



**Minnesota Lavender Bar Association's  
20<sup>th</sup> Annual Conference**  
Friday, February 5<sup>th</sup>, 2021  
Virtually hosted by West LegalEdcenter

**Conference Agenda**

<b>9:30 – 11:00</b>	<p><b>Welcome and Keynote Speaker</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Bostock and Beyond: The Landmark Decision and the Future of LGBTQ+ Advocacy</a> Taylor Brown</li> </ul>
<b>11:00 – 11:15</b>	<b>Break</b>
<b>11:15 – 12:30</b>	<p><b>Panel</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Building Inclusive Schools: A Case Study of the Landmark <i>N.H. v. Anoka-Hennepin</i> Decision</a> Jess Braverman, Irina Vaynerman, David Aron, moderated by Charlie O'Meara</li> </ul>
<b>12:30 – 1:00</b>	<b>Lunch</b>
<b>1:00 – 2:00</b>	<p><b>Choose one Breakout Session:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Protecting Transgender Minnesotans: Confidentiality in the Name Change Process**</a> Nicole J. Schladt and Charlie O'Meara</li> <li>• <a href="#">A Primer on Estate Planning for the LGBTQ+ Community</a> Tessa Mielke and Andrew Benson</li> </ul>
<b>2:00 – 2:10</b>	<b>Break</b>
<b>2:10 – 3:10</b>	<p><b>Choose one Breakout Session:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Love Has No Borders</a> Gloria Contreras Edin and Ali Kraemer</li> <li>• <a href="#">Adoption, Assisted Reproduction, and Family Formation in the LGBT Community</a> Gary Debele</li> </ul>
<b>3:10 – 3:20</b>	<b>Break</b>
<b>3:20 – 4:20</b>	<p><b>Choose one Breakout Session:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Reproductive Rights are LGBT Rights**</a> Jess Braverman and Erin Maye Quade</li> <li>• <a href="#">What's Happening with Gender Protection Under the Affordable Care Act?</a> Kathi Wright</li> </ul>
<b>4:20 – 4:30</b>	<b>Closing Remarks</b>

\*\*Elimination of Bias Credits

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## Program Descriptions

**Keynote Title:** *Bostock and Beyond: The Landmark Decision and the Future of LGBTQ+ Advocacy*

**Presenter:** Taylor Brown

**Credit Type:** 1.5 Standard Credits

**Short Description:** This keynote address will discuss the Supreme Court's 2020 landmark decisions in *Bostock*, *Zarda* and *Stephens*, and the path leading to its decision. The address will further dive into implications for some of the most pressing issues in LGBTQ+ Civil Rights Advocacy.

**Long Description:** This presentation will discuss the Supreme Court's 2020 landmark decisions in *Bostock*, *Zarda* and *Stephens*, and the path leading to its decision. The address will further dive into implications for some of the most pressing issues in LGBTQ+ Civil Rights Advocacy.

After a tumultuous four years under the Trump Administration, the beginning of the Biden Administration and the landmark decision in *Bostock v. Clayton County, Ga.*, this presentation will survey the landscape of LGBTQ+ civil rights and liberties. Attendees will be guided through the contours of the *Bostock* decision and its impact on the meaning of "on the basis of sex". Further, attendees will learn about the implications for LGBTQ civil rights in employment, healthcare, public education, public accommodations, etc. Finally, attendees will learn about the threats to LGBTQ+ civil rights and what the Movement anticipates in the coming years and during the Biden Administration.

**Presenter Bio:** Taylor Brown (she/her) is a Staff Attorney in the Lesbian, Gay, Bisexual, Transgender and HIV ("LGBT") Project at the National Headquarters of the American Civil Liberties Union ("ACLU") in New York City. Taylor litigates civil rights lawsuits nationally, to defend and expand the civil rights and liberties of LGBTQ+ people and all people living with HIV. Taylor is also actively engaged in federal and state policy advocacy and community engagement.

Taylor is also actively engaged in federal and state policy advocacy and community engagement. She is a proud first-generation college student and first-generation law student. Taylor is an openly black transgender woman. Taylor survived violence related to her transgender status, poverty, housing instability, her father's incarceration and healthcare discrimination, to become a leader in the newest wave of the fight for the full recognition of civil rights and liberties for LGBTQ+ people and people living with HIV.

**Panel Title:** *Building Inclusive Schools: A Case Study of the Landmark N.H. v. Anoka-Hennepin Decision*

**Presenters:** Jess Braverman, Irina Vaynerman, David Aron, moderated by Charlie O'Meara

**Credit Type:** 1 Standard Credit

**Short Description:** Moderator Charlie O'Meara will facilitate a discussion with panelists Jess Braverman, Irina Vaynerman, and David Aron about the landmark *N.H. v. Anoka-Hennepin School District* case, which ruled that Minnesota schools must allow all students to use locker rooms consistent with their gender identity.

**Long Description:** On September 28, 2020, the Minnesota Court of Appeals issued its landmark decision in *N.H. v. Anoka-Hennepin School District No. 11*, 950 N.W. 3d 553 (Minn. App. 2020), which ruled that Minnesota schools must allow students to use locker rooms consistent with their gender identity. According to the case's undisputed facts, N.H. had used the boys locker room at Coon Rapids Senior High School without issue after he joined the boys swim team during the 2015-2016 school year. The following year, the school district required him to use an entirely separate and segregated locker room and threatened to discipline him if he used the "wrong" room.

N.H., represented by Gender Justice, the ACLU, and Stinson Leonard Street, filed suit against the Anoka-Hennepin School District alleging that the district violated the Minnesota Human Rights Act, which prohibits gender identity discrimination. The Minnesota Department of Human Rights joined the lawsuit as a co-plaintiff. The court held that students have a right to use a locker room that aligns with their gender identity under the Minnesota Human Rights Act and the Equal Protection Clause of the Minnesota Constitution.

This panel will explore the legal significance and breadth of the N.H. opinion. They will share an overview of the case, an analysis of the court's opinion, and the impact it will have on attorneys, schools, and Minnesota's students. The panelists will end their discussion by noting significant LGBTQ cases moving forward in Minnesota and across the country, and will take questions from the audience.

#### **Presenter Bios:**

**Jess Braverman** is the Legal Director at Gender Justice. Jess came to Gender Justice from the Hennepin County Public Defender's office. After representing hundreds of clients in felony matters in the Fourth District, she spearheaded the office's Special Litigation Unit, where she focused on racial profiling in policing. Jess attended NYU Law School, where she was an Arthur Garfield Hays Civil Liberties Fellow with a focus on LGBTQ rights. After graduating, Jess worked at the Legal Aid Society's Juvenile Rights Project, representing young people in delinquency and child protection cases in Brooklyn, New York.

**Irina Vaynerman** is the Deputy Commissioner of the Minnesota Department of Human Rights. Irina has experience working in a variety of civil rights organizations across the country, focusing on racial justice, LGBTQ rights, and immigrant rights. She is proud to call Minnesota her home.

Irina has worked with several nonprofits, and was an attorney with a civil rights law firm in Detroit, Michigan, where she litigated statutory and constitutional anti-discrimination claims. Most recently, Irina was an attorney at Faegre Baker Daniels, LLP in Minneapolis, Minnesota. She is a graduate of Harvard University and Yale Law School. After graduating from law school, Irina served as a federal law clerk for the U.S. District Court, District of Minnesota and the United States Court of Appeals for the Eighth Circuit.

**David Aron** is General Counsel at Education Minnesota, where he advises the leadership of the organization and oversees legal services for the union's 86,000 members, who work in early childhood, K-12, and higher education. In addition to representing members in labor, employment, and other civil matters, Education Minnesota's legal department provides training to its members on a variety of labor, employment, education and civil rights issues and frequently submits amicus curiae briefs on these topics. Aron is a graduate of Bowdoin College (B.A.) Brooklyn College (M.A. in Teaching) and the University of Minnesota Law School.

**Charlie O'Meara** (he/him/his) is a 3L at the University of Minnesota Law School. He currently serves as Legal Services Director of UMN OutLaw and on the MLBA Board of Directors. Charlie's passion for disability justice, mental health, and accessibility led him to co-found the Minnesota Accessibility Coalition, the law school's disability affinity group.

Charlie is interested in civil litigation, with a focus on civil rights and consumer protection. As a 2L, he helped craft a class action lawsuit in the UMN Law Consumer Protection Clinic. He also organized and facilitated a name change clinic hosted by UMN OutLaw and Robins Kaplan. Charlie will compete in the Thurgood Marshall Moot Court Competition this spring. He was appointed to the competition team after winning both best oralist and second-best brief in the 2020 Maynard Pirsig Moot Court tournament. Charlie enjoys teaching his 1L Legal Writing students crucial research, writing, and oral advocacy skills in his role as a Legal Writing Student Instructor.

Charlie received his B.A. in Sociology from Grinnell College in 2017 and will receive his J.D. from the University of Minnesota Law School in 2021.

## Breakout Sessions

### Title: Protecting Transgender Minnesotans: Confidentiality in the Name Change Process

**Presenters:** Nicole Schladt and Charlie O'Meara

**Credit Type:** 1 Elimination of Bias Credit

**Short Description:** Join Nicole Schladt and Charlie O'Meara as they discuss their shared journey toward obtaining Charlie's confidential name change in Hennepin County. Along the way, Nicole and Charlie will provide information about making a motion for confidentiality, particularly in name change cases where vulnerable members of our community may be at risk of future "outing" or other forms of anti-LGBTQ+ violence.

**Long Description:** Many LGBTQ+ people seek name and/or gender marker changes from the American court system each year. However, not everyone realizes that their personal information may not remain confidential throughout the legal process.

Nicole Schladt, a queer civil rights attorney and former Judicial Law Clerk, and Charlie O'Meara, a transgender University of Minnesota law student, will explore their shared journey toward obtaining Charlie's confidential name change in Hennepin County. Along the way, Nicole and Charlie will provide information about making a motion for confidentiality, particularly in name change cases where vulnerable members of our community may be at risk of future "outing" or other forms of anti-LGBTQ+ violence.

Drawing on other states' name change processes, Nicole and Charlie will also suggest ways in which Minnesota might provide confidential name and/or gender-marker changes in the future. Participants will walk away from this CLE with more information about Minnesota's name change process, including during Covid-19, and renewed confidence in their ability to seek confidentiality for themselves and for their clients. A discussion at the end of the CLE will allow practitioners and community members to share their experiences and brainstorm ways to improve the experiences of others moving forward.

#### **Presenter Bios:**

**Nicole J. Schladt** (she/her/hers) is an Associate Attorney in the Civil Rights and Impact Litigation practice group at Nichols Kaster PLLP. Prior to joining Nichols Kaster, Nicole served as a judicial law clerk for the Honorable Susan M. Robiner in Minnesota's Fourth Judicial District. Nicole received her J.D. from Emory University School of Law in Atlanta, Georgia. During her time in law school, Nicole co-founded Emory LGBTQ Legal Services (ELLS), an organization created to provide pro bono legal assistance to members of Atlanta's queer community. Her work with ELLS led to her receiving the 2018 Marion Luther Brittain Award, Emory University's highest student honor, as well as the 2018 National LGBT Bar Association Student Leadership Award. Before law school, Nicole earned degrees from the University of Cambridge and the University of Kentucky.

**Charlie O'Meara** (he/him/his) is a 3L at the University of Minnesota Law School. He currently serves as Legal Services Director of UMN OutLaw and on the MLBA Board of Directors. Charlie's passion for disability justice, mental health, and accessibility led him to co-found the Minnesota Accessibility Coalition, the law school's disability affinity group.

Charlie is interested in civil litigation, with a focus on civil rights and consumer protection. As a 2L, he helped craft a class action lawsuit in the UMN Law Consumer Protection Clinic. He also organized and facilitated a name change clinic hosted by UMN OutLaw and Robins Kaplan. Charlie will compete in the Thurgood Marshall Moot Court Competition this spring. He was appointed to the competition team after winning both best oralist and second-best brief in the 2020 Maynard Pirsig Moot Court tournament. Charlie enjoys teaching his 1L Legal Writing students crucial research, writing, and oral advocacy skills in his role as a Legal Writing Student Instructor.

Charlie received his B.A. in Sociology from Grinnell College in 2017 and will receive his J.D. from the University of Minnesota Law School in 2021.

## Title: A Primer on Estate Planning for the LGBTQ+ Community

**Presenters:** Tessa Mielke and Andrew Benson

**Credit Type:** 1 Standard Credit

**Short Description:** LGBTQ+ individuals and couples face unique circumstances and issues when it comes to their estate planning. This CLE will give an overview of estate planning basics and the unique issues facing LGBTQ+ individuals and couples. Topics covered will include emergency health care and financial planning through health care directives and powers of attorney, gift and estate taxes, inheritance issues within non-traditional family structures, and protecting clients' estates from legal challenges that may be brought by unaccepting family members. The discussion will include practical tips for estate planning for LGBTQ+ clients as well as an introduction to some of the more complex topics to use as starting points for deeper dives in a lawyer's own research.

**Long Description:** The vast majority of what people think of as estate planning work (drafting wills, health care directives, powers of attorney, and trusts) involves opposite-sex couples who are married and who have children and grandchildren, which sparks their desire to get their estate planning affairs in order. Such clients undoubtedly form most of a standard estate planner's book of business. And, such clients are likely on the minds of our legislators as they draft laws that address estate planning concerns. This mindset results in laws that, prior to same-sex marriage, provided favorable treatment to married, opposite-sex couples. Even with same-sex marriage, such laws still provide favorable treatment for the traditional relationship structure that accompanies marriage. This bias is especially visible in the laws of intestate succession, which govern the distribution of a decedent's estate when the decedent dies without a will, and in the laws that govern how the government taxes estates and gifts.

As a result of the bias in our laws, and because of unaccepting family members, LGBTQ+ individuals and couples who seek to address their estate planning needs and who do not fit into the traditional marriage mold on which our laws are based face unique circumstances and issues. This CLE will give an overview of estate planning basics and the unique issues facing LGBTQ+ individuals and couples. Topics covered will include emergency health care and financial planning through health care directives and powers of attorney, gift and estate taxes, inheritance issues within non-traditional family structures, and protecting clients' estates from legal challenges that may be brought by unaccepting family members. The discussion will include practical tips for estate planning for LGBTQ+ clients as well as an introduction to some of the more complex topics to use as starting points for deeper dives in a lawyer's own research.

### **Presenter Bios:**

**Tessa Mielke** is a partner in the Tax, Trusts and Estates group at Dorsey & Whitney where her practice focuses on providing comprehensive estate planning for high net worth clients as well as income tax and retirement planning, lifetime gifting, estate and trust administration, and planning for the formation of public charities, private foundations, and charitable trusts. Tessa received her Bachelor of Arts from Princeton University, summa cum laude, and her J.D. from Harvard Law School, magna cum laude, where she was an Executive Editor for the Harvard Law Review.

After graduating from Harvard, Tessa started her legal career in Boston at the law firm of Ropes & Gray. She moved to Minneapolis in 2013 where she joined Dorsey & Whitney as an associate attorney. Apart from her estate planning practice, Tessa maintains an active pro bono practice that focuses on advising nonprofit organizations.

**Andrew's Bio:** Licensed in both Minnesota and Wisconsin, Andrew is an associate at Dorsey & Whitney LLP, where he advises clients on complex estate planning, fiduciary, business succession planning, and tax-exempt organization matters. He is also a proud member of the Board of Directors for the Minnesota Lavender Bar Association and a member of the MLBA's conference committee. Apart from serving on the MLBA board, Andrew also serves on the Board of

Directors for St. Croix Festival Theatre in St. Croix Falls, Wisconsin, where he worked for several years prior to attending law school. Andrew received his J.D. from the University of Wisconsin Law School, cum laude, in 2019 and his B.A. from Saint Ambrose University, magna cum laude, in 2011. During his time in law school, Andrew served on the Student Bar Association and was a Managing Editor of the Wisconsin Law Review. Prior to his career as an attorney, Andrew was a professional theatre artist and worked on nearly 100 productions over the course of ten years. When Andrew is not working or volunteering, he enjoys long-distance running, traveling, and cooking.

## Title: Love Has No Borders

**Presenters:** Gloria Contreras Edin and Ali Kraemer

**Credit Type:** 1 Standard Credit

**Short Description:** This webinar focuses primarily on marriage between a USC and a foreign national. We will look at the three primary approaches to the marriage and immigrant process, the various stages, common issues, and recent changes in the law.

**Long Description:** The United States government is a powerful gatekeeper when a United States Citizen (“USC”) and a non-citizen wish to marry. There are a variety of options for a happy couple when the non-citizen has a legal and proper entry into the United States. If they have never visited the U.S. before, there are specific visas that exist for the primary purpose of becoming a spouse to a USC. However, what if the non-citizen spouse is already in the United States and does not have a proper entry or documentation? Do they still have positions? Of course, they do!

Our talk will walk through all of the most common approaches and issues for a marriage to a USC as a non-citizen. Firstly, we will cover a fiancé visa, spousal visa, waivers, and even the options to marry your spouse abroad. Secondly, we will discuss the various types of evidence needed to show that a relationship is real and will endure, as well as what to do when the non-citizen spouse is in removal proceedings. Thirdly, we will address what we have seen in our own cases, and offer advice to other lawyers who may be facing similar circumstances. And, lastly, we will also discuss the updates in immigration law, including whether or not same sex couples receive the same immigration benefits, and if there are any projected changes for the upcoming Biden administration.

### Presenter Bios:

**Gloria Contreras** is the owner and head attorney of Contreras & Metelska, a law firm in St. Paul, MN that specializes in immigration law. Through her years of practice, she has advised on thousands of complicated and sensitive immigration matters involving clients from more than 25 countries in North America, Central America, South America, Europe, Africa, & Asia. She also has a great deal of experience dealing with state courts, federal courts, and federal immigration agencies, and has acted as Amicus Curiae in high-stakes immigration proceedings in various U.S. Courts of Appeals.

As such, Gloria is a zealous advocate for protecting the rights of both children and adults who face removal from the United States so that families can stay together. In addition to her work at the firm, Gloria also plays an active role in the surrounding community where she writes and presents frequently on immigration and civil rights matters, and has served on numerous state-wide commissions, committees, and boards in which she has been recognized for her outstanding service.

**Ali Gandara Kraemer** is an Associate Attorney at Contreras & Metelska, PA, she represents clients in various immigration matters, including asylum, cancellation of removal, U visa, and family-based applications. Ali is a graduate of the University of Wisconsin Law School and the University of St. Thomas, where she majored in Political Science, International Relations, and Middle Eastern Studies, and minored in Women's Studies.

During law school, Ali worked at the Wisconsin Innocence Project, where she helped investigate and litigate claims of innocence. She visited clients in prisons, interviewed witnesses, consulted forensic experts, drafted appellate briefs, and

argued dispositive motions. Ali spent time working the Legal Aid Headquarters in New York with the Special Litigation Unit, where she worked with clients who have been impacted by the criminal legal system. She worked on projects surrounding policy reform to help change the laws that have caused the unjust marginalization of New Yorkers.

Ali also taught Political theory to undergraduates while at the University of Wisconsin. She enjoyed teaching students to consider knowledge structures and social justice and political institutions and demonstrated the importance of creating gender and racial equality through a historical and philosophical perspective. She finds that Political theory helps one think more logically about concepts such as equality, liberty, and justice and teaches us to be tolerant of other people's attitudes or beliefs.

Ali grew up in St. Paul, Minnesota, until she moved to Madison, Wisconsin, for Law School. Ali likes traveling, reading about true crime, and spending time with her Siberian husky and cat.

## Title: Adoption, Assisted Reproduction, and Family Formation in the LGBT Community

**Presenter:** Gary Debele

**Credit Type:** 1 Standard Credit

**Short Description:** This program will provide a broad overview of the legal aspects of family formation in the LGBT Community through adoption, assisted reproduction, and third party custody and parenting time, including a discussion of the impact of marriage of same sex parents and trends in litigation and other legal challenges around LGBT family formation.

**Long Description:** The goal of this course will be to educate attendees on the legal issues and challenges that currently exist for family formation in the LGBTQ community. The presentation will begin with a basic overview of how legal parentage is established in Minnesota, both for parents who are married and those who are single or in an unmarried partnership. This will include a brief discussion of parentage established through a marital presumption, a biological birth, an adoption proceeding or through a parentage action. We will also have a robust discussion about the legal significance and impact of a birth certificate. This will lay the foundation for a better understanding of the challenges and legal complications that face members of the LGBTQ community who are wanting to form families and what legal issues they need to address in their planning.

This general discussion will be followed by a discussion of third party custody and parentage and why this is often used in litigation over parentage with same-sex couples and the pitfalls that exist in relying on that legal process to establish parentage rights. We will then transition into discussing the legal aspects of adoption and assisted reproduction and how those legal processes provide the best means to secure legal parentage for members of the LGBTQ community who are looking to build legally protected families. The goal of the presentation is for attendees to leave with a better understanding of these legal issues and how best to advise clients at least preliminarily what they need to think about as they begin their journey of family formation.

**Presenter Bio:** Licensed in both Minnesota and Wisconsin, as well as being admitted to several tribal and federal courts, Gary A. Debele is a shareholder with the Minneapolis-based law firm of Messerli & Kramer, P.A. where he is the department chair of the Family Law Practice Group. He is a 1984 graduate of St. Olaf College and a 1987 graduate of the University of Minnesota Law School. He is currently an adjunct professor at the University of Minnesota Law School where he teaches a capstone family law course. Gary devotes his practice primarily to family law, juvenile law, assisted reproduction, and adoption, with significant expertise in third party custody, the interplay of juvenile and family court, the drafting of cohabitation, prenuptial, and post-nuptial agreements, and family and child welfare issues in tribal courts. With an extensive appellate practice, he has been involved in 10 cases before the Minnesota Supreme Court and more than 30 cases before the Minnesota Court of Appeals, with several noted decisions in the areas of third party custody, adoption, and custody relocation. He is one of a few family law attorneys selected to serve as mediator with



the Minnesota Court of Appeals family court mediation program. Gary has also participated in several tribal court appeals and he has filed several certiorari petitions with the United States Supreme Court. Gary and another attorney were instrumental in drafting the first version of Minnesota's Birth Father's Adoption Registry statute. He served as a member of the Minnesota Supreme Court's Juvenile Protection Rules Committee from 2002 to 2006, which included the drafting of the Rules of Adoption Procedure for the state of Minnesota. He served on a committee working to revise the Minnesota Supreme Court's Child-Focused Parenting Time Guide and another committee considering revisions to Minnesota's Parentage Act based on the latest version of the Uniform Parentage Act. Gary has been repeatedly designated as a Super Lawyer, a Top 100 Lawyer, and a Top 40 Family Law Attorney by Law and Politics. In 2007 and 2009 he was named one of the Top 10 attorneys in the state of Minnesota by that same publication. In 2010 he was named an Attorney of the Year by Minnesota Lawyer. He is a fellow of the American Academy of Matrimonial Lawyers (AAML), the International Academy of Matrimonial Lawyers (IAML), and the Academy of Adoption and Assisted Reproduction Attorneys (AAAA). He has long been listed in the Best Lawyers in America. He was a founder and then the first president of the Minnesota Chapter of the Association of Family and Conciliation Courts. Gary received a Master of Arts degree from the University of Minnesota in 1991 in American legal and constitutional history; his advisor was noted legal and constitutional historian Paul L. Murphy. The title of Gary's master's thesis was "The Origins and Early Years of American Juvenile Courts: the Impact of Changes in American Domestic Relations Law and Criminal Procedure from 1880 to 1920." For further information, including a detailed list of his publications, presentations, and appellate decisions, see Gary's profile on his firm's website: [www.MesserliKramer.com](http://www.MesserliKramer.com).

## Title: Reproductive Rights are LGBT Rights

**Presenters:** Jess Braverman and Erin Maye Quade

**Credit Type:** 1 Elimination of Bias Credit

**Short Description:** Join Gender Justice in a discussion about reproductive rights in Minnesota and how to eliminate bias and be inclusive of trans and gender nonconforming populations in gender-based lawsuits.

**Long Description:** Jess Braverman and Erin Maye Quade from Gender Justice will be discussing the elimination of bias and inclusion of trans and gender nonconforming populations in gender-based lawsuits, using the organization's ongoing abortion restriction lawsuit as an example. By the end of the session, attendees will have gained a greater understanding about:

- The ways in which reproductive rights and LGBT rights are intimately connected.
- Why it is important that attorneys be inclusive of diverse populations when framing gender-based lawsuits.
- What steps attorneys in gender-based lawsuits can take to ensure they do not exclude or erase transgender and nonbinary people from their litigation.
- Policy surrounding reproductive rights, including access to emergency contraception, sex education, and taxpayer funding for crisis pregnancy centers.
- The current state of abortion restriction litigation in Minnesota and its impacts on diverse populations.

### Presenter Bios:

**Jess Braverman** is the Legal Director at Gender Justice. Jess came to Gender Justice from the Hennepin County Public Defender's office. After representing hundreds of clients in felony matters in the Fourth District, she spearheaded the office's Special Litigation Unit, where she focused on racial profiling in policing. Jess attended NYU Law School, where she was an Arthur Garfield Hays Civil Liberties Fellow with a focus on LGBTQ rights. After graduating, Jess worked at the Legal Aid Society's Juvenile Rights Project, representing young people in delinquency and child protection cases in Brooklyn, New York.

**Erin Maye Quade** is the Advocacy Director at Gender Justice, where she works to advance gender justice through public education, legislative outreach, strategic partnerships and coalition-building. She is also the Campaign Manager for UnRestrict Minnesota, a coalition of diverse community groups dedicated to educating Minnesotans about the current laws that restrict access to abortion care. Erin is a former Minnesota State Representative who was first elected to the Minnesota House of Representatives in 2016. In June 2018, Rep. Erin Maye Quade became the first LGBTQ person – and among the youngest – to be endorsed as the DFL candidate for Lt. Governor.

## Title: What's Happening with Gender Protection Under the Affordable Care Act?

**Presenter:** Kathi Wright

**Credit Type:** 1 Standard Credit

**Short Description:** This session will discuss the gender protections provided under the Affordable Care Act with an update of the various actions occurring since its adoption and ending with a brief discussion of possibilities for those protections under the new administration.

**Long Description:** The Affordable Care Act contains Section 1557, which extended federal protection to a broader range of Gender identity, expression and preference. Since that time, courts and the Trump Administration have taken actions either supporting and expanding the interpretation or restricting the protections intended under the ACA. This presentation will briefly discuss the history of Section 1557 before moving on to the latest court and Executive Branch as well as the projected future of these vital protections.

**Presenter Bio:** Kathi J. Wright is an Area Vice President for the Gallagher Great Lakes Region compliance team, she provides legal support for our consultants, teams and clients. Kathi joined Gallagher in October of 2019.

Prior to joining Gallagher, Kathi had more than 20 years' experience as an attorney, and over 5 years of in-house experience as an employee benefits attorney, providing legal interpretations of the Employee Retirement Income Security Act of 1974, the Internal Revenue Code, and regulations in assisting employers sponsoring qualified retirement, executive compensation and tax-preferred self-funded and fully insured benefit plans with compliance, design, maintenance, and risk management of those plans. Kathi's primary practice focus has been on Health and Welfare benefits with a specialty in non-profit and governmental plans, including both fully insured and self-funded benefits. She has deep expertise in the Affordable Care Act, Cafeteria Plans, Pre-tax fringe benefits and Wellness Plans. In addition to legal practice, Kathi has substantial experience teambuilding, and developing and promoting diversity, equity and inclusion programs, initiatives and training opportunities.

Kathi is also a frequent speaker to employer and professional groups on Employee Benefits and Diversity, Equity and Inclusion topics.

Kathi has a J.D. from Cornell Law School, and a B.A. from Gustavus Adolphus College. She is a member of Minnesota Women Lawyers, the Minnesota Lavender Bar, the Twin Cities Diversity & Inclusion Roundtable and a Racial Justice Facilitator for the YWCA. Kathi is a past president of the Minneapolis Pension Council and former member of the Twin Cities Diversity in Practice Professional Development Committee.