

2019 ANNUAL REPORT

THE **LGBT**
BAR





A background photograph of a group of people at a professional event. In the foreground, a woman with long brown hair and black-rimmed glasses is looking towards the right. Behind her, a man with dark curly hair is also looking in the same direction. To the left, the back of a woman's head and shoulder are visible. The setting appears to be an indoor conference or meeting space with warm lighting.

PG. 2

Letter from the
Executive Director

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Joint Letter from the
Presidents

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Advocacy & Programs

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2019 Sponsors

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2019 Donors

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Boards of Directors

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Development

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Organizational
Financials



DEAREST FRIENDS,

This year marks another year of triumphs for the National LGBT Bar Association, our Foundation, and the LGBTQ+ community—a feat you should take pride in. Throughout the year, we have succeeded in promoting LGBTQ+ equality across the legal profession, expanding the voices of LGBTQ+ people, and presenting inclusive programs.

At this year's annual Lavender Law® Conference and Career Fair, the largest LGBTQ+ legal conference in the world, we welcomed just over 1,700 registered attendees from across the legal profession to participate in workshops and presentations, as well as a career fair featuring over 180 recruiters for more than 370 promising, top-tier law students. And while Lavender Law is our signature event, it's also just one of the many facets of the transformative work we do to support law students and strengthen the presence of LGBTQ+ people in and through the legal profession.

During this year, we worked diligently to support LGBTQ+ law students across the nation and to transform the legal profession with respect to inclusion and equality. We launched our first annual law school campus climate survey and related toolkit to help law school administrators identify areas of strength and inclusion, as well as areas for improvement. The survey's findings also help prospective law students understand how welcoming law schools are. Over 65 law schools responded to our survey in this inaugural year.

We also released our LGBTQ+ inclusion and consulting program, Lavender Law 365, a highly personalized program for law school communities, law firms, and corporations. Lavender Law 365 supports organizations committed to ensuring full LGBTQ+ inclusion.

In addition to these program launches, we held our first-ever Legal Equality and Diversity (LEAD) Academy, which provides LGBTQ+ and ally law students with an in-depth view of the underpinnings and history of LGBTQ+ law and advocacy.

Our campaign against LGBTQ+ panic defenses has also grown larger:

- Eight states have passed legislation banning the defense strategy, including California, Illinois, Rhode Island, Nevada, Connecticut, Maine, Hawaii, and New York.
- Eight jurisdictions have introduced legislation to ban the defense strategy: Massachusetts, Pennsylvania, New Jersey, Minnesota, Texas, New Mexico, Washington, D.C., and Washington state.
- On the federal level, we re-introduced legislation in Congress to ban the defense strategy.

Although our community continues to face setbacks engineered by this administration, we remain hopeful, dedicated, and inspired to succeed. Despite all of these challenges, we know that the work you and I do to preserve and expand equality in and through the legal profession makes a difference in the lives of everyday people, whether they're lawyers, law students, advocates, parents, or defendants.

Your support for this organization is crucial as we continue our fights, venture into new fronts, and maintain a perpetually growing professional network for LGBTQ+ legal professionals. We at the LGBT Bar sincerely thank all of our sponsors and members for their support over the past year, and I look forward to our continued partnership in the ongoing struggle for LGBTQ+ equality.

Warmly,

D'Arcy Kemnitz, Esq.

Executive Director, National LGBT Bar Association



Wesley Bizzell
President,
National LGBT Bar
Association



Nancy Halas
President,
National LGBT Bar
Foundation

DEAREST DONORS AND FRIENDS,

We are so proud that the National LGBT Bar Association and its Foundation continue their strong partnership founded upon shared aspirations: Strengthening protections for the LGBTQ+ community and bolstering the success of LGBTQ+ attorneys, judges, law students, and other legal professionals. Even in the face of difficult and worrisome times for many in our community, the National LGBT Bar is effectuating necessary and positive change through outreach, education, and advocacy.

Our annual Lavender Law® Conference and Career Fair remains a highlight of the year for many in our profession and continues to be the largest LGBTQ+ legal conference in the world! This year's event brought together close to 1,700 attendees, including over 370 law students and over 400 recruiters, exhibitors, and sponsors for three exciting days of legal education, networking, and recruiting. To build upon the learning environment fostered at the Lavender Law Conference, we have established Lavender Law 365 to help organizations foster the most LGBTQ+ inclusive, supportive, and welcoming schools and workplaces where everyone feels safe and included, and supported to succeed.

In addition, we produced over 70 programs to address the full range of issues facing our vibrant rainbow of a community, including our inaugural law school campus climate survey and the Legal Equality and Diversity (LEAD) Academy. We also brought back our successful Judiciary Nuts & Bolts Academy, hosted two Out & Proud Corporate Counsel Award Receptions, and honored amazing and inspirational leaders in our community.

None of these efforts would be possible without your generous financial support. As you read through this annual report, please take pride in this work we've done together. With your continued—and increased—contributions and sponsorships, the National LGBT Bar will be able to further promote justice in and through the legal profession for the LGBTQ+ community. As each of you knows, such work is of paramount importance today as our community continues to be subject to hostile laws and shameless discrimination.

Thank you,

Wesley Bizzell
President, National LGBT Bar Association

and

Nancy Halas
President, National LGBT Bar Foundation

“Since its founding 30+ years ago, the National LGBT Bar has fiercely advocated for equality. It’s one of the many reasons the LGBT Bar is such a remarkable and successful organization. Today, I’m so proud that—because of our work—legislatures are banning the use of the LGBTQ+ panic defense, prohibiting the discriminatory exclusion of LGBTQ+ jurors, and repealing anti-LGBTQ parenting and adoption laws.”

— **Wesley Bizzell**, Senior Assistant General Counsel and Managing Director of Political Law & Ethics Programs, **Altria Client Services LLC**, LGBT Bar Association President, 2019

ADVOCACY & PROGRAMS

This year, the LGBT Bar expanded our campaign against the LGBTQ+ panic defense, bestowed nearly 50 awards, and hosted our biggest Lavender Law® Conference and Career Fair to date.

LGBTQ+ PANIC DEFENSE

The LGBT Bar is proud to be leading the effort to ban the LGBTQ+ panic defense.

As of November 1, 2019, the following states **passed** legislation to ban the defense strategy: California, Illinois, Rhode Island, Nevada, Connecticut, Maine, Hawaii, and New York.

As of November 1, 2019, the following jurisdictions **introduced** legislation to ban the defense strategy: Massachusetts, Pennsylvania, New Jersey, Minnesota, Texas, New Mexico, Washington, D.C., and Washington state.

AWARDS

This year, we celebrated LGBTQ+ and ally legal professionals and law students whose work has made a positive impact on the LGBTQ+ legal community through seven award categories:

- Dan Bradley Award
- Out & Proud Corporate Counsel Award
- Best LGBTQ+ Lawyers Under 40 Awards
- Frank Kameny Award
- Student Leadership Award
- Leading Practitioners Award
- Michael Greenberg Student Writing Competition



2019 LAVENDER LAW CONFERENCE AND CAREER FAIR

Our 2019 Lavender Law Conference & Career Fair was held in Philadelphia, Pennsylvania, with around 1,700 registered attendees, including over 370 law students from around the country. This year's conference brought in over 200 sponsors and more than 180 recruiters, including law firms, government agencies, and nonprofits.

ADVOCACY & PROGRAMS

In 2019, the LGBT Bar's advocacy and programming took on ambitious heights, including launching Lavender Law 365, our LGBTQ+ inclusion and consulting program, and holding our first-ever LEAD Academy for law students. We also expanded our programs for law school students, with the overall goal of supporting individual law student success, empowering our affiliate groups, and helping law schools improve their campus climate for LGBTQ+ students.

Lavender Law 365

Lavender Law 365 is an LGBTQ+ inclusion coaching and consulting program for law firms, law schools, and workplaces. This comprehensive program is personally tailored in discussions with organizational leadership to support implementation of best practice standards for LGBTQ+ equity.



JUDICIAL NUTS & BOLTS ACADEMY

Our Judicial Nuts & Bolts Academy provides legal professionals with the tools and networks they need to end up on the other side of the bench. This intensive workshop welcomes legal professionals from all backgrounds and parts of the country. This year's Academy included a panel with Judge Tara M. Flanagan, Judge Mike Jacobs, Judge Larnzell Martin, Jr., and Judge G. Helen Whitener.

LAW STUDENT CONGRESS

Our Law Student Congress is the only national LGBTQ+ law student organization in the nation. It promotes regional and national interaction between LGBTQ+ law students and lawyers. The Congress also engages in activism of concern to law students and helps LGBTQ+ students build a network within the profession.



LEAD ACADEMY

Our LEAD (Legal Equality and Diversity) Academy provides LGBTQ+ and ally law students with the tools they need to create change in and through the legal profession. Expert legal professionals and academics give students an overview of LGBTQ+ history, legal developments in the ongoing LGBTQ+ rights movement, and ways to implement a commitment to LGBTQ+ equality in their legal career.

LAW SCHOOL AFFILIATE PROGRAM

Our Law School Affiliate program provides LGBTQ+ law student groups within law schools around the country with an exclusive number of benefits for the groups themselves and their student members, including our new, comprehensive, 100-page Law Student Resource Guide.



LAW SCHOOL CLIMATE SURVEY

Our law school climate survey identified the policies and procedures specifically impacting LGBTQ+ populations in law schools. In this inaugural year, we gathered data from 67 law schools.

2019 LAVENDER LAW® CONFERENCE & CAREER FAIR SPONSORS

Leaders (\$50,000)

Fried, Frank, Harris, Shriver & Jacobson LLP

Partners (\$40,000)

Association of Corporate Counsel Foundation

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 Cook County State's Attorney's Office
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 Kings County District Attorney's Office
 New Jersey Office of the Attorney General
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 New York County District Attorney's Office
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Break-Out Session Sponsors

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2019 OUT & PROUD SPONSORS

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Bronze - \$2,500

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MINNEAPOLIS

Platinum - \$10,000

Dorsey & Whitney LLP
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Diamond - \$7,500

Drinker Biddle & Reath LLP
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Association of Corporate Counsel Foundation
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Minnesota Lavender Bar Association
Morrison & Foerster LLP
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Silver - \$3,500

Ballard Spahr LLP
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Winston & Strawn LLP

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Diamond - \$7,500

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Silver - \$3,500

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\$1,200+

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\$2,500

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THE NATIONAL LGBT BAR ASSOCIATION

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THE NATIONAL LGBT BAR FOUNDATION

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“The Lavender Law Conference and Career Fair is an essential part of building national and international unity between LGBTQ+ legal professionals. Only together, by taking the time to appreciate and support one another, can we all succeed in uplifting the next generation of LGBTQ+ legal professionals and their allies.”

— Jason Burch, *Legal Counsel, Uber, LGBT Bar At-Large Board Member, 2019*

DEVELOPMENT

STRENGTH IN NUMBERS

2019 LAVENDER LAW® CONFERENCE AND CAREER FAIR



189	1701	379
Recruiters	Registered attendees	Registered law student attendees
217	114	
Sponsors	Law schools represented	

2019 OUT & PROUD CORPORATE COUNSEL AWARD RECEPTIONS



DALLAS



MINNEAPOLIS

2019 LEADERSHIP CELEBRATION



WASHINGTON, D.C.

2019 Digital Visibility

499,176
Social media reach
439,762
Website page views

10%
Our email click-through rate
As compared to the
3% industry average
click-through rate

41%
Our email open rate
As compared to the
21% industry average
open rate

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets	June 30, 2019	June 30, 2018
Cash and cash equivalents	\$138,439	\$110,136
Accounts receivable	\$5,694	\$1,709
Dues from Foundation	\$77,973	\$53,935
Prepaid expenses	\$3,558	\$3,391
TOTAL CURRENT ASSETS	\$225,664	\$169,171
INVESTMENTS	\$155,095	\$148,220
INVESTMENTS, DEFERRED COMPENSTION	\$20,050	\$16,368

Property and Equipment

Furniture and equipment	\$3,075	\$2,775
Less accumulated depreciation	(\$2,473)	(\$2,102)
Net Property and Equipment	\$602	\$673
Securit Deposit	\$887	\$788
TOTAL ASSETS	\$402,298	\$335,220

LIABILITY AND NET ASSETS

Current liabilities

Dues to the Foundation	\$0	\$0
Deferred revenue	\$82,961	\$56,579
Accrued salaries	\$8,202	\$13,370
TOTAL CURRENT LIABILITIES	\$91,163	\$69,949
DEFERRED COMPENSATION PAYABLE	\$20,050	\$16,368

Net Assets

Unrestricted	\$291,085	\$248,903
TOTAL NET ASSETS	\$291,085	\$248,903
TOTAL LIABILITIES AND NET ASSETS	\$402,298	\$335,220

NATIONAL LGBT BAR ASSOCIATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2019 V. YEAR ENDED JUNE 30, 2018

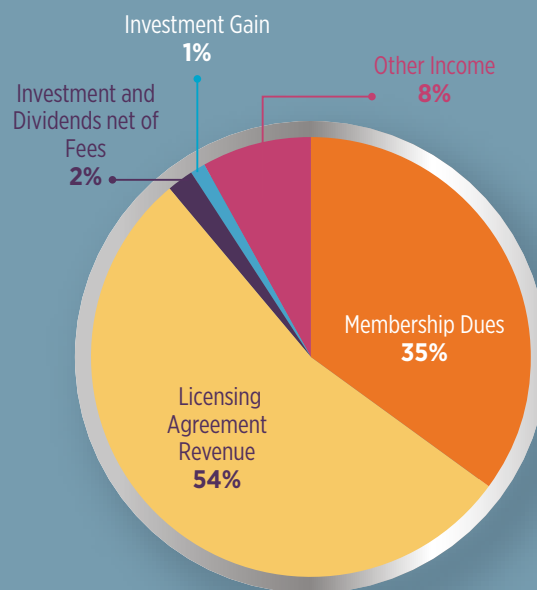
REVENUE	June 30, 2019		June 30, 2018	
Membershp dues	\$122,219	35.0%	\$113,874	47.4%
Licensing agreement revenue	\$190,306	54.5%	\$103,389	43.0%
Investment and Dividends, net of fees	\$5,935	1.7%	\$4,338	1.8%
Investment Gain	\$2,235	0.6%	\$260	0.1%
Other Income	\$28,479	8.2%	\$18,573	7.7%
TOTAL REVENUE	\$349,174	100%	\$240,434	100%

EXPENSES

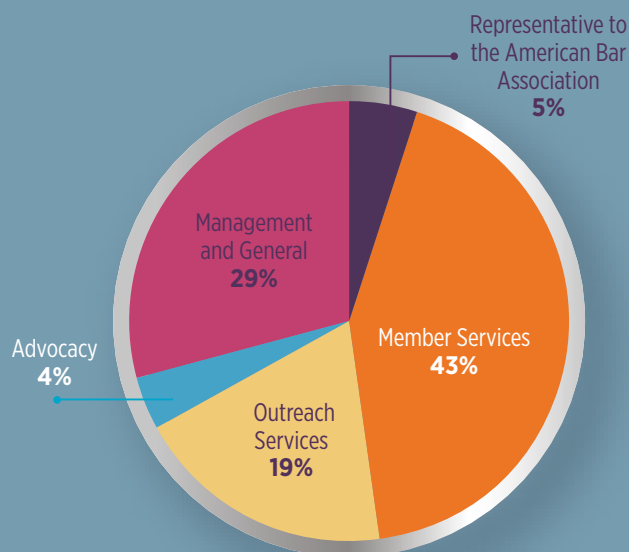
Program Services

"Representative to the American Bar Association"	\$15,978	5.2%	\$19,850	7.7%
Member services	\$132,723	43.2%	\$115,967	44.7%
Outreach Services	\$57,846	18.8%	\$58,668	22.6%
Advocacy	\$10,572	3.4%	\$12,078	4.7%
TOTAL PROGRAM SERVICES	\$217,119	70.7%	\$206,563	79.7%
Management and General	\$89,873	29.3%	\$52,763	20.3%
TOTAL EXPENSES	\$306,992	100%	\$259,326	100%
Change in Net Assets	\$42,182		(\$18,892)	
NET ASSETS, BEGINNING OF YEAR	\$248,903		\$267,795	
NET ASSETS, END OF YEAR	\$291,085		\$248,903	

ASSOCIATION REVENUE



ASSOCIATION EXPENSES



NATIONAL LGBT BAR FOUNDATION STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets	June 30, 2019	June 30, 2018
Cash and cash equivalents	\$1,152,645	\$1,140,349
Accounts receivable	\$350,200	\$87,725
Due from Association	\$0	\$0
Prepaid expenses	\$92,618	\$31,708
TOTAL CURRENT ASSETS	\$1,595,463	\$1,259,782
INVESTMENTS	\$983,765	\$940,686
INVESTMENTS, DEFERRED COMPENSTION	\$60,150	\$49,104
Property and Equipment		
Furniture and equipment	\$11,900	\$11,000
Less accumulated depreciation	(\$10,094)	(\$8,981)
Net Property and Equipment	\$1,806	\$2,019
Securit Deposit	\$3,525	\$3,225
TOTAL ASSETS	\$2,644,709	\$2,254,816

LIABILITY AND NET ASSETS

Current liabilities

Accounts Payable & Accrued Liabilities	\$77,048	\$45,058
Due to Association	\$77,973	\$53,935
Deferred Revenue	\$1,416,082	\$1,226,202
TOTAL CURRENT LIABILITIES	\$1,571,103	\$1,325,195
DEFERRED COMPENSATION PAYABLE	\$60,150	\$49,104

Net Assets

Unrestricted	\$1,013,456	\$865,211
Temporarily Restricted	\$0	\$15,306
TOTAL NET ASSETS	\$1,013,456	\$880,517
TOTAL LIABILITIES AND NET ASSETS	\$2,644,709	\$2,254,816

NATIONAL LGBT BAR FOUNDATION STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2019 V. YEAR ENDED JUNE 30, 2018

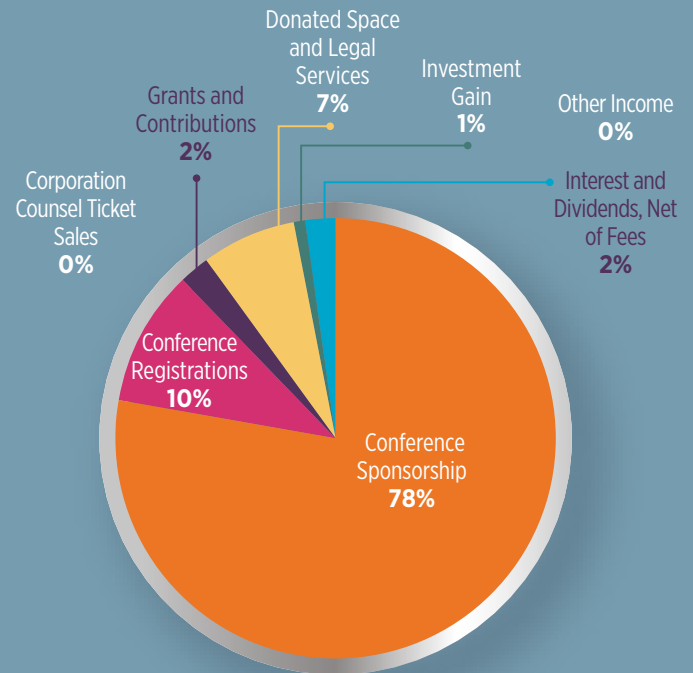
REVENUE	June 30, 2019		June 30, 2018	
Conference Sponsorships	\$1,588,050	78.0%	\$1,283,425	68.3%
Conference Registrations	\$205,393	10.1%	\$169,166	9.0%
Corporation Counsel Ticket Sales	\$8,425	0.4%	\$21,500	1.1%
Grants and Contributions	\$40,836	2.0%	\$144,688	7.7%
Donated Space and Legal Services	\$145,543	7.2%	\$231,612	12.3%
Interest and Dividends, net of fees	\$36,036	1.8%	\$25,611	1.4%
Investment Gain	\$10,889	0.5%	\$2,310	0.1%
Other Income	\$266	0.01%	\$615	0.03%
TOTAL REVENUE	\$2,035,438	100%	\$1,878,927	100%

EXPENSES

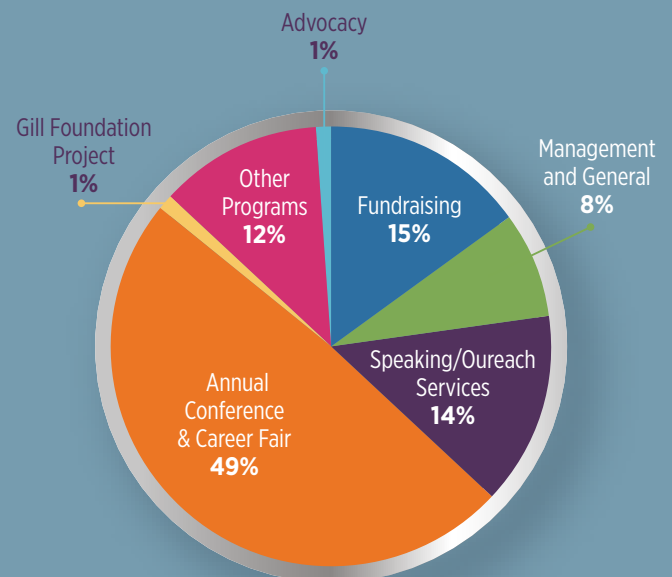
Program Services

Speaking/Outreach Services	\$272,092	14.3%	\$351,479	17.9%
Annual Conference & Career Fair	\$938,294	49.3%	\$991,924	50.4%
Gill Foundation Project	\$21,500	1.1%	\$59,694	3.0%
Other Programs	\$229,470	12.1%	\$186,401	11.6%
Advocacy	\$13,278	0.7%	\$15,579	0.8%
TOTAL PROGRAM SERVICES	\$1,474,634	77.5%	\$1,605,077	81.6%
Fundraising	\$272,997	14.3%	\$307,029	15.6%
Management and General	\$154,868	8.1%	\$54,386	2.8%
TOTAL EXPENSES	\$1,902,499	100%	\$1,966,492	100%
Change in Net Assets	\$132,939		(\$87,565)	
NET ASSETS, BEGINNING OF YEAR	\$880,517		\$968,082	
NET ASSETS, END OF YEAR	\$1,013,456		\$880,517	

FOUNDATION REVENUE



FOUNDATION EXPENSES





“I’ve developed personal connections with judges, in-house counsel, government lawyers, activists and talented students, all of whom have helped me develop as a professional.”

— **Norma Barnes-Euresti**
Chief Counsel for Labor, Employment, Ethics and Compliance, Kellogg Company, LGBT Bar At-Large Board Member, 2019



THE NATIONAL LGBT BAR ASSOCIATION

1701 Rhode Island Ave NW | Washington, DC 20036

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