December 1, 2008

Dear ,

When students and lawyers consider their career options, they increasingly look to indicia of potential employers’ commitment to diversity. One of their primary tools in this regard is the NALP Directory of Legal Employers which provides demographic information about each employer's attorneys, including gender, race/ethnicity, disability and GLBT status. A lawyer or student’s ability to make an informed decision about an employer's commitment to diversity is impacted by the accuracy and completeness of the employer's reporting of this information.

Many employers have made great strides in gathering and reporting data regarding their openly-GLBT attorneys. In fact, the great majority of employers in the Directory of Legal Employers report this information. Some, however, still struggle with the question of how to effectively gather the information.

Next month it will be time again for employers to complete their forms for the 2009 edition of the Directory of Legal Employers. In my capacity as Chair of NALP’s GLBT Section, I thought it would be helpful to bring to your attention, even if your organization is already gathering and reporting GLBT attorney demographics, a great resource that can be found on the NALP website at http://www.nalp.org/content/index.php?pid=31. There you will find model language for surveying your attorneys and answers to questions about thoughtfully gathering and reporting this valuable demographic information. I strongly encourage you to take advantage of this resource as you begin updating your NALP profile for the coming year.

Finally, the GLBT organizations listed on this letter – representing GLBT attorneys and law students alike – urge you to report this important if you are not already doing so. They represent only a few of the many organizations across the country that will applaud your efforts in this regard.

Please feel free to contact Fred Thrasher at fthrasher@nalp.org or Judy Collins at jcollins@nalp.org if you have questions about demographic reporting for your NALP profile.

Sincerely,

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