Goals

Brainstorming – realAssessment, previous phone calls

-be the primary professional home of LGBT legal professionals

-build a professional association powered by its members

-be a primary community touchstone and connection for LGBT law and issues (connection to LGBT)

-be the #1 necessary resource for LGBT legal practitioners

-better rock-solid relationship

My Group (Julie, Elaine, Jennifer, [Becca])

Advance education

Promote dialogue

Inspire more non-constituents to become active in advocacy, change, dialogue

Expand membership to include all facets of legal profession (GP/Solo, judiciary, big firm, small firm, etc.), from all geographical regions of the country

Ensure organization is more than Lavender Law – create a menu of services that serve members/constituencies that goes beyond one event/year

Go-to resource for LGBT legal issues, info; professional AND personal support

Develop capacity to advocate for LGBT issues within ABA and larger legal stage

Be catalyst for effective, cohesive group of people working towards same goal - communication between LGBT groups and within groups; central role for NLGLA?

Build a strong, powerful community of LGBT legal professionals, regardless of professional “self-identification” (GP/Solo, judiciary, big firm, LGBT work, non-LGBT work, in-house, etc.)

Develop capacity to provide LGBT sensitivity training to firms, organizations, schools, etc.

Other Group (D’Arcy, Laura, Kara)

-Create internal policy & procedures

-Become the go-to organization for LGBT professional development/career information

-make NLGLA website the clearing house for LGBT issues info (issues-resource)

-become practice-based convener for LGBT professionals

-become voice of LGBT members of ABA (inside and outside of ABA)

-move BOD from working board to governing board

-Become resource/clearinghouse for LGBT training, best practices, CLE info

-resource to help/end LGBT bias in profession (career path, advancing professionalism)

-Diversify programs and services: professional development, LGBT issues/substance

-Increase membership to represent diversity in the profession

Combination of Group Ideas

-Expand, diversify, engage membership

* Increase membership by \_\_\_\_% by \_\_\_\_. (individuals, institutional)
* Diversity (large firm, in-house, public interest, judiciary, academics, transgender, racial/ethnic)
* Create structural committees to actively engage members in the work of the organization by \_\_\_\_. (promote individual opportunities for engagement.

Expand and diversify programs & services: professional development (career path, capacity building), LGBT issues/substance/information

* Build on-demand resource bank
* Increase number of people who receive CLE credit from NLGLA from approx. 300 to \_\_\_\_ (online, regional, local, co-sponsor)
* Diversify networking capabilities/opportunities for members (make online membership data easier to find & use; sponsor regional/local networking events)
* Create job referral resources for members (create communication for lateral job placement)
* Measure LGBT diversity of firms/orgs/schools within profession (sensitivity training)
* Provide capacity-building organizational education programs for LGBT affiliates/law student organizations
* Establish \_\_\_\_ organizations/structures within NLGLA for practitioners, based on practice area.

-National movement role: be the voice of the LGBT legal profession (internal/external ABA, issue strategy, group strategy)

* Get ABA to adopt our policy positions by identifying LGBT grassroots within one year and implement those by \_\_\_\_ ABA elections.
* Be the go-to for signers and legal positions by establishing clear policy positions on key LGBT litigations by \_\_\_\_.
* Be the leader among minority/specialty bars by establishing reciprocal position support by participating in at least one amici brief each year by \_\_\_.
* Change name to National LGBT Bar Association by \_\_\_\_.
* Get affiliates to adopt our policy position by \_\_\_\_.
* Change Lavender Law to National LGBT Bar Association Annual Career Fair and Conference in \_\_\_\_.

Lavender Law

* Increase number of participants
* Infuse programs & services into Lavender Law schedule
* Planning of conference should represent membership and their needs
* Increase customer service each year
* System for Affiliate participation
* Ensure sufficient # of volunteers

Systems & Structures Goals: Building a strong, effective, sustainable NLGLA to leverage greater resources to achieve its mission and goals.

* Diversify income streams supporting the organization’s growth.
* Restructure BOD from working to governing. (manage issue for affiliate representation on BOD; from representative to self-governing and self-sustaining)
* Build effective volunteer structure to support programs & services.
* Increase the annual budget.
* Grow staff to support programs and services and human resources infrastructure.
* Fundraising responsibility of BOD: give, get or get off. (100% meaningful, personal giving; get % of BOD collectively determined; annual review determines ‘get off’)

Affiliates

* Institutional Membership
* Partnership around individual members
* Source of Grassroots activism
* Adopt and promote policy decisions
* Official capacity creating policy positions
* Capacity-building programs
* Co-sponsoring networking events and CLE events (referrals and job placement)
* At Lavender Law: volunteers, outreach, ownership of affiliate-portion of program, cross-marketing, host opportunity.
* Create governance structure (regional representation style, resources will be provided)