



GLBTQ Legal Advocates & Defenders

Justice with Pride

18 Tremont Street, STE 950, Boston, MA 02108

POSTAGE
INFO



Pride. Protest. Permanent Injunctions.

Pride was originally a protest, and this year that's more relevant than ever – join GLAD Law at a Pride near you.

Dyke March:

June 13 – Boston, MA

Boston Pride For The People:

June 14 – Boston, MA

March with us! Sign up at
GLADLaw.org/BostonPride

Pride Portland:

June 21 – Portland, ME

Nashua Pride Festival:

June 21 – Nashua, NH

Rhode Island Pride Fest:

June 21 – Providence, RI

Newport Pride:

June 28 – Newport, RI

Boston Black Pride:

July 2-6 – Boston, MA

Pride Worcester:

September 6 - Worcester, MA

Hartford Pride:

September 13 – Hartford, CT

Palm Springs Pride:

November 6 – Palm Springs, CA



GLAD LAW BRIEFS

SUMMER 2025

Day One and Every Day Since: GLAD Law's Relentless Defense of LGBTQ+ People

In the face of sweeping anti-LGBTQ+ executive orders, we took immediate legal action to stop, delay, and reduce harm.

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Since taking office, President Trump has unleashed a barrage of executive orders targeting – among many others, immigrants, law firms, long-fought efforts to expand equality and inclusion, and LGBTQ+ people, particularly transgender members of our community. These policies immediately threatened safety, dignity, and equal treatment under the law, amounting to a full-scale attack on transgender people's lives.

Within the first weeks of the new administration, the magnitude and speed of attacks heightened what had already been an emergency situation for LGBTQ+ people in many states. We took decisive action – GLAD Law filed multiple lawsuits in the first days of the Trump administration to protect as many of the people most impacted from immediate harm as possible.

OUR LEGAL CHALLENGES

An Executive Order Aimed at Making it Impossible for Transgender People to Live Their Lives

Executive Order 14168, signed on Day One, made it clear that transgender people would be among the administration's primary targets. The order directed agencies across the government to operate as if transgender people don't exist, removing vital federal protections and denying access to essential documents like accurate passports and visas.

One of the government's first actions under the order was to demand transgender women incarcerated in federal prisons be moved to men's facilities and cut off from medically necessary health care. Transgender women face incredible brutality and increased risk of harassment and sexual assault when housed with men, something the government's own data shows.

When calls from incarcerated transgender women and their loved ones came in, we knew we had to act quickly. We filed a trio of lawsuits challenging the dangerous policy changes that threatened these women's safety, *Moe v. Trump*, *Doe v. Bondi*, and *Jones v. Bondi*. The courts ruled swiftly in each case to issue temporary restraining orders and then preliminary injunctions, so our plaintiffs all remain

INSIDE

10 Years After Obergefell: LGBTQ+ Families.....	3
GLAD Law Across The Country: Our Events From Palm Springs to Provincetown.....	4
Meet our New Legal Director Josh Rovenger.....	8
Legal Updates.....	9
GLAD Law Answers Update: Care and Courage.....	14



GLBTQ Legal Advocates & Defenders

Justice with Pride

..... continued on page 6

From the Executive Director

Poet Nikkita Gill shared an image online a while back which read:

“Everything is on fire, but everyone I love is doing beautiful things and I don’t have to believe in everything, but I believe in that.”

Those words, to me, are a reminder of something potent: we are not powerless in this fight.

The Trump administration’s rapid-fire policy changes and executive orders have created widespread confusion, panic, and fear. The values, traditions, and structures that united us as Americans are being undone and, in their place, is uncertainty-- for our families, our communities, our country, and our democracy.

What keeps me going is the practice of radical acceptance – the process of fully acknowledging reality as it is. By recognizing the rubble before us – we can tap into the defiant spirit that tells us that regardless of our current circumstance, we need not be rendered powerless by it.

It’s sobering, infuriating, and for me, it’s also fuel to show up courageously.

GLAD Law is showing up courageously every day to protect LGBTQ+ people and defend democratic principles. To date, we have filed six challenges to executive orders targeting our community and secured multiple court orders blocking dangerous Trump Administration policies. Our GLAD Law Answers help line has provided legal information and made referrals to over 2,000 people since the beginning of the year.

Our strategy is to stop what we can immediately, slow down what we can’t stop fully, and reduce harm however possible. Our commitment is to counter efforts to divide us, to respond to the concerns of our community, and to use all aspects of law to uphold liberty, equality, and democracy. And, as you will read in the pages that follow, it’s been effective.

I’m so incredibly proud of all our

amazing staff for meeting this moment and so grateful for your support of this critical work.

We know our power. We know the courts still matter. We know queer people will not back down in the face of adversity. And we know that safeguarding our families, protecting our access to healthcare, and the ability to safely navigate life is paramount.

The pace and scope of what we’re facing is unprecedented, but GLAD Law is doing what we’ve always done: standing firm, acting swiftly, and fighting strategically for justice.

With pride,
**Ricardo
Martinez**



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Left: Mary Bonauto at the Supreme Court for *Obergefell v. Hodges*

Right: A family in MA, friends of GLAD Law

10 Years After *Obergefell*, Our Work to Protect LGBTQ+ Families Continues

*GLAD Law led the fight for marriage equality, from the first state court win in Massachusetts to arguing the landmark *Obergefell v. Hodges* case at the U.S. Supreme Court. Now, we're working to make sure all LGBTQ+ families, and our ability to build and grow them, are protected.*

This June 26 marks the tenth anniversary of the *Obergefell v. Hodges* Supreme Court ruling that made marriage equality the law of the land. The historic ruling followed years of work in the courts and state legislatures, alongside many thousands of LGBTQ+ people and supporters across all backgrounds, faiths, and regions of the country.

Ten years on, it's clear that nationwide marriage equality has been good for LGBTQ+ people and our children. Beyond that, it strengthens communities by respecting families, improving health and economic stability for couples and parents raising kids, and assists businesses and other economic actors by removing the complications of a patchwork system of marriage recognition. It's no surprise that

the vast majority of Americans continue to strongly support marriage equality. Likewise, in 2022, a bipartisan Congress codified *Obergefell's* constitutional guarantees of equal recognition and respect from states and the federal government for LGBTQ+ people's and other marriages into federal law with the Respect for Marriage Act.

Politicians in a handful of states have introduced resolutions this year urging the Supreme Court to overturn *Obergefell*. But these measures have not gained traction and have been rebuffed, including by Republicans who view marriage equality as settled and have moved on. Even if passed, a resolution would have no practical effect and is not a route to Supreme Court review. GLAD Law is prepared to defend against any attempts to chip away at *Obergefell's* protections – but even in this moment when we are facing increased anti-LGBTQ+ policies, we can be clear: neither the federal government nor any state can take away your marriage.

Widening the lens, even in this extraordinarily challenging year, we are protecting family and parent-child relationships beyond marriage, too.

The Pennsylvania Supreme Court ruled to protect the relationship between a lesbian non-birth mother and her child. The legislature is now also considering a Parentage Act that would ensure paths for all children to have the security of a legal tie to both of their parents, no matter their parents' gender or marital status, or how their family was formed.

GLAD Law has been instrumental in passing such laws in many states over the last 15 years, with the latest wins including the Michigan Family Protection Act and the Massachusetts Parentage Act, both effective in 2025. New Mexico also enacted a confirmatory adoption law this year, providing a streamlined path for same-sex parents to confirm their legal relationship with their child and ensure it will be respected wherever they move or travel. A similar bill was just signed into law by Phil Scott, Governor of Vermont, bringing the number of states with such laws to ten.

But we have also seen warning signs that the Trump administration and its political allies aim to target LGBTQ+ families, restrict

continued on page 12

GLAD Law across the country

From Palm Springs to Maine, Boston to D.C., and a bold new Women's Week event in Provincetown, GLAD Law is traveling the country with events that unite, empower, and inspire.



PAML SPRINGS EVENT
March 9 | Palm Springs, CA



UPCOMING



SUMMER PARTY
Saturday, July 26 | Provincetown, MA

UPCOMING



SPIRIT OF JUSTICE AWARD DINNER
Thursday, November 6 | Boston



LEGACY SOCIETY BRUNCH
March 22 | Boston, MA



RHODE ISLAND EVENT
May 28 | Providence, RI



LINCOLN HOUSE PARTY
June 1 | Lincoln, MA



WOMEN'S WEEK
October 12 | Provincetown, MA



MAINE EVENT
Fall | Portland, ME



PHILADELPHIA EVENT
June 4 | Philadelphia, PA

from page 1

EXECUTIVE ORDER CHALLENGES

housed appropriately at women's facilities and can access medical care, as litigation continues.

It's no coincidence that the part of that Day One executive order directing the transfer of transgender women to men's facilities — in violation of the data-backed individual placement assessment policy in place for well over a decade — was among the most concrete and quickly acted upon by the new administration.

That brutality was a test of the public's tolerance for how much cruelty can be carried out, and how far the government can push before resistance kicks in.

Prisons were only the beginning. This administration has used fear and disinformation to chip away at medical

care for transgender youth, disappear immigrants to foreign prisons on fabricated pretenses with no opportunity to make their case in court, and label peaceful protestors as national security threats. The common thread is clear: dehumanizing and targeting the most marginalized to see what they can get away with.

When the government strips one group of due process, it's not just a policy shift—it's a trial balloon. If cruelty and undermining of the rule of law go unchecked, that is ceded ground that ultimately impacts all of us.

The promise of this country and our constitution is that everyone deserves humane treatment, due process, and equal protection under the law. It is up to all of us to ensure that this government—and any government—fails its bet on how much inhumanity the country is willing to

ignore. Our democracy and humanity are at stake.

"Soaked in Animus": The Administration Attempts to Purge Transgender Servicemembers

On January 27, the Trump administration issued an executive order banning transgender individuals from serving in the military. The sweeping order directed the swift removal of existing servicemembers regardless of skill, experience, or record.

It also prohibited any transgender person from enlisting regardless of their ability to meet or even exceed the standards.

The order did not hide the administration's hostility toward transgender people. In language a federal District Court judge in D.C. called "soaked in animus," it brands transgender people as dishonest, selfish, undisciplined, and unfit. The bias behind the order became even clearer in the follow-up guidance from the Department of Defense, issued on February 26. The memo framed the policy as one grounded in maintaining "readiness, lethality, cohesion, honesty,

humility, uniformity, and integrity"—and baselessly claimed that transgender people lack these qualities.

Having challenged Trump's first transgender military ban in 2017, GLAD Law was ready. On the day after Trump issued his latest order to purge transgender servicemembers, GLAD Law and our partner National Center for Lesbian Rights filed *Talbott v. USA* on behalf of multiple individuals who have honorably and courageously served their country and were facing imminent discharge under the ban.

On March 18, the D.C. District Court issued a nationwide preliminary injunction in *Talbott* halting enforcement of the ban, in a ruling finding it to be based in animus: "Its language is unabashedly demeaning, its policy stigmatizes transgender persons as inherently unfit, and its conclusions bear no relation to fact."

Noting that "thousands of transgender servicemembers have sacrificed—some risking their lives—to ensure for others the very equal protection rights the Military Ban seeks to deny them," the Court found that the ban discriminates based on transgender status and sex. Then, a federal Court in Washington State issued a second nationwide preliminary injunction against the ban in a case brought by our legal movement partners at Lambda Legal and Human Rights Campaign.

On May 6, the Supreme Court, in *United States v. Shilling*, granted the Trump administration's April 24 motion for an emergency order allowing it to implement the ban while the case is being heard in the courts. The Court did not explain its decision.

"The Supreme Court's decision to allow the military ban to go into effect is devastating for the thousands of qualified transgender servicemembers who have met the standards and are serving honorably, putting their lives on the line for their country every single day," said Jennifer Levi on the day of the ruling. "Today's decision only adds to the chaos and destruction caused by this administration. It's not the end of the case, but the havoc it will wreak is devastating and irreparable. History will confirm the weight of the injustice done today."

It is a tremendous honor to represent courageous and dedicated transgender servicemembers, and we are determined to see this ban overturned for good. We endeavor to match the courage of our plaintiffs as we fight against the hostility of this administration in the courts.

"The forced separation of dedicated, qualified servicemembers, the dismantling of careers, and the disrespect shown to families who have sacrificed so much is so counter to our military values. This ban disregards merit and achievement and unleashes unfathomable harms upon the lives, families, and careers of transgender servicemembers."

**— Second Lieutenant Nicolas Talbott
U.S. Army Reserve, Platoon Leader**

The transgender servicemembers we represent serve across all branches of the military and are contributing among the highest levels, including a Major, a Captain, a Sergeant, and a Navy Pilot. They bring decades of experience, training, and education, including a West Point education and several master's degrees. They have decorated careers, with commendations ranging from Sailor of the Year and Meritorious Service Medals to Joint Service Commendations and a Bronze Star. Some have been a part of decorated military families spanning generations and have served honorably throughout the country and the world on many deployments.

Challenging Trump's Ban on Transgender Girls in School Sports

In February, the administration issued an executive order threatening to pull funding from public schools if they do not ban transgender girls from participation in sports.

"The Trump administration's executive orders amount to a coordinated campaign to prevent transgender people from functioning in society. The systematic targeting of transgender people across American institutions is chilling, but targeting young people in schools, denying them support and essential opportunities during their most vulnerable years, is especially cruel," said Chris Erchull, Senior Staff Attorney, when we filed to expand our existing New Hampshire sports ban case to include a legal challenge to the federal order.

"I felt very upset that this has been happening towards a vulnerable community like the trans community, and frankly, it's just unwarranted."

– Iris Turmell



Our lawsuit, *Tirrell and Turmell v. Edelblut*, challenges HB 1205, a state law passed in 2024 banning all transgender girls in grades 5-12 from participating in school sports in New Hampshire public schools. Last September, the Court ordered that our high school student plaintiffs Parker Tirrell and Iris Turmelle be allowed to play sports during the litigation, ruling that the state law discriminates against transgender students in violation of Title IX and the U.S. Constitution.

The federal ban, like the state law, singles out and discriminates against transgender girls and insinuates that they are not deserving of the same educational opportunities as all other students. Every child has a right to equal opportunities at school, and all students do better when they have access to resources that improve their mental, emotional, and physical health, including the opportunity to play sports with their friends. We'll continue to defend every student's right to learn, grow, and belong – at school and in all areas of life.

..... continued on page 11

TIMELINE

GLAD Law's Legal Response to Trump's Anti-LGBTQ+ Executive Orders

JANUARY 20

Executive Order 14168 Issued

Targets transgender people across federal agencies: passports, prisons, shelters, government websites and forms, and more.

GLAD Law challenges filed January 26

JANUARY 27

Executive Order Bans Transgender Military Service

Trump bans transgender individuals from enlisting or continuing service.

GLAD Law challenge filed January 28

JANUARY 28

Executive Order Targets Health Care for Transgender Adolescents

Attempts to ban federal funding for youth medical care and remove coverage for federal employees' transgender dependents.

FEBRUARY 5

Executive Order Bans Transgender Girls from Sports

Threatens schools with loss of federal funding for failing to exclude transgender girls from school sports.

GLAD Law lawsuit amended February 12 to include federal challenge

FEBRUARY 12

GLAD Law Wins Temporary Restraining Orders

In *Moe v. Trump* and *Doe v. McHenry*, courts block transfer of transgender women to men's prisons and preserve medical care access. *Jones v. Trump* filed same day.

MARCH 18

Nationwide Preliminary Injunction in *Talbott v. USA*

Halts the military ban's enforcement across the country.

MARCH 26

Judge Rejects Trump's Attempt to Overturn Injunction in *Talbott*

Ban remains halted. Legal protections remain in place while case proceeds.

MARCH 27

Second Nationwide Injunction Issued

A separate court blocks enforcement of the transgender military ban in our partners' case *Shilling v. USA*.

MAY 1

Talbott v. USA Plaintiffs Urge Supreme Court to Reject Administration's Arguments

32 transgender servicemembers and recruits filed friend-of-the-court brief urging the Court to leave multiple preliminary injunctions in place preventing implementation of President Trump's transgender military ban.

MAY 6

Supreme Court Allows Ban to Go into Effect While Legal Cases Continue

US Supreme Court grants stay to the government in *Shilling*, in a 6-3 ruling, allowing the transgender military ban to go into effect while lawsuits proceed. We continue the work in the courts to fight for transgender service members, current and future, to serve their country with pride.

MAY 6 & 9

GLAD Law Files Briefs in Response to Secretary of Defense Hegseth's Clear Animus

We filed two letter briefs with the US Court of Appeals for the DC Circuit after the Supreme Court ruling in *Shilling*. In our letters, we respond to the Court's lack of engagement with Secretary Hegseth's false claims regarding transgender service members, which show his clear animus for current and aspiring trans military personnel.

Josh Rovenger Joins GLAD Law as Legal Director

We're thrilled to welcome Josh Rovenger

as GLAD Law's new Legal Director! He officially joined our team on April 7 and has brought a deep passion for justice, a sharp legal mind, and years of experience fighting for civil rights in the community, in the courtroom, and at the highest levels of government.



Josh came to GLAD Law after serving as Associate Counsel to the President, Racial Justice & Equity during the Biden Administration, where he worked on a wide range of issues – from LGBTQ+ equity, democracy and civic engagement, religious freedom and access to justice, to veterans' affairs and housing. His career has always centered advancing justice and equity, whether through impact litigation, public policy, or direct legal advocacy.

Before his time at the White House, Josh was Supervising Attorney at the Legal Aid Society of Cleveland, where he led economic justice cases in state and federal courts and developed and led advocacy projects focused on systems change. As Senior Staff Attorney at the Project on Predatory Student Lending at the Harvard Legal Services Center Law Clinic, he served as lead counsel in litigation against the U.S. Department of Education and various corporations on behalf of hundreds of thousands of defrauded borrowers, leading to the discharge of more than \$6 billion in federal student debt.

Josh's leadership arrives at a pivotal moment. As attacks on LGBTQ+ rights escalate, GLAD Law is fighting harder than ever to defend our communities. "This moment is one in which future generations will ask what each of us did to fight back. It demands resilience and creativity — traits our queer community has built up over generations and that GLAD Law exemplifies," Josh said. "Having now been at GLAD Law for a few weeks, I can say with absolute confidence that the GLAD Law team is utterly fearless and refuses to back down in the face of government overreach. In collaboration with our community, this team is working day and night to push the arc of history towards justice. I am honored and exhilarated to be part of this generational fight for the multi-racial, gender-inclusive democracy we seek."

Josh's passion, sharp instincts, and deep commitment to justice are already driving our efforts forward. Together, we are resolved in the work ahead to secure lasting change, just as this urgent time demands.



Protect their future.

Make GLAD Law part of your estate plan today!

Join our Legacy Society and be part of a community of our **most dedicated supporters** with access to exclusive events and briefings.

We understand the unique estate and family planning needs of LGBTQ+ people, and we want to **help make the process easy, affordable**, and aligned with your wishes for the future.

To learn more about our Legacy Society and how to **make your will for free** through our partnership with FreeWill, visit GLADLaw.org/Legacy-Society.



Get the Resistance Briefs



The fight for LGBTQ+ and HIV justice is always evolving — and so is our strategy. Subscribe to our email list to get the Resistance Brief, Ricardo's reflections on the latest developments in law, advocacy, and the moments shaping our movement. Sign up at: GLADLaw.org/resistance-briefs



LEGAL UPDATES

Schools

Defending the Role of Inclusive Curricula in Schools: *Mahmoud v. Taylor*

On April 9, GLAD Law submitted a friend-of-the-court brief in the U.S. Supreme Court in an important case about whether parents have a religious right to receive a notice from the school and an opportunity to opt out their children from instruction with books including LGBTQ+ characters. A handful of books in the Montgomery County, MD, public schools' language arts curriculum teach literacy skills and feature LGBTQ+ characters or family members. These K-5 books, GLAD Law shows, are like many other books in the curriculum that expose children to different cultures, faiths, families, and backgrounds. GLAD Law argues that public schools help to prepare students for the marketplace of ideas and to uphold American values of liberty and freedom. The brief was joined by NCLR, HRC, Family Equality, Free State Justice, COLAGE, GLSEN, and The Trevor Project. A decision in this case is expected by the end of June. Read our brief at [GLADLaw.org/Mahmoud](https://gladlaw.org/Mahmoud).

Fighting Censorship in Public Schools: *Mejia v. Edelblut* (New Hampshire, First Circuit)

The First Circuit Court of Appeals heard oral arguments in *Mejia v. Edelblut* in April 2025, a case challenging New Hampshire's school censorship law, which prevents public school teachers from teaching or talking about race, gender, sexual orientation, disability, and gender identity. The federal district court ruled the law violates the Fourteenth Amendment rights of teachers due to its vagueness and failure to provide guidance about what is and is not permissible for classroom discussion. The Court ruled that the law threatens arbitrary and discriminatory enforcement, including the potential loss of teaching licenses. GLAD Law is litigating this case alongside NH ACLU, Disability Rights Center-NH, the National Education Association, and American Federation of Teachers. We look forward to a First Circuit ruling later this year and to permanently invalidating this law.

SUPPORTING SAFE EDUCATIONAL ENVIRONMENTS FOR ALL STUDENTS

Foote v. Ludlow

On February 19, 2025, the First Circuit

Court of Appeals upheld a Ludlow, Massachusetts public school's policy supporting transgender students. GLAD Law submitted a friend-of-the-court brief in June of 2023 with the Massachusetts Association of School Superintendents, detailing how a positive school climate is crucial to educational success for all students.

Foote v. Ludlow was filed in reaction to steps taken by teachers and staff to provide a supportive environment for students who requested the school use different names and pronouns. The First Circuit ruling affirmed that the school's action to support transgender students were squarely within the purview of educators and other school personnel to ensure an effective learning environment where all students can learn.

L.M. v. Town of Middleborough

On June 9, 2024, the First Circuit Court of Appeals in Boston upheld a lower court ruling in favor of a Massachusetts public middle school's decision to prohibit a student, "L.M.," from wearing a t-shirt containing the message "THERE ARE ONLY TWO GENDERS" in school. GLAD Law filed a brief with the Appeals Court alongside the Massachusetts Association of School Superintendents to emphasize the school's authority to address issues and behavior that can reasonably be predicted to cause substantial disruption to the school learning environment, as well as the harmful impact on student learning for all students when transgender and nonbinary students are targeted for exclusion.

The First Circuit recognized that the message on the student's t-shirt struck directly at transgender and gender nonconforming students, finding that the school was within its right to prevent L.M. from wearing it. The Court affirmed that, while students have a right to free expression, public schools may prohibit messages that will cause a substantial disruption to the school learning environment.

L.M.'s counsel filed a petition to have the case heard by the Supreme Court, which was denied in May, leaving the First Circuit decision ruling in place that affirms the school's position of maintaining a positive educational environment for all students.

Strengthening Racially Inclusive Curriculum

GLAD Law submitted testimony in support of Maine bills LD957, LD1202, and LD1474, bills that will strengthen and further integrate the teaching of Asian American, Native Hawaiian, and Pacific Islander history, African American studies, and Wabanaki studies in Maine schools. GLAD Law's testimony describes how racially inclusive school curriculum can foster a sense of belonging and community among students, increase educational achievements for all students, and prepare youth with the knowledge they need to participate in our democracy and succeed in an increasingly diverse society.

LD 957 was sponsored by Representative Eleanor Sato, LD1202 was sponsored by Senator Rachel Talbot Ross, and LD 1474 was sponsored by Representative Laurie Osher.

Building an Education System Where All Students Can Thrive: Fair Remedies for Discrimination

Unlawful discrimination is extraordinarily harmful for all people, especially students. These harms have a lasting impact that deprives young people of equal opportunities to grow, learn and succeed—and deprive us all of those young people's unique insights, talents, and contributions.

GLAD Law delivered testimony in Maine in support of LD1647, "An Act to Amend the Maine Human Rights Act to Provide Additional Remedies for Educational Discrimination," which would make compensatory damages available for students who can prove they have experienced unlawful educational discrimination. These damages were historically available under federal law until 2022, when the U.S. Supreme Court severely limited remedies for emotional distress caused by unlawful discrimination. Now, students must increasingly rely on the Maine Human Rights Act (MHRA) to protect them. However, the modest civil penalties provided under the MHRA are not enough to cover the costs of litigation or to compensate victims for the harms they suffer from discrimination in education.

LD 1647 restores the status quo as it existed before 2022, when emotional distress damages were available, and in doing so reaffirms Maine's commitment to building an education system where all students can thrive. The bill was sponsored by Senator Anne Carney.

Employment

Bernier v. Turbocam (New Hampshire)

GLAD Law represents Lillian Bernier, a machine tool operator at a large, private manufacturer of aerospace parts. Her lawsuit challenges her employer Turbocam's exclusion from its health benefits plan of coverage for any medical care for gender dysphoria. Turbocam claims that the religious beliefs of the company's owner are a legal justification for its anti-transgender discrimination. In June 2024, the federal district court denied Turbocam's motion to dismiss Lillian's claims, filed under both state and federal nondiscrimination laws. We are currently in discovery with summary judgment briefing anticipated this summer.

Defending Access to Health Care

Transgender people's access to health care is increasingly threatened at both the federal and state level.

Note: On May 1, the Department of Health and Human Services issued a report that denies decades of research that care for transgender youth is safe and effective and calls instead for dangerous and discredited practices that amount to conversion therapy by another name. This report is not based on science. It's an agenda-driven political attack on transgender young people and their families. GLAD Law continues our work to challenge this extremely harmful misinformation and denial of care in the courts and advocate for updated state protections.

Doe v. Ladapo (Florida)

GLAD Law is challenging a harmful ban on health care for transgender adolescents and first-of-their-kind restrictions on adult access to care. In June of 2024, the U.S. District Court for the Northern District of Florida issued a strong opinion finding the law unconstitutional.

In that ruling and subsequent orders, the district court rebuked the State for making "misleading assertions" and said the State was unable to "present evidence of even a single instance of improper provision of care in Florida... [or] a single

departure in this state from the widely accepted Endocrine Society and WPATH standards of care...[, or] a single patient who suffered adverse consequences or came to regret care received in this state." The district court also recognized that animus toward transgender individuals motivated the legislature.

Unfortunately, the Eleventh Circuit Court of Appeals permitted the ban to take effect while that court considers the State's appeal of the decision. The Court held a hearing on the State's appeal in January, and the ruling is pending.

US v. Skrametti

The U.S. Supreme Court heard *U.S. v. Skrametti* on December 4, reviewing Tennessee's ban on medical care for transgender adolescents. As in Florida, the Tennessee federal district court granted a preliminary injunction that temporarily halted that ban, but the Sixth Circuit allowed it to go into effect. The Tennessee plaintiffs and the U.S. Department of Justice, an intervenor in the case, filed a petition asking the Supreme Court to reverse the Sixth Circuit's stay. The Court granted the U.S. petition to address the question of whether laws banning medical care for transgender adolescents violate equal protection. The Supreme Court is continuing to deliberate, and we anticipate a ruling this June.

GLAD Law and partner civil rights groups filed a friend-of-the-court brief on September 3, 2024, arguing that by banning care for people only because they are transgender, such laws unlawfully discriminate on the basis of sex, under the same rationale the Supreme Court recently articulated in *Bostock v. Clayton County*. Read the brief at GLADLaw.org/Skrametti.

Strengthening Patient and Provider Protections in the Massachusetts Health Care Shield Law

As threats to transgender and reproductive healthcare increase at the federal level, we are working with legislators, the Attorney General, and community partners in Massachusetts to pass SD2808 sponsored by Senator Cindy Friedman, to update the existing healthcare shield law to strengthen protections for providers, patients, and families.

Clarifying Health Care Nondiscrimination Protections in Connecticut

GLAD Law submitted testimony supporting SB1380, which would reinforce

health care nondiscrimination protections for LGBTQ+ people, people of color, and all others who benefit from federal health care nondiscrimination protections. We also supported strengthening the state's shield law, through testimony on bills HB7135, introduced by the House Judiciary Committee, and SB 1530, sponsored by Senator Martha Marx.

HIV Prevention, Public Health, and PrEP

Pre-exposure prophylaxis (PrEP) is a powerful medical breakthrough that can end the HIV epidemic. When taken as prescribed, PrEP prevents HIV transmission by close to 100%. Yet too few people who are vulnerable to HIV are currently taking PrEP.

Increasing access to PrEP requires eliminating barriers wherever they exist and expanding the ways that people at risk for HIV can obtain PrEP. Threats at the federal level, including Trump administration proposals to eliminate HIV prevention funding and research infrastructure, and a looming Supreme Court ruling that could undermine ACA protections for no-cost access to PrEP, make it imperative for states to act now to protect and expand access.

Kennedy v. Braidwood Management Inc

On February 25, GLAD Law, Lambda Legal, and Mintz, alongside leading HIV, LGBTQ+, and health care organizations, submitted a brief urging the U.S. Supreme Court to uphold no-cost access to PrEP and other critical preventive health care services. The brief highlights the devastating public health consequences of undermining access to PrEP, a medication that reduces the risk of HIV transmission by 99% when taken as prescribed. Read the brief at GLADLaw.org/Braidwood.

An Act to address barriers to HIV prevention medication (Massachusetts)

H.1245/S.717, sponsored by Representatives Lewis and Moakley and Senator Cyr, would reduce cost and insurance barriers that limit access to PrEP. The bill prohibits commercial insurers, state employee insurance, and MassHealth from requiring co-pays, deductibles or other cost-sharing for PrEP, or from limiting the type of practitioner who can prescribe PrEP. It also bars insurers from imposing burdensome prior authorization requirements that delay access to the preventative medication. Importantly, this bill would ensure that long-acting injectable PrEP is accessible,

including a six-month duration injectable that is likely to be FDA-approved by the end of the year. Access to a twice-yearly injectable PrEP medication will be a game changer in reducing the underutilization of PrEP, particularly for people who are least able to adhere to a daily pill regimen. In addition, the bill creates an opportunity to get PrEP to an at-risk population by requiring state and county correctional facilities to provide PrEP, including long-acting injectable PrEP, to eligible incarcerated people upon release.

An Act to Clarify and Increase Access to HIV Prevention Medications (Maine)

GLAD Law has partnered with the Frannie Peabody Center in Maine to advocate for LD1687, sponsored by Representative Matthew Moonen. This bill would build on crucial 2021 legislation that enabled pharmacists to dispense a limited amount of PrEP without a physician prescription and required insurance carriers to cover some forms of PrEP with no out-of-pocket cost or prior authorization requirements. LD1687 would update the law in light of a groundbreaking new long-acting injectable PrEP medication anticipated to be approved by the FDA. It also promotes full implementation of the state's HIV prevention medication law by ensuring fair reimbursement for pharmacists who administer PrEP.

PROTECTING PRIVACY AND INCREASING SAFETY

Improved Privacy for Name Changes (Massachusetts)

As transgender people experience unprecedented targeting by other states and the federal government, the Commonwealth has the opportunity to align with other states and act to make the name change process simpler and safer for transgender people. An Act Protecting Personal Security, H. 1973 sponsored by Representatives Sabadosa and Lewis and S. 1045 sponsored by Senator Comerford, removes the publication requirement and increases the ability to make name change records confidential. This provision aims to protect

vulnerable people from potential discrimination, harassment, or violence that might arise from public disclosure of their name change.

Location Privacy (Massachusetts)

GLAD Law testified in support of Massachusetts H.86/S.197, the Location Shield Act, sponsored by Representatives Lipper-Garabedian and Vieira and Senator Creem, which seeks to protect privacy by preventing location data from being harvested from personal electronic devices like phones and sold to companies.

Fighting Anti-Transgender Bills in New England (New Hampshire and Maine)

While we are working to increase state-level protections for LGBTQ+ people wherever we can, we are also working with community partners to fight passage of harmful bills that target transgender people for exclusion and discrimination.

Most urgently this session, we have been working against New Hampshire legislation that would ban access to medically necessary health care for transgender adolescents and remove some protections for transgender people from the state's nondiscrimination law. In Maine, we are fighting several bills that would roll back nondiscrimination protections, and ban transgender students from playing school sports with their peers - opening the door to harassment, bullying, and abuse of all Maine girls by inviting any person to call for an invasive "gender check" on any student who wants to play sports if they think she is "too tall" or "too strong." Our school climates are improved when more children participate in extracurricular activities, and participating in sports teaches important values like perseverance, dedication, and self-assurance. We should be encouraging more young people to play sports, not putting up barriers and subjecting them to interrogation and ridicule.

State legislatures are still in session as we go to press. Visit GLADLaw.org for the latest updates on pending bills.

from page 7

EXECUTIVE ORDER CHALLENGES

Defending the Rule of Law

Perkins Coie v. US Department of Justice (District Court, DC)

In March, the law firm Perkins Coie filed a lawsuit challenging the legality of President Trump's March 6 executive order, which targets the firm with broad reprisals for its association with certain clients and causes disfavored by the President. GLAD Law, with 22 other non-profit organizations and represented by a private firm, filed an amicus brief arguing that the executive order creates a chilling effect on non-profits from petitioning the government, limits their ability to access counsel, and is an affront to the rule of law.

On May 2, the D.C. District Court found President Trump's executive order targeting Perkins Coie unconstitutional.

GLAD Law joined similar briefs in support of Wilmer Hale, Jenner & Block, and Susman Godfrey LLP, all of which were similarly targeted by the Trump administration.

The administration is working overtime in its attempts to intimidate those who dare to defend the Constitution. In fact, the administration recently took direct aim at our work, calling out GLAD Law by name in the case brought by Susman Godfrey LLP.

We won't be intimidated. We have been preparing for government attacks and are ready for this fight. **GLAD Law is committed to being on the front lines working to preserve democracy.** While the government takes extraordinary measures against a respected law firm for exercising its First Amendment rights, we will keep doing what we've always done - using the proper legal channels to protect civil rights.

WHAT'S AT STAKE

It's not hyperbole to say that lives are on the line. Today, transgender people are being denied health care. Young people are being told—through sports bans, "don't say gay or trans" policies in classrooms, and the censoring of books reflecting LGBTQ+ people's experiences—that they don't belong. Families are navigating fear and uncertainty.

GLAD Law is committed not just to respond to these attacks, but to lead. Over the last year, we've nearly doubled the size of our attorney team, and our supporters have generously stepped up in the face of escalating hostility across the country.

This is long-haul work. Cases will move through the courts, often slowly and not always smoothly, but we are not backing down. We're not just defending against the most immediate threats—we're building the legal scaffolding for a future in which LGBTQ+ people can live openly, safely, and freely. Every step forward is a step toward that future.

from page 3

MARRIAGE AND FAMILIES



Left: Polly Crozier of GLAD Law, Ginanne Brownell and Stephanie Jones of MI Fertility Alliance, Rep. Steckloff, and her aide Brendan Johnson

Top Right: Theo and his family

Bottom Right: Carole, Nancy, and their daughter Jillian

access to fertility health care, and narrow the definition of who can be a family.

An April 3 White House proclamation about National Child Abuse Prevention Month frighteningly sought to cast support for transgender young people as a “prevalent” form of child abuse. The proclamation singled out schools and health care providers as “offenders,” but its sweep could include parents who secure necessary health care for their transgender children. The proclamation also emphasized the importance of a “strong mother and father,” language often used in the past to delegitimize LGBTQ+ families. Proclamations are not law, but they signal how far this administration may try to go.

We are also seeing signals that the Trump administration and its allies may further restrict access to reproductive care. Despite promises to make assisted reproduction and IVF to help people build their families “affordable and available to all,” the actions of administration allies seek to redefine infertility care and delay and limit IVF.

Groups like the anti-LGBTQ Heritage Foundation, which led “Project 2025,” seek to replace effective, science-based health care with recommendations that stigmatize people navigating fertility challenges, ignore male infertility, and push women

to focus on lifestyle and stress issues to achieve “natural” conception. Such a focus ignores the steps many people have already tried to achieve a pregnancy over a period of time and delays access to IVF, where time can be of the essence. In fact, pushing off IVF to a later and later day, and with fewer IVF cycles completed, may well be the point. In April, Arkansas became the first state to pass a law that rejects IVF as deviating from “natural human functions.”

We don’t yet know what will come of this developing effort at the federal level. Still, the warning signs are clear that the government and its allies want to control who has access to IVF and family building, who can be a family, and under what circumstances.

GLAD Law is working in coalition with reproductive rights, fertility health care, and family advocacy groups—including the grassroots-led multi-state coalition State Strong, which grew out of work for the Michigan Family Protection Act—to ensure access to fertility health care remains science-based, accessible and affordable, and inclusive of all people who seek to build their families. You can read about some of our current legislative efforts in Rhode Island, Connecticut, and more at GLADLaw.org/HealthCareAdvocacy

Many people across demographic groups, including LGBTQ+ people, seek to build families and raise and nurture the next generation. From legal security for children and parents to marriage equality, protecting LGBTQ+ families has been a core part of GLAD Law’s work since our founding nearly 50 years ago. We won’t stand by while some politicians again attempt to make it harder for LGBTQ+ people to form families or narrowly define anyone’s family out of existence.

Marriage equality touches and benefits entire communities across the country. One way we can protect equality is through conversations about why marriage matters to us and to others.



Whether you are part of a married couple, have LGBTQ+ parents, are a sibling, parent, grandparent, family member, friend, co-worker, or neighbor, we’d love to know about your experience. Share your story on our website: GLADLaw.org/WhyMarriageMatters

New GLAD Law Staff

CHRISTOPHER BORGER-HERNANDEZ

For over 15 years, Christopher Borger-Hernandez has dedicated his career to advocating for children and families through roles in social work, early childhood education, and community empowerment. Most recently serving as Director of Programs for Jumpstart, Christopher led the training and development of college students across multiple universities—supporting them in becoming the next generation of early education champions. Christopher joined GLAD Law with a deep commitment to equity and justice, bringing his extensive background in cross-departmental coordination, interpersonal leadership, and large-scale project management to streamline systems that uplift the LGBTQIA+ community. He believes advocacy is most effective when backed by clear processes, bold ideas, and a heart for service.

Outside of work, Christopher is a proud plant dad—most of his green companions are named after iconic drag queens—and a devoted “Tio” who delights in reading stories and playing games with his niece and nephew. He and his husband are happiest near water and can often be found spending summer days cruising on a boat, soaking in the serenity of the waves.

AMBER HOY

Amber Hoy (she/her) joined GLAD Law as Development Marketing Coordinator in April, bringing her passion for storytelling, content creation, and people-focused, results-driven strategy to the team.

She earned her Bachelor of Arts in Communications from Framingham State University. Her marketing career has taken her from the mountains of Salt Lake City to the coast of Portland, Maine, working across industries including healthcare (Mass General Brigham) and higher education (Weber State University, University of Southern Maine).

Outside of work, Amber is a dancer and dedicated bookworm, taste-testing her way through New England’s donut scene while patiently awaiting the call to make her Jeopardy contestant debut.

RACHEL RAMÍREZ-GAUDET

Rachel (she/they) joined GLAD Law in May of 2025 as the Digital Content and Social Media Coordinator. She has held key roles across social media management, DEI programming, content creation, and event coordination in her past roles at non-profit biotech Addgene. As the founder of Boston based event company Planning with a Scorpio, she curates pop-up markets and manages brand presence across digital platforms to uplift local artists and small businesses. They are passionate about advocacy work with a throughline in their experience being a commitment to inclusivity and community engagement. She holds a Bachelor’s Degree in Visual Media Arts from Emerson College.

CHECK OUT OUR SPOTLIGHT ON JOSH ROVENGER ON P.8

New Board Members

NIMA ESHGHI

Nima Eshghi (she/her) is Associate Dean for Academic Programs at the Harvard Radcliffe Institute. She has more than 25 years of professional experience in higher education and the legal profession, including four years as a GLAD Law Staff Attorney from 2006-2010, during which time she litigated to overturn the Defense of Marriage Act, to secure legal protections for non-biological parents, and led efforts to ensure that Massachusetts’ schools remained inclusive of LGBTQ+ families, among other important work. Before joining the GLAD Law staff, Nima served a previous term on our board from 2003-2006 and served as a Spirit of Justice Awards Co-Chair.

Nima also has experience working on legal issues arising from HIV/AIDS, having represented HIV-affected individuals and families as a staff attorney at the AIDS Law Project of the Harvard Law School, where she also volunteered during law school.

Following her tenure at GLAD Law, Nima was an Attorney Advisor at Harvard Law School, where she worked closely with students pursuing careers in public interest law. She then served as Assistant Dean for the Center for Cooperative Legal Education and Career Development at Northeastern University School of Law, before joining the Harvard Radcliffe Institute.

Nima is a graduate of Northeastern University School of Law. She holds a master’s degree from the University of Washington and a bachelor’s degree from Smith College.

In 2020, Nima was named one of Boston’s 50 Most Influential People of Color in Higher Education by GBH / Get Konnected.

Nima and her wife Kate live in Lincoln, MA. They are the parents of two adult children.

MATT WILDER

Matt Wilder is a communications and media strategist with a passion for telling great stories. With deep roots in the education, government, and non-profit sectors, Matt has crafted and executed communications plans that educated and inspired stakeholders and also moved constituencies to rewrite the narrative, challenge the status quo, and move forward together.

Notably, Matt led the communications for the historic ‘Yes on 3’ campaign, which successfully upheld Massachusetts law protecting transgender individuals from discrimination in public places—the first statewide vote on transgender rights in U.S. history. Prior to creating his consultancy, Matt served as chief of staff and communications director to the Massachusetts secretary of education in the administration of Governor Deval Patrick. Before state service, Matt served in the administration of Boston Mayor Thomas Menino as the chief spokesperson for the Boston Public Schools and as an advisor to Superintendent Carol Johnson. During the Superintendent’s tenure, Matt led the communications efforts of a proposal to dramatically improve the way students were assigned to the city’s public schools. In this role Matt also led the district’s public response to a wide variety of emergency and crisis situations. He also created and executed a strategy that strengthened the reputation of the district through proactive engagement with local and national media as well as through the use of rapidly emerging social media tools.

Prior to his public service, Matt was a television news producer at Boston’s acclaimed ABC affiliate, WCVB-TV, Channel 5. Matt currently serves on the Board of Directors for World Ocean School. He is a graduate of Suffolk University in Boston.

GLAD Law Answers Volunteer Spotlight: Meeting the Moment with Care and Courage

Since the election, GLAD Law Answers has seen a sharp rise in calls from LGBTQ+ people and families navigating uncertainty and urgent questions about their rights. In moments like these, our free, confidential legal information line is an essential resource — and it's powered by trained volunteers who step up to meet the need with care and commitment.

During a time of ongoing crisis, many in our community are looking for ways to take action and get more involved. Volunteering for GLAD Law Answers is one meaningful way to make an impact, offering tangible guidance and solidarity to those who need it most.

Meet one of our volunteers, Irwin, a retired therapist, who shows by example how we can care for each other and continue to build a more just future, one conversation at a time.

Can you tell us a little bit about yourself and your background?



I am a retired clinical social worker, living with my partner of 40 years in rural CT. We have two adult children. While working as a psychotherapist in a number of health care settings, including part-time at two AIDS service agencies, I established a private practice. My practice from the start primarily served the LGBTQ community. In the last 12 years of my practice, I worked extensively with transgender youth and adults and their families. I am the author of two books: *Helping Your Transgender Teen* and *Counseling Transgender and Non-Binary Youth*.

What inspired you to get involved with our legal information line?

During my years of helping transgender individuals and their families, I relied a number of times on GLAD Law Answers for help with confusing legal situations my clients were facing. I went on to recommend the service to my clients and to other mental health professionals. We could always rely

on GLAD Law to clarify these situations to the extent possible in a changing legal environment. After I retired, I was looking for a way to continue to contribute to our community and I saw that GLAD Law Answers was looking for volunteers. I signed up 3 years ago and have stayed on ever since. I find it rewarding when I can help a member of our community get the support or legal assistance they need.

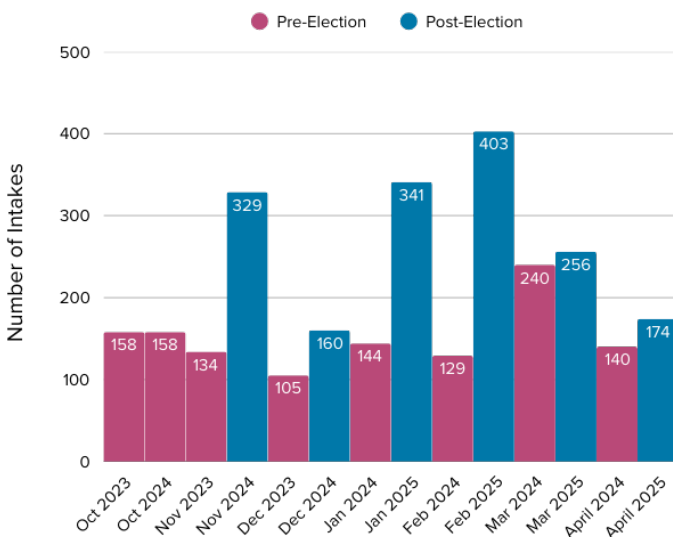
What does LGBTQ+ justice mean to you personally?

To me, LGBTQ+ justice is the freedom to be who we are, love who we love, and live our lives with all of the opportunities and respect that everyone should receive. It's something we've had to fight for and are continuing to fight for. I came out in the 1970s, while I was a college student. It was a time when gay intimacy was illegal, when homosexuality was considered a mental illness by many, and when a person could be fired or evicted for being gay. I have fond memories of

..... *continued on page 15*



GLAD LAW ANSWERS SEES YEAR-OVER-YEAR GROWTH IN LEGAL INTAKES



GLAD Law Answers experienced a notable rise in legal intakes during the 2024 election season through March 2025 compared to the same period in 2023-2024. Pre-election, the information line was on par with the previous year with the same number of intakes in October 2023 and 2024.



JANUARY-MARCH 2025 CALLER CONCERNS



from page 14

VOLUNTEER SPOTLIGHT

being part of a ragtag band of lesbians and gays roaming the halls of the CT State Capitol to strike up conversations with legislators who perhaps had never met an out LGBT person and didn't understand who we were. Of course, it took years of more organized efforts to get LGBT-affirming legislation passed in CT and elsewhere. Now the rights we secured are under attack. I'm proud that GLAD Law is taking the lead on some of the important court cases challenging recent executive orders that are hostile to our community. We must stand together with everyone whose rights, freedom of speech, and survival are being threatened.

Who or what inspires you in the fight for LGBTQ+ rights?

I'm inspired by those who fought for our rights in the 1960s and earlier, when it was much riskier to do so. I'm touched to see the freedom and support that some of our young people experience today, those who have the good fortune to come out in families and communities that respect and understand them. Right now, we all have to pitch in to end the cruelty affecting so many people, LGBTQ+ and otherwise, in this country and worldwide.

Is there anything you'd like to say to folks who are thinking of calling in?

Don't hesitate to contact us if you find yourself being treated unfairly and don't know how to get the fair treatment you deserve under the law. Often, callers have already reached out to someone who should be standing up for them, whether that's someone in their personnel department, housing office, school administration, local police department, or health care facility. I am repeatedly dismayed to hear about instances when people in those positions fail to support or protect us, even in the New England states where GLAD Law Answers primarily operates. If you don't know how to begin to assert your rights when you're being harassed or mistreated, or if you have encountered an obstacle, GLAD Law wants to hear from you so we can direct you to the help you will need to get the best possible outcome.



From the Front Lines

Want to hear more directly from the front lines of the work to protect LGBTQ+ and HIV justice? Attorneys like Jennifer Levi are sharing their experiences in real time on the blog. Check it out today! GLADLaw.org/front-lines

Get GLAD Law Updates!

Want to get the latest from GLAD Law in your inbox? Sign up for our email list and be the first to know about groundbreaking legal and advocacy updates, urgent action alerts, community events, and more!

Visit GLADLaw.org/sign-up today.



Pride In Our Workplace

On April 17, Pride In Our Workplace hosted a panel discussion in Boston focusing on safety in the LGBTQ+ community and our rights in the workplace. GLAD Law Executive Director Ricardo Martinez was joined by Justice Williams of The Mayor's Office of LGBTQAI2S+

Advancement, Shaplaie Brooks of the MA Commission on LGBTQ Youth, Jordina Shanks of Fenway Health, Chastity Bowick of her own Consulting & Talent Group, and Dallas Ducar of Fenway Health and GLAD Law Board member.