

GLAD Briefs

SUMMER / FALL '18



Historic win for transgender non-discrimination protections in New Hampshire

We are the history we make.

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New England: Equality Zone – and a Model for the Nation

In 1978, amid a national wave of anti-gay sentiment, 103 gay men were arrested in Boston during a police sting operation at the Boston Public Library; and the District Attorney established a hotline for anonymous reporting of “suspicious activity” of gay men. There were no non-discrimination laws then protecting LGBTQ people from discrimination in public spaces (or employment or housing). GLAD was founded to fight back in the courts and to advocate for more just laws and policies for our communities.

GLAD seeks to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation. One of the ways we can do this is by working to secure the passage of non-discrimination laws, as has been done now in all six New England states.

Starting in Massachusetts, GLAD worked hard to secure and protect passage of *An Act Making it Unlawful to Discriminate on the Basis of Sexual Orientation* in 1989, which made Massachusetts the second state in the country, after Wisconsin, to add protections against discrimination on the basis of sexual orientation to existing non-discrimination law. Over the next three decades, all New England states would add sexual orientation and gender identity protections to their non-discrimination laws, and GLAD is proud to have worked with local communities and partner organizations in that work every step of the way.

Our deep, sustained presence in local communities across the region is central to GLAD’s winning strategy. That strategy led, this year, to the passage of a stand-alone transgender non-discrimination law in a Republican-controlled state, for the first time in our movement history.

In May, the New Hampshire legislature passed HB 1319, which now explicitly protects transgender people across the state from discrimination in employment, housing, and public spaces. With the governor’s signature, New Hampshire became the sixth and final New England state to explicitly protect transgender people from discrimination at work and in daily life.

This victory has been ten years in the making. GLAD, together with New Hampshire Representative Ed Butler, introduced the first incarnation of the transgender non-discrimination bill in the legislature in 2009, where it passed the House by one vote. In those early days of

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From the Executive Director

Photo: InfinitPortraitDesign.com



We are the history we make.

Over a period of two weeks in March 1978, the Boston Police entrapped and arrested 103 gay men in a deliberate, targeted anti-gay sex sting. Outraged by this injustice, and responding to a wave of anti-gay sentiment across the country, Boston's gay community organized with new purpose. GLAD's founder, John Ward, saw the critical necessity for a legal organization to defend LGBTQ rights, and fight back in court.

History was made by a community coming together, speaking out, and demanding to be treated on equal terms with everyone else.

Since those revolutionary beginnings, we have made history time and again. Our work together has changed—and continues to change—the legal landscape for LGBTQ rights, including precedent-setting victories on transgender equality, the freedom to marry, and the rights of people living with HIV.

We have elevated the law's understanding of what it means to be a family (see page 4). We have expanded opportunities for LGBTQ young people to be themselves, and be celebrated (see page 17). We have turned New England into an equality zone, with comprehensive non-discrimination protections for LGBTQ people in every state (see cover)—and we will—we must—uphold those protections in Massachusetts at the ballot this November (see page 6).

We are, all of us, on the precipice of making history once again. And we have a choice to make about what that history will be.

The anticipation of a shift in the Supreme Court, with the nomination of Judge Brett Kavanaugh to fill retiring Justice Anthony Kennedy's seat, has only heightened an existing wave of uncertainty about the future of our rights and liberties. Voting rights, healthcare, reproductive rights, immigration, and the equal citizenship of LGBTQ people, are but a few of the issues at stake (see page 3).

These are challenging times. But we have faced attacks and challenges before. As our history shows, we know how to fight, we know how to persist, and when we join together in common cause and use our power, we know how to win. That spirit of revolution, resistance, and resilience out of which GLAD was born is in our DNA. We will never give up—on the promise of our constitution, on the power of our collective voice and vote, or on the goal we set out to achieve 40 years ago: equal justice under the law for all.

Together, we will continue to make history.

Toward Justice,

Janson Wu
Executive Director

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Masterpiece Cakeshop and The New Supreme Court



With the 7-2 ruling in *Masterpiece Cakeshop v. Colorado* on June 4, we're now through round one of the efforts to carve religious & speech exceptions into the state non-discrimination laws protecting LGBTQ people. Crucially, eight members of the Court reaffirmed that while "religious and philosophical objections" are protected, the "general rule" is that such objections "do not allow business owners and other actors in the economy and in society to deny protected persons equal access to goods and services under a neutral and generally applicable public accommodations law."

In stating that rule, one that cuts against the exemptions sought in this case and others, the Court cited the iconic precedent of *Newman v. Piggy Park Enterprises* that rejected religious and speech claims of a South Carolina barbecue shop owner about so-called race mixing, and the *Hurley v. GLIB* case about the Boston St. Patrick's Day parade, which emphasized the government's power to address targeted discrimination against groups without violating the First or Fourteenth Amendments.

Despite the drumbeat saying "go to another baker for your cake" as Alliance Defending Freedom, the U.S. Solicitor General and many amici for the baker argued, the majority opinion recognized (1) the harm to individuals turned away and (2) the corrosive community-wide stigma that would be sure to follow.

What the Court did not decide, and which will eventually return to the reconstituted Court, is a definitive ruling on the merits of the bakery owner's constitutional claims. Instead, the Court ruled in the baker's favor because it found that the Colorado Commission that heard and decided his case violated his right to "neutral and respectful" consideration of his claims with statements hostile to religion, and what the court said may have been inconsistent treatment in the rules applied.

Whatever one thinks of whether some part of the proceedings were biased, and the two dissenting justices argued otherwise, we now face a new field of litigation in which those who deny services to LGBTQ people in violation of non-discrimination law because of their personal religious beliefs about sex, families, and marriage may question government neutrality in the selection and handling of cases. In fact, the Supreme Court subsequently vacated a unanimous Washington Supreme Court ruling in *Arlene's Flowers v. Washington* in favor of a couple whose florist denied them flowers for their wedding, ordering the case be reconsidered in light of *Masterpiece Cakeshop*. Many other cases around the country raise similar issues, including the right to use religion and speech to deny employment and refuse adoption.

Justice Kennedy's announced retirement from the Supreme Court and President Trump's nomination of DC Court of Appeals Judge Brett Kavanaugh to replace him add new complexities going forward.

Justice Kennedy's view of individual liberty and autonomy certainly

helped LGBTQ people, allowed a diminished *Roe v. Wade* to survive, and supported affirmative action in education, because racial and gender diversity matters and too many headwinds still push back black and brown people.

But Justice Kennedy also joined devastating decisions, including decimating the Voting Rights Act, the crown jewel of the civil rights movement, upholding the discriminatory Muslim ban in *Trump v. Hawaii*, undermining worker rights in *Janus v. AFSCME*, and authored *Citizens United v. Federal Election Commission*, which fuels the disproportionate power and influence of corporations.

As Sherrilyn Ifill of the NAACP Legal Defense and Educational Fund argues, it is not only the staggering importance of the issues on the line in confirming the next justice to sit on our highest court, but "the very integrity of our justice system and the rule of law."

Supreme Court Justices are appointed for a lifetime tenure. Senators and the public must have the opportunity to thoroughly vet a nominee's record to ensure it matches with fidelity to our Constitution's promise of equal protection, due process, and equal justice. As we go to print, the Republican-controlled Senate has rushed this process with Judge Kavanaugh, withholding thousands of relevant documents. This is unacceptable.

Numerous issues of specific concern to our LGBTQ communities could easily be at the Court in the next term or terms. These issues include review of the President's newly constituted ban on open military service by willing and qualified transgender people, attempts to roll back or block transgender students' rights, cases seeking to exclude LGBTQ people from employment protections under Title VII, cases seeking to carve religious-based "conscience" exceptions into anti-discrimination and other laws affecting LGBTQ people (and other protected persons), cases seeking to make our marriages second class by denying the protections available to other married people, denying family-building through adoption and foster care, and by allowing objections to our marriages to serve as a basis for discrimination.

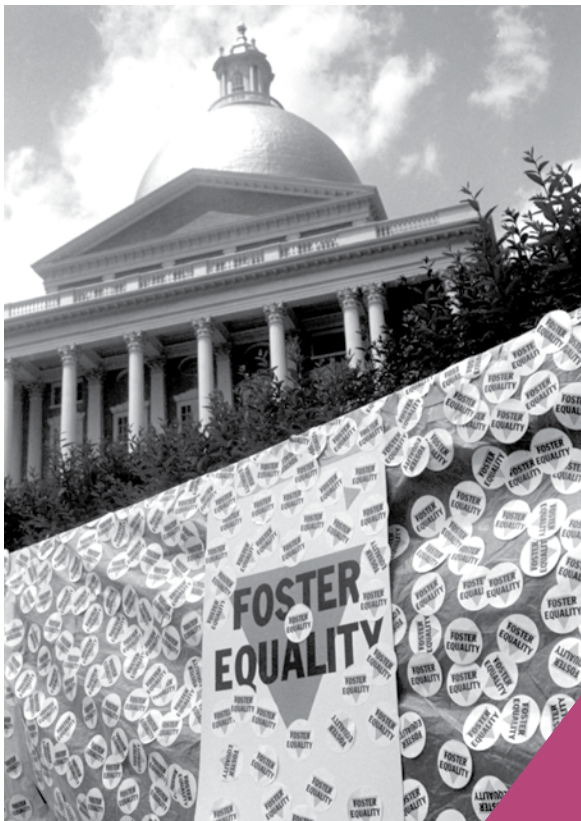
People ask us: Is marriage equality in jeopardy? A reversal of the *Obergefell* decision that established marriage equality for same-sex couples nationwide would be shocking and unprecedented, and wrong. At the same time, we are all acutely aware that this time marks a new political and civic moment in our nation's history and a dramatic shift in our federal courts. None of us can take for granted the full measure of protections we have secured and powerful forces are working mightily to unsettle even longstanding jurisprudence. GLAD will continue fighting against the determined minority of people who seek to reverse marriage equality and other civil rights in every branch of government and alongside the majority of Americans who stand with us.

GLAD will never give up on the courts, and we have long experience in navigating the minefield of difficult legal and political environments. We encourage everyone to stay fully informed, to participate in the elections at all levels, and to keep seeking common ground with others. ■

To learn more about the individual rulings and statements mentioned in this article, visit www.glad.org/post/masterpiece-cakeshop-and-the-new-supreme-court.

40 Years of Protecting All Families

Photo: Ellen Shrub



Protesting a late 1980s Massachusetts policy all but banning LGBT people from being foster parents

4 Throughout GLAD's 40 years of groundbreaking work advancing equality across New England, we have focused on protecting our families in all the ways we form them. Our clear commitment has been to ensure family relationships are recognized, respected, and honored. In addition to safeguarding family relationships between adults, central to that effort is also ensuring acknowledgement of parents and legally securing parent-child relationships. Respect for the status of parents and their relationship with their children ensures respect for the whole family and optimizes the security, love, and support they need to thrive.

We have come light years from the days when people were turned away from courts because they could not claim a relationship to a child from birth, marriage or adoption. Not only is each of these routes now available throughout New England, our most recent victories trend toward establishing respect for the actual relationship of the parent and child, and thus the child's interests in maintaining that relationship, rather than defining parentage solely based on marital status,

gender, genetic connection, or the way a child was brought into the world.

Some of GLAD's earliest family law work directly challenged the reigning ideology that LGBTQ people could not, and should not, be parents—because we were falsely categorized as sick, unstable, and dangerous to children. In 1980, in one of the earliest parenting victories in the nation, GLAD supported a case in which a lesbian mother sought to regain custody of the children she had with her husband and who were in the custody of a guardian. The Massachusetts Supreme Judicial Court ruled in the case of *Bezio v. Patenaude* that she was entitled to resume her role as the children's parent; that being a

lesbian did not render her per se unfit to further her children's welfare; and that any argument about harm to the children must be based on parental conduct, and not merely status.

Over time, many more LGBTQ couples also planned families together to raise the next generation, often through foster care and adoption. Another early landmark victory was the settlement of "foster equality" litigation. In 1985, Don Babets and David Jean of Massachusetts became foster parents—among the first openly gay foster parents in the state—to two young children. Soon after the children's placement with Don and David, the *Boston Globe* published an article about "community opposition" to their growing family. The Department of Children and Families (then the Department of Social Services), at the direction of then-Governor Michael Dukakis, promptly removed the children from their home and, within weeks, announced a new policy that all but banned LGBTQ people from becoming foster parents.

GLAD and the ACLU of Massachusetts, with pro bono counsel, Tony Doniger, from the law firm of Sugarman Rogers Barshak & Cohen,

compelled the Governor's Office to end discrimination against same-gender couples as foster parents.

That "foster equality" victory, which came in 1990, also created a pathway for protecting children's relationships with their unmarried, same-gender parents through second-parent adoption. In 1993, three state supreme court rulings, one in Vermont and two in Massachusetts—one of which, GLAD's case *Adoption of Susan*, involved parents Maureen Brodoff and Ellen Wade who would later become plaintiffs in the historic *Goodridge* Massachusetts marriage case—led the way. A combination of legislation and further court victories followed over the next fifteen years, making second parent adoption and recognition of *de facto* parentage accessible to LGBTQ parents across all New England states.

As marriage equality became a reality across New England and then across the U.S., same-gender couples who marry have since gained access to many protections that help families prosper and protect one another. GLAD has fought to ensure that children born to same-gender married couples actually benefitted equally from the protections of marriage. One illustrative victory, in *Hunter v. Rose* (MA, 2012), ensured that children born into legal spousal relationships enjoyed the same protections as all other children. Ongoing work to protect our 2015 *Obergefell* national marriage victory includes ensuring that states fully and equally respect the marriages of same-gender couples, including respecting legal recognition of parents (for example, in the 2017 case *Pavan v. Smith* the U.S. Supreme Court affirmed in response to a challenge from the state of Arkansas that both married parents' names must be entered on a birth certificate issued when a child is born into the marriage of a same-gender couple).

At the same time, no child should be penalized because the child's parents don't marry or cannot or do not adopt. GLAD has secured pathways for legal recognition of unmarried same-gender parents through landmark court rulings in Rhode Island

(*Rubano v. DiCenzo*, 2000) New Hampshire (*In re Madelyn B.* 2014), Massachusetts (*Partanen v. Gallagher* 2016), and Vermont (*Sinnott v. Peck* 2017).

As ways of forming families evolve, it's in the interest of all children that our state family laws reflect that evolution. GLAD Civil Rights Project Director Mary Bonauto worked in collaboration with local Maine partners for over two years to update Maine's parentage laws. The Maine Parentage Act, which became law in 2016, broke new ground in creating multiple pathways to parenthood and according children rights and protections regardless of the circumstances of their birth or their parents' marital status or gender. GLAD also fought to defend the Maine Domestic Partner Registry for both unmarried same-gender and different-gender couples, and successfully advocated for expanding it so that unmarried partners have all of the same probate protections—critical in times of disability and death—as spouses.

We celebrated another huge victory for families when Vermont adopted its groundbreaking Parentage Act this past May. GLAD Senior Staff Attorney Patience Crozier provided technical assistance and worked with local partners including LGBTQIA Alliance Vermont to secure passage of the Vermont Parentage Act (VPA). The comprehensive VPA ensures new and critical legal protections for all children, including LGBTQ parents and their children. It enumerates the many ways in which people can become legal parents, whether through birth, adoption, genetics, presumption, acknowledgment, adjudication, de facto status, assisted reproduction, or surrogacy. It also makes the state's parentage law equal when it comes to gender and marital status.

The 2017 Uniform Parentage Act (UPA) provided a non-binding blueprint for states to consider when reviewing their family laws. But Vermont's new law—based in part on the 2017 UPA and adapted to fit the needs of Vermont—makes it only the second state in the country to pass these groundbreaking reforms that ensure fairness and access to the courts for all children and families—including LGBTQ families.

Through GLAD's work on similar bills across New England and our service on the national Uniform Parentage Act Enactment Committee,

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One of the Happiest Days of Our Lives. And the Scariest

By Rey and Tanairi



When our daughter was born earlier this year, it was one of the happiest days of our lives. But it was also one of the scariest.

Like all parents, we'd done our best to make sure she would have all the support and protection she'd need when she arrived. Since we live in Massachusetts and are not married, that included signing a Voluntary Acknowledgment of Parentage (VAP) form to ensure we both had full, legal relationships as her parents.

Then we went into labor. And from our hospital bed we were told that the hospital birth registrar refused us access to

the VAP form—so that Rey would not be listed on our daughter's birth certificate.

We were scared for our family's future. So we called GLAD.

Senior Staff Attorney Polly Crozier answered our call for help. Polly had been working with us to guide us through the legal landscape as a never-married, expectant same-gender couple. She had explained that as a result of GLAD's win for parents like us at the MA Supreme Judicial Court in 2016, we had a right to access the VAP form, and she worked in advance to make sure that vital records would accept our form.

Now, while we were in our hospital room adjusting to our first hours as parents, Polly was fighting once again to ensure our family would have access to protections on an equal basis to different-gender parents. And she succeeded. With GLAD's help that afternoon, we were the first same-gender couple in Massachusetts to establish our parentage in the hospital through a VAP.

Our child was born surrounded by loving family and our closest friends. Since that day in the hospital when we were both able to sign the VAP form, we are both secured as her legal parents. She will grow up knowing both her parents will always be there to give her the love, support, and stability she needs and deserves.

We're fortunate to live in Massachusetts where, thanks to GLAD, the law recognizes unmarried, non-biological parents so that families like ours are protected. The Massachusetts VAP form has now been updated to be fully inclusive and reflective of LGBTQ families like ours, and these updated forms will be distributed to Massachusetts hospitals this fall.

GLAD believes that all parents—regardless of their marital status—should be able to create and secure their families. If you need information about the MA VAP form, or are encountering barriers to establishing your legal parentage, contact GLAD Answers, our legal information line, at www.GLADAnswers.org.

New England: Equality Zone – and a Model for the Nation

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Boston Pride: Marching with Freedom for All Massachusetts to support upholding transgender non-discrimination protections at the ballot this November

organizing, we worked with a passionate group of six members of New Hampshire's transgender community to testify before the Senate committee. The day the bill went to the Senate for a vote, marriage equality was also on the calendar. We won the freedom to marry that day. But the Senate swiftly killed the transgender non-discrimination bill.

GLAD continued working in New Hampshire to lay the building blocks for winning statewide gender identity non-discrimination protections. The relationships we built and the support we provided to the community was the foundation of our strong, sustained investment across the state that led to smaller yet impactful victories,

Vote YES on 3 in Massachusetts this November!

Two years ago, Massachusetts enacted critical non-discrimination protections for transgender people in public places like hospitals, stores, parks, and restaurants. But on November 6, those protections could be wiped away, as Massachusetts becomes the first state in the country to vote on transgender rights. GLAD is a leading member of the Freedom for All Massachusetts coalition to protect transgender equality at the ballot box—and we need you. This November, vote YES on 3 to uphold fairness and dignity across the Commonwealth, and visit www.freedomma.org to get involved.

including updating the state's Department of Motor Vehicles policy for gender marker changes on driver's licenses.

In 2016 New Hampshire was the only New England state without any gender identity protections in its non-discrimination statute. GLAD, together with Freedom for All Americans, helped form Freedom New Hampshire, a bipartisan coalition dedicated to building support for HB 1319. This new campaign, also comprised of Transgender NH, ACLU of NH, Rights & Democracy, and the Human Rights Campaign, garnered an unprecedented groundswell of bipartisan support statewide for transgender equality.

Thanks to the strategic, organized, and persistent work of transgender community members, who are the real champions of this victory, a stand-alone transgender non-discrimination bill passed this year and was signed in a Republican-controlled state—for the first time in our movement history, and at a time when the security of our basic civil rights are being undermined at the federal level.

New Hampshire can serve as a model for the rest of the nation, as we both work to make non-discrimination protections accessible for more LGBTQ people across the country, and to defend the hard-won laws we have achieved. (See sidebar for information on our critical campaign to uphold basic protections for transgender people at the ballot box in Massachusetts this November.)

Our work to secure and safeguard non-discrimination protections for everyone in our communities has never been more important. It's up to each of us to stay in the fight and keep moving our communities and our country toward justice. ■

40 Years Protecting All Families

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we are encouraging other states to follow Vermont's lead.

We've made steady and durable progress over the past 40 years throughout New England catching up the courts and the law with today's families. But there are so many opportunities ahead to ensure all family relationships are respected, honored, and protected.

Part of that work involves helping parents navigate what can be complex legal terrain to understand their rights, as well as finding accessible resources to empower parents to protect their families. For example, we've developed a model Known Donor Agreement that can be a starting point for families in Massachusetts considering using a known

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Beyond Parental Recognition

Child Welfare and State Custody

Protecting families can also mean supporting parents and children in conflict. Through our work in Maine and Massachusetts supporting adults and children in the child welfare system, where LGBTQ youth are disproportionately represented, we are working to educate child welfare systems and to make sure transgender and LGB youth have safe placements, vital medical care, and supportive environments that enable them to thrive.

Transgender Family Law

GLAD's family law work also means ensuring our laws and courts respect the needs of transgender parents and transgender children. This includes litigation and advocacy, but also legal education. In 2012, we published *Transgender Family Law* (see glad.org/tfl), to comprehensively address legal issues facing transgender people in the family law context and provide practitioners the tools to effectively represent transgender clients. This past year, we contributed to a transgender competency training for employees throughout the Massachusetts court system.

First-of-its-kind Ruling Opens Up Federal Protections for Transgender People

In June, the federal court for the District of Massachusetts ruled in favor of our client, a transgender woman wrongly incarcerated in a men's prison, and facing daily discrimination, abuse and harassment as a result. The ruling allows her claim challenging mistreatment by the Department of Corrections (DOC) under the Americans With Disabilities Act (ADA) to move forward. In the first-of-its-kind ruling in our case *Doe v. MA Department of Correction*, the court found that interpreting the ADA to exclude transgender people raises constitutional problems.

The legislative history of the ADA reflects bias against transgender people and shows that legislators at the time of its passage wrongly associated being transgender with socially unacceptable behaviors. As a result of that bias, the law has been historically interpreted to exclude transgender people from its protections.

The court's ruling here addresses head on the constitutional problems with that historical exclusion of transgender people from the ADA, finding that "The pairing of gender identity disorders with conduct that is criminal or viewed by society as immoral or lewd raises a serious question as to the light in which the drafters of this exclusion viewed transgender persons...The Court is of the view that, to the extent that the statute may be read as excluding an entire category of people from its protections because of their gender status, such reading is best avoided."

This victory follows a March 5 order granting in part our client's motion for preliminary relief. The order instructed the DOC to take steps to ensure our client's privacy from male inmates and to have female correctional officers perform strip searches. Since filing this case last fall, GLAD, together with Prisoners Legal Services and Goodwin Procter LLP, has been seeking our client's transfer to an appropriate DOC female corrections facility.

This groundbreaking ruling both allows our client to proceed with her claim to be transferred to the women's prison and opens up an important source of federal protection to transgender people in many different contexts.

Congress passed the ADA in 1990 as part of an effort to create a level

playing field for people with medical conditions in employment and in accessing public accommodations and in government run facilities and programs. The law both prohibits discrimination and requires that "reasonable accommodations" be made to address barriers that would otherwise bar participation and fair access. The law is an important source of protection because it recognizes that many of our society's systems and structures function based on presumptions about skills and abilities that are not true for all people. The ADA was designed to remove unnecessary barriers for people with medical conditions who can participate and contribute equally save for those barriers.

Debate during the law's consideration reflects that some legislators wanted to exclude from its protections medical conditions then associated with transgender people. The exclusionary language ultimately adopted in the law has resulted in transgender people being unable to receive reasonable accommodations, for example, being able to wear an employee badge with a preferred name, or being able to access appropriate restroom facilities. In the prison context, reasonable accommodations may include being housed according to a person's gender identity rather than assigned birth sex, or being able to order clothing and canteen items from a facility different than the one where a person is housed.

The ADA requires an individualized consideration of need which offers great promise for equal treatment of transgender people in a range of social contexts. The groundbreaking June ruling from the Massachusetts federal district court opens up a clear path for transgender people to be included within the ADA's important protections.

Importantly for our client, this ruling also means a possibility of relief from the severe mistreatment she experiences on a daily basis, including the possibility of transfer to the women's facility where she should be housed. Prisons are inherently dehumanizing, and transgender people who are incarcerated often experience compounded degradation because of who they are. Until we as a society commit to a more humane alternative to incarceration, GLAD will advocate for fairer treatment of LGBTQ people within prisons, just as we advocate for dignity and respect for LGBTQ people everywhere. ■



The Doe v. MA Department of Correction legal team following a hearing at the federal court for the District of Massachusetts: Ashley Drake (Goodwin Procter LLP), Kate Piper (Prisoners Legal Services), Louis Lobel (Goodwin Procter LLP), Bennett Klein and Jennifer Levi (GLAD), Lizz Matos (Prisoners Legal Services), Anthony Downs (Goodwin Procter LLP)

Identity Matters

A project of GLAD, Ropes & Gray LLP and MTPC, the Pop-Up Transgender ID Project supports transgender people across New England in acquiring accurate identity documentation. Since November 2016, we've assisted over 450 people throughout New England. Steph Gauchel from Massachusetts shares their story working with one of the many dedicated attorneys of Ropes & Gray to update their identity documents.

A few months after the November 2016 election, I reached out to the Pop-Up Transgender ID Project for help updating my name and gender marker on identity documents including my passport and driver's license.

Like so many in our communities, I was concerned about the impact a Trump administration would have on policies and resources that protect and support LGBTQ people. GLAD created the Pop-Up Transgender ID Project in response to this same concern about the future of federal policies, and thanks to their partnership with MTPC and Ropes & Gray, I've been able to move forward with ensuring my documents best reflect my genderqueer/trans identity.

Unique to my case is the need to access my original birth certificate. I am adopted and my biological father is Native

American. While I have always identified as Native American, it is only through my recent reunion with my birth family that I have been able to explore my particular Creek heritage.

Just as my gender identity does not fit neatly into a binary, my racial identity is not monoracial and I don't feel comfortable identifying as either white or as a person of color. Connecting with my birth father has helped me further explore these feelings and has also allowed the possibility of my becoming a Creek citizen. While tribal citizenship is in and of itself a complicated product of colonialism and structural oppression, similar to my legal document updates around gender, obtaining citizenship would help me feel more grounded in and entitled to my Native identity. Sadly, obtaining

my original birth certificate is not straight forward as an adoptee.

To become a Creek citizen, I must provide my original birth certificate that lists my birth father's name. Adoptees are the only U.S. citizens who aren't legally entitled access to their original birth certificate in every state, though it is possible for adoptees to petition for access through the court. When I started working with an attorney at Ropes & Gray to update my ID documents, I mentioned my fears that legally changing my name and gender marker on identity documents might complicate getting my original birth certificate. She understood my apprehension and concern, as well as the importance of my birth certificate in understanding my own identity, and went above and beyond her role as a legal advisor and resource, to provide me the emotional support I needed.

We're still going through the court process to gain access to my birth certificate, but Ropes & Gray continues to do the "heavy lifting" regarding my case. In a sense both this technical process and the personal process of developing and understanding my identity are linked, and it's beyond comforting to know that the teams at Ropes & Gray, as well as GLAD, are on my side. ■

Photo: InfinityPortraitDesign.com



Steph Gauchel (right) at the GLAD Summer Party with Development Director Brianna Boggs (center) and Jess Gauchel

40 Years: Protest & Pride

8

1978



Pulitzer Prize-winning Journalist and Immigration Rights Advocate Jose Antonio Vargas to Receive GLAD's 2018 Spirit of Justice Award

GLAD is proud to announce Jose Antonio Vargas as the recipient of our 2018 Spirit of Justice Award. Vargas, an award-winning journalist, filmmaker and a leading voice for the human rights of immigrants, is the founder and CEO of Define American, a non-profit organization fighting injustice and anti-immigrant hate through the power of storytelling.

"We're thrilled to honor Jose with this much-deserved award, especially at a time when pulling together as one justice movement is so critical," says Janson Wu, Executive Director of GLAD. "Immigrant rights are LGBTQ rights, and LGBTQ rights are immigrant rights. The theme running through both Jose's activism and his story-telling is that justice for all of us is tightly entwined with justice for each of us—whether we are LGBTQ, undocumented, a person of color, or all three."

Vargas has written and spoken about his experiences of being gay, undocumented, and a person of color, saying "All I know, is we are stronger when we're together. We are stronger when we address not just how these issues intersect, but how we as people are multidimensional."



Three years after winning a Pulitzer Prize as part of the Washington Post team covering the 2008 Virginia Tech shootings, Vargas famously came out as an undocumented immigrant in a groundbreaking 2011 *New York Times* essay, effectively putting his career and resident status on the line. He wrote, "I'm done running. I'm exhausted. I don't want that life anymore."

Vargas went on to produce and direct two documentaries, "Documented" about his own experience, and "White People," an examination of white privilege in the Americas. His memoir, *Dear America: Notes of an Undocumented Citizen*, will be published by HarperCollins in fall 2018. He has testified before Congress on immigration reform, and serves on the advisory board of TheDream.US, a scholarship fund for undocumented immigrant students. ■

GLAD's 19th annual Spirit of Justice Award dinner is co-chaired by Liz Doherty and Mario Nimock, and will take place Friday, October 12, at the Boston Copley Marriot. For more information and to purchase tickets, visit www.glad.org/events/2018soj.



2018

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 Robert Seletsky & Michael Miller
 Joanne Shapiro
 The Estate of Cameron Smith
 Diane Smith
 Tony Smith
 Andrew Sorbo
 Trina Soske & Sarah Yedinsky
 Scott Squillace, Esq
 Anne Stanback &
 Charlotte Kinlock
 Kenneth Stilwell
 The Estate of Donald Stone
 Mark Strickland
 The Estate of Raymond Sullivan
 Amalie Tuffin & Laura Lewis
 Anthony Volponi
 Herbert Walcoe
 Robert Wasson
 Karen & Marilyn Watson-Etsell
 Kendall Watts & Robert Darian
 Lisa B. Weissmann, MD &
 Debra Shapiro, MD
 Tim Wernette
 Jo Ann Whitehead &
 Bette Jo Green
 The Roy Glenn Wood Trust
 David Yalen
 Peter Zupcofska &
 Robert Wilson

Summer Party 2018

Pilgrim Monument and Provincetown Museum, Provincetown, MA

All Photos: InfinityPortraitDesign.com



Hsien Khoo, David Colton, and Board President Rich Yurko



Emily Fallon and Julianna Mielez



Domonic Rollins, Dayo Fadelu, and Executive Director Janson Wu



Summer Party Honoree Ann Maguire and Elyse Cherry



Board member Ed Byrne, Wendy Kirchick, Jennifer Wagner, and David Jiles

A Message From the CFO

GLAD's financial health is good. We have 8.5 months of unrestricted reserves (i.e. net assets) as of March 31, 2018, including board designated net assets (BDNA) – funds that can only be spent with board approval. There is minimal debt, and sufficient cash and short-term investments to meet our obligations.

During fiscal year 2018, we launched the One Justice Fund campaign to grow our legal resources to respond to increased attacks on LGBTQ rights from the federal administration and an emboldened conservative opposition. The funds will allow GLAD to add to its legal team, support the GLAD Answers legal information and referral service, and build fundraising capacity to sustain this growth going forward. The funds will be spent between fiscal year 2019 and 2021.

We ended fiscal year 2018 with an overall surplus or increase in net assets of \$1.3m. While that is a great result, let's look at the components (see table below) and some highlights:

	Operating Fund	Board Designated	Total Unrestricted	Temporarily Restricted	Total
Net Assets: March 31, 2017	\$ 944,394	\$ 949,121	\$ 1,893,515	\$ 412,856	\$ 2,306,371
FY18: Change in Net Assets	551,968	(19,654)	532,314	781,136	1,313,450
FY18: Board Approved Transfer	(330,533)	330,533	–	–	–
Net Assets: March 31, 2018	\$ 1,165,829	\$ 1,260,000	\$ 2,425,829	\$ 1,193,992	\$ 3,619,821

- The unrestricted fund was projected to decrease by \$253k but instead increased by \$532k. Factors that contributed to this positive swing of \$785k include: a larger than expected award of attorney fees, additional development income, cost savings primarily due to unfilled positions, and other net changes in income and expenses. The board voted to transfer \$330k from GLAD's operating fund to BDNA, from which it can authorize expenditures for strategic initiatives.
- Temporarily restricted funds are cash gifts and pledges restricted by the donor for a specific purpose or timeframe. This fund increased by \$781k, which means new restricted gifts in FY18 exceeded 'releases' (current year spending of donor restricted funds). 85% of the increase is attributable to the unconditional pledges and collections for the One Justice Fund.

Other highlights and trends:

- During fiscal year 2018, GLAD received donated legal services of \$7,457,112. These were unusually high, given the new challenges from the federal administration and a reinvigorated conservative opposition. Please refer to the audit footnotes available at www.glad.org/financial-information for more details.
- At March 31, 2018, the market value of GLAD's investment portfolio was \$2.5m. The Board's Finance and Audit Committee monitors investment results, risk tolerance and asset mix in accordance with our cash and investment policy.

Summarized Financial Data for Annual Report

Statement of Activities*

For the 12 month period ended March 31, 2018

FY18

Support and Revenue

Contributions & Grants	\$ 3,155,053
Special events revenue, net	937,415
Fees & program revenue	591,138
Donated Services (In-kind Legal Fees)	7,457,112

Total Support & Revenue 12,140,718

Expenses

Transgender Rights Project	7,185,758
Civil Rights Project	1,945,323
AIDS Law Project	355,532
Public Affairs & Education	622,804
Development & Fundraising	429,926
General & Administrative	363,212

Total Expenses 10,902,555

Change in Net Assets from Operations 1,238,163

Other Revenue (Expenses)

Investment income, gains & losses	24,762
Donated Equipment	50,525
	75,287

Total Change in Net Assets \$ 1,313,450 **

Net Assets, beginning of year 2,306,371

Net Assets, end of year \$ 3,619,821

Statement of Financial Position*

March 31, 2018

FY18

Assets

Cash & cash equivalents	\$ 779,048
Accounts receivable & pledges	456,383
Investments	2,499,480
Equipment, deposits & prepaid expenses	256,080

Total Assets \$ 3,990,991

Liabilities

Accounts payable & accrued expenses	\$ 371,170
Deferred rent	-

Total Liabilities 371,170

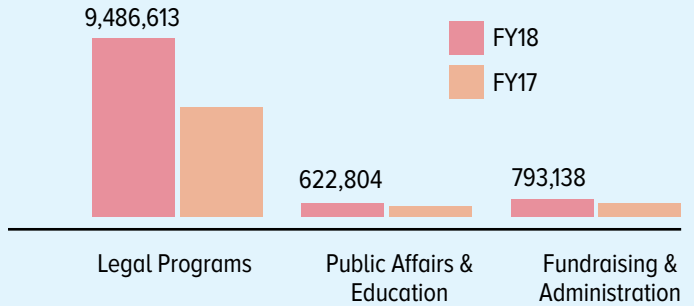
Net Assets

Operating	1,165,819
Board Designated	1,260,000
Temporarily Restricted	1,193,992

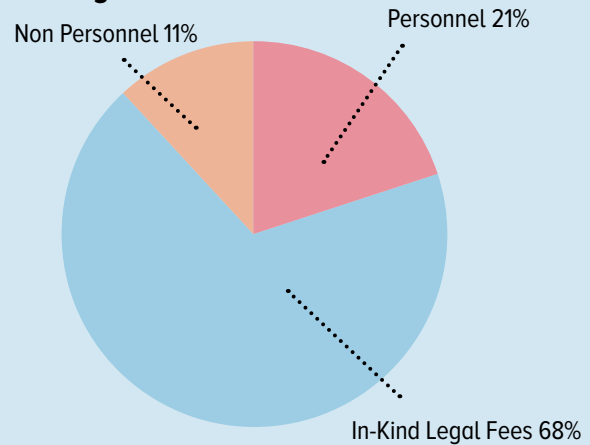
Total Net Assets 3,619,821 **

Total Liabilities & Net Assets \$ 3,990,991

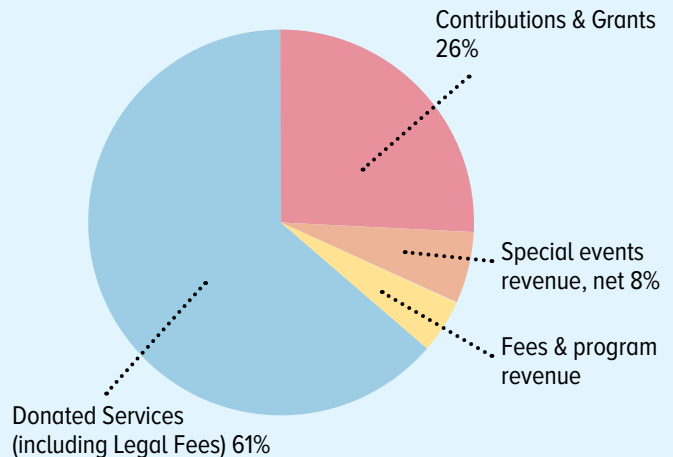
Expenses including In-Kind Legal



Cost Categories: FY18



Income Mix: FY18



* Full audit available at www.glad.org/financial-information/

** See chart on page 14

Doe v. Trump

(U.S. District Court for the District of Columbia)

Fighting to shut down the transgender military ban for good

On August 6, Federal District Judge Colleen Kollar-Kotelly denied the Trump administration's motion to dismiss *Doe v. Trump*, one of two cases in which GLAD and NCLR are challenging the Trump-Pence transgender military ban. Also on August 6, Judge Kollar-Kotelly denied the administration's request to dissolve the nationwide preliminary injunction that has blocked implementation of the ban since October, 2017.

That ruling was followed on August 24 with an opinion ordering the administration to produce documents it has been withholding related to the development of the so-called Mattis Plan, the implementation plan for the ban released on March 23, 2018. Judge Kollar-Kotelly also denied both parties' motions for full resolution of the case. In her August 24 ruling, Judge Kollar-Kotelly said the government has improperly refused to produce documents related to its decision to reverse existing policy and exclude transgender people from military service.

GLAD and NCLR argue on behalf of our plaintiffs, who include both active duty transgender servicemembers and individuals intending to enlist, that the administration is attempting to "blinker reality" by recasting the Mattis Plan as something other than what it plainly is: a blueprint to implement the unjustified and categorical exclusion of transgender people from military service ordered by President Trump. Key documents we have been able to obtain so far from the government literally show a straight line between Trump's tweets last July and the implementation plan released on March 23.

The administration has appealed the denials of their motions to dissolve the preliminary injunctions blocking the ban to the Ninth Circuit Court of Appeals (in *Karnoski v. Trump*, brought by Lambda Legal and OutServ-SLDN) and to the DC Circuit Court of Appeals in *Doe v. Trump*. On July 3, GLAD coordinated the development of nine amicus briefs submitted to the Ninth Circuit, with a breadth of voices weighing in on the ban's harms including the NAACP Legal Defense Fund, the American Medical Association, military officers, constitutional law scholars, attorneys general and transgender civil and legal rights organizations. District court rulings on the government's motions to dissolve the preliminary injunctions in GLAD and NCLR's second case, *Stockman v. Trump*, and in the ACLU's case *Stone v. Trump*, are pending.

Doe v. Mutual of Omaha Insurance Company

(U.S. District Court for the District of Massachusetts)

GLAD has filed a motion for summary judgment in federal court in our case challenging Mutual of Omaha Insurance Company's policy of denying long-term care insurance to gay men who take Pre-Exposure Prophylaxis (PrEP), a medication prescribed to HIV-negative people to prevent the transmission of HIV. This is the first lawsuit in the country challenging discrimination against a person on PrEP.

Pelletier v. Executive Office of Health and Human Services, et al.,

(Massachusetts Superior Court)

GLAD and Health Law Advocates have favorably resolved a case in Suffolk Superior Court challenging a denial of medically necessary facial feminization surgery for a transgender woman by MassHealth, the state Medicaid agency. Following a diagnosis of severe gender dysphoria, our client's doctors prescribed a course of medical treatment to allow her to live in her affirmed gender, including facial feminization surgery. Our client's insurer, MassHealth, refused to provide coverage for the surgery, claiming that facial feminization is categorically excluded in every instance. The agreement establishes for the first time that MassHealth will no longer maintain a categorical exclusion of coverage for facial feminization surgery for transgender people, but will instead conduct a case-by-case determination—based on presented medical evidence and physician assessments—of whether facial feminization surgery is medically necessary to treat a particular individual's gender dysphoria.

Commonwealth v. A Juvenile "LN"

(Massachusetts Supreme Judicial Court)

GLAD, along with the ACLU of Massachusetts, filed an amicus brief at the Supreme Judicial Court in this case, arguing that the Massachusetts statutory rape law should not be read to apply to consensual activity between two youth under the age of 16. We argued that criminalizing such conduct hinders young people's healthy development of their sexuality, particularly LGBTQ youth who already face societal stigma related to their sexual identity and behavior.

In ruling on April 25, 2018, the court technically avoided this central question, finding that it was not before the court because the law was properly applied because the jury was warranted in finding that there was an aggressor and a victim on the facts of this specific case and not an incident of youthful, consensual sexual experimentation. At the same time, the court left for another day and other facts: (1) whether enforcement of the statutory rape law implicates a minor's right of privacy; (2) the possibility of arbitrary enforcement when each youth "could be both a victim and an offender in a statutory rape case"; and (3) whether there could be a claim of improper selective prosecution where two youth are "similarly situated" (presumably both consenting) and only one is charged with the crime.

The Chief Justice agreed with the result on the specific facts of this case, but he would require that, where two youth under 16 participate in sexual intercourse, proof of simply the act of intercourse is not enough to prosecute. There must also be a finding of abuse by one of the participants as well. The Chief Justice also stated his belief that the majority opinion agreed with him with its determination to distinguish between a "perpetrator" and a "victim," effectively requiring something akin to abuse. As a result, the case should send a strong message to prosecutors that consensual sexual conduct by two youth under 16 is not a crime under Massachusetts law.

Rivera v. Springfield Rescue Mission

(Massachusetts Commission Against Discrimination)

In June of 2018, the Massachusetts Commission Against Discrimination (MCAD) found that there was probable cause that discrimination had occurred when our client, Lynn Rivera, was denied access to clothing at the Give-Away Center operated by Springfield Rescue Mission. GLAD filed the MCAD complaint on Lynn's behalf in January 2017, asserting discrimination by the Springfield Rescue Mission based on Lynn's gender identity, sex, and race in violation of Massachusetts Public Accommodation Laws. In the fall of 2016, Lynn, who is of Puerto Rican descent and identifies as transgender, tried to shop at the Give-Away Center, a distribution center in Springfield open to the public that provides items like clothing and toiletries to those in need. Because Lynn exclusively wears men's clothing, Lynn intended to shop only for men's clothing items at the Give-Away Center. They were told while shopping for men's clothing that they could not take any clothing from the men's section. Conciliation between the parties was unsuccessful and the case will now proceed to discovery for the next 6 months.

Connecticut and Massachusetts Take the Lead in Protecting Transgender People Who Are Incarcerated

Connecticut

On May 3, Connecticut Governor Malloy signed into law SB13, *An Act Concerning Fair Treatment of Incarcerated Persons*, which includes some of the strongest protections in the country for transgender people who are incarcerated.

Comprehensive Criminal Justice Reform in Massachusetts

GLAD has been working in coalition to advance legislative action for criminal justice reform. In May, Governor Charlie Baker signed into law a major criminal justice reform bill that includes several of GLAD's

key priorities designed to end discriminatory practices against LGBTQ prisoners and to keep kids out of the justice system including:

- Requiring transgender prisoners to be treated in accordance with their gender identity, including being addressed in a manner consistent with their gender identity, having access to commissary items, clothing, programming, and other materials or property consistent with their gender identity, being searched by someone with the same gender identity, and housed in a correctional facility with prisoners with the same gender identity;
- Preventing prisoners from being confined to restrictive housing because they are LGBTQ or perceived to be;
- Excluding children under 12 years old from entering the juvenile justice system;
- Expungement, or removal, of juvenile records of offenses charged before the age of 21.

While this bill is a crucial step toward reforming a system that disproportionately harms LGBTQ youth and adults, particularly LGBTQ people of color, it does not address other ineffectual and harmful policies including long term solitary confinement practices. GLAD and our coalition partners will continue advocating for fairer and less inhumane policies within the correction system.

Respecting Identity After Death – Rhode Island

We all deserve to be remembered as we lived, and in early July Rhode Island's governor signed groundbreaking legislation ensuring that transgender Rhode Islanders' identities will be respected after death. The "Respect in Death" law sets clear procedures for those recording death certificates to accurately reflect the individual's gender identity. GLAD submitted written testimony in support of the bill, provided legal expertise to help draft the bill's language, and worked with partners at TGI Network RI, LGBTQ Action RI and the Rhode Island ACLU to secure passage.

Creating Safe, Affirming Spaces for LGBTQ Youth Across New England

Ending the Discredited and Dangerous Practice of Conversion Therapy

In June, New Hampshire Governor Chris Sununu signed into law a conversion therapy ban, ending the discredited and dangerous practice on LGBTQ youth across the state. GLAD worked with the ACLU of New Hampshire, NCLR, HRC and other local advocates to encourage passage of this legislation.

New Hampshire joins thirteen other states, including Vermont, Connecticut, and Rhode Island, as well as Washington, DC, in banning conversion therapy. GLAD is committed to making New England a conversion therapy-free zone, and continues to work with local partners to advance legislation banning the unethical practice on LGBTQ youth in Massachusetts and Maine.

Supporting Transgender Youth

A crucial focus of GLAD's family law work is ensuring that transgender youth receive the legal support they need and deserve while also providing families encouragement and resources to better understand and support their youth.

GLAD is currently working with a 16-year-old transgender youth in Massachusetts to help her understand her rights and move forward with her transition. She came out as transgender earlier this year and is surrounded at school by teachers and fellow students who affirm and support her. Some in her family, however, are struggling to accept and support her transition.

When she reached out to GLAD to understand her legal rights and the options available to her to move forward medically, one of the

[continued on page 18](#)

Legal Update

continued from page 17

resources we provided was the Caregiver Authorization Affidavit, a legal resource that helps youth who are living with an adult other than a parent, legal guardian, or legal custodian. The Affidavit allows another adult to make decisions related to education and healthcare. The decision-making is done in concurrence with a parent, legal guardian, or legal custodian, and does not take away parental rights.

Her school advisor has signed on as her Caregiver, working alongside her parents in the decision-making around transition-related healthcare. With this resource in place, she has begun moving forward in her transition, a huge step toward becoming the person she knows herself to be.

Developing Inclusive School Policies for All Youth

Massachusetts

Framingham Public Schools

The Framingham Public Schools Committee adopted a groundbreaking school policy this spring designed to ensure that transgender students are fully included in athletics, a key aspect of school community life. GLAD began working with the school district to develop an inclusive and affirming policy after we learned that a high school athlete experienced discrimination on his team because of his gender identity. Creating an atmosphere where all students, including transgender students, are welcomed results in a positive learning environment for everyone, and a key component of this policy is education for both staff and students, particularly coaches and team leaders. GLAD is continuing to work to ensure that Framingham High School fully implements the new policy through regular and ongoing training for all coaches, captains and student athletes.

Massasoit Community College

In 2016, the Massachusetts Community College system adopted a system-wide policy that requires, among other things, that

all Community Colleges in Massachusetts use students' preferred names when possible. GLAD learned that the Brockton Campus of Massasoit Community College was not implementing this system-wide policy when a transgender student seeking to enroll at the institution contacted us after being told he could not use his chosen name on non-official school records. Due to our intervention on behalf of the transgender student, Massasoit Community College has now published the system-wide policy on its website and will include the policy in the 2018-2019 student handbook. Importantly, in addition, Massasoit also committed to train staff on the system-wide policy and to provide transgender cultural competency trainings to faculty and staff.

Maine

On June 5, 2018, the Kittery School Committee unanimously passed a policy protecting transgender and gender expansive students in the district—a critical step forward for making schools safe and affirming for all youth.

The Kittery Policy provides clear guidelines for respecting the privacy of transgender and gender non-conforming students, using expressed names and pronouns when requested in writing, and ensuring inclusive academic and extracurricular programs so all enjoy equal access to educational opportunities. It also recognizes schools' obligation to create safe and inclusive learning environments by supporting a student's gender identity while at school.

Kittery joins Portland and South Portland, among others, in passing transgender and gender expansive school policies in Maine. GLAD encourages other school districts to follow their lead and ensure that school policies exist to clearly translate to all school constituencies the requirement of Maine law, which prohibits schools from discriminating based on sexual orientation—which includes gender identity and expression—in any academic, extracurricular, athletic, research, or any other program or activity. ■

18 40 Years Protecting All Families

continued from page 6

donor, to help provide clarity and protections for everyone involved.

We're also working hard to make sure unmarried, same-gender couples also have access to a Voluntary Acknowledgement of Parentage (VAP) form, a simple and affordable way that unmarried different-sex couples have traditionally been able to establish legal parentage immediately upon birth.

But as our clients Rey and Tanairi experienced firsthand (see page 5), LGBTQ families have still faced resistance because the VAP form was outdated. Just this summer, based on GLAD's advocacy, Massachusetts finally updated its parentage forms to be gender neutral, making this parentage process accessible to all families in the Commonwealth.

GLAD's family law work is broad and deep, and is critical to advancing full LGBTQ equality. We will continue fighting to ensure all families are respected, honored, and protected, no matter how they are formed. ■

Visit www.glad.org/families for links to forms and resources referenced in this article

Welcome New Staff and Board

Welcome New Staff

Jeremiah Collins, Legal Assistant

Jeremiah joined GLAD in June 2018 after graduating from MIT with an MS in Nuclear Science in Engineering, where his thesis research focused on developing technological solutions for the direct verification of nuclear weapons in arms reduction treaties. Jeremiah also holds a BS in Chemical Engineering from MIT. Jeremiah hopes to pursue a career in public interest law, and is excited to begin that journey at GLAD.

Henry Thomas, GLAD Answers Program Assistant

Henry joined GLAD's staff in 2018 after a year volunteering with GLAD Answers, providing resources and referrals. He has a degree in Women's and Gender Studies with a minor in History from Clark University, where he was actively involved in advocating for transgender-inclusive programming and policies on campus. After graduating, Henry worked for a small business in southern Maine before relocating to the Boston area to pursue nonprofit and campaign work.

Caitlin Walsh, Public Affairs Assistant

Before joining GLAD in February 2018, Caitlin worked at a local medical supply company where she served as a customer service representative, helping customers get the durable medical equipment they needed. She also volunteered at The John F. Kennedy Family Service Center in Charlestown, assisting with newsletters, website redesign and social media outreach. Caitlin has a BA in English and has completed the Successful Grant Writing from A to Z course at UMass Boston.

Emmett Weiss, Legal Assistant

Emmett joined GLAD in 2018, after graduating Phi Beta Kappa from Vassar College with a BA in Science, Technology, and Society and a minor in Chinese. Emmett studied Mandarin and Chinese culture at Qingdao University in Qingdao, China. At Vassar, Emmett established a Transgender Health Clinic, and a clothing exchange for students with fewer economic means. Emmett recently presented on LGBTQ+ inclusion in healthcare at the Dana-Farber Cancer Institute. He has also interned for the Election Law Enforcement Commission in New Jersey.

Welcome New Board

Suzanne Baumann Suzanne is a counselor, educator, and consultant to youth, families, and schools, with a specialization in LGBTQA+ young people and families. Her work in schools employs a diversity and inclusion approach to creating and implementing robust wellness programs. Suzanne has spoken at over fifty schools and numerous education conferences, including the National Conference on Girls Education and the Independent School Gender Project. In addition to maintaining a private practice in Cambridge, she is a wellness consultant to Boston University Academy. She is a past teaching fellow at Harvard Graduate School of Education and a graduate of Wellesley College.

Martha Holt Castle Martha currently serves as Counsel at Raytheon in Waltham, where she provides legal support to the environmental health and safety program, as well as assistance in real estate transactions and risk management. Previously, she was Assistant District Attorney of Middlesex County and later an Associate at Edwards Angell Palmer & Dodge, LLP in Providence. Martha was Chair of the LGBTQ Committee of the Rhode Island Bar Association in 2007, and a member of the Rhode Island Lawyers for Equality and Diversity advocating for LGBTQ equality. She later went on to serve as Chair and Board Member of Marriage Equality Rhode Island (MERI), and through her leadership, the grass roots organization was instrumental in the passage of statewide marriage equality in 2013.

Darla Degrace Most recently joining Reebok as a Senior Recruiter in June 2018, Darla has spent her 17-year career immersed in the education sector helping organizations attract and retain diverse talent. In response to identifying diversity recruitment and retention inadequacies in education, she recently launched DeGrace Group, a diversity and inclusion consulting firm. Prior to launching DeGrace Group, Darla served as Director of National Diversity Recruitment and Strategic Partnerships at City Year National Educational Non-Profit. She serves as the President and CEO of the National Black MBA Association-Boston Chapter, and was recently appointed Commissioner on Governor Charlie Baker's Black Advisory Commission. As a first generation college student, Darla grew up in Cambridge and went on to earn an undergraduate degree in Business Administration from Emmanuel College and later earned a Master of Science in Communications Management from Simmons College.

Liz Doherty Liz is currently Senior Director & Associate General Counsel at Akamai Technologies, Inc. in Cambridge, the global leader in content delivery network (CDN) services. Liz was a founding leader of Akamai's first employee resource group for LGBTQ employees and allies, out@akamai, and currently sits on the company's global Diversity & Inclusion Executive Steering Committee. In addition to serving as co-chair of GLAD's Spirit of Justice Dinner in 2017 and 2018, Liz has served as a Co-Vice Chair of the Massachusetts Commission on LGBTQ Youth. Liz is a graduate of Tufts University, received her J.D. from the University of California, Hastings College of the Law, in San Francisco, and began her legal career at Bingham McCutchen LLP (now Morgan, Lewis & Bockius LLP).

Lee Swislow Since Lee left her role as executive director of GLAD in 2014, she has been working as an interim CEO for non-profits in transition, where she draws on her expertise in strategic planning, financial management, organizational development and program development. Previously she served for five years as Vice President at JRI Health, providing a variety of services to people living with HIV/AIDS as well as LGBTQ youth. Lee is thrilled to return to GLAD, where she led the organization as executive director for nine years. She is proud of the progress GLAD has made in securing rights for the LGBTQ community and people living with HIV/AIDS, and knows how much work is yet to be done.



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POSTAGE
INFO

ON NOVEMBER 6:

VOTE YES ON 3

TO UPHOLD DIGNITY
& RESPECT FOR OUR
TRANSGENDER NEIGHBORS.

TAKE ACTION TODAY!
FreedomMA.org



 FreedomforAllMassachusetts  [freedom_mass](https://twitter.com/freedom_mass)

19th Annual Spirit of Justice Award Dinner

Friday | October 12
Boston Marriott
Copley Place
www.glad.org/events

