall with our Spirit of Justice Award this year as we mark *Goodridge’s* 10th anniversary. She will accept the award at the 14th Annual Spirit of Justice Award Dinner at the Boston Marriott Copley on Oct. 25.

Marshall’s eloquent and powerful words paved the way for that happiness for so many a decade ago:

“Civil marriage is at once a deeply personal commitment to another human being and a highly public celebration of the ideals of mutuality, companionship, intimacy, fidelity, and family… Because it fulfills yearnings for security, safe haven, and connection that express our common humanity, civil marriage is an esteemed institution, and the decision whether and whom to marry is among life's momentous acts of self-definition.”

*Goodridge v. Dept. of Public Health, 2003*
Katie Mullen remembers well a recent disturbing call to the Legal InfoLine from Connecticut. Katie used to live in Connecticut and always found the culture very accepting. The caller was a mother whose son was experiencing severe anti-gay bullying at school, including a death threat. “I thought, ‘I can’t believe this is going on at home,’” says Katie.

The parent called the InfoLine after unsuccessfully seeking help elsewhere, including from law enforcement. “Nobody would help her, or even listen,” says Katie. “I was the first person apparently who had given her the time of day.”

Katie was able to quickly send the parent a number of resources outlining her and her son’s legal rights in Connecticut. Because of the severity of the bullying, she also referred the call to InfoLine Manager Bruce Bell, who reviewed it with the GLAD Youth Initiative team. Attorney Vickie Henry then worked with the family to resolve the situation.

A rising third-year student at Suffolk University Law School's Evening Division, with an interest in property law, Katie joined the InfoLine as a volunteer a year ago. “I never really had a chance before to be involved with the community in any meaningful way. I wanted to do something to give back,” she says.

In addition to school and volunteering, Katie is a digital archivist for Houghton Mifflin Harcourt. What little free time she has is spent at home in Salem with her wife Courtney and their beloved pets: a dog, two cats and a fish.

“My hobbies have definitely dwindled,” she says with a laugh. “I used to do a lot more. Now, it’s nice to be able to catch that spare hour to watch a TV show or something and just relax.”

Still, Katie wouldn’t trade her time on the InfoLine. She’s gratified to be on the front lines assisting callers like this Connecticut parent. “I felt like I helped this woman,” Katie says. “It felt really good.”

Contact the InfoLine at www.glad.org/rights or 800-455-GLAD

6 x 12.5 Marriage Equality Across New England

When Rhode Island Governor Lincoln Chafee signed a marriage equality bill into law on May 2, 2013, Rhode Islanders realized the end of a very long struggle. “Thousands of Rhode Islanders waited and worked hard for many years to ensure all families could have the respect and recognition only marriage provides,” says GLAD Staff Attorney Janson Wu. “The passage and signing of this legislation was a joyous milestone for the Ocean State.”

It was also the culmination of GLAD’s 6x12 campaign, an initiative to ensure that all six New England states had marriage equality by the year 2012.

The campaign was launched on Nov. 18, 2008, the fifth anniversary of the historic Goodridge decision, which had made Massachusetts the first state where gay couples could legally marry. At the time 6x12 was launched, the only other New England state with marriage equality was Connecticut, the result of GLAD’s successful lawsuit Kerrigan v. Department of Public Health. Couples had just started marrying in Connecticut six days earlier.

GLAD has collaborated with statewide equality groups to bring marriage equality to New Hampshire, Vermont, Maine, and Rhode Island through public education, legislation, and ballot initiative.

Each state had its own path and its own dramatic story. In 2009, Vermont’s legislature overrode a gubernatorial veto to become the third New England marriage state. Also in 2009, New Hampshire achieved marriage equality legislatively, with a strategy that focused on Republican support. Maine’s journey included a very painful reversal at the ballot of a legislative win in 2009. The community re-grouped, with GLAD putting significant resources into a two-year public education campaign. The result: an overwhelmingly affirmative win at the ballot in 2012.

“We missed our goal of 6x12 by only four and a half months,” says Lee Swislow, GLAD’s executive director. “I’d call that a major victory. And the spotlight that marriage equality has shone on our community will enable us to keep the ball rolling and address a myriad of other issues we face. We’ll keep moving forward.”
Board Members

The Rev. Timothy A. Boggs is the Rector of St. Alban’s Church in Cape Elizabeth, Maine, one of the most vibrant Episcopal Churches in New England. Prior to ordination, Rev. Boggs served for twenty years as the Senior Vice President for Global Public Policy of Time Warner Inc. He managed corporate offices in Washington, Brussels and Hong Kong. Tim also served for eight years on the professional staff of the U.S. House of Representatives, assisting in the legislative and investigative agenda of the Subcommittee on Courts and Civil Liberties of the Judiciary Committee. Rev. Boggs has served as national co-chair of the boards of the Human Rights Campaign and the AIDS Action Council, and recently served on the Finance Committee of the successful campaign for marriage equality in Maine.

Marcy Feller is the former Executive Vice President, General Counsel of Multiplan, Inc., a healthcare cost management solutions organization, where she was responsible for signing Multiplan Inc. onto both the Windsor (DOMA) and Perry (Prop 8) business *amicus* briefs to the Supreme Court. After a career as an attorney of over 30 years in healthcare law, Marcy has recently moved from her hometown of NYC to Provincetown, MA, where she and her legally wedded wife of 9 years have a home. Marcy is currently a member of the board of the Provincetown Tennessee Williams Theater Festival, and she has served on the boards of NY NARAL, the Stonewall Chorale and WNCN in New York City, an independent classical radio station.

Trina Soske’s lifelong passion for tackling injustice led her to become a GLAD supporter over 16 years ago. Trina is currently a Senior Partner at Oliver Wyman Leadership Development, bringing years of experience in strategy and leadership consulting to GLAD’s Board, and she spends her professional time teaching, researching, writing, speaking, and consulting about leadership. As Co-President of Harvard Business School’s LGBT alumni association, Trina has cultivated extensive networks in the LGBT business community. Trina also has been very active in education reform efforts over the last 10 years, involving policy, assessment, curriculum design, teacher professional development, and high-performance management of school districts.

David Wilson was a plaintiff in GLAD’s groundbreaking 2003 *Goodridge* victory, making Massachusetts the first state to legally marry same-sex couples. The case and the quest for equal rights under the law ignited his desire to become more involved in the civil rights struggle for LGBT folks, especially those raised in the black community. David was a founding member of Fenway Community Health Center’s Endowment Board. Before retiring, David was Vice President of real estate company Spaulding & Slye Colliers and worked for 30 years at Verizon. As a former member of the Board of MassEquality, the Board and Business Council of the Human Rights Campaign and the Massachusetts LGBT Youth Commission, David has worked to eradicate institutional racism and introduce diversity and inclusion training programs coupled with targeted outreach to LGBT people of color.

Anne Stanback has worked as an activist for the LGBT community for over 30 years. For 20 years, she collaborated with GLAD as the Founder and Executive Director of Love Makes a Family, Connecticut’s statewide equality organization. Anne was Executive Director of the Connecticut Women’s Education and Legal Fund as well as of Connecticut NARAL. She currently serves as National Board President of Freedom to Marry. Anne, who holds a Master’s in Divinity from Yale, is Moderator of Immanuel Congregation Church, UCC, and also has a long track record of working with Connecticut’s transgender community.

Staff

Rebecca Glucklich joined GLAD as Special Events Coordinator in June 2013 after three years with Jewish Vocational Service. Rebecca has always worked with and for non-profit organizations, utilizing both her Bachelor and Master degrees in Social Work, to bring dignity and equality to under-represented populations. When she isn’t planning fabulous fundraising events, Rebecca can be found at The Footlight Club in Jamaica Plain in one of her many roles – actor, choreographer, producer and most recently, Membership Director.

Board members Trina Soske (left) and Alix Ritchie (right) with GLAD supporter Miguel Rodriguez
GLAD Annual Report Fiscal Year 2013
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GLAD thrives due to the support of volunteers, donors and in-kind contributors. We extend our thanks to the following individuals and organizations who worked with us in the past year toward achieving a more just world. We apologize if we have omitted anyone.

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Christine Cooke
& Michelle O’Connell
GLAD Annual Report Fiscal Year 2013

continued
A Message from the CFO

This past fiscal year was a good one for GLAD, both programmatically and financially. Our strategic and programmatic investments made a significant impact on our movement. Working with local partners to win the marriage ballot campaign in Maine and to win the legislative fight in Rhode Island, GLAD completed our 6x12 campaign to bring marriage to all six New England states. We are thrilled that all of New England is now a marriage equality zone. On the federal level, our years of work were rewarded on June 26, when the Supreme Court declared DOMA unconstitutional.

In addition to our marriage work, we are litigating to establish the right of a transgender girl to use the appropriate restroom in Maine and to protect the rights of non-birth parents in New Hampshire. We are advocating in Massachusetts for insurance coverage for treatment of lipodystrophy (a side effect of HIV medications), while continuing to expand the reach of the Youth Initiative and our Transgender Rights Project.

GLAD’s financial health is strong; we have just over 6 months of reserves at March 31, 2013, including board designated funds and amounts pledged for restricted purposes. We have minimal debt, and sufficient cash to meet our obligations. FY13, covering the twelve months from 4/1/12 to 3/31/13, ended with an overall surplus (aka Change in Net Assets) of $128,451.

Based on the table below, here are a few things of note:

- The unrestricted fund ended with a surplus of $304,634 primarily due to an increase and early funding from a major donor. As of 3/31/13, GLAD’s unrestricted reserves total $1,777,895. In the upcoming year, we earmarked $240,000 of this reserve for board approved initiatives and programmatic investments.
- The temporarily restricted fund had a decrease in net assets of $176,183. At first blush this may seem unfavorable, but the ‘net reduction’ means we are spending down our backlog of restricted money and complying with donors’ intentions. Conversely a ‘net increase’ would mean we received more restricted gifts than we spent in that particular year. The bottom line is that we are accounting for and using our funds properly.

Other highlights and trends:

- GLAD’s financial position is strong. You’ll notice a reduction in cash and an increase in investments. During the year GLAD transferred some of its operating funds to short term bonds and brokered certificates of deposit. This sort of cash management helps to increase yields on idle funds and somewhat mitigates our FDIC risk.
- On March 31, 2013 the market value of the investment portfolio was $1,600,000. The Finance & Audit Committee monitors investment results, risk tolerance and asset mix in accordance with our cash and investment policy. There has been a recent trend to slowly and responsibly raise the cash and short term bond positions.
- Total income is up 4% or $234,298, compared to the prior year. Special event income is down $173,846 from the prior year, which is a result of election-year competition and a non-repeatable second challenge at the annual dinner in FY12. Grants and contributions are up significantly by $761,901; 70% of this relates to our work on the Maine initiative, which is now successfully completed.
- Total expenses are up 15% or about $314,637 compared to the prior period, primarily due to the Maine public education initiative. Costs in other departments are generally comparable; we continue to invest in our Transgender Rights Project and have enjoyed some efficiencies in our development and administration costs.

We remain committed to excellence and will carefully monitor our financial results with an eye to the future.

Thank you for investing in GLAD.

Eva N. Boyce
Chief Financial Officer
## Statement of Activities*
For the 12 month period ended March 31, 2013
(with comparative totals for the period ending March 31, 2012)

<table>
<thead>
<tr>
<th>Support and Revenue</th>
<th>2013</th>
<th>2012</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions &amp; Grants</td>
<td>$3,709,338</td>
<td>$2,947,437</td>
<td></td>
</tr>
<tr>
<td>Special Event Revenue, net</td>
<td>699,046</td>
<td>872,892</td>
<td></td>
</tr>
<tr>
<td>Donated Services</td>
<td>913,579</td>
<td>1,234,204</td>
<td></td>
</tr>
<tr>
<td>Fees &amp; Program Revenue</td>
<td>109,207</td>
<td>141,315</td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td>8,822</td>
<td>9,846</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5,439,992</strong></td>
<td><strong>5,205,684</strong></td>
<td><strong>234,298</strong></td>
</tr>
</tbody>
</table>

**Expenses**

| Civil Rights | 2,060,134 | 2,083,534 |         |
| Public Affairs and Education | 1,412,666 | 1,122,440 |         |
| Transgender Rights Project | 548,589 | 442,007 |         |
| AIDS Law Project | 229,540 | 222,437 |         |
| Development & Fundraising | 659,293 | 665,957 |         |
| General & Administrative | 431,735 | 490,945 |         |
| **Total** | **5,341,957** | **5,027,320** | **314,637** |

**Change in Net Assets from Operations**

| 98,035 | 178,374 |         |

**Other Revenue (Expenses)**

| Investment Income | 14,301 | 37,123 |         |
| Net Realized & Unrealized Gain (Losses) | 47,964 | (33,627) |         |
| Spending Policy Transfer | (31,849) | (31,468) |         |
| Donated Equipment | - | 6,766 |         |
| **Total Change in Net Assets** | **$128,451** | **$157,168** |         |

**Net Assets, end of year**

<table>
<thead>
<tr>
<th>2013</th>
<th>2012</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,461,980</td>
<td>$2,333,529</td>
<td></td>
</tr>
</tbody>
</table>

## Statement of Financial Position*

March 31, 2013 with comparative totals at March 31, 2012

<table>
<thead>
<tr>
<th>Assets</th>
<th>2013</th>
<th>2012</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$1,065,703</td>
<td>$1,344,104</td>
<td></td>
</tr>
<tr>
<td>Accounts Receivable &amp; Pledges</td>
<td>259,835</td>
<td>384,187</td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>1,469,651</td>
<td>952,317</td>
<td></td>
</tr>
<tr>
<td>Equipment, Deposits &amp; Prepaid Expenses</td>
<td>107,151</td>
<td>135,111</td>
<td></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>2,902,340</strong></td>
<td><strong>2,815,719</strong></td>
<td><strong>86,621</strong></td>
</tr>
</tbody>
</table>

| Liabilities |      |      |        |
| Accounts Payable & Accrued Expenses | 294,062 | 333,539 |         |
| Deferred | 146,298 | 148,651 |         |
| **Total Liabilities** | **440,360** | **482,190** | **(41,830)** |

**Net Assets**

<table>
<thead>
<tr>
<th>2013</th>
<th>2012</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating</td>
<td>910,380</td>
<td>867,035</td>
</tr>
<tr>
<td>Board Designated</td>
<td>867,515</td>
<td>606,226</td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td><strong>684,085</strong></td>
<td><strong>860,268</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$2,902,340</strong></td>
<td><strong>$2,815,719</strong></td>
</tr>
</tbody>
</table>

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* GLAD's FY13 audited financial statement is available at www.GLAD.org/about/financials

** See message from the CFO for more information.
Transgender Rights Project

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Steven Cohen & Bruce Withey
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GLAD appreciates the support we receive at all levels, though space constraints limit the number of donors we are able to list in this publication. We strive to recognize our donors accurately. Please let us know if we’ve made any errors or omissions.
GLAD’s Youth Initiative Wants You To Be Ready for the New School Year

Though GLAD has been advocating for LGBTQ youth and the children of LGBT parents since our inception, our Youth Initiative, now in its third year, is a more focused effort to educate and empower the next generation. Attorneys Vickie Henry and Allison Wright and Community Engagement Coordinator Maryse Pearce have been working to reach youth, parents, and those who work with youth (such as teachers, administrators, and social workers) to inform them of the rights of LGBTQ youth in schools, in the foster care system, in the workplace, and more.

In the last year, we have reached over 1,500 youth and over 300 adults, and given 38 workshops and presentations. Here’s what these numbers look like:
- Allison Wright doing a workshop at Boston GLASS (Gay & Lesbian Adolescent Social Services) in April for over two dozen young people on employment discrimination and LGBTQ rights in the workplace.
- Attorneys Vickie Henry and Jennifer Levi helping to develop LGBTQ policies for the Department of Youth Services which will impact youth in juvenile custody.
- GLAD representing a young transgender woman who was denied access to a women’s dorm at a homeless shelter because of her gender identity in Doe v. Mustafa et al.

With the start of a new school year just around the corner, now is the perfect time to make sure your school is welcoming and safe for LGBTQ youth. The following checklist can help guide you:
• Internet filtering: Does the school’s internet filter block all websites with words like “gay” or “lesbian”? LGBTQ content is not necessarily inappropriate. Visit www.glad.org/checklist for help checking whether positive LGBTQ sites are being filtered out.
• Bullying: does your school’s anti-bullying policy prohibit bullying based on gender identity, gender expression and sexual orientation? Is your school enforcing its policy?
• GSA: Does your school have a Gay/Straight Alliance? Studies show that LGBTQ students at schools with GSAs feel safer.
• Prom: Can LGBTQ youth attend school dances on the same basis as other students? Can they dress according to their gender identity? Can they bring a date of their choosing, regardless of gender?
• Non-discrimination policy: Does the non-discrimination policy include gender identity, gender expression, and sexual orientation?

If you have questions about any of these issues, or need help working with your school to keep your student safe, contact GLAD's Legal InfoLine at 800-455-GLAD or www.glad.org/rights

Working for Youth on All Fronts: GLAD Staffers Andy Morgan (top left) and Gypsy Vidal (middle, right) are among the newest members of the MA Commission on LGBT Youth

Working to Ensure Proper Healthcare for People with HIV

continued from page 4

Despite the physical damage lipodystrophy causes – not to mention the psychological damage many suffer due to physical disfigurement – health insurance companies routinely deny coverage for treatment on the grounds that it is cosmetic or otherwise medically unnecessary.

That’s why GLAD has organized the Treat Lipodystrophy Coalition (TLC), a group of health care providers, LGBT and HIV advocates, and consumers working to pass An Act Relative to HIV-Associated Lipodystrophy Treatment. Authored by AIDS Law Project Director Ben Klein and sponsored by state Rep. Carl Sciortino, the bill would require private insurers, MassHealth, and the Group Insurance Commission to provide treatment for the condition. Beth, a longtime advocate for people with HIV who holds a master’s in public health from Boston University, is a TLC co-chair.

Using her skills as an advocate and knowledge of the health care system, Beth successfully appealed Tufts’ decision to deny her coverage for the buffalo hump surgery. Though she has permanent structural damage, the removal of the three-pound mass of fat has greatly improved her health in other ways.

“The surgery absolutely helped with my mental health and with the pain and my posture and those kinds of things,” she says.

However, crafting her appeal was a labor-intensive, time consuming, six-month process and Beth knows most people suffering from lipodystrophy do not have the time, financial resources, expertise and provider support to undertake a successful appeal of an insurer’s denial of treatment. Thus, she’s hopeful about the passage of legislation that would require health insurers to cover lipodystrophy treatment for all qualified patients.

“There were so many things that contributed to me being successful that would have been really hard for other people,” she says. “I know there are people that don’t have that support and are isolated and maybe aren’t seeing a provider that’s knowledgeable about it.”