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40<sup>th</sup>

*Year Anniversary*

GALA

OVER THE RAINBOW





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# THE 2020 BALIF GALA

# Over the Rainbow!

## **Welcome and Introduction of Board of Directors**

Amanda Hamilton & Mark Fickes, Gala Co-Chairs

## **Speakers**

### **Scott Wiener**

*Elected in November 2016, Senator Scott Wiener represents District 11 in the California State Senate. District 11 includes all of San Francisco, Broadmoor, Colma, and Daly City, as well as portions of South San Francisco. Senator Wiener was on the BALIF Board from 1999 to 2003 and was Co-Chair from 2001 to 2003.*

### **Aria Sa'id**

*Aria is a transgender advocate and award winning political strategist based in San Francisco Bay Area. She is a founder and the Executive Director of the Compton's Transgender Cultural District – the world's first transgender district, celebrating the resilience, culture, and presence of transgender people in San Francisco's famed Tenderloin neighborhood. She is the founder of Kween Culture Initiative- a social and cultural empowerment project for Black transgender women.*

## **Presentation of the Community Service Award**

Awarded to Openhouse

*Presented by Scott Wiener, California State Senate, District 11*

*Accepted by Karyn Skultety, PhD, Executive Director*

## **Presentation of the Legal Service Award**

Awarded to Oasis Legal Services

*Presented by Prerna Lal, BALIF Board Member, immigration attorney and advocate, and author of *Unsung America*, a book about immigrant trailblazers.*

*Accepted by Caroline Kornfield Roberts, Executive Director*

## **Founders Presentation**

*Presented by Ari Jones, BALIF Board Member, Oasis Legal Services*

(CONTINUED)

## **Video: Reflections from BALIF Founding Members**

Director – Ari Jones

Videographer & Editor – Adam Weiss

Since September 2019, the Programs Committee has coordinated an extensive series of interviews with BALIF founders and past board members about the history, legacy, and future of BALIF. The ultimate goal is to create a series of videos capturing the significance of BALIF over the last 40 years. The first of these videos, **Reflections from BALIF Founding Members**, will be presented tonight!

## **Acknowledgments**

**Thank you to the many people who made this video possible!**

### **The GLBT Historical Society**

Terry Beswick, Kelsi Evans, & Isaac Fellman

### **Pillsbury Winthrop Shaw**

Jessica R. Bogo

### **The BALIF Foundation**

#### **The BALIF Board 2019–2020**

Board Chair, Jeff Kosbie

Gala Co-Chair, Amanda Hamilton

BALIF Administrative Director, Katie Carlson Cartwright

## **Presentation of the First Annual Trailblazers Award**

*Awarded to BALIF Founders*

*Presented by Rafael Mandelman, San Francisco Board of Supervisors, District 8*

*Accepted by BALIF Founders*

## **BALIF Foundation**

*Introduction by Jamie Dupree, Foundation Chair*

## **Presentation of the First Annual Julius Turman Award**

*Awarded to Rachel Schiff*

*Presented by Marvin K. Anderson, AT&T Services, Inc. Legal Department, Assistant Vice President-Senior Legal Counsel and President-Elect for BASF and JDC*

## **BALIF Foundation \$40k for 40 Years Campaign – Text to Donate “40440” to 44-321**

*Presented by Linda Scaparotti, BALIF Foundation Board member*

## **Closing**

Adonica Wada and Jeff Kosbie, BALIF Co-Chairs

## **Entertainment**

Juanita MORE!

Juanita MORE! is a denizen of the limelight and has blitzed San Francisco with high glamour, drag irreverence, danceable beats, culinary delectables, political activism and a philanthropic heart that has illuminated the entire city.

[www.juanitamore.com](http://www.juanitamore.com) Instagram: [misssmore8](https://www.instagram.com/misssmore8)

## **Post-Gala Party**

The LookOut, San Francisco

(show your *Over the Rainbow* name tag for no-cover admission)

# MESSAGE FROM THE BALIF CO-CHAIRS



**Adonica Wada,**  
Planet Labs,  
BALIF Co-Chair



**Jeff Kosbie,**  
Gibbs Law Group LLP,  
BALIF Co-Chair

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## Welcome to BALIF's 40th Annual Dinner and Awards Gala — Over the Rainbow!

It is our honor to welcome you to BALIF's 40th Annual Gala: "Over the Rainbow"! Our theme, which coincides with our Ruby Anniversary, is also a reminder that we are never actually "over the rainbow." It's a vision of a world we want to attain, and a statement of the solidarity that we will need to get there. Tonight is a celebration recognizing the vision and work of BALIF's founders and past members, and our commitment to keep fighting for the inclusion of all LGBTQI people.

This has been a year of rebirth and growth for BALIF. We have an incredibly diverse board that has brought enormous energy and new perspectives that have made this 40th year an incredible success.

BALIF has a long history of promoting diversity and inclusion, and we have especially made diversity and inclusion a hallmark of our leadership. As part of this commitment, we added a Diversity and Inclusion chair to the BALIF executive committee. In the year ahead, we will continue to integrate D&I into our programming and, as always, we are always striving to grow our BALIF family.

A few highlights from this past year include:

- Adopting an interim Mission Statement, Values, and Vision Statement to guide our work
- Establishing a governance committee and increasing board transparency
- Hosting our second QTPOC brunch
- Marching in the San Francisco and Oakland Trans March
- Providing programming and networking opportunities to our members
- Increasing our activities in South Bay and East Bay
- Increasing our outreach to and collaboration with other members of the Minority Bar Coalition

But, if you haven't been able to get involved with any of those activities or ongoing services, BALIF still has many more events in the year to come. Some highlights of what we are working on:

- Hosting events dedicated to honoring BALIF's founders and contributors from the last 40 years.
- Providing CLE's on trans issues in the legal workplace and "How to be an Ally"
- Hosting the QTPOC brunch not once, but twice a year
- Hosting a TGNC tea
- Hosting an Annual Membership Meeting and publishing board minutes and Treasurer's reports
- Celebrating with the Filipino Bar Association of Northern California as we both celebrate our 40th anniversaries, and we celebrate the creation of a joint BALIF-FBANC scholarship

We recognize the trailblazing work that our founders and members of BALIF have done on behalf of our LGBTQI community; and this board strives to ensure that BALIF continues to be an extraordinary place and resource to connect, build, and foster the very best for our community.

In honor of our 40th Anniversary, stay tuned for future events and announcements as we continue to celebrate and commemorate all of our accomplishments over the past 40 years.

Our heartfelt thanks go to our generous sponsors, the tireless efforts of our Gala planning committee and our exceptional board members, members, and volunteers. A special thanks to Mark Fickes, Amanda Hamilton, and Katie Carlson, whose incredible efforts have ensured the success of this year's 40th Annual Gala — the gala could not have achieved the level of success that it has without their enthusiasm, drive, and persistence.

Thank you very much for being part of BALIF's 40th Annual Gala!



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Gibbs Law Group is proud to support the

# BALIF

## 40<sup>TH</sup> ANNIVERSARY GALA

We are proud to support the work of Jeff Kosbie, BALIF co-chair and associate at Gibbs Law Group, and applaud BALIF on 40 years of tireless work to promote diversity and inclusion on behalf of LGBTQI people in the legal profession.

[www.classlawgroup.com](http://www.classlawgroup.com)



**As a board this year, we have been developing a vision statement, values, and mission statement to unify our organization under our core values.**

## **VISION STATEMENT**

BALIF is a community of LGBTQI+ legal professionals that envisions a world where LGBTQI+ people live with dignity and equality under the law.

## **VALUES**

1. LGBTQI+ Justice & Equality
2. Community Empowerment & Development
3. Diversity & Inclusion

## **MISSION STATEMENT**

To lead our LGBTQI+ legal community through advocacy, justice, community empowerment, and professional development.

# the shape of inclusion

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Polsinelli is a national 'firm without walls' that values collaboration and the innovation we create together for our clients. By fostering diversity and inclusion in our firm's culture, and the legal profession, everyone has something to contribute — and business is elevated by the new ideas and perspectives that result.

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Legal Service Award

**Openhouse**  
Community Service Award

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## Message from BALIF's Treasurer

**Christine Capuyan**, Wilson Sonsini Goodrich & Rosati P.C.

Thank you for your continued support of BALIF! Because of your sponsorship and support, BALIF is able to provide a wide variety of quality programming (including mentorship, career development, and CLE programs), charitable giving, pro bono and volunteer opportunities, and networking occasions for our legal and LGBTQI community not just in San Francisco, but also the broader Bay Area, including the South Bay and East Bay. We continue to support law-related social and educational programs throughout the Bay Area, do more outreach to and events with other fellow Minority Bar Coalition associations, non-profit organizations, and law firm sponsors, and provide added opportunities for our members to interact, socialize, and learn from each other, and in the process gain new mentors, friends, clients, and business partners. We have been especially aware of the need to use our budget wisely this year, as the demand for our work grows. Your support will help make sure BALIF remains in a strong position financially in the year ahead and will help BALIF build a strong foundation financially for the decade to come.

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## Message from BALIF's Secretary

**Sam Potts**, Law Offices of Douglas I. Horngrad

Join the BALIF board! For BALIF members who are interested in getting involved with the board, the annual meeting and election of new board members will be held in April. Serving on the BALIF board is great way to contribute to the LGBTQI legal community. BALIF's directors are elected by the BALIF membership, and each director holds office for two years. Any BALIF member is welcome to run for the board or nominate another BALIF member. BALIF seeks a board that reflects the diversity of our LGBTQI legal community, and we specifically encourage people of color, women, transgender people, and non-binary/gender non-conforming people to run for the board.

We look forward to your participation in the annual meeting, elections and 2020 BALIF events and thank you for joining us at this year's BALIF Gala!

## Gala Committee

**Co-Chair, Amanda Hamilton**, Reed Smith LLP

**Co-Chair, Mark Fickes**, Cannata O'Toole Fickes & Olson LLP

Dear BALIF Members,

Your Gala Co-chairs are so excited to see you all at BALIF's 40th anniversary Gala. We thought we would share with you how we came up with the theme for this year's event.

As you know, this is BALIF's 40th anniversary. The gemstone traditionally associated with the 40th anniversary is ruby. For many of us, the iconic ruby slippers from the Wizard of Oz came to mind as we thought of the 40th anniversary gemstone. When one thinks of the Wizard of Oz, the song Over the Rainbow comes to mind.

The movie came out in 1939, and it is in many ways a timeless classic. The lyrics to Over the Rainbow are aspirational because we are never actually "over the rainbow." Rather, the song represents a journey and a process. Looking back at BALIF's 40 years, we can see where we were, where we are today, and where we want to be. This year's theme is intended to connote that there is a better world "over the rainbow," and that the way to get there is to work together in solidarity. Our hope is that things look different 40 years from now, and hopefully much sooner.

Mark & Amanda  
Gala Co-chairs

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## Diversity & Inclusion Committee

**Chair, Mandy Chan**, DLA Piper

Ensuring that all of BALIF's members are recognized and feel included remains a top priority for BALIF. As the Diversity and Inclusion Committee, we are committed to creating more events and programming to support our QTPOC and TGNC members. We also continue to develop governance policies to promote equity, inclusion, and transparency with respect to all of BALIF's actions.

## Amicus & Judiciary Committee

**Co-Chair, Prerna Lal**, Lal Legal APLC

**Co-Chair, Mandy Chan**, DLA Piper

As co-chairs of the Amicus-Judiciary Committee, we are committed to placing more LGBTQI (and LGBTQI friendly) judges to the bench and making sure our voices are heard when it comes to legal and policy decisions that impact our communities. This year, we helped to review BALIF member applications for open judicial positions, made recommendations to the Governor's office on appointments and vetted and endorsed the following judicial candidates for the March 3 elections in Alameda and San Francisco: Mark Fickes, Elena Condes, Maria Evangelista, Rani Singh, Michelle Tong and Carolyn Gold. We hope to hear from our membership on how we can continue to support them their efforts in becoming judges.

We continue to work with our partners to protect and advance LGBTQI rights. As the Amicus Committee, BALIF signed on to several amicus briefs to support and advance LGBT rights, including but not limited to *R.G. & G.R. Harris Funeral Homes v. EEOC*, consolidated cases about whether the existing federal ban on sex discrimination forbids employment discrimination against LGBTQ workers; *June Medical Service v. Gee*, a major abortion-rights case in the U.S. Supreme Court; *Baltimore v. Azar*, a lawsuit challenging HHS's denial of care regulation, and challenges to the Trump administrations Title X domestic gag rule. We will continue to actively monitor the outcomes of cases that impact our communities and invite BALIF members to suggest our amici intervention in cases that could benefit from our involvement.

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## Communications Committee

BALIF's Communication Committee keeps us all connected. Our weekly e-newsletters, social media accounts (use @BALIFSF to find us on Facebook, Twitter, and Instagram), or check out our website ([www.balif.org](http://www.balif.org)). Whether you're checking for upcoming networking events, MCLE dates, Happy Hour locations, scholarship/mentorship opportunities, or you want to read a BALIF-sponsored amicus brief – BALIF's Communication and Technology Committee gets you the info! We maintain the platform for BALIF members to customize attorney profiles and renew memberships, and archive all of BALIF's accomplishments.

We're always on the lookout to engage and foster connections. If you're interested in helping, shoot us an email at [communications@balif.org](mailto:communications@balif.org) or [balif@balif.org](mailto:balif@balif.org).

Keep up with BALIF via our newsletter and social media:

Facebook: <https://www.facebook.com/BALIFSF>

Twitter: <https://twitter.com/balifsf>

Instagram: @balif\_bar

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## Community Activism

**Chair, Jane Aceituno**, The Law Offices of Jane Aceituno

The Community Activism Committee provides services related to social activism to vulnerable and/or marginalized communities in the Bay Area. The Committee facilitates outreach and interaction with local organizations and minority bar associations. It also coordinates and administers support services such as legal information, resources, and/or attorney volunteers for movement building events/actions. In the past couples of years Community Activism has organized free legal clinics and raised \$25,000 for local queer community organizations. To learn more or get involved, please contact us at [activism@balif.org](mailto:activism@balif.org).

## Community Ambassador Committee

**Sam Potts**, Law Offices of Douglas I. Horngrad

The Community Ambassador Committee is focused on action (1) through personally attending key events of other minority bar associations and community groups and (2) by developing strong personal relationships and strengthening coalitions with such groups. We also promote key BALIF events or issues with other minority bar associations and community groups, and we assist such groups with promoting their key events or issues with BALIF. We strive to be the face of BALIF with other minority bar associations and community groups.

This past year we have collaborated with numerous organizations including the Charles Houston Bar Association, Filipino Bar Association of Northern California, American Constitution Society, Alameda County Bar Association, Korean American Bar Association of Northern California,

Iranian American Bar Association, East Bay La Raza Lawyers Association, Asian Pacific American Bar Association of Silicon Valley, Asian American Bar Association, Minority Bar Coalition, Transgender Law Center, Aids Legal Referral Panel, Women Lawyers of Alameda County, and Queen's Bench. We would love to have you join this amazing committee! If you are interested, please contact Sam Potts at [communityambassador@balif.org](mailto:communityambassador@balif.org).

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## Conference of California Bar Associations Committee

**Chair, Daniel H. Galindo**, Medina Orthwein LLP

BALIF's CCBA committee lobbies for legislative change on issues that affect the LGBTQI community:

This year, BALIF's CCBA committee worked on the following resolutions, which were approved at the Conference.

1. Change Columbus Day to Indigenous Peoples Day
2. Ban of oxybenzone and octinoxate in sunscreen
3. Making election day a paid holiday in California;
4. An extension of the statute of limitations for all claimants of death and personal injury tort claims against government entities to one year to file the government tort claim (from the currency 6 months) and a full 2 years from rejection notice to file a civil suit in state court. (Re: incarcerated individuals)

The following resolutions were either disapproved by the conference or withdrawn for resubmission:

1. Homeless Bill of Rights (5 votes short)
2. Affirmative defense of consent for assault and battery. See BDSM community (4 votes short)
3. Decriminalization of sexwork (withdrawn)

CCBA also voted to approve and argued in favor of the following resolutions:

1. gender-neutral language in the Evidence Code;
2. adding transgender as a protected status under the Fair Employment & Housing Act;
3. equiring hospitals to provide patients with the estimated cost of anticipated services; and

4. allowing transgender employees access to workplace lactation/wellness rooms for post-surgical care;
5. ban of plastic bags for newspapers

If you're interested in getting involved or would like to learn more about what we do, please contact: [ccba@balif.org](mailto:ccba@balif.org).

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## Law Student Representatives

**Ava Agree**, University of California, Hastings College of the Law

**Josiah Pak**, University of California, Hastings College of the Law

**Virginia Millacci**, University of California, Hastings College of the Law

This year the Law Student Committee has continued BALIF's work engaging and supporting LGBTQ law students as they enter the legal community. We have continued our longstanding mentorship program, as well as BALIF's annual Resume & Interview workshop, both of which provide critical sources of mentorship for our members. We have also been delighted to see QTPOC and trans law students taking advantage of BALIF's QTPOC Brunch and other event specifically targeting those communities. Finally, in celebration of BALIF's 40th anniversary, we are excited to have partnered with the BALIF Foundation in creating the first annual Julius Turman Award recognizing student achievement in LGBTQ advocacy.

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## Membership & Social Committee

**Co-Chair, Michael Nguyen**, Wong & Rees LLP

**Co-Chair, Ava Agree**, University of California, Hastings College of the Law

The Membership and Social committee has been super busy planning awesome events and gathering for BALIF members all year round! Coming up, make sure to drag yourself to Brunch during SF Pride, where we will gather to nosh on some amazing food, provided by MoFo, and then heading out to strut our stuff as we march in the 50th Anniversary Pride parade! The category is generations of hope, and that is what we have in our membership! Thank you very much for your support of BALIF, and let's make the next 40 years that much more fabulous!

You can contact membership at [membership@balif.org](mailto:membership@balif.org) and social at [social@balif.org](mailto:social@balif.org).

## Programs Committee

**Chair, Ari Jones**, Oasis Legal Services

The Programs Committee facilitates professional development, community involvement, and collaboration, often in conjunction with other BALIF committees, bar associations, and community organizations. Over the last year, Programs has worked to produce a series of video interviews with founding members and past board members of BALIF in honor of BALIF's 40th anniversary. The resulting video series will discuss various key moments in BALIF's history, as well as its role in the next 40 years. The first of these videos – memorializing the founding of BALIF – will be screened during the 2020 Gala. Look out for more videos coming soon!

In 2019, the Programs Committee partnered with the Transgender Gender-Variant Intersex Justice Project (TGJJP) to present a two-part CLE series on how to represent incarcerated members of our community. BALIF successfully recruited several pro-bono attorneys for TGJJP's prison representation network. Thank you to Pillsbury for hosting these trainings!

In February, Programs collaborated with the Social Committee to host an East Bay happy hour specifically creating space for public interest and public sector members of BALIF. On March 25th, Programs will present a CLE with Squire Patton Boggs on addressing transgender issues in the workplace. Presented by diversity, equity, and inclusion expert Lily Zheng, this training will help employers develop practices that are inclusive and affirming of transgender, gender nonconforming, and nonbinary staff and clients.

To learn more or join the Programs Committee, email [programs@balif.org](mailto:programs@balif.org)

## New Lawyers & Law Student Programs Committee

**Chair, Stephan Ferris**, Scali Rasmussen, PC

BALIF's New Lawyer Committee plays an instrumental role in not only connecting BALIF's members together, but also fostering connections with the greater LGBTQI communities we serve. As lawyers and law students know – networking is vital to job searches, client referrals and nurturing mentorship across our members, especially in the developing stages of a career.

This past year, the New Lawyer Committee paired a record number of mentors and mentees, with our annual Mentor-Mentee happy hour taking place at the LGBTQI owned The Detour video arcade in the Castro. This past January, the New Lawyer Committee continued its tradition of hosting a resume review and mock interview workshop for students and new attorneys to gain invaluable skills sponsored by Pillsbury Winthrop.

I am thankful to live in an area that is accepting of the diverse make-up of the LGBTQI community. Our political climate is tumultuous to say the least, which is why it is especially important we come together to mix and mingle, celebrate, and lift each other up. BALIF's New Lawyer Committee is excited to continue to provide a fun environment for all of our members to strengthen our bonds, have some fun, and show our resilience together.

To learn more or join the New Lawyers & Law Student Programs Committee [newlawyers@balif.org](mailto:newlawyers@balif.org).

# DOLAN LAW FIRM CONGRATULATES **BALIF** ON 40 YEARS OF SERVING THE LGBTQ+ COMMUNITY

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We are proud to have successfully represented courageous members of the LGBTQ+ community, seeking justice from homophobic/transphobic employers, landlords, hospitals, and sporting associations.



**Vanessa C. Deniston**  
Senior Associate Attorney

HASTINGS v. SEATON - Suit led to CHW reversing discriminatory healthcare policies against LGBTQ+ community.

LAWLESS v. LPGA - LPGA forced to change bylaws to permit transgendered participation worldwide.

YUST v. DMW - State of California forced to institute training as to LGBTQ+ rights.

T v. P - Landlord forced to stop housing discrimination based on AIDS status.



**Dianna Albini**  
Senior Trial Attorney

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**CHRISTOPHER B. DOLAN**  
**FOUNDER/LEAD TRIAL COUNSEL**

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Congratulations to BALIF on  
40 years of providing legal  
support to the LGBTQ  
community. We all  
benefit from your  
dedication and  
hard work.  
Thank you.

OVER THE RAINBOW

**FENWICK  
& WEST**

We believe that diverse perspectives  
lead to better discussions, decisions, and  
outcomes for everyone.



We're proud to support the Bay Area Lawyers for Individual Freedom  
as part of our commitment to fostering diversity and inclusion at  
Google and beyond.

**BRING QUESTIONS. BUILD ANSWERS.**

# KEYNOTE SPEAKER

**Aria Sa'id** is a transgender advocate and award winning political strategist based in San Francisco Bay Area. She is a founder and the Executive Director of the Compton's Transgender Cultural District – the world's first transgender district, celebrating the resilience, culture, and presence of transgender people in San Francisco's famed Tenderloin neighborhood. She is also the founder of Kween Culture Initiative – a social and cultural empowerment project for Black transgender women.

In addition to her efforts in community development, Ms. Sa'id has written and/or led numerous public policy efforts both in the City and County of San Francisco and at the California state legislature; most notably co-creating the United States' first sex worker protection law, *Prioritizing Safety for Sex Workers (San Francisco)*, and *The Name and Dignity Act for Incarcerated Transgender People (Atkins- California)*. She has also supported legislation, such as SCR 110 (California) the first legislation in U.S. history to name the harms of non-consensual medical interventions on intersex people. She has also led and/or provided strategy to San Francisco legislation supporting cultural districts, access to gender neutral restrooms, and transgender latina violence prevention – and political strategy support to California state legislature policies that reduce barriers for transgender and non-binary individuals seeking affirming gender markers on state issued documents.

Ms. Sa'id is the former appointed LGBT Policy Advisor to the San Francisco Human Rights Commission, a municipal agency of the City and County of San Francisco. She is a 2016–2017 Policy Fellow alum of the Women's Foundation of California, and 2016–2017 Sojourner Truth Leadership Fellow of the Auburn Theological Seminary in New York.

Aria Sa'id and her efforts have been featured in numerous media, including *Forbes*, *CNN*, *Huffington Post*, *The Guardian*, *Vice*, *Out Magazine*, *CBS*, *Daily Mail UK*, *SF Weekly* and more.



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# BALIF's Annual Gala

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# BALIF COMMUNITY SERVICE AWARD

## Openhouse

Every year BALIF honors individuals and organizations who empower and support our LGBTQ community in the Bay Area. This year we honor Openhouse for their tremendous work for our LGBTQ senior community.



Founded in 1998, Openhouse works to center the voices and experiences of LGBTQ older adults by providing opportunities to make social connections and build community. Openhouse enables San Francisco Bay Area LGBTQ seniors to overcome the unique challenges they face as they age by providing housing, direct services and community programs.

<https://openhouse-sf.org/>

---

# BALIF LEGAL SERVICE AWARD

## Oasis Legal Services

BALIF recognizes the outstanding achievements of lawyers and organizations that have demonstrated a commitment to LGBTQ equity and justice that have significantly advanced those causes through their work in the law. Oasis Legal Services is recognized this year for their tireless efforts and advocacy for LGBTQ immigrants and refugees.



Oasis Legal Services is a leading legal services provider for LGBTQ immigrants on the West Coast, serving hundreds of asylum seekers every year. Through holistic representation, Oasis empowers our clients to ensure those fleeing persecution are protected from deportation so they can live safely and love freely.

[www.oasislegalservices.org](http://www.oasislegalservices.org)

---

# BALIF TRAILBLAZERS AWARD

## BALIF Founders

This year marks BALIF's first award to those individuals with 2020 vision leading the way for the future of the LGBTQ community.



The Bay Area Lawyers for Individual Freedom (BALIF) would not be possible without its organizing committee, first board of directors, and members in its first year, 1980 to 1981. We honor the trailblazing work they began as we celebrate 40 years as the nation's oldest LGBTQI bar association.



# **The real beauty of diversity is found in the individual pieces that make up the whole.**

The more we learn about each other, the more enriched we become and the more connected we feel. In celebration of this beautiful mosaic of life, Kilpatrick Townsend is proud to support and celebrate the BALIF 40th Annual Gala.

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**Pillsbury** salutes BALIF's leadership in the fight for equality and in supporting and celebrating diverse talent in the legal profession.

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**Seyfarth joins in congratulating BALIF in celebration of its 40th Annual Gala, and is proud to support the organization's long-term commitment to the LGBTQI community.**

Seyfarth is deeply committed to diversity and supporting the communities in which we live and work. We believe that leadership means taking the initiative to participate in local events, charitable giving and community service, pro bono legal work and sustainable living. With more than 900 attorneys, we offer a national platform and an international gateway to provide full service business and legal needs in every area of the law.

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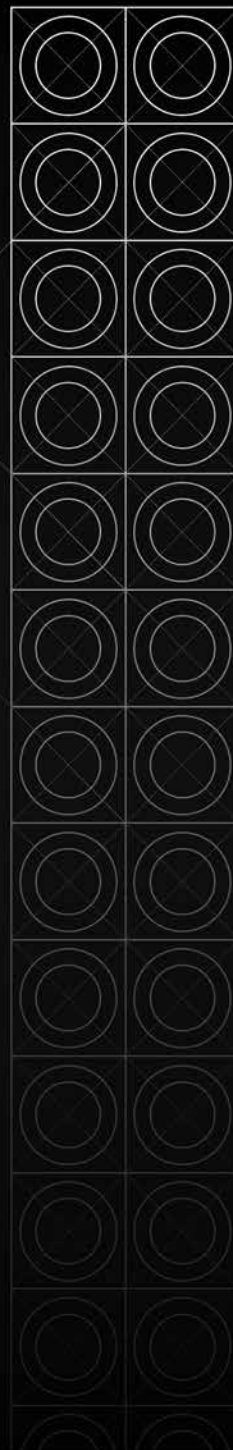
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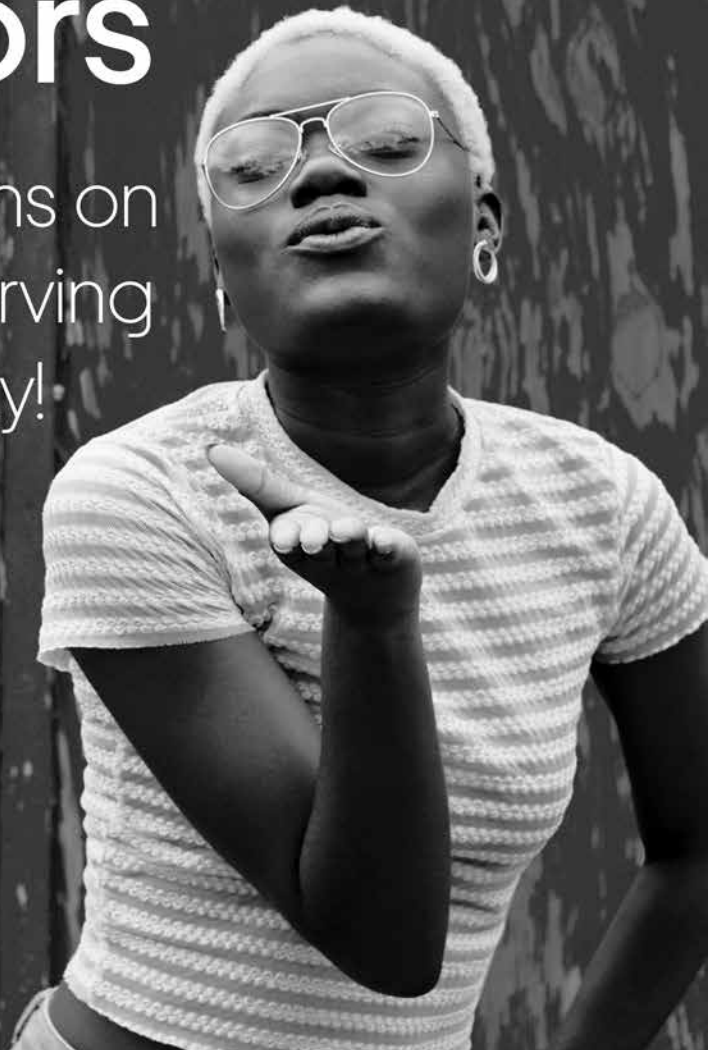


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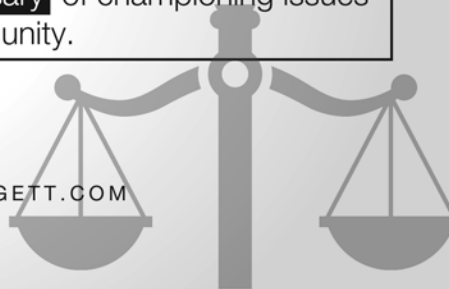
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Congratulations to BALIF on their 40th Anniversary of championing issues of law and justice that affect the LGBTQI community.



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**Happy 40th Anniversary BALIF!**

**Congratulations to Oasis Legal Services & Openhouse for  
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## **The BALIF Foundation Board congratulates BALIF on the occasion of its 40th Anniversary!**

The BALIF Foundation ([www.baliffoundation.org](http://www.baliffoundation.org)) was formed as the 501(c)(3) wing of BALIF to provide grants and scholarships to law students, law student organizations, and new lawyers engaging in legal work related to LGBTQI issues, particularly intersectionality issues. The Foundation financially assists legal advocates who might not otherwise be able to do this important work due to discrimination or economic issues. The Foundation relies on your donations to fund this important work, to date, more than \$35,000:

- Summer fellowships for law students who are LGBTQI or working in the field of LGBTQI equality (for organizations such as NCLR).
- Student scholarships jointly provided with Asian Pacific American Bar Assoc.
- Grants to law students to attend Lavender Law who have demonstrated commitment to working on LGBTQI issues.
- Grants to LGBTQI organizations, such as the AIDS Legal Referral Panel, the Transgender Law Center, Queers United at Berkeley Law, Youth Law Academy of Centro Legal de la Raza, NQAPIA
- Grant to The Justice and Diversity Center of BASF, in Honor of Julius Turman.
- Established the Julius Turman Memorial Fellowship, awarded to an outstanding law student performing work to benefit the LGBTQI community.

Tonight, the BALIF Foundation is conducting its second **"Text to Donate"** fundraiser, seeking to raise **"40 for 40"** (\$40k for 40 years) for scholarships and fellowships. We hope you will make a tax-deductible contribution to the BALIF Foundation through the "Text to Donate" fundraiser tonight.

The Foundation is also conducting its second Silent Auction featuring vacation homes, unforgettable home cooked meals and more! The BALIF Foundation offers its sincerest thanks to all of the businesses and individuals who donated items to tonight's Silent Auction. Please consider purchasing an item at the Silent Auction.

**Recognition of Early Donors to the Foundation's  
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In honor of BALIF's 40th Anniversary in 2020, the BALIF Foundation is conducting a fundraising campaign "\$40,000 for 40 Years," and we want you, a longtime BALIF supporter, to be a part of the campaign! This special campaign is designed to provide a solid foundation for the BALIF Foundation's charitable giving for years to come.

What the BALIF Foundation has accomplished thus far:

- Funded summer fellowships for law students who are LGBTQI or working in the field of LGBTQI equality (for organizations such as NCLR).
- Funded student scholarships jointly with Asian Pacific American Bar Association and other organizations.
- Established grants to law students to attend Lavender Law who have demonstrated commitment to working on LGBTQI issues.
- Given grants to LGBTQI organizations, such as the AIDS Legal Referral Panel, the Transgender Law Center, Queers United at Berkeley Law, Youth Law Academy of Centro Legal de la Raza, NQAPIA and others.
- Established the Julius Turman Memorial Fellowship, to be awarded to an outstanding law student performing work to benefit the LGBTQI community. Donated to the Justice and Diversity Center of BASF in Honor of Julius Turman.
- Total awards of over \$34,000 in under three years.

Your donation will go a long way in funding this ongoing important work, and demonstrate your, or your firm's, support for the LGBTQI community. You have a loyal audience who greatly values your commitment.



Congratulations to BALIF on 40 years of accomplishments that have advanced LGBTQI equality, the legal profession, and the cause of justice.

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Amanda Hamilton, Reed Smith LLP, Gala Co-Chair

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**The Gala Co-Chairs would like to thank all of the members of the BALIF Board  
for their tireless assistance:**

Jane Aceituno, Ava Agree, Christine Capuyan, Mandy Chan, Stephan Ferris, Mark Fickes,

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**In addition to our 2020 sponsors, BALIF would also like to thank:**

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