

Sarah Gallagher Warbelow

EXPERIENCE

HUMAN RIGHTS CAMPAIGN, Washington, DC

January 2008 - Present

Legal Director, April 2014 - Present

- ◆ Serve as a senior leader for the Human Rights Campaign including engaging in cross-organizational priority setting, multi-year budget planning and management, and assisting with fundraising from major donors and corporate foundations
- ◆ Develop, lead, and implement strategic plans to pass legislation and change administrative policy at all levels of government
- ◆ Led the creation of the HRC litigation program to bring strategic litigation before state, federal, and international courts, including hiring and supervising the HRC litigation director
- ◆ Oversee the HRC amicus program leveraging unusual voices, including restaurateurs and bakers, and key relationships, such as corporations and health care associations, to influence the courts
- ◆ Partner with renowned domestic and international law firms to serve as pro-bono co-counsel and amicus counsel
- ◆ Named Law360 “legal lion” along with co-counsel for securing a nationwide injunction against HHS the night before a regulation stripping away LGBTQ protections was set to go into effect
- ◆ Testify before Congress, the US Commission on Civil Rights, and state legislatures on issues ranging from nondiscrimination laws to judicial nominees
- ◆ Draft legislation and policy on issues such as nondiscrimination, criminal justice reform, safe schools and conversion therapy bans
- ◆ Analyze and educate on the impact of legislation and litigation on the LGBTQ community
- ◆ Manage the Legal Department staff and budget
- ◆ Represent the Human Rights Campaign in print media, radio, and television

State Legislative Director, September 2009 – April 2014

- ◆ Drafted state legislation on issues such as marriage equality, non-discrimination, safe schools and adoption
- ◆ Provided legislative strategy to state LGBT organizations and legislators
- ◆ Analyzed the impact of legislation and litigation on the LGBT community
- ◆ Managed permanent staff and legal temps
- ◆ Represented the Human Rights Campaign in print media, radio, and television

Senior Counsel for Special Projects & Justice for All Fellow, January 2008 – September 2009

- ◆ Educated teachers and professors on the relationship between the federal courts and civil rights
- ◆ Monitored and wrote about major cases affecting LGBT people
- ◆ Created curriculum on civil rights law, with a special focus on LGBT rights
- ◆ Ran the Law Fellows program, including recruiting, hiring, and supervising

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, Washington, DC

Program Manager, Legal Advocacy Fund, October 2005 – November 2007

- ◆ Conducted primary research on sex discrimination and education
- ◆ Managed the Legal Advocacy Fund Case Support Program
- ◆ Monitored pending cases and congressional bills

ACADEMIC EXPERIENCE

GEORGE MASON UNIVERSITY SCHOOL OF LAW, Arlington, VA
Adjunct Professor, January 2010 - Present

- ◆ Teach “Sexuality and the Law” (Winter semesters)

GEORGE WASHINGTON UNIVERSITY, Washington, DC
Women’s Studies Department, School of Arts and Letters

Adjunct Professor, January 2008 - Present

- ◆ Teach “Sexuality and the Law” (Fall semesters)
- ◆ Taught “Women and the Law” (Winter semesters through 2014)

GEORGETOWN UNIVERSITY, Washington, DC

Georgetown Public Policy Institute, Graduate School of Arts and Letters

Affiliated Professor, January 2007 – December 2011

- ◆ Taught “Sex, Gender, and Public Policy” (Winter 2007, Fall 2008, Fall 2010)
- ◆ Taught “Sexual Orientation and Public Policy” (Fall 2009, Fall 2011)

ACADEMIC QUALIFICATIONS

UNIVERSITY OF MICHIGAN LAW SCHOOL, Ann Arbor, MI

Juris Doctor, May 2003

- ◆ Co-President, Women Law Students Association
- ◆ Executive Editor, Michigan Journal of Race and Law, Editorial Board
- ◆ Assistant Editor, *Res Gestae*, Student Newspaper

UNIVERSITY OF MICHIGAN GERALD R. FORD SCHOOL OF PUBLIC POLICY, Ann Arbor, MI

Master’s of Public Policy, May 2003

- ◆ Writing award for Integrated Policy Exercise

MICHIGAN STATE UNIVERSITY, East Lansing, MI

Bachelor of Arts, James Madison College, *cum laude*, in Social Relations, May 1999

Bachelor of Arts, College of Arts and Letters, *cum laude*, in Women’s Studies, May 1999
Honors College

PROFESSIONAL ASSOCIATION MEMBERSHIPS

STATE BAR OF MICHIGAN, admitted February 2004

UNITED STATES COURT OF APPEALS FOR THE SECOND CIRCUIT, admitted
January 2021

NATIONAL LGBT BAR ASSOCIATION

WOMEN’S INFORMATION NETWORK, committee chair 2007-2010

PUBLICATIONS

Warbelow, Sarah and Cathryn Oakley. “The Virginia Values Act: A Landmark Civil Rights Legislation Leapfrogs Virginia into a Leader on Equality,” in *Richmond Public Interest Law Review*, Vol. 24, No.1 2021.

Malina, Sula, Sarah Warbelow and Asa E. Radix. “Two Steps Back — Rescinding Transgender Health Protections in Risky Times,” in *New England Journal of Medicine*, 383:e116, Nov. 2020

Warbelow, Sarah. (2018) Sound Nondiscrimination Models and the Need to Protect LGBTQ People in Federal Law. In William N. Eskridge Jr Robin Fretwell Wilson (Eds.), *Religious Freedom, LGBT Rights, and the Prospects for Common Ground*. New York: Cambridge University Press

Warbelow, Sarah. (2016) Nondiscrimination Protections, State and Local. In Abbie E. Goldberg (Ed.), *The SAGE Encyclopedia of LGBTQ Studies*. SAGE Publications, Inc.

Marril, Robin and Sarah Warbelow. "Finding and End to Federally Sanctioned Discrimination: A Call to Rescind the 2007 OLC World Vision Memo," in *American University Journal of Gender, Social Policy, and the Law*, Vol. 24, No. 4 Spring 2016.

Warbelow, Sarah and Xavier Persad. (2016) *State Equality Index 2015*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah and Remington Gregg. (2015) *Hidden Discrimination: Title IX Religious Exemptions Putting LGBT Students at Risk*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah. "The LGBT Youth Legal Landscape," in *Temple Political and Civil Rights Law Review*, Vol. 23, No. 2 Spring 2014.

Warbelow, Sarah. (2014) *Equality from State to State 2013*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah and Ty Cobb. (2013) Bullying of LGBT Youth in America: Prevalence, Effects, and Government Responses. In Dana Petersen and Vanessa R. Panfil (Eds.), *Handbook of LGBT Communities, Crime, and Justice*. New York: Springer.

Warbelow, Sarah. (2013) *Equality from State to State 2012*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah. (2012) *Equality from State to State 2011*. Washington, DC: Human Rights Campaign.

Cobb, Ty and Sarah Warbelow. (2011) *A Guide to State Level Advocacy Following the Enactment of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah. (2011) *Equality from State to State 2010*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah. (2010) *Equality from State to State 2009*. Washington, DC: Human Rights Campaign.

Warbelow, Sarah "The Speech Divide: GLBT Students Struggle for Visibility and Safety", in *Human Rights*, Vol.35, No. 3 Summer 2008.

Hill, Catherine and Sarah Warbelow, "Tenure Denied", in *American Academic*, Vol. 4, No.1 March 2008.

MEDIA

Print outlets include: New York Times, Washington Post, Bloomberg, Time Magazine, the Atlantic, Wall Street Journal, Chicago Tribune, LA Times, Huffington Post, National Law Journal, US News & World Report, and CBS News.

Television outlets include: MSNBC, CNN, PBS News Hour, Face the Nation, C-Span Washington Journal, and Al Jazeera.

Radio outlets include: NPR shows such as Diane Rehm, Here and Now, Tell Me More, and All Things Considered, as well as local radio programming.