

A black and white photograph of the Statue of Liberty and the Brooklyn Bridge. The Statue of Liberty is in the foreground, holding the torch in her right hand and a tablet in her left. The Brooklyn Bridge is in the background, with its cables and stone towers visible. The image is split horizontally by a curved line.

National LGBT Bar Association

CAREER & FAIR CONFERENCE

September 10-12, 2009
New York Marriott at the Brooklyn Bridge

Brooklyn
2009

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Greetings from the National **LGBT BAR ASSOCIATION**

The National LGBT Bar Association (formerly known as the National Lesbian and Gay Law Association) is excited to return to New York City for our Annual Career Fair & Conference: Lavender Law. The name of our organization may have changed, but our commitment to being the voice of the lesbian, gay, bisexual and transgender (LGBT) legal community has not wavered, nor has our mission of achieving LGBT equality both in and through the legal profession.

Each year, the National LGBT Bar Association (and its sister organization, the National LGBT Bar Foundation, a 501(c)(3)) hosts the Annual Career Fair and Conference as an opportunity for the leading legal minds in the LGBT community to come together and share their knowledge with each other and the next generation.

This year's programming is our most expansive yet. With over 35 workshops and general attendance sessions to choose from, attendees will have the opportunity to learn from distinguished panelists on a wide range of topics including family law, transgender law, intimate partner violence, "Don't Ask, Don't Tell," diversity on the bench, HIV/AIDS, immigration, the first amendment, and seminars designed to guide those interested in pursuing a career as a solo practitioner, legal scholar, law firm attorney or member of the judiciary. New in 2009 are advanced day-long seminars geared toward specific practice areas: the Family Law Institute and the Transgender Litigators Roundtable. We also welcome a new Division of attorneys to our conference this year, the In-House/Corporate Counsel Division, members of which are planning the future of the Division and are interested in moving toward greater LGBT diversity in corporate legal departments across the country.

This year's career fair and conference was made possible by the generosity of our sponsors and their ongoing commitment to supporting the important work of the National LGBT Bar Association. Our sponsors understand that diversity is not a "feel good extravagance" but rather an on-going business imperative.

With so many educational, career and networking opportunities, we hope you will leave the Annual Career Fair and Conference excited about the work ahead. We also hope to see you at next year's conference in South Beach, Miami!

Table of Contents

Sponsors.....	3
Dan Bradley Award.....	7
Michael Greenberg Writing Competition.....	8
Student Leadership Awards	9
Transgender Advocacy Award ...	10
Thursday Schedule	11
Friday Schedule	11
Saturday Schedule.....	15
Career Fair Recruiters.....	19
Recruiter Employment Benefits.....	21
Speaker Biographies.....	25

D'Arcy Kemnitz,
Executive Director, National
LGBT Bar Association

Laura Maechtlen,
President, National
LGBT Bar Association

John T. Hendricks,
President, National
LGBT Bar Foundation



STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY 12224

DAVID A. PATERSON
GOVERNOR

September 10 - 12, 2009

Dear Friends:

I am delighted to send greetings to all gathered in the dynamic Borough of Brooklyn for the 21st Annual Lavender Law Conference of the National LGBT Bar Association.

Throughout history, members of the legal community have been the leading advocates and defenders of justice across this great State and Nation. Those engaged in any of the various areas of legal practice understand the weight and magnitude of their work, and uphold the highest standards of fairness and responsible jurisprudence.

The National LGBT Bar Association exemplifies such a tradition of distinguished service through its members who are well-versed in legal issues encountered in every aspect of life. It is, without doubt, one of this Nation's most important organizations of legal professionals who reflect the tremendous intellect, skill and diversity of their respective fields.

This meeting brings you together in a spirit of unity and fellowship as representatives of our lesbian, gay, bisexual and transgender (LGBT) legal community. Not only are you individuals bound by a common professional affiliation through your excellent work within the legal community, but persons who share pride as members of the LGBT population, dedicated to the furtherance of equality and justice in matters of civil and human rights.

Those who practice law and work on behalf of our overall legal system remain vigilant in ensuring that individuals are protected within our communities, courthouses and government institutions. Your efforts certainly inspire us and remind us that we must always defend the democratic ideals upon which America is founded.

Best wishes for a memorable visit and a very productive conference. Warmest regards.

Sincerely,

A handwritten signature in black ink that reads "David A. Paterson".

David A. Paterson



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West is proud to sponsor the National LGBT Bar Association's Annual Career Fair and Conference. West is committed to opportunity for all.

We wish the National Lesbian, Gay, Bisexual and Transgender (LGBT) Bar Association and its foundation a successful conference this year.

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LAW & SEXUALITY:

*A Review of Lesbian, Gay, Bisexual,
and Transgender Legal Issues*

Law & Sexuality is the official legal journal of the National LGBT Bar Association.

First published in 1991, *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 all of 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.

Law & Sexuality is the official legal publication of the **National LGBT Bar Association**. The Journal publishes the winning article of the annual **LGBT Bar Michael Greenberg Student Writing Competition**. This exciting competition is dedicated to encouraging and recognizing outstanding law student scholarship on the legal issues affecting LGBT persons.

Law & Sexuality is published annually. Subscriptions are \$12.00 per year for students, \$18.00 for domestic individual orders, \$20.00 for domestic institutions, and \$25.00 for international subscribers. The Journal also welcomes the submission of unsolicited articles, essays, and book reviews at:

Law & Sexuality
Tulane University Law School
6329 Freret Street
New Orleans, LA 70118





Dan Bradley AWARD

The National LGBT Bar Association is honored to present the Dan Bradley Award to Dr. Frank Kameny for his trailblazing work on behalf of the LGBT community.

The Dan Bradley Award

is the National LGBT Bar Association's highest honor. It recognizes the efforts of a member of the lesbian, gay, bisexual and transgender legal 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 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.



This year, the National LGBT Bar Association honors Dr. Frank Kameny, one of the nation's first and foremost gay activists, for his trailblazing work on behalf of the LGBT community. He has been recognized across the nation for his service and activism. His personal papers and collection of early LGBT rights memorabilia, including signs from the 1965 demonstration at the White House (widely acknowledged as the first public gay rights protest) are on display at the Smithsonian's "Treasures of American History."

Please join the National LGBT Bar Association in thanking Dr. Kameny for his tireless crusade on behalf of the LGBT community.

DAN BRADLEY AWARD WINNERS:

2009 | Lavender Law 2009—Brooklyn, NY
Dr. Frank Kameny, LGBT Civil Rights Pioneer

2008 | Lavender Law 2008—San Francisco, CA
Shannon Minter, Legal Director, National Center for Lesbian Rights • Therese Stewart, Chief Deputy City Attorney, City of San Francisco

2007 | Lavender Law 2007—Chicago, IL
Patricia M. Logue, Associate Judge, Circuit Court of Cook County

2006 | Lavender Law 2006—Washington, DC
Urvashi Vaid, Executive Director of the Arcus Foundation

2005 | Lavender Law 2005—San Diego, CA
Arthur S. Leonard, Professor of Law at New York Law School and author of Law Notes

2004 | Lavender Law 2004—Minneapolis, MN
Ruth E. Harlow, former Legal Director of Lambda Legal Defense and Education Fund; Lead Counsel in the landmark case, *Lawrence v. Texas*

2003 | Lavender Law 2003—New York, NY
Matthew Coles, Director, ACLU National Lesbian and Gay Rights Project • Leslie Cooper, Staff Attorney, ACLU Lesbian and Gay Rights Project

2002 | Lavender Law 2002—Philadelphia, PA
Kate Kendell, Executive Director, National Center for Lesbian Rights, San Francisco, CA

2001 | Lavender Law 2001—Dallas, TX
Phyllis Randolph Frye, Transgender Activist and Civil Rights Leader, Houston, TX

2000 | Lavender Law 2000—Washington, DC
Mark D. Agrast, Legislative Director & Counsel to Rep. William H. Delahunt, Former NLGLA Co-Chair

1999 | Lavender Law 1999—Seattle, WA
Hon. Stephen M. Lachs, Los Angeles County Superior Court Judge

1998 | Lavender Law 1998—Boston, MA
John Ward, Founder & Former Executive Director of Gay & Lesbian Advocates and Defenders

1997 | Lavender Law 1997—West Hollywood, CA
Abby Rubinfeld, Rubinfeld & Associates, Nashville, Tennessee; Former Legal Director of Lambda Legal Defense & Education Fund

1996 | Lavender Law V—New Orleans, LA
Suzanne Goldberg, Attorney for Lambda Legal Defense & Education Fund • Tom Stoddard, Former Executive Director of Lambda Legal Defense & Education Fund • Jeanne Winer, Trial Counsel for Plaintiffs in *Evans v. Romer*

1994 | Lavender Law IV—Portland, OR
William E. Adams, Jr., Nova University School of Law, Fort Lauderdale, FL

1992 | Lavender Law III—Chicago, IL
Sue Wilson, Attorney for Sharon Kowalski

1990 | Lavender Law II—Atlanta, GA
Nan Hunter, Professor, Brooklyn Law School; Former Head of Gay & Lesbian Rights Project, ACLU

Michael Greenberg

WRITING COMPETITION

National LGBT Bar Association

LAW STUDENT DIVISION

Established in memory of Michael Greenberg, a former National LGBT Bar Association board member and Philadelphia attorney who died in 1996 from complications of 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 National LGBT Bar Association receives submissions from law students on the cutting edge legal issues affecting the LGBT community.

Congratulations go out to the winner and runners-up of the 2009 Michael Greenberg Student Writing Competition. **The honorees will be recognized at the Annual Career Fair and Conference during the Law Student Celebration on Saturday, September 12th.**

FIRST PLACE: Krista Stone-Manista, Northwestern University School of Law—"Parents in Illinois Are Parents in Oklahoma: An Argument for Mandatory Interstate Recognition of Same-Sex Adoptions"

FIRST RUNNER-UP: C. Hays Burchfield, University of Mississippi School of Law—"Gay or Straight – Marriage Should Not Be a Requirement for Enforceable Gestational Surrogacy Agreements"

SECOND RUNNER UP: Matthew Coleman, Rutgers School of Law Newark—"Segregating the Cycle: Same-Sex Domestic Violence and the Threat of State Constitutional Amendments Limiting Marriage"

We would also like to extend our sincere thanks to our competition judges!

Luke Boso	Rowena Gargalicana	Christopher Leslie	Hon. Sebastian Patti
Kylar Broadus	Sarah Goldfrank	Becca Levin	Christopher Scott
Christine Clarke	Craig Konnoth	Laura Maehtlen	Jack Vitayanon
Allen A. Drexel	Shawn Kravitch	Theodore A. McCombs	Samuel E. Wolfe
Ryan Dunn	Holning Lau	Doug NeJaime	Zeke Zeidler
Katie Fletcher	Hon. Mark Leban	John K. Olson	



Student Leadership AWARD WINNER

The National LGBT Bar Association would like to congratulate M. Barusch for her hard work and numerous contributions to the LGBT community.

M. Barusch is a fearless legal advocate for transgender rights and a respected leader in her law school community and in the greater Boston area. As an undergraduate at Harvard College, she served as the co-chair of the Harvard BGLTSA for two consecutive years, and was the driving force behind a successful effort to persuade the Harvard General Counsel to add “gender identity” to the university’s nondiscrimination code. She also served as a peer counselor on issues of gender and sexuality and a volunteer staffer on the Gay and Lesbian Advocates and Defenders legal hotline.

Throughout her undergraduate and law school careers, Barusch has been deeply involved with the Massachusetts Transgender Political Coalition (MTPC), a grassroots organization working to pass legislation to protect transgender people under statewide nondiscrimination and hate crimes laws. She has dedicated countless hours to legislative, fundraising and training efforts. She has spoken to legislators, organized “lobby days” at the Massachusetts State House, designed educational materials about nondiscrimination laws and currently serves on the MTPC Steering Committee.

Barusch also took her commitment to social justice work to Boston University School of Law. Barusch was at the top of her class academically (graduated magna cum laude in June) and is widely respected by students and professors for having brought originality to discussions and adding a personal, socially-conscious dimension to classroom dialogue.

In one of her most impressive accomplishments, Barusch co-founded a legal clinic for indigent transgender people in Boston – the first of its kind – as a 1L. The Massachusetts Transgender Legal Advocates (MTLA) is an entirely volunteer-run organization that is staffed by law students, supervised by a volunteer lawyer from the Aids Action Committee, and aided by volunteer attorney consultants. In just a year, MTLA has already served 100 clients, undertaken cases of first impression, and clocked over 1900 volunteer hours. Barusch has taken on the heaviest workload, including cases that are emotionally draining and time consuming, and done so with enthusiasm. She fights tirelessly for transgender rights, seeking protection for communities facing disproportionately high rates of violence, homelessness, and discrimination, and she inspires other advocates to keep pressing forward.



Transgender ADVOCACY AWARD

This year, the National LGBT Bar Association has chosen to recognize two individuals who have had an unparalleled impact on the lives of transgender individuals: Jamison Treen and Phyllis Randolph Frye

This year, the National LGBT Bar Association has chosen to recognize two individuals who have had an unparalleled impact on the lives of transgender individuals. Even as those in the halls of Congress continue to debate whether transgender persons should be safe from workplace discrimination or violent hate crimes, these two pioneers have, over the course of their careers, led the struggle for transgender equality and inclusion.

2009 ADVOCACY AWARD WINNERS:

Jamison Green, Education and Policy Consulting on Transgender and Transsexual Issues

In appreciation of his decades of brilliant leadership, scholarship, and public education on behalf of transgender people worldwide, and for his unfailing kindness, mentorship, and personal support for countless transgender individuals.

Phyllis Randolph Frye, Attorney at Law, Transgender Legal

In appreciation of her decades of fierce advocacy, innovative legal representation, and tireless political organizing on behalf of transgender people worldwide, and for her unmatched devotion to building community and empowering transgender people to fight for equality.

These outstanding honorees will be recognized at the 2009 Annual Career Fair and Conference at a special luncheon on Saturday, September 12th.



Every year, the sharpest legal minds in the LGBT community gather at the National LGBT Bar Association's annual conference and career fair.

Hundreds of practicing attorneys, scholars, students and members of the judiciary are expected to attend over the course of this year's events.

Thursday, September 10, 2009

8:00 a.m. - 5:00 p.m. Recruiter and Attendee Check-In

8:00 a.m. - 11:30 a.m. National LGBT Bar Foundation Board Meeting (By invitation only)
Golden Boardroom

9:00 a.m. - 10:30 a.m. Career Services and Job Search Strategies for Law Students
Grand Ballroom Salons F, G, H & I

A panel of legal practitioners with experience working in government, non-profit, small and large firms guided by a law career services professional will discuss the tools, considerations and critical aspects to find, research and evaluate gay-friendly employers in each of these legal arenas.

Speakers: Robert Depew, Elaine Arabatzis, Carlos Dávila-Caballero, Arthur Fama, James Leipold

9:30 a.m. - 10:00 a.m. Coffee Break
Sponsored by Kirkland and Ellis
Foyers

10:00 a.m. - 5:00 p.m. Career Fair
Grand Ballroom Salons A, B, C, D, & E

10:00 a.m. - 12:00 p.m. Transgender Litigators Roundtable Part 1 (By invitation only)
Brooklyn Actors

10:00 a.m. - 5:00 p.m. Family Law Institute
Robinson & Whitman Room

10:30 a.m. - 4:30 p.m. Individual Career Counseling
Gleason

11:30 p.m. - 12:30 p.m. National LGBT Bar Association/National LGBT Bar Foundation Lunch (By invitation only)
Golden Boardroom

12:00 p.m. - 1:00 p.m. Transgender Mentoring Program
Brooklyn Actors

12:00 p.m. - 1:30 p.m. Student Appreciation Lunch
Grand Ballroom Salons F, G, H & I

12:30 p.m. - 1:30 p.m. National LGBT Bar Association Board Meeting (By invitation only)
Golden Boardroom

1:00 p.m. - 5:00 p.m. Transgender Litigators Roundtable Part 2 (By invitation only)
Brooklyn Actors

3:00 p.m. - 4:30 p.m. Law Student Congress
Brooklyn Writers

4:00 p.m. - 5:00 p.m. Corporate Counsel Meeting (By invitation only)
Brooklyn Athletes

5:00 p.m. - 6:00 p.m. Corporate Counsel VIP Reception (By invitation only)
Brooklyn Comedians

6:00 p.m. - 8:00 p.m. Dan Bradley Award Reception
Sponsored by Seyfarth Shaw LLP
Grand Ballroom Salons F, G, H & I
Kathleen Sullivan, Keynote Speaker

Friday, September 11, 2009

8:00 a.m.-5:00 p.m. Attendee Check-In

9:00 a.m. - 10:30 a.m. Relationship Recognition Through a Federal Lens
Grand Ballroom Salons D & E

Now with marriage in the heartland and throughout New England, the broad impact of federal discrimination against same sex couples is finally being felt. Litigation strategies focusing on Section 3 of the Defense of Marriage Act may provide much needed relief. With recent filings in the Boies/Olson suit and the Commonwealth of Massachusetts challenging DOMA on 10th Amendment grounds, Federal courts are becoming central to the marriage issue.

Speakers: Janson Wu, Shannon Minter, William Eskridge, Patricia Cain, Suzanne Goldberg

10:30 a.m. - 10:45 a.m. Coffee Break

Affiliates Gathering—All representatives or members of regional, state or local LGBT voluntary bar associations welcome!

10:45 a.m. - 12:15 p.m. Concurrent Workshops—Session One**Revisiting Disability Frameworks
Grand Ballroom Salon A**

Developing effective frameworks for advancing the rights of LGBT persons and persons with an intersex condition is complex and controversial. Activists and scholars working on issues that affect transsexuals and persons with an intersex condition are in the process of developing theoretical and practical approaches to address issues of concern. The DSM deleted homosexuality as a psychological disorder decades ago, but drafters of the current DSM revision are debating whether and how to address issues relating to gender identity. Similarly, those working in the intersex movement are discussing whether labeling intersexuality a disorder will best advance the interests of those born with an intersex condition. This workshop will provide an interactive discussion of the advantages and disadvantages of utilizing a disability framework for the members of the various communities.

Speakers Prof. Julie Greenberg, Anne Tamar-Mattis, Shannon Minter, Marybeth Herald, Jennifer L. Levi, Janet Green

**The Ins and Outs of Starting Up (and Growing)
Your Own (LGBT) Law Firm
Grand Ballroom Salon B**

This workshop will feature the freedoms and limitations of developing an “all gay, all day, for pay” GP/Solo practice. Presented by experienced veteran practitioners who have seen it all, as well as those just leaving BigLaw, this discussion will answer some of your questions—while prompting more—about whether or not you have what it takes to experience the thrill of victory and the agony of defeat in the race of building your own business.

Speakers: Susan Silber, James W. Spencer, David Taylor, Michele Zavos

**The Last Thing Hanging in the Closet:
LGBT Intimate Partner Violence
Grand Ballroom Salon C**

Intimate partner violence is as prevalent in the lives of LGBT individuals as it is in heterosexual relationships, yet the movement has avoided facing that fact head on choosing instead to work on issues that position our families in a favorable light. There are very few

resources, legal and non-legal, for LGBT survivors. In this workshop we will review the unique barriers LGBT victims face accessing legal options, identify legal issues and remedies, and discuss how lawyers and law students can work on this important issue facing our communities.

Speakers: Wayne Thomas, Terra Slavin, Morgan Lynn, Hon. Marcy L. Kahn, Lisa A. Linsky, Julie Goldscheid, Elizabeth Schwartz

**Queering the Bench: Judicial Selection
Methods and the Impact on LGBT Diversity
Grand Ballroom Salon F**

Even as more attorneys than ever before are openly identifying as LGBT, the number of openly LGBT jurists has remained extremely low. This workshop will examine how state judicial elections and other selection methods impact diversity on the bench, paying particular attention to the number of openly-LGBT judges. Panelists will explore cutting-edge research into best practices for increasing diversity; which selection methods may help and which may hinder increasing diversity; steps that all attorneys can take to help increase the numbers of LGBT jurists; and, suggested strategies and reforms to affect long-term change.

Speakers: Hilary Meyer, Bob Bacigalupi, Hon. Michael Sonberg, Ciara Torres-Spelliscy

**Social Science Research and LGBT
Litigation and Legislation
Grand Ballroom Salon G**

This workshop will bring together social scientists discussing new findings relevant to LGBT policy issues and attorneys discussing how they have used empirical data in both legislative work and litigation on LGBT rights. Panelists will explain how they made the US Census more relevant to the LGBT community and what that means for litigation and legislation in the future, and present new studies on LGBT parenting and how such research is analyzed by courts.

Speakers: Somjen Frazer, Gary Gates, M. V. Lee Badgett, Nanette Gartrell, Camilla Taylor

**Junior Scholar Forum
Grand Ballroom Salons H & I**

The objective of this panel is to encourage the development of the next generation of sexual orientation and gender identity scholarship by fostering cross-generational support and feedback from experts in the field. Topics from papers selected include sexuality in public schools, polyamory as a sexual orientation, custody disputes with a non-homosexual parent, the race-sexual orientation analogy, political



compromises made in the name of advancement, the relationship between same-sex marriage and religious exemptions, and the social constructs that hinder gender expression.

Speakers: Elizabeth M. Glazer, Steven Macias, Craig Konnoth, Kim Pearson, Sonia Katyal, Amy Dillard, Ann Tweedy, Doug NeJaime, Jennifer Wilson

12:15 p.m. - 1:30 p.m. Break

Attendees are encouraged to dine at Archives, the host hotel's restaurant, or a nearby eatery. For a list of nearby restaurants, please ask the concierge.

12:15 p.m. - 2:15 p.m. International Association of Lesbian and Gay Judges Meeting (By invitation only) Fulton Ferry Room

2:00 p.m. - 3:30 p.m. Concurrent Workshops— Session Two

Constitutional Gender Grand Ballroom Salon A

The right to gender autonomy has been defined as the right of self-determination of one's gender, free from state interference or contradiction, and the right to state recognition of that self-determined gender. Denial creates problems in employment, education, medical care, housing, government benefits, marriage rights, restroom access, and prisoner rights. Recent law reviews discuss potential sources in constitutional law, including due process, equal protection, right to privacy, First Amendment, right to travel, full faith and credit, and the Ninth Amendment. The panel of four speakers will discuss pathways to creating an enforceable right of gender autonomy.

Speakers: Prof. Jillian T. Weiss, Prof. Julie Greenberg, Prof. Mary Anne Case, Prof. Taylor Flynn

The New Adoption and Foster Care Battle: Cohabitation Bans Grand Ballroom Salon B

In the wake of successful court challenges to laws banning adoption and fostering by gay people, our opponents have shifted strategy. Their new tactic is to promote cohabitation bans, cloaking the exclusion of gay couples in a requirement based on marital status. In November, 57% of Arkansas voters passed such a law, a challenge to which is pending in court. Identical bills have since been introduced across the South. This session will address litigation and legislative strategies being used to challenge this new generation of parenting bans and how they are informed by and different than advocacy against gay exclusions.

Speakers: Leslie Cooper, Kara Suffredini, Naomi G. Goldberg, Hon. Mark King Leban, Carlos A. Ball

Family Law: Ethics and Professionalism Grand Ballroom Salon C

Representation of LGBT clients in an ever changing and sometimes hostile legal environment can present unusual ethical issues as well as create professional conflict. Come to this workshop to hear from those with decades of experience on how to navigate ethical and professionalism issues in all areas of LGBT family law, especially in light of the various demands of transactional practice (donor agreements, co-parenting agreements, guardianship, adoption, parentage, surrogacy agreements) and litigation (custody and visitation disputes and division of property and debts).

Speakers: Lynn Perls, Claudia D. Work, Abby Rubenfeld

HIV/AIDS under President Obama: How is the National Policy Strategy and Civil Rights Faring So Far Under the New Administration? Grand Ballroom Salon F

What has the new Administration and Congress done about domestic HIV issues? Important HIV issues were raised during the nation's elections and by the Presidential Transition Team. As advocates continue to work on those issues, this panel will explore what has happened and how to extract the needed next steps from power brokers in the White House and on Capitol Hill. The primary focus will be on development of a National AIDS Strategy for a coordinated federal response for prevention and treatment of HIV/AIDS, and HIV/AIDS civil rights priorities in areas including employment, access to health care and other essential services in these troubled economic times.

Speakers: William D. McColl, Bebe J. Anderson, Catherine Hanssens, Dr. Marjorie J. Hill

Coming Out in the Profession: "But, What Will the Clients Think?" Grand Ballroom Salon G

Diversity in the profession – everyone's talking the talk, but who is walking the walk. Hundreds of conferences and CLEs, thousands of speakers and leaders, millions of dollars in programs and incentives; yet still only a fraction of the top paying partner positions are filled by diverse attorneys. Meanwhile, everyone is wondering whether the "business case" for diversity still applies during the doldrums of the Great Recession. Come to this workshop to hear from the clients themselves as well as a managing partner who have all "made it" being out and proud.

Speakers: Corey Reese, Lisa Damon, Michelle A. Peak, John V. Treviño, Jr.

Cutting Edge Issues in Legal Scholarship
Organized by NY Academics
Grand Ballroom Salon H

To honor the location of this year's meeting, this panel showcases the work of legal academics in the New York area who are writing on issues of sexual orientation and gender identity. The panel features innovative approaches to the problem of transgender discrimination, as well as a novel understanding of the same-sex marriage debate by reference to principles of property law.

Speakers: Prof. Elizabeth M. Glazer, Prof. Marc Poirier, Prof. Sonia Katyal, Prof. Bill Araiza, Prof. Paisley Currah

Yes, Lawyers in Mainstream Practices Can Still Serve the LGBT Community
Grand Ballroom Salon I

Choosing a legal career that doesn't focus on LGBT rights and the LGBT community does not mean that legal professionals cannot make a difference. Panelists will discuss various ways that LGBT attorneys in mainstream workplaces (law firms, the government sector, non profits, corporations) can serve the LGBT community through efforts such as developing and leading diversity initiatives and affinity groups; mentoring younger lawyers; building community responsibility programs; advancing pro bono efforts; educating and working with bar associations; forming LGBT bar organizations; getting involved in local government; and serving on non-profit boards. Panelists will address the importance of visibility, building alliances, and how to start from scratch.

Speakers: Joe Evall, William Hibsher, Lisa A. Linsky, Hon. Steven Kirkland, William Weinberger

3:30 p.m. - 3:45 p.m. Break
**3:45 p.m. - 5:15 p.m. Concurrent Workshops—
Session Three**
Intersections with HIV/AIDS on the Road to Vienna: Immigration
Grand Ballroom Salon A

The National LGBT Bar Association has been one of the leading educators on HIV/AIDS issues over the past twenty years. As the Nat'l LGBT Bar, along with the American Bar Association prepares for the 18th Annual International AIDS Conference in 2010 in Vienna, Austria, we take a detailed look at the issue area of aging. The panel will lead a discussion of recent changes in immigration law such as the repeal of the HIV travel and immigration ban and administrative and regulatory efforts in that area as well as in the area of immigration rights. It will also discuss legislative efforts (Uniting American Families Act (UAFSA) and a partial or

complete repeal of DOMA) that would recognize lesbian and gay bi-national couples under US immigration law. Finally, it would explore the complex legal environment that these couples would face if DOMA is repealed in light of US immigration officials' prior treatment of marriages that are recognized in some, but not all, US states (e.g., biracial marriages).

Speakers: Prof. Scott Titshaw, Julie Kruse, Jeremy McLaughlin

The Cutting Edge in Trans Rights: Health Care, IDs, Prisons and More
Grand Ballroom Salon B

Transgender rights are rapidly evolving, but some areas are moving faster than others. Administrative rules for changing sex designation on identity documents are in flux, with great victories in some states and increasing burdens in others. Insurance coverage for gender transition is not keeping pace with strong resolutions from the AMA and other associations in favor of inclusiveness. Transgender people in prison continue to endure horrible mistreatment, but advocates continue to win more protective policies. In this workshop, attorneys with their fingers on the pulse of these developments will share an up-to-the-minute report, and will discuss their thoughts about what is coming next.

Speakers: Lisa Mottet, Cole Thaler, Melanie Rowen, Benjamin L. Jerner, Prof. Darren Rosenblum, Kylar W. Broadus

Similar Struggles, Different Paths: LGBT Rights and Reproductive Rights
Grand Ballroom Salon C

This panel aims to highlight emerging intersections between the LGBTI and reproductive rights movements, setting the groundwork for collaboration for innovative research, advocacy and litigation. Presenters will include both scholars and advocates in the fields of LGBTI and reproductive rights. The discussion will address historical links and common theoretical underpinnings of the two movements, from the constitutional right to privacy to the human right to dignity.

Speakers: Jaime Todd-Gher, Shannon Minter, Prof. Mary Anne Case, Hon. D. Zeke Zeidler, Nancy Northup

So You Want to be a Judge
Grand Ballroom Salon F

This program will bring together judges, lawyers and others who are interested in increasing diversity within the judiciary. The program will address the difficult and complex issues confronted by gays and lesbians who aspire to become judges at all levels of the judiciary



through the elected, appointed, and nominations process.

Speakers: Hon. Mark King Leban, Hon. Linda E. Giles, Hon. Larnzell Martin, Jr., Hon. JG (Gary) Cohen, Hon. George J. Silver, Hon. Debra Silber

Access to Justice for Low-Income LGBT People Grand Ballroom Salon G

The need for services to low-income LGBT people is only increasing in our current economic times. The legal issues that particularly affect low-income people, such as public benefits eligibility, are becoming more complex as some - but not all - jurisdictions advance toward equality. This workshop will discuss poverty among the LGBT community, and highlight specific obstacles that low-income LGBT people and their families face. We will also discuss examples of how LGBT organizations and legal services organizations are collaborating to provide more comprehensive services to low-income LGBT people.

Speakers: Cathy Sakimura, M. V. Lee Badgett, Richard Blum, Natalie Chin, Terra Slavin

Family Law: Update on Family Law Issues Grand Ballroom Salon H

Members of the National Family Law Advisory Council of the National Center for Lesbian Rights will provide an update on family law issues around the country, including both formation and dissolution issues.

Speakers: Deborah H. Wald, Joyce Kauffman, Michele Zavos, William S. Singer

Great LGBT Books: Author and Commentators Grand Ballroom Salon I

Nancy Polikoff is the author of *Beyond (Straight and Gay) Marriage*, a book that has been nominated for two literary awards. She will discuss the book's thesis with commentators Pat Cain and Carlos Ball, as well as with members of the audience.

Speakers: Patricia Cain, Prof. Nancy D. Polikoff, Carlos A. Ball

5:30 p.m. - 7 p.m. Diversity Reception Sponsored by Fried, Frank, Harris, Shriver & Jacobson LLP Grand Ballroom Salons D & E

7:00 p.m. - 10:00 p.m. Night Out Sponsored by Saks Fifth Avenue

Please join us at the Saks Fifth Avenue flagship store in Manhattan for an evening of cocktails, hors d'oeuvres, live music, fashion and shopping. Conference registrants will receive a discount on purchases for the evening with

a portion of the sales benefiting the LGBT Bar. One lucky attendee will win a free look from Michael Kors!

Saks Fifth Avenue, 611 Fifth Avenue
Nearest Subway: 5th Avenue: 53rd Street Station
or 47th-50th Streets: Rockefeller Center Station

Saturday, September 12, 2009

9:00 a.m. - 10:30 a.m. Priorities for the LGBT Agenda in a New Administration Grand Ballroom Salons D & E.

With a constitutional scholar as our new President, key leaders of major LGBT advocacy organizations share how they, and their groups, are working to achieve equality and to identify critical legal issues that will arise over the next four years to achieve equality for our community.

Speakers: Kevin Cathcart, James Esseks, Rachel B. Tiven

10:30 a.m. - 10:45 a.m. Coffee Break Sponsored by Shook, Hardy & Bacon LLP

Join us for coffee and enter for a chance to win a Garmin-nüvi GPS system! You must be present to win.

10:45 a.m. - 12:15 p.m. Concurrent Workshops— Session Four

Ethics and Immigration Law Grand Ballroom Salon A

Immigration attorneys who advise clients with limited legal rights face unique ethical challenges. This panel will posit several real life hypotheticals frequently faced by immigration practitioners who work with the LGBT community and describe best practices under relevant ethical rules.

Speakers: Victoria Neilson, Eric Berndt, Scott Titshaw

Family Law: Advanced Estate Planning Grand Ballroom Salon B

Estate planning in a world of limited relationship recognition poses serious and complicated legal questions. Couples may be protected at the state level, but the lack of relationship recognition and attendant tax benefits at the Federal level make it necessary for many LGBT couples to avail themselves of certain trust and gifting strategies that many practitioners are not familiar with. This seminar focuses on both lifetime wealth transfer strategies, as well as the probate planning techniques. Becoming familiar with these trust instruments, as well as local probate rules, deadlines and strategies is a must for any estate

planner who wishes to assist their clients throughout the entire estate planning process. Further, we will provide practice tips and advice on joint representation and resolving issues for couples who travel.

Speakers: Joan M. Burda, Patricia Cain, Tamara Kolz, Anthony M. Brown, Richard Milstein

DADT Repeal & Beyond: The Practical Implications of Repealing 'Don't Ask, Don't Tell' and Implementing Open Service
Grand Ballroom Salon C

With the re-introduction of the Military Readiness Enhancement Act in the U.S. House of Representatives, the introduction of a companion bill in the Senate, and a President who has pledged to sign repeal legislation, the stars seem to be aligned for repeal of 'Don't Ask, Don't Tell' (DADT). But how will repeal work? This presentation will examine what the military needs to do to prepare for open service. What, if any, updates need to be made to the Uniform Code of Military Justice and the Department of Defense's other rules and regulations? How, if at all, will life be different for LGBT service members and for their straight counterparts? Experts will discuss these and other practical implications of repeal that service members and their leaders will face in a post-DADT world, looking, in part, at the experiences of our allies in eliminating their own gay bans.

Speakers: Emily Hecht, Aaron Tax, Bridget J. Wilson, Prof. Jackie Gardina, Prof. Diane H. Mazur

Dukeminier Awards
Grand Ballroom Salon F

Winners of the Dukeminier Awards for the best law review articles on sexual orientation and gender identity topics in 2009 will discuss their work and emerging themes in LGBT scholarship. Winners are selected by a rigorous process involving faculty at the UCLA Law School - Williams Institute on Sexual Orientation Law and Public Policy and a student editorial board. The board screens several hundred articles to identify the top forty, which are closely analyzed in a law school seminar. Seminar participants select ten finalists, and a committee of Williams faculty and students chooses the best three to five articles.

Speakers: Prof. Nan Hunter, Rhonda Wasserman, Prof. Marc Poirier, Dean Spade

Pedagogy for Sexuality Courses
Grand Ballroom Salon G

This panel will address methods of teaching law and sexuality. Panelists will offer insights on teaching

courses specifically devoted to the topic of law and sexuality as well as insights on incorporating examples involving sexual minorities into other courses in the law school curriculum. Specific attention will be devoted to different methods of teaching the law and sexuality course, with panelists offering perspectives on teaching the course in the context of a law school's clinic and as a course in public interest lawyering. In addition, panelists will offer perspectives on dealing with students of differing geographic, ethnic, and political backgrounds, as well as students of differing sexual orientations, when addressing in the classroom the law as it relates to sexual minorities.

Speakers: Elizabeth M. Glazer, Ruthann Robson, Zachary Kramer, Prof. Taylor Flynn, Prof. Suzanne B. Goldberg, Prof. Dean Spade

Workplace Protections and Employee Wish Lists
Grand Ballroom Salon H

This panel will guide conference attendees through the changing landscape of workplace protections for LGBT employees. Panelists will discuss employee benefits issues, analyze developing employment discrimination case law and provide a federal and New York State legislative update. Speakers include impact litigators and private sector plaintiff and defense-side employment law practitioners.

Speakers: Lauren Schwartzreich, Ken Choe, Natalie Chin, Lee Schreter

12:15 p.m. - 1:30 p.m. Transgender Advocacy Award Presentation and Lunch
Grand Ballroom Salons D & E

12:15 p.m. - 1:15 p.m. Academic Advisory Committee Meeting
Fulton Ferry Room

1:15 p.m. - 1:30 p.m. Meet and Greet with Current Law Professors (Open to all registrants interested in a career in academia)
Fulton Ferry Room

1:30 p.m. - 3:00 p.m. Concurrent Workshops—Session Five

How Bar Associations Across the Nation are Pushing for LGBT Rights
Grand Ballroom Salon A

Mandatory and unified bar associations are engaged in some of the most cutting edge lawsuits involving our community. From Florida to the Bay Area and stops in between, including the ABA, the "Big Bars" are strong advocates for LGBT issues within the law and legal



profession - but this doesn't just happen. For the first time, that Nat'l LGBT Bar Association is featuring its affiliated state, regional and local bar associations from across the country that have successfully cultivated productive relationships with bar associations in order to deepen the conversation about diversity and inclusion where it really counts – with our straight allies in the profession. This workshop, especially valuable for members of affiliate local LGBT bar associations, will explore effective ways to engage your bar association in this critical work, including special considerations for working with mandatory, voluntary, and national bar associations.

Speakers: Phil Duran, Jeff Wolf, Anthony Gipe, Wayne LaRue Smith, Richard J. Podell, Justice Rosalyn Richter

Opening Doors: Innovative Strategies to Protect LGBTQ Youth in Juvenile Justice, Foster Care and on the Streets
Grand Ballroom Salon B

Participants will discuss the challenges faced in providing effective services to LGBTQ youth who are homeless or in the foster care or juvenile justice systems. The presenters will share advocacy tools for ensuring LGBTQ youth's safety, permanency and well being. Participants will learn about advocating for nondiscrimination legislation, the adoption of best practice guidelines, training judges and defenders, implementing LGBTQ-inclusive sexual health care and promoting the adoption of written agency- and state-wide policies prohibiting discrimination. Participants will learn to work with LGBTQ youth in foster care on understanding their legal rights with the assistance of the Opening Doors Project's Know Your Rights guide.

Speakers: Andrea Khoury, Mimi Laver, Hon. Larnzell Martin, Jr., Tom Burrows, Flor Bermudez, Jody Marksamer, Margo Kaplan

Legal Clinics from Seattle to New York: In Your Neighborhoods and in Your Schools
Grand Ballroom Salon C

Neighborhood and University-based legal clinics offer legal advice to our community in vast and important ways. Clinics not only offer help to our families but solid experience to attorneys and law students while providing a forum for public education. Given that LGBT legal clinics are new to the clinical model, what are community leaders doing to queer clinics to help our community, hone a new generation of practitioners and educate the public? You will hear from leaders from the Ivy Leagues as well as attorneys in the real world who have successfully started a neighborhood legal clinic as part of their local bar association. Find out the steps to

take, share ideas for success, and learn how attorneys, law students, and law firms can all play a vital role in creating these opportunities for service.

Speakers: Spencer Bergstedt, Jill Mullins, Prof. Suzanne B. Goldberg, Adrien Leavitt

Torts Issues
Grand Ballroom Salon F

There are many tort issues that affect the ability of LGBT individuals to recover damages for tortiously inflicted harm. Some issues arise from the refusal to recognize our relationship, such as in the context of wrongful death and bystander emotional distress. Other issues that arise involve claims of defamation, invasion of privacy and intentional infliction of emotional distress.

Speakers: Prof. Lawrence C. Levine, Prof. Anita Bernstein, Hon. Paul Feinman, Jim Holmes, Patricia Lambert, Mark Scurti, Thomas Ude, John Culhane

So You Want To Be a Law Professor
Grand Ballroom Salon G

This panel will discuss choosing legal academia as a career goal and how to plan for that goal. Panelists will provide general information on the academic job market as well as share specific insights from their personal paths to becoming a law professor. Panelists: Elizabeth Glazer, Courtney Joslin, Holning Lau (moderator), and James McGrath.

Speakers: Elizabeth M. Glazer, Prof. Courtney Joslin, Holning Lau, Prof. James McGrath

First Amendments and LGBT Issues in Schools
Grand Ballroom Salon H

Forty years after the Supreme Court issued its seminal decision in *Tinker v. Des Moines Independent Community School District*, speech rights within school communities remain of fundamental importance. The multidisciplinary panelists will present the legal theories, scientific research, and on-the-ground strategies that have been deployed in defense of pro-LGBTQ student expression, particularly where Gay-Straight Alliances are concerned. The workshop will also explore the policy advocacy leading to, and the legal actions following from, comprehensive and scientifically sound school curricula.

Speakers: Emily A. Greytak, Hayley Gorenberg, Ken Choe, Adam Tenner, Kristina Wertz

3:15 p.m. - 4:45 p.m. General Attendance Plenary
Session Three
Grand Ballroom A

**Federal Courts, The Nine Supremes and LGBT Equality**

Federal court judges with their lifetime appointments, can be a president's more enduring legacy. Some experts are predicting that within one term, President Obama could get Democratic majorities on nine of the 13 appeals courts. While we can expect new judges to side with workers, consumers, women and people of color, can we expect them to understand – and come down on the side of – LGBT equality? On the Supreme Court, four justices are older than 70, and more retirements are expected, and seven justices were appointed by Republicans; how will Sonia Sotomayor balance out the power where justices often divide 5-4 on ideologically charged issues.

Speakers: Kathleen Sullivan, Robert Raben, Prof. Art Leonard, David Lat, Matt Nosanchuk

**4:45 p.m. - 7:00 p.m. Law Student Celebration
Sponsored by Sullivan & Cromwell LLP
Green Room**

Air transportation for student awardees graciously provided by American Airlines.

**Michael Greenberg Writing Competition Award
Winners****Student Leadership Award Winners**



ACLU LGBT & AIDS Project	Covington & Burling LLP	Human Rights Campaign
Allen & Overy LLP	Cravath, Swaine & Moore LLP	Hunton & Williams LLP
Alston & Bird LLP	Crowell & Moring LLP	Husch Blackwell Sanders
American Constitution Society for Law and Policy	Davis Polk & Wardwell LLP	Jenner & Block LLP
Arnold & Porter LLP	Debevoise & Plimpton LLP	Jones Day
Attorneys Online, Inc.	Dewey & LeBoeuf LLP	K&L Gates LLP
Baker & Hostetler LLP	Dickstein Shapiro LLP	Katten Muchin Rosenman LLP
Baker & McKenzie	DLA Piper LLP (US)	Kaye Scholer LLP
Baker Botts LLP	Dorsey & Whitney LLP	Kelley Drye & Warren LLP
Bass, Berry & Sims PLC	Duane Morris LLP	King & Spalding LLP
Bilzin Sumberg Baena Price & Axelrod LLP	Faegre & Benson LLP	Kirkland & Ellis LLP
Bingham McCutchen LLP	Fenwick & West LLP	Kramer Levin Naftalis & Frankel LLP
Blank Rome LLP	Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Latham & Watkins LLP
Brinks Hofer Gilson & Lione	Fish & Richardson	Legal Aid Society
Brown Rudnick LLP	Foley & Lardner LLP	Liberty Mutual Group
Bryan Cave LLP	Fredrikson & Byron, P.A.	Linklaters LLP
Cadwalader Wickersham & Taft LLP	Fried, Frank, Harris, Shriver & Jacobson LLP	Littler Mendelson, PC
Carlton Fields	Fulbright & Jaworski LLP	Marshall, Gerstein & Borun LLP
CBS Corporation	Gay & Lesbian Advocates & Defenders	Mayer Brown LLP
Chadbourne & Parke LLP	Goodwin Procter LLP	McCarter & English, LLP
Chapman and Cutler LLP	Greenberg Traurig	McDermott Will & Emery LLP
Cleary Gottlieb Steen & Hamilton LLP	Hogan & Hartson LLP	McGuireWoods LLP
Clifford Chance US LLP	Holland + Knight	Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.
		Morris, Nichols, Arsht & Tunnell LLP

Morrison & Foerster LLP

National Academy of Elder Law Attorneys

National Center for Lesbian Rights

National Gay and Lesbian Task Force

National Labor Relations Board

Neal, Gerber & Eisenberg LLP

New York City Police Department Legal Bureau

New York County District Attorney's Office

Nixon Peabody LLP

O'Melveny & Myers LLP

Orrick, Herrington & Sutcliffe LLP

Outten & Golden LLP

Patterson Belknap Webb & Tyler LLP

Patton Boggs LLP

Paul, Hastings, Janofsky & Walker LLP

Paul, Weiss, Rifkind, Wharton & Garrison LLP

Pepper Hamilton LLP

Perkins Coie LLP

Pillsbury Winthrop Shaw Pittman LLP

Potter Anderson & Corroon LLP

Proskauer Rose LLP

Prudential Financial

Public Defender Service for the District of Columbia

Reed Smith LLP

Robins, Kaplan, Miller & Ciresi LLP

Ropes & Gray LLP

Schiff Hardin LLP

Schulte Roth and Zabel LLP

Sedgwick, Detert, Moran & Arnold LLP

Servicemembers Legal Defense Network

Seyfarth Shaw LLP

Shearman & Sterling LLP

Sheppard Mullin Richter & Hampton LLP

Shipman & Goodwin LLP

Shook, Hardy & Bacon L.L.P.

Sidley Austin LLP

Simpson Thacher & Bartlett LLP

Skadden, Arps, Slate, Meagher & Flom LLP

Squire, Sanders & Dempsey L.L.P.

Stephoe & Johnson LLP

Sullivan & Cromwell LLP

Sullivan & Worcester LLP

Sutherland Asbill & Brennan LLP

Thompson & Knight LLP

Thompson Coburn LLP

Thomson Reuters

Townsend and Townsend and Crew LLP

Troutman Sanders LLP

U.S. Court of Appeals, 2nd Circuit

U.S. Department of Justice

U.S. Dept. of the Treasury, Office of the Comptroller

U.S. Environmental Protection Agency (San Francisco)

U.S. Food & Drug Administration Office of Chief Counsel

U.S. Securities and Exchange Commission

Vinson & Elkins LLP

Wachtell, Lipton, Rosen and Katz

Weil, Gotshal & Manges LLP

White & Case LLP

Wiley Rein LLP

Williams Mullen

Willkie Farr & Gallagher LLP

WilmerHale LLP



Key: ✓ Yes X No	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...offers domestic partner benefits	...adjusts gross salary for domestic partners to offset tax burden	...offers domestic partner bereavement leave	...offers domestic partner paternity and maternity leave	...helps defray the cost of 7mtraditional family planning (in vitro, adoption fees, etc.)
Firm/Organization...							
ACLU LGBT & AIDS Project	✓	✓	✓	✓	✓	✓	X
Allen & Overy LLP	✓	X	✓	X	✓	✓	X
Alston & Bird LLP	✓	✓	✓	X	✓	✓	✓
American Constitution Society for Law and Policy	✓	✓	✓	X	✓	✓	
Arnold & Porter LLP	✓	✓	✓	X	✓	✓	✓
Attorneys Online, Inc.	✓						
Baker & Hostetler LLP	✓	X	✓	X	✓	✓	X
Baker & McKenzie	✓	✓	✓	X	✓	✓	✓
Baker Botts LLP	✓	✓	✓	X	✓	✓	X
Bass, Berry & Sims PLC	✓	X	✓	X	X	✓	X
Bilzin Sumberg Baena Price & Axelrod LLP	✓	X	✓	X	✓	✓	X
Bingham McCutchen LLP	✓	✓	✓	X	✓	✓	X
Blank Rome LLP	✓	X	✓	X	✓	✓	X
Brinks Hofer Gilson & Lione	✓	X	✓	X	X	X	X
Brown Rudnick LLP	✓	✓	✓	X	✓	✓	✓
Bryan Cave LLP	✓	✓	✓	X	✓	✓	X
Cadwalader Wickersham & Taft LLP	✓	✓	✓	✓	✓	✓	X
Carlton Fields	✓	X	✓	X	✓	X	X
CBS Corporation	✓	✓	✓	X	✓	✓	✓
Chadbourne & Parke LLP	✓	✓	✓	✓	✓	✓	X
Chapman and Cutler LLP	✓	✓	✓	X	✓	✓	X
Cleary Gottlieb Steen & Hamilton LLP	✓	✓	✓	✓	✓	✓	X
Clifford Chance US LLP	✓	✓	✓	✓	✓	✓	✓
Covington & Burling LLP	✓	✓	✓	X	✓	✓	✓
Cravath, Swaine & Moore LLP	✓	✓	✓	X	✓	✓	X
Crowell & Moring LLP	✓	✓	✓	X	✓	✓	X
Davis Polk & Wardwell LLP	✓	✓	✓	X	✓	✓	X
Debevoise & Plimpton LLP	✓	X	✓	X	✓	✓	X
Dewey & LeBoeuf LLP	✓	✓	✓	X	✓	✓	X
Dickstein Shapiro LLP	✓	✓	✓	X	✓	✓	X
DLA Piper LLP (US)	✓	✓	✓	X	✓	✓	✓
Dorsey & Whitney LLP	✓	✓	✓	X	✓	✓	✓
Duane Morris LLP	✓	✓	✓	X	✓	✓	X
Faegre & Benson LLP	✓	✓	✓	X	✓	✓	✓
Fenwick & West LLP	✓	✓	✓	✓	✓	✓	X
Fish & Richardson PC	✓	✓	✓	✓	✓	✓	X
Foley & Lardner LLP	✓	✓	✓	X	✓	✓	✓

Winston & Strawn LLP Young Conaway Stargatt & Taylor LLP Key: ✓ Yes X No							
Firm/Organization...	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...offers domestic partner benefits	...adjusts gross salary for domestic partners to offset tax burden	...offers domestic partner bereavement leave	...offers domestic partner paternity and maternity leave	...helps defray the cost of 7mtraditional family planning (in vitro, adoption fees, etc.)
Fredrikson & Byron, PA	✓	X	✓	X	✓	✓	✓
Fried, Frank, Harris, Shriver & Jacobson LLP	✓	✓	✓	X	✓	✓	X
Fulbright & Jaworski LLP	✓	X	✓	X	✓	✓	X
Gay & Lesbian Advocates & Defenders	✓	✓	✓	X	✓	✓	X
Goodwin Procter LLP	✓	X	✓	X	✓	✓	✓
Greenberg Traurig LLP	✓	✓	✓	X	✓	✓	X
Hogan & Hartson LLP	✓	✓	✓	X	✓	✓	✓
Holland + Knight LLP	✓	✓	✓	X	✓	✓	✓
Human Rights Campaign	✓	✓	✓	X	✓	✓	✓
Hunton & Williams LLP	✓	✓	✓	X	✓	✓	X
Husch Blackwell Sanders LLP	✓	✓	✓	X	✓	X	X
Jenner & Block LLP	✓	✓	✓	X	✓	✓	X
Jones Day	✓	X	✓	X	✓	✓	✓
K&L Gates LLP	✓	X	✓	✓	✓	✓	✓
Katten Muchin Rosenman LLP	✓	✓	✓	X	✓	✓	X
Kaye Scholer LLP	✓	✓	✓	X		✓	X
Kelley Drye & Warren LLP	✓	✓	✓	X	✓	✓	✓
King & Spalding LLP	✓	✓	✓	X	✓	✓	X
Kirkland & Ellis LLP	✓	✓	✓	X	✓	✓	X
Kramer Levin Naftalis & Frankel	✓	✓	✓	X	✓	✓	X
Latham & Watkins LLP	✓	✓	✓	X	✓	✓	✓
Legal Aid Society	✓	✓	✓	✓	✓	✓	X
Liberty Mutual Group	✓	X	✓	X	✓	✓	X
Linklaters LLP	✓	X	✓	X	✓	✓	X
Littler Mendelson, PC	✓	✓	✓	X	✓	✓	X
Marshall, Gerstein & Borun LLP	✓	✓	✓	X	✓	✓	✓
Mayer Brown LLP	✓	✓	✓	X	✓	✓	X
McCarter & English, LLP	✓	✓	✓	X	✓	✓	X
McDermott Will & Emery LLP	✓	✓	✓	X	✓	✓	X
McGuireWoods LLP	✓	✓	✓	X	✓	✓	✓
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.	✓	✓	✓	X	✓	✓	X
Morris, Nichols, Arsht & Tunnell LLP	✓	✓	✓	X	✓	✓	X
Morrison & Foerster LLP	✓	✓	✓	X	✓	✓	✓
National Academy of Elder Law Attorneys	✓						
National Center for Lesbian Rights	✓	✓	✓	X	✓	✓	X
National Gay and Lesbian Task Force	✓	✓	✓	X	✓	✓	X
National Labor Relations Board	✓	X					



Key: ✓ Yes X No	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...offers domestic partner benefits	...adjusts gross salary for domestic partners to offset tax burden	...offers domestic partner bereavement leave	...offers domestic partner paternity and maternity leave	...helps defray the cost of 7mtraditional family planning (in vitro, adoption fees, etc.)
Firm/Organization...							
Neal, Gerber & Eisenberg LLP	✓	✓	✓	X	✓	✓	✓
New York City Police Department Legal Bureau	✓	✓	✓		✓	✓	
New York County District Attorney's Office	✓	✓	✓	X	✓	✓	X
Nixon Peabody LLP	✓	✓	✓	X	✓	✓	✓
O'Melveny & Myers LLP	✓	✓	✓	X	✓	✓	X
Orrick, Herrington & Sutcliffe LLP	✓	✓	✓	X	✓	✓	✓
Outten & Golden LLP	✓	✓	✓	X	✓	✓	X
Patterson Belknap Webb & Tyler LLP	✓	✓	✓	X	✓	✓	X
Patton Boggs LLP	✓	✓	✓	X	✓	✓	X
Paul, Hastings, Ja7fsky & Walker LLP	✓	✓	✓	X	✓	✓	✓
Paul, Weiss, Rifkind, Wharton & Garrison LLP	✓	X	✓	X	✓	✓	X
Pepper Hamilton LLP	✓	✓	✓	X	✓	✓	X
Perkins Coie LLP	✓	✓	✓	X	✓	✓	✓
Pillsbury Winthrop Shaw Pittman LLP	✓	✓	✓	X	✓	✓	X
Potter Anderson & Corroon LLP	✓	X	✓	X	✓	X	X
Proskauer Rose LLP	✓	✓	✓	X	✓	✓	✓
Prudential Financial	✓						
Public Defender Service for the District of Columbia	✓	✓	X	X	✓	✓	X
Reed Smith LLP	✓	X	✓	✓	X	✓	X
Robins, Kaplan, Miller & Ciresi LLP	✓	✓	✓	X	✓	✓	X
Ropes & Gray LLP	✓	✓	✓	X	✓	✓	X
Schiff Hardin LLP	✓	X	✓	X	✓	✓	X
Schulte Roth and Zabel	✓	X	✓	X	✓		
Sedgwick, Detert, Moran & Ar7ld	✓	✓	✓	X	✓	✓	X
Servicemembers Legal Defense Network	✓	✓	✓	X	✓	✓	X
Seyfarth Shaw LLP	✓	✓	✓	X	✓	✓	✓
Shearman & Sterling LLP	✓	✓	✓	X	✓	✓	X
Sheppard Mullin Richter & Hampton LLP	✓	✓	✓	X	✓	✓	X
Shipman & Goodwin LLP	✓	X	✓	X	✓	✓	X
Shook, Hardy & Bacon L.L.P	✓	X	✓	X	✓	✓	X
Sidley Austin LLP	✓	✓	✓	X	✓	✓	X
Simpson Thacher & Bartlett LLP	✓	✓	✓	X	✓	✓	✓
Skadden, Arps, Slate, Meagher & Flom LLP	✓	✓	✓	X	✓	✓	X
Squire, Sanders & Dempsey LLP	✓	✓	✓	X	✓	✓	X
Step toe & Johnson LLP	✓	✓	✓	✓	✓	✓	✓
Sullivan & Cromwell LLP	✓	✓	✓	X	✓	✓	✓

Key: ✓ Yes X No	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...offers domestic partner benefits	...adjusts gross salary for domestic partners to offset tax burden	...offers domestic partner bereavement leave	...offers domestic partner paternity and maternity leave	...helps defray the cost of 7mtraditional family planning (in vitro, adoption fees, etc.)
Firm/Organization...							
Sullivan & Worcester LLP	✓	✓	✓	X	✓	✓	✓
Sutherland Asbill & Brennan LLP	✓	✓	✓	X	✓	✓	X
Thompson & Knight LLP	✓	X	✓	X	✓	✓	X
Thompson Coburn LLP	✓	✓	✓	X	✓	✓	X
Thomson Reuters	✓	✓	✓	X	✓	✓	✓
Townsend and Townsend and Crew LLP	✓	✓	✓	X	✓	X	X
Troutman Sanders LLP	✓	✓	✓	X	✓	✓	X
U.S. Court of Appeals, 2nd Circuit	✓	X	X	X	✓	X	X
U.S. Department of Justice	✓	X	X	X	✓	X	X
U.S. Dept. of the Treasury, Office of the Comptroller	✓	X	✓	✓	✓	✓	X
U.S. Environmental Protection Agency (San Francisco)	✓	X	X	X	✓	✓	X
U.S. Food & Drug Administration Office of Chief Counsel	✓	X	✓	X	X	X	X
U.S. Securities and Exchange Commission	✓	X	✓	X	✓	✓	X
Vinson & Elkins LLP	✓	✓	✓	X	✓	✓	X
Wachtell, Lipton, Rosen and Katz	✓	✓	✓	X	✓	✓	X
Weil, Gotshal & Manges LLP	✓	✓	✓	X	✓	✓	X
White & Case LLP	✓	✓	✓	X	✓	✓	✓
Wiley Rein LLP	✓	X	✓	X	✓	✓	✓
Williams Mullen	✓	X	✓	X	✓	✓	X
Willkie Farr & Gallagher LLP	✓	✓	✓	X	✓	✓	✓
WilmerHale LLP	✓	✓	✓	X	✓	✓	✓
Winston & Strawn LLP	✓	✓	✓	✓	✓	✓	X
Young Conaway Stargatt & Taylor	✓	✓	✓	X	✓	✓	X



Bebe J. Anderson is the HIV Project Director at Lambda Legal. Prior to joining Lambda Legal in July 2006, she was a Staff Attorney with the Center for Reproductive Rights; Co-Executive Director of the HIV Law Project; a partner at Erickson, Beasley, Hewitt & Wilson; a staff attorney with the Civil Division of the Legal Aid Society of New York City; and an associate at Winthrop, Stimson, Putnam and Roberts (now Pillsbury Winthrop). Ms. Anderson is a graduate of Columbia University School of Law and received a bachelor's degree in Biological Sciences from the University of California at Santa Barbara.

C. Elaine Arabatzis, Diversity/Pro Bono Counsel at Dickstein Shapiro, LLP, is primarily responsible for developing, implementing and overseeing the Firm's Diversity Strategic Plan and diversity initiatives as well as managing the Firm's pro bono programs and representing pro bono clients. Elaine has over 20 years legal experience and is a member of the Association of the Bar of the City of New York's Diversity and LGBT Rights Committees. She has been a guest speaker at the Bar's Diversity Working Sessions, the Minority Corporate Counsel Association Creating Pathways to Diversity Conference, the American Conference Institute, the Hildebrandt Institute, Lavender Law and NALP, among other speaking engagements. She was recently honored with the LGBT Rights Committee's award for her contributions to the LGBT communities. Ms. Arabatzis received her J.D. from New York University School of Law and her B.S. from Lehman College of C.U.N.Y.

Professor William Araiza joined the faculty of Brooklyn Law School in January 2009 from Loyola Law School Los Angeles, where he has taught since 1995. His teaching and scholarly interests are in administrative, constitutional and international law and he has widely published in these areas. After graduating from Yale Law School, Professor Araiza clerked for the Honorable William Norris of the U.S. Court of Appeals for the Ninth Circuit, and then for the Honorable David Souter of the U.S. Supreme Court. He practiced as an associate with two large law firms in Los Angeles, and he served as an adjunct faculty member at the University of California Los Angeles Law School and as a visiting professor at Hastings College of the Law in San Francisco. He serves as a board member of the Western Law Center for Disability Rights in Los Angeles, and is a member of the Los Angeles County Bar's Sexual Orientation Bias Committee.

Bob Bacigalupi is a staff attorney at Housing Works, Inc., where he serves low-income individuals living with AIDS. Prior to working at Housing Works, Mr. Bacigalupi served as: Coordinating Attorney for Government Benefits at Legal Services NYC, an Assistant Attorney General at the New York State Department of Law, where he was Deputy Chief of the unit that handled most of the major poverty-related lawsuits brought against the State from 1992 to 1996, and

an associate at the law firm of Winthrop, Stimson, Putnam and Roberts – now Pillsbury Winthrop. Mr. Bacigalupi has also served as: Chair of the City Bars Committee on Social Welfare Law, President of LeGaL, Co-Chair for the National Lesbian and Gay Law Association, and a member of the New York County Lawyer's Association's Judicial Selection Task Force. Mr. Bacigalupi obtained his law degree from New York Law School, where he served as editor-in-chief of New York Law Schools Journal of International and Comparative Law and has a BFA from the Juilliard School. Mr. Bacigalupi is the author of, *inter alia*: LGBT Underrepresentation on the Judiciary and in the Judicial Selection Process of New York State (June 2007).

M. V. Lee Badgett is the research director at the Williams Institute. She is also the director of the Center for Public Policy and Administration and associate professor of economics at the University of Massachusetts Amherst. She has a BA in economics from the University of Chicago (1982) and a PhD in economics from UC Berkeley (1990). Her book, *Money, Myths, and Change: The Economic Lives of Lesbians and Gay Men* (University of Chicago Press) presents her ground-breaking work on sexual orientation discrimination and family policy. She's currently working on a new book asking whether same-sex marriage will change marriage or change GLB people, drawing on the U.S. and European experiences with same-sex marriage.

Professor Carlos A. Ball is professor of law and Judge Frederick Lacey Scholar at the Rutgers University School of Law (Newark). Professor Ball's new book, "From the Closet to the Courthouse: Five LGBT Rights Cases That Have Changed Our Nation," will be published next year by Beacon Press. The book will be of particular interest to lawyers, legal scholars, and law students who follow LGBT rights issues. He is also the author of "The Morality of Gay Rights: An Exploration in Political Philosophy" (Routledge, 2003) and a co-editor of "Cases and Materials on Sexual Orientation and the Law" (West, 2008). Professor Ball's articles on LGBT rights issues have appeared in the Cornell Law Review, the Georgetown Law Journal, the Harvard Journal of Gender & Law, the Fordham Law Review, the Minnesota Law Review, and the North Carolina Law Review, among others. In 2003, he was awarded a Dukeminier scholarship award by the Williams Institute.

Spencer Bergstedt received his B.A., cum laude from the University of Washington (1985) and his J.D. from the University of Washington (1988). He is the owner of North Sound Law, PS, where his practice focuses on estate planning, probate, guardianship, bankruptcy and small businesses. He is the author of *Translegalities: A Legal Guide for Transgendered People and Their Families* as well as numerous articles on legal issues affecting LGBT people. He is a nationally recognized speaker and is a frequent

presenter at both local and national conferences. Amongst other organizations, Mr. Bergstedt is a co-founder and board member of the Transgender Law & Policy Institute (TLPI) and also serves on the Legal Committee of the World Association for Transgender Health (WPATH).

Eric Berndt is the supervising attorney for NIJC's National Asylum Partnership on Sexual Minorities. Eric provides legal representation for LGBTQ asylum seekers and HIV-positive non-citizens and coordinates advocacy, outreach, and impact litigation on issues affecting these groups. Prior to joining NIJC, Eric worked in New York for the founders of Immigration Equality, where he handled general immigration matters with a focus on LGBTQ and HIV issues. Eric is a graduate of New York University School of Law and the College of the University of Chicago. He is licensed in New York.

Flor Bermudez is currently dedicated full time to Lambda Legal's Youth in Out-of-Home Care Project, addressing the needs of LGBTQ adolescents and adults involved with the

foster care, juvenile justice and homeless systems. Prior to joining Lambda Legal, Flor served as the founding Executive Director /Staff Attorney of Esperanza del Barrio where she worked to advance the rights of Latina immigrants and as a Skadden Fellow at the Urban Justice Center, where she brought affirmative litigation to improve housing conditions. After graduating from Rutgers Law School in 2000, Flor clerked for former Justice Gary Stein of the New Jersey Supreme Court.

Anita Bernstein is the Anita and Stuart Subotnick Professor of Law at Brooklyn Law School. She has also taught at Chicago-Kent, Emory, New York, Michigan, Cornell, Iowa, Fordham, and Seton Hall law schools. She is the author of "A Products Liability Anthology" and co-author of "Torts: Questions and Answers." She is a graduate of Queens College and Yale Law School.

Richard Blum is a long-time staff attorney in the Civil Practice of The Legal Aid Society in New York City. After many years as a welfare rights expert, he is now in Legal Aid's Employment Law Project. Richard is a founding board member of Queers for Economic Justice. He is the author of a forthcoming chapter on employment and labor law for a book on a proposed progressive queer agenda for the United States. For the last seven years, he has taught a welfare law seminar at NYU School of Law.

Kylar W. Broadus is a professor, attorney, and activist from Missouri. He is an associate professor of business law at Lincoln University of Missouri, a historically black college where he served as interim chair of the business department from 2007 to 2008. Kylar has maintained a general practice of law in Columbia, Missouri since 1997. Formerly, State Legislative Manager and Counsel at the Human Rights Campaign, the nation's largest gay, lesbian, bisexual and transgender advocacy group. Currently, he is board chair for the National Black Justice Coalition. He is on the ABA Committee-Section for Individual Rights and Responsibilities. He has served on the board of director of the National Stonewall Democrats since 1998, and served as the interim secretary from January to May 2001. He served three terms on the City of Columbia's Human Rights Commission and two terms on the board of the statewide GLBT advocacy group, PROMO: For the Personal Rights of Missourians with the last year being as Vice-President. Broadus is a founding board member of a national think tank, The Transgender Law and Policy Institute.

Anthony M. Brown practices at the law firm of McKenna, Siracusano and Chianese heading their Nontraditional Family and Estates Law division serving unmarried individuals, couples and families in Manhattan and on Long Island. Anthony is the Executive Director of The Wedding Party and has been a Board member since its inception in 1999. The



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Wedding Party is a non-profit educational organization that educates the public about marriage and its importance to all citizens through outreach programs and strategic media placement. Anthony has worked as a law guardian at The Childrens Law Center, representing the legal needs of children in Brooklyn Family Court. Anthony also worked as a legal intern for Lambda Legal in the summer of 2002. While there he helped to prepare briefing for the landmark case of *Lawrence v. Texas* and his research was quoted specifically in Justice Sandra Day O'Connor's concurring opinion. Anthony graduated from Brooklyn Law School, where he served as research assistant to Nan Hunter, the founder of The Gay and Lesbian Project at the ACLU.

Joan M. Burda, solo practitioner in Lakewood, OH. Author of "Estate Planning for Same-Sex Couples" (ABA 2004) and "Gay, Lesbian and Transgender Clients: A Lawyer's Guide" (ABA 2008).

Tom Burrows is a Staff Attorney with The Legal Aid Society, Juvenile Rights Practice (JRP), a member of JRP's LGBT Committee and a long-time LGBTQ youth advocate in both NYC and Los Angeles. Tom represents minors on juvenile delinquency matters in the NYC Family Court and is a member of the Equity Project Advisory Committee. Tom served as a Juvenile Court Referee in the Los Angeles Informal Juvenile and Traffic Court, was a staff attorney at Dependency Court Legal Services in Los Angeles representing both children and parents, and a prosecutor in the NYC Law Department Family Court Division. Tom has a JD from New York Law School, an MBA from Rutgers University and a BS from Upsala Colleg.

Professor Patricia Cain is the Inez Mabie Distinguished Professor of Law at Santa Clara Law. Before joining the SCU faculty in 2007, she served as Vice Provost and Aliber Family Chair in Law at the University of Iowa. She was a member of the faculty the University of Texas for 17 years before moving to the University of Iowa College of Law in 1991. A member of the American Law Institute and prior board member of Lambda Legal Defense and Education Fund, she is a former President of the Society of American Law Teachers (SALT) and is currently serving as Treasurer of SALT. She is a frequent lecturer on tax planning for same sex couples and has participated in recent programs at The Williams Institute, UCLA (Los Angeles), Lavender Law (San Francisco), Kasner Estate Planning Symposium (San Jose), the Santa Clara Estate Planning Council (Santa Clara), Merrill Lynch Wealth Management Group (Sacramento), and ALI-ABA (national webcast). She has published numerous articles on tax planning for same sex couples and is the author of several books, including *Rainbow Rights: The Role of Lawyers and Courts In the Lesbian and Gay Civil Rights Movement* (Westview Press 2000); and *Sexuality Law*, 2nd

edition (with Arthur S. Leonard) (Carolina Academic Press 2009). She received her A.B. degree from Vassar College and her J.D. degree from the University of Georgia

Professor Mary Anne Case is Arnold I. Shure Professor of Law at the University of Chicago. A graduate of Yale College and the Harvard Law School, she studied at the University of Munich, litigated for Paul, Weiss, Rifkind, Wharton and Garrison in New York, and was the Class of 1966 Research Professor of Law at the University of Virginia before joining the University of Chicago faculty. For 2006-07, she was the Crane Fellow in Law and Public Affairs at Princeton and in 2004 a Bosch Public Policy fellow at the American Academy Berlin. Her scholarship to date has focused on the regulation of sex, gender, and sexuality and the early history of feminism, although she has also published on other aspects of U.S. constitutional law and European law.

Kevin M. Cathcart, Executive Director of Lambda Legal since 1992, is a leading strategist and spokesperson in the

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movement to achieve full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and people with HIV. Cathcart has made Lambda Legal an unparalleled national force through its far-reaching litigation and public education. Under his leadership, Lambda Legal promotes security, respect and fairness for lesbian and gay youth, families and all people, regardless of sexual orientation or HIV status. Lambda Legal's groundbreaking work reached new heights in 2003 when it won a U.S. Supreme Court victory striking down Texas' "Homosexual Conduct" law and every law like it in the nation. Lambda Legal was lead counsel in the case, representing two men who were arrested in Houston while having consensual sex at home. The landmark ruling continues to impact all areas of LGBT people's lives, and Cathcart has mapped out a wide-ranging strategy for Lambda Legal to turn its historic court victory into a reality in people's everyday lives. In 2009, Lambda Legal won a historic and unanimous victory for marriage equality in Iowa, extending the organization's record of groundbreaking accomplishments. Other unique programs begun during

Cathcart's tenure include Lambda Legal's Foster Care Initiative to improve care of lesbian and gay youth in foster care, whose needs go largely unmet throughout the country. With its Marriage Project, Lambda Legal plays a leading role in litigation and education to win the freedom to marry. Cathcart has fostered dramatic growth in the organization as well as in the scope of its work. He oversaw the opening of Lambda Legal's second regional office, the Midwest Regional Office in Chicago in 1993, followed by the opening of the Southern Regional Office in Atlanta and the South Central Regional Office in Dallas. From its regional offices, including the Western Regional Office in Los Angeles and from its New York Headquarters, Lambda Legal responds to requests for help and information from thousands of individuals facing discrimination each year. Since Cathcart took Lambda Legal's helm, the staff has more than quadrupled and the organization's budget has grown to just over \$10 million. A longtime leader in the lesbian and gay community, Cathcart served from 1984 to 1992 as executive director of Gay & Lesbian Advocates & Defenders (GLAD) in Boston, New England's lesbian, gay, and AIDS legal organization. Prior to GLAD, Cathcart was a staff attorney at the North Shore Children's Law Project. He also serves on the Steering Committee of the LGBT Executive Director's Institute. Cathcart graduated from Richard Stockton State College (New Jersey) in 1976 and the Harvard Graduate School of Education in 1978. He received his J.D. from Northeastern School of Law in 1982.

Natalie Chin is a staff attorney at Lambda Legal. She is actively involved in Lambda Legal's full range of casework, with an emphasis on elder law. Previously, she worked for MFY Legal Services in New York, where she was a staff attorney representing individuals with mental health disabilities and the elderly. She previously was an Assistant Corporation Counsel for the NYC Law Department where she litigated cases in state and federal court. Prior to law school, Natalie worked as a journalist in California and Johannesburg, South Africa, where she wrote about issues that affected poor and low-income women of color.

Ken Choe is a Senior Staff Attorney with the LGBT Rights and AIDS Projects of the national ACLU. Prior to joining the ACLU, he was a political appointee in the Clinton Administration focusing on health care law and policy. He has been involved in a number of cases involving student speech and school curricula, including *White County PRIDE v. White County School District* (successful Georgia GSA case), *Okeechobee High School GSA v. Okeechobee County School Board* (successful Florida GSA case), and *Parker v. Hurley* (successful pro-LGBTQ school curriculum case).

Hon. JG (Gary) Cohen was President of the International Association of Lesbian and Gay Judges from 2005 to 2008. Previously, he served as President of the BC Provincial Court

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Judges Association and as a member of the Judicial Council of British Columbia, both in 2006. Judge Cohen is a founding member (and former Vice President) of the Bar Benevolent Association and a founding member (and first President) of the Gay/Lesbian Law Students' Association at the University of British Columbia. Judge Cohen is also an accomplished author (Desk Order Divorce, an Annotated Guide and a member of the editorial board of C.L.E.'s Family Law Practice Manual).



Leslie Cooper is a senior staff attorney at the ACLU LGBT & AIDS Project, which she joined in 1998. Much of her work is focused on the rights of LGBT parents and their children. She is lead counsel in the current challenge to Florida's ban on adoption by lesbians and gay men, which was struck down by a state trial court in November and is now on appeal. She also litigated the successful challenge to Arkansas' exclusion of gay foster parents, which was struck down in 2006, and is now back in Arkansas court fighting the cohabitation ban enacted there last November. Leslie co-authored the ACLU book "Too High a Price: The Case Against Restricting Gay Parenting."

John G. Culhane received his B.A. in Philosophy from The College of William and Mary, and his J.D. from Fordham Law School, where he was an associate editor of the Fordham Law Review. After clerking for the Hon. Joseph M. McLaughlin in federal district court, Professor Culhane was an associate with the firm of Cahill, Gordon and Reindel in New York City. He then spent one year at the University of Chicago, as a Bigelow Fellow and Lecturer in Law before joining the Widener faculty in 1987. He is Professor of Law at Widener University School of Law and Director of the nationally ranked Health Law Institute. He also holds the title of Lecturer at the Yale University School of Public Health. Professor Culhane has written more than two dozen articles for legal journals on a wide range of topics: the rights of same-sex couples, including articles on marriage equality and on the tort law's treatment of relational interests between such couples; public health issues, including gun policy domestic and international HIV issues and vaccine policy; and tort law, including product liability, educational malpractice, and compensation for victims of mass disasters.

Professor Paisley Currah is an Associate Professor at the Brooklyn College of the City University of New York. He works in the intersections of political theory, gender and sexuality studies, studies in law and society, LGBT studies, and transgender studies. He has widely written on the transgender rights movement. His current work investigates state constructions of sex for the purposes of recognition and national projects that use gender as a distributive mechanism. Paisley Currah received an M.A. and Ph.D.

in Government from Cornell University and a B.A. (Hon.) in Political Studies from Queen's University at Kingston, Canada.

Lisa J. Damon is the managing partner in the Boston office of Seyfarth Shaw LLP, where she represents management in the area of labor and employment law. Ms. Damon also serves on the firm's Executive Committee. Her practice has a particular emphasis on litigation of claims of sex, race and age discrimination and harassment, in the context of class actions, multiple-plaintiff claims and single-plaintiff actions. Ms. Damon's practice is also dedicated to consulting with clients on avoiding such litigation, through improved management policies and practices, positive employee relations, training and diversity assessment. She advises companies nationwide on issues of diversity and conducts privileged and non-privileged audits and assessments of the workplace. Ms. Damon also works with management to devise and refine diversity programs, helping companies limit class action liability and achieve diversity objectives

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Carlos Dávila-Caballero is Assistant Dean for Career Development and Diversity Initiatives at Tulane University Law School. Mr. Dávila-Caballero develops and implements career programming for law students and alumni at Tulane Law School, including programs related to diversity and inclusion. Over the course of six years, Mr. Dávila-Caballero expanded career programming to integrate recruiting topics relevant to LGBT law students and serves as faculty liaison to the Lambda student organization at Tulane Law School. Prior to his arrival at Tulane's Career Development Office, Mr. Dávila-Caballero was an associate at an employment law firm in San Diego, California. Previously, Mr. Dávila-Caballero practiced in New York City where he collaborated in litigation involving one of the largest US manufacturers of personal computers and assisted in the antitrust defense of a prominent auction house. As a former Legal Officer for the Organization of American States in Washington, DC, Mr. Dávila-Caballero counseled governments from North, South, and Central America on an array of legal issues, including corruption, cyber-crime and arbitration. Mr. Dávila-Caballero is admitted to practice in the state of New York, and a member of NALP, the American Bar Association (ABA), the Hispanic National Bar Association (HNBA) and the National LGBT Bar Association. Mr. Dávila-Caballero earned a BA in Economics from the University of Central Florida in 1993 and a JD from Tulane University Law School in 1997.

Rob Depew is a Managing Director in Major, Lindsey & Africa's San Francisco office. As a former litigator, Rob helps other attorneys evaluate and pursue career alternatives. He places highly qualified attorneys at top tier law firms and select in-house positions in San Francisco and Silicon Valley. Rob is an adjunct professor at UC Hastings College of Law. He is a current board member of Bay Area Lawyers for Individual Freedom and a former President of the Bar Association of San Francisco Barristers Club. Rob brings to his clients and candidates insights based on several years of experience as an attorney in San Francisco, first at Hanson Bridgett and then at Morgan Lewis & Bockius. At both firms, Rob advised and defended corporations in a broad range of employment-related litigation, including individual and class action matters in federal and state courts and before administrative agencies. Rob also participated in each firm's summer associate recruiting program and assisted in the lateral recruiting process. Most recently, Rob practiced law with Hanson Crawford, a boutique family law firm in San Mateo where Rob specialized in dissolution actions involving complex financial issues.

Amy Dillard joined the law faculty at the University of

Baltimore in 2006; she teaches Constitutional Criminal Procedure, Criminal Law, a death penalty seminar, and Torts/Introduction to Lawyering. Prior to entering the academy, Professor Dillard practiced law in Alexandria, Virginia, where she specialized in criminal defense and served as the city's deputy public defender for many years. She currently represents one client charged with capital murder in Virginia. Each year, she teaches a short course at the World Trade Institute in the Master's program in International Law and Economics at the joint center of the Universities of Berne, Fribourg and Neuchatel, Switzerland. Her scholarly interests include sanity and competency issues in capital litigation, intersubjective ethics (with a special focus on judges and prosecutors), and food, law, and culture. Professor Dillard is a member of the Virginia and United States Supreme Court bars.

Phil Duran is the Legal Director of OutFront Minnesota, the states leading advocacy, direct service, and public policy agency for gay, lesbian, bisexual, and transgender (GLBT) Minnesotans and their allies. His work focuses on legal information, referral, and education; state legislative research and analysis; state administrative agency and local government public policy; school-related issues; and direct representation in selected public-assistance and human rights matters. Additionally, Duran serves on the board of the Minnesota Lavender Bar Association. He is active within the Minnesota State Bar Association (MSBA) and a member of Minnesota Supreme Courts Gender Fairness Implementation Committee.

Professor William N. Eskridge, Jr. is the John A. Garver Professor of Jurisprudence at Yale Law School. His primary legal academic interest has been statutory interpretation. Together with Professor Philip Frickey, he developed an innovative casebook on Legislation. In 1990-95, Professor Eskridge represented a gay couple suing for recognition of their same-sex marriage. Since then, he has published a field-establishing casebook, three monographs, and dozens of law review articles articulating a legal and political framework for proper state treatment of sexual and gender minorities. The historical materials in the book on Gaylaw formed the basis for an amicus brief he drafted for the Cato Institute and for much of the Court's (and the dissenting opinion's) analysis in *Lawrence v. Texas* (2003), which invalidated consensual sodomy laws. His most recent book is *Gay Marriage: For Better or For Worse?* (with Darren Spedale). Professor Eskridge received his B.A., summa cum laude, from Davidson College, his masters in History from Harvard, and his J.D. from Yale.

James D. Esseks is co-director of the ACLU Lesbian Gay Bisexual Transgender & AIDS Project, where he has worked since 2001. At the ACLU, Mr. Esseks oversees litigation around the country that aims to ensure equal treatment of lesbian, gay, bisexual, and transgender (LGBT) people



by the government; equal rights and protections for LGBT couples and families; protection from discrimination in jobs, schools, housing, and public accommodations; and fair treatment by the government of people living with HIV. Examples include cases challenging the exclusion of same-sex couples from marriage; challenges to bans on adoption or foster parenting by lesbians and gay men; challenges to schools that seek to stifle the speech or association rights of LGBT students; and cases seeking to protect transgender people from discrimination in employment. Prior to joining the ACLU, Mr. Esseks was a partner at Vladeck, Waldman, Elias & Engelhard, P.C., in New York, where he represented employees in a range of employment matters. Mr. Esseks graduated from Yale College and Harvard Law School, where he was editor-in-chief of the Harvard Civil Rights-Civil Liberties Law Review. He clerked for the Honorable Robert L. Carter, United States District Judge for the Southern District of New York, and the Honorable James R. Browning, United States Circuit Judge for the Ninth Circuit.

Joe Evall is a litigation partner at Orrick, Herrington and Sutcliffe LLP, where he is in charge of LGBT Initiatives firmwide, is head of the New York office's diversity committee, and runs the firm's litigation training program. He currently sits on the board of directors of the Ali Forney Center, which provides housing and social services for homeless LGBT youth, and is a past board member of the New York City Gay and Lesbian Anti-Violence Project; he has done pro bono legal work for the Project and for the ALCU, among other organizations. Joe has spoken at PLI conference on diversity in law firms, and has given presentations to law students around the country about the law firm interview process and being out at large law firms.

Arthur Fama, Associate Dean for Career Services at Benjamin N. Cardozo School of Law, earned his B.A. from Cornell University (1983), and J.D. from Fordham Law School (1986), where he served as commentary editor of Law Review. Following a post-graduate clerkship in the SDNY, he served as an attorney with the NY State Commission on Government Integrity, investigating corruption in NY State and City governments. Arthur then joined Skadden, Arps, Slate, Meagher & Flom, LLP, where he was elevated to the position of Counsel. At Skadden, he served on the summer associate and associate committees and was involved in interviewing, recruiting and training young lawyers. Throughout his career, Arthur has devoted significant time to public service. He has taught and served as Acting Director of the "Unlearning Stereotypes" Program for the NY Civil Rights Coalition; worked with several homeless shelters and food programs; served as acting executive director of a community outreach center; and served on the board of Directors for a community arts organization in Woodstock, New York. Arthur has served on the NALP Board of Directors and is currently a member of

NALP's Diversity, GLBT, and Public Service Committees. He has organized and moderated panel discussions at several NALP conferences and has presented at various NYCRA panels and training programs for new recruitment professionals. He also has served as a member of the Advisory Group for the 2006 VAULT/MCCA Legal Diversity Job Fair & Leadership Summit and as a host of the 2005, 2006, 2007 and 2008 LeGal NYC Metro Area LGBT Legal Career Fairs.

Hon. Paul G. Feinman was elected a Justice of the NYS Supreme Court in November 2007; he has presided in the Civil Term of that court in Manhattan since January 2004 when he was designated an Acting Justice. Justice Feinman began his judicial career as a Judge of the Civil Court of NYC, elected from lower Manhattan in 1996 and 2006. In addition to the Civil Court, Justice Feinman has been assigned at times to the Criminal Court of NYC (1997-99; 2001). Immediately before his election to the bench, Justice Feinman served for 7 1/2 years as Principal Court Attorney to a NYS Justice in the Appellate Division, First Department, as well as the Civil and Criminal Trial Terms. Before joining the court system, Justice Feinman was a Staff Attorney with the Legal Aid Society, Criminal Defense Division in Manhattan and with the Nassau County Legal Aid Society's Appeals Bureau. He is a 1985 graduate of the University of Minnesota Law School, where he was a co-founder of the Gay and Lesbian Law Students Association and a 1981 graduate of Columbia College, where he was a President of what was then known as Gay People at Columbia. Among many professional associations and activities, he currently serves President of the International Association of Lesbian and Gay Judges and Treasurer of the Judicial Section of the New York State Bar Association. He is a former President of the Lesbian and Gay Lawyers Association of Greater New York ("LeGaL").

Professor Taylor Flynn was an LGBT rights attorney for the ACLU of Southern California prior to teaching at Western New England College School of Law. Her area of specialization focuses on discrimination based on sexual orientation and gender identity. She has litigated a wide array of issues, including arguing before the California Supreme Court on behalf of members expelled from the Boy Scouts, as well as on behalf of a transgender father who faced losing all legal rights to his child solely because of gender identity. Her work has appeared in numerous venues, including books, the media, and journals such as the Columbia Law Review, Stanford Law and Policy Review, and Iowa Law Review.

Somjen Frazer is a senior policy analyst at the National Gay and Lesbian Task Force Policy Institute. As an activist researcher, she works to connect data and policy-making. Current projects include work as the lead data analyst on the first national survey of discrimination against transgender and gender non-conforming people, the results of which are

being used for advocacy for employment non-discrimination protection for transgender people. She also wrote a widely-cited report on LGBT health and human services in New York state. She used her Rhodes Scholarship to conduct a participatory evaluation of the implementation of laws against homophobic and transphobic hate crimes as well as completing a master's in sociology at Oxford University. She is a Progressive Women's Voices media fellow at the Women's Media Center and was a John Kenneth Galbraith Scholar in Inequality and Social Policy at Harvard University's Kennedy School of Government and a Cornell Presidential Research Scholar. She is also the author of numerous research articles and reports on public health, gender and sexuality studies, criminal justice and other topics.

Professor Jackie Gardina received her BA degree in political science from the University of Iowa in 1988 and her MA in social work from Boston University in 1993. Before attending law school, she worked as an outpatient clinical social worker. Six years later, she graduated magna cum laude from Boston College Law School. Upon graduation, she clerked for Chief Judge William Young of the United States District Court for the District of Massachusetts and then for the Honorable Levin Campbell of the First Circuit Court of Appeals. In addition, she was an associate at the Boston firm of Choate, Hall, and Stewart, where she practiced in the commercial litigation department. Before joining the Vermont Law School faculty in 2003, Professor Gardina was an adjunct professor at Boston College Law School and a special guest lecturer at Landmark College. In addition to her teaching duties, Professor Gardina has spoken and written on a variety of topics including the Solomon Amendment and Don't Ask Don't Tell. She is a governing board member for Servicemember Legal Defense Network.

Dr. Nanette K. Gartrell, MD, is Associate Clinical Professor of Psychiatry, affiliated with the Department of Psychiatry and the Center of Excellence in Women's Health, University of California, San Francisco (UCSF). She was educated at Stanford and the University of California, and she trained at Harvard. She served on the faculty of Harvard Medical School from 1976 to 1987, and she been at UCSF since 1988. Dr. Gartrell is conducting longitudinal research on lesbian families in which the children were conceived by donor insemination. Now in its 23rd year, this cutting-edge project has been cited in the debates over equality in marriage, foster care, and adoption. Among TV appearances in which she has discussed this study, Dr. Gartrell was featured in documentaries produced for HBO, French and German public television. For her work on this study, she was the recipient of the American Psychological Association (Division 44) Distinguished Scientific Contribution Award in 2008. Dr. Gartrell has appeared on network television (including Good Morning America, NBC Weekend, Fox News), on National Public Radio, and in public television

documentaries. She is the author of bestselling MY ANSWER IS NO...if that's okay with you: How women can say NO and (still) feel good about it. (Simon & Schuster, 2008, 2009). Her articles have appeared in the New York Times Magazine, the San Francisco Chronicle Magazine, and the Christian Science Monitor. Dr. Gartrell has a private practice, and she volunteers her psychiatric services to chronically mentally ill homeless people.

Gary Gates, is a Distinguished Research Fellow at the Williams Institute. He co-authored The Gay and Lesbian Atlas. His doctoral dissertation included the first significant research study of the demography of the gay and lesbian population using US Census data. His work on that subject has been featured in many national and international media outlets. He is also co-author of a study examining the interplay of diversity and the location and growth of the technology sector. He holds a PhD in Public Policy from the Heinz School of Public Policy and Management at Carnegie Mellon University along with a Master of Divinity degree from St. Vincent College and a BS in Computer Science from the University of Pittsburgh at Johnstown.

Hon. Linda E. Giles, Associate Justice for the Massachusetts Superior Court, is a graduate of McGill University and the New England School of Law where she served as Case Comment Editor of the Law Review. Judge Giles was engaged in the private practice of law, specializing in trial practice, before joining the bench. In 1991, she was appointed as the first openly lesbian judge in Massachusetts to be an Associate Justice of the Boston Municipal Court by Governor William F. Weld. In 1998, she was elevated to the Superior Court by Governor Argeo Paul Cellucci. Judge Giles has served as chair of the Massachusetts Trial Court's Gender Equality Advisory Board and president of the International Association of Lesbian & Gay Judges. Judge Giles is a recipient of the Massachusetts Judges Conference's Judicial Excellence Award (President's Award), the Massachusetts Bar Association's Public Service Award, Boston College Law School's Lambda Student Association's "Courage in Coming Out" Award, and the North Shore Gay Alliance 15th Anniversary Award.

Anthony Gipe is a civil litigator in Seattle, Washington and has handled multimillion-dollar claims in California, Oregon, and Washington. Anthony is a founding member of the Washington State Bar Association Leadership Institute, which has won numerous national awards, and is a founding board member of the GLBT Bar Association of Washington (Q-LAW). Anthony has been active in leadership in the legal community and is currently serving as a Governor for the Washington State Bar Association. Anthony worked as a Russian interpreter and analyst for the U.S. Navy for seven years, and left military service under DADT. Anthony had



been a lawyer for ten years and Washington Law & Politics voted Anthony a "Rising Star" in the legal profession in 2002 and 2003.

Elizabeth M. Glazer, an Associate Professor of Law at Hofstra University Law School and the Co-director of the Hofstra LGBT Rights Fellowship, received B.A. and M.A. degrees in philosophy from the University of Pennsylvania in 2001. Professor Glazer received a J.D. in 2004 from the University of Chicago, while serving as a member of the Law Review. Following graduation from law school, Professor Glazer was associated with the New York office of Fried, Frank, Harris, Shriver & Jacobson LLP. Professor Glazer's research examines the topic of exclusion in the First Amendment, antidiscrimination law, and property law. She teaches courses in First Amendment, Jurisprudence, Property, Law & Sexuality, and Transactional Lawyering. As a visitor at Loyola University Chicago for the Fall 2009 semester, Professor Glazer will teach courses in Property and Law & Sexuality.

Naomi G. Goldberg is the Peter J. Cooper Public Policy Fellow at The Williams Institute at UCLA School of Law. Naomi's work has focused on the financial costs associated with adoption and foster care bans, issues related to retirement savings for LGB Americans, and the extension of domestic partner benefits to the same-sex partners of government employees. She is a graduate of the Gerald R. Ford School of Public Policy at The University of Michigan and Mount Holyoke College.

Professor Suzanne B. Goldberg directs the Columbia Law School Sexuality and Gender Law Clinic and teaches civil procedure at Columbia Law School. She has written extensively on procedural and substantive barriers to equality, including award-winning articles on equal protection review and morals-based justifications for lawmaking. Prior to joining the Columbia faculty, Professor Goldberg was a member of the Rutgers-Newark Law School faculty, where she taught and also directed the Women's Rights Litigation Clinic at Rutgers-Newark Law School. Throughout the 1990s, Professor Goldberg was a leading lawyer with Lambda Legal, where served as counsel in many cases, including two that eventually became cornerstone gay rights victories before the US Supreme Court – *Lawrence v. Texas*, which invalidated Texas's sodomy law, and *Romer v. Evans*, which struck down an anti-gay Colorado constitutional amendment.

Professor Julie Goldscheid holds a B.S. from Cornell, an M.S.W. from Hunter College School of Social Work, and a J.D. from New York University School of Law, where she was recently honored by the Law Alumni Association. In addition to clerking for the New Jersey Supreme Court, working at a private firm and teaching at both Penn State-

Dickinson Law School and Brooklyn Law School, she spent six years at Legal Momentum (formerly NOW Legal Defense and Education Fund); her last position there was Acting Legal Director. She has also served as General Counsel of Safe Horizon, an organization committed to victim assistance, advocacy, and violence prevention, where she oversaw its domestic violence law project and immigration law project. She has written widely about violence against women and is active in a number of organizations, including various Sections of the American Bar Association, the Association of the Bar of the City of New York, and the Stonewall Community Foundation. She is a former member of the board of directors of the Hetrick Martin Institute and the Lesbian, Gay, Bisexual & Transgender Community Center.

Hayley Gorenberg is Lambda Legal's Deputy Legal Director. Her schools advocacy ranges from successfully defend curricula supporting tolerance of students of every sexual orientation and gender identity, to overturning the firing of a teacher who implemented a zero-tolerance policy for antigay harassment in her classroom. Ms. Gorenberg participates in the National Safe Schools Roundtable and recently presented at Georgetown University on current public school curricular controversies, at Harvard University on the deleterious effects of "abstinence-only-until-marriage" curricula, and at the 2009 National Conference on Law and Higher Education ("The Continuing Quest for Equality: GLBTQ Issues for Today's Campuses").

Janet Green is a patient advocate representative in the field of Intersex/Disorders of Sex Development (DSD) and serves on the Advisory Board of Accord Alliance, an organization promoting comprehensive and integrated approaches to care that enhance the health and well-being of affected people and families. Janet's early medical experiences as a patient with Congenital Adrenal Hyperplasia (CAH) left her with a unique sensitivity to and passion for the needs of patients, families, and physicians relating to better care. She has spent the past eight years educating healthcare providers, families, patients, and the general public about the negative consequences of early surgical intervention and concealed care. She was a contributor and member of the international consortium on the creation of the new DSD guidelines and recently participated in the DSD Research and Quality Improvement Symposium co-sponsored by the University of Michigan and Accord Alliance. She is a past board member of the Congenital Adrenal Hyperplasia Research, Education & Support Foundation (CARES) and was the first adult with CAH to bring the voice of the patient to their agenda.

Professor Julie Greenberg is Professor of Law at Thomas Jefferson Law School, and is an internationally recognized expert on the legal issues relating to gender, sex, sexual identity and sexual orientation. Her path-breaking

work on gender identity has been cited by a number of state and federal courts, as well as courts in other countries. Her work has been quoted in hundreds of books and articles and she has been invited to speak at dozens of national and international conferences on the subject. She joined the Thomas Jefferson faculty in 1990 and was the Associate Dean for Faculty Development from 2003-2005.

Emily A. Greytak is the Senior Research Associate and Interim Director of Education at GLSEN (the Gay, Lesbian, and Straight Education Network). GLSEN is a national education organization focused on ensuring safe schools for all students through its public policy advocacy, research, educational resources, student organizing programs, educator training initiatives, and 40 local chapters across the country. GLSEN Research focuses on understanding the school experiences of all students, specifically as they are related to issues regarding sexual orientation and gender identity/expression, the perspectives of educators regarding school climate, the school experiences of LGBT parents, and the utility of school-and community-based efforts to create safer schools, such as policies, student clubs, and educator trainings. Emily has a Masters Degree in Education from the University of Pennsylvania where she is currently a doctoral candidate in Education Policy, Management and Evaluation. Her specific research interests include the readiness of school personnel to foster safe environments, the evaluation of training programs, and the school experiences of transgender youth. Prior to working at GLSEN, Emily has conducted research for a variety of non-profit and educational institutions, such as the Anti-Defamation League, the National Sexual Violence Resource Center and the School District of Philadelphia. Emily first became involved with GLSEN as a volunteer Chapter Member in Philadelphia over a decade ago and has been part of GLSEN's staff since 2006.

Catherine Hanssens is Executive Director of the Center for HIV Law & Policy. She previously was AIDS Project Director at Lambda Legal; an attorney with the AIDS Law Project of Pennsylvania, where she created a multi-site, hospital-based project offering legal assistance to patients of HIV care; and, at the New Jersey Department of the Public Advocate, successfully litigated cases addressing involuntary HIV testing, a state-wide challenge to segregation and mistreatment of prisoners with HIV, and the right of incarcerated women to funded elective abortions. She also was Director of the Women and AIDS Clinic at Rutgers University Law School-Newark.

Emily Hecht is the Managing Attorney with Servicemembers Legal Defense Network where she directs the legal services program, providing assistance to people in the military impacted by Dont Ask, Dont Tell and related forms of discrimination. She is also a member of the Cook v

Gates litigation team challenging the constitutionality of the Dont Ask, Dont Tell law. Emily manages the legal aspects of the organizations policy development and legislative and regulatory reform initiatives and supervises the organizations pro bono relationships with cooperating attorneys. Prior to her work with SLDN, Emily served as the Assistant Section Director of the Section of Individual Rights and Responsibilities at the American Bar Association, where she managed a variety of legislative and policy initiatives encompassing a broad range of civil rights issues.

Professor Marybeth Herald is a professor of law at Michigan State University. After a clerkship with the United States Ninth Circuit Court of Appeals, Professor Herald worked as a staff attorney at Micronesian Legal Services Corporation in the Mariana Islands in the western Pacific. She then began a private law firm in the Mariana Islands, engaging in a general law practice for six years, emphasizing trial and appellate work. She served as counsel to several public agencies and corporations. Professor Herald has published articles exploring the legal and political relationship of the United States territories and in other areas of constitutional law, including the First Amendment and gender issues. She joined the faculty in 1991 and served as Associate Dean from 1994 to 2002. Professor Herald was recognized as one of San Diego's Top Attorneys in Academics in 2006.

William Hibsher is a litigation partner at the New York office of Bryan Cave, LLP, an international firm with over 1,000 lawyers. His practice focuses on the financial services and real estate industries. Bill sits on the firm's Diversity and Pro Bono Committees and heads the LGBT Affinity Group. Prior to private practice, he was an Assistant U.S. Attorney in the Southern District of New York, where he headed the Civil Rights Unit. He has performed pro bono work for Lambda Legal, on whose board he sat for six years, the Hetrick Martin Institute, Servicemembers Legal Defense Network and Family Equality Council. Bill has been honored for community service with Lambda Legal's Liberty Award, Hetrick Martin's Emery Award and the New York Lesbian and Gay Bar Association's Achievement Award. Bill was recently appointed by New York City Mayor Michael Bloomberg to be a member of the City's Human Rights Commission and is also a board member of Congregation Beth Simchat Torah and Public Health Solutions.

Dr. Marjorie J. Hill, Ph.D. is Chief Executive Officer of Gay Mens Health Crisis, the oldest AIDS service and advocacy organization in the world. GMHC provides services to 15,000 persons annually, paired with robust public policy advocacy. Dr. Hill previously served as HIV/AIDS Assistant Commissioner for New York City Department of Health, providing oversight for HIV prevention, treatment, research



and AIDS housing programs, and was HIV/AIDS policy spokesperson for New York City. She was also Commissioner for the New York State Workers Compensation Board and Director of the Mayors Office for the Lesbian and Gay Community in the Dinkins' Administration.

Jim Holmes is a partner in resident at the Los Angeles office of Sedgwick, Detert, Moran & Arnold and chairs that firm's Media, Entertainment and Sports Law Practice Group and LGBT Affinity Group. Jim is an active member of the American Bar Association and is a member of the ABA Commission on Sexual Orientation and Gender Identity (SOGI) for the 2009-2010 term. He is the immediate past chair of the Tort Trial and Insurance Practice Section (TIPS) Media Privacy and Defamation Law General Committee and is a member of the section's Committee on Diversity in the Profession. Mr. Holmes is a Fellow of the American Bar Foundation and a member of the California Bar Association, the Los Angeles County Bar Association, National LGBT Bar Association and the Lesbian and Gay Lawyers Association of Los Angeles. An active member of the LGBT community, he has received a commendation from the California Bar Association for his pro bono work for Los Angeles HIV and AIDS Legal Services Alliance.

Professor Nan D. Hunter is a Professor of Law at Georgetown University Law Center. She teaches and writes in three areas: health law; state regulation of sexuality and gender; and procedure. Three of her recent articles focused on health law have ranged in topic from a critical analysis of new arbitration-style systems that allow patients to challenge denials of treatment, to an application of new governance theory to current trends in the public health field, to a re-interpretation of the role of deference to medical authority in the Supreme Court's opinion in *Roe v. Wade*. In addition to scholarship, Professor Hunter's experience in health law includes service as Deputy General Counsel for the U.S. Department of Health and Human Services from 1993 to 1996, and appointment to the President's Advisory Commission on Consumer Protection and Quality in the Health Care Industry. Professor Hunter's work in the area of sexuality and gender law has been published in the *Michigan Law Review*, the *Harvard Civil Rights-Civil Liberties Law Review*, the *Virginia Law Review*, the *Georgetown Law Journal*, the *Minnesota Law Review*, the *Ohio State Law Journal*, and several anthologies. With William Eskridge, she wrote first casebook to conceptualize the field as embodying a dynamic relationship between state regulation, sexual practices, and gender norms. In the field of procedure, Professor Hunter is the author of *The Power of Procedure*, which has been widely adopted for law school use throughout the United States.

Benjamin L. Jerner is a founder and managing attorney of Jerner & Palmer, P.C., a law firm located in Philadelphia, Pennsylvania. Mr. Jerner has been practicing in Philadelphia since 1995. Mr. Jerner graduated cum laude from Temple University School of Law and holds a Bachelor of Arts degree from Smith College. Mr. Jerner is a former Chair of the Gay and Lesbian Lawyers of Philadelphia as well as a former Co-Chair of the Philadelphia Bar Association's Committee on the Legal Rights of Lesbians and Gay Men. Attorney Jerner also served as a member of the Board of Directors of the National Lesbian and Gay Law Association (NLGLA), representing Delaware, New Jersey, New York and Pennsylvania from 1998 to 2000. Currently, Attorney Jerner's practice areas include adoption, estate planning, civil union and domestic partnership dissolution, nontraditional family law, probate, and transgender legal issues. Mr. Jerner is admitted to the United States Supreme Court, Third Circuit Court of Appeals, Eastern District of Pennsylvania, District Court of New Jersey, Pennsylvania and New Jersey.

Courtney Joslin is Acting Professor of Law at UC Davis School of Law. She received her undergraduate degree from Brown University and her law degree from Harvard Law School, where she was an executive editor of the *Harvard Civil Rights-Civil Liberties Law Review*. Prior to joining the faculty at UC Davis, Professor Joslin served as an attorney at the National Center for Lesbian Rights (NCLR), where she litigated cases on behalf of lesbian, gay, bisexual, and transgender people and their families. Professor Joslin was an adjunct professor at Boalt Hall School of Law and at Santa Clara University School of Law. Professor Joslin's areas of interest include family and relationship recognition, particularly focusing on same-sex and nonmarital couples.

Hon. Marcy L. Kahn is serving her second fourteen-year term as a Justice of the Supreme Court of the State of New York, First Judicial District. In 1987, she became the first open lesbian to be appointed a Judge of the New York City Criminal Court. Before commencing her judicial service, Justice Kahn worked for nearly a decade as a civil litigation partner and associate with major New York City law firms. Prior to that, she was the first woman hired as a Special Assistant Attorney General in the Office of the New York State Special Prosecutor Investigating Corruption in the New York City Criminal Justice System. Justice Kahn was the founding chair of the board of the New York Lesbian and Gay Community Services Center, and founded the Partners' Group at Lambda Legal, on whose national board of directors she also served. She was also a founding member of the International Association of Lesbian and Gay Judges. Justice Kahn received her B.A. from Stanford University and her J.D. from New York University School of Law.

Margo Kaplan is the Supervising Human Rights Attorney with the Center for HIV Law and Policy. A graduate of NYU School of Law and Harvard University's Kennedy School of Government, Margo previously was Staff Attorney Fellow with the ACLU; and clerked for Judge Fuentes in the Third Circuit and the Judge Koeltl in the Southern District of New York. She helped research and draft Professor Derrick Bell's text, *Race, Racism, and American Law*; and has worked for human rights organizations, including the Center for Economic and Social Rights, the International Center for Transitional Justice, and the Carr Center for Human Rights.

Professor Sonia Katyal is a Professor of Law at Fordham Law School in New York City. Professor Katyal teaches in the areas of intellectual property, property and international lgbt civil rights. She received her A.B. from Brown University in 1993, and her J.D. from the University of Chicago Law School in 1998. After law school, Professor Katyal clerked for the Honorable Carlos Moreno (now a California Supreme Court Justice) in the Central District of California from 1998-99 and the Honorable Dorothy Nelson in the U.S. Court of Appeals for the Ninth Circuit from 1999-2000. Professor Katyal's book, *Property Outlaws*, which studies the role of civil disobedience in the frameworks of property, intellectual property, and civil rights, coauthored with Eduardo M. Penalver, is out in January 2010 from Yale University Press.

Joyce Kauffman specializes in family law, co-parent adoption, and mediation, with an emphasis on legal issues affecting lesbian and gay families. Joyce has written extensively on these issues and is a frequent speaker at seminars, conferences, and in community settings; she is the former co-chair of the Massachusetts Lesbian and Gay Bar Association and former chair of MLGBA's Family Law Section. Her legal accomplishments include obtaining a court order placing two lesbian mothers on a birth certificate without benefit of adoption where one of the women was the egg donor and her partner gave birth; more recently, she has successfully petitioned the court to allow several three-parent adoptions for lesbian and gay families. Joyce is the recipient of the Gwen Bloomingdale Pioneer Spirit Award, from the Massachusetts Lesbian and Gay Bar Association, 2007; the Fisher Davenport Award, from the Family Pride Coalition (now Family Equality Council) and COLAGE, 2004; and the Barney Frank Award, from Massachusetts School of Law, 2003. She is a member of the National Family Law Advisory Council for the National Center for Lesbian Rights

Andrea Khoury is the director of the ABA Youth at Risk Bar-Youth Empowerment Project focusing on adolescents access to attorneys, children's right to counsel, and youth involvement in court hearings. Among other topics, she provides numerous trainings across the country on adolescent permanency, the role of the child's representative,

involving youth in dependency proceedings, and representing lesbian, gay, bisexual, transgender, and questioning youth. She co-authored the ABA publication, *Opening Doors for LGBTQ Youth in Foster Care: A Guide for Lawyers and Judges*

Hon. Steven Kirkland serves as Judge in the 215th Civil District Court in Harris County Texas. He was elected to this current bench in November of 2008. He came to Houston from west Texas in order to attend Rice University. After graduating from Rice in 1982, he worked as a paralegal at Texaco in order to put himself through the University of Houston Law School. In 1990 Judge Kirkland began his career as an attorney litigating environmental, bankruptcy and other complex cases for that company, which he continued for eight years until he left to represent citizens committed to cleaning up air quality in Houston. From 2001 through 2008, Judge Kirkland served as a Judge in Houston Municipal Courts. During his tenure, he created the Houston Homeless Recovery Court, which works in conjunction with the Houston Coalition for the Homeless. In recognition of this achievement, Judge Kirkland was awarded the 2006 Government Friend of the Homeless by Coalition for the Homeless of Houston and Harris County. Off the bench, Judge Kirkland is active in affordable housing, historic preservation, and Gay, Lesbian, Bisexual and Transgender rights issues. His real estate projects have been recognized with awards by the Greater Houston Preservation Alliance and others.

Tamara Kolz, Partner in the Boston office of Holland & Knight, providing comprehensive advice to same-sex couples and clients with nontraditional families.

Craig Konnoth is a second-year law student at the Yale Law School and Law Student Co-Chair of the National LGBT Bar Association Student Division. He holds a B.A. from Fordham University in Math-Economics and History, and an M.Phil. from Cambridge University in the History of Political Thought. Craig works as Student Supervisor of the Yale LGBT Litigation Group. He also works with the International Gay and Lesbian Human Rights Commission and the ACLU-LGBT Project on various assignments and has clerked for both organizations. Craig's research and writing centers on the early gay rights movement and international human rights law.

Zachary Kramer is an assistant professor of law at Penn State University. Professor Kramer writes in the area of antidiscrimination law, focusing in particular on law and sexuality and work/family issues. Prior to joining Penn State, he was an assistant professor at the University of Arkansas at Little Rock, William H. Bowen School of Law, a visiting professor at the University of Illinois College of Law, and the inaugural Williams Teaching Fellow at UCLA School of Law.



He is a magna cum laude graduate of the University of Illinois College of Law, where he served as the editor-in-chief of the University of Illinois Law Review. Professor Kramer's recent scholarship has appeared in the California Law Review and the Northwestern University Law Review.

Julie Kruse is Policy Director at Immigration Equality, a national organization fighting for equal immigration rights for the LGBT and HIV-positive community. She heads Immigration Equality's DC office where she carries out legislative and administrative advocacy including pressing for fully inclusive comprehensive immigration reform. Julie holds a MEd degree from Northwestern University. She has over fifteen years of experience working for civil rights and economic justice, including serving as Interim Director of Legislative Affairs for Servicemembers Legal Defense Network, Director of Advocacy at the Center for Economic Progress, and as Vice President of Chicago Women in Trades.

Patricia McHugh Lambert is a principal with Hodes, Pessin & Katz, PA. She has had over 25 years of experience in handling complex commercial litigation and insurance matters. She has represented insurers, policyholders, and insurance producers in disputes both in court and before the Maryland Insurance Administration. She sits on the Board of Directors of the IWIF, an insurer with over \$1 billion in assets. She has been named one of Maryland's Top 100 Women by the Daily Record, Maryland's Legal Elite by Smart CEO Magazine and Leading Lady by Smart Woman Magazine. She is a Fellow of the Maryland Bar Foundation. She is a frequent lecturer on insurance coverage, insurance defense, regulatory and bad faith issues.

David Lat is the founding editor of Above the Law, an award-winning blog about law firms and the legal profession that receives 10 million pageviews per month. He founded Underneath Their Robes, a blog about federal judges, and served as editor of Wonkette, the widely read politics blog. His writing has also appeared in the New York Times, the New York Observer, Portfolio, New York magazine, and Washingtonian magazine. Before entering the media world, David worked as a federal prosecutor in Newark, New Jersey; a litigation associate at Wachtell, Lipton, Rosen & Katz, in New York; and a law clerk to the Honorable Diarmuid F. O'Scannlain, of the U.S. Court of Appeals for the Ninth Circuit. David graduated from Harvard College and Yale Law School.

Professor Holning Lau is Associate Professor of Law at the University of North Carolina-Chapel Hill. At UNC, Professor Lau teaches Family Law, Children & the Law, and Sexuality & the Law. Before joining UNC's faculty in 2009, he served for two years as Associate Professor of Law at

Hofstra University, where he also co-directed Hofstra's LGBT Rights Fellowship Program. Prior to teaching at Hofstra, he served as a fellow at UCLA School of Law's Williams Institute on Sexual Orientation Law & Public Policy and as a visiting fellow at the University of Hong Kong's Centre for Comparative and Public Law. Professor Lau's research interests include the construction and regulation of identity, the law's treatment of non-traditional families, and international and comparative approaches to equality rights.

Mimi Laver is the Director of Legal Education as well as the Director of the Opening Doors: Improving the Legal Systems Approach to LGBTQ Youth in Foster Care Project, and the Assistant Director of the Pennsylvania Permanency Barriers Project at the ABA Center on Children and the Law. Mimi co-wrote Opening Doors for LGBTQ Youth in Foster Care: A Guide for Lawyers and Judges. She also wrote Foundations for Success: Strengthening Your Agency Attorney Office and edited Representing Parents in Child Welfare Cases: A Basic Introduction for Attorneys.

Adrien Leavitt, a 2L at Seattle University School of Law, served as QLaw's Legal Clinic student extern. Adrien worked on a numerous projects of importance to the work of the Legal Clinic, provided client intake at the clinic, and worked closely with the Legal Clinic Committee in order to address the ongoing needs of the clinic. Mr. Leavitt was supervised by Spencer Bergstadt, who acted as the supervising attorney. Adrien graduated from Smith College in 2004, with a B.A. in mathematics. At Seattle University School of Law, Adrien is the vice president of the OutLaws, the law school's LGBT student organization. Adrien is particularly interested in issues affecting transgender/gender-different individuals, LGBT people of color, and low-income LGBT people.

Hon. Mark King Leban, Circuit Judge, Eleventh Judicial Circuit in and for Miami-Dade County, Florida, General Civil Division. B.A. Boston University (1969) (Cum Laude); J.D. University of Miami School of Law (1972). Assistant Public Defender, Appellate Division (1972-1976). Private practitioner, Law Offices of Mark King Leban P.A. (1976-1995). Lecturer, Domestic Violence in Same Sex Cases, National Lesbian and Gay Lawyers' Association Conference, October, 1996 (New Orleans, La.); Lecturer, Gender and Sexual Orientation Bias in Jury Selection, presented to the 1999 Summer Conference of New York Judges, Rye, New York, July, 1999; American Civil Liberties Union, Miami Chapter, Stanley Milledge Award (December 8, 1995). Past President, Current Board of Directors member of the International Association of Lesbian & Gay Judges.

James G. Leipold is the Executive Director of the National Association for Law Placement (NALP), a position he has held since 2004. Prior to joining NALP, he worked at the Law School Admission Council (LSAC) for five and a half

years as the assistant director for education and prelaw programs. Prior to joining LSAC in 1998, he was the director of admission at Temple University School of Law, where he was also an instructor in legal writing and research. He is a magna cum laude graduate of Brown University and Temple University School of Law. He has also worked as a legal writing instructor in the paralegal program at the Community College of Philadelphia, as an undergraduate admission officer at the University of Vermont, and as a high school English teacher in both Michigan and Alaska. He speaks and writes frequently on trends in legal employment for recent law school graduates.

Professor Arthur S. Leonard of New York Law School graduated from Cornell University (1974) and Harvard Law School (1977). He started New York's gay lawyers association in 1978 and served as its first formally elected president from 1984 to 1988. He edits and largely writes the association's monthly substantive newsletter, *Lesbian/Gay Law Notes*, which circulates directly to members of half a dozen lesbian and gay lawyer associations in the U.S. and has an international readership by subscription and online. He writes for *Gay City News*, a NYC community newspaper, and is co-editor of the first law school casebook on AIDS (now in its third edition) and a casebook on Sexuality Law (publication of second edition scheduled for 2009). He provides timely commentary on LGBT and HIV-related legal issues on his blog. Professor Leonard has been a director or trustee of Lambda Legal Defense & Education Fund, The Center for Lesbian and Gay Studies at City University of NY, The Society of American Law Teachers, Congregation Beth Simchat Torah (the world's largest LGBT synagogue), The Jewish Board of Family and Children's Services, and Howard House Owners Corporation (a New York City co-operative apartment building). At the New York City Bar Association, he is past chair of the Committee on Sex and Law and founding co-chair of the Committee on Lesbians and Gay Men in the Legal Profession (predecessor to the present-day LGBT Committee), and served for many years on the Association's Special Committee on AIDS. He is a member of the Task Force on Children, Youth and Families at UJA-Federation of New York. His courses at New York Law School have included Contracts, Torts, Labor Relations Law, Employment Law, Employment Discrimination Law, Professional Responsibility, and Sexuality & the Law, and he has published widely in law journals and other media on lesbian and gay law, AIDS law, and labor and employment law. In March 2009 he married his partner of 30 years, Tim Nenno, with whom he resides on the Upper West Side of Manhattan.

Professor Jennifer L. Levi is one of our nation's leading experts on transgender legal issues. During the ten years Jennifer has been with GLAD, she was lead counsel in a number of precedent setting cases establishing basic

rights for transgender people. These cases include: *Doe v. Yunits*, in which Jennifer represented a transgender student denied the right to attend school because of the clothing she wore; *Rosa v. Park West Bank*, which established key protections for transgender people under federal law; *Beger v. DMA*, which resulted in a reversal of Division of Medical Assistance's refusal to cover breast surgery for a transgender woman, among many others. Jennifer was also co-counsel in the case of *Goodridge v. Dep't Public Health* which established the right of same-sex couples to marry in Massachusetts. Jennifer is a Professor of Law at Western New England College. She serves on the Legal Committee of the World Professional Association for Transgender Health, and is a founding member of both the Transgender Law & Policy Institute and the Massachusetts Transgender Political Coalition. Jennifer is a graduate of Wellesley College (1985) and the University of Chicago Law School (1992). She has also taught law at the Chicago-Kent Law School and is a former law clerk for Judge Michael Boudin at the U.S. Court of Appeals for the First Circuit.

Professor Lawrence C. Levine, Professor of Law, U. of the Pacific, McGeorge School of Law. Co-author of casebook *Tort Law and Practice* as well as hornbook *Understanding Torts*. Spoke at the January 2009 AALS meeting of law professors about ways to integrate Sex. Or. issues in a Torts class. Former Chairperson of LSAC's LGBT subcommittee and co-author of 2008 J. Legal Ed. piece about how to better recruit and retain LGBT law students. Member of the Board of the National LGBT Bar Association.

Lisa A. Linsky is a partner in the law firm of McDermott Will & Emery LLP in the New York office. As a member of the Trial Department, she focuses her practice on general business litigation including complex litigation, business investigations, client counseling, white-collar defense and toxic tort litigation. Lisa is McDermott's first Partner-in-Charge of Firm-wide Diversity, and created and chairs the Firm-wide Lesbian, Gay, Bisexual and Transgender (LGBT) Diversity Committee. Lisa also serves on the Firm's Pro Bono and Community Service Committee. Lisa is a Member and Officer of the Board of Directors for Lambda Legal.

Morgan Lynn is an LGBTQ Advocate and Staff Attorney at Women Empowered Against Violence where she represents LGBTQ survivors in Civil Protection Order cases and related family law and immigration matters. Ms. Lynn also does outreach and education on LGBTQ domestic violence in the DC area and nationally and served on the advisory committee for the American Bar Association's Legal Assistance and Education for LGBT Victims of Domestic Violence Project. Morgan is a participant of the Rainbow Response (a DC



Coalition to address LGBTQ intimate partner violence) and Vice President of the Board of Women in the Life Association.

Steven J. Macias is currently in his second year of a two-year teaching fellowship at California Western School of Law in San Diego. He received his A.B. and B.S. from Stanford University; M.A., Ph.D. (History) and J.D. from UC Berkeley; and LL.M. from University College London. His research focuses on the history of legal thought, particularly in the early American Republic, as well as contemporary issues of sexuality and law especially as they related to gay youths. He teaches Federal Courts and Sexuality & Law.

Jody Marksamer is a Staff Attorney & Youth Project Director at NCLR where he oversees NCLR's work challenging the overrepresentation and disparate treatment of LGBT youth in child welfare and juvenile justice settings. Jody coordinates the Equity Project, a collaboration between NCLR, Legal Services for Children, and the National Juvenile Defender Center, working to ensure fairness and respect for LGBT youth in delinquency courts. In 2006, he co-authored the CWLA Best Practice Guidelines: Serving LGBTQ Youth in Out-of-Home Care, the first comprehensive practice guide of its kind. Jody joined NCLR in 2003 as an Equal Justice Works Fellow. He received a J.D. from Northeastern University School of Law and a B.A. from Wesleyan University.

Hon. Larnzell Martin, Jr. has been an Associate Judge of the Circuit Court for Prince George's County, Maryland since December 1990. His service as a member of the Maryland Judiciary began as a member of the District Court of Maryland in May of 1988. He has had numerous judicial assignments including service as Chair of Maryland Judiciary's Committee on Family Law, two stints as Coordinating Judge of his court's Family Division and membership on the Maryland Judiciary Technology Oversight Board. Over the last four years, one-fourth to one-third of his assignment has concerned youth in foster care whose biological parents have had their legal rights terminated or termination of the rights has become the permanency plan. Judge Martin is a member of the International Association of Lesbian and Gay Judges and the Board of Directors of Free State Legal Project, Inc. which will have as part of its focus providing LGBTQ youth access to legal services.

Professor Diane H. Mazur is a Professor of Law at the University of Florida Levin College of Law, a former Bigelow Fellow at the University of Chicago Law School, and a graduate of the University of Texas School of Law. She teaches courses in evidence, constitutional law, professional responsibility, and civil-military relations, and her research focuses on the constitutional, legal, and cultural relationship of the military to civilian society. She is the author of a forthcoming book from Oxford University Press,

"A More Perfect Military: How the Constitution Can Make Our Military Stronger" (February 2010) and co-author (with, among others, fellow panelists Elizabeth Hillman and Bridget Wilson) of a report, "How to End 'Don't Ask, Don't Tell,'" that calls for an executive order to suspend the gay ban as part of a roadmap to repeal, available at www.palmcenter.org. Professor Mazur is a former aircraft and munitions maintenance officer in the United States Air Force.

William D. McColl, Esq., the Political Director of AIDS Action, has worked on HIV/AIDS, alcohol and other drug treatment, and criminal justice reform issues for nearly 15 years. He was Director of Government Relations at Drug Policy Alliance and an Executive Director of NAADAC: The Association for Addiction Professionals. A former Missile Combat Crew Member in the Air Force, he became a Captain in the Reserve. He holds a law degree from the University of Maryland School of Law, a masters in International Relations from Troy State University and bachelors in Political Science from the University of Michigan.

Professor James McGrath is Associate Professor at Texas Wesleyan University School of Law, where he was previously Visiting Associate Professor for the 2005-06 academic year. Prior to joining the faculty at Texas Wesleyan, Professor McGrath worked as an associate professor at Appalachian School of Law. He has additional teaching experience at the University of San Diego, and Temple University Beasley School of Law. Professor McGrath's scholarship echoes his interest in health and gender law issues. His study of public health within the law emphasizes the law's effect on the health of groups of people with little or no political power, while his study of the law and human sexuality includes lesbian, gay, transgender, and intersexual legal issues. Professor McGrath holds an L.L.M. in graduate legal studies from Temple University Beasley School of Law. He earned his M.P.H. from Harvard School of Public Health and he earned his J.D. cum laude from Howard Law School. He also holds a B.A. in psychology, which he received cum laude, from San Jose State University.

Jeremy McLaughlin is an associate in the Litigation Department of Morrison & Foerster's Washington, DC office. He represents clients seeking asylum before the Department of Homeland Security. He is a member of the firm's Appellate Practice Group and has published articles regarding both historical and modern Supreme Court jurisprudence. He is also active with the firm's pro bono efforts and the firm has been recognized for its achievements in the area of GLBT asylum law.

Hilary Meyer is the Fair Courts Project Manager at Lambda Legal, where she advocates for a fair and impartial judiciary through public education campaigns, speaking engagements, and coalition work. Prior to joining Lambda Legal in 2006,

Meyer was an associate at Reitman Parsonnet, and a summer associate at the Dwyer Law Firm, representing employees and unions in New Jersey. Meyer earned her J.D. from Rutgers Law School Newark and graduated magna cum laude from Colgate University. Meyer also completed a summer fellowship at the Human Rights Campaign, tracking and analyzing state and federal legislation of relevance to the LGBT community.

Richard Milstein has been practicing law for over thirty-five years and has had a long career of protecting the civil rights of others. Specializing in fiduciary litigation and family law, he has dedicated himself to representing the GLBT community, alternative families, children, and the vulnerable adult, including the elderly. He has handled very complex and high profile guardianship and probate matters. In 2007, Mr. Milstein was appointed guardian ad litem to Anna Nicole Smith's five-month old baby, Dannielynn, in the highly-publicized case regarding Ms. Smith's burial. Mr. Milstein is a graduate of the University of Miami School of Law which named him Outstanding Alumnus in 1999. A frequent lecturer and writer, Mr. Milstein is a Board Certified Elder Law attorney. He is listed in Florida Trend's Legal Elite, South Florida Business Journal's Best of the Bar, Florida's Super Lawyers, Who's Who for Lawyers in America, and other prestigious legal rating guides. Mr. Milstein is the recipient of numerous awards and commendations including: the 2007 Spirit of Liberty Award by People for the American Way Foundation; the 2007 William Reece Smith, Jr. Public Service Award from Stetson University College of Law; the Tobias Simon Pro Bono Service Award by the Florida Supreme Court in 1996; the 1997 John Minor Wisdom Professionalism Award; the Miami Herald Humanitarian Award from the National Gay and Lesbian Task Force in 2005, the Florida Bar President's Pro Bono Award in 1987 and 1997. In his honor and in recognition of his work, The Dade County Bar Association established an award designated the "Richard C. Milstein Award of Excellence."

Shannon Minter is the Legal Director of the National Center for Lesbian Rights, one of the nation's leading advocacy organizations for lesbian, gay, bisexual, and transgender people. Shannon was lead counsel for same-sex couples in the California marriage equality case and is currently lead attorney in the Prop 8 legal challenge. Additionally, he has litigated many other impact cases throughout the country. Shannon serves on the American Bar Association Commission on Sexual Orientation and Gender Identity and on the boards of Equality California and the Transgender Law & Policy Institute. Shannon received his J.D. from Cornell Law School in 1993.

Lisa Mottet is the Director of the Transgender Civil Rights Project at the National Gay and Lesbian Task Force. Since

2001, she has led the Project with a primary focus on passing gender identity or expression non-discrimination laws. Mottet has co-authored two publications: *Transitioning Our Shelters: A Guide to Making Homeless Shelters Safe for Transgender People* and *Opening the Door to the Inclusion of Transgender People: The Nine Keys to Making LGBT Organizations Fully Transgender-Inclusive*. Mottet graduated from Georgetown University Law Center, where she was an editor of the *Georgetown Journal of Gender and the Law*.

Jill Mullins is the Vice President of the GLBT Bar Association Foundation of Washington (QLaw Foundation). She is also the chair of the Legal Clinic Committee. Throughout the last year, Jill has used her experience as a community activist to lead the Legal Clinic Committee to research and develop a plan for creating a legal clinic that would address the nuanced ways the law intersects with the lives of LGBT people.

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Victoria Neilson is the Legal Director of Immigration Equality, a national organization fighting for equal immigration rights for the lesbian, gay, bisexual, transgender and HIV-positive community. Ms. Neilson runs Immigration Equality's pro bono asylum project and provides technical assistance and mentoring on LGBT and HIV immigration issues to attorneys around the country. She is the primary author of *The LGBT/HIV Asylum Manual*, a comprehensive guide for attorneys, and she has published extensively on legal issues facing LGBT and HIV-positive immigrants and refugees. Ms. Neilson received her law degree from the City University School of Law and her bachelors degree from Harvard University. Ms. Neilson is co-chair of the New York City Bar Associations Committee on AIDS and an active member of the American Immigration Lawyers Association. She is the former Litigation Director at the HIV Law Project in New York.

Doug NeJaime is an Associate Professor at Loyola Law School Los Angeles. Before joining the Loyola faculty, he was the Sears Law Teaching Fellow at the Williams Institute at UCLA Law. Doug's research focuses on antidiscrimination law and social movement lawyering, with a focus on sexual orientation, gender, and religion. He is a graduate of Brown University and Harvard Law School.

Matt Nosanchuk joined the Civil Rights Division in July as a Senior Counselor to the Assistant Attorney General. He brings extensive experience as a civil rights attorney



from his time in Congress, as well as work in the non-profit and private sectors. Among his primary duties, Matt helps to oversee the Division's Criminal Section and the Division's pursuit of key policy priorities. He represents the Division in many capacities, including working with LGBT community and with Congress. He returns to the Justice Department after serving in the Office of Policy Development under Attorney General Janet Reno during the Clinton Administration. Matt also has worked on the House Judiciary Committee's Democratic Staff under then Ranking Member John Conyers; at Third Way, where he established and directed the organization's Gay Equality Initiative; and, most recently, in the Senate as Counsel to Senator Bill Nelson of Florida, where he covered judiciary and civil rights matters. During the 2008 presidential election campaign, Matt was a leader of the LGBT policy committee on the Obama campaign and worked on the Obama for America campaign staff as State Research Director in Florida and Regional LGBT Outreach Director in South Florida. Matt received his undergraduate and law degrees from Stanford, where he was a Truman Scholar and Senior Note Editor of the Stanford Law Review. He clerked on the U.S. Court of Appeals for the Seventh Circuit in Chicago for Judge Walter J. Cummings and was a Skadden Fellow at the ACLU of Illinois, where Matt served as staff attorney on the organization's AIDS and Civil Liberties Project.

Nancy Northup is the President of the Center for Reproductive Rights, a global human rights organization that uses constitutional and international law to secure women's reproductive freedom. The Center has won groundbreaking cases before federal and state courts, U.N. committees, and regional human rights bodies, such as the European Court of Human Rights. Ms. Northup is an attorney with extensive experience in constitutional impact litigation, criminal law, and reproductive rights advocacy. Under her leadership, the Center has expanded its international litigation docket, promoted the human rights framework in the U.S., and established a Law School Initiative to promote teaching and scholarship on reproductive rights as human rights. Ms. Northup holds adjunct appointments at NYU and Columbia law schools and has taught courses in constitutional and human rights law. Before joining the Center in 2003, she was the founding Director of the Democracy Program at the Brennan Center for Justice at NYU School of Law, where she litigated voting rights, campaign finance reform, and ballot access cases. From 1989 to 1996, she served as a prosecutor and Deputy Chief of Appeals in the U.S. Attorney's Office for the Southern District of New York. Ms. Northup has a J.D. from Columbia Law School, where she was a Kent Scholar and Managing Editor of the Columbia Law Review. She served as a law clerk to the Honorable Alvin B. Rubin of the U.S. Court of Appeals for the Fifth Circuit.

Michelle A. Peak is a Senior Labor Attorney with American Airlines in Fort Worth, TX where she has worked for over 9 years. Prior to joining American, Ms. Peak was a manager in labor relations with Union Pacific Railroad and a Deputy County Attorney in Omaha, NE. Her practice at American includes all aspects of U.S. labor relations law, with a particular focus on labor law matters in the airline industry arising under the Railway Labor Act. Michelle regularly oversees a variety of litigation matters in state and federal court, as well as arbitration matters arising under the various collective bargaining agreements on the American and American Eagle properties. Michelle also provides counsel and training to management on all types of personnel and labor relations matters. Ms. Peak received her law degree from Creighton University (Omaha, NE.) in 1994. She is a member of the Nebraska State Bar Association. Ms. Peak has lectured at various professional education seminars, including most recently, the National Employment Law Council. Her current professional and community affiliations include: Lambda Legal (Board of Directors), Corporate Counsel Women of Color (Advisory Board Member), Texas Minority Counsel Program (Steering Committee), Attorneys Serving the Community (Member).

Kim Pearson is a Williams Institute Law Teaching Fellow at UCLA. She taught Law & Sexuality Fall 2009. Kim is a graduate of the University of Utah with a B.A. in English (1993) and an M.A. in British and American Literature (1998). She received her J.D. in 2004 from J. Reuben Clark Law School of Brigham Young University, where she served as Vice President of the Minority Law Student Association and was a senior editor on the BYU Law Review. Prior to accepting the Williams Institute Fellowship, Kim practiced family law in Las Vegas.

Lynn Perls is a domestic relations attorney in Albuquerque, New Mexico where she began law practice in a small, general civil firm in 1989 and opened her own family law practice in 1993. Lynn represents individuals and couples in matters of family creation, protection and dissolution; she is collaboratively trained, is a mediator and settlement facilitator. She is a frequent speaker on family formation, domestic relations and estate planning issues for non-traditional families. She received her BA degree from Pitzer College, and is a 1989 magna cum laude graduate of the UNM School of Law. Lynn is a member of both the New Mexico State Bar Association and American Bar Association Family Law Sections, the National Center for Lesbian Rights National Family Law Advisory Council, and is the past president of Equality New Mexico.

Richard J. Podell, as of August 2009, is the current Chair of the Individual Rights & Responsibilities Section of the American Bar Association. His background is in Family Law, and he has been an active practitioner in this area for the



past 40 years. He has chaired the American Bar Association Family Law Section, the State Bar of Wisconsin and the City of Milwaukee Family Law Sections. Podell has received numerous awards from the American Bar Association and in 1999, received the Allies for Justice Award in Atlanta, Georgia. He has written numerous articles and lectured throughout the United States and beyond. During the past year, he spoke in Charlottetown, Prince Edward Island for a Canadian Bar Association gathering. He was a keynote speaker at an International Address in Edinburgh, Scotland. He has testified before the United States Senate and the United States House of Representatives on Family Law issues. Before the American Bar Association House of Delegates, he has been an ardent supporter of Gay Rights issues and was the lead speaker on resolutions for permitting gays and lesbians to adopt children. Richard Podell of Milwaukee, Wisconsin is a prominent leader in the American Bar Association and has held many important positions.

Marc Poirier is a Professor of Law and the Martha Traylor Research Scholar at Seton Hall University School of Law in Newark, New Jersey. He teaches and writes in the areas of property theory, environmental and natural resources management, cultural property, and law, gender, and sexuality. Professor Poirier's scholarship brings insights from sociology, psychology, history, cultural theory, literary theory, and feminism to bear on contemporary legal issues. His recent article, *The Cultural Property Claim within the Same-Sex Marriage Controversy*, won a Dukeminier Award as one of the best law review articles of 2008 in the field of law and sexual orientation and gender identity. An earlier law review article analyzing the gender politics involved in *Boy Scouts of America v. Dale* won a Dukeminier Award in 2003. Professor Poirier received his B.A. magna cum laude in literature from Yale University in 1974. He graduated from Harvard Law School cum laude in 1978, where he was an Articles Editor on the *Harvard International Law Journal*, and he received his LL.M. from Yale Law School in 1991.

Professor Nancy D. Polikoff is Professor of Law at American University Washington College of Law and the author of *Beyond (Straight and Gay) Marriage: Valuing All Families Under the Law* (Beacon Press 2008). She has been working on lesbian and gay family law issues for more than 30 years. She helped develop the legal theories in support of second-parent adoption and visitation rights for legally unrecognized parents, and was successful counsel in *In re M.M.D.*, the 1995 case that established joint adoption for lesbian and gay couples in the District of Columbia, and *Boswell v. Boswell*, the 1998 Maryland case overturning restrictions on a gay noncustodial father's visitation rights. Nancy Polikoff blogs at www.beyondstraightandgaymarriage.blogspot.com and www.bilerico.com/contributors/nancy_polikoff/.

Robert Raben is the founder and President of The Raben Group, LLC a public affairs firm providing clients with a range of services including policy development, direct lobbying, coalition building, grassroots campaigns, political counsel and strategic communications. Mr. Raben began his legislative career as Counsel to Congressman Barney Frank, where his responsibilities included all matters relating to the judiciary committee and civil rights. Soon Mr. Raben was asked to join the staff of the judiciary committee itself, initially as Democratic Counsel for the Subcommittee on the Constitution and later the Subcommittee on Intellectual Property. In 1999, Mr. Raben was appointed Principal Deputy Assistant Attorney General, and shortly thereafter was nominated to be Assistant Attorney General. After a unanimous confirmation hearing, Mr. Raben oversaw Attorney General Janet Reno's legislative initiatives and handled congressional oversight of the department. Mr. Raben serves on the boards of the Hispanic Bar Foundation and The Victory Fund. He is a past adjunct faculty member of Georgetown Law School and a past President of the Hispanic Bar Association of DC. Mr. Raben is a graduate of both Wharton College and New York University Law School.

Corey Reese is currently Associate Counsel and Assistant Secretary at The Estée Lauder Companies Inc. He joined the Company in 2006. Mr. Reese negotiates and coordinates the acquisition and divestiture of skin care, fragrance, make-up and hair care brands. Mr. Reese advises executive officers and brand presidents on strategic planning and new business development. He provides legal counsel and acts as assistant secretary to the Board of Directors of the Company. He is the dedicated attorney for the Jo Malone brand, where he counsels the brand's leadership on strategic planning, as well as a variety of day to day legal issues. Mr. Reese is responsible for corporate regulatory compliance and management of over 140 subsidiaries. Prior to joining The Estée Lauder Companies Inc., he was an associate at Cleary Gottlieb Steen & Hamilton in New York, where he worked in the practice areas of corporate and acquisition financing, capital markets and real estate. Mr. Reese holds a Juris Doctor degree from Columbia Law School (2002) and is a member of the New York State Bar. He has a Bachelor of Arts degree in American and Diplomatic History from the University of Pennsylvania (1998).

Justice Rosalyn Richter is an Associate Justice of the Appellate Division, First Department in New York, and has been on the state court bench since 1990. Prior to her appointment to the bench, she was Executive Director and an attorney with Lambda Legal Defense & Education Fund, a supervisor in the appeals bureau of the Brooklyn District Attorney's Office and an ALJ with the NYC Office of Admin. Trials & Hearings. She is the former chair of the New York City Bar Association Committee on Lesbians & Gay Men in the Legal Profession and is on the Executive Committee of



the City Bar. She is a longtime member of LeGal and has been a member of numerous court committees on bias and diversity issues.

Professor Ruthann Robson is Professor of Law & Distinguished University Professor at the City University of New York in the United States, where she teaches in the areas of Constitutional Law and Sexuality and Law. Her books include *Sappho Goes to Law School* and *Lesbian(Out) Law*, as well as the novel *a/k/a*.

Professor Darren Rosenblum is an Associate Professor at Pace Law School. Professor Rosenblum joined the Pace faculty in July 2004 after practicing litigation and international arbitration at Skadden, Arps, Slate, Meagher & Flom LLP (2000-2004) and Clifford Chance LLP (1998-2000) in New York. Professor Rosenblum clerked for the Honorable José Antonio Fusté in the U.S. District Court of Puerto Rico from 1996-1998. Professor Rosenblum holds a Masters in International Affairs from Columbia University. His B.A. and J.D. are from the University of Pennsylvania. Professor Rosenblum has taught Sexuality and the Law at the University of Pennsylvania Law School and at Fordham Law School. He currently teaches Contracts, International Business Transactions, Sexuality, Gender and the Law and International and Comparative Equality. His recent scholarship focuses on international and comparative law and gender, and his publications have appeared in *Fordham Law Review*, *U.C. Davis Law Review*, *Columbia Journal of Transnational Law*, and *Harvard Civil Rights-Civil Liberties Law Review*, among other journals.

Melanie Rowen is a staff attorney at the National Center for Lesbian Rights, focusing on transgender issues. Melanie has participated in litigating numerous cases affecting the rights of transgender, gender variant and intersex people, and is involved in NCLRs legislative and policy work to protect people from discrimination on the basis of gender identity. Her current work includes cases and policies connected to prisons, family law, and elder law. She received her J.D. from the University of Chicago Law School in 2004, where she was a recipient of the law schools Stonewall Scholarship, given to the student most likely to advance the cause of civil rights for LGBT people.

Abby Rubinfeld has a general law practice in Nashville with an emphasis on family law, sexual orientation and AIDS-related issues, and currently serves on the board of directors of the ACLU of Tennessee. She served on the board of directors of the Human Rights Campaign, a national civil rights organization and the largest lesbian and gay political organization in the world, for seven years. She also served for more than five years as Legal Director of Lambda Legal Defense and Education Fund, Inc., a national civil rights organization that conducts test case litigation across

the country on behalf of lesbian and gay rights and AIDS issues. She is a past recipient of the Bill of Rights Award from the ACLU of Tennessee, and the Dan Bradley Award from the National Lesbian and Gay Law Association, which recognized her outstanding efforts on behalf of equality under the law. Ms. Rubinfeld received a J.D. from Boston University School of Law in 1979. She received an A.B. with honors from Princeton University, and while there, lettered in basketball and crew and was the first woman elected as a class president in more than 225 years of Princeton history. She has two daughters, ages seventeen and thirteen years old, as well as a partner, Helia Rethmann, and step-daughter, aged twelve. Ms. Rubinfeld is a professor at Vanderbilt Law School, teaching Sexual Orientation and the Law.

Cathy Sakimura is a staff attorney and the coordinator of the Family Protection Project at the National Center for Lesbian Rights. The Family Protection Project works to increase access to family law services for low-income LGBT parent families. Cathy started the Family Protection Project as an Equal Justice Works Fellow in 2006. Prior to law school, Cathy worked in youth organizing on issues of homophobia, transphobia, and racism in schools, as well as providing services to children of LGBT parents.

Lee Schreter represents and counsels management clients in connection with all types of labor and employment matters arising under federal and state law. Ms. Schreter regularly appears before federal and state agencies and courts in various wage related and equal employment disputes. She has argued appeals in the United States Circuit Courts including the Second, Third, Fifth, Sixth and Eleventh Circuits. In each of these cases, the Courts affirmed the lower court's decision for the Defendants. Ms. Schreter concentrates in representing employers in complex class and collective actions involving overtime and other wage-related claims. Her practice also specializes in assisting employers in developing forward thinking compliance measures designed to reduce wage and hour disputes. Ms. Schreter received a J.D. from Georgia State University, cum laude, 1991. She also has a M.S.I.R., Georgia State University, 1987 and received her B.S. from Ithaca College in 1981. Ms. Schreter is an editor and contributing author to the "Fair Labor Standards Act" published by the American Bar Association, and has also authored many employment law articles. Ms. Schreter is a frequent speaker before industry and trade associations, business organizations and human resource groups concerning employment-related disputes and wage and hour issues.

Elizabeth F. Schwartz is currently in her twelfth year of law practice. Also a certified family mediator, she treats the law as a therapeutic profession, helping clients protect their families and facilitating relationship dissolution with minimal

investment of emotional and financial resources. Elizabeth's practice focuses on modern family formation and dissolution, estate planning and probate, as well as creative conflict resolution. With an emphasis on addressing the unique legal needs of the gay community, Elizabeth lectures locally and nationally about the importance of gay couples protecting their loved ones through estate planning and contract. Her work also includes assisting with the legal aspects of adoption, insemination and surrogacy. Among the many organizations Elizabeth is a member of, she is most proud of her affiliation with the National Family Law Advisory Council of the National Center for Lesbian Rights as well as the Collaborative Family Law Institute, an organization reforming the divorce process. She is also a founding member of the Aqua Foundation for Women, raising money by and for South Florida's lesbian community. Elizabeth is an AV Rated attorney, which is awarded by Martindale-Hubbell LexisNexis and identifies a lawyer with high legal ability, expertise, experience, integrity and overall professional experience. A native of Miami Beach, she received her Bachelor of Arts from the University of Pennsylvania in 1993. She received her Juris Doctor, cum laude, from the University of Miami, in 1997. A lefty and a Scorpio, she lives with her partner, Lydia Martin and their dog, Buttercup, in downtown Miami's urban core.

Lauren Schwartzreich is an associate at Outten & Golden LLP, where she represents employees in employment discrimination, wage and hour and transactional matters. She is also a member of her firm's LGBT Workplace Rights Practice Group and advises LGBT employees involved in employment disputes or negotiations. Ms. Schwartzreich serves on the New York City Bar Association's Committee on LGBT Rights and the National LGBT Bar Association's Membership Committee, coordinates the Lesbian and Gay Law Association of Greater New York ("LeGaL") Mentorship Program and has published an article on legal analyses of LGBT parenting in Harvard's BlackLetter Law Journal (Spring 2005).

Mark Scurti is a former board member of NLGLA and past presenter at Lavender Law conferences. He is past president of the Bar Association of Baltimore City as well as a member of the Maryland State Bar Board of Governors.

Hon. Debra Silber was elected to the NYC Civil Court in 1997. She is currently presiding in the Integrated Domestic Violence Court, where she hears Criminal Court, Family Court and divorce cases. From 2004 - 2007 she presided over a custody and visitation part in the Kings County Family Court. From 1999 - 2004 she sat in Kings County Civil Court, handling all types of trials, including personal injury and landlord and tenant cases. In 1998 she sat in Manhattan Criminal Court. She is now sitting as an Acting Justice by

designation in Criminal Term Supreme Court Kings County in a felony trial part. Before her election, Judge Silber was in private law practice, and served on many boards and commissions. From 1992 to 1996 she was a (part-time) Commissioner on the NYC Civilian Complaint Review Board, hearing complaints of Police misconduct. She served on her local community planning board, on the board of her synagogue, and has been active in community affairs her entire life. A native of Brooklyn, New York, she lives in Boerum Hill Brooklyn and lives with her partner and two kids.

Susan Silber is the founder of Silber, Perlman, Sigman & Tilev, P.A., located in Takoma Park, Maryland. Susan provides representation in all areas of family law, employment, and civil rights, and is the City Attorney for several towns. She is a member of a network of nationwide experts, the National Family Law Advisory Council of the National Center for Lesbian Rights. Susan has assisted in the formation of many LGBT families and has also helped with break-ups. Susan is also a mediator and collaborative attorney. She chairs the LGBT Bar Association of Maryland.

Hon. George J. Silver was elected to Civil Court bench in November 2004. Prior to his election to the bench, he was a partner in the firm of Silver & Santo, LLP specializing in personal injury litigation, commercial litigation, maritime law, guardianship and real estate law. He obtained a B.S. in Accounting and Management from New York University, a law degree from Hofstra University School of Law and was conferred a Masters of Business Administration from New York University Stern Graduate School of Business. He is involved in many community-based and Bar Associations including the NAACP, Daytop Village Foundation, the International Association of Gay and Lesbian Judges and the Jewish Lawyers Guild. In addition, Judge Silver has lectured at Continuing Legal Education Programs for the Lesbian, Gay, Bisexual and Transgender Community Center, the Brooklyn Bar Association and Safe Horizons. Judge Silver was recently elected President of the Board of Judges, the judicial association of all elected Civil Court Judges in the City of New York.

William S. Singer, a partner in Singer & Fedun, LLC in Belle Mead, New Jersey, has been in the private practice of law for over 37 years. His practice concentrates on the creation and protection of non-traditional families. He has guided hundreds of same-sex clients through adoptions and creation of documents to protect their families. Bill is a member of the National Family Law Advisory Council (NFLAC) of the National Center for Lesbian Rights. Bill also serves as counselor to numerous non-profit organizations throughout the United States. Some of his representative clients are the National Lesbian and Gay Law Association, the ACLU of NJ, the Sierra Club in New Jersey and the New



Jersey Association for Justice. Bill received a degree in history with distinction from Rutgers College where he was a Henry Rutgers Scholar. He received his Juris Doctorate degree from the Columbia University School of Law.

Terra Slavin is the lead staff attorney and project manager of the Domestic Violence Legal Advocacy Project at the L.A. Gay & Lesbian Center. She is responsible for overseeing the delivery of comprehensive legal services for LGBT survivors of domestic violence. She has provided trainings to hundreds of attorneys and advocates across the country. Attorney Slavin served on the advisory board of the American Bar Association's Legal Assistance and Education for LGBT Victims of Domestic Violence Project. Slavin chairs the LGBT DV Issues Committees of the L.A. City Domestic Violence Taskforce and Los Angeles County Domestic Violence Council.

Wayne LaRue Smith is the principal of The Smith Law Firm, a Key West, Florida boutique firm that focuses its transaction and litigation practice on commercial, corporate, real estate and estate planning law. He graduated from The University of Arizona School of Law and holds a Master of Business Administration from Arizona State University. He is currently completing a Ph.D. in Conflict Analysis and Resolution at Nova Southeastern University in Ft. Lauderdale, Florida. He is active in a variety of LGBTQ organizations and has been at the forefront of efforts aimed at overturning Florida's categorical ban on adoption by gays and lesbians since 1999.

Hon. Michael Sonberg is an Acting Justice of the Supreme Court of the State of New York, sitting in the Criminal Term in New York County (Manhattan), and a Judge of the Criminal Court of the City of New York. He was first appointed to the bench in 1991. He is a past president of the International Association of Lesbian & Gay Judges and has served as president of New York's Association of Lesbian & Gay Judges since 1996. Among other activities, he was secretary of the New York City Bar Association and currently serves as a member of the Executive Committee of the New York State Bar Association's Criminal Justice Section and of the State Bar's House of Delegates. He is also Vice President of the Harvard Gay & Lesbian Caucus. Prior to his appointment, he was a corporate/commercial litigator in Manhattan for twenty years. He received his B.A., cum laude, from Queens College, City University of New York, in 1968 and his J.D. from Harvard Law School in 1971.

Professor Dean Spade teaches Poverty Law, Administrative Law and Critical Perspectives on Transgender Law at Seattle University School of Law. Prior to joining the faculty of SU, Dean was a Williams Institute Law Teaching Fellow at UCLA Law School and Harvard Law School, teaching classes related to sexual orientation and gender

identity law and law and social movements. In 2002, Dean founded the Sylvia Rivera Law Project (www.srlp.org), a non-profit law collective that provides free legal services to transgender, intersex and gender non-conforming people who are low-income and/or people of color. SRLP also engages in litigation, policy reform and public education on issues affecting these communities and operates on a collective governance model, prioritizing the governance and leadership of trans, intersex, and gender variant people of color. While working at SRLP, Dean taught classes focusing on sexual orientation, gender identity and law at Columbia and Harvard Law Schools.

James W. Spencer is the founder of Spencer Anderson & Buhr, PLLC, which in four short years has become one of Seattle's premiere LGBT firms. He practices in estate planning, probate & small business law, and has served hundreds of LGBT individuals, families & businesses throughout Washington state. His firm boasts both the past- and current-president of QLaw, Washington State's LGBT bar association.

Kara Suffredini is Director of Public Policy and Community Engagement at Family Equality Council, where she leads Family Equality Council's policy platform development, advocacy, education and supporter engagement efforts in the areas of family creation and recognition, education reform, discrimination and safety. Before joining Family Equality Council, Ms. Suffredini was the State Legislative Director at the National Gay and Lesbian Task Force, where was worked to draft and pass hundreds of pro-LGBT laws and policies across the U.S. An attorney with over a decade of LGBT legislative and policy experience, she was recognized by Harvard Law School in 2007 for her legislative advocacy on behalf of LGBT families with the Wasserstein Public Interest Fellowship. She is a former President of the National LGBT Bar Association and currently serves as co-chair of the American Bar Association's Committee on Sexual Orientation and Gender Identity.

Kathleen M. Sullivan is a nationally prominent scholar and teacher of constitutional law. Author of the nation's leading casebook in constitutional law, she has published articles on federalism, religion, speech, equality, and constitutional theory. A professor of law at Harvard Law School before joining the Stanford Law School faculty in 1993, she is an elected fellow of the American Academy of Arts and Sciences and the American Philosophical Society. Also an outstanding litigator who has argued before numerous appeals courts and the U.S. Supreme Court, she has been named by the National Law Journal as one of the 100 most influential lawyers in America. From 1999 to 2004, Professor Sullivan served as the eleventh dean of Stanford Law School and the first woman dean of any school at



Stanford. As dean, she made fifteen faculty appointments, established the clinical faculty, renovated all 17 classrooms and the library reading room, launched numerous academic centers, started the LLM program, and raised over \$100 million for the school.

Anne Tamar-Mattis is the founder and Executive Director of Advocates for Informed Choice, the first organization in the country focusing on legal advocacy for the civil and human rights of children born with intersex conditions. She has served for many years as an organizer in the LGBTQI communities. Ms. Tamar-Mattis is the former Director of the LYRIC Youth Talkline and former Program Director of the San Francisco LGBT Community Center. She is a graduate of Boalt Hall School of Law and has returned to Boalt as a lecturer. She is in demand as a speaker around the country on topics relating to legal and ethical issues affecting children with intersex conditions, including such venues as UCSF Children's Hospital, Yale Law School, and the Lawson Wilkins Pediatric Endocrine Society. She and her partner, Dr. Suegee Tamar-Mattis, are the parents of two children.

Aaron Tax, an SLDN Managing Attorney, provides legal services to those affected by "Don't Ask, Don't Tell" and related forms of discrimination. He is part of the litigation team in *Cook v. Gates*, challenging the constitutionality of the law. He also coordinates SLDN's constitutional challenges to the military's prosecution of consensual sodomy. He previously worked for the Army as a Presidential Management Fellow, where he served as a Special Assistant U.S. Attorney, practiced labor law with the Army V-Corps, and wrote employment discrimination decisions. He earned his B.S. with honors and distinction from Cornell and J.D. with honors from the George Washington School of Law.

Camilla Taylor is Senior Staff Attorney in the Midwest Regional Office of Lambda Legal. Taylor's litigation docket includes family law, employment discrimination, criminal law and advocacy on behalf of transgender clients. Since joining Lambda Legal, Taylor has been the Midwest Region's point person for the Marriage Project and currently represents six gay and lesbian couples in Lambda Legal's marriage equality lawsuit in Iowa, *Varnum v. Brien*. Also in Iowa, Taylor obtained a favorable ruling from the state high court in 2005 in *Alons v. Iowa District Court for Woodbury County*, which held that seven antigay legislators, a pastor and a church had no standing to challenge a judge's decision to grant two Iowa women a dissolution of their Vermont civil union. Taylor has appeared before numerous Ohio courts to make clear that Ohio's 2004 antigay constitutional amendment, while spiteful and discriminatory, does not leave unmarried people broadly unprotected. Advocating for persons with HIV, Taylor helped secure a favorable settlement in *Roe v. Westmont* for a highly qualified police officer who was denied a job after the

department discovered his HIV status in a pre-employment physical exam. Prior to joining Lambda Legal, Taylor was a staff attorney with the Criminal Appeals Bureau of the Legal Aid Society of New York City. Before her work with the Legal Aid Society of New York City, Taylor was a litigation associate with Shearman & Sterling. Taylor received her J.D. from Columbia Law School and her B.A. from Yale College, and is currently an adjunct professor at Northwestern University School of Law.

David Jonathan Taylor is the founding member of Right Size Law PLLC, a law group committed to serving individuals and their businesses. Having previously associated for seven years with the New York-based law firm Weil, Gotshal & Manges LLP, David balanced the billable work of corporate IP – Media clients with a commitment to pro bono service that typically focused on defending individuals in immigration proceedings. This experience was the inception for Right Size Law where David is now assisting junior attorneys to build their practices focused on individual needs and continuing to serve corporate IP-Media clients. David has worked for a member of Congress as well as a federal agency. He clerked for the Honorable Rhonda Reid Winston in the Superior Court of the District of Columbia upon graduation from American University's Washington College of Law. David is admitted to practice law in the Commonwealth of Virginia and the District of Columbia. He is a member of various bar organizations and societies, and serves on the vestry of Christ Church – Washington Parish.

Adam Tenner is the Executive Director of Metro TeenAIDS, one of very few local organizations that advocate for the HIV-related needs of youth. He has worked and directed HIV/AIDS and youth programs for more than fifteen years. Adam has worked in a variety of HIV prevention and adolescent health promotion capacities, including director of adolescent health promotion programs for homeless youth in Seattle, the HIV Prevention Planner for the Seattle – King County Health Department and as a consultant for youth programs, organizations and boards across the country. Mr. Tenner has served as the Executive Director for Metro TeenAIDS since 2001. Prior to joining Metro TeenAIDS as the Executive Director in 2001, Adam served as Interim Executive Director of the National Youth Advocacy Coalition, the only national organization of its kind, working to meet the needs of a growing lesbian, gay, bisexual, and transgender youth constituency and movement.

Cole Thaler is Lambda Legal's national transgender rights attorney. Based in Atlanta, Thaler works solely on transgender rights litigation, advocacy and community education. His sex discrimination case on behalf of a Texas transgender woman led to a positive federal court ruling in April 2008. He currently represents Wisconsin prisoners



in their challenge to a biased health care law, and a gender nonconforming high school student who was turned away from prom for wearing a dress. Thaler is a member of the National Center for Transgender Equality.

Wayne Thomas is the creator of the GLBT Domestic Violence Attorney Program in Boston, MA, where he practices as the lead attorney. He primarily handles civil protection order cases and family law matters, provides advocacy to victims and witnesses in criminal matters and represents clients in discrimination cases. Thomas served on the advisory board of the American Bar Association's Legal Assistance and Education for LGBT Victims of Domestic Violence Project from 2007-2009. He has presented on LGBT domestic violence at Lavender Law conferences in 2006 and 2008 and LGBT sexual assault issues at the National Sexual Assault Advanced Law Institute. He is a former co-chair of the GLBT Domestic Violence Coalition in Boston and represents the Coalition on the current Governor's Council on Domestic Violence and Sexual Assault Services Accessibility Committee. He is a 1999 graduate of the Northeastern University School of Law.

Scott Titshaw is an Assistant Professor at Mercer University School of Law. He previously practiced immigration law for 12 years. He has led the Stonewall Bar Association of Georgia and the American Immigration Lawyers Associations Atlanta Chapter. Professor Titshaw earned a B.A. from Georgetown University, a J.D., cum laude, from the University of Georgia School of Law, and an LL.M. magna cum laude, from the Universität Hamburg in Hamburg, Germany. After law school, Professor Titshaw clerked with U.S. District Court Judge Adrian Duplantier in New Orleans, Louisiana and worked as a legal translator with Germany's Federal Constitutional Court.

Rachel B. Tiven is the Executive Director of Immigration Equality, a national organization fighting for equal immigration rights for the lesbian, gay, bisexual, transgender and HIV-positive community. Ms. Tiven received her law degree from Columbia Law School and her bachelor's degree from Harvard University. She has represented immigrant clients at the Legal Aid Society of New York, and served as a law clerk to the Honorable Barbara S. Jones in the Southern District of New York. Before becoming an attorney, Ms. Tiven was a reporter and television producer for Bloomberg Business News, and a member of Lambda Legal's media team.

Jaime Todd-Gher is the Legal Fellow for Global Advocacy with the Center for Reproductive Rights. Ms. Todd-Gher engages in human rights advocacy for sexual and reproductive health rights before the United Nations and regional human rights bodies, and supports national-level advocacy strategies with partner organizations worldwide. Before joining the Center, Ms. Todd-Gher earned a J.D. from

the University of San Francisco and an LL.M. in international law, specializing in gender and international human rights, from American University, Washington College of Law (WCL). Through WCL's International Legal Studies Program, Todd-Gher developed advocacy strategies to eradicate female genital mutilation and sought immigration relief on behalf of women fleeing gender-based violence. She has practiced employment law with a prominent firm in San Francisco, California and served on the Executive Board for the AIDS Legal Referral Panel, and currently sits on the Public Policy Committee for the National LGBT Bar Association. Ms. Todd-Gher has published articles on international and regional human rights standards supporting women's right to abortion as a human right, the human right to health, international criminal law, U.S. foreign policy, intersections between polygamy and same-sex marriage, and discrimination in law firms.

Ciara Torres-Spelliscy is Counsel for the Democracy Program at the Brennan Center for Justice, working on Fair Courts and Campaign Finance Reform Projects. Ms. Torres-Spelliscy earned her B.A. magna cum laude from Harvard in the Afro-American Studies Department. She earned her J.D. from Columbia Law School. She is the author of "Housing in the Heartland: An Examination of the Hollman v. Cisneros Consent Decree," 17 Nat'l Black L.J. 98-123 (2003), and the co-author along with Ari Weisbard of "What Albany Could Learn from New York City: A Model of Meaningful Campaign Finance Reform in Action," 1 Albany Gov't L.R. 194 (2008). She is the primary author of "Electoral Competition and Low Contribution Limits" (Brennan Center 2009) and "Improving Judicial Diversity" (Brennan Center 2008). In addition to her scholarship, she provides constitutional and legislative guidance to law makers who are drafting bills. Before joining the Center, Ms. Torres-Spelliscy worked as an associate in at the law firm of Arnold & Porter LLP and was a staff member of Senator Richard Durbin.

John V. Treviño, Jr. is an in-house attorney in the Litigation Section at American Airlines, Inc. in Fort Worth, Texas. At American, John manages a wide variety of commercial litigation matters for the company. In addition, John is responsible for developing and implementing all global privacy and data protection initiatives for American. Prior to joining American, John practiced with the firm Beirne, Maynard and Parson, L.L.P. in Houston, Texas from 1999 to 2005. He was also law clerk to the Honorable Hilda G. Tagle, U.S. District Court, Southern District of Texas, Brownsville Division 1998-1999. John is a member of the State Bar of Texas, Dallas Bar Association, Dallas Hispanic Bar Association, and the State Bar of California. John received his J. D. from the University of Texas in 1997. John also received his B.A. from the University of Texas in 1994. Prior



to law school, John worked as a communications-computer systems manager and military training instructor in the U.S. Air Force.

Ann Tweedy is currently a Teaching Fellow at California Western School of Law, where she teaches Federal Indian Law and Conflict of Laws. Before going into law teaching she practiced federal Indian law and environmental law and clerked for the Honorable Ronald M. Gould of the United States Court of Appeals for the Ninth Circuit and the Honorable Rex Armstrong of the Oregon Court of Appeals. She is a 1999 graduate of University of California, Berkeley School of Law (Boalt Hall). Professor Tweedy has written several law review articles in the federal Indian law and tribal law fields. She has also been a long-time member of Seattle Bisexual Women's Network and a member of QLaw, Washington State's GLBT bar association. Her essays on femme gender identity appear in *Visible: A Femmethology*, which was published this year by Homofactus Press.

Thomas W. Ude, Jr. is Senior Staff Attorney for Lambda Legal in its national headquarters office in New York City. Since joining Lambda Legal in June 2007, Ude's work has included cases such as *Taylor v Rice* (Lambda Legal's successful challenge to the State Department's ban against hiring anyone with HIV as a Foreign Service Officer), and filing amicus briefs in *Stern v. Cosby* (successfully arguing that, under New York law, falsely describing a man as gay is not defamatory per se) and *Patino v. Birken Manufacturing Co.* (successfully arguing that Connecticut's discrimination prohibitions protect workers from severe antigay harassment on the job). Before joining Lambda Legal in 2007, Ude was corporation counsel to the city of New Haven, Connecticut; before that, he handled trials and appeals before Connecticut's federal and state courts. Ude received his J.D. from the University of Michigan Law School and his bachelor's degree in political science from the University of Connecticut.

Deborah H. Wald is the founder and senior partner at the Wald Law Group. Located in the San Francisco Bay Area, the Wald Law Group embraces the full diversity of families with practice areas that include Assisted Reproduction, Adoption, Family Contracts, & Parenting Law, Divorce, Dissolution & Contested Parentage Actions. A teacher as well as a writer, Ms. Wald publishes regularly and speaks nationally on contemporary family law issues. She is a member of the Academy of California Adoption Lawyers and Academy of California Family Formation Lawyers (ACAL); she on the Board of Directors of Our Family Coalition, the Bay Area's largest LGBT family organization; and she is Chair of the National Family Law Advisory Council for the National Center for Lesbian Rights.

Rhonda Wasserman is a Professor of Law at the University of Pittsburgh School of Law, where she teaches Civil

Procedure, Conflict of Laws and Adoption Law. She has won numerous awards for her teaching, including the Chancellor's Distinguished Teaching Award and the Pitt Student Bar Association's "Excellence-in-Teaching" Award. Professor Wasserman is an Elected Member of the American Law Institute, a former Member of the Executive Committee of the Section on Conflict of Laws of the Association of American Law Schools, the Reporter for the Local Rules Committee of the United States District Court for the Western District of Pennsylvania, and a Member of its Advisory Committee for the Study of Rules of Practice. She is the author of *PROCEDURAL DUE PROCESS: A REFERENCE GUIDE TO THE UNITED STATES CONSTITUTION* published by Praeger Press, and numerous law review articles. Professor Wasserman is a graduate of Cornell University, where she was elected to Phi Beta Kappa, and of Yale Law School, where she won the Benjamin N. Cardozo Prize and argued in the Moot Court Prize Trial. Before entering academia, Professor Wasserman practiced at Shereff, Friedman, Hoffman & Goodman in New York. She is admitted to practice in Pennsylvania, New York and New Jersey. Her article, *Are You Still My Mother?: Interstate Recognition of Adoptions by Gays and Lesbians*, 58 AM. U. L. REV. 1 (2008), was selected for the Dukeminier Award by the Williams Institute of the UCLA School of Law in 2009.

William Weinberger is a shareholder in the Los Angeles law firm of Parker, Milliken, Clark, O'Hara & Samuelian, where his practice focuses on litigation of complex business, real estate and employment cases. Bill has long been involved in the LGBT community. He served on the GLAAD Board of Directors from 2002 to June 2008 and was Treasurer for five of those years. He was president of the Lesbian and Gay Law Association of Los Angeles, helped found and then co-chaired the National Lesbian and Gay Law Association, served on the boards of the Los Angeles Gay and Lesbian Center and National Gay Rights Advocates, and was president of the Board of Directors of Congregation Kol Ami, West Hollywood's Reform Synagogue. Bill also has handled cases as a cooperating attorney for the ACLU of Southern California and Lambda Legal. Bill has been involved in local and state governmental affairs. He is a member of the California Law Revision Commission, and was Chair of the Commission from September 2004 to September 2005. In 1997, he ran for and was elected to a two-year term on the City of Los Angeles Charter Reform Commission, which proposed a complete revision of the City's Charter, adopted by the voters in June 1999. He has also devoted time to Bar activities, including service on the Committee on Administration of Justice of the California State Bar. Bill received his BA from Cornell University, and his law degree from Stanford Law School.

Professor Jillian T. Weiss, J.D., Ph.D., is Associate Professor of Law and Society at Ramapo College. Her research



area is transgender identity and the law. She has written on the subject in law reviews and social science journals, and consulted with organizations on transgender policy, including Harvard University, Boeing, and the NYC Department of Homeless Services.

Kristina Wertz, Legal Director at the Transgender Law Center (TLC), provides legal counsel to transgender people and their families as well as providing technical assistance to lawyers assisting transgender clients. Kristina oversees many of TLC's public policy advocacy programs, including leadership development, health care access, economic empowerment, and student safety. She conducts trainings for community members, employers, attorneys, service providers, health care providers and others. Kristina is a graduate of NYU and Brooklyn Law School.

Bridget J. Wilson is shareholder at Rosenstein, Wilson & Dean, PLC in San Diego, CA. She has been active in the battle against the US military's anti-gay LGBT policies since 1972. She is a graduate of Creighton University and the University Of San Diego School Of Law. Her practice includes military law and civil litigation. She is a veteran of the U.S. Army Reserve. She is an adjunct professor at Thomas Jefferson School of Law where she has taught Military Justice.

Jennifer Wilson is a LGBT Rights Fellow and 2009 graduate of Hofstra University Law School. She earned her B.A. in Gender Studies from The Evergreen State College. During law school, Jennifer was a judicial intern to openly gay and lesbian judges in New York courts through a judicial internship program with the Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York (LeGaL), studied international and comparative law at the University of Helsinki, studied comparative sexual orientation law at the University of Amsterdam through the Whittier Program on Sexuality and the Law, worked with Lambda Legal, served on the LeGaL Board of Directors and was co-chair of Hofstra OutLaws. Jennifer's paper, "Horizontal versus Vertical Compromise in Securing LGBT Civil Rights," was published in the Texas Journal of Women & the Law in 2008.

Jeff Wolf is a member of affiliate QLaw in Seattle, Washington. He started his practice as a deputy prosecuting attorney. He is a member attorney at Williams Kastner where he represents various clients in matters involving products liability and toxic torts. He is a National figure skating judge and a competitive Masters rower.

Claudia D. Work is with the Phoenix, Arizona law firm of Campbell & Mahoney, Chartered. She is a 1992 graduate of the University of New Mexico School of Law and has practiced in Arizona and New Mexico. Her practice focuses primarily on civil litigation and all aspects of family law, including protecting

and enforcing the rights of unmarried opposite and same sex couples and their children at all stages of their relationships. Ms. Work serves on the National Family Law Advisory Council for the National Center for Lesbian Rights. She is also the Chair of the Committee on Sexual Orientation and Gender Identity of the State Bar of Arizona as well as a member of the State Bar of Arizona Ethics Committee. Ms. Work is a member of the American and Arizona Bar Associations and is admitted to practice in the State of Arizona and the Ninth Federal District Court. In her spare time, Ms. Work is a programmer for the Scottsdale International Film Festival and the OutFar Lesbian and Gay Film Festival.

Janson Wu is a staff attorney with the Gay & Lesbian Advocates & Defenders (GLAD). Before coming to GLAD, Janson worked as a coordinating attorney with Tri-City Community Action Program, a multi-service, anti-poverty organization, where he provided legal services to low-income individuals. Prior to that, Janson was an associate at the litigation law firm of Quinn Emanuel Urquhart Oliver & Hedges in San Francisco. In California, he volunteered on an LGBT anti-violence hotline, for the Lawyer's Committee of Civil Rights, and for the AIDS Legal Referral Panel.

Michele Zavos is the principal in the Michele Zavos Law Group, PLLC, and has been a pioneer in creating legal protections for LGBT headed families and families headed by unmarried opposite sex couples. She has been representing LGBT families in family matters in private law practice for almost 30 years. Michele has given presentations on adoption, estate, and same-sex family issues to all kinds of audiences, both national and local. She has also written extensively on LGBT family law, sexual orientation and the law, and AIDS and the law. Michele has taught as an adjunct professor for the Women's Studies Program at the George Washington University and the Washington College of Law at American University. Michele has won many awards from LGBT organizations for her longstanding service to the LGBT community, including being the recipient of Capital Pride's Director's Award for Family, Woman's Monthly Community Service Award, Whitman-Walker Lesbian Services Program Community Service Award and the Gertrude Stein Democratic Club Jerome Heilman Community Service Award.

Hon. D. Zeke Zeidler was elected to the bench of the Los Angeles County Superior Court in 2004. Prior to that, he served as a Superior Court Referee for over six years, presiding over cases that involve child abuse and neglect. Judge Zeidler is very active on committees that create anti-bias curriculum for judicial officers and court staff throughout California, and teaches new judge orientation and juvenile law overview courses for judicial officers in California. He is on the Board of the International Association of Lesbian and Gay



Judges, previously serving as treasurer. Before taking the bench, Judge Zeidler's was as an attorney was representing abused and neglected children. He has served as an officer in NLGLA and was the co-chair of NLGLA's law student arm. In addition to his legal involvements, Judge Zeidler has been very active on education issues. He was first elected to the Redondo Beach School Board in 1995, becoming only

the tenth openly Gay or Lesbian school board member in the country, and he was overwhelmingly re-elected in 1999. Judge Zeidler resides in Los Angeles with his husband, attorney Jay Kohorn.







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