

## MEMORANDUM

**DATE:** June 28, 2012

**TO:** Charlotte Wager, NALP President  
Fred Thrasher, NALP Deputy Director  
Chris Modesto, NALP Board Liaison, LGBT Section

**FROM:** Erin M. Wright, LGBT Section Chair

**RE:** Quarterly LGBT Section Board Report, June

### SECTION CONFERENCE CALLS

We held a conference call on May 16<sup>th</sup> for the sole purpose of discussing RFPs for the 2013 Annual Conference. We held a quarterly call on June 22, 2012.

### BULLETIN ARTICLES

*B.E.S.T. Practices for Institutionalizing LGBT Support, April 2012:* Lori Lorenzo, Associate Director, Diversity and Inclusion, Career Development Office, University of Miami School of Law and Christopher Teague, Associate Director, Career Development, Suffolk University Law School

*The Relevance of Affinity Groups Today, May 2012:* Erin Wright, Assistant Director, Office of Career Services, Roger Williams University School of Law

### RFP SUBMISSIONS

The section submitted four 2013 NALP Annual Conference RFPs:

1. Safe Space Training - Lori Lorenzo, LGBT Bar Liaison, Associate Director, Career Development Office, University of Miami School of Law; D'Arcy Kemnitz, Executive Director, National LGBT Bar Association
2. That's So Gay and Other Things You Shouldn't Say: Encouraging Allied Support Through Language Training - Lori Lorenzo, LGBT Bar Liaison, Associate Director, Career Development Office, University of Miami School of Law; Jeff Becherer, Associate Director Office of Career Services, Benjamin N. Cardozo School of Law; CJ Ortuno, Executive Director of SAVE Dade; Marty Grenhart, Recruitment Manager, University of California, Berkeley School of Law
3. Developing, Recruiting, and Retaining LGBT Students and Attorneys: Using Affinity Groups and Other Resources to Build Institutional Support - Erin Wright, Associate Director of Career Development, Roger Williams University School of Law; Christopher Teague, Associate Director of Career Services, Boston College Law; Tom Grewe, Chief Legal Recruiting & Development Officer, Bryan Cave LLP; Rachel V. Simmonds-Watson, Diversity Manager, Debevoise & Plimpton
4. Making Sure Diversity Is Included: A Crash Course on How to Inform, Empower, and Market Your Diverse Student Body - Lori L. Lorenzo, LGBT Bar Liaison, Associate Director, Career Development Office, University of Miami School of Law; Gwendolyn L. Ferrell, Associate Director of Career Services, Louisiana State University; Mark Goldfarb, Assistant Director of Career Services, Benjamin N. Cardozo School of Law; Neil Dennis, Associate Director, Diversity & Inclusion, Georgetown University Law Center.

### BULLETIN SUBMISSIONS

The section submitted five articles for the NALP Bulletin:

1. How to Help LGBT Students Reconcile Ally Support - Erin Wright, Associate Director of Career Development, Roger Williams University School of Law and Chris Teague, Associate Director of Career Services, Boston College Law
2. How to Handle Military on Campus Post-DADT Repeal - Erin Wright, Associate Director of Career Development, Roger Williams University School of Law; Chris Teague, Associate Director of Career Services, Boston College Law School; Lorri Olan, Director, Career Planning and Professional Development, Washington & Lee University School of Law
3. Post Lavender Law Career Fair Summary - Lori Lorenzo, LGBT Bar Liaison, Associate Director, Career Development Office, University of Miami School of Law
4. Best Tips/Programs for Reaching out to LGBT Students - Lorri Olan, Director, Career Planning and Professional Development, Washington & Lee University School of Law and Jaclyn Vargo, Associate Director of Career Services, Brooklyn Law School
5. Firm and School Mechanisms to help LGBT Students Facing Hostile Workplaces: David Weinberg, Assistant Dean, Career Services, Seton Hall University School of Law and someone firm-side, tbd

### ENVIRONMENTAL SCANNING

June 12, 2012 NYC Bar Association annual reception & cocktail party celebrating lesbian, gay, bisexual and transgender pride month 2012 and honoring Alphonso David, Deputy Secretary for Civil Rights, State of New York, and Judith E. Turkel, Partner, Turkel Forman and de la Vega LLP. Tuesday June 19, 2012, 6-8pm at the House of the Association, 42, West 44th Street. Sponsored by NYC Bar Association's Committee on LGBT Rights and LeGal - the LGBT Bar Association of Greater New York. No fee or reservations necessary; business casual attire. Community co-sponsors: the LGBT Community Services Center; Services & Advocacy for GLBT Elders; The National LGBT Bar Association; the NY Civil Liberties Union; Immigration Equality; Lambda Legal.

On May 31, 2012, the Boston First Circuit Court of Appeals unanimously ruled that the Defense of Marriage Act (DOMA) unconstitutional because it denies federal benefits to same-sex married couples. <http://www.glad.org/uploads/docs/cases/gill-v-office-of-personnel-management/2012-may-31-gill-v-opm-first-circuit-ruling.pdf>.

From Andrew Chapin: fyi: "[A big leap forward](#)" for transgender employment rights In a development hailed as a major breakthrough for transgender rights, the U.S. Equal Employment Opportunity Commission ruled unanimously this week that employment bias based on transgender status is tantamount to discrimination based on sex, which violates the Civil Rights Act of 1964. The ruling will likely influence federal courts as they consider employment discrimination claims, according to Shannon Minter, legal director at the National Center for Lesbian Rights. "This is huge. This is a real sea change," Minter said. [Metro Weekly \(Washington, D.C.\)](#) (4/23) ---

National LGBT Bar – putting out inquiries to schools – we noticed gender identity is not in your nondiscrimination clauses

### VICE CHAIR REPORTS

**WEB RESOURCES:** The workgroup is in the process of review National LGBT Bar Resources to emulate/cull – this includes mentor programs. They will review current resources on our website, as well. They will then see what will be well-suited for putting on NALPConnect in addition to our website and will reconvene on July 6<sup>th</sup>.

**LAVENDER LAW:**

1. Valerie Jackson has completed organizing the panel which will include: Trevor Blake, Trial Attorney, U.S. Department of Justice, Civil Rights Division; Valerie Jackson, Firmwide Director of Diversity & Inclusion, K&L Gates; Jim Leipold, Executive Director, NALP; Lori Lorenzo, Assoc. Director, Diversity & Inclusion, Career Development Office, U. of Miami Law (and NALP Liaison to the LGBT Bar); Ashley Ham Pong, Capital Area Immigrants' Rights Coalition; David Wochner, Partner, Sutherland Asbill & Brennan ; Erin Wright, Assistant Director of Career Services, Roger Williams U. Law (Moderator)
2. Counseling – call for counselors went out this week and was mentioned in section meeting last week.
3. Informational Videos – Andrew Chapin has updated:  
<http://www.youtube.com/watch?v=TudPOMt-QLQ&feature=youtu.be>. Additional discussion is ongoing as to adding more faces to the video.
4. Reaching out to students so they know lay of the land – Lori Lorenzo is organizing live web chats

**DATA REPORTING:** Tom Grewe has a call into Lisa Quirk at the NALP office to see if she can provide a report showing those schools who chose not to report. Lori is connecting with Andrew. We have draft of firm letter and school letter. Lori announced at section call that she's going to be soliciting signatories.

**NALPCONNECT WORKGROUP:** No news to report.

**ANNUAL EDUCATION CONFERENCE/BULLETIN ARTICLE PLANNING:** See above sections titled RFP Submissions and Bulletin Submissions.