

GLAD Briefs

FALL 2019



Demonstrators outside the Supreme Court

A Watershed Moment for LGBTQ Rights: The Supreme Court Weighs Critical Employment Protections, and the Decision Could Stretch Into Every Area of Life for LGBTQ People

By Mary Bonauto

The LGBTQ community is at the U.S. Supreme Court again! This time it is about the basic principle of nondiscrimination at work—that you shouldn’t be denied a job, mistreated on the job, or lose a job simply because of who you are. Currently, sex discrimination protections in federal law cover many LGBTQ workers, but fewer than ½ of U.S. states have antidiscrimination laws that explicitly protect LGBTQ people. The possibility of the Supreme Court now inventing an exclusion of LGBTQ people from our federal workplace nondiscrimination law is of concern to us all and could have impacts reaching beyond the workplace into healthcare, housing, and education.

How did we get here? We got here because LGBTQ workers continue to be dismissed from their jobs, no matter their qualifications and performance, just because of who they are. No one is immune from job discrimination, and some people are even more vulnerable to it, including many people of color, immigrants, and those in lower-wage jobs. Discrimination takes a harsh toll on building financial stability for the worker and their family, and on the dignity of those who are judged unworthy because they are LGBTQ.

The three cases before the Court demonstrate the ongoing problem. In two of them, *Zarda v. Altitude Express* and *Bostock v. Clayton County Georgia*, employees were fired for being gay men. The Second Circuit Court of Appeals ruled in favor of the employee, Don Zarda who was fired after he came out to a skydiving client, but the Eleventh Circuit Court of Appeals ruled for the employer, Clayton County and against Gerald Bostock, in the second. Bostock, a well-regarded child welfare services coordinator for the courts, ran into trouble when he joined a gay softball league, and was fired for “conduct unbecoming” a county employee. In the third case, *Aimee Stephens v. Harris Funeral Home*, a transgender woman was fired after she came out to her employer. The Sixth Circuit Court of Appeals ruled in favor of Stephens, the employee.

For years, the LGBTQ legal movement has used Title VII of the federal Civil Rights Act to combat this discrimination, and argued that discrimination against LGBTQ people is discrimination “because of an individual’s sex.” In other words, we have argued and increasingly won the argument that we are covered by our national civil rights laws. (That federal law also prohibits

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From the Executive Director

Photo: InfinitPortraitDesign.com



On October 8, the U.S. Supreme Court will consider a question of critical importance to the LGBTQ community: whether LGBTQ workers will be excluded from the protections of our federal employment non-discrimination law ([see cover story](#)).

The case comes at a time when LGBTQ rights are under attack in nearly every area. The Trump administration and its allied opponents of equality are taking steps to reverse non-discrimination protections in health care and housing; to broadly expand the definition of religious organizations that can be exempted from following our non-discrimination laws (and still receive taxpayer dollars); and to ban qualified individuals from serving in the military simply for being transgender.

And while the issue before the Supreme Court this fall centers on employment protections—something that matters greatly to all of us—the Court’s ruling could have a potential impact on all of those areas down the line.

This summer we commemorated the 50th anniversary of Stonewall ([page 5](#)). There’s no denying that we have come a long way in the fight for LGBTQ equality in those 50 years. But we cannot turn away from the reality that our progress hasn’t reached everyone in our community, and that there are those in power who aim to stop and even reverse the gains we have achieved.

With your continued support, GLAD will never turn away—and we’ll never stop fighting.

While opponents of equality are asking the Supreme Court to invent an exclusion of LGBTQ workers from our federal non-discrimination law, GLAD is working to ensure the Court hears the strongest arguments supporting workplace protections.

While the Trump administration is trying to reverse non-discrimination protections under the Affordable Care Act for transgender and LGB people and people living with HIV, GLAD is fighting for equal access to critical healthcare ([page 19](#)).

While the security of too many families still depends on what they look like, how they are formed, or whether they have the financial resources to hire an attorney or complete a burdensome adoption, GLAD is continuing our campaign to update family laws across New England so that all children can have a legal connection to their parents ([page 3](#)).

And while LGBTQ people, and particularly LGBTQ people of color, continue to be over targeted and mistreated in the criminal justice system, GLAD is fighting in the courts and alongside other advocates for needed reform in both our adult and juvenile justice systems ([page 14](#)).

This issue of the GLAD Briefs only scratches the surface of the vital work your support makes possible every day—and we could not do any of it without you.

Thank you for not turning away, and for being with us in this fight for a more equal, fair, and just nation for all of us.

Toward justice,

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Unchanged Since the Seventies: Love Makes Families, But the Law Needs to Protect Them



Anna Borman, Eli, and Sara Watson of Rhode Island

Imagine being at the hospital as your child is born and worrying they might not be able to go home with you if something were to happen to your partner who had given birth. Imagine not being able to pick your child up from daycare, or take them to see a doctor. Imagine something happening to your partner and child services seeking to take custody because your child has no other legal parent. These are all real concerns that new parents have when they are not legally recognized—and new parents have enough on their plate as it is in the best of circumstances.

Access to legal parentage shouldn't depend on a family's economic means, on whether the parents are of the same gender or different genders, or on how that family is formed. But our state laws haven't kept up with the different ways that we form our families, including using assisted reproductive technology or having children before or without getting married. Even in New England, where we benefit from robust anti-discrimination laws, there remain significant gaps in parentage laws that force parents to undergo time-consuming, expensive and invasive processes in order to protect their relationship with their children. Many of these laws haven't been updated since the 1970s.

Using the Uniform Parentage Act of 2017 (UPA) as model legislation,

GLAD Senior Staff Attorney Patience Crozier has been collaborating with other advocates to advance parentage law reform in Rhode Island, Massachusetts, Connecticut and New Hampshire. The UPA and the state-specific bills modeled on it update the laws' understanding of family to reflect present-day reality and to ensure accessible and nondiscriminatory paths to establishing parentage. This includes ensuring that LGBTQ families using assisted reproduction have access to parentage through the Voluntary Acknowledgement of Parentage process, which enables parents to secure their legal relationships to their children immediately at birth and without going to court. These reforms resonate with so many in the LGBTQ community and beyond who simply seek equal and fair means to secure their parent-child relationships.

The Rhode Island Parentage Act (RIPA) had substantial momentum and support in the 2019 legislative session. The bill passed unanimously in the Senate and had considerable support in the House where it was also poised to pass until the Chief Judge of the Family Court intervened unexpectedly. Despite having been consulted for his input prior to the bill's filing, the Chief Judge engaged only at the last minute to request further study. The House created a study commission that will convene this fall to review the RIPA and move these critically important reforms forward. As a community, Rhode Island is galvanized to move this legislation forward and to ensure all children and families have equal access to parentage. GLAD will participate on the study commission, and remains committed to this legislative effort, and to sharing the stories of families who have experienced the difficult and painful impact of outdated parentage laws.

Parents Sara and Anna experienced the effects of Rhode Island's outdated law firsthand when they started their family. Their son, Eli, was conceived using assisted reproduction. Because they were unmarried, Sara, as the non-birth parent, had no presumed legal parental connection to Eli at birth, and no route to establish her parentage.

"I was not his birth parent and I wasn't able to put my name on his birth certificate before we left the hospital, which I know, sounds like a formality but it is not. A birth certificate is the first and sometimes only legal link that a parent has with his/her child. It is a very, very big deal. My partner and I took the exact same steps as our "straight" infertile friends in conceiving, but we were denied the ability to put both of our names on the birth certificate just on the basis of our sex alone."

It took 8 months for Sara to adopt her own son - an excruciatingly long time to be in legal limbo, particularly when it comes to your child. What's more, during all those months, Sara and Anna were subjected to the lengthy, invasive, and at times arbitrary steps of the adoption process, including putting an ad in the paper to notify the anonymous sperm donor of the pending adoption, in case he wanted to challenge the termination of his "parental rights."

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Donor Spotlight: Guillaume Bagal and Bobby Gondola

Guillaume and Bobby's story began in an airport. Bobby was rushing to catch his flight when he saw Guillaume and stopped to compliment him on his jacket. After a quick chat, they exchanged numbers. Bobby texted a friend: "I've just met the man I'm gonna marry."

Not only did Bobby's premonition come true, today he and Guillaume are respected leaders in the Rhode Island LGBTQ community. Guillaume leads Diversity and Inclusion at Blue Cross Blue Shield, which includes combating healthcare discrimination by overseeing their Safe Zone program, which ensures that medical providers are competent to treat LGBTQ patients. Bobby serves on the Providence School Board, where he successfully championed a transgender inclusion policy for 20,000 students. They both volunteer with Youth Pride, advocate for LGBTQ rights in the adoption and foster care system, and Co-Chair "Justice For All," GLAD's annual Rhode Island event.

"GLAD is one of the first organizations where we've been able to serve jointly," Bobby says. "It's personal. We recognize the opportunities we have being gay in this generation, but we're also thinking about the kids growing up who don't have the role models and support we had."

Guillaume and Bobby both grew up in Catholic families, serving as an altar boy and a lector, respectively: Guillaume in Cameroon, Canada, and North Carolina, and Bobby in an Italian family in Boston. "I was terrified to come out; it was against everything we were taught," Guillaume says, adding that despite decades of advocacy in his home



country of Cameroon by the likes of activist Marc Lambert Lamba (an inspiration to Guillaume, who passed away last month), it is still illegal to be LGBTQ. "But we both had families who never stopped loving us. They put in the work to learn, and eventually got us." Guillaume's father officiated their wedding and Bobby's father gave a beautiful toast that left the entire family floored.

Guillaume and Bobby push to center the needs of youth, people living in poverty, women, and transgender people, especially transgender women of color, in their advocacy. "We know that GLAD is advocating for the most vulnerable members of our community," Bobby says, adding that they are proud to be part of GLAD's Rhode Island network and community, and excited to bring in their friends to support the work.

Between all their activism, Bobby takes time for running, yoga, and art, and Guillaume for jazz, coffee, and hiking. But the work is never

truly done. "Being an immigrant and a Black gay man, I don't get to check out of the work after a march or a rally. It's our lives," Guillaume says. "It's important for us to do what we can, right now, with the time we have on this planet, to advance the movement for justice and make it better for all people."

Last month, Guillaume won the the prestigious Diversity and Inclusion Champion Award from the Rhode Island Black Business Association (RIBBA). GLAD extends our warmest congratulations—keep up the amazing work, Guillaume and Bobby! ■

Unchanged Since the Seventies:

Love Makes Families, But the Law Needs to Protect Them

continued from page 3

Rhode Island LGBTQ parents aren't alone in seeking legislation to protect their families. Maine and Vermont both have passed comprehensive parentage reform, but the rest of New England has a ways to go.

Though Massachusetts now allows same-gender parents to sign a VAP, there are still barriers to establishing legal parentage within the Commonwealth. The MA Parentage Act is a sensible update to MA

law that ensures all children and families have equal access to establishing parentage, and corrects discrimination that exists in the current state law. A public hearing on the MPA took place in early September.

In Connecticut, a coalition is working on draft legislation to update the state's parentage laws, and we are hopeful that legislation will be filed in 2020. Similar efforts are also underway in New Hampshire, where statutes do exist to protect

children born through ART and surrogacy, but where gaps in the law still exist.

Love makes families, but we all agree the law needs to protect them. Continuing to operate with outdated, decades-old statutes leaves some children and families unprotected. GLAD is committed to ensuring that all children and families have access to the fundamental protection of legal parentage. ■

The Promise and the Responsibility of Stonewall



Community Engagement Manager Qwin Mbabazi at Women of Color Weekend in Provincetown



Board President Joyce Kauffman front and center at Pride March in 1977



Staff Attorney Chris Erchull and Public Information Manager J.D. Melendez at Nashua Pride

The 50th anniversary of Stonewall arrived this summer at a time when we have so many hard-won freedoms to celebrate, and many that seem to be at risk of being lost. But retelling the story of LGBTQ people standing up to oppression and continually expanding our understanding of the Stonewall riots, can be an inspiring reminder that we are resilient and strong. If we commit to uniting and supporting each other across our diverse communities—including Black and Brown people, people with disabilities, undocumented people, people who are incarcerated—then we can be truly unstoppable.

But just as it is important to gather together in solidarity, we draw our strength from our personal histories. Here, GLAD staff and board members shared their own experiences of what Stonewall uniquely means to them:

Community Engagement Coordinator Qwin Mbabazi recounts her experiences of organizing Pride in Uganda, where people are arrested and imprisoned for being publicly LGBTQ.

As an African LGBTQ community member and activist, for a long time Stonewall has been and is a symbol for the fight that was won by those that came before us, and the fight ahead that I still have to continue to help my people get the rights we deserve just as any other human being.

When I think of Stonewall and Pride I reflect that a few years ago, those before me had the same dream that I hold today. They wished to live in a community free from discrimination, hate-based attacks, segregation and living in fear. That instills in me a sense of purpose and respect. Through that history I understand the sacrifices front line voices have to make when we choose to say, “Enough is enough and we shall not be silenced or ignored anymore.”

Public Information Manager J.D. Melendez shares his memories as a youth with a revolutionary icon.

Sylvia Rivera was the human embodiment of the Stonewall Riot—the most significant event of LGBTQ history, led by trans women of color. Queer rights pioneers Sylvia and her best friend Marsha P. Johnson lived their lives full of pride. They not only showed us who we could be, but also, who we should be.

The last time I saw Sylvia, she held us so tight, I can still smell her perfume. She embraced us and told us “keep fighting, my babies.” We were a group of queer kids on the pier in New York City trying to keep what little space we had—the same space she had been fighting for, for over 30 years. We lost her a week later. Even in her last breaths she was trying to make a better world for us.

Joyce Kauffman recalls her first years as an activist in many movements.

Today, I am an out and proud lesbian, and I am prouder still to be the President of the GLAD Board. At the time of the Stonewall Riots 50 years ago, however, I had not yet come out. I was working alongside many others in the anti-racism and anti-war movements—but honestly, I was unaware of my own sexual orientation and I probably wouldn’t have believed you had you told me about my future self.

Then, in 1975, I came out, met my first girlfriend, and joined what was then called the Gay Liberation Movement. It was scary to be out and it was an act of incredible bravery to go into the streets and announce you were queer. Being LGBTQ was to live a radical existence on the fringes of society. And participating in Pride was a revolutionary act. ■

Find the rest of Qwin’s, J.D.’s, and Joyce’s stories of Pride and more, at GLAD.org/blog.

Looking Forward

Join GLAD Forward for Adventure and Inspiration

Outdoor adventures, tastings and tours at local libation houses, and volunteering with partner organizations: these are all the fabulous things you can look forward to when you're a GLAD Forward attendee. What's more, it gives folks who are new to philanthropy a space to meet each other, network with other LGBTQ and allied young adults, and attend larger GLAD events as a group.

Over the last two years, we've been making connections with LGBTQ-owned and allied local companies to create unique activities for the younger adults. Last year, we learned about estate planning with DangerLaw at the W Hotel, and just this Spring we shared beer flights at Dorchester Brewing Company. We even built terrariums to cheer up our homes in the dead of winter. What's next? We just cut our teeth on axe throwing in September, and our most ambitious GLAD

Forward collaboration yet is happening in December—an eclectic extravaganza of charitable organizations, local food and drink vendors. Next year, expect to see group hikes and kayaking, a DIY creative workshop, and a walking tour with the LGBT History Project.

At each of these happenings, our staff will be there to show you around, introduce you to your phenomenal GLAD Forward cohort, and answer all your questions about what GLAD has been working on. It's an exciting time to be queer, big-hearted, and looking Forward. The next event will be here before you know it, so stay in touch. ■

Visit www.glad.org/forward to get updates.



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Liz Doherty &
Elizabeth Roberts
Lisa J. Drapkin &
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Ernst & Young
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Fidelity Investments
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Devan F. Dewey

Joseph Garland &
Phillip Haines
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David Halstead &
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Highfields Capital
Management LP
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Family Foundation
Jane Hiscock &
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Horizons Foundation
Jill & Jane
Rothenberg-Simmons
Justice Resource Institute
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Foundation
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Lourdes
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Company LLP
WilmerHale
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\$3,000–4,999

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Foundation
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Shield of Connecticut
John Argos &
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Babson Charitable
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Culbertson LLP
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\$1,500–2,999

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Zach Durant-Emmons
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Gabby Hanna
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& Paul Butler
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& Maria L.
Wilson-Portuondo
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Ronald McClelland
Presley Rothenberg
Fine Art LLC
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Mark E. Walsh
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Bob Starmer
Catherine Reuben
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Jason D. Kelliher
Sharon L. Rich &
Nancy E. Reed
Candace & Richard Race
Eric Rietveld, Esq &
Nick Autiello
Scott Russian &
Curtis Schondelmeyer
Nan Sauer
Timothy Schofield &
Stephen Chan
Johanna Schulman &
Maira S. Barrett
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Holly A. Williams
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Mark Serchuck
Robert Sessions
Mark Sexton &
Kirk Wallace Fund of
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Foundation
Matthew Shakespeare &
Fritz Backus
Diane Shamas
Shawmut Design and
Construction
Nancy S. Shilepsky &
Nan H. Donald
John A. Shope &
Stephen Sampang
Bryan-Eric Simmons &
Ralph Vettors
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Clifford Sloan &
Mary Lou Hartman
SmartBrace Software Inc
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Daniel Barrett
Sonos
Andrew Sorbo
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Ed Suplee &
Matt Barrett
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Susan Symonds &
Annie Landry
Deb Taft & Terri Rutter
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Dena G. Willmore
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Geoffrey W. Tuba
United Healthcare
United Parish
of Auburndale
US Bank
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Lee Ridgway
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Alain Balseiro
Arthur E. Webster, Esq
Marilyn Weigner &
Pamela Harrop
Katherine &
Kimberly Weir
Jo Ann Whitehead &
Bette Jo Green
Michael Xavier &
Chris Correia
Dana Zircher

Legacy Society

Anonymous (4)
Carol Alms
Amy Aulwes &
Warren Zola
Michael Baeder &
David Wimberly
Sharyn Bahn
Gloria & Linda
Bailey-Davies
Dawn Baumer &
Rosie Hartzler
Bruce Bell &
George Smart
Linda Betzer
Dr. Stephen Boswell &
John Neale
Eva N. Boyce
Peter Brady & Alan Davis
Shelley Brauer &
Jean Hey
Ann M. Briley, MD
Bill Brindamour &
Peter Tognalli
David Brown
The Estate of Larry Brown
Dr. Paula G. Carmichael &
Rev. Michelle Russell
The Estate of
Leslie H. Carter
The Estate of
Esther Carty
David Cash
Patience Crozier &
Jessica R. Keimowitz
Stanley Cushing &
Daniel Lyons
The Estate of Pam Dennis
Laura Diamond &

Carolyn McDonald
Abby & Mary
Diamond-Kissiday
Lisa J. Drapkin &
Debbie Lewis
Nannette Dumas
Peter J. Epstein Esq
In Memory of Eli J.,
Ada R., & Linda M. Erskan
Suzanne Estler
Adam Feinberg
Robert Flavell &
Ronald Baker
David F. Freedman
Christine Gestay
John Giso
Gail E. Goodearl
Holly Gunner &
Anne Chalmers
The Estate of
Sarah Jane Guy
Dean T. Hara
Harry Harkins
Christopher Hartley &
Micah Buis
J. Bourge Hathaway &
Julia Fitz-Randolph
Warren Hathaway
Deborah Heller &
Ann Sanders
Joanne Herman
Marcie Hershman
Gavin Hilgemeier
Joan Hilty
Kenneth Hirschkind
Leslie Horst
Claire E. Humphrey
James E. Humphreys
Rabbi Deborah Jacobson
& Ms. Margaret
Mastrangelo
Barbara Jordan
Susan Judge
John Kane
Joyce Kauffman &
Annie Weatherwax
Terence Keane &
Douglas Hughes
Robert King & Gary Jordan
G. Paul Kowal
R.P. André LaCroix
Karen Lichtenstein
Arthur Lipkin &
Robert Ellsworth
The Estate of
Kay Longcope
Marie A. Longo
Tony Maida &
Anthony Volpe
Daniel Mauk &
Mitchell Sendrowitz
Marc Maxwell
Richard McCarthy &
Franc Castro
Laura McMurry
Brian McNaught &
Raymond Struble
The Estate of
Russell Miller
Robert Minnacci

Paul Moreno &
Stephen Barlow
Jeffrey H. Munger &
Robert T. Whitman
Vincent Nardone
Andrew S. &
Samuel C. Pang, MD
Lynne E. Panico
Trevor Paulson
Patricia Peard &
Alice Brock
Janet F. Peck &
Carol A. Conklin
Estate of Jalna Perry, MD
Scott Pomfret
Brian Quint
Nick & Sian Robertson
Richard Rubinstein
Takoma Sampson &
Leah Whaley-Holmes
Jess & Robbie Samuels
Arnold Sapenter &
Joseph Reed
Mary & Jean B. Savarese
The Estate of
Joan Schneider
Robert Seletsky
Robert Sessions
Joanne Shapiro
Diane Smith
The Estate of
Cameron Smith
Tony Smith
Andrew Sorbo
Trina Soske &
Sarah Yedinsky
Scott Squillace, Esq.
Anne Stanback &
Charlotte Kinlock
Kennet ne
The Estate of
Raymond Sullivan
Amalie Tuffin &
Laura Lewis
Anthony
Volponi
Herbert Walcoe
Karen & Marilyn
Watson-Etsell
Kendall Watts
Lisa B. Weissmann, MD &
Debra Shapiro, MD
Tim Wernette
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Bette Jo Green
Robert Wiggins
The Roy Glenn
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David Yalen
Peter Zupcofska &
Robert Wilson

as of 8/21/19

A Message From the CFO

GLAD's financial health is strong. We have 8.6 months of unrestricted reserves (i.e. net assets) as of March 31, 2019 including board designated net assets (BDNA). There is minimal debt and sufficient cash and short-term investments to meet our obligations. Our strong position is both intentional and important as we face an uncertain economy in the coming fiscal year. We also anticipate that as we spend down revenue from the One Justice Fund in the next three years (more below) and increase the size of our annual fund in order to meet ongoing strategic litigation and other program needs, we will return to GLAD's traditional target of 4.5 months of unrestricted reserves.

We ended FY19 with an overall surplus or increase in net assets of almost \$520k. For a non-profit, it's important to look at the components (see table below) and some highlights:

	Operating Fund	Board Designated	Total Unrestricted	With Donor Restriction	Total
Net Assets: March 31, 2018	\$ 1,165,829	\$ 1,260,000	\$ 2,425,829	\$ 1,193,992	\$ 3,619,821
FY19: Change in Net Assets	440,034	(81,517)	358,517	161,155	519,672
FY19: Board Approved Transfer	(221,517)	221,517	–	–	–
Net Assets: March 31, 2019	\$ 1,384,346	\$ 1,400,000	\$ 2,784,346	\$ 1,355,147	\$ 4,139,493

- The unrestricted fund is up \$358k partly due to an unbudgeted bequest late in the year. The board voted to transfer \$221k from the operating fund to BDNA and can authorize, at its discretion, expenditures for strategic initiatives. GLAD has grown over the past several years. Personnel and facility costs are up about 16% compared to FY17 and are expected to increase in FY20-22.
- The donor restricted fund are cash gifts and pledges restricted by the donor for a specific purpose or timeframe. This fund increased by \$161k, which means new restricted gifts in FY19 exceeded 'releases' (current year spending of donor restricted funds). Almost 70% of the year-end balance are funds raised through the One Justice Fund campaign, intended to be spent over several fiscal years. OJF funds allow GLAD to expand legal capacity, support the GLAD Answers legal information and referral service, and build fundraising capacity to sustain this growth going forward.
- During fiscal year 2019, GLAD received donated legal services of \$6.2m. With this additional and significant support, we continued our litigation challenging the federal administration's ban on transgender military service members and our Transgender I.D. clinic, among other projects.

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

Thank you for investing in GLAD.

Eva N. Boyce
Chief Financial Officer
September 2019

Summarized Financial Data for Annual Report

Statement of Activities*

For the 12 month period ended March 31, 2019

FY19

Support and Revenue

Contributions & Grants	\$	3,328,883
Special events revenue, net		969,335
Fees & program revenue		108,291
Donated Services (In-kind Legal Fees)		6,262,309

Total Support & Revenue 10,668,818

Expenses

Transgender Rights Project	7,123,345
Civil Rights Project	1,145,431
AIDS Law Project	331,390
Public Affairs & Education	713,190
Development & Fundraising	460,098
General & Administrative	395,350

Total Expenses 10,168,804

Change in Net Assets from Operations 500,014

Other Revenue (Expenses)

Investment income, gains & losses	19,658
Donated Equipment	-
	19,658

Total Change in Net Assets \$ 519,672 **

Net Assets, beginning of year 3,619,821

Net Assets, end of year \$ 4,139,493

Statement of Financial Position*

March 31, 2019

FY19

Assets

Cash & cash equivalents	\$	1,383,559
Accounts receivable & pledges		394,600
Investments		2,556,384
Equipment, deposits & prepaid expenses		277,276

Total Assets \$ 4,611,819

Liabilities

Accounts payable & accrued expenses	\$	323,469
Deferred rent		148,857

Total Liabilities 472,326

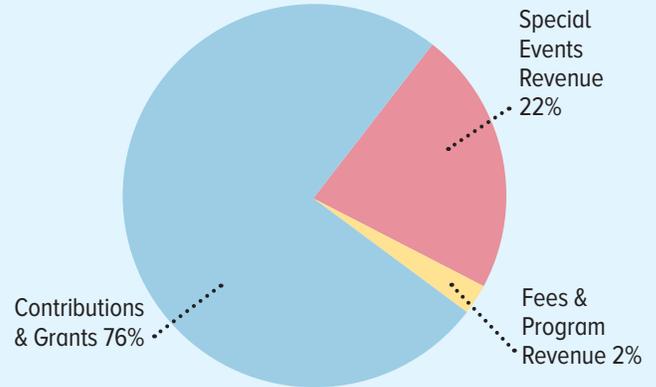
Net Assets

Operating	1,384,346
Board Designated	1,400,000
Temporarily Restricted	1,355,147

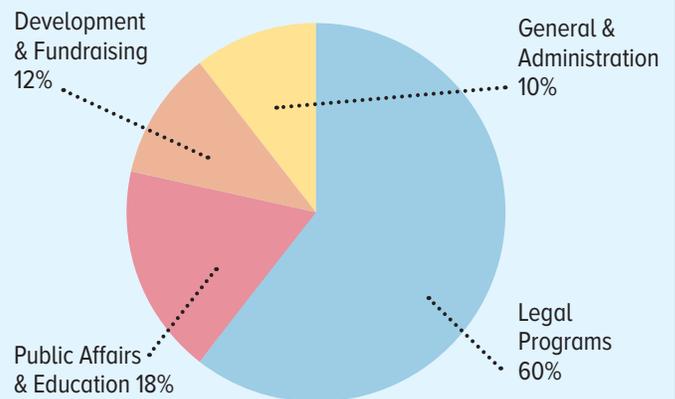
Total Net Assets 4,139,493 **

Total Liabilities & Net Assets \$ 4,611,819

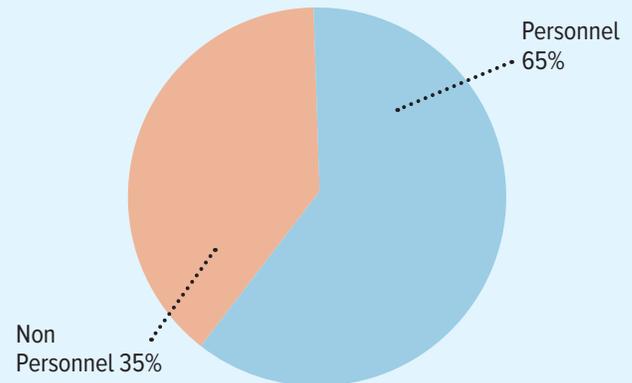
Income Mix: Excluding In-Kind Legal



Spending Mix: Excluding In-Kind Legal



Cost Categories: FY19



* Summarized from GLAD's audit report; available on our website. See message from the CFO for more information.

** See "Change in Assets" chart.

Summer Party: Thank you, Kate Clinton!

One of our biggest events of the year takes place in Provincetown, MA at the end of July. There's a live auction, food and open bar, and celebrity hosts—like the delightful Varla Jean Merman—not to mention the incomparable Sisters of Perpetual Indulgence! Every Summer Party has a guest of honor—a star of the day, a community member who has contributed in a lasting way to GLAD and the fight for LGBTQ equality and justice. This year we lauded Kate Clinton, who was emcee and auctioneer of our Summer Party for 10 years, always delivering biting, insightful commentary on the news of the day coupled with the heaping dose of humor we all need to keep the fight going.



Now a P-town local, Kate attends town events on her single-gear cruiser. While it's a slightly unexpected mode of transportation for this former New Yorker, it's in keeping with her recent trajectory—a digital detox sabbatical and a pivot to more IRL activism. A self-described “faith-based, tax-paying, family entertainer,” who channeled all of us in responding to today's political climate by opening her remarks with a giant, full throated scream, Kate always keeps it real, and keeps the conversation on the task at hand—LGBTQ justice, tempered with humor.

Thank you, Kate, for all you've done for community, comedy, and GLAD. ■



Our amazing volunteers!



Fun for the whole family!



Executive Director Janson Wu, Jean-Phillip Brignol, Scott Pomfret



Summer Party Honoree Kate Clinton, Civil Rights Project Director Mary Bonauto, MA Attorney General Maura Healey



Nan Sauer, Sister Shiny Brite



Sister Helen Damnation, Sister Angie O'Plasty

Legal Update

Doe v. Trump

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

The battle continues to reverse the transgender military ban.

After nearly 2 years of reprieve following federal district court judge Colleen Kollar-Kotelly's preliminary injunction prohibiting its enforcement in the case of *Doe v. Trump*, the ban on transgender people serving in the military went into effect in April of 2019, because of a decision by the U.S. Supreme Court to stay the injunctions pending final outcome of the cases challenging the ban. GLAD and National Center for Lesbian Rights continue to keep the ban in the public eye by focusing attention on individuals who are directly impacted—trained armed forces members whose careers and contributions are stained by the Trump Administration's anti-transgender policy. The cases are currently in the pre-trial discovery process, with plaintiffs filing motions to oppose the government's efforts to conceal information considered before adoption and announcement of the ban. The government has sought to "clawback" documents they previously made available to counsel. Plaintiffs have opposed the government's efforts. With the ban operating to keep highly qualified people out of the military, GLAD and our partners are highlighting the real and serious human impact of this discrimination. Other organizations—along with elected officials—are also speaking out against this unjust policy. Multiple governors across the country, including from both political parties, are welcoming transgender people into their respective state National Guard, including the Republican governor of Massachusetts Charlie Baker.

A Milestone in Ending Conversion Therapy

In June 2019, Massachusetts Governor Charlie Baker and Maine Governor Janet Mills signed bills to ban conversion therapy for minors—making New England a conversion therapy free zone! These bans will hopefully also encourage other states to pass legislation that protects LGBTQ youth from this discredited, dangerous practice.

Though this is a cause to celebrate, the fight is not completely over in Maine, where the conversion therapy ban is one of several new laws targeted for a People's Veto—essentially a vote on whether or not to repeal the ban and make it legal once again for licensed health professionals to attempt to change children's gender identity or sexual orientation. While the conversion therapy ban (and many of the others) may ultimately not qualify for the ballot if those behind the repeal effort fail to gather the required number of voter signatures (due September 18), we must remain vigilant against allowing this and other important measures to be rolled back.

Roe v US Dept of Defense: Amicus Brief Supporting HIV+ Service Members

The Air Force has discharged two HIV-positive service members based on a policy that designates them as "nondeployable" due to their HIV status. They sued (along with OutServe-SLDN, Inc., now Modern Military Association of America) and won a preliminary injunction in the federal district court in Virginia. The government has appealed.

This federal lawsuit, brought by Lambda Legal and OutServe-SLDN/Modern Military Association of America challenges the Pentagon's

discriminatory policies, which prevent service members living with HIV from deploying to most locations outside the United States.

GLAD served as counsel, along with Kevin J. Minnick and Adam K. Lloyd, on a friend-of-the-court brief submitted by AIDS United, The American Public Health Association, Duke Law Health Justice Clinic, Southern AIDS Coalition, The National Alliance of State & Territorial AIDS Directors, and NMAC, that details the persistence of HIV-related stigma and how the military's policy is unscientific, unjust and undermines both military strength and public health.

<https://www.glad.org/cases/roe-v-us-dept-of-defense/>

Paid Family and Medical Leave is an Economic Justice Issue: Wins in Maine and Connecticut

Nearly half of LGBTQ people say they have needed to take time off from work at some point to care for a sick family member. Couples raising children are more likely to have household incomes near the poverty line if they are LGBTQ than the rest of their peers. Single LGBTQ people are three times more likely to live near the poverty threshold than their non-LGBTQ peers. Earned paid sick leave would be significant to members of the transgender community, older people, and folks living with HIV/AIDS. LGBTQ people are more likely to be caregivers for loved ones not considered their legal "family," and an updated definition of family would recognize these vital relationships.

GLAD submitted testimony on two bills that have since been passed in Maine and Connecticut legislatures. In February, GLAD submitted jointly with EqualityMaine in support of an Earned Employee Leave bill in Maine for paid sick days, expanded family leave and an update to create a more inclusive definition of family. In the same month, GLAD supported a Paid Family and Medical Leave bill in Connecticut. The bill expands the scope of participating employers, eligible employees, increases the amount of leave, and expands the definition of family.

The reality is that many people in our communities simply can't afford to take unpaid time off work, and these paid leave policies make a huge difference for LGBTQ communities and beyond. Because of stigma against trans and LGB people, birth family rejection and other factors, paid leave is an economic justice issue that disproportionately impacts the LGBTQ communities, especially families of color. Updating laws to bring employee protections into the modern era improves workplace safety and family security.

Ensuring Affirming Support in Foster Care

LGBTQ and gender-expansive youth are overrepresented in child welfare systems. Senior Staff Attorney Patience Crozier is working on a number of issues in the child welfare realm, including collaborating on a model national policy to guide child welfare agencies on best practices for LGBTQ youth in care, working with local systems on policies to affirm and protect LGBTQ youth, and providing education and legal technical assistance to youth and to attorneys on accessing gender-affirming medical care.

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We Can Make a Better World

After Winning a Landmark Case to be Housed According to Her Gender, Transgender Advocate Angelina Resto is Determined to Fight for Her Incarcerated and Formerly Incarcerated LGBT Family



Black & Pink Deputy Policy & Advocacy Director Mike Cox, Angelina Resto, GLAD Senior Attorney & AIDS Project Director Ben Klein, Assistant Director of Communications Ivory King

Last fall, Angelina Resto succeeded in her effort to be transferred from a Massachusetts men’s prison facility, where she faced brutal daily harassment and threats to her safety, to the state’s women’s facility. She was the first transgender woman in Massachusetts to secure a transfer to be housed according to her gender, and the first in the country to secure such a transfer as the result of a court order. GLAD represented Angelina together with Prisoners Legal Services and Goodwin, in her landmark case, *Doe v. Massachusetts Department of Correction*.

Angelina has since completed her sentence, but her commitment to advocacy on behalf of transgender and LGB people who are incarcerated continues. She aims to share her story as widely as possible in order to keep others from experiencing what she went through.

“I’m a transgender woman, and have been living as a woman since an early age. I came out as transgender at 11,” says Angelina, who is now 55. Despite this fact, she was housed at MCI Norfolk, a men’s prison facility. “I was discriminated against as a transgender woman [at MCI Norfolk]. I was taunted and sexually harassed by guards and abused by other inmates.” She was made to shower in front of male inmates and guards, and lived in daily fear of assault.

Angelina decided to fight for better treatment and to be transferred to the women’s facility after connecting with another inmate who supported and encouraged her. “I met a wonderful guy,” she says. “He is the one who pushed me to do what I did to get transferred. We were afraid I was going to be put in solitary confinement, and I am not

a person who can deal with confinement. It is very hard to be locked up like that.” He suggested she reach out to Prisoners Legal Services (PLS).

Kate Piper, a paralegal at PLS, raised concerns about the treatment Angelina was experiencing. “She started writing letters, asking what was happening, saying that I was being mistreated, that I couldn’t even shower with any privacy. She told them that I am a woman,” and shouldn’t be in the men’s facility. Ultimately, Kate and Lizz Matos at PLS connected with GLAD’s Transgender Rights Project Director Jennifer Levi and Senior Attorney Ben Klein, and attorneys Anthony Downes, Louis Lobel, Ashley Drake and Tiffany Moore of Goodwin, to file suit on Angelina’s behalf.

Angelina also had other LGBT people in mind when she decided to act, adding, “These people were not doing what they were supposed to be doing for transgender women. If they were doing it to me, it was going to happen to other transgender women and other members of the LGBT family at MCI Norfolk. I kept fighting because I saw what they were doing was wrong.”

Beyond what it meant for her own life to win her case and be transferred to MCI Framingham, Angelina is incredibly proud of the impact her fight will have on others. “I have opened many doors for transgender women so they don’t suffer the abuse I have suffered,” she says. “No one from the LGBTQ community who is incarcerated should be treated like I was being treated. I want people to understand that we are human beings. We aren’t animals. We aren’t just a number. It’s bad enough you’ve taken away our freedom but don’t take away our dignity and our pride.”

Legal Update

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Juvenile Justice – There is a Better Way for Young People

GLAD believes all young people should be valued and supported by their families, communities and our larger societal institutions. Yet, an astonishing number of young people don't receive the support they need. Some are harmed by biased discipline and policing at school and in their communities, and others face outright rejection of who they are from these support structures, which results in mental health and behavioral challenges. In turn, these harms and rejections contribute to both youth homelessness and youth incarceration. This devastating school-to-prison pipeline disproportionately impacts LGBTQ youth, youth of color, youth with fewer economic resources, and youth with disabilities.

There are many who know that our youth need and deserve better and are trying to create broad and deep changes to school, corrections and child welfare systems. From Maine Governor Janet Mills who repeatedly referenced young people in her January 2019 Inaugural Address, to people working within these systems, to youth themselves, and to advocates like GLAD and many other partners—we are all working towards a world in which young people are valued and supported. GLAD is a part and partner of this legal and policy advocacy and public education.

Among our juvenile justice strategies, GLAD is advocating in Maine for bills that improve the experiences of young people in the court system while holding young people accountable for their actions and creating safer communities. With sustained advocacy from GLAD attorneys Mary Bonauto and Patience Crozier, Maine is currently considering legislation to divert youth from the criminal system. This bill would set a minimum age for criminal jurisdiction and incarceration, provide appointed counsel after “dispositions” to probation or incarceration, and require judicial review of incarcerated youth’s progress to ensure they are placed in the least restrictive setting appropriate to their circumstances.

An additional pending bill would introduce to Maine the practice of sealing juvenile records upon completion of their dispositions so that they are not stigmatized when applying to jobs or housing, or going to school. Currently, young people must wait years after they finish their sentences to petition a court to seal their records. Also for youth in school, a bill signed in May requires the State Department of Education to provide all public elementary and secondary schools with a model discipline policy including “policies that focus on positive and restorative interventions designed to strengthen relationships, improve the connection to school and promote a strong sense of accountability,” and technical assistance to schools to implement those policies.

Restorative justice practices can be a powerful and effective alternative to school suspension, which is part of the school-to-prison pipeline.

In pursuit of systemic changes, Mary Bonauto also serves on the Maine Juvenile Justice System Assessment and Reinvestment Task Force as an LGBTQ community advocate. The Task Force was established to develop a continuum of community-based alternatives to incarceration for youth. Mary additionally serves on the Maine Law Court Standing Committee on Justice for Children, chaired by Maine Supreme Judicial Court Chief Justice Leigh Saufley. This Committee focuses on the child welfare system, which is another area requiring attention for LGBTQ youth and LGBTQ families.

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As is true for most people leaving prison, re-entry has been challenging for Angelina. “It’s been a roller coaster,” she says. “When you come out of prison with no ID, with nowhere to go, it’s a struggle. But I never want to go back to that life. The good thing is, I am a very strong person, nothing will knock me down. I have great support in the community. People love me for who I am and I’m very proud of that. So I keep fighting. I’m not a loser, I’m a leader. And I’m gonna continue to be a leader.”

Being a leader means sharing her story, and also advocating for more change both inside prisons and in re-entry services. That includes speaking out for “more legislation to enforce the rules for the prison system so that transgender women and members of the LGBT family are treated equally,” as well as increasing services like housing support when people leave prison.

Long-term, Angelina has plans to become a counselor, “to help transgender women and the LGBT community, and to help people find housing and security,” she says. “I want to give back to my community.” For now that means working to secure an ID, to get a job and secure health care, and to go back to school. The bottom line for her, she says, is to find a “place where I can fit in and provide support for my community.”

Supporting our community is something Angelina encourages all of us to do. “We are human beings and we have to do better when it comes to transgender women, our LGBT family, and everyone else who is out here struggling. Let’s reach out to them, we can make a better world.”

No Pride in Prisons

As part of her advocacy efforts, Angelina spoke this June at a public legislative briefing bringing to light the experiences faced by LGBTQ people when incarcerated and upon reentry, and calling for reforms to the criminal justice system. The briefing was organized by Black and Pink, GLAD, Prisoners Legal Services, and Fenway Health, and co-sponsored by the MA legislature’s Criminal Justice Reform Caucus and the Black and Latino Caucus.

In addition to Angelina, speakers included Joli Sparkman, Re-entry Coordinator at Bethany House Ministries, Michael Cox, Director of Policy at Black and Pink Boston, and Kate Piper, Paralegal at Prisoners’ Legal Services.

Lead organizer Michael Cox, who connected with Angelina through Black and Pink while she was still inside, describes the intent and success of the forum:

“This legislative briefing made history in the Massachusetts State House. It was the first briefing organized by, and composed of, a majority of formerly incarcerated LGBTQ people. The crown jewel of the event was Angelina Resto speaking her truth to a room full of legislators. What resonated most with me was Angie’s spirit of jubilation and resiliency. For all that she’s been through, her love of life remains intact. From that, we should all draw inspiration.”

Watershed Moment for LGBTQ Rights

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discrimination because of an individual's race, color, national origin or religion and other laws extend protections to persons with disabilities).

The Trump Administration's Department of Justice (DOJ) has weighed in against the employees and against a simple and robust reading of our civil rights laws. They support the employers in the cases before the Court, and argue that LGBTQ people should be excluded from Title VII's protections because of anti-LGBTQ discrimination.

GLAD, in conjunction with the ACLU (counsel in two of the three cases) and other LGBTQ groups, helped devise and implement the strategy for friend of the court briefs in these cases at the Supreme Court. We rely on the gold standards for interpreting laws: Title VII's text and the Court's longstanding interpretations of it show that anti-LGBTQ discrimination is "discrimination because of an individual's sex." There is no reason for the Supreme Court to rewrite the law and take LGBTQ people out of it.

Along with the briefs on behalf of the employees, four friend of the court briefs—two of law professors, one of former Supreme Court attorneys for the U.S. government, and one of Republicans and conservatives who served in Republican administrations—exactly develop the arguments based on the literal words of the law.

Consider that discrimination against LGBTQ persons cannot conceptually be defined or understood without reference to sex, such that actions taken "because of" one's LGBTQ status necessarily take account of sex. Zarda and Bostock were fired because of their sexual orientation, i.e., because they were men who dated men. And Aimee Stephens lost her job at a funeral home because her employer "categorized her as a man." The reason for the discriminatory treatment in each case was the "sex" of the individual employee. Zarda and Bostock would not have been fired if they had been women who dated men, nor would Stephens if she had a female sex assigned at birth. The Supreme Court's earliest Title VII case, *Phillips v. Martin Marietta Corporation*, established a simple test for discrimination—"treatment of a person that but for the person's sex would be different." And that applies to all three employees before the Court.

In addition, since the 1989 *Price Waterhouse* ruling on behalf of a woman denied partner at an accounting firm because she was "not feminine enough," it has been the law that discrimination based on sex stereotyping is sex discrimination. As the Supreme Court said in that ruling, "[W]e are beyond the day when an employer could evaluate employees by assuming or insisting that they matched the stereotype associated with their group." The Court's confirmation that gender and social roles are encompassed by sex discrimination necessarily speaks to discrimination against LGBTQ people as well. For transgender people, not only is there a stereotype about how men and women should identify, appear and behave, there are also 1.55 million people assigned a particular sex at birth who do not identify, appear or behave consistent with that assigned sex. In Stephens, the funeral home director said, "a male should look like a man;" the lower court rightly rejected this as justification for firing Aimee Stephens. And in *Zarda*, the lower court directly addressed stereotypes about sexual orientation as sex discrimination, saying, "an employer who acts on the basis of a belief that a woman cannot be [attracted to other women] or that that she must not be, has acted on the basis of gender."

Even though these arguments (and others) are based on the very words of the law and controlling Supreme Court precedents, the employers and the Solicitor General of the United States say that "sex" means different treatment of men and women based on sex

assigned at birth, and that there is no possibility that "sex" could have been understood to refer to LGBTQ people in 1964. But as amici briefs of leading historians and linguists demonstrated, sex was a broad term in 1964, and in the workplace was understood to prohibit sex role expectations. Because LGBTQ people were associated with such gender nonconformity, the federal agency that enforced the law actually processed complaints by LGBTQ individuals in the early years after the law was passed.

But even if the employers and the DOJ were correct that "sex" in 1964 only meant the sex one is assigned at birth, that doesn't help them win the case. Even under their telling, it remains true that *Zarda* and *Bostock* were fired because they were men who dated men and would not have been fired if they were women who dated men, and that Stephens was fired because the employer was focused on her sex assigned at birth.

All of this is to say that what judges or the general public may have expected the law to cover in 1964 is not important analytically, only what it means via text, interpretation by the Supreme Court, and revision by the Congress. As Justice Scalia wrote in a case acknowledging that men could bring sexual harassment claims against other men under Title VII (and sexual harassment was not thought of as covered by sex discrimination in 1964), our laws "often go beyond the principal evil to cover reasonably comparable evils" and it is "our laws rather than the principal concerns of our legislators by which we are governed."

With the filing of briefs from employers and their supporters, it is clear and not particularly surprising that the Court is receiving a heavy dose of fear mongering—arguments that turn on denying the simple realities that some people are LGBTQ and pose no threat to anyone because of who we are. Other briefs supporting the employers raise concerns that unless the Court excludes LGBTQ people from Title VII, religious organizations and individuals would have to comply with the nondiscrimination mandate, even though there are already limited exemptions. This is a transparent plea to the Court to deny the law's coverage to LGBTQ people rather than simply apply the already existing and carefully crafted religious exemptions in Title VII previously adopted by Congress and applicable to all others protected by the law.

The case is headed to oral argument on October 8, 2019, with a decision likely to come from the Court at some point between January and June 2020.

Our non-discrimination laws exist to ensure greater fairness and equality for everyone. The Supreme Court ruling in this case could impact interpretations of sex discrimination across a range of areas beyond employment, including health care, housing, and education. The employers in these cases are essentially asking the Supreme Court to take a giant step backwards by inventing an exclusion of LGBTQ people from our federal civil rights laws.

While we watch carefully for the outcome from the Court and prepare to respond, whatever it is, we can also all take action now by pressing Congress and our state legislatures across the country to enact laws, like the federal Equality Act and our existing New England non-discrimination laws that clearly and explicitly protect LGBTQ people in every area of life.

[Visit glad.org](http://glad.org) for updates on the Supreme Court case and ways that you can support the Equality Act.

To read the version of this article with links to all cited sources, go to GLAD.org/TitleVII.

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Legal Update

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Here are Snapshots of Some of the 47 Briefs Filed at the Supreme Court in Support of LGBTQ Workplace Protections:

Briefs Addressing the Text and Meaning of Title VII

- Amici briefs from the National Women’s Law Center and from anti-discrimination scholars addressed the sex stereotyping arguments—that LGBTQ people are not behaving or acting as they should given their assigned sex at birth—as consistent with Supreme Court precedents and Congressional updates to Title VII.
- GLAD and NCLR, together with the law firm Wilmer Hale, filed a brief on doctrine as well, citing bollixed up decisions across the country to show that there is no legally workable distinction between “sex” and discrimination for being LGBTQ.
- Lambda Legal filed briefs addressing the analytical flaws in judicial dissents in cases LGBTQ employees have won.
- Governmental entities, including Members of Congress, spoke to their view that Title VII’s sex discrimination provision already includes LGBTQ people.
- The Transgender Law Center and 44 other groups made the case for per se sex discrimination when transgender people are mistreated at work, and the prevalence of discharges after transition.
- The Transgender Legal Defense and Education Fund took aim at the view of sex as rooted in anatomy and physiology, with a focus on reproductive organs, as advanced by Aimee Stephens’ former employer.

Briefs Addressing Impact

- The Lawyers Committee for Civil Rights Under Law, the Leadership Conference on Civil and Human Rights and 57 other civil rights groups spoke to why the law includes LGBTQ people and that excluding LGBTQ people from Title VII would most directly harm women of color.
- The Modern Military Association of America and Transgender American Veterans Association related the impact of discrimination on the families of transgender service members.
- Briefs of 206 businesses, and another by business organizations, including chambers of commerce, filed because of the employers’ interest in workforce diversity and because both employees and employers need consistency and certainty in application of our Nation’s nondiscrimination laws.
- For Labor, the SEIU, Teamsters Brotherhood and Jobs With Justice supported the sex stereotyping theory as applicable in these cases, and noted how discrimination against women in traditionally male-dominated professions is often expressed as based on issues of sexual orientation and gender identity. The AFL-CIO noted how the application of sex discrimination to LGBTQ employees has helped arbitrators and employers to take more seriously anti-LGBTQ harassment in the workplace, including with respect to termination for just cause.

GLAD Opposes Trump Rollback of LGBTQ Health Access Protections

Our current government is again attempting to overturn the previous administration’s advances to improve equality in access to healthcare. In April 2019, the Department of Health and Human Services proposed the elimination of regulatory provisions adopted under the Obama Administration that bar discrimination against LGBTQ people by healthcare providers, hospitals, and insurers. Those current regulations interpret the prohibition on sex discrimination in Section 1557 of the Affordable Care Act to include discrimination based on gender identity, transgender identity and sex stereotyping and ban health insurance policies that exclude gender affirming care, as well as a range of other discriminatory practices long experienced by LGBTQ people.

GLAD has filed a written comment in opposition to the proposed new regulation on the grounds that the proposal is contrary to the actual language of the Affordable Care Act, established medical standards, and current legal precedent. GLAD’s work over the last decade has resulted in significant improvements in access to healthcare for transgender people in New England, so these state-based protections will remain. However, the Trump Administration’s policy will create confusion about the scope of legal protections for transgender people; may encourage people to avoid the healthcare system for fear of discrimination; and will increase stigma and discrimination. GLAD will continue to fight against any policy that, like this one, has no purpose other than to stigmatize and harm transgender people.

Non-Binary Equality and Visibility on State Identification Documents

It is extremely important to have access to identification documents that correctly reflect your gender identity. Unfortunately, this has long been out of reach for people who don’t identify as male or female. We had a major legislative victory in New Hampshire this July when HB 669 became law, providing for a gender-neutral “X” marker on state-issued driver’s licenses and identification cards. The new law takes effect on January 1, 2020.

New Hampshire joins Vermont, Maine and several other states and municipalities across the United States in creating the X gender marker for government-issued documents. As this goes to press, the Massachusetts House of Representatives is holding hearings on a bill that would give residents a gender X option on state IDs and birth certificates. Similar legislation had near unanimous support from the Massachusetts Senate in an April vote, and we will be asking the House to follow suit. Procedures for updating your ID documents differ depending on where you live. ■ [For more information and free assistance, visit our Pop-up ID project at \[www.glad.org/id/\]\(http://www.glad.org/id/\)](#)

Service With Pride: An Army Officer Volunteers For GLAD Answers

People react differently to being confronted with flagrant injustice.

For many it brings out the best of us, and spurs us to fight. For Chloe Enderton, an Army officer and parent, who had already committed to fighting for the United States, Trump's transgender military ban going into effect this spring inspired her to look for a way to also help fight for equality for her transgender and LGB community. "When I saw the great work GLAD and [Transgender Project Director] Jennifer Levi were doing to fight the trans military ban I knew immediately GLAD was the place for me," Chloe says. So she took our attorney- and staff-led training and now answers calls for our free legal hotline, GLAD Answers.



Public Information Manager J.D. Melendez, Chloe Enderton, GLAD Answers Assistant Henry Thomas

Why did you want to become a GLAD answers volunteer?

It allows me to give back to our community and help people in their moments of need. It also serves as a sense of community for me and is somewhere I look forward to spending time with like-minded people a few hours each week.

What do you like best about volunteering?

I love the spirit of community that exists in the GLAD Answers room. Everyone there comes from different backgrounds, and is there for their own reasons, however we share one common goal. I love getting to know all the other amazing volunteers and staff members at GLAD while working together to make the callers' day just a little bit better.

What are some of the most pressing issues you see facing our LGBTQ community?

I think that at long as we have leaders and representatives at the national and state level who continue to pass anti-LGBT legislation and make homophobic or transphobic comments publicly, that we will live in a society where there are people who believe it is ok to treat members of the LGBTQ community like second class citizens. We've come a long way since the uprising that took place at the Stonewall Inn 50 years ago, but we certainly still have a long way to go. I think specifically trans equality is still very much lacking in this country, and it is something I would love to work towards changing.

What would you tell people who are facing difficult situations about what they can do to address them?

Just take it one day at a time and focus on making strides towards improving your situation. Remember that you're loved and that you're worth helping. There are tons of great resources out there to help people, so don't be afraid to reach out and ask for help when you need it.

What gives you hope about the future?

Our youth. I have two amazing daughters whose hearts are filled with nothing but love for the world. I also think that love and acceptance are contagious and although there are hateful people trying to take away civil liberties, ultimately kindness will prevail.

What are your interests besides volunteering?

I enjoy cycling (on and off road), hiking, traveling, all Buffalo sports teams, and just spending time with my family. ■

Welcome New Staff

Jo Troll, Operations Assistant

Before joining GLAD in 2019, Jo was the administrator for the Pride Youth Theater Alliance, a national network of queer youth theaters based at The Theater Offensive, organizing the annual conference and building member relations. They have a BA in French and Finnish from University College London, a Graduate Diploma in Dance from Trinity Laban Conservatoire of Music and Dance. When not at GLAD, Jo is an emerging choreographer in the Boston area. They regularly perform, teach, and advocate for spaces that value and welcome queer dancers.

Ivory King, Assistant Director of Communications & Public Engagement

Ivory King has written content and managed digital strategies for news organizations, lifestyle blogs, and brand websites. Starting out as a Silicon Valley tech blogger, she quickly branched out into writing on many industries. This content has ranged from workplace allyship, sustainable parenting, feminist globalism and beyond. Ivory also writes fiction, creates installation art, and charts subjective data.

Originally a foreign language major at UC Berkeley, she ended up double majoring in Rhetoric and Art Practice. New to Boston, she is getting to know her new city by bicycling, visiting art museums and trying her level best to convince New Englanders that vegan food is just food, with more plants.

Mads Ouellette, Development Operations Assistant

Mads joined GLAD in 2019, after graduating with a BA in Psychology and a minor in Queer Studies from Vassar College. Mads' venture into development and non-profit work began at Vassar through student organizations including Challah for Hunger. Mads also served on the Title IX Student Advisory Committee, earning the Senior College Life Recognition for their work increasing resources for and communication with survivors of sexual assault; and founded a group to support trans and non-binary students, including establishing a Gender Affirming Clothing Exchange. Mads's greatest personal achievement, however, was co-creating Vassar Burlesque, a performance troupe focused on body affirmation and sexual liberation through embodied performance. Outside of GLAD, you can find Mads making queer and feminist cross stitch projects, baking, napping, and contra dancing.

Lauren Bishop, Legal Assistant

Lauren Bishop joined GLAD as a Legal Assistant in 2019 after graduating Phi Beta Kappa from Dartmouth College with a BA in History and a minor in Public Policy. While at Dartmouth, Lauren interned with Jacksonville Area Legal Aid where she helped establish the Eviction Defense Self Help Clinic to help low income tenants in Northeast Florida. Lauren also interned with the New Zealand Institute of International Affairs during the winter of 2018 and at the White House under President Obama in the Office of Presidential Correspondence. On campus, Lauren was a student assistant with the Nelson A. Rockefeller Center for Public Policy and President of Alpha Theta Gender Inclusive Greek House where she worked to provide a safe space for the Dartmouth LGBTQ+ community. In her free time, Lauren loves traveling, exploring the outdoors, reading, and attempting to keep her many houseplants alive.

Fighting for Fair Access to Gender Affirming Care Healthcare Decisions Should be Made Between a Doctor and a Patient, Not by An Employer

Alexander Pangborn is a devoted father, a loving husband, and a dedicated hospice nurse in western Massachusetts. He loves his job with Ascend Hospice, from the patients he cares for to his colleagues, despite the late nights, the long shifts, and the heartache associated with hospice care. But Ascend hasn't reciprocated his loyalty.

Alexander is a transgender man, who has been living consistent with his gender identity for over twenty years. Ascend offers all of its employees a health benefits plan, administered by Aetna, but the benefits available to the company's transgender employees are less than what they offer to everyone else. The plan excludes coverage for any care related to gender transition, and won't cover the medically necessary surgery Alexander needs.

"I love my job," Alexander says. "I feel a real connection with the patients I care for, and the people I work with. But it's painful to know that my employer is treating me differently because I'm transgender, and denying me the health care I need for myself."

Providing disparate health care benefits isn't just a source of pain, it's also unlawful employment discrimination—and we are fighting alongside

Alexander for his right to be treated equally to his coworkers. We have filed a complaint on Alexander's behalf against Ascend and Aetna with both the Massachusetts Commission Against Discrimination (MCAD) and the federal Equal Employment Opportunity Commission (EEOC), and will pursue the case that Ascend must offer the same level of benefits to Alexander as they do every other employee.

Typically, health insurance plans are regulated by the state insurance commissioner. However, Ascend offers a self-funded health benefits plan—as do many of the country's largest employers—and the insurance commissioner doesn't have clear regulatory authority to ensure such plans are compliant with the law. That is where we step in. By bringing this claim, we are aiming not only to ensure that Alexander can get the health care he needs, but to establish nationwide that self-funded plans—and the employers that offer them—cannot discriminate against transgender employees by categorically denying coverage for transition-related care.

Healthcare decisions should be made between a doctor and a patient, not by an employer. ■

To follow this case visit www.glad.org/cases/pangborn-v-ascend/

Civil, Disability, & LGBTQ Rights Legal Pioneer Chai R. Feldblum to Receive Spirit of Justice Award

GLAD will present the 20th Annual Spirit of Justice Award to Chai Feldblum on October 25, 2019, in Boston.

Feldblum was the first openly gay commissioner on the federal Equal Employment Opportunity Commission (EEOC). Nominated by President Obama in the fall of 2009, she served on the EEOC from April 2010 until January of this year. She is also a former Georgetown University law professor, an author and an advocate who has dedicated her distinguished career to advancing and defending the rights of LGBTQ people and people living with HIV.

"Chai combines a brilliant legal mind with a heart and soul dedicated to advancing civil rights," said Janson Wu, Executive Director of GLAD. "Her work has created the foundation for so many protections that LGBTQ people and those living with HIV count on today. GLAD is thrilled to recognize Chai with the 2019 Spirit of Justice Award."

"It's gratifying and humbling to be honored by an organization whose values are so closely aligned with mine," said Feldblum. "We need the legal community to defend the values of equality and freedom, and we need cultural support for those values as well. I have admired GLAD for years as it has operated on both of these fronts."

Feldblum's work at the EEOC was critical to fortifying the legal understanding that discrimination on the basis of gender identity or sexual orientation is discrimination "because of sex," and that LGBTQ workers are therefore protected under existing federal sex discrimination law. Her achievements while at the EEOC also



included expanding employment opportunities for people with disabilities and developing methods for preventing workplace harassment.

At the AIDS Project of the American Civil Liberties Union, Feldblum helped draft and negotiate the ground-breaking federal Americans with Disabilities Act (ADA), which became law in 1990, as well as the ADA Amendments Act of 2008. Feldblum was an instrumental partner with GLAD on the landmark 1998 Supreme Court case *Bragdon v. Abbott* which established non-discrimination protections for people living with HIV under the ADA.

In her current role, as partner and Director of Workplace Culture Consulting at Morgan,

Lewis & Bockius LLP, Feldblum helps companies and organizations create safe, respectful, and inclusive workplaces that prevent harassment on all bases, including sexual orientation and gender identity.

Feldblum taught law at Georgetown Law School for eighteen years, where she created and directed a Federal Legislation Clinic. The Clinic served non-profit clients including Catholic Charities USA and various disability rights clients. She attended Barnard College and Harvard Law School and clerked for Judge Frank Coffin on the First Circuit Court of Appeals and Justice Harry Blackmun on the U.S. Supreme Court.

Feldblum will accept the award at the 20th Annual Spirit of Justice Award Dinner at the Boston Marriott Copley Place on October 25, 2019. The event is chaired by Mario Nimock and Annika Bockius-Suwyn. Details about the event are available at www.glad.org/events.



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