



Executive Summary (as of August 2010)

The Gay & Lesbian Leadership Institute (GLLI) is a non-partisan 501(c)(3) organization founded in 1993 to develop the leadership capacity of the lesbian, gay, bisexual and transgender (LGBT) community and train individual leaders to effectively lead in their local communities. GLLI was founded on the principle that having credible, prepared LGBT leadership sitting at policy-making tables is crucial to the achievement of social equity and public awareness of LGBT issues.

An organization with a clear mission and focused approach, GLLI is dedicated to helping LGBT leaders across the country succeed and – in doing so – building a pipeline of strong leadership for the LGBT movement for equality. GLLI's programs can be defined by three primary programming categories:

1. **Identifying and Training LGBT Public Servants:** GLLI works to identify current and potential elected and appointed leaders within the LGBT movement and connect them with the training resources they need to achieve their goals on behalf of the LGBT community. Key programs include:
 - a. Candidate & Campaign Training Program
 - b. Bohnett Leadership Fellows Program at Harvard University
 - c. Coming Out Project
 - d. Presidential Appointments Project

2. **Creating a Strong Network of LGBT Leaders:** An important part of GLLI's work on behalf of LGBT leaders is providing contexts in which leaders may connect with and learn from each other. These forums for idea-sharing and best practice development give LGBT leaders the information and support they need to effectively lead on behalf of their constituents and communities – including the LGBT community at large. Key programs include:
 - a. International Gay & Lesbian Leadership Conference
 - b. Online database of openly LGBT elected and appointed leaders
 - c. Gay & Lesbian Leadership SmartBrief

3. **Creating a Leadership Framework for the LGBT Movement:** GLLI works collaboratively with other LGBT organizations at the local, state and national level to provide research and training for individuals, organizations and the LGBT movement. Key programs include:
 - a. Bohnett Leadership Fellows Program at Harvard University
 - b. International Gay & Lesbian Leadership Conference

GLLI has a track record of success and has grown in program participants and overall programs since its founding in 1993. In 2009, more than 600 LGBT leaders were trained through GLLI programs, all of whom are now better equipped to assume or continue key leadership posts with influence on the LGBT movement for equality.

Key Programs & Goals

Candidate & Campaign Training

Goal: To train LGBT leaders how to run an effective campaign for public office.

The Candidate & Campaign Training program provides comprehensive, non-partisan training to present and future openly LGBT candidates, personnel and community leaders. Three to four trainings take place annually, each providing practical, in-depth instruction to 25-30 program participants about how to run for public office as an openly LGBT candidate. The trainings provide the intellectual and technical skills required for success through practical instruction from top-tier faculty consultants.

GLLI partners with local, statewide and national organizations to help promote the Candidate & Campaign Training and ensure that trainees represent a broad cross-section of the LGBT community. Past training partners have included the National Black Justice Coalition (NBJC), Log Cabin Republicans (LCR), statewide LGBT organizations, state and local political committees and other LGBT-equality or progressive organizations.

In addition to the full, three-day campaign training, GLLI provides smaller introductory trainings that provide overview information on what it takes to run as an LGBT candidate. This shortened training overview has proven to be a successful strategy for encouraging potential candidates to run for office and participate in the full Candidate & Campaign Training. It has also been an effective outreach strategy to diverse groups, with presentations being given at other organizations' conferences and gatherings (e.g. NALEO, Log Cabin Republicans, National Black Justice Coalition).

Bohnett Leadership Fellows Program

Goal: To provide advanced leadership and governance training to LGBT leaders with bright futures in public policy and community leadership.

GLLI, with funding provided in part by The David Bohnett Foundation, provides partial scholarships to qualified candidates who have been accepted into Harvard's Kennedy School of Government program, *Senior Executives in State and Local Government*. The Fellows program is powerful – providing a tremendous impact on the LGBT community and giving openly LGBT leaders and officeholders an opportunity to further develop themselves professionally as well as advance their leadership and civic participation. To date, fellowships have enabled 69 leaders to participate in this prestigious summer program. These fellows return to their positions with the knowledge and techniques to improve their communities and better serve their constituencies.

"Quite frankly, my experience as a Leadership Institute Fellow at Harvard has dramatically changed my life, personally and professionally. The experience taught me a new guiding principle that I now apply to every public service/political and personal situation I encounter: 'Change does not happen when you are comfortable.'"

-Honorable Jim Roth

Presidential Appointments Project

Goal: To increase the number of lesbian, gay, bisexual and transgender (LGBT) leaders serving openly in the executive branch of government by creating a talent pool of LGBT leaders for review by the presidential transition team.

Key program elements of the Presidential Appointments Project include:

1. Identification of appointed positions with decision-making roles in areas affecting LGBT policy.
2. Recruitment and identification of LGBT candidates for potential positions.
3. Creation of qualified vetting committees, charged with reviewing and prioritizing qualified LGBT candidates.
4. Presentation of prioritized candidates to the President-elect's transition team.

GLLI convened and led 12 national partners in the Presidential Appointments Project including:

- Gay & Lesbian Leadership Institute – project lead and convener

- National Gay & Lesbian Task Force
- Human Rights Campaign
- Servicemembers Legal Defense Network
- National Black Justice Coalition
- National Stonewall Democrats
- National Center for Transgender Equality
- Pride at Work
- Federal Globe
- Lambda Legal
- The Council for Global Equality
- The National Gay & Lesbian Chamber of Commerce

GLLI launched a comprehensive marketing and outreach plan to educate LGBT leaders about the opportunities for leadership in the next administration, as well as encourage them to apply as a part of GLLI's Presidential Appointments Project. Since the project launched in January 2008, GLLI has collected information from more than 1,645 interested candidates. Currently, the following 100 LGBT leaders have received appointments by the Obama administration.

PRESIDENTIAL APPOINTMENTS PROJECT

- **Mark Agrast**- Deputy Assistant Attorney General, Office of Legislative Affairs
- **Judy Applebaum**- Deputy Assistant Attorney General, Office of Legislative Affairs
- **Cynthia Attwood**- Member, Occupational Safety and Health Review Commission
- **Vic Basile**- Senior Counselor to the Director, Office of Personnel Management
- **Anthony Bernal**- Scheduler, Office of Dr. Jill Biden
- **Jeremy Bernard**- Director of White House and Congressional Affairs, National Endowment for the Humanities
- **John Berry**- Director, Office of Personnel Management
- **Jeremy Bishop**- Special Assistant, Department of Public Engagement at the Department of Labor
- **Brian Bond**- Deputy Director, White House Office of Public Engagement
- **Raphael Bostic**- Assistant Secretary for Policy Development and Research, Housing and Urban Development
- **Ebs Burnough**- Deputy Social Secretary, Office of the First Lady
- **Michael Camunez**- Special Assistant to the President, Office of Presidential Personnel
- **Jamison Citron**- Confidential Assistant, Office of White House Liaison, Department of Health and Human Services
- **Brook Colangelo**- Chief Information Officer, White House Office of Administration
- **Jeffrey Crowley**- Director, Office of National AIDS Policy
- **Fred Davie**- Member, President's Advisory Council on Faith-Based and Neighborhood Partnerships
- **Justin DeJong**- Deputy Press Secretary, Department of Agriculture
- **Marisa Demeo**- Associate Judge, DC Superior Court
- **Jenny Durkan**- U.S. Attorney, Western District of Washington
- **John Easton**- Director, Institute of Education Sciences
- **Eric Fanning**- Deputy Under Secretary of the Navy
- **Chai Feldblum**- Equal Employment Opportunity Commission
- **Carl Fillicheo**- Senior Advisor, Communications and Public Affairs, Department of Labor
- **Daniel Gordon**- Administrator for Federal Procurement Policy, OMB
- **Kathy Greenlee**- Assistant Secretary, Administration on Aging, Department of Health and Human Services
- **David Hansell**- Principal Deputy Assistant Secretary for Children and Families, Administration for Children and Families
- **Emily Hewitt**- Chief Justice, U.S. Court of Federal Claims

- **Fred Hochberg**- Chairman, U.S. Export-Import Bank
- **David Huebner**- U.S. Ambassador to New Zealand
- **Glenda Humiston**- State Director for Rural Development in California
- **Shin Inouye**- Director, Specialty Media
- **John Isa**- Deputy Executive Director, Federal Office of Compliance
- **Karine Jean-Pierre**- Regional Director, Office of Political Affairs
- **Kevin Jennings**- Deputy Assistant Secretary, Office of Safe and Drug-Free Schools
- **Kristina Johnson**- Under Secretary, Department of Energy
- **Jenn Jones**- Special Assistant, Department of Housing and Urban Development
- **Elaine Kaplan**- General Counsel, Office of Personnel Management
- **Brad Kiley**- Director, White House Office of Management and Administration
- **Harry Knox**- Member, President's Advisory Council on Faith-Based and Neighborhood Partnerships
- **Kei Koizumi**- Assistant Director for Federal Research and Development, Office of Science and Technology Policy
- **Andy Lee**- Chief of Staff, Office of Innovation and Improvement at the Department of Education
- **Jeffrey Lerner**- Regional Director, Office of Political Affairs
- **Zach Liscow**- Staff Economist, Council of Economic Advisers
- **Thomas Lopach**- Senior Vice President, Congressional Affairs, U.S. Export-Import Bank
- **Sharon Lubinski**- U.S. Marshall
- **John Marble**- Public Affairs Specialist, Office of Personnel Management
- **Mercedes Marquez**- Assistant Secretary for Community Planning and Development, Department of Housing and Urban Development
- **Kathy Martinez**- Assistant Secretary for Disability Employment Policy, Department of Labor
- **Michael Martinez** - Special Assistant, National Resources Conservation Division, USDA
- **Mary Beth Maxwell**- Senior Advisor, Department of Labor
- **Philip McNamara**- Executive Secretary, U.S. Department of Homeland Security
- **David Medina**- Deputy Chief of Staff, Office of the First Lady
- **David Mills**- Assistant Secretary for Export Enforcement, Department of Commerce
- **Alison Nathan**- Associate Counsel to the President, White House Counsels Office
- **Jeffrey Neal**- Chief Human Capital Officer, U.S. Department of Homeland Security
- **Ven Neralla**- Director of Priority Placement, Presidential Personnel
- **Dave Noble**- White House Liaison, National Aeronautics and Space Administration
- **Matt Nosanchuk**- Senior Counselor to the Assistant Attorney General for Civil Rights, Department of Justice
- **Dylan Orr**- Special Assistant to the Assistant Secretary of Labor, Office of Disability Employment Policy
- **Joseph Palacios**- Board of Visitors for WHINSEC
- **Peter Pappas**- Administrator for Public and Intergovernmental Affairs, Department of Justice
- **Raul Perea-Henze**- Assistant Secretary of Policy and Planning, Department of Veterans Affairs
- **Mark Perriello**- Director of Priority Placement, Presidential Personnel
- **Peter Roehrig**- Special Assistant, Office of Energy Efficiency and Renewable Energy
- **Constance L. Rogers**- Deputy Solicitor for Energy and Mineral Resources at Interior
- **Donna Ryu**- U.S. Magistrate Judge for the U.S. District Court for the Northern District of California
- **Ellie Sue Schafer**- Director, White House Visitors Office
- **Amanda Simpson**- Senior Technical Advisor to the Department of Commerce, Bureau of Industry and Security
- **Richard Sorian**- Assistant Secretary for Public Affairs, HHS
- **Campbell Spencer**- Regional Director, Office of Political Affairs
- **Everette Stubbs**- Deputy Director, White House Visitors Center
- **Nancy Sutley**- Chair, White House Council on Environmental Quality
- **Moe Vela**- Director of Operations, Office of the Vice President

- **Alex Wagner**- Special Assistant to the Assistant Secretary of Defense for Global Strategic Affairs
- **Douglas B. Wilson**- Assistant Secretary of Defense for Public Affairs, Department of Defense
- **William Woolston**- Staff Economist, Council of Economic Advisers

The International Gay & Lesbian Leadership Conference

Goal: To help LGBT leaders share best practices in public policy and governance across boundaries of geography, background and level of office.

The Leadership Conference is the only conference dedicated to the unique leadership needs and challenges of the LGBT community. The largest gathering of LGBT elected and community leaders in the United States, this conference enjoys broad and prominent support from the LGBT community globally. Building on its history as a program of the International Network of Lesbian and Gay Officials (which formally merged into the Gay & Lesbian Leadership Institute in May 2005) this annual conference provides an important opportunity for LGBT leaders to come together to learn from each other and gain insights and resources about how to lead more effectively.

Now in its 26th year, the International Gay & Lesbian Leadership Conference brings LGBT leaders together for three days of intense conversation, brainstorming, educational panels and networking. In 2009, more than 450 LGBT leaders joined GLLI for the 25th International Gay & Lesbian Leadership Conference in San Francisco. The international component of the conference was strengthened with a keynote speech by Klaus Wowereit, Mayor of Berlin, Germany. The 2010 conference will take place in Washington, DC on December 2-5 and is expected to include hundreds of elected, appointed and community leaders.

The conference has grown from a small gathering in West Hollywood in 1985 to a three-day conference of more than 500 openly LGBT elected, appointed and community leaders. It's served as a networking resource and has mentored many LGBT leaders, including Congresswoman Tammy Baldwin, who attended her first conference back in 1986 when she was a Dane County, Wisconsin supervisor.

Coming Out Project

Goal: To encourage closeted LGBT elected officials to come out publicly to constituents in a way that will position them for continued public service.

The Coming Out Toolkit assists elected officials who are ready to come out, do so in a planned and strategic manner. This project provides one-on-one technical support for individuals, as well as provides general information and research about coming out while in office. As a part of the project, GLLI makes available a GLLI-produced documentary film featuring interviews with elected officials who have come out while in office, focusing on the challenges and rewards of coming out from both a professional and personal perspective.

Supporting and encouraging closeted elected officials as they work toward openness and honesty about their sexual orientation is an important part of GLLI's overall strategy to identify and support LGBT leaders. LGBT officials who take the courageous step of coming out while in office are a powerful reminder of the positive impact that openly LGBT leaders have on their peers and communities. Conversely, LGBT elected officials who choose to remain in the closet reinforce the negative stereotype that being lesbian, gay, bisexual or transgender is something that should be hidden – and that LGBT individuals are not worthy of representing their communities.

Research & Communications to Support LGBT Leaders

Goal: To highlight the positive impact the LGBT leaders have on their communities and the LGBT movement for equality.

"Out and Official" is GLLI's online database (www.glli.org/out_officials) of elected and appointed officials, both domestically and internationally. As the first ever repository of career information on elected and appointed LGBT officials, GLLI's website is a regular resource for reporters, community leaders and LGBT officials. "Out and Official" is searchable by geography (from the continental to county level), level of office, type of office, political affiliation and

sexual orientation; providing a comprehensive resource for those interested in learning more about LGBT elected officials nationwide and around the globe. The GLLI Website also provides information about the successes of LGBT officials and their impact on the LGBT movement for equality.

Information Resources & News

Goal: To keep LGBT leaders informed about important advances and trends in the LGBT movement for equality.

GLLI sponsors and provides the Gay Politics Report, formerly known as the Gay & Lesbian SmartBrief free to LGBT and allied supporters. Gay Politics Report is a bi-weekly e-news source, which launched in January 2005. The report continues to grow, with over 20,000 current readers and enviable open rates. As a part of the report, GLLI sponsors the LGBT Community Job Listings, which provide employers with an opportunity to showcase job opportunities within and outside the LGBT movement.

Summary

Since the Gay & Lesbian Leadership Institute was founded in 1993, the organization has dramatically increased the LGBT community's participation in leadership roles across the country, including the number of LGBT people working openly and honestly in public service. Through strategic outreach, training and technical support, as well as investment from key stakeholders, GLLI will continue to support LGBT leadership, to the benefit of the entire LGBT community and society as a whole.