

February 7, 2011

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

***Re: NALP GLBT Section Third Quarter Board Report***

The following is a report of the GLBT Section's activities for the third quarter of the 2010/2011 NALP year:

**NALP Bulletin Articles**

The following articles, submitted on behalf of the section, appeared in the NALP Bulletin during the second quarter:

**LGBT Year-in-Review (February 2011)** – This article discussed substantial changes in U.S. and state laws, as well as court battles, that directly affected the LGBT community in 2010. Sharing these changes with NALP members is important as they impact proper counseling/recruiting of LGBT law students/attorneys, as well as diversity programming.

**Contributors:** *Jarrod Shirk*, Assistant Director of Public Interest, American University, Washington College of Law  
*Sonia Hayes*, Associate Director of Career Development, Stetson University College of Law

**Valuable Resources for LGBT Students & Lawyers** – This article provided a plethora of LGBT-specific on-line resources. From locating local LGBT Bar Associations and Community Centers, to monitoring the implementation of the Don't Ask Don't Tell repeal, this article directs NALP members to some valuable websites. (A draft of the article is attached to this report.)

**Contributors:** *Chris Teague*, Associate Director, Career Development Office, Suffolk University Law School  
*Shawn McKenna*, Director of Employer Outreach, UNC Law School

**Data Reporting**

**NALP Directory of Law Schools** - For the first time this year, NALP will be collecting demographic information from its member law schools. When completing the NALP Directory of Law Schools,

members will be asked to collect and report the numbers of openly LGBT students enrolled in its programs. To aid in the efficient collection of accurate information, the GLBT Section is preparing a best practices memorandum to share with NALP member schools. (A draft of the memo is attached to this report.)

### **Web Resources**

Joel Chanvisanuruk (Cincinnati), Chris Teague (Suffolk) and Shawn McKenna (NCCU) are continuing their efforts to revise the web resources offered by the Section on the NALP web page. The Work Group is still evaluating the existing resources and discussing some alternatives to both content and format that will make the resources both more user friendly and comprehensive to students from all areas of the country. Given the breadth of this task, the Work Group will need to engage other Section members and extend its work into the 2011-2012 NALP year.

### **Don't Ask Don't Tell**

The Section is monitoring the developments since President Obama signed the repeal of Don't Ask Don't Tell on December 22, 2010. Since the Defense Department has not completed the implementation of the repeal to ensure respectful recruitment and inclusion of LGBT Americans in the armed services, the Section is encouraging all NALP member schools to maintain the status quo. In absence of further guidance, there is no guarantee that the rights of LGBT law students will be protected. As such, law schools should not end their ameliorative efforts at this time.

In addition, a "Hot Topics" Session at the Annual Conference will be dedicated to the how the repeal of Don't Ask Don't Tell might impact legal recruiting. As of February 7, 2011, the Section has engaged Professor Diane Mazur of the University of Florida and the Palm Center, which promotes the study of LGBT people in the armed forces), and Dan Woods, lead counsel in *Log Cabin Republicans v. U.S.* (which challenged the constitutionality of Don't Ask Don't Tell) to be part of this panel.

As more information becomes available, the Section will do what it can to offer prudent analysis or guidance that may be helpful to the NALP membership.

### **LeGaL Mentoring Program**

One of the Section's goals this year was to institutionalize relationships with various LGBT bar associations, and specifically discuss the implementation of local mentoring programs with LGBT Bar Associations that do not already have such a program. The Section felt that these programs would aid, especially in this market, in LGBT student's job search and overall professional development.

The Section's first formal effort has been to co-sponsor the "LeGaL Mentoring Program" with LeGaL, the NYC metro-area LGBT Bar Association. In conjunction with LeGaL officers and members, the Section prepared materials (manual, fact sheets, applications) for launching the program, and has marketed and publicized the program to area practitioners (to be mentors) and law schools (to be mentees). Skadden Arps has agreed to host a kick-off reception for the program (thanks Carol), and various members of the

section have agreed to act as an "advisory panel" to field questions from mentors and mentees. (A draft of the announcement is attached to this report.)

The Section hopes to take the materials and road map developed in launching this program to other LGBT Bar Associations for establishment of additional mentoring programs in 2011-2012.

### Environmental Scanning

The following is a list of articles that were submitted to the NALP GLBT Section listserv this quarter:

- *Ouster of Iowa Judges Sends Signal to Bench*, New York Times, November 4, 2010 – forwarded by Jim Leipold
- *Gay Couples Sue Over U.S. Marriage Law*, New York Times, November 9, 2010 – forwarded by Jim Leipold
- *Repeal of Don't Ask, Don't Tell Faces Struggle In Congress*, New York Times, November 9, 2010 – forwarded by Jim Leipold
- *Firms Roll Out Perks to Employees in Same-Sex Domestic Partnerships*, New York Law Journal, December 10, 2010 – forwarded by Marty Grenhart
- *Senate Repeals Ban Against Openly Gay Military Personnel, A How-To Guide for a New Military, Backing 'Don't Ask' Repeal, with Reservations & At Long Last, Military Honor* – New York Times, December 20, 2010 – forwarded by Jim Leipold

Please let me know if the Board has any questions or feedback regarding this report and/or other items it believes should be addressed by the GLBT Section.

Best,

*Jeff Becherer*

Jeff Becherer  
Chair, LGBT Section

cc: Fred Thrasher, NALP Deputy Director



## DRAFT

LGBT law students and lawyers who are job searching may have different experiences than other students, depending on where and in what industry they are looking. They may face unique concerns, such as questions of personal safety, acceptance, and legal rights, but they also benefit from unique opportunities. Regionally, as well as nationally, LGBT communities often provide resources for connection and support. This article presents a list of resources for use in counseling LGBT students and focuses on the following areas:

- Bar Associations at the national, state, and local levels
- Legal Industry Websites with information on and for LGBT students and attorneys
- Jag Corps/Military Service
- LGBT lobbying organizations, business associations, and community centers

### **Bar Associations**

Bar Associations at the national, state, and local levels are often the first places people look for information on local legal communities and can be sources of information for LGBT students. If a state bar association does not have a group dedicated to LGBT issues, it is possible that a city or county bar association in that state does (as is the case with Columbus, OH and Philadelphia, PA) or that the state hosts an independent bar association (such as the Massachusetts LGBTQ Bar Association).

The **National LGBT Bar Association**, <http://www.lgbtbar.org>, is an excellent resource for career-related information and professional networking. The association produces the Lavender Law Conference, an annual event featuring a career fair, while the association's student group, the Law Student Congress, provides outlets for building contacts with LGBT attorneys nationally and regionally.

### **Legal Industry Websites**

One of the best, and probably first, many of us consult is our own **NALP Directory of Employers**, <http://www.nalpdirectory.com>. Although far from scientific, a survey of employers in a particular geographic area focused on domestic partner benefits may reveal how inclusive the legal community is in that area.

**DiverseLawyers.com**, [www.diverselawyers.com](http://www.diverselawyers.com), is a relatively new online resource for lawyers, law students, and other legal professionals featuring current news, a job board, and a calendar for upcoming bar events among other things.

**The ABA** includes among its many divisions, sections, and commissions a total of eleven projects, committees or groups focused on issues of interest to its LGBT members. A complete list can be found here: <http://new.abanet.org/sogi/Pages/projects.aspx>.

Another website that serves to aggregate legal information of interest to the LGBT community is [www.gaylawnet.com](http://www.gaylawnet.com). This website presents information on many topics and includes a listing of LGBT attorneys with contact information.

### **Jag Corps/Military Service**

As a result of the recent repeal of Don't Ask Don't Tell, LGBT students will now have the opportunity to openly serve our country in the Jag Corps of our Armed Services. Because the

## DRAFT

repeal has not yet been fully implemented, we recommend a watchful waiting period. There will of course be students that will want to be pioneers, and for them we list a variety of websites that can be monitored for updates on the implementation of the repeal.

- U.S. Department of State, [www.state.gov](http://www.state.gov)
- U.S. Department of Defense, [www.defense.gov](http://www.defense.gov)
- Servicemembers Legal Defense Network, [www.sldn.org](http://www.sldn.org)
- The White House, [www.whitehouse.gov](http://www.whitehouse.gov)
- Human Rights Campaign, [www.hrc.org](http://www.hrc.org)
- U.S. Navy, [www.navy.mil](http://www.navy.mil)
- U.S. Army, [www.army.mil](http://www.army.mil)
- U.S. Marine Corps, [www.marines.mil](http://www.marines.mil)
- U.S. Coast Guard, [www.uscg.mil](http://www.uscg.mil)

### **Human Rights Campaign Corporate Equality Index**

The HRC Corporate Equality Index, <http://www.hrc.org/cei2011/index.html>, rates large US businesses, providing in-depth analysis on each company's policies and practices relating to LGBT issues. The CEI is a great starting point for students who want to focus their job searches on LGBT-friendly companies. The limitation of this resource is that it focuses solely on a selection of businesses with over 500 employees and therefore excludes the vast majority of potential legal employers.

### **LGBT Business Associations and Community Centers**

Business associations and community centers can be useful sources of information while job searching. Both can provide access to LGBT or LGBT-friendly employers, as well as give some insight into how accepting a city or community is of its LGBT population. The National Gay and Lesbian Chamber of Commerce lists affiliated LGBT chambers of commerce and business associations on their website, <http://www.nglcc.org/community/ccbo/lgbtorganizations>, while CenterLink: The Community of LGBT Centers features a directory of community centers in the US and abroad on their site, <http://resources.lgbtcenters.org/Directory>.

These are just some of the many resources available to LGBT students and attorneys. The NALP website also contains a list of resources, which the LGBT Section is in the process of reviewing and updating. If you are aware of any resources that you think should be included, please e-mail us at [cteague@suffolk.edu](mailto:cteague@suffolk.edu) or [smckenna@ad.unc.edu](mailto:smckenna@ad.unc.edu).



## DRAFT

### “STAND UP AND BE COUNTED” CAMPAIGN

Upon the recommendation of NALP’s Recruitment Practices Advisory Group, NALP will collect information from law schools on the number of students who identify as lesbian, gay bisexual or transgender (LGBT). This information will then be reported in the next edition of NALP’s Directory of Law Schools (NDLS).

Because any demographic information that is self-reported is inherently subject to underreporting, and because this is the first year that law schools are being asked to collect this information, as well as because there tends to be a specific concern about privacy when asking folks to reveal their sexual orientation and gender identity, the NALP LGBT Section has undertaken efforts to propose some “best practices” for collecting this information easily and accurately.

Based upon discussions with various law schools which have developed a strategy and/or have already begun collecting this information, the NALP LGBT Section proposes the following steps<sup>1</sup>:

1. Request LGBT demographic information from your Admissions office (received via LSAC applications). This will provide you with some base number of self-identified LGBT students. Presumably, this number will be lower than the actual number;
2. Add language to students Symplicity profile, allowing them to self-identify (e.g. “I self-identify as lesbian, gay, bisexual or transgender”);
3. Meet with OUTlaw group (or chair person(s)) to discuss the new collection efforts and encourage OUTlaw members to both self-identify (via Symplicity) and spread the word to non-OUTlaw members who might also self-identify.
4. Draft language to be used in publicity materials. Some potential language (always include a **statement acknowledging the protection of confidentiality**):

**TO: ALL STUDENTS**

**RE: “Stand Up And Be Counted”**

Every year, the National Association of Law Placement (NALP) collects demographic information on the composition of law school student bodies. In the past the information collected has included race, gender, age and ethnicity. This year, NALP is adding the number of students who self identify as lesbian, gay, bisexual & transgender (LGBT).

Please help [LAW SCHOOL] accurately report the demographic information of its student body by standing up and being counted. To ensure that you are counted accurately, please take a few moments to update your Symplicity profile, which allows you to report your demographic information, including the option of self identifying as lesbian, gay, bisexual or transgender. (Your confidentiality will be protected: only the aggregate numbers – no names or other identifying information - will be reported

---

<sup>1</sup> No school should feel that this document is a mandate. On the contrary, these steps are merely suggestions to aid your school in easily collecting the requested information. There are other, equally effective ways to collect the information. Any suggestions to make this process more effective are appreciated.

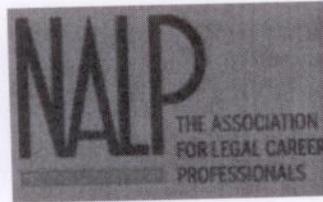
## DRAFT

to NALP.)

Demographic information is useful to many different groups, including prospective law students as well as employers. Please do your part in painting an accurate demographic picture of [LAW SCHOOL] – log on and update your Symplicity profile today.

5. Engage in publicity efforts (recurring, over the course of a couple weeks) to encourage all students to update their Symplicity profile demographic information, especially those who identify as LGBT:
  - Direct E-mails from OCS and/or Law School Administration (Dean, Dean of Students) to students and student groups
  - Facebook Page updates
  - Student Newspaper Article
  - Posters/Flyers
6. Report results to NALP via the ?? by DATE





**Contact:** LeGaL  
[info@le-gal.org](mailto:info@le-gal.org)  
[www.le-gal.org](http://www.le-gal.org)  
212-353-9118

### **LeGaL & NALP's LGBT Section Launch Mentoring Program**

*Kick-off Event to be Hosted by Skadden Arps*

**January 20, 2011** – LeGaL and the LGBT Section of NALP are pleased to announce the launch of a new mentoring program aimed at serving the LGBT legal community. The new mentoring program will seek to foster the professional development of LGBT law students and recent law graduates and assist mentees in navigating some of the unique issues that members of the LGBT community may confront during law school and at the beginning of their legal careers.

The program is currently seeking mentors from a diverse range of practice areas and settings. Attorneys who are admitted to practice in the New York metropolitan area and in good standing are eligible to volunteer as mentors, which is a great way to give back to the community. Although many mentoring programs presently exist, the need for a program specifically aimed at members of the LGBT community persists. As a result, the program aims to reinforce a sense of community among members of the LGBT bar while enhancing the skills and career prospects of participants.

For additional information on the program, please visit <http://www.le-gal.org/site/mentoring.html>.

A kick-off reception for the program will be held at the New York offices of Skadden, Arps, Slate, Meagher & Flom LLP on February 15, 2011 from 6:00-8:00p.m. Additional details will be available soon.

#### **About LeGaL & the LGBT Section of NALP**

LeGaL is a bar association of the lesbian, gay, bisexual, and transgendered (LGBT) legal community in the New York metropolitan area dedicated to promoting the expertise and advancement of LGBT legal professionals while serving the larger community. The LeGaL Foundation, a 501(c)(3) organization, oversees related charitable and educational activities by and for our membership and the public. As part of its mission, LeGaL is dedicated to serving the interests of the LGBT law student community as well as the needs of recently admitted attorneys from our community. For information on LeGaL, please visit <http://www.le-gal.org>.

The National Association of Law Placement (NALP) is a national organization whose membership includes virtually every ABA-approved law school in the US, Canadian law schools and hundreds of legal employers from both the public and private sectors and is dedicated to facilitating legal career counseling and planning, recruitment and retention,

and the professional development of law students and lawyers. NALP has a longstanding commitment to advocating for diversity in the legal profession. The LGBT Section is comprised of NALP members with an interest in issues concerning LGBT law students and lawyers within law schools and legal employers. The NALP LGBT Section maintains significant on-line resources for LGBT students and their career/professional development, available at <http://www.nalp.org/lgbtresources>.