

## 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](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?

My organization actively seeks diversity in its staff. I have overseen a revision of my organization's employment policies that ensures that the policies on hiring and workplace conditions, including the anti-harassment and anti-discrimination policies and the parental and family leave policies, are inclusive and protective of all categories of people, regardless of whether the applicable law requires such protections.

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 support the adoption of federal civil-rights legislation to protect all individuals from discrimination. In 2001, I prepared an analysis for a non-profit organization on the need to retain President Clinton's Executive Order 13087, which prohibited discrimination based upon sexual orientation in the federal civil service. That analysis was submitted to the 2001 presidential transition team.

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?

If elected as Secretary, I would support all of the recommendations in the Bar's Task Force Report on Sexual Orientation and the Legal Workplace and would work to help implement any recommendation not yet fully implemented as quickly and effectively as possible.

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 as Secretary, I would work to help implement such standards for member benefit programs.

**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. If elected as Secretary, I would support such a policy.

**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.**

First, I would recommend that the Bar take expeditious steps to adopt all of the recommendations in the Task Force Report on Sexual Orientation and the Legal Workplace (to the extent any of the recommendations remain unfulfilled).

Second, when the Bar communicates with legal managers and employers about workplace matters and practice management, I would support efforts to promote a strong and vigorous policy promoting a hospitable workplace environment for all individuals, including gay, lesbian, bisexual, and transgender legal professionals.

Third, I would recommend that the Bar actively track and support D.C. anti-discrimination legislation and provide substantive comment on proposed bills or regulatory rules that is consistent with the Task Force Report's recommendations.

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

I have served for six years as Chair and in other positions on the Steering Committee of the Administrative Law and Agency Practice Section of the DC Bar. I also served for six years as an appointed member of the D.C. Circuit Judicial Conference Standing Committee on Pro Bono Services (2002-2008), where I oversaw a pro bono bankruptcy task force that assisted in the revision of the local bankruptcy rules and establishment of a panel of pro bono bankruptcy lawyers to assist in matters before the Bankruptcy Court.

I am a District of Columbia resident and have spent my entire legal career in Washington, DC. For the last six and half years I have been General Counsel of a non-profit organization focused on government transparency. I advocate for open government, have testified before Congress regarding information policy issues, supervised six influential, government-wide audits of federal agency policy and performance under federal disclosure laws, and organized a coalition of 60 organizations that made policy recommendation adopted by President Obama on his first full day in office.

Previously, I was a Partner at Wiley Rein LLP. I did a great deal of pro bono work while at Wiley Rein, including an analysis that favored retention of the federal executive order 13087 protecting gay and lesbian federal employees from discrimination that was submitted to the 2001 presidential transition team (see above), prosecution of criminal contempt of a civil protection order that led to

imprisonment of the offender, amicus work in a domestic relations matter that led to an improved standard for spousal support, and bankruptcy and consumer protection work that saved the home of an elderly D.C. resident.

Prior to that, I served as a law clerk to the Honorable Patricia M. Wald, U.S. Court of Appeals for the District of Columbia Circuit, and to the Honorable Paul L. Friedman, U.S. District Court for the District of Columbia.