

June 28, 2011

Sandee Magliozzi  
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***Re: NALP LGBT Section Board Report***

The following is a report of the LGBT Section's activities for the first quarter of the 2011/2012 NALP year:

**Summary**

The LGBT Section is off to a great start this year. Like my predecessors, I have set a goal of increasing active membership within the section. I am happy to report that of the ten members who have submitted an RFP or agreed to write a Bulletin article, five have never participated in this way before. In addition, five of this year's work group vice-chairs have never held a leadership role in this section.

This year, the LGBT Section has been tasked with a variety of endeavors. In addition to existing work groups, the section has added two new work groups (Mentor Program and Track Programming). Also new this year is a Liaison to Diversity position. In this role, Lori Lorenzo, Associate Director, Diversity & Special Programs, Career Development Office, University of Miami School of Law, has already done a great job of increasing communication and collaboration with the Diversity Section.

In addition to the efforts of our various work groups, the section plans to create educational programming (possibly a webinar) covering issues relevant to transgender law students and lawyers. This endeavor (which will be discussed below) will create an excellent opportunity for the section to address very relevant topics in a way that will expand our audience.

**Section Conference Call**

The section held a conference call on Monday, May 9th, where we discussed nine potential RFP topics. During the meeting, members narrowed the list of topics down to four, and a sub-group of volunteers agreed to meet further to plan and write the proposals.

## **RFP Submissions for the 2012 NALP Annual Education Conference**

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

1. *Top Guns: Working Together to Recruit, Retain, Develop and Promote LGBT Law Students and Lawyers*

Ask most law firm career professionals and they will agree: recruiting and retaining law students and lawyers from underrepresented groups are among their highest priorities. But what about the next step: making them into successful lawyers? It's not enough just to get LGBT lawyers in the door and keep them there; developing and promoting them is just as important. On average, two to three percent of law firm lawyers are openly LGBT, but what about law firm decision makers? Come learn how law firm and law school administrators work together to successfully recruit, retain, develop and promote members of the LGBT community.

*Christopher Teague*, Associate Director, Career Development Office, Suffolk University Law School (moderator)

*Valerie A. Jackson*, Firmwide Director of Diversity and Inclusion, K&L Gates LLP

*Demetria Johnson*, Diversity and Recruitment Manager, Hogan Lovells US LLP

*Shawn McKenna*, Director of Employer Outreach, University of North Carolina School of Law

2. *You Want to Go Where? Diverse Students in Not So Diverse Locations* (collaboration with Diversity Section)

Often the minority and LGBT students we advise are interested in securing employment in urban areas with affinity networks, bar associations, and employers who openly court diverse attorneys. But how do you advise a diverse student who wants to live in a smaller or less diverse population? Is it necessary to explore lifestyle questions with your students? How do you help the student identify practitioners welcoming of diverse students? Through a mix of games and small group-moderated discussions, you'll explore the unique legal and interpersonal issues students might face, and develop the skills to successfully advise diverse students to conduct a job search in less diverse areas.

*Mark Goldfarb*, Career Advisor, The University of Iowa College of Law

*Alan Haynes*, Director of Career Center, The University of Minnesota Law School

*Cinnamon A. Baker*, Director of Career Services, Barry University School of Law

*Keeley P. Mitchell*, Director of Public Interest and Government Relations, University of Pittsburg School of Law

*Lori Lorenzo*, Associate Director, Diversity & Special Programs, Career Development Office, University of Miami School of Law

3. *Watch Your @\$% Mouth! RACE, LGBT and other four letter words and the difficult conversations that use them* (collaboration with Diversity Section)

Career Development and Recruiting/Professional Development professionals have to tactfully manage difficult conversations with attorneys, students, faculty, and colleagues on a regular basis to strengthen and build relationships that create an inclusive, safe environment for all. This program will discuss real life “sticky” situations and provide best practices for handling tough conversations with various professionals you deal with in your job. The panel will consist of a human resources diversity expert and representatives from schools and firms that will review current terminology in the diversity and LGBT vernacular.

*Lori Lorenzo*, Associate Director, Diversity & Special Programs, Career Development Office, University of Miami School of Law (moderator)

*Kito Huggins* (tentative), Corporate Diversity & Inclusion Strategist, Futurework Institute

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

*Sheri M. Zachary*, Director of Career Development, Saul Ewing

4. *Extra, Extra, Read All About It: A discussion of the “hot topics” and “headlines” that affect the counseling and recruitment of LGBT students and attorneys* (collaboration with Newer Professionals Section)

We are working in an ever-changing landscape of issues affecting LGBT students and attorneys. Don't Ask Don't Tell has been repealed (or has it?); Gay Marriage & Civil Unions are recognized in some states while outlawed in others; sexual orientation remains an employment issue to be thoughtfully addressed. Schools and employers feel the effects of these issues as they navigate through a variety of gray areas, such as ameliorative funding, employee benefits and grossing up. Seasoned panelists will discuss these hot topics and more, including how to collect LGBT student, attorney, and summer associate data for NALP's Directories.

*Christopher Teague*, Associate Director, Career Development Office, Suffolk University Law School (moderator)

*Tom Schoenherr*, Assistant Dean, Public Interest Resource Center, Fordham University School of Law

*Jackie Gardina*, Professor, Vermont Law School

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

*Brad Snyder*, Executive Director, Lesbian, Gay, Bisexual & Transgender Law Association of Greater New York

## **Submissions to the NALP Bulletin**

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

1. *Topic: The Relevance of Affinity Groups Today* (As employers are valuing diversity on a greater level and students are potentially identifying less strongly with their specific diversity group, can we say that affinity groups are still relevant?)

Article length: column length (750 words)  
Author: Erin Wright, Assistant Director, Office of Career Services, Roger Williams University School of Law  
Proposed publication date: Any month starting in December and onward

2. *Topic: Report from Lavender Law 2011*  
Article length: column length (750 words)  
Author: Valerie Jackson, Firmwide Director of Diversity and Inclusion, K&L Gates LLP  
Proposed publication date: November or December 2011
3. *Topic: Collecting LGBT data for the NALP law school questionnaire*  
Article length: column length (750 words)  
Author: Tom Schoenherr, Assistant Dean, Public Interest Resource Center, Fordham University School of Law  
Proposed publication date: January 2012 (or maybe December 2011)
4. *Topic: Resources for LGBT students and attorneys*  
Article length: column length (750 words)  
Authors: Shawn McKenna, Director of Employer Outreach, University of North Carolina School of Law; Sara Dana, Assistant Director, Office of Career Development, Boston University School of Law  
Proposed publication date: March 2012
5. *Topic: Building institutional support for LGBT law students*  
Article length: column length (750 words)  
Author: Christopher Teague, Associate Director, Career Development, Suffolk University Law School  
Proposed publication date: March or April 2012

## **National LGBT Bar Association**

The LGBT Section will once again sponsor a career services panel discussion and career counseling session at this year's National LGBT Bar Association Annual Conference, to be held September 8 – 10, 2011 in Hollywood, CA. Andrew Chapin and Erin Wright (as Vice-Chairs of the National LGBT Bar Association Annual Career Fair & Conference Collaboration Work Group), along with Valerie Jackson (NALP Liaison to the National LGBT Bar Association), will solicit volunteers for the counseling session (Thursday, September 8th, 10:30 AM – 4:00 PM). The National LGBT Bar Association Annual Career Fair & Conference Collaboration Work Group has scheduled a planning meeting with D'Arcy Kemnitz (Executive Director of the National LGBT Bar Association), which I will also attend.

## **Environmental Scanning**

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

Amanda Bronstad. "Foes renew push to ban enforcement of Don't Ask, Don't Tell." The National Law Journal, May 11, 2011.

Forwarded by Fred Thrasher

### **Miscellaneous Items**

At the LGBT Section Meeting in April, the idea of presenting a webinar for NALP members about issues relevant to transgender law students and attorneys was mentioned. I have spoken to a small group of section members about their interest in helping me put this together. I plan to present this idea to NALP in the near future and discuss its feasibility.

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 LGBT Section.

Sincerely

A handwritten signature in cursive script, appearing to read "Christopher Teague".

Christopher Teague  
Chair, LGBT Section

cc: Fred Thrasher, NALP Deputy Director