



2018 ANNUAL REPORT

THE **LGBT**
BAR





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DEAREST FRIENDS,

Last year marked the 30th anniversary of the LGBT Bar and our Annual Conference and Career Fair, Lavender Law®. We reflect on 2018 to celebrate the successes of the past year while looking toward the hard work that still must be done to achieve equality.

We experienced a good number of victories in 2018. Our campaign against the so-called gay and trans “panic” defense continues to gain momentum. Rhode Island passed a bill banning its use, the third state to do so, and similar legislation was introduced in Minnesota, Pennsylvania and New York. In July, Representative Kennedy and Senator Markey introduced bills in the House and Senate that would ban, once and for all, these discriminatory courtroom tactics under federal law.

In January of 2018, the American Bar Association House of Delegates unanimously adopted Resolution 108D, which urges federal, state, local, territorial and tribal courts to extend *Batson v. Kentucky* to prohibit discrimination against jurors on the basis of sexual orientation or gender identity. In July, the LGBT Bar launched our “Commit to Inclusion” campaign, designed to build a strong coalition of legal professionals, law students, and other individuals committed to standing against anti-LGBTQ+ legal groups, such as the so-called Alliance Defending Freedom.

2018 also marked our most successful Lavender Law® Conference and Career Fair to date with more than 1,700 attendees and over 65 workshops.

We also saw defeats in 2018. In June, the Supreme Court delayed a decision on protection for our community with its ruling in *Masterpiece Cakeshop v. Colorado Civil Rights Commission*. In that case, our association was proud to file an amicus brief with new allies, Muslim Advocates and T’ruah: The Rabinical Call for Human Rights, among others. The current administration has attempted, and succeeded, in rolling back protections for so many of us, especially our transgender and non-binary community members. Despite such challenges, the LGBT Bar is more dedicated than ever to preserving and expanding equality in and through the legal profession.

Your support of our organization is more important than ever, and I sincerely thank all of our sponsors and members for that support this past year. I look forward to our continued partnership in the ongoing struggle for LGBTQ+ equality.

Warmly,

D'Arcy Kemnitz, Esq.
Executive Director

“We reflect on 2018 to celebrate the successes of the past year while looking toward the hard work that still must be done to achieve equality.”

A Joint Message from
the **President** of the **National LGBT Bar Association** and
the **President** of the **National LGBT Bar Foundation**

DEAREST DONORS AND FRIENDS,

The National LGBT Bar Association and Foundation have always fostered a strong partnership founded upon our shared goals of strengthening protections for and bolstering the success of the LGBTQ+ community. We are proud to work closely together to achieve these goals through education and advocacy.

Our Annual Lavender Law® Conference and Career Fair is a shining example of this collaboration. The event brings together 1,700 legal professionals and law students for three days of legal education, conversation, and recruiting. This “family reunion” is far from our only event or educational program. We also host a series of Out & Proud Corporate Counsel award receptions that honor LGBTQ+ and ally leaders in the legal profession, informational call-ins on a wide-range of topics, and numerous advocacy and programmatic campaigns aimed at furthering LGBTQ+ equality.

This year, the LGBT Bar increased our programmatic and advocacy efforts in a plethora of ways. In July, we introduced the Gay and Trans Panic Defense Prohibition Act of 2018 in Congress; a bill that would ban Federal use of the gay and trans “panic” defense. We also significantly expanded our law student programs to better support the next generation of LGBTQ+ lawyers. This summer, the LGBT Bar also launched our Commit to Inclusion campaign, which asks individual lawyers to stand against anti-LGBT legal groups such as the Alliance Defending Freedom and Liberty Counsel by pledging to never give such groups pro-bono support.

These efforts and more could not be achieved without your generous support. As you read through this annual report, we hope you take pride in what your support has allowed us to accomplish.

Thank you,

Gregory Cheikhameguyaz
President, National LGBT Bar Association

and

Nancy Halas
President, National LGBT Bar Foundation



Gregory Cheikhameguyaz
President,
National LGBT Bar Association



Nancy Halas
President,
National LGBT Bar Foundation



“Home is the place where you are nurtured, supported and advocated for. The National LGBT Bar provides this home for LGBTQ+ legal professionals. Through its stalwart advocacy for LGBTQ+ equality, Lavender Law® and as a vigilant steward of its resources, the National LGBT Bar is a home we can be proud of.”

Bendita Cynthia Malakia
Inclusion Manager, Americas,
Hogan Lovells (US) LLP
At-Large Board Member,
National LGBT Bar
Association

A YEAR OF ADVOCACY

GAY AND TRANS ‘PANIC’

- 1. US Congress, Bicameral, Bipartisan Bill
- 2. Rhode Island Passed Legislation, Signed into Law
- 3. Pennsylvania State Senate Bill
- 4. Mass Media Coverage

COMMIT TO INCLUSION

- 1. Educational Video
- 2. Anti-LGBTQ+ Legal Group Fact Sheet
- 3. Individual Pledge

VOIR DIRE

- 1. American Bar Association House of Delegates Passage of Resolution 108D

STRENGTH IN NUMBERS 2018



631,649 Reach

Facebook Posts



11,480

Social Media



198 Sponsors

Of the LGBT Bar's Annual
Conference & Career Fair
95 of the 2018 AmLaw 100 firms



30 Bipartisan

Co-sponsors for legislation
against juror discrimination



8 STAFF MEMBERS

Bringing you unparalleled
programming and content



1 AMAZING YEAR

Of raising the bar for our
community and profession

2018 LAVENDER LAW® CONFERENCE & CAREER FAIR SPONSORS

Platinum - \$75,000

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Gold - \$50,000

Association of Corporate Counsel Foundation

Silver - \$40,000

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Diamond - \$30,000

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Bronze - \$15,000

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 King County Department of Public Defense
 Kings County District Attorney's Office
 National Center for Transgender Equality
 New York City Law Department
 New York County District Attorney's Office
 Public Defender Service for the District of Columbia
 South Texas Pro Bono Asylum Representation Project (ProBAR)
 The Legal Aid Society - New York City
 U.S. Air Force JAG Corps
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 U.S. Department of Justice, Office of Attorney Recruitment and Management
 U.S. Department of Treasury, Office of the Comptroller of the Currency
 U.S. Navy JAG Corps
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Gold - \$5,000

ACC Foundation

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LGBT Bar Association of
Greater New York (LeGal)

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Silver - \$3,500

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Bronze - \$2,500

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Greater New York (LeGal)

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Gold - \$5,000

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Bronze - \$2,500

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As of November 21st, 2018

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THE NATIONAL LGBT BAR FOUNDATION

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“Not only has the National LGBT Bar been a longtime thought leader on issues of concern to LGBTQ judges, lawyers, and legal professionals, but it is also a prominent voice in ensuring the legal process respects and protects all LGBTQ individuals. From the Bar’s work to prohibiting the discriminatory exclusion of LGBTQ jurors to encouraging the repeal of anti-LGBTQ parenting and adoption laws, the National LGBT Bar is vigorously fighting for equality for all, and that makes me immensely proud to be part of this remarkable organization.”

Wesley Bizzell, Senior Assistant General Counsel and Managing Director of Political Law & Ethics Programs, Altria Client Services LLC, President-Elect, National LGBT Bar Association

EDUCATIONAL PROGRAMMING

The LGBT Bar is best known for our Annual Lavender Law® Conference and Career Fair, but we also provide educational programming through the year. Below are examples of programs we continued to offer our members and the larger LGBTQ+ legal community in 2018.

30TH ANNUAL LAVENDER LAW® CONFERENCE AND CAREER FAIR

- Over 60 workshops on cutting edge LGBTQ+ and legal issues
- Over 1700 attendees sharing expertise and networking
- Multiple institutes addressing key practice areas in the legal profession

LAW STUDENTS

- Law School Affiliate Program
- Action Item Toolkit
- Law Student Congress

LECTURE SERIES

- Brett Kavanaugh and the Future of the Supreme Court
- *Gill v. Whitford*: What Comes Next?
- Masterpiece Cakeshop: What Does It Mean?
- Employment Law Post Evans

POLICY

- Gay and Trans “Panic” Defense
- Jury Non-Discrimination
- Commit to Inclusion

ADVOCATING FOR LGBTQ+ FAMILIES

- Organizational Plaintiff in *Marouf v. Azar*
- Family Law Institute

JUDICIAL NUTS AND BOLTS

- Academy for Aspiring LGBTQ+ Judges

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets	June 30, 2018	June 30, 2017
Cash and cash equivalents	\$110,136	\$89,197
Accounts receivable	\$1,709	\$2,793
Dues from Foundation	\$53,935	\$80,900
Prepaid expenses	\$3,391	\$7,128
TOTAL CURRENT ASSETS	\$169,171	\$180,018
Investments	\$148,220	\$144,762
Investments, Deferred Compensation	\$16,368	\$12,706
Property and Equipment		
Furniture and equipment	\$2,775	\$2,380
Less accumulated depreciation	\$(2,102)	\$(1,707)
Net Property and Equipment	\$673	\$673
Security Deposit	\$788	\$863
TOTAL ASSETS	\$335,220	\$339,022

LIABILITY AND NET ASSETS

Current liabilities

Dues to the Foundation	-	-
Deferred revenue	\$56,579	\$51,576
Accrued salaries	\$13,370	\$6,945
TOTAL CURRENT LIABILITIES	\$69,949	\$58,521
Deferred compensation payable	\$16,368	\$12,706

Net Assets

Unrestricted	\$248,903	\$267,795
TOTAL NET ASSETS	\$248,903	\$267,795
TOTAL LIABILITIES AND NET ASSETS	\$335,220	\$339,022

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2018 V. YEAR ENDED JUNE 30, 2017

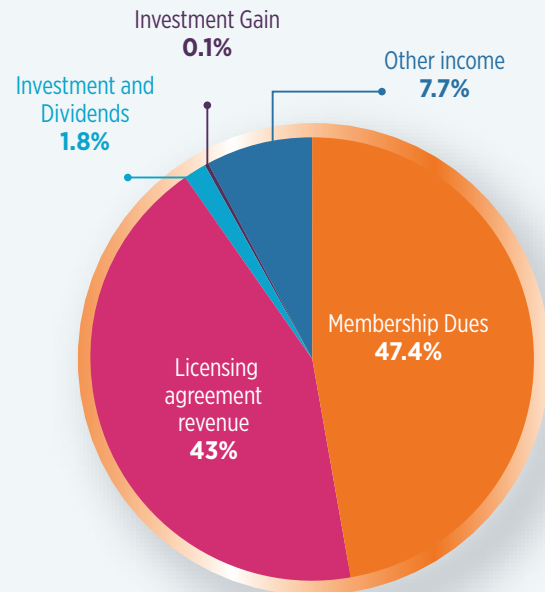
REVENUE	June 30, 2018		June 30, 2017	
Membership dues	\$113,874	47.4%	\$97,398	33.8%
Licensing agreement revenue	\$103,389	43.0%	\$169,851	58.9%
Investment and Dividends	\$4,338	1.8%	\$3,308	1.1%
Investment Gain	\$260	0.1%	\$3,101	1.1%
Other income	\$18,573	7.7%	\$14,600	5.1%
TOTAL REVENUE	\$240,434	100%	\$288,258	100%

EXPENSES

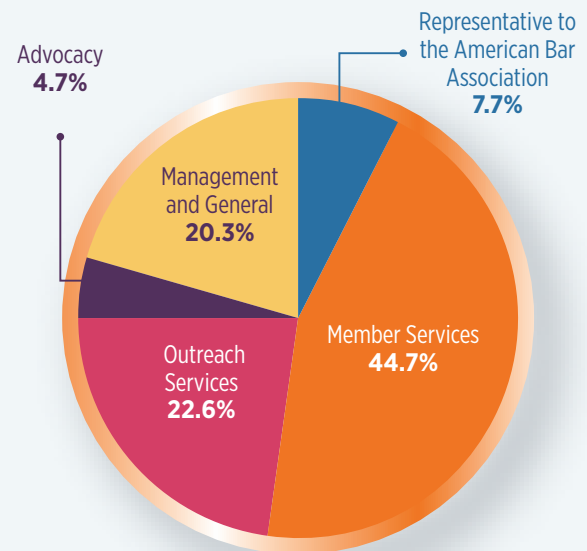
Program Services:

Representative to the American Bar Association	\$19,850	7.7%	\$13,866	8.3%
Member Services	\$115,967	44.7%	\$90,183	53.7%
Outreach Services	\$58,668	22.6%	\$37,026	22.0%
Advocacy	\$12,078	4.7%	-	-
TOTAL PROGRAM SERVICES	\$206,563	79.7%	\$141,075	84.0%
Management and General	\$52,763	20.3%	\$26,975	16.1%
TOTAL EXPENSES	\$259,326	100.0%	\$168,050	100%
Change in Net Assets	\$(18,892)		\$120,208	
Net Assets, Beginning of Year	\$267,795		\$147,587	
Net Assets, End of Year	\$248,903		\$267,795	

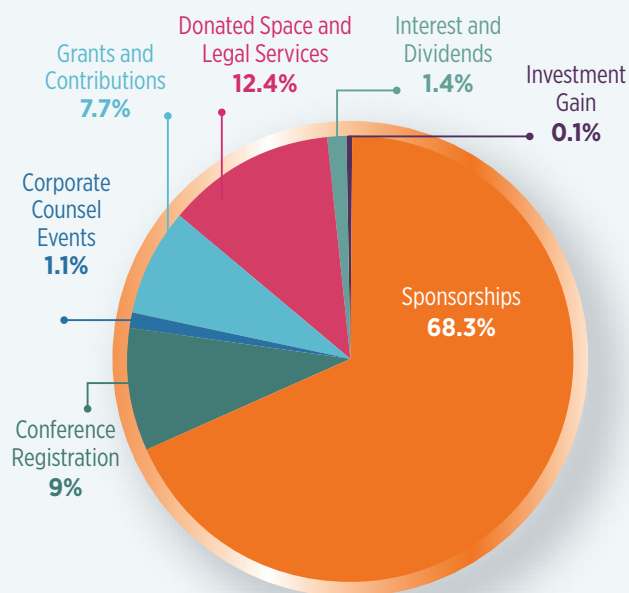
ASSOCIATION REVENUE



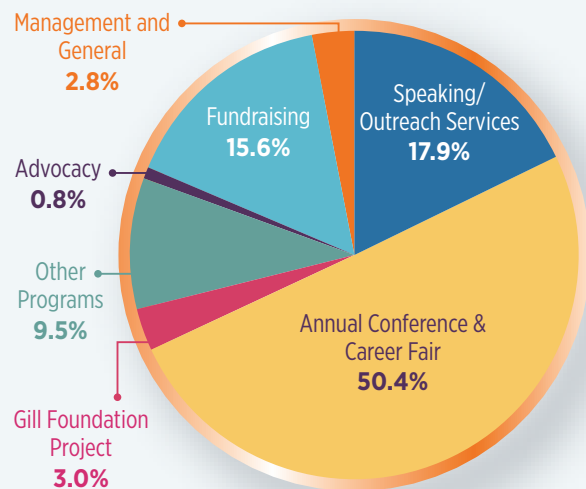
ASSOCIATION EXPENSES



FOUNDATION REVENUE



FOUNDATION EXPENSES



NATIONAL LGBT BAR FOUNDATION STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets	June 30, 2018	June 30, 2017
Cash and Cash Equivalents	\$1,140,349	\$1,003,087
Accounts Receivable	87,725	156,160
Prepaid Expenses	31,708	54,420
TOTAL CURRENT ASSETS	1,259,782	1,213,667
INVESTMENTS	940,686	916,158
Investments, Deferred Compensation	49,104	38,118
PROPERTY AND EQUIPMENT		
Furniture and Equipment	11,000	9,813
Less Accumulated Depreciation	(8,981)	(7,796)
Net Property and Equipment	2,019	2,017
Security Deposit	3,225	3,450
TOTAL ASSETS	\$2,254,816	\$2,173,410

LIABILITIES AND NET ASSETS

Current Liabilities		
Accounts Payable and Accrued Liabilities	\$45,058	\$44,771
Dues to Foundation	\$53,935	\$80,900
Deferred Revenue	1,226,202	1,041,539
TOTAL CURRENT LIABILITIES	1,325,195	1,167,210
Deferred Compensation Payable	49,104	38,118
Net Assets		
Unrestricted	865,211	968,082
Temporarily Restricted	15,306	-
TOTAL NET ASSETS	880,517	968,082
TOTAL LIABILITIES AND NET ASSETS	\$2,254,816	\$2,173,410

NATIONAL LGBT BAR FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2018 V. YEAR ENDED JUNE 30, 2017

REVENUE	June 30, 2018	June 30, 2017
Sponsorships	\$1,283,425 68.3%	\$1,135,260 66.94%
Conference Registration	169,166 9.0%	159,438 9.40%
Corporate Counsel Events	21,500 1.1%	34,845 2.05%
Grants and Contributions	144,688 7.7%	27,870 1.64%
Donated Space and Legal Services	231,612 12.4%	299,672 17.67%
Interest and Dividends	25,611 1.4%	19,084 1.13%
Investment Gain	2,310 0.1%	19,145 1.13%
Other Income	615 0.0%	610 0.04%
TOTAL REVENUE	1,878,927 100%	1,695,924 100%

EXPENSES

Program Services:		
Speaking/Outreach Services	351,479 17.9%	569,599 35.45%
Annual Conference & Career Fair	991,924 50.4%	755,825 47.04%
Gill Foundation Project	59,694 3.0%	- -
Other Programs	186,401 9.5%	- -
Advocacy	15,579 0.8%	14,855 0.92%
TOTAL PROGRAM SERVICES	1,605,077 81.6%	1,340,278 83.41%

Supporting Services:		
Fundraising	307,029 15.6%	183,341 11.41%
Management and General	54,386 2.8%	83,212 5.18%
Total Supporting Services	361,415 18.4%	266,553 16.59%
Total Expenses	1,966,492 100%	1,606,831 100%
Change in Net Assets	\$(87,565)	89,093
Net Assets, Beginning of Year	968,082	878,989
Net Assets, End of Year	\$880,517	\$968,082



"The LGBT Bar has embraced and empowered me as a transgender lawyer and a person. As a lawyer, the LGBT Bar has given me opportunities to advocate for LGBT rights and to network with other members. As a person, the LGBT Bar has given me enormous support on my journey and brought me many new friends and allies in our community. Authoring an amicus brief for the LGBT Bar in the Supreme Court in *Pidgeon v. Texas* allowed us to shine a light on the anti-LGBT bias that infects parts of Texas government. Speaking at Lavendar Law with other transgender lawyers allowed me to share my experiences with a broad audience as well as meet many other accomplished LGBT colleagues. This organization is invaluable to our society, to the profession and to me."

Danielle Healey, Senior Principal, Fish & Richardson PC, Justice Council Member.



THE NATIONAL LGBT BAR ASSOCIATION

1200 18th Street NW | Suite 700 | Washington, DC 20036

PHONE: (202) 637-7661 | EMAIL: info@LGBTbar.org | LGBTbar.org