

MEMORANDUM

TO: Arthur Fama, GLBT Section Board Liaison
Fred Thrasher, Deputy Director, NALP

FROM: Carlos Dávila-Caballero, GLBT Section Chair

CC: Gihan Fernando, President, NALP

DATE: October 19, 2007

RE: GLBT Section Quarterly Report II

Summary

The report contains the developments of the GLBT Section during the months from July through October.

I. Conference Call – November 16, 2007

The Section will conduct its second conference call on Friday, November 16, 2007. The group will discuss pending projects, *see infra*, and developments in the industry relevant to NALP and the LGBT Section.

II. Programming: 2008 NALP Annual Conference

The GLBT Section will present two programs at the 2008 NALP Annual Conference.

A. Solomon Amendment: Continuing the dialogue in light of amended regulations, enhanced amelioration initiatives, and support of LGBT rights outside of the military. Presenters – Carlos Dávila-Caballero, Tulane University Law School, Angie Dalfen, Golden Gate University Law School, and Gary Greener, Southwestern University Law School.

B. Strengthening LGBT Recruiting at Law Firms: Developing partnerships between law schools and legal employers to increase law LGBT recruitment in the profession. Presenter Eric Stern, University of California Law School-Berkeley.

III. Bulletin Articles

The Section will maintain its active involvement regarding publication of articles related to LGBT matters in our profession. Alex Mareiniss at Hunton & Williams will coordinate the efforts. The articles slated for publication as of the deadline include the following.

A. *Human Rights Campaign Foundation, 2008 Corporate Equality Index (CEI)*, NALP Now!, May 3, 2007, by Skip Horne at Latham & Watkins. Submitted and published.

B. *Lavender Law 2007*, November 2007, by Carlos Dávila-Caballero at Tulane University Law School. Submitted and published.

C. *Successful GLBT Initiatives at Law Schools*, January 2008, by Eric Stern. Pending.

D. *Transgender Developments*, March 2008, by Shawn Beem at Capital University. Pending.

IV. Environmental Scanning

The following communications and updates were disseminated through the discussion list.

A. September 18, 2007: Article, *Denial of Funds to Yale Law School Upheld Over Military Recruiter Ban*, published by Law.com and communicated to the group by James Leipold at NALP.

Synopsis: A Manhattan federal appellate court has upheld that Yale Law School can be denied certain federal funding for barring military recruiters from its campus.

Web link: <http://www.law.com/jsp/article.jsp?id=1190019776332>

B. September 13, 2007: E-mail from Andrew Chapin at Fordham containing information about the Lavender Law Student Counseling Project, which took place on September 6, 2007.

C. July 10, 2007: Article, *Wanted: openly gay lawyers*, written by Steve Rothhaus, published in the Miami Herald.com and communicated to the Section by Shawn Beem at Capital University Law School.

V. Solomon Amelioration Work Group

The Amelioration Best Practices Guide is completed and available to all NALP members through the NALP Web site. Angela Dalfen at Golden Gate University and Vice-Chair of the Section, D'Arcy Kennitz, Executive Director at NLGLA, and Gary Greener, Southwestern University Law School, contributed to the final publication.

VI. Drafting Committee on Proposed DoD Regulations

As the NALP Board is aware, the NALP Board agreed to establish a drafting committee and submit comments in response to the proposed federal regulations by the Department of Defense seeking “the same access to campus and students provided by the school to the nonmilitary recruiter receiving the most favorable access.” The NALP Board approved the comments submitted by the working group, and NALP in turn filed a response with the DoD. The work group was composed of NALP members Gihan Fernando, NALP President, Terry Galligan, UC Berkeley, Arthur Fama, Benjamin Cardozo School of Law, and Carlos Dávila-Caballero, Tulane University Law School, and the invaluable assistance of Jim Leipold, NALP Executive Director.

VII. Lavender Law Outreach Work Group

Lavender Law and the Career Fair was held September 6, 2007, in Chicago, IL. The Career Fair was a complete success. Over 150 employers participated, and student attendance was at an all time high, experiencing a 15% increase from last year.

A. Career Program: Prior to the Career Fair, NALP's GLBT Section organized a career panel to discuss recent hiring trends related to the LGBT community, provide advice to maximize participation at the career fair, and share viewpoints about being an out LGBT professional in the legal industry. Carlos Dávila-Caballero, chair of NALP's GLBT Section, delivered the welcome remarks. Skip Horne, Global Recruiting Manager at Latham & Watkins, moderated the panel, comprised of NALP members Mindy Baggish, Director of Career Services at University of California Davis School of Law, and Tom Grewe, Director of Professional Development at Carlton Fields. Additional panelists included Denise Brogan-Kator, Managing Attorney at The Rainbow Law Center, and Veta Richardson, Executive Director for the Minority Corporate Counsel Association. See *infra* for photos of the program.



B. Career Counseling: A new initiative, providing on-site career counseling, was launched this year during the Career Fair. Student response/demand exceeded expectations, especially for a pilot program.

Eric Stern spearheaded the event, and his efforts should be recognized by the board if possible. D'Arcy Kemnitz, NLGLA Executive Director, expressed her gratitude and requested a continuation of the on-site counseling services for next year's conference. The following NALP members volunteered their services to ensure the success of the on-site sessions:

- Skip Horne
- Shawn Beem
- Bill Chamberlain
- Tony Waller
- Arthur Fama
- Tom Grewe
- Sandra Magliozzi
- Eric Stern
- Carlos Dávila-Caballero
- Karl Riehl
- Vicki Jordan
- Andrew Chapin
- Gihan Fernando

C. Survey: D'Arcy Kemnitz will report to us once she completes the analysis of data she solicited from students. Sandra Magliozzi can include this information within the next report if available, *see infra*.

D. Lavender Law 2008 is scheduled for September 4-6, 2008, in San Francisco, CA. It is important to note that next year's conference will be NLGLA's 20th Anniversary.

VIII. Web Resources Update Work Group

Andrew Chaping at Fordham Law School continues to monitor the efforts to maintain the content within NALP's Web site related to the GLBT Section. Progress continues, and several sections have already been updated, e.g., GLBT Ambassadors for NALP, contact list.

IX. Additional Work Groups

The Section did not mention interest in the formation of additional work groups.

X. Diversity Reception at 2008 NALP Annual Conference

In conjunction with Marcy Cox, NALP's Diversity Section Chair, and with Gihan Fernando's consultation, NALP is planning to invite Mr. Nouman Ashraf as the speaker for the 2008 NALP Annual Conference diversity reception. Mr. Ashraf is the Anti-Racism and Cultural Diversity Officer at the University of Toronto, where he works closely with members of the faculty and administration, as well as student leaders. He has a special interest and expertise in issues pertaining to race and ethno-cultural issues on campus. He has spoken at various conferences and institutions of higher learning. Should Mr. Ashraf decline or be unavailable, NALP is considering David Lepofsky as the speaker. Mr. Lepofsky is a prominent Toronto lawyer and law professor who successfully advocates for the rights of disabled people. He contributed significantly to the inclusion of disability in the Ontario Human Rights code, which provided the strongest protection for persons with disabilities in Canada at the time. Acting on behalf of the Canadian National Institute for the Blind (he is blind), he led a successful effort to have the term "handicap" included as a protected ground under the Canadian Charter of Rights and Freedoms.