

MEMORANDUM

TO: Lezlie Griffin, NALP Board Liaison
Claire Nash, NALP Member Services Coordinator

FROM: Traci Sharpe, NALP Diversity, Equity & Inclusion Section Co-Chair
Justine Lewis, NALP Diversity, Equity & Inclusion Section Co-Chair

RE: NALP Diversity, Equity & Inclusion Section
4th Quarterly Board Report

DATE: Thursday, March 17, 2022

The NALP Diversity Equity & Inclusion Section continues to be a strong community within the NALP space. The Section currently has 641 members.

WORK GROUP REPORTS

Annual Education Conference / Bulletin+ Article / Webinar Planning

- *Co-Vice Chairs: Ray English and Nicole Llorenz*

14 RFP were submitted on behalf of the Diversity, Equity, and Inclusion Section, five Bulletin article proposals were submitted.

Neurodiversity (Article)

Pronouns Aren't Preferred (Article)

Recruiting and Social Justice (Feature)

Hair Tattoos and Piercing (Feature)

Anti-Racism (Feature)

Action Items:

Curate webinar topics

Support authors of Bulletin articles and RFPs

Create helpful tips for next year's vice-chairs

Create succession planning to include one returning Vice-Chair and two new Vice-Chairs each year

Affinity Groups and Mentoring

- *Co-Vice Chairs: Annabrooke Temple and Melanie Rowen*

NALP Affinity Groups and Mentoring Workgroup Report

I. Diversity Dates Project

The work group discussed significant dates to recognize diversity/multicultural dates. The list below is a draft for review and comment by the Board. The workgroup suggests the Board review the list periodically to ensure it captures important DE&I highlights on a real time basis.

We would like to continue to brainstorm about the best channels for recognizing these dates and we will include those ideas in our final report. We welcome ideas as we continue to develop to highlight in the new DEI newsletter and/or NALP Connect.

Lunar New Year	January or February
Black History Month Celebration	February
Women’s History Month	March
Holi Celebration	March
Transgender Day of Visibility	March 31
Celebrate Diversity Month	April
MENA Month	April
Ramadan	April - May
Asian American Pacific Islander Heritage Month	May
Mental Health Awareness Month	May
Jewish American Heritage Month	May
Pride LGBTQ+	June
Juneteenth	June 19
Hispanic Heritage Month Celebration	September 15 - October 15
National Disability Employment Awareness Month	October
Spirit Day	October
National Coming Out Day	October 11
National Indigenous Peoples Day	October 11
International Pronouns Day	3rd Wednesday of October
National Native American Heritage Month	November
Transgender Awareness Week + Transgender Day of Remembrance	November 13-19, November 20
International Day of Persons with Disabilities	December 3

II. Affinity Groups

We spoke with a few DEI professionals involved with the section to brainstorm how the structure of having affinity groups in NALP might work. From those discussions, to make sure the groups each have a viable population to support them and that they are serving the needs of NALP members, it would be important to survey the membership to build the list of groups that NALP needs. The survey process could also help identify members who would like to serve in a leadership role in these groups. (and adding a leadership pathway that runs through leading affinity groups could be a way to draw in more/new volunteers for NALP.) We believe NALP has the expertise to survey the membership and believe that is the next step. The Group will continue to brainstorm how affinity groups might function administratively/structurally within NALP. In doing this, we are mindful there will be a new VP of DEI position starting in the next cycle.

LGBTQ+

- *Co-Vice Chairs: Koshaneke Gilbert and Eric Stern*
- *Workgroup Leadership: Carmia Caesar, Andrea Hilton, Nicole Netkin-Collins, Grover Cleveland*

Official Workgroup Charges & Action Items

(1) Work with NALP's liaison to the National LGBT Bar Association to facilitate NALP's collaboration and participation in the National LGBT Bar Association Annual Career Fair and Conference (Lavender Law).

- Grover Cleveland is NALP's liaison to the National LGBT Bar Association. Grover will be participating on a panel at Lavender Law and will be soliciting volunteers for the conference's counseling project.

Action Item: Recruit volunteers via NALP Connect (message sent on 6/9/21).

- Report from Grover:

- Lavender Law was a great success. Volunteer counselors provided individual career guidance in one-on-one virtual meetings with almost 100 law students. And Grover moderated a career panel discussion that Fred Thrasher kicked off with an overview of the job market. Panelists then provided insights from a variety of perspectives on career success for LGBTQ+ students.

- No updates to report.

(2) Work with NALP Director of Communications and Member Engagement to review LGBTQ resources and information on NALP's website and suggest revisions and updates.

- Nicole Netkin-Collins & Jennifer Mencarini will be the leads on this charge.

3/7/2022 update: A group of great volunteers reviewed the NALP website and recommended updates regarding LGBTQ+ matters. Jen & Nicole plan to meet on 3/14 to review the suggestions and larger group of volunteers will meet on 3/16 to finalize the recommendations. Recommended suggestions attached to Board report.

- We will solicit volunteers to support them in this effort. And we will aspire - by the fall - to review with a set of suggested recommendations for revisions and updates.

(3) Consider RFPs for the Annual Education Conference or ideas for the Diversity Summit or other diversity programming.

Action Item: Solicit ideas via NALP Connect (message sent on 6/9/21).

- On June 9, 2021 - we sent out a message to several NALP Groups via NALP Connect to solicit more volunteers for our different projects - and to solicit ideas for RFPs and Bulletin Articles. To date, we have received no responses.

- No updates to report.

Other Informal Workgroup Initiatives

(4) Always look at intersections - ensure that LGBTQ is a part of all DE&I Section-wide efforts

(a) Ongoing - no updates to report.

(5) Look for ways to commemorate Pride and other key LGBTQ milestones (consistent with DE&I-wide effort)

(a) Ongoing - no updates to report.

(6) Collaborate with the Task Force on Supporting Gender Non-Binary Individuals in the Legal Profession.

(a) Action Item - Nicole Netkin-Collins (Task Force & LGBTQ member) will be sending a separate message via NALP Connect to solicit volunteers to work on specific efforts.

(i) Update from Nicole

The Task Force on Supporting Non-Binary Individuals in the Legal

Profession came up with a list of article proposals.

One of them is a (potential) series on the anti-trans legislation that's sweeping the nation (with a focus on anti-trans legislation regarding healthcare & athletics and the rhetoric surrounding such anti-trans legislation).

Nicole indicated that she would be happy to submit the article on behalf of the Task Force and on behalf of this Work Group. The lead authors are Melanie Rowen, Rafael Langer-Osuna (attorney-advisor to the Task Force), and Molly Stafford (with support from the rest of the Task Force).

Update (3/8/22): Another article by Nicole and Courtney Carter entitled, "Pronouns aren't Preferred" ran in the February 2022 NALP Bulletin.

Legislative Monitoring

- *Co-Vice Chairs: Leanne Fuith and Nickey Woods*

NO REPORT SUBMITTED

Environmental Scanning

- *Co-Vice Chairs: Shannon Burke and Erika Fadel*

The group contacted members to get their experience on:

1. Are you finding it more difficult to reach diverse Millennial and Gen-Z students who don't seem particularly interested in seeking support from diversity professionals? If not, what programs/strategies are you using to engage them?
 - Communication: working to identify how to best communicate – those generations are not heavy email users so students are invited early in the school year to opt into more targeted list serves so students are not overwhelmed and receive the information that is more relevant to them.

2. As a school DEI officer, where do you spend most of your time: admissions/pipeline and other recruiting efforts, student counseling, faculty/staff training and support, career services, and/or academic support? How can NALP best support you in your work?

Areas where most time is spent:

- Academic support
- Admissions/Pipeline
- Student Counseling
- Faculty/Staff Issues

Where NALP can help:

Provide surveys and reports that support DEI and Career professionals' request for more professional staff to support the work.

3. There continues to be a big push among large law firms to identify diverse talents. Has your law school placed any limitations on the firms' outreach to students (i.e. strongly cautioned them against reaching out for interviews before the end of first semester finals)?

No, a lot of work is going into making sure that students are aware of the deadlines and requirements/commitments associated with the various diversity programs. One responder indicated that they are overhauling their diversity-related materials because they want to provide students with more support and specific information on the timelines and deadlines for each program because some are becoming increasingly aggressive with their recruiting practices. They have encountered a greater number of 48- hour-or-less offers made through the diversity pipeline programs, which is problematic because this approach loses sight of the end goal of diversity recruitment efforts, which should be to create opportunities for students and promote the hiring of excellent, diverse candidates not to compel a student to accept the first offer they receive.

Recruitment Tools Evaluation

- *Co-Vice Chair: Sheryl Roberts (Co-Vice Chair Suzanne Schaeffer left her law firm)*

The Group discussed contacting assessment companies to provide information for a guide. The companies are below. The Group plans to divide the companies amongst the members and have prepared questions to use for research. The project stalled when the workgroup co-chair, who was heading the project, left the legal profession.

Potential Companies:

- Attorney Assessment
- Cappfinity
- Pymetrics
- Parker Analytics
- Suited
- Thine

Questions for research:

- Overview of the assessment – format, length, what it measures, what metrics/information gets reported to the firm

- Does it provide a report to the student, and if so, what information is contained in their report?
- Is the assessment commercially available or custom developed?
- What is the business case for this assessment – how does the assessment improve firms' recruiting processes?
- How has bias/adverse impact been addressed?
- How has the assessment been validated?
- Can students request a disability accommodation?
- What is the cost of the assessment?

Action Item: With the new term starting, the workgroup should reassess and discuss how best to move project forward.

Section and Group Collaborations

- *Co-Vice Chairs: Lauren Jackson and Kim Price*

NO REPORT SUBMITTED

Member Relations

- *Co-Vice Chairs: Kelly Ryan and Crystal Deazle*

An additional 13 members have joined the DE&I Section. There have been no departures since the last report. The DE&I section continues to garner interest across a wide swath of the NALP membership, covering all regions, large firms, small firms, and schools.

Disability Inclusion

- *Co-Vice Chairs: Robin Thorner and Meredith Wiggins*

The Disability Work Group continues to collect resources for an electronic collection of links to relevant resources on disability generally and disability accommodations for law students, lawyers, and legal employers. We have not finalized the resource, but it should be complete by the end of March.

Knowledge Management and Resource Implementation

- *Co-Vice Chairs: Courtney Carter and Devra Herмосilla*

Provided the KM co-chairs with our ideas on topics relevant to DEI that should be a part of the new KM system / process. The section is following up on the response.

Action Item: For the next term, this workgroup should continue to look for ways to collaborate with the Task Group, if it continues, including following up on ideas submitted from this group.

SECTION CALL

The section's final Quarterly Meeting was Wednesday, March 9, 2022 via Zoom @ 2:30 PM CT.

We started the meeting with brief reports from subgroup vice chairs. We began with a Board update from Traci Mundi Jenkins that included a reminder about the upcoming AEC. We

congratulated all elected to leadership roles, plugged the upcoming term and reminded all about volunteering, and welcomed new members to the section.

DE&I SECTION RECOMMENDATIONS FOR 2022 - 2023

1. The Recruitment Tools and Knowledge Management and Resource Implementation Work Groups should be retired from the Section.
2. Ray English would like to continue as Co-Chair of the Annual Education Conference / Bulletin + Article / Webinar Planning Work Group
3. Eric Stern did an excellent job with the LGBTQ+ workgroup.
4. We had issues with some Co-Chairs submitting written reports on a timely basis even though we set deadlines at the beginning of the year. More emphasis should be placed on the importance of submitting timely reports each quarter.

TO: Traci Sharpe & Justine Lewis, DE&I Section Co-Chairs

FROM: LGBTQ Workgroup - Vice Chairs, Eric Stern & Koshaneke Gilbert
Jennifer Mencarini, Director of Diversity and Inclusion at Fox Rothschild LLP
Nicole Netkin-Collins, Director for Law Firms at University of Colorado Law School
Andrea Hilton, Professional Development at Washington & Lee University School of Law
Amy Kimmel, Assistant Dean at UC Hastings College of Law
Kathleen Behan, Social Justice Career Coordinator at University of Windsor
Michelle Jordan, Principal & Founder at Recruit Lynx, LLC
Grover Cleveland, Lessons for Sharks LLC

DATE: March 16, 2022

RE: Recommended revisions to NALP website with regard to LGBTQIA+ matters

Page: <https://www.nalp.org/lgbtqresources>

Recommendations:

- Change LGBTQ to LGBTQIA+ **everywhere**
- Write transgender the first time the word appears on a page (after that, okay to write trans) define LGBTQIA+ as follows Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual
- Revise as follows: NALP's Diversity Section serves as the home of the Lesbian, Gay, Bisexual, and Trans (LGBTQ) Work Group. We are an inclusive work group that supports all LGBTQ people and allies. Following are some resources collected by work group members in past years.
- Instead of "Bar Associations," use the same language used on the LGBTQ Organizations page → "Professional Legal Organizations"
- Remove the word "National" in both places (LGBTQIA+ Rights Organizations and LGBT Bar Association Lavender Law Conference and Career Fair)
- Add "Conference" to Lavender Law as noted above
- Remove "August" for Lavender Law and just write "annually" (the Fair changes months often)
- Remove asterisk before parenthetical and then change LGBTQ to LGBTQIA+
- Remove extra spacing between the listed resources so spacing is consistent
- Add LGBTQIA+ before Recruiting
- Add LGBTQ+ Bar 2021 Diversity, Equity, and Inclusion Index
- <https://lgbtqbar.org/annual/wp-content/uploads/sites/6//sites/9/2021/11/2021-DEI-Index.pdf>

- Move link to Non-Binary Resources page here (with blurb as suggested below)
- Add: <https://guides.loc.gov/lgbtq-law/online-resources>
- Move Solomon Amendment info. to a "History of LGBTQIA+ Legal Recruiting" page (and consider adding info. re: *Bostock & Obergefelter*) link to: <https://guides.loc.gov/lgbtq-law/online-resources>

Page: https://www.nalp.org/lgbtq_organizations

Recommendations:

- Change to LGBTQIA+ Organizations (change from LGBTQ to LGBTQIA+ should be everywhere throughout NALP website (except for names of organizations))
- Add Student Affinity Groups section (include links as follows) and note that OUTlaws and Queer Law Caucus chapters are available for students to join at many law schools across the US and Canada.
- <https://lgbtqbar.org/programs/law-students/law-school-affiliate-program/>
- https://www.americanbar.org/groups/diversity/sexual_orientation/resources/lgbt-law-students/
- <https://www.lsac.org/discover-law/diversity-law-school/lgbtq-law-school/lgbtq-guide-law-schools>
- <https://www2.ed.gov/about/offices/list/ocr/lgbt.html>
- Separate Canadian and US resources
- For Canada resources, write LGBTQ2+ Organizations and then list
- The Canadian Bar Association's Sexual Orientation and Gender Identity Community Section works to address the needs and concerns of lesbian, gay, bisexual, transgender and two-spirited people within the CBA: <https://www.cba.org/Sections/Sexual-Orientation-and-Gender-Identity-Community>. There are similar sections with each province's bar association. Also in Canada, Start Proud aims to connect LGBTQ+ students with employers, while promoting the development of LGBTQ+ professionals, and celebrating the achievements and service of those in the community. <https://startproud.org/>. Start Proud also hosts a conference. The Start Out Conference is for LGBTQ+ students and young professionals in search of inclusive workplaces, as well as employers who want to make their workplace more inclusive: <https://startoutconf.startproud.org/>. LGBTQ Rights Organizations: <https://egale.ca/> - Egale Canada is a national organization committed to advancing equality and justice for lesbian, gay, bisexual and trans-identified people, and their families, across Canada. Egale has intervened before the Supreme Court of Canada in every LGBTQ2S+ rights case that has reached the Court. They are also involved in policy work, and has appeared before numerous federal Parliamentary Committees. LGBTQ Rights Organizations: Pro Bono Students Canada

- <https://www.probonostudents.ca/> - often has projects with partner schools that are focused on LGBTQ2S+ rights, such as running a Trans ID Clinic. LGBTQ Rights Organizations: The HIV/AIDS Legal Clinic Ontario (“HALCO”) is an LAO-funded charitable not-for-profit community-based legal clinic that provides free legal assistance to people living with HIV/AIDS in Ontario, Canada: <https://www.halco.org/>. HALCO assisted with Legal Aid Ontario with the Trans* Legal Needs Assessment project through their own TRANSforming JUSTICE project, which invited trans identified people in Ontario living with or affected by HIV to participate in a focus group, legal education workshop, and/or survey. LGBTQ Rights Organizations: Rainbow Railroad is a global not-for-profit organization that helps LGTBQI+ people facing persecution based on their sexual orientation, gender identity and sex characteristics: <https://www.rainbowrailroad.org/>. LGBTQ Rights Organizations: I also recommend checking Charity Village’s directory of Canadian non-profit organizations focused on LGBTQIA2+ communities: <https://charityvillage.com/organizations/directory/lesbian-gay-bisexual-transgender-lgbt>. Students may also find it helpful to review the membership list of the Enchante Network, a Canadian national network connecting and supporting over 160 pride centres and 2SLGBTQ+ service providers: <https://enchantenetwork.ca/en/membership-information/>. LGBTQ Rights Organizations: Wikipedia can also be surprisingly helpful in identifying relevant organizations on a variety of topics. Categories are used in Wikipedia to link articles under a common topic and are found at the bottom of the article page. Clicking the category name displays a list of articles in that category and/or a list of sub-categories. For example, students interested in LGBTQ2S advocacy around the world may want to browse: https://en.wikipedia.org/wiki/Category:LGBT_political_advocacy_groups_by_country.

Page: <https://www.nalp.org/solomonamendmentinformation>

Recommendations:

- Update to current situation (consider moving info. to a historical page)
- Add link: <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/25/executive-order-on-enabling-all-qualified-americans-to-serve-their-country-in-uniform/>
- Third paragraph - link broken (fix or delete) (if decide to do a historical page, include info. about trans ban)

Page: <https://www.nalp.org/nonbinaryresources>

Recommendation:

- Move to Resources page (as noted above) <https://www.nalp.org/lgbtqresources>
- Add short blurb as follows to be consistent on resources page:

[Non-Binary Resources](#)

Articles, panel recordings, and guides geared toward normalizing gender fluidity within the legal profession.

Page: <https://www.nalp.org/diversity>

Recommendation:

- Remove or update the link to the 2020 Summit

Page: <https://www.nalp.org/recruitinghiringretaininglgbtqlawyers>

Recommendations:

Recruiting, Hiring, and Retaining Lesbian, Gay, Bisexual, Transgender, and Queer Lawyers: Strategies for Employers . . .

(Note: This is an online version of an out-of-print brochure formerly available from the NALP bookstore.)

More and more employers in the legal community are taking action to ensure that lesbian, gay, bisexual, transgender, and queer (LGBTQ) lawyers are treated fairly and compensated equally within their organizations. They have a number of very good reasons for doing so.

Employers compete to hire and keep the best lawyers. The best lawyers choose the employers that offer the best work environment, the best compensation, and the best benefits. Therefore, employers who demonstrate a commitment to treating and compensating LGBTQIA lawyers fairly and equally enhance their ability to hire and keep the best lawyers.

- The number of U.S. companies including sexual orientation and gender identity in their nondiscrimination policies has increased dramatically in recent years. Employers that include sexual orientation and gender identity in their nondiscrimination policies enhance their ability to secure the business of these companies.
- State and local governments are passing laws prohibiting discrimination on the basis of sexual orientation and gender identity. Currently, 20 states have laws that prohibit discrimination based on sexual orientation, and 12 of those also extend similar protection to gender identity. The District of Columbia, and scores of municipalities and counties also have similar laws. Employers with offices in these jurisdictions must by law treat and compensate LGBTQIA lawyers fairly and equally.
- Despite many employers' commitment to equality in their organizations for LGBTQIA lawyers — and the good reasons for their commitment — important studies by major bar associations have found that LGBTQIA+ lawyers still experience discrimination in the workplace.

Included here are specific strategies for creating a fair and equal workplace for LGBTQ lawyers as suggested in the bar associations' studies. Many are strategies that employers have already adopted to improve the workplace for women and people of color. Though it may not be possible for every employer to implement every suggestion, at a minimum employers should extend to LGBTQ lawyers the same benefits they extend to heterosexual lawyers.

Nondiscrimination Policy

- Adopt and implement a nondiscrimination policy expressly prohibiting discrimination and harassment on the basis of sexual orientation as well as on the basis of gender identity or expression.
- Include in the nondiscrimination policy a statement that AIDS and other HIV-related conditions are treated as any other disability protected by law.
- Enforce the nondiscrimination policy with clearly established grievance, investigation, and resolution procedures. Implement gender transition guidelines to ensure consistent treatment of employees undergoing a gender transition.
- Publicize the nondiscrimination policy and procedures throughout the workplace and in all recruitment and marketing materials, including the firm website.
- Appoint a senior lawyer with significant authority to lead the organization's efforts to achieve fair and equal treatment for LGBT lawyers in recruitment, hiring, retention, advancement, and compensation.

Recruitment and Hiring

- Send recruitment materials to LGBTQIA law student organizations (such as "OutLaw" student groups at law schools), and, when possible, encourage lawyers to visit law schools to meet with students for educational and professional programs related to LGBTQIA issues.
- Train interviewers to avoid inappropriate areas of inquiry such as sexual orientation, gender identity, or marital status, but encourage them to explore appropriate areas such as LGBTQIA-oriented activities or employment listed on candidates' résumés.
- Include LGBTQIA lawyers, or lawyers sensitive to issues facing LGBTQ lawyers, on hiring committees and in all aspects of the hiring process to promote a more sensitive and fair process.
- Identify and publicize the names of LGBTQIA lawyers, or lawyers sensitive to issues facing LGBTQIA lawyers, to answer applicants' questions about the experiences of LGBTQIA lawyers in the organization.
- Be sure your NALP Form reflects the number of openly LGBTQIA lawyers in your firm. [See tips on collecting demographic information.](#)
- Include in the organization's résumés, brochures, website, and other communications the pro bono and other services provided by its lawyers to the LGBTQIA community.
- Include in "welcome packets" the organization's nondiscrimination policy, a list of LGBTQ-sensitive contacts, and lists of local LGBTQ community resources, publications, and professional associations, as well as a calendar of local LGBTQ events.

- Join or work with the National Lesbian and Gay Law Association (<http://www.nlgl.org>) and affiliate organizations (<http://www.nlgl.org/affiliates.html>).
- Participate in the Human Rights Campaign Foundation's Corporate Equality Index to demonstrate positive corporate policies (<http://www.hrc.org/issues/ceihome.asp>).
- Attend LGBTQIA-focused conferences with career fairs such as Lavender Law (<http://www.lavenderlaw.org>).
- Highlight diversity initiatives on the firm's website, including Equal Employment Opportunity policies, domestic partner benefit policies, and employee resource group (affinity group) information.

The Workplace

- Provide new LGBTQIA lawyers with senior lawyer mentors who have the authority, commitment, and sensitivity to fulfill a mentor role effectively.
- Pay LGBTQIA lawyers' membership dues and expenses for LGBTQIA+ professional legal associations, and support the activities of lawyers in these associations, including sponsorship of tables at annual dinners and fundraising events.
- Provide for lawyers and staff educational and training programs on the legal and social aspects of sexual orientation and gender identity discrimination and harassment.
- Acknowledge and include in newsletters, luncheons, meetings, and other programs the activities of LGBTQIA lawyers and other topics of particular interest to LGBTQIA lawyers and staff.
- Invite lawyers to identify domestic partners when requesting information for organization directories.
- Use inclusive terms such as "guest" or "partner" rather than "spouse" in event invitations.

Compensation and Benefits

- Explicitly list the benefits the firm provides.
- Provide health and other insurance benefits to the same-sex domestic partners of lawyers on the same terms that such benefits are provided to the opposite-sex spouses of lawyers, and to the children of LGBTQIA+ lawyers or their same-sex domestic partners on the same terms that such benefits are provided to children of heterosexual lawyers or their opposite-sex spouses. Compensate for the taxation of domestic partner health insurance coverage as income. Extend COBRA benefits.
- Be sure health insurance policies entitle transgender employees to the same coverage as other employees. Most commercial health insurance plans in the U.S. specifically exclude coverage for treatment related to a gender transition, and sometimes the language is sufficiently broad to also exclude non-transition related health care to transgender persons.

- Provide transgender wellness benefits — that is, health benefits that include mental health counseling, hormone therapy, medical visits, and surgical procedures, in addition to short-term medical leave, without exclusion for treatments related to a gender transition or reassignment.
- Provide sick leave, FMLA leave, care-taking leave, bereavement leave, and other family leave benefits to LGBTQIA lawyers^[a] with needs relating to their children or family, same-sex domestic partners, and the children or family of their same-sex domestic partners on the same terms that such leave is provided to heterosexual lawyers^[b].
- Provide relocation benefits and employee assistance programs to LGBTQIA lawyers, their children, same-sex domestic partners, and the children of their same-sex domestic partners to the same extent that such benefits are provided to heterosexual lawyers, their children, opposite-sex spouses, and the children of their opposite-sex spouses. Publicize these benefits on the firm’s website.
- Support a firm-wide diversity council or committee that includes LGBTQ issues. Organize employee resource groups (affinity groups), including one focusing on LGBTQ issues.

Resources

- The NALP website features a “Resource Center” with [LGBTQIA+ resources](#)^[c] currently including a contact list, an annotated resource bibliography, a list of organizations/resources for building better relationships with the LGBTQIA community, and information on the Solomon Amendment.
- The NALP Diversity Section publishes articles in the *NALP Bulletin* and presents programs at the NALP Annual Education Conference on topics related to nondiscriminatory hiring and retention of LGBTQIA lawyers. This Section also contributes new information to the LGBTQIA+ Resources on NALP’s website.
- The National Lesbian and Gay Law Association (<http://www.nlglaw.org>) hosts the annual Lavender Law Conference, which includes a career fair for law students and legal employers.
- The Human Rights Campaign Foundation ([http:// www.hrc.org/workplace](http://www.hrc.org/workplace)) provides information on such workplace issues as the Employment Non-Discrimination Act, nondiscrimination laws and policies, and domestic partnership benefits.
- A number of state and city bar associations have committees focusing on LGBTQIA issues^[d].

[a] Consider replacing "lawyers" with "employees"

[b] Consider replacing "lawyers" with "employees"

[c] This link no longer works.

[d] Should we consider creating a list of some of these?