

January 30, 2012

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 third quarter of the 2011/2012 NALP year:

Section Conference Call

Our quarterly section conference call was held on Friday, January 27, 2012 and included updates from each work group, as well as alerts about upcoming events and projects.

Work Group Updates

- Annual Education Conference / Bulletin Article Planning Work Group

Planning is underway for *Top Guns: Working Together to Recruit, Retain, Develop and Promote LGBT Law Students and Lawyers* and *Watch Your @\$% Mouth! RACE, LGBT and other four letter words and the difficult conversations that use them* (collaboration with Diversity Section). In preparing for *Top Guns*, the panelists are creating a survey about diversity and retention initiatives which they hope to send to members of the LGBT Section and the National LGBT Bar Association.

Valerie Jackson's article, *Record-Breaking Attendance at 2011 Lavender Law Conference and Career Fair*, appeared in the December 2011 issue of the Bulletin.

Future articles include:

1. *The relevance of affinity groups today, May 2012*
Erin Wright, Assistant Director, Office of Career Services, Roger Williams University School of Law
2. *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

3. *Building institutional support for LGBT law students, April 2012*

Christopher Teague, Associate Director, Career Development, Suffolk University Law School and Lori Lorenzo, Associate Director, Diversity and Inclusion, Career Development Office, University of Miami School of Law

- Lavender Law Career Fair & Conference Collaboration Work Group

The National LGBT Bar Association is currently seeking volunteers to assist with the 2012 Lavender Law Career Fair & Conference.

- NALP Form LGBT Data Reporting Work Group

Employer Compliance

A letter encouraging employer collection and reporting of attorney diversity demographics was mailed in January, 2012. Thanks to the efforts of Lori Lorenzo and other section members, 28 organizations signed on in support of the letter, which represents a significant increase from last year. A copy of the letter is attached to this report.

Law School Compliance

No update at this time.

- Mentor Program Work Group

The work group has reached out to bar associations in the mid-west and is in the process of selecting an organization to partner with. They plan to roll out a new mentor program this spring.

- Web Resources Update Work Group

The work group has been reviewing the current resources section of the NALP website. They have begun the work of updating links and making decisions about what resources should be included. The group expects to submit proposed updates by April.

- Online Community / Social Media Effort Work Group

No update at this time.

- Track Programming Work Group

No update at this time.

Environmental Scanning

During our last conference call, we continued to discuss some of the issues section members face post-Don't Ask Don't Tell. NALP has added a "Hot Topic" program about DADT at the Annual Education Conference in Austin. Erin Wright, Assistant Director, Office of Career Services, Roger Williams University School of Law, will moderate the program.

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 black ink, appearing to read "Christopher Teague". The signature is fluid and cursive, with a large initial "C" and a long, sweeping tail.

Christopher Teague
Chair, LGBT Section

cc: Fred Thrasher, NALP Deputy Director



Suite 401
1220 19th Street, NW
Washington, DC 20036-2405
(202) 835-1001
Fax (202) 835-1112
Email: info@nalp.org
Web: www.nalp.org

December 6, 2011

Dear Colleague,

When responding to recruitment efforts, considering offers, and generally evaluating legal employers, law students and attorneys increasingly look to an organization's demonstrated commitment to diversity. One of the primary and most comprehensive tools to make this assessment is the *NALP Directory of Legal Employers* (nalpdirectory.com). This online database provides up-to-date demographic information for each employer's team of practitioners, including the representation of attorneys by gender, race/ethnicity, disability, and LGBT status. When seen as the basis by which a pool of talented and diverse law students and attorneys evaluate potential employers, it becomes clear that full and inclusive reporting for the *NALP Directory of Legal Employers* is important for all members of the NALP community. Therefore, the LGBT Section of NALP encourages your organization to fully collect and report the number of openly-LGBT attorneys, including summer associates, in your organization.

We would also like to offer you our assistance in making the information gathering process efficient, professional, and appropriate. Many NALP employers have made great strides in gathering and reporting data regarding their openly-LGBT attorneys, and, in fact, the great majority of employers listed in the *NALP Directory* fully report this information. Some, however, struggle with the question of how to effectively gather the data. As is the case with ethnicity and disability, a person's LGBT status must be self-reported. Accordingly, the NALP LGBT Section would like to offer the following advice:

Don't Rely on Assumptions: When gathering this demographic information it is important not to operate on assumptions or informal knowledge alone. Some employers believe that they would know whether any of their attorneys identify as LGBT and, relying on this assumption, presume that they do not have any LGBT attorneys or that all self-identified LGBT attorneys are known.

Broaden the Inquiry: Rather than requesting that employees identify only their LGBT status, use this information-gathering opportunity to also solicit employee voluntary self-identification of disability and ethnicity. It is also a best practice to communicate with all of your employees when seeking this information rather than distributing the communication to a subset of employees, e.g., only employees who are not listed as married.

Use the Opportunity to Promote Your Diversity Initiatives: While inviting employees to self-identify as members of diverse groups, take the opportunity to reinforce your organization's commitment to diversity. If you have been successful in developing diversity programs, let everyone know. If you are not where you would like to be, let your employees know that you are committed to diversity and welcome their input and contributions in fostering diversity.

Organizations That Support This Letter:

American Bar Association
Sexual Orientation &
Gender Identity Commission

NALP LGBT Section
NALP Diversity Section

National LGBT Bar Association

Society of American Law Teachers

Fordham Law Outlaws
NYU Outlaws
Columbia Outlaws
Cardozo Law School OUTLaws
Yale Law School Outlaws

LeGal – The LGBT Bar Association
of Greater New York

NY County Lawyers Association,
LGBT Issues Committee

Massachusetts LGBTQ Bar
Association

Miami-Dade Gay and Lesbian
Lawyers Association

Central Florida Gay & Lesbian
Lawyers Association

University of Miami OUTLaws

LAMBDA Law Students Association
at Florida Coastal School of Law

University of Miami Association of
Caribbean Law Students

Nova Southeastern University
Shepard Broad Law Center
LAMBDA United

continued

Continued

**Organizations That
Support This Letter
continued:**

University of Florida –
Levin College of Law

Student Bar Association, University
of Miami School of Law

Florida Coastal School of Law

Black Law Students Association,
Robert H. Waters Chapter,
University of Miami School of Law

Kozyak Minority Mentoring
Foundation

University of Florida Law School's
Gay & Straight Alliance

Suffolk University Law School
Queer Law Alliance

Bay Area Lawyers for Individual
Freedom (BALIF)

Palm Beach County Bar Association

Zero is better than NC or UNK: While it is possible that after a comprehensive inquiry your final numbers reflect no employees identified as LGBT, listing a zero on your NALP Form is better than listing NC or UNK (Not Collected or Unknown). By listing zero you are indicating to law students and attorneys that you have conducted a thoughtful inquiry into the representation of LGBT employees at your workplace and that you would likely welcome applications from qualified students and professionals who do identify as LGBT. A report that states that the information is not collected or is unknown suggests the opposite.

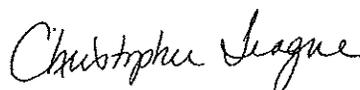
For your planning purposes, as in past years NALP will collect demographic data counts as of February 1. Also, this year's data collection cycle will open a few weeks later with the rollout of a new, updated version of the online Directory. If you would like further or specific advice on gathering LGBT information for your annual NALP Form please feel free to contact either of us and we will put you in touch with a fellow NALP member who can share their experience and success in conducting this inquiry. If you have questions about the reporting process and the NALP Form please contact Fred Thrasher at fthrasher@nalp.org or Lisa Quirk at lisa@nalp.org.

In closing we want to bring to your attention the list of student, regional, and national organizations that have endorsed this letter. Each group represents a membership composed of talented law students and attorneys who are committed to a profession that actively welcomes and supports LGBT colleagues. Their collective membership represents only a small sample of the law students and attorneys who seek workplaces that share their interest in a diverse and equal workplace.

Sincerely,



NALP President
Marcelyn R. Cox
Assistant Dean
Career Development Office
University of Miami School of Law
1311 Miller Drive, Bldg A, Room 112
Coral Gables, FL 33146
(305) 284-5301
mcox@law.miami.edu



LGBT Section Chair
Christopher Teague
Associate Director
Career Development Office
Suffolk University Law School
120 Tremont Street
Boston, MA 02108
(617) 305-3232
cteague@suffolk.edu