

2011 GAYLAW D.C. BAR ASSOCIATION CANDIDATE SURVEY

One of the most important issues in the legal community today is diversity, including appropriate recruitment, treatment, and retention of lesbian, gay, bisexual, and transgender (LGBT) legal professionals. A 1999 D.C. Bar Association Task Force found that discrimination on the basis of sexual orientation and gender identity continues to permeate the ranks of the legal profession. The Task Force report may be found at the following website:

www.dcbar.org/inside_the_bar/structure/reports/task_force/index.cfm.

Although many firms, organizations, and government agencies have made great strides, such discrimination continues. GAYLAW looks to the D.C. Bar Association to be a leader in the fight to end discrimination on any basis in the profession.

This survey and your responses are part of GAYLAW's assessment of you and your candidacy. We are very interested in hearing from you. Thank you for taking the time to complete this survey.

GAYLAW
Board of Directors

Instructions. Send survey responses to gaylaw@gaylaw.org. All responses must be received no later than April 13, 2011. Please note that when we publish our endorsement decisions on the GAYLAW website (www.gaylaw.org), we will also publish the survey responses that you submit to us. Since candidate survey responses are utilized in GAYLAW's endorsement process, we are unlikely to endorse candidates that do not respond to this survey.

1. How do you promote, encourage, and/or support the recruitment and retention of LGBT individuals in your firm, agency, or organization? Please provide examples if appropriate.

I am honored and humbled to work at a firm that understands how a highly qualified and richly diverse workforce contributes to its success. For that reason, employees of Gray Plant Mooty are held accountable to four key values:

RESPECT	Every employee's abilities and contributions are valued.
BELONGING	All employees feel they have a place here.
SUPPORT	All employees have access to the help they need to perform at their highest level.
GENEROSITY	All employees are willing to give and share of themselves.

Guided by these four values, I have observed that Gray Plant Mooty has been able to recruit, retain, and reward the best people – from all walks of life.

I believe it is in the best interest of our firm and our clients to have a workforce that is highly qualified and richly diverse. And that doesn't happen by good intentions alone. One of the first firms in Minnesota to formalize the pursuit of diversity and inclusion, Gray Plant Mooty established its culture and diversity committee in 1993. The committee meets monthly to cultivate key values that promote a diverse and anti-discriminatory workforce: respect, belonging, support, and generosity.

Shortly after joining Gray Plant Mooty in 2006, I became involved with the firm's culture and diversity committee, where I quickly took the lead of a team that created data collection tools to track

minority, LGBT, and female recruitment and retention. Other targeted diversity efforts at Gray Plant Mooty include sponsoring a first-year summer associate program for law students of color and other diversity candidates, and aggressively recruiting to reach out to candidates of all backgrounds. As a member of the firm's hiring committee, I am actively involved in the evaluation of applications for this 1L diversity summer associate program. Over the years, I have been profiled in several of my firm's diversity, pro bono, and annual reports.

Among other diversity-related conferences and bar events, Gray Plant Mooty has proudly sponsored the Minnesota Lavender Bar Conference and the Twin Cities Human Rights Campaign Annual Dinner. Gray Plant Mooty also promotes formal diversity education as well as informal dialogue in the firm, and supports community cultural events. And as a founding member of *Twin Cities Diversity in Practice*, the firm has joined forces with other law firms in Minneapolis to advance diversity in the Twin Cities legal community. In recognition of our ongoing commitment, Gray Plant Mooty has been a recipient of the Hennepin County Bar Association's Diversity Award, and the Minnesota Cultural Diversity Center's Sharing Diversity Champion of the Year Award.

For the past six years, Gray Plant Mooty has hosted an annual Diversity Speakers Series. As a member of the firm's culture and diversity committee, I helped to plan these quarterly events. These speaking events bring in community leaders to speak with firm attorneys, staff, and guests in an effort to build cultural awareness and enhance understanding about the role diversity plays in our society. For example, in February 2010, Phil Duran, legal director for OutFront Minnesota, spoke at Gray Plant Mooty about state and national developments related to LGBT issues – including the marriage debate. Phil also shared anecdotes about discrimination and prejudice suffered by LGBT persons in the workplace. Prior to joining OutFront Minnesota in 2000, Phil worked with the Minnesota AIDS Project and the Chicago office of the Lambda Legal Defense and Education Fund.

It is no wonder that Gray Plant Mooty was recently named to the annual "Best Places to Work" list compiled by the Minneapolis/St. Paul Business Journal for the eighth year in a row. My firm is the only law firm in Minnesota ever to have achieved that distinction.

2. Do you support the adoption of federal civil-rights legislation to protect LGBT individuals from discrimination, including employment and housing as well as marriage equality? If no, please explain.

Yes.

3. Which, if any, of the recommendations of the DC Bar's Task Force Report on Sexual Orientation and the Legal Workplace (link above) will you work to implement if elected, and how will you do so?

I fully support the recommendations of the DC Bar's Task Force Report on Sexual Orientation and the Legal Workplace. If elected as the DC Bar's Under-35 Delegate to the ABA House of Delegates, I intend to advocate for all resolutions touching upon increased access to justice for low income and disadvantaged individuals, pro bono efforts, and diversity and inclusion standards, to be adopted by other state bars and the ABA. In my opinion, some of the most important recommendations in the Task Force Report include supporting pro bono work on behalf of LGBT causes and concerns, recognition of same-

sex marriage, and supporting equal benefits for gay and lesbian lawyers, their partners and their partners' children, including health care, sick leave, parental leave, and pension benefits.

If elected, I will advocate that recommendations of the Task Force Report be incorporated into related initiatives, as appropriate. I will also seek to join the House Committee on Resolution and Impact Review, which was formed to determine and monitor the dissemination, use, implementation, and impact of the resolutions passed by the ABA House of Delegates. I would like to serve as a member of this Committee in order to research and review whether the House has made recommendations over the years regarding sexual orientation and the legal workplace and other diversity and inclusion issues, and if so, whether any of those recommendations have made a discernible difference – especially in the District of Columbia. I would study how these issues have been used as a basis for amicus curiae briefs, to create standards, to influence legislation on the federal or state level, or to establish model rules within the legal profession. I would further focus on any relevant proposals that did not pass vote. By taking these proactive steps to gain a deeper understanding of how, if at all, the ABA is addressing diversity and inclusion issues through its policy-making decisions, I will do everything I can to make a difference for the better.

4. Will you work to ensure that all member benefit programs sponsored or endorsed by the D.C. Bar Association (*e.g.*, health insurance, life insurance, disability insurance) include benefits for domestic partners?

Yes.

5. Would you support a D.C. Bar policy that requires all companies with which the D.C. Bar contracts to prohibit discrimination on the basis of sexual orientation and gender identity?

Yes.

6. Please give up to three suggestions as to the role the D.C. Bar can and should play in addressing discrimination on the basis of sexual orientation and gender identity, and in promoting hospitable workplace environments for LGBT legal professionals.

The Bar should (1) sponsor Continuing Legal Education (CLE) programs addressing issues of Importance to LGBT attorneys, such as the Human Rights Act and legislation supporting same-sex marriage; (2) set a positive example and ensure that its own employees have equal benefits and a working environment that is respectful, inclusive, and non-discriminatory; and (3) develop and/or support joint programs with voluntary bar associations and legal services providers in DC that support implementation of the recommendations of the Task Force Report on these issues.

I will also remain open to suggestions from GAYLAW and other voluntary bar associations during my term in the ABA House of Delegates. I am excited about the possibility of working with DC Bar leaders, the Board of GAYLAW and its members, and other voluntary bars in DC, as well as the ABA House of Delegates, to address critical LGBT issues. As a member of the ABA House of Delegates, I would maximize my position by advocating for these issues on a national bar level.

7. Please provide any additional information you care to offer our members in support of

your candidacy.

I have a number of close family members and friends who are gay or lesbian, including my sister-in-law. My wife and I both appreciate the importance of promoting LGBT civil rights, including same-sex marriage and equal benefits. I hold a deep, longstanding commitment to promoting diversity and inclusion and to serving my community. I have served since 2006 as a volunteer attorney with the Veterans Consortium Pro Bono Program in DC. I served a two-year term on the Board of Directors of the Asian Pacific American Bar Association Educational Fund (AEF), including as its Vice-President in 2008-09. I am a former judge and national chair of the Matsui Writing Competition, in which law students submit legal scholarship on issues of importance to the Asian Pacific American legal community and, more generally, racial and ethnic minorities and the law. I am a lifetime member of Alpha Phi Omega, a national community service organization of over 350,000 members. In 1998, I was honored to receive Alpha Phi Omega's Outstanding Service Award. To this day, I continue to mentor students in Alpha Phi Omega and to attend their events from time to time. In 2008, I was honored to receive Gray Plant Mooty's Pro Bono Shining Star Award. Gray Plant Mooty has been a tremendous supporter of my professional and personal interests. I am proud to work at a firm where diversity and volunteerism are not only genuinely cherished, but tirelessly pursued.

I am an active member of the American Bar Association, International Franchise Association, Federal Bar Association (FBA, DC Chapter), Asian Pacific American Bar Association, District of Columbia Bar Franchise Law Committee, Maryland State Bar Franchise Law Committee, Bar Association of the District of Columbia (BADC), St. Thomas More Society, and Court of Appeals for Veterans Claims Bar Association.

As Delegate to the ABA, I would be obligated to attend the House of Delegates meetings held during the ABA mid-year and annual conferences. During these two ABA conferences, the House meets to vote on resolutions and to engage in policymaking. I hold a Certificate in Public Law from Cornell Law School, and served as a Note Editor of the *Cornell Journal of Law and Public Policy*. It is also worth pointing out that I attend legal conferences regularly as part of my franchise law practice. I have attended numerous ABA and IFA conferences over the past several years, which provides me with a built-in understanding of how grueling these conferences can be and that advance planning is needed in order to maximize the usefulness of one's attendance.

Thank you for your consideration!