

media reference guide

8th edition



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INTRODUCTION: **FAIR, ACCURATE & INCLUSIVE**

Increasingly fair, accurate and inclusive news media coverage has played an important role in expanding public awareness and understanding of lesbian, gay, bisexual and transgender (LGBT) lives. However, many reporters, editors and producers continue to face challenges covering these issues in a complex, often rhetorically charged climate.

Media coverage of our community has become — and continues to become — increasingly multi-dimensional, reflecting both the diversity of our community and the growing visibility of our families and our relationships. As a result, reporting that remains mired in simplistic, predictable “pro-gay”/“anti-gay” dualisms does a disservice to readers seeking information on the diversity of opinion and experience within our community. And as media coverage of the Catholic Church abuse scandal demonstrated, misinformation and misconceptions about our lives can be corrected when journalists diligently research the facts and expose the myths (such as pernicious claims that gay people are more likely to sexually abuse children) that often are used against us.

There continues to be a need for journalists to distinguish between opposing viewpoints on LGBT issues and the defamatory rhetoric that fuels prejudice and discrimination. While defamatory comments may be newsworthy, they should no longer be used simply to provide “balance” in a news story.

Unfortunately, anti-gay individuals and organizations continue to see their incendiary rhetoric and inaccurate, sensationalistic distortions of gay and lesbian lives legitimized through stories, features and profiles. Such inclusion, despite the best efforts of reporters striving for fair and accurate coverage, devalues the quality of journalism.

In an era when gay, lesbian, bisexual and transgender lives increasingly intersect with mainstream media coverage of family, faith, the economy, health care, politics, sports, entertainment and a myriad of other issues, we at GLAAD are committed to providing timely and accurate resources for journalists. GLAAD believes the best news coverage allows readers, viewers and listeners to form their own conclusions based on factual information, compelling stories and appropriate context. We ask that you help give them that opportunity in your coverage of LGBT issues.

glossary of terms



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LESBIAN / GAY / BISEXUAL GLOSSARY OF TERMS

Biphobia	Fear of bisexuals, often based on stereotypes, including inaccurate associations with infidelity, promiscuity and transmission of sexually transmitted diseases.
Bisexual, Bi	An individual who is physically, romantically and/or emotionally attracted to men and women. Bisexuals need not have had sexual experience with both men and women; in fact, they need not have had any sexual experience at all to identify as bisexual.
Civil Union	State-based relationship recognition for gay and lesbian couples that offers some or all of the state (though none of the federal) rights, protections and responsibilities of marriage (<i>see IN FOCUS: Civil Unions & Domestic Partnerships, and Appendix A: Federal & State Laws & Protections</i>).
Closeted	Describes a person who is not open about his or her sexual orientation.
Coming Out	A lifelong process of self-acceptance. People forge a lesbian, gay, bisexual or transgender identity first to themselves and then may reveal it to others. Publicly identifying one's orientation may or may not be part of coming out.
Domestic Partnership	Civil/legal recognition of a committed relationship between two people that sometimes extends limited protections to them (<i>see IN FOCUS: Civil Unions & Domestic Partnerships, and Appendix A: Federal & State Laws & Protections</i>).
Gay	The adjective used to describe people whose enduring physical, romantic and/or emotional attractions are to people of the same sex (e.g., <i>gay man, gay people</i>). In contemporary contexts, <i>lesbian</i> (n. or adj.) is often a preferred term for women. Avoid identifying gay people as “homosexuals” an outdated term considered derogatory and offensive to many lesbian and gay people.
Heterosexual	An adjective used to describe people whose enduring physical, romantic and/or emotional attraction is to people of the opposite sex. Also <i>straight</i> .
Homosexual	(<i>see Offensive Terms to Avoid</i>) Outdated clinical term considered derogatory and offensive by many gay and lesbian people. The Associated Press, <i>New York Times</i> and <i>Washington Post</i> restrict usage of the term. <i>Gay</i> and/or <i>lesbian</i> accurately describe those who are attracted to people of the same sex.
Homophobia	Fear of lesbians and gay men. <i>Prejudice</i> is usually a more accurate description of hatred or antipathy toward LGBT people.

LESBIAN / GAY / BISEXUAL GLOSSARY OF TERMS (CONTINUED)

- Lesbian** A woman whose enduring physical, romantic and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women. Avoid identifying lesbians as “homosexuals,” a derogatory term (*see Offensive Terms to Avoid*).
- LGBT / GLBT** Acronym for “lesbian, gay, bisexual and transgender.” LGBT and/or GLBT are often used because they are more inclusive of the diversity of the community. Care should be taken to ensure that audiences are not confused by their use.
- Lifestyle** (*see Offensive Terms to Avoid*) Inaccurate term used by anti-gay extremists to denigrate lesbian, gay, bisexual and transgender lives. As there is no one straight lifestyle, there is no one lesbian, gay, bisexual or transgender lifestyle.
- Openly Gay** Describes people who self-identify as lesbian or gay in their personal, public and/or professional lives. Also *openly lesbian, openly bisexual, openly transgender*.
- Outing** The act of publicly declaring (sometimes based on rumor and/or speculation) or revealing another person’s sexual orientation or gender identity without that person’s consent. Considered inappropriate by a large portion of the LGBT community.
- Queer** Traditionally a pejorative term, *queer* has been appropriated by some LGBT people to describe themselves. However, it is not universally accepted even within the LGBT community and should be avoided unless quoting or describing someone who self-identifies that way.
- Sexual Orientation (also Orientation)** The scientifically accurate term for an individual’s enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual and heterosexual (straight) orientations. Avoid the offensive term “sexual preference,” which is used to suggest that being gay or lesbian is voluntary and therefore “curable.”
- Sodomy Laws** Historically used to selectively persecute gay people, the state laws often referred to as “sodomy laws” were ruled unconstitutional by the U.S. Supreme Court in *Lawrence v. Texas* (2003). “Sodomy” should never be used to describe gay, lesbian or bisexual relationships or sexuality.

TRANSGENDER GLOSSARY OF TERMS

GENERAL TERMINOLOGY

- Sex** The classification of people as male or female. At birth, infants are assigned a sex based on a combination of bodily characteristics including: chromosomes, hormones, internal reproductive organs, and genitals.
- Gender Identity** One's internal, personal sense of being a man or a woman (or a boy or a girl). For transgender people, their birth-assigned sex and their own internal sense of gender identity do not match.
- Gender Expression** External manifestation of one's gender identity, usually expressed through "masculine," "feminine" or gender-variant behavior, clothing, haircut, voice or body characteristics. Typically, transgender people seek to make their gender expression match their gender identity, rather than their birth-assigned sex.
- Sexual Orientation** Describes an individual's enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual. For example, a man who transitions from male to female and is attracted to other women would be identified as a lesbian or a gay woman.

TRANSGENDER-SPECIFIC TERMINOLOGY

- Transgender** An umbrella term (adj.) for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to: transsexuals, cross-dressers and other gender-variant people. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF). Use the descriptive term (*transgender*, *transsexual*, *cross-dresser*, FTM or MTF) preferred by the individual. Transgender people may or may not decide to alter their bodies hormonally and/or surgically.
- Transsexual**
(also **Transexual**) An older term which originated in the medical and psychological communities. While some transsexual people still prefer to use the term to describe themselves, many transgender people prefer the term *transgender* to *transsexual*. Unlike *transgender*, *transsexual* is not an umbrella term, as many transgender people do not identify as transsexual. It is best to ask which term an individual prefers.

TRANSGENDER GLOSSARY OF TERMS (CONTINUED)

TRANSGENDER-SPECIFIC TERMINOLOGY (CONTINUED)

- Transvestite** **Derogatory** see *Cross-Dressing*
- Transition** Altering one's birth sex is not a one-step process; it is a complex process that occurs over a long period of time. Transition includes some or all of the following personal, legal and medical adjustments: telling one's family, friends and/or co-workers; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) one or more forms of surgery.
- Sex Reassignment Surgery (SRS)** Refers to surgical alteration, and is only one small part of transition (see *Transition* above). Preferred term to "sex change operation." Not all transgender people choose to or can afford to have SRS. Journalists should avoid overemphasizing the role of SRS in the transition process.
- Cross-Dressing** To occasionally wear clothes traditionally associated with people of the other sex. Cross-dressers are usually comfortable with the sex they were assigned at birth and do not wish to change it. **"Cross-dresser" should NOT be used to describe someone who has transitioned to live full-time as the other sex or who intends to do so in the future.** Cross-dressing is a form of gender expression and is not necessarily tied to erotic activity. Cross-dressing is not indicative of sexual orientation.
- Gender Identity Disorder (GID)** A controversial DSM-IV diagnosis given to transgender and other gender-variant people. Because it labels people as "disordered," Gender Identity Disorder is often considered offensive. The diagnosis is frequently given to children who don't conform to expected gender norms in terms of dress, play or behavior. Such children are often subjected to intense psychotherapy, behavior modification and/or institutionalization. Replaces the outdated term "gender dysphoria."
- Intersex** Describing a person whose biological sex is ambiguous. There are many genetic, hormonal or anatomical variations that make a person's sex ambiguous (e.g., Klinefelter Syndrome). Parents and medical professionals usually assign intersex infants a sex and perform surgical operations to conform the infant's body to that assignment. This practice has become increasingly controversial as intersex adults speak out against the practice. The term *intersex* is **not** interchangeable with or a synonym for *transgender*.

TRANSGENDER TERMS TO AVOID

PROBLEMATIC TERMS

Problematic: “transgenders,” “a transgender”

Preferred: “transgender people,” “a transgender person”

Transgender should be used as an adjective, not as a noun. Do not say, “Tony is a transgender,” or “The parade included many transgenders.” Instead say, “Tony is a transgender man,” or “The parade included many transgender people.”

Problematic: “transgendered”

Preferred: “transgender”

The adjective *transgender* should never have an extraneous “-ed” tacked onto the end. An “-ed” suffix adds unnecessary length to the word and can cause tense confusion and grammatical errors. For example, it is grammatically incorrect to turn *transgender* into a participle, as it is an adjective, not a verb, and only verbs can be used as participles by adding an “-ed” suffix.

Problematic: “sex change,” “pre-operative,” “post-operative”

Preferred: “transition”

Referring to a sex change operation, or using terms such as pre- or post-operative, inaccurately suggests that one must have surgery in order to transition. Avoid overemphasizing surgery when discussing transgender people or the process of transition.

DEFAMATORY TERMS

Defamatory: “deceptive,” “fooling,” “pretending,” “posing” or “masquerading”

Gender identity is an integral part of a person’s identity. Do not characterize transgender people as “deceptive,” as “fooling” other people, or as “pretending” to be, “posing” or “masquerading” as a man or a woman. Such descriptions are defamatory and insulting.

Defamatory: “she-male,” “he-she,” “it,” “trannie,” “tranny,” “shim,” “gender-bender”

These words only serve to dehumanize transgender people and should not be used.

Defamatory: “bathroom bill”

A new term created and used by far-right extremists to oppose non-discrimination laws that protect transgender people. The term is geared to incite fear and panic at the thought of encountering transgender people in public restrooms. Use *non-discrimination law/ordinance* instead.

TRANSGENDER NAMES, PRONOUN USAGE & DESCRIPTIONS

Always use a transgender person's chosen name. Often transgender people cannot afford a legal name change or are not yet old enough to change their name legally. They should be afforded the same respect for their chosen name as anyone else who lives by a name other than their birth name (e.g., celebrities).

Whenever possible, ask transgender people which pronoun they would like you to use. A person who identifies as a certain gender, whether or not that person has taken hormones or had some form of surgery, should be referred to using the pronouns appropriate for that gender.

If it is not possible to ask a transgender person which pronoun he or she prefers, use the pronoun that is consistent with the person's appearance and gender expression. For example, if a person wears a dress and uses the name Susan, feminine pronouns are appropriate.

It is never appropriate to put quotation marks around either a transgender person's chosen name or the pronoun that reflects that person's gender identity.

The Associated Press Stylebook provides guidelines for journalists reporting on transgender people and issues. According to the AP Stylebook, reporters should "use the pronoun preferred by the individuals who have acquired the physical characteristics of the opposite sex or present themselves in a way that does not correspond with their sex at birth. If that preference is not expressed, use the pronoun consistent with the way the individuals live publicly" (*see AP, New York Times & Washington Post Style*).

When describing transgender people, please use the correct term or terms to describe their gender identity. For example, a person who is born male and transitions to become female is a *transgender woman*, whereas a person who is born female and transitions to become male is a *transgender man*.

Avoid pronoun confusion when examining the stories and backgrounds of transgender people prior to their transition. It is usually best to report on transgender people's stories from the present day instead of narrating them from some point or multiple points in the past, thus avoiding confusion and potentially disrespectful use of incorrect pronouns.

OFFENSIVE TERMS TO AVOID

Offensive: “homosexual” (n. or adj.)

Preferred: “gay” (adj.); “gay man” or “lesbian” (n.); “gay person/people”

Please use “gay” or “lesbian” to describe people attracted to members of the same sex. Because of the clinical history of the word “homosexual,” it is aggressively used by anti-gay extremists to suggest that gay people are somehow diseased or psychologically/emotionally disordered – notions discredited by the American Psychological Association and the American Psychiatric Association in the 1970s. Please avoid using “homosexual” except in direct quotes. Please also avoid using “homosexual” as a style variation simply to avoid repeated use of the word “gay.” The Associated Press, *The New York Times* and *The Washington Post* restrict use of the term “homosexual” (see AP, *New York Times & Washington Post Style*).

Offensive: “homosexual relations/relationship,” “homosexual couple,” “homosexual sex,” etc.

Preferred: “relationship” (or “sexual relationship”), “couple” (or, if necessary, “gay couple”), “sex,” etc.

Identifying a same-sex couple as “a homosexual couple,” characterizing their relationship as “a homosexual relationship,” or identifying their intimacy as “homosexual sex” is extremely offensive and should be avoided. These constructions are frequently used by anti-gay extremists to denigrate gay people, couples and relationships.

As a rule, try to avoid labeling an activity, emotion or relationship “gay,” “lesbian” or “bisexual” unless you would call the same activity, emotion or relationship “straight” if engaged in by someone of another orientation. In most cases, your readers, viewers or listeners will be able to discern people’s sexes and/or orientations through the names of the parties involved, your depictions of their relationships, and your use of pronouns.

Offensive: “sexual preference”

Preferred: “sexual orientation” or “orientation”

The term “sexual preference” is typically used to suggest that being lesbian, gay or bisexual is a choice and therefore can and should be “cured.” *Sexual orientation* is the accurate description of an individual’s enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex and is inclusive of lesbians, gay men, bisexuals and straight men and women (see AP, *New York Times & Washington Post Style*).

OFFENSIVE TERMS TO AVOID (CONTINUED)

Offensive: “gay lifestyle” or “homosexual lifestyle”

Preferred: “gay lives,” “gay and lesbian lives”

There is no single lesbian, gay or bisexual lifestyle. Lesbians, gay men and bisexuals are diverse in the ways they lead their lives. The phrase “gay lifestyle” is used to denigrate lesbians and gay men, suggesting that their orientation is a choice and therefore can and should be “cured” (*See AP, New York Times & Washington Post Style*).

Offensive: “admitted homosexual” or “avowed homosexual”

Preferred: “openly lesbian,” “openly gay,” “openly bisexual”

Dated term used to describe those who are openly lesbian, gay or bisexual or who have recently come out of the closet. The words “admitted” or “avowed” suggest that being gay is somehow shameful or inherently secretive. Avoid the use of the word “homosexual” in any case (*see AP, New York Times & Washington Post Style*).

Offensive: “gay agenda” or “homosexual agenda”

Preferred: Accurate descriptions of the issues (e.g., “inclusion in existing non-discrimination and hate crimes laws,” “ending the ban on openly gay service members”)

Lesbian, gay, bisexual and transgender (LGBT) people are motivated by many of the same hopes, concerns and desires as other everyday Americans. They seek to be able to earn a living, be safe in their communities, serve their country, and take care of the ones they love. Their commitment to equality is one they share with many allies and advocates who are not necessarily LGBT.

Notions of a so-called “homosexual agenda” are rhetorical inventions of anti-gay extremists seeking to create a climate of fear by portraying the pursuit of equal opportunity for LGBT people as sinister (*see AP, New York Times & Washington Post Style*).

Offensive: “special rights”

Preferred: “equal rights” or “equal protection”

Anti-gay extremists frequently characterize equal protection of the law for lesbian, gay, bisexual and transgender people as “special rights” to incite opposition to such things as relationship recognition and inclusive non-discrimination laws (*see AP, New York Times & Washington Post Style*).

DEFAMATORY LANGUAGE

“fag,” “faggot,” “dyke,” “homo,” “sodomite,” “she-male,” “he-she,” “it,” “shim,” “tranny” and similar epithets

The criteria for using these derogatory terms should be the same as those applied to vulgar epithets used to target other groups: they should not be used except in a direct quote that reveals the bias of the person quoted. So that such words are not given credibility in the media, it is preferred that reporters say, “The person used a derogatory word for a lesbian, gay, bisexual or transgender person.”

“deviant,” “disordered,” “dysfunctional,” “diseased,” “perverted,” “destructive” and similar descriptions

The notion that being gay, lesbian or bisexual is a psychological disorder was discredited by the American Psychological Association and the American Psychiatric Association in the 1970s. Today, words such as “deviant,” “diseased” and “disordered” often are used to portray gay people as less than human, mentally ill, or as a danger to society. Words such as these should be avoided in stories about the gay community. If they must be used, they should be quoted directly in a way that clearly reveals the bias of the person being quoted.

Associating gay, lesbian, bisexual and transgender people or relationships with pedophilia, child abuse, sexual abuse, bestiality, bigamy, polygamy, adultery and/or incest

Being gay, lesbian, bisexual or transgender is neither synonymous with nor indicative of any tendency toward pedophilia, child abuse, sexual abuse, bestiality, bigamy, polygamy, adultery and/or incest. Such claims, innuendoes and associations often are used to insinuate that lesbians and gay men pose a threat to society, to families, and to children in particular. Such assertions and insinuations are defamatory and should be avoided, except in direct quotes that clearly reveal the bias of the person quoted.

AP, NEW YORK TIMES & WASHINGTON POST STYLE

In recent years, the nation's leading media style books have published guidelines for language and terminology use when reporting on lesbian, gay, bisexual and transgender (LGBT) lives, issues and stories.

The Associated Press, *The New York Times* and *The Washington Post* all restrict usage of the term “homosexual” — a word whose clinical history and pejorative connotations are routinely exploited by anti-gay extremists to suggest that lesbians and gay men are somehow diseased or psychologically/emotionally disordered, and which, as *The Washington Post* notes, “can be seen as a slur.” AP and *New York Times* editors also have instituted rules against the use of inaccurate terminology such as “sexual preference” and “gay lifestyle.”

Following are the LGBT-related editorial guidelines from The Associated Press, *The New York Times* and *The Washington Post* as they appear in their respective style guides.

ASSOCIATED PRESS (2008)

gay	Used to describe men and women attracted to the same sex, though <i>lesbian</i> is the more common term for women. Preferred over <i>homosexual</i> except in clinical contexts or references to sexual activity. Include sexual orientation only when it is pertinent to a story, and avoid references to “sexual preference” or to a gay or alternative “lifestyle.”
lesbian	See <i>gay</i> .
transgender	Use the pronoun preferred by the individuals who have acquired the physical characteristics of the opposite sex or present themselves in a way that does not correspond with their sex at birth. If that preference is not expressed, use the pronoun consistent with the way the individuals live publicly. See <i>transsexual</i> .
transsexual	A person who changes gender by undergoing surgical procedures. See <i>transgender</i> .

AP, NEW YORK TIMES & WASHINGTON POST STYLE (CONTINUED)

NEW YORK TIMES ⁽²⁰⁰⁵⁾

- admitted homosexual.** Avoid this term, which suggests criminality or shame. Make it acknowledged or declared homosexual, openly gay or openly lesbian if a modifier is indeed necessary. (*Also see gay; lesbian; sexual orientation.*)
- bisexual.** Do not use the slang shorthand *bi*.
- homosexuality.** *See admitted homosexual; bisexual; gay; lesbian; sexual orientation.*
- gay (adj.)** is preferred to *homosexual* in references to social or cultural identity and political or legal issues; *gay literature*. Use *homosexual* in specific references to sexual activity and to psychological or clinical orientation. *Gay* may refer to homosexual men or more generally to homosexual men and women. In specific references to women, *lesbian* is preferred. When the distinction is useful, write *gay men and lesbians*. Do not use *gay* as a singular noun. *Gays*, a plural noun, may be used only as a last resort, ordinarily in a hard-to-fit headline. *Also see sexual orientation.*
- gay rights.** Advocates for gay issues are concerned that the term may invite resentment by implying “special rights” that are denied other citizens; the advocates prefer phrases like *equal rights* or *civil rights for gay people*. But the shorter phrase is in wide use and often indispensable for confined headlines. When it occurs, define the issues precisely.
- homosexuality.** *See admitted homosexual; bisexual; gay; lesbian; sexual orientation.*
- lesbian (adj. and n.).** Lowercase except in the names of organizations. Lesbian women is redundant. *See sexual orientation.*
- sex changes.** *See transgender.*
- sexual orientation.** Never *sexual preference*, which carries the disputed implication that sexuality is a matter of choice. Cite a person’s sexual orientation only when it is pertinent and its pertinence is clear to the reader. *Also see bisexual; gay; lesbian; straight.*
- sexual preference.** Use *sexual orientation* instead.

AP, NEW YORK TIMES & WASHINGTON POST STYLE (CONTINUED)

NEW YORK TIMES (2005) (CONTINUED)

straight, meaning heterosexual, is classed as slang by some dictionaries and standard by others. Avoid any use that conveys an in-group flavor. But use the term freely (adj. only) in phrases drawing a contrast with *gay*: *The film attracted gay and straight audiences alike.*

transgender (adj.) is an overall term for people whose current identity differs from their sex at birth, whether or not they have changed their biological characteristics. Cite a person's transgender status only when it is pertinent and its pertinence is clear to the reader. Unless a former name is newsworthy or pertinent, use the name and pronouns (*he, his, she, her, hers*) preferred by the transgender person. If no preference is known, use the pronouns consistent with the way the subject lives publicly.

WASHINGTON POST (2006)

gay A person's sexual orientation should not be mentioned unless relevant to the story. When it is necessary to mention it, *gay* may be used as an adjective but not as a noun, except as a plural: *gay man, gay woman, gay people, gays*. Not *a gay*. A *gay woman* may be referred to as a *lesbian*. Do not use *gays* and *lesbians*, since the first includes the second. Rather, to emphasize the inclusion of both sexes, use *gay men and lesbians*. Use *gay rights activist*, not *gay activist*. Not everyone espousing *gay rights* causes is *homosexual*. When identifying an individual as *gay* or *homosexual*, be cautious about invading the privacy of someone who may not wish his or her sexual orientation known. Do not use terms such as *avowed* or *admitted*.

Often, simply reporting the facts obviates the need for labels. Describing a slaying, for instance, should suffice without referring to it as a *homosexual slaying*. Ask yourself if you would use the term *heterosexual slaying*. In a recent story, a man "charged" that his former wife "was a *lesbian*" as if it were a slur, when simply alleging an affair between the ex-wife and the other woman would suffice.

Gay is generally preferred to *homosexual*. *Homosexual* should be reserved for a clinical or biological context. Be wary of using *homosexual* as a noun. In certain contexts, it can be seen as a slur.



issues in depth



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IN FOCUS: MARRIAGE

For a list of U.S. states where committed gay and lesbian couples can currently marry, please see *Appendix A: Federal & State Laws & Protections*. Visit www.glaad.org/reference/laws for updates.

Marriage equality for gay and lesbian couples is one of today's most widely reported-on legal and cultural issues, with marriage equality emerging in a number of states. In the midst of this media coverage, gay and lesbian families are often reduced to abstractions by those who claim to be "defending" marriage – and whose carefully chosen euphemisms (such as "protecting the sanctity of marriage" and "sending our children a positive message about marriage") serve to obscure the impact of systematically excluding gay and lesbian Americans from marriage.

This lack of acknowledgement renders invisible the hundreds of thousands of loving, committed couples whose lives are most directly impacted by this debate.

As you cover the legal, policy and political dimensions of marriage for gay and lesbian couples, please share the stories of the committed couples whose lives and families are at the heart of this issue – and for whom the denial of marriage continues to threaten the security of their loved ones. The stories of same-sex couples and families are an integral and essential part of fair, accurate and inclusive coverage of discussions about, and movement toward, marriage equality.

MARRIAGE RIGHTS, PROTECTIONS & RESPONSIBILITIES

Marriage licenses, while issued and regulated by the states, provide couples access to more than 1,000 state and federal rights, protections and responsibilities – few of which can be secured through private contracts – that safeguard their families.

Among the state rights, protections and responsibilities of marriage (which vary somewhat from state to state):

- automatic inheritance
- child custody/parenting/adoption rights
- hospital visitation
- medical decision-making power
- standing to sue for wrongful death of a spouse
- divorce protections
- spousal/child support
- access to family insurance policies
- exemption from property tax upon death of a spouse
- immunity from being forced to testify against one's spouse
- domestic violence protections, and more.

IN FOCUS: MARRIAGE (CONTINUED)

Section 3 of the federal Defense of Marriage Act (DOMA) excludes married gay couples from 1,138 federal protections, rights and responsibilities conferred on married couples in the areas of:

- Social Security benefits
- the Family and Medical Leave Act
- health insurance and continuation of health coverage (COBRA)
- immigration law
- Medicaid
- retirement plans
- federal tax laws, and more.

State marriage laws are currently in a state of flux. Since 2003, several U.S. states have extended marriage to gay couples, and more than 40 states have some form of law – ranging from a simple statute to a state constitutional amendment – banning same-sex couples from marriage. In some cases, these laws also ban any state recognition of, or protections for, same-sex couples. For a list of states where gay and lesbian couples can marry, as well as those that currently exclude gay couples from marriage, see *Appendix A: Federal & State Laws & Protections*.

Civil union and domestic partnership laws in a handful of states offer varying degrees of state-only protection for same-sex couples. Opponents of marriage for gay couples have attempted to use the Defense of Marriage Act (DOMA) to prevent civil union laws, as well as existing marriage equality laws, from being enforced in other states. DOMA also denies federal protections to gay and lesbian couples in civil unions (see *IN FOCUS: Civil Unions & Domestic Partnerships*)

Private contracts cannot provide adequate protections for gay and lesbian couples. Wills and trusts, powers of attorney, co-parent adoptions and joint titles, leases and accounts are often sought by same-sex couples to provide some sort of limited protection for their families. However, these attempts to mimic a small number of the protections and responsibilities of marriage can be prohibitively (and unfairly) expensive, unenforceable in court, and may not be recognized by families, some private institutions, and by local, state and federal governments.

Extending marriage to gay couples has benefitted local businesses and state economies. A survey and a study of state-collected tax revenue data in Massachusetts by the Williams Institute at UCLA School of Law in 2009 found that marriage equality had a positive economic impact on the state, boosting the state economy by more than \$100 million in the first four-and-a-half years.

IN FOCUS: MARRIAGE (CONTINUED)

COVERAGE-RELATED ISSUES

Public opinion on same-sex marriage has been gradually trending upward. Although most polls find shrinking majorities that continue to oppose marriage equality, the majority of public opinion polls now find solid majorities favoring some form of legal recognition for gay and lesbian couples (see *IN FOCUS: Public Opinion & Polls*).

Opponents of same-sex marriage frequently characterize as “judicial activism” those court decisions with which they disagree. Throughout our nation’s history, the courts have heard challenges to unjust majority-enacted laws that discriminate against and deny equal protection of the law to minorities. Some courts – including some composed of conservative judges appointed by Republicans – have recently struck down anti-gay marriage laws, extending basic rights and protections to same-sex couples. Also, anti-gay extremists have begun attacking as “activists” those legislatures that have extended marriage or civil unions to gay couples independent of the courts.

When anti-gay activists, politicians and elected officials dispute the legitimacy of legal decisions and/or characterize them as “judicial activism,” please rigorously examine these claims and evaluate their validity against the history of Constitutional Law and American jurisprudence.

Avoid constructions that use the inaccurate terms “gay marriage” or “same-sex marriage.”

Same-sex couples seeking the freedom to marry want to join the institution of marriage as it currently exists, defining their relationships not as “gay marriage” but as “marriage.” Used as a noun, “gay marriage” more accurately refers to non-marriage institutions such as civil unions. “Gay marriage” should never be used to describe the marriages of gay and lesbian couples in any state or country where gay couples have the ability to marry.

That said, just as *The New York Times* notes that the phrase “gay rights” is “often indispensable for confined headlines,” print editors may find they need the term “gay marriage” when headline space restrictions do not permit use of the more accurate “marriage for gay and lesbian couples.”

IN FOCUS: CIVIL UNIONS & DOMESTIC PARTNERSHIPS

For a list of U.S. states that extend civil unions or some form of domestic partnership protections to same-sex couples, please see **Appendix A: Federal & State Laws & Protections**. Updates to this list can be accessed at www.glaad.org/reference/laws.

A handful of U.S. states, while they do not allow committed lesbian and gay couples to marry, do provide varying degrees of legal protections via civil unions or domestic partnership laws.

It is important to note that these laws offer only limited protections to same-sex couples and families. The federal Defense of Marriage Act's (DOMA) definitions of "marriage" and "spouse" deny same-sex couples (including those in states where gay couples are able to marry) any of the federal rights, protections and responsibilities of marriage, and can raise serious legal issues for gay or lesbian couples and families who travel or move within the United States.

CIVIL UNIONS

Civil unions confer upon same-sex couples some or all of the state (though none of the federal) rights, protections and obligations afforded married spouses. Non-residents may be able to obtain a civil union, although civil unions may not be recognized in or by other states.

Some political figures say that while they do not support marriage for gay couples, they do favor civil unions as a way to offer equal legal safeguards to those couples. However, such proposals appear to be prohibited by the federal Defense of Marriage Act, which explicitly denies same-sex couples any of the federal rights, protections and responsibilities of marriage. **Please ask those who say they support civil unions but not marriage for gay couples to clarify how their proposal would provide same-sex couples the same federal protections offered to straight married couples.**

DOMESTIC PARTNERSHIPS

Like civil unions, domestic partnership laws grant same-sex couples some or all of the state (though none of the federal) protections afforded straight married couples. The scope of domestic partnership laws can vary significantly by state, from offering most of the protections of marriage under state law to offering only a handful of important legal protections. More than 60 municipalities also have domestic partner registries that permit same-sex couples (and in some cases opposite-sex couples as well) to register with the city or county. In some cases, these registries extend limited protections to registered couples.

IN FOCUS: ADOPTION & PARENTING

Across most of the U.S., LGBT people and couples can petition family courts to provide their children with legal ties to their parents. **Family courts are responsible for making case-by-case decisions based on the best interests of a child, and their expertise and authority in determining the fitness of adoptive parents – gay or straight – is traditionally acknowledged and respected.**

Most states do not have blanket policies on adoption by gay and lesbian couples. In a few states, however, anti-gay activists have sought to circumvent family courts by proposing sweeping laws that would ban adoption by gay and lesbian people and couples. See *Appendix B: Anti-Gay Federal & State Laws* for a list of states with anti-gay adoption bans.

Single-parent adoption by lesbian, gay and bisexual parents is permitted in most states and the District of Columbia. Joint adoption and/or second-parent adoption – where a parent co-adopts his or her partner’s child, thus providing the security that comes with having two legally connected parents – is permitted by statute or appellate court decisions in several states.

For further information, please contact the Family Equality Council, the National Center for Lesbian Rights, the ACLU or Lambda Legal (*see Directory of Community Resources*).

RESEARCH ON PARENTING & ADOPTION

Discussions about research on children raised by gay and lesbian parents often become mired in divisive political rhetoric by those opposed to gay parents and legal protections for their families.

Those who oppose parenting by gay and lesbian couples often make two claims: first, that “all” social science research shows that children do best when raised by married opposite-sex parents, and, second, that any study that shows otherwise is flawed.

In fact, there is a large and growing body of literature that focuses on family structure and outcomes for children raised by their gay or lesbian parents. These studies have consistently shown that parenting by gay or lesbian parents has no adverse effects on children.

Additionally, nearly every credible authority on child welfare (including the Child Welfare League of America, the Evan B. Donaldson Adoption Institute and the American Academy of Pediatrics) **has determined that a person’s sexual orientation has nothing to do with the ability to be a good, loving, effective parent.**

IN FOCUS: ADOPTION & PARENTING (CONTINUED)

Most of the studies cited by those opposed to gay families have a significant flaw: they do not study gay families. Instead, they generally compare children with single parents to those living with their married parents. As such, it is inappropriate to use this research to argue that the sexual orientation or the gender-composition of parents affects the well-being of their children.

By the same token, it is important to note that research does not show that children with gay or lesbian parents are “exactly the same” as kids with straight parents. There may indeed be differences (for example, one study found that female children of lesbian parents are more willing to consider career paths that could be thought of as atypical for women). The relevant question is whether such differences are harmful; and again, the considerable body of research demonstrates that they are not.

Media sometimes unintentionally but inaccurately frame discussions about gay and lesbian parenting as a false dichotomy, pitting parenting by opposite-sex couples against parenting by gay or lesbian couples. Research shows that men and women with good parenting skills come in all types – gay and straight. Academics and practitioners agree that sexual orientation is not a factor when it comes to good parenting.

GLAAD encourages media to share the stories of gay and lesbian families as they are, on their own terms, without requiring them to defend themselves against the attacks of those who believe they shouldn't be allowed to exist. For additional information on research related to lesbian and gay parenting, please contact the Child Welfare League of America, the Evan B. Donaldson Adoption Institute, the American Academy of Pediatrics, or the Williams Institute at UCLA School of Law (*see Directory of Community Resources*).

LANGUAGE & TERMINOLOGY

When reporting on lesbian, gay, bisexual and transgender (LGBT) families, it is important to treat those families, parents and children with dignity and respect – both during the newsgathering process and in the language used to tell their stories.

Never put quotation marks around descriptions such as family, parents, mothers or fathers when describing gay and lesbian families. Such tactics are often used by anti-gay groups to denigrate, delegitimize and dehumanize loving families.

IN FOCUS: PUBLIC OPINION & POLLS

Public support for LGBT issues has steadily increased over the past two decades, as seen in polls on issues such as marriage, civil unions, employment non-discrimination and military service.

Gallup has been asking about LGBT-related issues for more than two decades. And while the use of loaded terms like “traditional marriages” and the outdated clinical word “homosexual” (a term routinely used by anti-gay activists to stigmatize and marginalize gays and lesbians – *see Offensive Terms to Avoid*) appear to have had some biasing effects on the results, these polls continue to show a steadily growing acceptance of LGBT people, gay and lesbian couples, and their families.

MARRIAGE

Since Gallup began asking in 1996, support for marriage equality has generally trended upward, though it has also fluctuated in recent years relative to current events:

Do you think marriages between same-sex couples should or should not be recognized by the law as valid, with the same rights as traditional marriages?

	Should be Valid	Should Not be Recognized	No Opinion
2009 May 7-10	40%	57%	3%
2008 May 8-11 †	40%	56%	4%
2007 May 10-13	46%	53%	1%
2006 May 8-11 ^ †	39%	58%	4%
2005 Aug 22-25 ^	37%	59%	4%
2005 Apr 29-May 1 ^	39%	56%	5%
2004 July 19-21 ^ †	32%	62%	6%
2004 May 2-4 ^	42%	55%	3%
2004 Mar 5-7 ^	33%	61%	6%
2004 Feb 16-17 ^	32%	64%	4%
2003 Dec 15-16 ^	31%	65%	4%
2003 Oct 24-26 ^	35%	61%	4%
2003 June 27-29 ^	39%	55%	6%
2000 Jan 13-16 ^	34%	62%	4%
1999 Feb 8-9 ^	35%	62%	3%
1996 Mar 15-17 ^	27%	68%	5%

^ Gallup previously asked about “marriages between homosexuals” before changing to “marriages between same-sex couples”

† Asked of half the sample

IN FOCUS: PUBLIC OPINION & POLLS (CONTINUED)

Polling on marriage has been marked by considerable fluctuations in public support over short periods of time. For example, in the polls Gallup conducted between June 2003 and May 2004, support moved from 39% in June to a low of 31% six months later to 42% five months after that. These fluctuations mirrored the intensity of legal events (*Lawrence v. Texas*, gay couples marrying in Massachusetts), media coverage and political rhetoric around marriage — suggesting that poll numbers should be examined relative to both current events and long-term trends.

It is also worth examining these numbers in light of the evolution of public support for interracial marriage. In 1968 – the year after the U.S. Supreme Court struck down anti-miscegenation laws in *Loving v. Virginia* – Gallup reported that only 20% of Americans approved of interracial marriage while 72% disapproved. It wasn't until 1991, 23 years later, that for the first time more Americans approved (48%) than disapproved (42%) of such marriages — a trend that suggests majority opinion around such issues follows, rather than drives, legal advances in such areas.

CIVIL UNIONS & MARRIAGE

Public support for some form of relationship recognition has also risen substantially in the past several years, as shown in the following CBS News/*New York Times* data

Which comes closest to your view? Gay couples should be allowed to legally marry. OR, Gay couples should be allowed to form civil unions but not legally marry. OR, There should be no legal recognition of a gay couple's relationship.

	Legally Marry	Civil Union	No Legal Recognition	Unsure
2009 June 12-16	33%	30%	32%	5%
2009 April 22-26	42%	25%	28%	5%
2009 March 12-16	33%	27%	35%	5%
2008 May 30-June 3	30%	28%	36%	6%
2007 Mar 7-11	28%	32%	35%	5%
2006 Oct 27-31	28%	29%	38%	5%
2006 June	27%	30%	40%	3%
2005 Feb 24-28	23%	34%	41%	2%
2004 Nov 18-21	21%	32%	44%	3%
2004 May 20-23	28%	29%	40%	3%
2004 March 10-14	22%	33%	40%	5%

IN FOCUS: PUBLIC OPINION & POLLS (CONTINUED)

It is important to note that when questions about civil unions are asked separately from questions about marriage, some who oppose full marriage equality appear to support civil unions, and some who oppose civil unions may in fact be doing so on principle as a means of voicing support for full equality in marriage for gay and lesbian couples. As Gallup noted in a discussion of its May 2004 poll on marriage:

The current poll also shows that when people are asked first about gay marriage and then about civil unions, support for civil unions is higher than when people are asked about civil unions first. These results suggest that many people see civil unions as an alternative to gay marriage, and once they can express their opposition to the latter, they are more willing to embrace the “civil unions” alternative.

Similarly, support for gay marriage is lower once people have expressed their opinions about civil unions than it is when gay marriage is mentioned first. Taken together, these results show about a third of Americans (35%) supporting gay marriage after being asked about civil unions, and a clear majority (56%) supporting gay civil unions after being asked about gay marriage.

MILITARY SERVICE

Gallup has found that eight in 10 Americans now say that gay men and lesbians should have equal employment rights in the U.S. military – up from 57% when the issue of openly gay service members came to national prominence in 1992.

	Should	Should Not	Depends	No Opinion
2005 May 2-5	79 / 76*	19 / 22*	^ / 1*	2 / 1*
2003 May 19-21	80	18	1	1
2001 May 10-14	72	23	2	3
1999 Feb 8-9	70	26	2	2
1996 Nov 21-24	65	29	3	3
1992 June 4-7	57	37	2	4

* Gallup asked half the respondents about employment in the Armed Forces for “gays and lesbians,” resulting in slightly higher approval numbers compared with Gallup’s typical use of the term “homosexuals.”

^ less than 1%

IN FOCUS: PUBLIC OPINION & POLLS (CONTINUED)

Similar findings have been made in polls by Gallup and CNN/Opinion Research when gauging public support for allowing openly gay military personnel to serve in the armed forces:

[Gallup] *Do you favor or oppose allowing openly gay men and lesbian women to serve in the military?*

	Favor	Oppose	No Opinion
2009 May 7-10	69%	26%	6%
2004 Nov 19-21	63%	32%	5%

[CNN/Opinion Research] *Do you think people who are openly gay or homosexual should or should not be allowed to serve in the U.S. military?*

	Should	Should Not	Unsure
2008 Dec 19-21	81%	17%	1%
2007 May 4-6	79%	18%	3%

HATE CRIMES LAWS

As legislation to protect lesbian, gay, bisexual and transgender Americans under existing federal hate crimes law advanced in Congress and was ultimately signed into law in late 2009, Gallup's polling has revealed strong public support for inclusive hate crimes protections. For additional information on inclusive hate crimes laws, see *Appendix A: Federal & State Laws & Protections*.

As you may know, federal law currently allows prosecution of hate crimes committed on the basis of the victim's race, color, religion or national origin. There is a proposal to expand federal hate crime laws to include crimes committed against people because they are gay or lesbian. Would you favor or oppose expanding the federal hate crime laws in this way?"

	Favor	Oppose	No Opinion
2009 May 7-10	67%	29%	3%
2007 May 10-13*	68%	27%	5%

** In 2007, Gallup asked "There is a proposal to expand federal hate crime laws to include crimes committed on the basis of the victim's gender, sexual orientation or gender identity. Would you favor or oppose expanding the federal hate crime laws in this way?"*

IN FOCUS: PUBLIC OPINION & POLLS (CONTINUED)

EMPLOYMENT NON-DISCRIMINATION

Public support of equal employment opportunity for LGBT people has reached near-universal levels. A vote on the federal Employment Non-Discrimination Act (ENDA), which would bar discrimination in employment based on sexual orientation and gender identity, is expected in the current Congress.

In general, do you think homosexuals should or should not have equal rights in terms of job opportunities?

	Yes	No	Depends	No Opinion
2005 May 2-5	90 / 87*	7 / 11*	1 / 1*	2 / 1*
2004 May 2-4	89	8	1	2
2003 May 19-21	88	10	1	1
2003 May 5-7	88	9	2	1
2002 May 6-9	86	11	1	2
2001 May 10-14	85	11	3	1
1999 Feb 8-9	83	13	2	2
1996 Nov 21-24	84	12	2	2
1993 Apr 22-24	80	14	-	6
1992 June 4-7	74	18	-	8
1989 Oct 12-15	71	18	-	11
1982 June 25-28	59	28	-	13
1977 June 17-20	56	33	-	11

* Gallup asked half the respondents about equal rights for “gays and lesbians,” resulting in slightly higher approval numbers compared with the question using the term “homosexuals.”

Currently, Americans can be fired from their jobs in 29 states simply for being gay, lesbian or bisexual, and in 38 states simply because they are transgender. For a list of states with inclusive non-discrimination laws, see *Appendix A: Federal State Laws & Protections*.

IN FOCUS: RELIGION & FAITH

A common myth about lesbian, gay, bisexual and transgender (LGBT) equality is that it is universally opposed by people of faith. This myth, combined with vitriolic opposition to LGBT people and families by several high-profile fundamentalist leaders, frequently leads to media coverage that falsely positions LGBT equality and inclusion as a matter of “gays vs. religion.”

Leading Christian denominations are home to robust debate about LGBT issues and equality.

The United Methodist Church, the U.S. Episcopal Church, the Presbyterian Church (USA) and others continue to openly debate issues of LGBT inclusion, the blessing of same-sex couples' unions and the ordination of gay clergy, with growing support for full inclusion.

Fundamentalist leaders are often given media attention disproportionate to cultural embrace of their views. Anti-gay activists like Pat Robertson and Fred Phelps, as well as groups like Focus on the Family, Family Research Council, Traditional Values Coalition, and the Institute on Religion & Democracy, often claim to represent the views of religious Americans. Yet these groups' policy views are not shared by the vast majorities who favor inclusive non-discrimination laws, military service, inclusive hate crimes laws, and family recognition (whether by marriage or civil unions) for LGBT Americans (*see IN FOCUS: Public Opinion & Polling*).

Please consider whether fundamentalists' attacks on the dignity and equality of LGBT people warrant a media spotlight. When such prejudice is newsworthy or must be quoted, please seek out voices who can effectively address those attacks in the language of inclusive faith.

LGBT people of faith are rarely represented in mainstream media. Groups like Dignity/USA (LGBT Catholics), Integrity (LGBT Episcopalians), Reconciling Ministries Network (LGBT Methodists) and More Light Presbyterians represent affinity groups within some of the nation's largest Christian denominations. The Episcopal Church, Evangelical Lutheran Church in America, United Church of Christ, Unitarian Universalist Association and Unity Fellowship Church Movement welcome LGBT people and gay clergy. The Metropolitan Community Church is the world's largest LGBT denomination, and churches, synagogues and other houses of worship around the country serve LGBT people of faith.

When reporting on religion and LGBT equality, please include the voices of LGBT faith leaders. In addition to the groups mentioned above, GLAAD, the Institute for Welcoming Resources, the National Black Justice Coalition, the Human Rights Campaign, the World Congress of GLBT Jews, and others can help direct reporters to qualified spokespeople.

IN FOCUS: COVERING CRIME STORIES

Crime stories that involve lesbian, gay, bisexual and transgender people invariably pique media curiosity. However, they too often also garner sensationalistic coverage that focuses on lurid speculation and sexual innuendo.

When a lesbian, gay, bisexual or transgender person stands accused of a crime, please treat him or her as you would treat any other person who is similarly accused. If you would not report on the sexual orientation of a heterosexual suspect, please apply a consistent standard for LGBT suspects.

It is a false-cause fallacy to imply, suggest or allow others to suggest a causal relationship between sexual orientation and criminal activity. Gay and straight people commit crimes. But to insinuate – either through direct statements or by quoting others – that gay people are more likely to commit crimes because they are gay is blatantly defamatory. This also applies to insinuating that one gay individual’s criminal acts are broadly representative of LGBT lives.

Stereotypes perpetuate myths. For example, far-right extremists long have claimed that gay people are sexual predators, substance abusers, and prone to domestic abuse and child molestation. These baseless, defamatory myths only sensationalize crime stories and fuel anti-gay sentiment.

Hasty assumptions can feed rumors about the sexual orientations of any of the involved parties. A criminal’s or a victim’s sexual orientation is not always obvious – or relevant – based simply on the circumstances of the crime or preliminary investigation reports. If a person’s sexual orientation is clearly relevant, please investigate to establish it factually rather than relying on speculation or innuendo.

Level the field on sexual orientation. As a rule, avoid labeling an activity, relationship or emotion “gay,” “lesbian” or “bisexual” unless you would call the same activity, relationship or emotion “heterosexual” or “straight” if engaged in by someone of another sexual orientation. In most cases, your readers, viewers or listeners will be able to discern people’s genders and/or sexual orientations through the names of the parties involved, your depictions of their relationships, and your use of pronouns.

IN FOCUS: HATE CRIMES

In late 2008, the FBI reported that anti-gay hate crimes have been on the rise since 2005. In 2009, the National Coalition of Anti-Violence Programs (NCAVP) noted that violent hate crimes against lesbian, gay, bisexual and transgender people grew by 24% between 2006 and 2007, and another 2% in 2008. NCAVP also reported that the number of bias-related murders of LGBT people in 2008 was the highest seen since 1999.

Media can play a vital role in determining community and law enforcement response to hate crimes. In some cases, local law enforcement still places a low priority on anti-LGBT hate crimes. As a result, police may not investigate the case properly or at all, may re-victimize survivors, and may be unresponsive to families and/or community members seeking information. In cases like these, fair, accurate and inclusive media coverage of the case can motivate law enforcement to better and more transparently investigate and communicate around a hate crime.

Many on the far right downplay or trivialize hate crimes. Some people, particularly many on the far right, generalize that “all crimes are hate crimes.” We ask that you offer your readers, viewers or listeners the facts so they may decide for themselves whether a crime victim was targeted because of his or her actual or perceived sexual orientation, gender identity or gender expression.

Inaccurate hate/bias crime reporting can unintentionally support a “gay panic” (i.e., “blame the victim”) strategy. Assaults and criminal acts may involve only a single victim, but perpetrators often intend them to send a message that LGBT people are legitimate targets for abuse and violence. (In fact, the victims of some anti-gay hate crimes are heterosexuals who are thought to be gay.) Please report the specifics of a crime and its social implications based on the facts of the case.

Implying that an openly gay or transgender victim shares responsibility for being attacked, or that an attack was justified because of an unwanted romantic or sexual advance (the so-called “gay panic” or “transgender panic” strategy) often biases criminal or legal investigations.

HATE CRIMES LAWS

The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009 added sexual orientation, gender, gender identity and disability to the categories covered under federal hate crimes law. As a result, federal hate crimes law now addresses violent crimes based on a victim’s race, color, religion, national origin, gender, disability, sexual orientation and/or gender identity.

IN FOCUS: HATE CRIMES (CONTINUED)

HATE CRIMES LAWS (CONTINUED)

State laws on hate crimes vary considerably. Of the 45 states with some kind of hate crimes law that expands law enforcement resources and/or sentencing in cases involving bias-motivated crimes, 31 explicitly include sexual orientation among the law's protected classes, and 12 (plus the District of Columbia) include both sexual orientation and gender identity.

For a list of states with inclusive hate crimes laws, please visit *Appendix A: Federal & State Laws & Protections*. For information on public opinion regarding inclusive hate crimes laws, please see *IN FOCUS: Public Opinion & Polls*.

IN FOCUS: **HIV, AIDS & THE LGBT COMMUNITY**

HIV transmission is tied to specific high-risk behaviors that are not exclusive to any one sexual orientation. Avoid suggesting that simply being gay makes one part of a “high-risk group,” or that risk of HIV infection increases simply by having sex with someone of the same sex.

“MSM,” the Centers for Disease Control & Prevention-coined acronym for “men who have sex with men,” should not be used to describe openly gay or bisexual men individually or collectively, except in specific clinical or statistical contexts. Where MSM do not self-identify as gay or bisexual, the term may be a useful as a description of that discrete category of people.

Avoid terms that directly or indirectly pit gay people against others at risk for HIV. For example, references to “the general population” typically are used to suggest that gay men, bisexuals and/or MSM should be considered separate and apart from broader prevention and treatment strategies.

The invisibility of disproportionately impacted groups (e.g., young MSM of color) threatens the effectiveness of prevention messages aimed at them. It is important to focus attention on gay and bisexual men of color, transgender people, and others who are often overlooked in HIV/AIDS coverage.

Use the term “Down Low” only to describe men who self-identify that way. A controversial term describing the phenomenon of MSMs who publicly identify as heterosexuals and maintain sexual relationships with women, the “Down Low” has become synonymous with sensationalized claims that MSM are spreading HIV into “the general population.” Avoid inaccurate claims that the “Down Low” is a phenomenon exclusive to communities of color.

Despite rigorous blood testing and risk factors that cross lines of sexual orientation, self-identified gay men are still prohibited by federal law from donating blood or organs. Some public health officials have condemned these policies, noting they can jeopardize the blood supply by senselessly preventing millions of men of all blood types from donating.

Coverage of rare or unusual phenomena (such as “bug-chasing”) often veers toward sensationalism. Please avoid suggesting or allowing others to suggest that obviously outlying trends are representative of larger populations or LGBT people in general.

If you report on HIV/AIDS, please seek information from diverse resources, including public health agencies, service organizations, advocacy organizations, and groups that focus on health education for MSMs and LGBT communities of color (see *Directory of Community Resources*).

IN FOCUS: “EX-GAYS” & “CONVERSION THERAPY”

Anti-gay activists have argued for years that sexual orientation is a choice and changeable – but only for lesbians and gay men, not heterosexuals. They often claim homosexuality is a form of mental illness or an emotional disorder that can be “cured” through psychological or religious intervention. Relying heavily on the testimony of so-called “ex-gays,” anti-gay activists claim that homosexuality is a curable condition, and therefore lesbians and gay men do not need or deserve equal rights or protection from discrimination.

The American Psychiatric Association has condemned the “treatment” of homosexuality, saying, “The potential risks of ‘reparative therapy’ are great, including depression, anxiety and self-destructive behavior, since therapist alignment with societal prejudices against homosexuality may reinforce self-hatred already experienced by the patient.” In addition, the American Psychological Association, the American Medical Association, the National Mental Health Association and the American Academy of Pediatrics have also spoken out against these attempts to “cure” gays and lesbians. And many who have undergone such “treatment” have stepped forward to debunk it and to unmask the political motivations of its proponents.

TERMINOLOGY

In reporting, the term “reparative therapy” should be avoided whenever possible (except in quoted material), as it is most often used to insinuate that lesbian, gay and bisexual people are “disordered” or “broken” and need to be “repaired.” It is usually best simply to describe the actions and motivations of those who seek to change the orientation of lesbian and gay people.

THE SPITZER STUDY (2001)

In May 2001, Dr. Robert Spitzer of Columbia University released the results of a short-term study of so-called “conversion” therapy. Based on telephone interviews with a convenience sample of 200 subjects, Spitzer said that some “highly motivated” gay people could change their sexual orientation through therapy or other means.

Media coverage of the Spitzer study was largely inaccurate and sensationalistic. Outlets viewed the study solely through social and political filters, rather than on scientific merits. Many outlets misstated Spitzer’s conclusions with breathless claims like, “An explosive new study says some gay people can turn straight if they really want to” – a notion Spitzer himself has vehemently disputed.

IN FOCUS:

“EX-GAYS” & “CONVERSION THERAPY” (CONTINUED)

THE SPITZER STUDY (CONTINUED)

Many in the scientific community have dismissed Spitzer’s study because of its serious methodological flaws, among them:

- Spitzer recruited most of his subjects through two anti-gay activist groups: Exodus and the National Association for Research and Therapy of Homosexuality (NARTH).
- Spitzer intentionally excluded from his study anyone whose experiences with “conversion therapy” were not successful.
- Spitzer’s research did not mention or account for the existence of bisexuality or for the possibility that some of his subjects may have been bisexual.

More than eight years later, anti-gay groups still routinely misrepresent Spitzer’s study and misstate the findings in his report. Please scrutinize sweeping claims that Spitzer’s study “proves” gay people can be turned straight, consider them in light of Spitzer’s public criticism of anti-gay groups and their misstatements about his report, and evaluate them in light of the study’s methodological flaws. (Spitzer also told the *Los Angeles Times* in 2006 that he now believes some of his subjects may have been either deceiving themselves or lying to him.)

AMERICAN PSYCHOLOGICAL ASSOCIATION REPORT (2009)

In 2009, a task force of the American Psychological Association drafted a landmark report on *Appropriate Therapeutic Responses to Sexual Orientation*. Following a comprehensive analysis of peer-reviewed research on what the APA labeled “sexual orientation change efforts (SOCE)” the APA “concluded that efforts to change sexual orientation are unlikely to be successful and involve some risk of harm, contrary to the claims of SOCE practitioners and advocates.” The APA’s governing body adopted the report’s recommendations by an overwhelming 125-4 vote.

SCIENCE, RESEARCH & REPORTING

When reporting on scientific opinions or research on sexual orientation/gender identity issues, please consult with acknowledged, qualified experts in the appropriate scientific discipline(s) to assess the quality of scientific studies and methods before legitimizing them through media reports. In addition, be careful not to overstate or misstate the findings or implications of new research.

IN FOCUS: SPORTS

In recent years, media have begun to explore the complex intersection of sports culture, homophobia, and closeted and openly lesbian, gay and bisexual athletes. Anti-gay comments by athletes and coaches, speculation about celebrity athletes' sexual orientations, and the coming-out stories of retired NBA center John Amaechi, former WNBA star Sheryl Swoopes, former NFL lineman Esera Tuaolo, and others have catalyzed national dialogues on these issues.

Few coaches, managers or players have any experience working with openly gay teammates. Some sports professionals publicly say there are no gay people on their team while enforcing a closet mentality through locker-room jokes and innuendoes about gay men. Coaches and managers often express concern about public reaction to openly gay athletes, worrying that the long-held stereotype of gay male effeminacy would damage a team's reputation and competitive edge. As a result, gay male athletes are deeply closeted through a system of institutionalized intimidation.

In women's collegiate sports, negative recruiting – where coaches use anti-gay messages to deter potential recruits from attending a rival school – is a common problem. At the same time organizations like the WNBA have reached lesbian fans through promotions, and out tennis legends Martina Navratilova and Billie Jean King have become a spokespeople on LGBT issues.

Within the gay community, LGBT teams and organizations have formed for league play, and the international Gay Games and World Outgames draw thousands of athletes worldwide. The National Center for Lesbian Rights and the Women's Sports Foundation have sports-related programs, and GLAAD provides resources for media covering LGBT inclusion in sports.

When covering the issue of lesbian, gay, bisexual and transgender athletes in sports, expand your focus beyond those who claim that team sports are not able to deal with openly gay athletes. Sports columnists, coaches, managers and athletes (straight and gay) sometimes claim it would be impossible for an openly gay athlete to play in team sports. When reporting on the topic, consider seeking out other voices in the sports world or in the LGBT community who would challenge the merits of this claim.

Treat homophobic and transphobic comments from professional athletes, managers and coaches as you would similar remarks by other public figures. Just as anti-gay epithets would receive extensive coverage if uttered by an elected official or a Hollywood celebrity, homophobia by sports figures should be publicly examined and discussed in a larger context.

DIRECTORY OF COMMUNITY RESOURCES

While the lesbian, gay, bisexual and transgender community encompasses the full spectrum of our society's diversity, that diversity rarely is reflected in media coverage. Our community crosses lines of gender, race, age, income, class, family structure, education, geography, religion and political affiliation. More often than not, however, media representations of our community focus largely on those who are white, male and affluent.

With this in mind, GLAAD makes it a priority to provide media professionals with resources so they may seek out and reflect the diversity of our community across all issues impacting LGBT lives. We encourage you to contact us (see inside front cover or MEDIA listing on page 41 for a detailed list of GLAAD media contacts) for additional resources and/or with any other questions you may have.

AFRICAN AMERICAN/ COMMUNITIES OF AFRICAN DESCENT

National Black Justice Coalition
Sharon Lettman
(202) 319-1552
slettman@nbjc.org
www.nbjc.org

**Gay Men of African Descent
(GMAD)**
Tokes Osubu
(212) 828-1697
gmad@gmad.org
www.gmad.org

**Affinity Community Services
(Chicago)**
Kim L. Hunt
(773) 324-0377
executivedirector@affinity95.org
www.affinity95.org

**Gay & Lesbian Alliance Against
Defamation (GLAAD)
Communities of African Descent
Media Program**
Dannic Tillman
(323) 634-2012
tillman@glaad.org
www.glaad.org/coad

**Audre Lorde Project
(multi-cultural)**
Kris Hayashi
(718) 596-0342, ext. 19
khayashi@alp.org
www.alp.org

Zuna Institute
Francine Ramsey
(916) 207-1037
framsey@zunainstitute.org
www.zunainstitute.org

ANTI-VIOLENCE/HATE CRIMES
**National Coalition of Anti-Violence
Programs (NCAVP)**
Sharon Stapel
(212) 714-1184
sstapel@avp.org
www.avp.org

Matthew Shepard Foundation
Jason Marsden
(303) 830-7400
jason@matthewshepard.org
www.matthewshepard.org

Community United Against Violence
Stacy Umezu
(415) 777-5500
stacy@cuav.org
www.cuav.org

**Remembering Our Dead
(Transgender hate crimes victims)**
Gwen Smith
gwen@gender.org
www.gender.org/remember/index.html

**ASIAN PACIFIC ISLANDER (API)
COMMUNITIES**
**National Queer Asian Pacific
Islander Alliance (NQAPIA)**
Ben de Guzman
(202) 422-4909
ben_deguzman@nqapia.org
www.nqapia.org

**Trikone
(South Asian communities)**
Rakesh Modi
(415) 418-7725
trikone@trikone.org
www.trikone.org

**Gay & Lesbian Alliance Against
Defamation (GLAAD)
Asian Pacific Islander Media
Program**
Dannic Tillman
(323) 634-2012
tillman@glaad.org
www.glaad.org/api

[See also listings under Family/ Parenting/Adoption, HIV/AIDS Education & Advocacy, Marriage, and Religion/ Faith Communities.]

DIRECTORY OF COMMUNITY RESOURCES (CONTINUED)

BISEXUALITY

BiNet USA

Gary North
(800) 585-9368
press@binetusa.org
www.binetusa.org

Bisexual Resource Center (Boston)

Ellyn Ruthstrom
(617) 417-3724
elruthstrom@comcast.net
www.biresource.org

Boston Bisexual Women's Network

Robyn Ochs
(617) 413-2717
robyn@robynochs.com
www.biwomenboston.org

COMMUNITY CENTERS

CenterLink: The Community of LGBT Centers

Terry Stone
(202) 824-0450
terry@lgbtcenters.org
www.lgbtcenters.org

"EX-GAYS" & "CONVERSION THERAPY"

American Psychiatric Association

Jack Drescher, M.D.
(212) 645-2232
jadres@psychoanalysis.net
www.apa.org/pi/lgbc

FAMILY/PARENTING/ADOPTION

Family Equality Council

Kevin Nix
(202) 431-5796
knix@familyequality.org
www.familyequality.org

PFLAG (Parents, Families and Friends of Lesbians and Gays)

Jean-Marie Navetta
(202) 467-8180 ext. 213
jnavetta@pflag.org
www.pflag.org

COLAGE (Children, youth and adults with an LGBT parent)

Mark Snyder
(415) 861-5437, ext. 108
mark@colage.org
www.colage.org

Evan B. Donaldson Adoption Institute (Adoption laws, policy, practices)

Laura James
(212) 925-4089
ljames@adoptioninstitute.org
www.adoptioninstitute.org

National Center for Lesbian Rights' Family Protection Project

Calla Devlin
(415) 392-6257 ext. 324
cdevlin@nclrights.org
www.nclrights.org/families

Asian & Pacific Islander Family Pride

Belinda Dronkers-Laureta
(510) 818-0887
info@apifamilypride.org
www.apifamilypride.org

Straight Spouse Network

Cathy Wos
(206) 661-7446
cathywos@straightspouse.org
www.straightspouse.org

HEALTH

Gay and Lesbian Medical Association (GLMA)

James Beaudreau
(415) 255-4547 ext. 304
jbeaudreau@glma.org
www.glma.org

The Mautner Project

Leslie Calman
(202) 332-5536
lcalman@mautnerproject.org
www.mautnerproject.org

National Coalition for LGBT Health

Rebecca Fox
(202) 558-6828
coalition@lgbthealth.net
www.lgbthealth.net

HIV/AIDS

National Association of People with AIDS (NAPWA)

Tom Kujawski
(240) 247-1028
tkujawski@napwa.org
www.napwa.org

National Minority AIDS Council

Circe LeCompte
(202) 483-6622 ext. 309
circe.lecompte@nmac.org
www.nmac.org

American Foundation for AIDS Research (amfAR)

Cub Barrett
(212) 806-1602
cub.barrett@amfar.org
www.amfar.org

Black AIDS Institute

Phill Wilson
(213) 353-3610
phillw@blackaids.org
www.blackaids.org

Asian Pacific Islander Wellness Center (San Francisco)

David Stuppelbeen
(415) 292-3420, ext. 361
das@apiwellness.org
www.apiwellness.org

Gay Men's Health Crisis (GMHC)

Krishna Stone
(212) 367-1016
krishnas@gmhc.org
www.gmhc.org

DIRECTORY OF COMMUNITY RESOURCES (CONTINUED)

IMMIGRATION

Immigration Equality

Steve Ralls
(202) 347-7007
sralls@immigrationequality.org
www.immigrationequality.org

National Center for Lesbian Rights' Immigration Project

Calla Devlin
(415) 392-6257 ext. 324
cdevlin@nclrights.org
www.nclrights.org/

Out4Immigration

Amos Lim
(415) 608-5526
amos@out4immigration.org
www.out4immigration.org

INTERNATIONAL

International Gay & Lesbian Human Rights Commission (IGLHRC)

Sarah Tobias, Ph.D.
(212) 430-6034
stobias@iglhrc.org
www.iglhrc.org

Human Rights Watch Lesbian, Gay, Bisexual, and Transgender Rights Project

Scott Long
(212) 216-1297
longs@hrw.org
www.hrw.org/lgbt

Council for Global Equality

Mark Bromley
(202) 719-0511
mark@globalequality.org
www.globalequality.org

Organization for Refuge, Asylum and Migration (ORAM)

Scott Piro
(415) 373-5299
piros@oraminternational.org
www.oraminternational.org

LATINO/HISPANIC COMMUNITIES

Unid@s

Noris Chavarria
(917) 402-4534
the.noris@gmail.com
www.unidoslgbt.blogspot.com

Gay & Lesbian Alliance Against Defamation (GLAAD)

Spanish-Language Media Program
Monica Trasandes
(323) 634-2025
trasandes@glad.org
www.glaad.org/latino

Valiente DFW-LGBT Latino/a Alli- ance (Texas)

Fernie Sanchez
(214) 521-5191
fsanchez@aidsarms.org
www.valiente.org

Association of Latino Men for Action (ALMA)(Chicago)

Julio Rodriguez
(773) 661-0926
president@almachicago.org
www.almachicago.org

Mateando (New York/New Jersey)

Hugo Ovcjero
(917) 456-2775
hovejero@gmail.com
www.mateandonyc.org

Somos Latin@s LGBT Coalition (Massachusetts)

Wilfred Labiosa
(617) 461-9307
wlabiosa@hotmail.com
www.somoslatinoslgbt.org

Unity Coalition | Coalicion Unida (Florida)

Herb Sosa
(786) 271-6982
herb@unitycoalition.org
www.unitycoalition.org

Bienestar (Los Angeles)

Victor Martinez
(323) 727-7896, ext. 114
vmartinez@bienestar.org
www.bienestar.org

ALLGO (Texas)

Rose M Pulliam
(512) 472-2001
allgo@allgo.org
www.allgo.org

LEGAL

Lambda Legal Defense and Education Fund

Lisa Hardaway
(212) 809-8585, ext. 266
lhardaway@lambdalegal.org
www.lambdalegal.org

American Civil Liberties Union (ACLU) Lesbian Gay Bisexual Transgender Project

Paul Cates
(212) 549-2568
pcates@aclu.org
www.aclu.org/lgbt

National Center for Lesbian Rights (NCLR)

Calla Devlin
(415) 392-6257 ext. 324
cdevlin@nclrights.org
www.nclrights.org

Williams Institute UCLA School of Law

Gary J. Gates
(310) 825-1868
gates@law.ucla.edu
www.law.ucla.edu/williamsinstitute

Gay & Lesbian Advocates & Defenders (GLAD)

Carisa Cunningham
(617) 426-1350
ccunningham@glad.org
www.glad.org

DIRECTORY OF COMMUNITY RESOURCES (CONTINUED)

MARRIAGE

American Civil Liberties Union (ACLU) Lesbian Gay Bisexual Transgender Project
Paul Cates
(212) 549-2568
pcates@aclu.org
www.aclu.org/lgbt

Lambda Legal Defense and Education Fund
Lisa Hardaway
(212) 809-8585, ext. 266
lhardaway@lambdalegal.org
www.lambdalegal.org

Freedom to Marry
Sean Eldridge
(646) 375-2287
sean@freedomtomarry.org
www.freedomtomarry.org

Human Rights Campaign
Michael Cole
(202) 216-1553
michael.cole@hrc.org
www.hrc.org

National Gay and Lesbian Task Force
Inga Sarda-Sorensen
(646) 358-1463
isorensen@thetaskforce.org
www.thetaskforce.org

National Black Justice Coalition
Sharon Lettman
(202) 319-1552
slettman@nbjc.org
www.nbjc.org

**Williams Institute
UCLA School of Law
(demographics, economic research)**
Gary J. Gates
(310) 825-1868
gates@law.ucla.edu
www.law.ucla.edu/williamsinstitute

API Equality (Northern California)
Susan Hsieh
(415) 274-6750 ext. 303
shsieh@caasf.org
www.apiequality.org

API Equality (Southern California)
Kathy Khommarath
(323) 860-7348
contact@apiequality.org
www.apiequalityla.org

MEDIA

Gay & Lesbian Alliance Against Defamation (GLAAD)
Cindi Creager
(646) 871-8019
nationalnews@glaad.org
www.glaad.org
[Complete GLAAD media contacts directory, see inside front cover]

National Lesbian & Gay Journalists Association (NLGJA)
Michael Tune
(202) 588-9888
mtune@nlgja.org
www.nlgja.org

MILITARY

Servicemembers Legal Defense Network (SLDN)
Trevor Thomas
(616) 430-2030
trevor@sldn.org
www.sldn.org

Palm Center, University of California, Santa Barbara
Aaron Belkin
(805) 893-5664
belkin@polsci.ucsb.edu
www.gaymilitary.ucsb.edu

Servicemembers United
Steve Vossler
(202) 349-1125
svossler@servicemembersunited.org
www.servicemembersunited.org

Transgender American Veterans Association
Denny Meyer
(718) 849-5665
media@tavausa.org
www.tavausa.org

PEOPLE OF COLOR

[Please see African American Communities/Communities of African Descent, Asian Pacific Islander (API) Communities, Latino/Hispanic Communities.]

POLITICAL ORGANIZATIONS

Human Rights Campaign
Michael Cole
(202) 216-1553
michael.cole@hrc.org
www.hrc.org

National Gay and Lesbian Task Force
Inga Sarda-Sorensen
(646) 358-1463
isorensen@thetaskforce.org
www.thetaskforce.org

Gay & Lesbian Victory Fund and Leadership Institute (LGBT candidates)
Denis Dison
(202) 842-7308
denis.dison@victoryfund.org
www.victoryfund.org

Log Cabin Republicans
Christian Berle
(202) 347-5306, ext. 1001
cberle@logcabin.org
www.logcabin.org

Stonewall Democrats
Jenna Lowenstein
(202) 625-1382
jlowenstein@stonewalldemocrats.org
www.stonewalldemocrats.org

DIRECTORY OF COMMUNITY RESOURCES (CONTINUED)

RELIGION/FAITH COMMUNITIES

General

Institute for Welcoming Resources
(program of the National Gay
and Lesbian Task Force)
Inga Sarda-Sorensen
(646) 358-1463
isorensen@thetaskforce.org
www.thetaskforce.org

**Human Rights Campaign (HRC)
Religion & Faith Program**
Michael Cole
(202) 216-1553
michael.cole@hrc.org
www.hrc.org

**Gay & Lesbian Alliance Against
Defamation (GLAAD)
Religion, Faith & Values Program**
Ann Craig
(646) 871-8020
faithvalues@glaad.org
www.glaad.org

Interfaith Alliance
Ari Geller
(202) 689-4985
ari@rabinowitz-dorf.com
www.interfaithalliance.org

National Black Justice Coalition
Sharon Lettman
(202) 319-1552
slettman@nbjc.org
www.nbjc.org

**Al-Fatiha Foundation
(LGBT Muslims)**
Mina Trudeau
(202) 452-5534
info@al-fatiha.org
www.al-fatiha.org

**Network on Religion & Justice for
Asian and Pacific Islander LGBT
People**
Elizabeth Leung
(510) 849-8937
eleung@psr.edu
www.netrj.org

Soulforce
Carlos Pérez de Alejo
(321) 948-3423
carlos@soulforce.org
www.soulforce.org

**Denominational Affinity Groups
Integrity (LGBT Episcopalians)**
Louise Brooks
(626) 993-4605
tvprod@earthlink.net
www.integrityusa.org

Dignity/USA (LGBT Catholics)
Marianne Duddy-Burke
(617) 669-7810
execdir@dignityusa.org
www.dignityusa.org

**New Ways Ministry (Gay-inclusive
Catholic ministry)**
Francis DeBernardo
(301) 277-5674
director@newwaysministry.org
www.newwaysministry.org

**Reconciling Ministries Network
(United Methodists)**
The Rev. Troy Plummer
(773) 736-5526
troy@rmnetwork.org
www.rmnetwork.org

**Lutherans Concerned/
North America**
Phil Soucy
(703) 980-2038
communications@lcna.org
www.lcna.org

More Light Presbyterians
Michael J. Adee, MDiv, PhD
(505) 820-7082
michacladee@aol.com
www.mlp.org

**Affirmation: Gay & Lesbian
Mormons (LGBT Mormon support)**
Micah Bisson
(303) 339-0184
micah@affirmation.org
www.affirmation.org

**Claiming the Blessing
(LGBT-inclusive Episcopalian
social justice ministry)**
The Rev. Susan Russell
(626) 583-2741
revsusanrussell@earthlink.net
www.claimingtheblessing.org

**LGBT / Allied Denominations,
Congregations**
**Metropolitan Community Churches
(LGBT-affirming Christian
denomination)**
Jim Birkitt
(310) 360-8640
jimburkitt@mcccchurch.net
www.mcccchurch.com

**Congregation Beth Simchat Torah
(New York City LGBT synagogue)**
Rabbi Sharon Kleinbaum
(212) 929-9498
rabbi@cbst.org
www.cbst.org

**Congregation Kol Ami
(Los Angeles LGBT synagogue)**
Rabbi Denise Eger
(323) 606-0996
rabbi@kol-ami.org
www.kol-ami.org

DIRECTORY OF COMMUNITY RESOURCES (CONTINUED)

RELIGION/FAITH COMMUNITIES LGBT / Allied Denominations, Congregations (CONTINUED)

United Church of Christ
The Rev. J. Bennett Guess
(216) 736-2177
newsroom@ucc.org
www.ucc.org

**City of Refuge United Church of
Christ / Refuge Ministries
(San Francisco)**
Bishop Dr. Yvette Flunder
(415) 861-6130, ext. 1301
doitownnon@aol.com
www.srefuge.org

Unitarian Universalist Association
Janet Hayes
(617) 948-4386
jhayes@uua.org
www.uua.org

Unity Fellowship of Christ Church
Archbishop Carl Bean
(323) 938-8322
motherchurch@ufc-usa.org
www.ufc-usa.org

RESEARCH (SOCIAL SCIENCE)

Williams Institute
UCLA School of Law
Gary J. Gates
(310) 825-1868
gates@law.ucla.edu
www.law.ucla.edu/williamsinstitute

SENIORS/ELDERS

**Services and Advocacy for GLBT
Elders (SAGE)**
Cathy Renna
(917) 757-6123
cathy@rennacommunications.com
www.sageusa.org

**American Society on Aging's Lesbian
and Gay Aging Issues Network**
Marianne Gabel
(415) 974-9644
mgabel@asaging.org
www.asaging.org/lgain

**National Center for Lesbian Rights
(NCLR) Elder Law Project**
Calla Devlin
(415) 392-6257
cdevlin@nclrights.org
www.nclrights.org/elderlaw

SPORTS

**National Center for Lesbian Rights
(NCLR) Sports Project**
Calla Devlin
(415) 392-6257
cdevlin@nclrights.org
www.nclrights.org/sports

**Gay & Lesbian Alliance Against
Defamation (GLAAD) Sports
Media Program**
Cindi Creager
(646) 871-8019
creager@glaad.org
www.glaad.org/sports

STATEWIDE ORGANIZATIONS

Equality Federation
Toni Broaddus
(415) 377-7771
toni@equalityfederation.org
www.equalityfederation.org

[Web site includes complete directory of
LGBT statewide organizations.]

TRANSGENDER

**National Center for Transgender
Equality**
Mara Keisling
(202) 903-0112
mkeisling@nctequality.org
www.nctequality.org

**National Center for Lesbian Rights
(NCLR) Transgender Law Project**
Shannon Minter
(415) 392-6257
minter@nclrights.org
www.nclrights.org/projects/transgenderproject.htm

Transgender Law Center
Masen Davis
(415) 865-0176
masen@transgenderlawcenter.org
www.transgenderlawcenter.org

Transgender Law & Policy Institute
Shannon Minter
(415) 392-6257
sminter@nclrights.org
www.transgenderlaw.org

Sylvia Rivera Law Project
Gael Guevara
(212) 337-8550, ext. 307
gael@srp.org
www.srp.org

PFLAG Transgender Network
Jean-Marie Navetta
(202) 467-8180, ext. 213
jnnavetta@pflag.org
www.pflag.org/tmet

YOUTH/EDUCATION

**Gay, Lesbian and Straight Education
Network (GLSEN)**
Anthony Ramos
(212) 727-0135
aramos@glsen.org
www.glsen.org

Point Foundation
Jerry Sharell
(323) 933-1234, ext. 228
jerry@pointfoundation.org
www.pointfoundation.org

DIRECTORY OF COMMUNITY RESOURCES (CONTINUED)

YOUTH/EDUCATION (CONTINUED)

National Youth Advocacy Coalition (NYAC)

Gregory Varnum
(800) 541-6922, ext. 19
greg@nyacyouth.org
www.nyacyouth.org

Gay-Straight Alliance Network (California GSAs)

Carolyn Laub
(415) 552-4229
carolyn@gsanetwork.org
www.gsanetwork.org

The Trevor Project

Jacqueline Wing
(310) 271-8845, ext. 226
jacqueline.wing@thetrevorproject.
org
www.thetrevorproject.org

National Center for Lesbian Rights (NCLR) Youth Project

Calla Devlin
(415) 392-6257
cdevlin@nclrights.org
www.nclrights.org/youth

APPENDIX A:

FEDERAL & STATE LAWS & PROTECTIONS (AS OF MAY 2010)

STATE MARRIAGE & RELATIONSHIP RECOGNITION LAWS

MARRIAGE

Connecticut
District of Columbia
Iowa
Massachusetts
New Hampshire
Vermont

STATES THAT FORMALLY RECOGNIZE MARRIAGES PERFORMED ELSEWHERE

Maryland
New York

CIVIL UNIONS

New Jersey

DOMESTIC PARTNERSHIPS

California*
District of Columbia
Nevada
Oregon
Washington

** Gay couples married in California between June 16-Nov. 4, 2008 are recognized as married under state law.*

STATES PROVIDING LIMITED LEGAL PROTECTIONS

Colorado
Hawaii
Maryland
Wisconsin

STATE NON-DISCRIMINATION LAWS (EMPLOYMENT, HOUSING & PUBLIC ACCOMMODATIONS)

SEXUAL ORIENTATION & GENDER IDENTITY PROTECTIONS

California
Colorado
District of Columbia
Hawaii*
Illinois
Iowa
Maine
Minnesota
New Jersey
New Mexico
Oregon
Rhode Island
Vermont
Washington

** Hawaii's non-discrimination laws include gender identity protections in public accommodations and housing but not employment.*

SEXUAL ORIENTATION PROTECTIONS ONLY

Connecticut
Delaware
Maryland
Massachusetts
Nevada*
New Hampshire
New York
Wisconsin

** Nevada's non-discrimination law protects only to employment, not to housing or public accommodations*

FEDERAL HATE CRIME LAW

SEXUAL ORIENTATION & GENDER IDENTITY PROTECTIONS

Matthew Shepard & James Byrd, Jr.
Hate Crimes Prevention Act of 2009

STATE HATE CRIME LAWS

SEXUAL ORIENTATION & GENDER IDENTITY PROTECTIONS

California
Colorado
Connecticut
District of Columbia
Hawaii
Maryland
Minnesota
Missouri
New Jersey
New Mexico
Oregon
Washington
Vermont

SEXUAL ORIENTATION PROTECTIONS ONLY

Arizona
Delaware
Florida
Illinois
Iowa
Kansas
Kentucky
Louisiana
Maine
Massachusetts
Nebraska
Nevada
New Hampshire
New York
Rhode Island
Tennessee
Texas
Wisconsin

APPENDIX B:

ANTI-GAY FEDERAL & STATE LAWS (AS OF MAY 2010)

FEDERAL ANTI-GAY MARRIAGE BAN

Defense of Marriage Act

STATE ANTI-GAY MARRIAGE BANS (CONSTITUTIONAL AMENDMENT)

Alabama*

Alaska

Arizona

Arkansas*

California

Colorado

Florida*

Georgia*

Kansas

Idaho*

Kentucky

Louisiana*

Michigan*

Mississippi

Missouri

Montana

Nebraska*

Nevada

North Dakota*

Ohio*

Oklahoma*

Oregon

South Carolina*

South Dakota*

Tennessee

Texas*

Utah*

Virginia*

Wisconsin*

** Also bans gay couples from legal protections via civil unions, domestic partnerships or other forms of relationship recognition.*

STATE ANTI-GAY MARRIAGE BANS (STATUTE)

Delaware

Hawaii

Illinois

Hawaii

Indiana

Maryland

Minnesota

North Carolina

Pennsylvania

Washington

West Virginia

Wyoming

STATE LAWS BANNING ADOPTION BY GAY COUPLES

Arkansas*

Florida**

Mississippi

Utah

** This ban, enacted in 2008, was struck down by a state circuit court judge in April 2010. The decision may be appealed.*

*** The statute was struck down by a state circuit judge in November 2008. The state appealed the ruling, and the case is pending a decision from the state's Third District Court of Appeals.*

New York

104 West 29th Street, 4th Floor
New York, New York 10001
phone (212) 629-3322
fax (212) 629-3225

Los Angeles

5455 Wilshire Boulevard, Suite 1500
Los Angeles, California 90036
phone (323) 933-2240
fax (323) 933-2241

The Gay & Lesbian Alliance
Against Defamation (GLAAD) is
dedicated to promoting and
ensuring fair, accurate, and
inclusive representation of
people and events in the media
as a means of eliminating
homophobia and discrimination
based on gender identity and
sexual orientation.

For the latest updates,
visit GLAAD's Media Reference
Guide at www.glaad.org