

THE GLBT BAR ASSOCIATION  
OF WASHINGTON

**QLAW**  
FOUNDATION

ANNUAL

REPORT

5,000

Dollars awarded  
by the QLAW  
Foundation  
summer grant  
program in 2010.

46

Judicial candidates  
statewide evaluated in  
2010 by the QLAW  
Association's Judicial  
Evaluations Committee

1,500

Dollars raised by QLAW  
members participating  
in the AIDS Walk.

29

Number of law firm and  
corporate sponsors of  
the QLAW Association  
2010 Annual Banquet

3

Number of public  
education panels the  
QLAW Foundation  
will present in 2011.

120

Number of clients  
served to date through  
the QLAW Foundation  
Legal Clinic.

20

10

THE GLBT BAR ASSOCIATION  
OF WASHINGTON

**QLAW**

THE GLBT BAR ASSOCIATION  
OF WASHINGTON

# QLAW

FOUNDATION



Members of the  
GLBT Legal Clinic Committee

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## PRESIDENT'S MESSAGE

Dear Supporters,

Over the past year, the QLAW Foundation has grown tremendously in its ability to serve the Washington GLBT community. The Foundation is an all-volunteer charitable organization that seeks to empower community members through informed access to the legal and judicial systems, and to educate the public and the courts about GLBT legal issues. I am thrilled to be a part of the Foundation's efforts, and I am pleased to share our 2010 Annual Report summarizing our charitable work with you all.

2010 has been an exciting year for the QLAW Foundation. Our GLBT Legal Clinic provided critical assistance to people facing GLBT-related legal challenges. The Foundation's summer grant program continued to fund summer internship grants for inspiring law students who worked on innovative projects that benefited the GLBT community. And we are delighted that a recently-awarded Pride Foundation grant will help us expand our educational efforts throughout Washington.

With your help, we are building a solid financial foundation to expand our programs. Our long-term goals include hiring a part-time staff member for our GLBT Legal Clinic and funding a year-long fellowship for a new lawyer to work full-time on advancing GLBT rights in Washington. Please consider making a tax-deductible contribution to the QLAW Foundation to help us reach these goals.

Thank you for supporting the Foundation through your volunteer time and financial contributions – without your assistance, none of our work would be possible. With your continued support, let's work to make 2011 an even more successful year!

Best,

Sam Castic, QLAW Foundation President

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Seattle band SolBird brings in the  
funk at the fifth annual FallTacular!

# FOUNDATION FINANCIAL STATEMENT

## QLAW Foundation Fiscal Year 2009-2010 Financial Summary

### Assets

Cash and Equivalents	\$ 41,562.86
Asset Sale	\$ 4,061.72
Pledged Donations	\$ 1,000.00
Reserves	\$ 13,360.73
<b>Total Assets</b>	<b>\$ 60,075.31</b>

### Liabilities

Pledged Donations	\$ 500.00
<b>Total Liabilities and Assets</b>	<b>\$ 59,575.31</b>

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### Support & Revenue

Sponsorships & Donations	\$ 8275.00
Individual Giving	\$ 6590.19
Asset Sale	\$ 1,015.43
Interest	\$ 64.60
<b>Total Revenues</b>	<b>\$ 15,945.22</b>

### Expenses

Legal Clinic	\$ 2,229.57
Grants and Donations	\$ 5,000.00
Administrative/General	\$ 578.83
Professional Services – Foundation Development	\$ 2,500.00
Events & Fundraising	\$ 5,700.69
<b>Total Expenses</b>	<b>\$ 16,009.09</b>

<b>Net Income</b>	<b>\$ -63.87</b>
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Based upon July 1, 2009 - June 30, 2010 fiscal year

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## SUMMER GRANT PROGRAM

The Summer Grant Program is one of the QLAW Foundation's first projects. This program provides grants to enable law students to spend the summer working on innovative public interest projects that benefit the GLBT community and/or people living with HIV/AIDS. The Summer Grant Program strives to fund projects that advance GLBT rights in Washington and helps to support and develop GLBT legal advocates.

In 2010, the QLAW Foundation was proud to provide summer grants to support the work of two outstanding law students: Elliot Kennedy, a University of Washington student who worked as a legal fellow at the National Center for Transgender Equality; and Marek Falk, a University of Washington student who spent his summer with the ACLU of Washington.

Through the Summer Grant Program, the QLAW Foundation has built partnerships with all three law schools in Washington, each of which have a record of supporting and contributing to the grants that the QLAW Foundation provides. Students are encouraged to create their own projects in partnership with sponsoring organizations. Organizations interested in sponsoring a law student summer grantee are encouraged to contact [summergrant@q-law.org](mailto:summergrant@q-law.org) for more information.

## SPOTLIGHT: GLBT LEGAL CLINIC VOLUNTEER DENISE DISKIN

Denise Diskin is an active volunteer for the QLAW Foundation's GLBT Legal Clinic. Denise is a solo attorney in Seattle, with a practice that includes plaintiff's employment law, family law, and GLBT legal issues. Denise started volunteering for the clinic after attending a training session in June 2009. She soon joined the Legal Clinic Committee, which oversees clinic administration and develops materials to assist clients and volunteers.

Volunteering for the clinic brings many rewards for Denise. "I really enjoy meeting with the clients, breaking down their problems into smaller pieces, and figuring out what do to next," Denise says. "The clients know they have a legal issue, but they don't know where to go and their problems can feel insurmountable. We help make the legal process less intimidating."

Denise also loves assisting clients who are planning to start a family and need help navigating the state's domestic partnership law. "It's a joyful place to be when you're helping people make their families safe and secure."

Thanks to Denise and our other clinic volunteers for their dedication. For more information about the clinic, please visit [www.q-law.org/LegalClinic](http://www.q-law.org/LegalClinic).



Denise Diskin, Volunteer

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## NEWSFLASH! Pride Foundation Awards \$5,000 Grant to QLAW Foundation!

We are thrilled to announce that the Pride Foundation has awarded the QLAW Foundation a \$5,000 grant to support our educational efforts. The grant will support Project OutReach, an innovative project designed to educate and inform the GLBT community about their legal rights.

The topics for the panels will include: GLBT and Growing Older; Registered Domestic Partnerships in Washington; and GLBT Youth in Schools. Thanks to the Pride Foundation for their generosity in supporting this project.

# GLBT LEGAL CLINIC

In 2010, the QLAW Foundation's GLBT Legal Clinic and its volunteers provided hundreds of hours of free legal assistance to GLBT community members. Now in its second year, the clinic has served more than 120 clients since its formation.

The GLBT Legal Clinic is a King County Bar Association Neighborhood Legal Clinic run by the QLAW Foundation. The clinic provides free legal advice and information to clients in half hour sessions once a month. Clients have come to the clinic seeking help with domestic partnerships, dissolutions, parenting plans, powers of attorney and wills, harassment at work and at home, employment discrimination, fixing birth certificates and other documentation to match gender identity, bankruptcy, adoption, and many other issues.

Thanks to all our volunteers for their dedication in addressing the unmet legal needs of the community. A special thank you to our Legal Clinic Committee members who work hard to make the legal clinic a success: Chair Jill Mullins, Christine Sanders, Cynthia Buhr, Denise Diskin, Erin Lennon, Gabe Verdugo, Kathleen Royer, Nicholas Oakley, Quita St. John, and Sam Castic.



Legal clinic volunteer Quita St. John and 2010 Summer Grant recipient Elliot Kennedy



Guests check in for the 2010 Banquet

## SAVE THE DATE

Mark your calendars for April 21, 2011. The 2011 banquet is again being held at the Hyatt Olive 8. Last year we sold out, and anticipate selling out even more quickly this year. We will begin sending out reminders and selling tickets at the beginning of the year. This is a great time to catch up with friends and hear the latest insight on work being done in the fight for equal rights.

For information, or to become a sponsor, please contact our banquet chair, Jason Mills, at [jmills@microsoft.com](mailto:jmills@microsoft.com).

## THANK YOU 2010 QLAW BANQUET SPONSORS

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## PRESIDENT'S MESSAGE

Dear QLAW Members and Friends:

It has been another outstanding year for the QLAW Association. As always, we packed the room for our banquet. This year we heard a powerful message about the impact of Don't Ask, Don't Tell, and heard the governor vow to continue fighting for equal rights. I am proud of our banquet, but I am even more proud of the work we do on a daily basis to enhance the lives of our members and the GLBT community.

This year we worked hard to build a coalition within the GLBT community and with our fellow minority bar associations. As but one example, we co-sponsored a lively candidate forum with Equal Rights Washington and the Greater Seattle Business Association, which included an interesting debate by Justice Sanders and his challenger, the newly elected Justice Wiggins.

With our minority bar partners, all three of our state's law schools, and representatives from the judiciary, QLAW is actively involved in the recently formed Task Force on Race and the Criminal Justice System, which addresses racial bias in the criminal justice system. The Task Force will also examine the disparate impact on sexual and gender minority groups.

QLAW also continues to enhance existing programs by providing a greater number and breadth of CLEs and networking opportunities. Our entrance into the social media world has netted us hundreds of "fans" and "followers," and enhances our ability to communicate with our members about important issues of the day and alert you to opportunities to participate meaningfully in the fight for equal rights.

Thank you for being active members and supporters. I am excited about our future, and I hope to see you at upcoming QLAW events.

Best regards,



Andy Sachs, 2010-11 QLAW Association President

THE GLBT BAR ASSOCIATION  
OF WASHINGTON



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## SPOTLIGHT: MENTOR/MENTEE PROGRAM

Providing mentorship opportunities for both practicing attorneys and law students is an annual priority for the QLAW Association. In November, QLAW kicked off the 2010-11 mentorship program with a reception at Seattle University.

Barbara Rhoads-Weaver, a practicing attorney on Vashon Island, and Kamron Graham, Seattle University School of Law '12, were paired up in last year's program and have used their new connection to its fullest. "I believe the fact that we both worked and gained some life experience between college and law school gave us a similar framework for our law school experiences," said Rhoads-Weaver.

"Mentors help keep you grounded," said Graham. "Barb answers all questions, from who I should be networking with to how 'out' I can be in the legal community. She also helps me to brainstorm and plan next steps in my legal education and career."

The benefit is mutual, according to Rhoads-Weaver. "I benefit from getting to know the newest and most enthusiastic members of the legal community. I also get to 'pay it forward' in thanks to all those who have mentored me over the years."

"Paying it forward" is clearly an ideal shared between mentor and mentee. Now in her 3L year, Graham is co-president of SU Outlaws, a student organization providing support to the law school's GLBT community.



## CLEs AND SOCIALS



QLAW Association  
Board of Directors

This year's CLE calendar has been packed with interesting and useful CLEs organized and offered by QLAW's social and services committee. A fall CLE aimed at helping junior lawyers to be successful in their new careers featured QLAW member Grover Cleveland, former partner at Foster Pepper, and author of "Swimming Lessons for Baby Sharks." A summer CLE helped same-sex couples with wills and estate planning. The beginning of 2011 features a CLE in February focusing on tax issues specific to same-sex couples. In April, QLAW will offer a full day CLE focusing on GLBT relationship issues.

Social and networking events were a big part of QLAW's 2010, and will continue to be in 2011. In addition to well-attended socials during the holidays and for Pride, QLAW partnered with the Asian Bar Association of Washington, and also with MAMAs for joint socials.



Hundreds of people gather to  
celebrate at the 2010 banquet

## JUDICIAL EVALUATIONS

2010 was an important year for QLAW's judicial evaluations. One of the goals for 2010 was for QLAW to extend its reach beyond King County, and to truly be a statewide organization. Nowhere was that seen more clearly than through the judicial evaluation process. Candidates from throughout the state were evaluated this year, including candidates from Spokane, Pierce, Thurston, Yakima, and Klickitat counties. In addition, QLAW's judicial evaluations were included in the 2010 Progressive Voters Guide, meaning hundreds of thousands of voters saw our ratings.

QLAW also was asked by Senators Patty Murray and Maria Cantwell to participate in a joint judicial evaluations committee for the open seat on the federal bench in the Eastern District of Washington. QLAW participated in interviews of the candidates, and gave feedback and recommendations to the Senators. QLAW's reach and impact has never been greater.



Governor Gregoire speaks to  
QLAW members and supporters

## ISSUES ADVOCACY

As an organization of lawyers and legal professionals, QLAW is uniquely equipped to advocate for meaningful change—not only in the legal profession, but throughout the GLBT community in our state. In 2010, QLAW focused on encouraging action among our members, informing our members of pressing issues, and partnering with other organizations to call on our elected officials to consider the impact of their actions on our community.

In September, QLAW partnered with other GLBT organizations and worked with OneAmerica on an immigration case. OneAmerica helps refugees fleeing war, as well as political and religious persecution to begin a stable life in the Puget Sound region. The case in September involved an immigrant being persecuted for his sexual orientation, and QLAW was one of the organizations that stepped in to support him. We also took a position on the Arizona immigration bill (SB 1070) in light of the fact that several groups in Washington were urging our governor to push for similar legislation.

In 2011 we will continue to build on the momentum from our 2010 advocacy by encouraging our members to write amicus briefs, contact your elected officials, and be zealous in protecting our rights.



## Just some of the events planned by the Association and the Foundation in 2011:

Please look for e-mail reminders from QLAW or visit [www.q-law.org](http://www.q-law.org) for more details about upcoming events

Visit us online at  
[www.q-law.org](http://www.q-law.org)

- January 20, 2011: Judicial evaluations interview panel
- January 20, 2011: Legal clinic, 7-9 p.m.
- February 17, 2011: Judicial evaluations interview panel
- February 17, 2011: Legal clinic, 7-9 p.m.
- February 2011: CLE: tax issues for same-sex couples
- Winter 2011: Project OutReach: panel on GLBT youth in schools
- March 17, 2011: Judicial evaluations interview panel
- March 17, 2011: Legal clinic, 7-9 p.m.
- March 21, 2011: QLAW Foundation summer grant applications due
- March 2011: CLE: current legislative issues
- April 21, 2011: QLAW Association annual banquet, 5 p.m. at Hyatt Olive 8
- April 2011: CLE: GLBT relationships
- Spring 2011: Project OutReach: panel on registered domestic partners
- Spring 2011: Mentor/mentee event at UW Law School
- Spring 2011: Spring social
- June 2011: Pride social
- Fall 2011: Project OutReach: panel on GLBT and growing older

The QLAW Foundation is a registered 501(c)3 charitable organization. Donations are tax deductible to the fullest extent allowed by law.