

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](http://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?

Per written policy, my organization is committed to hiring, training, promoting, compensating, transferring, and administering all employment practices and terms and conditions of employment without unlawful discrimination on the basis of race, religion, sex, sexual orientation, age, national origin, physical, or mental disability, genetic information, covered veteran status, or any other basis prohibited under federal, state, or local laws.

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 unequivocally support the adoption of federal civil-rights legislation for all individuals.

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 support all of the recommendations contained in the Task Force Report and if elected to the Board of Governors would actively work for implementation of the 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. If elected to the Board of Governors, I will maximize my position to help ensure that all member benefit programs sponsored or endorsed by the Bar include benefits for domestic partners.

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.
 - Following the recommendations in the Task Force Report on Sexual Orientation and the Legal Workplace, I would recommend that the Bar take expeditious steps to adopt of the Report's recommendations to the extent any of the recommendations remain unfulfilled.
 - I would recommend that the Bar conduct a complete assessment of its existing policies to evaluate whether changes or revisions are needed to reflect the Task Force Report's recommendations.
 - I would recommend that the Bar track and support D.C. anti-discrimination legislation as permitted by the Court rules.
7. Please provide any additional information you care to offer our members in support of your candidacy.

I currently serve as D.C. Bar Treasurer. I have participated in a variety of pro bono activities including the Bar's Advocacy and Justice Clinic representing numerous clients in disability appeals before the Social Security Administration. I have also participated in the Legal Counsel for the Elderly Program through AARP assisting disadvantaged elderly residents with will and powers of attorney preparation. I have also participated in the Health Law Section Healthcare Decisionmaking Project.

Thank you for taking the time to complete this survey.

GAYLAW
Board of Directors