

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.dcbbar.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 a solo practitioner and so do not routinely hire staff. My sole employee is my part-time office manager/ book-keeper, who is gay. He has been my employee for the past 13 years.

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 support all the recommendations of the Task Force. Clearly, the D.C. Bar needs to implement all of the recommendations pertaining to the D.C. Bar, and determine the extent to which other recommendations have or have not been implemented, and identify any obstacles to full implementation.

The finding of the Task Force that sexual orientation discrimination exists in the legal workplace represents an unacceptable situation. Since it has now been more than 12 years since the report and recommendations were issued, it would be appropriate for the D.C. Bar to undertake a follow up study to determine 1) whether and the extent to which employers have implemented, or made efforts to

implement, the Task Force's specific employer recommendations; 2) whether and the extent to which the D.C. Bar has implemented, or made efforts to implement, the Task Force's specific D.C. Bar recommendations, and 3) assess whether and to what extent progress has been made in eradicating sexual orientation discrimination in the legal workplace.

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.

1. The D.C. Bar should continue to build on the work of the Task Force on Sexual Orientation by gathering the follow-up information outlined in my response to question 3, above
 2. The Task Force on Sexual Orientation should be reconvened/reconstituted, and provided with any necessary authorization and funding to undertake appropriate follow-up to ascertain progress in the past 11 plus years in eliminating sexual orientation discrimination in the legal workforce and identify any new recommendations that may be necessary or appropriate at this time.
 3. The D.C. Bar should independently determine the extent to which the Task Force recommendation concerning the D.C. Bar itself have been implemented, and take immediate steps to implement those Task Force recommendations directed at the D.C. Bar.
7. Please provide any additional information you care to offer our members in support of your candidacy.