

October 18, 2011

Sandee Magliozzi
NALP Board Liaison, LGBT Section
Santa Clara University School of Law
500 El Camino Real
Santa Clara, CA 95053

Re: NALP LGBT Section Board Report

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

Section Conference Call

Our quarterly section conference call was held on Friday, October 14th, 2011 and included updates from each work group, as well as a discussion about other possible projects and issues currently facing our members.

Work Group Updates

- Annual Education Conference / Bulletin Article Planning Work Group

The LGBT Section had two RFPs accepted for the 2012 Annual Education Conference in Austin:

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. *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

In addition, five proposals for Bulletin articles were accepted:

1. *The relevance of affinity groups today, May 2012*
Erin Wright, Assistant Director, Office of Career Services, Roger Williams University School of Law
2. *Report from Lavender Law 2011, December 2011*
Valerie Jackson, Firmwide Director of Diversity and Inclusion, K&L Gates LLP
3. *Collecting LGBT data for the NALP law school questionnaire, January 2012*
Tom Schoenherr, Assistant Dean, Public Interest Resource Center, Fordham University School of Law
4. *Resources for LGBT students and attorneys, March 2012*
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
5. *Building institutional support for LGBT law students, April 2012*
Christopher Teague, Associate Director, Career Development, Suffolk University Law School

- Lavender Law Career Fair & Conference Collaboration Work Group

The LGBT Section sponsored a career services panel discussion and career counseling session at this year's National LGBT Bar Association Lavender Law Career Fair & Conference, September 8 – 10, 2011 in Hollywood, CA.

I moderated the panel discussion which featured the following speakers: James Leipold, Valerie Jackson, Lori Lorenzo, Samir Luther, Norman von Holtendorss, and Joshua Wayser. The discussion was attended by approximately 90 students and attorneys.

The career counseling appointments were conducted by twelve volunteer counselors from the NALP membership. A total of 70 students signed up for appointments (which represents a slight increase from last year).

In advance of the conference, Andrew Chapin, in conjunction with other work group members and representatives from the National LGBT Bar Association, filmed a video about professionalism and other career-related topics, which was sent to all conference attendees.

The work group has brainstormed some suggestions to consider for next year's conference:

- 1) Institute a mentor program for law students or provide some other opportunity for one-on-one or small group networking (i.e. group dinners or informational interviews).
- 2) Limit counseling sessions to 20 minutes, which would increase the number of available appointments.
- 3) When scheduling career counselors, front load additional counselors in the morning to allow more students to benefit from the appointments earlier in the day.

- NALP Form LGBT Data Reporting Work Group

Employer Compliance

Beginning in late October, the work group will coordinate an updated letter that encourages employer collection and reporting of attorney diversity demographics. The target date for mailing the letter is January 2012. The group will outreach to the Diversity Section and the LGBT Section listserv to ask for support/participation.

Law School Compliance

The work group is currently conducting research and planning for the upcoming Bulletin article about collecting LGBT data for the NALP law school questionnaire.

- Mentor Program Work Group

The work group is exploring possible bar associations to partner with in creating a new mentor program this year. The group plans to roll out this new program in the spring. The group is also working with LeGaL to launch Phase II of the mentoring program that was started in New York City last year.

- Web Resources Update Work Group

The work group is currently reviewing the current resources section of the NALP website to determine what updates need to be made and how to prioritize those updates. The group plans to start submitting proposed updates within the next few months.

- Online Community / Social Media Effort Work Group

No update at this time.

- Track Programming Work Group

The work group is in the process of developing a list of relevant topics to use in creating diversity resources that will help new section members.

Environmental Scanning

During our last conference call, we briefly discussed the challenge of counseling LGBT students who are interested in the military. Even with the repeal of Don't Ask Don't Tell, LGBT students still may face discrimination (during the application process and/or while enlisted). Andrew Chapin e-mailed the listserv a copy of a letter that the Society of American Law Teachers wrote to President Barack Obama requesting that he take action to help prevent such discrimination.

The following article was submitted to the NALP LGBT Section listserv this quarter:

July 18, 2011

MetroWeekly

Author: Chris Geidner

Oetken Approved By U.S. Senate, Is First Out Gay Man OK'ed for Federal Judgeship

<http://www.metroweekly.com/poliglot/2011/07/oetken-approved-by-us-senate-i.html>

Forwarded by Eric Stern

Miscellaneous Items

- *Webinar*: I have begun to assemble a small group to help me write a proposal for a webinar about issues relevant to transgender law students and attorneys. We hope to be able to present this proposal to the NALP board shortly.
- *Ally Event*: The section has expressed an interest in hosting an “ally appreciation” event at the Annual Education Conference in Austin. One possibility is to build an ally appreciation cocktail reception into the Diversity Reception. I will seek guidance from the Board and the Conference Planning Committee regarding how to propose this type of an event.

- *Post-DADT*: The section would like to request that this topic be considered for a “Hot Topic” program at the Annual Education Conference in Austin. In addition, section members will inquire about the possibility of writing an article about the topic.

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