

**Best LGBT Lawyers Under 40: Class of 2013
Nomination Form**

Nominee Information

Name: Dipal Shah Date of Birth: December 15, 1978
Title: Director of Policy Dev. & Prog. Firm/Organization: American Constitution Society
Mailing Address: 1333 H Street, NW - 11th Floor City, State Zip: Washington, DC 20005
Phone Number: (202) 393-6181 Email Address: dshah@acslaw.org

Nominator Information

Name: Lashawn Warren
Title: VP of Policy Dev. & Prog. Firm/Organization: American Constitution Society
Mailing Address: 1333 H Street, NW - 11th Floor City, State Zip: Washington, DC 20005
Phone Number: (202) 393-1170 Email Address: _____
Relationship to Nominee: Supervisor

Optional: To your knowledge, does the nominee identify as any of the following?

☒ Racial or Ethnic Minority ☐ Female ☐ Transgender
☐ Person with Disability ☐ Other: _____

The complete nomination package must be submitted via email to nominations@LGBTbar.org no later than 5:00 pm EDT on June 3, 2013. Please submit the following information:

- Nomination Form
- Statement of Support of Nominee (not to exceed 2 pages). Please include:
 - Details on achievements within their legal field
 - Details on their commitment to LGBT equality
- Current Resume of the Nominee
- Letters of Support



The National Lesbian and Gay Bar Association
Best LGBT Lawyers Under 40: Class of 2013
1301 K Street NW, Suite 1100 East Tower
Washington DC, 20005

May 28, 2013

Dear Evaluation Committee:

In the course of my career spanning nearly 2 decades, it is rare that I pen a recommendation letter for awards, but given the exceptional caliber of my colleague, Dipal Shah, I feel compelled to include him among the few I have recommended. Dipal is one of the most talented attorneys with whom I have had the pleasure of working. As the Vice President of the Policy Development and Programming Department, I have supervised and worked closely with Dipal over the last year on numerous projects. During that time, he has distinguished himself as a person of integrity, intellectual curiosity, passion, strong work ethic and a commitment to excellence. I am delighted to submit this letter nominating Dipal for one of the "Best LGBT Lawyers Under 40: Class of 2013."

Dipal currently serves as a Director of Policy Development and Programming at the American Constitution Society for Law and Policy ("ACS"). To provide a bit of background, ACS is a national network of lawyers, students, scholars, and judges, working together to promote a progressive vision of the law in areas such as equality, liberty, criminal justice, and regulatory law. ACS works to revitalize and transform legal and policy debates in classrooms, courtrooms, legislature and the media. Dipal's work, particularly on LGBT issues, plays a vital role in furthering our vision to create a more just and fair society. Current members of our Board of Directors include leading scholars and litigators on equality and liberty issues, such as Paul Smith, Pam Karlan and Dennis Herrera.

Dipal came to ACS after years of experience as a well-regarded labor and employment attorney. In his current role, Dipal leads a portfolio of many issues, including LGBT rights, national security, technology, environment, and labor and worker rights. In the past year, beyond his already strong writing and analytical abilities, Dipal has become well versed in his portfolio areas, and has organized and directed exceptional programming to inform and influence debate around issues of equality. Dipal also has become our organization's liaison to a number of governmental and non-governmental organizations connected to his portfolio, and has quickly become an integral and highly respected member of the organization's staff.

Notably, however, several attributes set Dipal far apart from other lawyers that I have encountered. Beyond his intellectual acumen, Dipal is a highly skilled coalition builder and a

naturally adept mediator. For example, despite the challenges and varying interests presented within the labor community, Dipal developed the concept for a worker rights convening, and organized a phenomenal private convening of twenty-six scholars, leading practitioners, and policy makers to cultivate and formulate "next generation" labor law theory. Dipal worked tirelessly to create what was a hugely successful event that has led to proposed scholarship, litigation strategy, and novel and first impression legal discourse, and did so only after thoroughly analyzing current legal paradigms and building consensus with dozens of stakeholders with competing and varying philosophical interests.

Dipal has demonstrated the same level of commitment and ingenuity to his work on LGBT issues. Throughout his time at ACS, he has worked to advance LGBT rights and equality. Dipal spearheaded multiple programs relating to marriage equality, including a panel presentation featuring Paul Smith, Walter Dellinger, and Suzanne Goldberg, and a national webinar covering state ballot initiatives impacting LGBT equality. In addition, Dipal led the production and publication of an ACS marriage equality issue brief, organized an ACS blog symposium featuring leading litigants and amici in the marriage equality cases, and coordinated the production of an ACS podcast covering the future of LGBT rights featuring scholars Nan Hunter and Nancy Polikoff.

In addition to his outstanding programmatic work, Dipal has also worked to build relationships in an effort to advance LGBT equality. Specifically, Dipal engaged Congress members and Capitol Hill staff, including Senator Shaheen and Senator Harkin, on policies relating to non-discrimination of LGBT community in jury selection. In addition, Dipal has sought out and strengthened ACS' relationships with other leading LGBT rights organizations, including GLAD, HRC, National Gay and Lesbian Task Force, and the National Center for Lesbian Rights. His successful blog symposium, referenced above, showcasing writing from leaders at GLAD, HRC, and scholars from various universities, is a testament to his efforts to work with other organizations and institutions to effectively assist the LGBT movement's quest for equality.

Dipal is an exceptional attorney and has a fantastic career ahead of him. He is devoted to advancing the needs and interests of the LGBT community, and more broadly, dedicated to the many communities that require heightened support due to the disparate impact of the current regime of laws. Therefore, I strongly support Dipal's inclusion in this year's group of the "Best LGBT Lawyers Under 40," and would be delighted to answer any questions regarding his nomination.

Sincerely,



LaShawn Y. Warren

DIPAL A. SHAH

Address: 4213 3rd Street NW, Washington DC 20011 Email: dipalshah99@gmail.com Phone: (312) 208-8222

PROFESSIONAL EXPERIENCE

AMERICAN CONSTITUTION SOCIETY FOR LAW AND POLICY, Washington, DC

Director of Policy Development and Programming

May 2012-Present

Direct programming, policy development, and issue advocacy related to LGBT concerns, organized worker and employment rights, national security, environmental issues, and technology matters. Structure and organize ACS priorities and national agenda. Organize and spearhead scholar and leader convenings, panel discussions, webinars, and podcasts. Serve as chief editor and author for scholarly ACS publications, such as legal policy issue briefs, memoranda and blog posts. Coordinate legal and policy initiatives involving matters before Congress and the judiciary and organize Hill briefings and messaging calls. Identify and author communication pieces for various ACS media outlets. Serve as liaison to multiple governmental and non-governmental entities and manage relationships with various stakeholders, including labor unions, environmental organizations, LGBT rights groups, and Fortune 500 companies. Supervise and manage staff of fellows and interns. Coordinate organizational funding strategies, development initiatives for ACS annual convention, and budget for programming.

O'DONOGHUE & O'DONOGHUE LLP, Washington, DC

Associate

June 2010-May 2012

Advocated on behalf of union and non-profit clients regarding issues related but not limited to labor and collective bargaining, employment relations policy, Patient Protection and Affordable Care Act, and employee benefits matters. Served as liaison to wide range of government and non-government entities and agencies. Counseled entities on variety of concerns including affirmative action policy, human resources issues, ERISA matters, multiemployer plan concerns, retirement and tax exemption issues, and fiduciary governance. Managed junior counsel and paralegals in the drafting, review and analysis of health plan documents, collective bargaining agreements, legislation, summary plan descriptions, contracts, plan restatements, and amendments. Drafted presentations and policy documents for health and labor law seminars and strategized on workplace policies.

THE GROOM LAW GROUP, Washington, DC

Associate

December 2006-May 2010

Counseled Fortune 500 corporate clients on matters involving retirement, employee benefits, labor, and employee relations issues, including Patient Protection and Affordable Care Act matters, Pension Protection Act regulatory concerns, pending legislation, notice requirements, 401k plans, ESOPs, single and multiemployer pension and welfare plans, withdrawal liability, ERISA fiduciary obligations, and Title VII. Presented lectures and advised clients on current health care and pension policy and drafted memoranda for clients covering modifications in federal and state regulations and legislation. Represented clients in litigation matters related to benefit plans, ADEA-related discrimination, NLRA charges, and fiduciary matters. Led discovery efforts and managed team of staff and paralegals. Created programming for Diversity Committee and for annual Groom Law seminar.

LANER, MUCHIN, DOMBROW, BECKER, LEVIN and TOMINBERG, Ltd., Chicago, IL

Associate

Summer 2004 & September 2005-November 2006

Advised private and public-sector clients and human resource departments on issues involving Title VII, NLRA, ADA, ADEA, FMLA, FCRA, military leave, reductions-in-force, wrongful discharge, immigration, and labor grievances. Successfully conducted investigations and prepared position statements in response to allegations of discrimination for matters before agencies and courts. Drafted and developed workplace policies, employee handbooks, non-compete, non-solicitation, and collective bargaining agreements. Created and presented classroom type supervisor and staff diversity and harassment trainings for groups ranging between 50-100 individuals. Presented lectures and seminars on human resource compliance methods for private and public sector clients.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, Washington, DC

Law Clerk, Office of Commissioner Paul Steven Miller

May 2003-August 2003

Performed legal research, drafted memoranda, and authored decisions on workplace discrimination. Analyzed major employment discrimination cases and advised and briefed Commissioner on suggested policy and precedent. Attended legislative hearings and advised Commissioner on pending policy before Congress.

EDUCATION

American University, Washington College of Law, Washington, DC

Juris Doctor, *cum laude*, May 2005

Achievements: 3.50 GPA, Academic Honors
Symposia Editor, *Administrative Law Review*
Dean's Fellow, Professor J. Amy Dillard
Member, Faculty Appointments Committee
Senator & Diversity Committee Co-Chair, Student Bar Association

Northwestern University, Evanston, IL

Bachelor of Arts in Political Science and International Studies, with Honors, June 2000

Achievements: 3.61 Overall GPA, 3.67 GPA in Political Science and International Studies
Northwestern University's Dean's List, 7 Quarters
Undergraduate Leadership Program, Student Instructor

Charles University's Center for Theoretical Study, Prague, Czech Republic, Summer 1998, Study Abroad

ADDITIONAL PROFESSIONAL EXPERIENCES

Center for Conflict Resolution – Mediator & Manager of Mediation Services	April 2001-July 2002
Towers Perrin – Associate Consultant, Health & Welfare	August 2000-March 2001

BAR ADMISSIONS, PROFESSIONAL & POLITICAL ACTIVITIES

Admitted to practice in District of Columbia, Illinois, and before the Supreme Court of the United States.

Coach, Trial Advocacy Program, American University, Washington College of Law.

Past and Current Member of American, Illinois, District of Columbia, National LGBT, South Asian, and GAYLAW DC Bar Associations.

Past Member, Illinois State Bar Association Standing Committee on Sexual Orientation and Gender Identity.

Pro Bono Counsel, Employment Justice Center, Whitman Walker Clinic, and Adams Morgan Main Street Group.

Pro Bono Attorney Volunteer, Obama for America Campaign and LCCR Voter Protection Program, 2008 & 2012.

PUBLICATIONS

Amici in the Marriage Equality Cases, A Blog Symposium, Editor, ACS National Blog, March 19 – April 4, 2013.

Reflecting on Impact of 9/11 on Civil Liberties; Will Supreme Court Provide Guidance on Surveillance?, ACS National Blog, September 11, 2012.

Courts Delve Into Whether a Pharmacy Benefit Manager is a Fiduciary Under ERISA, 986 LAB 16 (March, 2008).

ERISA Subrogation – The Make-Whole Doctrine as a Barrier to Reimbursement, 983 LAB 10 (December, 2007).

SELECTED PRESENTATIONS, PROGRAMS, AND CONVENINGS

Convening: Reinvigorating the Worker Voice in the 21st Century, sponsored by ACS, lead organizer, moderator, April 2013.

Standing, Scrutiny, and the Path to Marriage Equality, sponsored by ACS, lead organizer, opening speaker, March 2013.

DHS at 10: Past, Present and Future, sponsored by ACS, lead organizer, opening speaker, November 2012.

Marriage Equality on the Brink: ACS Webinar Explores State Ballot Initiatives, sponsored by ACS, lead organizer, moderator, October 2012.

Developments in Sexual Harassment Law, sponsored by The Point Foundation, July 2006.

LANGUAGES

Proficient in Spanish and Gujarati.

COLUMBIA LAW SCHOOL

Jerome L. Greene Hall
435 West 116th Street
New York, NY 10027

Suzanne B. Goldberg
*Herbert and Doris Wechsler Clinical Professor of Law
Co-Director, Center for Gender and Sexuality Law
and Director, Sexuality and Gender Law Clinic*

Tel 212-854-0411
Fax 212-854-7946
suzanne.goldberg@law.columbia.edu

May 22, 2013

The National LGBT Bar Association
1301 K Street NW, Suite 1100 East Tower
Washington, DC 20005

Re: Dipal Shah, Best LGBT Lawyers Under 40 Nominee

To the Selection Committee:

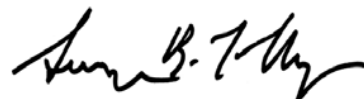
I am so delighted to offer this letter of support for Dipal Shah, who has been nominated for consideration as one of the “Best LGBT Lawyers Under 40.” Dipal is terrific and, in my view, could not be a better choice for this honor. I have come to know him in the course of my participation in LGBT-related events organized by the American Constitution Society, where Dipal is the Director of Policy Development and Planning.

In his role at ACS, Dipal is wonderfully thoughtful and innovative. He has organized countless panels related to the marriage cases that are currently before the Supreme Court, but also has sought to broaden the set of LGBT issues that ACS is engaging and, within the marriage advocacy world, to create a wide range of platforms and focal points for conversation and education. Although he has a broad focus at work, as his job title suggests, Dipal makes sure that LGBT issues are central to the discussion wherever possible, and has been a real leader within ACS and beyond to educate and engage wide-ranging audiences about LGBT issues.

I should add that Dipal is also an engaging speaker. He introduced a panel on which I spoke in D.C. earlier this year with a personal story from which he drew broad legal and political lessons. It was an ideal introduction – the audience was rapt and his remarks really helped set the tone for the conversation that followed.

In short, Dipal is certainly one of the best LGBT lawyers around, and I would be thrilled for him to receive this recognition.

Yours truly,

A handwritten signature in black ink, appearing to read 'Suzanne B. Goldberg', written in a cursive, flowing style.

Suzanne B. Goldberg

GROOM LAW GROUP

Lonie A. Hassel
(202) 861-6634
lhassel@groom.com

May 23, 2013

Re: Letter of Support for Dipal Shah

Dear Sir or Madam:

I write to support Dipal Shah's nomination to the Class of 2013 Best LGBT Lawyers Under 40.

I got to know Dipal when he was an associate at Groom Law Group and a member of the firm's diversity committee, which I chaired. In addition to providing thoughtful support and ideas for our committee, Dipal actively participated in diversity activities. He regularly attended the Lavender Law (National LGBT Bar Association Annual Conference) Career Fair to recruit for the firm, presented on various issues relating to importance of firm diversity, and assisted in creating and promoting diversity programming on behalf of the firm at local law schools. I also worked with Dipal regularly on client projects, where he impressed me with his understanding of new areas and eagerness and ability to work hard.

Dipal is a hard worker, but he is not dull. His personality and his ability to get along with others make him a leader among his peers. These characteristics are important qualities for a lawyer who must work with and for widely different – and sometimes difficult – individuals.

I have stayed in touch with Dipal since he left the firm and continue to be impressed by his professional progress and his strong leadership and personal skills. I highly recommend him for inclusion in the Class of 2013 Best LGBT Lawyers Under 40.

Sincerely,



Lonie Hassel

JEREMY D. PROTAS

725 W. Sheridan Road, #703 • Chicago, IL 60613 • (773) 809-4537 • jeremy.protas@gmail.com

The National LGBT Bar Association
1301 K Street NW, Suite 1100 East Tower
Washington DC, 20005

May 23, 2013

To Whom It May Concern:

Without reservation or hesitation, I write this letter in support of the nomination of Dipal Shah as one of the "Best LGBT Lawyers Under 40."

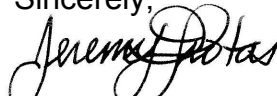
I have known Dipal in a personal capacity since shortly after he started practicing law in 2006. In the seven intervening years, I have come to know Dipal well and consider him among my closest and most trusted friends.

My personal interactions with Dipal leave no doubt in my mind that Dipal exhibits all of the qualities that the legal community should expect from its members: empathy, compassion, professionalism, a keen sense of right and wrong, and the legal knowledge and skills to put all of these qualities to work for the good of those around him. These virtues have contributed to Dipal's success thus far and will continue to propel him forward in his career as an advocate and advisor.

In my opinion, it was Dipal's desire to improve the situations of those around him that culminated last year in Dipal joining the American Constitution Society for Law and Policy as Directory of Policy Development and Programming. In that role, Dipal works with leaders in the government and community, with colleagues at other organizations, and with the public to advance equality generally, and LGBT rights in particular. While his concern for others led him to accept the position with ACS, it was his exceptional writing, speaking, and analytical skills that were responsible for his being offered the position in the first place. Dipal is at once personable and articulate, puts careful thought into his personal and professional interactions and, while I have not worked with him professionally and cannot speak to his writing ability firsthand, Dipal has a reputation among his peers and colleagues that leaves no doubt that he excels there as well.

Dipal is a role model for his peers (myself included) and a valuable advocate for the LGBT community. In short, Dipal deserves to be recognized among the Best LGBT Lawyers Under 40, and has my unqualified recommendation.

Sincerely,



Jeremy D. Protas