

2010 ANNUAL REPORT

*Affirming Our Commitment to
Diversity and Inclusion in the Profession*

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Disclaimer:

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ABOUT THE American Bar Association

The American Bar Association (ABA) was founded on August 21, 1878, in Saratoga Springs, New York, by 100 lawyers from 21 states. The legal profession as we know it today barely existed at that time. Lawyers were generally sole practitioners who trained under a system of apprenticeship. There was no national code of ethics; there was no national organization to serve as a forum for discussion of the increasingly intricate issues involved in legal practice.

The first ABA constitution, which is still substantially the charter of the association, defined the purpose of the ABA as being for “the advancement of the science of jurisprudence, the promotion of the administration of justice and a uniformity of legislation throughout the country...”

Today, the stated mission of the ABA is “to serve equally our members, our profession and the public by defending liberty and delivering justice as the national representative of the legal profession.” The four goals of the ABA are:

GOAL I: SERVE OUR MEMBERS

Objective:

Provide benefits, programs and services which promote members’ professional growth and quality of life.

GOAL II: IMPROVE OUR PROFESSION

Objectives:

1. Promote the highest quality legal education.
2. Promote competence, ethical conduct and professionalism.
3. Promote pro bono and public service by the legal profession.

GOAL III: ELIMINATE BIAS AND ENHANCE DIVERSITY

Objectives:

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 IV: ADVANCE THE RULE OF LAW

Objectives:

1. Increase public understanding of and respect for the rule of law, the legal process, and the role of the legal profession at home and throughout the world.
2. Hold governments accountable under law.
3. Work for just laws, including human rights, and a fair legal process.
4. Assure meaningful access to justice for all persons.
5. Preserve the independence of the legal profession and the judiciary.

With more than 400,000 members, the ABA is the largest voluntary professional membership organization in the world. As the national voice of the legal profession, the ABA works to improve the administration of justice, promotes programs that assist lawyers and judges in their work, accredits law schools, provides continuing legal education, and works to build public understanding around the world of the importance of the rule of law.

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Chair's Welcome Message



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Welcome message from Courtney G. Joslin, Commission Chair

Greetings on behalf of the members of the American Bar Association Commission on Sexual Orientation and Gender Identity (SOGI)!

Now in its fourth year, the SOGI Commission is one of four entities that together seek to further the American Bar Association's (ABA) Goal III commitment to diversity and inclusion. The SOGI Commission seeks to secure for lesbian, gay, bisexual and transgender (LGBT) persons full and equal participation in the ABA, the legal profession, and the justice system.

The SOGI Commission has enjoyed an active bar year, and as we look toward 2011 and beyond, we are very excited about our potential for continued growth. We have been supported in our successes by the ABA's on-going commitment to diversity and inclusion, a thriving LGBT legal community, and the efforts of our allies within the legal profession and the justice system. We are pleased to present this first annual report highlighting what we do, who we are and why we are important to the ABA, the legal profession and the justice system.

In the upcoming year we plan to sustain the same high level of quality and robust effort that we have demonstrated in all of our endeavors thus far. Our multi-pronged strategic approach will leverage our expertise, talents, and resources to develop programs and resources to benefit the ABA and LGBT persons in the profession and the justice system. We will continue to seek out opportunities to collaborate with ABA leadership and others on diversity and inclusion initiatives; advocate for LGBT issues through policy development; be an informational resource on LGBT matters for the legal profession and justice system; and, educate the profession and public about the barriers that LGBT persons face in the legal profession and the justice system.

Sincerely,



A handwritten signature in black ink, appearing to be 'C. Joslin', written in a cursive style.

About The Commission on Sexual Orientation and Gender Identity

In 2007, the ABA Board of Governors approved the creation of the Commission on Sexual Orientation and Gender Identity (SOGI), and gave the SOGI Commission jurisdiction over the undertaking of programs and activities that promote full and equal participation by persons of differing sexual orientations and gender identities in the ABA, the legal profession, and the justice system. The SOGI Commission is the most recent addition to the association's Goal III entities, whose efforts focus on eliminating bias and enhancing diversity in the legal profession and whose purpose is the furtherance of the third goal of the association.

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 general public.



Annual Report



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This first annual report of the SOGI Commission is designed to:

- Provide a review of the SOGI Commission's **collaborative** efforts through strategic partnerships with ABA leadership and others to advance diversity and inclusion in the profession and justice system;
- Highlight the SOGI Commission's emergence as an **advocate** on policy matters related to eliminating barriers that deny LGBT persons human and civil rights;
- Showcase the SOGI Commission's efforts as it progresses as a burgeoning **resource** of information for and about LGBT persons in the legal profession and justice system;
- **Educate** the greater-ABA and others about what the SOGI Commission is, and the work that it does to address and remove the barriers that LGBT persons face in the legal profession and justice system;
- Give an overview of analysis on the status of LGBT persons in the ABA.

COLLABORATE: Building bridges to work substantively with others committed to enhancing LGBT participation in the ABA, the legal profession and justice system

Much of the work that the SOGI Commission does requires partnering with other ABA entities, bar associations, and other organizations. Collaboration, therefore, is critical to the SOGI Commission's ability to thrive. Working with others, the Commission is able to leverage resources and maximize effectiveness in programming, advocacy, and educational efforts. The SOGI Commission's collaborative work includes:

- **International Models Project on Women's Rights (IMPOWR)** – An ABA Enterprise Fund project collaboration of the SOGI Commission, the Section of International Law, the Section of Real Property, Trust and Estate Law, and the Commission on Women in the Profession, IMPOWR is a web-based data bank of information about the design, implementation and relative success of different approaches to global efforts at gender law and reform.
- **Removing Bias From Attorney Evaluations** – The SOGI Commission joined with the ABA Commission on Women in the Profession, the ABA Section of Individual Rights and Responsibilities, the ABA Commission on Mental and Physical Disability Law, the ABA Center for Racial and Ethnic Diversity in the Profession, and the ABA Center for Continuing Legal Education to present “Removing Bias from Attorney Evaluations,” a live CLE webcast. The program was the first in ABA President Carolyn Lamm's Diversity Program Series: Strategies for Success. The program revealed the keys to reducing the impact of bias on partnership decisions: Raising awareness about bias so that it can be recognized and designing a bias-free evaluation process.
- **Judicial Training Module** – The SOGI Commission is working with the Williams Institute to develop a training program for judges on legal issues affecting the LGBT community, including same-sex marriage, domestic partner rights, and trusts and estates, and property issues.
- **ABA Policy and other Legislative Efforts** – The SOGI Commission worked closely with other ABA entities and with state, local, and specialty bar associations to pass and then to implement policy recommendations on LGBT legal issues. This advocacy work addressed issues including: same-sex marriage, non-discriminatory employment practices, and repeal of the U.S. military's “Don't Ask, Don't Tell” policy.

ADVOCATE: Working to address LGBT issues through policy development and grass roots efforts

The SOGI Commission expanded its efforts to establish advocacy as one of its priorities in the 2009-2010 bar year. The SOGI Commission has worked with other ABA entities on a number of ABA policy development and recommendation efforts. As a result, the SOGI Commission is recognized as an important advocate on major issues concerning LGBT human and civil rights. The SOGI Commission's advocacy efforts also help to further solidify the ABA as a leader committed to helping LGBT persons overcome barriers in the profession and justice system.

The 2009-2010 bar year was an active year for SOGI Commission advocacy efforts. Such efforts included:

- Working with the American Bar Endowment and American Bar Institute on insurance coverage benefits that include coverage for same-sex domestic partners;
- Co-sponsoring a recommendation, which was approved by the ABA House of Delegates in 2009, that would permit a U.S. citizen or lawful permanent resident to sponsor his or her same-sex partner for permanent residence in the United States;
- Securing ABA House of Delegates approval of a recommendation urging Congress to repeal Section 3 of the federal Defense of Marriage Act;
- Urging Congress to repeal the military's 'Don't Ask, Don't Tell' policy (that mandates discharge of openly lesbian, gay, and bisexual service members);
- Calling for the passage of the Employment Non-Discrimination Act, which would prohibit employment discrimination on the bases of sexual orientation and gender identity.

RESOURCE: Developing comprehensive information for and about LGBT persons at the ABA, in the profession and the justice system

Best Practices in Employment Settings

The SOGI Commission is committed to becoming the association's leading resource on LGBT lawyers and their experiences in the profession. Building on prior work – a series of focus groups comprising LGBT lawyers, conducted in 2008; and hearings on the experiences of LGBT lawyers across practice settings, held at the 2009 Annual Meeting – the SOGI Commission is developing a best practices guide. This resource will help employers provide fair and equitable workplaces for their LGBT employees. Working with others, including leaders from leading national law firms and the National LGBT Bar Association, the guide will provide a clear and coherent framework by which law firms and corporations can ensure a fair and inclusive work environment that benefits all employees.

Other resource-related works of the SOGI Commission include:

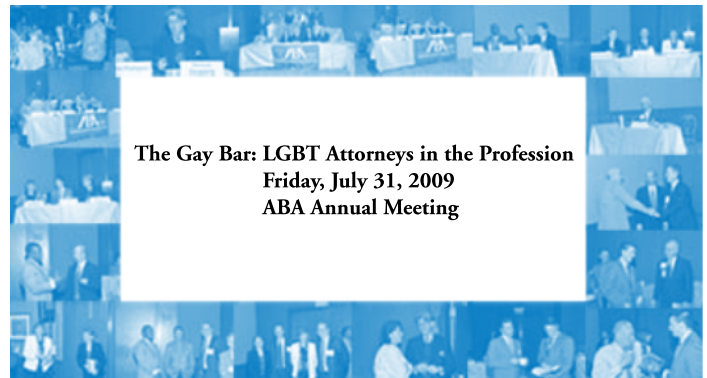
- Contributing articles to ABA entity publications, including the Tort Trial and Insurance Practice Section's diversity newsletter, on SOGI and its work;
- Maintaining a comprehensive listing of ABA policy related to LGBT issues on the Commission's Website;
- Providing comments on draft policy, publications and other resources developed by ABA entities to reflect expertise on LGBT lawyers and legal issues;
- Serving as a clearinghouse on LGBT issues, including information on national policy, organizations, amicus briefs and other legal topics;
- Providing expert panelists and contributors to ABA CLE and other programs.

EDUCATE: Raising awareness about diversity and inclusion to make the legal profession and justice system better and fairer for everyone

Programming in the form of CLE and other events are essential parts of the SOGI Commission's and the association's educational efforts. The SOGI Commission sponsored or co-sponsored a variety of educational programs in the 2009-2010 bar year. These events focused on relevant and timely discussions designed to promote greater diversity and equity in the legal profession and justice system, as well as to highlight ways in which to remove barriers for advancement of diverse lawyers. Highlights include:

- **The Gay Bar: LGBT Attorneys in the Profession** - The SOGI

Commission presented this hearing at the 2009 Annual Meeting with full testimony from LGBT lawyers across practice areas and from leaders in law firms, legal departments, and the organized bar who have developed model programs and policies to ensure work environments are welcoming and fair.



- **Removing Bias from Attorney Evaluations** - The SOGI Commission co-sponsored in this program, which was the first in ABA President Carolyn Lamm's Diversity Program Series.
- **Smart Soloing: Success Strategies for Diverse Lawyers** - The SOGI Commission co-sponsored and provided a panelist for the 2010 Midyear Meeting webinar, the second in President Carolyn Lamm's diversity CLE series. The program provided instruction on how the solo/small firm lawyer could build the skills and have the confidence needed to operate a successful law practice, and to candidly address some of the barriers and opportunities faced by diverse lawyers. GPSolo and YLD had a joint CLE presentation at their spring meeting which continued the dissemination of these issues. In addition, there will be another Smart Soloing panel on these issues in the Fall 2010 at the National Solo and Small Firm Conference.
- **Same-Sex Marriage –Moving Beyond State Courts (Presidential Showcase)** - The SOGI Commission co-sponsored this 2010 Annual Meeting CLE event. Most of the litigation regarding same-sex couples and marriage has focused on state constitutional claims. Currently, however, a number of lawsuits raise federal constitutional claims with respect to same-sex couples and marriage. In addition, in a number of states, same-sex couples obtained the right to marry through the legislative process. This CLE explored this new wave of marriage-equality work.

“The Gay Bar” ABA Annual Meeting 2009

Attorneys relate stories of the challenges faced by gay and transgender lawyers



Allen Orr (Baker & McKenzie), Brent Adams (Illinois Department of Financial & Professional Regulation), Dru Levasseur (Transgender Legal Defense & Education Fund)



Kelly Dermody (Bar Association of San Francisco), Andrew McCallin (Colorado GLBT Bar Association), Kathleen Nalty (Colorado Campaign for Inclusive Excellence)



Gail Morse (Jenner & Block, Chicago), Paul Pompeo (Arnold & Porter LLP), Michael Daugherty (Chubb Insurance)

(All photos courtesy of All Events Photography)

Status of LGBT...



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Status of LGBT Participation in the ABA

Because the ABA recognizes that no discussion on diversity and inclusion would be complete without the LGBT perspective, the SOGI Commission welcomed the opportunity to engage in dialogue with ABA leadership on how best to ensure that LGBT persons remain valued stakeholders on all ABA matters involving diversity and inclusion. The Goal III Report is a survey that seeks to measure the qualitative and quantitative participation of different constituencies in the ABA's volunteer leadership. The SOGI Commission's Goal III Report collated data and provided analysis of LGBT participation in the ABA for the 2009-2010 bar year.

An inclusive general membership is vital to the growth of a diverse leadership population and ABA success under the Goal III objectives. In the 2009-2010 bar year, 25 ABA entities reported the participation of members who identified as lesbian, gay or bisexual and two entities indicated the participation of members who identified as transgender.

In 2009-2010, the SOGI Commission was pleased to report that the growth of LGBT members participating at the leadership level is evident, as LGBT persons continue to make inroads into ABA entity leadership. Such leadership positions include: Chair, Chair-Elect, Primary Leadership/Officers, Council or Forum Governing Committee, Committee Chairs or Forum Division Chairs, Committee Vice Chairs, Additional Committee Leadership, Other Leadership, Nominating Committee Chair, Nominating Committee, Subcommittee Chairs, Programming Faculty, Publication Authors and Delegates to the House of Delegates. The breakdown by type of leadership position is illustrated in the table below:

Total LGBT Participation in Entity Leadership in the ABA (excludes general membership)

Type of Leadership Position	2009-10 Total LGBT Leadership	2008-09 Total LGBT Leadership
Chair	1	2
Chair-Elect	0	1
Primary Leadership/Officers	1	6
Council or Forum Governing Committee	17	12
Committee Chairs or Forum Division Chairs	26	30
Committee Vice Chairs	15	38
Additional Committee Leadership	24	7
Other Leadership	11	7
Nominating Committee Chair	1	0
Nominating Committee	2	2
Subcommittee Chairs	9	0
Programming Faculty	26	33
Publication Authors	22	12
House of Delegates	1	1
Total	156	151

In its 2009-2010 Goal III reporting, the SOGI Commission noted progress in statistics relative to the ascension of LGBT persons into positions of authority within the ABA. Simply stated, numbers count. An examination of the quantity or the number of ABA members who are openly LGBT is critical to the SOGI Commission's ability to monitor the progress being made toward achieving full participation within the ranks of the ABA and in the legal profession as a whole.

For more information, and to download the full 2009-2010 Goal III Report, please visit www.abanet.org/sogi.

2009-2010 SOGI Commission Action at a Glance

The SOGI Commission meets four times a year: three of which are in-person in the Fall and at the ABA Annual and Midyear meetings – and in the Spring by conference call. At these meetings, the SOGI Commission develops outreach strategy, identifies strategic partnership and collaboration opportunities, evaluates programs and activities, and conducts general business.

The 2009-2010 in-person meetings included special programming and planning sessions, as follows:

- **SOGI Commission Fall 2009 Business Meeting in Arlington, Virginia**

The SOGI Commission met in conjunction with the ABA Section of Individual Rights and Responsibilities and the ABA Commission on Women in the Profession. The meeting featured *A Review of Pending Federal Civil Rights Legislation*, a special plenary addressing issues pertaining to pending legislation affecting women's rights, LGBT rights, and civil rights generally. The program included speakers from the U.S. Department of Justice Civil Rights Division, the Human Rights Campaign, the American Civil Liberties Union and the National Employment Lawyers Association.

- **SOGI Commission 2010 Midyear Business Meeting in Orlando, Florida**

The SOGI Commission devoted the entirety of the morning portion of its Midyear Business Meeting to strategic planning, facilitated by Delores Gedge of the ABA Planning Office.

- **SOGI Commission 2010 Annual Business Meeting in San Francisco, California**

The SOGI Commission welcomed a number of guest speakers, including ABA President Carolyn B. Lamm, ABA President-Elect Nominee William T. Robinson, ABA House of Delegates Chair-elect Linda Klein, former ABA House of Delegates Chair Laurel G. Bellows, the 2010 Thurgood Marshall Dinner Award Recipient and former SOGI Commissioner Paul Smith, 2010 National LGBT Bar Association Allies for Justice Award Recipient and ABA Rule of Law Initiative Council Member Llewelyn G. Pritchard, the Hon. Ellen Rosenblum, Chair of the Presidential Commission on Diversity, and James R. Silkenat, Chair, ABA Legal Opportunity Scholarship Fundraising Committee.

Commissioner Biographies



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SOGI Commission Members

The SOGI Commission consists of one chair and 12 commissioners who together decide the programs, policies and activities that will be pursued by the Commission. The SOGI Commission has benefitted greatly from the time and talents of its commissioners.

Commissioner Biographies

Courtney Joslin is an Acting Professor of Law at the UC-Davis School of Law where she teaches Family Law, Employment Discrimination, and a seminar on 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.

Elaine Arabatzis joined Dickstein Shapiro in September 2001, as a senior associate. She has extensive experience in the area of professional liability, including legal and medical malpractice. She presently serves as Diversity/Pro Bono Counsel to the firm. She has represented numerous pro bono clients, including a number of victims and families of victims of the September 11 terrorist attacks.

Ann M. Courtney is an Assistant Vice President and Senior Counsel in Unum's Portland, Maine office, where she manages both ERISA and non-ERISA claim litigation in life, disability and long-term care cases in state and federal courts. She currently serves on the ABA Commission on Sexual Orientation and Gender Identity and as Chair of the Editorial Board of Perspectives, the newsletter of the ABA Commission on Women in the Profession.

***Pamela C. Enslin**, principal, returned to Miller Canfield in May 2003 after serving two years as a Federal Public Defender for the United States Court in the Western District of Michigan (January 2001-April 2003). She is currently a member of the ABA's House of Delegates, the ABA Standing Committee on Judicial Independence and Governing Board of the ABA Dispute Resolution Section.

***Jeffrey G. Gibson** is the managing broker for Sotheby's International Realty. Prior to this, he was a partner with the 12 attorney law firm of Goldstein, Gellman, Melbostad, Gibson and Harris. He has been a leader on LGBT issues at the American Bar Association, chairing the SOGI Commission for two years and serving as the chair of the ABA's Section of Individual Rights and Responsibilities committee on the rights of lesbians and gay men, and National LGBT Bar Association delegate to the ABA House of Delegates.

Jimmy Goodman, a past president of Crowe & Dunlevy, tries lawsuits with a specialty in complex business and commercial litigation. He has been selected by his peers as one of The Best Lawyers in America. He is Oklahoma's Delegate to the ABA House of Delegates, has held numerous positions of leadership in the ABA Litigation Section, and has served on both the ABA's Council on Racial and Ethnic Justice and the Commission on Racial and Ethnic Diversity.

James J.S. Holmes is a partner in residence at the Los Angeles office of Sedgwick, Detert, Moran & Arnold and chairs that firm's Media, Entertainment and Sports Law Practice Group and LGBT Affinity Group. He is the immediate past chair of the Tort Trial and Insurance Practice Section Media Privacy and Defamation Law General Committee and is a member of the section's Committee on Diversity in the Profession.

Jennifer Levi is one of our nation's leading experts on transgender legal issues. She serves as the director, of the Transgender Rights Project at Gay & Lesbian Advocates & Defenders (GLAD). During her tenure with GLAD, she was lead counsel in a number of precedent setting cases establishing basic rights for transgender people. Jennifer is a Professor of Law at Western New England College.

***Patrick McGlone** is Vice President and Deputy General Counsel at ULLICO Inc., an insurance and financial services company, where he manages litigation matters and advises management on various legal issues. Patrick has previously been an attorney at the Federal Deposit Insurance Corporation. He serves on the ABA's Section of Individual Rights and Responsibilities Council. From 2000 to 2005, Patrick was the co-chair of Section of Individual Rights and Responsibilities Committee on Sexual Orientation and Gender Identity.

***Therese Stewart**, since 2002, has served as Chief Deputy City Attorney under San Francisco City Attorney Dennis J. Herrera, overseeing the litigation practice of the City Attorney's Office and representing San Francisco and its officials in key cases. Therese headed a team of deputy city attorneys representing Plaintiff City and County of San Francisco in the Marriage Cases pending in the California Supreme Court.

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.

***Melvin White** is a commercial litigator and the principal of the Law Office of Melvin White in Washington, D.C. He has more than twenty years of experience in complex litigation and arbitration matters in the areas of intellectual property, antitrust, managed care, civil RICO, securities fraud, telecommunications, class actions, product liability, and complex contractual issues, among other things. He is a member of the District of Columbia Bar (and served as President of the Bar during 2007-08).

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.

New SOGI Commissioners appointed in 2010

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 the Administrative Judiciary liaison to 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.

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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 comparative employment discrimination law. Louis currently serves as Co-Chair of the Employment Rights and Responsibilities Committee in the ABA's Labor and Employment Law Section

Alyson Dodi Meiselman is a solo practitioner in North Potomac, Maryland, concentrating in transgender law. She was the primary author of Cause of Action for Legal Change of Gender, 24 COA2d 135 (2004). She currently serves as Chair of the ABA Family Law Section's Alternative Families Committee, on the Editorial Board of Perspectives, the quarterly publication of the ABA Commission on Women in the Profession, and, on the executive committee of the ABA Health Law Section's Breast Cancer Task Force.

Adonica-Jo R. Wada is a member of the California and Washington State Bars. She 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. Ms. Wada is an active member of many Bar Associations, including the National Asian Pacific American Bar Association, the Asian American Bar Association of the Greater Bay Area, and the Minority Corporate Counsel Association.

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.

*Denotes commissioners who rotated off at the end of the 2009-2010 bar year.

Liaisons



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The SOGI Commission has also benefitted from strategic partnerships with other ABA entities that each year appoint representatives who serve to liaise with the SOGI Commission on behalf of their home sections, divisions, forums, commissions and organizations.

The 2009-2010 SOGI Liaisons:

Board of Governors
Harold D. Pope III
 Jaffe Rait Heuer & Weiss

Section of Antitrust Law
Patrick Kelleher
 Drinker Biddle & Reath LLP

Section of Business Law
Catherine Brennan
 Hudson Cook LLP

Section of Environment,
 Energy and Resources
Claudia Rast
 Pear Sperling Eggan & Daniels
 PC, Lbby D

Division on General Practice,
 Solo and Small Firm
James L. Schwartz
 James L. Schwartz & Associates

Division on Law Student
Victor Gregory Zisman
 John Marshall Law School

Intellectual Property Law,
 Section of
Wayne P. Sobon
 Accenture

The Section of Individual
 Rights and Responsibilities
Kylar Broadus
 Transgender Law & Policy
 Institute

International Law
M. David Coffman

Judicial Division
Judge Jodi B. Levine
 Social Security Administration

Section of Labor and
 Employment Law
Louis Lopez
 U.S. Department of Justice
 Civil Rights Division

Section of Litigation
Zesara C. Chan
 Shartsis Friese et al

Mental and Physical Disability
 Law, Common
Adele Rapport
 U.S. Department of Education
 Office of Civil Rights

Center on Racial and Ethnic
 Diversity
Gary A. Munneke
 Pace University School of Law

Section of State and Local
 Government
H. Lawrence Hoyt
 Boulder County Attorney

Section of Tort, Trial and
 Insurance Practice
Holly Marie Polglase
 Campbell Campbell Edwards
 & Conroy

James Holmes
 Sedgwick Detert Moran &
 Arnold LLP

Commission on Women in the
 Profession
Alyson Dodi Meiselman
 Attorney at Law

Division on Young Lawyers
Dainen N. Penta
 Spencer Anderson & Buhr,
 PLLC

Association of the Bar of the
 City of New York
C. Elaine Arabatzis
 Dickstein Shapiro LLP

National LGBT Bar Association
D'Arcy Kemnitz

Supporters



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Support

The SOGI Commission is pleased to recognize and thank its many partners, friends and supporters who helped to make the 2009-2010 year successful for the SOGI Commission. Without the invaluable contributions, assistance and encouragement of its many partners, the SOGI Commission would not be where it is today and plans to be tomorrow.

Carolyn B. Lamm, ABA President	William H. Neukom	The Section of Legal Education and Admissions to the Bar
Stephen N. Zack, ABA President-Elect	Richard J. Podell	The Section of Litigation
Wm. T. Robinson III, President-Elect Nominee	Llewelyn Pritchard	The Section of Public Contract Law
H. Thomas Wells, Jr., Immediate Past President	Hon. Ellen Rosenblum	The Section of Science and Technology Law
William C. Hubbard, Chair, House of Delegates	James R. Silkenat	The Section of State and Local Government Law
Linda Klein, Chair-elect, House of Delegates	Sharon Tindall	The Section of Taxation
Hon. Bernice B. Donald, Secretary	The Tort Trial & Insurance Practice Section
Hon. Cara Lee Neville, Secretary-elect	The Section of Antitrust Law
Alice E. Richmond, Treasurer	The Section of Dispute Resolution	The General Practice, Solo and Small Firm Division
Lucien T. Pera Treasurer-elect	The Section of Environment, Energy and Resources	The Judicial Division
Jack Rives Executive Director	The Section of Family Law	The Division on Law Students
.....	The Section of Government and Public Sector Lawyers Division	Senior Lawyers Division
Mark Agrast	The Section of Individual Rights and Responsibilities	Young Lawyers Division
Cie Armstead
Laurel Bellows	The Section of Intellectual Property Law	The Forum on Communications Law
Thomas R. Howell	The Section of International Law	The Forum on the Entertainment and Sports Industries
Marina B. Jacks	The Section of Labor and Employment Law	The Forum on Franchising
Janet L. Jackson	Law Practice Management Section	

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The Center for Continuing
Legal Education

The Center for Racial and
Ethnic Diversity in the
Profession

The Coalition on Racial and
Ethnic Justice

The Commission on Domestic
Violence

The Commission on Law and
Aging

The Commission on Mental
and Physical Disability Law

The Commission on Racial
and Ethnic Diversity in the
Profession

The Commission on
Women in the Profession

The Board of Governors

The House of Delegates

The Office of the ABA
Executive Director

The Governance and Policy
Group

The Office of the ABA
President

The Office of Strategic
Planning

The American Bar Endowment

The American Bar Foundation
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The National LGBT Bar
Association

Association of the Bar of the
City of New York

The Bar Association of San
Francisco

The Williams Institute UCLA
School of Law

CONTACT

The SOGI Commission welcomes participation in its activities, and invites participation as a volunteer or liaison, and always welcomes guests. To learn more about how to get involved with the SOGI Commission, or to get more information about the SOGI Commission, contact:

ABA Commission on Sexual Orientation and Gender Identity
321 N. Clark Street
Chicago, IL 60654
www.abanet.org/SOGI

Robin L. Rone
Director
Phone: 312-988-5137
E-mail: roner@staff.abanet.org

Vanessa Allmon
Annual Report Editor
Phone: 312-988-5000
E-mail: allmonv@staff.abanet.org

Sexual Orientation and Gender Identity at the ABA

- 1973** Calls for the repeal of all laws that classify as criminal conduct any form of noncommercial sexual conduct between consenting adults in private.
- 1987** Condemns crimes of violence, including those based on bias or prejudice of race, religion, sexual orientation or minority status; urges government officials to focus public attention on this growing national problem.
- 1989** Urges the enactment of federal, state, and local legislation prohibiting discrimination on the basis of sexual orientation.
- 1999** Supports Legislation and public policy that provides that adoption shall not be denied on the basis of sexual orientation when it is determined to be in the best interest of the child.
- 2002** Encourages legislation to ensure that an unmarried surviving partner who shared a mutual, interdependent, committed relationship with a victim of terrorism or other crime can qualify for crime victim compensation and assistance funds provided by that government to eligible spouses.
- 2003** Supports state and territorial laws and court decisions that permit the establishment of legal parent-child relationships through joint adoptions and second-parent adoptions by unmarried persons who are functioning as a child's parents, when such adoptions are in the best interests of the child.
- 2004** Opposes any federal enactment that would restrict the ability of a state to: (a) prescribe the qualifications for civil marriage between two persons within its jurisdiction; or (b) determine when effect should be given to a civil marriage validly contracted between two persons under the laws of another jurisdiction.
- 2006** Opposes legislation and policies that prohibit, limit, or restrict placement into foster care of any child on the basis of sexual orientation of the proposed foster parent when such foster care placement is otherwise appropriate under the applicable law of the state, territory, or tribe.
- 2007** Creates the Commission on Sexual Orientation and Gender Identity to secure equal treatment of persons in the ABA, the legal profession and justice system.
- ABA Goal IX is amended as: To promote full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities.
- Urges federal, state, territorial, tribal, and local legislatures, government agencies, and courts to adopt and laws, regulations, policies, and court rules that promote the safety, well-being, and permanent placement of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth who are homeless or involved with the foster care system.
- 2008** ABA restructures its Mission & Goals, and indentifies diversity as one of four association priorities. The new Goal III is to:
"ELIMINATE BIAS AND ENHANCE DIVERSITY"
With the following objectives:
Promote full and equal participation in the association, our profession, and the justice system by all persons.
Eliminate bias in the legal profession and the justice system.
- 2009** Urges Congress to repeal 1 U.S.C. § 7, which denies federal marital benefits and protections to lawfully married same-sex spouses.
- Urges legislation and public policy to enable a United States citizen or lawful permanent resident who shares a mutual, interdependent, committed relationship with a non-citizen of the same sex to sponsor that person for permanent residence in the United States.
- 2010** Urges 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.
- Sends letters to the U.S. Congress and U.S. Department of Defense urging the repeal of the U.S. military's "Don't Ask, Don't Tell" policy.



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