



the
Williams
INSTITUTE

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To Whom It May Concern,

I write in strong support of Edward Sadtler's nomination for the National LGBT Bar Association's Best LGBT Lawyers Under 40 list. Edward was among the first east coast members of the Williams Institute Legal Council, which is a body of 18 law firm partners who provide pro bono and financial support for the Institute. A proactive and committed leader on the Council, Edward has helped promote and expand the reach of the Institute's work for over five years.

Edward's success on the Legal Council is in large part due to his thoughtful leadership of Kirkland & Ellis' LGBT diversity and pro bono committees. While the Institute works with many firms on educational and fundraising activities, Kirkland & Ellis has been a uniquely powerful partner. Working with Edward, Kirkland has helped expand the Williams Institute's programming to new markets; provided significant pro bono research services; and helped engage law students in Williams Institute programs. These efforts were led and often proposed by Edward, and his strategies for engaging his firm have been a model for other members of the Williams Institute Legal Council.

I have listed a few of Edward's accomplishments on behalf of the Institute below:

- **Research** – In 2009, the Williams Institute conducted a 50-state survey of discrimination against LGBT employees in the public sector to inform the proposed federal Employment Non-discrimination Act (ENDA). Edward recruited attorneys from Kirkland & Ellis to take on this research for 10 states. The research has had a very tangible impact. While ENDA is not yet law, the Institute's research was cited by the Department of Justice in its decision to not defend the Defense of Marriage Act (DOMA) in federal litigation. The research has also been relied on to support passage of anti-discrimination law at the state level. Edward, and the research he led, was instrumental in these advances.
- **Programming** – The Williams Institute regularly promotes its new research reports through educational panels for lawyers, advocates, and the public. Because we have limited resources for this programming, we rely heavily on volunteers to assist with

events. Edward has been particularly helpful in bringing the Institute to new markets. He coordinated the first Williams Institute events in Chicago and San Francisco. (These events were both held at Kirkland offices.) The Chicago event featured new research on marriage and the San Francisco event focused on anti-discrimination law at the national and local levels. Edward has just committed to bringing the Institute back to San Francisco this summer. These programming events would not have happened without Edward's efforts.

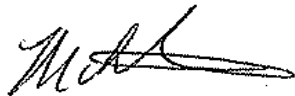
- **Leadership** – In addition to bringing the Institute to new cities, Edward has also been an important leader in New York, which is one of the Institute's core fundraising markets. He has recruited additional New York members to the Legal Council, increased his firm's sponsorship and his personal annual gift to support the regional event, and secured other NYC annual donors. His actions have become a model for other members of the Council.

Edward is also a visible LGBT leader at his firm and has worked to promote firm diversity. He has presented on LGBT diversity at the annual Lavender Law Conference and helped engage younger firm attorneys in a range of community organizations, including the Institute. He is clearly a great role model for young LGBT lawyers in his firm.

- **Education** – The Williams Institute hosts an annual moot court competition on sexual orientation and gender identity law. Last year, Edward piloted a new program at Kirkland that paid for law students to fly to LA and participate in the competition. It was an innovative idea that helped support his firm's recruiting goals and the Institute's effort to expand the reach of the competition. He plans to continue the program next year, and it serves as a good example of how Edward is always exploring creative ideas for partnerships between the Institute and his firm.

Overall, Edward is a great leader among LGBT "under 40" lawyers. He has facilitated a thoughtful and creative partnership between the Williams Institute and Kirkland & Ellis that is unique among the Institute's relationships with other law firms. We have also been privileged to have his impactful leadership on the Williams Institute Legal Council, and I know other LGBT organizations have benefited from his contributions. He cares deeply about supporting LGBT attorneys and the broader community, and I hope the National LGBT Bar Association chooses to recognize him for his efforts.

Sincerely,



Matt Strieker
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The Williams Institute