

2009 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. Unfortunately, the legal community's response as a whole on this very important issue has not been impressive. Indeed, 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.

This survey and your responses are part of GAYLAW's assessment of you and your candidacy. We are very interested in hearing from you.

Send survey responses to gaylaw@gaylaw.org. All responses must be received no later than Friday, May 1, 2009. 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 gay men, lesbians, bisexuals, and transgender individuals in your firm, agency, or organization?

I personally strongly support recruitment and retention of members of the LGBT community. (I work for the United States Department of Justice, which has existing procedures that govern attorney recruitment and personnel policies, which provide the relevant governing framework for my work as a DOJ Assistant Section Chief.) I am committed to equal opportunity in recruitment for LGBT legal professionals, and to supporting a workplace that will encourage retention of LGBT employees.

2. Do you support the adoption of federal civil-rights legislation, including same-sex civil marriage, to protect gay men, lesbians, bisexuals, and transgender individuals from discrimination? If no, please explain.

Yes, I am a strong supporter of such legislation.

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

I have read the report, and I support implementation of all of its recommendations.

4. Will you work to ensure that all member benefit programs sponsored or endorsed by the D.C. Bar Ass'n (i.e., 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 gay, lesbian, bisexual, and transgender legal professionals.

The DC Bar's Task Force Report provides many excellent suggestions, including disseminating the Report and providing information about ways to implement the Report's recommendations to employers and members of the bar generally. I support these recommendations, and believe that they should continue to be carried out. (I have served on the Steering Committee of the DC Bar's Administrative Law and Agency Practice Section for three years, and only recently learned of the Report, suggesting that this recommendation is a particularly important one.)

A further question is whether the Report should be updated. It is possible that new survey information or additional analysis would suggest more steps that the DC Bar and DC employers could take to address these issues. Creating and updating a detailed, analytical and substantive document like the Report is especially appropriate way for the Bar to ensure that the DC legal community is providing a hospitable workplace to gay, lesbian, bisexual, and transgender legal professionals, and would reflect an appropriate contribution by the Bar.

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

I have prepared a Candidate Statement with additional information, which is attached. I have also attached a copy of my CV.

GAYLAW

Board of Directors