



# Justice 2020:

GLAD'S STRATEGIC VISION 2016–2020

Through strategic litigation, public policy advocacy, and education GLBTQ Legal Advocates & Defenders (GLAD) has worked for almost four decades in New England and nationally to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation.

“A legal powerhouse.”

(Hartford Courant)

“Since it was founded in 1978, GLAD has exerted an outsize influence in the debate over gay rights, winning victories that have helped transform the lives of people once routinely treated like pariahs”

(Boston Globe)

**G**LAD dreams big—and makes those dreams a reality. Time after time we have broken through resistance and prejudice to make real progress with marriage equality, HIV protections, transgender rights, and more. And we are committed to staying on the cutting edge of LGBTQ rights, and to keeping our eyes on the counter-movement, which is fighting hard to roll back our progress.

These are paradoxical times for the LGBTQ community. Through hard work and smart strategy, together we have achieved thrilling victories. At the same time, GLAD gets sobering calls every day, through GLAD Answers, about obstacles our community faces: queer students of color who are disproportionately disciplined at school; transgender people who struggle to gain employment or even just use the bathroom in peace; people in prison unable to get health care; parents who have lost their legal relationship with their children; folks facing discrimination based on others' religious objections.

What we see and address here in New England reflects and relates to the national struggle. GLAD also acts on the national stage when the situation demands our unique skills or experience. With all we have learned, we are in a position to bring true justice to all in our community. It's not just an opportunity—it's a responsibility. We work toward a day when all of us are not only tolerated under the law, but celebrated as part of the rich diversity of our society.





# Equality in Law

Using impact litigation, legislative lawyering, and public education, GLAD will achieve legal progress on the broad range of challenges facing our entire community, including:

- ▲ *Ending discrimination at work, at home, and in public spaces*
- ▲ *Blocking the counter-movement, including improper religiously-based discrimination*
- ▲ *Expanding protections for all families, no matter how they are formed*
- ▲ *Fighting HIV discrimination and stigma*
- ▲ *Increasing legal rights and protections for transgender people*
- ▲ *Promoting the safety and well-being of all LGBTQ youth*
- ▲ *Ensuring that LGBT older adults are treated with fairness and dignity*

# Equality in Daily Life

Even as we dismantle discriminatory laws and pass new, affirming policies, we recognize that not all members of our community are equally lifted by our victories. GLAD's work must improve the lives of all LGBTQ and HIV-positive people, with particular attention to the needs of LGBTQ people of color, low-income individuals, immigrants, prisoners, youth, and elders.

## RACIAL AND ECONOMIC JUSTICE

*Half of black gay and bisexual men will contract HIV in their lifetime. LGBTQ youth of color are disproportionately targeted by police. LGBTQ undocumented immigrants seeking asylum in the U.S. are re-traumatized in detention facilities. We can and must do better as one LGBTQ community. Through intentional, sustained partnerships with LGBTQ communities of color, strategic interventions that challenge discriminatory policies and practices, and coalition engagement with allied social justice movements, GLAD will do this work. We will pay equal attention to our organizational culture, practices, and staff and board composition to ensure that they reflect these values.*

## ACCESS TO JUSTICE

*Laws are simply words on paper until they are given might and meaning in people's daily lives. We must increase enforcement of existing LGBTQ legal rights by expanding our community's access to the justice system. GLAD will use new models to make our GLAD Answers legal information service more mobile and accessible. We will expand our outreach to marginalized members of our community, and help build LGBTQ-competent legal services and representation throughout New England.*



# A Regional Organization with a National Impact

GLAD will continue to have an outsized impact on LGBTQ progress nationally by:

- ▲ *Setting groundbreaking legal precedents for the nation, such as our victory against a Catholic school that discriminated against a gay employee*
- ▲ *Strategically pursuing federal litigation and legislation, as in our work to secure protections for transgender people under the Americans with Disabilities Act*
- ▲ *Serving as leaders and trusted collaborators in our movement, with legal staff who are widely recognized as national experts and strategists*

We have the opportunity to transform New England into an equality zone. By 2020, we will achieve in all 6 New England states:

- ▲ *Comprehensive non-discrimination laws*
- ▲ *Legal recognition of all LGBTQ families, regardless of what they look like or how they are formed*
- ▲ *Public and private insurance coverage for transgender health care*
- ▲ *LGBTQ-inclusive anti-bullying laws*

## STRENGTHENING STATE PUBLIC POLICY ADVOCACY

*We will work to ensure that LGBTQ voices are heard in all branches of state government, through new initiatives, coalitions, and campaigns. With fewer state-wide LGBTQ equality groups now in New England, GLAD will convene and support state and local movement leaders to set a shared public policy agenda, respectfully bringing our expertise and relationships to the table.*



# The Next Generation of GLAD Leadership

Backed by our fearless community, GLAD has led the way on groundbreaking victories. To sustain the power of GLAD's work, we must strengthen and grow our community of champions—including our board of directors, staff, legal partners, supporters, donors, and constituents. We will recruit and nurture new leadership, as we have for our entire history, to ensure success for the next generation of our movement. With the support of the entire community, GLAD will remain on the leading edge of progress for years to come.

**FUNDING OUR FUTURE:** Together, we have moved mountains and there's no stopping now. Leading up to GLAD's celebration of its 40th year in 2018, GLAD is engaging motivated long-time and new supporters to invest in our bold, clear vision of a future with true justice for all. You can ensure that GLAD will be there for the LGBTQ community well into the future by:

- ▲ *giving sustaining monthly gifts*
- ▲ *making a multi-year pledge*
- ▲ *including GLAD in your estate plan*

When you invest in GLAD, you too are on the leading edge of progress and social change. To learn more, please contact us at [giving@glad.org](mailto:giving@glad.org) or visit us at [www.glad.org](http://www.glad.org). Thank you!

