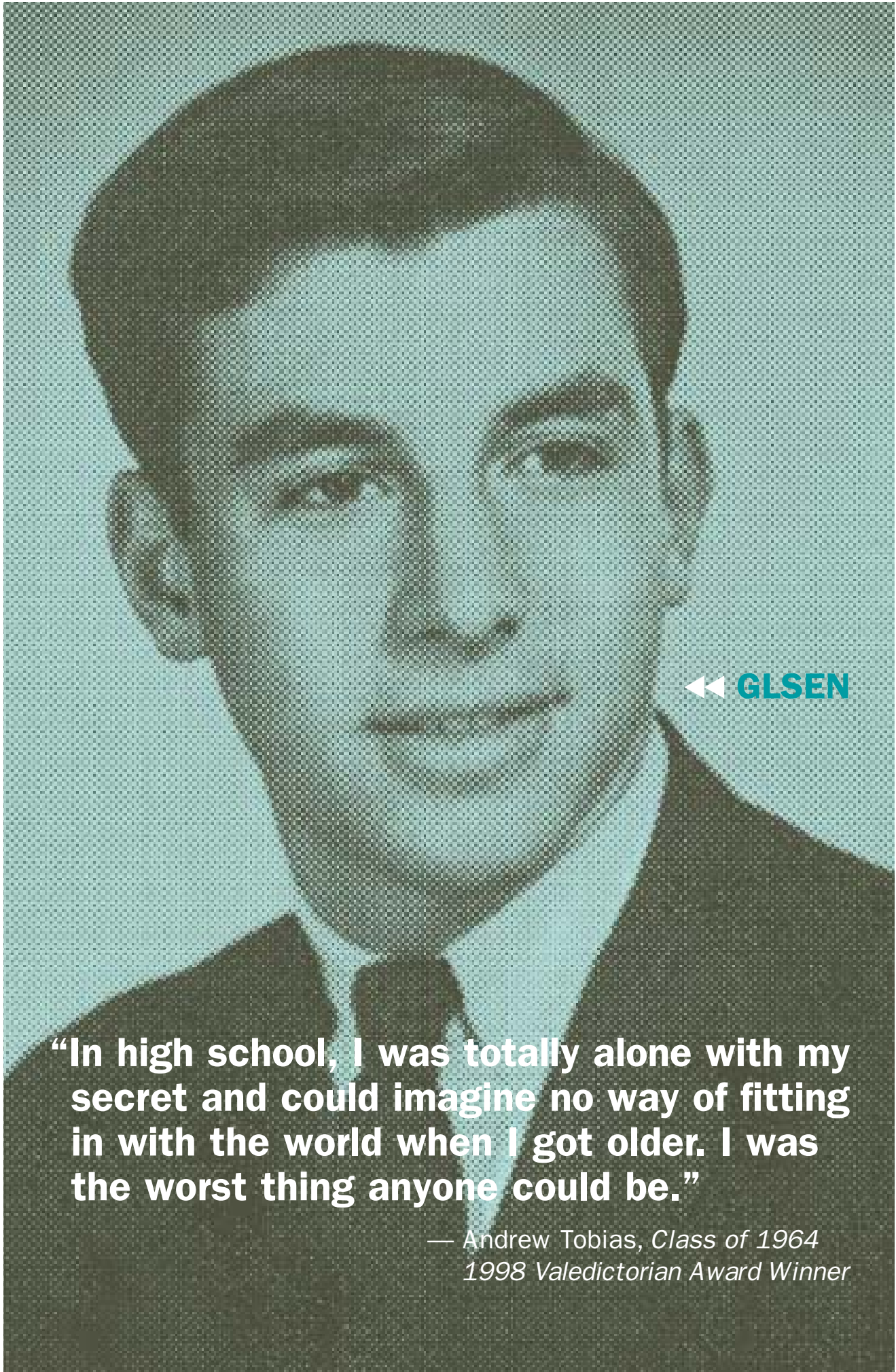


◀◀ GLSEN ▶▶



◀◀ GLSEN

**“In high school, I was totally alone with my secret and could imagine no way of fitting in with the world when I got older. I was the worst thing anyone could be.”**

— Andrew Tobias, *Class of 1964*  
1998 Valedictorian Award Winner



**GLSEN** ▶▶

**“When a teacher called students ‘faggot’ and ‘dyke’ and the administration had done nothing, I turned to GLSEN’s local chapter. I found people who weren’t scared to stand up for what is right.”**

— Ashleigh Pfriem, *Class of 2004*  
GLSEN National Board Member



◀◀ GLSEN

**“I was one of three students of color in a high school of 1,100. I can only imagine how much tougher it would have been if I had known then that I was a lesbian.”**

— Christie Hardwick Vianson, *Class of 1976*  
GLSEN National Board Vice President

A black and white portrait of a young man with short, dark, wavy hair, smiling warmly at the camera. He is wearing a dark-colored collared shirt. The background is a plain, light color.

**GLSEN** ▶▶

**“I work with GLSEN because I wasn’t safe, and I didn’t want other students to go through what I did because of my gender identity. I will continue my work until schools are safe for all students.”**

— Zach Strassburger, *Class of 2002*  
*GLSEN Pittsburgh Board Member*



◀◀ GLSEN

**“In the '60s, there was no recognition of LGBT students, no gay straight alliances. Rallies and marches were decades away. It was best to remain quiet and invisible.”**

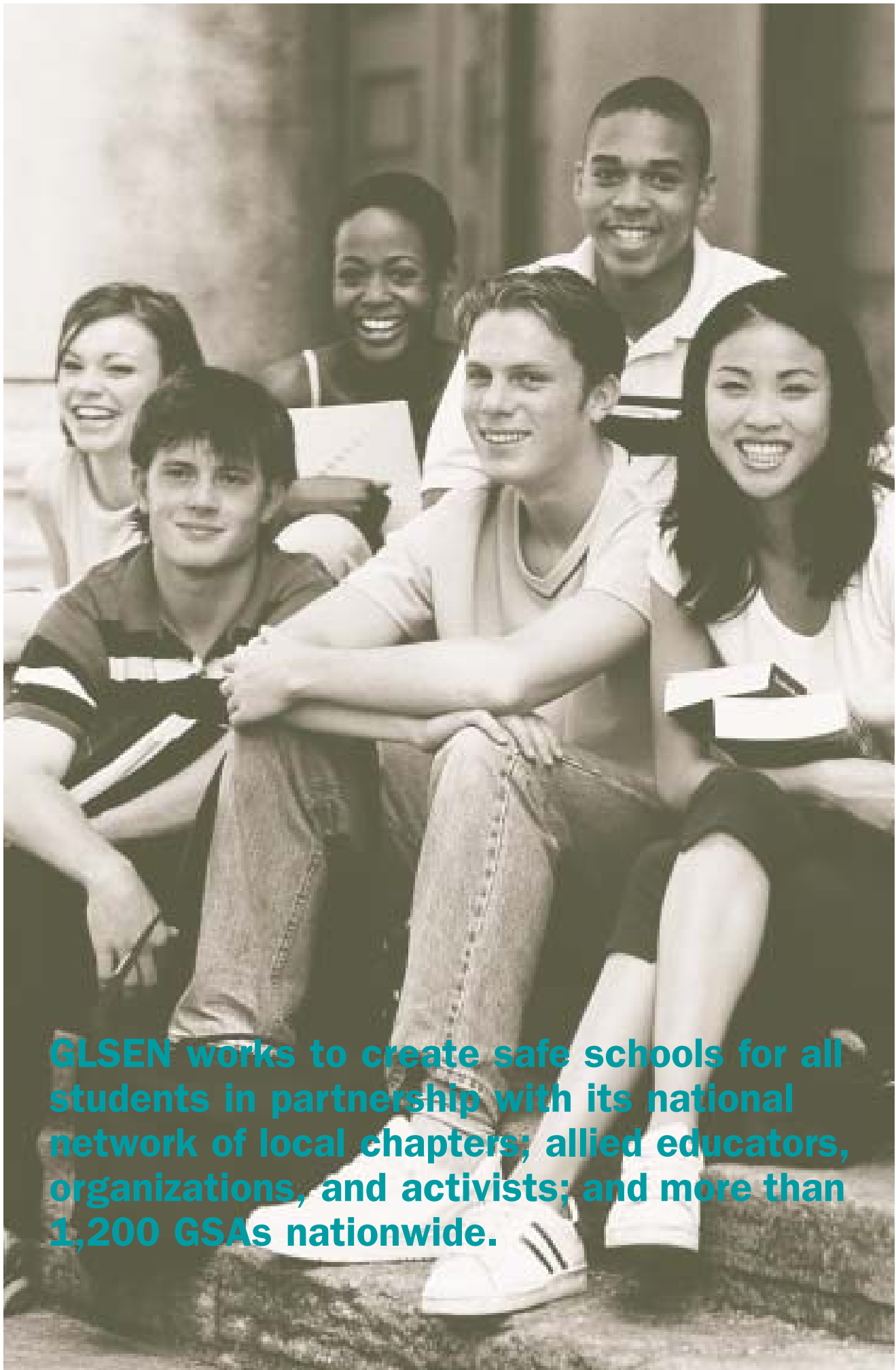
— Jim Johnson, *Class of 1962*  
GLSEN National Board Member

A black and white portrait of Cedric Davis, a young man with short dark hair, glasses, and a mustache, smiling. He is wearing a dark-colored t-shirt. The background is a plain, light color.

**GLSEN** ▶▶

**“My gay straight alliance held an assembly for ninth- and tenth-graders about diversity based on age, race, sexual orientation and gender identity. This year we plan to expand it to the whole school, all 3,200 students.”**

— Cedric Davis, *Class of 2003*  
Gay Straight Alliance Leader



**GLSEN works to create safe schools for all students in partnership with its national network of local chapters; allied educators, organizations, and activists; and more than 1,200 GSAs nationwide.**

## ▶▶ MESSAGE FROM THE EXECUTIVE DIRECTOR

When I was a high school freshman in North Carolina in 1978, I was tormented every day as the “school faggot” by a group of jocks. Often this took place in class, but teachers seemed to look the other way. Finally, I mustered the courage to go to my guidance counselor and tell him of the harassment. He listened, asked for the names of the perpetrators and then interrupted. “I know those kids,” he said. “They’d never do anything like this.” With that, our meeting was over. I was sent back to the hallways with a clear, if not directly spoken message: you’re on your own, kid — nobody around here is going to protect you.

As GLSEN’s founding Executive Director, I’ve been privileged to see how things have changed since those days. In the past year, we’ve made major strides in changing the climate in our schools. Last fall, in conjunction with MTV’s “Fight for Your Rights: Take a Stand Against Discrimination” Campaign, we launched the largest-ever public education effort to combat bias against lesbian, gay, bisexual and transgender (LGBT) youth. We worked with local activists to pass new laws in New Jersey and Washington State so that over two million students went back to school in September 2002 with new protections against harassment based on sexual orientation and gender identity. We coordinated the National “Day of Silence” on April 10, 2002, with an estimated 150,000 young people taking part on over 1,700 separate campuses, making it the largest single-day grassroots action for LGBT equality in American history. Where once there was only neglect and abuse, now there is activism and progress.

While we're proud of our progress, there is still much to do. 80% of LGBT high school students still experience verbal, physical or sexual abuse while at school. We spent much of the last year developing a new, three-year strategic plan for GLSEN, and we'll be focusing on three major goals in the years to come:

- ▶▶ Making anti-LGBT bullying, harassment and name-calling unacceptable in America's schools
- ▶▶ Engaging and empowering educators as partners in creating schools where every student can fully participate in school life, regardless of sexual orientation or gender identity/expression
- ▶▶ Ensuring that the national education agenda to create effective schools includes LGBT issues.

These are ambitious goals, but they must be achieved if we are to fulfill our vision of schools where young people learn to value and respect all people. Thanks to your support, there are far fewer schools where stories like mine are the norm. But there are still far too many where it is, and we look forward to your support as we seek to relegate such stories to the history books — where they belong.



Kevin Jennings

*Executive Director*

## ▶▶ MESSAGE FROM THE BOARD OF DIRECTORS

As fiscal year 2001-2002 began, GLSEN was poised to continue the consistent growth that has been the organization's standard since its inception. That changed in the days following September 11th.

As the world was challenged by the events of the past year — terrorist attacks, volatile financial markets, record-setting corporate bankruptcies — so too was GLSEN.

Like so many other nonprofit organizations, GLSEN found its funding profoundly affected. Yet the tenacious spirit that has always propelled GLSEN and its supporters would not be broken — tested, yes, but not broken.

We have our donors to thank for responding admirably to GLSEN's financial needs during this traumatic period, particularly foundations and major donors. As a result, we were able to make important strides in our work, which Executive Director Kevin Jennings outlines in his letter and are explained in more detail in this report. This was only possible due to your generosity, and for that we thank you from the bottom of our hearts.

We also ended FY 2002 with a powerful new strategic plan — centered on three major goals — that will provide a strong foundation for GLSEN's future. These goals, outlined in the Executive Director's letter, will drive GLSEN's work and focus its resources in the years to come. GLSEN stakeholders at all levels — including donors, national and chapter members, students, parents, coalition partners — were a major part of this strategic planning process.

We thank all of you for your time and your investment in GLSEN's future. We hope you will continue to be generous as we use this exciting vision to guide us and build on the remarkable progress we have made in eight short years as a national organization.



Martin L. Seldman, Ph.D.

*President*



Christie Hardwick Vianson

*Vice President*

## ▶▶ 2001-2002 MILESTONES

### **Keeping Students Safe**

When GLSEN became a national organization in 1994, only two states — Wisconsin and Massachusetts — protected students from anti-LGBT harassment. GLSEN has led the fight for additional policies, achieving a 600% increase in the number of students protected by such laws since that year, with almost 12 million students now legally protected from anti-LGBT harassment. Between 1994 and 2001, California, Connecticut, Minnesota, Vermont and the District of Columbia joined the fold. In FY 2002, two more states — Washington and New Jersey — passed new laws that protected their LGBT students, bringing the total to eight states and the District of Columbia. Significant progress was made in advancing legislation in Florida, New York and Texas as well, and GLSEN will focus on advancing the process in these states in the coming year.

To build on this momentum, hundreds of GLSEN stakeholders took part in a strategic planning process aimed at focusing our work on areas where we can have the greatest impact. With the 2001 GLSEN National School Climate Survey finding that 80% of LGBT high school students still experience harassment at school, we set making anti-LGBT bullying, harassment and name-calling unacceptable in America's schools as our primary goal for the next three years. We have built new campaign teams designed to organize students and encourage them to intervene when their peers use such language, as well as ones that will work to pass more state and local policies that include protections from harassment based on sexual orientation and gender identity/expression.

### **Preparing Educators**

Teachers are on the front lines in our schools and GLSEN works hard to enable them to “do the right thing” on LGBT issues. In FY 2002, we continued our focus on teacher training utilizing The GLSEN Lunchbox, the nation's first comprehensive teacher training program on LGBT issues. The Lunchbox “Training of Trainers” program taught hundreds of educators and activists how to use this crucial resource, empowering local allies to launch teacher training initiatives in schools across America.

GLSEN also works to make sure that teachers who are already willing and able to do the right thing have access to the materials they need to do so through the GLSEN BookLink (formerly GLSEN's Bookstore), the only one-stop shop for teachers seeking curricular and other materials on LGBT issues. The BookLink reached more schools and communities than ever before in FY 2002, distributing more than 5,000 books, videos and curriculum/training guides. GLSEN produced new materials such as "Dealing With Difference," a video and teacher resource guide on LGBT issues created in collaboration with Human Relations Media, one of the nation's largest developers of supplemental educational materials.

GLSEN regularly collaborates with other national education organizations to broaden the reach of our message and materials. In early 2002, GLSEN helped the National Education Association — the nation's largest teachers union with 2.7 million members — pass sweeping new policies directing its members to address LGBT issues in their work. We are now working with the NEA to develop a training to help its members implement these policies. GLSEN is involved in a number of other educational partnerships with organizations including the Anti-Defamation League, Amnesty International and Teaching Tolerance. In 2002-2003, GLSEN will explore other potential partnership opportunities with multicultural/diversity groups, staff development groups and anti-bullying and character education groups. Through these relationships, GLSEN will take its message to thousands of educators who would otherwise remain unaware of LGBT issues.

### **Raising Awareness**

GLSEN partnered with MTV on its "Fight for Your Rights: Take a Stand Against Discrimination" series, launching the largest-ever campaign of public service announcements aimed at countering anti-LGBT intolerance among students. The poignant series of vignettes showcased gender and racially diverse students experiencing harassment, pride and empowerment as a result of being LGBT. Our message reached an estimated 15 million viewers throughout the fall of 2001.

The web became an even more powerful GLSEN tool in FY 2002 thanks to the launch of the Safe Schools Action Network — the first (and still the only) web-based

action center in the nation offering the capacity to reach every local school district in the country. Thanks to its immediate capacity to generate letters to all parts of the nation, individual students, alumni and taxpayers can reach their local school superintendents, as well as state and federal education policy makers, with specific recommendations for action to make schools safe for LGBT people. For the first time in many districts, the silence around LGBT issues is being broken thanks to this groundbreaking technology, helping erase the “we don’t have any of those people here” attitude that still pervades too many districts.

### **Mobilizing Students**

In many communities, students themselves are leading the way. GLSEN established a Student Organizing Department in the fall of 2001 to provide support to this burgeoning movement. During FY 2002, the number of gay straight alliances (school-based student clubs) registered with GLSEN topped 1,000 for the first time. By the end of the year, over 1,200 groups in K-12 schools had registered with GLSEN’s Student Organizing department, a 33% increase overall from the previous year. GLSEN now works with at least one GSA in all but two states. Tens of thousands of students and allies received critical support in their work from GLSEN resources such as the GSA “Jump-Start” and the Student Organizing workshops and retreats held in places as varied as Lansing, Michigan; Ft. Lauderdale, Florida; and Richmond, Virginia.

Our biggest project in FY 2002 was coordinating the national “Day of Silence” Project. Created by students at the University of Virginia in 1996, the Day of Silence is a student-led action where students take a day-long vow of silence to protest the everyday silencing of LGBT people in their schools and pass out cards explaining their silence and encouraging their peers to take action. On April 10, 2002, an estimated 150,000 students on over 1,700 campuses — more than one in 10 American high schools — organized events, making it the largest, one-day grassroots action on LGBT rights in American history. GLSEN spokespeople appeared on national outlets including CNN and NPR, with extensive local media coverage in communities as diverse as Weirton, West Virginia and Vicksburg, Mississippi.

**GLSEN AR2002** ▶ FINANCIAL REPORT  
▶ DONOR REPORT

## ►► FINANCIAL REPORT: BALANCE SHEETS

We have audited the accompanying statements of financial position of GLSEN, Inc., as of June 30, 2002 and 2001, and the related statements of activities and changes in net assets, functional expenses and cash flows for the years then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amount and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material aspects, the financial position of GLSEN, Inc., as of June 30, 2002 and 2001, and the changes in its net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles

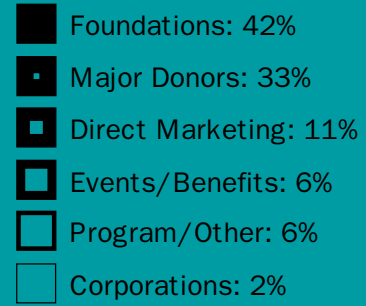
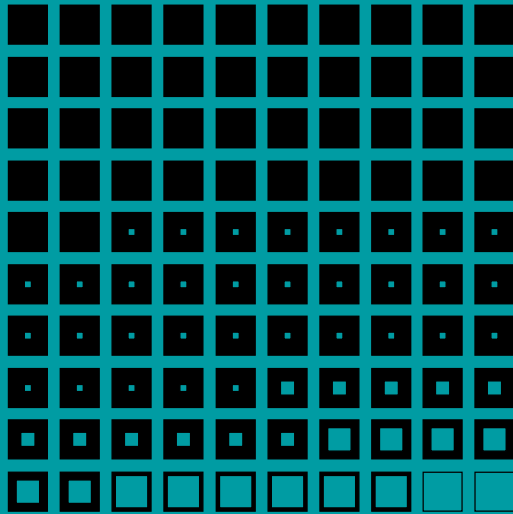
*August 5, 2002. New York, New York. Audit conducted by Libock Friedkin & Co., CPA's LLC.*

### **GLSEN Inc. Statement of Activities Year Ended June 30, 2002**

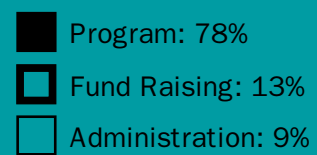
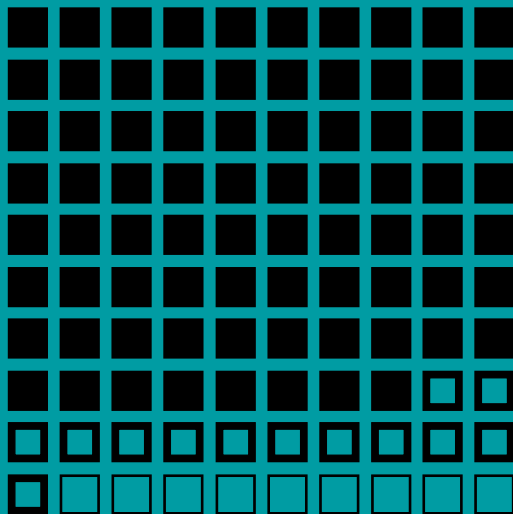
<b>Revenues and other support</b>	
Contributions	\$2,920,032
Other Revenues	405,171
Total Revenues and other support	3,325,203
<b>Expenses</b>	
Program Services	2,506,780
Fundraising	429,840
Administration	293,008
Investment	6,390
Total expenses	3,236,018
Change in net assets	89,185
Net assets — beginning of year	1,330,980
Net assets — end of year	1,420,165

*A complete Independent Auditor's Report may be obtained by writing to GLSEN at 121 W. 27th Street, Suite 804, New York, NY 10001, or by phoning 212.727.0135.*

## INCOME



## EXPENSES



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**GLSEN'S VISION** ►► The Gay, Lesbian and Straight Education Network envisions a future in which every child learns to respect and accept all people, regardless of sexual orientation or gender identity/expression.