



August 21, 2024

GLAAD's programs and positive impact for LGBTQ people have grown tremendously over the last decade: from creating winning media campaigns behind issues such as marriage equality, ending the ban on blood donations from some LGBTQ people, and visibility of transgender people, to producing nine annual research reports on LGBTQ representation across industries, and training over 100,000 advocates and content creators to share LGBTQ stories. As an organization that also prioritizes transparency and takes fiduciary responsibilities very seriously, GLAAD would like to provide Charity Navigator users with important context that was missing from The New York Times article referenced.

When our former CFO raised issues around expense management to the Board last year, the Board conducted a thorough, independent investigation that concluded in August 2023. The Board recognized that corrective measures were necessary and took swift and decisive action to make changes, including strengthening GLAAD's policies, controls and training in 2023. In addition, industry benchmarking was used to ensure GLAAD executive compensation falls within appropriate pay bands. GLAAD continues to follow IRS guidelines and the advice of our auditors and tax attorneys. The past ten years of audited financials, all of which were clean audits, can be found [here](#).

GLAAD has grown rapidly over the past ten years as more and more people recognize the urgent need to accelerate acceptance for LGBTQ people and fight back against the attacks on our community. Revenue has grown from \$3.9 million in 2014 to \$29.7 million for fiscal year 2023. Sarah Kate Ellis, President and CEO, has been at the helm of that growth and the organization's increased impact. In a recent letter to donors, GLAAD's Board of Directors shared that they are certain that Sarah Kate is the right leader for GLAAD, and she and her team have the Board's support and profound gratitude for their tireless efforts. You can find the full letter from GLAAD's Board of Directors [here](#).

GLAAD's mission has never been more important. We will continue our work to deliver on this mission while redoubling our efforts to ensure that the GLAAD organization operates with the highest level of financial discipline and rigor.