In recent years, the LGBTI community in Uganda has been under escalating political attack, culminating in the 2014 Anti-Homosexuality Act, which was signed into law on February 24. That same day, half-way across the world, John Abdallah Wambere's phone started buzzing relentlessly. Wambere was in the U.S. speaking and raising awareness about the situation in Uganda. The calls were from friends telling him the bad news.

“I was in shock. I was heartbroken,” says John. He and his fellow activists had worked hard to prevent the enactment of the bill, and had held out hope that it would not be signed. Faced with the new prospect of arrest and life imprisonment should he return to Uganda, John made the difficult decision to seek asylum in the U.S.

John’s legal team for his asylum claim includes GLAD attorneys Allison Wright and Janson Wu, as well as private immigration attorney Hema Sarang-Sieminski.

Wambere has been an LGBTI activist for fourteen years. He is the co-founder of Spectrum Uganda Initiatives, a nonprofit organization in Uganda that works to ensure the safety of the LGBTI community, reduce stigma, assist LGBTI Ugandans under arrest, and educate about HIV.

“This has been a very, very difficult decision for me,” says Wambere. “I have devoted my life to working for LGBTI people in Uganda, and it gives me great pain not to be with my community, allies, and friends while they are under increasing attack. But in my heart, I know it is my only option, and that I would be of no use to my community in jail.”

The Anti-Homosexuality Act imposes harsher penalties for same-sex relationships, including life imprisonment. It also imposes new penalties for any activities that are viewed as “aiding and abetting homosexuality” and “promoting homosexuality.” The law is broad in its reach and criminalizes activism and public health education work related to LGBTI individuals, including those living with HIV.

“It is simply not safe for John to return to Uganda,” says Wu. “Even before the bill was signed, John was outed as gay by newspapers, harassed by strangers, received death threats from anonymous phone calls, evicted from his home, and beaten up. Now he also faces life imprisonment should he return.”

Following the signing of the bill, 30,000 Ugandans gathered in a stadium for a rally to thank the president for signing the law. They listened to speakers who called LGBTI people “criminals,” “animals” and “devils.” Since the bill’s signing, LGBTI people in Uganda have been arrested, some have gone underground, and others have fled the country. An HIV organization was infiltrated and shut down by police, and two gay men are currently on trial.

Anti-gay sentiment in Uganda has been promoted by American evangelicals, who travelled to the country to preach and promote what was at the time called the “Kill the Gays” bill because it included the death penalty, which was removed. “The United States can do two very important things,” says Allison Wright, GLAD Staff Attorney.
From the Interim Executive Director
Gary Buseck

There really never is a slow time at GLAD — because our work is never done.

This spring, while we might have paused briefly to celebrate ten years of marriage equality in the United States, what's kept us busy is the remaining work we must do to build a truly equal society for LGBT people and people living with HIV. For example:

- We are working to expand access to transition-related healthcare for transgender people, whether they are covered by private insurance, public insurance, as government employees, or if they are in prison. (see page 7)
- We have entered the ring to fight back ever-expanding claims of religious justification for discrimination, with our new case Barrett v. Fontbonne Academy. (see page 6)
- We continue to work on parenting and family law issues, such as those exemplified by In re Madelyn B, a case that GLAD argued before New Hampshire's high court in April. (see page 4)
- Leading a coalition, we've been working tirelessly on a bill to insure coverage of treatment for lipodystrophy, a disfiguring side effect of some HIV medications. (see page 3)
- We've filed for asylum on behalf of a courageous Ugandan activist, John Abdallah Wambere, whose return home became impossible once the Anti-Homosexuality Act of 2014 was signed into law on February 24. (see front cover)
- And we remain constantly on guard against bias rearing its ugly head in the courts. (see page 8)

There is a lot of work to do before we have both full legal and lived equality for LGBT people and people living with HIV across New England and the nation. With your help, we are getting there. ■

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“I don’t want anybody to see me,” says 64-year-old John Wallace.

What John doesn’t want people to see is how badly he has been disfigured by lipodystrophy, a metabolic complication of his HIV medications that creates abnormal fat distribution in his body. The once outgoing Vietnam-era Marine veteran now passes most of his days alone, rarely leaving his South Boston apartment to avoid encountering the stares and unkind comments of strangers on the street.

But John did venture out to the Massachusetts State House in March. He was there to testify in favor of proposed legislation to ensure that private insurers and MassHealth cover treatment for lipodystrophy.

Despite the profound physical and mental pain lipodystrophy causes—John has felt so hopeless at times he’s considered suicide—the majority of health insurers refuse to cover treatment, claiming it is cosmetic and therefore not medically necessary.

The March 5 hearing before the Joint Committee on Financial Services brought together medical experts and healthcare providers, HIV advocacy organizations, and several people living with lipodystrophy to demonstrate the need to require insurers to cover treatment.

Physicians described the severe physical pain and spinal, postural and mobility issues their patients suffer. Social workers talked about the significant psychological impact they see on their patients, including acute depression, panic disorder, agoraphobia and suicidal thoughts. John and others talked about the physical and emotional pain of living with lipodystrophy, and the stigma they face when their HIV status is so visible on their bodies.

Andrew Fullem, who, like John has had coverage for treatment of his lipodystrophy denied by his insurer, testified that such refusal is discrimination against people with HIV, plain and simple. “There aren’t a lot of other diseases where we say to people who have followed the advice of doctors, ‘It’s okay to look like you’ve been ravaged; just suck it up and suffer,’” he told the committee. “We don’t tell women who have had mastectomies because of breast cancer to just tough it out and not opt for reconstructive surgery because they should just feel lucky to be alive.”

(continues on page 11)

“We don’t tell women who have had mastectomies because of breast cancer to just tough it out and not opt for reconstructive surgery because they should just feel lucky to be alive.”

— Andrew Fullem

Thanks to Everyone Who Testified in Support of this Legislation

People Living with Lipodystrophy
Michael Achillee
Amit Dixit
Andrew Fullem
Beth Hastie
Mark S.
John Wallace

Healthcare Providers
Nesli Basgoz, MD, Mass General Hospital
Camilla Graham, MD, Beth Israel Deaconess Medical Center
John Mazzullo, MD, Tufts University School of Medicine
Sandy McLaughlin, Clinical Social Worker, Mass General Hospital

Mireya Wessolosky, MD, UMass Memorial Health Care

Organizational Advocates
Martha Akstin, AIDS Project Worcester
Gary Daffin, Multicultural AIDS Coalition
Ben Klein, GLAD
Kevin Koerner, Boston Living Center
Belts and Suspenders? Protecting LGBT Families

For years, LGBT legal advocates, including GLAD, have urged same-sex parents to adopt a “belt and suspenders” approach to forming a legal relationship with their children — i.e. even if you think your parental status is protected under law (the belt), you should still get an adoption (the suspenders). That way, if your belt gives out, your suspenders will save you from a bad situation.

For example, same-sex married couples technically should not have to adopt a child born during their marriage. That's because the law presumes that a person is the parent to a child born to his or her spouse while married. Yet, some have argued that this presumption does not apply to same-sex married couples, because most of these laws are written in terms of husbands and wives. Moreover, even if the marital presumption does apply to same-sex parents in a couple’s home state, it may not apply if they travel or move to a state that refuses to recognize their marriage. In other words, legal parental status can evaporate the second a family drives across the state line.

For parents who cannot or choose not to marry, the need for both belts and suspenders is even greater. For example, we recently argued to the New Hampshire Supreme Court in In re Madelyn B. that an unmarried, non-birth mother who helped raise her daughter for 11 years has parental rights under New Hampshire’s “holding out” law, even though the statute refers only to men. “Holding out” laws can establish parentage for a person who holds a child out as his or her own, regardless if that person is married to the child’s genetic parent. Given that our client has not seen her daughter for over a year, we are hopeful for a favorable decision soon.

Given such obstacles, why not keep advising everyone to adopt their children? Why not keep wearing both belts and suspenders? For one, many cannot afford an adoption. For another, the adoption process is lengthy, leaving a period of time when the parent-child relationship is vulnerable.

In contrast, many laws establishing parentage apart from adoption, such as parentage based upon consent to another person’s assisted insemination, attach automatically at birth.

Bottom line: our families should not have to jump through additional hoops to be protected the same as every other family.

That's why we must continue to work for strong legal protections for all parents. GLAD is on the cutting edge of this work. We continue to litigate in courts to ensure that existing laws apply to LGBT families, such as marital and holding out presumptions. We are working on affirmative legislative efforts throughout New England, and most recently in New Hampshire, to enact new parentage and assisted reproduction technology laws that include LGBT families. And we are creatively devising comprehensive legal approaches that ensure that all families are protected, regardless of what they look like or how they are formed.

Belts and suspenders may remain a necessary fashion accessory for now, but GLAD is committed to creating a world where gay and lesbian parents never have to adopt their own children again.

This article is excerpted from a more in-depth piece by Senior Staff Attorney Janson Wu, which can be read at www.glad.org/current/blog

For more information about second-parent adoptions, see GLAD's publication, Adoption Questions & Answers, at: www.glad.org/uploads/docs/publications/adoption.pdf
Making Sure It Gets Better for LGBTQ Youth

GLAD is committed to seeing that LGBTQ youth are safe, affirmed, and treated fairly wherever they are—be that in school, the community, the child welfare system, or the juvenile justice system.

Below are recent examples of work we’ve undertaken through our Youth Initiative and our Transgender Rights Project to ensure that things can and do get better for young people in our community.

**Doe v. Clenchy: Breakthrough Ruling for Transgender Students**

GLAD secured a landmark victory on behalf of Nicole Maines, when Maine’s highest court ruled that denying Nicole the use of the girls’ restroom at her school violated her rights under the state’s Human Rights Act. The decision marked the first time a state court has ruled that transgender students must be allowed to use the bathrooms that match who they are.

“Schools have a responsibility to create a learning environment that allows every student to succeed,” says Transgender rights Project Director Jennifer Levi. “For transgender students this includes access to all school facilities, programs, and extracurricular activities in a way that is consistent with their gender identity.”

**Forbidden Category: “Gay and Lesbian Issues”**

Public schools that provide computer access to students typically have a policy regarding internet safety measures to protect students from “inappropriate subject matter.” However, the internet filtering software some schools use may also block LGBTQ content that students have a right to access.

LGBTQ ≠ inappropriate

Some filtering software blocks access to all gay, lesbian, bisexual and transgender websites, including educational websites. Sometimes even when positive LGBTQ websites are blocked, websites that are anti-LGBTQ are not.

When a student at a regional vocational school recently looked up GLAD on a school computer, he found the site blocked with the reason “forbidden category: ‘Gay and Lesbian Issues.’” GLAD’s site is not inappropriate in any way, of course. When he sent a screen shot to us, Senior Staff Attorney Vickie Henry wrote a letter to the school demanding that it immediately cease this conduct, and gave a deadline. When the student checked again after the deadline, he reported to us that the school was no longer blocking the site.

If you are a student, teacher or parent of a student and would like to check your school’s internet filters, visit www.glad.org/youth/school for information.

**Arguing for Proper Placement of a Transgender Girl in a Juvenile Justice Facility**

GLAD recently submitted an *amicus* brief along with the ACLU in a Connecticut case in which the state sought to transfer a transgender girl from a youth juvenile justice facility to a men’s adult prison. Research included in our brief clearly demonstrates that as a transgender youth, she is particularly vulnerable to abuse and violence and therefore should not be transferred.

We set forth two arguments. First, we argued that a transgender girl should be in a girl’s facility. Second, we argued that transferring her to an adult prison would undermine the rehabilitative goals the state must strive to meet. The court ordered the transfer. She is currently in a women’s corrections facility with an ongoing federal case seeking transfer back to a youth facility.

**Advocating for LGBTQ Youth in Foster Care**

LGBTQ youth are more likely than other youth to find themselves in foster care/child welfare system because of family rejection and discrimination at school. Once in the child welfare system, LGBTQ youth can face further victimization from the staff and adults who are supposed to be helping them. GLAD has and will continue to intervene when necessary to ensure that youth in Department of Children and Families (DCF) care who are or are perceived to be LGBTQ are treated fairly and respectfully.

Some recent issues GLAD has raised on behalf of youth in MA DCF include: (1) whether DCF abused its discretion by ordering a gay youth to undergo a sex offender evaluation after a clearly false allegation of an unwanted touching; and (2) whether a gay youth in foster care should be given access to a youth network to meet other LGBTQ teens.

This work to ensure fair and affirming treatment of LGBTQ youth continues at both individual and policy levels across New England.

For more information about the rights of LGBTQ youth in all areas, visit our youth rights website: www.glad.org/youth

Victory! Our client Nicole Maines (second from left, pictured with her family and GLAD attorneys) won a landmark decision in Maine, marking the first time a state court has ruled that transgender students must be allowed to use the bathrooms that match who they are.
On the Cutting Edge: Civil Rights vs. Religious Exceptionalism

When it comes to the laws that govern us all, there are religious exemptions that most Americans agree are reasonable. During Prohibition, Congress decided to allow the use of wine in religious ceremonies; decades later, the Supreme Court determined that religious observers whose Sabbath falls on Saturday could not be penalized for not working on that day. And as GLAD Legal Director Gary Buseck says, “Who would disagree with that?”

But in recent times, there has been an aggressive push to widen the circle of exemptions—often as justification for negative treatment of LGBT people. Religious exemptions have been written into state marriage equality laws. The as-yet-to-be-passed federal Employment Non-Discrimination Act includes an exemption that extends well beyond those in other federal non-discrimination laws. Most recently, there have been a number of high profile attempts to pass state laws with the clear goal of allowing businesses to deny service to gay people based on the owner’s religious beliefs. As we go to press, the U.S. Supreme Court is poised to decide a related question in the Hobby Lobby case. There, the owners of that very large craft store chain seek to establish a religiously-based right not to comply with the Affordable Care Act’s mandates for contraceptive care.

GLAD has decided that it’s time to draw the line and stop the expansion of the circle of justifiable discrimination.

GLAD and other LGBT legal organizations have historically sought to mediate the tension between non-discrimination and religious liberty when possible. “Religion has a very special place in American Constitutional history,” says Senior Staff Attorney Jennifer Levi. “And homosexuality has a very special place in religion.”

Mediating that tension has not always been possible. In the 2006 case involving Sarah Blanchette, an employee of St. Anselm College, a Catholic-affiliated institution in New Hampshire, GLAD argued that federal employment law did not permit the college to fire a transgender employee regardless of its religious justification. When Sarah informed her supervisors that she would be transitioning on the job, they summarily dismissed her—and put it in writing. GLAD secured a settlement on Sarah’s behalf.

And sometimes the tension between religion and non-discrimination has erupted in the political sphere. Also in 2006, Catholic Charities of Boston decided that rather than continue complying with the state’s non-discrimination law by making its adoption services available to same-sex couples, it would get out of the adoption business.

“This is a case that asks the question, where is the line between religious liberty and equal opportunity?”

– GLAD Senior Staff Attorney Ben Klein

Recently, however, as Levi says, “The calculus has changed, informed by two huge shifts we have seen. The first is that protections for gay and lesbian people—while not uniform across the board—are more robust than ever before. And the other is the change in public opinion in support of L, G, and B people.” She adds that the legal picture and religious overlay is substantially different for transgender people.

In just the past year, GLAD has heard via GLAD Answers from numerous gay and lesbian people who are facing exclusions and discrimination based on asserted religious beliefs. One such intake became GLAD’s recently filed case Barrett v. Fontbonne Academy. Matt Barrett was offered the position of food services manager, for which he was eminently qualified, at Fontbonne, a Catholic-affiliated college prep school in Massachusetts. But when Matt filled out required paperwork and named his husband Ed Suplee as his emergency contact, the job offer was withdrawn. Matt was told that his marriage was something “we don’t believe in.”

In firing Matt from a job having nothing to do with religion, GLAD asserts that Fontbonne is in violation of the Commonwealth’s non-discrimination law. Senior Staff Attorney Ben Klein, who is representing Matt, says, “This is a case that asks the question, where is the line between religious liberty and equal opportunity?” That is a question on which it is time for our voices to be heard.
Gender transition-related medical care is necessary medical care for many transgender people, but getting that care paid for can be a huge barrier. Private and public insurers have traditionally simply excluded gender transition-related procedures from their coverage based on the unfounded assumption that treatment is experimental, elective, or cosmetic. Transgender people are disproportionately represented in prison, and they, too, have limited and, most often, no access to care.

GLAD is working across a range of contexts to guarantee access to medically necessary care for all transgender people, whatever their situation in life. Each victory lays the groundwork for the next, because each time we establish the reality and legitimacy of transgender people’s medical needs, we make it easier for others to make the case.

• GLAD worked with the Massachusetts Department of Corrections (DOC) to encourage DOC’s creation of an ombudsperson position to individually evaluate and develop medical treatment plans for transgender people in the prison system. We are regularly in contact with several inmates who are challenging denials of health care. We expect to regularly meet with the ombudsperson to continue to advocate for those inmates who are in touch with us.

• GLAD is in the initial stages of bringing a case on behalf of a Massachusetts state employee denied surgical coverage by the Group Insurance Commission plan.

• GLAD represents Rikki Bates in a challenge to MassHealth’s denial of coverage for gender transition-related surgery; GLAD had previously helped her successfully challenge MassHealth’s denial of coverage for hormone therapy.

• GLAD worked with the Massachusetts Department of Youth Services and other advocates to revise state policy to include gender transition-related care for youth in juvenile justice settings. GLAD is working in Rhode Island to ensure this same result across both child welfare and juvenile justice settings.

• In Connecticut, GLAD advocated on behalf of a transgender state employee who was initially denied coverage for his gender transition-related surgery because of a categorical exclusion in the state insurance plan. GLAD worked with his union representative to secure a resolution from the union eliminating the insurance exclusion for all state employees.

• By working with state insurance commissions, GLAD has expanded access to private insurance coverage in Vermont and Connecticut, where state insurance commissions issued bulletins to insurers advising that they could not exclude coverage for gender transition-related care. In Vermont, this bulletin was followed by a revision of the state-sponsored insurance plans to remove exclusions in those plans.

• GLAD is working with insurance commissions throughout the rest of the New England states to secure bulletins clarifying the impermissibility of exclusionary plans.

• GLAD represents Michelle Kosilek in the appeal by the Massachusetts Department of Corrections of the federal district court’s order that she receive gender-transition surgery.

• GLAD worked with the National Center for Lesbian Rights and the ACLU to successfully challenge Medicare’s exclusion of gender transition-related surgeries. A final ruling issued May 30 by the U.S. Department of Health and Human Services Departmental Appeals Board removes the threshold barrier to coverage for care for transgender people under Medicare.

• GLAD represented Vanessa Adams, an incarcerated transgender woman, in a challenge to the federal Bureau of Prison’s (BOP) exclusion of medical treatment for persons who come into BOP without a treatment plan. That case led to a settlement in which BOP agreed to provide our client with treatment and also revised federal policy to eliminate its “freeze frame” policy.

• GLAD successfully challenged the IRS’s denial of a taxpayer’s medical deduction for gender transition related care in O’Donnabhain v. IRS. Now all transgender taxpayers can deduct their medically necessary transition-related expenses.

• In Beger v. DMA, GLAD secured a Superior Court order ruling that the Division of Medical Assistance had to cover breast reconstruction surgery for a transgender woman, needed as the result of defective breast implants.
GLAD was founded more than thirty-five years ago not merely to defend LGBT people against unjust legal action, but to use the legal system as an instrument of LGBT liberation. There is no doubt that the legal landscape has changed dramatically in the past three decades, but those advances have not yet rooted out every instance of bias in the courts, and GLAD remains vigilant in calling out our legal system when it fails to see unthinking prejudice at work.

GLAD recently took a stand to uncover the implicit double standard that seemed clear to us (but not to an otherwise careful and conscientious judge) in a case addressing the admissibility of explicit sexual photographs in a suit brought by a man against his former romantic partner for intentional infliction of emotional distress and battery.

The judge at trial had allowed the defendant to admit into evidence a series of nude and explicitly sexual photographs of the plaintiff from a photo spread in a gay male magazine. GLAD argued in an *amicus* letter submitted to the Commonwealth of Massachusetts Appeals Court that “sexual images are generally understood to inherently qualify as inflammatory; and, therefore, have no place in a trial.” Further, we asserted that such prejudicial effect is compounded by continuing societal prejudice against gay male sexuality, making it “doubly improper,” to put these photos before the jury.

We cited a number of studies showing that: (1) sexual behavior leads to feelings of disgust; (2) heightened reactions of disgust are elicited around gay male sexual behavior; (3) disgust exerts a strong negative effect on moral attitudes toward gay men; and (4) these subconscious feelings of disgust can inhibit a person’s rational decision-making process.

The Court of Appeals – in a ruling that is a public document but not an official published opinion citable in other cases - agreed with our position that the photographs should never have been admitted:

We have little doubt that the failure to allow the plaintiff’s motion to exclude these photographs was error. Although the Massachusetts rape shield statute, G. L. c. 233, § 21B, by its terms does not apply in this civil context, the principles that it articulates are also embodied in our rule that evidence may be excluded where its potential for unfair prejudice outweighs its probative value. and further agreed that societal prejudice against gay male sexuality likely swayed the jury against the plaintiff at trial:

*As amicus explains, sexually explicit images such as the ones at issue here “inherently have a prejudicial effect and... the risk was great that the photographs unduly swayed the jury... Such inherently prejudicial effect is only compounded in this case by society’s deep, psychological prejudice and disgust regarding gay male sexuality.”*

We think all would agree that evidence of a nude or partially nude photographic spread showing a young woman, for example in *Playboy* magazine, would not be admissible as evidence in a trial in which she alleged that her boyfriend years later degraded her and intentionally inflicted emotional distress by forcibly removing her clothing in public and exposing her breasts or genitals. A failure to recognize that the photographs at issue here are the same as those in the hypothetical case may be attributable to prejudice concerning the difference between same sex and opposite sex couples that has no place in the law of our Commonwealth.

It is in calling out this “failure to recognize” the very “sameness” of same-sex and different-sex couples that the three justices on the Appeals Court clearly grasped GLAD’s reason for weighing in this case.

For technical reasons, this plaintiff did not win his appeal; but the Court’s statement here recognizing that implicit bias present in societal attitudes toward gay male sexuality may unduly sway a jury, particularly when sexual imagery is introduced in the courtroom, is a victory and another important step in eradicating anti-gay bias in our legal system.
If you visit the website for the Sage Inn and Lounge in Provincetown, Massachusetts, you’ll find the heading “Hospitality with a Mission.”

When Jeanne Leszczynski and Diane DiCarlo purchased what was once the Pilgrim House Hotel and more recently the Vixen nightclub, that’s exactly what the couple had in mind.

The couple had developed a love for Provincetown over the years – appreciating both the beautiful seashore and the diversity of the people who are attracted to living and working there. From scientists to filmmakers to painters, Jeanne says it is “the most creative group of people you will find in a small spot.”

Purchasing the inn was an opportunity for the couple to support all that creativity they loved in the town. The initial goal was to provide much needed housing for interns coming to study right whales in the winter season with Provincetown Coastal Studies, where Jeanne was serving as a board member. But they quickly realized that with the large space and restaurant, they could support not only Coastal Studies, but the full range of Provincetown’s scientific and cultural organizations whose work they both appreciate.

It was a great solution for the couple as well as the community. Jeanne, a retired scientist herself who was instrumental in the development of a biologic product to prevent respiratory disease in premature infants, was excited to offer a space where she says “Not just scientists, but any artist could stay as they pursued their passion.” And for Diane, a former home economics teacher whose background also includes running a window treatment business as well as exposure to her family’s construction business and a passion for designing furniture—the project of overseeing the renovation of the space was a perfect match.

Now in their third season of offering discounted accommodations and function space to cultural organizations based in or connected to Provincetown, they couldn’t be more delighted by the people they’ve met. “Such very interesting people,” says Jeanne, “from all over,” whether they’re coming to town to do whale research, present a film in the Provincetown Film Festival, a play at the Provincetown Theater or participate in the annual Tennessee Williams Festival.

Among the people they’re excited to see every year are their fellow GLAD supporters who attend the Summer Party Prelude event each July. The couple began hosting the annual event at their home in 2010, and relocated it to Sage once the space was ready in 2012. When asked why they’ve so generously continued to host the event, Diane doesn’t hesitate: “It’s a big happy party,” she says, noting especially that “last year was incredibly happy, right after DOMA fell, with Edie [Windsor] present.”

Jeanne and Diane have been supporting GLAD’s work since before the first marriage equality victory in Massachusetts. Initially, Diane says, they weren’t convinced same-sex couples would ever have the right to marry. “We were very practical,” she says. But Mary Bonauto eventually convinced them that winning marriage was possible—and necessary—for the community, which led them to deepen their involvement both with GLAD and other equality organizations including Freedom to Marry and HRC. “We’ve always been very impressed by GLAD,” she adds, “its incredible professionalism and ability to get things done.”

Even with the progress made on the marriage equality front, and the overturning of DOMA last year—another GLAD initiative the couple supported with a generous gift—Diane and Jeanne both still see plenty of work to be done to ensure full equality for LGBT people.

“We can’t ignore issues just because they don’t affect us personally,” says Diane. “I doubt Jeanne and I are ever going to be bullied again. We’re not transgender. But we can’t ignore those concerns just because we have a certain amount of security now. That’s what keeps us involved.”

On a more personal note, Jeanne says she’s looking to GLAD to address the legal issues that may come with aging as a gay and childless couple. “GLAD can help educate us all. I’ve never been elderly before—I don’t know yet what the unique challenges are as we grow older. We gotta take care of each other!”

“Everyone needs a good lawyer to represent their rights,” she says, “and we have GLAD.”
Welcome New Board Members & Staff

Board Members

Andre L. Campagna is Senior Consultant at Beacon Hill Staffing Group, which conducts professional searches. A longtime GLAD supporter, Andre joined GLAD’s Spirit of Justice Committee in 2007 and co-chaired that event in 2008, 2009 and 2013, which resulted in GLAD meeting significant fundraising goals. Andre was also a member of GLAD’s pilot Board of Ambassadors program.

Beck Bailey is the Deputy Director of Employee Engagement at the Human Rights Campaign Foundation’s “Workplace Equality Program.” Beck works with America’s employers to create more inclusive and welcoming workplaces for LGBTQ people. His earlier career was in the business world with a focus on operations management and leadership. A lifelong business person and LGBTQ activist, Beck is especially passionate about workplace access and equality for transgender and gender non-conforming people. In addition to serving on the GLAD Board, Beck is the Treasurer for The Promises Foundation which supports substance abuse prevention and provides behavioral health services to low-income women.

Darian M. Butcher is an attorney at Heifetz Rose, LLP. She earned her J.D. from the Boston University School of Law, and clerked for Judge R. Malcolm Graham of the Massachusetts Appeals Court. A member of the Association of Latino Professionals in Finance and Accounting, the Massachusetts Black Lawyers Association, and the Women’s Bar Association, she also serves as a Big Sister through the Big Sister Association of Greater Boston.

Jessica Mink, who holds Bachelors and Masters degrees from the Massachusetts Institute of Technology, works at the Smithsonian Astrological Observatory’s Telescope Data Center. She has written and co-authored over 100 publications in conference proceedings and refereed journals. A member of Boston’s transgender community, Jessica has run workshops on aspects of gender transitioning at the annual First Event conference. She is also a long-time bicycling and open space activist in the Boston community.

Staff

Brian Yeh, Legal Assistant  Brian joined GLAD in May 2014 after graduating from the Ohio State University with a B.S. in Economics. During college, he pursued his interest in international politics by participating in a cultural exchange trip to North Korea and interning at the National Defense University during his sophomore year, where he published a research piece on China’s 2012 defense budget. Brian subsequently spent his junior year studying intensive Mandarin in Beijing, China. On campus, he was involved with the Committee for Justice in Palestine and its efforts to highlight the realities of the Israeli occupation of Palestine. In his spare time, Brian enjoys reading, running, and discovering new cafes. He is eager to contribute his talents to the work of GLAD, and plans to pursue a career in international human rights/LGBT rights lawyering in the future.

David Reedy, Data Entry Assistant  David joined GLAD in March 2014 and supports the Development Team with all aspects of gift processing. He moved to Boston with his partner after 14 years in Atlanta, GA, where he had an extensive background in HIV/AIDS non-profit agencies and Healthcare. David has worked in event planning, volunteer coordination, client services and process improvement, and has a degree in English and Psychology from the University of Pittsburgh. In his spare time, he enjoys music, film, theater, art and exploring outdoor activities in Boston. David is very excited to be a part of GLAD as he follows his passion and returns to a career in non-profit development and fundraising.

Erin Semagin Damio, Database Manager  Erin joined GLAD in January 2014 and is responsible for overseeing gift processing and the GLAD database. Before joining GLAD’s staff, Erin worked in the Development Department at Boston Children’s Museum. Erin has a degree in Journalism with minors in History and Politics from Northeastern University. In her free time, she enjoys reading, crew, watching basketball, and cooking.

Leave a Lasting Legacy in the Fight for LGBT Equality

Join GLAD’s Legacy Society

Did you know that
• Planned giving can help you reduce income and estate taxes?
• You can receive an income stream for life as part of a gift?
• Some gifts can allow you to pass more to your loved ones while also providing for GLAD?

GLAD is partnering with The Boston Foundation to support our Legacy Society. A full range of planned giving vehicles allows you to provide for your loved ones while achieving your goals for equality. Learn more at www.glad.org/help/planned-giving or contact giving@glad.org

Please watch for an announcement of our upcoming GLAD Annual Report for our latest fiscal year.
GLAD Answers Welcomes Our Latest Group of Volunteers

The law can be complex and confusing. Most people don’t think too much about law until their rights are violated. And then they turn to GLAD Answers.

GLAD Answers is a free, confidential, public information service for LGBTQ people and people living with HIV, staffed by highly trained volunteers. On May 17, fourteen new volunteers ranging in age from 18 to 62, and from all walks of life completed their training. They’ll soon join 21 current volunteers, assisting people who contact GLAD Answers by phone, email, and live chat. After Bruce Bell, GLAD’s Public Engagement and Information Manager, recruits the volunteers, they receive training from GLAD attorneys that would be the envy of many a law student. (In fact, some volunteers ARE law students.) Vickie Henry speaks on family law, Janson Wu on LGBT anti-discrimination law, Ben Klein on HIV issues and Allison Wright on youth.

Volunteers also engage in role-playing, led by Community Engagement Coordinator Maryse Pearce, who has a useful theater background. Because sometimes people who contact GLAD Answers are in emotional as well as legal distress, GLAD has added to its training a unit on dealing with crisis situations, led by Andrea Neumann-Mascis, a psychologist at the Meeting Point in Jamaica Plain.

Each volunteer works a weekly afternoon shift from 1:30-4:30 pm providing information, referrals to other organizations and if needed, referrals to the LGBTQ/HIV-friendly and experienced attorneys in GLAD’s Lawyer Referral Service. On a given afternoon, volunteers might be responding to U.S. mail from transgender prisoners, helping a caller with HIV understand what her rights are in the workplace, or referring a couple nearing retirement to an LGBTQ-friendly estate attorney.

Each intake is reviewed for accuracy and thoroughness. In many cases, we go back and forth with the person until we have answered all of the person’s questions and provided all the relevant resources and referrals.

During the past year, over 2400 people have contacted GLAD Answers, with the greatest number of intakes coming from the New England states that GLAD serves directly. We get questions on every topic under the sun, but the greatest number are on youth-related issues, immigration, transgender issues, employment (primarily involving discrimination), and marriage (including all the federal benefits that are now available to same-sex married couples).

Although many of GLAD’s impact litigation cases and plaintiffs come through GLAD Answers, it’s a service that is primarily intended to connect people with the resources they need, whether that be information, resources, or referrals to friendly, knowledgeable, and low-cost attorneys.

GLAD Answers volunteers do a terrific job representing GLAD and providing resources and referrals tailored to that person’s individual needs. If you or anyone you know needs information about or help with an LGBTQ/HIV-related legal issue, please have them contact GLAD Answers by email or live chat at www.GLADAnswers.org or by phone at 800-455-GLAD (4523).

Lipodystrophy is a side-effect only of older HIV medications, and thus affects a finite and shrinking group of patients. “The people who are long-term survivors and took the first wave of life-saving medications deserve not just to survive but to thrive,” says Arline Isaacson of the Massachusetts Gay and Lesbian Political Caucus, who is working to ensure legislators understand both the need for this bill and the relatively small financial impact it will have. “Covering treatment for lipodystrophy will have a negligible impact on insurers’ bottom line, but a profound impact on people’s lives.”

GLAD has convened the Treat Lipodystrophy Coalition (TLC), a group of people living with HIV, service providers and public health officials to work toward passage of the bill. Visit www.glad.org/tlc to learn more about lipodystrophy and get updates on the bill’s progress. You can also read John’s story and the stories of others living with lipodystrophy, and see full coverage from the Boston Globe.
Thank You, Lee!

After nine years and countless advances in rights for LGBT and HIV+ people, our former executive director Lee Swislow has moved on to her next adventure. From all of us — thank you Lee, and best of luck!