



visibility



acceptance



equality



# table of contents



**letter from the acting president / board co-chairs.....3**

**celebrating 25 years: a look back.....4**

**glaad at a glance.....6**

**glaad on the ground.....7**

**sharing stories: janice langbehn.....8**

**sharing stories: sgt. anthony bustos.....9**

**a network of support.....10**

**millions ‘go purple’ for spirit day.....11**

**glaad media awards.....12**

**2011 update: ny says ‘i do’.....14**

**2011 update: ejecting homophobia from the game.....15**

**2011 update: increasing visibility of lgbt  
people of color.....16**

**2011 update: confronting defamation in  
spanish-language media.....17**

**independent auditors’ report.....18**

**support.....20**

## letter from the acting president

Support for equality is like never before.

For the first time in our nation's history, a majority of Americans believe that every committed couple should be able to marry the person they love; that every brave soldier should be able to serve their country openly and honestly; and that every family should have access to their ailing loved ones in the hospital. Acceptance, it seems, is gradually becoming the new American standard.

But behind each of these struggles is a story – one story with the power to change the hearts and minds of millions.

For 25 years, the Gay & Lesbian Alliance Against Defamation (GLAAD) has worked through news, entertainment and online media to share the stories that help Americans side with fairness for all. From our work on the ground in states where equality for lesbian, gay, bisexual and transgender (LGBT) people is up for debate, to our work with news and entertainment outlets, GLAAD is transforming the way Americans see and think about the LGBT community – one story at a time.

GLAAD's work also spans across languages and touches a wide range of communities. Our Spanish-Language Media program, for instance, works to ensure that LGBT people are represented fairly and accurately in the nation's leading Spanish-language outlets. Similarly, GLAAD's People of Color Media Initiative works to elevate LGBT-affirming voices of color, sending a powerful message to Americans about the broad scope of diversity within our community.

As Americans get to know their LGBT friends, neighbors and colleagues, they come to understand that equality is about people just like them. And for some, the only LGBT people they know are those they meet while watching television, when at the movies or as they sit down to read the Sunday paper. That's why now, as we stand on the cusp of full equality, it's more important than ever that images of LGBT people are fair, accurate and diverse. Because with every story comes a changed mind.

It's been a long road, but with every mile we're one step closer to a more equal tomorrow.

Because words and images matter,



Mike Thompson, Acting President

## letter from the board

GLAAD is changing the way Americans think about equality – and has for 25 years.

First, we started with newspaper articles and television shows; now we're telling our stories on Facebook and Twitter. GLAAD is the advocate, watchdog and storyteller for all Americans.

This year's Performance Report celebrates the remarkable successes of the organization due to the collaborative partnership of our donors and community leaders like you.

In 2010, Janice Langbehn – a mother of four, who relied on GLAAD in her most desperate hour – helped secure hospital visitation protections for all American families. Similarly, Sergeant Anthony Bustos worked with GLAAD to help millions of ABC viewers understand the harms inflicting brave gay and lesbian service members forced to serve in silence.

It's in stories like Janice's and Anthony's that Americans find acceptance. Stories are the medium to finding and understanding our common humanity. Seeing real people. Hearing their struggles. And coming to understand that LGBT people share the same humanity and values. That's GLAAD at work.

With your leadership, we will share even more stories in 2012 and push all of us closer to equality. Visit GLAAD's website now, follow our work on Facebook and Twitter, and sign up for important e-mail updates. It all begins with your voice. Join us in amplifying the voices of change and bringing the LGBT community closer to equality.

To your leadership in giving voice to change,



Chad Boettcher (Co-Chair)



Sheri Fults (Co-Chair)



## celebrating 25 years: a look back

**1985**

1985 – In response to the New York Post’s grossly defamatory and sensationalized HIV/AIDS coverage, GLAAD is formed to put pressure on media organizations to end homophobic reporting.

**1987**

1987 – GLAAD persuades The New York Times to change its editorial policy and begin using the word ‘gay.’

**1997**

1997 – GLAAD’s ‘Let Ellen Out’ campaign focuses unprecedented media attention on lesbian and gay representation on TV.

**1998**

1998 – Following the murder of Matthew Shepard, GLAAD goes to Laramie, Wyo. to help coordinate media outreach and vigils – sparking a national dialogue about anti-gay violence.

**1999**

1998 & 1999 – GLAAD exposes the fraudulent claims of so-called “ex-gay” groups.

**2000**

2000 – After meeting with GLAAD, the Associated Press revises its Stylebook to include fair and accurate LGBT terminology.

**2000**

2000 – Prompted by Eminem’s violently anti-gay ‘Marshall Mathers LP,’ GLAAD launches a national dialogue on homophobia in music.

**2001**

2001 – GLAAD succeeds in keeping the anti-gay rhetoric of ‘Dr. Laura’ Schlessinger off TV airwaves.

**2002**

2002 – After meeting with GLAAD, The New York Times opens its Weddings & Celebrations page to same-sex couples.

**2002**

2002 – GLAAD’s ‘Announcing Equality’ campaign begins, leading to a 584 percent increase in the number of newspapers willing to print announcements for gay and lesbian couples by 2008.

**2004**

2004 – GLAAD bridges a landmark partnership with Spanish-language television giant Univision designed to create more inclusive programming across the network.

**2006**

2006 – GLAAD launches the ‘Be an Ally & a Friend’ campaign, encouraging straight allies to promote respect for LGBT people.



**2006**

2006 – Meetings with Associated Press editors culminate in an AP Stylebook update that more accurately identifies LGBT people.

**2007**

2007 – GLAAD expands the scope of its work with three new program areas: Religion, Faith & Values, Sports Media and Young Adult Media.

**2007**

2007 – GLAAD breaks barriers in Asian-Pacific Islander media and releases its Chinese-language Media Reference Guide.

**2007**

2007 – GLAAD launches its online resource for journalists and advocates, “Unmasking So-Called ‘Ex-Gay’ Activists,” a critical tool in combating misinformation from the anti-gay right.

**2008**

2008 – Bravo airs the 19th Annual GLAAD Media Awards, bringing messages of support for LGBT people from America’s favorite celebrities into 84 million homes.

**2008**

2008 – GLAAD and Harris Interactive publish the groundbreaking ‘Pulse of Equality’ study, which shows that Americans’ impressions of LGBT people are largely formed by what they see on TV and in the news.

**2009**

2009 – GLAAD launches a new film outreach program to promote films that highlight the LGBT experience – cineGLAAD.

**2009**

2009 – In historic broadcast, truTV covers the murder trial of transgender teen Angie Zapata after working with GLAAD.

**2009**

2009 – GLAAD introduces its Advertising Media Program to promote fair, accurate and inclusive LGBT representations in advertising and corporate America.

**2010**

2010 – NBC’s Today Show opens its “Modern Wedding Contest” to same-sex couples after GLAAD speaks out. Executives vow to keep future contests fully inclusive.

**2010**

2010 – GLAAD bridges a new partnership with Facebook to combat anti-LGBT cyberbullying.

**2010**

2010 – Millions go purple in support of LGBT youth on Spirit Day.

**2011**

2011 – L.A. Lakers star Kobe Bryant apologizes for using an anti-gay slur on the court after GLAAD intervenes. The NBA begins work with GLAAD to address homophobia in basketball.

**2011**

2011 – After comedian Tracy Morgan made a joke endorsing violence against LGBT youth, GLAAD worked with him to organize a press conference and send a message that parents should always support their children.



## glaad at a glance – 2010

**2112** Number of advocates and allies trained by GLAAD in 2010

**1231** Number of news outlets GLAAD worked with in 2010

**780** Number of LGBT stories pitched by GLAAD in 2010

**January** Under pressure from GLAAD, the University of Notre Dame and student newspaper 'The Observer' issue an apology for publishing a cartoon promoting anti-gay violence.

**February** Several California venues remove anti-gay reggae artist Capleton from their performance schedule after GLAAD and local advocates speak out.

**March** In response to GLAAD's call, Spanish-language singer Paquita la del Barrio speaks to Latino parents and apologizes for stating that she'd rather see a child starve to death than be adopted by gay parents.

**April** After GLAAD shares the story of Janice Langbehn in The New York Times, President Barack Obama signs a Presidential Memorandum extending hospital visitation protections to gay and lesbian couples.

**May** GLAAD and Academy Award-winner Dustin Lance Black pen an article for Newsweek speaking out against a column in the magazine which claimed that gay actors cannot play straight roles.

**June** GLAAD launches a national Call to Action against ABC's 'The View' after host Sherri Shepherd and guest host D.L. Hughley make inaccurate and dangerous comments about African American gay & bisexual men.

**July** NBC's 'Today Show' opens its "Modern Wedding Contest" to gay and lesbian couples after GLAAD issues a national Call to Action, prompting thousands of supporters to contact network executives.

**August** TeenNick introduces television's first regular transgender teen character on its hit show 'Degrassi' after working with GLAAD on script development.

**September** E! issues an on-air apology and commits to keeping anti-gay comments off the air after GLAAD calls on the network to take responsibility for anti-gay remarks on 'Daily 10.'

**October** Millions show their support for LGBT youth by 'going purple' on GLAAD's first-ever Spirit Day. Participants include hosts of The Today Show, The View, The Talk, CBS Evening News, E! News, The Tonight Show and dozens of others.

**November** GLAAD works with MTV to remove transphobic comments made on its hit show 'Jersey Shore.'

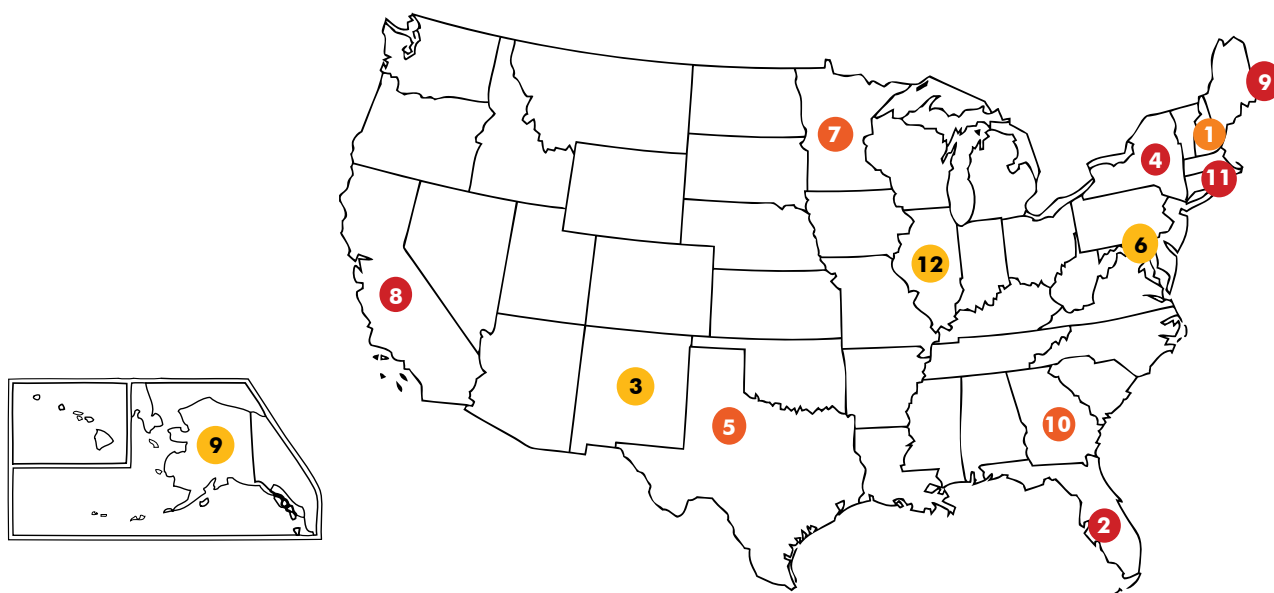
**December** As Congress votes to repeal "Don't Ask, Don't Tell," GLAAD works across mainstream media to share the stories of service members unfairly discharged under the 1993 law.

# glaad on the ground

**GLAAD's Media Field Strategy team works in states across the country to train local LGBT people and allies how to speak out in their communities whether at church, in a PTA meeting, at community gatherings or in the local media.**

**GLAAD also serves as a communications consultant to many local LGBT organizations which lack the resources necessary to focus on this important work when equality is being debated on the local level.**

- 1 (NH)** GLAAD works alongside local organizations to share the stories of loving and committed couples as marriage equality becomes a reality in the Granite State.
- 2 (FL)** GLAAD continues its collaboration with the ACLU of Florida, working to increase support for adoption by loving gay and lesbian parents by training local families to speak out in their communities.
- 3 (NM)** GLAAD and the National Center for Lesbian Rights (NCLR) amplify voices of local faith leaders who support domestic partnership legislation.
- 4 (NY)** GLAAD meets with staff at The New York Times to discuss and clarify fair and accurate representation of the transgender community.
- 5 (TX)** In response to an offensive article and editors' refusal to run wedding announcements for same-sex couples, GLAAD meets with The Dallas Morning News to discuss how the paper can better report on LGBT lives and issues.



- 6 (DC)** GLAAD helps share the stories of loving couples as marriage equality arrives in the nation's capital, ensuring that Americans everywhere hear and see their powerful stories.
- 7 (MN)** GLAAD trains LGBT-affirming faith leaders to speak out for equality as the Presbyterian Church (USA) votes in favor of recognizing marriage for gay and lesbian couples.
- 8 (CA)** In the wake of a U.S. District Court's decision to overturn Proposition 8, GLAAD helps couples speak out in both English and Spanish-language media about the harms their families face without marriage protections.
- 9 (AK)** In conjunction with the ACLU of Alaska, GLAAD trains local leaders how to speak out in media as part of a public education campaign that aims to build support for non-discrimination ordinances.
- 10 (GA)** GLAAD works with local advocates to increase the visibility of LGBT people of color by helping local media to spotlight Atlanta's sixth annual Black Gay Pride Celebration.
- 11 (RI)** GLAAD helps couples share their stories with media to build public support for relationship recognition laws.
- 12 (IL)** In partnership with Chicago's Center on Halstead, GLAAD trains over 70 local leaders how to work with the media to build support for LGBT equality in the Windy City.



## sharing stories: Janice Langbehn

In February 2007, while unpacking her family's luggage aboard a cruise ship, Janice Langbehn's three children came frantically pounding on the door. "Mommy is hurt," they cried. Lisa, Janice's partner of 17 years, had suffered a brain aneurysm and collapsed while taking photos of the kids playing basketball.

Upon arriving at Miami's Jackson Memorial Hospital, Janice and her children were greeted not with sympathy, but with discrimination. "You're in an anti-gay city and state," a hospital social worker told Janice, refusing to let her or the children see Lisa as she lay unconscious just feet away. Later that afternoon, a hospital staff member informed Janice that there would be no hope for Lisa's recovery.

Despite having the necessary legal documents, including a Power of Attorney, and Janice's outright pleas to hospital staff, begging them to let her kids see their dying mother, it would be hours before the exhausted children were able to say goodbye. Lisa died the next morning.

Shortly after Lisa's untimely death, Janice contacted GLAAD to help share her story and shed light on the injustices facing gay and lesbian couples who were then denied basic hospital visitation protections, even under the most dire of circumstances.

GLAAD took Janice's story to the media, including The New York Times, which profiled her and her family in a lengthy article about the tragic toll anti-gay laws can take on loving families. It's that same article that was brought to the attention of President Barack Obama and which reshaped hospital visitation policies around the country.

In April 2010, President Obama called Janice to apologize for how her family was treated, and informed her that he would be issuing an Executive Order requiring hospitals to treat gay and lesbian couples with the same dignity and respect afforded to all others. That law went into effect on January 18, 2011.

"None of this would have been possible without GLAAD," Langbehn says. "Without GLAAD I would not have received the media attention and training that I so needed while in deep grief. Without GLAAD, our family and Lisa's legacy would have been a one-time article in my local paper, instead of creating national change so all LGBT individuals will not die alone while their partner and children are behind locked doors."

Janice's story shows the powerful impact that LGBT words and images in the media can have on our country.

By bringing stories about the harms faced by real people like Janice, GLAAD is helping everyday Americans understand that LGBT people deserve the same opportunities to take care of the person they love and their families.



Just hours before her death, Lisa Pond poses with her partner, Janice Langbehn, and children.



Janice Langbehn (left) and Lisa Pond, 1996



## sharing stories: Sergeant Anthony Bustos

Nearly two decades after its enactment, the United States military's ban on openly gay and lesbian service members, known as "Don't Ask, Don't Tell," finally came to an end in 2011. More than 14,000 brave men and women have been discharged under the law, with countless more serving in silence until the repeal was fully implemented.

For years, GLAAD and partner organizations worked to share the stories of gay and lesbian troops who simply wanted an opportunity to serve their country openly and honestly. One such service member was Sergeant Anthony Bustos.

After joining the United States Army National Guard in 2004, Sgt. Bustos served two tours in Iraq, working as a combat medic saving lives in the line of fire. Just weeks before his first scheduled return home, however, a roadside bomb detonated beside Sgt. Bustos' vehicle, killing two of his closest friends. It was then that he decided he had to come out. "They died not knowing who I was completely," Bustos recounts.

In May 2010, after working with GLAAD, Sgt. Bustos came out to friends, family and millions of Americans on ABC World News with Diane Sawyer, where he told his harrowing story and emphasized the harms inflicted upon gay and lesbian service members who simply wanted a chance to be themselves while bravely serving the country they love.

"GLAAD prepared me for every interview, every question and every curve ball that I encountered – providing me with interview strategy, practice questions and powerful talking points," says Bustos.

Later that year, as Congress took up legislation to repeal the law, GLAAD helped Sgt. Bustos bring his story to other outlets, including The Associated Press, USA Today and The Wall Street Journal, putting a face on "Don't Ask, Don't Tell" for countless Americans and helping to build support for repeal.

As lawmakers and the American public heard the stories of gay and lesbian service members like Sgt. Bustos, they came to understand that our military's strength was being compromised by discharging qualified, capable and highly skilled personnel. Finally, in December 2010, Congress voted to begin repeal of the law.

It's in stories like Sgt. Bustos' that Americans find understanding and acceptance, and it's GLAAD on the ground and behind the scenes working to make those stories into headlines.



Photo courtesy of Jeff Sheng and Kaycee Olsen Gallery



## **a network of support:** glad and facebook work together to counter anti-LGBT cyberbullying



In October 2010, high school student Brittany McMillan started a Facebook page devoted to the memory of several LGBT or LGBT-perceived youth who died by suicide. The page soon attracted hundreds of thousands of followers. People young and old flocked to the page to show their support for LGBT youth and send a message that it's okay to be who you are. But as popularity grew, anti-LGBT voices began saturating the page with violent and inflammatory anti-LGBT comments and photos.

GLAAD contacted Facebook to alert the site of the hateful material, igniting a conversation about how Facebook can better respond to anti-LGBT content. Within days, Facebook worked with GLAAD to implement new measures through which the site monitors and responds to offensive posts. "Educating people about the lasting and damaging impacts of ignorant and hateful comments is a responsibility shared by parents, educators, organizations like GLAAD, and services like Facebook," said Facebook spokesman Andrew Noyes.

Later that month, Facebook and GLAAD announced the formation of a "Network of Support," an educational initiative that works to combat anti-LGBT cyberbullying. Together with organizations including HRC, GLSEN, PFLAG, the Trevor Project and MTV, GLAAD and Facebook are working to make the site both safer and more welcoming for LGBT users.

As part of that effort, Facebook and GLAAD announced in February 2011 that the site would add 'In a Civil Union' and 'In a Domestic Partnership' options to user profiles. By expanding its relationship choices, Facebook not only became more inclusive, but also reminded users that loving gay and lesbian couples are still denied marriage protections in most states.

Facebook is undoubtedly the world's most ubiquitous social network, and with GLAAD's help, the social media giant is becoming safer for LGBT youth and sending affirming messages about LGBT people to tens of millions of users across the globe. By advocating for equality in digital spaces like Facebook, GLAAD continues to advance its role as the leading LGBT media advocacy organization.



## millions 'go purple' in support of LGBT youth on spirit day

In 2010, the tragic suicide deaths of several young people known or believed to be LGBT captured the nation's attention. Mainstream media reported that the victims had suffered relentless taunting and teasing because of their identities, sparking a tremendously visible conversation around anti-LGBT bullying.

As a way to remember those who died, high school student Brittany McMillan had an idea: she would encourage her friends to join her in wearing purple on October 20 – a tribute she called 'Spirit Day.' Together, participants would stand up to the bullies by showing their solidarity and support for LGBT youth everywhere.

With GLAAD's help, Spirit Day turned into a nationwide phenomenon. GLAAD worked to engage participation from TV personalities including hosts of The Today Show, CNBC, The View, The Talk, NBC Nightly News, World News, The Joy Behar Show, The Tonight Show, and Chelsea Lately – all of whom 'went purple' in support of LGBT youth. Celebrities and notables including Secretary of State Hillary Clinton, Cyndi Lauper, Ricky Martin, the Dixie Chicks, Joan Rivers, Ryan Seacrest, Vanessa Williams and the cast of 'Glee' also participated, sending a clear message to Americans that it's okay to be who you are.

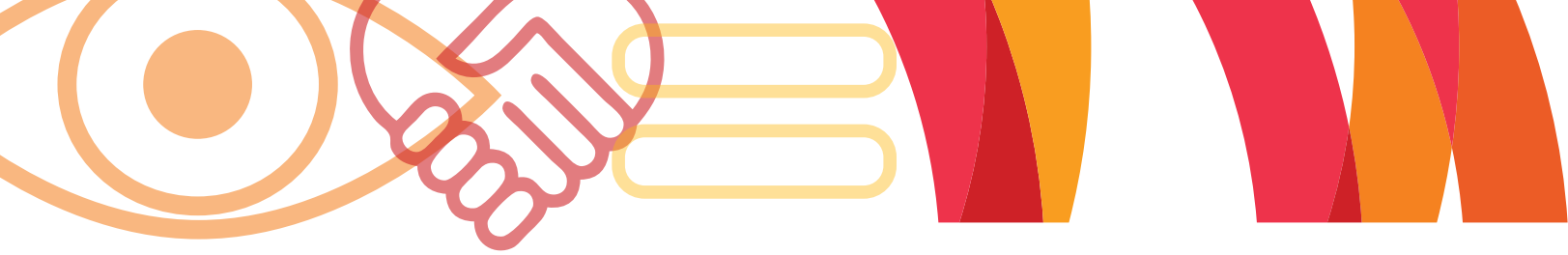
Hundreds of thousands of Americans also used GLAAD's online tool to turn their Facebook and Twitter profile pictures purple.

GLAAD collected stories and photos from parents, teachers and LGBT youth from around the country – and mainstream media including CNN, USA Today and E! Online all reported about the surge of support for LGBT young people today.

In 2011, Spirit Day will continue as GLAAD again works with networks, celebrities, TV personalities and online media to take a stand against anti-LGBT bullying. GLAAD's new "Amplify Your Voice" public service announcement (PSA) series will also debut in October as part of National Bullying Prevention Month.

The outpouring of support on Spirit Day brought the LGBT community and its allies together and sent a strong message that anti-LGBT bullying will not be tolerated. By sharing our voices of support, young people across the nation continue to see that there's simply nothing wrong with being who you are.





## 21st annual glaad media awards

(held in 2010 for images presented in 2009)

**The GLAAD Media Awards recognize and honor media for their fair, accurate and inclusive representations of the lesbian, gay, bisexual and transgender (LGBT) community and the issues that affect their lives. The GLAAD Media Awards also fund GLAAD's work to amplify stories of LGBT people and issues that build support for equality.**

### **Special Honorees:**

Cynthia Nixon, Vito Russo Award  
Joy Behar, Excellence in Media Award  
HAIR, Special Recognition Award  
Drew Barrymore, Vanguard Award  
Wanda Sykes, Stephen F. Kolzak Award  
Cybill Shepherd, Golden Gate Award  
Lee Daniels, Davidson/Valentini Award

### **Outstanding Film – Wide Release**

A Single Man (The Weinstein Company)

### **Outstanding Film-Limited Release**

Little Ashes (Regent Releasing)

### **Outstanding Drama Series**

Brothers & Sisters (ABC)

### **Outstanding Comedy Series**

Glee (Fox)

### **Outstanding Individual Episode**

*(in a series without a regular LGBT character)*  
"Pawnee Zoo" Parks and Recreation (NBC)

### **Outstanding TV Movie or Mini-Series**

Prayers for Bobby (Lifetime)

### **Outstanding Documentary**

Ask Not (PBS)

### **Outstanding Reality Program**

RuPaul's Drag Race (Logo/VH1)

### **Outstanding Daily Drama**

One Life to Live (ABC)

### **Outstanding Talk Show Episode**

"Ellen DeGeneres and Her Wife, Portia de Rossi" The Oprah Winfrey Show (syndicated)

### **Outstanding TV Journalism – Newsmagazine**

"Uganda Be Kidding Me" (series) The Rachel Maddow Show (MSNBC)

### **Outstanding TV Journalism Segment**

"Why Will Won't Pledge Allegiance" American Morning (CNN)

### **Outstanding Newspaper Article**

"Kept From a Dying Partner's Bedside" by Tara Parker-Pope (The New York Times)

### **Outstanding Newspaper Columnist**

Frank Rich (The New York Times)

### **Outstanding Newspaper Overall Coverage**

The New York Times

### **Outstanding Magazine Article**

"Coming Out in Middle School" by Benoit Denizet-Lewis (The New York Times Magazine)



## **Outstanding Magazine Overall Coverage**

The Advocate

## **Outstanding Digital Journalism Article**

TIE:

"We Love You, This Won't Change a Thing" by John Bucigross (ESPN.com)

"Why Can't You Just Butch Up? Gay Men, Effeminacy, and Our War with Ourselves" by Brent Hartinger (AfterElton.com)

## **Outstanding Digital Journalism – Multimedia**

"The Stonewall Riots: 40 Years Later" produced by Dave Singleton (AARP.org)

## **Outstanding Music Artist**

Lady Gaga, The Fame Monster (Interscope)

## **Outstanding Comic Book**

Detective Comics by Greg Rucka (DC Comics)

## **Outstanding Los Angeles Theatre**

Lydia by Octavio Solis

## **Outstanding New York Theatre:**

Broadway & Off-Broadway

A Boy and His Soul by Colman Domingo

## **Outstanding New York Theatre:**

Off-Off Broadway

She Like Girls by Chisa Hutchinson

## **21st annual glaad media awards**

*Spanish-Language Award Recipients*

## **Outstanding Novela**

Más Sabe el Diablo (Telemundo)

## **Outstanding Daytime Talk Show Episode**

"Adopción gay: un tema muy controversial" Paparazzi TV Sensacional (MegaTV)

## **Outstanding Talk Show Interview**

"Realidades de ser gay en la tercera edad" El Show de Cristina (Univision)

## **Outstanding TV Journalism – Newsmagazine**

TIE:

"En el cuerpo equivocado" Primer Impacto (Univision)

"Damas gracias: Entrevista con Eva Leivas-Andino" Al Rojo Vivo (Telemundo)

## **Outstanding TV Journalism Segment**

"Polémicas adopciones" Noticiero Telemundo (Telemundo)

## **Outstanding Newspaper Article**

"Mas familias de dos papás o dos mamás" by Pilar Marrero (La Opinión)

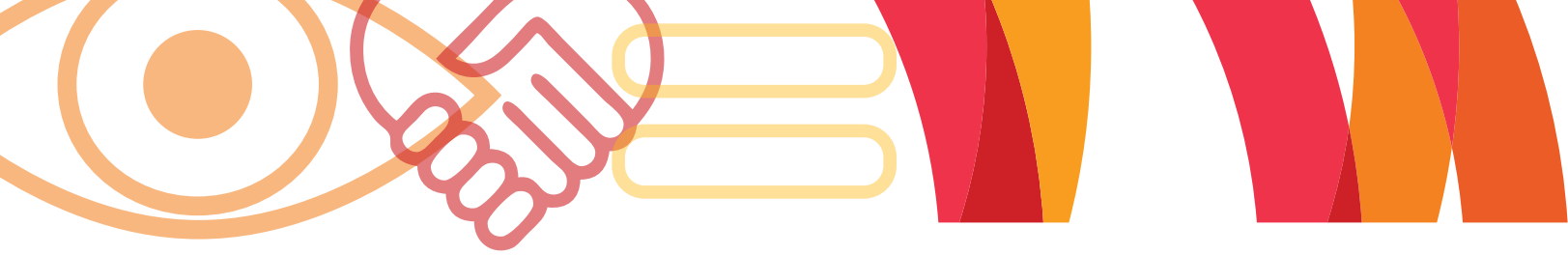
## **Outstanding Magazine Article**

"Del odio a la justicia" by Lena Hansen (People en Español)

## **Outstanding Digital Journalism Article**

"Saliendo del clóset: Cómo enfrentarlo en familia" by Fernanda Martínez (Univision.com)





## 2011 update: new york says 'i do'



The sun shined brightly in New York City on July 24, as loving gay and lesbian couples lined the streets of downtown Manhattan for the chance to finally say “I do.” Some had waited decades, while others said they’d never expected to live to see the day, but thanks to a years-long ground campaign and the unwavering commitment of Governor Andrew Cuomo, marriage equality had finally become a reality in the Empire State.

In the months and weeks leading up to the historic day, GLAAD was working to share the stories of loving and committed New York couples who simply wanted the opportunity to take care of and be responsible for each other. In collaboration with the New Yorkers United for Marriage Coalition, GLAAD hosted trainings across the state, during which couples were taught how to speak out (in both English and Spanish-language) most effectively in the media. And as New Yorkers heard their stories, support for equality continued to swell.

After meeting supporters from across New York, GLAAD released a list of couples and LGBT-affirming faith leaders and worked with hundreds of mainstream and local media to ensure coverage of this historic day would be groundbreaking. The response was overwhelming, as hundreds of phone calls poured into the GLAAD offices from reporters across the globe hoping to interview New York couples.

GLAAD-trained couples appeared in outlets including the Associated Press, USA Today, The New York Times, CNN, Fox News Latino, BBC, Bloomberg Business Week, New York Magazine, Glamour Magazine and NBC Nightly News among dozens of others – reaching hundreds of millions of Americans.

“Being among the first gay couples to legally marry in New

York State, we were concerned as to how this event would be played out in the media and how it might impact those whose feelings on marriage equality may not be supportive or yet defined,” said GLAAD-trained couple Alan Miles and Drew Glick. “We were fortunate to have GLAAD work with us on how to share our story of love and commitment in such a way that Americans would understand our top priority is no different than theirs: being able to take care of and be responsible for the person we love most.”

It’s stories like Alan & Drew’s that lead to this historic decision and are building support for marriage equality in other states.

On the big day, GLAAD’s Media Field Strategy team was on the ground in New York City to hold trainings and distribute talking points to over 400 couples at the City Clerk’s Office. As part of a digital component to the marriage celebrations, GLAAD also live-tweeted the event and created an online tool through which people could change their Facebook and Twitter profile pictures to read “I <3 NY.” Celebrities including Ricky Martin and Real Housewives of New York City star Jill Zarin participated, sharing their support with millions of fans.

Wherever our equality is up for debate, GLAAD is on the ground working to share stories that promote understanding and increase acceptance. Because at GLAAD, we know that as Americans get to know LGBT people, they come to understand that this is about their brothers, sisters, neighbors and friends – people just like them who simply want the same opportunities to take care of each other and their families.

For more information about GLAAD’s work on the ground in 2010, turn to page 7.

## 2011 update: ejecting homophobia from the game



In April 2011, NBA megastar Kobe Bryant attracted national media attention after he shouted an anti-gay slur at a referee during a game. The incident, which was caught on camera, launched a national conversation about homophobia in sports.

But what some might consider most striking about the Kobe story was that Americans almost instantly recognized that anti-gay language has no place on the court. What was once overlooked as a mundane and ordinary instance of homophobia in basketball was, this time, an offense of national proportions.

GLAAD quickly called on the NBA to take action, and the league promptly fined Bryant \$100,000 as a result of the outburst. GLAAD and the NBA later bridged a partnership to address issues of homophobia in sports, and the Los Angeles Lakers produced a public service announcement (PSA) that took a stand against bullying – including anti-LGBT harassment.

Shortly thereafter, reports surfaced that Atlanta Braves pitching coach Roger McDowell directed violent threats and anti-gay language at an opposing team's fans.

Again, GLAAD called on sports officials, including Major League Baseball (MLB), to take action, and McDowell was soon placed on administrative leave. And again, media accurately identified the incident as one that is unacceptable at the ball game.

Then in May, Chicago Bulls player Joakim Noah was also caught by cameras shouting an anti-gay slur at a fan during a game. He, too, was fined and media again shined light on this ongoing problem.

GLAAD spoke out in national and sports media about why anti-gay slurs have no place in the game and can lead to violence against LGBT players and fans. Thanks to action taken by the NBA and MLB, GLAAD hopes that high school and college coaches will now take a page from the largest sports leagues in the nation to ensure all fans and players can enjoy the game.





## 2011 update: increasing visibility of LGBT people of color

While images and stories of LGBT people continue to increase on TV and in the news, oftentimes LGBT people of color find reflections of themselves missing from the conversation, or they are faced with anti-LGBT activists speaking on behalf of communities of color. GLAAD's People of Color Media Initiative works to bridge that gap by elevating LGBT people of color in news and entertainment media, bringing their stories to millions of Americans from coast to coast.

As part of that effort, GLAAD launched its first-ever National People of Color Media Training Institute in 2011, a program created specifically for LGBT or LGBT-affirming people of color. Funded by the Arcus Foundation, the Institute developed a passionate group of leaders to speak in media outlets about issues that impact the lives of LGBT people of color, their families and their communities.

The Institute consisted of a two-day, advanced spokesperson training program in New York and Los Angeles, where GLAAD staff, leading journalists and key media professionals developed participants in the areas of framing and messaging for on-camera and radio interviews.

"I am so grateful for all the love support and information I received from the Institute, and I am looking forward to a long lasting relationship with GLAAD," said Institute participant Dee Dee Chamblee, Executive Director/Founder of LaGender Inc.

Participants have already amplified their voices in outlets including The Huffington Post and the official White House blog, and will receive ongoing support from GLAAD staff as well as quarterly progress reviews.

Additionally, GLAAD's Communities of African Descent (COAD) Media and Spanish-Language Media programs staff work year round to elevate the voices and stories of LGBT people of color by holding media trainings, pitching stories and working with editorial boards to ensure fair, accurate and inclusive coverage of LGBT people of color.

By promoting stories that represent the full spectrum of diversity in the LGBT community, GLAAD is working to challenge stereotypes and create a world in which everyone is accepted, respected and valued for who they are.



## 2011 update: confronting defamation in spanish-language media

The Spanish-speaking community is one of the fastest growing populations in the country, and as a result, Spanish-language media continue to grow exponentially in size and influence. The LGBT movement continues to put resources behind outreach to this important community as more and more states turn to voters to decide on LGBT issues. GLAAD's Spanish-Language Media Program works to bring stories to the Latino community that inspire support for their LGBT Latino brothers and sisters.

In 2011, GLAAD and the National Hispanic Media Coalition (NHMC) partnered to take a stand against the anti-LGBT Spanish-language talk show "José Luis Sin Censura." In response to the show's pattern of urging audience members to physically attack LGBT guests and chant anti-LGBT epithets, a GLAAD and NHMC filed a joint complaint with the Federal Communications Commission (FCC), urging the body to take action against the most anti-LGBT show on the airwaves.

Just one month later, GLAAD worked with over 30 organizations including Bienestar, Equality California, HRC, GLSEN, Latino Equality Alliance, the National Gay & Lesbian Task Force, NCLR, PFLAG National, the Southern Poverty Law Center, the Trevor Project and the United Church of Christ to send a letter to the FCC in support of the filing.

Soon advertisers and affiliates also took note of GLAAD's call, with AT&T, Time Warner Cable and two broadcast affiliates dropping their support of the program. "If an English-language network put out this content, they would be asking for trouble," said Ron Nutt, President and General Manager of KCTU in Wichita.

With news outlets like the Los Angeles Times and the Hollywood Reporter discussing GLAAD's work and the show's resulting loss of revenue, GLAAD sent an important message to other Spanish-language broadcasters: promoting violence against LGBT people has no place on the airwaves today.

As a result, Liberman Broadcasting -- the company responsible for distributing "José Luis Sin Censura" -- agreed to meet with GLAAD and NHMC. Although executives offered apologies for anti-LGBT content that aired on the show, they did not propose any solutions to rectify the problem.

Today, GLAAD's campaign against "José Luis Sin Censura" continues as we urge both advertisers and the FCC to take definitive action against the program and send a message to viewers at home. Holding media accountable for the words and images they present is a core part of GLAAD's work, and it is a mission that spans across languages.





## independent auditors' report

April 22, 2011

To the Board of Directors  
Gay & Lesbian Alliance Against Defamation, Inc.

We have audited the accompanying Statement of Financial Position of Gay & Lesbian Alliance Against Defamation, Inc. (a nonprofit organization) as of December 31, 2010, 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, 2009 financial statements and, in our report dated April 22, 2010, 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 financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Gay & Lesbian Alliance Against Defamation, Inc.'s internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, 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 aspects, the financial position of Gay & Lesbian Alliance Against Defamation, Inc. as of December 31, 2010, 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.

Harrington Group, Certified Public Accountants, LLP  
Independent Auditor for the Gay & Lesbian Alliance Against Defamation

## independent auditor's report - cont'd

### **GAY & LESBIAN ALLIANCE AGAINST DEFAMATION, INC. FINANCIAL STATEMENTS**

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

**For the year ended December 31, 2010**

#### **Revenue and Support**

Contributions	3,750,009
Annual Media Awards (Net)	864,577
Other events (Net)	210,185
Amortization of discount of charitable trust	239,052
Investment income (loss)	213,768
In-kind revenue	61,284
Amortization of discount of pledges receivable	14,935
Miscellaneous income	9,974
Net assets released from program restrictions	1,201,421
Net assets released from time restrictions	959,536
<b>Total revenue and support</b>	<b>7,524,741</b>

#### **Expenses**

Program Expenses	5,053,434
Management & General	626,395
Fundraising	1,335,719
<b>Total Expenses</b>	<b>7,015,548</b>

#### **Net Assets**

Change in Net Assets	509,193
Net Assets at 12/31/2010	9,593,830
Net Assets at 12/31/2009	10,044,173



## board

Chad Boettcher, Co-Chair  
Sheri Fults, Co-Chair  
Roxanne Jones, Secretary  
Michael Lammons, Treasurer

Marci Bowers, M.D.  
Professor Jennifer Finney Boylan  
George Cheeks  
Leslie Donovan  
Michele H. Edelman  
Dean Hansell  
David Hedley, III  
Lori James  
Alan Keith  
Scott E. Miller  
James Moses  
Thom Reilly  
Mike Schaefer  
John Stephens  
Maxim Thorne  
Anthony E. Varona  
Stephen Warren, Esq.  
Craig Zodikoff

*\*As of 10/01/2011*

## staff

Mike Thompson, Acting President

Seth Adam, Communications & Publications Manager  
Nick Adams, Media Awards Communications Manager  
Juan Barajas, Deputy Director of Development  
Adam Bass, Senior Media Field Strategist  
Shareeza Bhola, Associate Director of Messaging  
Jovan Bowles, Associate Director of Special Events  
Nick Contino, Director of Information Technology  
Brendan Davis, Media Research Associate  
April Domino, Office Administrator  
Eric Douglas, Senior Director of Development  
Elliott Elsner, Special Events Coordinator  
Rich Ferraro, Director of Communications  
Michael Fountas, Senior Special Events Manager  
Julie Giragosian, Special Events Manager  
Johnny Gonzales, Senior Special Events Manager  
Morgan Goode, Online Communications Manager

Max Gouttebroze, Entertainment Media Strategist  
Herndon Graddick, Senior Director of Media Programs & Communications  
Daryl Hannah, Associate Director of News & Field Media  
Lane Hosmer, Director of Corporate Relations & Special Events  
Shikha Jain Cruz, Director of Foundation Relations  
Corey Johnson, Deputy Director of Media Programs  
Matt Kane, Associate Director of Entertainment Media  
Todd Kimmelman, Major Gifts Officer  
Kimberley McLeod, Communities of African Descent Media Field Strategist  
Aaron McQuade, Director of News & Field Media  
Dan Monteavaro, Creative Services Manager  
Morgan Moore, Volunteer Engagement Manager  
Amanda Moss, Associate Director of Donor Services  
Ross Murray, Director of Religion, Faith & Values  
Arnaldo Ochoa, Senior Bookkeeper  
Matt Oxley, Director of Finance/Controller  
Brian Pacheco, Spanish-Language Media Strategist  
Allison Palmer, Director of Digital Initiatives  
Andy Sheng, Database Administrator  
Melanie Simangan, Foundation Relations Associate  
Shae Smith, Online Production Coordinator  
Elana Stone, Media Field Strategist  
Monica Trasandes, Director of Spanish-Language Media  
Jason Tseng, Major Gifts Officer  
Roman Valdez, Donor Services Manager  
Justin Ward, Senior Media Field Strategist  
Charlotte Wells, Senior Director of Operations  
Doreen Zetterlund, Associate Director of Membership

*\*As of 10/01/2011*

## media fellowships 2010

Seth Adam, National News Fellow  
Angela Dallara, National News & Transgender Advocacy Fellow  
Morgan Goode, Digital Initiatives Fellow

Brian Pacheco, Spanish-Language Media Fellow  
Sean Piazza, Administrative Media Programs Fellow  
Lauren Mattia, Entertainment Media Fellow  
Anna Wipfler, Transgender Advocacy Fellow

## internships 2010

### spring-

Lauren Bell – Special Events West Coast Intern  
Morgan Moore – Membership Intern  
Holdyn Brand – National News Intern  
Emily Witko – Special Events East Coast Intern  
Christopher Carlon – Media Awards Communications Intern  
Stephanie Barnes – Communities of African Descent Intern  
Sara Werner – PR/Communications Intern

### summer -

Doris Quintanilla – Spanish Language Media Intern  
Mariah Olivera – Media Field Strategy Intern  
Rob Avruch – Entertainment Media Intern  
Daniel Chizzoniti – PR/Communications Intern  
Nick Laccetti – Religion, Faith & Values Intern  
Veronica Pinto – NY Special Events Intern  
Jim Ponce – LA Special Events Intern  
Noli Ann Vega – President's Office Intern  
Julliard Lin – Digital Initiatives Intern  
Amanda Mosner – National News Intern

### fall -

James Moreno – Corporate Relations Intern  
Julie Sledjeski – National News Intern  
Jessica Briggs – NY Special Events Intern  
Max Gouttebroze – PR/Communications Intern  
Noli Ann Vega – President's Office Intern  
Juan Gudino – LA Special Events Intern  
Justin Beltz – Media Awards Intern  
Brian Vierra – Media Field Strategy Intern  
Daniel Sanchez – Spanish Language Media Intern  
Luke Lombardo – Corporate Relations Intern

# glaad leadership councils - 2010

## Atlanta

Adam Ballenger  
Rebecca Bowden *Co-Chair*  
Colby Conner  
Melissa Carter  
Jodi Duncan  
Mark Howard *Co-Chair*  
Trey LaFave  
Michael Lammons  
Mimi McCain  
Frank Mendez  
John Ouderkirk, M.D.  
Sally Ringo  
Dino Thompson-Sarmiento  
Josh Williams  
Nathan Woodard-Persily  
Frank Wrenn  
Gary Zweifel

## Boston

Ryan Andaluz  
Phillip Andrews  
Christoph Babka  
Steven Bithell  
Mike Dyer  
Dee Dee Edmondson  
Rich Gardner *Outgoing Co-Chair*  
Tim Kelleher  
James Killian  
Matt Lucerto  
Richard Moore  
Alan Ramsay  
Joshua Reed *Incoming Co-Chair*  
Stacy VanDeveer *Outgoing Co-Chair*  
Kevin Vigneron  
Jared Worful *Incoming Co-Chair*

## Chicago

Angela Barnes  
Trish Bendix  
Kevin Boyer *Co-Chair*  
Nina Fernandez *Co-Chair*  
Sue Fisher-Yellen  
Jenn Gibson  
Byron Hoover  
Kevin Lewis  
John Libby  
Grant McCorkhill  
John Myers  
Hadley Rue  
Doug Sanborn  
Brooke Skinner  
Ricardo Torres  
Nick Urig

## Dallas-Fort Worth

Thomas Anable  
Kerry Buell  
David Cavazos  
Sean Franklin  
Deke Mooney  
Barry Robertson  
Lindsay Romig  
James Schackelford  
Danny Simpson *Co-Chair*  
Eric Tschetter *Co-Chair*  
Chet Whisenant  
Vu Vu

## Las Vegas

Michael Bertetto  
Brian Cruse  
Terry Jicinsky  
Brig Lawson  
Peter O'Neill  
Lee Plotkin  
Randy Reinoso  
Phil Reynolds *Chair*  
Mitch Truswell  
Michael Weaver

## Los Angeles

Bryan Blaskie  
Shannon Connolly  
Adam Comeau  
Rose Eustachio *Former Co-Chair*  
Charlie Gu  
James Holchin  
Eric Kugler  
Shaun Page *Co-Chair*  
Paul Titcher  
Christopher Westley *Co-Chair*

## New York

Jason Abrams  
Chad Beguelin  
Ron D'Angelo  
Jeff DeKorte *Co-Chair*  
David Epstein  
Ken Fakler  
Paul Frascella  
Will Janensch *Co-Chair*  
Craig Karpel  
Cerrone Lundy  
Matthew Logan  
Kate Macchiaverna  
Patrick Mills  
Archley Prudent  
Kelly Skalicky

## San Francisco

Nancy Arrowsmith  
Jeff Byrne  
Alejandro Franceschi  
Gary Gansle  
Rowena Gargalicana  
Alex Goldsmith  
Akshat Gupta  
David Hedley  
Jessica Jurva  
Jim Laufenberg  
Jeff Leininger  
John Marez *National Council Co-Chair*  
Waukeen McCoy  
Lindsay Romig  
Adam Sandel *Co-Chair*  
Saldy Suriben  
Michael Wagner *Co-Chair*

## South Florida

Gary Bitner  
Brian Burlingame  
Doug Greenbaum  
Maria Lescano *Co-Chair*  
Mark Ross  
James Walker  
Rodney White *Co-Chair*

## Washington D.C.

Sean Carlson  
Jay Carmona *Vice-Chair*  
Boaz Green  
Jonathan Howard *Co-Chair*  
Chad Johnson  
Greg Jones  
Jessica Katz *Co-Chair*  
Michael Marangell  
Jamie McGonnigal  
Samuel Pearson-Moore  
Michael Woestehoff





# support

## the visionary circle

The Visionary Circle recognizes donors whose generous support and cumulative giving to GLAAD exceeds \$1 million.

Absolut Vodka  
Arcus Foundation  
David Bohnett Foundation  
Gill Foundation  
IBM Corporation  
The Michael Palm Foundation  
Terry K. Watanabe Charitable Trust  
The Estate of Ric Weiland  
Wells Fargo

## the legacy circle

The following GLAAD supporters have made planned gifts to GLAAD, designating us as a beneficiary of their estate and ensuring GLAAD's success and vitality into the future.

David I. Abramson  
Ward Auerbach & Andy Baker  
Herbert Baker  
The Estate of Allen Barnett  
Dr. Keith Boman  
Jon Borset  
Donnie Bourisaw  
Thomas Boyd  
Juli Buchanan & Sally Ringo  
Kelley L. Buchanan  
The Estate of Rosemary P. Bybee  
Bradford Clarke  
John Claypoole  
Robert Mark Cohn  
Rick Davis  
Phyllis Dicker & Margaret A. Traub  
Dana Douglas  
John Fludas  
David W. Gill  
The Honorable Neil G. Giuliano  
Ken Glass  
Dean Hansell  
Charlie Harrison  
Dan Hess  
Todd Holland & Scotch Loring  
Margot Irish  
David Jarrett  
Michael Keegan  
Estate of Robert L. Kehoe  
Peter King  
Gary Knight

Leonard Kraisel  
Robert W. Kuhn & Steven E Geyer  
Marilyn Lamkay  
Dr. Jeffrey Leeds  
Carol Leifer  
Dane Levens & Drew Desky  
Aimee Levine & Karen Magee  
Billy Lewis  
William Lewis & Rick Underwood  
Craig H. Lindhurst Trust  
Karen Magee & Aimee Levine  
Byron Mason  
Susan McDonald  
Michael McShane  
Frank Miller  
Alan L. & Jeannette Mittelsdorf  
David Mizener  
Karen Moschetto  
Phillip Michael Newman  
Michael J. Nutt & Yaniv Dabach  
C. Gary Ogden  
Peter Padvaikas  
Andrew Palese  
Jess Perlmuth  
Walter Phillips  
Ed Ragsdale & Mr. Leo Corzo  
Janice Raspen  
Estate of Daniel K. Raymond  
Patrice Reid  
Charles Robbins  
Catherine Roland  
Benjamin Scheie  
Linda J. Sherline  
Angel Silva  
Karen Simonsen  
Jeffrey Skorneck  
Wally Smith  
Carmichael Smith-Low  
Jeremy Stanford & Paul McCullough  
John W. Stewart III & Ramon Torres  
David Stinson  
Cora Ann Styles Living Trust  
Estate of Lee Sylvester  
Estate of David Taylor  
Estate of Stephen Te  
Heather Trumbower  
Estate of Mark J. Warren  
Estate of Richard Weiland & Michael Schaefer  
Christian F. Winkle IV  
Lori J. Wolf  
Mark B. Wyn

## the alliance circle

Members of the Alliance Circle are major donors who have made significant commitments to invest in GLAAD's vision of full equality. We thank the following individuals who made gifts of \$5,000 or more between January 1, 2010 and July 31, 2011.

Executive Producer (\$250,000+)  
Terry K. Watanabe Charitable Trust  
  
Director (\$100,000 - \$249,999)  
R. Martin Chavez PhD  
Esmond V. Harmsworth & James Richardson

Publisher (\$50,000 - \$99,999)  
Kenneth Alpert & Michael Stern  
Anonymous  
Judy Gluckstern & Steven Gluckstern  
John W. Stewart III & Ramon Torres

Producer (\$25,000 - \$49,999)  
Anonymous (2)  
Ronald M. Ansin & James Stork  
Bruce W. Bastian  
David Bohnett  
Kelley L. Buchanan  
Dana Chaiken & Susan Roll  
Robert A. Conroy  
Phil Kleweno  
Michael A. Leppen  
Ryan Murphy  
Jonathan Murray & Harvey Reese  
Bud Russell & David Sausville  
The Palette Fund

Editor-in-Chief (\$10,000 - \$24,999)  
John August & Mike August  
Scott W Binder MD & Jeffrey S Seeger PhD  
John Anthony Cassese & Ken A. Hunt  
James Cox  
Steven A. Denning  
Joseph Evangelisti  
Thomas Ford & Richard Buckley  
John French & Craig M. Norton  
Sheri Fults  
Lowell Gibbs  
Jason Seth Goldberg  
James M. Goldrick  
Kevin D. Gonzalez  
Robert Greenblatt  
Tanya Grubich  
Dean Hansell  
Robert L. Hanson & Michael P. Agins



# support

David V. Hedley III  
Elizabeth A. Hosick & Barbara Peterson  
David Howe & John Sherratt  
David W. Husch  
Carl Johnson & Gordon Sze  
Joseph Barker Kittredge Jr. & Winand Van Eeghen  
Marc Levine  
Barbara Manocherian  
Kenneth B. Mehlman  
Paul Morabito & Edward Bayuk  
Michael J. Nutt & Yaniv Dabach  
The Palette Fund  
Mark G. Reisbaum  
Rich S. Ross & Adam Sanderson  
Toyota & Lexus Financial Services  
Margaret A. Traub & Phyllis Dicker  
Michael Wagner & Joe Lima  
James Walker & Lee Rubin  
Steven Wozencraft & John Evans  
Elbaz Family Foundation  
Stephen Warren  
Women on a Roll  
Criag Zodikoff & Jay Grant

**Editor (\$5,000 - \$9,999)**  
Naomi Aberly  
Jehan Agrama & Dwora Fried  
Ian Andrusyk  
Randy Barbato & Fenton Bailey  
Jarrett T. Barrios  
Betsy L. Billard  
Gary E Bitner & James K. LaBrie  
Rebecca Bowden & Kim Wilkin  
Robert Bowers  
Jocelyn Cara Bramble & Heather Bramble  
Andrew Brimmer  
R. Jeep Bryant  
Howard Buford & Jeffrey Lindgren  
Brian Burlingame  
Rod Carter  
Robert B. Cohen & Tim Robinson  
Patrick A. Correnty  
Bruce N. Davis & Robert Murray  
Jeffrey DeKorte  
Robert P. Denny  
Kelly Dermody  
Drew Desky & Dane Levens  
Joseph C. Dimino & Michael Guida  
Ingrid M. Duran & Catherine Pino  
J. Michael Durnil PhD & Stephen R. Smoot  
Paul Frascella & Kenneth J. Brunelli  
Michael S. Fuller & Jerry Lewis  
Neil G. Giuliano  
LZ Granderson  
Bradley Helms

Mark Anthony Howard  
Hope Hughes & Kathy Kayse  
Mark James & Lori James  
Will Janensch  
Mark A. King & John C. Libby III  
Dennis Lamont & Richard Machado  
Mike Levine & Kim Lemon  
Karen Magee & Aimee Levine  
Gwen Marcus & Nancy Alpert  
Jean Matchett & Susan Conley  
Daniel Maury  
Rebekah Mercer & Sylvain Mirochnikoff  
Scott E. Miller & Doug Piper  
Richard Myer  
Joseph Northington & Timothy Tew  
Jack Padovano & Phillip Baker  
Laurie Perper  
Mark E. Pollack  
John Pope  
Alan Poul  
Ed Ragsdale & Leo Corzo  
Sally Ringo & Juli Buchanan  
Jonathan Sandville & Lloyd Boston  
Susan Scher & Allison Grover  
Frank Selvaggi & William Shea  
Jeffrey Sosnick & Albert A. Carucci  
Greg Swalwell & Terry Connor  
Blaine Templeman  
Maxim Thorne  
Tere Throenle & Heather Somaini  
William Francis Trinkle & Juan Granados  
Anthony E. Varona & John Gill  
Moe Vela  
James Wagner  
Michael Weaver  
B. Rodney White & Michael P Williams  
Donna L. Wilson & Laurie Levin  
Katherine Wolf  
Barbara Jobses

## the media circle

Members of the Media Circle are generous major donors providing the critical unrestricted funding to carry out GLAAD's work as watchdog, advocate and storyteller. We thank the following individuals who made gifts of \$1,500 to \$4,999 between January 1, 2010 and July 31, 2011

**Analyst (\$3,500 - \$4,999)**  
Betsy Bernard & Laurie Peter  
Rob Marcolina & Kirk Marcolina  
Bruce D. Marcus

**Reporter (\$2,500 - \$3,499)**  
Ms. Monica K Arora  
Juan Barajas & Kevin Lemons  
David Barnett  
Alvin H. Baum  
Holland Carney  
Joseph Chianese  
Arthur Cohen & Daryl Otte  
Robert Mark Cohn  
Colby Conner  
James M. Cory  
Ronald D'Angelo & Scott Newman  
Timothy Davenport  
Mark Denneen  
William Q. Derrough & Richard L. Villasenor  
Dorsey & Whitney, LLP  
Douglas Durkin  
David Ehrich  
Robert M. Eichler  
Kenneth Fakler & Daniel Stone  
Edward Finger  
Don Frey & Jim Pretlow  
Stephen K. Friedman  
Dorothy Furgerson & Carrie A. Reid  
Gary Gansle  
Dennis M. Godfrey  
Abby Grossman Modell  
Sarah M. Hammel & Trisha Vivado  
Kelli Herd & Shelly Youree  
Todd Holland & Scotch Loring  
James C. Hormel & Michael Nguyen  
Jessica Katz  
Daniel S. Kaufman  
Kenneth Kay  
Charley Kearns & Frank Ching  
Tom Keyes & Keith Fox  
Daniel Kaufman  
Robert W. Kuhn & Steven E Geyer  
Michael Lammons & Taylor Yarbrough  
Walter Leiss  
R.D. Lemon  
Humberto Mata & Maximiliano Novoa  
Jordan H. McAuley  
Thomas J. McGough  
The McManus Foundation  
Gary Meade MD  
Heather Sue Mercer  
Kenneth J. Miller  
John Y. Myung  
Peter H. Nee  
Stosh Ostrow & Allen Waltermann  
Jim Petrone & Keith G. Kauhanen  
Paul Prokop  
Gregory P. Reynolds  
Mary Ricks & Catherine Blagden  
Mark A. Robertson



## support

Jack Sansolo & Dean Waller  
Michael Schaefer  
Tim Schroeder & Peter Chandonnet  
Roderic T. Seymore  
Joel Simkins  
Richard W. Smith PhD  
James Spiegelhoff  
John F. Stephens & Razmik Ekmekdjian  
Bernadette Strout  
Wanda Sykes  
William M. Tomai & John E. Sebesta  
Joseph Tringali  
Julie Ware & Nannette Diacovo  
Ben Workman & David Sanford  
David Zippel & Michael Johnston

### Correspondent (\$1,500 - \$2,499)

Jason Abrams & Richard Garrison  
Daniel Alesandro  
Lawrence Amoros  
Jane Anderson & Tess Ayers  
Yann Antonioli  
Nancy Arrowsmith  
Nicholas Augustinos & Curt Kirschner  
Andrew Bagnall  
Barry Barkley  
Dave and Cara Barone  
Adam Bass  
Edward Bayuk & Paul Morabito  
Chad Beguelin & Thomas Sleeman  
Jana Belot  
Michael Bennett  
Sandra S Bernhard & Sara Switzer  
Thomas W. Bindert  
Michael Blackwell  
David B. Blumenthal  
Chad Boettcher  
Paul Alan Boskind  
Jovan C. Bowles  
Kevin Boyer  
Jonathan Boyles & James Robert Adams  
Paul R. Bradshaw & Stacey Smith  
Howard B. Bragman & Chuck O'Donnell  
Barry D. Briskin  
Kenneth Britt  
Kevin Brockman & Daniel Berendsen  
Janice Brunmeier  
Tom R. Burke & Axel T. Brunger  
Yvette C. Burton & Patricia La Barca  
The Estate of Rosemary P. Bybee  
Brian T. Cahill Esq.  
Walter Cain  
Douglas Candler  
Andre Caraco & David Azulay  
George S Carrancho Jr.

Dan Carucci  
Michael Chaney & Larissa Kirschner  
Ann Mei Chang  
Ron Cogan & Harold Cherryholmes  
Adam B. Comeau  
Tony Conway & Steve Welsh  
Troup B. Coronado Esq.  
Ann Craig  
David Curell  
Barbara and William Dantzer  
Samuel Del Propost & Robert Starkoff  
Stan Delaney  
Luis A. Delvalle  
Michael Desmarais & John Rice  
Dignitas  
Janet Dobrovolny  
Robert D. Dockendorff  
Leslie Donovan  
Patrick Duffy  
Courtenay Dundy  
Caleb Dupree du Coeur  
Laurence Dvoskin  
Jonathan Eaton & Eric K. Carlson  
Scott Ellison  
Elliott Samuel Elsner  
William M. Emmons III & Zachary Herbert  
Durant-Emmons  
Peter Erichsen  
Rose Eustachio  
Patrick Farley & Michael Brown  
Richard Feiner & Annette Stover  
Richard Ferraro  
Thomas Fitzgerald & Kyle Barnes  
Jennifer Fitzgibbon  
David Frazee & Mark Reis  
Scott Fujita & Jaclyn Fujita  
Marc Galbraith & Zachary Sturm  
Richard Gardner & Darrell Villaruz  
Steve Geiermann & Quenten Schumacher  
Dan Gettings & Mariano Gaut  
Randall R. Gibeau and Philip Laffey  
Dennis Gilbert  
Alan Goolman  
Lori Gravino & Marty Sacco  
Boaz I. Green & Bryce Stephens  
Gregory Griffith  
Jason Haddad  
John Hadity  
Richard Hamer & Adam Sandel  
Thomas P. Hartocollis & Michael R. Caswell  
Craig Hartwood  
Michael Hickcox  
Jim J. Holmes  
Byron Hoover  
Lindsey Horvath

Keith Hoshal & Hector Gomez-Vasquez  
Mark Hostetter & Alexander Habib  
Michael L. House PhD  
Phyllis Housen  
Jerry Howard & Rafael Santillan  
Gary Janetti  
Drew Jemilo & Thomas Chiola  
Richard Jennings  
Chad S. Johnson & Craig A. Benson  
Dr. Donald W. Johnson, D.D.S  
James A. Johnson  
Gregory Jones & Jonathan Howard  
Roxanne Jones  
Troy Jones & Jason Ball  
Teresa Joyce PhD  
Michele Edelman & Amy Jupiter  
Laney Kappan  
Zak Karim  
Gabriel Kearney  
Fred Keeperman & Rita Keeperman  
James T. Kelliher  
Jennifer Kennedy  
Patrick Kennedy  
Herve Kieffel  
Larry Kifer & John Lendacky  
Michael Patrick King  
Christine Koehler  
Appolonia Kotero  
Stuart Krasnow  
Thomas and Sandra Kraus  
Marko Krosnjari  
Brian Langdon  
Cordey Lash  
Jim Laufenberg  
Terence Richard Law & Llewellyn P. Young  
Erin J. Law & Christine Reindl  
William Lee Ledford  
John Lendacky  
Maria Lescano  
Jason Lewis  
Patricia Lewis  
Matt Logan  
Hernan Lopez  
Arthur E. Macbeth  
David W. Mace & Chris Berlingo  
Fran Macferran  
Stephen Macias & James Carroll  
Ronald Maggio  
Richard Magliaccio  
Martin Maidenberger  
Glenn Martin  
Charles Mays  
Paul McCullough & Jeremy Stanford  
Terrence Meck  
Sean Meehan

# support

Glenn Michelson  
Joshua Miller & Steve Amend  
Frank Miller Charitable Fund  
Alan L. Mittelsdorf & Jeannette Mittelsdorf  
Michael Mooney & Mitchell Hollander  
Richard Moore  
Mark Michael Morales & Michael Mirch  
James Moses & Philip Lovejoy  
Carl Myers & Cathleen Myers  
Marissa Nance  
Jordan Navarro  
Christopher M. Nave  
Neil Neveras & Kevin Walker  
Adrian Nonega  
Brian North  
Thomas E. O'Brien & Daniel E. Fast MD  
Richard O'Connell  
Robert O'Leary  
Peter O'Neill & Humberto Gonzalez  
John Osthaus  
John P. Ouder Kirk MD  
Joseph Pacetti & Fabio Augusto Correa  
Paul E. Palmer & Tony Sandonato  
Paul S. Pappajohn & Bob Rademacher  
Rick Partridge & Jack Black  
Gregg Passin  
Mehool A. Patel  
Jayzen Patria & Joe Keenan  
Russell L. Patrick  
Sarah Paulson  
James Pelletier & Rick Molnar  
Joe Petrillo & Tim Scorse  
Philippe A Phaneuf  
Eric Pike  
Dean Pitchford & Michael Mealiffe  
Archley J Prudent & Hugh Gallagher  
Daniel Pye & Peter Mangone  
Rod Pyle & Pat Loo  
Anthony Rapp  
Thomas F. Reilly & Jim Moore  
Eric Reiner  
Kirk Rich  
Kevin Richeson  
Dan Ricketts & Steve Frankel  
Richard Rodes  
Rev. Jamaul Roots  
Mark Ross & Joe Savnik  
Michael A. Ruff & Chris Alexander  
Michael Sabat  
Scott Saitz & Edward Lent  
David Sasso  
Mariette Sawchuk & Alexander Sawchuk  
John Schaefer  
JP Schuerman  
Shannon S. Scoville & Sheri Knesek  
Scott Seitz & Jamie Marra  
Laura Sequenzia

Elliott R. Sernel  
Kevin Shanahan & Michael Montoya  
Jeffrey Sharlach  
Richard Sheehan & David Clarke  
Lisa Sherman  
Joel Silberman  
Reuben Slone & Carolyn Slone  
Mark W. Smith  
Ken G. Smith  
Matthew Smith  
Matthew L. Snyder MD  
Roger Spinti  
Paul Steinke & Paul Thomas  
Jay Sternberg  
Richard Stieglitz  
Janet H. Stoess-Allen  
Arianto Sumargo & David Starkey  
Stuart Sussman & Flavio Salazar  
Linda Z. Swartz & Jessica W Seaton  
Bob Swindell & John Cotter  
Paul B. Tan DMD  
Kirby Tepper  
Arts Consulting Group, Inc.  
Sheila Tighe & Jennifer Green  
Russell Todd  
Michael Angelo Tome MD & Luke Hamilton  
Christopher D. Tower & Bob Celio  
Dennis Trunfio & Gary Coulson  
JoAnn Turovsky & Emily J. Bernstein  
Jayna Tutino  
Sarah and Chris Unguez  
Modesto Tico Valle  
Jane Velez-Mitchell  
David Verzello & Patrick Cameron  
Henrie Vezie  
Ramon Vinluan  
Douglas Waggener  
R. Scott Wallis  
Scott Walls & Greg Lommen  
Gregory Warren & Kevin McAuley  
Ken Weil Jr.  
Colin Anthony Weil  
The Lady Charlotte Wells  
Lisa M. Welter PhD & Laura Legge Esq.  
Bernard Whitman  
Anne Whitney & Jill Ashmore  
Leslie Wilkes  
Jim Wilkinson & Rachel Wadsworth  
Sheldon Winicour  
William Winnewisser & Raymond White  
Douglas Wood  
Jared Worful  
Eduardo Xol & Michael Anthony Clements  
Llewellyn P. Young & Terence Richard Law  
Gary D Zweifel Esq.

Young Correspondent (\$750)  
Jonas Foster  
Evan Greenberg  
Michael Korn  
Katheryne L. Macchiaverna  
Patrick Mills  
Matthew Moses  
Sunil Oommen  
Kevin Vigneron  
Andrew Wind  
Seth Woodard & Nathan Woodard-Persily

## corporate partners

1-800-FLOWERS  
A&E Television Networks (AETN)  
ABREVA®  
Absolut Vodka  
ADP  
Allstate  
American Airlines  
Andaz West Hollywood  
AT&T  
Barclays Capital  
Barefoot  
Bloomberg  
Bravo TV  
Bridgestone Americas Tire Operations  
Bud Light  
Bunim/Murray  
Caesar's Foundation  
California Community Foundation  
Citi  
City National Bank  
CNN  
Coloredge Visual  
Comcast  
Creative Artists Agency  
Deloitte  
Delta  
Deutsche  
Disney/ABC  
Draft FCB  
Entertainment Partners  
ESPN  
FIJI Water & POM Wonderful  
Food Network  
Fox  
Goldman Sachs & Co.  
Hansen, Jacobson, Teller, Hoberman,  
Newman, Warren & Richman LLP  
Harrah's Foundation  
HBO  
Herb Ritts Foundation  
HereMedia  
HSBC, U.S., NA



## support

Hyatt  
Hyatt Hotels & Resorts  
Hyatt Regency Century Plaza  
IBM  
Interpublic Group  
Izze  
KY  
Levi Strauss  
Lexus  
London West Hollywood  
McCann Worldgroup  
Media Brands/initiative/UM  
Millercoors  
Mitchell & Titus  
Mitchell Gold + Bob Williams  
Morgan Stanley Smith Barney  
MTV  
NBC News Networks  
NBC Universal  
Nielsen Company  
Nordstrom  
NYC Marriott/Renaissance  
Omnicom Group  
People Magazine  
PriceWaterHouseCoopers  
Prime Access  
Prudential  
Publicis Groupe  
Qantas Airways  
ROKK Vodka  
San Francisco 49ers  
Sedgwick  
Sheppard Mullin  
Showtime  
Skadden, Arps, Slate, Meagher & Flom LLP  
Sony  
Southern California Edison  
Southwest  
Target  
Terry K. Watanabe Charitable Trust  
The David Geffen Foundation  
The Estée Lauder Companies Inc.  
The McGraw-Hill Companies  
Time Warner  
truTV Networks  
UBS  
University of Phoenix  
Univision Communications Inc.  
Verizon Communications  
Walter Leiss  
Weil, Gotshal and Manges LLP  
Wells Fargo

## foundation donors

Advocates for Youth  
The American Gift Fund  
Arcus Foundation  
AT&T  
David Geffen Foundation  
E. Rhodes and Leona B. Carpenter Foundation  
Evelyn & Walter Haas, Jr. Fund  
Heller-Bernard Fund of Funding Exchange  
Gill Foundation  
The Goodworks Fund  
Mel Heifetz Fund  
Horizons Foundation  
IBM Corporation  
Morrison & Foerster Foundation  
New Prospect Foundation  
Northrop Grumman Corporation  
Partners HealthCare  
Southern California Edison  
Stark Services  
The Morningstar Foundation  
Phyllis M. Coors Foundation  
The Ted Snowdon Foundation  
University System of New Hampshire  
Wells Fargo

## in-kind donors

18th & U Duplex Diner  
1st & Fresh Catering  
Alexandre Gerstman Contemporary Art Gallery  
Artful Foods Catering  
Bar Bambino  
Bimma Loft  
Brooks Brothers  
Budlight  
Center on Halsted  
Connexions Magazine  
Cupcake Vineyards  
David V. Hedley, III  
Delta Airlines  
Digitas  
dot429  
ELF - The Broadway Musical  
Ernst & Young  
Frameline  
FreshPairs Inc.  
Gallery Kafayas  
Gallo Wines  
Hachette Books  
HK Lounge

Hurley's  
InGoodTaste L.A.  
Joico  
La Cage Aux Folles  
Level One  
Lola's Los Angeles Restaurant  
Marc Levine  
MillerCoors  
Mitchell Gold-Bob Williams  
Mousa Fine Art  
Nellie's  
Noir-Hanna International, Inc.  
On The Rocks SF  
One Beach Street Vallarta  
Orson Restaurant  
Paul Titcher  
Pinnacle Vodka  
Planet Green  
Popchips  
PriceWaterhouseCoopers  
Robert Fountain Studio  
ROKK Vodka  
Showtime Networks, Inc.  
StartOut  
Steel Gym  
Svedka  
The DC Center for the LGBT Community  
Vitality  
Vivo  
W Hotel Boston  
Washington Blade  
Wynn

# join the movement

## glaad is our watchdog

For 25 years, glaad has fought defamation and homophobia in the media, working to ensure fair, accurate and inclusive coverage across media platforms.

## glaad is our storyteller

Because of glaad's work, millions of Americans see and hear stories about LGBT people and learn about the need for marriage equality, LGBT-inclusive hate crimes protections and employment non-discrimination laws.



## glaad is our advocate

glaad has grown its Media Field Program to serve local communities and organizations where LGBT protections are not yet secure. By helping local organizations engage advocates and communicate widely about how anti-gay laws hurt our families, glaad ensures that voters side with fairness for all.

## join glaad today

When LGBT equality is at stake on Election Day, it's the images of our community that voters bring with them to the ballot box.

Help glaad amplify LGBT voices in the media and show Americans that total equality is about people just like them.



## When you join glaad, you will receive:

### E-subscription to Media Matters

glaad's e-newsletter, Media Matters, provides in-depth information about our media campaigns, programs and glaad events.

### Invitations to Special Events

glaad members receive special invitations to local events and activities.

### Online Activism, Account Management, and News

glaad members receive special email announcements that keep them informed and engaged about local and national LGBT news. You can log in to [www.glaad.org](http://www.glaad.org) at any time to manage your email subscriptions and get exclusive, members-only content.

### Special Gifts

Depending on your giving level, glaad members receive special gifts each year to show our appreciation.

## To learn more, visit: [www.glaad.org/memberbenefits](http://www.glaad.org/memberbenefits)

**The Gay & Lesbian Alliance Against Defamation (GLAAD) amplifies the voice of the LGBT community by empowering real people to share their stories, holding the media accountable for the words and images they present, and helping grassroots organizations communicate effectively. By ensuring that the stories of LGBT people are heard through the media, GLAAD promotes understanding, increases acceptance, and advances equality.**



**Connect with GLAAD for the latest culture-changing LGBT stories and share your own!**



**[glaad.org/connect](http://glaad.org/connect)**