

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: March 31st, 2008

RE: GLBT Section Quarterly Report IV

Summary

The report contains the developments of the GLBT Section during the months from November through January, as well as future projects the Section may consider pursuing in the future.

I. Next Meeting

The Section plans to meet in April during the Annual Education Conference.

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. Best Practices: Recruiting GLBT Law Students. Program discussing how to develop partnerships between law schools and legal employers to increase law GLBT recruitment in the profession. Presenter Eric Stern, University of California, Berkeley School of Law and Michelle Mohr Vordenik, Chicago-Kent College of Law.

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 continues to coordinate the efforts. The following articles have been published.

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

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

C. *Resources to Assist in Understanding Transgender Individuals*, January 2008, by Shawn Been at Capital University Law School.

IV. Environmental Scanning

The Section maintained active exchange of relevant information throughout the year. It does appear, though, that activity decreased at the beginning of the 2008 calendar year. Most members expressed favorable comments about the continuation of the practice.

The following communications and updates were disseminated through the discussion list during the period covering the last report.

A. February 5, 2008: Article, *Attorney General Reverses Curbs on Gay Group at Justice Department*, published in the Washington Post and communicated to the Section by Eric Stern at the University of California, Berkeley School of Law.

Synopsis: Incoming Attorney General Michael B. Mukasey reverses decision preventing gay advocacy groups from utilizing e-mail, bulletin boards and meeting rooms at the DoJ and issued a revised equal-employment opportunity policy barring discrimination

<http://www.washingtonpost.com/wp-dyn/content/article/2008/02/04/AR2008020402761.html>

V. Solomon Amelioration Work Group

The work group is preparing for the upcoming workshop to be presented at the Educational Conference in Toronto.

The Section should continue to have an amelioration group, especially after the revised DoD regulation takes effect on April 28, 2008.

<http://edocket.access.gpo.gov/2008/E8-6536.htm>

VI. Web Resources Update Work Group

Revisions completed prior to the Newcomer's Conference.

The Section should maintain a small group of members to maintain the accuracy of the information.

VII. Diversity Reception at 2008 NALP Annual Conference

The Section is partnering with the Diversity Section to host an informational and welcome table at the diversity reception. We will display best practice guides and resources, and most importantly greet attending NALP members to the event.

VIII. Future Projects

A. Demographics: There are still NALP employers missing information about openly GLBT within their respective organizations. The Section should conduct a review of the NALP Directory for employers to assess the percentage of employers missing information and report/recommend to the NALP Board potential courses of action to follow.

B. Community Outreach: The Section should conduct a regional review of potential GLBT allies that may be missing from our contact list, and that may be of interest to the membership.

C. Section Name: The Section should continue to monitor the usage of the acronym GLBT within the legal industry and report to the Board whether a variant should be used.