



## 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

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

**Top Funding Sources**

<b>Fiscal Year</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Top Funding Source &amp; Dollar Amount</b>	--	--	--
<b>Second Highest Funding Source &amp; Dollar Amount</b>	--	--	--
<b>Third Highest Funding Source &amp; Dollar Amount</b>	--	--	--