

## 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](http://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](mailto: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](http://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 an agency counsel at the U.S. Department of Justice. I do not have hiring or recruiting responsibilities. My job duties do include counseling agency managers and executives about compliance with anti-discrimination laws in employment, consistent with federal law and policy. I am seeking D.C. Bar office in my personal capacity, however. I personally support hiring, recruiting, and retention of members of the LGBT community.

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 had not read the 1999 task force report prior to preparing my responses to this questionnaire. Having read the report's recommendations, I can say that I am currently working toward two of them regardless of whether I am elected Treasurer.

First, in my remaining term as CLE Committee Chair, I certainly support offering further courses of interest to the LGBT community. Indeed, the CLE Program is limited in this regard only by the willingness of volunteer faculty to teach such courses. To that end, I encourage GAYLAW members to

approach the committee and the CLE Program with their ideas and course proposals. In the past year while I have been chair, the CLE Committee helped to develop and approved presentation of two courses of interest to the LGBT community: “A Primer on Parentage Rights of Same-Sex Couples in DC, MD, and VA” and “What You Need to Know About Domestic Partnerships and Same-Sex Marriage in DC, MD, and VA.”

Second, I am currently serving a two-year appointment on the D.C. Bar’s inaugural Leadership Development Committee. This committee has two main functions: to develop a leadership institute for emerging D.C. Bar and voluntary bar association members; and (after this year) to consolidate the recruiting, training, screening, and nominating functions for D.C. Bar leaders. I was also a member of the committee’s precursor, the Leadership Initiative Task Force. I am currently participating in developing the leadership institute. More organized recruiting and training of future bar leaders will help improve the quality of our profession. In addition, it will provide an effective means to increase diversity in D.C. Bar leadership to include members of the LGBT community, and for the Bar to lead the legal community by example.

If elected Treasurer, as a member of the Board of Governors, I would be able to better assure that the Leadership Development Committee’s goals to increase opportunities for diversity in leadership are realized. As Treasurer specifically, I would help to manage the budget to initiate these new projects.

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.

First, the 1999 report should be updated. An update may yield recommendations in light of changes in our community since that time. Second, a D.C. Bar section, such as the Labor and Employment Law or Law Practice Management section, could partner with GAYLAW to put on programs addressing these topics. Third, GAYLAW should consider appointing a liaison to the D.C. Bar CLE Committee to assist in developing course ideas addressing these forms of employment discrimination.

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

I enclose a candidate statement and a resume.