

GLADBriefs SPRING 2019



GLAD worked with Tanairi and Rey to protect their child with a Voluntary Acknowledgment of Parentage (VAP).

LGBTQ Families Need and Deserve Equal and Affordable Access to Legal Protections

LGBTQ families come in many configurations. All of them are worthy of recognition, respect, and protection, especially where children are concerned. Neither financial resources nor the manner in which a family is formed should be a barrier to legal security for kids and parents.

Major gaps remain, however—even in New England and particularly for non-biological, unmarried parents—in ensuring that LGBTQ families have easy, equal, and affordable access to parentage protections.

“We’re pushing policy makers and the courts to catch up with the reality of LGBTQ lives,” says Senior Staff Attorney Polly Crozier. “Our community forms families in many different ways: through marriage, adoption, assisted reproduction, and surrogacy. We’re helping core societal institutions catch up with these realities so that people can be secure in their families and be there for each other and depend on each other in every way.”

We’re making meaningful progress across the region.

GLAD is currently collaborating to pass comprehensive parentage reform bills in Massachusetts and Rhode Island. The proposed bills are modeled on legislation we worked to pass in Vermont and Maine to ensure that all families—including LGBTQ families—are treated fairly no matter how they are formed.

This legislation spells out clearly who can be a parent; how parentage is established; ensures that state parentage law is fair for LGBTQ families; and gives courts a way to resolve conflicts in parentage, among other provisions. Although the bills are tailored to the needs of each state, a key provision of each is expanding access to a Voluntary Acknowledgement of Parentage (VAP). VAPs are an easily accessible administrative route to establish legal parentage at birth and have both parents listed on a child’s birth certificate. Each state must have a VAP process, and VAPs are respected by every state throughout the country.

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From the Executive Director

Photo: InfinityPortraitDesign.com



2019 brought me a sense of hope. Hope that more and more people in our country were rejecting hate and division. That our newly-elected House of Representatives would finally bring accountability and balance to our federal government. That the collective actions of fair-minded people in groups both large and small would advance compassion, love, and fairness.

But most of all, hope through the eyes of babes, including, now, my own. On January 2, 2019, my husband and I welcomed our first child. She was the first to be born in the new year at the small, rural hospital in Georgia where we were. She knew nothing of the world around her yet, but we vowed she would always know she had parents who made a promise to protect and care for her no matter what.

It is that promise that motivates me to fight harder than ever, so that when our child becomes increasingly aware of the country she lives in, it will be a more welcoming and just place. So that when she enters school for the first time, bullying behavior won't be role modeled at the very top of our country's leadership. And so that when she decides who she is, and who she loves, those things will be welcomed and celebrated by her community, and will never be a barrier to who she can become.

It is also that promise that reminds me of how grateful I am to the work of this organization and to the community of supporters like you who make it possible.

I know there is work to do to make my new year's hopes into reality. For GLAD, that work means expanding protections for all kinds of families ([cover](#)); ensuring LGBTQ youth aren't subjected to harmful attempts to change who they are ([page 3](#)); fighting discrimination and stigma that persists against individuals who use PrEP to prevent HIV transmission, and supporting sound, science-based public health goals ([page 7](#)); continuing to stand firm against the Trump administration's transgender military ban ([page 6](#)); and striving to root out the biases and inhumanity embedded in our criminal justice system, which disproportionately impacts some of the most vulnerable members of our community ([page 4](#)).

Thank you for being a part of what brings me hope.

Toward Justice,

P.S. I am on parenting leave from March 18 through the end of May. We are fortunate to have former Executive Director Lee Swislow stepping in as acting ED during this time. I know GLAD will be in excellent hands with Lee, along with the rest of the senior team, staff, and board. If you have any questions please don't hesitate to reach out.

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Making New England a Conversion Therapy-Free Zone Protecting LGBTQ Youth From the Dangerous, Discredited Practice

On Jan. 1, New Hampshire's law banning the discredited and dangerous practice of conversion therapy for LGBTQ young people took effect. GLAD is proud to have worked with local and national groups in New Hampshire for the passage of this law, as we previously did in Connecticut, Rhode Island and Vermont.

As part of our campaign to make New England a conversion-therapy-free zone by 2020, we're redoubling our efforts to pass similar legislation in Maine and Massachusetts.

As evidence mounts about the lasting harms from "therapy" that purports to change the sexual orientation or gender identity of young people, our work grows even more urgent. Last November, a major study examined the effects on young adults aged 21-25 who were subjected to conversion therapy practices when they were adolescents and found higher levels of depression, suicide attempts or ideation, lower educational attainment, and lower socioeconomic status. Scientific research has shown the practice to be ineffective and to cause serious psychological harms to those who are exposed to it. That's why the major medical and mental health professional associations have uniformly condemned the practice--and 15 states and the District of Columbia along with many municipalities, have passed laws restricting it.

Our opponents, emboldened by the rightward shift of the Supreme Court are challenging these laws as impermissible regulations of speech and religious exercise. In January, Liberty Counsel filed suit in federal court to overturn Maryland's ban on the practice on behalf of a psychotherapist who contends that the state law protecting children from the practice of conversion therapy violates his freedoms of speech and religion. In response to another Liberty Counsel suit, a federal magistrate in Florida recommended a partial blockage of implementation of an ordinance in Tampa, a preliminary ruling that is now under review by the judge assigned to the case. Shortly after the Tampa ruling,

a federal District Court in Florida upheld the ban in another city in a detailed written opinion. The Alliance Defending Freedom—the largest anti-LGBTQ litigating group—has also challenged New York City's ban on conversion therapy for adults.

While both federal appellate courts that have ruled on the issue have upheld conversion therapy bans, the Supreme Court ruled last June in *National Institute of Family & Life Advocates v. Becerra*, that crisis pregnancy centers, which aim to persuade women not to end their pregnancies, can't be required to inform their patients about the availability of publicly funded family planning services, including abortions, because it violates their free speech rights. In that case, the Court specifically referenced the two Court of Appeals rulings on conversion therapy and raised some concerns about their analysis.

GLAD believes that this recent Supreme Court case does not in any way undermine states' lawful authority to regulate harmful healthcare practices, such as conversion therapy. But in the face of the increasing number of legal challenges to conversion therapy bans, GLAD is working to ensure that we have the strongest legislative records, evidence and legal arguments possible to combat any challenges to laws protecting LGBTQ youth from the practice of conversion therapy that might arise.

"Whatever one might say about speech, states have the power to regulate practices, including in supposed healthcare 'treatments,' that are clearly harmful and beyond the standard of care required of medical and mental health professions," says Civil Rights Project Director Mary L. Bonauto. "This is particularly important when it comes to the welfare of children who are already intensely vulnerable and need no more messages that they should be ashamed of who they are."

GLAD is an active partner in coalitions in Maine and Massachusetts that are working to pass conversion therapy bans in the current

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LGBTQ Families Need and Deserve Equal and Affordable Access

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VAPs have been a critical advance for LGBTQ families, and GLAD has been at the forefront of advocating for access to this route to parentage. For instance, in Massachusetts, which has long been a leader in recognizing and protecting our families, same-sex couples could not use VAPs to establish parentage until last August, after GLAD intervened on behalf of two unmarried same-sex couples with children. In both instances, the non-biological mothers had been told by hospital staff that they could not sign VAPs because the paperwork was restricted to opposite-sex couples only as a means of establishing paternity. Following GLAD's advocacy, the state has updated its VAP forms so that they are now inclusive of all parents.

This is the type of advocacy GLAD will continue to do alongside local lawyers, families, and other advocates to educate lawmakers on these key LGBTQ family protections. We can't say when these bills will pass, but we're making sure they are central to

conversations about our lives and the law in New England.

Separate from the parentage reform proposals, we are also working to pass bills in Massachusetts and Rhode Island to streamline the co-parent adoption process, which can be expensive, burdensome and inconsistent. GLAD is working with our partners to make it clearer and easier for families to complete co-parent adoptions, particularly in Rhode Island, where courts continue to require home studies and notice to sperm donors—onerous and patently unfair conditions when parents are adopting their own children.

As Crozier notes, "Family law issues are core to LGBTQ rights, whether we're talking about equal access to marriage or vital protections for children of LGBTQ parents. GLAD has always led on family law matters, and I'm proud that GLAD continues to be on the forefront of securing such important protections for all families." ■

A Groundbreaking Development for Fairer Treatment of Transgender People in Prisons

MA Department of Correction Transfers Our Client Jane Doe to a Women's Prison Facility

LGBTQ youth and adults generally, and transgender people of color particularly, are disproportionately impacted by the criminal justice system. They regularly experience violations of their human and civil rights as well as disproportionate rates of violence when incarcerated. GLAD hears from hundreds of LGBTQ prisoners every year who are facing conditions most of us cannot begin to imagine. We're committed to doing what work we can, along with partners like Prisoners' Legal Services (PLS) and Black and Pink, to mitigate those harms, and to bring a more fair and humane approach to our criminal justice system.

We recently announced a groundbreaking development in our federal lawsuit *Doe v. DOC*, in which GLAD, PLS and Goodwin Procter LLP represent a transgender woman in Massachusetts who was wrongly incarcerated in a men's facility. After a federal judge denied the Department of Corrections' request to dismiss the case, and commented on the strength of our claims, our client, who has proceeded in the suit as Jane Doe, was transferred from MCI-Norfolk to the state's female correctional facility, MCI-Framingham, last September. This historic step marks the first reported time that an incarcerated transgender person has been transferred to a facility that corresponds to their gender identity.

"This is an important development," says Jennifer Levi, director of GLAD's Transgender Rights Project. "Transgender women should not be placed in men's correctional facilities against their wishes. In that environment they face degradation, humiliation, and increased risk of sexual violence. Transgender people who are incarcerated should not be doubly punished just for being transgender."

Ms. Doe's transfer was secured after a federal judge ruled that she would likely prevail in her claim that under the Americans With Disabilities Act (ADA), which prohibits discrimination against people with medical conditions, and that Doe was qualified to

receive accommodations that included the transfer, searches by female guards only, and being addressed by her proper name.

"The Court emphasized that transgender people are entitled to be treated with dignity and respect and consistently with their prescribed medical treatment. In the case of our client, as the Court said, that means being fully respected as a woman," says GLAD Senior Attorney Ben Klein.

Doe was diagnosed with gender dysphoria and transitioned as a teenager more than 40 years ago. She is serving a sentence for a low-level drug offense. At MCI-Norfolk, she was routinely sexually harassed and assaulted by prisoners and staff, strip-searched by male prison guards, made to shower and undress in front of male prisoners, and called demeaning names by guards.

"The stress and anxiety were totally unbearable," Doe said in a statement. "I hope my case can lead to the transfer and humane treatment of other transgender women in prison. We all deserve to be treated like human beings."

The judge's ruling also marks the first time a court opined that interpreting the ADA to exclude transgender people would be unconstitutional, which has promising implications for other areas of transgender nondiscrimination law.

"As the Court recognized, a major goal of the ADA is to ensure that people with stigmatized medical conditions do not suffer discrimination on that basis," says Levi. "Excluding transgender people from even being able to pursue ADA claims exacerbates stigma—and that's wrong. The ruling opens up an important source of federal protection to transgender people in many different contexts besides incarceration—including in employment and accessing public spaces."

In addition to the court ruling, Doe's transfer to a women's prison came just months before the effective date of the MA 2018 Criminal Justice Reform Act, which includes provisions requiring corrections facilities to respect an inmate's gender identity, including

in placement. Those new regulations went into effect January 1, 2019, and GLAD, PLS and other advocates are monitoring their implementation.

"For transgender women of color who are housed in men's facilities as was Ms. Doe, the daily stresses of prison life are severely and unfairly compounded," says Elizabeth Matos, PLS Executive Director. "While the DOC has taken a significant step in the right direction by transferring Ms. Doe, there is much more work to be done to ensure compliance with recently enacted law protecting the rights of transgender prisoners."

Advocating for LGBTQ Youth and Adults in the Criminal Justice System

GLAD's advocacy on behalf of LGBTQ adults and youth in the criminal justice system extends beyond litigation to include legislative advocacy, policy consultation, and working in coalition with community partners.

GLAD attorneys advise and consult with advocates throughout the country who are working to advance legislation similar to laws passed last year in both Massachusetts and Connecticut to ensure humane placement and appropriate medical treatment for transgender people incarcerated in state prison facilities. Transgender Rights Project Director Jennifer Levi also sits as the Attorney General's appointee to the Commonwealth's Special Commission to study the health and safety of LGBTQI people incarcerated in Massachusetts prisons and jails, a commission created as a result of the 2018 MA criminal justice reform law.

As part of the Massachusetts Against Solitary Confinement coalition (MASC), we are supporting "An Act Relative to



Community Engagement Manager Qwin Mbabazi and Civil Rights Project Director Mary L. Bonauto at Maine Inside Out's Celebration of Power & Possibility Action Fair

the Collection of Data on LGBTQI Prisoners Held in Restrictive Housing.” This bill would mandate collection of voluntarily-disclosed data on LGBTQI people and victims of sexual violence placed in solitary confinement and would create policies and procedures for collecting that data in consultation with community stakeholders, among other provisions.

“Solitary confinement restricts an inmate to a cell for up to 22 hours a day, exacerbating psychological and emotional harm for LGBTQ prisoners and limiting their access to medically necessary healthcare,” says GLAD Staff Attorney Allison Wright. “Yet, LGBTQ inmates are placed in restrictive housing more frequently than the general population, often, supposedly, for their own protection. Collecting this data will help us ensure that the exclusions on restrictive housing for LGBTQ people that were written into the new criminal justice reform law are being enforced and that people aren’t being unnecessarily isolated because they are LGBTQ.”

We are also a member of the Massachusetts Juvenile Justice Reform Coalition (JJRC). The criminal justice reform bill passed last year

included important reforms like raising the minimum age at which a young person can be involved in the system from 7 to 12, and a narrow expungement statute that allows some offenses to be erased from one’s juvenile record. GLAD is supporting a bill in the current legislative session to expand the types of offenses that can be expunged.

In the meantime, we are also working with Greater Boston Legal Services and other coalition groups to ensure legal support is available to those who may benefit from the new expungement law and statutes that allow the sealing of juvenile records. We held workshops in January to educate the LGBTQ community on how to take advantage of the new provisions, outreach that will continue throughout the year.

GLAD is also supporting two other key bills in Massachusetts this session to help prevent LGBTQ youth from being needlessly caught up in the juvenile system:

- “An Act Improving Juvenile Justice Data Collection,” which would create a mechanism to collect basic, non-identifying statistical data on youth at each key point of contact in the justice system and make it public.
- “An Act Relative to Consensual Adolescent

Sexual Activity,” which would decriminalize consensual sexual relationships between young people who are close in age.

In Maine, GLAD is continuing our efforts with community partners, including Maine Inside Out and Portland Outright, to induce reforms at, and the development of community-based alternatives to, the juvenile prison Long Creek Youth Development Center. Our involvement followed the 2016 death by suicide of a transgender resident and subsequent revelations of harmful and unsafe conditions, abuse of LGBTQ youth, and overall mismanagement.

GLAD’s representation of youth at Long Creek has expanded to robust legislative advocacy. GLAD is supporting the effort to study how to close the youth prison and repurpose the funding to community-based programs and services through the Department of Health and Human Services. GLAD and partners are also seeking reforms to bring fewer people into the criminal system at all. A bill filed by Rep. Victoria Morales would establish a minimum age of criminal jurisdiction at 12 years since younger children—who may be reading chapter books like *Diary of a Wimpy Kid* at this stage of their lives—are neither culpable in the same way as adults nor competent to handle criminal legal proceedings. The bill also sets 14 as the minimum age for incarceration, creates a presumption against incarcerating youth, and requires regular judicial review of youth with court appointed attorneys for indigent youth to move them from jail into less restrictive placements where they can develop and gain the life skills they will need as adults.

“The research shows what I’ve seen first hand: incarceration is traumatic and devastating to the healthy development of children and adolescents,” says GLAD Civil Rights Project Director Mary L. Bonauto. “GLAD is committed to appropriate diversion from the criminal justice system, ending the pathways to prison from foster care and residential treatment centers and from schools, and to a better future for LGBTQ youth from all walks of life and all identities.” ■

Transgender Service Member Spotlight: Karen Kendra Holmes

“They just want somebody who can serve and do this job right”

Karen Kendra Holmes has dedicated much of her adult life to serving her country and community, including more than five years in the Maryland Defense Force, a volunteer, state military agency that assists Maryland’s Army National Guard, Air National Guard, and Emergency Management Agency. She achieved the rank of Staff Sergeant before retiring in early 2017.

In December 2012, Holmes, a Silver Spring resident, was named NCO Soldier of the Year by the Maryland State Guard Association and the Defense Force. The following year, she received national recognition when the State Guard Association of the United States (SGAUS) honored her as Soldier of the Year. The awards honored Holmes for her leadership, competence, and achievements on the job.

As Brig. Gen. Brian R. Kelm, commanding general of the Defense Force, said after SGAUS honored her in 2013, “Sgt. Holmes perseveres through any and all obstacles in her efforts to complete a mission. She is very deserving of this honor and she continues to impress us all.”

Clearly, the fact that Holmes is transgender did not negatively affect her ability to serve in the military. In fact, when Holmes, who embraced her transgender identity in 2010 after many years of denial, enlisted in the Defense Force in 2011 the issue did not even come up. With a driver’s license, social security card, and passport reflecting her legal name change and female gender marker, along with the requisite medical sign-off from her personal physician, no one asked Holmes, and “there was never a reason to tell anybody,” she said. At the time, transgender people were not allowed to serve openly in the military.

Holmes acknowledged that hiding a part of herself was difficult. She wanted to be a visible role model for the transgender community.

“It’s tough living kind of a lie because of course all the female soldiers were coming up and telling me, ‘Thank you, you’re doing a great job representing us,’” she said. “And I thought, yeah, I am because I’m a woman, but I’m also doing it for the transgender community, which I couldn’t really talk about.”

Nonetheless, she loved military service. Holmes joined the Defense Force primarily to exercise her search and rescue skills, which she honed volunteering for the American Red Cross, for the National Capital Region’s Disaster Action Team, and for the Community Emergency Response Team in Prince George’s County—three of



many organizations to which Holmes has donated her time and talent. She relished carrying out other responsibilities like doing Honor Guard duty at military funerals, Color Guard duty in local parades, and helping soldiers in need as a chaplain’s assistant.

“I was really giving back to the community and that’s what I’ve always been focused on,” said Holmes.

Over time, a handful of Holmes’ fellow soldiers learned she was transgender. It never raised any issues, she said.

“They were totally okay with it because they said not only are you a great friend, but you’re a great soldier,” Holmes recalled.

Eventually, Holmes, who is employed as a federal safety officer, came out much more publicly in a 2015 interview with a Baltimore TV news reporter. At the time, the Pentagon had recently announced its plan to allow transgender people to serve openly in the military.

After five years of largely keeping the fact that she is transgender a secret in the Defense Force, coming out was a huge relief.

“I felt a lot better because I didn’t want to hide anymore,” Holmes said. “I was always worried within those five years that somebody was going to notice or somebody was going to say something and that I’d get kicked out of the Defense Force after putting my heart and soul into something I really wanted to do. It was really tough.”

Her fellow soldiers were very supportive, with several telling her she did a great job in the interview.

“Nothing changed between us,” said Holmes. “I still had the respect from the other soldiers as far as my rank. So this worked out really good.”

Holmes learned of the Trump administration’s announcement that the ban on transgender troops would be reinstated while doing volunteer work for Habitat for Humanity, the nonprofit that helps families in need build their own homes. She was on a build in Delaware when her phone started ringing nonstop, as concerned friends called to see whether she had heard the news.

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Fairness for People Taking HIV-Prevention Pill

Mutual of Omaha Will Insure PrEP Users, While Efforts Continue to End Discriminatory Exclusions Across the Life, Disability and Long-term Care Insurance Industry

Following a settlement in our lawsuit *Doe v. Mutual of Omaha Insurance Company*, Mutual of Omaha will no longer decline applicants for long-term care insurance coverage solely because they take Truvada, a medication that prevents HIV.

Mutual of Omaha has revised its underwriting guidelines to reflect this policy change. The company also issued a long-term care insurance policy to our plaintiff, who proceeded under the pseudonym John Doe. AIDS Law Project Director Ben Klein and GLAD founder John Ward represented Doe in the litigation.

“We’re pleased that Mutual no longer declines

insurance coverage based on the use of HIV pre-exposure prophylaxis (PrEP), and we call upon other providers of life, disability, and long-term care insurance to do the same.”

When taken daily as prescribed, Truvada as PrEP acts to protect users from contracting HIV. PrEP is close to 100 percent effective in preventing HIV.

As an organization dedicated to making change through advocacy and public education as well as litigation, we are hopeful that the resolution of this case serves to educate insurers, health care providers, policy makers, and the general public about PrEP’s efficacy in the fight to eradicate HIV and the senselessness of penalizing people for taking physician-recommended, proactive steps to protect their health.

GLAD also heralded recent efforts by Attorney General Maura Healey, who picked up this fight and negotiated with

Mutual of Omaha to end PrEP exclusions in all policies written in Massachusetts in a separate case. The Massachusetts Insurance Commission has also now taken steps to end the discriminatory practice completely in the Commonwealth with the issuance of new guidance. A similar step was taken by insurance regulators in New York, and blanket exclusions of PrEP users from coverage have since been declared unlawful in that state. Regulators in California have also said that they will be investigating cases of discriminatory denials based on PrEP use.

“This discrimination makes no sense,” says Klein. “Insurers are excluding people who take the most effective preventative for HIV, but would offer the insurance to the same person who didn’t take such steps. This is a practice targeted at gay men and GLAD remains committed to putting an end to this discrimination.” ■

Welcome New Staff

Welcome New Staff

Marguerite Baptiste, Executive Assistant

Marguerite Baptiste joined GLAD in August 2018. She is Brooklyn born and Cambridge raised. She is a Psychology major and interested in doing work pertaining to at risk youth of color in the penal system. As a Caribbean woman of color where being queer is not widely accepted, Marguerite is proud to be a part of GLAD and the work that the organization does to break down barriers and open doors.

Liza Behrendt, Individual Gifts Officer

Liza Behrendt joined GLAD in September, 2018. She has previously worked as a community organizer at Jewish Voices for Peace—Boston and at Gay Men’s Health Crisis (GMHC), as a fundraiser at Dudley Street Neighborhood Initiative, and as an Avodah Jewish Service Corps member. She studied Politics at Brandeis University. Outside of GLAD, Liza is active in the progressive Jewish community and in social movements for Palestinian freedom, affordable housing, and economic and racial justice.

J.D. Melendez, Public Information Manager

J.D. Melendez joined GLAD’s team as Public Information Manager in October 2018. J.D. has worked with the LGBTQ+ community for over 20 years. He has been part of the Neutral Zone, Sylvia’s Place, Public Allies-Americorps, New Alternatives for Homeless LGBT Youth, and Triangle Community Center. He was a founding member of FIERCE! and a 2012

Soulforce Equality Rider. J.D. was named as one of the 2015 Trans 100, an annual list naming 100 Trans activists working to better their communities. J.D. is also obsessed with all things Lin-Manuel Miranda.

Qwin Mbabazi, Community Engagement Manager

Qwin Mbabazi joined GLAD in October 2018 as Community Engagement Manager. Prior to joining GLAD Qwin devoted her career to human rights awareness and equality with a focus on LGBTQI human rights in Uganda and East Africa. Qwin’s experience ranges from grassroots mobilization, multi-operation coordination, Pride and queer film festival organizing and frontline activism. She has a bachelor’s degree in International Business from Makerere University. When she’s not working or volunteering, Qwin enjoys reading crime and detective books.

Chris Erchull, Staff Attorney

Chris Erchull joined GLAD in January, 2019, after working as a municipal attorney for the City of Holyoke. Chris was honored to speak at the rainbow flag raising ceremony outside Holyoke City Hall in 2018. His prior experience includes partnering with Immigration Equality to assist a gay Jamaican man living with HIV in obtaining asylum in the United States. Chris graduated cum laude from New York University and magna cum laude from the Western New England University School of Law. He served as a law clerk to the Honorable Ariane D. Vuono of the Massachusetts Appeals Court and to the justices of the Massachusetts Superior Court.

Meet GLAD's New Board President: Joyce Kauffman



Board President Joyce Kauffman with Vice President Darian Butcher and former President Dianne Phillips

After serving on the GLAD board since 2012 and as Vice President for the past two years, Joyce Kauffman has now stepped into the board's top leadership role.

GLAD's new board president is an attorney with more than twenty-five years in practice, deep expertise in family law, and strong community ties. Throughout her career she has maintained a focus on the needs of LGBTQ families, and has been a part of several landmark cases securing family protections for our community. Kauffman was involved in the historic case *Adoption of Tammy*, which first secured the right of same-sex couples to adopt in Massachusetts, and represented the first lesbian couple in the state to obtain a birth certificate following the birth of a child conceived through reciprocal IVF, using the eggs of one and born to the other.

"We are deeply fortunate to have Joyce heading up GLAD's board at this time," says executive director Janson Wu. "Her incredible legal expertise,

including in the *New York Times*.

"To be entrusted with leadership at GLAD, an organization that is vital to our current fight for LGBTQ equality and civil rights, is both an honor and a humbling responsibility," says Kauffman. "I'm grateful for the opportunity to have served alongside outgoing President Richard Yurko, who steered the board expertly during the dramatically shifting legal and political climate of the past two years. I look forward to working with the other dedicated officers and members of GLAD's board to continue the critical work of this organization."

Outgoing President Richard Yurko took on that role at the tumultuous start of the Trump administration, and led the board during GLAD's One Justice Fund Campaign to ensure the organization has the resources needed to respond to current and future attacks on LGBTQ rights. Yurko will continue on as a board member for another one-year term. ■

Transgender Service Member Spotlight: Karen Kendra Holmes "They just want somebody who can serve and do this job right"

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"I was really bothered because if President Trump only got to know who we are, got to sit down with transgender people who actually serve, then he would actually know that we're really doing great things out there," said Holmes. "I take pride in earning my Soldier of the Year awards. I joined the Defense Force after I transitioned and still achieved all of these things. Obviously, I know what I'm doing and readiness isn't an issue, which is what they claim."

Despite the administration's discriminatory stance toward transgender troops, Holmes remains committed to the military. She is currently a Sgt. First Class in the United States Veterans Reserve Corps, a nonprofit fraternal

and service organization for veterans who wish to continue serving their communities in times of emergency or disaster.

Holmes said many Veterans Reserve Corps members know she is transgender. It doesn't matter to them. What they care about, she said, is that she knows what she's doing.

"They just want somebody who can serve and do this job right," Holmes said. "I think that's how a lot of soldiers feel about their fellow soldiers who might be transgender. They want somebody who they know has got their back. In the military, we have what we call 'battle buddies'—somebody who's looking out for me and I'm looking out for them." ■

her strong ties to GLAD and to New England's LGBTQ community, and her passion, warmth, and commitment all combine to make her an extraordinary leader."

A 1992 graduate of Northeastern University School of Law, Kauffman is now a sole practitioner at Kauffman Law & Mediation. She is a member of the Boston Bar Association, the Women's Bar Association of Massachusetts, the Massachusetts LGBTQ Bar Association, and the National LGBT Bar Association. Kauffman also serves as a member of the National Center for Lesbian Rights' National Family Law Advisory Council and of the Family Equality Emeritus Board. She has written and been interviewed extensively on the importance of securing legal protections for LGBTQ families,

Fighting the Transgender Military Ban

Get Updates at
www.notransmilitaryban.org

On March 12, the Department of Defense released guidance and announced it would begin enforcing President Trump's transgender military ban in mid-April, despite ongoing litigation and widespread opposition including among military leaders and members of Congress. GLAD, along with our partners at NCLR are continuing to challenge the unlawful and immoral ban in the courts. Anyone experiencing or who knows anyone experiencing barriers to enlistment or adverse treatment while in active service is especially urged to contact GLAD at www.GLADAnswers.org

Important Update on GLAD's Equal Justice Council

GLAD's Equal Justice Council (EJC) is a circle of visionary supporters currently giving \$1500 or more annually. Some members support GLAD through monthly giving, some by one-time annual support, and others through event sponsorship. But all EJC members give because they know the urgency of the challenges facing the LGBTQ and HIV+ community under the Trump administration. GLAD is stepping up our advocacy in the courts, in the legislatures, and in the lives of our clients and GLAD Answers hotline callers. And now, we're asking our trusted leadership donors to step up as well.

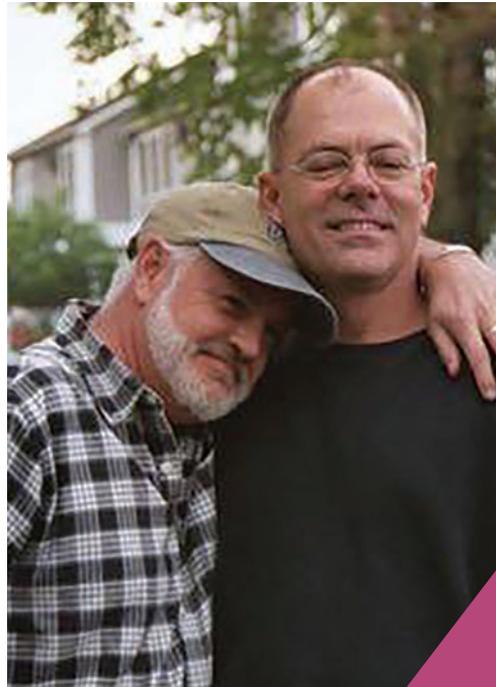
In 2019, we will raise the Equal Justice Council membership level from \$1500 to \$1978 in total annual giving.

As part of our 40th anniversary celebrations, the number 1978 honors the year that John Ward founded GLAD. New membership benefits will also be outlined later this year. We will be asking all EJC members to renew their support at the \$1978 level in 2019, and we'd especially like to acknowledge the "early adopters" who have already given \$1978 or more this year.

We are grateful to the following donors for their generosity and commitment to justice!

Annika Bockius-Suwyn and J. Anna Bell
Kelly Bonnevie and Karen Kaufman
Peter Brady and Alan Davis
Susan Brand and Gail Horowitz
David Briggs and John Benton
Joanne Casper and Wendell Colson
Joyce Collier and Jennifer Potter
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Patricia Peard and Alice Brock
Nancy Shilepsky and Nan Donald
Julia Slee and Beth Grierson
Randall Steere
Joyce Vyriotes
Arthur Webster

We Were Pioneers: Tim Stein Honors His Life with Partner Wayne Fette



Wayne Fette and Tim Stein in 2003

Tim Stein and Wayne Fette had the kind of partnership many dream of. Tim, a lawyer, and Wayne, an artist, built a life together in Boston and Maine that was full of love, friends, and a strong commitment to LGBTQ rights.

As the owners of the Black Boar Inn in Ogunquit, "We were something of pioneers," says Tim. They flew the rainbow flag at the Inn early in the 80's and were asked by the town to take it down—and they refused. They got involved with local organizations like AIDS Response Seacoast and the Frannie Peabody Center, another AIDS service provider.

Tim and Wayne, a warm and gregarious man who ran the inn while Tim lawyered in Boston, were early supporters of GLAD. Over time both served on its board, Tim in its very early years—the days when board members did mailings and wrote personal checks to cover payroll. Black Boar Inn hosted numerous GLAD fundraisers over the years.

"Boston was a powerhouse of gay activism in those days," said Tim, recalling Gay Community News, the Boston Public Library entrapment case, and the energetic young lawyers who formed GLAD.

This fall, Tim made a gift of \$40,000 to GLAD in honor of its 40th anniversary—and in memory of Wayne, who died too young in 2015. "He was just a great guy," said Tim. He still finds it hard to talk about his loss, but he wanted to remember Wayne in a meaningful way, giving to an organization that meant so much to both of them.

His gift was unrestricted—because "when you believe in an organization, you believe in the people who run it to make the best decisions. And everything GLAD is doing today is so important, from their family law cases to challenging the transgender military ban."

Attending Spirit of Justice in October "was like old home week" for Tim. He reunited with many of GLAD's early leaders, like founder John Ward. But he was also "impressed by the new energy and enthusiasm in the air." Tim's gift, and Wayne's memory, will fuel that energy and make future GLAD victories possible. ■

Making New England a Conversion Therapy-Free Zone

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legislative sessions. Our prospects in each state are promising. Last year, Maine's bill passed both legislative chambers only to be vetoed by then Gov. Paul LePage. Gov. Janet Mills, who took office in January, has pledged to support banning the practice of conversion therapy on youth. In Massachusetts, "An Act Relative to Abusive Practices to Change Sexual Orientation and Gender Identity in Minors" passed in the House on March 13 and in the Senate March 28. We hope to see the bill signed by Gov. Baker by this summer. ■

Resources and Advocacy for LGBTQ Seniors

As LGBTQ people age, they may face both the impact of a legacy of discrimination and distinct barriers to resources that can negatively affect their health and wellbeing, economic security, and social connections.

Resources

GLAD is in the process of updating our resources in all of the New England states for the benefit of our aging LGBTQ family—and we want to hear about your needs. We are looking to hear from both LGBTQ elders who may need legal help, as well as from anyone connected to advocacy for LGBTQ elders or providers of services focused on the aging population.

Just as with all of the diverse communities that comprise our broader LGBTQ community, we are looking at where GLAD can make a positive difference in people's lives. Please reach out to us if you or someone you know is an older LGBTQ adult experiencing any type of discrimination, including housing discrimination, in New England.

Contact us at www.GLADAnswers.org or 800-455-GLAD (4523)

Recent Advocacy

In re B & D

GLAD, with co-counsel Mary Schmidt in Massachusetts and Dianne Ellis in Mississippi, successfully secured guardianship on behalf of a Massachusetts woman, B, for her long-term partner and spouse, D, ensuring that D can now stay in Massachusetts with B, surrounded by their friends and the life she has known for decades. B (73) and D (89) have been together for nearly thirty years and legally married in March 2017. After D was diagnosed with dementia-like symptoms, her nephew from Mississippi swept in; got a Massachusetts court to declare him D's guardian and conservator without notifying B or telling the court about B and the couple's marriage; and then took D to Mississippi. We succeeded in reversing a series of incorrect court decisions in both Massachusetts and Mississippi with the courts in both states now recognizing the couple's marriage and B as the proper caregiver and guardian of her spouse. We are grateful to see B and D now reunited in Massachusetts.

GLAD Intervenes to Correct Nursing Home Discrimination

GLAD successfully advocated for a gay man who was being harassed and blocked from visiting his partner by staff at a Massachusetts nursing home where his partner is a resident. Staff at the nursing home levied an unfounded complaint that our client had sexually assaulted his partner. Our client was cleared by the police, but the nursing home ignored that, restricted his visitation rights and threatened to make false statements to other facilities when our client inquired about relocating his partner. GLAD sent a demand letter to the home's administration, arguing that the nursing home's discrimination was based on homophobia and pernicious stereotypes about gay men as sexual predators. After several communications from GLAD, the nursing home appropriately resolved the issue and allowed our client to resume unrestricted visits with his partner.



Ending Hidden Barriers to Transgender Health Care

Last summer, Mariel Addis scheduled gender affirmation surgery, in consultation with her doctors and with coverage assured from her employer-provided health insurance policy. Things were going well until she noticed something concerning: the short-term disability policy her employer provided for recovery time contained an exclusion for "sex change related surgeries," which it improperly categorized as "cosmetic."

"It just amazed me," Mariel told WBUR in a recent interview, "that in this day and age, where things are more open for trans people, that this exclusion still existed in this policy."

Mariel proceeded with her surgery, and submitted a short-term disability claim anyway, hoping the exclusion was just a mistake. When her claim was denied, she contacted GLAD Answers, and GLAD Attorney Ben Klein wrote a letter to her provider, MetLife. Klein explained that the exclusion was out-of-line with the current consensus understanding of medically-necessary transgender health care. Then something surprising happened: instead of digging in as insurance companies often have, MetLife acknowledged the problem, fulfilled Mariel's claim, and voluntarily changed their policy—not just for Mariel, but for all policy holders.

"People should be able to access the health care they need without facing a devastating loss of income," says Klein. "Short-term disability policies that are provided by employers to mitigate lost income shouldn't discriminate against transgender people based on old myths and stereotypes. MetLife has shown real leadership in updating their policy so quickly. I hope other insurers will take a look and make sure their policies don't include similar outdated exclusions."

As we continue to advocate for increased access to health care and an end to harmful exclusions in all types of insurance policies, MetLife's quick and thorough action in this case is a model we hope other insurers will follow.

Read the full story at <https://www.wbur.org/commonhealth/2019/03/05/metlife-claim-transgender-surgery>

19th Annual Spirit of Justice Award Dinner

Honoring Jose Antonio Vargas
October 12, Boston Marriott Copley Place

Photos: InfinityPortraitDesign.com except where noted

Photo: Nate Photography



Jorge Alvarez, Nathan Connell, and Board Member Shane Dunn



Special Guest Advocate Sarah Huckman



Cairo Mendes and Dewin Hernandez



Co-chairs Mario Nimock and Board Member Liz Doherty

Photo: Nate Photography



Board Member George Hastie & Damián Lima



Benjamin Franklin, Arnold Sapenter, and Joseph Reed

Photo: Nate Photography



Honoree Jose Antonio Vargas and Civil Rights Project Director Mary L. Bonauto



Margot Meitner, Shana Weaver, and Leah Knobler



Andre Manuel, D Danganan, Krishna Heghe

Save the Date for GLAD's 20th annual Spirit of Justice Award Dinner

October 25, 2019 | Boston Marriott Copley Place

For more information visit www.glad.org/events



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& DEFENDERS**

for the LGBTQ Community

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معلومات وموارد مجانية وسرية من أجل مجتمعي إلى
جي بي تي كيو (LGBTQ) ومرضى الإيدز

Informações e recursos gratuitos e confidenciais
para as comunidades LGBTQ e HIV+

Des informations confidentielles et ressources
gratuites pour les communautés LGBTQ et de
personnes vivant avec le VIH

Información y recursos gratuitos y confidenciales
para la comunidad con VIH+ y LGBTQ

**Featuring
Celebrity Emcee
Varla Jean Merman**

**Saturday, July 27, 2019
4:00 PM – 7:00 PM
Pilgrim Monument &
Provincetown Museum
Provincetown, MA
www.glad.org/events**



**2019
SUMMER PARTY**

Honoring Kate Clinton