

2009

**Immigration Equality
Standard Annual Report**

Please see attached SAR Quick User's Guide and separate 2009 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports help donors understand LGBT organizations' effectiveness and efficiency; give organizations comparative information to fine tune their own performance; and track movement finances to inform actions to improve the movement's financial capacity and health. The organizations supply all data, mostly from audited financials.

Please DO use these reports for a quick glimpse of each organization's goals, priorities, staying power and financial needs. Please DO NOT use these reports as a sole basis for funding decisions.

Snapshot

<i>Founded</i>	<i>Geographic Scope</i>
1994	National
<i>Fiscal Year</i>	<i>Type</i>
Jan - Dec	Issue
<i>2009 Budget</i>	<i>Total Paid Staff</i>
\$872,098	9
<i>Tax Status*</i>	
501(c)(3)	100%

* Percent of latest FY revenue.

Mission

End discrimination in US immigration law, reduce its negative impact on the lives of LGBT and HIV-positive people, and help obtain asylum for those persecuted in their home countries based on their sexual orientation, transgender identity, or HIV-status. Through education, outreach, advocacy, and maintaining a nationwide network of resources, we provide information and support to advocates, attorneys, politicians and those threatened by persecution or the discriminatory impact of the law.

Key Planned Accomplishments

Five-year Key Planned Accomplishments for FY2009-2013

1. Mobilize LGBT, immigrant rights, and ally organizations to push for inclusion of the Uniting American Families Act (UAFSA) in comprehensive immigration reform legislation, and galvanize the LGBT community to support passage of comprehensive legislation.
2. Celebrate end of HIV immigration ban by training lawyers, doctors, social workers and community organizers about the repeal's meaning. Create and disseminate materials explaining the new law, and provide advice and representation to clients who are now eligible to visit or immigrate after the 22-year exclusion.
3. Expand access to asylum based on sexual orientation and gender identity by taking more appellate cases likely to lead to precedent-setting decisions; training 1,000 immigration judges and officers at 8 national asylum offices in rights of LGBT and HIV+ asylum-seekers; and producing and disseminating detailed resources for attorneys.
4. Gain full implementation of the 9 administrative and regulatory recommendations Immigration Equality submitted to the Obama transition team.
5. Build global gay migration field (dealing with unstable rights and recognition LGBT people face when crossing national borders) and pioneer new legal strategies for LGBT asylum seekers. Disseminate policy memos and publish magazine, blog, and law review articles to engage LGBT and human rights movements in global gay migration issues.

One-year Key Planned Accomplishments for FY2009

1. Expand the UAFSA Working Group into full-fledged LGBT campaign for comprehensive immigration reform (CIR) and mobilize local, state, and national LGBT groups and activists for comprehensive legislation. Stimulate 1000s of individuals to call/write Congress and 100s of LGBT organizations to sign onto and organize events for CIR.
2. Monitor regulatory implementation of HIV ban repeal and provide public with information about consequences of repeal. This includes marshaling public comments supportive of proposed regulations that remove HIV from "communicable diseases of public health significance" and pressuring HHS Department to complete full repeal.
3. Double Spokesfamilies Bureau to 100 fully media-trained families and complete integration of Spokesfamilies Bureau with data from the legal intake and donation pipelines. Connect spokesfamilies with media opportunities in Congressional districts targeted to aid passage of UAFSA and other advocacy goals.
4. Provide advice, information, and referrals to 1,500+ people a year, while continuing direct representation and pro bono supervision of nearly 200 asylum cases each year.
5. Lead coalition and convene experts on immigration, prison reform, and transgender rights to draft standards on housing and medical treatment of transgender people in immigration detention. Share conclusions with Department of Homeland Security (requested by Obama administration).

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6. Increase participation in business coalition supporting UAFA to 20 to 30 corporations. With allied groups, highlight LGBT immigration as diversity issue and "brain drain."

Key Accomplishments in FY2008

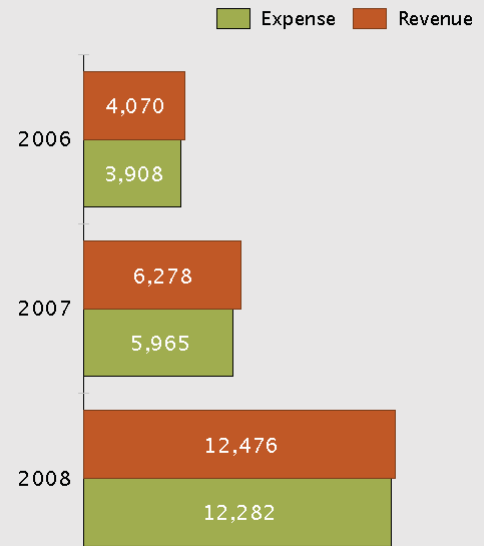
1. Won repeal of 15-year-old law banning HIV+ people from entering US (called by Andrew Sullivan, "the only federal gay rights achievement of the past 8 years"). Immigration Equality built advocacy coalition supporting Senator John Kerry's push for repeal, galvanized significant press coverage about the victory, and kept heat on administrative agencies responsible for implementing the change.
2. Opened policy office in DC, a permanent, tangible presence for LGBT immigration issues on the Hill. Via coalition work, Immigration Equality's new Policy Director has vastly expanded Congressional support for UAFA and stimulated 1st Congressional hearing on UAFA (including supportive testimony by NAACP and ABA). Congressman Mike Honda (D-CA) introduced Reuniting Families Act (RFA), a precursor to comprehensive immigration legislation and the 1st multi-issue bill ever to include lesbian and gay families.
3. Made Shirley Tan and Jaylynn Mercado the face of LGBT immigration discrimination in national and CA media, including features in People, New York Times and TV, radio, and in newspapers throughout CA. Spokesfamilies Bureau trained 30 new spokespersons in target legislative districts and placed favorable features on them in local outlets, e.g., Wisconsin State Journal, South Florida Sun Sentinel, Detroit News, and Minnesota Post. Washington Post and San Francisco Chronicle editorials called for passage of UAFA.
4. Call volume to national intake hotline increased 13% and direct representation increased 50%. Legal team represented 184 asylum-seekers and won 55 of 56 cases closed in 2008 (83% more victories than in 2007). Pro bono program expanded to 38 national law firms and \$11 million in donated legal services in 2008. American Immigration Lawyers Association published Immigration Law and the Transgender Client, a first-of-a-kind guide for attorneys co-authored by Immigration Equality and TLC.
5. Built Immigration Equality's Corporate Roundtable to include 10 companies whose LGBT employee resource groups, HR and diversity professionals, and senior executives have committed to ending LGBT immigration discrimination. Several members (e.g., Pfizer, Omnicom, and Cisco) have committed to joining the Business Coalition for UAFA.

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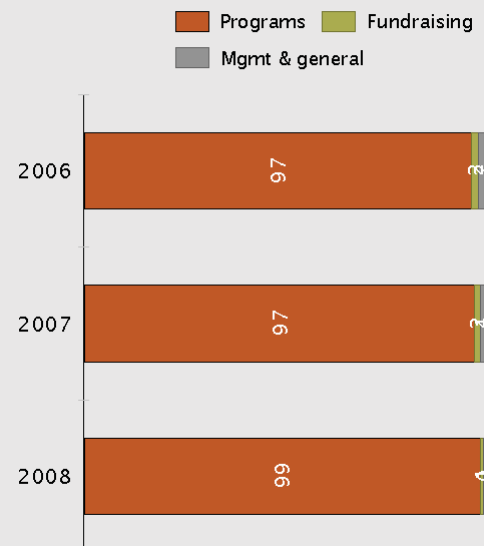
Indicators of Financial Health & Efficiency

For the fiscal year ending December 31

Revenue -vs- Expense (\$000)



Expense Percentage



Ratios of Financial Health

2006 2007 2008

Liquidity ratio	10.6	14.4	22.1
Days of working capital	181	303	343
Working capital (\$000)	\$240	\$494	\$769
Average daily cash expense (\$000)	\$1.3	\$1.6	\$2.2
Fundraising expense (cash only) to raise \$1	\$0.12	\$0.11	\$0.08
Total revenue raised through development efforts (\$000)	\$622	\$913	\$1,011

Indicators of Contributor Base

Number of individual donors who gave > \$35	317	489	611
Number of individual donors who gave > \$1,000	28	56	51
Donor turnover (gave > \$35 in prior FY & not this FY)	36%	61%	54%
Number of individuals attending fundraising events (paid > \$100 per person)	408	242	364
Percent of total revenue from top 10 contributors	9%	9%	4%
Number of unique contactable names currently in fundraising and e-action databases		<u>Current</u> 20,000	

Statement of Cash Flows

	<u>Audited 2006</u>	<u>Audited 2007</u>	<u>Audited 2008</u>
Cash and cash equivalent balance at beginning of year	\$80,805	\$160,340	\$323,081
Net cash provided (used) by operating activities	99,581	163,341	222,242
Net cash provided (used) by investing activities	-20,046	-600	-282,325
Net cash provided (used) by financing activities	0	0	0
Net increase (decrease) in cash	\$79,535	\$162,741	-\$60,083
Cash and Cash Equivalent Balances at End of Year	<u>\$160,340</u>	<u>\$323,081</u>	<u>\$262,998</u>

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Statement of Financial Position

	<i>Audited</i> 2006		<i>Audited</i> 2007		<i>Audited</i> 2008
Assets					
Cash and cash equivalents	\$160,340		\$323,081		\$262,998
Investments	0		731		270,451
Other current assets	95,000		193,063		260,041
Net fixed assets	60,861		45,612		39,273
Other long-term assets	10,825		86,320		11,307
Total Assets	\$327,026		\$648,807		\$844,070
Liabilities					
Current liabilities	\$15,184		\$22,564		\$24,190
Long-term debt	0		0		0
Other long-term liabilities	0		1,100		1,100
Total Liabilities	\$15,184		\$23,664		\$25,290
Net Assets					
Unrestricted	201,842		405,143		643,780
Temporarily restricted	110,000		220,000		175,000
Permanently restricted	0		0		0
Total Liabilities and Net Assets	\$327,026		\$648,807		\$844,070

Statement of Activities

	<i>Audited</i> 2006		<i>Audited</i> 2007		<i>Audited</i> 2008	
Support & Revenue						
Individual contributions	\$164,404	4%	\$316,350	5%	\$319,249	3%
Bequests	0	0%	0	0%	0	0%
Dues	0	0%	0	0%	0	0%
In-kind contributions	3,456,213	85%	5,353,144	85%	11,444,484	92%
Foundation contributions	376,000	9%	545,000	9%	563,591	5%
Corporate contributions/Non-event sponsorships	0	0%	0	0%	0	0%
Government funding	0	0%	0	0%	0	0%
Program income	0	0%	0	0%	0	0%
Fundraising event income	99,269	2%	69,446	1%	159,577	1%
Less costs of direct benefit to donors	-18,098	-0%	-18,251	-0%	-31,005	-0%
Net fundraising event income	\$81,171		\$51,195		\$128,572	
Merchandise sales (net of cost of goods sold)	0	0%	0	0%	0	0%
Investment income	0	0%	0	0%	-280	-0%
Other revenue	-8,052	-0%	12,430	0%	19,912	0%
Total Revenue	\$4,069,736		\$6,278,119		\$12,475,528	
Expenses						
Program services	351,450	9%	437,682	7%	677,876	6%
Fundraising	72,480	2%	96,819	2%	85,119	1%
Management and general	59,141	2%	61,324	1%	55,748	0%
Total cash expenses	\$483,071		\$595,825		\$818,743	
Non-cash expenses						
In-kind	3,413,438	87%	5,353,144	90%	11,444,484	93%
Depreciation	11,488	0%	15,849	0%	18,664	0%
Total non-cash expenses	\$3,424,926		\$5,368,993		\$11,463,148	
Total Expenses	\$3,907,997		\$5,964,818		\$12,281,891	
Capital campaign net revenue	0		0		0	
Change in Net Assets	\$161,739		\$313,301		\$193,637	

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Board Members

Locations & Contact

<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>	<i>Fundraising Requirements</i>	
10	60%	40%	0%	Expected to make personally significant annual contributions: ¼ to give at least \$1,500, ½ at least \$3,000, and ¼ at least \$10,000; ¼ will raise, \$25,000, ½ will raise \$20,000, and ¼ will raise at least \$10,000.	
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>
10%	0%	70%	10%	10%	0%

Immigration Equality
40 Exchange Place, 17th Floor
New York, NY 10005
212-714-2904
www.immigrationequality.org

Additional Locations

Washington DC

Legal Names

Immigration Equality - 501(c)(3)

Contact

Rachel B. Tiven
Executive Director
rtiven@immigrationequality.org

Senior Management Profile

	<i>Lowest</i>	<i>Average</i>	<i>Highest</i>
Tenure with the organization	0.1	2.7	7.0
Compensation	\$38,000	\$65,333	\$90,000

Paid Staff

<i>Total</i>	<i>Full-Time</i>	<i>Part-Time</i>	<i>Male</i>	<i>Female</i>	<i>Transgender</i>
9	9	0	56%	44%	0%
<i>African American/Black</i>	<i>Asian/Pacific Islander</i>	<i>Caucasian</i>	<i>Hispanic/Latino(a)</i>	<i>Native American</i>	<i>Other</i>
0%	0%	78%	22%	0%	0%

Note: Board and staff data as of 5/1/09. Percentages by race may not add to 100% because some people may have preferred not to respond or selected more than one category.

Organization's Notes and Advisories

- 1. Donated Legal Services** - Nearly 40 national law firms donate their time and costs to represent Immigration Equality's LGBT and HIV-positive asylum-seekers. In FY2008, that pro bono work was valued at more than \$11 million. These donated legal services helped Immigration Equality represent 184 people fleeing persecution on account of their sexual orientation, gender identity, and HIV status.
- 2. Diversity** - Immigration Equality is striving to further diversify its staff and board by race, ethnicity, HIV status, and gender identity. In addition, immigrant status is an extremely high-diversity priority for the organization: currently, 5 board and staff members are immigrants.
- 3. History** - Immigration Equality was founded in 1994 to help LGBT and HIV-positive refugees take advantage of a new law recognizing sexual orientation-based asylum claims, and to fight for immigration rights for same-sex couples and those living with HIV/AIDS. The organization has grown from an all-volunteer task force to a national organization with offices in New York City and Washington, D.C.
- 4. HIV Ban** - As this profile went to press, the Department of Health of Human Services was in the middle of a 45-day public comment period on its proposed regulations to end the HIV travel and immigration ban once and for all. Immigration Equality is now mobilizing its coalition of public health and HIV/AIDS groups to ensure the Department of Health and Human Services implements the repeal swiftly and correctly. Over the next several years, Immigration Equality's legal team will continue to publicize the changes and counsel immigrants with HIV and their families on the impact of the new law.