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July 3, 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 first quarter of the 2009/2010 NALP year.

SUMMARY

My two goals these past few months have been to 1) increase active membership within the section and 2) to continue to expand the section's work to fully represent and advocate for transgendered attorneys and law students.

I am pleased to report that of the 19 individuals who have either submitted an RFP or agreed to contribute a Bulletin article on behalf of the GLBT Section, 10 of these individuals have either never presented on behalf of the section or have not been active Section members for over three years.

I am also happy to report that two RFPs addressing transgendered issues were submitted by the Section and a feature article addressing transgendered issues is slated for publication in the NALP Bulletin. Through these programs we will hear from two transgendered attorneys as well as a career planning professional experienced in advising law students who have transitioned during law school.

SECTION CONFERENCE CALL

The section held a conference call on April 28th. Topics discussed during the call included: potential RFP Submissions, potential NALP Bulletin submissions, strategies for increasing membership, changing the section name to “LGBT.”

By the conclusion of the meeting: members had agreed to serve as point persons for proposed RFP and NALP Bulletin submissions, it was decided that we would ask Janet Smith to include an invitation to join the Section in the by-lines of NALP bulletin articles, further research would be conducted into the possibility of changing the section’s name.

RFP SUBMISSIONS FOR 2010 NALP ANNUAL EDUCATION CONFERENCE

The following conference proposals were submitted for consideration on behalf of the NALP GLBT section.

Cultural magnifying glass: challenges and achievements of LGBT legal professionals in Puerto Rico

LGBT legal professionals encounter inclusion challenges as a result of the conservative nature of the practice of law. What happens when cultural viewpoints and local state laws magnify challenges? Learn about obstacles LGBT individuals overcome as the evolution of full inclusion unfolds in a jurisdiction where every member of the profession is technically a lawyer of color. Discover innovative approaches used by a law school clinic specializing in sexual orientation cases that can help the diversification of any legal organization.

Josefina Gonzalez, Professor University of Puerto Rico, School of Law
Jose Davila-Caballero, Professor University of Puerto Rico, School of Law
Carlos Davila-Caballero, Assistant Dean, Tulane University Law School

Issues in the Legal Profession for Transgender Law Students and Attorneys

This session will give a general introduction to transgender issues in the context of the legal profession. How can law schools and employers create a welcoming environment for transgender law students and attorneys? What steps and considerations are needed to make a law school, firm or other place of employment trans-inclusive? Topics will include recruiting, student services, student housing, safety and support issues, professional development, and career services.

M. Dru Levasseur, Staff Attorney, Transgender Legal Defense & Education Fund
Paula Zimmer, Assistant Dean and Director of Career Services , Western New England College of Law
Joel Chanvisanuruk, Associate Director, Career Planning and Professional Development, Washington and Lee University School of Law

Law Firms Coming Out of the Closet in 2010 - Marketing your GLBT Talent

This program will discuss how to utilize your GLBT attorneys to market your firm. The GLBT community is full of talent, as well as wealth and power. We will talk about ways to involve your GLBT attorneys in marketing, from recruiting to business development. As the GLBT community becomes even more united how can your firm get a piece of that beautiful velvet purse. From stereotypes to reality, what is successful and what could get your firm branded as homophobic.

Karl Riehl, Regional Manager of Professional Recruitment & Retention, Patton Boggs LLP

Adam Michael Becker, Attorney Recruiting Manager, Skadden, Arps, Slate, Meagher & Flom LLP

Working with Transgender Law Students & Attorneys

While gay and lesbian law students and attorneys are actively recruited by law schools and law firms, transgender individuals are often a lost voice and misunderstood community. This program will address what it means to identify as transgender and how to effectively counsel, recruit, and work with transgender individuals. This session is intended to provide an overview of the issues surrounding transgender identity and the issues and concerns in law schools and in places of employment.

Shawn Beem, Associate Director for Professional Development, Capital University Law School

The two RFP submissions will be combined into one presentation.

OUTREACH TO NALP NEWCOMERS

In an effort to attract more participating members to the section I contacted Marty Grenhart chair of the NALP Newcomers Section who generously agreed to run the following announcement in the NALP Newcomer's Listserv:

NALP GLBT Section Seeks Authors for NALP Newsletter articles.

The NALP GLBT Section (Gay, Lesbian, Bisexual and Transgendered) is interested in working with Newer Professionals to develop article submissions on behalf of the GLBT Section for the NALP Bulletin. Many NALP Bulletin submissions are submitted by a team of writers who work together in developing and drafting articles. Interested Newcomers can be paired with veteran NALP GLBT members to develop and draft their submissions. This is an excellent opportunity to expand your professional network, develop your expertise, and contribute to the work of NALP's GLBT Section.

Interested Newer Professionals should contact Joel Chanvisanuruk (a NALP Newcomer himself) to express their interest in this opportunity. Chanvisanurukj@wlu.edu , 540-458-8536.

The solicitation resulted in two Newcomer's signing on to contribute to NALP Bulletin submissions.

SUBMISSIONS TO NALP BULLETIN

The following article topics have been submitted and accepted for publication in the NALP Bulletin. *Italicized names indicate tentative contributors.*

Student Resources for Assessing LGBT Employer Benefits and Locality Rights

Contributors:

Gary J. Greener, Associate Dean, Southwestern Law School

Jeff Becherer, Senior Career Counselor, Benjamin N. Cardozo School of Law

Report from Lavender Law 2009

Contributors:

D'Arcy Kemnitz, Executive Director, National LGBT Bar Association

Sandee Magliozzi, Director Law Externships and Internships, Santa Clara Law

Why Great GLBT Data is Important to Your Employer

Contributor:

Andrew Chapin, Director of Counseling and Public Interest Scholars, Fordham Law

LGBT Profiles: Forging an LGBT Practice in Middle America

Contributors:

Joel Chanvisanuruk, Associate Director, Career Planning and Professional Development, Washington and Lee University School of Law

Craig Spitzer, Employment Programs Coordinator, University of Iowa College of Law

Cinnamon A. Baker, Director of Career Services, Barry University, Dwayne O. Andreas School of Law

LGBT Profiles: The Transgender Experience, Conversations with Transgendered Attorneys and Law Students.

Contributors:

M. Dru Levasseur, Staff Attorney, Transgender Legal Defense & Education Fund

Constance Elaine Arabatzis, Counsel, Dickstein Shapiro, LLP

Joel Chanvisanuruk, Associate Director, Career Planning and Professional Development, Washington and Lee University School of Law

OTHER ITEMS

I am in conversation with Kisha Nunez, Chair of the NALP Diversity Section regarding possible candidates for the NALP 2010 Annual Education Conference Diversity Reception Speaker.

ENVIRONMENTAL SCANNING

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

Rich, Frank. "40 Years Later, Still Second-Class Americans." New York Times 27 June 2009.

Forwarded by James Liepold

Nagourney, Adam. "Political Shifts on Gay Rights Lag Behind Culture." New York Times 28 June 2009.

Forwarded by James Liepold

McLemee, Scott. "Fifty Years After Stonewall." Inside Higher Ed 24 June 2009.

Forwarded by James Liepold.

Landler, Mark. "Diplomats' Same-Sex Partners to get Benefits." New York Times 23 May 2009.

Forwarded by James Liepold

Rich, Frank. "La Cage aux Democrats." New York Times 23 May 2009.

Forwarded by James Liepold

Shishkin, Philip. "The Battle over Benefits for Same-Sex Spouses." Wall Street Journal 21 May 2009.

Forwarded by James Liepold

Hughes, Brian. "Gays Have Served Honorably in the War on Terror: It's time to end 'Don't Ask, Don't Tell.'" Wall Street Journal 21 May 2009.

Forwarded by James Liepold

Harrison, Judy. "Maine Becomes Fifth State to Allow Same-Sex Nuptials." Bangor Daily News 6 May 2009.

Forwarded by Tom Schoenherr

Goodnough, Abby. "Gay Marriage Advances in Maine." New York Times 6 May 2009.

Forwarded by James Liepold and Kevin Motsinger

Editorial Staff. "Matthew Shepard Act." New York Times 6 May 2009.
Forwarded by James Liepold

Craig, Tim. "Uproar in D.C. as Same-Sex Marriage Gains." Washington Post 6
May 2009.
Forwarded by Kevin Motsinger

Williams, Carol J. "Same-Sex Marriages Gradually Gain Legal Ground." Los
Angeles Times 4 May 2009.
Forwarded by Tom Schoenherr

Bumiller, Elisabeth. "In Military, New Debate over Policy towards Gays." New
York Times 1 May 2009.
Forwarded by James Liepold

Schwartz, Douglas. "April 30 2009 Poll Results." Quinnipiac University Polling
Institute. 30, April 2009.
Forwarded by Shawn Beem

I thank you for your on-going support and expertise in chairing the GLBT Section, 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