

2009 GAYLAW D.C. BAR ASSOCIATION CANDIDATE SURVEY

RESPONSE OF PAULETTE CHAPMAN, DC BAR BOARD OF GOVERNORS CANDIDATE

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?

Continue with policy of fairness. We don't inquire as to sexual orientation as it is irrelevant. We assess the quality of the work only.

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.

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?

1. One of the most critical recommendations is: "Make available to gay and lesbian lawyers, their partners and their partners' children the same health care, sick leave, parental leave and other benefits available to heterosexual lawyers and their spouses and children."

Update the Task Force with emphasis on a study of which firms and benefit program sponsors have instituted such benefits. The leaders of the bar should meet with the major law firms and institutional law firms (Public Defenders, Attorney General's Office, Superior Court, US Attorney Generals Office) to determine what they have done to implement the recommendations.

2. The Bar should now assess its own CLE programs per the following Task Force recommendation: "The Bar should encourage the appropriate leaders of the federal and local courts located in the District of Columbia to engage in a study of sexual orientation bias in the judicial system. To its credit, the Bar, working with organizations such as GAYLAW and this Task Force, has sponsored workshops and other events on issues affecting gay men and lesbians at its annual meeting, but has no regular method for ensuring their inclusion in CLE programs. Therefore, to the extent that it is not already doing so, the Bar should ensure that where appropriate, gay and lesbian concerns are included in CLE programs addressing diversity, discrimination, family law, trust and estates, immigration and other issues.

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.

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.

- 1. Update Task Force – focus on benefits and children; status of legislation nationwide re. civil unions.**
- 2. Devote cover story in DC Bar magazine on gay and lesbian legal professionals who have risen in law firms, government, and as corporate counsel. There are many excellent role models.**
- 3. Organize meetings with stakeholders to ensure recommendations have been and will be implemented.**

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

As a past president of the Women's Bar Association, I led an organization that promotes and advocates equal treatment of women regardless of gender and sexual orientation.