



GLBTQ Legal Advocates & Defenders, Inc. (GLAD)

30 Winter Street, Suite 800 Boston MA 02108

Incorporation Year: 1978

<http://www.glad.org>

Organization Contact: bboggs@glad.org Brianna Boggs

Civil Rights, Social Action, Advocacy Lesbian/Gay Rights



CEO/Executive Director: Mr. Janson Wu

Board Chair: Mr Richard Yurko Yurko, Salvesen & Remz, P.C.

Mission Statement: Through strategic litigation, public policy advocacy, and education, GLBTQ Legal Advocates & Defenders works in New England and nationally to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation.

Needs Statement:

Our key areas of need for 2017 include:

- Increased resources to carry out cutting-edge legal work, such as advocacy on behalf of LGBTQ elders and employment nondiscrimination litigation.
- Capacity building support for improving GLAD's information technology, including hardware, improved programmatic and donor databases, other software, and personnel.
- Support for Board Development work to help GLAD's Board of Directors deepen their engagement and strengthen their skills to expand resources for GLAD.
- Increased resources to better meet the HR needs of the organization and staff, including technology, training, professional development, and succession planning.

Impact Statement: Recent accomplishments include:

- Twelve years after GLAD made Massachusetts the first state where same-sex couples could legally marry, GLAD's Mary Bonauto won nationwide marriage equality at the Supreme Court.
- GLAD won a historic a \$7.5-million final settlement for class action plaintiffs, the largest settlement on behalf of LGBT workers ever, in the *Cote v. Walmart* employment discrimination suit.
- In another first-of-its kind ruling, GLAD won a case at the Massachusetts Supreme Judicial Court allowing AIDS Support Group of Cape Cod to continue providing a life-saving needle distribution and drug-overdose reversal program for injection drug users - a critical part of reducing transmission of HIV and Hepatitis C.
- GLAD aided in passing a Massachusetts bill mandating insurance coverage of the treatment for lipodystrophy, a disfiguring side effect of some HIV medications.
- GLAD won a precedent-setting suit on behalf of a man who was fired as Food Services Director at a Catholic high school when they found out he was gay. The court ruled that the school discriminated by firing him from a job that had nothing to do with religion – a victory that pushes back against attempts by religiously-affiliated institutions to violate nondiscrimination laws.

Full-time Staff: 21

Volunteers: 95

(excludes part-time staff)

Programs Detailed on Profile

Youth Initiative
 Civil Rights Project
 The Transgender Rights Project
 The AIDS Law Project
 Public Affairs and Education

Projected Revenue: \$3,559,400.00

Projected Expenses: \$3,559,400.00

Fiscal Year	2017	2016	2015
Total Revenue	\$7,506,800	\$3,530,732	\$3,969,303
Total Expenses	\$7,139,274	\$3,633,482	\$4,063,827

Top Funding Sources

Fiscal Year	2017	2016	2015
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--