MEMORANDUM

DATE: June 17, 2013

TO: Stacey Kielbasa, NALP President
    Fred Thrasher, NALP Deputy Director
    Cybele Smith, NALP Board Liaison, LGBT Section

FROM: Mark Goldfarb, LGBT Section Chair

RE: Quarterly LGBT Section Board Report, June

SECTION CONFERENCE CALLS

We held a conference call on May 22, 2013 to discuss RFPs for the 2014 Annual Conference. We held a quarterly conference call on June 5, 2013 to discuss: (1) RFPs submitted, (2) NALP Bulletin Article Ideas, (3) Lavender Law Conference Planning, (4) LGBT Data Reporting, and (5) the proposed and recommended adoption of the name change for the LGBT Section to the Sexual Orientation & Gender Identity Section.

RFP SUBMISSIONS

The section submitted four 2014 NALP Annual Conference RFPs:

1. **Unleashing the Power of Emotional Intelligence: Cultivate Diversity, Create Mindful Students, and Recruit Lawyers with the “It” Factor**
   Emotional Intelligence is the ability to identify, assess, and navigate emotions of oneself, others, and of groups. Human resource researchers are increasingly discovering that strong emotional intelligence skills are the “it” factor in successful employees and organizations. Fortunately for us, these skills can be taught. This program will introduce you to various techniques for developing your emotional intelligence, and then explore the application of these techniques to diversity and inclusion efforts, career counseling, and recruiting.

2. **Going Above and Beyond with Inclusion & Retention: Taking It to the Next Level**
   This program will truly go above and beyond what you have heard before on the subject of retaining and including diverse talent. We will explore the obstacles and challenges that face our LGBT and other diverse talent and highlight research that can provide additional insight and establish some best practices based on that research. We will also discuss strategies for creating and implementing professional development initiatives for this talent, tailoring it to meet the PD objectives for all associates while at the same time gaining leadership buy-in. We will specifically hone in on issues faced by LGBT attorneys and the unique challenges they face. **Karl Riehl, Carlos Dávila-Caballero, Robert Nelson, Manar Morales**

3. **LGBT Counseling Matters: What LGBT Students Want You to Know**
   Do you know the benefits and risks for students who “come out” about their LGBT identity in a job interview or on their resume? Do you know the anti-discrimination policies at your schools that protect LGBT students? Do you know whether you signal to LGBT students that you are a safe resource for information and support? This interactive program based on actual student accounts will provide you with skills-building exercises to develop your capacity to best support
LGBT students. [Our “Trans Matters” session will build on “LGBT Counseling Matters” and provide additional information on supporting transgender students.]

Erin Wright, Morgan Lynn

4. Trans Matters: Working with Transgender and Gender Non-Conforming Students and Attorneys
Are you at a school, organization, or law firm? If so, you likely work with transgender individuals. Having a clear understanding of the realities of transgender students and attorneys will help you navigate career development questions, create a supportive work environment, and succeed professionally in collaboration with your colleagues. This interactive program will provide best practices for counseling transgender job seekers and help participants create transgender-supportive work places and schools. [This session builds on the transgender component of the “LGBT Counseling Matters” session but it is not necessary to attend “LGBT Counseling Matters” to attend “Trans Matters”.]

Erin Wright, Morgan Lynn, Shannon Price Minter

BULLETIN SUBMISSIONS

1. Facilitating Community Support for Diverse Students
This article will advise career services professionals on how to support students interested in strengthening non-existent or fledgling student-run affinity groups.

Mark Goldfarb and additional co-writers TBD.

This article is part of our section’s efforts to increase school participation in LGBT data reporting, and it will include a discussion of the best practices for collecting the information on the self-identified LGBT students.

Gary McGinnis, and additional co-writers, if any, TBD.

3-Part Series on LGBT Issues, Erin Wright and Morgan Lynn
1. Supporting LGBT Students Best Practice Series: Nondiscrimination Policies
This article will address how to determine the language of your nondiscrimination policy, how to go about changing your policy if it’s not inclusive, and how to utilize the policy to protect students’/employees’ rights.

2. Supporting LGBT Students Best Practice Series: Resumes
This article will address concerns including whether to be out on a resume, how to handle transgender name change situations, and other common and not-so-common but important concerns for the benefit of recruiters and school-side professionals.

3. Supporting LGBT Students Best Practice Series: LGBT-Friendly Employers
This article will address how career development professionals can help their students identify LGBT-friendly employers and how LGBT-friendly employers can market themselves to students.

ENVIRONMENTAL SCANNING

Big news in the LGBT community is yet to come as we await the DOMA and Prop 8 cases pending before the U.S. Supreme Court. This news is likely to be released in the last week of the session, meaning right after this report is due.
Vice Chair Reports

Annual Education Conference/Bulletin Article Planning/Hot Topics:
Mary Nienaber was instrumental in shepherding the RFPs through the section’s feedback process, whereby Chris Teague, Mary Nienaber and I provided comments to all the RFPs submitted by our section.

Website & NALP Connect Resources:
The resource section is still waiting for NALP to revise the LGBT Section’s resources page on the NALP website. Planned updates to the overall website have stalled them. The Vice-Chair plans to upload all the updated information that will be available on the website to the NALP Connect Resources Section by the next quarterly report.

Lavender Law Conference:
1. Student Enrollment – The National LGBT Bar Association is prioritizing law student recruitment efforts for their 25th Annual Lavender Law Conference & Career Fair in August 22-24, 2013. Last year saw a decline in student attendance, likely due to decreased amelioration efforts by law schools following the repeal of Don’t Ask Don’t Tell. Vice Chairs, Lori Lorenzo and I had a conference call with D’Arcy Kemnitz and Tyrone Handley of The National LGBT Bar Association to discuss this issue. NALP will work to provide career advisors with information to pass on to students on reasons for students to attend, and we are involved in ongoing efforts with The National LGBT Bar Association.
2. Counseling – The Vice-Chairs have issued a call for counselors for the career fair. Recruiters have been invited to advise this year along with career advisors. In addition, an informal advising session is planned for Wednesday evening – a first.
3. Panel – Lori Lorenzo is working to complete the panel with D’Arcy Kemnitz, Executive Director of The National LGBT Bar Association.
4. Informational Videos – Lori Lorenzo is working with the Vice-Chairs to plan and create informational interviews prior to the fair.

Data Reporting:
In past years, a letter was sent to schools to describe the LGBT Data Collection efforts and ask schools to report the number of students that self-identify as lesbian, gay, bisexual or transgender to NALP. This has not led to strong data reporting, with approximately 20 NALP member schools reporting seemingly accurate statistics and only about 50 schools reporting anything. Thus, Gary McGinnis, Career Advisor at The University of Michigan Law School, is creating a survey to reach out to the 20 schools with strong reporting practices to elicit tips and create a best practices guide for other schools. This best practices guide along with a revised letter will be sent to all schools. We would also like to include an article in the NALP Bulletin to help address poor reporting. We then plan to follow-up with schools via phone to address any questions.

Transgender Issues:
Erin Wright is a force in putting transgender issues to the forefront. In addition, to the RFP for the 2014 Annual Conference and proposed Bulletin articles, she is devising outreach efforts to schools to ensure that sexual orientation and gender identity are covered under schools’ non-discrimination policies. In addition, she was the champion for the name change described below.

Name Change:
Prior to the NALP Annual Education Conference, Erin Wright recommended that the section change its name to “SOGI – Sexual Orientation and Gender Identity Section.” We discussed this name change at the
conference. The impetus behind the name change is to promote greater inclusion. LGBT denotes three distinct groups: lesbians and gays, bisexual persons, and transgender persons. The problem is that this leaves out certain groups and individuals that do not define themselves along these rigid lines. Other organizations, including the American Bar Association, have decided to change the names of their LGBT/GLBT/LGBTQI, etc. to SOGI in an effort to be more inclusive.

The main concern of members to the name change is that the LGBT Section has a strong brand within NALP, and they are concerned that members, especially new members who might be interested in joining the LGBT Section, may not be readily aware of what SOGI means and thus we may potentially miss members to our section.

In the quarterly conference call, we decided to recommend to the board that we change the section name to the Sexual Orientation & Gender Identity Section. We figured that tossing aside the acronym will allow members to readily ascertain the mission of the group, which alleviates the main concern of most members. In addition, this will allow our section to educate all members on inclusiveness with respect to sexual orientation and gender identity issues.