



Goal III Report for 2011-2012

Fourth Annual Review of the Status of Lesbian, Gay, Bisexual, and Transgender Participation at the American Bar Association

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About the ABA

The American Bar Association was founded in 1878 by 100 lawyers from 21 states. Today, the ABA has about 400,000 members, making it the largest professional voluntary organization in the world. The ABA provides law school accreditation, continuing legal education, information about the law, programs to assist lawyers and judges, and initiatives to improve the legal system for the public. The ABA's Goals are to Serve Our Members, Improve Our Profession, Eliminate Bias and Enhance Diversity, and Advance the Rule of Law.

About the Commission on Sexual Orientation and Gender Identity

The Commission on Sexual Orientation and Gender Identity (SOGI Commission) was created in August 2007 by approval of the Board of Governors of the ABA. Its mission is to promote full and equal participation in the legal profession by persons of differing sexual orientations and gender identities. Through education efforts, policy development, building relationships with leaders in the profession, and other activities, the SOGI Commission seeks to secure equal treatment in the ABA, the legal profession, and the justice system without regard to sexual orientation or gender identity, to remove barriers to professional advancement, and to promote diversity.

Through its initiatives, the SOGI Commission (1.) works to remove barriers that prevent the full and equal participation of LGBT people in the ABA, the profession and the justice system; (2.) advances the human and civil rights of LGBT persons; (3.) serves as a leading resource on LGBT legal topics; and (4.) ensures that the ABA is, and is perceived to be, a leader on LGBT diversity in the legal profession. Since its creation, the SOGI Commission has conducted programs on the experiences of lesbian, gay, bisexual, and transgender (LGBT) persons in the legal profession and the justice system; performed data analysis of constituency participation within the ABA; become a leading advocate on issues concerning sexual orientation and gender identity; collaborated with many other ABA entities and affiliated entities by co-sponsoring events and policy matters on LGBT diversity, inclusion, human, and civil rights issues; educated others about LGBT issues; and served as an informational resource for the ABA, members of the legal profession and justice system, and the public at-large.

Chair's Letter

To My ABA Colleagues:

The Commission on Sexual Orientation and Gender Identity (SOGI) is pleased to present the fourth annual review of the American Bar Association's efforts toward inclusiveness of lesbian, gay, bisexual, and transgender (LGBT) individuals. The Commission is grateful to the sections, divisions, forums, and other ABA entities that participated in the Goal III survey. Your participation demonstrates your commitment to "eliminate bias and enhance diversity," the essence of the ABA's Goal III. We understand that discussions and reporting of diversity data can generate anxiety, as well as raise concerns about privacy and sensitivity. Without accurate reporting on the diverse members of our Association, however, we cannot track our successes, or understand where more work is necessary as we sustain and grow our membership. Therefore, we continue to encourage all ABA entities to work to improve the collection of Goal III information. We appreciate the commitment of the ABA and its entities in this effort.

In addition to reporting on the involvement of openly LGBT people within the ABA, the Commission's report also contains a brief review of the work of the SOGI Commission and the ABA more generally to foster greater LGBT participation and involvement in the Association specifically, and in the legal profession more generally. Many different ABA entities and affiliates have worked for LGBT inclusiveness through, for example, putting on CLE programs focused on legal issues affecting LGBT people.

The SOGI Commission remains encouraged by the number of ABA entities that are actively recruiting LGBT members and developing them to assume leadership roles within the Association.

Thank you for reviewing the report. We welcome and encourage your feedback.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Joslin', with a long horizontal flourish extending to the right.

Courtney G. Joslin

Executive Summary

Increased LGBT (lesbian, gay, bisexual and transgender) participation in the Association, legal profession and justice system is long overdue. While strides have been made in recent years to ensure that the Association, legal profession, and justice system are more inclusive of LGBT members and practitioners, the numbers remain disproportionately low. Last year, fewer than 1% of ABA members identified as openly LGBT, and in that same bar year, only 2.4% of ABA leaders were openly LGBT. This is true despite the fact that, according to some estimates, 4% of the general population identifies as lesbian, gay, bisexual and transgender (LGBT).¹ The numbers of openly LGBT lawyers in the profession itself are also disproportionately low. The 2010-2011 NALP Directory of Legal Employers (NDLE) survey reported that openly LGBT lawyers accounted for only 1.88% of the total lawyers represented.²

This report examines the results of the 2011- 2012 American Bar Association (ABA) Goal III Survey. The report also provides an overview of the efforts undertaken by the ABA's Commission on Sexual Orientation and Gender Identity and other ABA entities to foster and/or improve LGBT diversity and inclusion in the Association, legal profession and justice system. The results continue to be encouraging, as they show some growth as well as a commitment to promoting LGBT inclusiveness. Admittedly, however, considerably more work needs to be done at the Association level to ensure that the profession and justice system is more welcoming to and inclusive of LGBT persons and that the profession and the justice system adequately addresses LGBT legal issues. As the SOGI Commission continues to take a leading role in shaping the ABA's on-going dialog and programming efforts to enhance diversity and inclusion, it remains committed to being an important advocate on legal issues, and a key resource for educating members of the profession and society on LGBT legal issues as we continue to create and seek out collaborative opportunities within the ABA, the LGBT community, and its allies.

Commission on Sexual Orientation and Gender Identity 2011-2012 Goal III Report Key Findings

Fifty-five (55) ABA entities responded to our call for Goal III data this year, compared to fifty-eight (58) entities in 2010-2011. Of the fifty-five responding entities that provided information this year, six (6) entities responded for the first time. Thirty-two (32) of the responding entities reported LGBT participation in membership and or leadership this year, which is the same level

¹ Gary J. Gates, How Many People are Lesbian, Gay, Bisexual or Transgender?, The Williams Institute, UCLA School of Law, available at <http://www3.law.ucla.edu/williamsinstitute/pdf/How-many-people-areLGBT-final.pdf>.

² Ibid.

of LGBT participation reported in 2010-2011. The responding groups represent a wide cross-section of entities, including Sections, Divisions, Forums, Standing Committees, Centers and Commissions. Seven (7) of these thirty-two (32) entities reported transgender participation, which is an increase over the five entities that reported such participation in 2010-2011 and the three entities that reported such participation in 2009-2010. Seven (7) entities experienced double digit growth in LGBT leadership this year. There are currently 232 LGBT members in leadership. This represents a 26% decrease from the 316 LGBT leaders reported in 2010-2011 but a 15% increase from the 201 LGBT leaders reported in 2009-2010. Transgender members strengthened their leadership presence with 11 members this year, compared to ten (10) members in 2010-2011 and five members in 2009-2010. Three entities—the Law Practice Management Section, the Commission on Sexual Orientation and Gender Identity and the Young Lawyers Division—report having LGBT chairs. Overall, the number of available LGBT leadership positions dropped by 29% compared to last year, but increased by 35% from 2009-2010. Thirty-five (35) of the fifty-five (55) entities reporting Goal III data responded to one or both of our queries regarding their LGBT-specific programs and initiatives. Several entities are engaged in innovative programming designed to develop and expand LGBT leadership opportunities, address concerns and issues of importance to the LGBT community and/or educate LGBT members on substantive practice-related matters. The Commission on Sexual Orientation and Gender Identity has selected eight (8) entities for special recognition for their significant work in advancing LGBT leadership. These entities include the Business Law Section, the Center for Continuing Legal Education, the Section of Family Law, the Standing Committee of Homelessness and Poverty, the Section of International Law, the Section of Individual Rights and Responsibilities, the Section of Labor and Employment Law, the Section of Litigation and the Section of Real Property, Trust and Estates.

Previous Commission on Sexual Orientation and Gender Identity Goal III Report Key Findings At-a-Glance

2010-2011 Goal III Report Survey Result Key Findings

- 58 ABA entities responded
- 32 ABA entities reported having the participation of one or more LGBT persons
- 1.6% of reporting ABA entities have LGBT participation as members or in leadership positions
- 289 ABA members identify as LGBT
- Overall LGBT persons represent approximately 0.076% of ABA membership

2009-2010 Goal III Report Survey Result Key Findings

- 21 ABA entities responded
- All 21 reported having the participation of one or more LGBT persons
- 1.5% of reporting ABA entities had LGBT general membership or leadership participation

2008-2009 Goal III Report Survey Result Key Findings

- 25 ABA entities responded³
- The 25 responding ABA entities reported having the participation of one or more LGBT persons
- 1.25% of reporting ABA entities had LGBT general membership or leadership participation

Office of the President LGBT Appointments Key Findings 2009-2011

	Former President H. Thomas Wells Jr. (2008-2009)	Former President Carolyn B. Lamm (2009-2010)	President Stephen N. Zack (2010-2011)
Sexual Orientation			
Lesbian/gay/bisexual	11	12	15
Transgender	3	2	3
Total Member Appointments	693	760	750

³ The SOGI Commission was created in 2007.

Total LGBT Member Appointments	2.0% (14 of 693)	1.84% (14 of 760)	2.4% (18 of 750)
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SOGI Commission 2011 Bar Year in Review

The SOGI Commission continues to be a voice, a home, and a resource for LGBT members and practitioners. It also serves as an expert for the ABA and for outside groups seeking information and guidance on the development of LGBT-focused legal education and programming. The Commission’s goals are to advocate, to educate, to collaborate, and to be a resource on legal issues affecting the LGBT community.

Here is a sampling of some of the SOGI Commission’s work during the last bar year:

- The SOGI Commission published its Best Practices Guide for Promoting LGBT Diversity and Inclusion in the legal profession and other professional settings to help foster LGBT inclusion and participation.
- The SOGI Commission began an on-going collaboration with the Williams Institute, UCLA School of Law, to provide judicial training sessions on legal issues affecting same-sex couples. In December 2010, the SOGI Commission and the Williams Institute put on their first joint training. The training was a full-day judicial session for the superior judges of the District of Columbia on issues related to same-sex relationships. The training was prompted by the fact that the District has recently begun permitting same-sex couples to marry. The Commission and the Williams Institute have now expanded their collaborative circle to include the ABA Judicial Division.

The SOGI Commission collaborated with the other ABA Goal III Entities as one of the lead crafters of the ABA Diversity Plan, adopted by the Association’s Board of Governors in June 2011.

- The SOGI Commission educated the ABA leadership on the current status of LGBT ABA membership and LGBT inclusion and participation in the legal profession and justice system during the 2011 June Board of Governor’s Meeting in San Diego, California.
- The SOGI Commission secured approval to establish the Stonewall Award as the Association’s first Award to recognize lawyers, members of the judiciary and legal academia who have effected real change to remove barriers on the basis of sexual orientation or gender identity in the legal profession and world, nation, state and/or locale, and to recognize those who have championed that diversity for the LGBT community, both within the legal profession and impacting the greater human universe.

- Together with Gay & Lesbian Advocates & Defenders (GLAD), the SOGI Commission cosponsored a webinar to educate Association members as well as other members of the legal profession on family law issues affecting transgender people. The ABA Family Law Section also co-sponsored.
- At the 2011 Annual Meeting in Toronto, Ontario, Canada, the SOGI Commission worked closely with the National LGBT Bar Association, the ABA International Law Section, and the Center for Human Rights, to put an Annual Meeting CLE on global issues affecting LGBT persons.

The SOGI Commission remains encouraged by what it views as growing acceptance of LGBT equality nationally. Last bar year there was important progress in the continued expansion of securing civil and human rights for LGBT persons. The SOGI Commission was pleased to see some of its previous advocacy efforts come to fruition on major public policy issues such as:

- passage of legislation permitting marriage between same-sex couples in New York State, which is currently the largest state in the nation to permit same-sex couples to marry;⁴
- repeal of the U.S. military's 'Don't Ask, Don't Tell' policy banning openly lesbian, gay and bisexual persons from serving in the military; and,
- the announcement of Attorney General Eric Holder that the Administration has concluded that Section 3 of the Defense of Marriage Act (DOMA) is unconstitutional.

⁴ The SOGI Commission did not advocate for same-sex marriage in New York specifically, but it has been a leading advocate for same-sex marriage throughout the United States generally. In 2010, the SOGI Commission along with a host of ABA and non-ABA entities successfully secured the passage of ABA Recommendation 111, urging state and territorial governments to eliminate all legal barriers to civil marriage between two persons of the same sex who are otherwise eligible to marry, during the 2011 Annual Meeting in San Francisco, California. While the SOGI Commission, therefore, does not take credit for New York's marriage equality legislation, it is nevertheless pleased to be a voice among many advocating in support of this issue.

Goal III Background

Diversity efforts at the American Bar Association have taken many forms. Among the most visible are the Association's stated diversity goal (formerly Goal IX; now Goal III) and its four diversity commissions, which focus on discrete groups. At the 1986, ABA Midyear Meeting, William Neukom, then Secretary of the ABA House of Delegates, presented a report with recommendations to expand the goals of the ABA. He moved that the House approve the Board of Governors recommendation to adopt a Ninth Goal, which read:

Be It Resolved, That the American Bar Association adopts a ninth goal . . . GOAL IX: To Promote Full and Equal Participation in the Profession by Minorities and Women.

The Chairman of the Board of Governors' Task Force on Minorities, Calvin H. Udall of Arizona, on the floor of the House, commented "Minorities in this recommendation include all minorities, whether they be physically handicapped, Blacks, Hispanics, Mexican Americans, any nationality, regardless of national origin or anything else."⁵

Although Goal IX's initial efforts, and those of subsequent Commissions (the Commission on Opportunities for Minorities in the Profession – later the Commission on Racial and Ethnic Diversity- formed in 1986; and the Commission on Women in the Profession, formed in 1987) focused on racial and ethnic minorities and women, diversity efforts soon expanded to include lawyers with disabilities and later, gay, lesbian, bisexual and transgender lawyers. Specifically, in 1999, Goal IX was reworded to include "persons with disabilities," and in 2007 to include "persons of differing sexual orientations and gender identities." In 2007, the ABA Commission on Sexual Orientation and Gender Identity was created.

In 2008, the House of Delegates voted to revise the Association's Goals, to ensure that the rights of other underrepresented groups could be addressed. The new Goal III aims to "[e]liminate bias and enhance diversity." Goal III's objectives are to:

- 1 Promote full and equal participation in the association, our profession, and the justice system by all persons.
- 2 Eliminate bias in the legal profession and the justice system.

Goal III Reporting at the Association

In 1995, nearly ten years after the ABA established its first diversity commission, the Commission Opportunities for Minorities in the Profession issued the first Goal III (then Goal IX) report. The Report is now issued on a yearly basis. Since 1995, the content of the Report has expanded along with the ABA's approach to diversity and inclusion. At present, each of the ABA's major diversity entities - the Commission on Racial and Ethnic Diversity, the Commission on Disability Rights, the Commission on Women in the Profession and the Commission on Sexual Orientation and Gender Identity - produce a "Goal III" Report Card to

⁵ 111 ABA Annual Report 31 (Midyear 1986) (citing Calvin H. Udall).

measure the “full and equal participation” in the association’s leadership by *all* persons.⁶ The 2008-2009 bar year was the first in which the SOGI Commission participated in the reporting and evaluation, enabling the ABA to assess its development of leadership among its openly lesbian, gay, bisexual and transgender members.

⁶ The Center for Legal Education produces a report as well.

Goal III Methodology

The Goal III Report primarily measures the participation of the ABA's volunteer leaders;⁷ it does not reflect the diversity of its staff or overall membership. Providing data for the report is voluntary. The data collection methodology has been re-designed over the years to its current format based on a Microsoft Excel spreadsheet. An identical survey was sent in September 2011 to each staff director of each ABA section, division, forum, and other entity that produced CLE materials. Definitions of terms and explanations were also included with the survey.

The survey consisted of both quantitative and qualitative questions. The numeric grids were designed by the participating diversity entities and the Center for CLE and asked for the composition of the entities' various leadership, committees, speakers, and general membership positions.⁸

In addition to showing the numbers of diverse individuals within an entity's leadership cadre and among its presenters and with regard to other CLE efforts, each of the four diversity entities and the Center for CLE designed specific questions asking about specific diversity inclusiveness of the entities. The questions specific to LGBT participation were:

What efforts -- programs, projects, policies, committees or other activities – has your entity implemented, initiated, or undertaken to support, advance, and/or retain sexual orientation and gender identity diversity in your entity, the ABA, and the legal profession?

Please describe the results that the above efforts have had in increasing sexual orientation and gender identity diversity within your entity, the ABA, and the legal profession.

The survey instrument was designed to ensure clear and consistent reporting by those who are charged with providing information. To assist in this effort, the survey included a list of definitions. The SOGI Commission provided the following:

"Lesbian": a woman whose physical and/or emotional attachments are to women.

"Gay": a man whose physical and/or emotional attachments are to men.

"Bisexual": a man or woman whose physical and/or emotional attractions and attachments are to persons of both genders.

"Transgender": an umbrella term that includes individuals of varying gender behaviors, inclusive of, but not limited to: 'transsexuals' who experience and/or express their gender identify by identifying or referring to themselves as having a gender other than that listed on the individual's

⁷ Though most participants of ABA activities are ABA members, membership is not a requirement.

⁸ The positions asked were: Chair, Chair-Elect, Primary Leadership/Officers, Council or Forum Governing Division Chairs, Committee Vice Chairs, Additional Committee Leadership, Other Leadership, Nominating Committee Chair, Nominating Committee, Subcommittee Chairs, Programming Faculty, Publication Authors, and House of Delegates.

original birth certificate, or by physically changing their sex; 'heterosexual cross dressers' and 'drag queens and kings,' who identify as their natal gender, but present as another gender for social, political or economic reasons; 'transvestites' who cross dress for psychosexual reasons; and others who question their gender identity or expression.

"Heterosexual": a man or woman whose physical and/or emotional attachments are to persons of the other gender.

To encourage accurate and active participation by the entities, a non-response (no number entered) would default to a certain value. For example, if a member did not identify his/her race, that person was considered "Caucasian." With respect to sexual orientation and gender identity, the default values were "heterosexual" and "non-transgender". The implementation of the survey was determined by each individual staff director. There was no standard implementation methodology.

Some staff directors filled out the survey; others designated a staff member to do so. Each entity's staff had complete discretion in all of the Goal III reporting. In some entities, the staff director or other staff member communicated directly with the leadership about the survey, in others the entity Chair sent a message to the leadership.

2011-2012 Goal III Report

Introduction

Change is never easy. Altering the mindset of individuals, the culture of an organization or the entrenched values of a society can be a particularly daunting challenge, because it often requires a shift in thinking and/or behavior that can sometimes feel seismic in nature. However, over two decades ago, the Association set out to affect just this type of change on an individual, organizational and societal basis, when it promulgated what was then known as Goal XI, now known as Goal III, to (1) promote full and equal participation in the Association, the profession, and the justice system by all persons; and (2) eliminate bias in the legal profession and the justice system.⁹ Further, the Association has recently developed an ABA Diversity Plan, which has been approved by the Board of Governors. The Plan provides measureable diversity goals and guidelines that are applicable Association-wide.

Shifting from long-held beliefs and shifting out of behavioral comfort zones is necessary if we are to move away from how things have always been done toward how things ought to be done. This is notably true within the context of equal opportunity. Entrenched barriers of bias and discrimination continue to prevent diverse members of our society from achieving parity with their non-diverse counterparts. For many years, the Association has been an agent of change, working diligently to eradicate these disparities and to ensure the full participation of historically underrepresented groups at all levels of the legal profession. An integral component of its leadership in this area has been the Association's ongoing self-examination of its own progress relative to the quantity and quality of leadership opportunities for diverse members.

This is the SOGI Commission's fourth year of Goal III reporting, and as the Commission looks inward at the progress the Association has made in advancing lesbian, gay, bisexual and transgender (LGBT) members into positions of leadership, the Commission is encouraged by the number of ABA entities that are actively recruiting LGBT members and developing them to assume leadership roles. However, we are also realistic about the work yet to be done within our own ranks to bring LGBT members on par with other members in the Association and to provide LGBT people with opportunities for full participation in the profession. The following report outlines the ebb and flow toward progress that has been made to date relative to the advancement of LGBT members and LGBT-related issues by the entities that comprise the ABA.

⁹ See, Association Goals, <http://www.americanbar.org> (2012).

Quantitative Reporting for 2011-2012

This year fifty-five (55) ABA entities responded to our call for Goal III data. This is slightly down from the fifty-eight (58) entities that responded last year. Of the fifty-five (55) entities that provided information this year, six (6) entities responded to our request for Goal III data for the first time: the Commission on Homelessness and Poverty; the Commission on Immigration; the Standing Committee on Law and National Security; the Standing Committee on Pro Bono and Public Service; the Standing Committee on the Law Library of Congress; and the Standing Committee on Environmental Law. Eleven (11) entities that responded to our request for Goal III data in previous years did not report this year: the Center for Professional Responsibility; the Commission on Domestic Violence; the Commission on Law and Aging; the Commission on the Lawyer Assistance Program; the Committee on Prepaid Legal Services; the Joint Committee on Employee Benefits; the Judicial Division Council of Appellate Lawyers, Council of Appellate Staff Attorneys, and Lawyers Conference; the National Conference of Bar Presidents; and the Section of Dispute Resolution.

Twenty-two (22) of the fifty-five (55) entities responding reported that they had no members in general membership or leadership who identified as LGBT. Five (5) entities reported the participation of one or more LGBT members in general membership only. Eighteen (18) entities reported the participation of one or more LGBT members in leadership only. Nine (9) entities reported the participation of one or more LGBT members in both general membership *and* leadership.

Table 1. 2011-2012 LGBT Participation in ABA Entity Membership and/or Leadership*

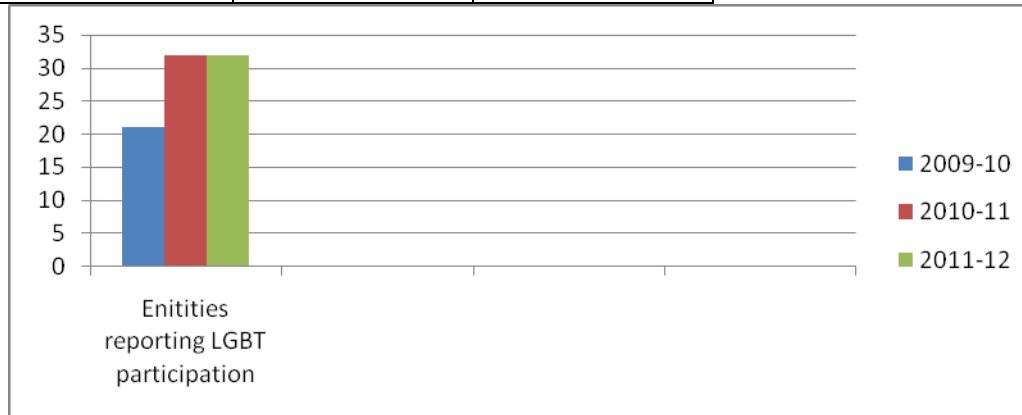
No LGBT Members or Leaders	LGBT Represented in Membership Only	LGBT Represented in Leadership Only	LGBT Represented in Membership & Leadership
22 entities	5 entities	18 entities	9 entities

*The Office of the President reported LGBT participation this year; however, the data does not differentiate LGBT participation by membership or leadership. Therefore, the data for the Office of the President is not included in this table.

The total number of entities reporting LGBT participation this year is thirty-two (32), which represents no change from the number of entities reporting LGBT participation in 2010-2011. However, this is a significant increase from the twenty-one (21) entities reporting LGBT participation in 2009-2010 (a 52% increase). Seven (7) of the thirty-two (32) entities indicated the participation of transgender members, an increase from the five (5) entities reporting such members in 2010-2011 and the three (3) entities reporting such members in 2009-2010.

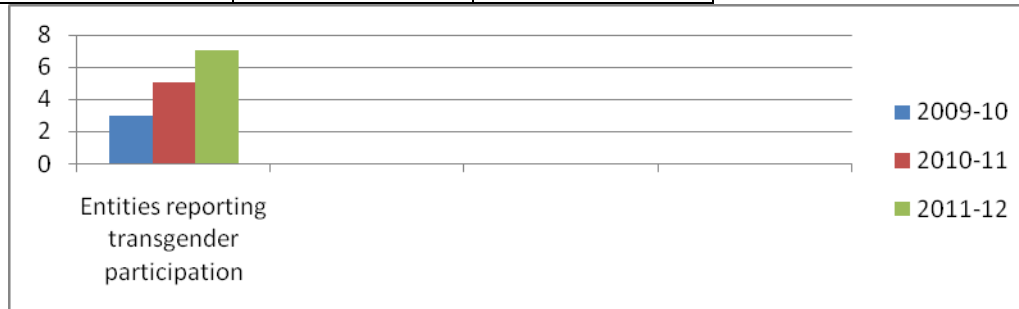
Table/Graph 2. Entities Reporting LGBT Participation by Year

2009-2010	2010-2011	2011-2012
21	32	32



Table/Graph 3. Entities Reporting Transgender Participation by Year

2009-2010	2010-2011	2011-2012
3	5	7



The two tables below show a comparative breakdown of LGBT leadership participation numbers by entity in 2011-2012, 2010-2011 and 2009-2010.

**Table 4. Lesbian, Gay, Bisexual Participation in Leadership by Entity
(in alphabetical order)***

Entity	2009-2010	2010-2011	2011-2012
Antitrust Law	1	6	4
Business Law	Did not report	4	0
Center for Continuing Legal Education	Did not report	1	2
Commission on Domestic Violence	1	3	Did not report
Commission on Homelessness and Poverty	Did not report	Did not report	3
Commission on Law and Aging	2	2	Did not report
Commission on Sexual Orientation and Gender Identity	Did not report	10	5
Commission on Women in the Profession	Did not report	2	1
Criminal Justice	Did not report	4	1
Dispute Resolution	5	12	Did not report
Division for Public Services	Did not report	Did not report	2
Environment, Energy and Resources	3	10	27
Family Law	4	3	4
General Practice, Solo and Small Firm	11	7	2
Government and Public Sector Lawyers	Did not report	1	2
Health Law	8	4	10
Individual Rights and Responsibilities	14	14	13
Intellectual Property Law	7	7	7
International Law	5	Did not report	0
Judicial Division	Did not report	2	0
Judicial Division-Administrative Law Judges	Did not report	1	Did not report
Judicial Division-Lawyers Conference	Did not report	2	Did not report
Judicial Division-National Conference of State Trial Judges	4	4	Did not report
Labor and Employment Law	26	60	50
Law Practice Management	2	2	1

Law Student Division	3	7	1
Litigation	34	61	28
Office of the President	(Lamm) 12	(Zack) 15	(Robinson) 21
Public Contract Law	5	Did not report	0
Real Property, Trust and Estate Law	Did not report	2	2
Science and Technology Law	Did not report	4	3
Senior Lawyers Division	0	0	0
Standing Committee on Election Law	Did not report	1	0
Standing Committee on the Law Library of Congress	Did not report	Did not report	1
Standing Committee on Legal Aid and Indigent Defendants	Did not report	Did not report	1
Standing Committee/National Forum on Client Protection	Did not report	2	0
Standing Committee on Substance Abuse	Did not report	Did not report	1
Taxation	0	0	0
State and Local Government Law	1	Did not report	4
Tort, Trial and Insurance Practice	34	34	5
Young Lawyers Division	13	18	13
Total	196	306	221

*The listed entities reported lesbian, gay or bisexual members in leadership at least once during the last three reporting cycles.

Table 5. Transgender Participation in Leadership by Entity (in alphabetical order)*

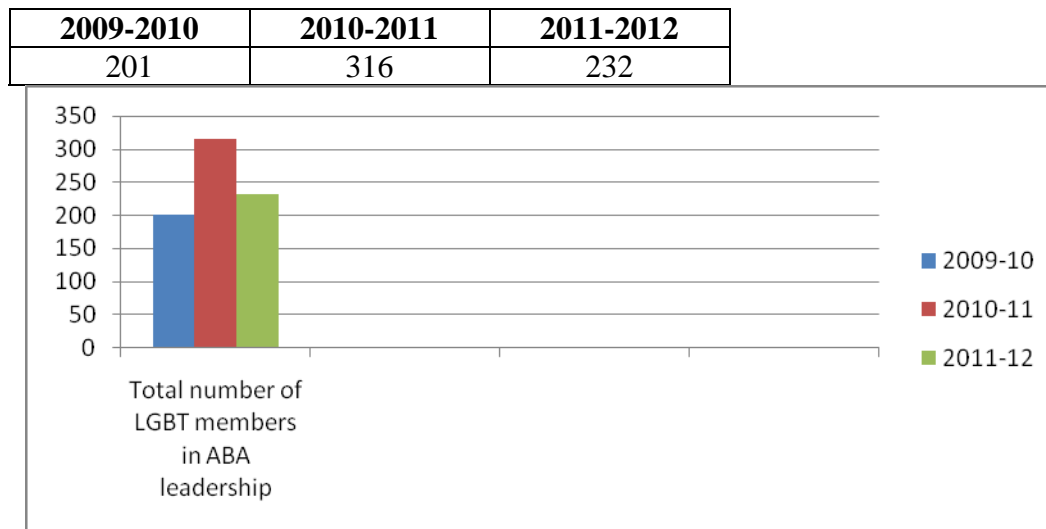
Entity	2009-2010	2010-2011	2011-2012
Antitrust Law	0	0	0
Business Law	Did not report	0	0
Center for Continuing Legal Education	Did not report	0	0
Commission on Domestic Violence	1	2	Did not report
Commission on Homelessness and Poverty	Did not report	Did not report	0
Commission on Law and Aging	0	0	Did not report
Commission on Sexual Orientation and Gender Identity	Did not report	2	1
Commission on Women in the Profession	Did not report	0	0
Criminal Justice	Did not report	0	0
Dispute Resolution	0	0	Did not report
Division for Public Services	Did not report	Did not report	0
Environment, Energy and Resources	0	0	0
Family Law	0	0	0
General Practice, Solo and Small Firm	0	0	0
Government and Public Sector Lawyers	Did not report	0	0
Health Law	1	0	0
Individual Rights and Responsibilities	1	2	4
Intellectual Property Law	0	0	0
International Law	0	Did not report	0
Judicial Division	Did not report	0	0
Judicial Division-Administrative Law Judges	Did not report	0	Did not report
Judicial Division-Lawyers Conference	Did not report	0	Did not report
Judicial Division-National Conference of State Trial Judges	0	0	Did not report
Labor and Employment Law	0	1	1
Law Practice Management	0	0	0

Law Student Division	0	0	0
Litigation	0	0	0
Office of the President	(Lamm) 2	(Zack) 3	(Robinson) 1
Public Contract Law	0	Did not report	0
Real Property, Trust and Estate Law	Did not report	0	0
Science and Technology Law	Did not report	0	0
Senior Lawyers Division	0	0	0
Standing Committee on Election Law	Did not report	0	0
Standing Committee on the Law Library of Congress	Did not report	Did not report	0
Standing Committee on Legal Aid and Indigent Defendants	Did not report	Did not report	0
Standing Committee/National Forum on Client Protection	Did not report	0	0
Standing Committee on Substance Abuse	Did not report	Did not report	0
Taxation	0	0	0
State and Local Government Law	0	Did not report	0
Tort, Trial and Insurance Practice	0	0	0
Young Lawyers Division	0	0	4
Total	5	10	11

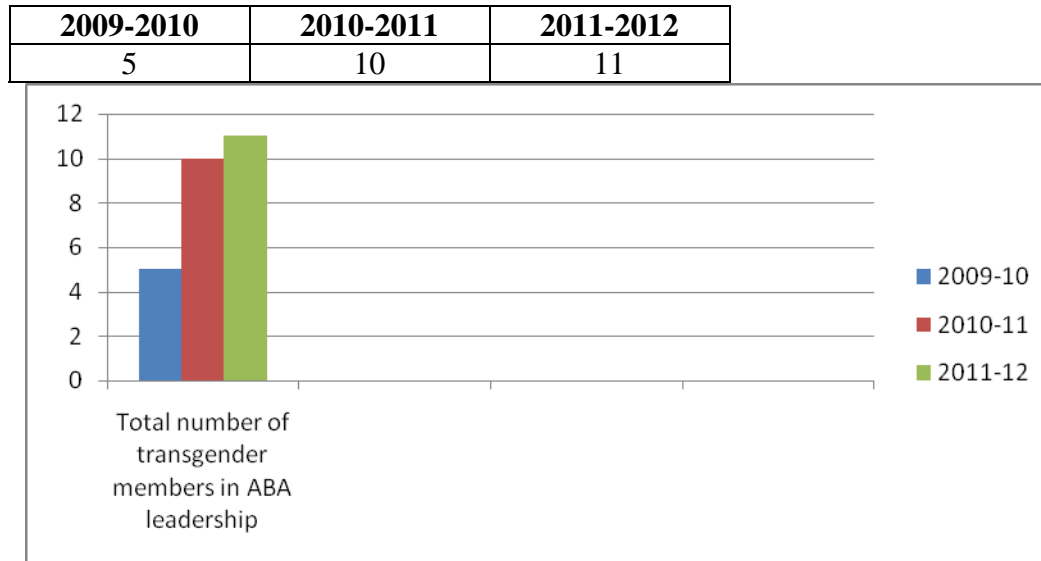
*The listed entities reported transgender members in leadership at least once during the last three reporting cycles.

The submission of Goal III reports from groups that have never before reported is a positive sign that diversity is becoming a front burner issue for many ABA entities. Moreover, it demonstrates that within the broad scope of diversity and inclusion, LGBT issues are becoming priorities for these entities. Ultimately, we continue to strive for 100% compliance in reporting from *each and every* ABA entity on a consistent, year-to-year basis. Only through consistent reporting can we measure whether true and meaningful progress is being made by our member entities. However, until that time, we are at least able to glean a snapshot of the incremental movement forward throughout the Association. Several ABA entities recorded double-digit LGBT leadership participation this year. These groups include Labor and Employment Law; Litigation; Environment, Energy and Resources; Individual Rights and Responsibilities; Health Law; Young Lawyers; and the Office of the President. With the exception of the Health Law Section, all of these entities have consistently reported LGBT leadership in the double digits for at least two consecutive years. The Office of the President leads by example in that it has demonstrated four consecutive years of LGBT leadership growth, from 2008-2009 through the present.

Table/Graph 6. Total Number of LGBT Members in ABA Leadership



Table/Graph 7. Total Number of Transgender Members in ABA Leadership



Based on the data reported in **Table/Graph 6**, there are now a total of 232 LGBT members in ABA leadership overall. Unfortunately, this represents a 26% *decrease* in LGBT leadership from the 316 LGBT leaders reported in 2010-2011. However, it represents a 15% increase from the 201 LGBT leaders reported in 2009-2010. Transgender members are gaining more of a foothold in ABA leadership, as evidenced by the three years of consecutive growth illustrated in **Table/Graph 7**.

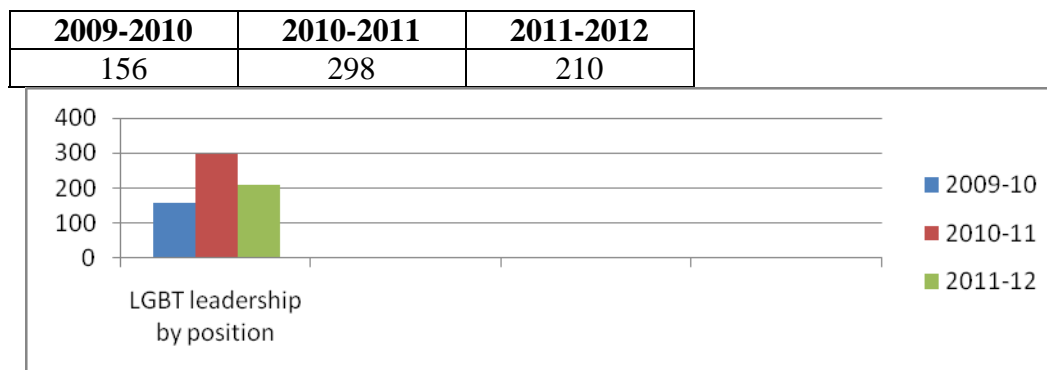
LGBT members have assumed a variety of leadership roles again this year. In fact, LGBT members serve in almost every leadership capacity, including chair and chair-elect (see **Table/Graph 8**). LGBT members currently serve as chairs of the Commission on Sexual Orientation and Gender Identity, Law Practice Management and Young Lawyers Division. The overwhelming majority of LGBT members serve in the Programming Faculty category. This area of leadership serves as an entry-level training ground for members interested in pursuing more substantial positions of authority in the future. Unfortunately, the number of LGBT leadership positions dropped by 29% this year compared to last year. However, the current number of LGBT leadership positions represents a 35% increase from 2009-2010 numbers.

Table 8. LGBT Participation in Leadership by Position*

	2009-2010	2010-2011	2011-2012
Type of Leadership Position			
Chair	1	1	3
Chair-Elect	0	1	3
Primary Leadership/Officers	1	5	3
Council or Forum Governing Committee	17	11	19
Committee Chairs or Forum Division Chairs	26	29	25
Committee Chairs or Forum Division Chairs plus Committee Vice Chairs	N/A	N/A	38
Committee Vice Chairs	15	16	13
Additional Committee Leadership	24	31	0
Other Leadership	11	13	0
Nominating Committee Chair	1	1	0
Nominating Committee	2	3	3
Subcommittee Chairs	9	6	0
Programming Faculty	26	82	72
Publication Authors	22	31	31
House of Delegates	1	1	0
Membership	N/A	67	N/A
Total	156	298	210

*Data for the Office of the President is not included in this table. The SOGI Commission encourages the House of Delegates to survey its members to obtain richer information on its diversity, and to identify opportunities to develop LGBT leadership of the Association’s policy-making body. Such surveys are included in the newly adopted ABA Diversity Plan, and have been given a high-priority as an action item.

Graph 9. Comparison of LGBT Leadership by Position



Despite the fact that the number of LGBT leaders dipped this year, the SOGI Commission feels positive about the overall level of participation of LGBT members currently serving in leadership positions. The Commission continues to strongly encourage every ABA entity to identify ways to further develop their LGBT leadership ranks through innovative programming

and initiatives that are designed to attract more LGBT members. Further, the SOGI Commission asks that all entities report the results of these efforts during the next Goal III reporting cycle. With that said, we continue to be optimistic about our journey toward full and active participation of LGBT practitioners in Association leadership.

Qualitative Reporting for 2011-2012

One priority of each and every ABA entity should be to sustainable LGBT diversity-related programming that will have a lasting positive impact on the promotion of diverse candidates, including LGBT practitioners into leadership positions. As has been the case in prior Goal III reporting years, we posed the following two questions to every ABA entity:

1. *What efforts—programs, projects, policies, committees or other activities—has your entity implemented, initiated or undertaken to support, advance and/or retain sexual orientation and gender identity diversity in your entity, the ABA, and the legal profession?*
2. *Please describe the results that the above efforts have had in increasing sexual orientation and gender identity diversity within your entity, the ABA, and the legal profession.*

Thirty-five (35) of the fifty-five (55) entities answering the SOGI Commission’s request for Goal III data responded to one or both of these queries, compared to thirty-six (36) entities in 2010-2011. Entity responses range from the very general to the very specific and paint a clear picture of the breadth of diversity programming currently in existence. Some entities offered general, non-committal answers to the two questions. Moreover, a few entities offered the same general, non-committal answers that they provided last year, which leads us to question the level of effort put forth by these entities. However, most of the responding entities provided honest and thoughtful answers to the questions.

Question 1

- “The Section’s Diversity Task Force includes LGBT in its activities.”
- “We focus on inclusion, not on attracting, recruiting or categorizing members based on pre-established categories of diversity. Nor do we ask members to self-identify in order to analyze results of our inclusion efforts.”
- “The Section’s membership outreach efforts are inclusive and intended to attract all members regardless of racial background or LGBT status.”
- “No specific efforts other than what is already included in the Section’s Diversity Plan.”
- “The Division is inclusive and welcomes all members of the ABA who are qualified (by age or elder law practice), regardless of their sexual preferences or orientation. We believe members join the Division to have access to our publications, programming and other benefits to assist them in their professional lives.”
- “N/A (however we did have a speaker who falls under the LGBTQ category).”
- “The [Division] promotes diversity within the profession and ensures equal opportunity and inclusion for all lawyers regardless of race, sex, disability, sexual orientation and gender identity in the membership, leadership, programming, and other activities”

Every year we strive to include LGBT lawyers in our leadership ranks, on our CLE panels, and as authors and address how law firms and associations can be more inclusive. However, we hope to build on this commitment by providing additional outreach in the future.

- “The Division strives all the time to be as inclusive as possible and achieve a diverse leadership. We do this because we think it makes the Division stronger and more reflective of the overall population of government lawyers. Our diversity policy strives for the inclusion of lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, and gay and lesbian lawyers.”
- “Although [the Section] supports this mission, no direct efforts have been implemented during 2010-2011.”

Question 2

- “The Section is not aware of any particular increase in this area.”
- “We do not have any evidence that our efforts have resulted in increased sexual orientation and gender diversity within the ADR Section, the ABA, or the profession.”
- “We do not know, but hope that the effect has been positive.”
- “Negligible.”
- “We do not have any measurable results on this but the Section welcomes attorneys of all sexual orientations.”
- “It is not possible to measure results.”
- “Unknown what the results have been. Until the ABA census includes questions concerning a member’s sexual orientation and gender identity that can be accessed in the same way that gender and racial information can be accessed about a member, there is no way of obtaining this information.”
- “Out of 5,099 members, two lawyers have identified themselves according to sexual orientation or preference.”
- “Too early to describe results.”
- “That is difficult to determine because not very many of our members choose to self-report on this subject.”
- “The Division provides a welcome and open forum for all individuals to participate and become involved in the ABA.”
- No direct efforts have been made in this area.”

Several entities provided more detailed responses identifying specific diversity-related efforts and initiatives that are in place to develop LGBT leadership talent:

Question 1

- “The Section has a liaison to the ABA Commission on Sexual Orientation and Gender Identity.”
- “The Section has a Sexual Orientation and Gender Identity Committee whose members founded the Sexual Orientation and Gender Identity Commission. Many of the

Committee leaders are also Commission members and both entities support each other's work. This past May, both entities drafted a letter to the U.S. Commission on Civil Rights in response to its call for comments on peer-to-peer violence and bullying where students are targeted due to their sexual orientation."

- "The Section has a Sexual Identity and Gender Committee that reaches out to the LGBT international law community."
- "The LGBT Litigator Committee provides opportunities for lesbian, gay, bisexual, and transgender litigators to network with other lesbian, gay, bisexual, transgender lawyers and straight allies. The committee's mission is to educate the Section on legal issues affecting the lesbian, gay, bisexual, transgender community and the role litigators can play in addressing them, as well as the unique issues LGBT litigators face within their law practices. The committee provides resources and educational and networking opportunities to litigators concerned with LGBT issues...and promotes policies enhancing the full participation of LGBT people within the legal profession. The committee is focused on expanding its committee structure and membership, as well as fostering collaborations with other LGBT organizations within the ABA to develop programming and policies that address the concerns of LGBT lawyers and how the law interacts with LGBT issues. In 2011, the Committee has already published two newsletters centered on articles relevant to LGBT litigators; the newsletter was recognized...at the 2011 Fall Leadership Meeting. In 2010, the Committee received a similar honorable mention recognition for its website. Members of the committee also presented a program on the challenges facing LGBTQ Youth at the Fall 2011 Leadership Meeting. The committee also offered networking dinners for members at the 2011 Section Annual Conference and the 2011 ABA Annual Meeting in conjunction with other committees."
- "[W]e encourage LGBT lawyers to sign up for our Diverse Speaker Database. Programming for the Section's Spring Symposia included discussion of how changes in the tax laws affect same sex couples."
- "Our Diversity Law Committee Chair is our liaison to the SOGI Commission. We rely on his communications between the groups to request speakers and apprise our Section of any issues we can support from our perspective."
- "The Section began a Leadership Academy in 2006-2007 which was a leadership diversity initiative, and promotes the inclusion of LBGT. The Section's diversity statement includes LBGT as well. The diversity training video that was rolled out in 2011 includes LBGT as part of a diversified work force."
- "The Section's diversity requirement that all program panels must include diversity, either one woman, lawyer of color, lawyer with disability, or LGBT lawyer is an example of the Section's efforts to encourage sexual orientation and gender identity diversity. We request all speakers to voluntarily provide any diversity information about themselves on our speaker information form. Sexual orientation and gender identity is listed as an option to select on this form. Additionally, the newly formed LGBT Involvement Subcommittee is working to increase involvement of LGBT attorneys in Section activities."
- "The Commission's membership includes LGBTQ members. Through the Commission's Homeless Youth and the Law Initiative, it addresses issues related to LGBTQ homeless youth (i.e., access to shelter/housing, special issues, over-representation in the homeless youth population, etc.)."

- “The Commission’s Chair nominated the LGBT member of our Advisory Committee for Presidential appointment, and the person was appointed.”
- “The SOGI Commission is comp[osed] of a majority of LGBT members. Given the fact that LGBT lawyers can and often do face a great deal of discrimination, it is likely that many lawyers who are LGBT do not self-identify as such for fear of reprisals, professionally and socially. It, therefore, has been difficult to ascertain how much the SOGI Commission’s efforts have increased sexual orientation and gender identity at the ABA and in the legal profession. As the SOGI Commission, now in its third year of existence, continues to grow and progress, [it] is developing ways in which to be able to quantify the impact of its efforts, even if only minimally.”
- “The Commission continues to have a liaison to SOGI... We also ask all of our speakers for data in regards to sexual orientation and gender identity.”
- “Our Diversity Fellowship Program is designed to promote diversity within the Division and the ABA, while providing leadership development opportunities within the Division for women, attorneys of color, and those with disabilities and persons of differing sexual orientations and gender identities.”
- “The Division’s Standing Committee on Diversity in the Judiciary conducts annual programming to encourage diversity from among all minority groups at all levels of the judiciary.”
- “Through the ABA Diversity Certified Program and the LPM Diversity Leadership Program, LPM supports the advancement of sexual orientation and gender identity diversity in [the Section], the ABA and the legal profession.”
- “The Law Student Division has historically had the privilege of participation of a liaison from the National Lesbian, Gay, Bisexual and Transgender Bar Association (NLGBTA) as a non-voting member of the Division’s Board of Governors. We welcome the opportunity to collaborate with NLGBTA as opportunities present themselves. The Law Student Division has a liaison to the ABA Commission on Sexual Orientation and Gender Identity as part of the Division’s Entity Liaison program.”
- “SciTech reaches out to gay and lesbian bar associations and invites them to co-sponsor programs to demonstrate the Section’s commitment to advancing and supporting diverse sexual orientation. That commitment is, therefore, demonstrated through our programs, projects, committees, activities, and policies, which address and embrace diverse sexual orientation.”

Question 2

- “We have seen an increase in the Goal III collection forms where individuals will self-identify their sexual orientation and gender identity.”
- “Many of our SOGI Committee leaders are now SOGI commissioners.”
- “Started only three years ago, the [LGBT Litigator] Committee has grown to over 170 members, and the Committee continues to seek new members to join both it and the ABA by reaching out to the National LGBT Bar Association and other local LGBT bar associations.”
- “Our inclusive measures have resulted in more members self identifying and/or joining the Section.”

- “[W]e have had speaker participation in our CLE programs.”
- “Currently the ABA YLD has 142 lawyers who have identified themselves as Lesbian, Gay or Bisexual and three lawyers who have identified themselves as Transgender.”
- “The Involvement of LGBT Lawyers Subcommittee of the Diversity Committee has given a platform increase sexual orientation and gender identity diversity within the Section.”
- “We currently have one self-identified LGBT member of our Advisory Committee.”
- “The Division has an active liaison to the ABA’s Commission on Sexual Orientation and Gender Identity (SOGI) for the 2011-2012 fiscal year.”
- “The LPM Diversity Leadership Program has resulted in the appointment of two diverse lawyers to leadership roles for 2011-2012. Results of the ABA Diversity Certified Program have not yet been realized.”
- “SciTech’s Diversity Plan includes sexual orientation diversity. SciTech’s inclusive culture has resulted in members among SciTech’s leadership who identify themselves as having a diverse sexual orientation. Those members are appointed to various leadership roles.”

We appreciate the input of the entities that provided detailed responses to one or both of our questions. The information compiled from these responses is vital as we seek to identify viable and effective programming that can be easily replicated. We thank the following ABA entities for their invaluable input:

Sections

- Antitrust Law
- Business Law
- Dispute Resolution
- Environment, Energy and Resources
- Family Law
- Health Law
- Individual Rights and Responsibilities
- Intellectual Property Law
- International Law
- Labor and Employment Law
- Law Practice Management
- Legal Education and Admission to the Bar
- Litigation
- Public Contract Law
- Public Utility, Communications and Transportation
- Real Property, Estate and Trust Law
- Science and Technology Law
- State and Local Government Law
- Tort Trial and Insurance Practice

Divisions

- General Practice, Solo and Small Firm
- Government and Public Sector Lawyers
- Judicial
- Law Student
- Senior Lawyers
- Young Lawyers

Commissions

- Homelessness and Poverty
- Immigration
- Law and Aging
- Sexual Orientation and Gender Identity
- Women in the Profession

Forums

- Entertainment and Sports Law
- Franchising

Standing Committees

- Standing Committee on the Law Library of Congress
- Standing Committee on Pro Bono and Public Service

Centers

- Center for Continuing Legal Education

Entities Recognized for Special Efforts

Some ABA entities are farther along the path to greater LGBT representation in leadership than others. The Commission encourages those just beginning their journey and continues to support those that have been marching toward the goal but still have a ways to go. The Commission is particularly impressed with the LGBT-focused initiatives being created and implemented by some of its ABA counterparts. Their commitment to the advancement of LGBT practitioners into leadership is evident from the innovative and comprehensive programming that they have developed. In many cases, these initiatives have already begun to bear fruit.

The four entities that we recognized last year—the Section of Family Law, the Section of Individual Rights and Responsibilities, the Section of Labor and Employment Law and the Section of Litigation—appear on our honor roll listing again this year. Their extraordinary efforts in support of LGBT issues continue to impress us and serve as models worthy of replication. Joining these veterans are five entities that have created LGBT-focused programming that show great promise. Some of the programs offered by these new honorees may be fledgling and more limited in nature, but they provide a foundation from which to build and develop more comprehensive programming in the future. Moreover, they offer a network of support for LGBT practitioners who seek leadership opportunities, and provide a platform from which to elevate the concerns of the LGBT community.

The SOGI Commission welcomes the opportunity to feature more ABA groups in this special listing and challenge all Association entities to strive for the excellence and innovation exemplified by the following entities.

The **Business Law Section** has established an LGBT Subcommittee of its Diversity Committee. The Subcommittee met for the first time during the ABA Annual Meeting in Toronto. The Subcommittee was responsible for organizing the CLE program that was presented during the Section's Spring Meeting. The Subcommittee's primary responsibility is to bring visibility to and raise awareness about LGBT issues.

The **Center for Continuing Legal Education** recently produced two programs entitled, "Sexual Orientation and Gender Identity in the Workplace" and "Estate and Tax Planning for Same-Sex Couples."

The **Section of Family Law** co-sponsored the Gay Lesbian Advocates and Defenders (GLAD) web-based educational program, which provides family law practitioners with training on how to represent transgender clients. The Section has published several articles on topics of interest to LGBT constituencies. The Section's Spring 2010 issue of *Family Advocate* included an article on surrogacy. Its Winter 2010 issue was focused on the legal issues surrounding same-sex marriage and cohabitation. The Section published an article in Volume 43 of the *Family Law Journal* entitled, "Second-Class Families: Interstate Recognition of Queer Adoption." It also recently

published *Assisted Reproductive Technology*, 2nd edition. One of the CLE programs at the Annual Meeting featured a discussion on same-sex marriage, and five of the Section's fall and spring CLE programs will be centered on the legal issues surrounding assisted reproductive technology. Moreover, the Section's Assisted Reproductive Technology Committee is in the process of drafting a revision to the Model Act on Assisted Reproductive Technology. The Section's Committee on Alternative Families addresses issues of importance to family law clients grappling with sexual orientation and gender identity issues and concerns. The Committee also serves as a home to Section members personally affected by these issues. The Section has a liaison to the SOGI Commission.

The **ABA Commission on Homelessness and Poverty** has established a Homeless Youth and the Law Initiative that addresses issues related to LGBTQ homeless youth, including access to shelter and housing and the over-representation of LGBTQ youth in the homeless population.

The **Section of International Law** sponsors a Sexual Identity and Gender Committee (GIN) that reaches out to the LGBT international law community.

The **Section on Individual Rights and Responsibilities** sponsors a Sexual Orientation and Gender Identity Committee whose members founded the SOGI Commission. This past May, members from both entities jointly drafted a letter to the U.S. Commission on Civil Rights in response to a call for comments on peer-to-peer violence and bullying where students are targeted due to their sexual orientation. The Section's Council comprises four openly gay members. Further, the Section hosted a program entitled, "They Had a Dream Too!," which educated high school students about the civil rights struggles of the 1950s. The program panel included persons of different sexual orientations.

The **Section of Labor & Employment Law** presented a panel on "Best Practices for Implementing Workplace Policies to Accommodate LGBT Employees" at the 4th Annual CLE Conference in November 2010. In March 2011, the Section's Employment Rights and Responsibilities Committee presented a program on how Title VII's prohibition of gender stereotyping and same-sex harassment may afford LGBT employees with protections from workplace discrimination. The program discussed the scope and limits of these protections and the obstacles in establishing viable claims. In May 2011, the Section's Federal Service Labor and Employment Committee presented a program on the federal protections and procedures involved in handling discrimination complaints based on sexual orientation and gender identity in the federal government. The program also provided an update on Don't Ask, Don't Tell and its implications on federal workers. An LGBT attorney was selected to participate in the Section's 2010 Leadership Development Program, which is designed to develop and cultivate attorneys to assume leadership positions in the Section. The Section provides resources on LGBT issues and a link to the SOGI Commission's website on its web page. The Section has a longstanding member serving as a Commissioner of the SOGI Commission. The Section's 2010-11 Goal III data indicates that there are 61 LGBT attorneys in Section leadership. Many of the Section's

standing committees report the inclusion of LGBT speakers as presenters during Midwinter meetings and conferences. Further, several of the Section's standing committees have LGBT members serving on their internal diversity task forces. The Section's Diversity Outreach Initiative Task Force (DOIT) is headed by an openly gay attorney.

The **Section of Litigation** is guided by its Diversity Plan, which features five accountability grids related to each Goal III initiative including lawyers with differing sexual orientations and gender identities. One of the four affinity committees established by the Section to address diversity issues is dedicated to the concerns of LGBT lawyers. These committees work individually and collaboratively on advancing diversity in the Section's work and programming. The Children's Rights Litigation Committee presented "LGBTQ Youth at Risk" during the Section's fall leadership meeting. The program educated attendees about issues confronting the LGBTQ youth population. The Committee also published a two-part article on LGBTQ youth in the juvenile justice system. The Section's LGBT Litigator Committee provides opportunities for LGBT litigators to network with other LGBT lawyers as well as straight allies. The Committee's mission is to educate the Section on issues affecting the LGBT community and the role that litigators play in addressing these issues as well as the unique problems that LGBT litigators face in their own law practices. The Committee is 170 members strong and is engaged in outreach to the National LGBT Bar Association and other local LGBT bar associations. The Section supports the Judicial Intern Opportunity Program (JIOP), which offers six week internships to diverse law students interested in doing legal research and writing for federal and state judges. Sixteen of the JIOP applicants self-identified as LGBT.

The **Section of Real Property, Trusts and Estates** recently presented programming during its Spring Symposia on how changes in the tax laws affect same-sex couples. The Section reports that its inclusive measures have resulted in more members self-identifying as LGBT.

Conclusion

In conclusion, fifty-five (55) ABA entities responded to the SOGI Commission's request for Goal III data this year, compared to fifty-eight (58) entities in 2010-2011. Of the fifty-five (55) entities, six (6) provided information the first time. Thirty-two of the responding entities reported LGBT participation in membership and or leadership this year, which is the same level of LGBT participation reported in 2010-2011. The responding groups represent a wide cross-section of entities, including Sections, Divisions, Forums, Standing Committees, Centers and Commissions. Seven (7) of these thirty-two (32) entities reported transgender participation, which represents an increase over the five entities that reported such participation in 2010-2011. Seven (7) entities experienced double digit growth in LGBT leadership this year. There are currently 232 LGBT members in leadership.

Most of the responding entities provided honest and thoughtful answers to the questions to the qualitative portion of the Goal III Survey asking what each entity did to develop and implement high-quality, sustainable LGBT diversity-related programming that will have a lasting positive impact on the promotion of LGBT practitioners into positions of leadership. The Commission is particularly impressed with the LGBT-focused initiatives being created and implemented by some of its ABA counterparts. Their commitment to the advancement of LGBT practitioners into positions of leadership is evident from the innovative and comprehensive programming that they have developed. In many cases, these initiatives have already begun to bear fruit.

Finally, SOGI Commission acknowledges that change is never easy. Altering the mindset of individuals, the culture of an organization or the entrenched values of a society can be a particularly daunting challenge, because it often requires a shift in thinking and/or a shift in behavior that can sometimes feel seismic in nature. This is the Commission's fourth year of Goal III reporting, and as the Commission looks inward at the progress we have made in advancing LGBT members into positions of leadership; and, the Commission is encouraged by the number of ABA entities that are actively recruiting LGBT members and developing them to assume leadership roles within the Association.

2011-2012 SOGI Commissioners

Courtney G. Joslin, Chair, Davis, CA
Cristhian de Jesus Escobar, San Francisco, CA
J. Cunyon Gordon, Chicago, IL
Jim Holmes, Los Angeles, CA
Jodi B. Levine, Oklahoma City, OK
Louis Lopez, Washington, D.C.
Alyson Dodi Meiselman, Gaithersburg, MD
Lauren Stiller Rikleen, Boston MA
Glenn Stover, San Francisco, CA
Adonica-Jo R. Wada, San Francisco, CA
Randi Whitehead, Sarasota, FL
Mark E. Wojcik, Chicago, IL
Janson Wu, Boston, MA
Christine W. Young, Tucson, AZ

SOGI Commissioner Biographies

Courtney G. Joslin is an Acting Professor of Law at the UC Davis School of Law where she teaches Family Law; Employment Discrimination; and Sexual Orientation, Gender Identity, and the Law. Prior to joining the faculty at UC Davis, Professor Joslin served as an attorney at the National Center for Lesbian Rights (NCLR), where she litigated cases on behalf of lesbian, gay, bisexual, and transgender people and their families. She received her undergraduate degree *magna cum laude* from Brown University and her law degree *magna cum laude* from Harvard Law School, where she was an executive editor of the Harvard Civil Rights-Civil Liberties Law Review. She has authored or co-authored numerous publications on family and relationship recognition, including **LESBIAN, GAY, BISEXUAL, AND TRANSGENDER FAMILY LAW** (West) (with Shannon Price Minter).

Cristhian de Jesus Escobar is a California licensed attorney appointed by the Governor to provide legal, policy, and strategic recommendations to a California Public Utilities Commission (CPUC) Commissioner and executive staff. He focuses on the development of policies and programs to promote infrastructure investment, emerging technologies, as well as to address climate change and public safety imperatives. During law school Cristhian worked full-time at JPMorgan Chase and as a Corporate Social Responsibility Project Assistant at Pillsbury Winthrop. Prior to law school he worked in various aspects of media, including a sports marketing firm and Time Warner. He received his J.D. from the University of San Francisco School of Law and graduated cum laude from Wesleyan University.

J. Cunyon Gordon is an accomplished attorney and experienced litigator, Ms. Gordon's legal career spans 25 years. In addition to Eimer Stahl, Ms. Gordon was a civil litigator at member firm Jenner & Block LLP for ten years, where she earned the distinction of being the first black

woman to make partner at the then 75-year old firm. Cunyon has also served as an attorney with the U. S. Navy JAG office, and was a Distinguished Visiting Professor for the Boston University School of Law and Visiting Professor for Seattle University School of Law. She is deeply familiar with pro bono culture, and has working relationships with many of Chicago's large law firm pro bono partners and managers. Cunyon attended Yale College and earned her JD from Yale Law School.

Jim Holmes is a partner in resident at the Los Angeles office of Sedgwick, LLP. Jim chairs Sedgwick's Media, Entertainment and Sports Law Practice Group and LGBT Affinity Group. Jim is an active member of the American Bar Association and is a past chair of the Tort Trial and Insurance Practice Section (TIPS) Media Privacy and Defamation Law General Committee and is a vice chair of that section's Committee on Diversity in the Profession. Jim is a Fellow of the American Bar Foundation and a member of the National LGBT Bar Association and is a member of the Board of Governors for the Lesbian and Gay Lawyers Association of Los Angeles. Jim has received a commendation from the California Bar Association for his pro bono work for Los Angeles HIV and AIDS Legal Services Alliance, authored the chapter "Using bar association participation to build a bridge to equality" for *Attracting, Advancing and Retaining LGBT Lawyers*, ARK Group, 2009 and was recently named "Volunteer of the Year" by the Los Angeles Superior Court for his service as a temporary judge.

Jodi B. Levine is a U.S. Administrative Law Judge in Oklahoma City. She is a Past Chair of the ABA Judicial Division and of the National Conference of the Administrative Law Judiciary. Judge Levine currently is a member of the ABA Section of Individual Rights and Responsibilities Council and a member of the ABA Section of Administrative Law and Regulatory Practice Council. She also is a member of the ABA AIDS Coordinating Committee and of the ABA Standing Committee on Gavel Awards.

Louis Lopez is Deputy Chief in the Employment Litigation Section of the Civil Rights Division at the U.S. Department of Justice, where he serves on the Division's GLBT Working Group. He also is an adjunct professor at Georgetown Law School, where he teaches labor and employment law courses. Louis currently serves as Co-Chair of the Employment Rights and Responsibilities Committee and Co-Chair of the Outreach to Government Lawyers Committee in the ABA's Labor and Employment Law Section.

Alyson Dodi Meiselman is a solo practitioner in Gaithersburg, Maryland, concentrating in gender identity law. She is the primary author of Cause of Action for Legal Change of Gender, 24 COA2d 135 (2004). She is the immediate past Chair of the ABA Family Law Section's Alternative Families Committee, a past member of the ABA Commission on Women in the Profession and the Editorial Board of *Perspectives*, and, a past co-chair and member of the executive committee of the ABA Health Law Section's Breast Cancer Task Force. Ms. Meiselman was appointed to the ABA Commission on Sexual Orientation & Gender Identity in 2010.

Lauren Stiller Rikleen is a nationally recognized expert on developing a thriving, diverse and multigenerational workforce. As president of the Rikleen Institute for Strategic Leadership, Lauren speaks, consults, and provides training on topics relating to: women's advancement and leadership; unconscious bias in the assignment and evaluation process; and strengthening intergenerational communications. Lauren is also the Executive-in-Residence at the Boston College Center for Work & Family. A former law firm equity partner, Lauren is the author of *Ending the Gauntlet: Removing Barriers to Women's Success in the Law* and *Success Strategies for Women Lawyers*. She has been listed in *The Best Lawyers in America*, *Chambers USA America's Leading Business Lawyers*, and *Massachusetts Super Lawyers* for many years. Lauren is the chair of the Rights of Women Committee of IR&R and co-chair of the ABA Women's Caucus. She is a former member of the ABA Board of Governors and of the Commission on Women in the Profession.

Glenn Stover is the founder and principal partner of StoverLaw, a boutique telecom law firm in San Francisco. He served, for 17 years, as a Senior Attorney for AT&T. Glenn served as a Senior Attorney in the Antitrust Division of the US Department of Justice. He is a member of the Section Council of the ABA's Section of Individual Rights and Responsibilities and has chaired committees in that Section and in the Administrative Law Section.

Adonica-Jo R. Wada is a partner with the law firm of Simon, Gluck & Kane LLP, resident in the San Francisco office. Ms. Wada's practice is focused on import/export and trade-related matters. Ms. Wada advises companies on a wide range of technical areas including: valuation and preference, classification, country or origin determination, licensing, penalties and developing and implementing compliance programs. Ms. Wada is a member of the California and Washington State Bars and is admitted to practice before the District Court for the Northern District of California, the U.S. Court of Appeals for the Federal Circuit, and the U.S. Court of International Trade.

Randi Whitehead is a lawyer in Sarasota, Florida and has been an active member of the ABA for more than fifteen years. She has served on the ABA Working Group on Health Care Reform as well as on the Publications Board of the Law Practice Management Section, in addition to serving as Chair of the Health Care Law Committee of the Young Lawyers Division. She is active in the General Practice, Solo & Small Firm Division and Tort Trial and Insurance Practice Section.

Mark E. Wojcik is a professor of law at The John Marshall Law School in Chicago. He also teaches at law schools in Mexico and Switzerland. He is a former president of the Lesbian and Gay Bar Association of Chicago and served as a board member of the National Lesbian and Gay Law Association. He chaired the Association of American Law Schools Section on Sexual Orientation and Gender Identity Issues. He started the LGBT Committee in the Chicago Bar Association. He coauthored the first casebook on Legal Issues relating to HIV and AIDS. He currently serves on the Board of Governors of the Illinois State Bar Association. In 2010, he was inducted into the City of Chicago Gay and Lesbian Hall of Fame.

Janson Wu is a staff attorney with Gay & Lesbian Advocates & Defenders (GLAD), a New England based legal organization dedicated to ending discrimination based upon sexual orientation, gender identity and expression, and HIV status. He also serves as Vice Chair of the Sexual Orientation/Gender Identity Committee of the ABA Section of Individual Rights and Responsibilities, and on the Legal Committee of the World Professional Association for Transgender Health.

Christine W. Young is a partner in Kuhn Young Law Firm, PLLC, in Tucson, Arizona, a general business and civil litigation law firm. Chris represents clients in the areas of business and corporate transactions and formations, real estate, land use, environmental and employment law. She is a member of the Business Law Section and active with its Diversity Committee, serving on both the Diversity LGBT Involvement and Women's Business Law Network Subcommittees. Chris is also a member of the Ethics and Fee Arbitration Committees for the State Bar of Arizona. She was appointed to the ABA Commission on Sexual Orientation and Gender Identity in 2011.