



December 5, 2022

Dear NAPABA members,

Immediately following the 2022 Convention in Las Vegas, NAPABA members raised significant concerns about holding our 2023 Convention in Indiana due to that state's recent passage of HB-1041 (banning transgender girls from participation on girls' school athletic teams) and SB-1 (banning abortion, with certain exceptions). These laws are inconsistent with our stated values of diversity, equity, inclusion, and the health and wellbeing of our members, and with our policy resolutions on equality for the LGBTQ community condemning such discriminatory laws, and in support of women's reproductive rights. We thank our members for bringing this issue to the front of our attention, and for underscoring that first and foremost, NAPABA is a membership organization inspired by our deep civil rights roots, advocacy, and values.

In response to these concerns, NAPABA leadership listened, held extensive consultations with internal and external stakeholders, explored alternatives, and deliberated the impact of relocating. Late last week, the Board of Governors convened a special session to consider the issue. After open and robust deliberation, the Board made the decision that the 2023 NAPABA Convention should remain in Indianapolis.

We did not come to this decision easily. We recognize how passionately our members feel and took great pains to ensure a thorough, considered, and informed process. Our members have compelled us to think more carefully about how we can better serve and advocate for those who may be adversely affected by these laws. By remaining, we can and must display and model our values of equality, community, and advocacy, and will work to ensure that these concerns will be a policy priority not just at Convention but throughout the coming year and beyond.

In reaching this decision, the NAPABA Board considered many factors consistent with our fiduciary obligations to our members, although no single element proved to be determinative. We considered the passionate and determined advocacy of our members, including input from our committees and the NAPABA Judicial Council. We also discussed our strength as a national membership organization whose mission is to support AAPIs—including women and LGBTQ communities—everywhere across the country, including in the heartland, the south, and other areas lacking a strong AAPI and civil rights advocacy infrastructure. We confronted logistical realities and the limited choice of available venues that met NAPABA's minimum requirements for hotel and functional meeting space, and the impact of California's ban on state-funded travel to 23 states. We studied prior precedents, where members objected to locations for similar reasons, and considered implications for future meetings. We deliberated the

potentially adverse effects on NAPABA's advocacy and policy efforts, and we were presented with the potential to meaningfully engage on this issue with the people and communities affected by these laws through advocacy, activism, and direct legal services. As we believe our members should have a full and transparent understanding of the entirety of factors we considered, please find additional details at: [Summary of Considerations](#).

We recognize that some members will disagree with our decision to remain in Indianapolis, but we want everyone, including those who disagree, to help us display and model our values in Indianapolis, and support each other and impacted communities in the state. NAPABA is working to ensure that the Convention itself can serve as a vehicle to highlight and take action on these issues. We want you to share your ideas about how we can use our collective knowledge, passion, and power to make an impact on the lives of individuals, their families, and their communities during the Convention. To share how you can help, please [fill out our ideas form here](#).

Debate and engagement are a sign of a healthy organization, especially one as diverse as NAPABA, where members represent a myriad of identities, geographies, political views, and approaches to advocacy. We are grateful for all our members. You remind us that we derive strength and power from our diversity and that as the national voice of the AAPI legal community, we must stand up for each other, everywhere.

Sincerely,

Sandra Leung, NAPABA President