

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](http://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?

I have always maintained that sexual and/or gender orientation is an irrelevant factor in any employment decision; this is in step both with DC law and the basic concept of "equal rights." I also support the provision of equal job benefits for same-sex couples and families, whether in the context of insurance benefits or medical and vacation leave policies.

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.

Without question; I have already voiced my support for such measures, and my opposition to anti-same-sex marriage amendments. As a society, we should have learned by now that sexual orientation has no bearing on professional abilities or personal self-worth.

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?

The Bar and its individual Committees and Subcommittees stand in a unique position to educate its members and their firms, and to advocate for the end of discriminatory and ostracizing practices by members of the Bar. Thus, the resources of the Bar should be utilized not only to disseminate the Study itself to its membership and to the public, but to include issues of importance for gay and lesbian lawyers into its CLE and other programs. It is clear from the Study that one of the overwhelming problems is the attitude of specific attorneys in positions of leadership in firms. Just as I believe that the Bar's continuing priority should be the enhancement of the abilities of all its members through CLE and peer-resource efforts, such efforts should include the education of our members as to this continuing discriminatory

environment.

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; if the Bar is going to place upon any benefit its "seal of approval", it should meet the standards set by the Bar, including those standards mandated by equal rights and by DC law.

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. The Bar itself leads by example, and its own actions inform its membership. Just as the Bar should not conduct business with a company that discriminates against women or the disabled, it should not do so with companies that discriminate on the basis of sexual orientation.

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.

Overall, the Bar's strength lies in advocacy and education; it should educate its members and the public as to the existence and extent of sexual- and gender-orientation discrimination, include issues of importance to gay and lesbian practitioners within its CLE programs, and should advocate for policies within the legal system to combat such discrimination.

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

I can only offer my willingness to work to further the goals of the D.C. Bar and to improve upon the professionalism and expertise of all its members.

Thank you for taking the time to complete this survey.

GAYLAW
Board of Directors