

October 21, 2009

Shawn Beem
NALP Board Liaison, GLBT Section
Capital University Law School
303 East Broad Street
Columbus, OH 43215-3201

Re: NALP GLBT Section Board Report

The following is a report of the GLBT Section's activities during the second quarter of the 2009/2010 NALP year.

LAVENDER LAW 2009

Lavender Law is the annual career fair and conference held by the National LGBT Bar Association. Once again this year the NALP GLBT Section coordinated and staffed its annual Career Counseling Project and delivered a well-attended panel presentation at the conference.

The NALP LGBT Section's Career Counseling Project allows law students attending Lavender Law to meet with experienced placement professionals who either identify as LGBT or are skilled in advising LGBT law students. Section Vice-Chair Eric Stern coordinated this program. While fewer career counselors were able to attend the event this year (13 counselors), the team of NALP volunteers rallied by increasing their counseling hours, resulting in a 14% increase in total students advised. Approximately 100 students received individual career advising through this important program.

Additionally, Section Vice-Chair Sandi Magliozzi coordinated a panel presentation on Career Services and Job Search Strategies for Law Students.

The NALP GLBT Section continues to share a productive and complimentary relationship with the National LGBT Bar Association. Executive Director D'Arcy Kemnitz, besides regularly attending our Annual Education Conferences, serves as a trusted and reliable resource for our members as they work to develop programming and draft articles. D'Arcy Kemnitz will also be co-authoring the upcoming NALP Bulletin article summarizing this year's Lavender Law Conference.

NALP BULLETIN

GLBT Section members Gary J. Greener and Jeff Becherer's article "Helping LGBT Students Decide Which Job May Be Right for Them" appeared in the October issue of the NALP Bulletin. The article discusses considerations in evaluating a potential employer while providing a comprehensive list of resources for LGBT law students and new attorneys. I am confident that the article will serve as a resource for law students and career planning professionals for many years.

REQUEST TO DISTRIBUTE LETTER TO NALP EMPLOYER-MEMBERS ENCOURAGING THE REPORTING OF GLBT DATA.

Last year the NALP Board of Directors approved the content and distribution of a letter from the GLBT Section Chair to all primary NALP employer-member contacts encouraging the reporting of GLBT demographics for the Directory of Legal Employers (DLE). The letter was mailed out by the NALP staff in early December to ensure due consideration before the deadline for submitting data to the DLE. The letter, signed by the GLBT Section Chair, encourages employers to gather GLBT data and directs the reader to several resources on the NALP website designed to assist and equip employers in this endeavor. The letter included the endorsement of eleven GLBT law organizations and student groups. This year we ask that the Board approve a similar letter with the following changes: 1) We invite LeaNora Ruffin to be a co-signer to the letter; 2) If approved, we will solicit endorsements by Law Student GLBT groups from throughout the country.

While we are still awaiting a full comparative analysis of DLE reporting of GLBT data from 2007 to 2008, Andrew Chapin, who leads this project and serves as the Section's Vice-Chair for the NALP Form GLBT Data Reporting Working Group, has been monitoring a selection of 15 large firm employers. Of these 15 firms, nine began reporting GLBT data in 2008 after the distribution of our Section's letter. Our hopes are that with an increased number of relevant signatories the letter will be even more effective this year. Likewise, it is important that our Section continues its efforts to demonstrate the relevance of GLBT attorneys through the accurate representation of the number of GLBT persons in our profession.

Attached to this report is a copy of last year's letter. While the signatories will change, the content of this year's letter would remain the same.

STRATEGIC PLANNING

In response to the Board's request, I have sought feedback from the Section's membership regarding strategic planning for the next five years. To this end, I posed the following questions to the Section membership: "What things have the NALP GLBT Section done well over the past five years?" What matters or projects does the NALP GLBT Section need to work harder on? What projects or matters could the NALP GLBT Section take on, that they have not yet approached? What matters in our professional community are poised to impede our Section's work?

Below is a summary of the Section's responses.

WHAT THINGS HAVE THE NALP GLBT SECTION DONE WELL OVER THE PAST FIVE YEARS?

- Increased the visibility of GLBT attorneys and law students.
- Introduced and kept GLBT issues in discussions.
- Kept NALP members informed about GLBT issues.
- Partnered with other law organizations on issues of diversity.
- Produced numerous educational articles for NALP Bulletin.
- Produced numerous educational programs for NALP Conferences.
- Produced social and networking opportunities at NALP Conferences (Diversity

- Reception), and at other community/professional events (i.e. Lavender Law)
- Nurtured GLBT Section members to positions of leadership within NALP, thereby maintaining visibility and consideration of the Section's membership.
- Provided valuable networking and support for GLBT NALP members.

WHAT MATTERS OR PROJECTS DOES THE NALP GLBT SECTION NEED TO WORK HARDER ON?

- Working to ensure or equip members in equal opportunity and safe, supportive environments for GLBT law students, both on-campus and in the workplace.
- Working to ensure equal benefits for GLBT employees.
- Working to ensure equal opportunity for GLBT employees.
- Supporting nondiscrimination protections in the workplace.
- Striving for greater inclusion and visibility of GLBT persons with the ultimate goal of GLBT status being a non-issue.

WHAT PROJECTS OR MATTERS COULD THE NALP GLBT SECTION TAKE ON, THAT THEY HAVE NOT YET APPROACHED?

No responses provided.

WHAT MATTERS IN OUR PROFESSIONAL COMMUNITY ARE POISED TO IMPEDE OUR SECTION'S WORK?

- Discomfort with discussion of GLBT equality and inclusion.
- Avoidance of conflict; fear of repercussion.
- Homophobia.
- Belief that a poor economy does not afford progress on issues of diversity.
- The use of LGBT employees as "window dressing" (inclusion of a minority population for marketing or political correctness, typically relegating members of the minority population to less relevant or meaningful positions).
- Anti-gay religious beliefs negatively affecting law school and employer environments.
- Lack of legal protections.
- Anti-gay laws such as "Don't Ask Don't Tell" "Defense of Marriage Act" that make GLBTs less than other citizens.

ENVIRONMENTAL SCANNING

The following is a list of articles that were submitted to the NALP Section and its listserv during this quarter.

Bumiller, Elisabeth. "Rare Source of Attack on 'Don't Ask, Don't Tell.'" New York Times 30, September 2009.
Forwarded by James Liepold

Editorial Staff. "Firms Open to Sexual Orientation Diversity Reap Benefits, Witnesses Say at 'Gay Bar' Hearing." Your ABA (E-newsletter) September 2009.
Forwarded by Fred Thrasher

Franke-Ruta, Garance. "Disability, Gay Rights Expert Picked for EEOC." Washington Post 14, September 2009.
Forwarded by Andrew Chapin

Boies, David. "Gay Marriage and the Constitution; Why Ted Olson and I are Working to Overturn California's Proposition 8." The Wall Street Journal 20, July 2009.
Forwarded by James Liepold

Branch, John. "New Olympic House for 2010 Games" New York Times 19, July 2009.
Forwarded by James Liepold

Rosenberg, Alyssa. "Lawmakers Consider Domestic Partner Benefits." Government Executive 9, July 2009.
Forwarded by Eric Stern

I thank you for your on-going support and welcome any feedback from the Board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joel Chanvisanuruk', written in a cursive style.

Joel Chanvisanuruk
Chair, GLBT Section

cc: Fred Thrasher, NALP Deputy Director

Attachment: 2008 GLBT Section Letter to NALP Primary Employer Contacts