

THE  
LGBTQ+  
BAR

2023 ANNUAL REPORT



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The National LGBTQ+ Bar Association & Foundation (the LGBTQ+ Bar) is a national association of lawyers, judges and other legal professionals, law students, activists, and affiliated lesbian, gay, bisexual, and transgender legal organizations. The LGBTQ+ Bar promotes justice in and through the legal profession for the LGBTQ+ community in all its diversity.

MAY 2024

MAY 2024

**DEAR NATIONAL LGBTQ+ BAR ASSOCIATION AND FOUNDATION COMMUNITY,**

On behalf of the LGBTQ+ Bar's staff, it is our privilege to present this annual report and share our many recent successes with you. First and foremost, we want to thank you for your support, vision, and generosity. The work of the LGBTQ+ Bar is impossible without you, and we are grateful to have you in our expanding community.

In January, when we began serving as co-Interim Executive Directors of the LGBTQ+ Bar, we spent a moment reflecting on our proudest successes during the recent past. We both immediately thought of three examples of where our community came together:

- The launch of Backpack to Briefcase, our innovative student-centered education portal where current practitioners and other experts share knowledge with the next wave of legal advocates.
- Our new Virtual Career Fair & Diversity Program for Small & Midsize Firms, where students can meet and discuss future employment opportunities with firms throughout the United States.
- Our 2022 and 2023 Annual Lavender Law® Conferences and Career Fairs, which were record-setting in attendance, educational opportunities, and sponsor participation.

Of course, these are just three programs put forth by the LGBTQ+ Bar over this past year. Everyone at the LGBTQ+ Bar – both Board and staff – is working every day, year-round, to make the legal profession more equitable and welcoming for the LGBTQ+ community.

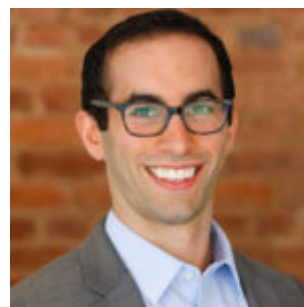
It is clear that thanks to you, we are stronger together. We hope this report will bring you the same sense of pride that we feel, and that it will move you to join or renew your LGBTQ+ Bar membership, join our Justice Council giving society, and join us in Washington, D.C., from August 7-9 for the 2024 Lavender Law® Conference and Career Fair.

Again, thank you for making the LGBTQ+ Bar a leader in expanding equality in and through the legal sector. We look forward to thanking you in person soon.

In community,



**JUDI O'KELLEY**  
*co-Interim Executive Director and  
Chief Program & Policy Officer*



**PAUL THALER**  
*co-Interim Executive Director and  
Chief Development Officer*

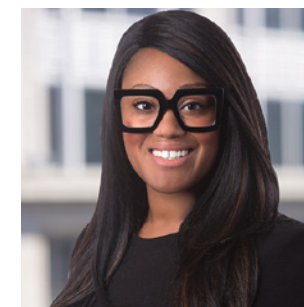
**DEAR NATIONAL LGBTQ+ BAR ASSOCIATION AND FOUNDATION COMMUNITY,**

As the National LGBTQ+ Bar marks its 35th year, we are honored to present this annual report of the LGBTQ+ Bar's fiscal year 2023 activities. As our valued members and stakeholders, you know that 2023 was an incredibly challenging year on the legislative and policy front for LGBTQ+ people. We are profoundly grateful to everyone in our LGBTQ+ legal community who has been part of the work of sounding the alarms and pushing back against those who seek to drive LGBTQ+ people back into the hidden spaces many of us were in 35 years ago. The LGBTQ+ Bar is immensely privileged and proud to have been the organization bringing legal professionals together to grapple with our struggles, from the depths of the HIV and AIDS crisis when we first began, through the years in which we achieved so much and came so far in furthering equality in and through the law. We are a powerful community because we are together - and that will continue into our future, no matter what it holds.

As you can read over the following pages, the LGBTQ+ Bar is stronger than ever. Thanks to our dedicated staff, passionate Board members, and generous members and sponsors, our programs for law students, early career attorneys, and longtime practitioners continue to expand. Despite ongoing political challenges, our dedication to LGBTQ+ equity, diversity, and inclusion in the law remains unmatched.

As Presidents of the National LGBTQ+ Bar Association and Foundation, we and our fellow Board members are honored to serve you. We look forward to talking with you and hearing your thoughts and wisdom at the August 2024 Annual Lavender Law® Conference and Career Fair in Washington, D.C. Thank you for your dedication to the the LGBTQ+ Bar.

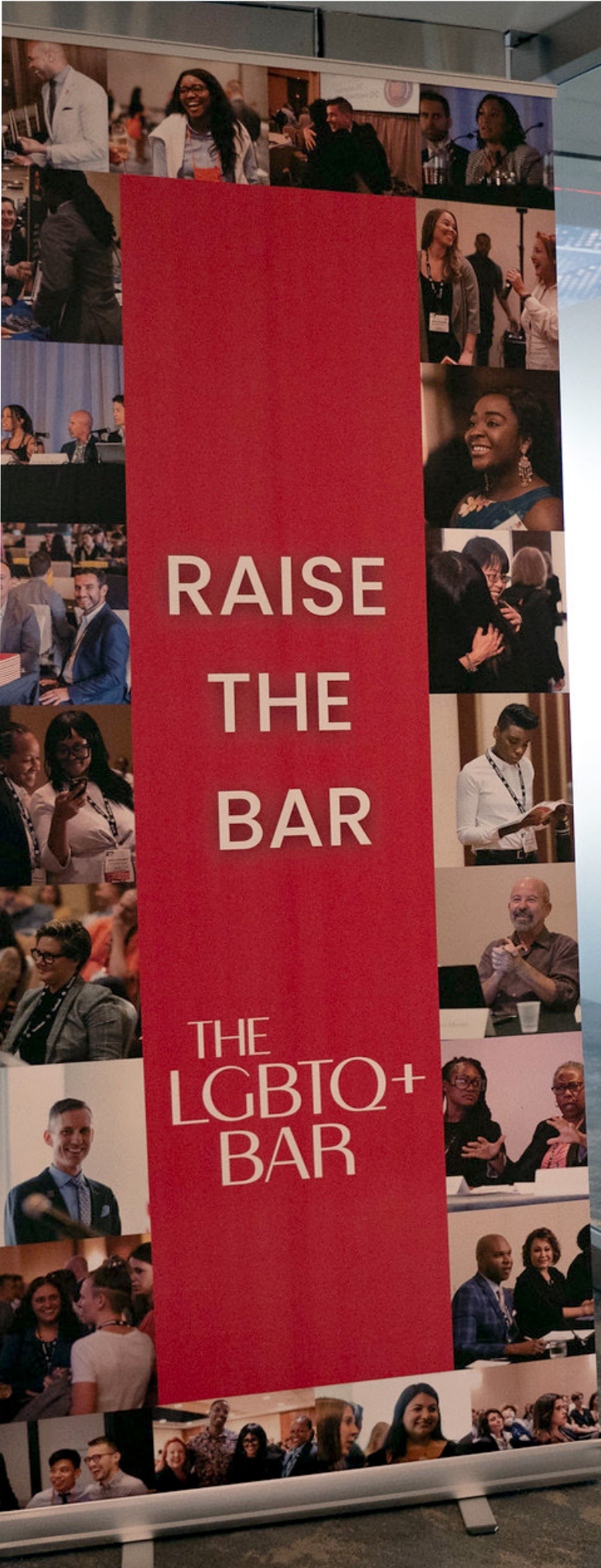
With respect,



**BENDITA CYNTHIA MALAKIA**  
*President,  
National LGBTQ+ Bar Association*



**TRAVIS TORRENCE**  
*President,  
National LGBTQ+ Bar Foundation*



## PROGRAMMATIC UPDATES

### Backpack to Briefcase (“B2B”)

The LGBTQ+ Bar launched Backpack to Briefcase (“B2B”), our new law student members-only portal to help LGBTQ+ law students navigate law school and career planning. B2B houses content that will be regularly added to and refreshed on a number of topics, including Law School Skills, Health & Wellness – including an LGBTQ+-competent provider map – LGBTQ+ Legal Knowledge, Career Planning, and more.

### Law Student Congress Activities

The Law Student Congress (“LSC”) aims to foster the advancement of LGBTQ+ law students within the framework of the Bar. 2023 highlights include:

- The LSC’s Annual Meeting at our Lavender Law® Conference.
- Our Pre-Lavender Law® Q&A and Social event, planned alongside LGBTQ+ Bar staff, to help students prepare for a successful conference and career fair.
- The Annual Virtual Drag Queen Bingo social event.

### Virtual Career Fair & Diversity Program for Small & Midsize Firms

In March 2023, the LGBTQ+ Bar held its first Virtual Career Fair & Diversity Program for Small & Midsize firms. 256 students, 22 recruiters, and 8 presenters joined for this inaugural program. The Diversity Program featured two sessions, one for students entitled, “It’s Going To Be OK! Tips for How to Secure a Legal Job” and one for recruiters called, “DEI in the Legal Workplace: How to Effectively Market Your Organizational Commitment.”

#### 2023 Virtual career fair recruiters

Disability Rights California	Marshall, Gerstein & Borun LLP
Fagen Friedman & Fulfrost LLP	Osborn Maledon, P.A.
Gausnell, O’Keefe & Thomas, LLC	Outten & Golden LLP
Hoagland, Longo, Moran, Dunst & Doukas, LLP	Prince Lobel Tye LLP
Hoge Fenton	Rupp Pfalzgraf
Kopka Pinkus Dolin PC	Scott Douglass & McConnico
Lavender Legal Center	

## PROGRAMMATIC UPDATES

### AMICI BRIEFS AND COMMENTS

In 2023, the LGBTQ+ Bar submitted amici briefs and comments that have been used in cases concerning LGBTQ+ or other DEI-related issues. Some highlights include:

- Signing on to an amicus brief filed in *303 Creative LLC v. Elenis*, explaining how anti-discrimination laws like Colorado’s protect religious minorities as well as LGBTQ people and customers with other protected characteristics, such as race, sex, age, and ability;
- Signing on to a prepared statement by Why We Can’t Wait reparations coalition members urging the Congressional Black Caucus (CBC) to prioritize reparations by 1) lobbying the White House to enact a H.R. 40 federal reparations commission via executive order immediately and 2) passing H.R. 40 out of subcommittee and out of the House with a floor vote in the first 100 days of the 118th congressional session;
- Supporting a letter drafted by NCLR demanding that Congress pass the Women’s Health and Protection Act in full.





# PROGRAMMATIC UPDATES

## Legislation Banning the LGBTQ+ “Panic” Defense

For nearly two decades, the National LGBTQ+ Bar has been a leader in the fight against the LGBTQ+ “panic” defense, a legal tactic wherein people accused of committing violent crimes shift blame for their alleged actions onto their victim by weaponizing their victim’s actual or perceived LGBTQ+ identity.

The LGBTQ+ Bar was thrilled to educate on and support the legislation passed in New Mexico (2022) and New Hampshire and Delaware (2023).

## The LGBTQ+ Bar’s DEI Consulting Practice

In 2023, the LGBTQ+ Bar continued to grow its DEI Consulting Practice. Some highlights include:

- The Trans in BigLaw Monthly Networking Meeting, a meeting group specifically designed for trans and nonbinary attorneys working in BigLaw and led by the LGBTQ+ Bar’s Director of Diversity, Equity, and Inclusion, doubled in size during this time period to 24 attendees.
- The DEI Consulting Practice worked with 17 clients and conducted 57 presentations, reaching 27,000 legal professionals.



# PROGRAMMATIC UPDATES

## Resource Guide to Improve Safety in Carceral Housing for Transgender People

In August 2023, the National LGBTQ+ Bar, in partnership with Black and Pink and TGI Justice Project, launched our Resource Guide to Improve Safety in Carceral Housing for Transgender People. The purpose of this guide is to support the critical work of advocates fighting for the safety and autonomy of transgender people in the carceral system. This project is possible thanks to the ongoing assistance of our partners at Gibson Dunn; special thanks also to our partners at Lambda Legal.

Our resource guide has three components that make navigating these remedies easier:

- An interactive map that lists relevant rules and regulations by jurisdiction;
- A downloadable sample letter designed for practitioners assisting clients;
- Links to our partners, Black and Pink and TGI Justice Project, two expert organizations dedicated to supporting transgender individuals who are incarcerated.

## OUT & PROUD CORPORATE COUNSEL AWARD

The Out & Proud Corporate Counsel Award is given to legal professionals who promote LGBTQ+ equality through words and actions to create more secure and welcoming workplaces. Award receptions give our legal community the opportunity to honor distinguished LGBTQ+ and straight/cisgender colleagues who have worked hard to increase LGBTQ+ diversity awareness in the corporate office and in the community.

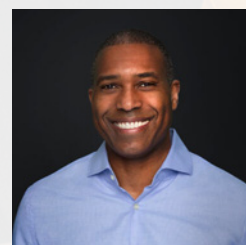
### 2023 AWARDEES



**ALBERT CHEN**

Senior Vice President,  
Legal and Compliance Department  
Blackstone Inc.

New York, March 2023



**TONY WEST**

Ally  
Chief Legal Officer and Corporate Secretary  
Uber Technologies

New York, May 2023



**JIM COWAN**

US Head of Legal,  
Associate General Counsel,  
Litigation US & Canada  
Shell USA, Inc.

Houston, October 2023

### NATIONAL LGBTQ+ BAR FOUNDATION

Statement Of Financial Position  
June 30, 2023

Assets	2023	2022
Cash and Cash Equivalents	\$ 3,200,990	\$ 2,604,298
Contributions Receivable	19,450	20,000
Accounts Receivable	43,011	14,160
Employee Retention Credit Receivable	-	181,902
Prepaid Expenses	440,593	372,709
Investments	973,667	935,518
Investments, Deferred Compensation	115,426	97,326
Property and Equipment	23,276	21,702
Less Accumulated Depreciation	(9,180)	(14,145)
Net Property and Equipment	14,096	7,557
Security Deposit	4,896	10,631
<b>Total Assets</b>	<b>4,812,129</b>	<b>4,244,101</b>

### NATIONAL LGBTQ+ BAR ASSOCIATION

Statement Of Financial Position  
June 30, 2023

Assets	2023	2022
Cash and Cash Equivalents	\$ 155,337	\$ 167,011
Accounts Receivable	-	7,327
Due from Foundation	426,974	402,825
Prepaid Expenses	2,954	2,354
Investments	155,743	150,309
Investments, Deferred Compensation	38,475	32,442
Property and Equipment	5,600	4,881
Less Accumulated Depreciation	(2,547)	(3,689)
Net Property and Equipment	3,053	1,192
Security Deposit	1,224	3,544
<b>Total Assets</b>	<b>\$ 783,760</b>	<b>\$ 767,004</b>

### NATIONAL LGBTQ+ BAR FOUNDATION

Statement Of Financial Position  
June 30, 2023

Liabilities and Net Assets	2023	2022
<b>Liabilities</b>		
Accounts Payable and Accrued Liabilities	\$ 151,152	200,317
Due to Association	426,974	402,825
Refundable Advances	1,920,500	1,648,250
Deferred Revenue	309,969	250,336
Deferred Compensation Payable	115,426	97,326
Total Liabilities	2,924,021	2,599,054
<b>Net Assets</b>		
Without Donor Restrictions	1,888,108	1,645,047
Total Net Assets	1,888,108	1,645,047
<b>Total Liabilities and Net Assets</b>	<b>4,812,129</b>	<b>4,244,101</b>

### NATIONAL LGBTQ+ BAR ASSOCIATION

Statement Of Financial Position  
June 30, 2023

Liabilities and Net Assets	2023	2022
<b>Liabilities</b>		
Deferred Revenue	\$ 56,253	\$ 48,345
Accrued Liabilities	128,785	105,103
Deferred Compensation Payable	38,475	32,442
Total Liabilities	223,513	185,890
<b>Net Assets</b>		
Without Donor Restrictions	560,247	581,114
<b>Total Liabilities and Net Assets</b>	<b>\$ 783,760</b>	<b>\$ 767,004</b>

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Chief Program & Policy Officer

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Co-Interim Executive Director,  
Chief Development Officer

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Director of Diversity, Equity, and Inclusion

### MARI NEMEC, ESQ.

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### NICOLE FOX

Development Manager

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Programs Manager

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RACHEL GOLDBERG

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LOUSENE HOPPE



Since its inception in 1988, Lavender Law® has served as a ‘family reunion’ for LGBTQ+ and ally legal professionals to both look back at our shared history and to look forward to the future of the legal profession. The Lavender Law® Conference & Career Fair is the largest LGBTQ+ legal conference in the country.

Thank you to our over 2,000 attendees and over 220 sponsors for making the 2023 Annual Lavender Law® Conference & Career Fair our most successful conference ever!



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