

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.dcbbar.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?

RON FLAGG RESPONSE: I do so in several ways. First, as Chair of our Firm's Pro Bono Committee, I have encouraged and will continue to encourage our lawyers to engage in pro bono work on behalf of LGBT causes and concerns. More importantly, I have led by example, by actively participating in pro bono cases involving LGBT rights. **I represented two women in the first case in the District ruling that joint adoption by an unmarried couple is permissible under DC law. I also successfully represented a gay, former member of the Air Force, who sued Moto Photo for violating his rights to privacy by turning over his photographs to senior officers at his military base. Second, in the recruiting process, I have frequently encouraged gay men and lesbians to interview with us and, in particular, talk to my colleagues who are gay or lesbians about their experiences in our Firm. Third, I have encouraged my Firm to support gay and lesbian organizations and professional associations both financially and with the personal involvement of our lawyers.**

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.

RON FLAGG RESPONSE: Yes.

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?

RON FLAGG RESPONSE: Many of the Task Force recommendations are already in place at our Firm. I personally am in a good position to advance several of the recommendations.

First, as co-chair of our associate development committee, I strive to ensure that LGBT lawyers enjoy the same professional opportunities as all other lawyers in our Firm. I would not countenance a refusal to work with LGBT lawyers based on their sexual orientation. Second, I have engaged and will continue to engage in pro bono work on behalf of LGBT causes and concerns. As Chair of our Firm's Pro Bono Committee, I have encouraged and will continue to encourage others to engage in such work and will publicize that work as we do for other pro bono efforts. For example, our Firm's first DC Bar Graduate Fellow worked for the Servicemembers Legal Defense Network. Finally, as noted above, **I have encouraged my Firm to support gay and lesbian organizations and professional associations both financially and with the personal involvement of our lawyers.**

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?

RON FLAGG RESPONSE: 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?

RON FLAGG RESPONSE: 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.

RON FLAGG RESPONSE: I believe the Bar should publicize the existence of, and make available to legal employers, information that will assist them in the implementation of the recommendations of the Bar's Sexual Orientation Task Force Report. The Bar should also sponsor Continuing Legal Education programs addressing issues of importance to LGBT lawyers. The Bar should also continue to include LGBT representation on Bar committees and task forces and in Bar leadership.

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

RON FLAGG RESPONSE: My resume and campaign brochure are attached.