



GAY & LESBIAN ALLIANCE AGAINST DEFAMATION  
PERFORMANCE REPORT 2007

Media Advocacy. Fighting Defamation. Changing Hearts and Minds.

*Personal Stories That Move Public Opinion*



glaad  
gay & lesbian alliance  
against defamation

## **GLAAD PERFORMANCE REPORT 2007**

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## Letter from the President



I often say that how our lives are portrayed in the media doesn't make a bit of difference; it makes *all* the difference. Media advocacy, fighting defamation, and changing hearts and minds are at the core of GLAAD's mission. Throughout 2007 and for over 22 years, our culture-changing work has helped empower Americans who believe in fairness for all people. The visibility of the lesbian, gay, bisexual and transgender (LGBT) community, telling our individual stories and raising awareness about the common ground we all share, is at the heart of what GLAAD does every day. And we know it continues to make a tremendous difference.

Our culture is changing, but we dare not rest. We need only recall the words of the elected official in Oklahoma who characterized gay people as "the biggest threat our nation has, even more so than terrorism." As the media covered her comments, she defended them by claiming she has a right to say whatever she wants. She does. And we have the right, and obligation, to call her out for the divisive politics-of-the-past that she represents. Anti-gay speech will not go unchallenged. We will stand up and face down this defamation each and every time it crawls out of the dark.

Our visibility in the media educates Americans about how anti-LGBT rhetoric fosters violence and legal inequalities that tragically impact the lives of the people in our community. So in 2007 we expanded our work in three vital areas with new media programs focusing on communities of faith, the vast sports media world and young adults.

Why add these programs at this time? Just think about the amount of homophobia and misconceptions about the LGBT community that still exist within some communities of faith and the world of sports. It is simple, really: that is where we have work to do, where we need to change hearts and minds with our media advocacy and anti-defamation work. And young adults support LGBT equality more than any other segment of our society, so we must reach out to them to strengthen their understanding and support of our quest for equality and to help us defeat future anti-LGBT initiatives and efforts.

I am proud to lead GLAAD at this historic time in our movement for LGBT equality. Thank you for your commitment and belief in our culture-changing work, and for helping us move toward the day when lesbian, gay, bisexual and transgender people are treated fairly and achieve full equality.

**NEIL G. GIULIANO**  
*President*

## Letter from the National Board Co-Chairs



On behalf of the GLAAD National Board of Directors and our senior volunteers across the country, we are pleased and proud to offer you this Performance Report for 2007.

GLAAD has met significant programmatic and operational milestones in 2007 that are critical to our continued success as the LGBT community's national media advocacy and anti-defamation organization.

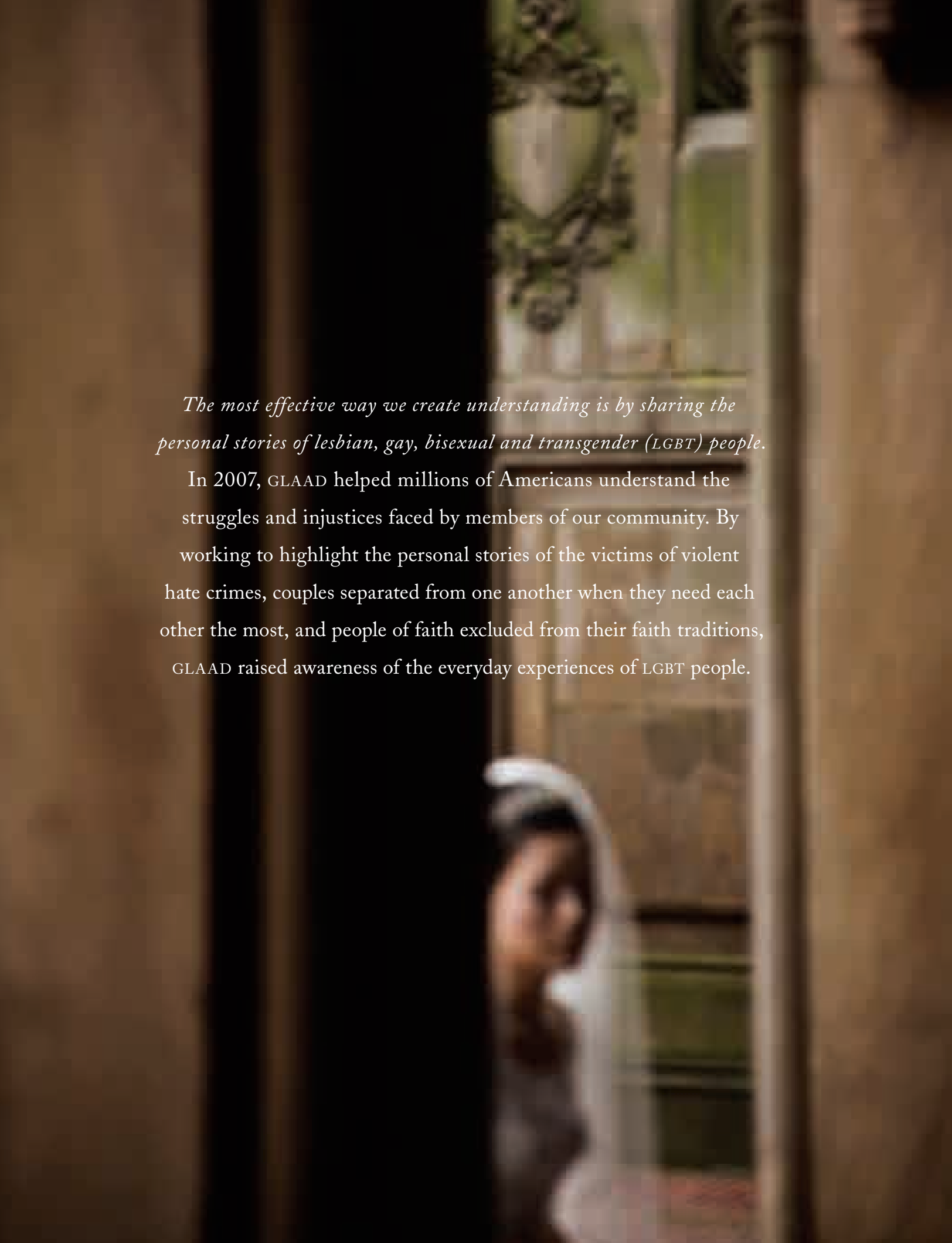
As we continue to grow in influence, GLAAD increasingly shapes the national media coverage of LGBT issues. In 2007, our media advocacy work around several high-profile uses of anti-gay slurs forever changed how the media report on these incidents. Now many major network news programs understand that these types of epithets are intolerable, and they avoid repeating them in their reports.

We also continued to strengthen our strategic efforts to ensure the long-term viability of GLAAD's work. In 2007, we successfully neared completion of a five-year strategic plan, a pro bono contribution of McKinsey & Company, that expanded our core programmatic areas and provided the framework for vastly increasing our reach and impact. In 2008, we will embark on another comprehensive strategic planning process, with a pro bono contribution from Bain & Company, that will identify and improve resources and volunteer development, program measurements, and constituent communications and outreach.

As GLAAD prepares for a future of even greater visibility and increased activity, it is your support as a key stakeholder and investor in GLAAD's work that enables us to enhance our media advocacy efforts and move public opinion toward supporting full equality for all LGBT people. We look forward to sharing the outcomes of our new strategic plan with you and appreciate your continued involvement and engagement with GLAAD's culture-changing work in 2008 and for years to come. Thank you for your support.

**DR. YVETTE C. BURTON**  
*Co-Chair*

**JOHN HADITY**  
*Co-Chair*



*The most effective way we create understanding is by sharing the personal stories of lesbian, gay, bisexual and transgender (LGBT) people.*

In 2007, GLAAD helped millions of Americans understand the struggles and injustices faced by members of our community. By working to highlight the personal stories of the victims of violent hate crimes, couples separated from one another when they need each other the most, and people of faith excluded from their faith traditions, GLAAD raised awareness of the everyday experiences of LGBT people.

# Changing Hearts and Minds





*“I’m very grateful to GLAAD for grabbing me and pulling me under their wing and helping me learn how to tell my story in the media.”*

CHARLENE STRONG

#### CHARLENE STRONG’S PERSONAL TRAGEDY HELPS CHANGE PUBLIC POLICY

Charlene Strong was in a state of shock. Having just survived a flash flood in Seattle, she was still reeling from a fight to save her longtime partner, renowned audio book narrator Kate Fleming, who had become trapped in her home recording studio by the rising water. Strong now stood in the waiting area of the emergency room, where a social worker told her she was not allowed by her loved one’s side as Fleming struggled for her life. Despite the fact that they shared a home and a life for more than a decade, Strong was not considered Fleming’s next of kin under Washington state law. Not only was Strong denied access, she was not allowed to make any decisions regarding her partner’s care — until a frantic call to Fleming’s sister in Virginia cleared the way.

As later described in a *Newsweek* article that GLAAD pitched to the magazine’s editors and reporters, the nightmare didn’t end there. The next day, the man handling the funeral arrangements insisted on dealing only with Fleming’s mother, telling Strong she had “no rights in the state of Washington.” Strong left the room crying. “Kate was my wife, and that’s the way we always thought of each other,” she told *Newsweek*. Her loss was devastating, unimaginable, and now made much worse. As the days passed, Strong’s grief turned to anger. “I just felt so shocked that I had to deal with that after almost drowning trying to save her and hearing her die. It was just beyond comprehension that anyone should go through that. And I was outraged.” She became determined to do something about it.

Knowing that a bill had been introduced in the Washington state legislature that would extend to committed gay and lesbian couples some of the legal protections they need to take care of each other, Strong called Joe McDermott, an openly gay legislator. She offered any help she could give to advance the legislation. Eventually, Strong shared her moving story before both houses of the legislature, and her testimony played a crucial role in the passage of the landmark bill.

As Strong’s story drew the attention of local media, GLAAD contacted her to help reach a broader audience. GLAAD’s media training sessions prepared Strong to be an effective spokesperson and advocate for the rights of lesbian and gay couples in national news outlets. With GLAAD’s help, *The Seattle Times* featured an op-ed by Strong and The Associated Press quoted her in a story about the 2008 election and the high stakes for the LGBT community. GLAAD also worked to get Strong’s story told in LGBT press outlets, leading to a feature on *CBS News on Logo* and a first-person essay in *The Advocate*. GLAAD continues to work with the media to shine a spotlight on Strong and her important story during this election year.

“I think this is why we need organizations like GLAAD,” Strong says, “to help us get our message out there and hopefully get it out there in a manner which educates people. As [GLAAD Director of National News] Cindi Creager says all the time, we want to open hearts and minds. That’s what we’re trying to do. Those words are just so vitally important right now. The time has come. Enough is enough.”



## Changing Hearts and Minds: Harnessing the Power of the Media to Move Public Opinion



### GLAAD SECURES GUESTS FOR THE OPRAH WINFREY SHOW

In 2007, *The Oprah Winfrey Show* taped a groundbreaking episode about transgender people whose families embraced their transition. In anticipation of the program, GLAAD successfully pitched *Oprah* producers the story of a family from New Jersey who were then prominently featured on the show. GLAAD provided Denise Brunner, who transitioned in 2006, her wife Fran and their three children with media training to prepare them for their appearance. An *Oprah* crew traveled to New Milford, N. J., to film the couple and then flew Brunner and her family to Chicago to be interviewed on the show. The episode, which aired in October, gave millions of viewers the opportunity to hear about the lives and aspirations of transgender Americans.

### BLACK LESBIAN COUPLE FORMS LANDMARK CIVIL UNION

The Rev. Alicia Heath-Toby and Sandra Toby-Heath reaffirmed their 18-year partnership with a civil union ceremony in March. They are one of seven couples who, with Lambda Legal, petitioned the state of New Jersey for the freedom to marry. GLAAD trained the Toby-Heaths and their pastor, the Rev. Janyce Jackson of Liberation in Truth Unity Fellowship Church, on how to speak to the media and share their personal stories in a compelling and persuasive way. GLAAD also coordinated media coverage at the couple's civil union application signing and ceremony, and provided video footage to media outlets. In addition, GLAAD successfully pitched the story to The Associated Press, WNBC (New York), the (New Jersey) *Star-Ledger*, BET.com and National Public Radio.

### HATE CRIME DRAWS VITAL MEDIA COVERAGE

In May, 20-year-old gay man Sean Kennedy was attacked outside of a bar in Greenville, S.C., by a man who called him anti-gay epithets at the time of the assault. Kennedy died from his injuries 24 hours later. In response to this hate-motivated attack, Kennedy's family and the South Carolina community rallied to remember him and show support for inclusive hate crimes legislation. Vigils were held in Greenville, Myrtle Beach and on the steps of the State Capitol in Columbia.

GLAAD worked closely with South Carolinians in the face of this tragedy and advised local community advocates on their media strategy. GLAAD media-trained Kennedy's mother, Elke, and offered advice on how to share her story as she spoke out against the killing of her son and worked to build a foundation of support to prevent hate crimes and pass hate crimes legislation.

When the charges brought against her son's accused murderer were reduced, GLAAD secured media coverage for Kennedy's press conference, where she expressed the need for federal and state hate crimes laws that are LGBT-inclusive. GLAAD successfully pitched the press conference to The Associated Press, *The Greenville News*, NBC affiliate WYFF and other local news outlets.



*“GLAAD’s intensive training helped give me the confidence to speak out about the harm of so-called “ex-gay” programs. Now I’m ready to share my story in the media.”*

SCOTT TUCKER

#### IMMIGRATION EXPERT IS A “FACTOR” ON FOX NEWS CHANNEL

GLAAD worked extensively in 2007 with Immigration Equality to prompt media outlets to explore the immigration discrimination faced by binational LGBT couples. After GLAAD successfully pitched a story featuring Immigration Equality Executive Director Rachel Tiven to *The Seattle Times*, Fox News Channel’s *The O’Reilly Factor* invited her to appear on the program. Following a GLAAD media training, Tiven appeared on the July 17 broadcast, emphasizing to the show’s 2.2 million viewers the dismaying reality that “American citizens are being forced to choose between the person they love and their country.”

That same week, GLAAD successfully pitched a story to the *Los Angeles Times*, resulting in the thoughtful and nuanced article, “Line in Sand for Same-Sex Couples.” Following GLAAD’s suggestions, the story highlighted Sebastian Cordoba and his documentary *Through Thick and Thin*, as well as the struggles of local binational gay and lesbian couples.

GLAAD will continue to work with Immigration Equality to tell the stories of the unjust immigration policies that continue to put LGBT couples and families in harm’s way.

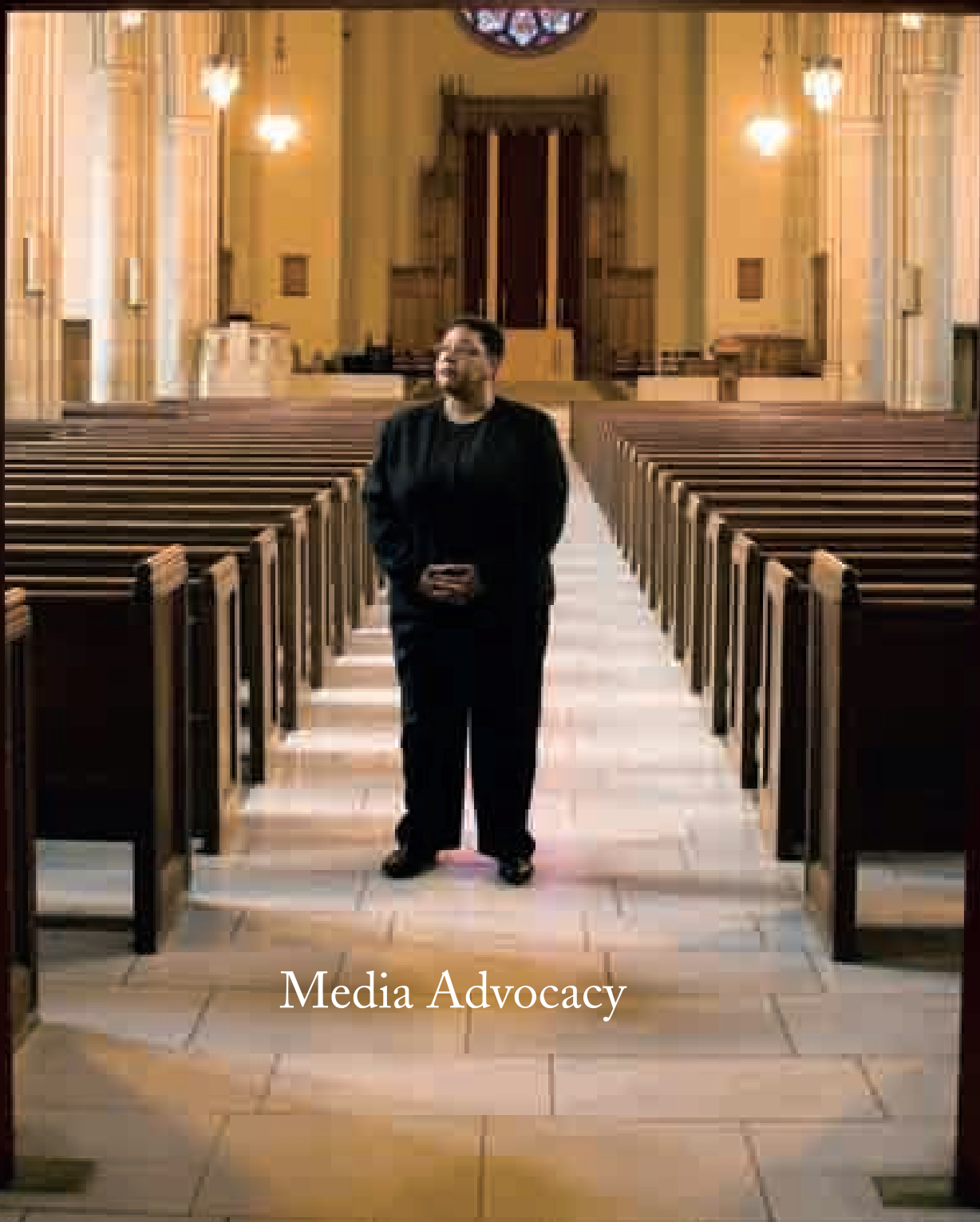


#### UNMASKING SO-CALLED “EX-GAY” ACTIVISTS

Despite scientific consensus by medical and mental health authorities that sexual orientation is neither voluntary nor changeable — and that attempts to change gay people are actually quite harmful — so-called “ex-gay” activists and their long-discredited attempts to de-gay people are routinely legitimized through mainstream media coverage.

To ensure that GLAAD would be able to counter the false claims of these activist groups, the National News team media-trained 12 people who have survived so-called “ex-gay” programs, including Scott Tucker (pictured above). GLAAD continues to work to lift up the voices of Tucker and other spokespeople to highlight the harmful effects such discredited, illegitimate practices have on LGBT people.

In addition to GLAAD’s newly launched online resource for journalists and advocates, “Unmasking So-Called ‘Ex-Gay’ Activists,” GLAAD encourages media professionals to not reinforce the false and harmful claims of these organizations.



Media Advocacy



GLAAD supports the media work of local LGBT advocates and collaborates with media professionals to ensure fair, accurate and inclusive media coverage of LGBT issues across the country. In 2007, the launch of the new Religion, Faith & Values Media Program allowed GLAAD to work closely with religious leaders and affinity groups as they seek to increase recognition of LGBT people and couples in communities of faith.

*These are some of their stories.*



*“The church has been so inconsistent in terms of dealing with issues of inclusion for a whole lot of folks, not just sexual minorities, but people of color, people whose primary language is other than English, people living in poverty, so I think a bunch of us just decided that enough was enough.”*

## GLADYS MOORE

### GLADYS MOORE KEEPS THE FAITH IN THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

As a pastor of St. Matthew’s Lutheran Church in Jersey City, N. J., Gladys Moore wrestled with a spiritual conundrum. She had already come out to her bishop 14 years earlier as a lesbian who was not in a partnered relationship — an important distinction, because church policy requires its ministers to be “chaste” until marriage. But because her church, the Evangelical Lutheran Church in America (ELCA), does not recognize marriage for gay and lesbian couples, Moore — like all LGBT people on the church’s roster of ordained or lay professional ministry — could not be part of a loving, committed relationship and remain an ELCA minister.

Such was the case with ELCA pastor Bradley Schmeling. In 2007, Schmeling was facing an ecclesiastical disciplinary hearing and subsequent removal from the roster because of his committed relationship with his partner. This threat to his ministerial standing concerned Moore and some of her peers. “We felt like that Holly Near song: ‘It could have been me, but instead it was you.’” At the time, the ELCA was planning its biennial convention, and Moore’s group knew this churchwide assembly would be discussing blessings for gay and lesbian couples and the ordination of LGBT ministers. They seized their opportunity. “We decided we would enter into a process of graceful engagement with our denomination around issues of full inclusion for LGBT folks,” says Moore.

With much encouragement and support from Lutherans Concerned North America, a Christian ministry working for the full inclusion of LGBT Lutherans in all aspects of their church, Moore’s group decided to accompany Schmeling to his hearing and stage a coming out at the assembly. “A bunch of us decided that if the church was going to remove Bradley because he’s a partnered gay man, then they needed to see who the rest of its gay, lesbian, bisexual and transgender children are,” says Moore. Eighty-two rostered ministers came forward to stand with Schmeling.

In collaboration with Lutherans Concerned, GLAAD pitched the story, and more than 350 outlets ran it. GLAAD also worked with Moore’s group to identify some of the 82 LGBT ministers and help them represent themselves in their local and regional publications. “There was a media training that GLAAD helped us do, excellent sessions that really helped our folks get their point across in a focused way,” Moore says. “I think GLAAD’s participation was really major in terms of telling the story.”

The results were encouraging. While the ELCA did not make a complete policy change, they passed a resolution that encouraged bishops to “refrain from or demonstrate restraint” in disciplining gay and lesbian ministers for being in loving, committed relationships.

“I think that partnering with an organization like GLAAD, which has a long history of moving the country, and indeed the world, toward acceptance of LGBT folks, was really a big help for us in Lutherans Concerned,” Moore says. She believes that her message and GLAAD’s are essentially the same: All should be welcome and accepted. She points out that, like GLAAD, “we really are here to serve and to bring healing and justice to the world. I think Lutherans Concerned represents that well. And GLAAD can help us get that message out, too.”

## Media Advocacy: Focused on Issues of Faith

### TRANSGENDER METHODIST PASTOR SHARES HIS STORY, CONTINUES TO SERVE

When local pastors challenged the appointment of the Rev. Drew Phoenix as a United Methodist Minister because he is transgender, GLAAD took action. In preparation for the decision of the Judicial Council of the United Methodist Church, GLAAD staff provided media and spokesperson training for Phoenix and six members of his congregation.

To demonstrate their support and solidarity with Phoenix, faith advocates gathered outside the conference to hold a candlelight vigil, press conference and a worship service led by transgender pastors. GLAAD provided an additional spokesperson training before the press conference and pitched the press event to media.

On Oct. 30, the council announced its decision that Phoenix would continue to serve his congregation in good standing. The council ruled that a pastor in good standing required due process — which had not occurred when local pastors had filed complaints. Other rulings from the council approved benefits for domestic partners of lay employees and supported campus ministries that are inclusive of LGBT people.

### GLAAD HELPS COMBAT ANTI-LGBT INTOLERANCE IN TENNESSEE

In early August, GLAAD Media Programs staff attended the Reconciling Ministries Network (RMN) National Convocation, a gathering of 500 United Methodist supporters of LGBT equality in Nashville, Tenn. GLAAD gave a briefing to a pre-convocation gathering of people of color and provided a media workshop that key RMN leaders were strongly urged to attend. Following the conference, GLAAD conducted two media workshops and met with regional reporters and activists in Middle, Tenn.

After the convocation, GLAAD's monitoring of religious media picked up a story about a group of ministers in Memphis, Tenn., who were speaking out against passage of inclusive hate crimes legislation pending in the U.S. Senate. In response, GLAAD worked closely with the faith staff at the National Black Justice Coalition (NBJC) to identify an affirming African American minister to collaborate on an op-ed, which was printed in the Sept. 13-21 edition of the *Memphis Flyer*.

### NEBRASKA MINISTERS PLEAD FOR COMPASSION

In July, the *Lincoln Journal Star* ran "Same-Sex Climate a Hot Issue," a story profiling the real-life struggles of LGBT Nebraskans. The story garnered reactions that included a follow-up letter to the editor proclaiming gay and lesbian people to be "sinners."

Disturbed by the statement, a group of Nebraska ministers decided it was time to speak out. They assembled a coalition of LGBT-supportive clergy led by the Rev. Stephen Griffith, a pastor at Saint Paul United Methodist Church in Lincoln, and Tyler Richard, a board member of Citizens for Equal Protection. GLAAD's Media Field Strategy team and Religion, Faith & Values staff worked with the ministers to assist in crafting their poignant letter. Twenty-two members of Nebraska clergy from over a half-dozen major denominations signed the document.

*“Partnered gay and lesbian people who are in committed, monogamous relationships just like married folks ought to have the full benefit of being able to serve as pastors of God.”*

GLADYS MOORE

#### GLAAD ASSISTS IN CHURCH WITHIN A CHURCH MOVEMENT SYMPOSIUM

In November, the Church Within A Church (CWAC) Movement in the United Methodist Church held its first national symposium, where it honored the Rev. Gil Caldwell, a pioneer of inclusiveness within the church. GLAAD staff provided on-site media training and worked with CWAC Movement staff on messaging, crafting press materials and pitching the story to regional and religious press.

A strong advocate and activist for decades, Caldwell worked with Dr. Martin Luther King Jr. and co-founded People of Color for an All-Inclusive Church, a multiracial group advocating for LGBT equality in the United Methodist Church. At the symposium, dignitaries such as the Rev. Mpho Tutu, executive director of the Tutu Institute and daughter of Bishop Desmond Tutu, and Massachusetts Congressional members Dianne Wilkerson and Byron Rushing recounted Caldwell's historic contributions to civil rights for African Americans and his commitment to equality for LGBT people.

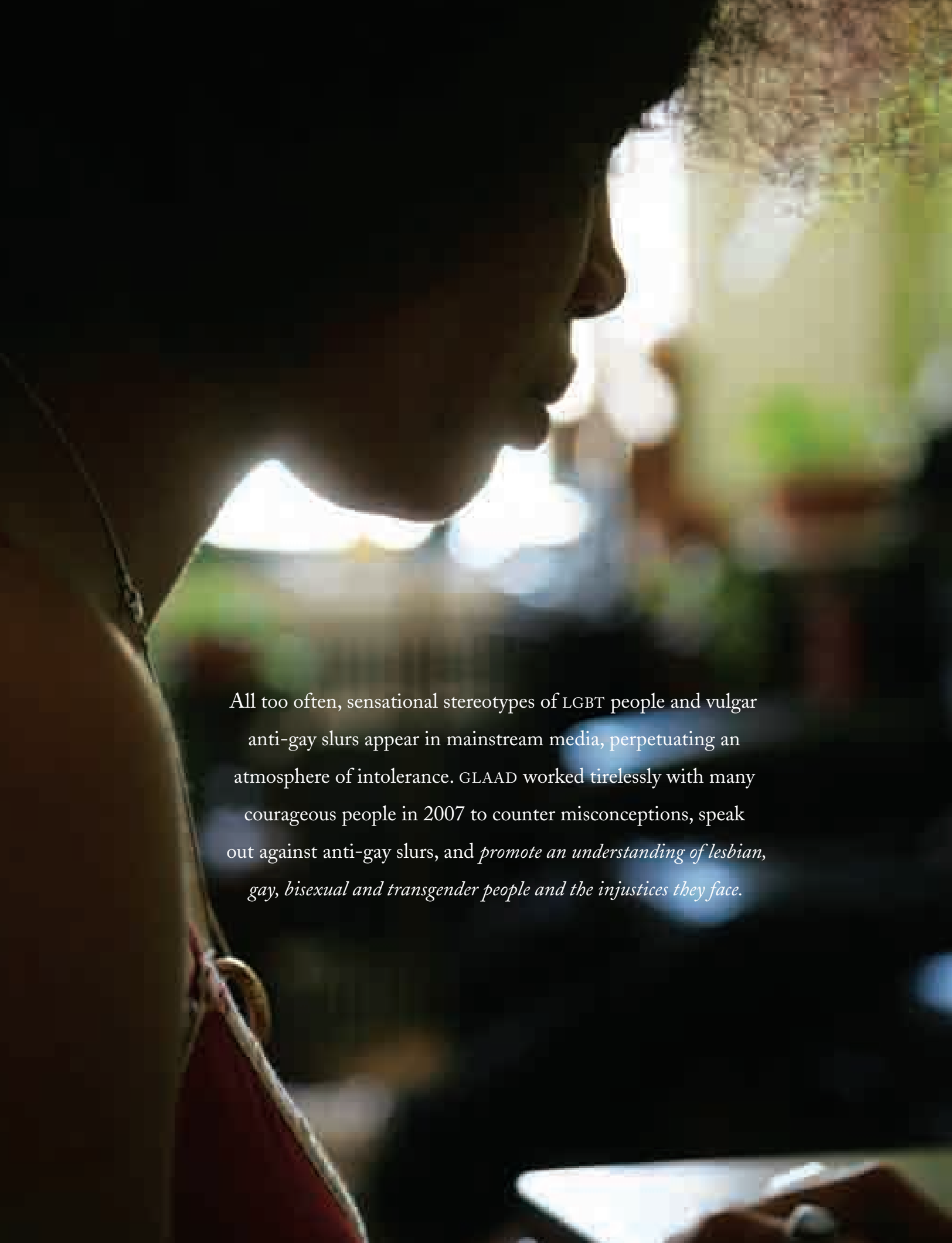
#### GLAAD CONDUCTS HIGH-LEVEL TRAINING FOR FAITH LEADERS

Recognizing the prominence of religious influence on the American discourse around LGBT equality, GLAAD convened a national 2007 Faith Spokesperson Training to continue spotlighting LGBT and LGBT-affirming voices of faith in the national media.

This year's eclectic group of participants included prominent straight allies Jay Bakker and Peggy Campolo, President of the American Academy of Religion and Yale professor Emilie Townes, Harvard Divinity School's Cheryl Giles, Metropolitan Community Churches Executive Director Cindi Love, openly gay United Church of Christ pastors Benjamin Reynolds and John MacIver Gage, Catholic scholar Cristina Traina, New Ways Ministry Executive Director Frank DeBernardo and transgender theology student Sean Delmore.

GLAAD continues to work to find media platforms for these religious leaders, theologians and academics to share their powerful stories and much-needed perspectives with the public.





All too often, sensational stereotypes of LGBT people and vulgar anti-gay slurs appear in mainstream media, perpetuating an atmosphere of intolerance. GLAAD worked tirelessly with many courageous people in 2007 to counter misconceptions, speak out against anti-gay slurs, and *promote an understanding of lesbian, gay, bisexual and transgender people and the injustices they face.*



## Fighting Defamation



*“I’m not in the entertainment business. I’m in the business of activism, which is about minimizing the harmful images of the LGBT community that are in the media.”*

#### STACEYANN CHIN

##### STACEYANN CHIN’S HARROWING EXPERIENCE ADDS POWER TO PROTEST

Staceyann Chin is no stranger to violence. Abandoned by her mother shortly after her birth in Jamaica and denied parentage by the Chinese man from whom Chin takes her name, she was ostracized by her schoolmates for being different. “They called me ‘red mongoose’ and ‘dirty half-Chiney,’ and they hit me with green strips ripped from the hanging coconut boughs.”

Later, as a college student in Kingston, Chin was sexually assaulted by a dozen boys in a dormitory bathroom — the result of a homophobic backlash to her coming out. The traumatizing event propelled Chin to move away from her homeland to New York City, where she felt safe. “New York in the late 1990s was the best place to be an out, loud, black-biracial lesbian looking to divulge,” she says. Chin became a successful poet and playwright, appearing on and off Broadway in one-person shows and the Def Poetry Jam.

When, in 2007, New York’s Reggae Carifest announced it would be featuring Bounty Killer and Buju Banton — performers notorious for promoting anti-gay violence in their songs — GLAAD helped organize a protest together with Chin and a coalition of LGBT groups, which included Gay Men of African Descent (GMAD) in Harlem, Gay Men’s Health Crisis (GMHC), the New York City Anti-Violence Project and People of Color in Crisis.

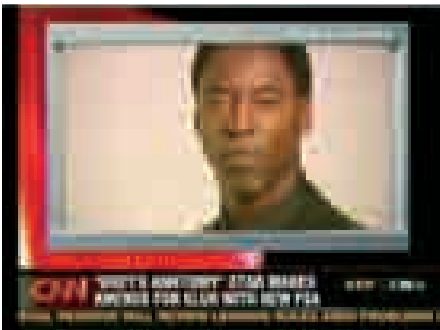
GLAAD worked with the coalition to raise concerns directly with Clear Channel, the owner of radio station Power 105.1, which was to co-sponsor the festival. As a result, Clear Channel quickly but quietly withdrew its support. GLAAD also pitched stories leading up to the protest that were featured on local TV news. “GLAAD was instrumental in making everything pull together,” Chin says. “They got a significant amount of press to show up at our event and cover it that day to make it seem urgent.” Five local New York stations featured the protest on their Saturday evening news broadcasts. The event was also picked up by multiple print sources, including The Associated Press, *The New York Times*, New York *Daily News* and *Newsday*. “We wouldn’t have gotten that kind of press,” Chin says, “and wouldn’t have caused that kind of stir had it not been for the presence of GLAAD.”

After the success of this event, GLAAD’s National News team pitched Chin’s story to *The Oprah Winfrey Show*, which included her in an episode titled, “Gay Around the World.” The program spotlighted the oppression and discrimination that LGBT people continue to face in many nations. “It was a remarkably impactful experience,” Chin says of the show. “There’s never been this much chatter on the wire about being gay in Jamaica. People are being forced to acknowledge that there is a necessary conversation that is urgent about LGBT rights in Jamaica.”

On the heels of her *Oprah* appearance, Chin connected with GLAAD again to help her pitch a unique and touching memoir into the “Lives” column of *The New York Times Magazine*. The *Times*’ publication of her essay led to a publishing contract with Scribner, which is putting out her full memoir in 2009. Chin now writes for *Essence* magazine and DailyVoice.com, and she co-hosts a TV show on BET J called *My Two Cents*, which has a growing international following, including in Jamaica.

No matter the platform, when a voice is as strong as Chin’s, it’s bound to be heard.

## Fighting Defamation: Holding Media Accountable



### ISAIAH WASHINGTON APOLOGIZES FOR USING ANTI-GAY SLUR

GLAAD was instrumental in shaping media coverage of *Grey's Anatomy* cast member Isaiah Washington's use of a vulgar anti-gay slur. Washington first used the "f-word" during an on-set altercation, an incident confirmed by openly gay cast member T.R. Knight. He used the slur again on television during a Golden Globe® Awards press conference. GLAAD immediately spoke out. Within 48 hours, The Associated Press, CNN, *Los Angeles Times*, *Entertainment Tonight* and many other leading national and local media outlets picked up on the story and GLAAD's response. GLAAD President Neil Giuliano publicly called on Washington to apologize for his remarks and to work to undo the harm his words caused.

Washington sent a response to GLAAD, apologizing to Knight for his remarks, as well as to his cast mates, his fans and the LGBT community. He also met with Giuliano and Kevin Jennings, executive director of the Gay, Lesbian and Straight Education Network (GLSEN), laying the groundwork for an ongoing partnership to combat anti-LGBT prejudice.

The meeting resulted in Washington's appearance in a public service announcement (PSA) intended to combat intolerance based on sexual orientation, race and gender. The PSA, produced by ABC Television and available for viewing at GLAAD's Web site, created an opportunity for a great deal of media visibility. Giuliano appeared on *Access Hollywood* and gave an interview to ABC News that was fed to affiliates for local stories. The PSA was also posted on many other Web sites, including UsWeekly.com, People.com and EntertainmentWeekly.com; and GLAAD placed the PSA on the Comcast SportsNet Network, where it is airing in rotation.



### THE "SWEEPS MONTH" ECHO CHAMBER

When an ABC affiliate in Memphis, Tenn., perpetuated inaccurate stereotypes in a news report on so-called "lesbian gangs," GLAAD issued a Call to Action, asking constituents to contact the station management to condemn the sensationalistic, defamatory report. Before issuing the alert, GLAAD met with the station to express serious concerns about the teaser and viewed the segment before it aired. The shocking report included dramatizations of a "gang" of African

American women preying on other women and relied on an interview subject whose claims were not independently verified. Following the meeting, the station removed some of the story's offensive elements, but the report retained its sensationalistic, fear-mongering tone and the homophobic commentary of its primary interview subject.

Evidently picking up on the story, Fox News Channel's *The O'Reilly Factor* aired a sensationalized and factually incorrect segment titled, "Lesbian Gang Epidemic," on June 21. GLAAD issued another Call to Action, encouraging constituents to demand an apology and urge Fox News Channel to substantiate the false and sensational assertions made by Fox "crime analyst" Rod Wheeler.

National response soon followed. On July 6, a producer of *The Church of Lazlo* radio program on KNDD in Seattle approached GLAAD staff. The hosts of the show were outraged by the "lesbian gang" story and were very responsive to GLAAD's Call to Action. They invited GLAAD's Director of National News Cindi Creager to discuss the incident on their show and explain the inflammatory nature of O'Reilly's report.

*The O'Reilly Factor* also responded, inviting GLAAD's Senior Director of Media Programs Rashad Robinson to appear on the program, which reaches over 2 million viewers a night. By the end of the July 9 segment, O'Reilly admitted the show was at fault and promised, "We'll do better next time, Mr. Robinson."

*“I don’t want to just be on TV because I’m gay. I want to be on TV or in the news talking about gay issues in a way to reshape the dialogue and therefore the images of LGBT people in the media.”*

STACEYANN CHIN

#### GLAAD HELPS UNIVISION RADIO CHICAGO UNDERSTAND LGBT ISSUES

GLAAD worked with Univision Radio Chicago to address defamatory aspects of the station’s programming. In January, GLAAD expressed concerns after the company announced its hiring of controversial DJ Luis Jiménez. GLAAD again contacted Univision Radio to report Jiménez’s anti-LGBT remarks immediately after they aired on May 1. During the program, the host sang a defamatory song ridiculing lesbians and hurled anti-gay epithets at a stereotypical gay character voiced by the show’s on-air personalities. Univision Radio took note and suspended the program for one month, marking the first time a Spanish-language radio outlet has taken direct action against one of its hosts for anti-LGBT comments.

In a separate development, Homofrecuencia, the first Spanish-language radio station for LGBT Latina/o youth, directed GLAAD’s attention to anti-LGBT comments made by DJ “El Pistolero” on the top-rated Univision Radio Chicago morning show *El Show de El Pistolero y Memin*. GLAAD contacted Univision Radio President Gary Stone to let him know that the DJ’s anti-LGBT comments were unacceptable and must not go unchallenged. Homofrecuencia and GLAAD’s Spanish-Language Media Program staff met with the vice president and general manager of Univision Radio Chicago, the station’s program director, the morning show’s producer and “El Pistolero” Rafael Pulido to discuss the incident.

As a result of the meeting, “El Pistolero” vowed to use GLAAD and LGBT community members in Chicago as resources. Making good on that promise, the popular morning show collaborated with GLAAD, Amigas Latinas, PFLAG in Spanish, and Homofrecuencia to broadcast its first in-depth discussion of an LGBT issue. The 90-minute program aired on Oct. 11, National Coming Out Day, and discussed how the coming-out process affects individuals, families and communities.

GLAAD has become an ongoing resource for Univision Radio in Chicago and recently held a media training for the producers and all of the DJs of their second-top-rated station, addressing terminology issues and LGBT story ideas.

#### NEW YORK POST’S PAGE SIX APOLOGIZES FOR ANTI-TRANSGENDER SLUR

On Oct. 4, the *New York Post*’s Page Six referred to a transgender woman as a “she-male.” When GLAAD’s National News team contacted Page Six editor Richard Johnson to discuss the term, his e-mailed response was: “You’re kidding me, aren’t you? I would have used ‘chick with a [d\*\*k]’ but we’re as [sic] family newspaper.”

GLAAD released a statement taking the *New York Post* — owned, like Fox News Channel and the *Wall Street Journal*, by News Corporation — to task, incorporating Johnson’s response. Less than an hour after the release went out, Johnson admitted he was wrong and sent GLAAD the text of his apology, which ran in the *Post*’s Oct. 5 print edition: “We hear that we erred yesterday in referring to a pre-op transsexual as ‘a she-male’ — a term GLAAD informs us is ‘a dehumanizing slur.’ We apologize to any and all we may have offended.”

While the *New York Post* continues to promote gratuitously anti-transgender sentiment in other areas of the paper — and GLAAD continues to call the paper on it — Page Six’s apology, and the fact that the column has not engaged in such slurs since then, represented a rare step forward for the newspaper whose defamatory coverage led to GLAAD’s founding in 1985.

## Timeline of Accomplishments: GLAAD in the Community and the Media

### JANUARY / FEBRUARY / MARCH

**JANUARY** GLAAD shapes the national media coverage of *Grey's Anatomy* cast member Isaiah Washington's on-air use of the "f-word." (See page 18)

**JANUARY** LGBT people across the country use GLAAD's *Announcing Equality Toolkit* to share their personal stories in local media. Since the campaign's launch in 2002, the number of U.S. papers with inclusive weddings/celebrations announcement policies has surged more than tenfold, from 69 to 883.

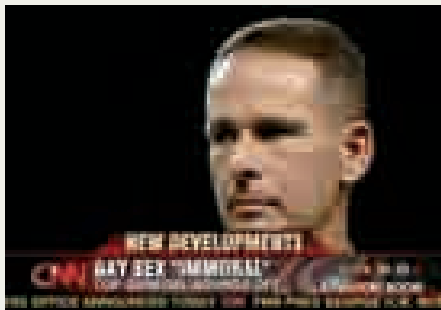
**JANUARY** GLAAD successfully urges producers at Univision's *Sábado Gigante* and Entravision Radio's *Super Estrella* to remove offensive anti-gay and anti-transgender content from their shows. (See page 19) In 2007, GLAAD continues to strengthen relationships with key players in Spanish-language television.

**FEBRUARY** During the Super Bowl telecast, Snickers® launches an advertising campaign that includes violent, anti-gay online components. Working with the Matthew Shepard Foundation, GLAAD successfully campaigns to have the Web site pulled. Later in the year, GLAAD launches its Sports Media Program to promote more inclusive visibility and media coverage of LGBT athletes, coaches, administrators and fans.

**FEBRUARY** During "sweeps months," local news programs sometimes compete for ratings and advertisement sales by airing sensational and poorly researched investigative reports. GLAAD publicly criticizes Tucson, Ariz., ABC affiliate KGUN for a lurid segment on men having sex with men in public parks. In another incident, GLAAD condemns a defamatory segment on so-called "lesbian gangs" that aired on ABC and THE CW affiliates in Memphis, Tenn. (See page 18)

**MARCH** GLAAD provides producers of CNN's *Paula Zahn Now* with resources and spokespeople to discuss homophobia in Hip Hop, including Hip Hop scholar Michael Eric Dyson and *Beyond Beats and Rhymes* director Byron Hurt, along with clips from Kanye West's denouncement of homophobia on MTV.

**MARCH** When Gen. Peter Pace, chairman of the Joint Chiefs of Staff, calls gay relationships "immoral" and compares them to adultery, GLAAD joins the Servicemembers Legal Defense Network (SLDN) to support seven retired gay officers who demand an apology from Pace. In 2007, SLDN and GLAAD successfully pitch numerous "Don't Ask, Don't Tell" stories that illustrate the harmful effects of the policy on our troops and on national security.



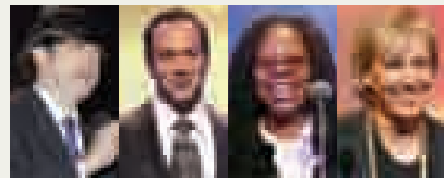
*Gen. Peter Pace's comments disrespecting the 65,000 lesbian and gay troops serving in the U.S. armed forces becomes a national media story.*

### APRIL / MAY / JUNE

**APRIL** In the days leading up to the Largo, Fla., city commission's vote to uphold the firing of city manager Susan Stanton because she is transgender, GLAAD provides Stanton and LGBT groups with media strategy and outreach support.

**APRIL** After 15-year-old Anthony Hergesheimer of Pueblo, Colo., is taunted and beaten by his high school classmates in an anti-gay assault, GLAAD assists Hergesheimer's mother in drawing media attention to the attack. GLAAD ensures visibility and accurate coverage of other hate crimes throughout 2007, including the hate-motivated killing of Sean Kennedy in South Carolina and the assault on former *Top Chef* contestant Josie Smith-Malave in Sea Cliff, N.Y.

**MAY** Jake Gyllenhaal, Jennifer Aniston, Patti LaBelle, Julianne Moore, Neil Patrick Harris, T.R. Knight and the cast of *Ugly Betty* are among the celebrity attendees at the 18th Annual GLAAD Media Awards. Over 5,000 attendees help raise more than \$3.3 million for GLAAD's work. The awards are telecast for the third consecutive year on MTV Networks' Logo. The Associated Press, Reuters, *USA Today*, ABC's *The View*, *Access Hollywood*, Univision, Telemundo, Azteca América and hundreds of other national and international outlets cover the events.



*18th Annual GLAAD Media Awards honorees and presenters include (from left to right): Jaime Bayly, Tom Ford, Whoopi Goldberg and Martina Navratilova.*



**MAY** For the first time, a Spanish-language radio outlet takes direct action against one of its hosts for homophobic comments. GLAAD also protests anti-LGBT rhetoric on other high-profile Spanish-language radio shows. (See page 19)

**MAY** In groundbreaking editorial meetings, GLAAD provides Chinese American newspapers in California with the Chinese-language *GLAAD Media Reference Guide* and discusses LGBT story ideas. Throughout the year, successful outreach to U.S. media outlets serving Asian Pacific Islander (API) communities results in strong coverage of LGBT issues.

**JUNE** GLAAD teams with Emmy® Award winner Carlos Portugal to launch an LGBT Latina/o screenwriters series. During the six-week course, 20 Latina/o screenwriters learn key elements of writing feature film and TV screenplays, as well as how they can increase the number of LGBT Latina/o characters in both mainstream and Spanish-language media. In 2007, GLAAD's Entertainment Media Program provides numerous TV and film script consultations and discusses programming with media professionals, educators and business leaders.

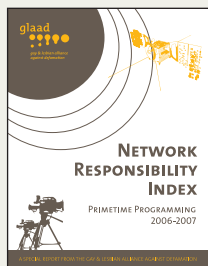


*ABC's Ugly Betty features a diverse cast, including several Latina/o and LGBT characters.*

## JULY / AUGUST / SEPTEMBER

**JULY** GLAAD helps lift a vital discussion about legal protections for gay and lesbian couples to national prominence when Janice Langbehn and Charlene Strong are denied hospital visitation with their dying partners. (See page 5)

**JULY** Denied the legal protections of marriage, LGBT binational couples face often-insurmountable immigration hurdles. In coordination with Immigration Equality, GLAAD calls attention to how current immigration law frequently forces American citizens to choose between their country and the person they love. (See page 7)



*GLAAD's inaugural Network Responsibility Index maps the quantity, quality and diversity of primetime programming.*

impressions. GLAAD's 12th annual *Where We Are on TV* report reveals that only 1.1% of all series regulars in the 2007-08 season are LGBT characters, down from 1.3% in 2006 and 1.4% in 2005. The analysis also highlights the lack of race and gender diversity among the network shows.

**AUGUST** GLAAD works with local leaders to focus media attention on the violent anti-gay lyrics of performers Bounty Killer and Buju Banton at New York City's annual Reggae Carifest. (See page 17)

**AUGUST** GLAAD collaborates with Lutherans Concerned North America to pitch the coming out of 82 Lutheran ministers at a churchwide assembly. (See page 11)

**AUGUST** Victoria Arellano, an HIV-positive transgender immigrant, dies after officials fail to provide critical medical attention while she is being held at an immigration detention center in San Pedro, Calif. In collaboration with Bienestar, GLAAD helps Arellano's family secure local and national coverage in English- and Spanish-language media, including *Noticias Univision*, *Primer Impacto*, *La Opinión*, *Los Angeles Times* and National Public Radio.

**SEPTEMBER** GLAAD works with the Kansas Equality Coalition to shape media coverage around Gov. Kathleen Sebelius' executive order banning discrimination on the basis of sexual orientation and gender identity for over 25,000 state employees. More than 100 print and online media outlets report. In 2007, GLAAD provides comprehensive communications strategy and spokesperson trainings to other state advocacy organizations working for LGBT equality in Alabama, Illinois, New Mexico, Oregon, Utah and Washington.

**AUGUST** Two new GLAAD studies show that while the quality of LGBT media images is improving, the number of LGBT characters on scripted network television keeps declining. GLAAD's inaugural *Network Responsibility Index* identifies ABC as the highest-performing network, with 15% of its overall programming including LGBT

## Timeline of Accomplishments (continued)

### OCTOBER / NOVEMBER / DECEMBER

**OCTOBER** As two landmark pieces of legislation to protect LGBT Americans are considered in Congress, GLAAD works to correct anti-LGBT misinformation, address problematic terminology, and highlight the stories of lesbian, gay, bisexual and transgender Americans during the debates on the Employment Non-Discrimination Act (ENDA) and Matthew Shepard Hate Crimes Prevention Act. GLAAD also places op-eds in the *San Francisco Chronicle*, *Baltimore Sun*, *Los Angeles Times*, *Memphis Flyer* and *The Huffington Post*.

**OCTOBER** GLAAD assists *The Oprah Winfrey Show* with finding guests for a groundbreaking show about transgender people whose families embraced their transition. (See page 6) In 2007, GLAAD helps book spokespeople on CNN, Fox News Channel, NBC, CBS and other networks.

**NOVEMBER** GLAAD releases its first Spanish-language “Be an Ally & a Friend” public service announcement (PSA), featuring actress and former Miss Universe Dayanara Torres. Encouraging straight allies to promote equality, fairness and respect for LGBT people, the PSA is made available exclusively to Spanish-language and Latina/o media outlets.



GLAAD’s first Spanish-language “Be an Ally & a Friend” spot reaches out to the Latina/o community.

**NOVEMBER** After months of preparation, GLAAD assists Equality California with the successful media launch of “Let California Ring,” an unprecedented statewide public education campaign in support of marriage. Reports about the campaign’s focus on the importance of straight allies’ support of marriage appear in print and broadcast media from San Francisco to London, reaching more than 8 million people.

LET**CALIF**  **ORNI**ARI**NG**.ORG

**DECEMBER** As high-profile stories on so-called “ex-gay” activists appear in local media, GLAAD works to unmask their discredited, yet dangerous, attempts to de-gay people. As part of a new initiative, GLAAD media-trains those who have survived these programs to share their stories and tell people about these groups’ harmful practices. (See page 7) GLAAD also media-trains psychiatrists in partnership with the Association of Gay and Lesbian Psychiatrists and the Rockway Institute to provide voices of scientific authority when so-called “ex-gay” activists make dubious claims in the media.

**DECEMBER** GLAAD’s new Young Adult Media Program trains 115 college students in Ames, Iowa, and Columbia, S.C., empowering LGBT young adults and their allies to fight defamatory media coverage and promote LGBT-inclusive stories in student newspapers and on college radio.

## 18th Annual GLAAD Media Awards



Jennifer Hudson (left) presented GLAAD's Excellence in Media Award to Patti LaBelle (right).

For the 18th year in a row, GLAAD honored outstanding media images of lesbian, gay, bisexual and transgender (LGBT) people during the 18th Annual GLAAD Media Awards. We celebrated another extraordinary year of exemplary media portrayals and paid special recognition to those who told fair, accurate and inclusive stories about LGBT lives.

Events were held in New York, Los Angeles, South Florida and San Francisco, honoring the year's outstanding English- and Spanish-language LGBT media images. Among the celebrity attendees were Julianne Moore, Tom Ford, Jennifer Aniston, Whoopi Goldberg, Jake Gyllenhaal, Jaime Bayly, John Amaechi and the cast of *Ugly Betty*. In all, over 5,000 attendees helped raise more than \$3.3 million for GLAAD's work. The awards were telecast for the third consecutive year on MTV Networks' Logo, bringing the event to millions of homes. The Associated Press, Reuters, Los Angeles *Daily News*, *Access Hollywood*, Univision, Telemundo, Azteca América, Televisa, MEGA TV and many other outlets also covered the events, introducing the GLAAD Media Awards to millions of additional viewers and readers around the world.

### 18TH ANNUAL GLAAD MEDIA AWARDS HONOREES

**VANGUARD AWARD:** Jennifer Aniston  
**VISIBILIDAD AWARD:** Jaime Bayly  
**PIONEER AWARD:** Kate Clinton  
**VITO RUSSO AWARD:** Tom Ford  
**DAVIDSON/VALENTINI AWARD:** Robert Gant  
**VALENTÍA AWARD:** India  
**EXCELLENCE IN MEDIA AWARD:** Patti LaBelle  
**PIONEER AWARD:** Del Martin & Phyllis Lyon  
**STEPHEN F. KOLZAK AWARD:** Martina Navratilova

### 18TH ANNUAL GLAAD MEDIA AWARDS RECIPIENTS

**OUTSTANDING FILM — WIDE RELEASE:**  
*Little Miss Sunshine* (Fox Searchlight Pictures)  
**OUTSTANDING FILM — LIMITED RELEASE:**  
*Quinceañera* (Sony Pictures Classics)  
**OUTSTANDING DRAMA SERIES:**  
*Brothers & Sisters* (ABC)  
**OUTSTANDING COMEDY SERIES:** *Ugly Betty* (ABC)  
**OUTSTANDING INDIVIDUAL EPISODE (IN A SERIES WITHOUT A REGULAR LGBT CHARACTER):**  
 "Where the Boys Are" *Grey's Anatomy* (ABC)  
**OUTSTANDING TELEVISION MOVIE OR MINI-SERIES:**  
*A Girl Like Me: The Gwen Araujo Story* (Lifetime)  
**OUTSTANDING DOCUMENTARY:**  
*All Aboard! Rosie's Family Cruise* (HBO)  
**OUTSTANDING REALITY PROGRAM:**  
*Project Runway* (Bravo)  
**OUTSTANDING DAILY DRAMA:** *All My Children* (ABC)  
**OUTSTANDING TALK SHOW EPISODE:**  
 "Wives Confess They are Gay"  
*The Oprah Winfrey Show* (syndicated)  
**OUTSTANDING TV JOURNALISM — NEWSMAGAZINE:**  
 "Forbidden Love" *Nightline* (ABC)  
**OUTSTANDING TV JOURNALISM — NEWS SEGMENT:**  
 "The Equality Ride" *MTV News*:  
*The Amazing Break* (MTV)

**OUTSTANDING NEWSPAPER ARTICLE:**  
 "Supporting Boys or Girls When the Line Isn't Clear"  
 by Patricia Leigh Brown (*The New York Times*)  
**OUTSTANDING NEWSPAPER COLUMNIST:**  
 Frank Rich (*The New York Times*)  
**OUTSTANDING NEWSPAPER OVERALL COVERAGE:**  
*Los Angeles Times*  
**OUTSTANDING MAGAZINE ARTICLE:**  
 "The Pressure to Cover" by Kenji Yoshino  
 (*The New York Times Magazine*)  
**OUTSTANDING MAGAZINE OVERALL COVERAGE:**  
*Details*  
**OUTSTANDING DIGITAL JOURNALISM — ARTICLE:**  
 "The Glass Closet" by Alex Koppelman  
 (Salon.com)  
**OUTSTANDING DIGITAL JOURNALISM — MULTIMEDIA:**  
 "Being a Gay Black Man" by Ben de la Cruz,  
 Pierre Kattar and Sholnn Z. Freeman  
 (WashingtonPost.com)  
**OUTSTANDING MUSIC ARTIST:**  
 Scissor Sisters, *Ta-Dah*  
**OUTSTANDING COMIC BOOK:**  
*Fun Home* by Alison Bechdel (Houghton Mifflin)  
**OUTSTANDING ADVERTISING — ELECTRONIC:**  
 "Living Room" IKEA  
**OUTSTANDING ADVERTISING — PRINT:**  
 "Bear" Marc Jacobs  
**OUTSTANDING LOS ANGELES THEATER:**  
*Bluebonnet Court* by Zsa Zsa Gershick  
**OUTSTANDING NEW YORK THEATER**  
**BROADWAY & OFF-BROADWAY:**  
 (Tie) *25 Questions for a Jewish Mother* by  
 Kate Moira Ryan with Judy Gold /  
*The Little Dog Laughed* by Douglas Carter Beane  
**OUTSTANDING NEW YORK THEATER**  
**OFF-OFF BROADWAY:**  
*Candy and Dorothy* by David Johnston

### SPANISH-LANGUAGE AWARD RECIPIENTS

**OUTSTANDING NOVELA:**  
*Tierra de Pasiones* (Telemundo)  
**OUTSTANDING VARIETY PROGRAM SEGMENT:**  
 "María Belén Correa" *Mapiando* (Azteca América)  
**OUTSTANDING INDIVIDUAL EPISODE (IN A SERIES WITHOUT A REGULAR LGBT CHARACTER):**  
 "El amor es ciego" *Mujer, Casos de la Vida Real*  
 (Univision)  
**OUTSTANDING TALK SHOW EPISODE:**  
 "La Empresa" *Caso Cerrado* (Telemundo)  
**OUTSTANDING CELEBRITY NEWS SEGMENT:**  
 "Segmento de Ángel" *Escándalo TV* (Telefutura)  
**OUTSTANDING TV JOURNALISM — NEWS SEGMENT:**  
 "Funcionaria transexual" *Primer Impacto* (Univision)  
**OUTSTANDING TV JOURNALISM — NEWSMAGAZINE:**  
 "Mi nombre es Diana" *Reencuentro-Al Rojo Vivo*  
 (Telemundo)  
**OUTSTANDING NEWSPAPER ARTICLE:**  
 "Doble día del padre" by Virginia Gaglianone  
 (*La Opinión* [Los Angeles])  
**OUTSTANDING NEWSPAPER COLUMNIST:**  
 Nancy Álvarez (Syndicated)  
**OUTSTANDING NEWSPAPER OVERALL COVERAGE:**  
*La Opinión* [Los Angeles]  
**OUTSTANDING MAGAZINE ARTICLE:** "Tierra de  
 Pasiones genera controversias" (*TV y Novelas USA*)  
**OUTSTANDING ADVICE COLUMN:**  
 Consultorio de Rubén Carvajal (*TV Notas*)  
**OUTSTANDING MAGAZINE OVERALL COVERAGE:**  
*TV y Novelas USA*  
**OUTSTANDING DIGITAL JOURNALISM ARTICLE:**  
 "Muy Jóvenes Para Ser Gay" by Andrés Fortuño  
 (Terra.com)  
**OUTSTANDING PRINT ADVERTISING:**  
 RAER Clothes (*GQ España*)  
**SPECIAL RECOGNITION:**  
 Gloria Trevi, "Todos me Miran"

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When you become a member of the Alliance Circle, you are claiming your place as a leader on the front line in the fight for equality. You are helping us build a better future for you and those you love. We thank the following members of GLAAD's Alliance Circle who have pledged their annual support with gifts of \$5,000 or more between June 1, 2006, and December 31, 2007.

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United Way of Los Angeles  
United Way of New York  
United Way Special Distribution Account  
Verizon  
WellPoint Associate Giving Campaign  
The WellPoint Foundation  
Wells Fargo Community Support Campaign  
Wingspan (Southern Arizona Community Center)  
WPG Solutions

## EVENTS CORPORATE SPONSORS

ABSOLUT® Vodka  
ADP  
Allstate Insurance Company  
Aloft  
Kenneth Alpert & Andrew Petronio/  
KA Design Group  
American Airlines  
American Express Company

Ameriprise Financial  
Anheuser-Busch, Inc.  
AOL LLC  
AT&T  
Atlantis Events  
AXA Equitable  
Barclays Capital  
Bloomberg  
Bravo Network  
Bunim-Murray  
CBS Corporation  
CESDL Corporation  
Marc Cherry  
City National Bank  
The Cohen Foundation  
Coldwell Banker Commercial Properties  
Comcast  
Comedy Central  
Condé Nast Publications  
Coors Brewing Company  
Creative Artists Agency  
Deloitte.  
Details  
Diet Pepsi  
Disney-ABC Television Group  
Phil Donahue & Marlo Thomas  
John Eckel  
Entertainment Partners  
The Estée Lauder Companies, Inc.  
Fox Entertainment Group  
The Gill Foundation  
Goldman Sachs & Co.  
The Graham Family Charitable Foundation  
Hansen, Jacobson, Teller, Hoberman, Newman, Warren & Richman LLP  
Harrah's Foundation  
HBO  
The Hershey Company  
Hilton Hotels Corporation  
Hyatt Resorts  
IBM  
Imperia Vodka  
In Style Magazine  
J.C. Penney Corporation, Inc.  
Jaguar Land Rover c/o Witeck Combs Communications  
Latham & Watkins LLP  
Lehman Brothers  
Walter Leiss  
Lexus  
Lifetime Networks  
LUXE Limousine  
Macy's/Bloomingdale's  
Marlo Copy & Printing  
Garry Marshall  
The McGraw-Hill Companies  
Microsoft  
Mitchell Gold + Bob Williams  
Morgan Stanley  
Motorola  
MTV Networks  
National Education Association & the NEA Health Information Network  
NBC Universal

New Line Cinema  
Orbitz.com  
People Magazine  
Pfizer  
PlanetOut, Inc.  
Prime Access  
Prudential Financial  
Qantas Airways  
The S.A.C. Foundation  
Safeco  
San Francisco 49ers  
Scripps Networks  
Sedgwick, Detert, Moran & Arnold LLP  
Frank Selvaggi & William Shea  
Showtime Networks, Inc.  
Simpson, Thacher & Bartlett LLP  
Skadden, Arps, Slate, Meagher & Flom LLP  
Starbucks Coffee Company  
STILETTO Entertainment  
Sundance Channel  
Sweetleaf Stevia  
Time Warner  
Andrew Tobias & Charles Nolan  
truTV  
Tylenol PM  
UBS AG  
University of Phoenix  
Univision Communications, Inc.  
Variety  
Verizon  
visitBritain  
WaMu  
Warner Bros./Reprise Records  
Weil, Gotshal & Manges LLP  
The Weinstein Company  
Wells Fargo  
Wyndham Hotel Group

## IN-KIND DONORS

### IN-KIND DONATIONS OF GOODS & SERVICES

(Value of \$25,000+)  
American Airlines  
Clos du Bois  
Comcast  
David Huebner  
The Olivia Companies  
Stamberg Aferiat Architecture/  
Peter Stamberg & Paul Aferiat  
Time Out New York  
  
(Value of \$10,000 — \$24,999)  
Dina Appleton, Esq., Sheppard, Mullin, Richter & Hampton LLP  
Chelsea Frames  
1-800-Flowers  
Marc Cherry  
Stacey E. James, Esq., Littler Mendelson  
Ronda Jamgotchian, Esq., Sheppard, Mullin, Richter & Hampton LLP  
Mitchell Gold + Bob Williams  
WSBS — Mega TV Channel 22

## Independent Auditors' Report

Each year, GLAAD engages an independent auditor to review our financial records to determine that we have recorded all financial information and reported this information completely and accurately. The auditing firm conducts their audit by reviewing our internal controls and our actual financial records. At the end of their audit, they issue a report relative to our financial records. The entire financial statement along with the opinion report from the CPA firm that performed the audit may be obtained upon request. We are pleased to report the auditing firm provided a favorable opinion upon completion of the audit for 2007. The auditors' report, dated March 25, 2008, included the following statement:

*"We have audited the accompanying Statement of Financial Position of Gay & Lesbian Alliance Against Defamation, Inc. (a nonprofit organization) as of December 31, 2007 and the related Statements of Activities, Functional Expenses and Cash Flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit. The prior year summarized comparative information has been derived from Gay & Lesbian Alliance Against Defamation, Inc.'s December 31, 2006 financial statements and in our report dated February 23, 2007 we expressed an unqualified opinion on those financial statements.*

*We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.*

*In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Gay & Lesbian Alliance Against Defamation, Inc. as of December 31, 2007 and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America."*

## Financial Statements

This condensed statement of activities was extracted from audited financial statements. Complete audited financial statements are available upon request.

For the Year Ending December 31, 2007

### REVENUE

|                            |                |
|----------------------------|----------------|
| Contributions              | \$5,382,965    |
| Annual Media Awards (Net)  | 1,551,645      |
| Other Events (Net)         | 83,540         |
| Investment Income          | 190,957        |
| Loss on Disposal of Assets | <u>-75,246</u> |
| Total Revenue              | 7,133,861      |

### EXPENSES

|                      |                  |
|----------------------|------------------|
| Program Expenses     | 5,496,901        |
| Management & General | 495,699          |
| Fundraising          | <u>1,586,147</u> |
| Total Expenses       | 7,578,747        |

### NET ASSETS

|                          |                    |
|--------------------------|--------------------|
| Change in Net Assets     | -444,886           |
| Net Assets at 12/31/2006 | <u>6,372,726</u>   |
| Net Assets at 12/31/2007 | <u>\$5,927,840</u> |

### FUNCTIONAL EXPENSES AS A PERCENTAGE OF TOTAL EXPENSES

|                      |     |
|----------------------|-----|
| Programs             | 73% |
| Fundraising          | 20% |
| Management & General | 7%  |

## Board of Directors, Staff, Media Fellowships and Internships

### BOARD OF DIRECTORS

#### CO-CHAIR

Yvette Burton, New York, NY

#### CO-CHAIR

John Hadity, New York, NY

#### TREASURER

Kelley Buchanan, New York, NY

#### SECRETARY

Judy Gluckstern, New York, NY

John Barabino, Chevy Chase, MD  
 Betsy Bernard, Morristown, NJ  
 Gary Bitner, Ft. Lauderdale, FL  
 Carlos Carreras, Studio City, CA  
 Timothy Corrigan, Los Angeles, CA  
 Garrett J. Devine, Los Angeles, CA  
 Leslie Donovan, Princeton, NJ  
 Ingrid M. Durán, Falls Church, VA  
 Robert L. Forbuss, Las Vegas, NV  
 Tanya Grubich, New York, NY  
 Dean Hansell, Los Angeles, CA  
 Hope Hughes, New York, NY  
 Phil Kleweno, Los Angeles, CA  
 Cordey Lash, Dallas, TX  
 Maria Lescano, Fort Lauderdale, FL  
 John C. Libby III, Atlanta, GA  
 Dawn Meifert, Dallas, TX  
 Susan Mindell, New York, NY  
 Michael Nutt, New York, NY  
 Laurie Perper, New York, NY  
 Thom Reilly, Las Vegas, NV  
 Mark G. Reisbaum,  
 San Francisco, CA  
 Sally Ringo, Atlanta, GA  
 Donna Rose, Scottsdale, AZ  
 Carol Rosenfeld, Los Angeles, CA  
 Collin Sam, Pasadena, CA  
 Mike Schaefer, Seattle, WA  
 Bill Stewart, Chicago, IL  
 John W. Stewart III,  
 San Francisco, CA  
 Anthony E. Varona,  
 Chevy Chase, MD  
 William Weinberger,  
 Los Angeles, CA  
 Steven Wozencraft,  
 Laguna Beach, CA  
 Spencer H.C. Yu, Los Angeles, CA

### GLAAD COUNSEL

David Huebner, Esq.,  
 Sheppard, Mullin, Richter &  
 Hampton LLP

### STAFF\*

Neil G. Giuliano, President

J. Michael Durnil, Senior  
 Vice-President

Julie L. Anderson, Senior Director of  
 Development & Finance  
 Juan Barajas, Senior Director,  
 San Francisco Bay Area  
 Michelle MacGaffey, Senior Director  
 of Human Capital &  
 Administration  
 Rashad Robinson, Senior Director  
 of Media Programs  
 Jeffrey Seeger, Chief Information  
 Officer

Nick Adams, Media Awards  
 Communications Manager  
 L.K. Avelar, Special Events Manager  
 Miriam Barnard, Associate Director  
 of Major Gifts  
 Adam Bass, Western Media Field  
 Strategist  
 Jennifer Booher, Executive Assistant to  
 the President & Board Liaison  
 Jovan Bowles, Community  
 Events Manager  
 Peter Caborn, Director of Major  
 Gifts & Membership  
 Cerissa Cafasso, Associate Director  
 of PR & Communications  
 Bradley Campbell, Media  
 Circle Officer  
 Ann Craig, Director of Religion,  
 Faith & Values  
 Cindi Creager, Director of  
 National News  
 Mike Cummins, Director of Finance  
 April Domino, Office Manager —  
 New York

Janelle Eagle, Major Gifts Officer  
 Craig Evans, Associate Director of  
 Major Gifts

Madrio Fleeks, Human Resources  
 Generalist

Ben Fractenberg, Southern Media  
 Field Strategist

Julie Giragosian, Special Events  
 Coordinator

Johnny Gonzales, Special Events  
 Manager

Najuma Henry, Major Gifts  
 Associate

Sarah Holbert, Entertainment  
 Media Manager

Lane Hosmer, Associate Director of  
 Special Events & Sponsorship

Ellen Huang, Program Director —  
 Queer Lounge

Elliot Imse, Web Producer

Jennifer Jiries, Volunteer Manager

Corey Johnson, Eastern Media  
 Field Strategist

Paul Karr, Director of Media  
 Field Strategy

Sarah Kennedy, Central Media  
 Field Strategist

Casey Lackore, Digital Creative  
 Manager

Sean Lund, Director of Messaging  
 Juliet Macey, Media Research

Manager

Zoe Malley, Media Circle Officer

Jen Marony, Research & Grants  
 Associate

Andy Marra, Media Strategist —  
 Asian Pacific Islander

Community

Kristi Matthaei, Data Entry Clerk  
 Gerardo Mena, Office Manager —

Los Angeles

Dan Monteavaro, Design & Creative  
 Coordinator

Amanda Moss, Membership Manager  
 Rachel O'Leary, Director of

Volunteer Management

Arnaldo Ochoa, Bookkeeper  
 Tom Ogletree, Associate Director,

Messaging & Special Projects

Katrina Parker, Media Strategist—  
 Communities of African

Descent

Matthew Princetta, Media  
 Circle Associate

Vaishalee Raja, Associate Director  
 of Media Field Strategy

Diana Rodriguez, Director of Special  
 Events & Sponsorship

Damon Romine, Director of  
 Entertainment Media

Jonathan Rosales, Media Awards  
 Communications Associate

Ted Rybka, Director of Sports Media  
 Chuy Sanchez, Spanish-Language

Media Strategist

Andy Sheng, Database Administrator  
 Andrew Shield, Media Field

Coordinator

Paul Tatro, Grants Manager  
 Chris Tompkins, Associate Director,

Membership & Promotions

Monica Trasandes, Director of  
 Spanish-Language Media

Jared Watanabe, Systems Administrator  
 Dominique Zuber, Communications

& Publications Manager

*\*as of June 5, 2008*

### MEDIA FELLOWSHIPS

Mason Caminiti, Media Advocacy  
 and Accuracy Fellow

Jason Haas, Media Programs Fellow  
 Matt Kane, Media Awards/

Entertainment Media Fellow

Nick Mwaluko, National News  
 Fellow — Communities of

African Descent

Michele Ogden, National News

Fellow — Communities of

African Descent

### INTERNSHIPS

Hunter Aldrich, Spanish-Language  
 Media Intern

Lenore Bell, Volunteer  
 Management Intern

Tracy Chin, Media Field  
 Strategy Intern

Michael Falco, Media  
 Programs Intern

Brandon Ferderer, President's  
 Office Intern

Eric Gay, President's Office Intern  
 Erin Kelly, Special Events Intern

Jennifer Liou, National News  
 Intern — Asian Pacific Islander

Community

Sassafras Lowrey, National  
 News Intern

Reva McEachern, National  
 News Intern

Brandon Miliute, Media Field  
 Strategy Intern

Devon Nespica, Volunteer  
 Management Intern

Tony Quan, Special Events Intern  
 Brittany Quartermann, National

News Intern — Communities of  
 African Descent

Jenna Rifkin, Special Events Intern  
 Max Scales, Major Gifts Intern

Edward Schaeffer, Major  
 Gifts Intern

Andrew Shield, President's  
 Office Intern

Meilee Wong, Marketing &  
 Public Relations Intern





GLAAD wishes to thank Fervor Creative and John Wagner for the design and photography contributed to GLAAD's Performance Report 2007.

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