

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.

As the only public interest and public law school in the District of Columbia, UDC David A. Clarke School of Law is proud to be tied for second in the nation in diversity, second in the nation for most liberal students, fourth in the country for most diverse faculty and tenth best environment for Minority students (based on US News and World Report 2010 and Princeton Review 2010 reports). As the Associate Dean of Students at UDC David A. Clarke School of Law, I support and encourage this open and accepting environment. More specifically, I work with our LGBT student organization, "OutLaw", to connect students with GAYLAW to bring speakers to campus, to foster the creation of informal mentors and to create a pipeline of support in the legal community. I also urge students to attend the Lavender Law Conference and Career Fair each year. Furthermore, I have advocated for the continuation of OutLaw's National Coming Out Day events, particularly the panel where students share their coming out experiences with the student body. This event is attended by more than 90 students (nearly 1/3 of our student body), and is a powerful testimony of the trials, tribulations and successes our students and staff have faced as LGBT individuals. In short, it is a means of raising awareness of the discrimination and issues LGBT individuals face, but it is also often a means of showing the triumph of the human spirit through ultimate acceptance.

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?

If elected, I will work to implement all of the recommendations of the DC Bar's Task Force Report on Sexual Orientation and the Legal Workplace by continually raising the findings and recommendations of the Task Force and by advocating for the Task Force's Recommendations for the D.C. Bar. This is an effort that also will require the expertise of GAYLAW, especially when the Bar addresses continuing legal education programs on issues of importance to gay and lesbian lawyers.

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.

I believe that the DC Bar Task Force Report on Sexual Orientation and the Legal Workplace is a good place to start in terms of how to address discrimination on the basis of sexual orientation and gender identity. However, this report is over ten years old. For this reason, I believe that the DC Bar should recall/re-establish this Task Force to evaluate the progress made over the past decade to reduce discrimination on the basis of sexual orientation and gender identity and, in collaboration with GAYLAW, raise additional recommendations.

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