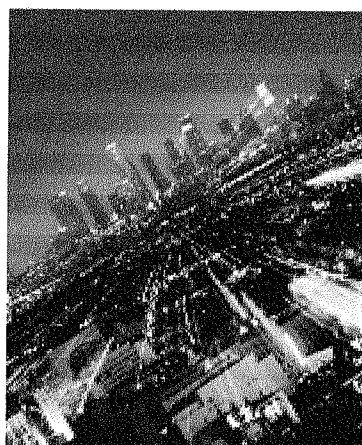




# GREETINGS FROM THE NATIONAL LGBT BAR ASSOCIATION



*Lavender Law<sup>®</sup> Conference and Career Fair*

## Welcome to Hollywood<sup>!</sup> for the National LGBT Bar Association for the 2011 Lavender Law<sup>®</sup> Career Fair & Conference.

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

This year's programming is our most influential yet. With nearly 40 workshops and general attendance sessions to choose from, attendees have the opportunity to learn from leaders in the LGBT and legal communities on a variety of topics including family law, transgender law, intimate partner violence, diversity on the bench, HIV/AIDS, immigration, hate crimes, and school safety, as well as a seminar designed to guide those interested in pursuing a career as a member of the judiciary.

Distinguished panelists will also lead discussions on a wide range of topics geared at business practitioners such as financial reform legislation, intellectual property, outsourcing and globalization, best practices for winning business from clients interested in LGBT diversity, and employment law issues from both the management and plaintiffs' perspective. Speakers will include representatives from **Microsoft, Xerox, Hewlett-Packard, American Airlines, Walmart, Accenture, GlaxoSmithKline, Facebook, Warner Bros. Entertainment, Del Monte, Sony Pictures Entertainment**, and others.

We would like to thank all of our <sup>OF</sup> sponsors for their generosity and ongoing commitment to support the important work <sup>OF</sup> the National LGBT Bar Association. This year's career fair and conference would not be possible without them and we thank them for their continued support of our work.

With so many educational, career and networking opportunities, we hope you will leave the Lavender Law Career Fair and Conference energized for the work ahead. We also hope to see you at next year's conference in Washington, D.C.!

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

**Kim Byrd,**  
President,  
National LGBT Bar  
Association

**Skip Horne,**  
President,  
National LGBT Bar  
Foundation

## Table of Contents

LGBT Bar Board and Staff .....	5
Sponsors.....	5
Dan Bradley Award.....	11
Michael Greenberg Writing Competition.....	12
Student Leadership Award .....	13
Best LGBT Attorneys Under 40. <sup>Lawyers</sup>	14
LGBT Bar Programs.....	15
Corporate Counsel Division .....	15
Thursday Schedule .....	15
Friday Schedule .....	16
Saturday Schedule.....	22
Career Fair Recruiters.....	27
Recruiter Employment Benefits Comparison .....	29
Speaker Biographies.....	35

*Ⓟ — The Ⓟ needs to be on all footers*



STATE OF CALIFORNIA  
OFFICE OF THE ATTORNEY GENERAL  
KAMALA D. HARRIS  
ATTORNEY GENERAL

September 8, 2011

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

Dear Friends,

On behalf of the California Attorney General's Office, it is my pleasure to welcome you to this year's Lesbian, Gay, Bisexual and Transgender Conference.

I applaud the LGBT Bar Association for its commitment to achieving equality and promoting diversity and tolerance. The work of transformation is arduous but brings with it the joy of great accomplishment; together we can work to ensure equal protections and opportunities for all.

I thank you for your hard work, and extend my best wishes for a successful conference.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kamala D. Harris".

KAMALA D. HARRIS

# NATIONAL LGBT BAR ASSOCIATION - NATIONAL LGBT BAR FOUNDATION BOARDS OF DIRECTORS AND STAFF

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LGBT Bar Association

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Bar Association Law  
Student Division  
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*U.S. Department of Housing &  
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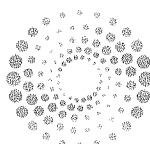
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Steptoe & Johnson LLP  
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Weil, Gotshal & Manges LLP

  
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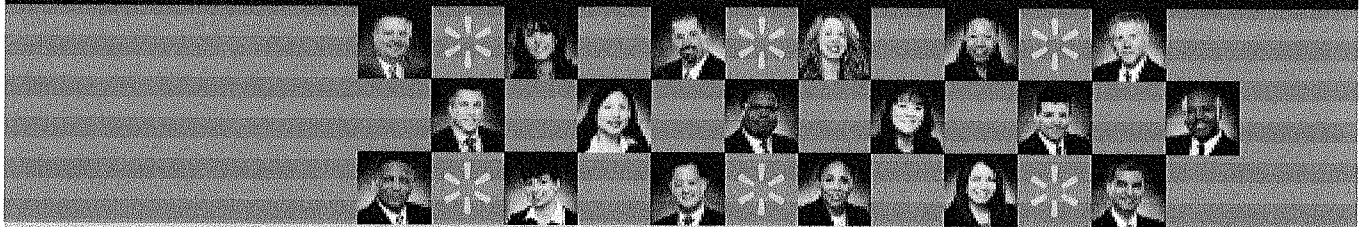


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AMERICAN BAR ASSOCIATION

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AWARDS

# LAW & SEXUALITY

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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.

As 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.

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





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AWARDS

# DAN BRADLEY AWARD

This year, National LGBT Bar Association is proud to present Nancy Polikoff with the 2011 Dan Bradley Award, the organization's highest honor. Nancy D. Polikoff is Professor of Law at American University Washington College of Law. For AY 2011-12, she is the Visiting McDonald/Wright Chair of Law at UCLA and Faculty Chair of the Williams Institute. For 35 years, she has been writing ~~about~~, teaching ~~about~~, and working on litigation and legislation about LGBT families. She helped develop the legal theories in support of second-parent adoption and custody rights for legally unrecognized parents and was instrumental in statutory reform protecting children of gay and lesbian parents in the District of Columbia. Her articles have appeared in numerous law reviews, and her book, *Beyond (Straight and Gay) Marriage: Valuing All Families Under The Law*, was published by Beacon Press in 2008.

*Please join the National LGBT Bar Association in thanking Nancy Polikoff for all of her hard 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.

## DAN BRADLEY AWARD RECIPIENTS:

**2011 | Lavender Law 2011**—Hollywood, CA  
Nancy Polikoff, Professor of Law, American University Washington College of Law

**2010 | Lavender Law 2010**—Miami Beach, FL  
Jon W. Davidson, Legal Director, Lambda Legal

**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 <sup>2011</sup>2010 Michael Greenberg Student Writing Competition. **The honorees will be recognized at Saturday's Law Student Celebration <sup>S - lowercase</sup>Sponsored by Sullivan & Cromwell.**

**FIRST PLACE:** Michael Stefanilo, Northeastern School of Law

"Identity Interrupted: The Parental Notification Requirement of the Massachusetts Anti-Bullying Law"

**FIRST RUNNER-UP:** Natalie Amato, University of Maryland School of Law

"Black v. Simms: A Lost Opportunity to Benefit Children by Preserving Sibling Relationships When Same-Sex Families Dissolve"

**SECOND RUNNER UP:** Shawn Carrol Casey, University of Arizona College of Law

"Illicit Regulation: A Framework for Challenging the Procedural Validity of the Gay Blood Ban"

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

Wesley Bizzell	Hon. Steven Berlin	Bradford C. Craig	Padraig McCoid
C. Hays Burchfield	Hon. William G. Kocol	Jenelle DeVits	Hon. Sebastian Patti
Brennan Tyler Brooks	Professor David Cruz	Emily Danker-Feldman	Blake R. Johnson
Kate A. Kleba	Professor Diane Klein	Ralph Passante, Jr.	Max V. Camp
Matthew Dixon	Professor Brian Fitzpatrick	Ethan Weisinger	Sarah Nau
Amanda Goad	Thomas Makely	Professor Marc R. Poirier	

# STUDENT LEADERSHIP 2011 AWARD WINNER

*an*

*Mr.*  
*MS.* **The National LGBT Bar Association would like to congratulate Beekman and Johnson for their hard work and numerous contributions to the LGBT community. The 2011 Student Leadership Award will be presented Saturday, September 10th at the Law Student Division and presentation of Best LGBT Lawyers Under 40 (Class of 2011) Lunch, sponsored by Sullivan & Cromwell LLP**

This year, the National LGBT Bar Association is proud to present **JASON C. BEEKMAN**, recent graduate from Cornell Law School, with the 2011 Student Leadership Award, the organization's highest honor for law students. Mr. Beekman is a active leader, scholar, and community builder. His activities in the legal community show a progressive, active engagement with the law. He balances scholarship with opportunities to grow lasting resources and developmental support for the LGBT community around him. Among his many achievements, Mr. Beekman, on the Dean's List every semester, also received the Cornell University LGBT Student Scholarship Award, was an Honors Fellow, and served as President of Cornell's LGBT affiliate group. Mr. Beekman's note, cited by courts in Massachusetts and New York, *Same-Sex, Second-Parent Adoption and Intestacy Law: Applying the Sharon S. Model of "Simultaneous" Adoption to Parent-Child Provisions of the Uniform Probate Code*, published in the 2011 Cornell Law Review. The distinguished list of his achievements is only eclipsed by what students and faculty remember as his integrity and character in action. The National LGBT Bar Association congratulates him on his many successes, welcoming him into a distinguished tradition of outstanding award recipients.

*italic*

## 2011 Student Leadership Award Runner-up

The National LGBT Bar Association would also like to recognize **ASHLAND J. JOHNSON**, a recent graduate from the University of Georgia School of Law as the runner-up for the 2010 Student Leadership Award. Ms. Johnson's accomplishments include multiple distinguished scholarships and offices, including the Point Foundation Scholarship and seat on the American Constitution Society's National Board of Directors. Her dedication to LGBT issues in the law, as well as concern for queer students of color is readily apparent in her lengthy record of tireless service and skillful advocacy. The National Bar Association wishes her every success in continuing to advocate for underrepresented and LGBT in the law.

*LGBT*
*persons*

# BEST LGBT LAWYERS UNDER 40 (CLASS OF 2011)

The National LGBT Bar Association is proud to announce the recipients of its second annual Best LGBT Lawyers Under 40 Award. The LGBT Bar established this award to recognize lesbian, gay, bisexual and transgender legal professionals under the age of 40 who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality. The National LGBT Bar Association's congratulations go out to all of this year's winners:

**Paul Ainsworth**  
Associate  
Covington & Burling LLP

**Tico Almeida**  
Founder and President  
Freedom to Work

**Tara Borelli**  
Staff Attorney  
Lambda Legal Defense & Educational Fund, Inc.

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**Mark W. Brennan**  
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**William T. Eveland**  
Associate  
Arnstein & Lehr LLP

**Deborah M. Golden**  
Staff Attorney  
Washington Lawyers, Committee for Civil Rights & Urban Affairs

**Jordan Heinz**  
Associate  
Kirkland & Ellis LLP

**Elizabeth Hodges-Williams**  
Attorney, Owner  
Hodges-Williams LLC

**Lousene M. Hoppe**  
Senior Associate  
Fredrikson & Byron, PA

**Donald P. Howerton**  
Director and Counsel  
Pacific Gas and Electric Company, Law Department

**Courtney Joslin**  
Acting Professor of Law  
UC Davis School of Law

**Eva N. Juncker**  
Partner  
Zavos Juncker Law Group, PLLC

**David Knight**  
Trial Attorney  
U.S. Department of Justice, Civil Rights Division, Disability Rights Section

**Matthew P. Krupnick**  
Owner, Partner  
Krupnick & Krupnick, APLC

**M. Dru Levasseur**  
Transgender Rights Attorney  
Lambda Legal Defense & Educational Fund, Inc.

**John L. Litchfield**  
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Foley & Lardner LLP

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Senior Counsel  
U.S. Department of Justice, Office of Legal Counsel

**Enrique Monagas**  
Associate Attorney  
Gibson, Dunn & Crutcher LLP

**Lisa Mottet**  
Transgender Civil Rights Project Director  
National Gay and Lesbian Task Force

**Matthew B. Murphy**  
Director, EEO Office  
Equal Employment Opportunity Commission

**Amie Needham**  
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Partner  
McLaughlin & Stern, LLP

**Rose Saxe**  
Senior Staff Attorney, LGBT & AIDS Project  
American Civil Liberties Union

**David Tsai**  
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Perkins Coie LLP

**Jennifer K.T. Warner**  
Chief Counsel of Labor, Employment and Compliance  
Con-Way Enterprise Services

**Brian Winterfeldt**  
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**Daniel Winterfeldt**  
Head of International Capital Markets  
CMS Cameron McKenna LLP

**Samuel Wolfe**  
Staff Attorney  
Southern Poverty Law Center

**Janson Wu**  
Staff Attorney  
Gay & Lesbian Advocates & Defenders (GLAD)

**The Best LGBT Lawyers Under 40 Class of 2011 will be recognized at Saturday's Awards Luncheon.**

# CORPORATE COUNSEL DIVISION

## UPCOMING OUT & PROUD CORPORATE COUNSEL AWARD RECEPTIONS

- **September 22, 2011:** Out & Proud Corporate Counsel Reception – Minneapolis
- **October 6, 2011:** Out & Proud Corporate Counsel Reception – Washington, DC
- **October 27, 2011:** Out & Proud Corporate Counsel Reception – Seattle
- **November 10, 2011:** Out & Proud Corporate Counsel Reception – New York
- **February 23, 2012\*:** Out & Proud Corporate Counsel Reception - Houston
- **March 29, 2012\*:** Out & Proud Corporate Counsel Reception - Los Angeles
- **May 10, 2012\*:** Out & Proud Corporate Counsel Reception - Philadelphia
- **June 14, 2012\*:** Out & Proud Corporate Counsel Reception - San Francisco
- **August 3, 2012:** Allies for Justice Awards Ceremony - Chicago

\*Dates subject to change

For more information, please contact  
Kelly Simon at (202) 637-7661 or  
Kelly@LGBTbar.org

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San Francisco 2011:  
Christian Dowell  
Legal Director, Global  
Brand  
Protection

Yahoo!

The National LGBT Bar Association's corporate counsel division is comprised of professionals from around the country working to address the specific needs of the LGBT legal community within the corporate arena. The group has organized networking events, presented awards, and developed best practices for companies large and small as they relate to LGBT issues.

The corporate counsel division offers sponsors and invited guests the opportunity to network at these various events, including the LGBT Bar's signature Out & Proud Corporate Counsel Award Reception series, the Allies for Justice Awards Ceremony, and new programs launched at the 2011 Lavender Law® Conference including corporate counsel and law firm speed interviews and networking dinners.

## PREVIOUS AWARDEES

**Chicago:**  
Norma Barnes-Euresti  
Vice President, Chief Counsel, Labor-  
Employment & Intellectual Property  
Kellogg Company

**Los Angeles 2011:**  
Dean Marks  
Senior Vice President, Intellectual Property  
Warner Bros. Entertainment

**Boston 2011:**  
Cindy Westervelt  
Vice President of Human Resources  
Staples Contract & Commercial, Inc.

**Atlanta 2011:**  
Sharon J. Zealey  
Chief Ethics & Compliance Officer  
The Coca-Cola Company

**New York 2010:**  
Lawrence N. Chanen  
Senior Vice President & Associate  
General Counsel  
JPMorgan Chase & Co.

## Washington, DC 2010:

Charles A. Berardesco  
Senior Vice President, General Counsel, Corporate  
Secretary, and Chief Compliance Officer  
Constellation Energy

## San Francisco 2010:

Wayne P. Sobon  
Associate General Counsel & Director of  
Intellectual Property  
Accenture  
& Dawn Smith  
Senior Vice President and General Counsel  
VMWare, Inc.

## Los Angeles 2010:

Frank Smith  
Executive Vice President, Business & Legal Affairs  
Walden Media

## San Francisco 2009:

Hilary Ware  
Legislative Counsel  
Google, Inc.

## New York 2008:

Richard J. Parent  
Vice President, Business & Legal Affairs  
MTV Networks/LOGO

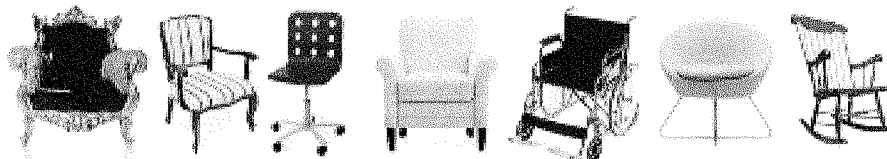
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ATTORNEYS AT LAW



## TAKE A SEAT

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and honored to have earned a 100 percent rating on the  
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## DAILY PROGRAM

WEDNESDAY/THURSDAY

### WEDNESDAY, SEPTEMBER 7, 2011

**6:00 p.m. – 8:00 p.m. Student Welcome Reception**  
(By invitation only)  
*Sponsored by Morrison & Foerster LLP*  
Solano

### THURSDAY, SEPTEMBER 8, 2011

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

**9:00 a.m. - 10:30 a.m. Career Services and Job Search Strategies for Law Students**  
*Sponsored by Morgan, Lewis & Bockius LLP*  
The Annex

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.

*Moderator: Christopher Teague*

**Speakers:** James G. Leipold, ~~Marcy Cox~~

*Valerie Jackson, Lori Lorenzo, Samir Luther, Joshua Wayser*

**9:00 a.m. - 5:00 p.m. Transgender Law Institute**  
(Accepted applicants only)  
Mt. Olympus

**9:00 a.m. – 5:00 p.m. Family Law Institute**  
(Accepted applicants only)

*Echo Park*

*Hollywood Ballroom Studio C*

**9:30 a.m. – 10:00 a.m. Coffee Break**  
*Sponsored by Perkins Coie LLP*  
Grand Ballroom Prefunction

**10:00 a.m. – 1:30 p.m. National LGBT Bar Foundation Board Meeting** (By invitation only)  
*Sponsored by Alton & Bird, LLP*  
Hancock Park

*Alton & Bird, LLP*

**10:00 a.m. - 5:00 p.m. Career Fair**  
Grand Ballroom (Salons 1, 2, 3, 5 & 6)

*10:30 am*  
**10:00 a.m. - 4:00 p.m. Individual Career Counseling**  
*Sponsored by Littler Mendelson P.C.*  
Grand Ballroom (Salon 4)

*p.m.*  
**12:00 a.m. - 1:30 p.m. National LGBT Bar Association / National LGBT Bar Foundation Lunch** (By invitation only)  
*Sponsored by Quinn Emanuel Urquhart & Sullivan, LLP*  
Hancock Park

**12:15 p.m. - 1:30 p.m. Celebrating Pioneering Parents Lunch**  
The Annex

**1:00 p.m. – 3:00 p.m. Corporate Counsel Speed Interviews** *New!* (Pilot program, by invitation only)

*Hollywood Studios A & B*

Corporate Counsel Speed Interviews provide focused, intimate networking opportunities for corporate legal departments to identify LGBT outside counsel specifically chosen to meet their needs, based on areas of practice, type of firm, and geography. This program is an easy way for in-house counsel facing mandates to diversify their vendors/suppliers to establish personal connections with outside lawyers in the LGBT community. Law firm associates and partners can practice their interview skills and business development pitches in a safe environment, and begin the conversations that can lead to longer-term relationships. The National LGBT Bar Association is pilot-testing Speed Interviews this year as a potentially mutually beneficial opportunity for both corporate and outside counsel. All interview participants were selected prior to the conference.

**3:00 p.m. – 4:00 p.m. Corporate Counsel Meeting**  
(By invitation only)  
*Sponsored by the Prudential Insurance Company of America*

*Bohony Echo Park*

**4:00 p.m. – 5:00 p.m. Corporate Counsel VIP Reception** (By invitation only)  
Panoramic Suite

## DAILY PROGRAM

### 4:00 p.m. – 5:30 p.m. Law Student Congress Meeting

Hancock Park

### 5:00 p.m. – 6:00 p.m. Partners Reception (By invitation only)

*space*  
Panoramic Suite

### 6:00 p.m. – 8:00 p.m. Welcome Reception & Silent Auction

*Sponsored by Seyfarth Shaw LLP*

The Annex

## FRIDAY, SEPTEMBER 9, 2011

### 8:00 a.m. – 8:45 a.m. Coffee and Pastry Service

*Sponsored by Covington & Burling LLP*

Grand Ballroom Prefunction

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

Mezzanine

### 9:00 a.m. – 10:30 a.m. Anatomy of a Winning Campaign: Lessons from the Lawyers *Sponsored by Kilpatrick, Townsend & Stockton LLP* Grand Ballroom (Salons 1, 2 & 3)

After more than 17 years, the repeal of "Don't Ask, Don't Tell" is upon us. During that time, more than 13,000 brave lesbians, gay men, and bisexuals (a disproportionate number of whom were people of color, women, poor, and young) were removed from their jobs, their friends, and their support networks, after being forced to remain silent about their personal life, while being subjected to pervasive discrimination and harassment. What has the campaign to end "Don't Ask, Don't Tell" accomplished and what remains to be won not only for current, former, and prospective lesbian, gay and bisexual service members, but also for those who are transgender or gender non-conforming? What impact will the end of "Don't Ask, Don't Tell" have on military and JAG campus recruiting and the Solomon Amendment? What have we learned from this struggle? How does the campaign to end "Don't Ask, Don't Tell" compare to the campaigns to eliminate sodomy laws and to win marriage equality and other relationship rights? How are the various campaigns related? How can we leverage our successes to make progress in addressing other violations of LGBT people's rights?

**Speakers:** Paul Smith, M. Dru Levasseur, Beth Hillman, Jim Leipold, C. Dixon Osburn, Jon Davidson

### 10:45 a.m. – 12:15 p.m. Concurrent Workshops - Session One

#### Corporate Counsel and Partners

#### Present Life in the Profession

*Sponsored by the Hewlett-Packard Company*

Hollywood Ballroom *Salon A Studio*

Attendees to this workshop will learn from legal professionals from a variety of corporations about their journey from and to working for corporations, their engagement in LGBT initiatives in their respective corporations, as well as to engaging law firms or other legal professionals on LGBT issues. The panel will cover some of the key differences between working at a private law firm versus directly for a corporation. The panel consists of a diverse group of professionals focusing on a diverse range of legal expertise. In addition, the panel will discuss how private firms can become more attractive to corporations by promoting their LGBT and diversity inclusion policies and working closely with in prospective and existing in-house legal professionals.

**Speakers:** Richard Munisteri, Barry Parsons, ~~Elizabeth Woodcock~~, Ritchie Miller, Fauzia Zaman-Malik, Ashley Watson, Derek Windham

### 2011: LGBT Employment Law Vantage Points – from BOTH Sides of the Table

*Sponsored by Patton Boggs LLP*

Hollywood Ballroom *Salon B Studio*

This presentation will analyze significant employment decisions from 2010 and 2011, including those relating to LGBT employees. Special attention will be given to cases applying Title VII to questions of gender identity. Members of this diverse panel of experts will discuss their perspectives on the current practice of employment law by providing an overview of the current status of non-discrimination protections for employees, discussing recent developments including in class-action case law, and providing tips on best practices so that employers can do things right and avoid seeing litigation in the first place. Our panelists will provide actual examples of current cases and various employment counseling scenarios to illustrate each of these themes.

**Speakers:** Laura Maehtlen, Duncan Crabtree-Ireland, Melissa Romig, Kevin Madden

### Anti-LGBT Bullying, the First Amendment and Non-Legal Responses

*Sponsored by Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*

Hollywood Ballroom *Salon C Studio*

This workshop will discuss the problem of anti-LGBT bullying and cyberbullying in schools. Aggression, attacks



## DAILY PROGRAM

THURSDAY/FRIDAY

and harassment based on hatred and homophobia can not only devastate the victim, but silence the gay community and impact all minorities' access to a good education. In this panel, we will not only discuss the impact of anti-LGBT bullying on all youth, but also try to determine what are effective responses. Are "anti-bullying" laws that impose tough penalties the answer? Are proposals like California's SB 48, the FAIR Education Act, more appropriate responses? Most importantly, we will debate the conventional wisdom that the First Amendment's guarantee of free speech is a barrier to a school's disciplinary authority over bullies and cyberbullies.

**Moderator:** Ari Ezra Waldman

**Speakers:** Jon W. Davidson, Shawn Gaylord, Michelle Deutchman, Elizabeth Gill

### **Who Counts as Gay? Stereotypes of Race, Culture, and Sexuality Within the LGBT Community**

**Sponsored by Ballard Spahr LLP**

Hollywood Ballroom *Salon D Studio*

Judges, prison officials, and others often have a stereotyped image of LGBT people and may not

recognize those who don't fit an implicitly white gay model. This can have serious implications for LGBT people of color, bisexual people, and others who don't fit that narrow and culturally specific conception of gay identity. Panelists will discuss policies in prisons and asylum law that can impose inaccurate litmus tests on those seeking protection because of their sexual orientation and a recent case involving bisexual men of color excluded from a gay softball league, as well as their own experiences.

**Speakers:** Ilona M. Turner, Russell K. Robinson, Christopher F. Stoll, Aaron Morris

### **Unpacking the LGBT Youth Experience in Foster Care and as Runaways**

**Sponsored by Bingham McCutchen LLP**

Hollywood Ballroom *Salon E Studio*

This interactive and immersive workshop engages participants in a life-of-the-case exploration of the experience of LGBT youth in foster care. Participants will understand how individual conceptions of gender and orientation affect and limit our advocacy. Participants

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## DAILY PROGRAM

will understand the importance of building relationships with child welfare partners as a key to their advocacy.

**Speakers:** Sharra Greer, Andrea Khoury, Garry Bevel, Judge Zeke Zeidler, Andrea Ritchie, Jody Marksamer

### **Invisible Families and U.S. Immigration and Citizenship Law**

**Sponsored by BuckleySandler LLP**

*Doheny / Beachwood*

This panel will describe how the Defense of Marriage Act (DOMA) tears apart same-sex couples in the context of US immigration and nationality law, assessing various paths forward including legislation (the Uniting American Families Act) and litigation (challenges to DOMA). It will examine the immigration system's treatment of marriages involving one or more transgender spouse. It will also describe and critique the complex current immigration environment faced by same-sex couples and their children born with the assistance of reproductive technology and/or surrogacy. Finally, the panel will discuss ideas for expanding the definition of family under immigration and

nationality law to reflect greater personal autonomy as well as evolving social views and technology.

**Speakers:** Scott Titshaw, Aaron Morris, Shannon Minter, Jessica Feinberg, John Trevino

### **Legal Process Outsourcing – The Ethical Implications: Who Is Doing It, What They Are Doing & How To Do It Right**

**Sponsored by Cravath, Swaine & Moore LLP**

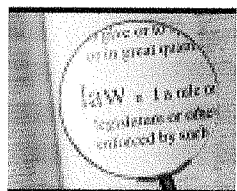
*Runyon / Laurel*

The panel will provide a background of the legal industry, and address the ethical and liability risks in outsourcing legal support services (review of the State and ABA ethics opinions), specifically: avoiding the unauthorized practice of law; duty to supervise; duty to act competently; client confidentiality; duty to disclose; conflicts of interest, and; how to bill. It will also address related security and privacy risks. Finally, there will be a discussion on case studies which will reveal what can be outsourced, who is outsourcing and the process by which it is being done effectively.

**Speakers:** Kunoor Chopra, Robert E. Lutz, Jeff Schimelfenig

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### **Basic Estate Planning**

**Sponsored by Crowell & Moring LLP**

*Echo Park*

Overview of the unique issues that arise when doing estate planning for same-sex couples, including ethical issues regarding joint representation, how to protect against claims of undue influence, document preparation, forms of property ownership, use of trusts, and an introduction to basic gift and estate tax rules as well as to probate procedure.

**Speakers:** Patricia A. Cain, Anthony Brown, Joan M. Burda, Tamara Kolz, Diane Klein

*Tamara Kolz griffin*

**12:30 p.m. - 1:45 p.m. Dan Bradley Award Celebration Lunch**

**Sponsored by Fried, Frank, Harris, Shriver & Jacobson LLP**  
Grand Ballroom (Salons 1, 2 & 3)

**12:15 p.m. - 2:15 p.m. International Association of Lesbian and Gay Judges Luncheon & Meeting (By invitation only)**

*Solano*

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

**Working in Partnership to Advocate for LGBT Students**

**Sponsored by Faegre & Benson LLP**

Hollywood Ballroom *Salon A Studio*

Over the past year, the Southern Poverty Law Center, National Center for Lesbian Rights, and Faegre & Benson LLP have teamed up to address pervasive bullying and discriminatory policies in Anoka-Hennepin, Minnesota's largest school district. Presenters from these organizations, joined by representatives of the ACLU and Los Angeles Unified School District, will summarize recent developments relating to schools' advocacy and offer tips for successful partnerships among non-profits, law firms and community activists working together to protect LGBT students. The ongoing joint effort in Minnesota will be discussed as a model.

**Moderator:** Michael Ponto

**Speakers:** Sam Wolfe, Ilona M. Turner, Elizabeth Gill, Christopher Dolan, Judy Chiasson, Robert S. Salem

**LGBT Domestic Violence: It affects your friends, your clients**

**Sponsored by McGuireWoods LLP**

Hollywood Ballroom *Salon B*

We will discuss what is domestic violence, barriers faced by LGBT survivors, and possible legal remedies for LGBT victims through the use of interactive scenarios.

**Speakers:** Terra Slavin, Wayne Thomas, Judge Zeke Zeidler, Tara Borelli

**What You Need to Know About IP Law: Transactions, Trademarks, Copyrights, Trade Secrets, Patents**

**Sponsored by Finnegan, Henderson, Farabow, Garrett & Dunner LLP**

Hollywood Ballroom *Salon C Studio*

Come hear a panel of IP professionals with areas of expertise covering Patents, Trade Secrets, Copyrights, and Technology Transactions. Panel members will discuss why they chose a career in IP, describe their careers at their respective firms, and give examples of the cutting-edge IP issues that they handle. In a moderated discussion, panel members will also provide advice on a variety of issues such as preparation for a career in IP, career development as an IP professional, and emerging fields within the IP practice.

**Moderator:** David Tsai

**Speakers:** Linda Thayer, Jeremy Protas, Michelle Waites, Wayne Sobon

**The Evolving Role of the Corporate and Securities Lawyers in the Post-Dodd Frank Act World**

**Sponsored by Proskauer Rose LLP**

Hollywood Ballroom *Salon D Studio*

In response to the financial crisis, Congress enacted the Wall Street Reform and Consumer Protection Act, also known as the Dodd Frank Act, a far-reaching set of financial market reforms that represents a sea change in the corporate regulatory landscape. The Act imposes a variety of new statutory and administrative requirements on financial firms, public companies, markets, and regulators. Representing the financial sector, regulators, the bar, and academia, panelists will reflect on a range of issues currently facing regulated entities as they negotiate this evolving legal environment.

**Speakers:** Brian Breheny, Brian Castro, Darek DeFreece, José Gabilondo, Elizabeth Ising, Glenn Gordon

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## DAILY PROGRAM

### **When Sex is a Crime & Spit is a Dangerous Weapon; How HIV Criminalization Fuels HIV Stigma and Discrimination**

**Sponsored by Fish & Richardson P.C.**

Hollywood Ballroom *Salon E Studio*

The Obama Administration's National HIV/AIDS Strategy, unveiled in July 2010, identifies stigma and discrimination as key drivers of the epidemic and calls for a renewed effort to combat this dynamic. This panel, including a representative from the Department of Justice and leading HIV advocates and litigators, will discuss efforts to fight stigma and discrimination through more rigorous enforcement of the recently-amended Americans with Disabilities Act (ADA) and the reform or repeal of HIV criminalization laws, which [many advocates contend] exaggerate the risks and consequences of HIV transmission and demonize people living with HIV as mere vectors of disease.

**Speakers:** Scott A. Schoettes, David Knight, Elizabeth Gill, Jennifer Protas



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Covington is proud to support Lavender Law and to work with the National LGBT Bar Association to promote diversity in the legal profession.

### **Transgender Health Care and the Law**

**Sponsored by Debevoise & Plimpton LLP**

*Doheny/Beachwood Hollywood Ballroom Studio B*

Transgender people face significant barriers when it comes to accessing competent medical care. Many private insurance plans explicitly exclude transition-related care such as hormones and surgery, and those that don't often deny such care as "cosmetic" and "not medically necessary." Transgender people are often denied private health insurance altogether because their transgender status is considered to be a "pre-existing" medical condition. Public insurance programs such as Medicare and Medicaid frequently impose exclusions on transition-related care. In addition to insurance barriers, transgender people are also face discrimination in the provision of health care services. They are regularly denied health procedures otherwise available to non-transgender people, simply because a health care provider is uncomfortable with a patient's gender identity or expression. These barriers jeopardize the health of thousands of transgender people and their families. They are also perfectly legal in most jurisdictions in the U.S. This workshop explores the remedies available to transgender individuals who have been discriminated against in a health care context, including litigation under state sex, gender identity, disability, and public accommodations laws. It also explores the potential of the new federal health care reform law to provide access to care for transgender people, addresses ways to advocate for health care access from a local, state, and national perspective, including using medical evidence, and research and professional associations (like the AMA and WPATH) to form the basis for strong legal and policy arguments in favor of health care access.

**Speakers:** Dru Levasseur, Harper Jean Tobin, Matt Wood, Janson Wu

### **Marriage as a Civil Right: Intersection of Gender, Race, Nationality and the LGBT Movement**

**Sponsored by Wal-Mart Stores, Inc.**

*Runyon / Laurel*

Is marriage a civil right? A diverse group including scholars, practitioners and others will examine the legal, political and social complexities of marriage as a civil right. We will discuss how marriage restrictions have historically played a role in oppressing vulnerable groups. Specifically, we will explore how *Loving v. Virginia* (1967), a U.S. Supreme Court case that struck down a Virginia law banning interracial marriage, supports marriage as a civil right. In light of critiques that certain civil rights cases are rooted in the unique experiences of racial minorities, how can we use these cases to support the LGBT movement without alienating racial minorities? What are the best messages that resonate with specific





## DAILY PROGRAM

FRIDAY

demographics? More broadly, how do we change attitudes about the LGBT movement (including but not limited to marriage of same-sex couples) in minority communities, particularly at a time when extremists are working hard to undermine support from minority communities? Finally, how can we win enough popular support to avoid the enactment of anti-marriage laws like the so-called Defense of Marriage Act (DOMA) and California's Proposition 8?

**Speakers:** Lawrence Levine, Ivan Espinoza

### Advanced Estate Planning

**Sponsored by Munger, Tolles & Olson LLP**

*Echo Park*

This panel will pick up where the basic estate planning ended. It is planned to be a back to back session but you need not attend the basic panel to attend this advanced panel. This panel is intended for practitioners who already know the basics and it will focus more heavily on planning for estates that are large enough to be taxable.

**Speakers:** Patricia A. Cain, Anthony Brown, Joan M. Burda, Tamara Kolz, Wendy Hartmann

### 3:30 p.m. - 3:45 p.m. Coffee Break

**Sponsored by Ropes & Gray LLP**

*Hollywood Ballroom Foyer*

### 3:45 p.m. - 5:15 p.m. Concurrent Workshops - Session Three

#### Diversity and Inclusion, The Final Frontier: Straight Allies

**Sponsored by Wal-Mart Stores, Inc.**

*Hollywood Ballroom Salon A Studio*

An ally is not just a sympathetic listener who supports from behind the scenes, but is someone who proactively advocates for change to improve the quality of life for LGBT people within their organization, their profession, and their lives. It is critical for allies to find/enlist other allies. The brave HR champions in many organizations very much need the help of straight people to keep the organization competitive and progressing on protections that are important to LGBT people. Progress towards more equal protections benefits not only LGBT people, but makes the entire organization more inclusive. Straight allies are more likely to find where resistance to such progress exists, and typically realize that lack of knowledge is a primary problem. Straight allies armed with advocacy and some self education can reduce resistance, and importantly can identify and enlist new allies.

**Speakers:** Ann Fromholz, Tara O'Connor, Ted Furman

*Andrea Bridgeman,  
Walter Sutton*

### Emerging Issues & Practice Areas in Energy Law: With Focus on the Electrical Industry

**Sponsored by Goodwin Procter LLP**

*Hollywood Ballroom Salon B Studio*

The practice of energy law has been one that has weathered the financial downturn better than other areas of practice. This is due, in part, to developments in the industry. The renewable and clean-tech energy industry is seeing tremendous worldwide growth as evidenced by President Obama's call for 80% of America's energy to come from renewable sources by 2035, and several states' existing renewable targets. Other new technologies, such as battery storage and the smart grid are also coming to the market. In addition, we are in a period of increased political and regulatory emphasis on energy reliability. At the same time, the discovery of new low-cost shale gas fields in the U.S., and the resulting shift to natural gas combustion, could not only impact investment in other fossil fuels, but also renewable energy and efficiency. With these developments in the energy industry has come numerous emerging legal issues and practice areas. This panel will provide a brief

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## DAILY PROGRAM

overview of the practice of energy law, emerging issues and an insight into the many areas in which an energy attorney may find themselves working.

**Speakers:** Matt Rudolphi, Donald Howerton, Frank Lindh, Charles Berardesco, Christopher Jaap, Randall Clark

### **Advanced Topics in Safe Schools Law and Policy** **Sponsored by Greenberg Traurig LLP**

*Hollywood Ballroom Salon C Studio*

This workshop will analyze various cutting edge topics in safe school policy, including issues such as cyber-bullying, "no promo homo" laws, the school to prison pipeline (including a discussion of criminalization and zero-tolerance policies), nondiscrimination for transgender students, the recently increased role of the Departments of Education and Justice in anti-bullying efforts, and the OCR and DOJ complaint processes. Given the recent focus on school safety as an LGBT issue, attendees will benefit from this examination of specific policies and approaches that are recent developments the field of school safety.

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**Speakers:** Cathy Sakimura, Alison Gill, Shawn Gaylord, Michelle Deutchman, Harper Jean Tobin, Joseph Wardenski

### **Common Paths to the Judiciary** **Sponsored by Jenner & Block LLP**

*Hollywood Ballroom Salon D Studio*

This is the annual presentation geared toward those attendees who may someday be interested in ascending the bench. It covers both the appointed and elected process in different jurisdictions. The presenters will discuss ethics in the profession, and how those are similar and different between practitioners and members of the bench.

**Speakers:** Judge Paul Feinman, Judge Larnzell Martin, Judge Mark Leban, Judge Linda Giles, Judge Michael Sonberg, Judge Zeke Zeidler, Judge Gary Cohen, Judge Ted Weathers, Judge Mary Celeste, Judge Phyllis Frye

*Mark King Leban*

### **Popular Constitutionalism: Examination and Critique** **Sponsored by Kaye Scholer LLP**

*Hollywood Ballroom Salon E Studio*

Few ideas have enjoyed greater attention in constitutional law circles than popular constitutionalism. Popular constitutionalism, loosely defined, involves the people reclaiming their power to shape constitutional meaning and the enforcement of constitutional norms. While it can seem intuitively appealing in the abstract, how does the theory function in more specific terms? What failures might this theory hold for protecting the rights of politically unpopular and historically disenfranchised populations, such as the LGBT communities and racial minorities? Moving from the federal to the state level, how does the theory function with respect to ballot initiatives and judicial elections?

**Moderator:** Praveen Fernandes

**Speakers:** Michael Boucai, Kim Buchanan, Amanda Frost, Nan Hunter

### **Keeping Criminal Justice Just: Working with the LGBT Community as Victims, Witnesses and Defendants**

**Sponsored by Robins, Kaplan, Miller & Ciresi LLP**  
*Doheny / Beachwood*

Panelists will explore the unique experiences and needs of LGBT community members who navigate the criminal justice system as victims, witnesses, and defendants, and discuss approaches taken to understand these experiences and meet these needs. Particular attention will be paid to current best practices and opportunities to improve these practices with further collaboration



## DAILY PROGRAM

FRIDAY/SATURDAY

between law enforcement and the community.

**Moderator:** Britta Gilmore

**Speakers:** Matt Nosanchuk, Katie Doran, Andrea Ritchie, Joan Illuzzi-Orbon

### Revisiting Disability Frameworks

**Sponsored by Latham & Watkins LLP**

Runyon / Laurel

Members of trans and intersex communities have diverse viewpoints about the wisdom of utilizing disability frameworks to advance each movement's goals. This panel, consisting of intersex and transgender advocates, academics, and a member of the Department of Justice, will discuss intersections among transgender, disability, and intersex experiences; address the advantages and disadvantages of utilizing a critical disability model in various contexts; and explore possibilities for collaboration among gender justice and disability justice movements. Speakers will provide insights into how to most effectively and respectfully represent trans clients and intersex clients, including those with (other) disabilities.

**Speakers:** David Knight, Gabe Arkles, Julie Greenberg

### Forms of Joint Property Ownership – Tax and Creditor Issues

**Sponsored by McDermott, Will & Emery LLP**

Echo Park

This panel will take a more in-depth look at the tax issues that arise from various forms of joint ownership of property (see Basic and Advanced Estate Planning Panel for initial coverage of these issues). In recognition states, same-sex couples can now own property in the same forms of ownership as married couples. Those state property rights pose questions for federal tax law and create issues regarding creditor's rights that practitioners need to be familiar with.

This panel will place particular emphasis on community property and tenancy by the entirety issues.

**Speakers:** Patricia A. Cain, Deb Kinney, Wendy Hartman, John Boddie, Todd Sivia

### 6:00 p.m. – 8:00 p.m. Corporate Counsel Dine-Arounds **New!** (Pilot program, by invitation only)

Corporate counsel will have the opportunity to meet new outside counsel and continue networking over dinner at one of several nearby restaurants. Dine-Arounds provide a casual atmosphere in which to make connections and meet other members of the LGBT

legal community. Because this is a pilot program new for 2011, this year's Dine-Arounds are by invitation only. We hope to expand the program at future conferences.

### ~~7:00 p.m. – 10:00 p.m. LGBT Bar's Friday Night Out~~

5:30 p.m. – 6:30 p.m. Academic Advisory Committee Meeting

## SATURDAY, SEPTEMBER 10, 2011

### 8:00 a.m. – 8:45 p.m. Coffee and Pastry Service

**Sponsored by Skadden, Arps, Slate, Meagher & Flom LLP**

Grand Ballroom Prefunction

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

Mezzanine

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## DAILY PROGRAM

### 9:00 a.m. - 10:30 a.m. Relationship Recognition: Two Steps Forward, One Step Back

**Sponsored by O'Melveny & Myers LLP**

*Grand Ballroom (Salons 1, 2 & 3)*

The last year has seen unparalleled advancement in relationship recognition, both for couples and their relationships, and for parents and their children. However, these advancements have been matched with a worrying backlash. Three capable and fair judges lost retention elections in Iowa and anti-LGBT forces crowded in victory. A Federal District Chief Judge came out as gay after retirement and anti-LGBT lawyers demanded that his well-evidenced and well-reasoned opinion be vacated. In a recent decision, the North Carolina Supreme Court ruled that same-sex couples cannot jointly adopt; and by its ruling, the court has apparently voided all such adoptions previously granted. All while the U.S. Atty. General opined that the LGBT community should receive heightened scrutiny in light of DoMA litigation. In addition to discussing these matters, the LGBT Bar Association's Family Law Institution, in conjunction with NCLR and GLAAD will launch an unprecedented public education



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designed to inform families and their lawyers about the importance of protecting their relationships regardless of legal labels. Do not miss this historic announcement.

**Speakers:** James Esseks, William Eskridge, Shannon Minter, William Singer, Joyce Kauffman

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

#### Building a Strong LGBT Community in Your Firm or Company

**Sponsored by Kirkland & Ellis LLP**

*Hollywood Ballroom Salon A Studio*

LGBT communities and networks can significantly contribute to LGBT attorney and staff retention, improve job satisfaction, enhance performance, and facilitate career development. Thinking beyond matters such as domestic partner benefits and nondiscrimination policies—which have become commonplace in many industries—also presents a meaningful opportunity for a law firm, company or other organization to establish itself as a “thought leader” in its industry. This is especially valuable in a market where clients are increasingly focused on the diversity of its legal service providers. This workshop will explore ways in which law firms, companies, non-profits and government can foster the formation and growth of LGBT communities and networks within the workplace. Topics covered will include: the business case for your organization or firm investing in its LGBT community; establishing affinity groups, committees, and mentor programs; leveraging pro bono programs and relationships with LGBT-related non-profit organizations; considerations in identifying your LGBT attorneys and staff; suggestions for developing accurate diversity statistics; engaging straight “allies”; and respecting the choice of those who may not want to come out.

**Moderator:** Edward Sadtler

**Speakers:** Beverlee Silva, Christopher A. Murphy, Eric Webber, Laurie Hasencamp, Keith Wetmore

#### Critical Decisions in Transgender Advocacy

**Sponsored by Paul, Weiss, Rifkind, Wharton &  
Garrison LLP**

*Hollywood Ballroom Salon B Studio*

Lawyers have played a central role in LGBT movements since the stonewall riots in 1969. As the transgender rights movement grows and transgender law emerges as a recognized, distinct area of practice, new questions are raised about the most effective strategies for securing transgender rights and building a powerful community. In this panel, transgender rights advocates discuss decision-making priorities, ranging from how different targets and



## DAILY PROGRAM

### SATURDAY

issues are chosen, to the effectiveness of various legal strategies such as impact litigation, policy initiatives, media campaigns, and direct services.

**Speakers:** Andrea Ritchie, Kylar Broadus, Lisa Mottet, Owen Daniel-McCarter, Janson Wu, Judge Phyllis Frye, *Elana Redfield*

#### Understanding Your Employer-Provided Benefits in an Uncertain Legal Environment

**Sponsored by** *Sidley Austin LLP*

*Hollywood Ballroom Salon C Studio*

LGBT individuals and their families face unique issues with respect to their employer-provided benefits. As state and federal laws have evolved, often these issues have become even more challenging. This workshop will address practical business and legal considerations relating to employer-provided retirement, health and other benefits for LGBT individuals and their families, including eligibility, taxation and planning opportunities. This workshop will provide important information for both corporate counsel and business practitioners designing and administering benefit plans, as well as LGBT individuals and their families potentially covered by those benefit plans.

**Speakers:** Richard Segal (faded), William Weinberger, Joseph Manicki, Kendall Daines, Patricia A. Cain

#### Using Social Science Research in LGBT Rights Litigation and Public Policy Advocacy

**Sponsored by** *Pillsbury Winthrop Shaw & Pittman LLP*

*Hollywood Ballroom Salon D Studio*

This workshop will bring together attorneys and social scientists to discuss new findings relevant to LGBT policy issues and explore how practitioners can use empirical data successfully in both litigation and legislative work. Panelists will address emerging health research concerning effects of anti-LGBT discrimination, methods for calculating public costs of gender identity discrimination, and how to understand and use the new U.S. Census data about the LGBT community. In addition, presenters will discuss risks and opportunities inherent in using research studies and demographic information in advocacy for same-sex family relationship recognition and work to reduce sexual orientation and gender identity discrimination in public and private employment and other settings.

**Speakers:** Tara Borelli, Gary Gates, Jody Herman, Ilan Meyer, Jennifer Pizer

#### Sex Stereotyping Discrimination in Public Schools

**Sponsored by** *Davis, Polk & Wardwell LLP*

*Hollywood Ballroom Salon E Studio*

This course will explore current issues and the state of the law regarding transgender and gender non-conforming students in public schools. Gender non-conforming and transgender youth are among the most vulnerable populations, often facing severe harassment and discrimination at school because they do not conform to sex stereotypes. The course will describe the common barriers to equal educational opportunities encountered by transgender and gender non-conforming students, and existing constitutional and statutory protections. The course will draw upon litigation and non-litigation efforts as examples of successful advocacy that practitioners can implement.

*Samuel*

**Speakers:** Christine Sun, Joseph Wardenski, *Sam Wolfe*, Tara Borelli, Orly Rachmilovitz, Alison Gill

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## DAILY PROGRAM

### **Outing the Unique Privacy Issues Affecting the LGBT Community** **Sponsored by Gibson, Dunn & Crutcher LLP** *Runyon / Laurel*

Lesbian, gay, bisexual, and transgendered (LGBT) persons have unique privacy concerns. Privacy empowers people to share their sexual orientation with whom they choose and on their own timetable. Yet information technology, and especially social media and online tracking, has the potential to take away that personal power over disclosure. This panel will explore the ways in which LGBT privacy has been eroded in the digital age and the legal and practical tools available to preserve privacy. The panel also will highlight the legal cases focusing on LGBT privacy, from *McVeigh v. Cohen* to *Lawrence v. Texas* and including the recent Supreme Court decisions on privacy issues associated with the gay marriage movement. In addition, the FTC warning to the publishers of an LGBT publication, *XY Magazine* not to sell subscriber lists in bankruptcy, will be discussed.

**Speakers:** Christopher Wolf, Ed Palmieri, James Esseks, Judge Steven Kirkland, Larry Levine

### **Junior Scholars**

**Sponsored by Paul, Hastings, Janofsky & Walker LLP**  
*Doheny / Beachwood*

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:** Tony Varona, Julie Greenberg

### **Reaching Communities Most in Need: Innovative projects serving low-income LGBT clients** **Sponsored by Freddie Mac**

*Echo Park*

There are many low-income LGBT people who require legal services to protect their basic needs, including safe housing, employment, and family recognition. Many LGBT organizations, legal aid services, pro bono attorneys, and students are working together to create new models for serving low-income LGBT clients. A few new projects include partnerships with legal aid services and LGBT bar associations or LGBT community centers, and clinics started by law students and volunteer attorneys from Salt Lake City to Boston. Panelists from these programs will discuss how to start a project, including outreach to the community and securing funding and volunteers.


**Speakers:** Cathy Sakimura, Shayla Myers, Alison Satterlee, Andrea Bridgeman, Dan Torres, Kimberly Forte

### **12:15 p.m. - 1:15 p.m. Law Student Division & Presentation of Best LGBT Lawyers Under 40 Class of 2011 Lunch**

**Sponsored by Sullivan & Cromwell LLP**  
*Grand Ballroom (Salons 1, 2 & 3)*

### **12:15 p.m. - 3:00 p.m. Affiliates Gathering, Lunch and Meeting (Invited representatives or members of regional, state or local LGBT voluntary bar associations)**

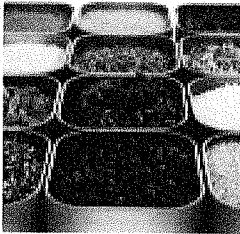
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*Grand Ballroom (Salon 4)*



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

**Bankruptcy and Other Creditor Issues  
for Same-Sex Couples**

**Sponsored by Shook, Hardy & Bacon LLP**

Hollywood Ballroom *Salon A Studio*

Same-sex couples need to be aware of their exposure to claims that may be asserted by creditors against jointly owned property. Bankruptcy laws allow some relief, but it is better to plan in advance how best to protect one's assets from creditors. The panelists will discuss creditor's rights in general, bankruptcy laws in particular, various planning techniques to protect against creditors, the newly endorsed federal guidelines for protection of same sex spouses and partners under Medicare, and whether or not same-sex couples have the right to file jointly for bankruptcy relief.

**Speakers:** John Boddie, Todd Sivia, Patricia A. Cain, Robert J. Pfister, Deb Kinney

**Top 10 Legal and Ethics Issues in LGBT Aging Law**  
**Sponsored by Simpson, Thacher & Bartlett LLP**

Hollywood Ballroom *Salon B Studio*

It is estimated that there are approximately 1.5 million LGBT older people today growing to nearly 3 million by 2030. As a legally and socially marginalized population, LGBT and HIV+ older people face unique challenges: the effects of historical and present day stigma and prejudice; difficulty in relying on estranged family members for long term care; and, unequal treatment under laws programs and services. This workshop will address the top 10 legal and ethical issues facing LGBT older adults and discuss the cutting-edge and government-funded, nonprofit and academic resources available to assist practitioners and LGBT and HIV+ older adults themselves.

**Speakers:** David Godfrey, Daniel Redman, *Gerald* ~~Jack~~ McIntyre, Hilary Meyer, Natalie Chin, Nancy Knauer

**Entertainment & Media Law: Contracts,  
Copyrights and Content**

**Sponsored by Orrick, Herrington & Sutcliffe LLP**

Hollywood Ballroom *Salon C Studio*

Hollywood is undergoing a massive tectonic shift, and lawyers are at the epicenter. Our panel of entertainment lawyers will discuss cutting edge issues facing the entertainment and media industry, including guild issues, intellectual property developments, the first amendment, talent contracts, and the impact of new media on the industry. This panel will also discuss the role of LGBT community in Hollywood, both on-screen and off, and how to identify the most effective ways to spur positive

change. So whether you're a seasoned IP practitioner, a law student interested in entertainment law as a career, a labor and employment attorney, or just an avid film buff, our panel of experts will shed new insight into the inner workings of a constantly evolving industry.

**Mediator:** Paul Marchegiani

*Moderator*


**Speakers:** David A. Steinberg, Duncan Crabtree-Ireland, Dean Marks, Nima Daivari

**Expansion of the Internet: ICANN's New Generic Top  
Level Domains Program**

**Sponsored by Steptoe & Johnson LLP**

Hollywood Ballroom *Salon D Studio*

Provide an overview of the new generic Top-Level Domain (gTLD) program, including the updated timeline for rollout by ICANN. Discuss how brand owners can determine whether applying for a new gTLD is the right decision for a brand and business. Explore the different ways in which a brand owner might make use of a new gTLD. Review the most recent version of the Applicant Guidebook, concentrating on rights protections for brand owners. Discuss how brand owners can participate in the process



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## DAILY PROGRAM

and enforce their brands, whether or not they are applying for their own new gTLDs.

**Speakers:** Brian J. Winterfeldt, Christian Dowell, Frederick Felman, Russell Pangborn

### **Transgender Employment Law: Issues & Practice** **Sponsored by Wachtell, Lipton, Rosen & Katz LLP**

Hollywood Ballroom ~~Salon E~~ *Studio*

This workshop provides an overview of California and federal law protecting transgender employees, including the Fair Employment and Housing Act and Title VII in the 9th Circuit. It will discuss best practices and legal arguments pertaining to issues arising for transgender people at work, such as name/pronoun usage, bathroom access, sex segregated job assignments and dress codes, medical privacy, and harassment. Presenters come from activist, advocacy, and private practice backgrounds and will offer litigation tips ensuring that your client is treated with dignity during litigation,

including how to educate opposing counsel and judges and limiting discovery to maintain client privacy.

**Speakers:** Elizabeth Kristen, Kristina Wertz, Mattheus E. Stephens

### **Being a Corporate Lawyer – Insight into the day-to-day** **Sponsored by Microsoft**

Doheny / Beachwood

This workshop will help every lawyer — whether a full-time business lawyer or merely an attorney working in a big firm, a solo shop or an in-house attorney in a legal department — better understand key legal issues that might arise in the areas of general corporate law. Experienced lawyers from several different walks of the profession will share their experiences in being a corporate lawyer. Presenters will focus their discussion on key aspects of corporate law — such as entity formation, corporate governance, taxation, regulatory compliance, liabilities and risk management and intellectual property. This workshop will also include a general discussion on contracting, including documentation and negotiation of corporate transactions, and other key issues.

**Moderator:** Tony Varona

**Speakers:** Peter Michaud, Jordan Herman, Wayne LaRue Smith, Fauzia Zaman-Malik

### **Harmonizing the Wedding March: Equality, Religion, Ceremonies, Services and Goods**

**Sponsored by Foley & Lardner LLP**

Runyon / Laurel

The struggle in New York's legislature over framing of the new marriage equality law refocused the national spotlight on perceived tensions between the equality rights of lesbian, gay and bisexual couples and the freedom of those who object on religious grounds. In this workshop, one of the lead Cuomo Administration lawyers responsible for framing NY's new marriage law will be joined by lawyers who have done similar legislative lawyering in other marriage equality states, and who have litigated cases concerning the appropriate balance between LGBT equality and the religious liberty rights of those operating small businesses and/or offering hospitality or other services often purchased in connection with weddings. We will consider the different options in legislative as opposed to litigation advocacy, and from a government as opposed to community-nonprofit perspective.

**Speakers:** Alphonso David, James Esseks, Jennifer Pizer, Peter Renn, Janson Wu

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**Lessons from Hate Crimes Cases in the Courts**  
**Sponsored by Weil, Gotshal & Manges LLP**

*Echo Park*

All too often transgender people, especially women of color, pay with their lives for being exactly who they are, killed by those who hate. In this session, panelists will discuss in detail the state hate crimes cases that were successfully prosecuted in the Angie Zapata and Lateisha "Teish" Green cases in Colorado and New York. One focus will be on jury questionnaires, voir dire and jury selection, with a focus on seating a fair and impartial jury. How does one prove hate crimes law elements with respect to animus based on transgender status versus perceived sexual orientation? How is it best to describe gender identity or sexual orientation given the law or facts of a particular case? On the panel will be an experienced jury trial consultant who assisted with the Zapata case, and whose firm has studied ways to tell persuasive stories and also how to reduce bias in potential jury pools. This session will be of interest to those interested in learning more about developing strong case themes.

**Moderator:** Shannon Minter

**Speakers:** Sarah Murray, Ryan Scott

**3:00 p.m. - 3:15 p.m. Coffee Break**

**Sponsored by Fulbright & Jaworski LLP**  
*Grand Ballroom Foyer*

**3:15 p.m. - 4:45 p.m. Corporate Counsel Take their Proper Place Leading Diversity**

**Sponsored by Liberty Mutual**

*Grand Ballroom (Salons 1, 2 & 3)*

Economic concerns have overshadowed diversity initiatives in the profession for the last several years of the recession. Yet clients continue to demand that diversity is a top priority for their outside law firms; according to Law360, "Big-name corporations are stepping up efforts to give more work to women and minorities and say those that fail to make diversity a priority do so at their own peril." What diversity efforts are working in this still-weak economy – an economy that may have already become "the new normal." What is working — the "carrot" or the "stick?" Microsoft Corp. has awarded bonuses since 2008 to its own lawyers and its outside counsel for improving diversity in the legal profession, receiving a 2% bonus if it achieves a 2% increase in the number of hours worked by U.S.-based women and minorities, including LGBT attorneys – but why are other Fortune businesses not following this example? According to the Institute for Inclusion in the Legal Profession, few if any business clients turned legal providers away because of a dearth of diversity, but Del Monte did! How does an in-house lawyer work

to educate a legal department in some of the most conservative environments in the U.S. – and even more difficult, how does one keep pushing the envelope in a "progressive" business? Some businesses are leading the way with transgender inclusion – what inspired them to change? How do lawyers continue to lead while in the middle of an acquisition? Which of these initiatives will turn the tide on diversity in the profession? Come to this plenary and learn how to speak "the business of diversity" regardless of whether you are a law student, an in-house lawyer or a government attorney. Every lawyer needs to know the reasons why the needle is moving toward acceptance of LGBT lawyers.


**Moderator:** Jamison Green

**Speakers:** Theodore Furman, Charles Berardesco, Dean Marks, Michelle Waites, Arlene Zalayet, J.D. Fugate, Larry Chanen

*Lawrence*

**5:00 p.m. - 7:00 p.m. Farewell Reception**

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Allen & Overy LLP	Cooley LLP	Fulbright & Jaworski LLP
Alston + Bird LLP	Covington & Burling LLP	Gibson, Dunn & Crutcher LLP
Attorney General's Office, California Department of Justice	Cravath, Swaine & Moore LLP	Goodwin Procter LLP
Arnold & Porter LLP	Crowell & Moring LLP	Greenberg Traurig LLP
Baker Botts LLP	Davis Polk & Wardwell LLP	Hewlett-Packard Company
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Day Pitney LLP	Hogan Lovells US LLP
Baker Hostetler LLP	Debevoise & Plimpton LLP	Holland & Knight LLP
Baker & McKenzie LLP	Dechert LLP	Hughes Hubbard & Reed LLP
Ballard Spahr LLP	Dewey & LeBoeuf LLP	Human Rights Campaign
Bass, Berry & Sims PLC	Dickstein Shapiro LLP	Hunton & Williams LLP
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Bingham McCutchen LLP	Dorsey & Whitney LLP	Jones Day
Blank Rome LLP	Duane Morris LLP	K&L Gates LLP
Bryan Cave LLP	Equal Employment Opportunity Commission	Katten Muchin Rosenman LLP
BuckleySandler LLP	Faegre & Benson LLP	Kaye Scholer LLP
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Carlton Fields	Fenwick & West LLP	King & Spalding
CBS Corporation	Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Kirkland & Ellis LLP
Chadbourne & Parke LLP	Fish & Richardson P.C.	Latham & Watkins LLP
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	Freddie Mac	Liberty Mutual Insurance Company – Legal Department

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 Neal, Gerber & Eisenberg LLP  
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Key: Y = Yes N = No DNO = Does not offer this benefit	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...include gender/iden- tity expression diversity training including gender transition guidelines	...offers health care covering trans related care	...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	...offers a healthcare plan that covers family planning (e.g. IVF, IUI)	...offers to defray the cost of family planning (e.g. adoption fees)
Firm/Organization...										
ACLU LGBT & AIDS Project	Y	Y		Y	Y	Y	Y	Y		
Allen & Overy LLP	Y	N	N	Y	Y	N	Y	Y	DNO	DNO
Allen Matkins Leck Gamble Mallory & Natsis LLP	Y	N	N	Y	Y		Y	Y	Y	DNO
Alston & Bird LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Arnold & Porter LLP	Y	Y	N	Y	Y	N	Y	Y	Y	Y
Attorney General's Office, California Department of Justice	Y									
Baker Botts LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Baker & McKenzie LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Baker Hostetler, LLP	Y		N	Y	Y	N	Y	Y	Y	DNO
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Y	N	Y	Y	Y	N	DNO	Y	DNO	DNO
Ballard Spahr LLP	Y	Y	Y	Y	Y	N	Y	Y	DNO	DNO
Bass, Berry & Sims PLC	Y	N	N	N	Y	N	Y	Y	Y	N
Bilzin Sumberg Baena Price & Axelrod LLP	Y	N	N	N	Y	N	Y	Y	DNO	DNO
Bingham McCutchen, LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
Blank Rome LLP	Y	N	N	Y	Y	N	Y	Y	DNO	DNO
Bryan Cave LLP	Y				Y					
BuckleySandler LLP	Y	Y	N	Y	Y	N	DNO	Y	DNO	DNO
Cadwalader, Wickersham & Taft LLP	Y	Y	N	N	Y	Y	Y	Y	Y	DNO
Carlton Fields	Y	Y	Y	Y	Y	N	Y	DNO	DNO	DNO
CBS Corporation	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Chadbourne & Parke LLP	Y	Y	N	N	Y	N	Y	Y	DNO	DNO
Chapman and Cutler LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Cleary Gottlieb Steen & Hamilton LLP	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
Cook County State's Attorney's Office	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Cooley LLP	Y	N	N	Y	Y	Y	Y	Y	DNO	DNO
Covington & Burling LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Cravath, Swaine & Moore LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Crowell & Moring	Y	N	Y	Y	Y	N	Y	Y	Y	DNO
Davis Polk & Wardwell LLP	Y	Y			Y	N	Y	Y		DNO
Day Pitney LLP	Y	Y	N	Y	Y	N	Y	Y	DNO	DNO
Debevoise & Plimpton LLP	Y	Y	N	Y	Y	N	Y	Y	DNO	DNO
Dechert LLP	Y	Y	N	N	Y	N	Y	Y	Y	DNO
Dewey & LeBoeuf	Y	Y	Y	N	Y	N	Y	Y	Y	DNO
Dickstein Shapiro LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
DLA Piper LLP (US)	Y	N	N	Y	Y	N	Y	Y	N	N

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Key: Y = Yes N = No DNO = Does not offer this benefit	Firm/Organization...	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...include gender/identity expression diversity training including gender transition guidelines	...offers health care covering trans related care	...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	...offers a healthcare plan that covers family planning (e.g. IVF, IUI)	...offers to defray the cost of family planning (e.g. adoption fees)
	Dorsey & Whitney LLP	Y	Y	N	N	Y	N	Y	Y	Y	Y
	Duane Morris LLP	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
	Equal Employment Opportunity Commission	Y	Y	Y	N	N	N	N	DNO	DNO	DNO
	Faegre & Benson LLP	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
	Federal Deposit Insurance Corporation	Y	Y	Y	N	N	N	DNO		DNO	DNO
	Fenwick & West LLP	Y	Y	Y	N	Y	Y	Y	Y	DNO	DNO
	Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
	Fish & Richardson	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
	Foley & Lardner LLP	Y	Y	N	Y	Y	N	Y	Y	Y	Y
	Freddie Mac	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
	Fredrikson & Byron, P.A.	Y	N	N	N	Y	N	Y	Y	Y	N
	Fried, Frank, Harris, Shriver & Jacobson LLP	Y	Y	N	Y	Y		Y	Y	Y	DNO
	Fulbright & Jaworski L.L.P.	Y	Y	Y	N	Y	N	Y	Y	DNO	DNO
	Gay & Lesbian Advocates & Defenders	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
	Gibson, Dunn & Crutcher LLP	Y	Y	Y	N	Y	N	Y	Y	N	N
	Goodwin Procter LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
	Greenberg Traurig, P.A.	Y	Y	N	Y	Y	N	DNO	Y	DNO	DNO
	Hewlett-Packard Company	Y	Y	Y	N	Y	N	Y	Y	Y	Y
	Hogan Lovells US LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
	Holland & Knight LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
	Hughes Hubbard & Reed, LLP	Y	N		Y	Y		Y	Y	Y	DNO
	Human Rights Campaign	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
	Hunton & Williams LLP	Y	Y	Y	N	Y	N	Y	Y	DNO	DNO
	Husch Blackwell	Y	Y	N	Y	Y	N	Y	Y	N	DNO
	Jenner & Block LLP	Y	Y	Y	N	Y	N	Y	Y	Y	DNO
	Jones Day	Y	N	N	N	Y	N	Y	Y	Y	Y
	K&L Gates LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
	Katten Muchin Rosenman LLP	Y	Y	N	Y	Y	N	Y	Y	Y	N
	Kaye Scholer LLP	Y	Y	N	Y	Y	N	Y	Y	DNO	DNO
	Kilpatrick Townsend & Stockton LLP	Y	Y	Y	Y	Y	N	Y	Y	DNO	DNO
	King & Spalding	Y	Y	Y	Y	Y	N	Y	Y	Y	N
	Kirkland & Ellis LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
	Latham & Watkins LLP	Y	Y	N	Y	Y	N	Y	Y	Y	N
	Legal Aid Society-Employment Law Center	Y	Y	N	N	Y	Y	Y	Y	DNO	DNO
	Liberty Mutual	Y	N	Y	Y	Y	N	Y	Y	Y	Y

# RECRUITERS

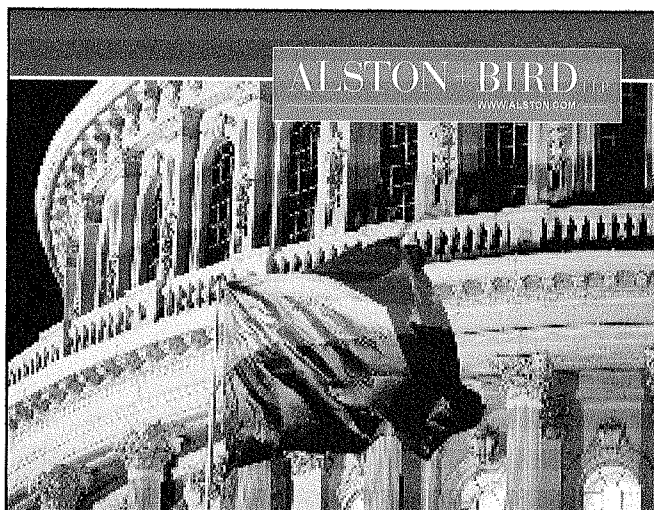
Key: Y = Yes N = No DNO = Does not offer this benefit	...includes sexual orientation as a protected class	...includes gender identity as a protected class	...include gender/iden- tity expression diversity training including gender transition guidelines	...offers health care covering trans related care	...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	...offers a healthcare plan that covers family planning (e.g. IVF, IUI)	...offers to defray the cost of family planning (e.g. adoption fees)
Firm/Organization...										
Linklaters LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
Littler Mendelson P.C.	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Marshall, Gerstein & Borun LLP	Y	Y	N	N	Y	N	Y	Y	N	N
Mayer Brown LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
McDermott Will & Emery LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
McGuireWoods LLP	Y	Y	N	N	Y	N	Y	Y	DNO	Y
Milbank, Tweed, Hadley & McCloy LLP	Y	Y		Y	Y	N	Y	Y	Y	DNO
Mintz Levin Cohn Ferris Glovsky and Popeo PC	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
Morgan Lewis & Bockius LLP	Y	Y	N	N	Y	N	Y	Y	Y	DNO
Morris, Nichols, Arsht & Tunnell LLP	Y	N	N	N	Y	N	Y	Y	N	DNO
Morrison & Foerster LLP	Y	Y	N	Y	Y	Y	Y	Y	Y	DNO
Munger, Tolles & Olson LLP	Y	Y	Y	Y	Y	Y	Y	Y	DNO	N
National Gay and Lesbian Task Force	Y	Y	N	Y	Y	N	Y	Y	DNO	DNO
Neal, Gerber & Eisenberg LLP	Y	Y	Y	N	Y	N	Y	Y	Y	DNO
New York County District Attorney's Office	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
Nixon Peabody LLP	Y	Y	Y	N	Y	Y	Y	Y	Y	Y
O'Melveny & Myers LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Orrick, Herrington & Sutcliffe LLP	Y	Y	N	Y	Y	Y	Y	Y	Y	DNO
Patton Boggs LLP	Y	N	Y	N	Y	Y	Y	Y	Y	DNO
Paul Hastings	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Paul, Weiss, Rifkind, Wharton & Garrison LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Perkins Coie LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Philadelphia District Attorney's Office	Y	N	N	Y	Y	N	Y	Y	DNO	DNO
Pillsbury Winthrop Shaw Pittman LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	N
Point Foundation	Y	Y	Y	Y	Y	N	Y	Y	DNO	DNO
Potter Anderson & Corroon LLP	N	Y	Y	N	Y	N	Y	Y	DNO	DNO
Proskauer Rose	Y	Y	N	Y	Y	N	Y	Y		Y
Quinn Emanuel Urquhart & Sullivan	Y	N	N	N	Y	N	Y	Y	N	N
Reed Smith LLP	Y	Y	N	Y	Y	Y	Y	DNO	DNO	
Richards, Layton & Finger	Y	N	N	Y	Y	N	Y	Y	DNO	DNO
Robins, Kaplan, Miller & Ciresi L.L.P.	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Ropes & Gray LLP	Y	Y	N	Y	Y	N	Y	Y	Y	N
San Francisco District Attorney's Office	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Schiff Hardin LLP	Y	N	N	N	Y	N	Y	Y	Y	DNO
Sedgwick LLP	Y	Y	N	Y	Y	Y	Y	Y	DNO	DNO

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Firm/Organization...										
Servicemembers Legal Defense Network (SLDN)	Y	Y			Y					
Seyfarth Shaw LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
Shearman & Sterling LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
Sheppard, Mullin, Richter & Hampton LLP	Y	Y	N	Y	Y	N	Y	Y	DNO	DNO
Shipman & Goodwin LLP	Y	N	N	N	Y	N	Y	Y	Y	DNO
Shook, Hardy & Bacon LLP	Y									
Sidley Austin LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Simpson Thacher & Bartlett LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Skadden, Arps, Slate, Meagher & Flom LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
Southern Poverty Law Center	Y	Y	N	N	Y	Y	Y	Y	DNO	DNO
Squire, Sanders & Dempsey (US) LLP	Y	Y	Y	Y	Y	N	Y	Y	DNO	DNO
Stephoe & Johnson LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Sullivan & Cromwell LLP	Y	Y	N	N	Y	N	Y	Y	DNO	Y
Sutherland Asbill & Brennan LLP	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
Thompson Coburn LLP	Y	Y	Y	Y	Y	N	Y	Y	DNO	DNO
Thomson Reuters	Y	Y	N	Y	Y	N	Y	Y	Y	Y
U.S. Department of Justice	Y	Y	N	Y	Y	N	Y	Y	DNO	DNO
U.S. Department of Treasury, Office of the Comptroller of the Currency	Y	N	N	Y	Y	N	Y	DNO	Y	DNO
U.S. Securities and Exchange Commission	N	N	N	N	N	N	N	DNO	DNO	DNO
Vinson & Elkins	Y	N	N	Y	Y	N	Y	Y	DNO	DNO
Wachtell, Lipton, Rosen and Katz	Y	Y	Y	Y	Y	N	Y	Y	DNO	DNO
Weil, Gotshal & Manges LLP	Y	Y	N	Y	Y	N	Y	Y	Y	DNO
Wiley Rein LLP	Y	N	N	Y	Y	N	Y	Y	N	Y
Willkie Farr & Gallagher LLP	Y	Y	Y	Y	Y	N	Y	Y	Y	DNO
WilmerHale	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Winston & Strawn LLP	Y	Y	Y	Y	Y	Y	Y	Y	Y	DNO
<del>WilmerHale</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>7</del>	<del>3</del>	<del>3</del>	<del>7</del>			
<del>Winston &amp; Strawn LLP</del>	<del>3</del>	<del>3</del>	<del>3</del>	<del>7</del>	<del>3</del>	<del>3</del>	<del>7</del>			

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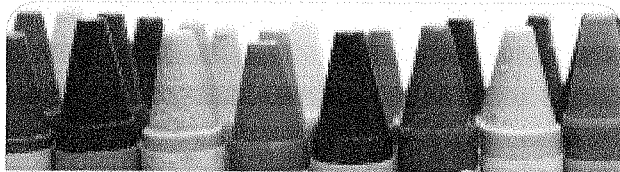
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*We could learn a lot from crayons.  
Some are sharp, some are pretty, some are dull,  
some have weird names, and all are different colors.  
But they all fit nicely into the same box.*

Anonymous

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## SPEAKER BIOGRAPHIES

### A

**Gabriel Arkles** – Gabriel graduated from New York University School of Law magna cum laude in 2004. After law school, he joined Sylvia Rivera Law Project (SRLP) first as an Equal Justice Works Fellow and then as a Staff Attorney and Director of Prisoner Justice Initiatives. There he provided legal services to low-income people and people of color who are transgender, intersex, or gender nonconforming. He also engaged in impact litigation, public education, and policy work to advance justice for these communities. His work at SRLP spanned issues of public benefits, name changes, identity documents, immigration, discrimination, and shelter access, with a particular focus on prisoners' rights. He joined NYU as an Acting Assistant Professor of Lawyering in 2010.

### B

**Charles Berardesco** – Mr. Berardesco is senior vice president, general counsel, corporate secretary and chief compliance officer of Constellation Energy, a Fortune 200 diversified energy company. He has primary responsibility for the company's legal strategies and policies, including corporate governance, legal compliance and ethics, corporate finance activities, mergers and acquisitions and litigation, as well as executive responsibility for corporate and information security. Mr. Berardesco received his J.D., with high honors, in 1983 from George Washington University, where he was the managing editor of *The George Washington Law Review*, and his A.B., magna cum laude, in 1980 from Duke University. He is active in a number of charitable organizations, including having served as chairman of the board of the Woodbourne Center, president of the Presbyterian Home of Maryland, chair of the Church Council of Foundry United Methodist Church and a member of the board of the Gay Men's Chorus of Washington. He is also a member of the Business Council of the Human Rights Campaign. In 2010, Mr. Berardesco was awarded the "Out & Proud" Corporate Counsel Award from the National LGBT Bar Association and was named one of the top 10 "GC's to Watch" by *Corporate Board*.

**Garry Bevel** - Garry is currently a Staff Attorney with the American Bar Association's Center on Children and the Law: Opening Doors for LGBTQ Youth in Foster Care Project in Washington, DC. In that capacity he has provided training and technical assistance to hundreds of judges, lawyers and child welfare to improve outcomes for LGBTQ youth in care. He is a former Miami-Dade prosecutor and was a litigation attorney for the Florida Guardian ad Litem Program prior to joining the ABA. Garry earned a B.A. from Florida State University and J.D. from the University of North Carolina

at Chapel Hill School of Law. In 2010, Garry was named one of the Best LGBT Lawyers Under 40 by the National LGBT Bar Association. He is a former Board member of YES Institute (the leading provider of education on gender identity and sexual orientation) in South Florida. Garry thoroughly enjoys boot camp classes, baked goods and welcomes any challenge to a game of Monopoly.

**John Boddie** – Mr. Boddie has represented LGBT people and same-sex couples in Bankruptcy Court since 1979. A graduate of Duke University and the University of North Carolina School of Law, John is the author of "A Legal Guide for Lesbians and Gay Men in North Carolina." He was North Carolina's representative on the ACLU Board of Directors 2005 - 2011.

**Tara Borelli** – Tara is a Staff Attorney in the Western Regional Office of Lambda Legal, the oldest and largest national legal organization committed to achieving full recognition of the civil rights of LGBT people and those living with HIV. Her work at Lambda Legal includes litigation seeking greater relationship recognition for same-sex couples, and strengthening antidiscrimination protections for

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LGBT people and those living with HIV, especially concerning fair access to health care. She is lead counsel for employees of the State of Arizona in *Collins v. Brewer*, in which the district court has held that the federal equal protection guarantee requires that lesbian and gay state employees have equal access to family health insurance. Tara also is co-counsel for Karen Golinski against the US Office of Personnel Management, also seeking equal access to health insurance, in one of the leading challenges to the "Defense of Marriage Act." Borelli also has advocated for LGBT and allied students in California, Oregon and Washington who have faced bullying and harassment, unlawful restrictions on their Gay Straight Alliance activities, and unconstitutional limitations on their right to be openly gay in school. Before joining Lambda Legal, Tara practiced with an intellectual property litigation boutique in Seattle, with the Los Angeles office of Proskauer Rose LLP, and with a community-based agency working to reduce domestic violence through legal advocacy, youth training, and curriculum development. Borelli is a graduate of Boalt Hall School of Law and UC Davis.

**Michael Boucai** – Michael is a Law Teaching Fellow in the Williams Institute at UCLA. In his teaching and research, he brings history, social science, and critical theory to bear on legal problems, particularly in the domain of sexuality. His current projects deal with bisexuality's obscured centrality to debates about gay rights, and the radical ideological underpinnings of same-sex couples' attempts in the early 1970s to win the freedom to marry. Michael's work has appeared in the *University of Miami Law Review*, the *National Black Law Journal*, the *Georgetown Journal of Gender and the Law*, *The Journal of Social History*, and *Gender and History*. Michael is a graduate of Yale (B.A., history), Georgetown (J.D.), and Cambridge (M.Phil., history). He clerked for the Honorable Rosemary Barket of the U.S. Court of Appeals for the Eleventh Circuit.

**Brian Breheny** – Mr. Breheny is a corporate partner in Skadden Arps' Washington, DC office. In this capacity, he represents clients in matters related to mergers and acquisitions, securities regulation, corporate finance and corporate governance. From 2003 to 2007, Mr. Breheny served as chief of the SEC's Office of Mergers and Acquisitions in the Division of Corporation Finance where he oversaw the legal and technical aspects of the administration of the Securities Act of 1933 as it related to tender offers and mergers; the proxy, beneficial ownership reporting, tender offer and going-private provisions of the Securities Exchange Act of 1934; and the rules, regulations, forms and procedures promulgated to implement these statutory provisions. He served as deputy director for Legal and Regulatory Policy in the Division of Corporation Finance from 2007 to 2010, during which time Mr. Breheny was a member of the Commission's senior staff with responsibility for the Division's Chief Counsel, Chief Accountant, Mergers and Acquisitions, International Corporate Finance, Rulemaking, Small Business Policy and Enforcement Liaison support offices. Mr. Breheny earned his J.D., with honors, from St. John's University School of Law and a B.S. in accounting from the Peter J. Tobin School of Business at St. John's University. He has lectured extensively on topics such as mergers and acquisitions, corporate governance and the federal proxy rules and shareholder voting, and is currently an adjunct securities law faculty member at Howard University School of Law.

**Andrea Bridgeman** – Andrea Bridgeman is Associate General Counsel at Freddie Mac, which purchases and securitizes mortgages to provide Americans access to low cost home financing, where she specializes in mortgage purchases, counter party credit risk and document custody. She is Chair of the Virginia State Bar's Special Committee on Access to Legal Services and is a member of VSB's governing Council. She served on the VSB's Corporate Counsel Section Board, as faculty of the Mandatory

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Professionalism Course and on the Virginia Bar Association's Community Service/Pro Bono Committee. She was President of the LSC-funded Potomac Legal Aid Society and was a director of Legal Services of Northern Virginia. For 15 years, Ms. Bridgeman co-chaired Freddie Mac's Pro Bono Initiative, a volunteer program that has won awards from Association of Corporate Counsel, the American Bar Association and the VSB. She was recognized as the ACC's 2004 Member of the Year and the VSB's Local Bar Leader of the Year this past June. Ms. Bridgeman holds an A.B. (Classical Studies) from Bryn Mawr College and a J.D. from the University of Virginia.

**Kylar W. Broadus** – Kylar is a professor, attorney, activist and public speaker from Missouri. He is an associate professor of business law at Lincoln University in Missouri, a historically black college where he previously served as chair of the business department. Kylar has maintained a general practice of law in Columbia, Missouri since 1997. In February 2011, Kylar was awarded the National Gay and Lesbian Task Force's Sue J. Hyde Award for Longevity in the Movement. Also, in February, he was featured in Black Enterprise Magazine discussing transgender workplace discrimination. In 2010, Kylar founded Trans People of Color Coalition (TPOCC), the only national civil rights organization dedicated to the needs of Trans People of Color. Kylar is Division Director of the Section on Individual Rights and Responsibilities an American Bar Association Committee and Co-Chair for the Committee on Sexual Orientation and Gender Identity. He serves on the board of the National Black Justice Coalition and was chair from 2007 to 2010. He is on the board of the Transgender Law and Policy Institute and formerly on the board of the National Stonewall Democrats. He authored the essay "The Evolution of Employment Discrimination Protections for Transgender People", published in "Transgender Rights", the first of its kind by Currah, Juang, Minter 2006 and "The Criminal Justice System and Trans People" in Temple Law Journal and is co-authoring the legal chapter for the soon to be released, *Trans Bodies Trans Selves*. He is in the film "Still Black: A Portrait of Black Transmen."

**Anthony M. Brown** – Anthony currently works for the law firm of Albert W. Chianese & Associates 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 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 is the founder of TimeForFamilies.com, a web environment dedicated to assisting gay and lesbian couples create their own families. Anthony has worked as a law guardian at The Children's 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. Anthony is a member of The Family Law Institute of the National Gay and Lesbian Bar Association, the New York State Bar Association, the New York County Lawyers Association and the American Bar Association.

**Kim Shayo Buchanan** – Prof. Buchanan specializes in constitutional law, international and comparative human rights law, prisoners' rights, reproductive rights, race, gender and sexuality. Her current research addresses race, gender and prisoners' rights against sexual abuse, and the sexual dimensions of gender equality. She teaches constitutional law, reproductive rights, and international human rights law. Prof. Buchanan earned her bachelor's degree at Queen's

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University and her law degree at the University of Toronto. She clerked for Chief Justice Isaac of the Federal Court of Canada (Appeal Division). She holds an LL.M. and J.S.D. from Columbia University. Before her return to academia, Prof. Buchanan worked as a civil litigator at Sack Goldblatt Mitchell in Toronto, where she litigated constitutional claims for welfare and public health benefits, as well as litigating plaintiffs' civil and constitutional tort claims against public authorities for malicious prosecution, wrongful conviction, and failure to protect. Most recently, she worked as a senior fellow at the Center for Reproductive Rights in New York City, where she authored *Women's Reproductive Rights in the United States*, a shadow report to the United Nations Human Rights Committee (the implementation body of the ICCPR) on US noncompliance with its international law obligations to protect reproductive rights. Her publications include "Impunity: Sexual Abuse in Women's Prisons" (*Harvard Civil Rights-Civil Liberties Law Review*, 2007) and "Lawrence v. Geduldig: Regulating Women's Sexuality" (*Emory Law Journal*, 2007).

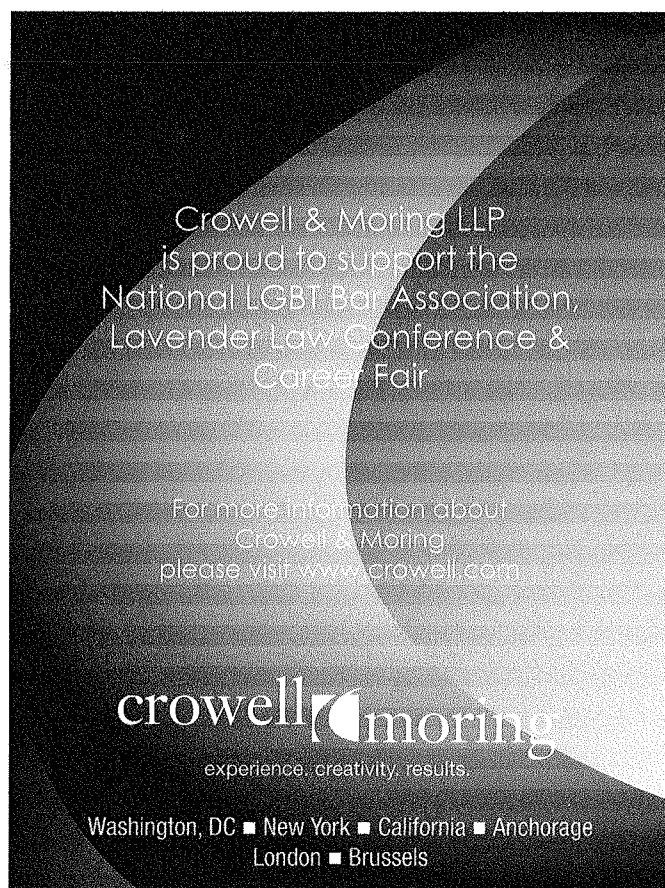
Ohio

**Joan M. Burda** – Joan is a solo practitioner in Lakewood, OH. Joan is the author of the award winning, *Estate Planning for Same-Sex Couples* (ABA 2004) and *Gay, Lesbian and Transgender Clients: A Lawyer's Guide* (ABA 2008) as well as numerous articles on LGBT estate planning. Joan is an Adjunct Professor of law at Case Western Reserve University School of Law where she teaches Sexual Orientation and the Law. She also teaches in the Legal Studies Program at Ursuline College in Pepper Pike, Ohio. In addition to her teaching and writing activities, Joan speaks on LGBT issues around the country. She received her B.L.S. from Bowling Green State University in Ohio and her J.D. from Pepperdine University School of Law, Malibu, CA. Joan and her partner, Betsy Ashley (also a lawyer) live in Lakewood, OH.

C

**Patricia A. Cain** – Pat is the Inez Mabie Distinguished Professor of Law at Santa Clara University and the Aliber Family Chair in Law, Emeritus, at the University of Iowa. She is the author of *Rainbow Rights: The Role of Lawyers and Courts in the Lesbian and Gay Civil Rights Movement* (Westview Press, 2000) and *Sexuality Law*, 2<sup>nd</sup> Edition (Carolina Academic Press 2009) (with Arthur S. Leonard). She is a member of the American Law Institute and a fellow of the American College of Trust and Estate Counsel. She teaches courses in federal taxation, property, wills and trusts, and sexuality and the law. Most of her recent scholarship focuses on tax planning for same-sex couples. She has recently launched a blog called Same Sex Tax Law. See [www.law.scu.edu/blog/samesextax/](http://www.law.scu.edu/blog/samesextax/)

**Brian Castro** – Mr. Castro is an attorney in Washington, D.C. who specializes in litigation, regulatory, investigative and enforcement matters in highly regulated sectors. As counsel to financial institutions, healthcare insurers, whistleblowers, manufacturers, and agricultural producers, Mr. Castro has guided clients through regulatory mandates and complex litigation involving securities, government contracting, antitrust, and healthcare. He is a former prosecutor for the Financial Industry Regulatory Authority (FINRA), where he led investigations of securities fraud, insider trading, market manipulation, and other supervisory and compliance failures by major financial services companies. He has successfully resolved numerous cases in federal trial and appellate courts and administrative proceedings throughout the United States. Mr. Castro received a B.S., with honors, from Cornell University and a J.D. from the Duke University School of Law. He clerked in federal district court in Pennsylvania and is a member of the bars of the District of Columbia and Maryland, and is admitted to practice before the U.S. Supreme Court and various federal circuit and district courts.



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**Hon. Mary Celeste** – Judge Celeste sits on the Denver County Court bench where she was the Presiding Judge 2009 and 2010; the first woman and Lesbian to hold that position in the history of that Court. She is also the current President of the Colorado Women's Bar Association Foundation and the current President of the American Judge's Association (AJA). She is the first GLBT to hold the position of President of the AJA; a national judicial association with 2000 members across the U.S., Canada and Mexico. She is member of the Board of Directors for the International Association of Lesbian and Gay Judges (IALGJ) where she currently serves as the Education Co-chair. In that capacity, she has been responsible for creating the partnership between the IALGJ and the Williams Institute at UCLA which has brought GLBT education to Judges around the country including, Colorado, Florida and New York. She has also participated in judicial panels at the National LGBT Bar Association conferences on behalf of the IALGJ. She is an Adjunct Professor at the University of Denver's School of Law where she has taught Gender and the Law and Sexual Orientation and the Law. She has served as a member of the Colorado Bar Association's Board of Governors, the Denver Bar Association's Conciliation Panel and the Colorado Women's Bar Association Board of Governors. She is a graduate of Cal Western where she was the Editor-in- Chief of the law school journal and the first woman to hold that position.

**Larry Chanen** – Larry is a Senior Vice President and Associate General Counsel in the JPMorgan Chase Legal and Compliance Department, where he handles a number of large bankruptcy/workout litigation matters for the firm. In addition, he manages the Litigation Department's internal electronic discovery group. For many years, he has been a Senior Sponsor of the JPMorgan Chase Pride employee networking group. Larry has long been active in the LGBT community organizations in the New York area, most recently serving as co-Chair of the Board of Directors of SAGE (Services and Advocacy for GLBT Elders), the nation's oldest and largest organization dedicated to the LGBT older community. He is now the founding co-chair of SAGE's National Leadership Council. Among his other activities, Larry served as a member of the Board of the Empire State Pride Agenda, was a member of the Legal Advisory Committee and a Cooperating Attorney for Lambda Legal, and co-founded the Lesbian and Gay Community Mediation Service, which became the Center Mediation Service. He has also served as a peer counselor and board member of Identity House, a LGBT peer counseling organization. In November 2010, Larry was the recipient of the "Out and Proud Corporate Counsel Award" from the National LGBT Bar Association. Prior to JPMorgan Chase, Larry was at Pan American World Airways, Inc. and a partner at Whitman and Ransom. He received his B.A. from the University of Michigan and his J.D. from New York University School of Law. He resides on Roosevelt Island, New York with his partner of 18 years, Jack Burkhalter.

**Judy Chiasson** – Dr. Chiasson is an administrator in Los Angeles Unified School District's office of Human Relations, Diversity & Equity, where she is responsible for designing and implementing District-wide programs to reduce bullying, racism, classism, homophobia, and marginalization, resulting in improved student achievement and reduction in school violence. She writes district policies, LGBTQ inclusive curriculum, and advocates for legislation to create more inclusive and affirming schools. Dr. Chiasson works extensively with principals, teachers, students and community members to build school-wide protective factors to reduce the heightened risks for LGBTQ youth. She coordinates over 250 annual LGBTQ diversity trainings for secondary and post secondary schools in the Los Angeles area.

**Natalie Chin** – Natalie is a staff attorney at Lambda Legal. She is actively involved in Lambda Legal's full range of casework, with an emphasis on senior issues. Previously, she worked for MFY Legal Services in New York, where she was a staff attorney representing individuals with mental

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and in 1999 received the Community Service Award from the Lesbian and Gay Law Association of Greater New York (Legal)



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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.

**Kunoor Chopra** – Kunoor is a highly experienced, U.S. attorney licensed in California. Kunoor was an associate attorney with the international law firm of Fulbright and Jaworski L.L.P. and with Nossaman. In 2004, Kunoor founded LawScribe, one of the pioneer legal process outsourcing companies which was acquired by UnitedLex in November, 2010. The acquisition added global and technological capabilities to LawScribe's litigation, corporate and intellectual property services. At UnitedLex, Kunoor consults with law firms and companies regarding strategy and solutions to optimize their legal departments. Kunoor's clients include AmLaw 100 firms and Fortune 500 companies globally. Kunoor has had a variety of articles published on Outsourcing and the Legal Profession and has been interviewed by the press as an authority in the field

of Offshore Legal Process Outsourcing. Kunoor is also a recognized speaker both in the United States and abroad in the field of Legal Process Outsourcing and has been invited to speak at conferences including NASABA, NAPABA, the State Bar of California, Legal Tech in Los Angeles and New York, International Association of Outsourcing Professionals, University of California Berkley School of Law, ALM Legal Outsourcing Conferences and Association of Legal Administrators. Kunoor is on the Board of Governors for the Organization of Legal Professionals and on the Board of Directors for the Library Foundation of Los Angeles.

**Randall Clark** – Mr. Clark is Vice President-Corporate Relations and Corporate Secretary for Sempra Energy, A San Diego-based Fortune 500 energy services holding company whose subsidiaries provide electricity, natural gas and value-added products and services. The Sempra Energy companies' nearly 16,000 employees serve about 26 million consumers worldwide. In addition to overseeing the office of the Corporate Secretary and all corporate governance matters, he also oversees political and corporate social responsibility reporting, federal government affairs and corporate structuring. Prior to assuming his current role, he was an assistant general counsel and managing attorney with Sempra Energy, where he oversaw a variety of domestic and international mergers and acquisitions, joint ventures, development projects and international legal issues. He has also had oversight of Sempra Energy's corporate communications group. Before moving in-house, Mr. Clark advised both public and private companies on a full range of corporate transactional and securities matters at the law firms of Colley Godward LLP and Morrison and Foerster LLP. He graduated summa cum laude with a bachelor's degree in accounting from Pepperdine University and with honors from Duke University's School of Law where he emphasized international and comparative law. Currently he serves as an advisory committee member for the Southern California chapter of the Society.

**Hon. Gary Cohen** – Judge 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 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).

**Duncan Crabtree-Ireland** – Duncan is Deputy National Executive Director and General Counsel of Screen Actors Guild, responsible for all Guild legal affairs and strategy, and for overseeing seven national departments including

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Legal, Human Resources, Affirmative Action & Diversity, and Government Relations & Policy. Duncan serves as a Judge pro tem for the L.A. Superior Court, an Adjunct Professor at USC Law School, and a member of the boards of the Conference of California Bar Associations, the Los Angeles County Bar Association, the Screen Actors Guild-Producers Pension and Health Plans, and the Greater Los Angeles Zoo Association. He presently serves as a SAG delegate to the International Federation of Actors (FIA) and is the convener of its international working group on LGBT equality, as well as being the staff co-founder of the SAG LGBT Actors Committee. He is a past Co-President of the Lesbian & Gay Lawyers Association of Los Angeles and recipient of its Co-Presidents' Award. In 2010, Duncan was named to Power UP's list of "Ten Amazing Gay Men in Showbiz." Prior to joining the Guild in 2000, Duncan served as a Deputy District Attorney for Los Angeles County. Duncan attended Georgetown University and the UC Davis School of Law, where he was inducted into the Order of Barristers. Duncan and his husband actor/producer John Ireland (*Marriage Trial*, *com*; *Finding Family*) are the proud parents of a six year old daughter.

## D

**Kendall Daines** – Kendall has a BA in history from Williams College and a BA in Nursing from University of North Carolina at Chapel Hill. She received her JD, cum laude, from the University of Michigan Law School. Currently, she is counsel at Groom Law Group, Chartered, in Washington, D.C., where she specializes in the taxation of employee benefits.

**Nima Daivari** – Nima is Production Counsel at Telepictures Productions Inc.—a division of Warner Bros. Television. Telepictures is the leading producer of syndicated television programming including "The Ellen DeGeneres Show," "TMZ," "Extra," "Anderson" and "Dr. Drew's Lifechangers". Nima graduated from New York Law School and the University of Southern California where he received his B.A. in film from the School of Cinematic Arts. Prior to Telepictures Nima worked at MRB Productions, Inc. a two-time Emmy Award winning producer of promos, commercials, and independent features. Nima has held various positions in the entertainment industry including stints at MTV Networks, ESPN, The Gersh Agency, and truTV. He is licensed to practice law in New York and California.

**Owen Daniel-McCarter** – Owen is one of the founding collective members of the Transformative Justice Law Project of Illinois, which provides free, zealous, life-affirming, and gender-affirming holistic legal services to poor transgender and gender non-conforming people targeted by the criminal legal system in Chicago, as well as folks in

prison throughout Illinois. TJLP provides legal services with a commitment to three core values: the right to gender self-determination, vision towards a long-term goal of prison abolition, and dedication to resisting state-sponsored systems of control through transformative justice and community empowerment models. He is also teaches at DePaul University and co-teaches at DePaul Law School in the Civil Rights Clinic.

**Alphonso David** – Alphonso serves as Deputy Secretary for Civil Rights & Labor Relations for New York State Governor Andrew M. Cuomo, where he works on a full range of legal, policy, legislative and operational matters affecting civil rights throughout the State. Prior to accepting this post, he served as Special Deputy Attorney General for Civil Rights for the Office of the New York State Attorney General, where he supervised Assistant Attorneys General, and legal and administrative staff in the Bureau, as well as strategic planning, case development, policy analysis and community outreach. Prior to joining the Attorney General's Office, Alphonso served as Deputy Commissioner for Operations and Special Counselor to the Commissioner for the New York State Division of Human Rights. He also previously served

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as a Staff Attorney at Lambda Legal Defense and Education Fund, where he litigated cases relating to marriage, parenting rights, discrimination in schools and access to health care. Prior to working in public and non-profit sectors, Alphonso was Corporate Counsel for Canyon at Peace Park, and a litigation associate at Blank Rome LLP. Alphonso began his legal career as a judicial clerk to the Honorable Clifford Scott Green in the United States District Court for the Eastern District of Pennsylvania. He also serves as an Adjunct Professor of Law at Fordham University School of Law and Benjamin N. Cardozo School of Law.

**Jon W. Davidson** – Mr. Davidson is the Legal Director of Lambda Legal, the largest and oldest national legal organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those living with HIV. Based in the organization's Western Regional Office in Los Angeles, he is responsible for strategically guiding Lambda Legal's legal work and supervising the organization's attorneys, Legal Help Desk specialists, and legal assistants in all five of Lambda Legal's offices. He has worked on LGBT and HIV-related legal matters for more than 25 years. In his more than 16 years

at Lambda Legal, Davidson has been counsel in cases that have won same-sex couples the freedom to marry; protected domestic partner benefits against attack; championed the rights of LGBT students; challenged the military's anti-gay policies; secured asylum for LGBT people persecuted in their home countries; and put an end to HIV-related discrimination in employment, insurance and public accommodations. Davidson received the National LGBT Bar Association's highest honor, the Dan Bradley Award, in 2010.

**Darek DeFreece** – Darek is a managing counsel for the Global Commercial and Insurance division of the Wells Fargo Legal Group. Based in San Francisco, Darek leads a team of attorneys who provide legal support to International Group lines of business for their trade finance, trade services, correspondent banking, and foreign exchange activities. Prior to his current role, Darek provided legal support to Wells Fargo Foreign Exchange. Before joining Wells Fargo, Darek worked for international money management firms and in private practice, with a focus on over-the-counter derivatives and investment management. Darek earned an A.B. degree in political science from the University of California, Berkeley, and a law degree from Boston College Law School. Darek is a member of the Financial Markets Lawyers Group sponsored by the Federal Reserve Bank of New York. He serves as regent for the University of California system and is a past president of the UC Berkeley alumni association. In addition, he serves as a trustee for the UC Berkeley Foundation and as a National Advisory Council member for the Institute of Governmental Studies. A native of northern California, Darek resides in the San Francisco Bay Area with his partner and their two children.

**Michelle Deutchman** – Ms. Deutchman is the Western States Counsel for the Anti-Defamation League (ADL), a non-profit organization that has been a leader in combating bigotry, prejudice and anti-Semitism for almost a century. Ms. Deutchman is responsible for overseeing the civil rights agenda for the nation's western states. In this capacity, she works closely with seven of ADL's regional offices to handle complaints pertaining to discrimination and harassment in employment, housing and educational settings. She also sets her region's legislative priorities and testifies before state legislative committees on behalf of specific bills. In her role, Ms. Deutchman is a frequent lecturer on topics such as cyber-bullying and the law, religion in public schools, church/state separation, religious accommodation in the workplace, freedom of speech and immigration. She travels extensively across the West Coast to speak to lawyers, teachers, administrators and community members and has conducted trainings for thousands of law enforcement officers on hate crimes/hate incidents and how to identify and recognize hate-motivated behavior. Ms. Deutchman earned her Juris Doctor from University of Southern California Law Center, where she graduated Order of the Coif. She holds a Bachelor of

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Arts in Political Science from the University of California at Berkeley. During law school, Ms. Deutchman served on the staff of the *Southern California Law Review*. Her publications include *"Getting the Guns: Implementation and Enforcement Problems with Senate Bill 218."* Before joining ADL, Ms. Deutchman worked as a civil litigator at Heller Ehrman White and McAuliffe.

**Todd Dickinson** – Todd is the Executive Director of the American Intellectual Property Law Association (AIPLA), and the former Under Secretary of Commerce for Intellectual Property and Director of the U.S. Patent and Trademark Office. From 1981 to 1990, he served as counsel to Chevron Corporation, focusing on domestic and international intellectual property matters. In 1990, he was hired as Chief Counsel for Intellectual Property and Technology at Sun Company, Inc., a post he would hold until 1995, when he left to join the law firm of Dechert Price & Rhoads. After leaving the USPTO, Dickinson joined Howrey Simon Arnold & White, becoming co-chair of its intellectual property practice. He then joined General Electric as Vice President & Chief Intellectual Property Counsel. Atty. Dickinson earned a B.S. degree in Chemistry from Allegheny College in 1974 and a J.D. from the University of Pittsburgh School of Law in 1977. He is a member of the Bars of Pennsylvania, California, and Illinois, and is registered to practice before the U.S. Patent and Trademark Office.

**Christopher Dolan** – Chris is an associate in the Minneapolis office of Faegre & Benson, LLP, and specializes in environmental and natural resources litigation, environmental review, and administrative proceedings. His litigation practice is focused on complex environmental litigation arising under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA), the Resource Conservation and Recovery Act (RCRA), and a variety of state statutes. Chris has also developed a strong pro bono practice focusing on civil rights issues affecting the LGBT community as well as child custody and adoption matters. Chris serves on the firm's pro bono and community service committee and is co-chair of the firm's United Way campaign. He is also a vice chair of the American Bar Association's Section of Environment, Energy, and Resources Mining Committee and is a trustee of The College of St. Scholastica in Duluth, Minnesota. Prior to joining Faegre & Benson, Chris worked as a McCleary law fellow with the Human Rights Campaign and as a legal and policy associate with Workplace Flexibility 2010, a policy initiative of the Alfred P. Sloan Foundation and Georgetown University. In 2010, Chris was named as an inaugural recipient of the National Lesbian, Gay, Bisexual, and Transgender (LGBT) Bar Association's Best LGBT Lawyers Under 40 Award. He is also a recipient of the Eleven Who Care Award, the Jefferson Award, and the Jacqueline Kennedy Onassis Award for Outstanding Public Service Benefiting a Local Community.

**Katie Doran** – Ms. Doran is the Advisor to the District Attorney for Gay, Lesbian, Bisexual & Transgender Issues. Ms. Doran joined the Manhattan District Attorney's Office in September of 1988. She came to the District Attorney's Office after completing a dual Masters Degree Program at Yale University where she holds an M. Div. and an M.S.W. While completing her degree she served as the first student intern for the NYC Gay & Lesbian Anti-Violence Project. She was an active member of the Mayor's Police Council for Gay & Lesbian Concerns during the Koch, Dinkins and Giuliani Administrations and currently serves on the NYPD Police Commissioner's LGBT Advisory Board. Throughout her tenure she has worked as an educator and advocate with the LGBT Community and with the Criminal Justice Community. In addition to her role as advisor, she is currently an EEO coordinator within the office and an active member of the District Attorney's Diversity Committee.

**Christian Dowell** – Christian has the pleasure of serving as Legal Director of Global Brand Protection at Yahoo! Inc. As a member of Yahoo!'s Intellectual Property Asset Management team, Christian's role is a global one, in which he is responsible for managing a heavy docket of domain

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## SPEAKER BIOGRAPHIES

name enforcement, anti-counterfeiting, trademark opposition and cancellation proceedings, domestic and international trademark litigation, as well as focusing on Yahoo!'s anti-phishing and anti-spam efforts. Christian manages the worldwide brand protection efforts for the Yahoo! family of brands, which include Yahoo!, Flickr, Right Media, Associated Content, and Maktoob. He also handles various other IP litigation on Yahoo!'s behalf, including defensive trademark litigation matters in the U.S. Prior to joining Yahoo!, Christian was an associate at the firm of Keats McFarland & Wilson LLP in Beverly Hills, California. While at KMW, Christian enjoyed the distinct opportunity to work with some of the world's most recognizable brands and intellectual property content providers, including major motion picture studios, multi-platinum Grammy award-winning artists, and leading video game producers. Christian handled brand research and development matters, as well as intellectual property litigation including trademark, unfair competition claims, and copyright infringement matters. In addition, Christian handled intellectual property licensing deals and general commercial litigation matters in both state and federal court, which included defending Yahoo! in multiple class action cases. While at KMW, Christian also supervised takedown measures for the illegal posting of copyrighted content and coordinated nationwide street enforcement campaigns for motion picture releases.

**E**

**William Eskridge** – Professor 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.

**Ivan Espinoza-Madriral** – is a Staff Attorney with Lambda Legal. Espinoza-Madriral is developing an initiative on behalf of LGBT people of color, LGBT immigrants, and low-income LGBT communities. In this capacity, he will be expanding Lambda Legal's work addressing the legal needs of LGBT and HIV-affected people who identify across intersecting lines of race, ethnicity and socio-economic class through litigation, public education, and policy advocacy. Before joining Lambda Legal, Espinoza-Madriral was a Staff Attorney with the Mexican American Legal Defense and Educational Fund (MALDEF) in San Antonio, Texas. Before joining MALDEF, Espinoza-Madriral worked with Fried, Frank, Harris, Shriver & Jacobson. Prior to joining the firm, he served as a law clerk for Judge Eric Clay in the U.S. Court of Appeals for the Sixth Circuit, and for Judge Ronald Ellis in the U.S. District Court for the Southern District of New York. He received his JD from New York University School of Law, where he was a Root-Tilden-Kern Sinsheimer Public Interest Scholar. He graduated *summa cum laude* and Phi Beta Kappa from the University of Pennsylvania, where he earned a BA in Political Science and Latin American Studies.

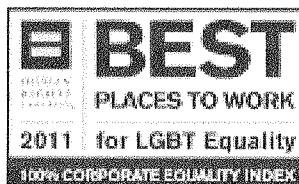
**James D. Esseks** – James is Director of the ACLU Lesbian Gay Bisexual

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Transgender & AIDS Project. James started with the Project as Litigation Director in 2001, became Co-Director in 2009, and Director in 2010. James oversees legal advocacy around the country that aims to ensure equal treatment of 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 and gender non-conforming people. Prior to joining the ACLU, James was a partner at Vladeck, Waldman, Elias & Engelhard, P.C., in New York, where he represented employees in a range of employment matters. James 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.

### F

**Jessica Feinberg** – Jessica is an Assistant Professor at Mercer University School of Law. Her teaching and scholarship interests include Contracts, Family Law, Immigration Law, Gender Law, and Sexual Orientation Law. Jessica obtained her B.A. in Psychology, *magna cum laude*, from Boston University. She received her J.D., *summa cum laude*, from Washington University School of Law in St. Louis. After law school, Jessica completed a clerkship with the Honorable Michael R. Murphy of the United States Court of Appeals for the Tenth Circuit. Before joining Mercer University School of Law, she taught in the Criminal Appeals and Death Penalty Clinics at DePaul University College of Law and served as a Teaching Fellow in the Forrester Fellowship Program at Tulane University Law School. Her most recent article, *The Plus One Policy: An Autonomous Model of Family Reunification*, 11 Nev. L.J. 629 (2011), proposes adding a new category to immigration law's current family reunification scheme. The "Plus One Policy" would allow an adult United States citizen or lawful permanent resident to sponsor one important individual in her life who does not fit within any of the pre-existing family reunification provisions. The Plus One Policy seeks to supplement the current purely "bounded model" of family reunification, in which the government categorically decides which relationships are most valuable to its citizens, with an "autonomous model," whereby citizens decide for themselves which relationships they value most.

Hon.

**Paul G. Feinman** – Justice Feinman was elected a Justice of the New York State Supreme Court in 2007. He previously served as a Justice of that court by designation (2004 -2007), and as a Judge of the Civil Court of the City of New York (1997 - 2003). Justice Feinman has served on the statewide Jury Trial Innovation Project, the Judicial Institute's Civil Law Advisory Committee, the New York County Supreme Court's Anti-Bias and Tort Advisory Committees. Prior to being elected to the bench, Justice Feinman served as principal law clerk to Justice Angela M. Mazza (1989 -1996), as a senior staff attorney of the Legal Aid Society, Criminal Defense Division, in Manhattan (1987 - 1989) and as a staff attorney of the Nassau County Legal Aid Society, Appeals Bureau (1985 - 1987). Throughout Justice Feinman's career, he has been active in numerous judicial and professional associations, including the New York State Bar Association where he currently serves as the Assistant Presiding Member of the Judicial Section Executive Committee. He is also currently the Recording Secretary of the Supreme Court Justices Association of the City of New York, the Treasurer of the Board of Justices of the First Judicial District, and the President of the International Association of Lesbian and Gay

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**Judges.** Justice Feinman received his B.A. from Columbia College, Columbia University in 1981 and his J.D. from the University of Minnesota Law School in 1985. He has also studied at the Université de Paris and the Université de Lyon in France.

**Frederick Felman** – Fred's career in marketing enterprise, security technology and related services spans 25 years. At MarkMonitor, he is responsible for defining and promoting the company's brand protection service and solution offerings in addition to leading Business Development. He and his team created the Brandjacking Index®, an often-cited measure of the trends in online abuse targeting the world's largest brands. As part of the MarkMonitor commitment to securing brands online, Fred also leads advocacy initiatives for brandholders' rights issues that intersect Internet governance. He received his Bachelor of Science in Business Administration from the University of Southern California. With his husband John & their Jack Russell terrier Goose, Fred lives in San Francisco's now painfully hip Mission District.

**Praveen Fernandes** – Before joining ACS, Praveen Fernandes counseled clients at Patton Boggs LLP on regulatory, legislative, and public policy matters with a focus on health care and Food and Drug Administration issues. Prior to his time at Patton Boggs, Praveen served as a lobbyist and legislative lawyer for the Human Rights Campaign, where he worked on judicial nominations, relationship recognition, appropriations, and HIV/AIDS issues. He also practiced food and drug law in the Washington office of Ropes & Gray LLP. Praveen's additional policy experience includes stints on the President's Advisory Committee on Human Radiation Experiments (a White House bioethics committee) and the Senate Committee on Labor and Human Resources (since renamed the Senate Health, Education, Labor, and Pensions Committee) under Senator Edward M. Kennedy (D-MA). Praveen was named by the National LGBT Bar Association to its 2010 "Top 40 under 40" list, which recognizes LGBT lawyers under the age of 40 who have distinguished themselves through their work for LGBT equality. Praveen graduated with honors from Brown University in 1994. He earned his law degree from the University of North Carolina (Chapel Hill) School of Law in 1998 and his Master of Public Health degree from the University of North Carolina (Chapel Hill) School of Public Health in 1999.

**Kimberly Forte** – Kimberly is the Supervising attorney for the Legal Aid Society's new LGBT Law and Policy Initiative. The goals of this initiative are to increase Legal Aid's cultural competency as it relates to LGBTQ civil rights and increase the Society's litigation, public policy and legislative efforts on behalf of low-income LGBTQ New Yorkers. She has been with the Society for 11 years, where she has held various staff attorney positions in the Society's Juvenile Rights Practice, representing children who are the subject of neglect/abuse, PINS and juvenile delinquency proceedings. In addition to providing legal services for youth, Kimberly was part of a team that was responsible for investigating and filing impact litigation cases and commenting on proposed legislation and policies affecting youth in the foster care and juvenile justice systems. Kimberly is a seasoned training in issues related to LGBTQ youth. She received a B.A. in Political Science from the University of Florida and a J.D. from SUNY at Buffalo.

**Amanda Frost** – Amanda is a professor of law at American University Washington College of Law, and is currently a visiting professor at UCLA law school. She specializes in the federal court system and federal jurisdiction, civil procedure, statutory interpretation and the relationship between Congress and the courts. Prior to entering academia, Professor Frost was a staff attorney for Public Citizen for six years, where she litigated cases in the federal courts of appeals and the U.S. Supreme Court. Professor Frost clerked for Judge A. Raymond Randolph of the U.S. Court of Appeals for the D.C. Circuit, and she has worked on the Senate

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Judiciary Committee. In the fall of 2007, Professor Frost was a visiting professor at Harvard Law School. She is a graduate of Harvard College and Harvard Law School.

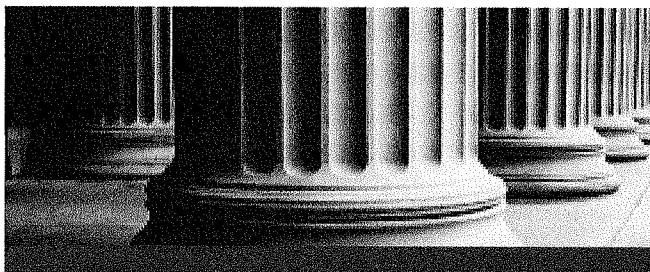
**Ann Fromholz** – Ms. Fromholz is Vice President, Labor & Employment, in the Caesars Entertainment Corporation Legal Department. She focuses on all areas of employment and labor law, including the oversight of 100+ employment litigation matters, compliance with and negotiation of the company's 70+ collective bargaining agreements, oversight of grievance arbitrations, and advice to the company's leadership regarding labor and employment law compliance. Ms. Fromholz also is involved in the company's document retention policy and processes. Ms. Fromholz also is a frequent speaker at local and national bar association events on issues of employment law and employee privacy. She is active in the EEO Committee of the ABA Labor and Employment Law Section and serves as co-chair of the Section's Marketing Committee. In addition, Ms. Fromholz was a member of the Section's inaugural Leadership Development Program class in 2009.

*Hon.* **Phyllis Randolph Frye** – Phyllis is an Eagle Scout, a former member of the Texas A&M Corps of Cadets, a US Army veteran, a licensed engineer, a licensed attorney, a father, and a lesbian wife. Now living over sixty percent of her life as the woman she always felt herself to be, Phyllis remains on the cutting edge of LGBT and especially transgender legal and political issues. When the "gay" community was still ignoring or marginalizing the T, Phyllis began the national transgender legal and political movement (thus she is known as being its "Grandmother") with the six annual transgender law conferences and their grassroots training in the early 1990's. She is a winner of Lavender Law's highest honor, the Dan Bradley Award of 2001, and she was honored by Texas A&M beginning in 2009 with an annual Diversity Award given in her name. In 2010 Phyllis was sworn-in as the first out T judge in the nation, as a City of Houston Municipal Judge: she requested part-time status to allow her to retain her senior partnership of Frye and Associates, an out LGBT-and-allies law firm currently with eight lawyers. (For a large collection of writings by her or about her, go to [www.liberatinglaw.com](http://www.liberatinglaw.com), click "PRF-Bio.")

**J.D. Fugate** – J.D. is a Senior Attorney for Microsoft's Health Solutions Group, delivering health solutions for the way people aspire to work and live. J.D. has supported other businesses in his Microsoft career, helping to bring many versions of Windows to market since 1998, leading and contributing to cross-company teams on healthcare compliance, silicon partner strategy, contract simplification, and more relevant to Lavender Law, attracting and retaining diverse employees. He joined Microsoft after counseling the company externally for several years from the Seattle office of K&L Gates, LLP. J.D. spent his formative years raising cattle on his family's farm in Tennessee before earning

degrees at Wake Forest University and Yale Law School. He sings upper bass with Seattle Men's Chorus and his pets (see photo), and much to his long-suffering partner's chagrin, is a relentless advocate of extreme dishwasher loading.

**Theodore Furman** – Ted is a Vice President in the GlaxoSmithKline (GSK) Patent Department managing a global team handling GSK's Consumer Healthcare, Dermatology, and Ophthalmology patent matters, having joined GSK in 2002. Ted has also been a member of the patent departments at Bristol-Myers Squibb and the RCA Corporation and has a total of 30 years in the patent profession. Ted is co-chair of GSK Legal's Diversity and Inclusion Steering Team which includes members from around the world. Under Ted's leadership that Steering Team has succeeded in implementing programs and practices including the leveraging of GSK's external legal spend to promote diversity in the profession, providing summer internships for diverse law students, providing a Young Inventors Program for grade school children, and providing Career Days for law students, to name a few. These and related efforts have led to GSK being the first Pharma



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## SPEAKER BIOGRAPHIES

company to sign on to the Law Society's (UK) Diversity and Inclusion Charter in 2010, GSK Legal being an MCCA Mid-Atlantic Region Employer of Choice for 2010, and GSK scoring a 100 on HRC's 'Best LGBT Places To Work' list for 6 consecutive years. Also, for the past 7 years Ted has served as Executive Sponsor for GSK's Philadelphia-area LGBT Employee Resource Group, and is proud to have led or sponsored successful efforts to obtain health coverage for gender reassignment surgeries for transgender employees, to provide Safe Zone training within GSK, and to include LGBT into GSK's Supplier Diversity efforts.

### G

**José Gabilondo** – José is Associate Dean for Academic Affairs and Associate Professor of Law at the Florida International University College of Law. Born in Santiago de Cuba, Dean Gabilondo joined the College of Law after working in financial market regulation at the U.S. Department of the Treasury, the U.S. Securities and Exchange

Commission, the Office of the Comptroller of the Currency, and the World Bank. Dean Gabilondo teaches contracts, tax, and corporate finance. His scholarship focuses on debt markets and (separately) heterosexual subject formation in law and has appeared in the *Journal of Corporation Law*, *Wake Forest Law Review*, *Seton Hall Law Review*, *Maryland Journal of Business & Technology Law*, and the *Wisconsin Journal of Law, Gender, and Society*, among others. He has presented his research at the Universities of Chicago, Buffalo, Maryland, DePaul, Emory, Georgetown, Kent (UK), and Wake Forest, and American University. He has also been a featured speaker at meetings of the American Society for International Law, the American Association of Law Schools, the Latin American Law and Economics Association, the Georgetown University Conference on Socio-Economics, Law and Society, LatCrit, and the Latin American Studies Association. Growing out of his research on heterosexuality, he has taught in court-ordered diversity training for judges, lawyers, and other judicial staff in the Florida courts.

**Gary Gates** – Gary is the Williams Distinguished Scholar at the Williams Institute at UCLA School of Law, a national think tank advancing sexual orientation law and public policy through rigorous, independent research and scholarship. He co-authored *The Gay and Lesbian Atlas* and his doctoral dissertation included the first significant research study of the demography of the gay and lesbian population using U.S. Census data. Gary's ongoing work on that subject has been featured in many national and international media outlets. He holds a Ph.D. 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 B.S. in Computer Science from the University of Pittsburgh at Johnstown.

**Shawn Gaylord** – Shawn is the Director of Public Policy for GLSEN, the Gay, Lesbian and Straight Education Network and has been with the organization for six years. GLSEN's policy work is focused on legislative and policy change at the federal, state and local level to make schools safer for all youth, regardless of sexual orientation and gender identity. Shawn has a law degree from Georgetown University and prior to coming to GLSEN, he worked for several years at Amnesty International USA and as an associate at Harmon, Curran, Spielberg and Eisenberg, LLP.

**Hon. Linda E. Giles** – A graduate of McGill University (B.A., Economics, 1974) and New England School of Law (J.D., *cum laude*, 1977), 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; and, 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

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Equality Advisory Board and president of the International Association of Lesbian & Gay Judges. She has participated in many educational programs on a variety of topics, such as gender equality, substance abuse, the enhancement of the judicial system, and access to justice, and has done much work in the area of domestic violence, serving on a number of committees and panels and authoring the Judicial Commentary in the Massachusetts Continuing Legal Education book, Obtaining, Enforcing and Defending 209A Restraining Orders. She formerly was an Adjunct Professor of Law at New England School of Law, teaching "Children and the Law," and presently teaches "Trial Practice" at Suffolk University Law School. 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 15<sup>th</sup> Anniversary Award.

**Alison Gill** – Allison is Public Policy Manager at the Gay, Lesbian & Straight Education Network (GLSEN), where she focuses on state and local policy issues. Alison provides technical assistance and resources to students, local advocates, partner organizations, and GLSEN Chapters seeking policy change at the state and local level to make schools safer and more respectful for all students, regardless of sexual orientation or gender identity/expression. For the last five years, Alison has volunteered with the DC Trans Coalition (DCTC), a grassroots, community-based organization which seeks to secure and protect the rights of the entire Washington, DC, trans community. Alison received her B.A. in Molecular Biology & Biochemistry from Rutgers University and graduated Magna Cum Laude. She earned her J.D. from George Washington University Law School and graduated Cum Laude.

**Elizabeth Gill** – Elizabeth is a staff attorney for the ACLU of Northern California and the ACLU's Lesbian Gay Bisexual Transgender & AIDS Project. Elizabeth works on litigation and public policy advocacy that aim 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/AIDS. Prior to the ACLU, Elizabeth was a litigation associate at Morrison & Foerster in San Francisco, and at WilmerHale in Washington, DC. She graduated from Columbia College and Harvard Law School, where she was an editor on the Harvard Law Review. She clerked for the Honorable Karen Nelson Moore on the United States Court of Appeals for the Sixth Circuit.

**Britta Gilmore** – ADA Gilmore is a graduate of Wesleyan University, and holds an M.F.A. and PhD in Historical Musicology from Princeton University. A former Fulbright

scholar, ADA Gilmore turned to the study of law in 2004 as a student at Rutgers University Law School in Newark, New Jersey. During law school she was a legal intern for the Honorable Charles E. Ramos of the New York Supreme Court's Commercial Division, and for the Office of the Federal Public Defender, District of New Jersey. ADA Gilmore joined the New York County District Attorney's Office in 2007, where she is an assistant district attorney in the Appeals Bureau, Attorney-in-Charge of the College Internship Program, and a member of the office's Diversity Committee.

**David Godfrey** - David is a senior attorney at the ABA Commission on Law and Aging in Washington DC.. He is responsible for the ABA's role in the Administration on Aging funded National Legal Resource Center. Prior to joining the Commission he was responsible for elder law programming at Access to Justice Foundation in Kentucky. Mr. Godfrey earned his B.A. with honors at Rollins College in Winter Park, Florida, and his J.D. *cum laude* from the University Of Louisville School Of Law in Kentucky.

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## SPEAKER BIOGRAPHIES

**Glenn Gordon** – Glenn is the Associate Regional Director for the Miami office of the Securities and Exchange Commission where he has led the enforcement program for the since May 2001. During part of that time, Mr. Gordon also supervised the office's examination program. Mr. Gordon joined the SEC in 1995, after having been a litigation associate at Davis Polk & Wardwell and Proskauer Rose in New York City. Mr. Gordon was a judicial law clerk for Judge Gerald Bard Tjoflat, United States Court of Appeals for the Eleventh Circuit, from 1986-1987. In 1999, Mr. Gordon was among a team of attorneys and accountants who received the SEC's Capital Markets Award for preserving the integrity of the country's capital markets. Mr. Gordon received his law degree in 1986 from the Cornell Law School, where he graduated *cum laude* and where he was Articles Editor for the *Cornell Law Review*. Mr. Gordon received B.A. and B.S. degrees from the College of Arts and Sciences and the Wharton School of the University of Pennsylvania in 1983.

**Jamison Green** – Dr. Green is an internationally respected leader within the Transgender movement. In 1994, he authored the landmark document "Report on Discrimination Against Transgendered People" for the San Francisco

Human Rights Commission, which served as the foundation for the establishment of protective legislation in the City and County of San Francisco, and specified much of the agenda for the contemporary transgender movement. He developed the curriculum on transgender sensitivity training that has been used since 1995 at the San Francisco Police Academy, and which has been adapted for use in other cities. The Advocate magazine named him one of "our best and brightest activists" (1999). His book, *Becoming a Visible Man* (Vanderbilt University Press, 2004) won the Silvia Rivera Prize for Best Book in Transgender Studies (2005) and was a 2005 Lambda Literary Award Finalist. He was the first transman to receive the Distinguished Service Award from the Association of Gay & Lesbian Psychiatrists for his contributions to LGBT mental health (May 2009), and the first transman to receive the Transgender Advocate award from the National LGBT Bar Association for his contributions to legislative advocacy and litigation strategy on behalf of trans people worldwide (August 2009). In that same year, he also received the Vanguard Award from the Transgender Law Center in San Francisco "for leading when no one else did". He has mentored scores of trans activists, and serves as a role model for hundreds, if not thousands, of trans people and their families around the world. He currently works part time as the International Guidelines Manager for the Center of Excellence for Transgender Health in the Department of Family & Community Medicine at the University of California, San Francisco, and he is the president of his own small consulting firm, Jamison Green & Associates, which specializes in training and policy consulting on transsexual and transgender issues with businesses, governmental bodies, diverse professional associations, and educational institutions.

**Julie Greenberg** – Professor 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.

**Sharra E. Greer** – Sharra is the Policy Director for the Children's Law Center. She joined Children's Law Center as its first policy director in 2008. Sharra brings extensive policy experience with her to this new position as she developed the policy department at Servicemembers Legal Defense Network (SLDN). In addition to creating and supervising that policy department, she supervised the group's successful legal services and impact litigation efforts. Sharra began her legal services work while at Rutgers Law School, when she

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worked at Camden Regional Legal Services. After law school, she was an associate with the firm of Weissman & Mintz, specializing in plaintiffs' side employment discrimination and labor law. Sharra left Weissman & Mintz to serve as a staff attorney with the National Veterans Legal Services Program (NVLS). There, Ms. Greer worked on cases before the Court of Appeals for Veterans Claims and represented plaintiffs' in two class actions through NVLS's Agent Orange Resource Center. Recently, Sharra helped design and create Lawyers Serving Warriors, a program which provides pro bono legal services for returning veterans of Iraq and Afghanistan. Sharra graduated with honors from Rutgers in 1994 and received her BA from the University of Washington.

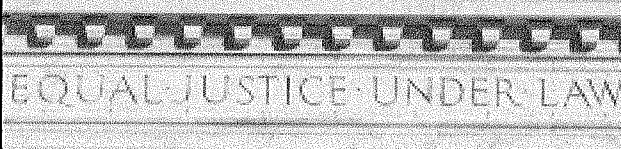
## H

**Wendy Hartmann** – Ms. Hartmann was born in Brooklyn, New York and received her B.S. in Business Administration from the State University of New York at Oswego. She received her Juris Doctor (J.D.) degree from the University of LaVerne College of Law and her Masters of Laws (LL.M) degree in Taxation from Golden Gate University School of Law. Ms. Hartmann is admitted to practice before the United States Supreme Court, United States District Court for the Central District of California, and the United States Tax Court. Ms. Hartmann is certified by the State Bar of California, as a Certified Specialist Estate Planning, Trust and Probate Law, and has recently received recognition in the 2011 Southern California Super Lawyers. Prior to receiving her J.D. and LL.M degrees, she practiced for more than twenty years in the areas of taxation, accounting, estate planning, business management and development, and human resources, as well as serving for several years as a Vice President at a nationwide human resource consulting firm. Ms. Hartmann now specializes in the areas of estate planning, trust administration, probate, taxation, business formation and development, adoption and family formation, with a large portion of her practice devoted to advising the LGBT community. Ms. Hartmann is a frequent lecturer in the areas of estate taxation as well as the evolving laws affecting the LGBT community, and has presented programs at the California State Bar Annual Meeting, State Bar Taxation Conference, as well as the Estate & Gift Tax Conference.

**Laurie Hasencamp** – Laurie is a retired Los Angeles lawyer who volunteers her time on LGBT community service activities, particularly developing relationships between law firms and LGBT non-profit organizations. Laurie is on the national Board of Directors of Lambda Legal Defense and Education Fund; co-chair of the Lambda Legal Law Firm Sponsorships Committee; volunteer coordinator for the Lambda Legal Summer Associates & Networking Reception; on the Founders Council of the Williams Institute; co-chair of the Legal Council of the Williams Institute; on the National Leadership Council of GLSEN; and on the USC Law

School Board of Councilors. She was also on the boards of two HIV/AIDS non-profits, each for six years. Laurie has received wide recognition for her community service work, including the Co-Presidents Award from the Lesbian and Gay Lawyers Association of Los Angeles. Laurie is a 1985 graduate of USC Law School and a 1980 graduate of Pomona College. Following law school, Laurie held a clerkship with Judge Warren J. Ferguson of the Ninth Circuit. Prior to her retirement, she practiced bankruptcy law at both Latham & Watkins and Irell & Manella, before becoming the legal research director for LRN, a legal research and web-based training company.

**Jody Herman** – Jody is the Peter J. Cooper Public Policy Fellow at the Williams Institute at UCLA School of Law, a national think tank advancing sexual orientation law and public policy through rigorous, independent research and scholarship. Jody holds a Ph.D. in Public Policy and Public Administration from The George Washington University, where she also earned her M.A. in Public Policy. Her doctoral dissertation focused on the development of anti-discrimination protections in public facilities for transgender and gender non-conforming people. Before joining the



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Williams Institute, she served as a research consultant on issues of gender identity discrimination and voting rights in low-income minority communities. Her prior work and research focused on the legal and economic status of women, determinants of poverty among elderly women, and variance in state-level welfare policies. She has worked on issues of poverty, women's rights, and anti-discrimination policy development with non-profit research, advocacy, and direct-service organizations in the United States and Mexico.

**Jordan Herman** – Mr. Herman is a corporate partner in the Austin, Texas office of Baker Botts, L.L.P. Mr. Herman represents purchasers and sellers of information technology and business process services, software and equipment; and represents clients in connection with the purchase and sale of businesses in which intellectual property is a key asset. Mr. Herman helps clients negotiate alliance, joint venture, license and distribution arrangements. Mr. Herman counsels clients regarding privacy data security and corporate governance. Before joining Baker Botts, L.L.P., Mr. Herman clerked for the Honorable James M. Rosenbaum, (former) Chief Judge, United States District Court, District of Minnesota. Mr. Herman has been listed in Chambers and


Partners Global and Legal 500 for his work with technology transactions, and has been listed as a Texas Rising Star. Mr. Herman is a member of the Board of Directors of the Capital Area AIDS Legal Project, member of the Development Committee of KLRU, Public Television, and a past member of the Board of Directors of AIDS Services of Austin and the Zachary Scott Theater.

*Elizabeth*

**Both Hillman** – Professor Hillman was born and raised in Pittsburgh, Pennsylvania. She attended Duke University on an Air Force ROTC scholarship, received a degree in electrical engineering, and served as a space operations officer and orbital analyst in Cheyenne Mountain Air Force Base, Colorado Springs. Before joining the Hastings faculty in 2007, she taught history at the U.S. Air Force Academy and law at the Rutgers University School of Law, Camden. She is a board member of the National Institute for Military Justice and legal co-director of the Palm Center, a public policy research institute at UCSB. She frequently lectures on U.S. military justice, policies, and culture, and her scholarship focuses on American military law and history since the mid-20th century. She is now studying the law and politics of strategic bombing and the scourge of military sexual violence. And she still roots for the Steelers. Prof. Hillman has drafted comments on behalf of the DADT Regulations Working Group of the LGBT Bar Association to the Department of Defense to promulgate rules to protect LGB service members.

**Donald P. Howerton** – Mr. Howerton is Director and Counsel – Energy Procurement Contracts at Pacific Gas and Electric Company in San Francisco, CA, where he manages the legal team supporting the utility's energy procurement and project development transactions. Mr. Howerton's primary practice involves negotiating long-term supply agreements from renewable electricity generating resources, including solar, wind, geothermal, biomass and biogas. His practice also includes electricity procurement from conventional resources, as well as transactions for emerging clean-tech energy products. Prior to joining PG&E in 2003, Mr. Howerton was in-house counsel working in the areas of energy marketing and trading, and facility operation and development. Mr. Howerton received a B.A. *with distinction* in Political Communication from the University of Oklahoma, in 1997, and his J.D. *with distinction* from the University of Oklahoma College of Law in 1997. He is a member of the Oklahoma Bar Association and the State Bar of California.

**Nan D. Hunter** – Nan is Professor of Law at Georgetown University Law Center and Legal Scholarship Director at the Williams Institute for Sexual Orientation Law and Policy at UCLA Law School. She was the founding Director of the ACLU LGBT Rights and AIDS Projects, and served from 1993 to 1996 as Deputy General Counsel at the U.S. Department of Health and Human Services. She is co-author of the casebook, *Sexuality, Gender and the Law*, now in its third



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edition. Her articles have appeared in the Michigan Law Review, the Harvard Civil Rights-Civil Liberties Law Review, the Georgetown Law Journal, the Minnesota Law Review, the Virginia Law Review, and the NYU Law Review, among others. Professor Hunter was awarded the first NLGLA Dan Bradley award. In her spare time, she blogs at hunter of justice.

I

**Joan Illuzzi-Orbon** – Joan is a graduate of New York University and St. John's University School of Law. She was appointed as a Manhattan Assistant District Attorney in 1988 and assigned to a Trial Bureau. In 1997 Joan was named a Criminal Court Supervisor and in 2000 became Senior Trial Counsel of Trial Bureau 80. In May 2010, the newly elected Manhattan District Attorney Cyrus R. Vance, Jr., appointed Joan as the Chief of the Hate Crimes Unit. In September of that same year, Joan received the Public Service Award of the New York County Lawyers Association for her outstanding work as a role model, innovator and problem solver. Throughout her successful tenure, Joan has prosecuted a number of high profile cases including rapper Lil Wayne and most recently, Natavia Lowery for the brutal murder of Linda Stein.

**Elizabeth Ising** – Beth is a partner in Gibson Dunn's Washington, D.C. office. Ms. Ising practices in the Securities Regulation and Corporate Governance practice group, which received the Chambers USA Award for Excellence 2011 in the category of Securities Regulation (including Advisory and Enforcement). Ms. Ising advises clients, including public companies and their boards of directors, on corporate governance, securities law and regulatory matters and executive compensation best practices and disclosures. Representative matters include advising on U.S. Securities and Exchange Commission reporting requirements, shareholder proposals, proxy disclosures, director independence matters, proxy advisory services, board and committee charters and governance guidelines and disclosure controls and procedures. She also advises non-profit organizations on corporate governance issues. Ms. Ising was named as one of ten "Rising Stars of Corporate Governance" for 2009 by Yale School of Management's Millstein Center for Corporate Governance and Performance. She also is a frequent author and speaker on securities law and corporate governance issues impacting public companies. Ms. Ising serves as Chair of the Corporate Finance Committee; Corporation, Finance and Securities Law Section of the District of Columbia Bar. Ms. Ising graduated with high honors from the University of North Carolina at Chapel Hill School of Law. She was a member of Order of the Coif and was inducted into the James E. and Carolyn B. Davis Society. She also was a published member of the

*North Carolina Journal of International Law and Commercial Regulation*. Ms. Ising is a member of Gibson Dunn's Global Diversity Committee and chair of the Washington, D.C. office's Diversity Committee.

J

**Christopher Jaap** – Mr. Jaap serves as associate general counsel and assistant secretary for SunPower Corp., which designs, manufactures and delivers the highest efficiency, highest reliability solar panels and systems available today. He has more than 13 years of legal experience, principally in corporate, securities, finance, and energy matters. Mr. Jaap currently advises SunPower's board of directors and executive management team on governance, securities, finance, commercial transactions, employment, executive compensation, compliance, strategic relationships, joint ventures, mergers, acquisitions, and investor relations. Prior to SunPower, he advised on energy, commercial, litigation, and securities matters at Calpine Corporation, and on

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restructuring matters during Calpine's consolidated Chapter 11 case, which was one of the top 10 largest corporate bankruptcies in U.S. history at the time. Jaap also counseled private and publicly-traded companies in Silicon Valley as an attorney with Latham & Watkins LLP. He began his legal career as a law clerk for the Honorable Leslie Tchaikovsky at the U.S. Bankruptcy Court in the Northern District of California. Mr. Jaap also serves as a member of the Board of Trustees for Fort Mason Center, a dynamic waterfront destination for thought-provoking programs, events, and organizations, and that supports and reflects the evolving cultural fabric of the San Francisco Bay Area. Mr. Jaap earned his J.D. from Boston College Law School and a B.A. in history from the College of Liberal Arts and Sciences at Arizona State University, where he graduated *summa cum laude* and was named its Outstanding Graduate.

**K**

**Joyce Kauffman** – Attorney Kauffman's practice focuses entirely on family law for both traditional and non-traditional

families through litigation, mediation, and collaborative law. Attorney Kauffman has been in the forefront of lesbian and gay family law in Massachusetts. She has handled several same-sex divorces since same-sex marriage became legal in Massachusetts and was on brief in the historic co-parent adoption case that established the right of same-sex couples to jointly adopt in Massachusetts. Attorney Kauffman has represented hundreds of lesbian and gay individuals and couples in their quest to legalize their relationships with their children, including obtaining three-parent adoptions for several families. Attorney Kauffman has written and lectured widely on family law, particularly how family law impacts the lesbian, gay, bisexual and transgender community and how same-sex marriage impacts family law.

**Andrea Khoury** – Andrea is the director of the ABA Youth at Risk Bar-Youth Empowerment Project focusing on adolescent's access to attorneys, children's right to counsel, and youth involvement in court hearings. She is also an Assistant Director of Child Welfare for the National Child Welfare Resource Center on Legal and Judicial Issues. As part of her position she provides technical assistance to states on issues dealing with the Adoption and Safe Families Act, Child and Family Service Reviews, and other child welfare legislation. 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 managed the writing, editing, and production of the ABA publication, *Achieving Permanency for Adolescents in Foster Care: A Guide for Legal Professionals* as well as authoring several chapters. She co-authored the ABA publication, *Opening Doors for LGBTQ Youth in Foster Care: A Guide for Lawyers and Judges*. She has represented children in abuse and neglect cases for over 10 years.

**Deb L. Kinney** – Deb has an estate planning, trust administration and probate practice with offices in San Francisco and Santa Rosa. Although Deb's clientele represents a broad spectrum of families, Deb's practice is well suited to specially serve the needs of and the complexity faced by the LGBT community in regards to estate planning, asset sharing and wealth transfer. She is a known resource for emerging issues for Registered Domestic Partners, same sex married couples and others who have relationship recognition from outside of California. Deb has been involved with the passage of SB 565 making property tax reassessment exemptions retroactive to the date of registration for domestic partners and other tax issues pertaining to federal recognition of community property rights. Deb serves on the board of Horizons Foundation and on the board of Equality California, a statewide legislative organization dedicated to equality for the LGBT community.

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**Judge Steven Kirkland** – Judge Kirkland was elected Judge of the 215<sup>th</sup> Civil District Court of Harris County, Texas in the 2008 election. He is the first openly gay district judge in the State of Texas. Previously, Judge Kirkland served in the City of Houston Municipal Courts from 2001 through 2008. Judge Kirkland's diverse experience includes managing complex environmental litigation for Texaco as well as handling bankruptcy issues and asset purchases and sales, litigating air pollution claims for Harris County citizens and developing low income housing in the inner city of Houston. Judge Kirkland's work has been recognized with numerous awards including the Government Friend of the Homeless by the Coalition for the Homeless of Houston and Harris County for creating Houston's Homeless Court, several Good Brick Awards from the Greater Houston Preservation Alliance for historic preservation projects he developed and the Judge Norman Black Award from the LGBT section of the State Bar of Texas for contributions to improving LGBT law. Mr. Kirkland earned his BA from Rice University and his JD from the University of Houston's Law Center.

**Nancy J. Knauer** – Nancy is the I. Herman Stern Professor of Law at Temple University, Beasley School of Law, where she teaches in the areas of Political & Civil Rights, Property, and Taxation. Professor Knauer has written and lectured widely on the legal recognition of same-sex relationships and the unique challenges facing LGBT elders. Her recent book, *Gay and Lesbian Elders: History, Law, and Identity Politics in the U.S.*, outlines the types of reforms that are necessary to ensure equity and dignity in aging regardless of sexual orientation. Professor Knauer has received numerous awards for both scholarship and teaching. She was one of only 25 law professors selected for a nation-wide study, *What the Best Law Teachers Do*, which will be published by Harvard University Press in 2013. Professor Knauer received a Dukeminier Award and the Stu Walter Prize for her article *LGBT Elder Law: Toward Equity in Aging*. She has also been named a University "Great Teacher" and is a four-time recipient of the George P. Williams Award for excellence in teaching.

**David W. Knight** – Mr. Knight is a trial attorney with the Disability Rights Section in the Civil Rights Division of the United States Department of Justice in Washington, D.C. He represents the Department in developing and implementing the President's National HIV/AIDS Strategy, and conducts a majority of the Department's HIV discrimination investigations. Mr. Knight's other caseload is comprised primarily of transportation accessibility and employment discrimination claims. He is also a Board Member of DOJ Pride and a member of the Civil Rights Division's GLBT Working Group, serving as the Chair of the Intersex Subcommittee and the HIV/AIDS Subcommittee. Mr. Knight attended the University of Maryland, College Park, and Fordham University School of Law.

**Tamara E. Kolz Griffin** – Ms. Kolz Griffin is a solo practitioner in the areas of gift and estate planning as well as property settlement agreements in Wayland, Massachusetts. She is also a clinical instructor at Harvard Law School where she teaches estate planning and is the Associate Director of Harvard Law School's Estate Planning Clinic where she supervises clinical students. In such capacity, she often collaborates with the Family Law Clinic and the LGBT Clinic to serve the needs of LGBT clients in need of estate planning or estate administration services. She has particular expertise in providing comprehensive advice and legal services to same-sex couples. Previously, Ms. Kolz Griffin was a partner in the Private Wealth Services Section of the Boston office of Holland & Knight, LLP, where she practiced for 15 years. Ms. Kolz Griffin received her B.S. from Northeastern University *summa cum laude* in 1990, where she graduated first in her class. She earned her J.D. degree *cum laude* in 1993 from Harvard Law School and an L.L.M. in taxation from Boston University School of Law in 2002.

**Elizabeth Kristen** – Elizabeth is the Director of the Gender Equity program and a Senior Staff Attorney at the Legal Aid Society - Employment Law Center. Ms. Kristen has worked



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## SPEAKER BIOGRAPHIES

at the LAS-ELC since 2002 when she was awarded a two-year Skadden Fellowship for a project related to advocating for those with hidden disabilities in the workplace. Ms. Kristen has litigated numerous cases involving issues of privacy, sexual orientation and gender identity. Ms. Kristen has been a lecturer at Berkeley Law School since Fall 2008. Prior to working at LAS-ELC, Ms. Kristen served as a law clerk for the Honorable James R. Browning on the Ninth Circuit Court of Appeals in San Francisco.

**L**

**Wayne LaRue Smith** – Wayne 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, with special emphasis on the unique needs of the LGBTQ business community. 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. Wayne resides in Key West, Florida with his partner of 19 years, Daniel E. Skahen, and their two teenage sons.

**Hon. Mark King Leban** – Circuit Judge, Eleventh Judicial Circuit in and for Miami-Dade County, Florida, Domestic Violence 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 member and co-chair Education Committee of the International Association of Lesbian & Gay Judges. Chair of the Publications Committee of the Florida Courts Education Council.

**James G. Leipold** – Jim 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.

**M. Dru Levasseur** – M. Dru Levasseur is the Transgender Rights Attorney for Lambda Legal. Before joining Lambda Legal, Levasseur was staff attorney for Transgender Legal Defense & Education Fund, where he advocated for transgender equal rights through test-case litigation, public policy efforts, community organizing and public education. Prior to that, Levasseur served for two years as law clerk to 12 Justices of the Massachusetts Superior Court. He serves as Chair of the Legal Issues Committee of the World Professional Association for Transgender Health (WPATH) and is an active member of the LGBT Rights Committee of the City Bar of New York. He is also a former Foundation Board Member of the LGBT Bar Association of Greater New York (LeGaL) and initiated its Transgender Committee.



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## SPEAKER BIOGRAPHIES

Levasseur received his bachelor's degree *magna cum laude* in Women, Sexuality and Gender Studies from the University of Massachusetts, and his law degree from Western New England College School of Law.

**Larry Levine** – Larry is a professor of law at the University of the Pacific, McGeorge School of Law. He is the co-author of casebook *Tort Law and Practice* as well as hornbook *Understanding Torts*. He spoke at the January 2009 AALS meeting of law professors about ways to integrate sexual orientation issues in a Torts class. He is 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. He is also a former member of the board for the National LGBT Bar Association.

**Frank Lindh** – Mr. Lindh was appointed General Counsel of the California Public Utilities Commission in June 2008, where he heads a staff of 65 lawyers. Mr. Lindh is an adjunct law professor, at the University of San Francisco, where he teaches energy, and has published several articles in the *Energy Law Journal* on issues of federal and state jurisdiction in the electricity and natural gas industries. Mr. Lindh is a 1985 honors graduate of the Georgetown University Law Center. He also holds a graduate degree in social work from the University of North Carolina, and an undergraduate degree in political science from the Pennsylvania State University. He serves on the board of directors of the Conference of California Public Utility Counsel, a professional association of lawyers who appear before the CPUC. He recently completed a two-year term as President of the Western Chapter of the Energy Bar Association, and also served a three-year term as a member of the Energy Bar Association's national Board of Directors. Mr. Lindh served as law clerk to the Solicitor General of the United States, during the Supreme Court's 1984-1985 Term. Mr. Lindh is a member of the State Bar of California.

**Samir Luther** – Samir is the Director of the Presidential Appointments Project at the Gay & Lesbian Victory Fund and Leadership Institute, the nation's leading organization that identifies, trains and supports openly lesbian, gay, bisexual and transgender public officials. He is responsible for expanding the number of openly LGBT people appointed to federal departments and administrative agencies as well as advisory boards and commissions. Samir is a first-generation Indian American from St. Louis, Missouri, and now lives in Washington, D.C. Follow him on Twitter @samirluther.

**Robert E. Lutz** – Prof. Lutz is Professor of Law at Southwestern Law School in Los Angeles, where he teaches courses on International Business Law, International Trade Law, International Litigation and Arbitration, Public International Law, and others on international legal topics. He is the author of legal articles in leading law and business journals, op-ed pieces, topic-focused books and several

textbooks; he is an international arbitrator and frequent consultant to law firms on international legal matters and disputes. Prof. Lutz is a member of the California Bar and has served as the Chair of the Section of International Law (SIL) of the American Bar Association (ABA) during 2001-02, Chair of the Los Angeles County Bar's International Law Section, and as Chair of the Association of American Law Schools' (AALS) International Law Section. Prof. Lutz is currently a participant in the ABA Commission on Ethics 20/20; he previously chaired the ABA's Task Force on International Trade in Legal Services (ITILS) (and continues as a member), was the Chair of SIL's Transnational Legal Practice Committee (5 years) and the California Bar's International Ethics Committee. He participated on SIL's Outsourcing Committee and 20/20's Technology Committee which developed the proposed ABA approach to "outsourcing" issues. Prof. Lutz continues to lead the U.S. legal profession's efforts to address the issues of transnational legal practice. He has organized and chaired a number of "Summits" of legal services leaders focused on Asia, Europe and Latin America and, recently, India, Korea, and the "global" practice of leading firms.

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### M

**Kevin A. Madden** – Mr. Madden is Employment Counsel for BJ's Wholesale Club, Inc., a Fortune 300 warehouse retail chain that employs 23,000 employees across fifteen states. As Employment Counsel, Mr. Madden represents and defends the company before both state and federal fair employment practice agencies in all employment litigation matters, including claims of sex, sexual orientation, race, age, national origin, and disability discrimination and harassment. Mr. Madden also provides counsel regarding wage and hour claims, accommodations, leaves of absence, labor relations, positive employee relations, and diversity and inclusion best practices. Prior to his role as in-house counsel, Mr. Madden was an Assistant Corporation Counsel for the New York City Law Department under Mayor Michael Bloomberg where he served as trial counsel for numerous employment litigation cases before the Southern and Eastern District Courts of New York and the Supreme Court of New York. Mr. Madden is a member of the Massachusetts LGBTQ Bar Association and the Boston Bar Association. Mr. Madden and his husband live

in Boston, Massachusetts and are proud supporters of the Gay and Lesbian Advocates and Defenders.

*Associate*

**Laura Maehtlen** – Laura is a former Past President of the LGBT Bar Board of Directors. She joined the LGBT Bar Board of Directors as the affiliate representative for Sacramento Lawyers for the Equality of Gays and Lesbians in 2004. She has assumed responsibilities as the Membership Chair and most recently the President-Elect. Laura graduated from the Boston University School of Law after attending the University of Colorado at Boulder for undergraduate studies in Music and Political Science. She works at Seyfarth Shaw LLP in labor and employment litigation in their San Francisco, California offices.

**Joseph M. Manicki** – Joseph is an eighth-year associate in the Chicago office of Sidley Austin LLP. Mr. Manicki counsels clients in a wide variety of industries with respect to the design, implementation and administration of employee benefit plans and executive compensation arrangements. Mr. Manicki has experience with qualified and nonqualified plans, health and welfare plans, equity compensation plans, governmental plans and multiemployer plans. He also represents clients with respect to employee benefits and executive compensation issues arising in connection with mergers and acquisitions and other corporate transactions. Mr. Manicki has been designated a Certified Employee Benefits Specialist (CEBS) by the Wharton School of the University of Pennsylvania and the International Foundation of Employee Benefit Plans. He received his LL.M. in Taxation and Certificate in Employee Benefits, *with distinction*, from Georgetown University Law Center in 2006, his J.D., *cum laude*, from Tulane University Law School in 2003, and his B.B.A., *summa cum laude*, from Loyola University Chicago in 2000. While at Tulane, Mr. Manicki served as Senior Managing Editor of the Journal of Law & Sexuality, Volume 12 (2003), and his case note, *Myers v. San Francisco: Satisfactory C's on the Domestic Partnership Benefits Report Card – The Constitutionality of Contingent City Contracts Under the Commerce Clause*, was published in Volume 11 (2002).

**Paul S. Marchegiani** – Paul is an entertainment attorney at NBCUniversal in Los Angeles, where he drafts and negotiates high level talent, licensing, digital media, and brand integration contracts for the NBC broadcast network and affiliated television studios. Prior to moving to Los Angeles, Paul worked as a litigation attorney in the San Francisco offices of Morrison & Foerster and Orrick, where he focused on securities, white collar, IP, commercial and civil rights litigation (including co-authoring an international law amicus brief for the 2008 California Supreme Court marriage cases). Paul holds a J.D. from U.C. Berkeley School of Law (Boalt Hall), and both a B.A. in History and a B.Mus. in Voice & Opera from Northwestern University. In addition to practicing entertainment law, Paul serves on the Board of the National LGBT Bar Association, teaches a course on Entertainment Law at U.C. Berkeley School of Law, and is a frequent musical theatre performer in the Los Angeles area.

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## SPEAKER BIOGRAPHIES

He

**Dean Marks** - Dean S. Marks is Senior Vice President, Intellectual Property for Warner Bros. Entertainment Inc. <sup>H</sup>is responsible for establishing and guiding many of Warner Bros.' business practices with respect to copyright related issues and digital distribution. He works extensively on content protection legal and technology issues. In addition, he helps formulate the company's position on domestic and international intellectual property legislation. Dean has worked for Warner Bros.' parent company Time Warner for nineteen years in a variety of capacities. Prior to his current position, he was Senior Counsel, Intellectual Property in the Time Warner Corporate Legal Department. In that capacity, he served as a private sector advisor to the U.S. Government delegation to the World Intellectual Property Organization 1996 Diplomatic Conference that resulted in the adoption of the two WIPO Copyright Treaties. Before joining Time Warner, Dean was an associate in the corporate department of the Los Angeles law firm Tuttle & Taylor, and clerked for Judge Mariana Pfaelzer (U.S. District Court, Central District of California). Dean received his Juris Doctor degree from Yale Law School in 1985, and was Senior Articles and Book Review Editor for the Yale International Law Journal. He received his Bachelor of Arts degree with distinction from Stanford University in 1980, and graduated Phi Beta Kappa. Dean is the adoptive father of two teenage boys from Colombia. He serves on the Board of Directors of Kidsave, a non-profit dedicated to finding families for older children in government care in the United States and abroad.

**Jody Marksamer** - As a staff attorney and Youth Project Director at the National Center for Lesbian Rights (NCLR), Mr. Marksamer has led NCLR's policy and advocacy work challenging the overrepresentation and disparate treatment of lesbian, gay, bisexual, and transgender (LGBT) youth in child welfare and juvenile justice settings since joining NCLR in 2003 as an Equal Justice Works Fellow. NCLR is a national legal resource center with a commitment to advancing the rights and safety of LGBT people and their families through a program of litigation, public policy advocacy, and public education. Since 2005, Mr. Marksamer has also coordinated 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. He is co-author of the Equity Project's 2009 publication, *Hidden Injustice: LGBT Youth in Juvenile Courts*. In 2006, Mr. Marksamer co-authored the *Child Welfare League of America (CWLA) Best Practice Guidelines for Serving LGBT Out-of-Home Youth*, the first comprehensive policy and practice guide for child welfare and juvenile justice professionals concerning LGBT youth. A seasoned lecturer, Mr. Marksamer regularly presents at national conferences on legal and policy issues affecting LGBT youth in state custody. In recognition of his leadership in this field, he received the 2009 Stonewall Young Democrats' Youth Advocacy Award. Mr. Marksamer received his J.D. from Northeastern University School of Law and B.A. from Wesleyan University.

**Hon. Larnzell Martin, Jr.** - Judge Martin is a graduate of Carleton College (1972) and Georgetown University Law Center (1975). A former County Attorney for Prince George's County, Maryland, he has been an Associate Judge of the Circuit Court for Prince George's County since December 1990. His numerous assignments have included Coordinating Judge for that Court's Family Division, Chair of the Maryland Judicial Conference Committee on Family Law, and instructing judges on termination of parental rights cases. He is the Lead Judge for the Prince George's County Model Court and a member of the Board of Directors of the Free State Legal Project which has as its focus provision of legal services to members of the low-income LGBT community who cannot access existing service providers. Judge Martin is Secretary of the International Association of Lesbian and Gay Judges.

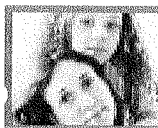
**Hilary Meyer** - Meyer is the Director of the National Resource Center on LGBT Aging, the country's only resource center focused on improving the quality of services and supports offered to lesbian, gay, bisexual and transgender older adults nationwide. Funded by an historic grant from the U.S. Department of Health and Human Services (HHS) and the Administration on Aging (AoA), the Resource Center on

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LGBT Aging was created by Services & Advocacy for GLBT Elders (SAGE) in partnership with 10 national organizations. Meyer joined SAGE after serving as the Fair Courts Project Manager for Lambda Legal, where she promoted a fair and impartial judiciary by monitoring federal and state legislation and developing advocacy and education initiatives for the LGBT and allied communities. Her legal work includes representing employees and unions in New Jersey as a litigation associate at Reitman Parsonnet, and analyzing state and federal legislation of relevance to the LGBT community at the Human Rights Campaign. Meyer earned her J.D. from Rutgers School of Law – Newark and graduated magna cum laude and With Honors in Psychology from Colgate University. She has provided pro bono legal assistance through the Volunteer Lawyers Project, Civil Court Resource Center to self-represented litigants with pending cases in Civil and Small Claims Courts, and serves on the board of directors of Big Apple Performing Arts, the umbrella group to the NYC Gay Men's Chorus and Youth Pride Chorus.

**Ilan H. Meyer** – Ilan is the Williams Senior Scholar of Public Policy at the Williams Institute at UCLA School of Law, a national think tank advancing sexual orientation law and

public policy through rigorous, independent research and scholarship. Prior to joining the Williams Institute, Dr. Meyer was a Professor of Clinical Sociomedical Sciences at Columbia University's Mailman School of Public Health, where he also was Deputy Chair of the Master of Public Health Programs, Sociomedical Sciences. His areas of research include stress and illness in minority populations; in particular, he studies the relationships between minority status, prejudice and discrimination, and mental health outcomes in sexual minorities and the intersection of minority stressors related to sexual orientation, race/ethnicity and gender. Dr. Meyer holds a Ph.D. in Sociomedical Sciences/Social Psychology from Columbia University's School of Public Health. He received his Masters from the New School of Social Research and his BA from Tel Aviv University. He completed postdoctoral fellowships in Health Psychology at the Graduate Center at CUNY and as a NIMH Research Fellow in Psychiatry (AIDS) at the Memorial Sloan-Kettering Cancer Center. The recipient of numerous prestigious awards for his scholarship, Dr. Meyer has authored or co-authored 45 peer-reviewed articles and numerous other publications, including co-editing, in 2001, the first special issue on LGBT health in the flagship public health journal, *The American Journal of Public Health*.

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**Gerald McIntyre** – Gerald is Directing Attorney at the National Senior Citizens Law Center in Los Angeles where his practice has an emphasis on Social Security and Supplemental Security Income (SSI) issues. The National Senior Citizens Law Center is an organization, with offices in Washington, DC, Los Angeles and Oakland, CA, which engages in policy advocacy, litigation, and the education and counseling of attorneys and other advocates to ensure the health and economic security of low income older Americans. Mr. McIntyre began his legal career at Bronx Legal Services and has also worked as Executive Director of Southern Tier Legal Services in Bath, NY and as Visiting Lecturer/Staff Attorney at Cornell Law School. He was a member of the first board of directors of the National Lesbian and Gay Law Association, (now The National LGBT Bar Assoc.). He is a graduate of Harpur College of SUNY Binghamton and Yale Law School.

**Peter Michaud** – Peter is a partner at Lindquist & Vennum in Minneapolis, Minnesota. As a member of the Corporate Finance and Mergers & Acquisitions practice group, he primarily represents private equity funds and their portfolio companies as well as strategic buyers in connection with stock and asset acquisitions and divestitures, mergers, recapitalizations, spin-offs, roll-ups and other forms of sales and reorganizations. Peter's representation of his clients in acquisition and divestiture matters also involves anti-trust matters, senior finance, mezzanine and other subordinated lender transactions. In addition, Peter provides ongoing legal services to companies on a variety of business matters ranging from contract review and negotiation, strategic initiatives and joint ventures, and other matters affecting day-to-day operations of a business. In addition to his legal

practice, Peter is the hiring attorney at Lindquist & Vennum and heads up the firm's entry-level recruiting efforts. Outside of the firm, Peter is an adjunct professor in the Legal Studies department at Hamline University where he teaches Business Law, Contract Law and Securities Law. He has also worked with Out for Equity, the Saint Paul, Minnesota School District organization committed to providing a safe and affirming school environment for GLBTQ students, families and staff. Peter lives in the Bryn Mawr neighborhood of Minneapolis with his partner of 19 years, Tom Wilson.

**Ritchie Miller** – Ritchie is a Manager in the Washington, DC, office of Deloitte Financial Advisory Services LLP's Analytic & Forensic Technology practice, where he specializes in electronic discovery. His e-discovery consulting practice has focused on the preservation, collection, processing, review, and production of data related to the Foreign Corrupt Practices Act, trade embargo, securities violations, litigation, internal investigations, mergers & acquisitions, financial asset tracing, and environmental investigations. In addition to serving on the Human Rights Campaign's Healthcare Equality Index Advisory Council, he is active in Deloitte's LGBT business resource group and sits on the host committee for the Lambda Legal in DC annual event.

*Price Minter*

**Shannon Price Minter** – Shannon Minter Price 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. Minter argued the California marriage equality case before the California Supreme Court and has litigated many other impact cases throughout the country. He is the co-author of *Family Law for Lesbian, Gay, Bisexual, and Transgender People* (West 2011) and the co-editor of *Transgender Rights* (Univ. of Minnesota Press 2006). He has taught at Boalt, Stanford, Santa Clara, the University of San Francisco, Golden Gate, and Whittier law schools. Minter serves on the boards of Equality California, Faith in America, Gender Spectrum, FORGE, and the Transgender Law & Policy Institute. He is originally from Texas and received his J.D. from Cornell Law School in 1993.

**Aaron Morris** – Aaron is the senior staff attorney at Immigration Equality. He provides direct representation to indigent LGBT and HIV-positive foreign nationals in asylum proceedings, at adjustment-of-status and naturalization interviews, and in the federal courts. Mr. Morris also represents transgender individuals in marriage-based green card applications and in obtaining gender-appropriate identity documents from U.S. immigration authorities. He provides general legal advice to same-sex binational couples in navigating the immigration system, and he works with both detained and non-detained individuals. Mr. Morris is a graduate of the American University's Washington College of Law and the University of Oklahoma. Before joining Immigration Equality, Mr. Morris was an immigration staff attorney in the Office of Legal Affairs of the United States Court of Appeals

for the Second Circuit. Currently, he serves as Secretary of the New York City Bar Association's Committee on AIDS.

**Lisa Mottet** – Lisa is the Director of the Transgender Civil Rights Project at the National Gay and Lesbian Task Force, founded with an Equal Justice Works Fellowship in 2001. She works on various transgender-related policy and legislation at the local, state and federal level, with a focus on passing non-discrimination laws. Mottet co-authored "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." She is a co-author of the largest transgender discrimination study ever performed in the U.S.: "Injustice at Every Turn: A Report of the National Transgender Discrimination Survey." Mottet graduated from Georgetown University Law Center, where she was an editor of the *Georgetown Journal of Gender and the Law*.

**Christopher Murphy** – Chris is Deputy General Counsel and Vice President, Business and Legal Affairs, of DIRECTV, where he is the head of their commercial and consumer litigation group. Chris is responsible for managing litigation

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## SPEAKER BIOGRAPHIES

and providing advice on a wide variety of issues, including contract disputes, copyright issues, consumer protection, telemarketing, IT security, privacy, antitrust, anti-piracy, and fraud. Chris also is responsible for regulatory compliance issues, including investigations by the FTC and states' attorneys general. Chris recently was involved in establishing "OUTLOOK", DIRECTV's resource group for LGBT employees. Prior to joining DIRECTV, Chris was Assistant General Counsel at New York Life Insurance Company, an associate with Debevoise & Plimpton, and law clerk for a judge in the Northern District of Ohio. He holds a J.D. from Columbia University and received both an M.A. and B.A. magna cum laude from the University of Cincinnati.

**Richard Munisteri** – Mr. Munisteri is Senior Vice President and Associate General Counsel at Live Nation Entertainment in Beverly Hills, California. His duties are management of the company's global litigation docket along with governmental and regulatory affairs, compliance and dispute resolution. Mr. Munisteri performed these same duties as Assistant General Counsel at Clear Channel Entertainment, which he joined in 2002 and which in 2005 spun off from Clear Channel to become Live Nation. Previously, Mr. Munisteri was General

Counsel to Texas Comptroller Carole Keeton Rylander at the state capital in Austin. There, Mr. Munisteri served as the Comptroller's chief legal officer and supervisor of nearly fifty agency attorneys. Before joining the Comptroller's Office in December 1999, Mr. Munisteri was in private practice as a civil trial attorney since 1991 – as a shareholder in the Houston law firm of Munisteri, Spott, Rigby, Newsom & Vincent, P.C., and formerly as an associate in the Houston office of Griggs & Harrison, P.C. Mr. Munisteri holds a Doctor of Jurisprudence degree from the University of Houston Law Center (1991), and a Bachelor of Business Administration degree from the University of Texas at Austin (1988). In law school, he won First Place and the Best Speaker award in both the intramural mock trial and moot court competitions. Mr. Munisteri is a Member of the State Bars of California and Texas. He is a native of Houston, Texas.

**Sarah Murray** – Trained at Bryn Mawr College and UC-Berkeley, Sarah Murray is a social/cultural anthropologist who has worked for the past thirteen years as a trial consultant, applying her research skills and social scientific understanding to help attorneys understand juror decision making, craft more persuasive cases and eliminate jurors beyond persuasion. As an anthropologist, sex and gender studies was one of Sarah's area of expertise and she has brought her extensive personal and academic experience with GLBT issues into her trial consulting work. Since joining Trial Behavior thirteen years ago, Sarah has worked on over 600 civil and criminal cases, selected over two hundred juries and prepared a few hundred witnesses for trial. Because of Sarah's special skills in voir dire, jury selection and theme development, she was asked to as a jury consultant on the Andrade murder prosecution in Greeley, Colorado two years ago. The Andrade case was the first transgender murder case in the nation to be prosecuted under a Hate Crimes statute. After a two week trial, Greeley prosecutors won convictions on both the first degree murder and hate crimes charges. Since then, Sarah has worked with NCLR to create materials to assist prosecutors in other venues to successfully try transgender murder cases. She is also currently creating training materials to teach her proven process for effective voir dire and jury selection in both criminal and civil cases.

**Shayla Myers** – Shayla is a Skadden Fellow and attorney at the LA Gay & Lesbian Center, where she created a partnership with Bet Tzedek Legal Services to provide direct legal services to low-income LGBT people in Los Angeles. She runs weekly and monthly legal clinics at the LA Gay and Lesbian Center and provides a wide range of legal services to seniors, homeless queer and trans youth, and clients of the Center's Transgender Economic Empowerment Program. Prior to her fellowship, she clerked for the Honorable Sandra Ikuta on the US Court of Appeals for the Ninth Circuit. She graduated from UCLA School of Law with specializations in Critical Race Studies and Public Interest Law and Policy.

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## N Nosanchuk

**Matt Nosanchuk** – Matt joined the Civil Rights Division in 2009 as Senior Counselor to Assistant Attorney General Tom Perez. Matt oversees the Division's Policy and Strategy Section and the pursuit of key priorities, including implementation of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act. He also supervises the Division's GLBT Working Group and works with Congress on legislative and oversight matters. He returns to the Justice Department after serving in the Office of Policy Development during the Clinton Administration, where he worked on civil and criminal policy matters, as well as judicial nominations. Matt also worked on the House Judiciary Committee for then-Ranking Member John Conyers; at Third Way, where he established and directed the organization's Gay Equality Initiative; and as Counsel to Senator Bill Nelson of Florida. During the 2008 presidential campaign, Matt was a leader of the LGBT Policy Committee on the Obama campaign and worked on as the campaign's 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 Seventh Circuit for Judge Walter J. Cummings and was a Skadden Fellow at the ACLU of Illinois. Matt also serves as an adjunct professor at Georgetown University Law Center, where he teaches Sexual Orientation and the Law and serves on the board of Stanford Pride, the organization of LGBT Stanford alumni/ae.

## O

**C. Dixon Osburn** – Mr. Osburn is the director of Human Rights First's Law and Securities Program, which advocates for national securities policies that respect the rule of law and human rights. Dixon has an extensive background in legal and policy advocacy, having spent 14 years as Executive Director and Co-Founder of the Servicemembers Legal Defense Network, one of the nation's largest LGBT civil rights and advocacy organizations. In that role, he is credited with significantly changing public opinion and reframing the debate over the military's "Don't Ask, Don't Tell" policy, leading to its repeal. He has had great success working in coalition with high-level military leaders. Dixon is also author of *Making Giants Dance: Strategies and Social Change* (publication pending), has published op-eds in *The New York Times* and *USA Today*, and has appeared extensively on national television and quoted in the press. Dixon received his JD/MBA from Georgetown University and an AB with distinction from Stanford University. He is a member of the bars of Pennsylvania and District of Columbia.

## P

**Ed Palmieri** – Edward currently serves as privacy counsel at Facebook. The scope of the work is broad and includes reviewing Facebook's many products and services to spot and address privacy issues, developing internal policies to comply with applicable laws and external policies to communicate data use practices to users and developers, and advising internal clients regarding interactions with external parties and regulators. Prior to joining Facebook, Edward was Deputy Chief Privacy Officer and Director of Sprint's Office of Privacy. He led a team of attorneys and program managers that advised Sprint's business units on how to comply with privacy laws and obligations, including customer authentication, data use and security, Customer Proprietary Network Information, direct marketing, employee data, and breach reporting. Edward began his career as an attorney at Dow Lohnes, PLLC – a law firm in Washington, DC where he advised wireless, wireline, cable and Internet clients on regulatory issues.

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## SPEAKER BIOGRAPHIES

**Russell Pangborn** – Mr. Pangborn is the Associate General Counsel for trademarks at Microsoft Corporation. He leads a team of experienced trademark professionals in the strategic counseling for Microsoft's global businesses on all aspects of trademarks including, clearance, counseling, prosecution, maintenance, enforcement, licensing, litigation, and policy. Mr. Pangborn previously held positions at Microsoft as the group manager for the Copyright & Trade Secret practice and as a senior attorney in the Trademark group. Before Microsoft, Russ was a senior trademark attorney at Intel Corporation where he also handled all aspects of trademarks, including the enforcement of several brands of global reach. Prior to Intel, he worked in private practice with the boutique IP firm of Fulwider Patton Lee & Utecht, LLP in Southern California. Mr. Pangborn is presently on the Board of Directors for the International Trademark Association (INTA) and a member of INTA's Executive Committee. He is also on ICANN's Intellectual Property Constituency and participated on the Implementation Recommendation Team as one of 18 legal professionals selected to propose trademark protection mechanisms to be implemented in connection with ICANN's anticipated expansion of new generic top level domains.

Russ is a frequent speaker at various IP association and CLE events.

**Barry M. Parsons** – Barry is Associate General Counsel with Freddie Mac. Barry litigates cases, advises clients, and manages outside counsel on a wide variety of legal matters including employment, contract, intellectual property, insurance, fraud, and antitrust law. He also conducts internal investigations, advises the company on document retention issues, and is a member of the Legal Division's Diversity and Inclusion Council. Before joining Freddie Mac, Barry was a litigator with Crowell & Moring LLP in Washington, DC for nearly fourteen years. Prior to joining Crowell & Moring, Barry was a judicial clerk for the Honorable William O. Bertelsman, Chief Judge of the U.S. District Court for the Eastern District of Kentucky. Barry currently serves on the Board of Directors for the National LGBT Bar Association and recruited at Lavender Law for five years. Barry frequently speaks about LGBT diversity issues at Lavender Law and at the Minority Corporate Counsel Association's annual national conference. Barry received his J.D., with distinction from the George Mason University School of Law where he was Editor-in-Chief of the George Mason Law Review and a Dean's Scholar. He also holds a M.B.A. from The American University Kogod School of Business and a B.S. in Economics from King's College.

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**Robert J. Pfister** – Rob Pfister is a partner at Klee, Tuchin, Bogdanoff & Stern, one of the premier business reorganization and corporate insolvency boutique law firms in the country. Rob served as pro bono special counsel to Gene Balas and Carlos Morales, the married same-sex California couple whose joint chapter 13 bankruptcy filing resulted in a finding that the so-called Defense of Marriage Act is unconstitutional insofar as it purports to restrict the ability of same-sex spouses who are validly married under the laws of their home state to file joint bankruptcy petitions. *In re Balas & Morales*, 2011 WL 2312169, 2011 Bankr. LEXIS 2157 (Bankr. C.D. Cal., June 13, 2011). The decision was signed by 20 bankruptcy judges and resulted in a nationwide change in policy by which the Department of Justice no longer challenges joint bankruptcy petitions filed by lawfully married same-sex couples.

**Jennifer C. Pizer** – Jenny is the Legal Director and Arnold D. Kassoy Senior Scholar of Law at the Williams Institute at UCLA School of Law, a national think tank advancing sexual orientation law and public policy through rigorous, independent research and scholarship. She joined the Williams Institute after fifteen years at Lambda Legal, where she was Senior Counsel and National Marriage Project Director, focusing on family law issues affecting same-sex couples and their children, and sexual orientation discrimination in health care, employment, education and housing. She was co-counsel in the *In re Marriage*



## SPEAKER BIOGRAPHIES

Cases litigation in California and the state challenge to Proposition 8 that upheld the marriages 18,000 same-sex couples celebrated in California before Prop 8's passage. She also co-drafted California's broad domestic partnership law and frequently advises state and federal policymakers about LGBT family issues. Jenny has taught at USC Law School, Loyola Law School, and Whittier Law School. In addition to writing about family law issues, her publications have addressed unequal access to health insurance, sex stereotyping in workplace dress codes, and school officials' duty to protect LGBT students. Jenny is a graduate of Harvard College and NYU School of Law. After law school she served as a judicial clerk to the Hon. Ann Aldrich of the U.S. District Court for the Northern District of Ohio, was Legal Director of the National Abortion Rights Action League, and practiced intellectual property and business torts litigation. She has commented extensively on LGBT legal developments for leading print and broadcast media, and has received numerous professional achievement and community service awards.

**Michael Ponto** – Atty. Ponto is an experienced litigator who focuses on commercial litigation and land use disputes. His practice involves appearances in federal and state courts nationwide, as well as before a variety of arbitration and mediation forums. In addition to helping clients resolve many disputes out of court, he has successfully represented clients in full litigation victories. He also counsels clients faced with Civil Investigative Demands, litigation subpoenas and other governmental investigations. Atty. Ponto has worked with Lambda Legal and Southern Poverty Law Center on a pro bono basis.

**Jennifer Protas** – Jenn is an associate in Hoge Fenton Jones & Appel's employment practice area. She represents companies on matters related to employment practices, including wage & hour advice and litigation, employee leave issues, defense of harassment and discrimination litigation and drafting employer policies. Her practice also includes lesbian, gay, bisexual and transgender litigation, housing discrimination matters, and general litigation. Jenn is a frequent public speaker and regularly presents seminars and trainings on employment issues and housing discrimination. She is the author of "Divesting from 'The Apartheid of the Closet': Toward an Enriched Legal Discourse of Sexual and Gender Identity" (2007) 38 McGeorge L.Rev. 571. Jenn is an active member of the Santa Clara County Bar Association, including serving on the Rainbow Committee as co-chair from 2009-2010, and was selected as the Santa Clara County Bar Association's 2011 Barrister of the Year.

**Jeremy Protas** – Jeremy is an associate at Marshall, Gerstein & Borun LLP in Chicago. Jeremy's practice focuses on securing patent protection in the United States and

abroad, counseling clients on patent-related matters, and participating in complex patent litigation. He also serves on the firm's Diversity and Pro Bono Committees. Jeremy holds a J.D. from DePaul University College of Law and a B.S. in Electrical Engineering from Case Western Reserve University. Active in the LGBT community, Jeremy joined the National LGBT Bar Association in 2007, and joined the Associations Board of Directors in 2010. He is also involved with many other organizations including the Lesbian and Gay Bar Association of Chicago, AIDS Legal Council of Chicago, and Lambda Legal. In 2009, he established the Jeremy D. Protas LGBT Patent Law Scholarship, which aims to raise awareness of patent law among LGBT law students with the goal of increasing the number of LGBT persons in the field of patent law.

## R

**Orly Rachmilovitz** – Orly is an S.J.D. candidate at the University of Virginia School of Law, and the 2010-2011 Visiting Law Fellow at UCLA's Williams Institute on Sexual

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Orientation Law and Public Policy. Her scholarship focuses on family law, law and sexuality and children and the law. She holds degrees in law (LL.B.) and psychology (B.A.) from Haifa University in Israel and a Master of Laws degree (LL.M. with honors) from the UCLA School of Law. Rachmilovitz clerked at a Jerusalem court and is a member of the Israel Bar Association. She served as a fellow at the Learning Rights Law Center in Los Angeles, CA where she developed a project ensuring access and equity in education to LGBT youth.

**Elana Redfield** – Elana joined the Sylvia Rivera Law Project as a staff attorney in May of 2009. In her professional capacity, she assists SRLP community members with name changes, changing identity documentation, confronting discrimination in sex-segregated facilities such as foster care and homeless shelters, navigating immigration law and enforcement, and accessing welfare, Medicaid, and other public benefits. Prior to joining the SRLP staff, Elana worked with defendants in the criminal justice system, represented immigrants fighting deportation proceedings, and served as a long-time volunteer with SRLP. In her free time, Elana enjoys surfing and playing the pedal steel guitar in a country & western band.

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**Daniel R. Redman** – Daniel joined NCLR in 2010 as the recipient of both the Pride Law Fund Tom Steel Fellowship and the Berkeley Law Foundation Fellowship. Daniel leads the Del Martin Memorial LGBT Elder Advocacy Initiative, focusing on discrimination against LGBT elders. Daniel received his J.D. in 2008 from the UC Berkeley School of Law (Boalt Hall), where he was an articles editor of the California Law Review, student notes editor of the Berkeley Journal of Gender, Law & Justice, and a research assistant to Professor Joan Hollinger. In addition to his legal work, Daniel is a GLAAD Media Award-nominated journalist, and he has written on LGBT issues for *The Nation*, *Slate*, *The American Prospect*, and *The New Republic*. He is also a contributing writer to *Aging Today*. His LGBT legal scholarship has appeared in the *Berkeley Journal of Gender, Law & Justice*, the *Seattle University Law Review* and *Connecticut Law Review*.

**Peter Renn** – Peter is a Staff Attorney in the Western Regional Office of Lambda Legal, the oldest and largest national legal organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and people with HIV. He joined Lambda Legal in 2010 and has worked on a range of cases including relationship recognition, employment discrimination, public accommodation discrimination, government misconduct, and HIV confidentiality. Renn graduated *magna cum laude* from Harvard Law School, where he was an executive editor of the Harvard Civil Rights-Civil Liberties Law Review. During law school, he worked at Lambda Legal, the American Civil Liberties Union's LGBT Project, and Gay & Lesbian Advocates & Defenders. Following law school, Renn clerked for the Honorable Lawrence K. Karlton in the United States District Court for the Eastern District of California. He received his bachelor's degree *summa cum laude* in psychology and Plan II from the University of Texas at Austin. Before joining Lambda Legal, Renn was a litigation associate at the law firm of Munger, Tolles & Olson in Los Angeles, where he focused primarily on employment law and class actions.

**Andrea Ritchie** – Andrea is a police misconduct attorney who has engaged in extensive research, writing, speaking, litigation, organizing and advocacy on profiling, policing, and physical and sexual violence by law enforcement agents against women, girls and lesbian, gay, bisexual and transgender (LGBT) people of color over the past two decades. She is counsel in *Tikkun v. City of New York*, a case of first impression challenging the NYPD's pattern and practice of conducting unlawful and invasive searches of transgender people for the purposes of assigning gender, and has played a leadership role in developing and advocating for a comprehensive proposal for changes to the NYPD Patrol Guide to address violations of the rights of transgender New Yorkers. Ritchie is also co-counsel in *Doe v. Jindal*, a constitutional challenge to disparate and discriminatory

penalties under Louisiana's "crimes against nature" law, including mandatory registration as a sex offender for periods of 15 years to life, imposed on individuals convicted of commercial sexual exchanges involving sexual acts traditionally associated with homosexuality. She currently coordinates Streetwise & Safe (SAS), a leadership development initiative aimed at sharing "know your rights" information, strategies for safety and visions for change among LGBT youth of color who experience of gender, race, sexuality and poverty-based policing and criminalization in the context of "quality of life" initiatives and the policing of sex work and trafficking. Ritchie is co-author of *Queer (In)Justice: The Criminalization of LGBT People in the United States*, just published by Beacon Press.

**Russell Robinson** – Robinson is a Professor at UCLA School of Law and Visiting Professor at UC-Berkeley School of Law (2010-11). Robinson graduated with honors from Harvard Law School (1998), after receiving his B.A. summa cum laude from Hampton University (1995). Robinson clerked for Judge Dorothy Nelson of the Ninth Circuit Court of Appeals (1998-99) and for Justice Stephen Breyer of the U.S. Supreme Court (2000-01). He has also worked for the U.S. Department of Justice, Office of Legal Counsel (1999-2000) and the firm of Akin, Gump, Strauss, Hauer and Feld in Los Angeles, practicing entertainment law (2001-02). Robinson's scholarly and teaching interests include antidiscrimination law, race and sexuality, law and psychology, constitutional law, and media and entertainment law. His publications include: *Casting and Caste-ing: Reconciling Artistic Freedom and Antidiscrimination Norms*, 95 Cal L. Rev. 1 (2007); *Uncovering Covering*, 101 Nw. U. L. Rev. 1809 (2007); *Perceptual Segregation*, 108 Colum. L. Rev. 1093 (2008); *Structural Dimensions of Romantic Preferences*, 76 Fordham L. Rev. 2787 (2008); and *Racing the Closet*, 61 Stan. L. Rev. 1463 (2009). He is also working on an article regarding the legal regulation of sexuality in prison, which will be published in *California Law Review* in 2011.

**Melissa Romig** – Melissa is a Senior Attorney practicing employment law for American Airlines, one of the largest airlines in the world. The company has over 80,000 employees worldwide – with hubs around the nation – which presents a complex set of employment obligations under international, federal, state and local laws. Melissa's position at American Airlines has also allowed her to indulge her love of travel, seeing exotic (and not-so-exotic) locales ranging from Milwaukee to Bangkok, Indianapolis to Shanghai, and Tulsa to Buenos Aires. Melissa received her undergraduate and law degrees from The Ohio State University, and has been practicing law since 1996.

**Matthew R. Rudolphi** – Mr. Rudolphi is an Associate with Duncan, Weinberg, Genzer & Pembroke, P.C., in Washington, D.C. His practice areas include energy law and economic regulation, environmental law, administrative law and

litigation. Mr. Rudolphi works primarily with public power interests on electric regulatory matters, telecommunications and non-profit corporation issues. He advises clients and participates in litigation on matters relating to wholesale power and transmission, including rates, terms and conditions of service and the various requirements of state and federal energy regulations and laws. Mr. Rudolphi is a graduate of Rutgers University School of Law and received his B.A. in Political Science from the University of Illinois at Chicago. He is a veteran, having served as an infantry paratrooper in the 82<sup>nd</sup> Airborne. He has served on the Board of National LGBT Bar Association Affiliates: GALLOP, Gay and Lesbian Lawyers of Philadelphia; and GAYLAW, the LGBT Bar Association of the Washington, DC Metro Area. He resides, with his partner of 13 years, in Hyattsville, Maryland.

**S**

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**Edward Sadtler** – Edward is a partner in the New York office of Kirkland & Ellis LLP, where he is a member of the Intellectual Property Transactions practice group. Edward's

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## SPEAKER BIOGRAPHIES

practice focuses on transactions involving intellectual property and technology, such as licensing, joint venture, joint development, outsourcing, and distribution agreements, as well as intellectual property aspects of mergers and acquisitions, private equity investments, secured lending and restructuring matters. At Kirkland, Edward is the Co-Chair of the LGBT Subcommittee of the Firmwide Diversity Committee, a member of the Pro Bono Management Committee, and the coordinator of a program for attorneys and summer associates to represent domestic violence victims in filing petitions seeking permanent residence in the United States. He is also a member of the National Leadership Council of Lambda Legal and the Legal Council of the Williams Institute. Edward holds a J.D. from the University of Virginia and a B.A. from Columbia University.

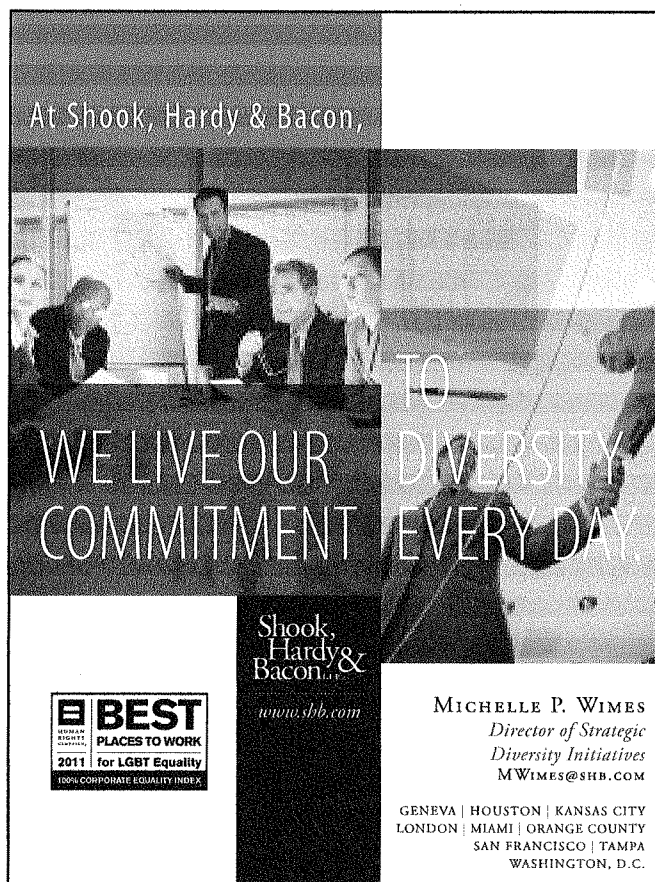
**Cathy Sakimura** – Cathy is a staff attorney and the coordinator of the Family Protection Project at the National Center for Lesbian Rights. The Family Protection Project works to increase access to family law services for low-income LGBT parent families, with a focus on improving services to families of color. 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.

**Robert S. Salem** – Rob is a Clinical Professor of Law at the University of Toledo College of Law. Professor Salem's teaching focuses on critical analysis of the legal system and practical skills needed for law practice. He has recently published articles on gay rights and education issues in the *Cleveland State Law Review*, *Louisiana Law Review* and *Albany Law Review*. Professor Salem was recently selected as an expert panel member for a United States Department of Education study on state bullying laws and school policies. He was one of seven experts from around the country chosen by the Department of Education to work on the study. He created an anti-bullying training curriculum for teachers and school administrators and a model anti-bullying policy that has been used by schools around the state. He has trained thousands of students, teachers and administrators in bullying prevention and has presented his work nationwide. He also assisted in drafting legislation on civil rights issues and offered testimony before committees of the Ohio General Assembly on matters related to student safety. Professor Salem serves on several non-profit boards and advisory panels, including the National Gay and Lesbian Task Force, the Ohio American Civil Liberties Union, the Ohio Drug Assistance Program, the Toledo Bar Association, Planned Parenthood of Northwest Ohio, The Toledo Public Defenders Office and Equality Toledo. He is also the recipient of the Toledo Bar Association's Public Interest Law Award, the ACLU of Northwest Ohio's Civil Liberties Award and Toledo Fair Housing's Service Award.

**Alison Satterlee** – Alison is a 3L at the S.J. Quinney College of Law in Salt Lake City, Utah. She has been the Pro Bono Initiative Coordinator of Rainbow Law Utah for two years, and was previously president of the Outlaws, the law school's LGBT student group. She has interned for Equality Utah, where she helped research and draft non-discrimination policies for various cities in Utah. Currently, Alison is an intern for a Salt Lake City attorney and works on employment discrimination cases. Alison loves baking, gardening, and working on LGBT legal issues.

**Jeff Schimelfenig** – Jeff is the National Director of Legal Project Management for Kelly Services. He consults law firms and corporate general counsel clients on staff outsourcing options for e-discovery/legal project management. He advises clients on contingent workforce planning for data intensive litigation and government investigations. Jeff's responsibilities include oversight of Kelly's National "Onshore" Legal Outsourcing Project Center in Troy, Michigan. Previously, Jeff was a general practice sole practitioner for over 15 years in Northeastern Pennsylvania with focus on small business and individual clients. He also had numerous years of business experience owning and managing small businesses. He is a graduate



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of the American University Washington College of Law and of the University of Scranton. He is an active member of the Pennsylvania and the District of Columbia Bars. Jeff is a member of GAYLAW in Washington DC, including and past Board member and currently is President-Elect of the National LGBT Bar.

**Scott Schoettes** – Scott is the HIV Project Director at Lambda Legal, the oldest and largest national legal organization dedicated to making the case for equality on behalf of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and policy work. Schoettes was lead counsel in *Rose v. Cahee*, a recently resolved case involving discrimination against a woman living with HIV in Wisconsin who was denied needed medical care because she is HIV-positive. He also litigated *Franke v. Parkstone Living Center*, a case involving HIV discrimination by an assisted living facility, and worked on *Taylor v. Rice*, which resulted in the end of the blanket ban on people with HIV being hired for the Foreign Service. On the policy side, Schoettes has been the point-person for Lambda Legal's work on the repeal of the HIV travel ban, has presented on HIV and aging issues at forums across the country, including the White House, and is working on the reform of laws criminalizing conduct based on HIV status. Shortly after being diagnosed HIV-positive in 1999, Schoettes began his legal studies at Georgetown University Law Center. After graduating *magna cum laude*, he clerked for the U.S. District Court of Maryland. Prior to joining Lambda Legal as the HIV Project Staff Attorney in 2007, Schoettes spent four years litigating a wide variety of matters from the Chicago office of Latham & Watkins.

**Ryan Scott** – Ryan is an Associate Professor at Indiana University Maurer School of Law in Bloomington. He graduated *summa cum laude* from the University of Minnesota Law School, and then clerked for the Honorable Michael W. McConnell on the United States Court of Appeals for the Tenth Circuit. He served as a Bristow Fellow in the Office of the Solicitor General of the United States, and as an associate in the Supreme Court and Appellate practice at O'Melveny & Myers LLP before joining the faculty at Indiana in 2009. He teaches criminal law, criminal procedure, and federal jurisdiction.

**Richard M. Segal** – Mr. Segal is the managing partner of Pillsbury Winthrop Shaw Pittman's San Diego and San Diego North County offices. He has litigated in state, federal and bankruptcy courts on a variety of issues at both the trial and appellate levels. His practice emphasizes commercial and business litigation with particular concentrations in consumer finance, unfair competition, false advertising, securities, antitrust, banking and employee benefits matters. He has substantial litigation experience involving the vehicle finance industry, and has successfully represented vehicle finance and leasing companies in several

class actions and private attorney general actions challenging their practices. He advises vehicle sales companies regarding state statutory, common law and regulatory compliance. He also represents benefit plans and trustees in ERISA cases in courts throughout California. Other significant matters include his representation of public corporations and/or inside or outside directors in various class action securities cases in the United States District Courts for the Southern District of California and for the District of New Jersey and in derivative and breach of fiduciary duty actions in various state and federal courts. Mr. Segal is the leader of Pillsbury's firmwide LGBT attorney network and is a member of Lambda Legal's National Leadership Council.

**Beverlee Silva** – Beverlee is a partner in the Atlanta office of Alston + Bird LLP, where she is a member of the Environmental and Land Development Group. Her practice focuses on representing clients with complex environmental matters, including litigation, compliance counseling and transactional work. She has extensive experience in environmental and toxic tort litigation and in the resolution of environmental enforcement actions brought at both the federal and state levels. Beverlee serves on the Alston +

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## SPEAKER BIOGRAPHIES

Bird hiring committee and as a Coordinator of the summer associate program. She is also a vice-chair of the ABA, Section on Energy, Environmental and Resources. She is a 1988 graduate of Northwestern University School of Law and holds bachelor's and master's degrees from the University of Chicago. Beverlee is active in the community and currently serves on the Executive Board of the Georgia Chapter of the American Constitution Society and as the Co-chair of the national Board of Directors of Lambda Legal Defense and Education Fund.

**William Singer** – Bill, a partner in Singer & Fedun, LLC in Belle Mead, New Jersey, has been in the private practice of law for over 40 years. His practice concentrates on the creation and protection of non-traditional families. He is the founder and Chair of the LGBT Family Law Institute, an annual meeting of attorneys from the U.S. and abroad, who work on LGBT family law issues. Bill is a fellow of the American Academy of Assisted Reproductive Technology Attorneys and 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 LGBT Bar Association and its Foundation, 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** – Terra 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 LGBTQ survivors of domestic violence, sexual assault and stalking, and has provided training to hundreds of attorney and advocates across the country on these issues. Attorney Slavin served on the advisory board of the ABA's Legal Assistance and Education for LGBT Victims of Domestic Violence Project. Slavin Co-chairs the LGBT Sub-Committee on VAWA reauthorization, as well as the LGBT DV Issues Committees for the City and County of Los Angeles. She also serves on the Governance Committee of NCAVP. Slavin graduated from Northeastern University School of Law in Boston, Massachusetts.

**Paul M. Smith** – Paul M. Smith is a partner at Jenner & Block LLP in Washington, DC, where he heads up the firm's Appellate and Supreme Court practice and is also active in media law and election law. He is also CoChair of the Board of Directors of Lambda Legal. In 2003, he argued *Lawrence v. Texas* in the U.S. Supreme Court, and he has had 14 other Supreme Court arguments in his career. This year the National Law Journal honored him as one of the 40 Most Influential Lawyers of the past decade, and he just received the prestigious Thurgood Marshall Award from the Individual Rights & Responsibilities Section of the ABA. Mr. Smith graduated from Amherst College and Yale Law School and clerked for Justice Lewis F. Powell, Jr.

**Wayne P. Sobon** – As the Vice President and Chief IP Counsel for Rambus Inc., Wayne is responsible for Rambus' global intellectual property development program. Currently Wayne is located in Rambus' Sunnyvale, California office. Originally from Phoenix, Arizona, Wayne received his B.S. degree in physics and B.A. degree in German Studies from Stanford University in 1984 and his J.D. and M.B.A. from the University of California, Berkeley in 1992. Since receiving his law and business degrees, Wayne worked at several Silicon Valley law firms, most recently Gray Cary Ware & Freidenrich LLP, where he was a partner specializing in patent prosecution, litigation and general intellectual property counseling. Wayne served as Associate General Counsel, and Director of Intellectual Property for Accenture from 2000 to 2011. Wayne is a frequent speaker and lecturer on intellectual property issues, is Second Vice President of the American Intellectual Property Law Association (AIPLA), a

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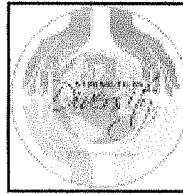
new commissioner of the USPTO's Patent Public Advisory Committee (PPAC), a member of the board of Invent Now.org of the National Inventor Hall of Fame, and a prior member of the board of the Intellectual Property Owners Association (IPO).

**Hon. Michael R. Sonberg** – Judge 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 on the board of directors 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.

**David Steinberg** - David Steinberg is Executive Vice President of Legal Affairs of Sony Pictures Entertainment where he oversees the legal departments for the Worldwide Acquisitions group as well as Imageworks and handles significant financing and distribution arrangements. Mr. Steinberg has been involved in the motion picture production and distribution arena since the early 1990's. Prior to joining SPE, he served as Vice President, Business Affairs and Legal at Paramount Vantage where he focused on the launch of Vantage's foreign sales operation as well as general production, finance and distribution matters. Before joining Paramount, he was Vice President, Legal Affairs for Sony Pictures' Columbia Pictures division where he concentrated on acquisitions, co-financing and co-production matters. Mr. Steinberg has also held positions at Intermedia Film Distribution, Miramax Films and Overseas Filmgroup/First Look Pictures. He began his career as a corporate and securities associate with the law firm of Hill, Wynne Troop & Meisinger. Mr. Steinberg is a *magna cum laude* graduate of UCLA (Economics/International Studies) and a *cum laude* graduate of Georgetown University Law Center.

**Mattheus E. Stephens** – Stephens is a partner in the San Diego law firm Progressive Law Group and a Lecturer at the University of California, San Diego. Stephens is currently litigating a case against the Boy Scouts of America to terminate its discriminatory long-term leases with the City of San Diego and recently teamed with NCLR and Dickson Levy to win a ground-breaking Title IX case against Mesa Community College. Stephens also successfully prosecuted and settled a transgender discrimination case against the

Orange County Sheriff's Department obtaining revised treatment guidelines for inmates. Stephens' legal career began at Gray Cary Ames & Frye (now DLA Piper) in 1990. He combined his practice with community service which includes being the two-time Chair of the City of San Diego's Human Relations Commission; serving on the Board of Directors for the San Diego LGBT Community Center and the ACLU, and sitting as a Pro Tem Judge in Small Claims Court since 1999. He was also appointed to the City Civil Service Commission in 2008 and now serves as Vice-President. He helped found the Public Policy Department at the Center following efforts to defeat Proposition 22. His awards include being named a Top Attorney by the San Diego Daily Transcript in 2008; the San Diego County Bar Association Award for Outstanding Service to the Community; the San Diego Volunteer Lawyer Program Pro Bono Publico Distinguished Service Award; the San Diego Democratic Club Gloria Steinem Communication Award, and UCSD Chancellor's Commendation for Dedication to Social Justice Issues.



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## SPEAKER BIOGRAPHIES

**Christopher F. Stoll** – Chris is Senior Staff Attorney at the National Center for Lesbian Rights, where his practice focuses on litigation and policy work. He has litigated cases seeking to advance the rights of LGBT people in a wide range of areas, including marriage, relationship recognition, anti-discrimination law, and schools. Chris has worked on LGBT legal issues since 1996. He was part of the legal team representing the plaintiffs in *In re Marriage Cases*, the 2008 California Supreme Court decision establishing that same-sex couples must be allowed to marry under the California Constitution. He is currently representing the plaintiffs in *Apilado v. North American Gay Amateur Athletic Alliance*, a case challenging the exclusion of three bisexual men of color from participation in the 2008 Gay Softball World Series on the basis of a league rule that limits teams to a maximum of two “heterosexual” players per roster.

**Christine P. Sun** – Christine is Deputy Legal Director for the Southern Poverty Law Center, where she works on a wide range of civil rights issues. She was previously Senior Counsel for the ACLU LGBT and AIDS Project. Sun has served as lead counsel on numerous cases involving the rights of LGBT people, including the ACLU’s successful

challenge to Arkansas’s statutory ban on unmarried and same-sex couples from fostering and adopting children, and the case on behalf of Constance McMillen, the Mississippi teenager whose school district cancelled the prom rather than allow her to attend with her girlfriend. Sun also secured a groundbreaking ruling from a federal court judge making schools liable for outing students to their parents. Sun’s cases have been featured in the *New York Times*, the *Los Angeles Times*, *USA Today*, *CNN*, *Anderson Cooper 360*, *CBS’s The Early Show*, the *Ellen DeGeneres Show*, *Glamour Magazine*, and *People Magazine*. In 2010, she was named an inaugural “Best LGBT Lawyers under 40” by the National LGBT Bar Association, an affiliate of the ABA. Sun graduated with honors from NYU School of Law in 1998 where she was an editor of the *Law Review*. She clerked for Judge Robert L. Carter (former NAACP General Counsel who argued *Brown v. Board of Education*) in the Federal District Court in New York City and then worked for Kecker & Van Nest, a complex litigation firm in San Francisco.

Walter Sutton – Associate General Counsel, Walmart

**Linda Thayer** – Ms. Thayer specializes in high tech patent and trade secret litigation, patent interferences, patent opinions, due diligence investigations in connection with investments, mergers and acquisitions, and worldwide patent portfolio development and management. She has litigation experience in both federal and state courts, and has acted as lead counsel in both patent litigations and interferences. Her technical areas of expertise include computer hardware and software, computer security, watermarking, digital signatures, SSL, wireless communication devices and systems, networking, digital video, MPEG, data compression and storage, digital rights management (DRM), signals analysis, semiconductor devices and manufacturing equipment and processes, display devices, voice recognition, and the Internet. As a carryover from her prior industry experience, she is uniquely qualified in the areas of encryption and cryptography. Ms. Thayer often speaks on litigation practices, patent portfolio management, due diligence, and patent law reform in both the U.S. Patent and Trademark Office and Congress.

**Wayne A. Thomas, Jr.** – Wayne is the creator of the GLBT Domestic Violence Attorney Program in Boston, MA, where he practices as the Managing Attorney. He primarily handles civil protection order cases, 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 and sexual violence legal issues at national conferences and trainings on behalf of the ABA and the National LGBT Bar Association. He is a co-chair of the GLBT Domestic Violence

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Coalition in Boston and currently is working on a committee addressing LGBTQ concerns in the redrafting of the Violence Against Women Act. He is a graduate of the Northeastern University School of Law.

**Scott Titshaw** – Mr. Titshaw is an Associate Professor at Mercer University School of Law. Prior to joining the faculty at Mercer, Professor Titshaw practiced immigration and transactional law for twelve years with Arnall Golden Gregory LLP in Atlanta. He has led the Stonewall Bar Association of Georgia and the American Immigration Lawyers Association (AILA) Atlanta Chapter. He was also a long-time Board Member of Immigration Equality. 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, and worked as a legal translator with Germany's Federal Constitutional Court (Bundesverfassungsgericht). Professor Titshaw teaches a course on Sexuality and the Law at Mercer and his scholarship focuses on immigration, comparative law, and issues concerning sexual minorities. His most recent publications include *The Meaning of Marriage: Immigration Rules and Their Implications for Same-Sex Spouses in a World Without DOMA*, 16 Wm. & Mary J. Women & L. 537 (2010) and *A Modest Proposal to Deport the Children of Gay Citizens, & etc.: Immigration Law, DOMA and the Children of Same-Sex Couples*, 25 Geo. Immigr. L. J. 407 (2011).

**Harper Jean Tobin** – As Policy Counsel for the National Center for Transgender Equality, Harper Jean coordinates all aspects of advocacy on federal administrative policies and regulations affecting transgender people. When she is not engaging with federal agencies and the current administration, she works to provide information for the public about laws and policies that affect transgender people. Harper Jean previously worked at the National Senior Citizens Law Center's Federal Rights Project, where she maintained and provided daily analysis for a large attorney listserv, provided training and technical assistance to public interest lawyers, and wrote about court access issues for legal, policy and general audiences. Harper Jean's writing on transgender equality and other issues has been published in the Harvard Kennedy School's *LGBTQ Policy Journal*, Notre Dame's *Journal of Legislation*, the *Yale Law Journal Pocket Part*, the *Columbia Journal of Gender & the Law*, the *Case Western Reserve Journal of International Law*, *Clearinghouse Review*, the *National Law Journal*, *The Nation*, and *Roll Call*. She received degrees in law and social work from Case Western Reserve University in Cleveland and is an alumna of Oberlin College.

**Dan Torres** – Dan is an attorney and program manager for *Proyecto Poderoso*—Project Powerful— A California Rural Legal Assistance (CRLA) partnership with the National Center

for Lesbian Rights aimed at improving legal services for low-income LGBT residents of rural California. Previously, Dan worked at the Immigrant Legal Resource Center organizing LGBT immigrants, conducting Know Your Rights presentations and providing technical assistance to legal services and pro bono attorneys. He represented clients as a staff attorney at the California Rural Legal Assistance Foundation in Sacramento, worked as a clinical instructor at the UC Davis School of Law Immigration Law Clinic, and served as a staff attorney for the United States Court of Appeals for the Ninth Circuit.

**John V. Treviño, Jr.** – John 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

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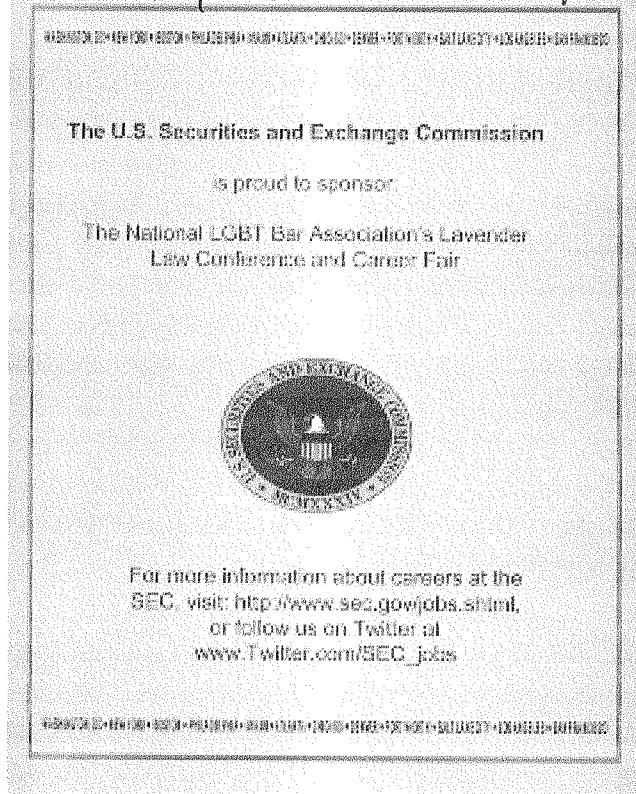
State Bar of Texas, Dallas Bar Association, Dallas Hispanic Bar Association, and the State Bar of California. John received his J. D. from the University of Texas in 1997. John also received his B.A. from the University of Texas in 1994. Prior to law school, John worked as a communications-computer systems manager and military training instructor in the U.S. Air Force. John is fluent in the Spanish.

**David J. Tsai** – David is an associate in Perkins Coie LLP's San Francisco office and a member of Perkins' Commercial Litigation Practice Group. David's practice focuses on trade secret and patent litigation involving the Internet, software, semiconductors, light-emitting diodes (LEDs), pharmaceuticals, biotechnologies, and medical devices. David has written and lectured on Internet software applications, Hatch-Waxman/ ANDA litigation, and stem cell gene therapy. David currently serves on the Board of Directors of the Silicon Valley Intellectual Property Law Association (SVIPLA) and co-chairs Bay Area Lawyers for Individual Freedom (BALIF), the San Francisco Bay Area LGBT Bar association. In 2010, he was named Santa Clara County Bar Association Barrister of the Year, and since 2009, he has been named a "Rising Star" in intellectual property

litigation by Super Lawyers. David is committed to serving pro bono clients. He has worked on LGBT immigration pro bono matters with the Asian Law Caucus and the Lawyers Committee for Civil Rights, including successfully representing an HIV+ transgender Mexican client in immigration court. He has also led the drafting of several amicus briefs filed in the same-sex marriage/Prop 8 cases in California. David is a graduate of Harvard, Stanford, and Santa Clara University.

**Ilona M. Turner** – Ilona is a staff attorney at the National Center for Lesbian Rights, based in San Francisco. NCLR is a national legal organization committed to advancing the rights of lesbian, gay, bisexual, and transgender people and their families through litigation, policy advocacy, and public education. Ilona's work focuses on a wide range of issues affecting LGBT people including marriage, child custody and parentage, school bullying, immigration, and employment discrimination. She is the co-author of the chapters in the West treatise *Sexual Orientation and the Law* on "Same-Sex Marriage, Civil Unions, and Other Protections for Couples" and "Representing Transsexual Clients." She also serves on the board of the Transgender Law Center. Before law school Ilona worked in California state politics, including as the lobbyist for Equality California, the statewide LGBT political advocacy organization. She received her JD from the University of California at Berkeley in 2006.

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## V

**Tony Varona** – Dean Varona teaches Contracts, Administrative Law, Media Law, and Introduction to Public Law, in addition to serving as associate dean for faculty and academic affairs. A former associate professor at Pace Law School, adjunct faculty member at Georgetown University, and Wasserstein Fellow at Harvard Law, Dean Varona was named the 2007-08 Washington College of Law *Professor of the Year*, and was profiled by the *National Law Journal* in May 2000. Before entering academia, Dean Varona began his legal career as an honors program attorney for the Federal Communications Commission. He also practiced communications law at the Washington offices of Skadden, Arps, Slate, Meagher & Flom, LLP, and Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, PC. Dean Varona served as general counsel and legal director for the Human Rights Campaign, the nation's largest LGBT civil rights organization, and has served on the boards of HRC, the Gay and Lesbian Alliance Against Defamation (GLAAD), and the Alliance for Justice. He was a member of the New York Advisory Board for the American Constitution Society, was founding chairperson of the AIDS Action Council's Legal Advisory Board, and served on the Judicial Selection Steering Committee of the Leadership Conference on Civil Rights. Having earned his



## SPEAKER BIOGRAPHIES

A.B. from Boston College, Professor Varona went on to earn a J.D. from Boston College Law School and an LL.M. from Georgetown University.

### W

**Michelle Waites** – Atty. Waites is a Senior Patent Counsel at Xerox. Ms. Waites was previously an associate at Fish & Neave, now Ropes & Gray LLP, focusing her practice in patent litigation, preparation, and prosecution. Prior to practicing law, Ms. Waites was an engineer for several large aviation manufacturing companies, including Northrop Corp., Hughes Aircraft company, and FMC Corp., now BAE Systems. Michelle is the New York Metro Chapter President of GALAXe Pride at Work, Xerox Corporation's support network for LGBT and allies workers. She is also a member of Xerox's Black Women's Leadership Council.

**Ari Ezra Waldman** – Professor Waldman, a graduate of Harvard College and Harvard Law School, is on the faculty at California Western School of Law in San Diego, California, where he teaches Sexual Orientation and the Law and Cyberlaw, among other courses. He has published numerous articles and spoken widely on Internet speech, cyberbullying and the effects of online harassment on gay teenagers. Professor Waldman's scholarship combines philosophical and legal reasoning with extensive empirical analyses, making him a leader when it comes to filling research gaps on the effects of bullying on gay youth. He blogs regularly at Concurring Opinions and has a weekly legal column at Towleroad News ([www.towleroad.com](http://www.towleroad.com)). Before entering academia, Professor Waldman worked at the firm Fried Frank Harris Shriver & Jacobson LLP, where he focused on white collar crime, complex commercial litigation and intellectual property law. He clerked for Judge Scott W. Stucky of the Court of Appeals for the Armed Forces and then returned to practice as an appellate litigator in the firm of Winston & Strawn LLP. He can be reached at [awaldman@cwsl.edu](mailto:awaldman@cwsl.edu).

**Joseph J. Wardenski** – Joe is a Trial Attorney in the Educational Opportunities Section of the Civil Rights Division of the United States Department of Justice. He is also a member of the Civil Rights Division's GLBT Working Group. At the DOJ, Joe handles matters involving unlawful discrimination against students in public schools, including school desegregation and peer-on-peer harassment cases. Recently, Joe was part of a team that negotiated a joint settlement between the DOJ, the U.S. Department of Education's Office for Civil Rights, and the Tehachapi, California school district to resolve a complaint of harassment of a Seth Walsh, a middle school student who took his own life after enduring severe and pervasive harassment at school based on his gender nonconformity and sexual orientation. Before joining the DOJ in 2010, Joe was an associate at Davis Polk & Wardwell LLP in New York, where his work

included commercial litigation matters and an extensive pro bono practice. At Davis Polk, Joe represented students with disabilities in special education cases, assisted LGBT domestic violence survivors in immigration proceedings, provided legal advice to non-profit organizations serving homeless LGBT youth, and co-authored policy reports for Gay Men's Health Crisis (GMHC) and the NAACP Legal Defense and Educational Fund, Inc. Joe is a graduate of Princeton University, holds a Master in Public Policy from the John F. Kennedy School of Government at Harvard University, and received his J.D. from Northwestern University School of Law.

**Ashley Watson** – Watson is vice president and chief ethics and compliance officer at HP, overseeing the strategy and implementation of HP's ethics and compliance program, including adherence to the Standards of Business Conduct. Her team is also responsible for social and environmental sustainability and compliance, privacy, global records management and the HP Foundation. Previously, she led the Global Functions legal team responsible for providing legal support to HR, CASS, IT and Corporate Marketing. The Global Functions legal group, like its functional clients, partners closely with other legal groups to ensure seamless risk assessment and advice. Before joining HP in December 2008, Watson was Vice President, General Counsel and Corporate Secretary at Attenex, responsible for all company legal matters, including M&A, strategic alliances, IP Policy, risk management and compliance, managing members of the legal department and overseeing outside counsel. She was previously senior litigation counsel at BellSouth Corporation, responsible for complex litigation. Watson holds a J.D. degree from the University of Georgia and her undergraduate degree from the University of North Carolina at Chapel Hill.

**Joshua D. Wayser** - Joshua serves as managing Partner of Katten's Los Angeles office. He is also co-chair of the firm's GLBT Coalition and the Diversity Committee. Mr. Wayser focuses his practice on litigation, with a substantive concentration in the field of real estate, banking and insolvency. Mr. Wayser's real estate litigation experience is significant, representing lenders, financial institutions, developers, and property owners in all types of litigation matters, including workouts, foreclosures, bankruptcy and purchase and sale disputes. He also regularly defends financial institutions against claims of lender liability. His practice also includes state court receiverships and writ of attachments, and he also has a wide array of bankruptcy litigation expertise, including plan confirmation battles, non-dischargeability litigation, defense of preference actions and stay relief. Mr. Wayser is a nationally recognized and frequent speaker on diversity issues in the legal profession and workforce, as well as the training of associates. He is active in pro bono and community activities in Los Angeles, including serving as a national trustee for the Union of Reform Judaism and acting as the co-chair of its regional

## SPEAKER BIOGRAPHIES

biennial. Mr. Wayser also is a past president of Beth Chayim Chadashim Synagogue, the first gay and lesbian synagogue in the country. Mr. Wayser volunteers at the Gay and Lesbian Legal Services Clinic, where he counsels people with HIV or AIDS. Mr. Wayser also serves as both a Judge Pro Tem and an arbitrator for the Los Angeles Superior Courts. He and his partner are the proud parents of six adopted children. Mr. Wayser earned his Bachelor of Arts from East Asian Languages and Cultures, Columbia University in 1984 and his Juris Doctor from Columbia Law School in 1988. He is admitted to practice in California and New York.

**Eric Webber** – Eric is a partner in the Los Angeles office of Irell & Manella LLP, where he is a member of the transactions workgroup. His practice covers a variety of business transactions, including private and public M&A, joint ventures, business organizations and restructurings, public and private debt offerings, commercial lending, workouts and recapitalizations, and public and private equity transactions. He serves in the firm's General Counsel's office and has been a member of the firm's Executive Committee. Eric is currently the first openly-gay President of the Los Angeles County Bar Association, the largest voluntary metropolitan lawyer's organization in the U.S. Over the past 20 years, Eric has also worked actively on various LACBA and State Bar of California diversity initiatives, including as founding Chair of the State Bar of California's Committee on Sexual Orientation and Gender Identity Discrimination (now part of the State Bar's Council on Access and Fairness) and founder and Chair of LACBA's Sexual Orientation Bias Committee (now part of LACBA's Diversity in the Profession Committee). Eric has served on the Board of Directors of Lambda Legal and as a Co-president of the Lesbian and Gay Lawyers Association of Los Angeles. Eric is a graduate of the University of Chicago Law School, where he co-founded the school's first student association for gay and lesbian law students. He also holds degrees from the London School of Economics (M.Sc.) and Indiana University (B.S.; M.B.A.). After law school, he served as a law clerk to the Honorable John Minor Wisdom, late Judge on the United States Court of Appeals for the Fifth Circuit.

**William Weinberger** – Mr. Weinberger is a shareholder and director at Parker Milliken in Los Angeles. His practice encompasses complex business, real estate and employment litigation. His employment practice includes discrimination and harassment lawsuits, individual and class wage and hour claims and trade secret misappropriation claims. Mr. Weinberger was selected by the City of L.A. and a plaintiff in a sexual orientation discrimination lawsuit to monitor compliance with a settlement agreement, under which the City agreed to change recruitment, training and complaint procedures and practices. Mr. Weinberger business litigation practice includes class claims under California's Unfair Competition Law and Consumer Legal Remedies Act, disputes over sales of businesses, real

estate disputes, fraud and breaches of fiduciary duty, and intellectual property disputes. Mr. Weinberger received a B.A. *cum laude* from Cornell University, and his J.D. from Stanford Law School, where he served on the *Stanford Law Review*. He clerked for Chief Judge Frank J. Battisti of the U.S. District Court in Cleveland. Mr. Weinberger served on the California Law Revision Commission, was elected to the L.A. Charter Reform Commission, was president of the City's Board of Neighborhood Commissioners, and served on the California State Bar's Committee on Administration of Justice. He has served on the Boards of GLAAD and the L.A. Gay and Lesbian Center, as President of Congregation Kol Ami, and as a cooperating attorney for Lambda Legal and the ACLU of Southern California. While president of the L.A. Gay and Lesbian Lawyers Association, Mr. Weinberger helped found and later served as Co Chair of the National LGBT Bar Association.

**Keith Wetmore** – Keith is the Chair of Morrison & Foerster LLP. As Chair, he takes the lead in setting policy and providing strategic direction to the firm. During his eleven-year tenure, the firm's gross revenue doubled, its net income tripled, and the firm has been ranked on the American Lawyer A-List eight consecutive years. Keith has been openly gay throughout his career and, as such, has been engaged in a number of issues affecting the LGBT community, including domestic partner benefits in the legal profession. In particular, through his own work and as part of the Morrison & Foerster team, he has contributed for almost 20 years to the fight against HIV and AIDS. In the mid-1980s, Keith helped organize teams of lawyers at the firm who wrote wills and durable powers of attorney for PWAs, handling several dozen cases himself, as part of the important work of the AIDS Legal Referral Panel. He personally organized and incorporated a number of HIV-related nonprofit corporations in San Francisco, including The Names Project. He recently concluded six years' service on the board the San Francisco AIDS Foundation, chairing its finance committee. Keith has lived in San Francisco for over 25 years and for the past five years has divided his time between Manhattan and San Francisco.

**Kristina Wertz** – Kristina is the Director of Policy and Programs at the Transgender Law Center. She oversees the Law Center's public policy and advocacy programs, including economic justice, health care access, student safety, and movement building. Kristina regularly conducts trainings for community members, employers, attorneys, social service providers, health care providers and other professionals. Prior to her current role, Kristina served as the Legal Director of the Transgender Law Center.

**Derek Windham** – Mr. Windham is Associate General Counsel of Del Monte Corporation headquartered in San Francisco, California, primarily responsible for advising with respect to executive compensation and employee



## SPEAKER BIOGRAPHIES

benefits. Prior to joining Del Monte, he was with associated with the firms of Morrison & Foerster, O'Melveny & Myers, and Shearman & Sterling. He received his J.D. from Harvard Law School in 2002 and his B.A. from Yale University in 1999.

**Brian J. Winterfeldt** – Mr. Winterfeldt is a partner in the Washington office of Steptoe & Johnson LLP, where he is a member of the Intellectual Property group. Mr. Winterfeldt's practice involves most aspects of intellectual property law, including domestic and international trademark counseling, clearance, prosecution, enforcement, and litigation, as well as trade dress and domain name issues. Mr. Winterfeldt assists clients with the creation of trademark and branding strategies and the development of programs to enforce and protect intellectual property rights. He represents clients seeking to protect against infringement of their copyrights, trademarks, and trade dress in the United States and internationally. Mr. Winterfeldt represents clients who are global leaders in their industries, including the retail and apparel, media, financial, consumer products, and Internet industries. Mr. Winterfeldt's practice includes significant work in domain name law and new media counseling and enforcement, including assisting clients with the management of their domain name portfolios and securing domain names that incorporate clients' trademarks through the Uniform Dispute Resolution Policy and other similar processes for foreign domain names. Mr. Winterfeldt has also counseled clients on cutting edge issues such as social media and Web 2.0, including strategies for brand promotion and protection in these spaces. Mr. Winterfeldt has also written numerous articles on trademark law and has been selected for the past several years to serve as a reviewer for the Saul Lefkowitz Moot Court Competition by the International Trademark Association. Mr. Winterfeldt also serves as Co-Chair of Steptoe's GLBT Forum and as a member of Steptoe's Diversity Committee.

**Christopher Wolf** – Chris is a senior partner at Hogan Lovells US LLP, based in Washington, DC, where he leads the firm's global Privacy and Information Management practice. He also is founder and co-chair of the Future of Privacy Forum, a think tank dedicated to advancing privacy. He is the author of numerous books on privacy and is a frequent speaker on the subject, in the US and abroad. Chris litigated several cases involving LGBT privacy issues, including *McVeigh v. Cohen* (where the court enjoined sailor's discharge under Don't Ask, Don't Tell because of Navy's violation of Electronic Communications Privacy Act), *Raymen v. USANext* (a challenge to the misappropriation of a picture of newly-married gay couple by a right-of-center senior advocacy and insurance group) and the pre-Prop 8 gay marriage case before the California Supreme Court, representing the amicus Anti-Defamation League (ADL). Chris co-chairs the Inter-Parliamentary Coalition for Combatting Anti-Semitism Task Force on Internet Hate Speech. He is on the board of Food & Friends (an AIDS services organization), as well

as the boards of WETA public broadcasting, the George Washington University Hospital, Young Concert Artists and the ADL. Chris graduated *cum laude* from Bowdoin College and *magna cum laude* Order of the Coif from the Washington & Lee University School of Law. He attended the London School of Economics General Course. Following law school, he clerked for US District Judge Aubrey E. Robinson, Jr. Chris is married to James L. Beller, Jr., a playwright (and recovering lawyer).

**Samuel Wolfe** – Sam Wolfe is a senior staff attorney with the Southern Poverty Law Center's LGBTQ Rights Project. Wolfe was the Center's first attorney devoted entirely to LGBTQ-rights advocacy and continues to help lead the project. Previously, Wolfe was a litigation associate at a leading international law firm in New York City where his pro bono practice focused on representing LGBTQ clients. He is a graduate of the Georgetown University Law Center where he was an editor of the *Georgetown Immigration Law Journal*. During law school, he worked as a senior paralegal specialist at the Civil Division of the U.S. Attorney's Office, U.S. Department of Justice.

**Matt Wood** – Matt is a Staff Attorney at the Transgender Law Center where his work focuses on health and employment law. Prior to working at Transgender Law Center, Matt was an associate at a small civil litigation firm in San Francisco that served the LGBT community; he also worked in development for the International Gay and Lesbian Human Rights Commission (IGLHRC). Matt received his J.D. from Golden Gate University School of Law, and holds a B.A. from Tufts University, an M.A. from the College of William and Mary, and Ph.D. from the University of Minnesota in American Studies. Matt is a former Board member of various Bay Area legal and human rights organizations including Bay Area Lawyers for Individual Freedom (BALIF), the LGBT Historical Society of Northern California, the San Francisco Human Rights Commission LGBT Advisory Committee, and the California State Bar Committee on Sexual Orientation and Gender Identity Discrimination. He is currently a member of the San Francisco Police Department's LGBT Community Forum and is co-chair of the San Francisco Human Rights Commission's Coalition Against Hate Violence.

**Elizabeth Woodcock** – Elizabeth is a member of the Walmart Legal Department's Merchandising, Marketing & Supply Chain team, where she advises clients on contract, business relationship, and regulatory matters. She joined Walmart in 2006 as the in-house attorney dedicated to advising on matters related to the company's construction program. Before joining Walmart, she was a partner at Perkins Coie in Denver, where she advised clients on a variety of regulatory issues, with an emphasis on telecommunications matters. Over 20 years of private practice, she also handled regulatory and litigation matters relating to environmental, professional liability, and financial



## SPEAKER BIOGRAPHIES

institutions issues, among others. She is actively participates in the Legal Department's inclusiveness and diversity initiatives and serves on the department's inclusiveness and pro bono committees.

**Janson Wu** - Janson joined GLAD's legal staff in May 2006. 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. He is a member of the bars of Massachusetts and California, and serves on the ABA's Commission on Sexual Orientation and Gender Identity, as a Vice Chair of the Sexual Orientation/Gender Identity Committee of the IRR Section of the ABA, and on the Legal Committee of the World Professional Association for Transgender Health. Janson is a graduate of both Harvard University and Harvard Law School.

## Z

**Arlene Zalayet** - Arlene graduated from St. Johns University in 1978 with a Bachelor of Arts, graduated from the University of Miami School of Law in 1981 earning a Juris Doctor degree. In 1982, Arlene was admitted into practice in New York and Florida as well as the Federal Court (SDNY & EDNY) and U.S. Supreme Court. She has been an adjunct Professor of Law at Hofstra and Touro Law Schools. Arlene testified as an expert witness in the case of Pavia v. State Farm Ins. Co., which was unanimously affirmed favorably to the insurance and negligence defense bar by the Court of Appeals and is now viewed as the landmark decision and seminal case on bad faith in the State of New York. As an author, columnist and editor, Arlene has written several books including "*Modern New York Discovery*", "*Civil Trials in New York*" and "*New York Examination Before Trial and Other Discovery Devices*" published by the West Group. She has held leadership positions on numerous bar association committees, was the founding committee chair of American Bar Association TIPS Staff Counsel Committee and is a past president of the Nassau County Bar Association. Arlene has lectured extensively at American Bar Association, the Defense Research Institute, American Corporate Counsel and other professional associations. Arlene heads

Torts & Insurance  
Practice section (TIPS)

the Liberty Mutual Field Legal Operations organization that consists of over 68 legal offices in 36 states.

**Fauzia Zaman-Malik** - Fauzia Zaman-Malik is the Legal Lead of the Healthcare Offering Group in North America at Accenture LLP. She is based in New York City. Fauzia leads a team of lawyers who support Accenture in relation to the wide range of transactions and compliance matters, acquisitions and other transactions in the area of healthcare. While at Accenture, she has also held the positions of Lead Counsel for Accenture's Global Insurance Offerings and served as Local Indian Counsel for Accenture's operations in India. Fauzia is on the National Committee for the Accenture GLBT Employee Resource Group. In addition, Fauzia was selected to attend the Smith College Executive Women's Leadership Program in the Summer 2010 and, as a part of the Accenture Corporate Citizenship Program, was selected to teach Negotiations and Conflict Management at the Addis Ababa Law School in Addis Ababa, Ethiopia in November 2008. Fauzia graduated from the University of Texas (Austin) with an Bachelors of Art in Studio Art in 1994 and from the University of Iowa Boyd College of Law (Iowa City) with a Juris Doctorate in Law in 1997. She started her legal career as in-house associate at ReliaStar Financial Group (now known as ING America) and, prior to joining Accenture in 2003, she was a technology transactions associate at DLA Piper. Fauzia is fluent in Urdu, Hindi and English. She has lived in a number of countries and enjoys international travel, reading and yoga.

**Hon. Zeke Zeidler** - Judge 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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## Career Counselors

**Elizabeth Bernstein** – Elizabeth is the Assistant Director of Career Services at Southwestern Law School. She counsels first and second year law students on their career options and helps students map out the appropriate job experiences to obtain while in law school to achieve their desired career path. Additionally, she prepares students for their job search, by providing resume and cover letter feedback, interviewing tips, and professionalism advice. Elizabeth received her Bachelor of Arts degree from Ohio State University.

**Andrew Chapin** – Andrew is Director of Public Interest Scholars & Counseling at Fordham Law School. With more than 20 years of experience in law, he counsels law students and attorneys about all aspects of legal careers. Andrew has worked in Career Services at Columbia Law School, CUNY Law School, the Gay Men's Health Crisis Legal Department, General Counsel's Office of COS Inc., and several large Manhattan law firms. Openly gay, Andrew is a member or special member of many legal organizations including American Bar Association, Society of American Law Teachers, and NALP, actively serving on numerous Committees to increase opportunity and promote diversity.

**Matt DeGrushe** – Matt is the Assistant Dean for Career Services at the University of Southern California Gould School of Law. He has 10 years experience in career services working with law students at USC, as well as Pepperdine University School of Law and with MBA students at the USC Marshall School of Business. In addition, Matt spent several years as a recruiting administrator at McKinsey & Company, a strategic management consulting firm. He holds a B.S. in Business Administration from Indiana University and a M.S. in Higher Education Administration from the University of Southern California.

**Yvonne Denenny** – Ms. Denenny is Director of the Office of Career Services at UCLA School of Law, where she has counseled students and attorneys for the past eight years. Prior to transitioning to the educational sector, Ms. Denenny practiced as an attorney for six years, first at the Los Angeles office Morrison & Foerster LLP and then in-house at a technology start-up company. Ms. Denenny's education includes a BA in Economics from Wellesley College, her JD from UCLA School of Law, and graduate coursework in educational psychology.

**Sabrina Eisenbrei** – Before joining UCLA, Sabrina was a legal recruiter at Legal Authority & BCG Search, and Mestel & Company and prior to that position, she was a litigator with the law firms of Preston Gates, et al. and Alschuler Grossman, et al. She received her B.A. from Scripps College in 2000 and her J.D. from The University of Michigan Law School in 2003. The Assistant Director is responsible for counseling students and alumni; organizing and presenting career-related programs; maintaining and establishing

relationships with legal employers; and acting as a liaison between students, alumni and employers. In addition, this position is primarily responsible for assisting students with the judicial clerkship application process.

**Mark Goldfarb** – Mark counsels students and alumni on career exploration and job search strategies, including interviews, networking, resumes, cover letters, and letter writing campaigns. Prior to joining the CSO, he was an associate at Dechert LLP in Washington, D.C., where he specialized in the regulation of mutual funds and insurance company separate accounts and earned recognition for his pro bono service. He also served as an intern for a public interest organization focused on landlord-tenant law, and as a law clerk with the George Washington University's General Counsel's Office. He received his B.A., with distinction, from the University of Michigan and his J.D., with honors, from George Washington University Law School. He is a licensed member of the Iowa Bar and a member of the Iowa State Bar Association.

**Gary J. Greener** – Gary is the Associate Dean for Career Services at Southwestern Law School in Los Angeles and the National LGBT Bar Association's Representative to the ABA's AIDS Coordinating Committee. He received his B.A. from Brigham Young University, his J.D. from Southwestern Law School, and his LL.M. from Georgetown University Law Center. Prior to joining Southwestern, he was the hiring partner at Breidenbach, Buckley, Huchting, Halm & Hamblet in Los Angeles, where he practiced toxic tort law, land use, and employment law. In the past, he has served on the Board of Directors of the HIV and AIDS Legal Services Alliance (HALSA), he has chaired the GLBT Committee of the National Association for Law Placement (NALP), has served on the State Bar of California Committee on Sexual Orientation Discrimination, and has served on the Board of Directors for Art Share Los Angeles. *[Handwritten: This starts a new bio, Maja D. Hazell]*

**Maja D. Hazell** – As the Director of Diversity and Inclusion at Fried, Frank, Harris, Shriver & Jacobson LLP, Maja leads an independent department and oversees all firm-wide diversity and inclusion initiatives. She creates strategies and programs to improve diversity of cultural background among firm attorneys and achieve equal opportunity for women, racial and ethnic minorities, LGBT lawyers and lawyers with disabilities. Prior to joining Fried Frank, she served as the Assistant Dean for Career Development of Pace University School of Law in White Plains, NY from 2005 – 2007, and she was an associate at Simpson Thacher & Bartlett LLP in New York City from 1998 – 2005, practicing in the labor and employment litigation and executive compensation and benefits groups. As a student, Maja clerked with the law firm of Fulbright & Jaworski LLP in their Washington, D.C. office, the National Labor Relations Board in Washington, D.C., and the New Haven Legal Assistance Association in Connecticut. Maja also developed and implemented numerous student programs for academic and career guidance at both Yale University and Georgetown University Law Center, in

## SPEAKER BIOGRAPHIES

conjunction with the Dean's Office and Admissions Office of both institutions, and the Office of Career Services at Georgetown. Maja currently serves as President of the Association of Law Firm Diversity Professionals, and serves on the New York City Bar Association Committee on Recruitment and Retention of Lawyers. She is an active member of NALP. She received her B.A. in English from Yale University and J.D. from Georgetown University Law Center.

**Valerie Jackson** – Valerie is the Firmwide Director of Diversity and Inclusion at K&L Gates LLP, where she leads the firm's global initiatives promoting the recruitment, retention, and advancement of diverse lawyers throughout the firm's 37 offices worldwide. She also works to develop strategic partnerships with the firm's clients to help increase diversity throughout the legal profession. In addition, Valerie coaches individual lawyers and law students as they work toward establishing a successful career. Previously, Valerie served as Director of Diversity at Sutherland Asbill & Brennan LLP. Prior to joining the diversity profession, Valerie was Assistant Director of International Affairs at the Public Company Accounting Oversight Board and a corporate and securities associate with King & Spalding LLP. Valerie is a member of the Board of the Public Leadership Education Network, serves as the NALP Liaison to the Association of Law Firm Diversity Professionals and as the NALP Liaison to the National LGBT Bar Association, and is a vice-chair of NALP's LGBT Section. She received her J.D. from Georgetown University Law Center and her A.B., cum laude, from Harvard University.

**Lori Lorenzo** – Lori is the Associate Director of Diversity and Special Programs for the University of Miami School of Law. In addition to counseling students on their career development and networking plans, she works closely with the diverse student groups in building relationships among the groups, and between the groups, legal employers and professional mentors. Lori also supervises the law school's involvement in each of the diversity job fairs in which it participates and publishes a weekly diversity digest for Miami Law students. Additionally, she is involved in employer outreach with a particular focus on marketing the diversity of the Miami Law student body. Lori enjoys writing and has published articles with the National Association of Law Placement (NALP) and the ABA on LGBT issues, diversity in the legal profession, generational diversity and competency interviewing. Lori serves as the Vice Chair of NALP's LGBT Section and as the LGBT Section liaison to the Diversity Section. Lori also serves as a mentor to at-risk young women of color at her high school alma mater through the Women of Tomorrow Mentor Program. Lori received her B.A. degree with honors from the University of Florida and subsequently worked as a physical education teacher at a high school for adjudicated youth in Broward County, Florida. Lori then earned her J.D. degree from Duke University School of Law. Before working in Career Development, Lori practiced for several years in structured finance and securitization in

Charlotte, North Carolina. Lori is the mother of four young children and one very large bullmastiff.

**Elizabeth Moeller** – Beth is the current Assistant Dean of Career Services. Prior to joining the Career Services Office in November 1996, she practiced law for more than five years at the Los Angeles offices of Graham & James and Pepper Hamilton & Scheetz. Beth holds her B.A. from the University of Michigan and her J.D. from Loyola Law School. The Assistant Dean is responsible for the overall administration of the office; counseling students and alumni; maintaining and establishing relationships with legal employers; acting as a liaison between students, alumni and employers; and facilitating relationships between the faculty and administration and the Office of Career Services.

**Christopher Teague** – Chris is Associate Director of Career Development at Suffolk University Law School. Prior to joining Suffolk, he worked as a Career Advisor at Northeastern University School of Law. He has also served as Director of Admissions at the MGH Institute of Health Professions. Chris is active in the National Association for Law Placement (NALP) as Chair of the LGBT Section and as a member of the Public Service and Diversity Sections. He is also an active member of the Massachusetts Legal Recruitment Association and the Northeast Law School Consortium (both of which he currently serves as Secretary), as well as the Massachusetts Law School Consortium. He is a frequent speaker and author on a wide range of career, diversity, and technology topics. Chris received his B.A. in Sociology from Connecticut College and his J.D. from Northeastern University School of Law. After graduation, he completed a judicial clerkship and then spent nearly 10 years practicing criminal law, both as an Assistant District Attorney in Boston and as a defense attorney. In addition to his legal career, Chris is active in professional theater, and he currently leads the award-winning Metro Stage Company, which he co-founded in 2004.

**Erin Wright** – Erin is the Assistant Director of Career Services at Roger Williams University School of Law, in Bristol, Rhode Island. She is the current President and past Secretary of NELLIE, the New England Law School Consortium. In 2006, she earned her Juris Doctor from the University of Notre Dame Law School, where she was a member of the Women's Legal Forum and the Asian Law Students' Association. She also earned her Masters of Human Relations, with a focus in Women's Studies, from the University of Oklahoma in 2000 and her Bachelor of Arts degree with a major in Humanities and a minor in music from Providence College in 1998. After graduating from law school, she practiced corporate litigation, employment law, and immigration with a full-service law firm in South Bend, Indiana. Erin is a member of the LGBT Bar Association and is active with the student Alliance organization.



**NOTES:**

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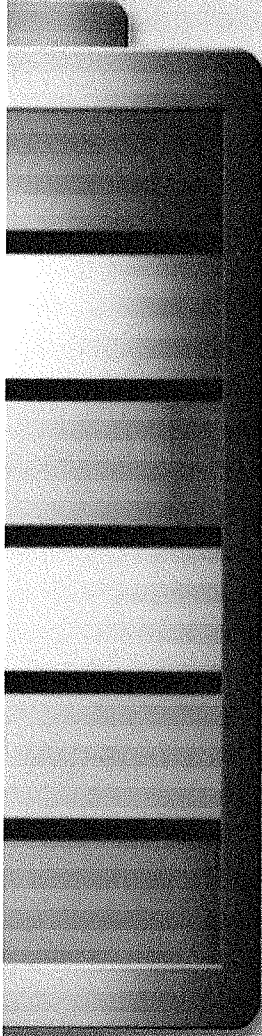
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