

Servicemembers Legal Defense Network Strategic Plan Goals & Objectives

I. Lift The Ban to allow gays, lesbians and bisexuals to serve openly in the military.

- Educate and persuade members of Congress, the Pentagon and other key individuals about why *Don't Ask, Don't Tell* law must be repealed and replaced with a law that ensures a service members right to serve without discrimination.
- Expand our national grassroots movement and educate all why the Military Readiness Enhancement Act must be passed.
- Mobilize our partners in equality from the civil rights, veterans and lesbian, gay, bisexual and transgender (LGBT) communities.
- Expand our innovative watchdog, media and outreach campaigns to create greater awareness of the dangers posed by *Don't Ask, Don't Tell*.
- Increase our advocacy and research to further document and expose the dangers *Don't Ask, Don't Tell* poses to our national security and military readiness.
- Leverage new technology to repeal *Don't Ask, Don't Tell*.

II. Provide Free Legal Services to service members harmed by *Don't Ask, Don't Tell*, and related discriminatory policies.

- Provide zealous legal advocacy for service members harmed by *Don't Ask, Don't Tell* as anticipated calls for assistance increase by 100% over the next five years.
- Provide expert legal assistance for HIV+ service members.
- Provide expert legal assistance for transgender service members.
- Educate military defense attorneys and others about *Don't Ask, Don't Tell*.

III. Advocate For Policies and Practices to protect and improve the lives of service members perceived to be lesbian, gay, bisexual or transgender.

- Work to ensure *every service member* who harasses or condones harassment faces accountability for his or her actions.

- Work to ensure every service member is able to safely report harassment, without fear of being discharged, through the same channels available for reporting racial and sexual harassment.
- Work to ensure every service member has a chain of command that assures the safety of all its members.
- Work to ensure every service member will be trained on and held accountable for the proper implementation of the Don't Ask, Don't Tell law, pending repeal.
- Work to ensure every service member who discusses their sexual orientation or gender identity with health professionals, clergy, family and friends has a right to privacy.
- Work to ensure the Pentagon hold accountable those who ask, pursue and harass service members.
- Work to ensure repeal of the military's antiquated sodomy statute.

IV. Mobilize and Support Veterans and Service Members to repeal *Don't Ask, Don't Tell* law and advocate for the right to serve without discrimination.

- Enhance online communities of out and proud veterans.
- Expand grassroots networks, along with our allies, of lesbian, gay, bisexual and transgender service members and veterans.
- Recognize the contributions of veterans and service members who have defended our freedoms in enforced silence.
- Challenge the barriers that prevent the full participation in repeal efforts by LGBT service members and veterans.

V. Strengthen Organizational Capacity.

- Dramatically enhance our financial strength through the generous support of our contributors.
- Always assure the highest return on our donors' investment.
- Maintain the highest standards of ethics and fiscal responsibility.
- Recruit and retain the best and brightest staff, board of directors, military advisory council and volunteers.

VI. Prepare a Comprehensive Post Repeal Strategy.

- Describe how we will actively and carefully monitor the implementation by the Department of Defense.
- Address ways in which we will provide subject matter expertise to Congress and the Executive branch after repeal.
- Illustrate how we will continue to be pro active advocates for open service with equal treatment and benefits for all.