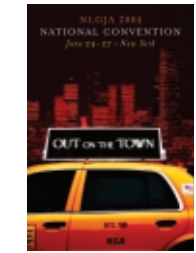


National Lesbian & Gay Journalists Association 15th Anniversary Timeline of Milestones & Accomplishments

Take this walk through time of some of the major organizational milestones and accomplishments of NLGJA. What is not represented here is the story of every NLGJA member and our news industry allies, who over the past fifteen years have created their own histories, ensuring that fair and accurate coverage of the LGBT community is a continuing reality.

June 24—NLGJA hosts its first LGBT Media Summit in New York focused directly on the needs of members who work in the LGBT press.



June 24-27—New York Chapter hosts national convention "Out on the Town," setting all-time attendance record of nearly 700.



HEGEDUS

January—The "Newsroom for Everyone" campaign is launched to make non-discrimination protection on the basis of gender identity or expression the industry standard.

February—The PODUNK program is founded by the Smaller Markets Task Force creating a vital network for members living outside of chapter regions.

2005

March 28—the *Newsroom Outreach Project (NOP)* model is founded after a forum about LGBT coverage issues with NLGJA leaders and employees of *The Detroit Free Press*. By 2005, NOP has been presented in 20 newsrooms.

June—NLGJA claims DP benefits have become the industry standard when hold-outs, The Associated Press and NBC News, make announcements to institute benefits.

2003

January 1—Implementation of the *2002-2004 Strategic Plan* begins, setting a critical course for organizational maturity.

August 19—NLGJA applauds *The New York Times* and commends the decision to publish announcements on same-sex civil unions/commitment ceremonies in an industry-wide effort requesting parity in the "weddings" pages.



PETROW

September 12-15—The first slate of workshops of the "NLGJA Institutes" program are hosted at the Philadelphia convention, "Out on the Road to Freedom."

September 14—Steven Petrow, drweil.com, elected national president at the Philadelphia convention.

November 3—The Journalists' Toolbox, an expert online guide for reporters, editors, and other media professionals covering the LGBT community is officially launched on the Web site. Marriage of same-sex couples section added in 2004.

September 6-9—Texas Chapter hosts national convention "Deep in the Heart: The Inside Track on Community Coverage."



Spring—News-Watch (founded in 1997 as a joint project of the San Francisco State University, NLGJA, NAJA, NABJ, AAJA, and NAHJ) publishes issue celebrating NLGJA's 10th Anniversary.

2001

April 26—NLGJA presented first \$100,000 grant by the Ford Foundation for leadership training and strategic plan development.



STROTHER

September 7-10—10th Anniversary Convention & Gala, "The First Decade, The Next Century," is held in San Francisco, attracting 600 attendees. NLGJA and USC Annenberg School for Communication release the "Lesbians & Gays in the Newsroom: 10 Years Later" report, which documents the vast improvements in newsrooms and areas where progress is needed.

September 25—Pamela Strother promoted to executive director after serving as director of development since 1996.

More than 71 media companies representing more than 1,100 newsrooms known to offer DP benefits.

September 16-19—Atlanta Chapter hosts the national convention "Shattering Stereotypes: Equal Writes in the Newsroom."

October—Robert Dodge, *The Dallas Morning News*, appointed national president upon the resignation of Karen-Louise Boothe.

Membership surpasses 1,000.

May 19—Minnesota Chapter hosts panel discussion on transgender issues during the local series "Cross-Fire: A Journey Through Gender Mayhem," the first transgender event hosted by a chapter after the national board voted in the fall of 1998 to include transgender issues in the organization's programming.



DODGE

May 11—First "Open Letter" to the news industry on a problematic coverage issue titled "NLGJA Deplores Unprecedented 'Bathroom Journalism' by TV News" referring to several instances in which news stations, some using hidden cameras, spy on rest stop and bathroom locales allegedly used as sexual meeting places by males. Stereotypical portrayals of gay men were challenged.

1998

August 30—Karen-Louise Boothe, Minnesota Public Radio, elected national president at the Chicago convention.



BOOTHE



FREDERICKSON

NLGJA and RTNDA's foundation publish "Another Perspective: A report on Gay and Lesbian Issues in Electronic Journalism," documenting for the first time attitudes and policies regarding LGBT employees and coverage issues in broadcast newsrooms.



1995

Spring—NLGJA publishes "Domestic Partner Benefits: At What Cost?" guide for news media companies on instituting DP health benefits. Updates to the guide published in 1997 and 1999. Ten media companies known to offer DP benefits.



1994



February 12-14—Texas Chapter hosts first regional NLGJA conference featuring Deb Price, the *Detroit News* columnist who launched the first weekly column on LGBT issues in a mainstream newspaper on May 8, 1992.

1993



June 25-27—"Making History," NLGJA's first national convention is held in San Francisco with 300 attendees. Speakers included Randy Shilts, Andrew Sullivan, Marlon Riggs, Linda Villarosa, and Michelangelo Signorile as well as a video address by Arthur O. Sulzberger, Jr., publisher of *The New York Times*, announcing DP benefits.

1992



September—Volume 1, Number 1 of NLGJA's national newsletter *Alternatives* is published. Renamed to *Outlook* in 2003.

1991



April 5—Roy Aarons announces the results of "Alternatives: Gays & Lesbians in the Newsroom" report at the American Society of Newspaper Editors (ASNE) convention in Washington, DC, and comes out publicly to the audience of hundreds of editors.



AARONS

August 20—Aarons gathers with six journalists in his home in Piedmont, CA, and founds the National Lesbian & Gay Journalists Association (NLGJA). Aarons serves as national president until 1997.

The Village Voice is the sole media company known to offer domestic partner (DP) health care benefits.



Juan Palomo and Roy Aarons at first meeting of the San Francisco Bay Area Chapter.

September 23-26—Broadcast members participate for the first time as openly LGBT attendees of the Radio-Television News Directors Association (RTNDA) convention in San Antonio. NLGJA member Garrett Glaser, then of "Entertainment Tonight," appeared on the "Stopping the Stereotypes" panel.

September 10-12—New York Chapter hosts national convention "Inside Out," featuring a first-time panel of top level television journalists to appear at an NLGJA

Membership reaches 450.

Budget grows to \$115,000.

October 24—More than 300 gather for an NLGJA benefit in Los Angeles honoring Richard Rouillard, pioneering out journalist who served as editor of the *Advocate* and as a *Los Angeles Times Magazine* editorial consultant. Rouillard died from AIDS in 1996.

11 certified chapters are recognized.

NLGJA launches the *Sexual Orientation in the Workplace Program* is created and over the next three years members will conduct diversity trainings in newsrooms across the country.



July 27-30—NLGJA participates in UNITY '94, the first joint meeting of NAJA, NAHJ, NABJ and AAJA in Atlanta.

Seattle Chapter publishes "Triangle: A Professional's Guide to Covering Lesbians, Gays, and Bisexuals in Washington State," laying the groundwork for NLGJA's national *Stylebook Supplement on Gay, Lesbian, Bisexual and Transgender Terminology*, that was first produced in its current format by the Northern California Chapter.

September 22-25—Minneapolis Chapter hosts the national convention "Out on Main Street."

March—The *Sexual Orientation in the Workplace Program* is created and over the next three years members will conduct diversity trainings in newsrooms across the country.

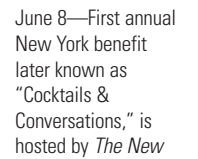
March 18—Michael Frederickson hired as first executive director, and national offices move from the San Francisco Bay area to Washington, DC.

September 5-8—Miami Chapter hosts the national convention "Making Waves." Membership reaches 700.

October 19-22—Washington, DC, Chapter hosts national convention "Connecting in the Capital."

Canada forms its own NLGJA and affiliates with NLGJA-U.S.

October 1-4—Las Vegas Chapter, which formed earlier in the year, hosts "On a Roll: Dealing an Open Hand in the Newsroom," attracting 525 participants.



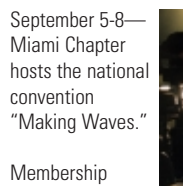
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19 certified chapters are recognized.

Budget grows to \$405,000.

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March 3—10th Anniversary of the annual New York benefit is hosted by CNN. Renamed "Headlines & Headliners," the event raised \$95,000.

March 20—Board of Directors approves the *2005-2007 Strategic Plan*, preparing NLGJA for future growth and success.

Membership reaches 1,300

Budget grows to \$879,000.

24 certified chapters are recognized.