

February 13, 2010

Shawn Beem  
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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 third quarter of the 2009/2010 NALP year.

### **SUMMARY**

I am happy to report that this quarter the GLBT Section has completed several projects that accomplish the Section's previously-identified goals of including and illuminating the GLBT population outside of the nation's larger cities while also bringing to the forefront the transgendered experience within our profession.

### **ACCOMPLISHMENTS**

#### GLBT Section's Annual Letter to Employers Encouraging Reporting of GLBT Employees

During his tenure as Chair of the GLBT Section, Andrew Chapin oversaw the drafting and distribution of a letter to NALP employers encouraging them to gather GLBT statistics for inclusion in the NALP Directory of Legal Employers. Through Andrew's continued stewardship, the letter was again distributed this year. Based on the Board's suggestions and the Section's goals the letter project grew this year to: 1) include more guidance to employers on gathering GLBT employee data; 2) increase the number of signatories to reflect broader geographical support.

This year's letter to NALP employers included specific guidance on the gathering of GLBT data from employers, as well as a fuller description of the unintended interpretations that non-reporting communicates to potential applicants.

Additionally, through the work of a team of law student-members of the University of Cincinnati College of Law's student group Out and Allies, nationwide outreach was conducted to student GLBT groups. This resulted in a tripling of the number of law school student group signatories, as well as an increase in geographic representation from a previous two states (New York and Illinois) to ten total states (adding California, Connecticut, Kansas, Michigan, North Carolina, Ohio, Vermont, Virginia and Washington.)

#### NALP Bulletin Articles

In the last quarter three important articles, submitted on behalf of the GLBT Section, were published in the NALP Bulletin.

*GLBT Lawyers Continue March Toward Equality*, Andrew Chapin, December 2009 NALP Bulletin.

Andrew's article, while promoting the reporting of GLBT employee statistics to the NALP Directory of Legal Employers, provided a much-needed national and legislative context to the greater goal of GLBT workplace equality. The content and tone of Andrew's article reminds us all of the importance of staunch advocacy within our organization.

*Record Attendance at Lavender Law Despite Economic Climate*, D'Arcy Kemnitz, December 2009 NALP Bulletin.

D'Arcy's article recognized the important role NALP and its GLBT section have played historically in supporting Lavender Law and its attendees. Since 2003, NALP members have participated in a career services panel. Beginning in 2007, NALP members have been providing direct on-site counseling services to attendees -- providing a safe space and strategic career guidance.

In September, 13 NALP members volunteered to provide on-site counseling services to the students and graduates in attendance at the 2009 Lavender Law Conference & Career Fair in New York. During the conference, volunteers met with and counseled nearly 100 students and graduates from all over the country.

The productive and on-going partnership between the NALP GLBT Section and the National LGBT Bar Association, of which D'Arcy is the Executive Director, is the direct result of the work of NALP member, and former GLBT Section Chair, Eric Stern. Eric's commitment to this program was evident in its planning and on-site at the Lavender Law Conference.

*Advice for Career Counselors and Employers from Openly GLBT Attorneys in Smaller Legal Markets*, Joel Chanvisanuruk, Cinnamon A. Baker, Craig E. Spitzer, February 2010 NALP Bulletin.

Perhaps winning the award for the longest and most specific title for a NALP Bulletin Article, I was fortunate enough to have worked with two fellow NALP members in drafting an article that accomplished several goals of the GLBT Section. This article highlighted the work and experience of a Transgendered attorney in Iowa, a Lesbian attorney in Florida and a Gay attorney in Ohio- meeting our Section's goal of highlighting the transgendered experience as well as GLBT practice throughout the nation. Additionally, the article was Section Member Craig Spitzer's first for the Bulletin, and Cinnamon Baker's first submission on behalf of, and as a new member of, the GLBT Section.

## **WORK GROUP UPDATE**

As indicated earlier in this report two of the Section's work groups, National LGBT Law Association Annual Career Fair & Conference Collaboration and NALP Form GLBT Data Reporting, have successfully accomplished their goals for the year.

The remaining work group, Web Resources Update Work Group, has not yet approached their work of updating the NALP LGBT web resources. At the beginning of my service as Chair of the GLBT Section, I named myself as the vice-chair of this group when I was unable to secure a volunteer to serve in this capacity. I am currently considering either 1) suggesting that an update of the web resources occur every other year; 2) reaching out to student signatories to the Section's employer letter for volunteer assistance. With the NALP year coming to a close soon, there is a good possibility that this work group's mandate will be passed on to the next Section Chair for consideration.

## **FUTURE LEADERSHIP**

I have identified and spoken with a GLBT Section member about the possibility of their being considered as the next Chair of the GLBT Section. This member now has a full understanding of the role and has confirmed interest in the position. I have e-mail president-elect Carol Sprague putting forth this member's name for consideration.

## **ENVIRONMENTAL SCANNING**

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

*February 9, 2010*

Eric Stern

DC Agenda, Sen. Chuck Schumer (D-N.Y.) is recommending that President Obama nominate the first openly-gay male to serve on the federal bench.

<http://dcagenda.com/2010/02/schumer-recommends-nomination-of-first-openly-gay-male-federal-judge/>

*February 7, 2010*

James Liepold

New York Times op-ed piece from Frank Rich. "Smoke the Bigots Out of the Closet,"

<http://www.nytimes.com/2010/02/07/opinion/07rich.html?th>

New York Times reports on a new law that goes into effect March 4th allowing same-sex couples in Mexico City to marry and adopt children.

<http://www.nytimes.com/2010/02/07/world/americas/07mexico.html?th>

*February 3, 2010*

James Liepold

New York Times's coverage of the fast-moving Don't Ask, Don't Tell debate in Washington.

<http://www.nytimes.com/2010/02/03/us/politics/03military.html?th&emc=3Dth==20>

*February 2, 2010*

James Liepold

ABA Journal, "Just Like Everyone," an ABA Journal feature story on LGBT diversity and inclusiveness in the legal profession.

[http://www.abajournal.com/magazine/article/just\\_like\\_everyone/](http://www.abajournal.com/magazine/article/just_like_everyone/)

*January 28, 2010*

James Liepold

New York Times, "Editorial: Ending 'Don't Ask, Don't Tell'"

<http://www.nytimes.com/2010/01/29/opinion/29fri1.html?scp=3D3>

*January 14, 2010*

James Liepold

New York Times, "Pentagon Steps Up Talks on Ending 'Don't Ask, Don't Tell'"

<http://www.nytimes.com/2010/01/15/us/politics/15military.html?scp=3D5>

*January 21, 2010*

Eric Stern

Chronicle of Higher Education, "How to Be Welcoming"

<http://chronicle.com/article/How-to-Be-Welcoming/63698/>

*December 28, 2009*

James Leipold

New York Times, "Gay Candidates Get Support That Causes May Not."

<http://www.nytimes.com/2009/12/28/us/28candidates.html? r=1&th&emc=3Dth>

*November 2, 2009*

Andrew Chapin

Associated Press, Report: Gay Couples Similar to Straight Spouses

<http://abcnews.go.com/Business/wireStory?id=8983302>

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

Sincerely,



Joel Chanvisanuruk  
Chair, GLBT Section

cc: Fred Thrasher, NALP Deputy Director