

EMPLOYMENT  
HATE CRIMES  
HOUSING  
PARENTING  
ADOPTION  
YOUTH  
SAFE SCHOOLS  
TRANSGENDER  
CIVIL UNIONS  
MARRIAGE  
EMPLOYMENT  
HATE CRIMES  
HOUSING  
PARENTING  
ADOPTION  
YOUTH  
SAFE SCHOOLS

**EQ**  
**IL** **EQUALITY**  
**ILLINOIS**

2010 ANNUAL REPORT

EMPLOYMENT  
HATE CRIMES  
HOUSING  
PARENTING  
ADOPTION  
YOUTH  
SAFE SCHOOLS  
TRANSGENDER  
CIVIL UNIONS  
MARRIAGE  
EMPLOYMENT  
HATE CRIMES  
HOUSING  
PARENTING  
ADOPTION  
YOUTH  
SAFE SCHOOLS

10



3712 NORTH BROADWAY PMB#125, CHICAGO, IL 60613  
773.477.7173 [WWW.EQIL.ORG](http://WWW.EQIL.ORG)

## OUR MISSION

THE MISSION OF EQUALITY ILLINOIS IS TO SECURE, PROTECT AND DEFEND EQUAL RIGHTS FOR LESBIAN, GAY, BISEXUAL AND TRANSGENDER PEOPLE IN ILLINOIS.



## OUR VISION

EQUALITY ILLINOIS ENVISIONS A FAIR AND UNIFIED ILLINOIS WHERE EVERYONE IS TREATED EQUALLY WITH DIGNITY AND RESPECT AND WHERE ALL PEOPLE LIVE FREELY REGARDLESS OF SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION.



## EQIL FY2010 A NOTE FROM THE CEO BERNARD CHERKASOV

Looking back at this past year, I stand in awe of the strides we – as a community – made together, even while facing tough challenges on every front.

FY2010 has been a challenging year economically, legislatively, and politically. But we overcame each obstacle and gained solid financial health, passed ground-breaking legislation, and continued to educate our elected officials on the urgent need for LGBT equality. We entered FY2011 well-positioned to make new gains in our mission for full equality for lesbian, gay, bisexual, and transgender people in Illinois.

And how could we not feel poised to make new gains when we have some of the State's strongest voices rooting for our cause? For the first time ever in the region, ordained clergy from a wide array of religious denominations stood shoulder to shoulder and joined voices in prayer for equality. In a moving conclusion to that prayer breakfast, nearly 100 assembled guests prayed for those in public service to find the courage they need to pass the civil union bill.

We expanded our Statewide programs and our capacity because the mission of equality cannot wait. And the more people we reached, the more supporters our cause gained. Every door knock and every phone call strengthened our voice. In a tough economic climate, additional programs would have been difficult to undertake. But you understood their urgency and helped grow our revenue by over 30%, allowing us to accomplish an aggressive programmatic year.

Thousands of you, from every part of this State, joined forces in writing letters, making telephone calls, registering voters, educating neighbors, visiting state and federal lawmakers, blogging, and even praying for equality. It is your resolve that helped us defeat attempts to gut important non-discrimination protections. And you deserve credit for making possible passage of the Safe Schools Act.

Your passion fuels our work every single day. And as we look forward to bigger challenges ahead, I know that with your support, we can achieve all of our goals.

Let's keep moving forward!

Very truly yours,

“...THE  
MISSION OF  
EQUALITY  
CANNOT  
WAIT.”

# EQIL FY2010

## WHERE WE HAVE BEEN... WHAT WE HAVE DONE

### AURORA

- Addressed Aurora West High School GSA on educational programs and legislative efforts for LGBT equality.

### BELLEVILLE

- Promoted civil unions agenda work during Pride Festival.
- Organized Lobby Day delegation.
- Engaged constituents and rallied support of ENDA and civil unions legislation at Metro East Pride Festival.

### BOLINGBROOK

- Organized Lobby Day delegation.

### CARBONDALE

- Engaged local residents and new supporters at Pride Picnic.
- Organized Lobby Day delegation.

### CHAMPAIGN/URBANA

- Discussed civil unions progress and agenda at University of Illinois Champaign-Urbana.
- Participated in the United Pride Center Leadership Summit in Urbana.
- Promoted equality agenda at Boneyard Arts Festival in Urbana.

### CHICAGO

- Petitioned thousands of current and new supporters to sign ENDA and civil unions legislation letters of support at Midsommarfest, Pride, and Market Days.
- Engaged leaders and promoted equality issues at the LGBTI Health Summit in Chicago.
- Rallied thousands of constituents to sign up for equality agenda briefings and other communiques.
- Promoted LGBT equality agenda at the Eden Place Nature Center Market Days on the South Side.
- Promoted Equality Illinois' civil unions work at St. John's Episcopal Church on the Northwest Side.
- Organized briefing on state legislative issues with Senate President John Cullerton for supporters.
- Presented at a workshop about organizing faith communities for the Equality Across America Midwest Conference.
- In a class at Truman College, addressed the issue of homophobia and school bullying.
- Organized Lobby Day delegation.
- Organized the region's first Equality Prayer Breakfast.
- Promoted equality issues and activism opportunities at a lunch-and-learn at the University of Chicago.
- Discussed legislative agenda and the national outlook for LGBT rights at Chicago NOW gathering.
- Marched proudly in Chicago Pride Parade.
- Registered hundreds of voters.
- Participated in candlelight vigil in Humboldt Park for murdered Puerto Rican teenager Jorge Steven Lopez.



“  
**THOUSANDS OF  
YOU FROM  
EVERY PART OF  
THE STATE  
JOINED FORCES**  
”

### DEKALB

- Spoke about current legislation and Allied for Equality at PFLAG Chapter meeting.

### ELMHURST

- Promoted marriage equality agenda and Allied for Equality at Bethel UCC.

### EVANSTON

- Discussed current LGBT-related legislation at Emanuel Congregation.
- Discussed civil unions bill and other LGBT-related topics at Lake St. Church (American Baptist).

### GRAYSLAKE

- Discussed civil unions progress and LGBT legislative agenda at Prairie Circle Unitarian Church.
- Promoted marriage equality agenda, civil unions, and Allied for Equality at College of Lake County Pride Alliance.

### HINSDALE

- Spoke about current legislation and Allied for Equality at PFLAG chapter meeting.

### LA GRANGE

- Led delegation of local constituents to meet with office of Congressman Lipinski on ENDA issues.

### NAPERVILLE

- Promoted marriage equality agenda and Allied for Equality at DuPage County Unitarian Church.

### OAK PARK

- Educated individuals and organized in support of civil unions at PFLAG Day in Our Village Festival.
- Engaged with Ankh OPALGA group to discuss LGBT issues and Allied for Equality.
- Promoted educational programs and agenda at the Women's Event at Velvet Rope.
- Promoted LGBT equality agenda during Transgender Awareness event; co-led remembrance service for victims of hate crimes.
- Organized Lobby Day delegation.

### PEORIA

- Promoted LGBT equality agenda and signed up new supporters at Peoria Pride.
- Participated in Acorn Equality Fund Scholarship Breakfast and promoted LGBT equality agenda.

### PLAINFIELD

- Organized marriage equality forum.

### QUAD CITIES/DAVENPORT, IA

- Promoted civil unions agenda at Pride Festival.
- Engaged community members at Quad Cities Pride Festival.

### ROCKFORD

- Educated local participants at Spectrum of Rockford meetings and dinners throughout the year.

### SPRINGFIELD

- Engaged with supporters and rallied support for civil unions bill at Farmer's Market.
- Gathered hundreds of signed letters in support of civil unions.

# YOUR DOLLAR\$ AT WORK FOR EQUALITY

EACH DOLLAR YOU GENEROUSLY DONATED, COMBINED WITH CONTRIBUTIONS FROM OTHER DONORS, PROVIDED THE TOOLS TO ACHIEVE GREAT SUCCESSES OVER THE PAST YEAR!

## IN FISCAL YEAR 2010, EQUALITY ILLINOIS...

**EXPANDED STATEWIDE GRASS ROOTS SUPPORT FOR LGBT ISSUES AND INITIATIVES.**

**REGISTERED THOUSANDS OF NEW VOTERS THROUGHOUT ILLINOIS.**

**FOSTERED RELATIONSHIPS WITH NEW CORPORATE AND NON-PROFIT PARTNERS.**

**STRENGTHENED BONDS WITH OUR STRAIGHT ALLIES THROUGHOUT THE STATE.**

**EDUCATED ILLINOIS RESIDENTS AND LEGISLATORS ABOUT LGBT EQUALITY.**

**FOUGHT FOR AND ACHIEVED SAFER SCHOOLS FOR ALL STUDENTS.**

**DEFENDED THE ILLINOIS HUMAN RIGHTS ACT.**

**PROMOTED UNDERSTANDING OF LGBT-RELATED ISSUES THROUGHOUT THE STATE.**

**ASSISTED BUSINESS DEVELOPMENT OF FAIR EMPLOYMENT POLICIES AND PARTNER BENEFITS....**



**EQILFY2010**  
**FOCUS ON EQUALITY**  
**JEN AND CASEY**  
**BLOOMINGTON, ILLINOIS**

When Jen and Casey were kids in Illinois, Equality Illinois was in its infancy. Only three towns in Illinois had laws preventing discrimination against LGBT people, and marriage equality wasn't on many politicians' radar. Twenty years later, a lot has changed.

Jen met Casey seven years ago while they were attending Western Illinois University, and the two have been together since. Growing up in Decatur, Jen always considered Central Illinois to be a tolerant and enjoyable place to live. Nonetheless, upon graduation Jen moved with Casey to Dupage County, where Casey had spent his childhood.

Casey says that gender-transitioning in the Chicago suburbs was "a little difficult." While his employers respected his preferred pronouns, they required that he use the women's bathroom. Casey and Jen have since moved to Bloomington, where Casey is able to safely live and work as male, but he is still working through the issue of having paperwork that doesn't match his identity.

Casey would like to undergo reassignment surgery and be considered male under the law. But, his insurance doesn't cover the necessary procedures, and to pay out of pocket is cost prohibitive for the couple. Jen's insurance would cover Casey's medical expenses, but until civil unions take effect in Illinois, Casey has no access to that coverage.

Jen and Casey are grateful for recent laws that protect transgender individuals, including the Human Rights Act that Equality Illinois worked to pass in 2005. But, as they plan for their future after buying their first house together, they are burdened by Casey's paperwork and their unmarried status.

As Jen puts it, "You shouldn't have to relocate to be accepted." At Equality Illinois, we agree wholeheartedly. In 2010, we have educated Illinoisans across the state about transgender issues, collaborated on campaigns for gender-neutral bathrooms, and compiled gender transition policy recommendations for workplaces. We continue to advocate for transgender issues and civil unions, which would give Casey access to the insurance benefits he needs and provide him and Jen with the same rights and recognition as their friends and neighbors here in Illinois.

“  
**YOU  
SHOULDN'T  
HAVE TO  
RELOCATE  
TO BE  
ACCEPTED**  
”



WINE TASTING



PLAINFIELD MARRIAGE COUNCIL



QUAD CITIES PRIDE



BULGARIAN COMM. FOR PROTECTION AGAINST DISCRIMINATION



EQUALITY PRAYER BREAKFAST



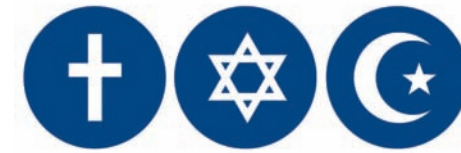
VOTER REGISTRATION



REP. LIPINSKI VISIT



DINING OUT FOR EQUALITY



# EQILFY2010 PRAYING FOR EQUALITY EQUALITY PRAYER BREAKFAST

“AND THEY WHO LEAD THE MANY TO JUSTICE WILL BE LIKE STARS FOREVER AND EVER.”  
-DANIEL 12:3

Last fall we began exploring ways to address the persistent misconception that the majority of the people of faith oppose equality for lesbian, gay, bisexual, and transgender people. Equality Illinois Board and staff members began engaging the general public in conversations about LGBT people, same-sex-headed families, and the urgent need for full equality. In order to move this conversation forward, we participated in dozens of church and synagogue meetings, spoke on post-service panels, and met with numerous individuals face to face.

Within these engaged communities, results proved extremely successful, and we were making noticeable gains in a very positive direction. The more clergy members we approached, the more supporters we found. We met leaders from all kinds of mainstream religious movements, who drew on faith teachings for support of their LGBT neighbors. These leaders were disheartened that their voices were being drowned out by vitriolic, homophobic religious speech.

**“IT IS OUR TASK TO FIGHT DISCRIMINATION OF OUR TIME. WE MUST ENSURE THAT MEMBERS OF THE GLBT COMMUNITY ARE NO LONGER TREATED AS STRANGERS IN OUR LAND.” -RABBI MICHAEL SIEGEL, ANSHE EMET SYNAGOGUE**

So, in April, Equality Illinois partnered with clergy from a wide array of major religious denominations – Lutheran, Episcopal, Methodist, Conservative Jewish, Roman Catholic, and Orthodox Jewish, among others – and hosted an interfaith prayer breakfast in support of equal rights for lesbian, gay, bisexual, and transgender people.

**MARRIAGE IS MORE THAN A PIECE OF PAPER, IT SAYS SOMETHING ABOUT HOW SOCIETY VALUES YOUR LIFE, YOUR LOVE, YOUR RELATIONSHIPS.**  
-REV. JOYE ROGERS, DEAN OF SAINT JAMES CATHEDRAL

The Equality Prayer Breakfast was the first of its kind in the region, and was attended by nearly 100 invited religious, elected, and community leaders. The assembled religious leaders stood in support of basic civil rights for LGBT people and relationship recognition for same-sex couples.

“People of faith are among the strongest supporters of LGBT equality because they believe in natural equality of all human beings,” said Bernard Cherkasov, CEO of Equality Illinois. “This assembly of esteemed leaders from a broad range of religious backgrounds just underscores that fairness is universal and all human beings are equal in the eyes of the Creator.”

**I AM STRAIGHT, CHRISTIAN, A MOM AND A PASTOR; AND I SUPPORT MARRIAGE FOR SAME-SEX COUPLES.**  
-REV. SUZANNE ANDERSON-HURDLE, GOOD SHEPARD LUTHERAN CHURCH

Public servants, such as state legislators, also attended the prayer breakfast, and were the subject of the Prayer for Those in Public Service, led by Rabbi Asher Lopatin of Anshe Sholom B’nai Israel Congregation, an Orthodox Jewish synagogue. Rabbi Lopatin’s prayer called for those in public service to find courage to support LGBT people.

The Equality Prayer Breakfast was co-hosted by LGBT Change and Alliance for Equality.

## EQIL EQUALITY ILLINOIS 2010 MEMORIES



MARKET DAYS



COMMUNITY FORUM



CELEBRITY PIE TOSS



CHAMPAIGN-URBANA PRIDEFEST



EQUALITY PRAYER BREAKFAST



CELEBRITY PIE TOSS



# EQILFY2010 CORPORATE RESPONSIBILITY PROJECT THE LAW FIRMS

Equality Illinois is working to ensure that every law firm operating in the State of Illinois provides a safe and fair work environment for LGBT employees. This spring, we conducted our fifth comprehensive survey of law firms doing business in Illinois to assess the firms' commitment to their lesbian, gay, bisexual, and transgender (LGBT) attorneys and staff, and the firms' engagement with the LGBT community at large. The firms were scored based on personnel policies, domestic partnership benefits, diversity training, and overall engagement with the LGBT community, among other factors. Of the responding firms:

- 88%** HAVE AN EEO POLICY OR NON-DISCRIMINATION POLICY THAT INCLUDES SEXUAL ORIENTATION
- 84%** HAVE AN EEO POLICY OR NON-DISCRIMINATION POLICY THAT INCLUDES GENDER IDENTITY AND/OR GENDER EXPRESSION
- 96%** OFFER SAME-SEX DOMESTIC PARTNERSHIP BENEFITS
- 40%** ALREADY OFFER AN INSURANCE PLAN THAT COVERS TREATMENT FOR GENDER IDENTITY RELATED TREATMENTS, A RECENTLY RECOGNIZED INSURANCE BENEFIT NEED
- 60%** DO PRO BONO WORK ON LGBT ISSUES
- 80%** OFFER DIVERSITY TRAINING THAT INCLUDES SEXUAL ORIENTATION AND/OR GENDER IDENTITY
- 72%** HAVE AN LGBT AFFINITY GROUP THAT FOCUSES ON ADVOCATING FOR LGBT LEGAL ISSUES AND CLIENTS

With the information gathered from the 2010 Equality Illinois Law Firm Survey, we were able to identify the law firms in Illinois that are leading the way to LGBT workplace equality. Equality Illinois recognizes the outstanding achievements of law firms across the State, and we hope that highlighting best practices will further the development of fair LGBT policies at every firm.

At press time, Equality Illinois is developing a Best Practices Manual to provide the tools for all law firms in the State to strengthen their LGBT-friendly policies, helping them do the right thing, as well as retain top talent and remain competitive.

"We are enormously proud of the Top Ten firms' commitment to workplace equality for lesbian, gay, bisexual, and transgender employees," said Bernard Cherkasov, CEO of Equality Illinois. "It makes perfect sense that law firms competing for top talent would have practices to enable them to retain that top talent. And the fact that the Top Ten list is comprised of some of the country's leading law firms is further indication that this is the best practice for all law firms to emulate."

**Top Ten Law Firms Leading the Way toward LGBT Workplace Equality:** The law firms of **McDermott Will & Emery, Jenner & Block, and Perkins Coie** ranked as the leading three on the Top Ten list. The additional leading firms include: **Bryan Cave, Chapman and Cutler, DLA Piper, Greenberg Traurig, Kirkland & Ellis, Neal Gerber Eisenberg, and Sidley Austin.**

# EQILFY2010 STRONGER TOGETHER ALLIED FOR EQUALITY

Allied for Equality officially turned two years old in June of 2010! The project started as a collaborative effort between Equality Illinois and our friends at the Northern Illinois PFLAG (Parents, Families and Friends of Lesbians and Gays) Council.

What is Allied for Equality? Simple: it's a way for someone who is not LGBTQ to express support for the community and become actively involved in the struggle for equality! It could be a parent of a transgender child, a sister of a gay brother, supportive friends who are there for their best friend's coming out – anyone who wants to make a difference in the struggle for equality.

What does "making a difference" look like? There are many ways to lend a voice as an ally to the equality movement; and Allied for Equality has tried to utilize the diverse skills that we all bring to the table. We have had allies advocate at meetings with Congressional staff about the Employment Non-Discrimination Act, volunteer at Pride festivals and table at events, phone-bank and canvass for the civil union bill, help start a faith dialogue, write letters to the editors and so on. It has been an amazing experience to meet thousands of dedicated allies as well as see how many people we've been able to collectively reach out to! Thanks goes out to everyone who has participated in this outreach!

It is important to note that bringing allies into the movement is not a separate task, but rather completes the circle of "one struggle, one fight." We have to do this together – **LGBTQ and A.**

As a project, Allied for Equality will continue to reach out across Illinois to secure equal protection. That means going to more towns across the State, speaking to more community organizations and people of faith and engaging individuals to get involved at the level they can. With two years behind us, I hope that as we gain more support, we make more inroads with legislators and individuals who need to hear our message. If you have interest in getting involved, email Caroline at [cstaerk@eqil.org](mailto:cstaerk@eqil.org) or join us on Facebook, Twitter ([allied4equality](http://allied4equality)), LinkedIn or at [www.alliedforequality.org](http://www.alliedforequality.org) (and don't forget to tell your family and friends too!)

“...**ONE STRUGGLE, ONE FIGHT.**”



Gay & Straight: Activating Change Together



# EQIL 2010 EQUALITY ILLINOIS GALA JUSTICE FOR ALL



## EQILFY2010 FOCUS ON EQUALITY **SCOTT AND JOEL** JACKSONVILLE, ILLINOIS

When Scott and Joel met in Seattle five years ago, discrimination against gay, lesbian, bisexual, and transgender people was still legal in Illinois, only one state offered marriage equality, and only two provided same-sex civil unions. With the help of Equality Illinois, a lot has changed since Scott and Joel's first date on July 1, 2005.

Scott, a self-described "country boy" born and raised in central Illinois, is the first openly gay alderman elected in Jacksonville, IL. After being elected, Scott immediately began working to pass a non-discrimination ordinance in Jacksonville that included protection for LGBT people. In an area that is "very conservative, usually as far as their political views go," the ordinance passed by unanimous vote.

Scott's husband, Joel, had just retired from the Army and had completed his degree in special education when he left Seattle to live in Illinois with Scott. While he was nervous about the move, he has found central Illinois to be welcoming and supportive. He now works at the Imagine Foundation, leads music ministry at his congregation, and mentors with Scott as part of Big Brothers, Big Sisters.

When Scott and Joel moved to Illinois, they kept thinking "civil unions, they're gonna pass, they're gonna pass..." By the time marriage became legal in Iowa in 2009, they were tired of waiting for Illinois. On July 1, 2009, Scott and Joel were married by their pastor in Keokuk, Iowa, the same town Scott's grandparents were married in 50 years earlier.

Scott and Joel know that "marriage is between two people, in our hearts" and have considered themselves married since long before Iowa recognized it. Still, as they look to adopt children, prepare for health emergencies, plan for retirement, and so on, Scott and Joel want reassurance that their relationship will be respected under Illinois law.

By the time Scott and Joel settled in Jacksonville, Equality Illinois had worked to pass the Human Rights Act so that they could live without fear of discrimination. Scott and Joel shouldn't have to wait anymore. Equality Illinois is working to ensure that their family can share the same rights and recognition that their friends and neighbors enjoy.

“**CIVIL UNIONS  
ARE GONNA  
PASS, THEY'RE  
GONNA PASS,  
THEY'RE  
GONNA  
PASS...**”



## EQILFY2010 IN THE WORDS OF AN ALLY PAM CAMERON

A lot of emotions come to the surface when I think about what it means to be an ally. As a mom of a gay man who thought he was pretty great before and still after he came out, I am puzzled as to why some people let the word "gay" totally define others. To me, it is one facet of who Rob is; much like the fact that he happens to be left-handed, loves acting, is wickedly clever, and recently discovered his love of baseball.

Over the years I have found more time to be active in equal rights for the LGBTQ community. I've marched in parades and protests, called his California neighbors before the Prop 8 vote, lobbied my elected officials urging them to pass the civil union bill, and recently I have gone to the local farmer's market to get signatures from residents showing their support for the bill. It upsets and angers me that other people get to have a say in my son's life; I don't get a say in who my neighbor's child wants to love, why should they? The injustice of this serves as my motivator to stay active in the fight which I truly believe will eventually end in full equality for all.

However, the best thing I feel that I, or any ally can do, is to be vocal in unexpected everyday situations. Living in a small town there were many people who wouldn't meet my eyes after Rob came out. Whether they "disapproved" or thought I may be embarrassed, I wasn't going to validate their thoughts in any way. In fact, I tried to challenge and educate them by never looking away and to bring him up often in conversations. I love my son and am proud of everything about him and their prejudices will never change that.

I have three boys and I could never look into their eyes and tell them that one of them is of less value than the others. But sadly, in the eyes of the law, Rob is. If friends and family talk often about their LGTBQ loved ones and their partners just as they would any other couple it could teach so much to so many and perhaps change this. For example, if I'm talking about movies with people, I may interject and say, "Oh, Rob and his boyfriend saw that one and loved it." There are so many ways to include them in everyday conversations. Soon, most people will realize that love is love is love and it will no longer be an issue. Gone soon I hope will be the times when family and friends feel they have to make a huge "announcement" and whisper to their neighbors and co-workers that "Johnny" is gay. GASP! People wouldn't think to announce that their child is straight, so why make a big deal about them being gay? Being matter of fact about all relationships tells your friends that, gay or straight, you support your child unconditionally and wish for their happiness in both love and life.

I admit that I get riled up sometimes when I hear people, whether they be friends or strangers, use offensive language by saying "gay," "dyke," or "fag" in an insulting way. I try and stay calm and tell them that I find it offensive and sometimes it even leads to a conversation, which is at least a start. I'm also hoping to get a program brought into our local junior high and high school urging these kids to think before they speak and to not use these same words so hurtfully.

So please allies, talk, talk, talk, but don't forget to listen! Come out of the ally closet and make it known that you believe in equal rights for all. Start conversations, find out concerns of people who are against or confused about equal rights for the LGBTQ community, and help answer their questions. Be proud and loud, and in doing so you may open minds and help so many get the respect and rights they deserve. I have seen this first hand, and although progress may sometimes seem to be moving slowly, never forget that we are on the right side of history and we will reach our goal of true equality for all.



## BILLS BILLS BILLS EQUALITY ILLINOIS' LEGISLATIVE DOCKET

During the 96th Session, the Illinois General Assembly considered more than a dozen bills directly dealing with matters of LGBT equality. Some bills, like the **Religious Freedom and Civil Union Act**, the **Prevent School Violence Act**, or the **Equal Marriage Act**, would provide urgent protections to LGBT people. Other proposals, like State Senator Bill Brady's attempt to amend the Human Rights Act, would gut crucial nondiscrimination provisions from the State's most fundamental human rights culture.

**HB 1188** WOULD PROHIBIT CEMETERIES FROM DENYING BURIAL SPACE TO ANY PERSON BECAUSE OF RACE, CREED, MARITAL STATUS, SEX, NATIONAL ORIGIN, SEXUAL ORIENTATION, OR COLOR. *THIS BILL PASSED BOTH CHAMBERS OF THE GENERAL ASSEMBLY AND WAS SIGNED INTO LAW BY GOVERNOR QUINN ON JANUARY 15, 2010.*

**ILLINOIS RELIGIOUS FREEDOM PROTECTION AND CIVIL UNION ACT** WOULD CREATE CIVIL UNIONS FOR SAME-SEX AND OPPOSITE-COUPLES IN ILLINOIS. THIS ACT WOULD PROVIDE THAT A PARTY TO A CIVIL UNION SHALL BE ENTITLED TO THE SAME LEGAL OBLIGATIONS, RESPONSIBILITIES, PROTECTIONS, AND BENEFITS AFFORDED OR RECOGNIZED BY THE LAW OF ILLINOIS TO SPOUSES. *THIS BILL PASSED BOTH CHAMBERS OF THE GENERAL ASSEMBLY AND IS AWAITING THE GOVERNOR'S SIGNATURE.*

**HB 4857** WOULD AMEND THE CHICAGO TEACHER ARTICLE OF THE ILLINOIS PENSION CODE TO ALLOW A DESIGNATED DOMESTIC PARTNER TO QUALIFY AS A SURVIVING SPOUSE FOR PURPOSES OF SURVIVOR AND DEATH BENEFITS.

**ILLINOIS HUMAN RIGHTS ACT AMENDMENT [HB 5234]** WOULD PROHIBIT SEXUAL HARRASSMENT IN HIGHER EDUCATION, IN ELEMENTARY AND SECONDARY SCHOOLS. *THIS BILL PASSED BOTH CHAMBERS OF THE GENERAL ASSEMBLY AND WAS SIGNED INTO LAW BY GOVERNOR QUINN ON JULY 27, 2010.*

**ILLINOIS MARRIAGE AND DISSOLUTION OF MARRIAGE ACT AMENDMENT [HB 5369]** WOULD AFFIRM THE "BEST INTEREST OF THE CHILD" STANDARD IN CHILD CUSTODY CASES, BY PROVIDING THAT A CHILD CUSTODY PROCEEDING MAY BE COMMENCED BY A PERSON WHO PROVIDES "KINSHIP CARE" WHEN IT IS IN THE BEST INTEREST OF THE CHILD TO LIVE WITH HIM OR HER, IF THE PERSON IS THE "DE FACTO CUSTODIAN" OF THE CHILD.

**HB 5835** WOULD CRIMINALIZE THE USE OF A HATE SYMBOL TO INTIMIDATE OR HARASS ANY OTHER PERSON OR GROUP OF PERSONS BASED ON RELIGION, NATIONAL ORIGIN, CITIZENSHIP STATUS, COLOR, RACE, SEX, SEXUAL ORIENTATION, PHYSICAL DISABILITY, OR MENTAL DISABILITY.

**EQUAL MARRIAGE ACT [SB 2468]** WOULD PROVIDE SAME-SEX COUPLES THE OPPORTUNITY TO OBTAIN THE SAME BENEFITS, PROTECTIONS, AND RESPONSIBILITIES AFFORDED BY THE LAWS OF ILLINOIS TO PARTIES TO A CIVIL MARRIAGE.

**SB 2822** WOULD AMEND THE ILLINOIS PENSION CODE TO ALLOW A DESIGNATED DOMESTIC PARTNER TO QUALIFY AS A SURVIVING SPOUSE FOR PURPOSES OF SURVIVOR AND DEATH BENEFITS.

**PREVENT SCHOOL VIOLENCE ACT [SB 3266]** WOULD SPECIFICALLY INCLUDE SEXUAL ORIENTATION AND GENDER IDENTITY AS COVERED PROVISIONS IN THE ANTI-BULLYING STATUTE. *THIS BILL PASSED BOTH CHAMBERS OF THE GENERAL ASSEMBLY AND WAS SIGNED INTO LAW BY GOVERNOR QUINN ON JUNE 27, 2010.*

**HARASSING AND OBSCENE COMMUNICATIONS ACT AMENDMENT [SB 3359]** WOULD PROHIBIT CYBER-BULLYING TARGETED AT MEMBERS OF NUMEROUS CATEGORIES, INCLUDING ACTUAL OR PERCEIVED SEXUAL ORIENTATION OR GENDER IDENTITY.

**ILLINOIS HUMAN RIGHTS ACT, EMPLOYMENT ARTICLE AMENDMENT [SB 3447]** THIS BILL WOULD GUT THE ILLINOIS HUMAN RIGHTS ACT'S PROTECTIONS FROM DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY BY EXEMPTING RELIGIOUS ORGANIZATIONS AND CERTAIN NONPROFIT INSTITUTIONS FROM COMPLYING WITH WORKPLACE NON-DISCRIMINATION LAWS.

**ILLINOIS SENATE JOINT RESOLUTION CONSTITUTIONAL AMENDMENT 95** THIS RESOLUTION WOULD PROPOSE TO AMEND THE ILLINOIS CONSTITUTION TO PROVIDE THAT A MARRIAGE CAN ONLY BE BETWEEN ONE MAN AND ONE WOMAN. THIS PROPOSED REVISION TO THE CONSTITUTION WENT EVEN FURTHER, BY ADDING THAT CIVIL UNIONS, DOMESTIC PARTNERSHIPS, OR OTHER SIMILAR RECOGNITIONS OF SAME-SEX RELATIONSHIPS SHALL NOT BE VALID OR RECOGNIZED AT ALL IN ILLINOIS.

EQILFY2010

## DEFENDING THE HUMAN RIGHTS ACT

In February, State Senator Bill Brady proposed a bill (SB3477) intended to gut some protections of the Illinois Human Rights Act, which currently prohibits discrimination on the basis of sexual orientation and gender identity.

The bill could carve out exceptions to the existing and very effective non-discrimination law, allowing certain employers and tax-exempt organizations to discriminate against Illinoisans on the basis of sexual orientation, gender identity, or religion. The proposal was assigned to Judiciary Committee, which promptly scheduled a hearing.

Equality Illinois was the first to sound the alarm that the non-discrimination law was in danger and launched a forceful defense of the Human Rights Act in Springfield and across Illinois. We organized our supporters across the State to make their voices heard. Thousands of you participated in our call to action: by calling or emailing State Senators, by spreading our action alerts, by contributing to our advocacy efforts, and in many other ways.

The response was fast and effective. Thanks to the joint efforts of Equality Illinois, our allies, and supporters of LGBT equality across the entire State, SB3447 died without passing out of committee.

“**LESBIAN AND GAY COUPLES SHOULD BE GETTING THE SAME RIGHTS AS ME AND MY HUSBAND...**”

## ADVANCING MARRIAGE EQUALITY

On October 1, 2009, we stood shoulder to shoulder with State Senator Heather Steans as the Senator introduced the Equal Marriage Act in the State Senate. "Lesbian and gay couples should be getting the same rights as me and my husband," Senator Steans said in introducing the bill.

We believe that this is about a civil right, plain and simple. A state that has a civil institution of marriage with its plethora of benefits, rights and responsibilities cannot exclude from that institution an entire class of citizens.

Not all State Senators, however, believe that it is time for full equality in the Land of Lincoln. In a despicable attempt to shore up his conservative base for his gubernatorial contest, State Senator Bill Brady pushed for a Constitutional Amendment that would revise the state constitution to prohibit any recognition of same-sex relationships in Illinois.

Equality Illinois and our allies from across the State succeeded in fighting against this ill-conceived amendment. However, the proposed Equal Marriage Act also died in the State Senate for the time being.

Equality Illinois is committed to securing marriage equality for same-sex couples in our State. Learn more about our current work at [www.EqualityIllinois.org](http://www.EqualityIllinois.org).



EQILFY2010

## AN INTERVIEW WITH EXECUTIVE DIRECTOR OF ILLINOIS SAFE SCHOOLS ALLIANCE SHANNON SULLIVAN

*In 2010, Governor Quinn signed the Prevent School Violence Act (aka Safe Schools Act), landmark legislation that provides necessary protections against bullying and other forms of harassment for youth in Illinois. Equality Illinois is proud to have partnered with Illinois Safe Schools Alliance and other groups to make this legislation a reality. Shannon Sullivan, Executive Director of Illinois Safe Schools Alliance, shares her thoughts on the Prevent School Violence Act.*

**EQIL:** Why did you get involved with the Safe Schools Alliance?

**Shannon Sullivan:** I was hired by the Coalition for Education on Sexual Orientation (CESO) as a Project Director on a federal grant evaluating the impact of working with schools to address sexual orientation and gender identity. During the time I was leading the work on that grant, I became involved with GLSEN Chicago. CESO and GLSEN Chicago worked in partnership for a few years before deciding to officially join forces and become the Illinois Safe Schools Alliance. I have stayed in the work for the past seven years because I'm honored to have the opportunity to participate in creating real change in schools that benefits every member of the school community.

**EQIL:** What challenges did you encounter leading up to the passage of the Prevent School Violence Act?

**Shannon Sullivan:** We started grassroots organizing efforts across the State in 2006 to build youth-adult partnerships to both lead local LGBTQ safe schools efforts and to garner support in advance of the Act being proposed in the legislature. During the same time period, we coalesced a broad-based group of organizational and individual supporters in order to draft the legislation, locate sponsors, and create an action plan for moving the legislation forward. We consulted with experts nationally and also discussed and learned a lot from other groups impacted by the legislation like disability rights, racial justice, etc.

The main challenge legislatively was, of course, organized opposition from religious conservative groups like the Concerned Christians. Although we also had to compromise our ideal language, we were able to push through the substantive parts of the bill, like the specific enumerations of sexual orientation and gender identity. Our youth gave powerful testimony in support of the bill.

**EQIL:** What surprises did you encounter during the process?

**Shannon Sullivan:** We had been prepared for a lot of opposition to the bill in the House Education Committee. Tiera, a young person from Peoria was brave enough to give her personal story and testimony in support of the bill - there were adults in the room in tears when she finished. After that, the Committee passed it on to the full House where it passed unanimously!

**EQIL:** Why do you feel this legislation is so important to Illinoisans?

**Shannon Sullivan:** This is the first time bullying is defined in Illinois state law. Previously, we mandated school districts to have anti-bullying policies without describing for them what bullying is! Further, listing the categories of students particularly vulnerable to bullying is critical to ensuring schools address issues that can be seen as controversial and so are seen as easier to avoid than address. Sexual orientation and gender identity certainly fall into that category, even though they are the second- and third-most common reasons Illinois high-school students report being targeted for bullying.

**EQIL:** What effects and influences do you see the Prevent School Violence Act having on our communities?

**Shannon Sullivan:** The list of enumerated categories is very important, especially as it gets translated into policies at the school and district levels. At the Alliance, we find that schools often ignore sexual orientation and gender identity until they are expressly included as protected categories. As we work toward implementing the law in schools across Illinois, we also look forward to continuing the conversation about how to transform schools into respectful and nurturing spaces for all students whether or not they may be perpetrating bullying behaviors, witnessing or being targeted by bullying behaviors.

**EQIL:** Why was it important to work on passage of this law in coalition with partner organizations, such as Equality Illinois?

**Shannon Sullivan:** Ultimately, our Prevent School Violence Illinois coalition in support of the legislation that grew to over 70 organizational members. It was very important to demonstrate a broad base of support both within and beyond the LGBT community.



# EQIL FY2010 CAPITOL CLUB MEMBERS

## **BENEFACTOR**

Mark Cozzi  
Jeremy Davis & Mario Sullivan  
Fred Eychaner  
Daniel Polzin

## **PRINCIPAL**

Craig Andree & Frank Quinn  
Karen Dixon & Dr. Nan Schaffer  
Gabriel Fontes & Grant Gochnauer

## **LEADER**

Robert Brumbaugh  
David Cooley  
Heidi Grathouse & Laura Ricketts  
Arthur Johnston & Jose Pena  
Charles Morcom  
Chris Olofson  
J.N. Pritzker

## **SUSTAINER**

Yvette Chavez & Lisa Gershenson  
Jon Thomas Foley & Jeffrey Grinspoon  
Michael Fruchter  
Jeremy Gottschalk  
Philip Hannema  
Scott Johnson & Gary Metzner  
James LoBianco  
Jennifer Rule & Christy Webber  
Peter Tortorello & Robert Wolf

## **ACTIVIST**

Rev. Ralph Adams & George Poszywak  
Milo Aguilar & Tom Meier  
James Alexander & Curtis Drayer  
Whitney Allen & John Whitehurst  
Bryan Anderson & Allen Gustin, Jr.  
Charles Austin & Stuart Whitman  
Brad Ballast  
Barb Bancroft  
John Becvar & Jim Walsh  
James Brewster & Robert Satawake  
Barry Brunetti & Robert Neubert  
Thomas Burroughs & Lawrence Tanner  
David Caplan & Robert Macko  
Kay Carter & June Donka  
Char & John Cepek  
Hon. Thomas Chiola (Retired) & Drew Jemilo  
Sue Connolly & Han Vo  
Alexander deHilster & Michael Jefvert  
Jim Downey & Loren Eade  
Alan Eaks & Alberto Senior  
Jamal Edwards

Claude Foreit  
Daniel & Jacqueline Frett  
Dalila Fridi & Elizabeth McKnight  
J. Richard Gallagher, M.D. & Clifford Kaiser  
Chris Gawart  
John Geary & Charles Middleton  
Dr. Randy Georgemiller & Nico Gozal  
Jason Gosnell & Jason Roberts  
Theodore Grady  
Stephen & Mary Jo Herseth  
Zachary Huelsing & Jonathan Lehman  
Robert Kohl & Clark Pellett  
David Kovy  
Laura Lee Larson, Ed. D.  
Don McDevitt & Al Torrence  
Michael Mitsoglou & Christopher Pare  
Carlos Mock, M.D. & Bill Rattan  
Seamas O'Driscoll, M.D.  
Arthur Ostry  
Jason Perry & Arief Pribadi  
Dave Samber & Darrell Windle  
Joseph Schroeder & Allan Tenorio  
Eric Siemers & Kyle Spainhour  
Catherine & Linda Sikora  
Thomas Thorne-Thomsen  
Hon. Thomas Tunney  
Michael Weaver

## **ADVOCATE**

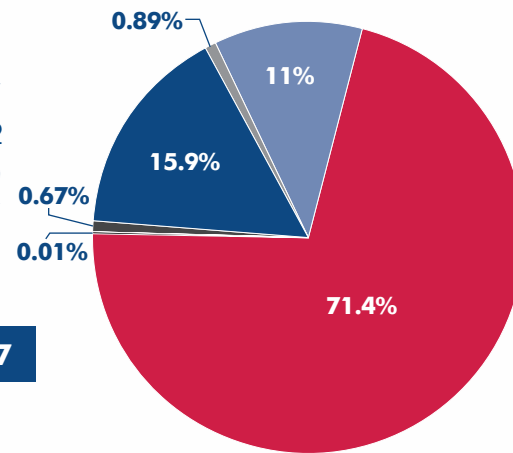
Rob Abernathy & Peter Vamvakas  
Clyde E. Banks  
Zoe Allen & Bethany Cook  
Austin Baidas  
Fran Bailey & Mary Kaye Buettgen  
James Bailey  
Christin Baker & Hon. Deborah Mell  
Bradley Balof  
Mark Barnes & Deb Koenig  
Cesar Barradas & Steven Bruehl  
Bernard Bartilad & Michael Herman  
Paula Basta & Terri Worman  
Lisa Bekier & Mary Trew  
James Bennett & Terry Vanden Hoek  
Andrew Bigelow & Brian Lighty  
Hon. William Borah  
Kristina Broderick  
Jerry Burgdoerfer  
Philip Burgess & James Nutter  
Helena Bushong  
Jason Chau & Matthew Griffin  
Bernard Cherkasov & Danny Cohen  
John Chester  
Hon. Rocco Claps

## **ADVOCATE (CONTINUED)**

Jeff Clark & Kurt Dahl  
Robert Cohn  
Duane Cole & Joseph Powers  
Nancy Coleman & Ticia Smith  
Fred Cooper  
Nancy Crutcher & Lynn Moosman  
Randy D'Agostino & Charles Hyde  
Kevin Davey  
Nicholas Dehnert  
Janine Dettbarn  
Daniel L. Dever  
Brian Donlan  
Brian Dove  
Ira Dym & Ryan Endress  
Clyde Ebanks  
Walter Eppich  
Marshall Erb & Todd Hatoff  
William Toby Eveland  
Brett Farris  
C. Douglas Ferguson  
Christopher Fleck  
William Forrest & Mark Smithe  
William J. Fraher  
David Frank  
Quincy Fuller & Kelly Jones  
Hon. Bridget Gainer  
Larry Giddings & Gerald Notario, M.D.  
Mark Glafka  
Mary Beth Glotzbach & Barbara Rosen  
Jerry Glover  
Vernita Gray  
Samuel Griffin & Brian Mattson  
Jerome Guillen  
Lee Guzik  
Todd Hatoff  
David Hall & Michael Nugent  
William Hall & Rev. Kevin Tindell  
Anthony Hand  
Lori Hannigan & Roseann Mireles  
Kevin Hauswith & Matthew Lew  
Kelly Hensen & Linda Pael  
Dean Hobart  
Laura Hool  
Tim Imse & David Rittof  
Kevin H. Jackson  
Scott Johnson  
Randolph Johnston  
Dennis Kane  
Christina Kahrl & Charley Wanamaker  
Ralph W. Kennedy  
Douglas Kershner  
Daniel Kirk & Brian Wolff  
Ray Koenig & Johnny Song  
John Larson  
Adam Larson & Kevin Mork  
Elizabeth Lassner  
June LaTrobe  
Eric Ledbetter  
Robert Levels

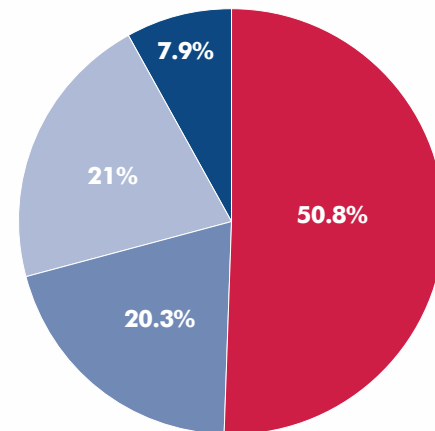
Robert Levels  
Jeffrey Lewis  
Harlene Liss  
Damon MarquisWes Mason & Steve Schmeidl  
Terrence McBride  
Carl McDowell & Don Nowotny  
Kevin McGirr  
Hon. Mike McHale  
Michael McNamara & Kevin Putz  
Ellen Meyers & Elena Yatzeck  
Dirk Mol & Jerry Wray  
Steve Monaghan & Jacob Trzaskos  
Kevin & Tonya Wilkes Moore  
Adam Larson & Kevin Mork  
Mary Morten & Willa Taylor  
David & Lee Neubecker  
Carl McDowell & Don Nowotny  
Thomas O'Connell & Bryan Portman  
Peter Olson & Howard Suskin  
Matthew O'Maley  
Brian & Linda Parduhn  
Arthur Paris  
John Parro & Jerry Teske  
Amy Pieper  
Jason Pierce  
David Prindable  
William Pry  
William Radler  
Julia Rahn & Nancy Schmidt  
Dane Rausch & Daniel Sproull  
Alan & Irene Redman  
Carl Rice  
John Schmidt  
Karen Sewell  
Hon. Debra Shore  
Michael Simmons  
Marc Singer  
Leonard Sobczak  
Rusty Sproat  
Paul Steinke  
Stephen Swedlow  
James & Mary Trussell  
Frank Vilella  
Paul D. Wadler, Ph.D.  
Laurie Weisberg  
David Wells, Jr.  
Mark Wheeler  
Ed Wierman  
Coety Wyse

INDIVIDUAL CONTRIBUTIONS (NON-EVENT)	\$153,877
CORPORATE CONTRIBUTIONS (NON-EVENT)	\$ 8,552
FOUNDATIONS & TRUSTS	\$107,000
SPECIAL EVENTS	\$691,747
INVESTMENT INCOME	\$ 697
OTHER REVENUES	\$ 6,524
<b>TOTAL REVENUES</b>	<b>\$968,397</b>



**EQ IL** **EQILFY2010**  
FISCAL YEAR 2010  
**COMBINED FINANCIAL STATEMENT**

PROGRAMS & EDUCATION	\$476,667
ADMINISTRATION	\$190,411
SPECIAL EVENTS	\$196,809
FUNDRAISING	\$ 74,303
<b>TOTAL EXPENSES</b>	<b>\$938,190</b>



The numbers represent the audited combined figures for Equality Illinois and Equality Illinois Education Project. Please contact Joey McDonald, Operations Manager, at 773-477-7173 or jmcDonald@eqil.org if you wish to request a copy of our Independent Auditor's Report.

**EQILFY2010**  
**CORPORATE PARTNERS, FOUNDATIONS & IN-KIND DONORS**

**CORPORATE PARTNERS**

Allen Brothers  
AT&T  
Bank of America  
Boi Magazine  
Chicago Free Press  
ChicagoPride.com  
Clark Hill PLC  
Coors Light  
Gay Chicago Magazine  
Grab Magazine  
Harris Bank  
Hilton Chicago  
J&L Catering  
Kirkland & Ellis LLP  
MillerCoors  
Miller Lite  
Motorola  
MTMChicago.com  
Neal Gerberg Eisenberg  
Omnibus  
Out & About Illinois  
Sidetrack  
Skadden  
Supergurl Images  
Toolbox, Inc.  
Walgreens  
Windy City Media Group  
Wirtz Beverage Illinois

**FOUNDATIONS**

The Elizabeth Morse Charitable Trust  
Gill Foundation  
Lifeboat Foundation  
PFLAG Northern Illinois Council  
State Equality Fund

**IN-KIND DONORS**

101.9FM, the MIX  
A Better Tan  
About Face Theatre  
Absolut  
Allen Brothers  
Ann Sather Restaurants  
Anthony Michael Interior Design, LTD  
Arranged by Erin  
Bark Bark Club Pet Salon  
Barry Regent Cleaners  
Belmont Dental Care, PC  
Bespoke Cuisine  
Big Chicks

Big Jones  
Bikram Yoga Andersonville  
Bloomingdale's Home & Furniture  
Bob Chin's Crab House  
Boi Magazine  
Bonaventure House - Alexian Brothers  
AIDS Ministry  
Bon-Ton Department Stores  
Broadway Antique Market  
Broadway Cares, Equity Fights AIDS  
Broadway in Chicago  
Buca di Beppo  
Buzz Café  
Campit Outdoor Resort  
Campus Marketing Specialists  
Catering by Michael's  
Cedar Hills Campgrounds  
Center of Creative Dance  
Center on Halsted  
Charlie's Ale House  
Cheston House  
Chicago A Cappella  
Chicago Aquarium Company  
Chicago Architecture Foundation  
Chicago Cubs  
Chicago Dog Walkers, Inc.  
Chicago Dramatists  
Chicago Free Press  
Chicago Police Department, 23rd District  
ChicagoPride.com  
Chicago White Sox  
Chicago Wolves  
Chicago Zoological Society  
Christy Webber Landscapes  
Chuck Goes  
Club Lucky  
Comedy Sportz Theatre  
Continuum Studio  
Court Theatre  
Crabby Abbey Baby and Kids  
Crew Bar and Grill  
Dana Hotel and Spa  
David A. Wells & Associates, P.C.  
Da Vinci Group  
Dan Dever  
digital interplay  
Dr. Memar, THE STORE  
Dramatists' Workshop  
early to bed  
East Bank Club  
eta Creative Arts Foundation  
Farmers' Guest House & Annie Lloyd Cottage

Gail Fetman  
FIJI Water  
Fireside Restaurant  
Fitness Formula Clubs  
Flo space, Inc.  
Francesca's Bryn Mawr  
Frank Event Design  
Frank Lloyd Wright Preservation Trust  
Gay Chicago Magazine  
Gene Siskel Film Center  
Gethsemane Garden Center  
Glasses, Ltd.  
Glessner House Museum  
Jeremy Gottschalk  
Grab Magazine  
Grand Resort and Spa  
Hearty Restaurant  
Heidi Grathouse & Laura Ricketts  
Green's Nails and Massage Salon  
Gutrich Chiropractic, Inc  
Halsted's  
Hamburger Mary's Chicago  
HB Home Bistro  
Hilton Chicago  
Hogs & Honeys Bar  
House Theatre of Chicago  
Hyde Park Art Studio  
Improv Comedy  
In Fine Spirits  
In Good Company  
Interior Effects, Inc.  
International Mr. Leather  
io Comedy Theatre  
J & L Catering  
Jackhammer  
Riley Johnson  
Art Johnston  
Lori Julian  
Kane County Cougars  
Kent Cellars  
Kids Portraits by Picasso  
Kincade's  
Kit Kat Lounge  
Matt Krol  
Lambda Legal  
Las Mañanitas  
Leather Archives and Museum  
Leona's on Sheffield  
Lettuce Entertain You Restaurants  
Ferdinand Libunao  
Light Opera Works  
Lou Malnati's  
Lucky Strike Chicago

The listings reflect contributions during the 2010 fiscal year. We apologize for any inadvertent omission in this report - we love all of our supporters.

**IN-KIND (CONTINUED)**

MAC Cosmetics  
 Macky Milgram  
 Marc Milgram  
 Mark Brown Photography  
 Marriott Theatre at Lincolnshire  
 Materville Studios  
 Matthew Lew Fine Art  
 Don McDevitt & Al Torrence  
 Melrose Restaurant  
 Metromix  
 Marc Milgram  
 MillerCoors  
 Minibar  
 Monastero's Ristorante  
 Motorola  
 Bob Moyson  
 Mr. International Rubber  
 MTMChicago.com  
 Museum of Contemporary Art  
 Museum of Contemporary Photography  
 Music of the Baroque  
 Nail Bar  
 Nelson Funeral Home  
 Neo-Futurists  
 Next Theatre Company  
 Nolan Studios  
 Nookies Restaurants  
 Northalsted Business Alliance  
 Northlight Theatre  
 Susan O'Dell  
 Omnibus  
 Orbitz  
 Out & About Illinois  
 Outreach Kane County Cougars  
 Eric Paige  
 Paragon Promotions  
 Pastoral  
 Peace School  
 Peninsula Chicago  
 Pilates Chicago  
 Pink Magazine  
 Polo Café & Catering,  
 Bridgeport Bed & Breakfast  
 Potbelly Sandwich Works  
 Progressive Chiropractic  
 Progressive Resistance Personal Training  
 PRP Wine International  
 Quad's Gym  
 Quaker Oats  
 Quarles & Brady LLP  
 Queerly Wed  
 Randolph Wine Cellars & Tasting Room  
 Raven Theatre Company  
 Raw Bar  
 Raw Candles  
 ReAlign Chiropractic  
 Redhead Piano Bar  
 Ritz-Carlton Chicago  
 River North Dance Co

Robert John Russo Gallery  
 Robert Sierzega & Associates  
 Robert V. Sierzega & Ass. Ltd  
 Roosevelt University: Office of  
 Communication  
 Roscoe's Tavern  
 Rosebud Restaurants  
 Royal George Theatre  
 RSM Images  
 Sandbar Industries  
 Sara Lee Corporation  
 Saugatuck Coffee Company  
 Scarlet Bar  
 Scrub Your Pup  
 Second City  
 Sepia Restaurant  
 Service is Us, Inc.  
 Shake, Rattle & Read/Book Box  
 Shedd Aquarium  
 Sidetrack  
 Sidney Frank Importing, Co.  
 Cathy Sikora  
 Six Flags Great America  
 Skinstinct for Men & Women  
 Southwest Airlines  
 Specialty Video  
 Starbelly Studios  
 Mario Stamas  
 Steamworks  
 Stitch  
 Stone City International Marble  
 Studio Within  
 Sugar Run Homes  
 Sutton Studios  
 Sweiss Group, LLC  
 Mia Tavola  
 Terry's Toffee, Inc  
 The Bagel, Restaurant & Deli  
 Theatre Building Chicago  
 This Charming Candy  
 Thodos Dance Chicago  
 TimeLine Theatre Company  
 Touche'  
 Trim  
 Tweet, let's eat  
 Unabridged Bookstore  
 Vedder Price  
 Via Veneto Ristorante  
 Waxman Candles  
 Laurie Weisberg  
 Whole Foods  
 Wilde Bar & Restaurant  
 William Ferris Chorale  
 Windy City Media Group  
 Wine Styles  
 Wirtz Beverage Illinois  
 Women & Children First  
 Writers' Theatre  
 WSG, Wired Sales Group  
 Yoshi's Cafe

Zanies  
 Zipcar

# EQILFY2010

## 2010 EQUALITY ILLINOIS

### STAFF & BOARD OF DIRECTORS

**STAFF**

**BERNARD CHERKASOV**  
 CHIEF EXECUTIVE OFFICER

**CAROLINE STAERK**  
 DIRECTOR OF FIELD PROGRAMS

**JOEY MCDONALD**  
 OPERATIONS MANAGER

**KEVIN J MORK**  
 DEVELOPMENT ASSOCIATE

**JOY M CONKLIN**  
 BOOKKEEPER

**BILL TRUDE**  
 ADMINISTRATIVE ASSISTANT

**BOARD OF DIRECTORS**

**JEREMY H GOTTSCHALK**  
 PRESIDENT

**DALILA FRIDI**  
 1ST VICE PRESIDENT

**CATHERINE SIKORA**  
 2ND VICE PRESIDENT

**JOHN PARRO**  
 SECRETARY

**MICHAEL JEFVERT**  
 TREASURER

**ROCCO CLAPS**  
**MARK COZZI**  
**DANIEL L DEVER**  
**TOBY EVELAND**  
**GRANT GOCHNAUER**  
**VERNITA GRAY**  
**WILLIAM H HALL**  
**KEVIN HAUSWIRTH**  
**STEPHEN S HERSETH**  
**ART JOHNSTON**  
**CHRISTINA KAHRL**  
**TONYA WILKES MOORE**  
**ALBERTO SENIOR**  
**MIKE SIMMONS**  
**KYLIE SPAINHOUR**  
**JOHNNY SONG**  
**LAURIE WEISBERG**  
**COETY WYSE**