

## 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](mailto: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](http://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?

During my years as head of litigation and then co-managing partner of the D.C. office of the firm, I strongly supported the recruitment and retention of gay, bi-sexual and transgender individuals in the firm. I also supported these policies and practices in my leadership posts with the D.C. Bar, and as well, in my evaluation of policies and practices of the Metropolitan Police Department in 1999-2000.

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 do support the adoption of the legislation, including same marriage, to protect gay men, lesbians, bi-sexuals and transgender 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?

In my capacity as D.C. Bar ABA Delegate, I have supported the recommendations of the Task Force Report in the House of Delegates and other professional forums and addresses, and I will continue to do so.

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?

I have worked to ensure that these programs include benefits for domestic partners by advocating this inclusion in meetings with other firm, managing partners during my tenure as co-managing partner. I have spoken out on the issue in ABA, bar and other professional forums and will continue to do so.

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?

I do and have supported such a policy at the bar, the firm and other organizations with which I am associated.

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.

1. Public advocacy in support of hospitable workplace environments.
2. Careful review of local and federal legislation to assure that discrimination is addressed.
3. Encouraging other colleagues to become invested in this commitment.

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

I intend to continue a longstanding public advocacy in support of civil and human rights. Thank you for your continuing support over the years. It is my privilege to address and support these important issues.

Thank you for taking the time to complete this survey.

GAYLAW  
Board of Directors