

June 29, 2010

Shawn Beem  
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***Re: NALP GLBT Section Board Report***

The following is a report of the GLBT Section's activities for the first quarter of the 1020/2011 NALP year:

**Summary**

I am happy to report that the GLBT Section was active and productive throughout the first quarter of the year.

I am committed to continue Past Section Chair Joel Chanvisanuruk's goal of *increasing active membership* within the section, and to this end (as will be detailed below) I have tried this quarter to encourage newer members to actively participate in both: (1) preparing 2011 NALP Conference presentations, as well as (2) authoring articles for the upcoming year's NALP Bulletin. I will continue to do so with upcoming work, including the updating (and expansion) of GLBT Online Resources available on the NALP website.

I am also committed to expanding the Section's role in *supporting and fostering networking opportunities for lawyers and law students*, especially during this period of economic recovery. Throughout the year, I will explore opportunities to partner with other GLBT organizations (e.g. bar associations) to establish and/or strengthen networking opportunities, including mentoring programs.

Finally, I am committed to lending the support of the GLBT Section to ongoing efforts to educate the necessary groups and individuals regarding the *new NALP GLBT student data reporting requirements*. It is important that this information accurately reflect the numbers of GLBT students in law schools.

**RFP Submissions for the 2011 NALP Annual Education Conference**

The section held a conference call on Monday, May 17<sup>th</sup>, where we discussed nine potential RFP topics. By the conclusion of the meeting, topics were narrowed to three RFPs, and a sub-set of the callers

agreed to speak further on drafting the RFPs. Subsequent calls were held by the members of each RFP planning group (I attended all calls) to discuss content details and potential panelists.

The following conference proposals were submitted for consideration on behalf of the GLBT Section

**Making it “In” to be “Out” – Best Practices for Recruiting and Retaining LGBT Attorneys . . . in any Market!**

LGBT attorneys and LGBT diversity initiatives have been negatively affected by the sluggish economy of the past few years. In the wake of this decline, what needs to be done to repair and revive efforts to successfully recruit and retain LGBT attorneys? This panel will discuss the issues relevant to the LGBT legal community and the LGBT recruiting and retention efforts that have been successful at various firms. The panel, along with help from the audience, will then discuss creative and innovative ways to overcome lingering problems and what can be done in this still fragile economy to ensure that LGBT attorneys are given a fair opportunity for success.

Panelists (subject to change):

*Jeff Becherer*, Assistant Director, OCS, Benjamin N. Cardozo School of Law (moderator)

*Tom Grewe*, Chief Legal Recruiting and Development Officer, Bryan Cave LLP

*Morgan L. Smith*, Assistant Director of Attorney Development and Recruitment, Mayer Brown LLP

**“We Are Family” - Institutionalizing Support for your LGBT Students**

Career Services Professionals are called upon to assist and advise LGBT students and LGBT student organizations about issues that may or may not be related to career development. Career Services Professionals often play a large role in activating and sustaining these groups which are an invaluable resource to the students and their professional development. This panel will discuss and explore strategies for addressing challenges that confront us in building institutional support for LGBT students and student groups.

Panelists

*Arthur Fama*, Associate Dean for Career Services, Benjamin N. Cardozo School of Law (moderator)

*Michelle Mohr Vodenik*, Director & Public Interest / Diversity Advisor, Career Services Office, Chicago-Kent College of Law

*Jennifer Powell*, Assistant Dean for Career Services, West Virginia University College of Law

*Ashley Bowes*, Interim Assistant Director, University of St. Thomas School of Law

**Creating Your Brand – Image Management for Career Success in the New Millennium** (collaboration with Diversity Section)

How do you want to be known professionally? How do you effectively deliver this message? This session will define and explore “branding” and its impact on building, developing, and enhancing career development. It will also explore the unique challenges that diverse students and attorneys encounter while identifying their professional brand. The panelists will provide critical self-assessment skills that will aid students and attorneys with developing a competitive authentic brand, brand statement, and online social image.

#### Panelists

*Jeff Becherer*, Assistant Director, Benjamin N. Cardozo School of Law (moderator)

*Michelle Jackson*, Director of Career Counseling/Adjunct Professor of Law, Southern University

*Jacqueline Wilson Cranford*, Director of Diversity, O’Melveny & Myers LLP

*Amanda Ellis*, Amanda Ellis Legal Search

#### Submissions to the NALP Bulletin

The following article topics have been submitted for publication in the NALP Bulletin:

**New Law School LGBT Data Reporting: A Primer** (proposed for September 2010) – an article discussing the new GLBT field included in NALP data collection for law schools and providing insight into the value of having it and suggestions for gathering it. (Submitted jointly with the Recruitment Practices Advisory Group)

Contributors: *Tom Schoenherr*, Assistant Dean of Public Interest Resource Center, Fordham University School of Law  
*Caryn Schreiber*, Attorney Recruiting Coordinator, Morgan Lewis & Bockius

**Report from Lavender Law 2010** (proposed for October 2010) – Similar to the article submitted in years past, this will provide the NALP membership with a summary of the Lavender Law Conference highlights.

Contributors: *D’Arcy Kemnitz*, Executive Director, National LGBT Bar Association  
*Valerie Jackson*, Director of Diversity, Sutherland Asbil & Brennan LLP

**Legal Developments for the LGBT Community in 2010** (proposed for January/February 2011) – This article will discuss changes in the legal and political landscape that directly affected the LGBT community, and particularly LGBT law students and lawyers.

Contributors: *Jarrod Shirk*, Assistant Director, Office of Public Interest, American University, Washington College of Law  
*Cinnamon Baker*, Director of Career Services, Barry University, Dwayne O. Andreas School of Law

**Valuable Resources for LGBT Recruitment & Retention** (proposed for March 2011) – an article discussing a variety of valuable on-line resources available for LGBT students and attorneys, as well as counselors and recruiting professionals; the article will also roll-out the plan for strengthened NALP LGBT resource web-page

Contributors: *Chris Teague*, Associate Director, Career Development Office, Suffolk University Law School  
*Shawn McKenna*, Director of Legal Recruitment, NCCU School of Law

### **National LGBT Bar Association**

The GLBT Section will once again sponsor a career services panel discussion and career counseling session at this year's National LGBT Bar Association Annual Conference, held August 26-28<sup>th</sup> in Miami.

Skip Horne, as Vice-Chair for the National LGBT Bar Association Annual Career Fair and Conference Collaboration Work Group, solicited volunteers for the counseling session (Thursday, August 26<sup>th</sup>, 10:30 AM – 4:00 PM). The following is the list of counselors, to date:

*Jose Bahamonde-Gonzalez*, University of Maryland  
*Jeff Becherer*, Benjamin N. Cardozo School of Law  
*Marcy Cox*, University of Miami Law School  
*Carlos Davila-Caballero*, Tulane University Law School  
*Troy Elder* (and other faculty) Florida International University Law School  
*Gary Greener*, Southwestern Law School  
*Lori Lorenzo*, Florida Coastal  
*Mercedes Pino*, St. Thomas University Law School

In addition, the Career Services Panel (Thursday, August 26<sup>th</sup>, 9:00 – 10:30 AM) will feature the following panelists:

*Jeff Becherer*, Benjamin N. Cardozo School of Law (moderator)  
*Jim Liepold*, Executive Director, NALP  
*Marcy Cox*, Assistant Dean, University of Miami  
*Valerie Jackson*, Director of Diversity, Sutherland Asbil & Brennan LLP  
*Elizabeth Schwartz*, solo practitioner & family mediator  
*Michael Panzera*, Trial Attorney, International Trade, National Courts, Civil Division, U.S. Department of Justice

Finally, Valerie Jackson, Director of Diversity for Sutherland Asbil & Brennan LLP, has been appointed as the new NALP liaison to the National LGBT Bar Association. This is a two-year appointment.

### **Environmental Scanning**

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

“How Can You Create an LGBT-friendly Workplace?” [www.diversityinc.com](http://www.diversityinc.com) June 8, 2010

Forwarded by Shawn Beem

Schwartz, John. “Scandal Stirs Legal Questions in Anti-Gay Cases” New York Times, May 18, 2010

Forwarded by D’Arcy Kemnitz

### **Miscellaneous Items**

An email was sent to the Newer Professionals Forum planning committee to consider how GLBT perspective might be included in the workshops and plenary presentations developed for the Forum.

I was interviewed by Anna Friesenhan from the Newer Professionals Section, for an upcoming “Section Spotlight” Report to be disseminated to the members of the Newer Professionals Section highlighting the GLBT Section.

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, GLBT Section

cc: Fred Thrasher, NALP Deputy Director