THE LGBT BAR ANNUAL **CONFERENCE &** CAREER FAIR **2018 PROGRAM** BOOK

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### ON BEHALF OF THE NATIONAL LESBIAN, GAY, BISEXUAL, AND TRANSGENDER BAR'S STAFF AND BOARD, WE'RE EXCITED TO WELCOME YOU TO THE 30<sup>TH</sup> ANNUAL LAVENDER LAW® CONFERENCE AND CAREER FAIR.

The first Lavender Law<sup>®</sup> Conference took place in 1988 at Golden Gate University in San Francisco and was the culmination of efforts to create a national lesbian and gay bar association that shared resources and educational opportunities nationwide while also creating dialogue regarding laws affecting the lesbian and gay population. Today, the LGBT Bar is supported by over 200 sponsoring organizations including support in varying forms from all of the

Am Law 100. We would like to extend a special thanks to each and every one of our sponsors who provide us with the necessary support to fight back against those who would strip away our legal rights.

As an LGBT Bar member, conference attendee, or career fair recruiter, you have been instrumental in the growth and progress we have created together. We are so glad you could join us for this year of celebration. The Annual is truly a "family reunion" for lesbian, gay, bisexual, transgender, and ally legal professionals. It is more than something you attend – it is an experience you create.

If this is your first time at the Annual Lavender Law<sup>®</sup> Conference and Career Fair, welcome! Over the next three days you will find a rewarding experience that expands your knowledge and builds meaningful relationships with other legal professionals. If you are a returning attendee, we are so glad to see you again. In our 30<sup>th</sup> year, you will find fresh and innovative programming at the cutting edge of LGBT and legal issues.

While our annual is our biggest event, it is just one aspect of the transformative work the LGBT Bar accomplishes each and every day. In the past year, our staff and board have worked tirelessly to improve the lives of our members and our community - by evolving our focus to better include transgender and bisexual individuals in a number of ways, including:

We have launched our **Commit 2 Inclusion** campaign, designed to build a strong coalition of legal professionals, law students, and other individuals committed to standing against anti-LGBT legal groups such as the Alliance Defending Freedom and Liberty Counsel. In February 2018, we succeeded in urging the ABA House of Delegates to adopt HOD Resolution 108D, which advises federal, state, local, territorial and tribal courts to extend *Batson v. Kentucky* to prohibit discrimination against jurors on the basis of sexual orientation or gender identity or expression. This year, with support from the LGBT Bar, the Rhode Island House of Representatives voted to ban the LGBT 'panic' defense in the state; we also witnessed renewed efforts in states across the country to end the use of that heinous defense. In Congress, Senator Edward Markey and Representative Joe Kennedy III introduced the Gay and Trans Panic Defense Prohibition Act of 2018, which would federally ban gay and trans 'panic' defenses. We are launching a new law school affiliate program this year as well as a new set of resources to support students in their personal and professional development. And we are proud to be partnering with the International Association of LGBT Judges to put on our first-ever Judicial Academy for LGBT attorneys interested in joining the bench.

As we mark this year of celebration, we must also recognize the many challenges our community still faces. In June, we saw the U.S. Supreme Court delay a decision on protection of our community members with its ruling in *Masterpiece Cakeshop v. Colorado Civil Rights Commission*, lending power to the anti-LGBT legal groups that fight against our equal access to places of public accommodation. Throughout 2018, numerous laws, appointments, and policies have emerged at the federal and state levels designed expressly to harm our community. The LGBT Bar is working hard to fight back, but we need your help. Please join us as a member, or better yet, join our very own Justice Council where you will receive VIP benefits while providing deeper support to our programmatic work. We will continue to work towards justice in the weeks, months, and years ahead. We hope you'll join us.

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### STAY UP TO DATE ON RECENT LGBT LEGAL NEWS

As a member, you will receive our LGBT Bar e-newsletter, news alerts, access to exclusive call-ins, and invitations relevant to your region and practice area.



"I think personally, having a professional community of people

who identify and understand you is incredibly empowering."

- BENDITA CYNTHIA MALAKIA, Hogan Lovells (US) LLP, At-Large LGBT Bar Association Board and Justice Council Member



"Whether you work in employment law or family

law or criminal law, our members have insights specific to the LGBT community and as a result we understand a lot of these complex issues through a unique lens. It is vital that we have LGBT and ally attorneys speaking out and trying to fix the problems of today using these insights, because otherwise LGBT clients suffer."

- RYAN H. NELSON, MetLife Law Department, LGBT Bar Justice Council Member



"For me, being an active member of the National

LGBT Bar Association, as well as the International Association of LGBT Judges and the Stonewall Bar Association of Georgia, is an opportunity to be an out bi role model within the legal community."

- JUDGE MIKE JACOBS, State Court of DeKalb County, LGBT Bar Member



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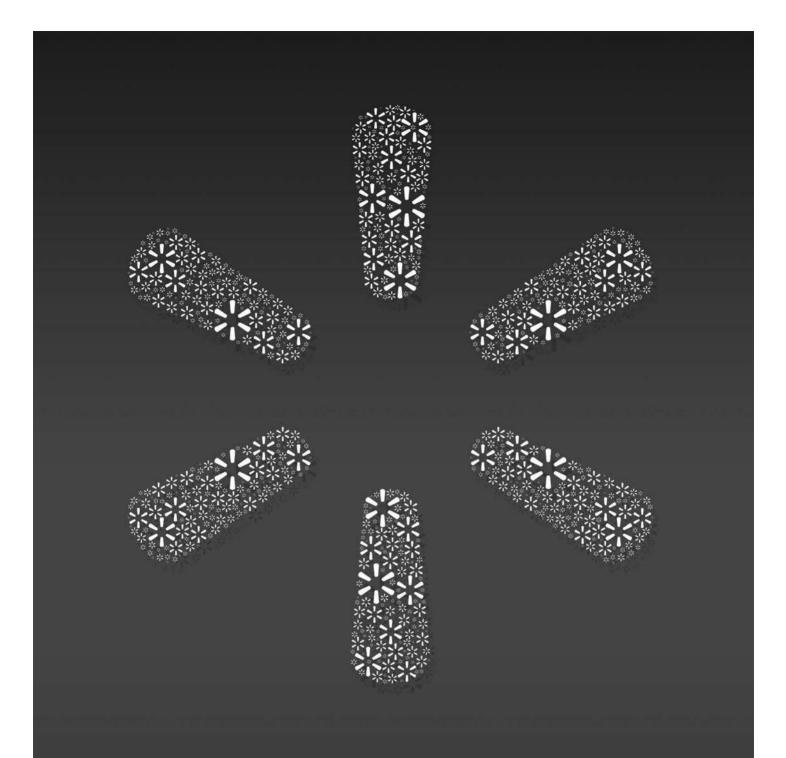


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**30TH ANNUAL CONFERENCE & CAREER FAIR** 



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# IMPACT

WE PROUDLY SUPPORT OUR LGBT ATTORNEYS AND THE LGBT COMMUNITY. We believe in the impact of promoting diversity in our culture and in the legal industry. Our constant goal is to provide legal counsel from varying viewpoints and more opportunities for our attorneys to excel in their profession. LEARN MORE: DINSMORE.COM/DIVERSITY.

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# 

### **TULANE JOURNAL OF LAW & SEXUALITY**

A Review of Sexual Orientation and Gender Identity in The Law

The Tulane Journal of Law & Sexuality is the official legal journal of the National LGBT Bar Association. First published in 1991, The Tulane Journal of Law & Sexuality is the first and only student-edited law review in the country devoted solely to covering legal issues of interest to the lesbian, gay, bisexual and transgender community on a wide variety of subjects, including constitutional, employment, family, health, insurance, and military law. The Journal addresses these issues and more with theoretical and practical articles by academicians, practitioners, and students. This journal is published every year and has broad national and international circulation.

The Tulane Journal of Law & Sexuality considers the winner of the LGBT Bar's Annual Michael Greenberg Student Writing Competition for publication each year. This exciting competition is dedicated to encouraging and recognizing outstanding law student scholarship on the legal issues affecting LGBT persons.

### Subscribe today!

The Journal also welcomes the submission of unsolicited articles, essays, and book reviews at **lawandsexjournal@gmail.com** or in the mail, addressed to the following:

### LAW & SEXUALITY

TULANE UNIVERSITY LAW SCHOOL 6329 Freret Street New Orleans, Louisiana 70118

### DAN BRADLEY AWARD

### PAST DAN BRADLEY AWARD RECIPIENTS:

2017 San Francisco. CA **DOUGLAS HALLWARD-**DRIEMIER. and the Pro Bono team at Ropes & Gray LLP

2016 Washington, DC **KEVIN CATHCART.** Executive Director, Lambda Legal

2015 Chicago, IL MARY BONAUTO, Civil Rights Project Director, GLAD

2014 New York. NY EVAN WOLFSON. Founder and President, Freedom to Marry/ DAVID ROSENBLUM. Legal Director, Mazzoni Center (honorary Dan Bradley Award presented in memoriam)

2013 San Francisco. CA JAMES ESSEKS. Director. LGBT & AIDS Project, ACLU

2012 Washington, DC JENNIFER LEVI, Director, Transgender Rights Project, GLAD

2011 Hollywood, CA NANCY POLIKOFF. Professor of Law. American University Washington College of Law

> 2010 Miami Beach, FL JON W. DAVIDSON. Legal Director, Lambda Legal

2009 Brooklyn, NY DR. FRANK KAMENY, LGBT Civil **Rights Pioneer** 

2008 San Francisco, CA SHANNON MINTER. Legal Director, National Center for Lesbian Rights/ THERESE STEWART. Chief Deputy City Attorney, City of San Francisco

2007 Chicago IL PATRICIA M. LOGUE, Associate Judge, Circuit Court of Cook County

> 2006 Washington, DC **URVASHI VAID, Executive** Director, Arcus Foundation

2005 San Diego, CA **ARTHUR S. LEONARD.** Professor of Law. New York Law School: Author of Law Notes

### **ROSALYN H.** RICHTER

**JUSTICE** is a fair and independent member of the bench and a successful judicial force in her own right. She is a stellar example of judicial visibility as one of the first openly gay judges to hold a justice position on the appellate level.

Justice Richter has served as an Associate Justice on the New York State Appellate Division First Department since March 2009, Prior to this appointment, Justice Richter amassed nearly two decades of experience in the New York State Court system, including a tenure in the Supreme Court in New York County from 2002 to 2008.

Justice Richter's involvement for the LGBT community began long before her appointment to the bench. Shortly after graduating from law school, Justice Richter became the Executive Director of Lambda Legal Defense and Education Fund and its first paid staff attorney. As a judge, Justice Richter has continued to fight for greater civility in the profession and inclusion of LGBT issues within the framework of diversity by acting as a member of or chair to numerous committees, including the Richard C. Failla LGBTQ Commission of the New York State Courts, the New York State Permanent Judicial Commission on Justice for Children. the Criminal Jury Instruction Committee, and the New York State Courts Advisory Committee on Access for People with Disabilities. She also chaired the New York City Bar Committee on Women in the Profession and the Committee on Lesbians and Gav Men in the Profession, and currently chairs the New York City Bar Association Committee to Enhance Diversity in the Profession. In addition to her vast experience on diversity committees, she recently completed a six-year term as a member of the board of directors of Services & Advocacy for GLBT Elders USA.

Last year, Justice Richter was among those who spearheaded mandatory Diversity, Inclusion, and Elimination of Bias requirements for members of the New York Bar. Such continued efforts will help ensure that attorneys throughout the state uphold her legacy of inclusion.

THE DAN BRADLEY AWARD is the National LGBT Bar Association's highest honor. It recognizes the efforts of members of the lesbian, gay, bisexual, and transgender legal advocacy community whose work has led the way in our struggle for legal equality. Dan Bradley was the first chair of the American Bar Association Section of the Individual Rights and Responsibilities' Committee on the Rights of Gay People. Bradley saw the law as a powerful instrument of social justice, and he believed that lawyers had an obligation to place their skills as advocates at the service of the least powerful among us.

2004 Minneapolis, MN RUTH E. HARLOW, former Legal Director, Lambda Legal; Lead Counsel in the landmark case, Lawrence v. Texas

2003 New York, NY MATTHEW COLES, Director, ACLU National Lesbian and Gay Rights Project/ LESLIE COOPER, Staff Attorney, ACLU National Lesbian and Gay Rights Project

2002 Philadelphia, PA **KATE KENDELL,** Executive Director, National Center for Lesbian Rights

2001 Dallas, TX HON. PHYLLIS RANDOLPH FRYE, Transgender Activist and Civil Rights Leader, Houston, TX

2000 Washington, DC MARK D. AGRAST, Legislative Director & Counsel to Rep. William H. Delahunt

1999 Seattle, WA HON. STEVEN M. LACHS, Superior Court Judge, Los Angeles County

1998 Boston, MA JOHN WARD, Founder & Former Executive Director, GLAD

1997 West Hollywood, CA ABBY RUBENFELD, Rubenfeld & Associates, Nashville, TN

1996 New Orleans, LA SUZANNE GOLDBERG, Attorney, Lambda Legal/ TOM STODDARD, Former Executive Director, Lambda Legal/ JEANNE WINER, Trial Counsel for Plaintiffs in Evans v. Romer

1994 Portland, OR WILLIAM E. ADAMS, JR., Nova University School of Law

1992 Chicago, IL SUE WILSON, Attorney for Sharon Kowalski

1990 Atlanta, GA NAN HUNTER, Professor, Brooklyn Law School, Former Head of Gay & Lesbian Rights Project, ACLU



# FRANK KAMENY AWARD

### THE NATIONAL LGBT BAR ASSOCIATION'S FRANK KAMENY AWARD

traditionally honors an individual who, though he or she does not have a Juris Doctorate degree, has made extraordinary contributions to the fight for LGBT equality through the law. The award honors the memory of Frank Kameny, a tireless advocate for the community.

This year's award is presented in memoriam to **Christopher "Tripp" Zanetis**. Unlike previous award recipients who traditionally did not have Juris Doctorate degrees, Tripp did receive a



Christopher "Tripp" Zanetis (right) accepting his Student Leadership Award at the 29th Annual avender Law Conference and Career Fair in 2017

Juris Doctorate degree from Stanford Law School in 2017 with pro bono distinction. However, his dedication to helping others and the LGBT community began long before he graduated from law school.

Tripp graduated from New York University, cum laude, where he was student body President and was a leader on the swim and dive team. On 9/11, Tripp volunteered through the night and later joined the New York City Fire Department, eventually becoming a New York Fire Marshal and being recognized for his bravery. In 2008, Tripp joined the Air National Guard as a helicopter pilot of the HH-60G PaveHawk, and became an instructor pilot. Major Zanetis primarily served on search and rescue missions.

During his time at Stanford Law School, Tripp served as a Board Member of Stanford OutLaw and as Co-President of the Stanford Law Veterans' Organization. In his role with Stanford OutLaw, Tripp chaired the school's Annual OutLaw Conference, which focused on LGBT issues. Tripp also served

as a mentor for other LGBT law students, helped draft Stanford's first student government bylaws, and prompted the school's administration to introduce a yearly course on veterans transitioning into the legal practice. Tripp was a part of the *Stanford Journal of International Law*, aided the International Refugee Assistance Project, and worked at the NATO headquarters in Brussels. Through all this, he still found time to co-produce the school's musical. In 2017, Tripp received the National LGBT Bar Association's prestigious Student Leadership Award, the organization's highest honor for law students. After graduating last year, Tripp began working as an associate with Debevoise & Plimpton LLP. Please join us on Wednesday, August 8th, for an Awards Lunch honoring both Justice Rosalyn Richter, 2018's Dan Bradley Award recipient, and Christopher "Tripp" Zanetis' life and achievements.

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Tragically, on March 15, 2018, Tripp died in Iraq when his helicopter crashed during troop transport, killing all seven servicemembers on board. Tripp received the Meritorious Service Medal and five Air Medals for combat missions. It was Tripp's third tour of duty since joining the National Guard in 2008. He was 37 years old.

In honor of Tripp's memory and his legacy of service to those in need, to the LGBT community, to veterans, and to his country, the National LGBT Bar Association has chosen to recognize him as 2018's Frank Kameny Award recipient. As a dedicated advocate, Tripp exemplified the spirit of Frank Kameny and left a lasting impact on the communities he touched.

### Bryan Cave Leighton Paisner LLP is a proud supporter of the Lavender Law Conference & Career Fair

BCLP brings diversity and inclusiveness into every aspect of our work and culture. We are proud to foster an environment where our LGBTQ attorneys and staff can thrive personally and professionally.

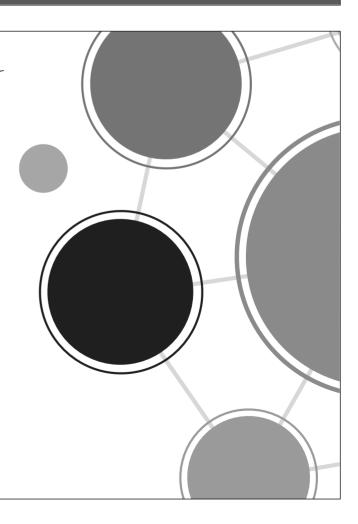
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### THE MICHAEL COMPETITION

**GREENBERG** was established in memory of Michael Greenberg, a former National LGBT WRITING Bar Association board member and Philadelphia attorney who died in 1996 from complications of HIV/AIDS. This exciting competition is dedicated to encouraging and recognizing outstanding law student scholarship on the

legal issues affecting lesbian, gay, bisexual and transgender persons. Each year, the LGBT Bar receives dozens of submissions from law students on the cutting-edge legal issues affecting the LGBT community.

Congratulations to the winner and runner-up of the 2018 Michael Greenberg Student Writing Competition. The honorees will be recognized at Thursday's Award Lunch.

### - FIRST PLACE -

### EMILY LAMM, J.D.

Student, Vanderbilt Law School

"Bye, Bye, Binary: Updating Birth Certificates to Transcend the Binary of Sex"

### - RUNNER-UP -

### **CANDELARIO SALDANA, J.D.**

Student, University of Miami School of Law

"Queering the Dream - The Impact Trump's Decision has on LGBTQ+ Dreamers and the Inability to Attain Asylum"

We would like to extend our sincere thanks to the Tulane Journal of Law & Sexuality, whose editors judged this competition and are considering the awardees for publication.



### Verizon's philanthropy reaches neighborhoods across our planet.

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### THE LEADING PRACTITIONERS AWARD

### THE LEADING PRACTITIONERS AWARD IS PRESENTED TO HONOR AN ATTORNEY OR ATTORNEYS WHO HAVE IMPROVED THE LIVES OF MEMBERS OF THE LGBT COMMUNITY THROUGH OUTSTANDING LEGAL WORK.

Awardees demonstrate a longstanding commitment to providing legal services of a high quality to the LGBT community, including providing significant pro bono work or taking leadership roles in significant impact litigation for the benefit of LGBT individuals.

This year, we are proud to present the Leading Practitioners Award to **Zack Paakkonen** and **Elizabeth Schwartz.** 

Zack Paakkonen personifies how one lawyer, in a thinly populated but large state, can make a significant difference

by applying his brains, talent and perseverance. A native of Maine, Zack returned to his home state after law school, opened up a law office and became a leader in counselling members of the LGBTQ community. Opening one's own law office is enough of a challenge; Zack added to that undertaking, becoming a reliable resource for the LGBTQ community and taking on a public education campaign about who we are and what our needs are. He has successfully represented LGBTQ clients before state courts and administrative agencies all over Maine. As part of his practice, Zack has been a guardian ad litem for 10 years. He receives appointment in child protection cases and family cases. With a particular focus on trans individuals and trans youth, Zack has made a real, significant impact. He advises parents supporting children with gender identity issues; he serves as guardian ad litem in cases with trans youth and trans parents. He won an appeal where the court clarified that a judge cannot base a decision on the judge's perception of someone's individual transition. In 2018, Zack represented a non-binary individual who was denied a non-binary gender marker on their driver's license in a suit against the Maine Bureau of Motor Vehicles. Zack's client won an agreement from the Bureau to change its policy to allow such markers, making Maine the first east coast state and third state in the country to do so. Zack has presented innumerable continuing legal education seminars

on these issues and publishes chapters and articles to continue to educate others. Zack has also been a staff attorney for GLAD in Boston and served as the Director of the LGBT Family Law Institute.

**Elizabeth "Liz" Schwartz** of Miami, Florida exemplifies what makes a Leading Practitioner. Since 1997, Liz has run her own firm in Miami catering to family formation and the protection of the rights of people of the LGBTQ community. She is a nationally recognized advocate for the legal rights for our community. She served as co-counsel in three

victorious lawsuits in Florida: to overturn the ban on adoption by LGBTQ people, to overturn the statewide ban on marriage equality and to ensure fair issuance of birth certificates to same-sex married parents. These cases were brought with NCLR (National Center for Lesbian Rights), on whose National Family Law Advisory Council and National Leadership Council Liz serves. Liz also handled the first divorce for a same-sex couple in Florida. After the decision in *Obergefell* providing for marriage equality nationwide, Liz wrote the book *Before I Do: A Legal Guide to Marriage, Gay or Otherwise.* In that book, Liz addressed the range of practical considerations couples should address before tying the knot and, through her characteristic generosity, gave voice to many others in the LGBT legal and professional community whose contributions are included in her book. Liz has played a significant role as a dynamic volunteer in many local and national organizations, both within and outside the LGBTQ community. She is co-chair of the national board of SAGE (Advocacy & Services for LGBT Elders). Also, Liz co-organized a meeting in Israel between U.S. and Israeli LGBTQ family lawyers and advocates. Liz is a trailblazer, a leader, a visionary, and a role model for the LGBTQ family law bar.

Congratulations to Zack Paakkonen and Elizabeth Schwartz! They will be honored during Thursday's Awards Lunch.

### STUDENT LEADERSHIP

This year, the National LGBT Bar Association is proud to present both **Nicole Schladt** and **Faris Mohammed** of Emory University School of Law with the **2018 Student Leadership Award.** Nicole Schladt, a Lexington, Kentucky native, is committed to public service and dedicated to serving marginalized communities. A former Emory OUTLaw President, Schladt currently serves as OUTLaw Conference Chair and works as a Graduate Assistant in Emory's Office of LGBT Life. Faris Mohammed is a recent graduate of Emory University School of Law and has interned with the California Attorney General's Office, U.S. EPA, and the Department of Justice

### THE NATIONAL LGBT BAR ASSOCIATION

would like to congratulate winners **Nicole Schaldt** and **Faris Mohammed** and runner-up **Ashley Fasano** for their hard work and numerous contributions to the LGBT community. **The 2018 Student Leadership Award** will be presented at an Awards Lunch on **Thursday, August 9th**, along with the **Best LGBT Lawyers Under 40 Awards and the Leading Practitioner Awards**. where he focused on his passion of environmental law. He hopes to continue his work with the LGBTQ community as he advances in his career.

In 2018, Schladt and Mohammed co-founded and launched Emory LGBTQ Legal Services (ELLS), which provides legal assistance to LGBTQ individuals in the Atlanta area. With the help of several other students, Schladt and Mohammed also founded Emory Law's Diversity & Inclusion Coalition in 2016 with the goal of fostering an interdisciplinary dialogue of LGBTQ issues. For this work and more, we recognize Nicole Schladt and Faris Mohammed for their tireless commitment to equality and justice.

The National LGBT Bar Association is also proud to recognize **Ashley Fasano** of University of San Diego School of Law as the runner up for the 2018 Student Leadership Award. Fasano is a New Jersey native who recently completed her J.D. at the University of San Diego School of Law. While in law school, Fasano received the USD Enhancement Award for her role as President of USD Pride Law, where she worked to increase law student volunteerism in the LGBTQ+ community and awareness of LGBTQ+ issues on campus. Most notably, Fasano co-founded San Diego's first Name and Gender-Marker Change Clinic, which offers pro bono legal services to transgender\* and non-binary individuals seeking name and gender-marker changes throughout San Diego County. Fasano plans to pursue a career in employment and civil rights law while continuing her volunteer work to advance LGBTQ+ rights. We recognize Ashley Fasano for her commitment to civil rights and volunteerism.

**BEST LGBT LAWYERS UNDER 40 CLASS OF 2018** 

### THE NATIONAL LGBT BAR ASSOCIATION

is proud to announce the recipients of its annual **BEST LGBT LAWYERS UNDER 40 AWARD**. The LGBT Bar established this award to recognize LGBT legal professionals under the age of 40 who have distinguished themselves in their field and who have demonstrated a profound commitment to LGBT equality. **Congratulations to 2018's winners:** 

ABIGAIL COURSOLLE

Senior Attorney National Health Law Program

ADRIEN LEAVITT Staff Attorney Northwest Defenders Division of the King County Public Defense

ALESDAIR ITTELSON Law & Policy Director interACT

ALEXA LAWSON-REMER Associate Sullivan & Cromwell LLP

ANDREW GAMMILL Associate Dinsmore & Shohl LLP

ANDREW LUXEN Senior Deputy District Attorney Denver District Attorney's Office

**CELESTE FIORE** *Partner* Argentino Family Law & Child Advocacy, LLC

**CHASE STRANGIO** Staff Attorney American Civil Liberties Union

**CHIRAG BADLANI** Partner Hughes Socol Piers Resnick & Dym, Ltd.

**COREY DEVINE** Partner Muskat, Mahony & Devine, LLP **CURREY HITCHENS** Supervising Attorney Georgia Legal Services Program

EMILY CHAPUIS Partner Jenner & Block LLP

EZRA CUKOR Staff Attorney New York City Commission on Human Rights

FARHAAD VIRANI Senior Corporate Counsel Amazon Studios

**GENNARO SAVASTANO** *Associate* Weitz & Luxenberg P.C.

**HEMA SARANG-SIEMINSKI** Senior Attorney Victim Rights Law Center

**HUONG LAM** Help Desk Attorney Lambda Legal

LIEUTENANT COMMANDER JAKE ROMELHARDT Legal Assistance Department Head, Region Legal Service Office Southwest U.S. Navy JAG Corps

JASON CANALES Partner Moses & Singer LLP

JASON WU StaffAttorney The Legal Aid Society **JENN PROTAS** Shareholder Hoge Fenton Jones & Appel

JOHN M. MCHUGH Partner Reilly Pozner LLP

**JONAH KNOBLER** *Partner* Patterson Belknap Webb & Tyler LLP

JONATHAN D. NEWTON Trial Attorney U.S. Department of Justice Civil Rights Division, Educational Opportunities Section

**KATE RHODES** *Partner* Epstein Becker & Green, P.C.

**KELLY PERIGOE** *Partner* Boies Schiller Flexner LLP

**MADELINE GITOMER** Senior Associate Hogan Lovells US LLP

MAYME DONOHUE Associate Hunton Andrews Kurth LLP

MEEHAN RASCH Senior Appellate Court Attorney California Court of Appeal

**MICHAEL STEVENS** Senior Associate Seyfarth Shaw LLP

### **MOLLY WHITMAN**

Associate Akin Gump Strauss Hauer & Feld LLP

**P. BRIAN BARTELS** *Partner* Kutak Rock LLP

**R. BARRETT MARSHALL** Staff Attorney, Housing Unit Community Legal Services of Philadelphia

SARAH B. PITNEY Associate Attorney Benach Collopy, LLP

SARAH GORDON Partner Steptoe & Johnson LLP

SCOTT LERNER Partner Kirkland & Ellis LLP

**SETH PEARSON** Associate Foley & Lardner LLP

STEFFI ROMANO Staff Attorney, Equal Justice Works Fellow Sponsored by the Paul Rapoport Foundation, Inc. UnLocal, Inc.

**THOMAS SAUNDERS** Assistant US Attorney US Attorney's Office (DC)

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TODD AMDOR Counsel King & Spalding LLP

### THE BEST LGBT LAWYERS UNDER 40 CLASS OF 2018

will be recognized at Thursday's Awards Lunch.

**30TH ANNUAL CONFERENCE & CAREER FAIR** 



Crowell & Moring is proud to support the National LGBT Bar Association and its Lavender Law Conference & Career Fair

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### THE NATIONAL LGBT BAR ASSOCIATION'S CORPORATE COUNSEL DIVISION

is comprised of professionals, both nationally and internationally, working to address the specific needs of the LGBT legal community within the corporate arena. The group organizes networking events, presents awards, and develops best practices for companies large and small as they relate to LGBT issues.

The Corporate Counsel Division offers sponsors and invited guests the opportunity to network at these various events, including the LGBT Bar's

signature Out & Proud Corporate Counsel Award Reception series. Additional networking opportunities exist with programs held in conjunction with the LGBT Bar's Annual Conference, Lavender Law®, featuring corporate counsel and law firm speed interviews, a top sponsor/ corporate counsel brunch, networking dinners, and the Corporate Counsel Institute.

Are you in-house counsel and interested in becoming more involved? Join the LGBT Bar's Corporate Counsel Division. Benefits include: inclusion in discussion year-round with LGBT and ally corporate counsel through our private online community platform, listing in the LGBT Bar's Corporate Counsel Directory, and inclusion in programming created by and geared towards in-house counsel.

Corporations are leading the fight for LGBT equality - Join us!



**NEW YORK, NY 2018 | Greg Todd,** *Managing Director and Associate General Counsel,* Bank of America Merrill Lynch



**WASHINGTON, DC 2018 | Denise Keane,** *former Executive Vice President and General Counsel,* Altria Group, Inc.



**MIAMI, FL 2018 | Brian Friedman,** *Director, Litigation and Regulatory Counsel,* JetBlue Airways Corporation



LONDON, ENGLAND 2017 | Tuvia Borok, Executive Director & Senior Counsel, Goldman Sachs International



### THE LGBT BAR'S BUSINESS DEVELOPMENT INTENSIVE

Law firm associates from around the country came early to **the LGBT Bar's Annual Conference & Career Fair** to attend the **LGBT Bar's Business Development Intensive.** Registrants learned how to **"make rain"** and pitch for business from experienced corporate counsel and leading practitioners.

NBCUniversal hosted the Intensive at its New York office on August 7th. The all-day client development training included multiple break-out sessions focused on client pitching, brand building, business development basics, and networking. Participants worked in teams to create a pitch for corporate counsel.

The teams fine-tuned their pitches with input from corporate counsel who volunteered as "coaches" for the groups of associates in creating their mock pitches. The day concluded with the final mock pitches being presented to corporate counsel, with each associate receiving valuable feedback about the content and delivery of their pitch.

In-house counsel from corporations such as XL Catlin, Office Depot, NBCUniversal and Wells Fargo participated in the program. Ryan Buffkin spoke about the importance of building relationships along with building your brand. Joseph White discussed the mechanics of creating a successful sales pitch and tips to get facetime with corporate counsel.

Participants learned valuable skills to bring back to their firms to improve their business development efforts. Thank you to all who participated in this fantastic program!

We look forward to another successful Business Development Intensive in 2019!

THE LGBT BAR

Congratulations on advancing diversity in the legal profession.

Iducing

## KUTAKROCK



Viversi

Kutak Rock congratulates Brian Bartels on being selected a 2018 top LGBT legal professional under 40 by the LGBT Bar.

Kutak Rock was founded on the principles of a diverse and equal opportunity work environment. More than 50 years later, Kutak Rock's 17 offices are proud to have LGBT partners at over two times the national average and maintain a perfect score on the Human Rights Campaign's Corporate Equality Index. Along with Brian, we extend our heartfelt appreciation for the efforts made by all the honorees.



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Contact: Kevin M. Roy at (860) 251-5000 shipmangoodwin.com/diversity

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4:00PM - 7:00PM SPONSOR AND ATTENDEE CHECK-IN South Foyer, 4th Floor

### WEDNESDAY, AUGUST 8

7:30AM - 5:30PM

SPONSOR AND ATTENDEE CHECK-IN Registration Booth. 6th Floor

7:45AM - 9:00AM COMMUNITY BUILDING SESSION ONE

12 Step/Recovery Meeting

O'Neill, 4th Floor

### Generational Divides - The Legal and Ethical Issues of **Managing Across 4 Generations** Maiestic/Music Box. 6th Floor

At your next team meeting, look to your left and then look to your right. It may surprise you to learn that your colleagues represent four generations of corporate culture: Builders, Baby Boomers, Gen X, and Millennials. Speakers will outline strategies for bridging the generational divide to maximize efficiency in the workplace and will guide attendees through an interactive, multimedia-fueled presentation illustrating characteristics of the four generations and how generational bias impacts working relationships.

Speakers: Laura Maechtlen, Seyfarth Shaw LLP; Ariel Ruiz, Uber Technologies, Inc.; Joseph Vardner, Wells Fargo

### LGBT Bar Affiliates' Problem Solving Worksession: **Programs, Events, and Fundraising** Uris, 6th Floor

This workshop will discuss programming, law student engagement, event planning and execution, and fundraising techniques and strategies for affiliates of the LGBT Bar.

### Not for CLE credit.

### Improv ... Yes, And! Using Improv Techniques to Facilitate Negotiations, Improve Public Speaking, and Manage Stress Royale, 6th Floor

Led by in-house attorneys who have studied and performed with Groundlings, Upright Citizens Brigade, Bovine Metropolis Theatre, Impro Theatre, the Denver Performing Arts Center, Studio ACT,

### 2018 LAVENDER LAW SCHEDULE

and LA Theatresports, this interactive (and fun!) workshop will explore how improvisation techniques can make you a fearless public speaker, a better negotiator, a stronger team player, an expert networker, a nimble problem solver, and a happier person. Through a variety of on-vour-feet games and exercises, you will learn the core improv philosophy of "yes, and", and see how it can help transform vour personal and professional lives for the better.

Speakers: Paul Marchegiani, Warner Bros. Entertainment Inc.; Jason Prussman, ADP, LLC Not for CLE credit.

> 9:00AM - 10:30AM GENERAL ATTENDANCE SESSION ONE

### It Was Never About The Cake: Public Accommodations and Religious Refusals in the Aftermath of Masterpiece Cakeshop Broadway Ballroom, 6th Floor

The Supreme Court's decision in Masterpiece Cakeshop v. Colorado *Civil Rights Commission* is a narrow ruling, tailored at its core to remedy the wrong the majority found in the Colorado Civil Rights Commission's evaluation of whether baker Jack Phillips' religious objections to making a wedding cake for Charlie Craig and Dave Mullins' wedding should trump their protections under Colorado's civil rights statute. While the Court made clear that its decision hinged on the Constitutional mandate that a state may not exhibit "hostility" in its laws, regulations, or enforcement thereof, it nonetheless opened the door to the potential for a flood of litigation seeking to resolve the tension between those who wish to have the freedom to discriminate in the name of religion, and those, such as the LGBT community, who wish to fully and freely access places of public accommodation under the protection of state and local laws. This plenary session will address a number of issues that remain after the decision, including what the decision means for governmental agencies such as the Colorado Commission assessing such claims in future; how the new claims being advanced by anti-equality forces differ doctrinally from classic religious conscience claims; how to address and advocate in partnership with other communities potentially harmed by the growing push to use private religious beliefs to discriminate in public and quasi-public spaces; what cases are in the pipeline that may shed more light and potentially reach the Court in the near future; and what the LGBT community can do to protect itself and the full promise of Obergefell.

Speakers: Louise Melling, American Civil Liberties Union; Jenny Pizer, Lambda Legal; Sirine Shebaya, Muslim Advocates; Ria Tabacco Mar, American Civil Liberties Union Moderator: Doug NeJaime, Yale Law School

Not for CLE credit.

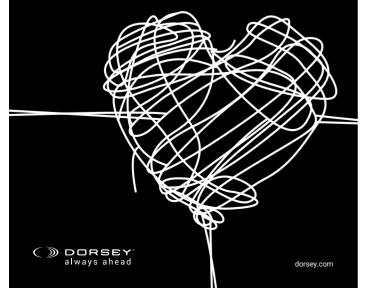


Epstein Becker Green is proud to support The National LGBT Bar Association and congratulate our very own Kate Rhodes on being named one of the Best LGBT Lawyers Under 40

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# zealous advocates

DORSEY IS PROUD TO SPONSOR THE 2018 LAVENDER LAW CONFERENCE & CAREER FAIR



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### 2018 LAVENDER LAW SCHEDULE

### 10:45AM - 12:15PM

VIP TOP SPONSOR AND CORPORATE COUNSEL BRUNCH PROGRAM (BY INVITATION ONLY) Sponsored by White & Case LLP

### Making the Legal Profession More Diverse: The Role of Corporate Legal Departments in Spearheading Diversity Initiatives

### Manhattan Ballroom, 8th Floor

Lawyers have long talked about improving the diversity of the profession, but despite claims of encouraging diversity and establishing committees, the demographics reported by law firms and companies have shown very little change. This workshop will focus on the efforts of corporate legal departments to increase diversity within the profession, particularly as it relates to encouraging outside law firms to hire and retain diverse attorneys that work on company matters. Panelists will discuss their own companies' efforts, including a case study of HP's Outside Counsel Diversity initiative that aims to work with firms to recruit and assign diverse attorneys at all levels from single matters to the relationship partner. Panelists will discuss such efforts, such as tracking diversity demographics of all lawyers working on company matters to setting minimum billing requirements that must be met by diverse attorneys lest the outside counsel firms be subject to a financial holdback.

**Speakers:** Joann Mazur Kielblock, The Prudential Insurance Company of America; Blake Sorensen, Hewlett Packard, Inc.; Travis Torrence, Jiffy Lube International, Inc. and Shell Oil Company; Praju Tuladhar, Amazon.com, Inc.

### **10:45AM – 12:15PM** CONCURRENT WORKSHOPS SESSION A

### Administrative Law: The Lawyer's Little-Known Sword and Shield Royale, 6th Floor

When a client comes looking for help in fighting an unfair government action, achieving a critical business goal, or moving national policy in the right direction, you might not immediately think, "I wonder how administrative law can help?" But the law around how the government can create regulations, and what those regulations can do and say, offers lawyers a set of tools that can be critical in achieving the client's goals. The last year has shown that these tools are only becoming more important in fighting off bad policy or advancing good policy. When dealing with the Federal Government, when a client or colleague asks in outrage, "Can they do that?", the answer is often no - and it is often because of administrative law. Our workshop aims to give attendees the power to use administrative law arguments not only to defend against improper or unjust government actions, but also to challenge existing policies and bring about positive change. We will use examples drawn from two key policy areas (health care and energy/natural resources) and from work on behalf of pro bono clients and LGBT organizations to show how a deep knowledge of administrative law can make the difference

between winning and losing. The workshop will begin with a brief tally of the administrative law tools at the lawyer's disposal, then move on to case studies in which attendees will be asked to use those tools to find creative ways to win their case or achieve their client's goal. The workshop will focus on federal administrative law but also will touch on ways to use similar weapons in fighting or changing state and local policy.

*Speakers:* Andrew Furlow, *Hogan Lovells US LLP;* Barbara Jones, *AARP Foundation;* Zachary Launer, *Hogan Lovells US LLP;* Hon. Kristin Rosi, *California Department of Insurance* 

### You Can't Take It With You: Evolving Issues in Enforcing Trade Secret Protections When Employees Leave Uris. 6th Floor

This workshop will explore the challenges faced by mature and startup companies in protecting their increasingly digitized trade secrets and proprietary information. Through an interactive discussion of hypothetical scenarios drawn from recent cutting-edge cases, workshop panelists will highlight their perspectives "as in-house and outside counsel, an IT security expert and a damages expert" to explore strategies to prevent employees from walking out the door with trade secrets; to protect against claims that could arise that a new employee has brought her prior employer's trade secrets to the new company; to balance the need for heightened security against the need for access to information; and to determine the value of misappropriated information and other damages. The discussion will elicit perspectives on the cost-benefit of security measures and pursuing claims, the different remedies available under the federal Defend Trade Secrets Act and state variants of the Uniform Trade Secrets Act, and the sensitive question of how to protect customer relationships when customers may be a source of evidence.

*Speakers:* Jeffrey Bajorek, *KPMG US LLP;* Michael Barba, *BDO USA LLP;* Lauren Mutti, *Southern Glazer's Wine and Spirits;* William Weinberger, *Parker Milliken Clark O'Hara & Samuelian, APC* 

### Three Steps Forward, Two Steps Back: Advancing the Welfare of LGBTQ Youth in Out-of-Home Care Palace, 6th Floor

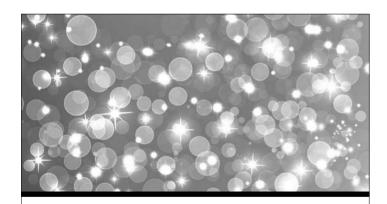
LGBTQ youth are significantly overrepresented in out-of-home care and often experience worse outcomes than their straight and cisgender peers. The panelists will provide an overview of recent research, current reform efforts, and emerging legal issues regarding LGBTQ youth in out-of-home care. Based on their own practices, panelists will describe successful legal strategies, as well as obstacles, in the movement to prioritize and protect the interests of LGBTQ youth in child welfare and juvenile justice settings. The panel will also discuss direct representation of LGBTQ youth in family court, impact litigation in federal court challenging systemic practices and conditions, and state and federal policy advocacy.

*Speakers:* Currey Cook, *Lambda Legal;* Danielle King, *Legal Aid Society;* Christina Remlin, *Children's Rights* 

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### **Celebrating Diversity**

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NATIONAL LGBT BAR ASSOCIATION 30<sup>TH</sup> ANNUAL LAVENDER LAW<sup>®</sup> CONFERENCE & CAREER FAIR

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### How To Succeed As A Lawyer Without Really Trying! The Future of the LGBTQ Attorney

### O'Neill, 4th Floor

Whether you want to take the big law path, work in government, serve in public interest, or go in-house, your career path isn't going to be a straight line. You'll need mentoring and guidance along every part of your journey. Our panel will focus on various tips, strategies, and priorities any attorney should be thinking about as they chart their course. Be prepared for an interactive and engaging presentation where we strive to use real life examples of career coaching.

Speakers: Elizabeth Hecht, GlaxoSmithKline; Sherman Helenese, Buchalter; Ken Sanchez, Reed Smith LLP; Keith Watts, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

### Legal Empowerment Strategies for Challenging Immigration Enforcement at the Federal, State, and Local Levels Majestic/Music Box, 6th Floor

Now is a time of monumental struggle for marginalized communities (LGBTQ and others) across the country. Some of the communities at greatest risk are diverse, multi-identity communities targeted by the Federal Government's draconian immigration policies. This panel will explore multi-level strategies for building power and protecting communities in the immigration context. We will explore current sites of intense conflict, such as the battles over sanctuary cities, ICE enforcement at courthouses, and local collusion with federal enforcement efforts. The panel will also address legal and extra-legal challenges to federal immigration enforcement and will discuss legal interventions and strategies aimed at tackling both substantive immigration issues as well as issues of fear and community empowerment. The workshop will address the multiple levels of work needed to engage effectively with these issues and will discuss recent legal cases and real world examples of how this work can be effectively managed across legal, media, policy, and organizing spheres.

Speakers: Iván Espinoza-Madrigal, The Lawyers' Committee for Civil Rights and Economic Justice: Inez Friedman-Bovce. Goodwin Proctor LLP; Eden Jeguinto, Transgender Law Center; Oren Nimni, The Lawyers' Committee for Civil Rights and Economic Justice; Kevin O'Keefe, Choate, Hall & Stewart LLP; Keren Zwick, National Immigrant Justice Center

### The Changing Face of Parentage: **Navigating Waters with LGBT Families** Plymouth, 6th Floor

Throughout history, states have expanded the scope of parentage, reforming domestic policies to meet cultural changes, advances in technology, and directives from the U.S. Supreme Court. Though Obergefell and Windsor ostensibly granted thousands of marital benefits to same-sex couples. LGBT individuals continue to face barriers to establishing stable, legally-recognized parent-child relationships. Legal controversies surround birth certificates, application of the presumption that a child born during marriage is the child of both spouses, and whether a state will recognize parental rights of more than two intended parents. Moreover, in many states, there remains no meaningful avenue

for unmarried LGBT individuals to establish parentage to children born or adopted under the shadow of unconstitutional bans on same-sex marriage. Advocates must be prepared to skillfully apply the law when helping LGBT parents navigate these issues. This panel will provide an overview of LGBT parentage and discuss guidance from SCOTUS, current trends in expansion of the presumption doctrine, nuances of adoption, non-traditional parenting doctrines, and particular vulnerabilities of lowincome families, including those in child welfare proceedings.

2018 LAVENDER LAW SCHEDULE

Speakers: Angie Martell, Iglesia Martell Law Firm, PLLC; Jennifer Weisberg Millner, Fox Rothschild LLP; Kerene Moore, Michigan Advocacy Program; Nancy Polikoff, American University Washington College of Law; Virginia Tent, Latham & Watkins

### Changes in Transgender Legal Protections Since **Trump Took Office** Wilder, 4th Floor

From 2009 to 2017, Americans had a President who could actually say "transgender" in a polite and favorable way. During that time, numerous regulations were also enacted by various agencies and cabinet level departments creating rules and regulations that were favorable to transgender people. But, beginning with the inauguration of Donald Trump and the appointment of some in his Administration, many of these gains have been removed or are under attack. This panel will address these changes and discuss steps forward.

Speakers: Diana Flynn, Lambda Legal; Hon. Phyllis Frye, Frye, Benavidez and O'Neil, PLLC; Shannon Minter, National Center for Lesbian Rights; Harper Jean Tobin, National Center for Transgender Equality

### The Overcriminalization of the LGBTQ+ Communities: A Public Defense Perspective Winter Garden, 6th Floor

The statistical realities facing LGBTQ+ communities in the criminal justice system are dire: 20% to 40% of the LGBTQ+ community is verbally harassed during interactions with police, with higher rates reported by LGBTQ+ people of color, transgender and gender nonconforming people, and LGBTQ+ youth; 19% percent of LGBTQ+ individuals have heard a judge, attorney, or other court employee make negative comments about a person's sexual orientation and/or gender identity and expression; LGBT individuals are over six times more likely to be sexually assaulted than the general prison population; and 85% of the incarcerated LGBTQ+ individuals have requested or were required to enter solitary confinement for safety reasons. This panel, made of public defenders representing regions across the country, will discuss the experience of low-income LGBTQ+ individuals, the majority of whom are people of color, in criminal courts across the United States. The panel will also discuss the challenges facing LGBTQ+ individuals, strategies for representation, and public policy reforms intended to protect the rights of LGBTQ+ people from the time of their arrest, to possible incarceration, and post incarceration and reentry.

Speakers: Jess Braverman, Hennepin County Public Defender's Office; Kimberly Forte, Legal Aid Society; Michael Gibbons, Legal Aid Society; Adrien Leavitt, King County Department of Public Defense; Richard Saenz, Lambda Legal; Jared Trujillo, Legal Aid Society



### **Blank Rome LLP** is proud to support the LGBTQ legal community at **Lavender Law 2018**

Our founders were dedicated to building a firm where people of diverse backgrounds could practice law. We have been honored by numerous organizations for our role in advancing equality and are proud to once again be recognized as a **"Best Place to Work for LGBTQ Equality"** by the Human Rights Campaign.

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### Supreme Court Review: 2017-2018 Term Ziegfeld, 4th Floor

This panel will discuss and evaluate the decisions of the Supreme Court during the 2017-2018 Term. Issues involved in the decisions of and denials of certiorari by the Supreme Court include restrictions on medical abortion, political-based redistricting, voting roll purges, the fate of the travel ban, employee waivers of arbitration class actions, public employee union fees, cellphones and privacy, long-term jailing of immigrants fighting deportation, separation-of-powers concerns with the existing patent system, jurisdiction stripping, online merchants and sales taxes, sports betting, and the constitutionality of administrative law judges. Panel members will also discuss the implications of Justice Neil Gorsuch's first full Term on the Supreme Court and Justice Kennedy's retirement.

*Speakers:* David B. Cruz, University of Southern California Gould School of Law; Jon Davidson, Freedom for All Americans; Ilana Eisenstein, DLA Piper

*Moderator:* Hon. Alexander Fernández, United States Department of Housing and Urban Development

### Religion and Reproductive Rights Odets, 4th Floor

The religious right has waged a decades-long effort to limit and roll back legal gains for people seeking access to reproductive healthcare, particularly focused on those in marginalized communities, including LGBTQ people and people of color. While marriage equality and reproductive freedom are the law of the land, these legal protections are at risk from those who claim a right to special carve-outs from antidiscrimination laws and health regulations by asserting that they cannot be complicit in activities that violate their beliefs. Their claims have gained new strength since the 2016 elections, as political and judicial appointments at the federal and state levels have emboldened these forces and given them a new and dangerous platform to enact sweeping change. Hear from leading legal advocates about how recent national developments in religious-based discrimination impact reproductive rights and how the erosion of those rights threatens LGBTQ equality.

*Speakers:* Taylor Brown, *Lambda Legal;* Sunu Chandy, *National Women's Law Center;* Julie Gonen, *National Center for Lesbian Rights;* Maya Rupert, *Center for Reproductive Rights* 

### 12:30PM - 1:45PM

DAN BRADLEY AND FRANK KAMENY AWARDS LUNCH

Sponsored by Fried, Frank, Harris, Shriver & Jacobson LLP

Broadway Ballroom, 6th Floor

### 2:00PM – 3:30PM CONCURRENT WORKSHOPS SESSION B

### LGBT+ in the UK Legal Sector: A View from Abroad Wilder, 4th Floor

In this workshop, we will explore the latest research from the InterLaw Diversity Forum on LGBT+ lawyers in the United Kingdom. The InterLaw Diversity Forum has surveyed over 1400 respondents to update its ground-breaking 2012 report, "Career Progression in the Legal Sector." This session will review these most recent findings in comparison with the 2012 report's findings. The research covers all strands of diversity and social mobility, but this workshop will focus on the LGBT+ community and intersectionality. We will consider recommendations for individuals, employee network groups, and legal employers on how to create more inclusive workplaces for LGBT+ lawyers.

*Speakers:* Gretchen Bellamy, *Bellamy Management Consulting LLC;* Patricia O'Prey, *General Electric;* Daniel Winterfeldt, *Reed Smith LLP;* Sandra Yamate, *The Institute for Inclusion in the Legal Profession* 

### Improving Laws and Policies to Protect LGBTQ Sex Workers Winter Garden, 6th Floor

This workshop will provide a general overview of how criminal laws and the criminal justice system harm LGBTQ people - with particular harm to transgender women, LGBTQ people of color, and LGBTQ homeless youth. A major focus of the workshop will be a presentation and discussion of the findings of a research project on sex workers in DC and how the criminal justice system affects their health and well-being. The research was conducted by Georgetown Law Center's O'Neill Institute; Whitman-Walker Health; and HIPS, a DC-based organization that promotes the health, rights, and dignity of individuals and communities impacted by sexual exchange and/or drug use due to choice, coercion, or circumstance. The research included three focus groups with a total of 27 individuals and in-depth interviews with 12 advocates, law enforcement personnel, public health officials, legislators, and legislative staff. We will share policy recommendations based on our research to safeguard the rights of LGBT people trading sex and to address challenges that sex workers face when seeking legal and social services. In addition, we will discuss activities of DC's Sex Worker Advocates Coalition (SWAC), and the introduction of a ground-breaking bill in DC that would decriminalize consensual sexual commercial transactions between adults.

*Speakers:* Sean Bland, O'Neill Institute for National and Global Health Law; Daniel Bruner, Whitman-Walker Health; Kara Ingelhart, Lambda Legal; Johanna Margeson, HIPS

### Ending the Fraud: Utilizing Consumer Protection Laws to Combat Conversion Therapy Palace, 6th Floor

Few practices hurt LGBTQ people more than attempts to "change" their sexual orientation or gender identity. However, licensed professionals continue to subject LGBTQ people to this dangerous practice, defrauding LGBTQ people through the misrepresentation that sexual orientation and gender identity can be changed at will. This panel of experts in the movement to end conversion therapy, including a survivor of conversion therapy, will provide an overview of existing laws expressly curtailing conversion therapy, and will discuss how general consumer protection laws in any state can be utilized to protect LGBTQ people from this quackery.

*Speakers:* Paul Burke, *Ray Quinney & Nebeker;* Xavier Persad, *The Human Rights Campaign;* Carolyn Reyes, *National Center for Lesbian Rights;* Mathew Shurka, *#BornPerfect Campaign* 

### Transition and Transvisibility in Law Firms: Handling the Transition and Practicing After Transition Ziegfeld, 4th Floor

Panelists will discuss the pressures, responsibility, and pride that goes with being one of the few transgender lawyers in traditional law firm settings as well as what they believe they did that worked, what did not work, and what they would have done differently. This panel's goals are to 1) Increase awareness of transition in commercial law practice and the ability of people and firms to accept transitioning attorneys. 2) Provide role models and examples to other closeted or emerging transgender law students and lawyers and to their firms in order to promote acceptance and integration of transgender people in commercial law practice. 3) Highlight the strategies for dealing with the challenges of being transvisible in law firms, the Bar, and the community.

*Speakers:* Robyn Gigl, *GluckWalrath LLP;* Danielle Joy Healey, *Fish and Richardson, P.C.;* Kelly Largey, *Fish and Richardson, P.C.;* Blake Liggio, *Goodwin Procter LLP;* Maryellen Madden, *Buchanan Ingersoll & Rooney PC;* Sara Schnorr, *Locke Lord LLP* 

### Federal Benefits for LGBT Spouses/Partners and Children

O'Neill, 4th Floor

This panel address how recognition of marriage, non-marital legal relationships, and non-biological parentage by Social Security and Medicare can be integrated with your estate and life planning consultations. Both the Social Security Administration and Medicare have responded to transgender citizens in relationship recognition and treatment. The federal Office of Personnel Management has also produced online materials helpful to LGBT clients who are employed or retired. Panelists will highlight the Office of Personnel Management's "Benefits for LGBT Federal Employees and Annuitants: Questions and Answers." If you practice in areas of law other than estate and life planning, this presentation can help you help yourself, your friends, and your family members who will need federal safety net support and provide material for your public presentations on LGBT marriage developments.

*Speakers:* Cynthia Barrett, *Cynthia L. Barrett P.C.;* Joan Burda, *Attorney at Law;* Carrington "Rusty" Mead, *Carrington Madison Mead, Esquire;* Krisztina Szabo, *Whitman-Walker Health* 

### Developing a Career in ADR Royale, 6th Floor

Major ADR organizations, including AAA and CPR, have been working to increase diversity, including among LGBT-identified people, in the ranks of ADR. This panel discussion will include ADR practitioners as well as representatives of AAA and CPR to address how to build an ADR practice, the role of the ADR organizations, and the efforts to increase diversity in the area.

**Speakers:** Olivier André, International Institute for Conflict Prevention & Resolution, Inc.; William Crosby, Interpublic Group; Linda Kagan, Attorney at Law; Jeffrey T. Zaino, American Arbitration Association

### The Stonewall Generation's Lasting Legacy: A Strategy for Planned Giving Plymouth. 6th Floor

Today's LGBTQ elders - those in their 50s and older - comprise the single best estate-giving demographic in history. This "Stonewall Generation" has the potential to gift billions of dollars to the LGBTQ movement and community organizations. These elders' legacy gifts can provide for those LGBTQ nonprofits that advocate for and meet the needs of LGBTQ people – both now and for generations to come. Indeed, these legacy gifts have the potential to transform our community and its organizations from a largely hand to mouth existence to one with resources sufficient not only to meet challenges that may arise from changing political environments, but actually abundant enough to discourage the development of those challenges in the first place. Building on this premise, a group of LGBTQ-focused funders and leaders of LGBTQ organizations came together in 2015 to form the National Task Force on LGBTQ Planned Giving. After more than a year's work, the group drafted a blueprint for a national campaign to foster awareness, knowledge, and action within the community. Two of the task force's fifteen members - Roger Doughty and Jerry Chasen - are part of this panel. The third member of the panel, Deb Kinney, is a well-known San Francisco estate planning attorney. For nearly everyone making a planned or legacy gift, attorneys will be a vital part of the process. Attorneys have a critical role to play - both for their LGBTQ clients and, simultaneously, in helping to realize our community's tremendous opportunity. We will discuss the context for this effort, including the various reasons why the potential for the LGBTQ community is so vast; one organization's experience in working with attorneys and the lessons taught by the experience; the ethical and practical aspects of engaging with clients in discussions of planning (including a discussion of messages that resonate in conversations about legacy giving); and end with an open discussion about this campaign's ambitions and implementation.

*Speakers:* Jerry Chasen, SAGE; Roger Doughty, Horizons Foundation; Deb Kinney, Johnston, Kinney & Zulaica LLP; Judi O'Kelley, The National LGBT Bar Association

### On the Battlefront: Advocating for Trans-Inclusive Healthcare Coverage Odets, 4th Floor

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As Affordable Care Act regulations remain under attack, transgender community members continue to face obstacles to obtaining coverage of medically-necessary healthcare under private and public health insurance policies. This panel will provide a review of common coverage issues under marketplace, Medicare, Medicaid, and employer-based plans, and discuss advocacy techniques. Issues will include explicit exclusion of all transition-related healthcare, implicit exclusion through prohibitions on cosmetic services, and meeting diagnostic criteria for medical necessity. Practitioners will discuss preservation of rights in the administrative hearing context, strategic litigation, as well as the impact of pending federal court decisions on ongoing litigation. Finally, the panel will share the nuts and bolts of outreach initiatives aimed at supporting clients through the claims

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process. Audience members will also be invited to join an interactive discussion on other successful outreach efforts across the country. Come prepared to discuss what efforts have worked in your state, and learn what measures have been successful in others.

**Speakers:** Jay Kaplan, American Civil Liberties Union of Michigan; Noah E. Lewis, Transcend Legal; Kerene Moore, Michigan Advocacy Program; Amy Nelson, Whitman-Walker Health; Liza Thantranon, Legal Services of Northern California

#### Teaching Sexual Orientation and Gender Identity Uris, 6th Floor

This workshop is intended for individuals who teach, have taught, or will teach Sexual Orientation/Gender Identity courses in law school or undergraduate settings. The workshop will be structured as a facilitated roundtable discussion, in which participants are invited to share syllabi and course materials on a voluntary basis and will discuss the challenges of building a syllabus for a course in a highly fluid area of law. All faculty are welcome regardless of tenurial status, and we especially invite adjuncts to join the discussion.

*Moderator:* Leonore Carpenter, *Temple University Beasley School of Law Not for CLE credit.* 

#### Trauma-Informed Legal Practice Majestic/Music Box, 6th Floor

In many practice areas, our job as attorneys is to support traumatized clients in rendering their painful experiences legible, credible, and able to neatly fit into legal frameworks of relief. When we work with incarcerated clients, detained clients, clients who are the targets of institutional and state violence and oppression, and clients who are otherwise at intersections of identity and experience that coexist with significant trauma, it is our responsibility as ethical practitioners to best serve them by ensuring that we are culturally competent to work with that trauma. In many cases, we find ourselves grappling with the physiological, psychological, and somatic effects of our client's trauma without having any tools to understand or support those effects, or the secondary effects on ourselves. In this workshop, a panel of attorneys and advocates who provide direct services to a wide range of populations will discuss the concrete effects of trauma on the brain and body; how to build trust in attorney-client relationships; work towards your client's physical and emotional safety; and support clients through interviews, triggers, testimony, and more. Working with traumatized clients, particularly as a member of an affected population, requires a constant practice to prevent secondary and vicarious trauma as well, and this panel will discuss strategies to ensure that our work to support clients in crisis is as sustainable as possible. We live, and have learned how to practice law, in a world infused both by trauma and by ignorance about trauma. It is valuable to share space openly about it and to gain skills to take better care of our clients and ourselves.

*Speakers:* Diana Adams, Diana Adams Law & Mediation, PLLC; Virginia Goggin, New York City Anti-Violence Project; Andy Izenson, Diana Adams Law & Mediation, PLLC; Mat dos Santos, American Civil Liberties Union; Jack Saul, International Trauma Studies Program **3:45PM – 5:15PM** CONCURRENT WORKSHOPS SESSION C

2018 LAVENDER LAW SCHEDULE

#### Breaking Down LGBTQ Bias in the Legal Profession: Lessons from the National ABA/BBI Project O'Neill, 4th Floor

Too often, the LGBTQ community and those with disabilities are not included in efforts to expand career and professional diversity, especially in the legal profession. To address this issue, the American Bar Association ("ABA") recently launched a first-of-its-kind nationwide study, conducted by the Burton Blatt Institute at Syracuse University ("BBI"). The study identifies the biases and other barriers encountered by LGBTQ and disabled lawyers and will help develop and implement strategies to ameliorate such biases. This project examines the unique challenges that people of differing sexual orientations and gender identities and people with disabilities face in the legal profession, and the intersectionality associated with these groups. Join this panel to learn about initial findings from this groundbreaking study, which is part of the ABA Pathway to the Profession Project, and to gain insight into what benchmarks and strategies for inclusiveness may be developed as a result of this research. Attendees will get an inside look at this study from the lead researchers and have an opportunity to explore and experience the topic in-depth.

**Speakers:** Ynesse Abdul-Malak, Burton Blatt Institute Syracuse University; Wesley Bizzell, Altria Client Services LLC; Peter Blanck, Burton Blatt Institute Syracuse University; Malcolm 'Skip' Harsch, American Bar Association

#### Collaborative Practice: A More Peaceful Way to Restructure Families Royale, 6th Floor

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Collaborative Practice, sometimes known as Collaborative Divorce. is a voluntary process in which couples and families settle disputes without resorting to litigation. Collaborative Practice provides each party with the support and guidance of their own lawyer, along with the benefit of mental health professionals, child specialists, and financial professionals, all working together as a team to help the family craft a solution that fits their unique needs. Because Collaborative Practice is designed around the unique needs of each family, and the process is controlled by the family, it is especially suited for the LGBT community. In Collaborative Practice, each person, including professionals, commits to: negotiate a mutually acceptable resolution without having courts decide issues; maintain open communication and information sharing; and create shared solutions acknowledgin g the highest priorities of all. Many couples find Collaborative Practice to be a welcome alternative to the often destructive, and sometimes very expensive aspects of court proceedings. Thousands of Collaborative attorneys around the world have also found it to be a healthier path for them than adversarial litigation. Some forward-thinking Collaborative professionals are now using it to help prevent family conflict, in the context of prenuptial agreements and family creation agreements. This workshop will



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introduce participants to the basics of Collaborative Practice, with ample opportunity for discussion, debate, questions, and information about how to connect to a Collaborative community near you.

*Speakers:* Carol L. Buell, *Carol L. Buell Law & Mediation, PLLC;* Teresa Calabrese, *Mediation & Law Office of Teresa D. Calabrese;* Ellen Fischer, *Fenningham, Dempster & Coval, LLP;* Shireen B. Meistrich, *Collaborative Divorce Association of North Jersey;* Anne Tamar-Mattis, *International Academy of Collaborative Professionals* 

#### Building a Rewarding Legal Practice - Networking and Client Development Strategies for LGBTQ+ Attorneys Plymouth. 6th Floor

This workshop will focus on strategies and considerations in building a successful and rewarding legal practice. Panelists include partners and counsel from large law firms, in-house lawyers and solo / smaller firm lawyers. Topics of discussion will include: Finding the right home and platform to build the type of practice that you want to pursue as an openly LGBTQ+ lawyer; LGBTQ+ and other community-driven marketing and networking; Responding to client-driven LGBTQ+ and other diversity requests; Networking opportunities through employer LGBTQ+ and other affinity groups; Networking in the era of social media; and Client retention and cross-marketing.

*Speakers:* Ailyn Abin, *Celgene Corporation;* John Hendricks, Hendricks Law, P.C.; Noah Kressler, Baker, Donelson, Bearman, Caldwell & Berkowitz, PC; Erin Law, Morgan Stanley; John Owen, Jones Day

#### Legal Services Caucus Majestic/Music Box, 6th Floor

This interactive caucus provides attorneys an opportunity to network with other legal services advocates and to discuss emerging issues that impact low-income LGBT clients. We will discuss challenges to outreach, successful community partnerships, best intake practices, special needs of the transgender community, increasing cultural competency, and strategies for navigating within the changing sociopolitical climate. All advocates that provide services to low-income clients are invited to participate.

*Speakers:* Lisa Cisneros, *California Rural Legal Assistance, Inc.;* Kimberly Forte, *Legal Aid Society;* Kerene Moore, *Michigan Advocacy Program;* Ming Wong, *National Center for Lesbian Rights* 

#### Breaking ID Barriers: Progress and Possibilities in ID Policy Work and Litigation Palace. 6th Floor

Identity document policies have continued to improve over the last year, making it possible for transgender people to obtain accurate gender markers in additional states without undergoing unnecessary and unwanted medical treatment. However, efforts to improve policies in some states have dragged on for years with no progress in sight, and so, in a few states, transgender people have resorted to the courts to challenge outdated ID laws. Hear from lawyers working on these cases about the considerations that led to filing those cases, arguments the courts are finding persuasive, and the challenges they are facing, as well as their assessment of where and when we are likely to see progress in the courts. In other states, we continue to see progress in legislative and policy work to ease the barriers transgender people face in access to ID documents. States have removed outdated surgical requirements, and some have removed entirely the requirement for medical providers to confirm a gender change, replacing that with a self-attestation standard. ID policies are also finally embracing the needs of non-binary people by making it possible for a person to choose a non-binary option for their ID documents. Join us in discussing the goals and priorities of this work moving forward, the strategies that have worked in states where we've seen recent progress, and some of the considerations and concerns we may need to work through as we move to include non-binary options.

*Speakers:* Gabriel Arkles, American Civil Liberties Union; Arli Christian, National Center for Transgender Equality; Corinne Green, Transgender Law Center; Kara Ingelhart, Lambda Legal

#### Sabotage: Protecting and Enforcing LGBTQ Health Rights Under Trump

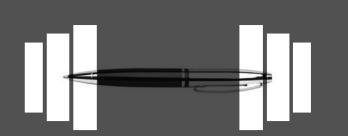
#### Wilder, 4th Floor

The Affordable Care Act (ACA) brought significant advances in health care coverage and protections for LGBTQ communities. These protections particularly benefited some of the most vulnerable populations in our community, like immigrants, transgender people, and people living with HIV/AIDS, where stigma, discrimination, and lack of access to quality care has exacerbated health care disparities. However, these advances are under threat as the Trump Administration attempts to roll back key non-discrimination and privacy protections for LGBTQ individuals and families; eliminate requirements to cover services like HIV treatment in several major health coverage programs; cut eligibility for the Medicaid program, where 42% of people living with HIV/AIDS receive their care; and end expanded coverage options which have allowed an estimated one million LGBTQ individuals to gain health coverage over the last four years. This panel will discuss recent legislative and administrative attempts to repeal or undermine ACA protections and standards.

*Speakers:* Abbi Coursolle, National Health Law Program; Sally Friedman, Legal Action Center; Krisztina Szabo, Whitman-Walker Health; Wayne Turner, National Health Law Program; Jackie Vimo, National Immigration Law Center

#### Undermining LGBTQ Equality and Inclusion in Education, Family Formation, and Public Accommodations: The Rise of State Religious Refusal Laws Odets, 4th Floor

Many public colleges and universities have long had all-comers policies that require student organizations receiving financial and other support from the institution not to discriminate against students based on race, sex, religion, sexual orientation, or gender identity. The Supreme Court upheld these all-comers policies as



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constitutional in the *Christian Legal Society v. Martinez* decision in 2010. However, the last several years have seen a rise in states introducing and passing legislation undermining inclusive allcomers policies at public colleges and universities, allowing student organizations to discriminate against students under the guise of religious beliefs. Panelists will discuss the rise in various religious refusal bills across the country including anti-all-comers bills, limited public forum bills, and religious exemptions for service providers. Panelists will also discuss current litigation and what is likely to come.

*Speakers:* Currey Cook, *Lambda Legal;* Breanna Diaz, *The Human Rights Campaign;* Alison Gill, *American Atheists, Inc.;* Rose Saxe, *American Civil Liberties Union* 

#### Be the Change You Want to See: Starting an LGBTQ Advocacy Organization Winter Garden, 6th Floor

The LGBTQ community has been under unprecedented attack since the 2016 presidential election. The community has scored a number of major litigation victories since that time, but lobbying, public education, and electoral work are key parts of a winning strategy. Statewide LGBTQ groups play an essential role in this process as divided government at the federal level continues to impede progress on our community's legislative priorities nationally. This panel will bring together the co-founders of Equality New York and its outside pro bono counsel to discuss incorporating your entity, obtaining nonprofit or tax-exempt status, forming a board of directors, fundraising, and establishing legislative and advocacy priorities.

*Speakers:* Megan Bell, *Patterson Belknap Webb & Tyler LLP;* Gabriel Blau, *Independent Consultant;* Brian Esser, *Law Office of Brian Esser PLLC;* Matthew McMorrow, *New York City's Mayor's Office* 

#### The First Amendment's Promise for LGBTQ Communities Ziegfeld, 4th Floor

In the midst of apprehension regarding the First Amendment's threat to LGBTQ rights, this panel will explore the First Amendment's historical role in protecting LGBTQ communities and its untapped potential to further advance LGBTQ rights. While attempts to undermine LGBTQ rights with the First Amendment, such as in the *Masterpiece Cakeshop* litigation, must be stopped, the LGBTQ and ally community must be careful not to erode a right which has been, and should continue to be, a great friend to the LGBTQ community.

*Speakers:* Carlos Ball, *Rutgers Law School;* William Eskridge, *Yale Law School;* Nan Hunter, *Georgetown University Law Center;* Scott Skinner-Thompson, *University of Colorado Law School* 

#### Law Professor Caucus Uris, 6th Floor

This interactive caucus, an informal continuation of the prior session "Teaching Sexual Orientation and Gender Identity," provides current professors an opportunity to network with other professors and discuss emerging issues impacting the LGBT community. All law professors are invited to participate.

#### Prosecutor Caucus Shubert, 6th Floor

This caucus meeting represents the launch of a new LGBT Bar Prosecutors' group, and is designed to provide prosecutors in all areas of government with an opportunity to network with colleagues and discuss emerging issues, particularly those impacting the LGBT community. All prosecutors are invited to participate.

*Moderators:* Matthew Jannusch, Cook County State's Attorney's Office and Michael Pattarozzi, Cook County State's Attorney's Office

5:15PM - 7:15PM WELCOME RECEPTION

Sponsored by Seyfarth Shaw LLP Broadway Ballroom, 6th Floor

7:00PM – 8:30PM LGBT BAR JUSTICE COUNCIL RECEPTION (BY INVITATION ONLY) Manhattan Ballroom

#### **THURSDAY AUGUST 9**

#### 7:30AM - 5:30PM

SPONSOR AND ATTENDEE CHECK-IN Registration Booth, 6th Floor

7:45AM - 9:00AM COMMUNITY BUILDING SESSION TWO

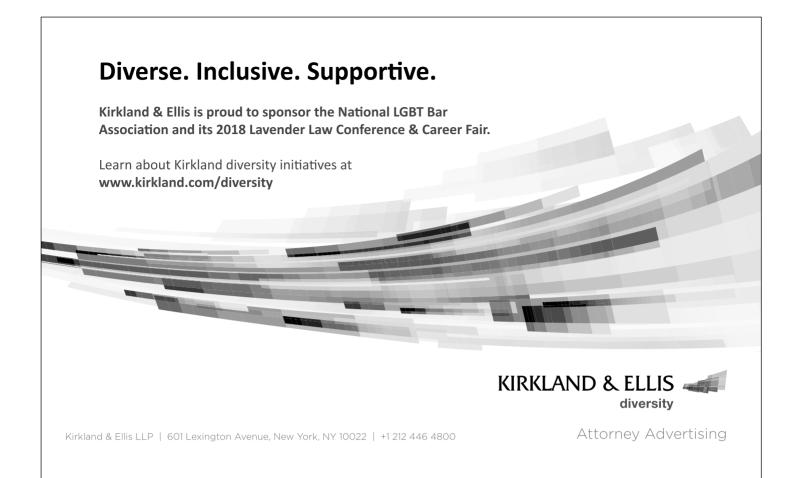
> 12 Step/Recovery Meeting O'Neill, 4th Floor

#### The Impact of the Legalization of Marijuana on American Jurisprudence

#### Lyceum/Carnegie, 5th Floor

This presentation will discuss the legal history of marijuana to date and how it is impacting the law. There are currently 29 states that have some form of marijuana legalization. These recreational and medical marijuana laws have impacted almost every facet of the law and the courts. It has impacted driving laws, workplace laws, landlord/tenant laws, and banking/bankruptcy laws, to name a few. It has also impacted drug and alcohol testing at the roadside, in the courts, in probation, in the workplace, etc. The legal history of marijuana in the U.S. from its inception to prohibition to the Marijuana Tax Act to the pertinent U.S. Supreme Court cases of Raich and Leary are of growing interest, especially due to the Trump Administration's federal policy regarding state marijuana laws. Constitutional issues are implicated as localities argue with states and states argue with the Federal Government. This presentation will also explore the 10th Amendment, due process, and equal protection arguments.

Speakers: Hon. Mary Celeste, Retired



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#### Economic Justice for LGBTQ Communities: National Poverty Report & Organizing Network

#### Belasco, 5th Floor

While the LGBTQ community has experienced a wide-range of legal and policy gains, sectors of this population continue to experience high rates of poverty and social instability. In 2014, several national groups convened to strategize about LGBTQ economic justice advocacy-forming the LGBTQ Poverty Collaborative. Members of this collaborative include the Williams Institute, SAGE, The Vaid Group, the National LGBTQ Task Force, the National Center for Lesbian Rights, and Whitman-Walker Health. Since 2015, the Collaborative has convened over 200 advocates and service providers in cities across the country to identify community needs and develop replicable policy solutions, resulting in a dynamic report of key local and federal policy recommendations. The legal and policy issues covered in the report highlighted the intersection of poverty in the LGBTQ community with race, criminal justice, immigration, health, work, housing, and other experiences in our communities. Come hear from some of the individuals who worked on this report and discuss innovative policy recommendations that resulted from our eight city-based consultations. This workshop will also explore strategies to build, maintain, and direct collective momentum in a productive and effective manner.

*Speakers:* Guillaume Bagal, *Blue Cross Blue Shield Rhode Island;* Amira Hasenbush, *The Law Office of Amira Hasenbush;* Priya Lane, *The Lawyers' Committee for Civil Rights and Economic Justice* 

#### How Polyamory is Important and Why It Should Be Protected Broadhurst, 5th Floor

While many people have misconceptions about polyamory, it is in fact simply a structure of family that differs from marriage between two people. American marriage laws are embedded with racism, sexism, ableism, and class discrimination; as a result, some people hesitate to enter into marriage, and polyamory offers an alternative. Moreover, polyamorous relationships can provide benefits that monogamous relationships cannot, including stability for families in the absence of a parent. Join our panel for a robust discussion of the ways in which polyamorous relationships provide different benefits than marriage and how several of our panelists are working to obtain legal protections for poly families.

*Speakers:* Bex Caputo, *BexTalksSex;* Ruby Bouie Johnson, *Inamorata LLC;* Ben Schenker, *Law Office of Benjamin Schenker;* Christopher N. Smith, *Hyundai Motor Manufacturing Alabama, LLC* 

#### LGBT Bar Affiliates' Problem Solving Worksession: Compliance, Administration, and Communications Juilliard, 5th Floor

This workshop will discuss compliance, administration, and communications techniques and strategies for affiliates of the LGBT Bar. *Not for CLE credit.* 

#### The LGBTQ Experience Inside the Dependency System Imperial. 5th Floor

2018 LAVENDER LAW SCHEDULE

The challenges of the LGBTQ community are varied and wide, but they can be particularly exacerbated by the dependency system. With high rates of LGBTQ youth in the dependency system, it is increasingly important for participants in the dependency system to eliminate their own personal biases in order to better serve this population in need. Hearing from individuals that live and work within the dependency system, from foster youth that are struggling to come out of the closet or are questioning as well as from selfidentified LGBTQ foster parents and lawyers who are working to eliminate barriers for all of those involved, will help shed light on the biases that still exist even in the most liberal of settings. In this workshop, you will learn recent sociological information about the foster care system and LGBTQ foster youth. Panelists will encourage participants to self-reflect on their own biases and invite the audience to participate in an open discussion using several hypothetical situations to help participants become aware of how bias manifests and how to better connect with clients.

*Speakers:* David Bell, *Children's Law Center of California;* Sharra Greer, *Children's Law Center;* Justin Guzman, *Children's Law Center of California;* Yvette Letelier, *Families Uniting Families* 

#### 9:00AM - 10:30AM GENERAL ATTENDANCE SESSION TWO

#### Crisis In The Courts: The Future of LGBT Equality and the Federal Judiciary Broadway Ballroom. 6th Floor

Federal judicial appointments are lifetime appointments and are thus long-lasting legacies of presidential administrations, with the potential to dramatically shift the direction of the nation in a number of key areas. Both recent appointments and ongoing federal judicial appointee hearings have been causes of concern for the legal and LGBT communities this year as well as for other marginalized communities. Some experts believe that these recent appointments are a true legal crisis and are the most present danger to the LGBT community's fight for equality. What will the hostile government appointments mean for the LGBT community, both in the short and long terms? Our speakers will discuss the impacts of recent judicial appointments and upcoming nominees, their importance and potential consequences, and the role of federal courts in our country.

*Speakers:* Sasha Buchert, *Lambda Legal;* Praveen Fernandes, Constitutional Accountability Center; Elie Mystal, Above The Law *Moderator:* Eric Lesh, The LGBT Bar Association of Greater New York Not for CLE credit.

> 10:45AM – 12:15PM LAW STUDENT CONGRESS MEETING *Alvin/Edison/Booth, 5th Floor*

#### **10:45AM – 12:15PM** CONCURRENT WORKSHOPS SESSION D

#### Advocating Zealously for Your LGBTQ Clients: An Intersectional Approach Juilliard, 5th Floor

This is an interactive workshop where participants will review and discuss the professional responsibilities of attorneys and how we as members and allies of the LGBTQ community can support, counsel, and advocate for our diverse LGBTQ clients inside and outside of the courtroom. In this workshop, we will talk about what it means to show up in an intersectional way for your clients and will discuss ways that implicit bias impacts our level of advocacy, particularly when working with LGBTQ people of color (POC) and other minority clients. We will discuss personal issues and concerns that keep us from exploring personal biases and challenge our individual perspectives to recognize triggers for implicit bias and develop techniques and methods to deal with them. The purpose of this workshop is to challenge the way we think, feel, and act towards our diverse minority clients.

*Speakers:* Jean Philips, *New Mexico Legal Aid;* Crystal Monique Richardson, *Law Office of Crystal M. Richardson PLLC;* Connie J. Vetter, *Attorney at Law* 

#### HIV Criminalization: Best Practices for Productive National-Local Collaborations

#### Imperial, 5th Floor

Over 30 states have laws in place that criminalize HIV exposure, nondisclosure, or transmission, or that apply harsher penalties for sex work or injection drug use on the basis of HIV status. These laws perpetuate stigma; undercut public health; and disproportionately affect women, sex workers, people of color, and LGBTQ communities. Efforts to reform these laws are underway across the country by coalitions that represent diverse advocacy communities, including individuals and organizations focused on LGBTQ rights, harm reduction, the health and rights of people with disabilities and living with HIV (PLHIV), and racial justice. National organizations can provide a critical role in supporting the work of state and local HIV criminal reform advocacy. This workshop will describe best practices based on the experiences of the Equality Federation, its affiliates in the states of Ohio, Kentucky, and Georgia, and the Center for HIV Law and Policy. Attendees of this workshop will be able to: 1) describe the current legal landscape of HIV criminal laws; 2) identify the intersections between advocacy for LGBTQ rights and HIV criminal law reform; 3) understand the different contexts of HIV criminalization in the states of Ohio, Kentucky, and Georgia, as well as how a national-local collaboration has been an effective response; and 4) draw lessons from these case studies to inform future advocacy that is intersectional, inclusive, and productive. The discussion will also highlight themes of transparency, the importance of centralizing and amplifying the leadership of PLHIV. and effective communication.

*Speakers:* Kate Boulton, *Center for HIV Law and Policy;* Chris Hartman, *Fairness Campaign;* Ana Hernández, *Equality Federation;* Eric Paulk, *Georgia Equality;* Kim Welter, *KLW Consulting, LLC* 

#### LGBTQ Employment Law in Practice Salon 3, 5th Floor

Panelists will present and discuss materials from panelist Don Davis' LexisNexis LGBTQ Employment Law Practice Guide, focusing on practical guidance for representing LGBTQ plaintiffs in employment discrimination actions and counseling employers on achieving best practices and compliance with the evolving legal landscape in this area. Panelist Don Davis is co-author of the Lexis Nexis/Matthew Bender LGBTQ Employment Law Practice Guide and practices exclusively in the area of employment law, having represented both plaintiffs and employers in LGBTQ-specific employment matters. Panelist Omar Gonzalez-Pagan is part of the Lambda Legal litigation team representing impact plaintiffs and appellants such as Jameka Evans in key cases seeking a common-sense interpretation of Title VII's prohibition on sex discrimination to include sexual orientation discrimination. Panelist Michael Stevens has been involved in organizing and presenting at the Lavender Law Employment Law Institute. A senior associate with Seyfarth Shaw, Michael practices primarily in the area of employee benefits law. Panelist Denise Visconti handles a broad variety of employment litigation matters at Littler Mendelson P.C.

*Speakers:* Don Davis, *Mintz, Levin, Cohn, Ferris, Glousky, and Popeo, P.C.;* Omar Gonzalez-Pagan, *Lambda Legal;* Michael Stevens, *Seyfarth Shaw LLP;* Denise Visconti, *Littler Mendelson P.C.* 

#### Brave New World: What is on the Horizon for LGBT Elders O'Neill, 4th Floor

If you're a lawyer who works with LGBT older adults, you are likely wondering what the legal and policy horizons look like for them. In this session, we will discuss the current rights transgender older adults have in housing (including long-term care settings), health care (yes, the Affordable Care Act is still law), and federal safety net programs (such as Social Security, SSI, Medicare, and Medicaid). We will also address challenges LGBT older adults face in accessing aging services and supports and opportunities for overcoming those challenges through advocacy and policy change. In addition, we will review our victories over the past year, how the current Administration and Congress are still attempting to roll back hardwon rights, and what you and your clients can do to fight back. Panelists will also ask the audience: What other questions do you have about the intersection of LGBT-specific rights and aging?

*Speakers:* Karen Loewy, *Lambda Legal;* Murray Scheel, *Whitman-Walker Health;* Aaron Tax, *SAGE* 

#### Workshop Sponsor Shell Oil Company presents "Hitting the Restart Button on Law Firm Diversity" Salon 4, 5th Floor

Law firms have had diversity committees for decades now. Firms have been sponsoring activities that promote diversity, recruiting at diversity job fairs, and responding to client demands for diverse teams. Despite this decades-long investment, law firm partnerships





and executive committees remain overwhelmingly white and overwhelming male. Research from the National Association of Law Placement ("NALP") reveals that, despite decades of this so-called commitment to diversity, as of 2017, only 8.42% of law firm partners were minorities and only 22.7% were women. When we dig into these statistics, the findings are even more concerning. Only 1.83% of law firm partners in 2017 were black, and only 2.4% were Hispanic. In any industry, this return on investment would be unacceptable. Yet, law firms continue to have diversity committees, continue to sponsor activities that promote diversity, continue to recruit at diversity job fairs, and continue to do their best to build diverse teams for client matters. In other words, law firms continue to engage in the same activities that have resulted in poor results. Join a panel of law firm partners, in-house counsel, and experienced diversity professionals who will discuss what has worked and what has not. Panelists will offer new strategies to create an inclusive environment, retain diverse talent for partnership opportunities, and open new markets.

*Speakers:* Marla Butler, *Robins Kaplan LLP;* Vincent A. Castiglione, *Attorney at Law;* Elizabeth Davis, *Burr & Forman, LLP;* Richard Smith, *Benton+Bradford Consulting;* Michelle Waites, *Xerox Corporation* 

#### News, Fake News, and the State of the Free Press in 2018 Salon 2, 5th Floor

For journalists and the lawyers who defend them, these can be challenging, energizing, and frustrating times. While derided by some powerful voices as an "enemy of the people," the importance of a free, robust, and uninhibited Fourth Estate has seldom been clearer. This panel will discuss the state of the free press in 2018 and the challenges faced by journalists in the trenches and the lawyers working with them who together protect the public's right to remain informed. Our guest journalists and attorneys will discuss, among other things, how the legal imperatives have evolved since the 2016 election, including: responses to frequent critiques from the highest levels of our government, threats to revise defamation law, the use of anonymous sources, and media litigation strategies. We will consider the rise of "fake news," both as a pejorative hurled at mainstream media and as a legitimate threat, particularly to marginalized communities. The panel will also share their thoughts on the importance of a free press to minority populations and the tools at our disposal to maintain the integrity of our storytelling.

*Speakers:* Adam Katersky, *ABC News;* Elizabeth McNamara, *Davis Wright Tremaine LLP;* Marian Porges, *NBCUniversal Media, LLC;* Bryan Tallevi, *NBCUniversal Media, LLC;* Lam Phuy Vo, *BuzzFeed* 

#### Non-binary and Intersex Rights: Explosion of Growth; Vacuum of Understanding *Wilder, 4th Floor*

The past two years have seen the beginning of an explosion in visibility and rights for people whose sex or gender is outside of the binary male and female system, with over a dozen jurisdictions having addressed the issue in some way. There has been litigation

and legislation regarding the rights of people who are intersex to bodily autonomy and of people who are non-binary to accurate gender markers. There are other important legal issues related to restrooms, marriage, medicine, and the rights of minors involved. If we are to someday live in a world that recognizes that sex, gender identity, and sexual orientation have endless variations, with all possibilities valued and respected, we all need to understand these issues. Join this panel discussion addressing recent developments and what comes next.

*Speakers:* Toby Adams, Intersex & Genderqueer Recognition Project; Charlie Arrowood, Transcend Legal; Celeste Fiore, Argentino Family Law & Child Advocacy, LLC; J. Remy Green, Fried, Frank, Harris, Shriver & Jacobson LLP; Alesdair H. Ittelson, interACT; Andy Izenson, Diana Adams Law & Mediation, PLLC; Shawn Thomas Meerkamper, Transgender Law Center

#### Establishing Family Equality: New Developments in Laws Protecting Intended Parents Lyceum/Carnegie, 5th Floor

This workshop will cover how different states have treated intended parents using assisted reproduction to conceive and developing law in this area. Panelists will address issues arising in states with no law on point, states with case law, states with statutes on point, and the new Uniform Parentage Act of 2017. They will offer current strategies for developing this area of law through litigation and legislation.

*Speakers:* Jodi Argentino, Argentino Family Law & Child Advocacy, LLC; Alana Chazan, Chazan Family Law, P.C.; Brett Figlewski, The LGBT Bar Association of Greater New York; Rebecca Levin, Jerner & Palmer, P.C.; Emily Haan, National Center for Lesbian Rights

#### The Aftermath of Masterpiece Cakeshop: Continuing the Conversation Salon 1, 5th Floor

Salon I, Stn Floor

This workshop brings together some of our movement's great minds to continue the conversation begun at the Wednesday plenary on the aftermath of the *Masterpiece Cakeshop* decision. Our panelists will expand upon the plenary topic, focusing particularly upon how the Supreme Court's ruling and the growing deference in state legislatures to religious refusals is likely to impact the trajectory of the LGBTQ equality movement, as well as how they may impact other marginalized identity groups.

*Speakers:* Rose Saxe, *American Civil Liberties Union;* Diana Flynn, Lambda Legal; Sharita Gruberg, Center for American Progress; Elizabeth Reiner Platt, *Columbia Law School;* Reva Siegel, *Yale* Law School

12:30PM – 1:45PM BEST LGBT LAWYERS UNDER 40, STUDENT, AND LEADING PRACTITIONER AWARDS CELEBRATION LUNCH Broadway Ballroom, 6th Floor

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#### 2:00PM - 3:30PM CORPORATE COUNSEL SPEED NETWORKING (INVITATION ONLY FOR BRONZE LEVEL SPONSORS AND ABOVE) Alvin/Edison/Booth, 5th Floor

#### 2:00PM – 3:30PM CONCURRENT WORKSHOPS SESSION E

#### Workshop Sponsor Thomson Reuters presents "Next Generation LGBTQ+ Global Diversity & Inclusion: What does it mean? Why does it matter?"

#### Salon 3, 5th Floor

Whether you are in law school, a law firm, or a corporation, our work and school environments are expected to be diverse in their make-up and inclusive in their culture. The emphasis on diversity and inclusion has changed from just a nice sentiment to a strategy to retain and attract diverse talent and a tool for business development. The panelists represent a diverse group of leaders from Thomson Reuters who will share their D&I insights and experiences specifically around the Transforming Women's Leadership in the Law initiative which addresses structural barriers and creating cultural change needed at the organizational level for women to succeed and advance in the legal industry. The panel will also discuss the strategic importance of academic/employee/business affinity resource groups and how grassroots efforts can make real and lasting change locally and globally.

*Speakers:* Helene Haapala, *Thomson Reuters;* Jason Rosenbaum, *Thomson Reuters;* Natalie D. Runyon, *Thomson Reuters* 

#### Practical Ways for the LGBT Legal Community to Create LGBT Fairness in the Legal System Salon 2, 5th Floor

Salon 2, 5th Floor

This workshop will give LGBT lawyer attendees tangible ways to make the legal system more fair for LGBT people. Topics will include how to conduct LGBT inclusive voir dire, how to add a "diversity CLE" requirement in your state, how to eliminate LGBT 'panic' legal defenses, how to update court rules to make them more inclusive, and how to start a judicial screening commission in your state or city through a bar association. Other topics will include how attorneys can train judges and court staff to be LGBT competent and how to train prosecutors and defense attorneys on LGBT intimate partner violence. The workshop will include an ethics component.

*Speakers:* Lousene Hoppe Schwarz, *Fredrikson & Byron P.A.;* Eric Lesh, *The LGBT Bar Association and Foundation of Greater New York;* Jaclyn Quiles, *Kings County District Attorney's Office;* Mariano Reyna, *Cook County State's Attorney's Office;* Ethan Rice, *Lambda Legal;* Hon. D. Zeke Zeidler, *Los Angeles County Superior Court* 

#### Pathways to the Judiciary Salon 1, 5th Floor

Each year, members of the judiciary come together to discuss their career trajectory and provide advice to young professionals

interested in ascending the bench. Representing a diverse array of judges, panelists will discuss both the appointed and elected processes for judges in different jurisdictions as well as ethical guidelines or standards associated with panelists' paths to becoming judges or retaining their positions. Additionally, challenges of being an openly LGBT judge, arising especially out of judicial ethics codes, will be a focus as well. Members of the International Association of LGBT Judges will be available during and after the session to talk further with attendees.

#### Bi-Sections: The Intersections of Bisexuality, Gender, Advocacy, and How its Explicit Inclusion Strengthens Sex Discrimination Arguments O'Neill, 4th Floor

This panel will consist of two parts. The first half of the panel will begin with a discussion of the intersections of bisexuality and gender, with a particular emphasis on intersex, transgender, and non-binary people. Stereotypes of bisexual people, bisexual erasure. and discrimination in social situations and the legal world varies in presentation and effect based upon gender. This is especially true for members of the intersex, transgender, and non-binary communities. However, these communities are often either not thought of, or are conflated as one and the same. Panelists will highlight the similarities and differences to explain why each of these communities must be seen as unique when considering the ways in which bisexual issues affect them. In the second half, panelists will discuss the frequently overlooked place of bisexuals in LGBTQ litigation and other legal activism. Bisexual members of our community are directly affected by rulings and legislation targeted at gays and lesbians without being addressed or having their welfare considered in many of the relevant briefs, amici, or opinions. In other areas, such as in the contexts of Title VII and marriage litigation, bisexuality (like transgender and nonconforming gender identities) sheds light on the absurdities of rigidly dichotomous sex-based legal standards. Bisexuality also helps illustrate how sexual orientation discrimination is a form of sex discrimination. Panelists will bring their perspectives as attorneys, professors, and bisexual advocates to discuss the actual and potential contributions of bisexuals and bisexuality to legal strategy and activism and the harm suffered by members of a community that frequently renders their contributions, needs, and existence invisible and irrelevant.

*Speakers:* Toby Adams, Intersex & Genderqueer Recognition Project; Aisha Davis, Loevy & Loevy; Heron Greenesmith, New York City Anti-Violence Project; Andy Izenson, Diana Adams Law & Mediation, PLLC; Kathleen Perrin, Equality Case Files

#### Making Legal Services Accessible to LGBT Survivors of Interpersonal Violence

#### Broadhurst, 5th Floor

This workshop will address the efforts and unique challenges facing attorneys in developing a holistic advocacy model tailored toward the needs of LGBTQ+ survivors of domestic and dating violence, stalking,



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Altria and its companies proudly celebrate the National LGBT Bar's tireless pursuit of equality and justice for all members of the LGBTQ community. We applaud this year's awardees who are passionately promoting diversity, inclusion and equality within their communities and are fearlessly building a better tomorrow for us all.

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and sexual assault. We will discuss how legal services programs can ensure that LGBTQ+ survivors, who have been too often made to feel unwelcome by service providers, can have equal access to legal services, particularly those who are also part of other historically disregarded communities such as sex workers, homeless and homeless youth populations, immigrants, people of color, those with mental health disabilities, and those struggling with drug addiction and substance abuse. The workshop will discuss challenges, setbacks, and successes in creating an advocacy model in an urban center, as well as the ongoing challenges of replicating and adapting the model for LGBTQ+ people living rural areas and tribal communities which lack resources generally found in cities.

*Speakers:* Hon. Christopher Bowen, Superior Court of California, County of Contra Costa; Derek Garcia, New Mexico Legal Aid; Debra Murphy, U.S. Department of Justice; Jean Philips, New Mexico Legal Aid; Terra Slavin, Los Angeles LGBT Center

#### The Future Of Enterprise - How the 4th Industrial Revolution Impacts Business Salon 4, 5th Floor

A multi-disciplinary discussion of how technology is impacting business and hot topics for legal practitioners — a look at the impact of blockchain developments, wearable technology, big data analytics, robotics, the sharing economy, targeted advertising and sales, the demand for individualized and bespoke experiences, mobile device payment, socially conscious consumers, and other trends impacting business in the short term.

*Speakers:* Cameron Cloar-Zavaleta, *American Airlines;* Romulo Diaz, *PECO Energy Company;* Lynn Kappelman, *Seyfarth Shaw LLP;* Katherine Perrelli, *Seyfarth Shaw LLP;* Michael Woods, *Sol Systems LLC* 

#### Marriage Minefields, Tax Torture & Planning Pitfalls Wilder, 4th Floor

As we (hopefully continue to) enjoy the nationwide freedom to marry, let's also think about whether marrying depending on individual circumstances makes sense for our clients and ourselves, and the ethics of advising couples together. Some married intact couples are even finding it advantageous to divorce. A tax lawyer will help sort out the new tax "reform" laws and the ways our practices change as our clients age and the law changes. A family/estate planning lawyer (and the author of *Before I Do: A Legal Guide to Marriage, Gay & Otherwise*) will explore the impact marriage has on income taxes and government benefits based on household income at death and divorce. We'll also talk about creative uses of nuptial agreements and discuss specific concerns for our families in the Trumpocalypse. Moderated by a Williams Institute fellow and family formation lawyer, you get a little of everything in this workshop, with an ethics credit too.

*Speakers:* Wendy E. Hartmann, *Law Offices of Wendy E. Hartmann;* Amira Hasenbush, *The Law Office of Amira Hasenbush;* Elizabeth Schwartz, *Elizabeth F. Schwartz, P.A.* 

#### Tips for Succeeding as a Lesbian Attorney in a Big Law Firm or a Big Company Juilliard/Imperial. 5th Floor

This workshop will address what it is like to be an out lesbian at a large law firm or at a large company and provide tips for succeeding in those environments. Panelists include two Big Law associates and a partner, plus an in-house attorney at a multi-billion dollar company. They will discuss barriers to entry and obstacles facing them in their practices, the importance of finding mentors and like-minded colleagues, and strategies for success even in the most challenging practice groups and corporate environments.

*Speakers:* Sharon Armstrong, *3M;* Lyzzette Bullock, *Blue Cross Blue Shield of Massachusetts;* Theodora Lee, *Littler Mendelson P.C.;* Gloria Melunis, *PNC;* Kelly Padgett, *Paul Hastings LLP* 

#### Revenge Porn in the LGBTQ Community Lyceum/Carnegie, 5th Floor

Four percent of United States internet users (nearly 10.4 million people) have been threatened with or are victims of the distribution of their explicit images without their consent. The problem is worse among LGBTQ communities. According to the Data & Society Research

Institute, 15% of lesbian, gay, and bisexual (LGB) internet users report that someone has threatened to share their explicit images; 7% say someone has actually done it. Evidence on the ground points to a growing problem, particularly among gay and bisexual men who use geosocial dating apps, where much image sharing occurs. And yet, there has been little to no discussion about how this phenomenon is affecting LGBTQ social life, safety online, and our ongoing conversation on equality. This panel will discuss new research and data on revenge porn in the LGBTQ community, the reasons why such nonconsensual image sharing occurs, and how we can work together to stop it.

*Speakers:* Ari Ezra Waldman, *New York Law School;* Krista Peterson, *Cook County State's Attorney's Office;* Andrew Santa Ana, *Day One* 

3:45PM – 5:15PM AFFILIATE CONGRESS MEETING O'Neill, 4th Floor

3:45PM – 5:15PM FINANCE INSTITUTE OPENING SESSION (BY INVITATION ONLY) Broadhurst, 5th Floor

3:45PM – 5:15PM CONCURRENT WORKSHOPS SESSION F

#### HIV Treatment as Prevention - Risks and Benefits of U=U Messaging

#### Lyceum/Carnegie, 5th Floor

It is now well-established that persons living with HIV who attain and maintain viral suppression have virtually no possibility of transmitting





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HIV to their sexual partners, even if condoms are not used and the sexual partner is not on PrEP. The Treatment as Prevention message, which has been endorsed by the CDC and by NIH officials, has recently been re-cast by advocates as "Undetectable = Untransmittable" or "U=U." The good news that patients whose viral load is fully suppressed are noninfectious to their sexual partners has had a profound, positive effect on the self-esteem and well-being of many patients. However, the U=U campaign also has generated controversy. Much of the concern centers on the fact that many persons living with HIV in the U.S. are unable to access healthcare or sustain adherence to the medications necessary to remain consistently virally suppressed. Others are unable to maintain viral suppression for reasons that remain unclear. Moreover, there are disturbing inequities in health outcomes across a spectrum of HIV-related care metrics: Blacks and other People of Color are less likely to be virally suppressed than Whites; and there are significant deficits for women - especially transgender women and persons living with HIV in the South. This workshop will explore several legal and ethical issues raised by the U=U campaign, including: implications for the provider-patient relationship; reform of laws criminalizing HIV exposure; the employment of HIV-positive health care workers; and the relevance (if any) of an HIV-positive patient's viral load to a surgeon's, dentist's, or other health care provider's willingness to treat them. Current case law and litigation strategies will also be explored.

*Speakers:* Sean Bland, O'Neill Institute for National and Global Health Law; Dan Bruner, Whitman-Walker Health; Allison Nichol, Center for HIV Law and Policy; Scott Schoettes, Lambda Legal

#### Parents' Perspectives: Lawyers Provide Firsthand Insights on LGBTQ Family Building Salon 3, 5th Floor

The path to parenthood for LGBTQ families can be winding and unpredictable. Just choosing among the most common options of adoption, surrogacy, foster care, and donor insemination can be daunting in and of itself. Many lawyers approach the process both as a legal problem and as a prospective parent. This panel assembles lawyers who regularly work with LGBTQ families, and who are parents themselves, to untangle sticky legal issues and provide a firsthand account. This panel is geared toward non-family law attorneys considering becoming parents, lawyers considering a family building practice, and seasoned practitioners.

*Speakers:* Denise Brogan-Kator; *Family Equality Council;* Teresa Calabrese, *Mediation & Law Office of Teresa D. Calabrese;* Brian Esser, *Law Office of Brian Esser PLLC;* Sharra Greer, *Children's Law Center;* Bruce Hale, *Modern Family Law* 

#### Moving On Up in the Judiciary: Lessons Learned Juilliard/Imperial, 5th Floor

Over the last two years, openly gay judges were appointed to three of the top positions in the New York State judiciary, including the first openly gay judge nominated and confirmed to the state's highest court. At a time when openly LGBT judicial nominations have totally stalled for the federal bench, opportunities for progress remain in some state court systems. This panel will address the question of how successful openly LGBT judicial candidates have been able to stand out and get promoted to appellate courts and leadership posts.

*Speakers:* Hon. Paul Feinman, *New York Court of Appeals;* Hon. Elizabeth Garry, *Appellate Division, Third Department;* Hon. George Silver, *New York City Courts;* Matthew Skinner, *Richard C. Failla LGBTQ Commission of the New York Courts* 

#### Intersectionality: Challenges of Being a Double Minority in Predominantly White & Hetero Spaces Salon 4, 5th Floor

This workshop is an opportunity for LGBTQ attorneys who also identify as racial minorities to present and discuss their experiences navigating the legal profession to a diverse audience of attorneys. The workshop will allow for discourse on the challenges LGBTQ attorneys of color face in dealing with clients, working in law firms, feelings of isolation, and dealing with other attorneys, as well as how they have navigated those challenges. This is also an opportunity for attorneys who may not be racial minorities to understand the struggles of their peers who face these unique challenges.

*Speakers:* Jason Burch, *Uber Technologies, Inc.;* Steve Hanton, *Nixon Peabody LLP;* Bendita Cynthia Malakia, *Hogan Lovells US LLP;* Michelle Peak, *American Airlines;* Seth Pearson, *Foley & Lardner LLP* 

#### Priorities, Productivity, and Peace: Diverse Perspectives on Mindfulness and Well-Being for Lawyers *Alvin/Edison/Booth, 5th Floor*

The word mindfulness is everywhere these days. What does it mean? How is it relevant for lawyers? In this panel, four diverse professionals will explain why mindfulness and well-being are crucial competence skills for lawyers, how law students and the legal education system can benefit from training in mindfulness, how mindfulness can help us to mitigate implicit bias, and the ways that mindfulness supports productivity and priority-setting. Participants will take away practical tools for mitigating stress and enhancing well-being.

*Speakers:* Emily Doskow, Law Office of Emily Doskow; Cecilia Loving, New York City Fire Department; Stephanie Phillips, University at Buffalo School of Law; Bjorn Sorenson, King Spoke Advisors

#### Transgender People in the Military: A Legal Update Salon 1, 5th Floor

Transgender people have long served with honor and distinction in the military, while being forced to remain closeted as to their true selves. On June 30, 2016, that history of honorable service was finally recognized fully by the United States government, as the ban on transgender servicemembers serving openly was lifted. However, 2017 witnessed a complete reversal in policy implemented by the Trump Administration, followed by a slew of lawsuits filed by our movement's advocacy organizations successfully enjoining implementation of the newly reinstated ban, followed by a restated ban policy, followed by additional – and currently successful – legal action. Our panelists will review the status of the lawsuits addressing transgender

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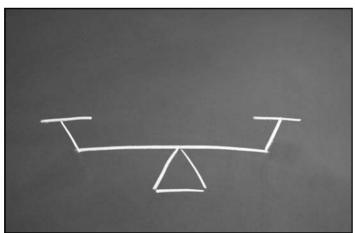
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servicemembers; explore the reasons why transgender people are disproportionately likely to have served in the military; and open a dialogue about the challenges facing transgender people who wish to serve in the current climate.

*Speakers:* Shannon Minter, *National Center for Lesbian Rights;* Peter Perkowski, *OutServe-SLDN;* Donna Price, *JAG Defense;* Tobias Barrington Wolff, *University of Pennsylvania Law School* 

#### BiLaw Caucus

Wilder, 4th Floor

This interactive caucus is an informal continuation of the prior session "Bi-Sections: The Intersections of Bisexuality, Gender, Advocacy, and How its Explicit Inclusion Strengthens Sex Discrimination Arguments." It will provide an opportunity to network and discuss issues raised during the earlier panel.

Not for CLE credit.

#### The 5 Most Expensive Marketing Blunders Attorneys Make Online (and how to avoid them!) Salon 2, 5th Floor

Creating the right digital presence can be a crucial part of your firm's marketing strategy. It can also be expensive in both time and cost and

marketing strategy. It can also be expensive in both time and cost and, if done wrong, can even harm, not elevate, the image of your firm. Learn how to avoid the most common traps and create an online presence that both enhances your firm's image and supports its growth.

*Speakers:* Deb Kinney, Johnston, Kinney & Zulaica LLP; Mike Wells, Atticus, Inc. Not for CLE credit.

> 5:15PM – 6:15PM FINANCE INSTITUTE RECEPTION (BY INVITATION ONLY) Sponsored by Bank of America Broadhurst/Belasco, 5th Floor

5:15PM – 7:15PM CONFERENCE RECEPTION Sponsored by BMW Broadway Ballroom, 6th Floor

#### **FRIDAY AUGUST 10**

#### 7:00AM - 8:00AM

RECOVERY/12 STEP MEETING Lyceum, 5th Floor

7:30AM – 2:30PM SPONSOR AND ATTENDEE CHECK-IN Registration Booth, 6th Floor



#### 8:00AM - 9:00AM

INTERNATIONAL ASSOCIATION OF

LGBT JUDGES MEMBERS MEETING

(Bring Your Own Breakfast) *Carnegie, 5th Floor* 

8:00AM - 8:30PM

LIGHT CONTINENTAL BREAKFAST FOR LAW STUDENTS AND CAREER SERVICES PROFESSIONALS

(Law Student and Career Services Professionals Only) Sponsored by Walmart Legal

Manhattan Ballroom, 8th Floor

8:30AM - 10:15AM

LAW STUDENT CAREER COUNSELING (NALP) Sponsored by Walmart Legal

#### Career Services and Job Search Strategies for Law Students

#### Manhattan Ballroom, 8th Floor

A panel of legal practitioners with experience working in government, non-profit, and different sized law firms, moderated by a legal career services professional, will discuss the tools, considerations and critical aspects to find, research and evaluate entry level employment in today's legal market.

**Speakers:** Gary Greener, University of California - LA School of Law; Matthew Jannusch, Cook County State's Attorney's Office; Rage Kidvai, Legal Aid Society; Robert A. Major, Major, Lindsey & Africa; Concepcion Montoya, Hinshaw & Culbertson LLP; Fred Thrasher, National Association of Law Placement, Inc.

> 8:30AM - 12:30PM INTELLECTUAL PROPERTY LAW INSTITUTE (ACCEPTED APPLICANTS ONLY) Odets, 4th Floor

> > 8:30AM - 12:30PM

FINANCE LAW INSTITUTE (ACCEPTED APPLICANTS ONLY) *Wilder, 4th Floor* 

#### 8:30AM - 12:30PM

EMPLOYMENT LAW INSTITUTE (ACCEPTED APPLICANTS ONLY) Salon 3, 5th Floor

8:30AM - 5:00PM TRUST & ESTATES LAW INSTITUTE (ACCEPTED APPLICANTS ONLY) Brecht, 4th Floor

## Providing an inclusive workplace is a core value of our firm. We are proud to support **Lavender Law** and the LGBT Bar in promoting opportunities for attorneys for the advancement of the legal profession.

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8:30AM - 5:00PM

LGBT FAMILY LAW INSTITUTE (ACCEPTED APPLICANTS ONLY) *Ziegfeld, 4th Floor* 

#### 8:30AM - 5:00PM

TRANSGENDER LAW INSTITUTE (ACCEPTED APPLICANTS ONLY) O'Neill, 4th Floor

#### 9:00AM - 12:30PM

INTERNATIONAL ASSOCIATION OF LGBT JUDGES INSTITUTE (JUDGES ONLY) Juilliard/Imperial, 5th Floor

#### 10:15AM - 11:45AM

HOW TO GO IN-HOUSE: CAREER ADVICE FOR LAW STUDENTS AND LATERALS FROM SEASONED IN-HOUSE COUNSEL Lyceum/Carnegie, 5th Floor

*Speakers:* Lia Brooks, *Citigroup Inc.;* Christian Dowell, *WhatsApp Inc., Facebook;* Nadir Joshua, *Facebook;* Ariel Ruiz, *Uber Technologies, Inc.;* Andrew Sachs, *Getty Images* 

#### 10:30AM - 2:00PM

ONE ON ONE LAW STUDENT AND LATERAL CAREER COUNSELING & RESUME WORKSHOP

> Sponsored by Walmart Legal Salon 4, 5th Floor

> > 12:00PM - 1:00PM

RECRUITER AND STUDENT LUNCH

Sponsored by Walmart Legal Salon 1 and 2, 5th Floor

12:30PM - 1:30PM

BOX LUNCH (CORPORATE COUNSEL, EMPLOYMENT, FINANCE, & IP INSTITUTE ATTENDEES)

Workshop Sponsor Association of Corporate Counsel Foundation Presents: "Mission Critical Cybersecurity: Ethical Consideration, Tips, and Tools for Navigating Data Privacy and Cybersecurity Threats from the In-House Perspective"

Alvin/Edison/Booth, 5th Floor

Attorneys have ethical duties of competence in technology and confidentiality that inform the active role that in-house counsel must play in cybersecurity/data privacy strategy and management. This panel of ACC In-House Counsel All-Stars will discuss key insights and trends from the ACC's 2018 State of Cybersecurity Report and

will provide tips and tools regarding cybersecurity preparation, data breach response, and recovery. This panel will also discuss law firm cybersecurity, and how both in-house and outside counsel can fulfill their ethical obligations under ABA Model Rules 1.1 and 1.6 to minimize and mitigate data breaches and cyber-attacks, two of the most critical threats facing most corporations today.

**Speakers:** Mary Blatch, Association of Corporate Counsel; Luis Diaz, Vision-e; Edward Willey III, Academy Sports + Outdoors This panel is open to attendees of the Finance Law Institute, Corporate Counsel Institute, Employment Law Institute, and Intellectual Property Institute only.

12:30PM – 1:30PM INTERNATIONAL ASSOCIATION OF LGBT JUDGES ANNUAL MEETING LUNCHEON Juilliard/Imperial, 5th Floor

1:00PM - 5:00PM

#### **CAREER FAIR**

Broadway Ballroom/Foyer, 6th Floor

#### 1:30PM - 5:00PM

JUDICIAL NUTS & BOLTS: A FAST-PACED ACADEMY FOR JUDICIAL CANDIDATES (ACCEPTED APPLICANTS ONLY) Broadhurst/Belasco, 5th Floor

#### 1:30PM - 3:00PM

LAWYERING EN ESPAÑOL Juilliard/Imperial, 5th Floor

Led by Ivan Espinoza-Madrigal, The Lawyers' Committee for Civil Rights and Economic Justice, and Eduardo Juarez, The Equal Employment Opportunity Commission.

#### 1:30PM - 5:00PM

CORPORATE COUNSEL INSTITUTE (OPEN ONLY TO CURRENT IN-HOUSE COUNSEL) Salon 3, 5th Floor

#### 2:15PM - 3:00PM

PRO BONO CLINICS Salon 2, 5th Floor

#### 5:00PM - 6:00PM

"RAISE A GLASS" TO 2019! Sponsored by Reed Smith LLP Broadway Ballroom, 6th Floor

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Major, Lindsey & Africa Manatt, Phelps & Phillips, LLP Mayer Brown LLP McDermott Will & Emery McGuireWoods LLP MetLife Michael Best & Friedrich LLP Milbank, Tweed, Hadley & McCloy LLP Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. Morgan, Lewis & Bockius LLP Morrison & Foerster LLP National Center for Transgender Equality Nationwide Mutual Insurance Company NBCUniversal Navigant Consulting Inc. Nelson Mullins Riley & Scarborough LLP New York City Law Department New York County District Attorney's Office New York Life Insurance Company Nixon Peabody LLP Norton Rose Fulbright US LLP O'Melveny & Mvers LLP Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Orrick. Herrington & Sutcliffe LLP Paul, Weiss, Rifkind, Wharton & Garrison LLP Paul Hastings LLP Pepper Hamilton LLP Perkins Coie LLP Pillsbury Winthrop Shaw Pittman LLP PNC Financial Services Group. Inc. Polsinelli PC

Proskauer Rose LLP Prudential Financial, Inc. Public Defender Service for the District of Columbia Quarles & Brady LLP Reed Smith LLP Robins Kaplan LLP Ropes & Grav LLP Schiff Hardin LLP Schulte Roth & Zabel LLP Schwegman Lundberg & Woessner, P.A. Seyfarth Shaw LLP Shearman & Sterling LLP Sheppard, Mullin, Richter & Hampton LLP Shipman & Goodwin LLP Shook, Hardy & Bacon L.L.P Sidlev Austin LLP Simpson Thacher & Bartlett LLP Skadden, Arps, Slate, Meagher & Flom LLP South Texas Pro Bono Asylum Representation Project (ProBAR) Squire Patton Boggs State Farm Mutual Automobile Insurance Company Steptoe & Johnson LLP Sterne, Kessler, Goldstein & Fox P.L.L.C. Stinson Leonard Street LLP Stradley Ronon Stevens & Young, LLP Sullivan & Cromwell LLP T.Rowe Price Target Corporation The Legal Aid Society -New York City

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Thompson Coburn LLP Thompson Hine Thomson Reuters Troutman Sanders LLP USAA U.S. Air Force JAG Corps U.S. Army JAG Corps U.S. Attorney's Office, Southern District of New York U.S. Department of Housing and Urban Development U.S. Department of Justice, Office of Attorney Recruitment and Management U.S. Department of Treasury, Office of the Comptroller of the Currency U.S. Navy JAG Corps U.S. Patent and Trademark Office -Trademark Examination U.S. Postal Service Venable LLP Vinson & Elkins LLP Vorys, Sater, Seymour and Pease LLP Wachtell, Lipton, Rosen and Katz Washington State Attorney General's Office Weil, Gotshal & Manges LLP White & Case LLP Wiggin and Dana LLP Willkie Farr & Gallagher LLP Wilmer Cutler Pickering Hale and Dorr LLP Wilson Sonsini Goodrich & Rosati Winston & Strawn LLP Young Conaway Stargatt & Taylor, LLP

EXCELLEN	CE IN LAW
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do more feel better live longer

### 2018 RECRUITER EMPLOYEE BENEFIT INDEX

#### KEY:

- Does your organization include "sexual orientation" and "gender identity and expression" (separate from gender) as protected classes in its nondiscrimination policy? (Non-Discrimination Policy)
- 2. Does your organization include gender identity/expression diversity training? (Diversity Training)
- **3.** Does your organization have supportive gender transition guidelines in place? (**Transition Guidelines**)
- 4. Does your organization offer paternity/maternity leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status? (Paternity or Maternity Leave Benefits)
- Does your organization offer benefits that cover nontraditional family planning, such as in vitro fertilization and adoptive benefits? (Nontraditional Family Planning)
- 6. If so, are those benefits available benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status? (Equal Nontraditional Family Planning)
- Does your organization have an LGBT affinity group? (LGBT Affinity Group)
- **DNO** = Does not offer this benefit
- \*List as of July 16. For most current list, visit our website.

Firm/Organization	Non-Discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group	Firm/Organization	Non-Discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group
AARP Foundation Litigation	Yes	No	No		Yes		Yes	Bricker & Eckler LLP	Yes	Yes	No	Yes	No	Yes	No
ABA Retirement Funds Program	Yes	Yes	Yes		Yes	Yes	Yes	Bronx County District Attorney's Office	Yes	Yes		Yes	Yes	Yes	No
ACC Foundation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Brooklyn Defender	Yes	No	Yes	Yes	Yes	Yes	No
Akerman LLP	Yes	Yes	Yes	Yes	DNO		Yes	Services							
Akin Gump Strauss Hauer	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Brown Rudnick LLP	Yes	Yes	Yes	Yes	Yes	Yes	No
& Feld LLP Allen & Overy LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Bryan Cave Leighton Paisner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Alston & Bird LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Boies Schiller Flexner LLP	Yes	Yes	Yes	Yes	DNO		
Altria Client Services LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	Bowman and Brooke LLP	Yes	Yes	No	Yes	Yes		No
Amazon Legal	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Burr + Forman LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Arnold & Porter LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Cadwalader, Wickersham &	Yes	No	Yes	Yes	Yes	Yes	Yes
Axinn, Veltrop & Harkrider	No	No	Yes	Yes	Yes	No		Taft LLP	)/	)/a.a	)/	)/a a	NIa		
Baker Botts L.L.P.	Yes	Yes	Yes	Yes	Yes			Cahill Gordon & Reindel LLP CBS Corporation	Yes	Yes	Yes	Yes	No	Vac	Yes
Baker & Hostetler LLP	Yes	No	Yes	Yes	Yes	Yes	No	Chapman and Cutler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baker & McKenzie LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baker Donelson Bearman Caldwell & Berkowitz. PC	Yes	Yes	Yes	Yes	DNO		Yes	Cleary Gottlieb Steen & Hamilton LLP	Tes	Yes	Yes	Yes	Yes	Yes	Yes
Ballard Spahr LLP	Yes	Yes	Yes	Yes	No		Yes	Clifford Chance US LLP	Yes	Yes	No	Yes	No		Yes
Bank of America Corporation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Clyde & Co US LLP	Yes	Yes		Yes			No
Barnes & Thornburg LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Cook County State's Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Bass, Berry & Sims PLC	Yes	No	Yes	Yes	Yes	Yes	Yes	Cooley LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Bilzin Sumberg Baena Price & Axelrod LLP	Yes	Yes	No	Yes	Yes	Yes	No	Covington & Burling LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Blank Rome LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Cravath, Swaine & Moore LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Bradley Arant Boult	Yes	Yes	No	Yes	No	No	Yes	Crowell & Moring LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Cummings LLP								Davis Polk & Wardwell LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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NEW YORK

NEW JERSEY

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## 2018 CAREER FAIR RECRUITER EMPLOYEE BENEFIT INDEX

Firm/Organization	Non-Discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group	Firm/Organization	Non-Discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group
Davis Wright Tremaine LLP	Yes	Yes	No	Yes	DNO		Yes	K&L Gates LLP	Yes	Yes	Yes	Yes	DNO	Yes	Yes
Debevoise & Plimpton LLP	Yes	Yes	Yes	Yes	DNO		Yes	Katten Muchin Rosenman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Kilpatrick Townsend &	Yes	Yes	Yes	Yes	Yes	No	Yes
Dentons	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Stockton LLP							
Dickinson Wright PLLC	Yes	Yes	No	Yes	DNO	No	No	King & Spalding LLP	Yes			Yes	Yes	Yes	Yes
Dinsmore & Shohl LLP	Yes	No	No	No	DNO	No	Yes	King County Department of Public Defense	Yes	Yes	No	Yes	Yes	Yes	No
DLA Piper LLP (US)	Yes	Yes		Yes	Yes		Yes	Kobre & Kim LLP	Yes	No	No	Yes	Yes	Yes	No
Dorsey & Whitney LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Latham & Watkins LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Drinker Biddle & Reath LLP	Yes	No	No	Yes	Yes	Yes	Yes	Liberty Mutual Insurance	Yes	Yes	Yes	Yes	162	162	162
Duane Morris LLP	Yes	No	No	Yes	No		Yes	Company	162	163	162	162			
Epstein Becker Green, PC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Linklaters LLP	Yes	Yes	No	Yes	DNO		Yes
Eversheds Sutherland (US)	Yes	No	Yes	Yes	Yes	Yes	Yes	Littler Mendelson P.C.	Yes	Yes	Yes	Yes	Yes		Yes
LLP								Locke Lord LLP	Yes	Yes	Yes	Yes	Yes	Yes	No
Faegre Baker Daniels LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Loeb & Loeb LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Federal Deposit Insurance Corporation	Yes	Yes	No	Yes	DNO		No	Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fenwick & West LLP	Yes	Yes	Yes	Yes	Yes		Yes	Major, Lindsey & Africa	Yes	Yes	No	Yes	Yes	Yes	Yes
Fish & Richardson, P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Manatt, Phelps & Phillips, LLP	Yes	No	No	Yes	Yes	Yes	Yes
Foley & Lardner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Mayer Brown LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fox Rothschild LLP	Yes	No	No	Yes	Yes	Yes	Yes	McDermott Will & Emery	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Freddie Mac	Yes	Yes	Yes	Yes	Yes	Yes	Yes	McGuireWoods LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Fredrikson & Byron, P.A.	Yes	Yes	No	Yes	Yes	Yes	Yes	MetLife	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Freshfields Bruckhaus	Yes	Yes	No	Yes	Yes	Yes	Yes	Michael Best & Friedrich LLP	Yes	No	Yes	Yes	Yes	Yes	No
Deringer US LLP Fried, Frank, Harris, Shriver	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Milbank, Tweed, Hadley & McCloy LLP	Yes	Yes	Yes	Yes	DNO		Yes
& Jacobson LLP						105		Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gibson, Dunn & Crutcher LLP	Yes	Yes	Yes	Yes	Yes		Yes	Morgan, Lewis & Bockius LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Goodwin Procter LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Morrison & Foerster LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	National Center for	Yes	Yes	Yes	Yes	Yes	Yes	No
Haynes and Boone, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Transgender Equality							
Hogan Lovells (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Navigant Consulting Inc.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Holwell Shuster & Goldberg LLP	No	No	No	Yes	Yes	Yes	No	Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Hughes Hubbard & Reed LLP	Yes	Yes	No	Yes	DNO		Yes	New York City Law Department	Yes	Yes	Yes	DNO	DNO		Yes
Human Rights Campaign	Yes	Yes	Yes	Yes	Yes	Yes	Yes	New York County District	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Husch Blackwell LLP	Yes	Yes	No	Yes	Yes		Yes	Attorney's Office							
Ice Miller LLP	Yes	Yes	No	Yes	No		No	New York Life Insurance Company	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Jenner & Block LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Nixon Peabody LLP	Yes	Yes	No	Yes	Yes		Yes
Jones Day	Yes	No	No	Yes	Yes	Yes	Yes	Norton Rose Fulbright US LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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#### 2018 CAREER FAIR RECRUITER EMPLOYEE BENEFIT INDEX

Equal Nontraditional Family Planning

Yes

Yes

Yes

Yes

Yes

Yes

Yes

Yes

Yes

LGBT Affinity Group

Yes

Yes

No

Yes

Yes

No

Yes

No

Yes

Yes

No

No

Yes

Yes

No

Yes

Yes

Yes

No

Yes

Yes

Yes

Yes

No

Yes

Yes

Yes

Yes

No

Firm/Organization	Non-Discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group	Firm/Organization	Non-Discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Stinson Leonard Street LLP	Yes	Yes	No	Yes	DNO	
Dgletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	No	Yes	DNO		Yes	Sullivan & Cromwell LLP Schwegman Lundberg &	Yes Yes	Yes Yes	No Yes	Yes Yes	Yes DNO	Yes
Orrick, Herrington & Sutcliffe LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Woessner, P.A Target Corporation	Yes	Yes	Yes	Yes	Yes	Yes
Paul Hastings LLP	Yes	Yes	Yes	Yes	No		Yes	The Legal Aid Society -	Yes	Yes	Yes	Yes	Yes	Yes
Paul, Weiss, Rifkind, Wharton & Garrison LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	New York City						
Pepper Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The Public Defender Service for the District of Columbia	Yes	Yes	Yes	Yes	Yes	Yes
Perkins Coie LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Thomson Reuters	Yes	Yes	Yes	Yes	Yes	
Pillsbury Winthrop Shaw	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Thompson & Knight LLP	Yes	Yes	No	Yes	Yes	Yes
Pittman LLP								Thompson Coburn LLP	Yes	Yes	Yes	Yes	Yes	Yes
Polsinelli PC	Yes	No	No	Yes	Yes	Yes	Yes	Thompson Hine LLP	Yes	Yes	Yes	Yes	Yes	Yes
Proskauer Rose LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Troutman Sanders LLP	Yes	No	No	Yes	DNO	No
Prudential Financial, Inc.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	U.S. Air Force JAG Corps	Yes	Yes	Yes	Yes	Yes	Yes
Quarles & Brady, LLP	Yes	No	No	Yes	DNO	Yes	Yes	U.S. Department of Housing	Yes		Yes		DNO	Yes
Reed Smith LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	and Urban Development						
Robins Kaplan LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	U.S. Department of the	Yes	Yes	No	Yes	Yes	Yes
Ropes & Gray	Yes	Yes	Yes	Yes	Yes			Treasury, Office of the Comptroller of the Currency						
Schiff Hardin LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	U.S. Postal Service	Yes	Yes	Yes	Yes	No	No
Schulte Roth & Zabel LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Venable LLP	Yes	No	No	Yes	Yes	Yes
Seyfarth Shaw LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Verizon	Yes	Yes	Yes	Yes	Yes	Yes
Shearman & Sterling LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Vinson & Elkins LLP	Yes	Yes	Yes	Yes	Yes	Yes
Sheppard, Mullin, Richter & Hampton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Vorys, Sater, Seymour and Pease LLP	Yes	Yes	No	Yes	Yes	Yes
Shipman & Goodwin LLP	Yes	Yes	No	Yes	DNO		No	Wachtell, Lipton, Rosen	Yes	Yes	No	Yes	DNO	
Shook, Hardy & Bacon LLP	Yes	Yes	No	Yes	Yes	Yes	No	and Katz	ies	Tes	INU	162	DINO	
Sidley Austin LLP Simpson Thacher & Bartlett	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Washington State Attorney General's Office	Yes	Yes	Yes	Yes	Yes	Yes
_LP	163	163	163	162	162	163	163	Weil, Gothal & Manges LLP	Yes	Yes	No	Yes	Yes	Yes
Skadden, Arps, Slate, Meagher & Flom LLP	Yes	Yes	Yes	Yes	Yes		Yes	White & Case LLP	Yes	Yes	Yes	Yes	Yes	Yes
South Texas Pro Bono	Yes	Yes	No	No	Yes	No	No	Wiggin and Dana LLP	Yes	Yes	No	Yes	Yes	Yes
Asylum Representation	163	163	NO	NO	162	INO	NO	Willkie Farr & Gallagher LLP	Yes	Yes	Yes	Yes		
Project (ProBAR) Squire Patton Boggs (US)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Wilmer Cutler Pickering Hale and Dorr LLP	Yes	No	No	Yes	Yes	Yes
LLP State Farm Mutual	Yes	Yes	Yes	Yes	DNO		Yes	Wilson Sonsini Goodrich & Rosati	Yes	Yes	Yes	Yes	Yes	Yes
Automobile Insurance Company								Winston & Strawn LLP	Yes	Yes	Yes	Yes	Yes	Yes
Steptoe & Johnson LLP	Yes	No	Yes	Yes	Yes	Yes	Yes	Young Conaway Stargatt & Taylor, LLP	Yes	No	No	Yes	Yes	Yes
Sterne, Kessler, Goldstein & Fox P.L.L.C.	Yes	Yes	No	Yes	Yes	Yes	No	*List as of July 16. For most	current	t list, s	ee the v	visit ou	r webs	site.

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Vault 2018 ranking for Overall Diversity and LGBT Diversity



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our firm, our commitment to diversity and inclusion or how we can benefit you and your business, please contact **Harlan W. Robins**, Division Director - Transactions, at 614.744.2575 or hrobins @dickinsonwright.com.



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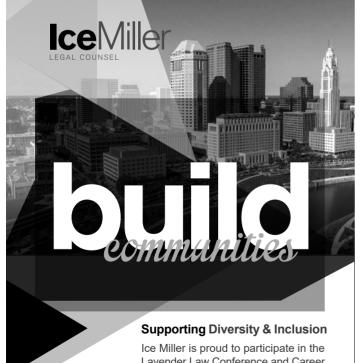
Bricker & Eckler

www.bricker.com/ diversity-inclusion

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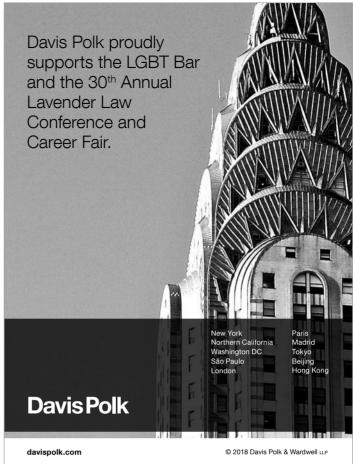
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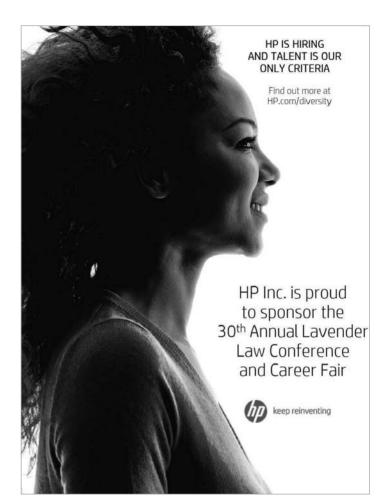
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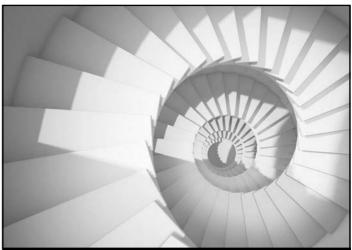
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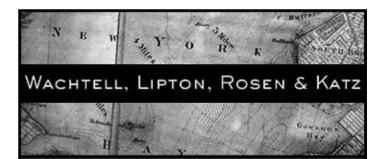
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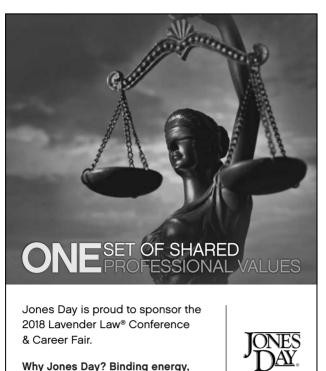
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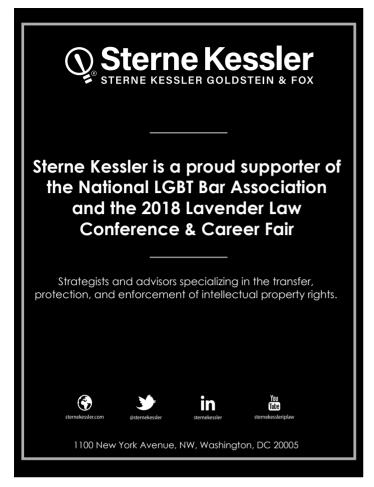
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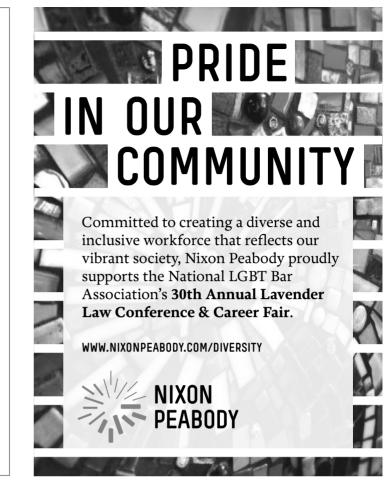
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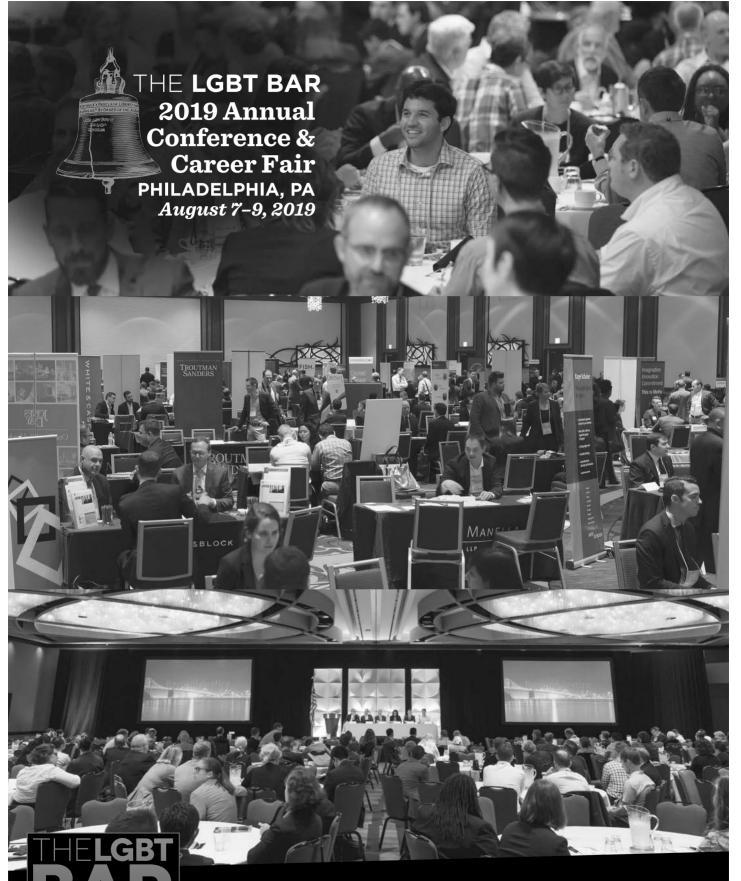
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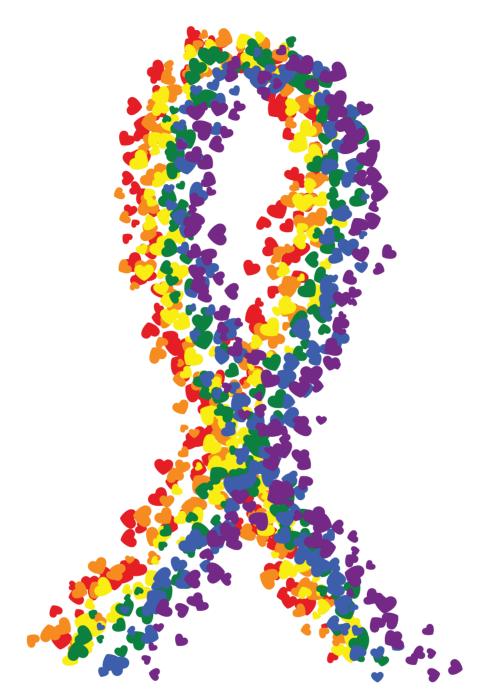
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