

THOMAS F. COLEMAN

ATTORNEY AND PERSONAL RIGHTS CONSULTANT

CENTER FOR PRIVACY RIGHTS EDUCATION AND ADVOCACY
POST OFFICE BOX 6383 • GLENDALE, CA 91205 • (818) 956-0468

September 7, 1985

Institute for the Study
of Human Resources
3340 Country Club Drive
Los Angeles, CA 90019

Re: Proposal for Establishing a
"Domestic Partners Equity Fund"

Attention: Dorr Legg

Dear Dorr:

Some time ago, we discussed the possibility of a "Domestic Partners Equity Fund" being established under the auspices of the Institute for the Study of Human Resources. I agreed to prepare a memorandum of understanding outlining the purpose of such a fund and relevant terms for operating the project so that you could present it to the Board of Directors for approval. Enclosed you will find a proposed resolution for the Board's consideration.

Please let me know what action the Board takes on this proposal so that I may officially announce the creation of the project and so that fundraising may begin as soon as possible.

I look forward to working with you on this innovation.

Yours truly,

THOMAS F. COLEMAN

DOMESTIC PARTNERS EQUITY FUND

Proposed Resolution

The Institute for the Study of Human Resources hereby creates a project which shall be called the "Domestic Partners Equity Fund," hereinafter referred to as "the project."

The primary purpose of the project shall be to conduct research into the subject of discrimination against domestic partners and to educate government officials, business and professional organizations, and the general public of appropriate methods to achieve equitable economic and social treatment of domestic partners.

The following tasks shall be included in the specific objectives of the project:

(1) enlisting a panel of experts to serve as advisers to the project;

(2) in cooperation with One Institute, developing a conference (either statewide or national in scope) on the subject of domestic partners equity to be conducted in the spring of 1986;

(3) educating the public about the project through such means as may be appropriate, including the development of a pamphlet for general distribution and through public speaking engagements;

(4) providing consulting services to private organizations, government agencies, and public officials who are contemplating action designed to achieve equity for domestic partners;

(5) through the Institute's "Amicus Brief Fund" to file friend-of-the-court briefs in appropriate legal cases dealing with this subject matter.

Thomas F. Coleman is hereby designated as executive director of the project. He shall serve in this capacity on an independent contractor basis on such terms as are negotiated between him and Dorr Legg, subject to the availability of project funds.

The project director shall have the authority to take whatever lawful steps are necessary to achieve the project's objectives as outlined in this resolution.

Institute for the Study of Human Resources

AN OPERATING FOUNDATION, ESTABLISHED IN 1964

October 3, 1985

Thomas F. Coleman, Esq.
P. O. Box 6383
Glendale, California

Dear Tom Coleman:

At a meeting on September 22 last your "Proposal for Establishing a 'Domestic Partners Equity Fund'" was given approval.

We hope that you and your associates may have full success in achieving the goals which you have set.

Sincerely

W. Dorr Legg

W. Dorr Legg, Secretary-Treasurer

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San Francisco

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Santa Ana, California

GORE VIDAL
Rome, Italy

PAUL A. WALKER, Ph.D.
San Francisco

EDMUND WHITE
New York

Institute for the Study of Human Resources

October 3, 1988

James F. Colson, Esq.
P. O. Box 383
Glendale, California

Dear Mr. Colson:

At a meeting on September 22 last your "proposal for redefining a 'domestic partner' equity bond" was given approval.

We hope that you and your associates may have full success in achieving the goals which you have set.

Sincerely,

W. Lynn Lee

W. Lynn Lee, Secretary-Treasurer

NOTE: EQUITY FUND

THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 6383 • GLENDALE, CA 91205 • (818) 956-0468

October 18, 1985

Mr. Lloyd Rigler
LEDLER Foundation
P.O. Box 828
Burbank, CA 91503

Re: Domestic Partners Equity Fund

Attention: Messrs. Estrin and Meza

Dear Mr. Rigler:

Several months ago, we spoke about the need to achieve equitable treatment of unmarried couples. Although some progress has been made, the law is still replete with areas of blatant economic and social discrimination against "domestic partners."

I have given the matter much thought and have "tested the waters," so to speak, and believe that the timing is right for launching a pilot project on this subject. What follows is a discussion of the project and what it would do to advance the rights of domestic partners.

Domestic Partners Equity Fund:

On September 22, 1985, the board of directors of the Institute for the Study of Human Resources established a project to be known as the "Domestic Partners Equity Fund." (See letter and resolution, attached hereto).

The primary purpose of the project is to conduct research into the subject of discrimination against domestic partners and to educate government officials, business and professional organizations, and the general public of appropriate methods to achieve equitable economic and social treatment of domestic partners.

The specific objectives of the project include: (1) enlisting an panel of experts to serve as advisors to the project; (2) develop a conference on the subject of domestic partners equity to be conducted in the spring of 1986; (3) to educate the public, especially by developing and distributing a brochure explaining the rights of domestic partners under current law and outlining areas where further reform is necessary; (4) provide consulting services to private organizations and government agencies that are contemplating action designed to achieve equity for domestic partners; etc.

The project will also monitor litigation involving this subject matter and create a "brief bank" which will contain copies of briefs from these cases. The brief bank would be available for use by lawyers contemplating litigation so that each lawyer does not have to "reinvent the wheel" each time a lawsuit is filed.

The project also hopes to develop a syllabus for a proposed law school class on Domestic Partnerships. U.S.C. Law School has expressed an interest in offering such a class in the future.

I have been selected by the Institute to serve as executive director of the Domestic Partners Equity Fund. As director of the project, there are several tasks which I feel should be accomplished over the next year or so. I outline them here for your consideration and support.

Consulting Services:

Over the past few months, I have been consulted by government officials and private organizations regarding what they might do to reduce the amount of discrimination currently experienced by domestic partners. Councilman Mike Woo's office, Assemblyman Mike Roos' office, Los Angeles City Attorney's Association, California State Employee's Association, the New York Committee of Interns and Residents, Parents and Friends of Lesbians and Gays, and Couples/Los Angeles are among those who have sought my advice on this subject.

My advice has been consistent -- there is no simple solution to this problem. A vast array of interrelated economic and social problems must be tackled by a domestic partners equity movement. In proposing solutions to these problems we must be mindful of the federalism in which we live. We must also respect the constitutionally mandated concept of separation of powers. In other words, each level of government (federal, state, local) and each branch of government (executive, legislative, judicial) has a role to play in this reform movement. Each has exclusive jurisdiction over some of the areas of concern.

The subject matter with which we are concerned is complex and diverse, e.g.: authority in medical emergencies (visitation, access to records, decisionmaking), acquisition of real and personal property, the right to live together (single family zoning laws), employment benefits (medical/dental, family sick leave, bereavement leave), insurance discrimination, custody and visitation of children, tort recovery against wrongdoers (loss of consortium, infliction of emotional distress), life time dissolution of relationships, survivors' rights, etc.

I have examined the approach proposed (and vetoed by the Mayor) in San Francisco as well as that adopted in West Hollywood. There are sound reasons why these approaches should not become "models" for the rest of the state and/or country.

With all this in mind, I have suggested the creation of a City Council Task Force on Family Benefits. Hopefully, this task force would be created by Pat Russell in her capacity as President of the Los Angeles City Council. Ideally, Mike Woo would be appointed to chair the task force. Local experts from a variety of fields would serve as task force members. The task force would invite input regarding discrimination against elderly and disabled couples, as well as unmarried couples.

Assuming that funding is obtained through the Domestic Partners Equity Fund, I have offered to serve as the task force consultant. I would assist the task force in conducting research, holding public hearings, and drafting its final report.

The report of the task force would serve as a blueprint for action in this area. It would assess the "whole picture" and suggest areas for improvement with jurisdictional considerations in mind. While its "recommendations" for local action would be somewhat restricted by these jurisdictional concerns, the report could "note" actions that could be taken at other levels of government, e.g., federal-executive, congress, federal-judicial, state-executive, state-legislative, state judicial, local-executive, city council, local-judicial, and private sector.

Monitoring Litigation:

Litigation in the area of domestic partners rights is expanding. The following areas of concern are presently in litigation: (1) survivor's right to sue a tortfeasor for damages resulting from the death of a domestic partner; (2) employee's suit against employer for denying bereavement leave taken by employee when his domestic partner died; (3) suit filed by state employee because state refused to allow domestic partner to receive dental benefits presently afforded to "spouses;" (4) appeal by employee when unemployment benefits were denied because employee quit work to care for domestic partner dying of AIDS; (5) immigrant sought to stay in country because deportation would create an "extreme hardship" in that a 12-year relationship with citizen-domestic partner would be shattered; etc.

I am seeking copies of the briefs, and hope to maintain a "brief bank" of such materials for use by future litigators.

Law School Class:

U.S.C. Law School has asked me to consider teaching a class dealing with the rights of gay people. I told them I would consider doing so if the class dealt with the subject of domestic partnerships (both gay and non-gay relationships).

The stipend for teaching the class is minimal. Additional funds are necessary to develop a syllabus for the class, since there is no existing syllabus on this subject matter. Obviously, such a syllabus could serve as a model for other law schools.

We need to develop experts for the next generation of litigation. There are too few of us around and we need to expand our ranks. A law school class is one way to achieve this goal.

Public Education:

Discrimination is the norm, equity the exception. Most domestic partners are not aware of the full level of economic and social discrimination imposed by law against domestic partners. Self-awareness is one of the first steps leading to reform.

A brochure needs to be developed explaining the rights of domestic partners under current law and outlining suggested areas for reform. Such a brochure could be distributed to domestic partners and our allies, including family members, employers, unions, religious organizations, government officials, etc.

Conclusion:

A sizeable contribution to the Domestic Partners Equity Fund would get the project launched. This, in turn, would stimulate enthusiasm from others and hopefully attract other contributions. If the project is officially launched in November, 1985, we could solicit contributions (tax deductible) through advertising and news articles about the project during December.

I request your support for this project. Specifically, I am suggesting a \$20,000 contribution to get the project on its feet. I look forward to discussing the matter further with you and your staff.

Yours truly,

THOMAS F. COLEMAN

THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 6383 • GLENDALE, CA 91205 • (818) 956-0468

October 23, 1985

Institute for the Study
of Human Resources
3340 Country Club Drive
Los Angeles, CA 90019

OCT 24 1985

Re: Compensation of Domestic Partners Equity Fund Director

Attention: Dorr Legg

Dear Dorr:

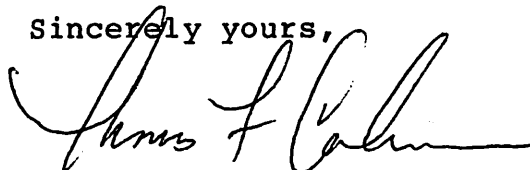
The resolution adopted by the board specified that you and I should negotiate the terms for my compensation as director of the Domestic Partners Equity Fund.

I suggest that my compensation be set at a rate of \$50 per hour, plus reimbursement for all reasonable expenses incurred in the course of project activities. Of course, payment of this compensation and expenses is subject to availability of funds.

If this financial arrangement meets with your approval, as Secretary-Treasurer of the Institute, please indicate such approval by signing below.

I look forward to working with you on this most innovative and important project.

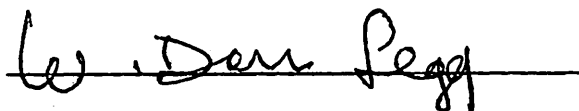
Sincerely yours,



THOMAS F. COLEMAN

As Secretary-Treasurer of the Institute, as pursuant to the authority vested in me by the Board of Directors by its action on September 22, 1985, I hereby accept the above described proposal as the terms of compensation to be paid to Thomas F. Coleman for work done by him on behalf of the Domestic Partners Equity Fund.

Dated Oct 26, 1985



W. Dorr Legg
Secretary-Treasurer

THE LEDLER FOUNDATION P. O. Box 828, Burbank, California 91503

November 21, 1985

Institute for the Study of Human
Resources
c/o Mr. Thomas Coleman
Center for Privacy Rights,
Education and Advocacy
P. O. B ox 6383
Glendale, CA 91205

Dear Tom:

I am pleased to offer a challenge grant to support the "Domestic Partners Equity Fund" project, subject to the following conditions:

1. The total amount of the grant is \$15,000.
2. The Ledler Foundation will advance \$1 for every \$3 acquired from other sources.
3. Proof of payment of matching funds will be submitted to the foundation in the form of photocopies of checks (and receipts for cash payments).
4. \$5,000 of the \$15,000 will be advanced upon receipt of a signed copy of this letter indicating acceptance.
5. The challenge grant will expire on December 1, 1986.

Please indicate your acceptance of these conditions by signing below and returning a copy of this letter to the foundation.

Cordially,

THE LEDLER FOUNDATION

Lloyd E. Rigler
President

LER:jm

ACCEPTED:



Name

Title

11-25-85

Date

THE LEDLER FOUNDATION P. O Box 828, Burbank, California 91503

December 9, 1985

Institute for the Study of
Human Resources
c/o Mr. Thomas Coleman
Center for Privacy Rights,
Education and Advocacy
P. O. Box 6383
Glendale, CA 91205

Dear Tom:

I am pleased to enclose a check for \$5,000 as the first
payment on the Domestic Couples project.

Keep us posted on the progress of fund raising and the
project. We really don't want you to neglect either.

Cordially,

THE LEDLER FOUNDATION



Lloyd E. Rigler
President

LER:jm
Encl - 1

THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 6383 • GLENDALE, CA 91205 • (818) 956-0468

December 11, 1985

Institute for the Study
of Human Resources
3340 Country Club Drive
Los Angeles, CA 90019

Re: Contribution to "Domestic Partners Equity Fund"

Attention: Dorr Legg

Dear Dorr:

Here is the first contribution to the Domestic Partners Equity Fund. I also am enclosing the agreement between Rigler and me regarding the terms of the challenge grant. Fortunately, his foundation will help me raise the additional funds. Later this month, I will be preparing a 2-year projected budget. I will send you a copy when it is completed.

As far as the substance of the project is concerned, I am also pleased to report progress. I will be teaching a class at USC Law Center next semester on the "Rights of Domestic Partners." I have completed a comprehensive syllabus for the class which can also serve as a model for other law schools which may decide to offer such a course in the future. Also, it appears that Councilman Mike Woo soon will create a Task Force on Family Benefits and, through the Domestic Partners Equity Fund, I will be asked to serve as a consultant to the Task Force.

I will submit my first invoice for services rendered for the Equity Fund in early January.

Thanks for allowing the Institute to serve as a base of operations for this project.

Yours truly,

THOMAS F. COLEMAN

Encl.

Institute for the Study of Human Resources

AN OPERATING FOUNDATION, ESTABLISHED IN 1964

December 16, 1985

Thomas F. Coleman
P. O. Box 6383
Glendale

Dear Tom:

The Ledler Foundation check arrived. Congratulations.

There is a small Amicus Fund balance of \$ 6367. How should that be treated ?

Best wishes,

Dorr
W. Dorr Legg, Sec'y-Treas.

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THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 65756 • LOS ANGELES, CA 90065 • (213) 258-8955

LEDLER Foundation
P.O. Box 828
Burbank, CA 91503

April 3, 1986

Re: Status Report on Domestic Partners Equity Fund

Gentlemen:

For your information, I am providing you with a status report on the progress of the Domestic Partners Equity Fund and its activities.

Legal Education

A syllabus has been prepared which is designed for use in law school classes dealing with the rights of domestic partners. A copy of the syllabus accompanies this letter. To my knowledge, there are no current case books or legal texts covering this subject matter. This syllabus fills a legal void and will enhance the prospects of getting "Rights of Domestic Partners" classes into law school curricula.

The University of Southern California Law Center invited me to teach such a course this semester. In all likelihood, it will also be offered in the upcoming fall semester.

Negotiations are under way to have such a class offered at U.C.L.A. in the near future. A representative of the U.C. system indicated that the class would not have been considered without such a syllabus in print.

After the syllabus is updated and edited this summer, the Domestic Partners Equity Fund will promote the spread of law school classes of this nature by contacting interested law school administrators, student associations, and legal academicians around the country.

Task Force on Family Diversity

The Equity Fund has successfully promoted the establishment of a local government research project to be known as the "Task Force on Family Diversity." Los Angeles City Councilman Michael Woo, chair of the council's Committee on Intergovernmental Relations, is convening the Task Force this month. A copy of the mandate of the Task Force and list of its members accompanied this letter. Councilman Woo has asked me, as director of the Equity Fund, to serve as a Special Consultant to the Task Force.

Domestic Partners Leadership Conference

The Equity Fund is planning to conduct a leadership conference in Los Angeles (probably at U.S.C.) in October, 1986.

Details about the conference are found in a Grant Proposal submitted to the Chicago Resource Center, a copy of which accompanies this letter.

Budget and Projected Cash Flow

A budget and projected cash flow has been created. A copy of a two-year budget is contained in the Grant Proposal to the Chicago Resource Center.

A cash flow projection is attached for your information. A letter from the Institute for the Study of Human Resources confirms that the Equity Fund has recently been depleted and needs an infusion of funds so that the activities of the project may continue without interruption.

Fundraising

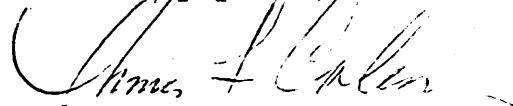
Fundraising efforts need to begin immediately. Additional grant proposals need to be submitted to receptive foundations. Individual donors need to be attracted to the project. Your assistance in this regard would be most appreciated.

Conclusion

The activities of the Equity Fund during the first quarter of 1986 have been summarized above. As you can readily see, much has been accomplished with the limited financial resources which were on hand. Much more can be done with increased capital.

The project would not have gotten off the ground without the commitment of the LEDLER Foundation. Thank you for your support.

Sincerely yours,



THOMAS F. COLEMAN

Encl.

THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 65756 • LOS ANGELES, CA 90065 • (213) 258-8955

April 21, 1986

LEDLER Foundation
P.O. Box 828
Burbank, CA 91503

Re: Domestic Partners Equity Fund

Attn: Mr. Bruce Maza

Dear Bruce:

The Task Force on Family Diversity is a reality. Enclosed is a copy of the type of letter Councilman Woo sent to each of the 29 Task Force members, a list of the members, and a copy of the mandate. The first meeting in May 6, 1985. I would be great if you could attend as an observer so that you could give Lloyd a first-hand report.

I have spent considerable time preparing Woo's staff and the co-chairs for the first meeting and press conference. Enclosed is an agenda I prepared for a meeting with all concerned parties. This got everyone on the ball so nothing would be left to chance.

I am also enclosing a copy of my latest invoice to the Institute. As you can see, we do have a cash flow problem. At this time, the Institute does not have the funds (\$2,125) to pay me for services which I have already performed. Do you think that the LEDLER Foundation could help? As you can imagine, my work on this project has taken me away from other income, so the net result is a financial crunch in my own household.

Also, I would like you to share something else with Lloyd. The Attorney General's Commission on Racial, Ethnic, Religious, and Minority Violence just completed its work and submitted its report to the Attorney General. Here is a copy. "Sexual orientation" is mentioned on about every third page! I think that my involvement raised consciousness about our issues. See pages 7-9 for a summary of the recommendations. Those which would impact our concerns the most are: 14, 15, 22, 27, 30. I have asked the AG's staff to distribute about 100 copies to various individuals and organizations in the gay community.

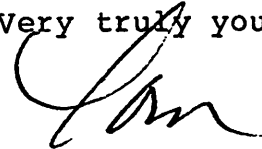
The "Unlawful Discrimination" handbook is also enclosed. The Department of Justice is printing 30,000 copies. We should make sure that about 5,000 are distributed in the gay community. This is a powerful tool for education and activism. It contains statements regarding our rights as gays in employment, housing, public accommodations, insurance, etc. Considering the source of this document, this could really benefit our community.

Page Two
LEDLER
April 21, 1986

I also want to discuss another problem with you concerning our community. Since it is a legislative item, I would prefer to discuss it separately from our educational projects. Please call me when you have a chance.

Please share all of this with Lloyd. I hope you can arrange for me to meet him soon.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Tom', written over the typed name.

THOMAS F. COLEMAN

Encl.

THE LEDLER FOUNDATION P. O. Box 828, Burbank, California 91503

May 1, 1986

W. Dorr Legg
Secretary/Treasurer
Institute for the Study of Human Resources
3340 Country Club Road
Los Angeles, California 90019

Dear Mr. Legg:


The Ledler Foundation is pleased to send to you the enclosed contribution, which is a restricted gift to the special Institute project: the Domestic Partners Equity Fund.

This contribution will cover expenses of the project as outlined in the letter dated April 21, 1986 from Thomas F. Coleman, special consultant on the project.

The Ledler Foundation is encouraged by the remarkable progress made through the Domestic Partners Equity Fund toward the establishment of the Task Force on Family Diversity convened by Los Angeles Councilman Michael Woo. The Foundation regards the partnership of the public sector and private philanthropy in addressing pressing needs and changing societal problems as essential. That the Institute should provide a focus for the investigation of such matters proves once again its useful and productive role.

The Ledler Foundation would appreciate a pro forma acknowledgement of receipt of this gift.

Sincerely,


Bruce A. Maza
for

Lloyd E. Rigler
President

Encl.

cc: Thomas F. Coleman ✓

THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 65756 • LOS ANGELES, CA 90065 • (213) 258-8955

November 28, 1986

LEDLER Foundation
P.O. Box 828
Burbank, CA 91503

Re: Challenge Grant to the
Domestic Partners Equity Fund

Attn: Bruce Maza

Dear Mr. Maza:

One year ago, the LEDLER Foundation made a challenge grant to the Domestic Partners Equity Fund, primarily to support the Task Force on Family Diversity.

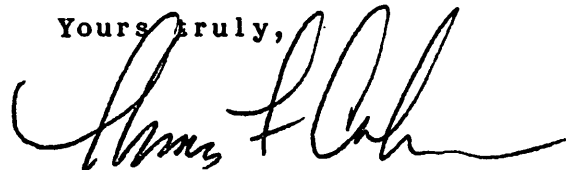
The Task Force has completed its organizational phase. It is now conducting research, especially with the assistance of several law, sociology and psychology students.

Over the past few months we have been experiencing tremendous difficulty in raising additional funds for this project, primarily due to competition caused by the campaign against Proposition 64 (LaRouche Initiative). Quite understandably, the community is preoccupied with the "No On LaRouche" campaign.

We can complete our fundraising drive in 1987. As we make substantive progress in our research, and as we involve more organizations and leaders in the work of the Task Force (especially through our upcoming public hearings), we should be able to meet the financial challenge.

On behalf of the project, I am requesting an extension until November 30, 1987, to complete our fundraising and meet the challenge. I hope that this will meet with the Foundation's approval.

Yours truly,



THOMAS F. COLEMAN

THOMAS F. COLEMAN

ATTORNEY AND COUNSELOR AT LAW

CENTER FOR PERSONAL RIGHTS ADVOCACY
POST OFFICE BOX 65756 • LOS ANGELES, CA 90065 • (213) 258-8955

May 22, 1987

Mr. Lloyd Rigler
LEDLER Foundation
P.O. Box 828
Burbank, CA 91503

Re: Re-Cap of Dinner Meeting
Attending: Lloyd Rigler
Bruce Maza
Tom Coleman
Chris McCauley
Jay Kohorn

Dear Lloyd:

I enjoyed our dinner meeting at Bruce's home the other evening. It gave us all a chance to exchange views on topics we hold near and dear. I hope you also were invigorated by the lively exchange among us.

This letter summarizes the major areas which were discussed, pointing out items which were not resolved:

Mayoral Appointments:

Chris McCauley and I informed you that each of us has asked to be appointed to a city commission. Chris wants either the Board of Public Works, Human Relations Commission or Cultural Affairs Commission. I am seeking the Police Commission or the Civil Service Commission.

We asked if you would write to the Mayor, or speak with him, or both, in support of our appointments. You indicated that you would do so. You asked me to submit a sample letter which you could review, modify, and then send to Mayor Bradley.

Yesterday, I mailed a sample letter to Bruce to present to you for review.

Thank you for agreeing to communicate with Mayor Bradley on our behalf in this regard.

Prop. 64 Brief:

Jay Kohorn informed you that the brief which was made possible through LEDLER funding will soon be published by the New York University Review of Law and Social Change. Jay wanted to give some credit in the article to you or to your foundation.

You asked Jay to send you the proof sheets of the article so you could review the proposed footnote giving acknowledgment to the LEDLER Foundation. You said that, after you review it, you would decide if any credit should be given, and, if so, in what language.

Jay will send you the proof sheets of the article next week.

Page Two
Lloyd Rigler
May 22, 1987

Challenge Grant:

Bruce sent you a memo informing you of the progress we have made in meeting the challenge. You have advanced approximately \$7,000 and we have raised \$21,000.

The question arose as to whether the LEDLER Foundation would advance some or all of the remaining \$8,000. We are continuing our fundraising efforts and will fully meet the challenge by November. In the meantime, we have expenses which need payment.

Unresolved: Will you advance some or all of the remaining \$8,000?

Spectrum Institute:

We had discussions about the name, purpose, goals, etc., of Spectrum Institute.

You indicated that you would like to see a three-year plan. We agreed that you should be involved more in the development of Spectrum.

We asked if you would provide Spectrum with office space at the LEDLER building in Burbank. You indicated that it was possible and that you would consider it. You asked when we needed the space. We told you that we needed space by July 1.

Unresolved: Can office space be made available to Spectrum by July 1, 1987?

These were the major areas of discussion. I hope that this summary of the meeting is helpful. We would appreciate your answers on the unresolved items.

Again, thanks for spending so much time with us at the dinner meeting. It was productive and provocative. We should get together like that on a regular basis so that the agenda will not be quite so long each time.

Bruce was a great host -- and most patient with us, since none of us wanted to stop talking and leave.

I look forward to your replies.

Sincerely,



THOMAS F. COLEMAN

cc: Bruce Maza



Executive Offices

**General Telephone Company
of California**

One GTE Place
Thousand Oaks, California 91362-3811
805 372-6000 — Datatel 805 372-8282
TWX 910 343-6440

June 2, 1987

In Reply Refer To
3120

Chris McCauley
Tom Coleman
% Southern California Gas Company
820 South Flower Street
Room 141
Los Angeles, CA 90017

Gentlemen:

Thank you for your grant proposal concerning the Task Force on Family Diversity.

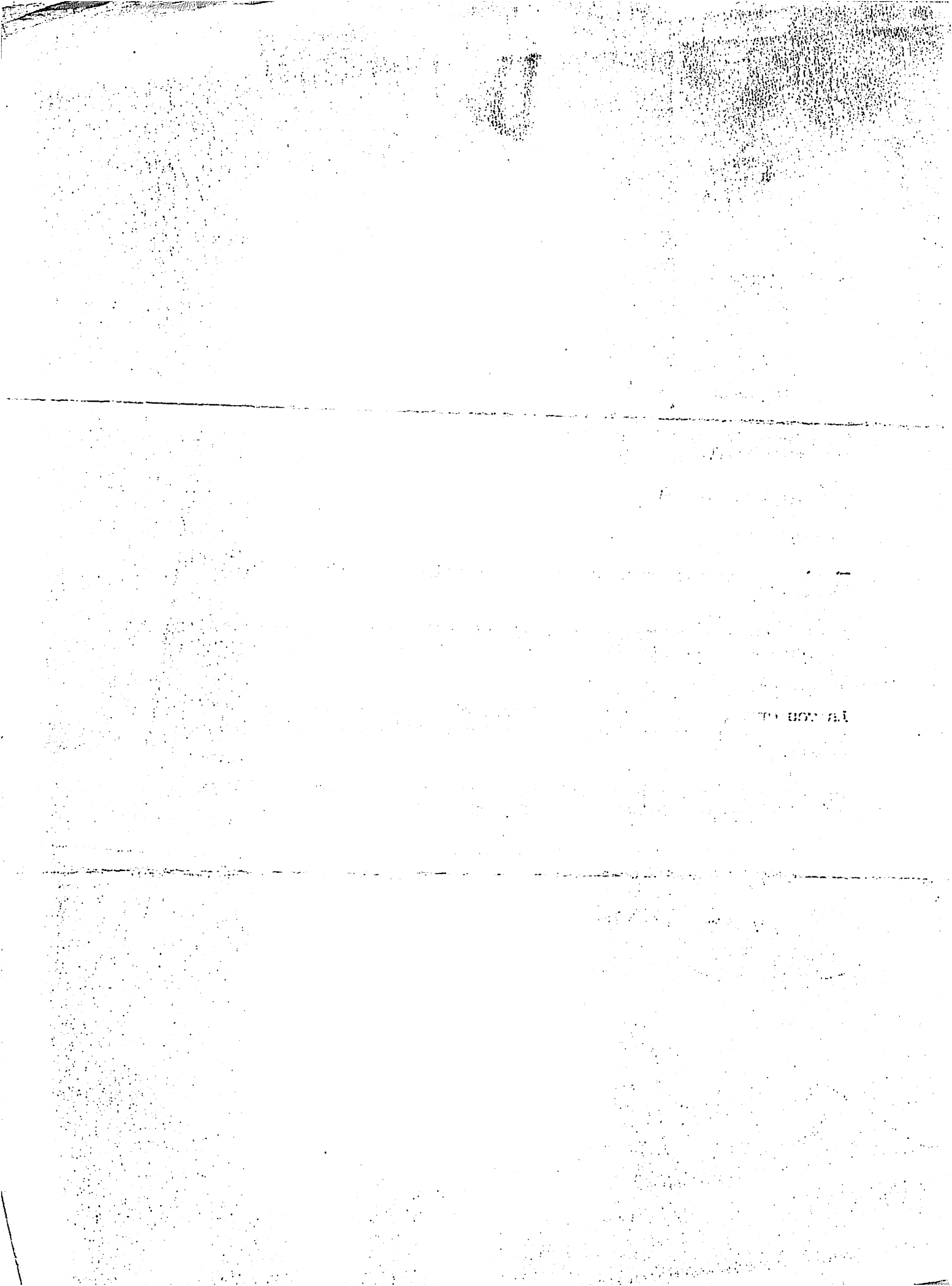
General Telephone Company of California will be pleased to contribute the printing of the final report as well as the supplements as outlined in your proposal.

As you draw nearer to your deadlines, please let me know, and I will make the necessary arrangements for the printing and delivery of the reports.

Please use me as your General Telephone contact concerning this project. I can be reached toll-free on (800) 251-4261.

I look forward to working with you both.

DENNIS PERKINS
Community Relations Manager



TO: BOY AI

THE LEDLER FOUNDATION P. O. Box 828, Burbank, California 91503

October 8, 1987

Institute for the Study of
Human Resources
c/o Mr. Thomas Coleman
Center for Privacy Rights,
Education and Advocacy
P. O. Box 6383
Glendale, CA 91205

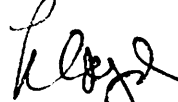
Dear Tom:

Enclosed is a check for \$2,670 covering the balance
of the grant for the "Domestic Partners" project.

It gives me much satisfaction to see a project such
as this one go forward.

Cordially,

THE LEDLER FOUNDATION



Lloyd E. Rigler
President

LER:Jm
Encl - 1

ACHIEVING EQUITY FOR DOMESTIC PARTNERS

Goals - Timetables - Strategies

- A. Our Success in the Future Depends on:
1. Recognizing the History and Source of Discrimination;
 2. Understanding and Mastering Methods for Reform;
 3. Making a Collective Commitment to Create Change
- B. A Suggested 6-Point Program to Achieve DP Equity:
1. Identifying the Problem Areas
 - * Legal Status of Our Relationships
 - * Employee Benefits Discrimination
 - * Rights of Survivors
 - * Tax Discrimination
 - * Access to and Use of the Legal System
 - * Discrimination Against Consumers
 2. Exploring Solutions from Various Perspectives
 - * Legal * Economic * Educational
 - * Social * Religious * Political
 3. Petitioning Appropriate Agencies for Relief
 - * Government * Political Parties * Unions
 - * Churches * Family * Others
 4. Developing Strategies for Reform
 - * Short Term (1-3 yrs.) * Intermediate (4-7 yrs.)
 - * Long Range (8 years and beyond)
 5. Securing Constituency Commitment
 6. Developing Coalitions to Implement Proposals

C. SPECIFIC GOALS OF DOMESTIC PARTNER EQUITY MOVEMENT:

1. Employee Benefits
 - * Short Term: - Sick Leave and Bereavement Leave
 - * Intermediate: - Reform Unemployment and Relocation Benefit Schemes
 - * Long Range: - Adopt Cafeteria Style Benefits Plans
 - Secure Health Benefits for Dependents
2. Recognizing the Validity of Our Relationships
 - * Short Term: - Revise "Family Life Education Curricula" in Secondary Schools
 - * Intermediate: - Reform Sodomy Laws in 25 States
 - Adopt Anti-Discrimination Laws
 - * Long Range: - Adopt Domestic Partnership Laws
 - Reform "Family" Immigration Laws
 - Eliminate Bias in Child Custody
3. Achieving Tax Reform
 - * Short Term: - Auto Transfer Tax Reform
 - * Intermediate: - Expand the "Head of Household" Definition for Income Tax Purposes
 - * Long Range: - Allow Joint Income Tax Returns
4. Securing Rights for Survivors
 - * Intermediate: - Amend Wrongful Death Statute
 - * Long Range: - Pension Benefits to Survivor
5. Expand Right to Use Legal System for Redress
 - * Short Term: - Allow "Consortium" and "Emotional Distress" Lawsuits
 - * Intermediate: - Allow Use of Conciliation Court
 - * Long Range: - Allow Dissolution Suits in Family Court
6. End Discrimination Against Couple-Consumers
 - * Intermediate: - Include Domestic Partners in Spousal and Family Discounts
 - * Long Range: - End Insurance Discrimination



209 W. Jackson Blvd., Suite 500 Chicago, IL 60606 (312) 461-9333

4619333

August 24, 1987

Tom Coleman
Task Force on Family Diversity
3340 Country Club Drive
Los Angeles, CA 90010

Dear Mr. Coleman:

As we discussed, the Chicago Resource Center is unable to fund the Task Force on Family Diversity's request for support. However, Richard J. Dennis has agreed to make a \$6,000 personal contribution to the writing and editing of the Task Force's Final Report. This contribution requires a match of \$6,000 and a check will be sent when we receive documentation of the availability of the additional funds for the project.

I wish you continued success in your efforts and look forward to hearing from you soon.

Sincerely,

A handwritten signature in cursive script that reads "Sarah Bradley".

Sarah Bradley
Associate Director

December 23, 1987

Thomas F. Coleman
Institute for the Study of Human Resources
3340 Country Club Drive
Los Angeles, CA 90019

Dear Tom:


Congratulations on your successful fundraising efforts. Enclosed please find Richard J. Dennis' contribution of \$6,000 toward the Task Force on Family Diversity's final report.

A letter acknowledging receipt of the contribution will be necessary for our files. In addition, a copy of the final report, a statement of expenditures, and a summary of the distribution plans for the report will be required. These items should be submitted no later than one month following the release of the report.

I wish you continued success in your efforts and look forward to hearing from you.

Sincerely,

Sarah Bradley
Sarah Bradley

RICHARD J. DENNIS		680
141 W. JACKSON BLVD., SUITE 1670 CHICAGO, ILL. 60604		<u>2-28</u> 710
		December 21, 1987
PAY TO THE ORDER OF	Institute for the Study of Human Resources	\$ 6,000.00
THE SUM 6000 DOLS 00 CTS		DOLLARS
 HARRIS BANK Harris Trust and Savings Bank Chicago, Illinois 60690		P
FOR	<i>Arline J. ...</i>	
⑈000680⑈ ⑆071000288⑆		885⑈081⑈0⑈

December 1981

Thomas F. Coleman
Institute for the Study of Human Resources
3340 Conover Blvd Drive
Los Angeles, CA 90018

Dear Tom:

Congratulations on your successful fundraising efforts. Enclosed please find Richard J. Dennis' contribution of \$5,000 toward the task force on early diversity's final report.

A letter acknowledging receipt of the contribution will be necessary for our files. In addition, a copy of the final report, a statement of expenditures, and a summary of the distribution plans for the report will be required. Your items should be submitted no later than one month following the release of the report.

I wish you success in your efforts and look forward to

Richard J. Dennis
Richard J. Dennis

880	RICHARD J. DENNIS
5/10	
Department of...	
2,500.00	
10/1/81	
	THE FUND FOR...
	10/1/81
	882-087-01