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Williams
INSTITUTE

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To Whom It May Concern,

I write to enthusiastically support Professor Doug NeJaime's nomination for the National LGBT Bar Association's Best LGBT Lawyers Under 40 list. I met Doug through his involvement with pro bono work on key LGBT rights cases and volunteer work with the Williams Institute almost a decade ago. He then became the Sears Law Teaching Fellow at the Williams Institute from 2007 to 2009 (and I couldn't be prouder that his fellowship bares my name). I have continued to collaborate with him as a colleague for the last four years during his time as an Associate Professor of Law at Loyola Law School.

Professor NeJaime is a leading voice among a new generation of scholars in the field of sexual orientation and gender identity law. In academia, scholars are evaluated based on their scholarship, teaching, and service. Doug has excelled at all three -- and that has been recognized by his receiving tenure from Loyola Law School a year ahead of the normal schedule this year; then receiving a tenure lateral offer from UC Irvine Law School this year. These extraordinarily quick jumps to a tenured position at one of the nation's top law schools makes Doug the most successful Williams Institute Law Teaching Fellow in the 10 year history of the fellowship, and arguably the most successful up-and-coming LGBT scholar in academia.

Even a cursory look at his vita reveals how quickly Doug has established himself as a respected and influential thought leader on LGBT law and policy issues. His research on social movements and sexual orientation discrimination has been published in several of the nation's leading law journals and his opinion is regularly sought by media, advocates and scholars. The Williams Institute's own Dukeminier Awards Journal, which recognizes the previous year's best sexual orientation and gender identity legal scholarship, has twice published Doug's work.

In addition to his scholarship, Doug has also done excellent legal work on behalf of LGBT rights. Two notable examples: First, Doug co-authored a pioneering amicus brief on the relationship between state interests in marriage cases and impressible gender stereotypes in some

of the early marriage cases of the 2000s, while he was still an associate at Irell & Manella. When the Williams Institute filed its amicus brief to the Supreme Court this year, it relied heavily upon Doug's analysis in those briefs.

Second, in the last year of the Bush administration, the Williams Institute became aware of an opportunity to create a crack in DOMA by having the Census Bureau report data on same-sex married spouses; it had been changing the data on spouses to same-sex unmarried partners. While Gary Gates and others at the Institute had the expertise to argue why the data was relevant and could be reported with accuracy, Doug came up with a novel and persuasive legal argument based on the constitutional and statutory authority for the Census, and its mission and history, that merely reporting data on same-sex spouses by the Census Bureau was not in violation of DOMA. A little known fact is that Doug's argument was actually accepted during the final year of the Bush administration, even though the Census Bureau changed its policy under Obama.

Since leaving Williams, the Institute has been fortunate to continue to collaborate with Doug. In January 2013, for example, he was a lead organizer for the American Constitution Society's conference on the 10th Anniversary of *Lawrence v. Texas* and the 40th Anniversary of *Roe v. Wade*. The conference, which was co-sponsored by the Williams Institute and hosted at UCLA Law, was attended by nearly every leading constitutional scholar working in the area of sexual liberty and equality. Doug also continues to serve as a mentor for current Williams Institute Law Teaching Fellows, who are training to begin their own academic careers in LGBT law and policy. He also continues to present his work at the Institute, moderate and present at our convenings and judicial trainings, and provide insight and guidance on the Institute's research.

Overall, Doug has an unparalleled commitment to excellence and to ensuring that his work as a researcher and a teacher has an impact on his students and his community. His research has begun to shape both academic thought and legal strategy on the most important LGBT law and policy issues. And, his work in the classroom is helping shape future lawyers and advocates working on behalf of the LGBT community.

I am proud that the Institute has had a small role in Doug's rapid success in the field of sexual orientation and gender identity scholarship. The truth is Doug is the best at whatever he pursues. He deserves to be at the top of any top lawyer's list – LGBT or otherwise.

Sincerely,



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