

THE **LGBT**
BAR

THE **LGBT BAR** 2019 LAVENDER LAW[®] CONFERENCE & CAREER FAIR

2019 PROGRAM BOOK



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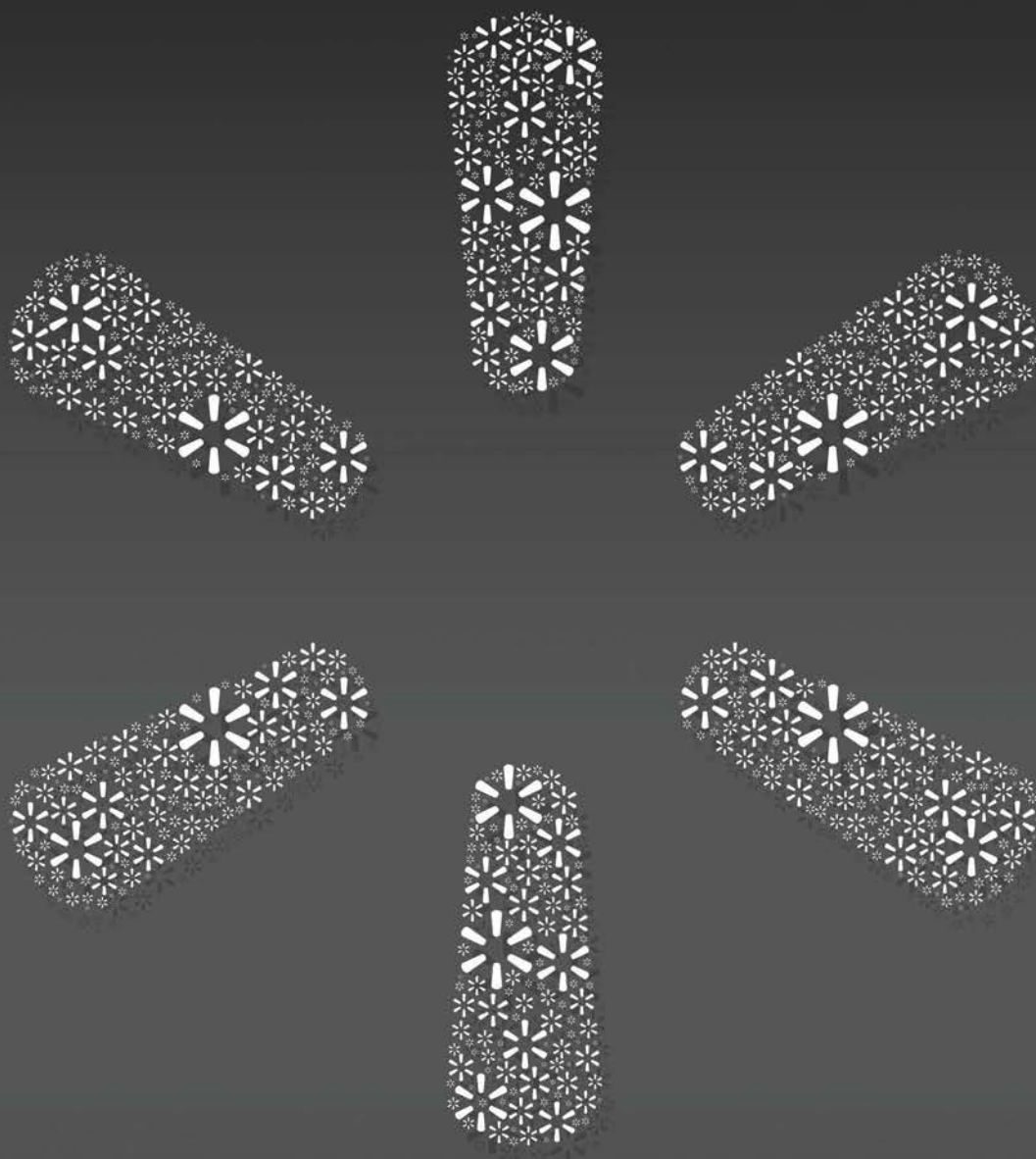
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On behalf of the National LGBT Bar's staff and boards, we're excited to welcome you to the Annual Lavender Law® Conference and Career Fair!

The first Lavender Law® Conference, held in 1988, was the culmination of efforts to form a national lesbian and gay bar association that shared resources, discussions, and educational opportunities pertaining to the lesbian and gay population. Today, it also serves as a "family reunion" of sorts for legal professionals supportive of our cause by giving them the opportunity to reflect on both the progress our community has made and how we can prepare for the great strides to come. This year, our conference and career fair was sponsored and supported by over 200 corporations, organizations, government agencies and law firms, including all AmLaw100. We would like to give a special thanks to all of our sponsors, without whom we would not be here celebrating.

If this is your first time at our conference, welcome, and if you're a returning attendee, welcome back! As a member of the LGBTQ+ community or as an ally, you have been instrumental in the progress we have gained together, and we're thrilled that you're here. We hope that you will enjoy this year's contemporary and innovative programming and take advantage over the next three days to build meaningful relationships with a diverse array of legal professionals.

While this is our signature event, it is just one facet of the transformative work the LGBT Bar accomplishes every day. In the last year, our staff and boards have worked tirelessly to improve the lives of our members and the greater LGBTQ+ community in a number of meaningful ways, including:

- **Leading the effort to ban gay and trans "panic" defenses.** The LGBT Bar works with lawmakers at the federal and state levels to prohibit the use of gay and trans "panic" defenses in the courtroom. Eight states have banned gay and trans "panic" defenses, New York being the most recent on June 30th, 2019, and legislation is pending in nine other states. On June 5th of this year, Senator Edward Markey (D-MA) and Congressman Joe Kennedy III (D-MA) introduced the Gay and Trans Panic Defense Prohibition Act to Congress.
- **Launching the inaugural LEAD Academy.** The LEAD (Legal Equality and Diversity) Academy provides training for LGBTQ+ and ally law students on legal equality and diversity with an overview of LGBTQ+ history, ongoing legal developments in the field, and information on how to implement positive change for the LGBTQ+ population in legal careers.
- **Implementing the first annual Law School Climate Survey.** The LGBT Bar invited all ABA-accredited law schools in the U.S. to complete a survey regarding each school's practices that specifically affect their LGBTQ+ students and used the data to record each school's nondiscrimination policies. 67 law schools in total responded to the survey. The LGBT Bar also provided a "campus climate toolkit" as a companion to the survey to help law schools create a more welcoming and non-discriminatory environment on campus.
- **Helping propel the Jury ACCESS/Juror Non-discrimination Act.** The United States Code currently prohibits discrimination of jurors in regards to race, color, religion, sex, national origin and economic status, but not sexual orientation or gender identity. This bill, which has been introduced at the federal level, would amend the current federal statute to include them in order to prevent jurors performing their civic duty from being ousted on those bases.

As we gather for another year of celebration, it is vital that we recognize the challenges and obstacles our community still faces. Policies devised explicitly to harm us, our families, and our friends have continued into 2019, and many of our community's landmark achievements are threatened. While the LGBT Bar is doing all that we can, your help is crucial to our success. Join our efforts by becoming a member, or join our very own Justice Council to receive VIP benefits while providing deeper support to our programming. We sincerely hope you'll join us in our pursuit of justice as we continue the fight for LGBTQ+ equality.

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The National LGBT Bar Association's Job Board connects employers and employees interested in LGBTQ+ diversity.

CONNECT WITH OTHER LEGAL PROFESSIONALS

Our member directories and events provide you with access to other legal experts who can solve legal questions and provide recommendations.

STAY UP TO DATE ON RECENT LGBTQ+ LEGAL NEWS

As a member, you will receive our LGBT Bar e-newsletter, news alerts, access to our exclusive call-ins, and invitations relevant to your region and practice area.



"The LGBT Bar has embraced and empowered me as a transgender lawyer and a

person. As a lawyer, the LGBT Bar has given me opportunities to advocate for LGBT rights and to network with other members. As a person, the LGBT Bar has given me enormous support on my journey and brought me many new friends and allies in our community."

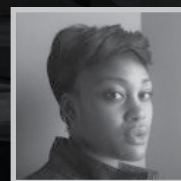
DANIELLE HEALEY, Senior Principal, Fish & Richardson P.C., Justice Council Member



"Since its founding 30+ years ago, the National LGBT Bar has fiercely advocated for

equality. It's one of the many reasons the LGBT Bar is such a remarkable and successful organization. Today, I'm so proud that—because of our work—legislatures are banning the use of the gay and trans "panic" defense, prohibiting the discriminatory exclusion of LGBTQ jurors, and repealing anti-LGBTQ parenting and adoption laws."

WESLEY BIZZELL, Senior Assistant General Counsel and Managing Director of Political Law & Ethics Programs, Altria Client Services LLC, President, National LGBT Bar Association



"Through its stalwart advocacy for LGBTQ+ equality, Lavender Law®

and as a vigilant steward of its resources, the National LGBT Bar is a home we can be proud of."

BENDITA CYNTHIA MALAKIA, Inclusion Manager, Americas, Hogan Lovells (US) LLP, Secretary, National LGBT Bar Association

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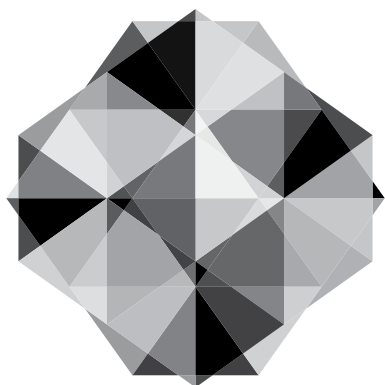
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Tulane Journal of LAW & SEXUALITY

A Review of Sexual Orientation and Gender Identity in the Law

Tulane Journal of Law & Sexuality

A Review of Sexual Orientation and Gender Identity in the Law

The Tulane Journal of Law & Sexuality is the official legal journal of the National LGBT Bar Association. First published in 1991, the Tulane Journal of Law & Sexuality is the first and only student-edited law review in the country devoted solely to covering legal issues of interest to the lesbian, gay, bisexual, and transgender community on a wide variety of subjects, including constitutional, employment, family, health, insurance, immigration, and military law. The Journal addresses these issues and more with theoretical and practical articles by academicians, practitioners, and students. This journal is published every year and has broad national and international circulation.

The Tulane Journal of Law & Sexuality considers the winner of the LGBT Bar's Annual Michael Greenberg Student Writing Competition for publication each year. This exciting competition is dedicated to encouraging and recognizing outstanding law student scholarship on legal issues affecting LGBTQ+ persons.

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The Journal also welcomes the submission of articles, essays, and book reviews at lawandsexjournal@gmail.com or by mail, addressed to the following:

LAW & SEXUALITY

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New Orleans, Louisiana 70118

THE NATIONAL LGBT BAR ASSOCIATION'S DAN BRADLEY AWARD

Past Dan Bradley Awardees

2018 | Lavender Law - New York City **Justice Rosalyn H. Richter**, Associate Justice, New York State Appellate Division First Department

2017 | Lavender Law 2017 - San Francisco, CA **Douglas Hallward-Dreimeir** and the Pro Bono team at Ropes & Gray LLP

2016 | Lavender Law 2016 - Washington, D.C. **Kevin Cathcart**, former Executive Director of Lambda Legal

2015 | Lavender Law 2015 - Chicago, IL **Mary Bonauto**, Director, Civil Rights Project, GLAD

2014 | Lavender Law 2014 - New York, NY **Evan Wolfson**, Founder and President, Freedom to Marry, Honorary Dan Bradley award presented posthumously to David Rosenblum, Legal Director, Mazzoni Center

2013 | Lavender Law 2013 - San Francisco, CA **James Esseks**, Director of Lesbian Gay Bisexual Transgender & AIDS Project, ACLU

2012 | Lavender Law 2012 - Washington, DC **Jennifer Levi**, Director of Transgender Rights Project, GLAD

2011 | Lavender Law 2011 - Hollywood, CA **Nancy Polikoff**, Professor of Law, American University Washington College of Law

2010 | Lavender Law 2010 - Miami Beach, FL **Jon Davidson**, Legal Director, Lambda Legal

2009 | Lavender Law 2009 - Brooklyn, NY **Dr. Frank Kameny**, one of the nation's first and foremost gay activists

2008 | Lavender Law 2008 - San Francisco, CA **Shannon Minter**, Legal Director, National Center for Lesbian Rights; Therese Stewart, Chief Deputy City Attorney, City of San Francisco

2007 | Lavender Law 2007 - San Francisco, CA **Patricia M. Logue**, Associate Judge, Circuit Court of Cook County

2006 | Lavender Law 2006 - Washington, DC **Urvashi Vaid**, Executive Director of the Arcus Foundation

2005 | Lavender Law 2005 - San Diego, CA **Arthur S. Leonard**, Professor of Law at New York Law School and author of Law Notes

The Dan Bradley Award is the National LGBT Bar Association's highest honor. It recognizes the efforts of members of the LGBTQ+ legal advocacy community whose work has led the way in our struggle for legal equality. Dan Bradley was the first chair of the American Bar Association Section of the Individual Rights and Responsibilities Committee on the Rights of Gay People. Bradley saw the law as a powerful instrument of social justice, and he believed that lawyers had an obligation to place their skills as advocates at the service of the least powerful among us.



Chai Feldblum received her JD from Harvard College of Law in 1985. After graduating, she clerked for Judge Frank M. Coffin on the U.S. Court of Appeals for the First Circuit, and then for Justice Harry A. Blackmun on the U.S. Supreme Court. Chai served as

Legislative Counsel to the AIDS Project of the American Civil Liberties Union from 1988 to 1990 while also leading a group of attorneys in drafting the Americans with Disabilities Act. In 1991, Chai began teaching at Georgetown University Law Center, where she founded the Law Center's Federal Legislation Clinic and served as the Center's Director. Chai also served as Legal Director for the Campaign for Military Service, which lobbied to overturn "Don't Ask Don't Tell." Additionally, she took the lead in drafting the Employment Non-Discrimination Act, legislation seeking to prohibit discrimination by employers on the basis of sexual orientation and gender identity.

In 2010, Chai made history as the first LGBTQ+ Commissioner of the Equal Employment Opportunity Commission (EEOC) after being nominated by President Barack Obama.

Any one of those positions would be impressive alone; together they are evidence of an illustrious career as a powerful force in the movement for equality. Chai Feldblum is a leader in our community and country. For these reasons and more, the LGBT Bar is privileged to present her with our highest honor - the Dan Bradley Award.

Please join us on **Wednesday, August 7th**, for an Awards Luncheon honoring **Chai Feldblum**, **2019's Dan Bradley Award recipient**, as well as our Leading Practitioners Award winners, **Tiffany L. Palmer** and **Fabiana Quaini**.

2004 | Lavender Law 2004 - Minneapolis, MN **Ruth E. Harlow**, former Legal Director of Lambda Legal Defense and Education Fund; Lead Counsel in the landmark case, *Lawrence v. Texas*

2003 | Lavender Law 2003 - New York, NY **Matthew Coles**, Director, ACLU National Lesbian and Gay Rights Project; Leslie Cooper, Staff Attorney, ACLU Lesbian and Gay Rights Project

2002 | Lavender Law 2002 - Philadelphia, PA **Kate Kendell**, Executive Director, National Center for Lesbian Rights, San Francisco, CA

2001 | Lavender Law 2001 - Dallas, TX **Phyllis Randolph Frye**, Transgender Activist and Civil Rights Leader, Houston, TX

2000 | Lavender Law 2000 - Washington, D.C. **Mark D. Agrast**, Legislative Director & Counsel to Rep. William H. Delahunt, Former NLGLA Co-Chair

1999 | Lavender Law 1999 - Seattle, WA **Hon. Stephen M. Lachs**, Los Angeles County Superior Court Judge

1998 | Lavender Law 1998 - Boston, MA **John Ward**, Founder & Former Executive Director of Gay & Lesbian Advocates and Defenders

1997 | Lavender Law 1997 - West Hollywood, CA **Abby Rubinfeld**, Rubinfeld & Associates, Nashville, Tennessee; Former Legal Director of Lambda Legal Defense & Education Fund

1996 | Lavender Law V - New Orleans, LA **Suzanne Goldberg**, Attorney for Lambda Legal Defense & Education Fund; Tom Stoddard, Former Executive Director of Lambda Legal Defense & Education Fund; Jeanne Winer, Trial Counsel for Plaintiffs in *Evans v. Romer*

1994 | Lavender Law IV-Portland, OR **William E. Adams, Jr.**, Nova University School of Law, Fort Lauderdale, FL

1992 | Lavender Law III - Chicago, IL **Sue Wilson**, Attorney for Sharon Kowalski

1990 | Lavender Law II - Atlanta, GA **Nan Hunter**, Professor, Brooklyn Law School; Former Head of Gay & Lesbian Rights Project, ACLU

The National LGBT Bar Association's Frank Kameny Award

The National LGBT Bar Association's Frank Kameny Award honors an individual who, though he or she does not have a J.D., has made extraordinary contributions to the fight for LGBTQ+ equality through the law. This award is dedicated to the memory of Frank Kameny, a tireless advocate for the LGBTQ+ community. The LGBT Bar is proud to present **Judy Shepard** with our 2019 Frank Kameny Award.



Judy is the mother of Matthew Shepard, who lost his life in a senseless murder motivated by homophobia and hate in 1998. Determined to prevent others from suffering Matthew's fate, Judy and her husband Dennis turned their grief into action and established the Matthew Shepard Foundation to carry on their son's legacy. The Foundation is dedicated to working toward the causes championed by Matthew during his lifetime: social justice, diversity awareness and education, and equality for gay, lesbian, bisexual, and transgender people.

Judy is the founding president of the Matthew Shepard Foundation Board of Directors and served as its executive director from 1999 to 2009. In her continuing role as board president, she travels across the United States speaking to audiences about what they can do both as individuals and as communities to create a more accepting world for everyone, regardless of race, religion, ethnicity, sex, gender identity and expression, or sexual orientation.

Judy was instrumental in championing the expansion of federal hate crimes legislation to include sexual orientation and gender identity. The Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act was first introduced in Congress in 2007 due to her diligent advocacy efforts, though it did not pass. In May 2009, she met with President Barack Obama, who promised he would help pass the legislation. On October 28 of that year, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act was signed into law. This law expands previous hate crimes legislation to include crimes motivated by a victim's actual or perceived gender, sexual orientation, gender identity, or disability.

Please join us on
Thursday, August 8th,
 for an Awards Luncheon honoring
Judy Shepard,
2019's Frank Kameny Award
recipient, as well as our
 Michael Greenberg, Student
 Leadership, and Best LGBTQ+
 Lawyers Under 40 Award winners.

In honor of Judy's steadfast service to the LGBTQ+ community, the National LGBT Bar Association is proud to recognize her as 2019's Frank Kameny Award recipient. Her unflagging efforts have effected change at the highest levels of government, and her work has had a lasting impact on the legal rights and lived experiences of the LGBTQ+ community.

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31st Annual Lavender Law[®] Conference and Career Fair

The Michael Greenberg Writing Competition was established in memory of Michael Greenberg, a former National LGBT Bar Association board member and Philadelphia attorney who died in 1996 from complications of HIV/AIDS. This exciting competition is dedicated to encouraging and recognizing outstanding law student scholarship on the legal issues affecting LGBTQ+ persons. Each year, the LGBT Bar receives dozens of submissions from law students on the cutting-edge legal issues affecting the LGBTQ+ community.

Congratulations to the winner and runners-up of the **2019 Michael Greenberg Student Writing Competition**. Please join us on **Thursday, August 8th**, for an Awards Luncheon honoring our **Michael Greenberg Award recipients**, as well as our Frank Kameny, Student Leadership, and Best LGBTQ+ Lawyers Under 40 Award winners.

— FIRST PLACE —

MATT KELLNER

Yale Law School

**“Queer and Unusual: Capital Punishment,
LGBTQ Identity, and the Constitutional Path Forward”**

— RUNNERS-UP —

ARIANA ABOULAFIA

University of Miami School of Law

**“The New John Lawrence: An Analysis of the
Criminalization of LGBTQ Homelessness”**

CHUQIAO “CHRIS” ZHAO

University of Notre Dame Law School

**“Happily (N)ever After?: Addressing Legal Barriers for
Same-Sex Parenting in the Post-Obergefell Era”**

We would like to extend our sincere thanks to the **Tulane Journal of Law & Sexuality**, whose editors judged this competition and are considering the awardees for publication.



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The Leading Practitioners Award is presented to honor an attorney or attorneys who have improved the lives of members of the LGBTQ+ community through outstanding legal work. Awardees demonstrate a longstanding commitment to providing legal services of a high quality to the LGBTQ+ community, including providing significant pro bono work or taking leadership roles in significant impact litigation for the benefit of LGBTQ+ individuals.

This year, we are proud to present the Leading Practitioners Award to **Tiffany L. Palmer** and **Fabiana Quaini**.

Tiffany L. Palmer has dedicated her legal career to the achievement of social justice and equality in the field of family law, adoption and assisted reproductive technology law. Her work has helped create major advances in the legal rights of LGBTQ families in Pennsylvania and New Jersey. Tiffany Palmer is a founder and shareholder in Jerner & Palmer, P.C., in Philadelphia, Pennsylvania. She has been counsel on a number of groundbreaking trial and appellate cases affecting the rights of LGBTQ parents as well as for those who conceive through assisted reproductive technologies. She was counsel in the Sherri Shepherd surrogacy case (*In Re Baby S*) in 2015, which held for the first time that surrogacy contracts are legally enforceable in Pennsylvania. In 2018, she argued before the Pennsylvania Supreme Court (*C.G. v. J.H.*) on issues related to expanding the definition of legal parent to protect the rights of same-sex co-parents. She has co-counseled one of the only cases nationally to recognize the child support obligations of non-biological intended parents before marriage equality (*LSK v. HAN*). Tiffany and her firm's strong commitment to pro bono service to the LGBT community is reflected in the many nationally significant cases they have handled. Tiffany also currently serves as the Director of the Family Law Institute®, a joint venture of the LGBT Bar and the National Center for Lesbian Rights. In 2002, Tiffany and Conference Co-Chair David Rosenblum founded the annual Lavender Law® Career Fair, now the largest annual minority group career fair in the country. In 2018, Tiffany received the "Justice in Action Award" from the Mazzone Center in Philadelphia for her legal work on behalf of LGBT rights. In 2014, Tiffany received the Rutgers University School of Law Mary Philbrook Public Interest Award for her case work and pro bono service on behalf of advancing the rights of LGBTQ families in Pennsylvania. Tiffany began her legal career in 1998 with a prestigious Equal Justice Works public interest fellowship, where she created a legal department at a new Philadelphia nonprofit (the Center for Lesbian and Gay Civil Rights, then Equality Advocates Pennsylvania). Ms. Palmer launched the Family Rights Project to provide direct legal services to low-income LGBT Pennsylvanians to mitigate the consequences of the legal non-recognition of their relationships. In May 2019, Tiffany won the Philadelphia Primary Election for Judge of the Court of Common Pleas and is the Democratic Party nominee for the November 2019 General Election.

Fabiana Quaini is an attorney in Argentina who has maintained a family law practice for over 34 years, with offices in Buenos Aires and Mendoza. Her legal career is characterized by her passion, zeal and commitment to make laws reflect the reality of her clients' lives. The global scope of Fabiana's practice sets her apart from other practitioners. Her firm was the first to achieve a decision on international adoption and surrogacy in Argentina, recovered an abducted child from China in a case with no precedents, and is a leader in Argentina in the civil and criminal aspects of international child abduction, in both Hague and non-Hague countries. Fabiana is currently representing two fathers before the Argentina Supreme Court who are suing to win recognition of their parental rights. Fabiana is a member of International Academy of Family Lawyers, Academy of Adoption & Assisted Reproduction Attorneys, ReUnite, and the LGBT Bar. This past March, Fabiana organized the first, historic meeting of LGBTQ+ family law attorneys in Latin America. The "FLI Latin America" meeting was a huge success, with twenty-two attorneys participating from 6 countries.

Please join us on **Wednesday August 7th**, for an Awards Luncheon honoring **Tiffany L. Palmer** and **Fabiana Quaini**, **2019's Leading Practitioners Award recipients**, as well as our Dan Bradley Award winner, Chai Feldblum.

STUDENT LEADERSHIP AWARDS

Chan Tov McNamarah is a 2019 graduate of Cornell Law School, from Kingston, Jamaica. At Cornell, Chan Tov served on the Cornell Law Review, Cornell International Law Journal, and the Moot Court Board. He is also a monthly contributing writer for the LGBT Bar Association of New York's LGBT Law Notes. Before law school, he received his B.A. from Franklin and Marshall College. This fall, Chan Tov will begin his legal career at Davis Polk & Wardwell LLP's New York office.

While in law school, Chan Tov devoted his time to writing on topics including Title IX protections for queer youth, the effect of LGB identity on judicial decision-making, as well as how prejudice against sexual minorities affects trials. His writing has been published or is forthcoming in the Cornell Law Review, Cornell International Law Journal, and the Dukeminier Awards Journal. The Cornell Law faculty awarded his forthcoming Law Review Note, *On the Basis of Sex(ual Orientation and Gender Identity): Bringing Queer Equity to School with Title IX*, the Herbert R. Reif Prize — granted to the student Note

best exemplifying “skillful and lucid use of the English language in writing about the law.” In addition, a paper of his on anti-queer bias amongst jurors won the Williams Institute's Jeffrey S. Haber Prize, annually granted to the best student writing on sexual orientation and gender identity law. In his spare time Chan Tov enjoys fly-fishing and cooking Jamaican cuisine.

The National LGBT Bar Association

congratulates winners **Chan Tov McNamarah** and **Candelario Saldana** for their dedication and contributions to the LGBTQ+ community. Please join us on **Thursday August 8th**, for an Awards Luncheon honoring them as well as our Frank Kameny, Michael Greenberg, and Best LGBTQ+ Lawyers under 40 Awards winners.

Candelario Saldana graduated from the University of Utah with B.A. degrees in Political Science and Gender Studies. While at Utah, he held several leadership roles within the Lowell Bennion Community Service Center. As Campus AIDS Project Director at Utah, he designed and implemented

awareness campaigns, organized speaker events, and oversaw successful fundraising efforts. He also served on the Executive Board for the LGBTQ organization on campus. He recently graduated from the University of Miami School of Law. He graduated Cum Laude, received the Outstanding Graduate Student Award at the University of Miami's Lavender Celebration, received honors for his pro bono work during law school, and received the Outstanding 3L Hope Community Service Challenge Award for having the highest community service hours in his class (an award he also received in 1L year).

During his time at Miami Law, Candelario participated in an alternative spring break program at the Mississippi Center for Justice in Jackson, working on immigration and food stamp issues. During his 1L summer, he was a legal intern at New York Legal Aid's Immigration Unit, working with unaccompanied minors. As a second year, he participated in the Immigration Clinic and served on the Race and Social Justice Law Review, International Moot Court, and as Social Chair of OUTLaw. He was awarded runner-up in the Michael Greenberg Writing Competition for his case note on the effects that Trump's decision to end DACA has on LGBTQ+ dreamers. As a third-year law student, he was the President of OUTLaw, a Fellow for the Immigration Clinic, and served on the Race & Social Justice Law Review. As President of OUTLaw Candelario helped establish a fund at the school to continue supporting other LGBTQ+ and ally students in attending Lavender Law. He successfully raised over \$10,000 during the last two months of his time at Miami Law. Candelario also served on the National LGBT Bar Association's Student Congress as Vice Chair for the Florida and Puerto Rico Region. Candelario will be joining Cadwalader, Wickersham & Taft LLP in their Capital Markets group in Charlotte, North Carolina.

The National LGBT Bar Association is proud to announce the recipients of its annual **BEST LGBTQ+ LAWYERS UNDER 40 AWARD**. The LGBT Bar established this award to recognize LGBTQ+ legal professionals under the age of 40 who have distinguished themselves in their field and who have demonstrated a profound commitment to LGBTQ+ equality.

Congratulations to 2019's winners:

BETH BALTIMORE

Senior Staff Attorney
Brooklyn Legal Services
Brooklyn, NY

LISA BEANE

Associate
Robins Kaplan LLP
Minneapolis, MN

ARLI CHRISTIAN

State Policy Director
National Center for
Transgender Equality
Washington, DC

ALEXANDER CHEN

Equal Justice Works
Fellow
National Center for
Lesbian Rights
San Francisco, CA

MATTHEW COOK

Securities Attorney
U.S. Federal
Government
Washington, DC

CONNOR CORY

Immigration Staff
Attorney
Whitman-Walker Health
Washington, DC

MIEKO FAILEY

Director of Legal
Services
The LGBTQ Center of
Long Beach
Long Beach, CA

SALLY FISHER CURRAN

Executive Director
Volunteer Lawyers
Project of Onondaga
County, Inc.
Syracuse, NY

NELLIE FITZPATRICK

Attorney
Laffey, Bucci & Kent,
LLP
Philadelphia, PA

CARL FRAZIER- SPARKS

Senior Associate
Counsel
Walmart Inc.
Bentonville, AR

JAMES FREDERICK

Corporate Counsel -
Employment, Fry Cook
& Cashier
Raising Cane's USA,
LLC
Dallas, TX

SHARITA GRUBERG

Director of Policy,
LGBT Research and
Communications
Project
Center for American
Progress
Washington, DC

DUSTIN GUZIOR

Partner
Sullivan & Cromwell LLP
New York, NY

BARY W. HAUSRATH

Attorney
The Law Office of Bary
W. Hausrath, PLLC
Richmond, VA

MIKE JACKSON

Director & Employee
Relations Counsel
Target Corporation
Minneapolis, MN

ALEXIA KORBERG

Associate
Paul, Weiss, Rifkind,
Wharton & Garrison LLP
New York, NY

EUNICE C. LEE

Co-Legal Director
Center for Gender &
Refugee Studies
San Francisco, CA

EMILY LOEB

Partner
Jenner & Block LLP
Washington, DC

VIREN MASCARENHAS

Partner
King & Spalding LLP
New York, NY

GLORIA MELUNIS

Staff Counsel
PNC Financial Services
Group, Inc.
Philadelphia, PA

LEONIDAS MIRAS

Help Desk Attorney
Lambda Legal
Los Angeles, CA

MARIAH PASSARELLI

Member
Cozen O'Connor
Pittsburgh, PA

DERRICK PETIT

Associate
Wiley Rein LLP
Washington, DC

CASEY PICK

Senior Fellow for
Advocacy and
Government Affairs
The Trevor Project
Washington, DC

FITZANN REID

Securities Attorney
U.S. Federal
Government
Philadelphia, PA

ETHAN RICE

Senior Attorney, Fair
Courts Project
Lambda Legal
New York, NY

DANIEL RUBENS

Partner
Orrick, Herrington &
Sutcliffe LLP
New York, NY

MICHAEL A.

SABELLA
Associate
Baker & Hostetler LLP
New York, NY

JEREMY R. SANDERS

Appellate Counsel
United States
Department of Justice
Criminal Division, Fraud
Section
Washington, DC

SAM SCHWARTZ- FENWICK

Partner
Seyfarth Shaw LLP
Chicago, IL

ERIKA SHAO

Partner
Gordon Rees Scully
Mansukhani, LLP
Los Angeles, CA

C. SEAN SPIVEY

Senior Associate
Hogan Lovells US LLP
Washington, DC

ANDREW STA. ANA

Director of Legal
Services
Day One
New York, NY

BARRY G. STRATFORD

Counsel
Perkins Coie LLP
Phoenix, AZ

ALEXANDER TOUMA

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Partner
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Salt Lake City, UT

JAIME WOJDOWSKI

Lead Human Rights
Officer/Investigator
District of Columbia
Office of Human Rights
Washington, DC

SEAN J. YOUNG

Legal Director
ACLU of Georgia
Atlanta, GA

Please join us on **Thursday August 8th**, for an Awards Luncheon honoring our **40 Under 40 Award recipients**, as well as our Frank Kameny, Michael Greenberg, and Student Leadership Award winners.



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& NEBEKER

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Since 2014, **OUT at Drinker** (our firm's LGBTQ
affinity group) has been focused on recruiting,
retaining and empowering LGBT attorneys.
In that spirit, we salute all attending this week's
Lavender Law Conference & Career Fair
and look forward to engaging in new
and productive dialogues.

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Dorothy E. Bolinsky and Andrew B. Joseph, Partners in Charge of the Princeton and Florham Park, N.J., offices, respectively.

The National LGBT Bar Association's Corporate Counsel Division is comprised of professionals, both nationally and internationally, working to address the specific needs of the LGBTQ+ legal community within the corporate sphere. The group organizes networking events, presents awards, and develops best practices for companies large and small as they relate to LGBTQ+ issues.

The Corporate Counsel Division offers sponsors and invited guests the opportunity to network at these various events, including the LGBT Bar's signature Out & Proud Corporate Counsel Award Reception series. Additional networking opportunities exist with programs held in conjunction with the LGBT Bar's annual conference, Lavender Law®, featuring corporate counsel and law firm speed interviews, a top sponsor/corporate counsel brunch, networking dinners, and the Corporate Counsel Institute.

Are you in-house counsel and interested in becoming more involved? Join the LGBT Bar's Corporate Counsel Division. Benefits include: inclusion in discussion year-round with LGBTQ+ and ally corporate counsel through our online community platform, listing in the LGBT Bar's Corporate Counsel Directory, and inclusion in programming created by and geared towards in-house counsel.

Corporations are leading the fight for LGBTQ+ equality - **join us!**



WASHINGTON, DC 2019 | Wesley D. Bizzell, *Senior Assistant General Counsel, Managing Director of Political Law and Ethics Programs, Altria Client Services LLC and Jesse Ryan Loffler, Member, Commercial Litigation, Cozen O'Connor P.C.*



DALLAS, TX 2019 | Ellen Farrell, *Vice President and Deputy General Counsel, Toyota Motor North America, Inc.*



NEW YORK, NY 2018 | Greg Todd, *Managing Director and Associate General Counsel, Bank of America Merrill Lynch*



MIAMI, FL 2018 | Brian Friedman, *Director, Litigation and Regulatory Counsel, JetBlue Airways Corporation*

The **LGBT Bar's** **LEAD ACADEMY** *Training LGBTQ+ and ally law students on Legal Equality And Diversity*

Hosted by inaugural sponsor Reed Smith LLP



Law students from around the country came early to the LGBT Bar's Annual Conference & Career Fair to attend the LGBT Bar's Inaugural LEAD Academy. This innovative new academy provided engaged LGBTQ+ and ally law students with the tools they need to create change in and through the legal profession.

Our stellar faculty provided students with an overview of LGBTQ+ history, the legal developments in the ongoing LGBTQ+ rights movement, and advice on how

to implement a commitment to LGBTQ+ equality in a legal career at a solo, small/medium, or large firm, as in-house counsel, in a government position, or in impact litigation. Students built lasting connections with each other, and with the experienced legal professionals who lead the Academy.

Thank you to our wonderful students and faculty who made this exciting new program possible, and thank you to our inaugural sponsor Reed Smith LLP!



Jon W. Davidson,
Freedom For All Americans



Leonore F. Carpenter,
Temple University Beasley School of Law



Miriam Edelstein,
Reed Smith LLP



Dru Levasseur,
The National LGBT Bar Association



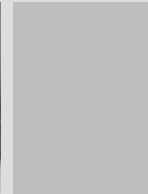
Angela Lim,
Grasshopper Ventures



The Honorable Larnzell Martin, Jr.,
Senior Judge, Maryland Judiciary



Tiffany Palmer,
Jerner & Palmer, P.C.



Mariano Reyna,
Assistant State's Attorney, Cook County, IL



Alan York,
Reed Smith LLP

Learn more at **LGBTbar.org/leadacademy**





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(Of Counsel, Dallas)



Sarah P. Chiang
(Associate, Washington, D.C.)



Patrick F. Clark
(Shareholder, Atlanta)



Earl E. DeBrine, III
(Associate, Raleigh)



Tiaundra M. Foster
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2019 LAVENDER LAW SCHEDULE

Name Badges Required for Entry to All Events

29

Tuesday, August 6

4:00pm - 7:30pm

SPONSOR AND ATTENDEE CHECK-IN

Grand Ballroom Foyer, Level 5

Wednesday, August 7

7:30am - 5:30pm

SPONSOR AND ATTENDEE CHECK-IN

Grand Ballroom Foyer, Level 5

7:45am - 9:00am

COMMUNITY BUILDING WORKSHOPS

12 Step/Recovery Meeting

Room 401

LGBT Bar Affiliates' Problem Solving Work Session: Programs, Events, and Fundraising

Franklin 9

This workshop will discuss programming, law student engagement, event planning and execution, and fundraising techniques and strategies for affiliates of the LGBT Bar.

Speakers: Gavin Alexander (*Ropes & Gray LLP*), Jessica Hernandez (*MayesTelles PLLC*), Judi O'Kelley (*National LGBT Bar Association*)

9:00am - 10:30am

GENERAL ATTENDANCE SESSION ONE ELECTION 2020

Salon G, H, I, J, K, L

Six years ago, the Supreme Court struck down a key provision of the Voting Rights Act and eliminated Department of Justice preclearance of voting law changes in states with a history of discrimination. Now, in the leadup to the 2020 elections, this expert panel will examine the current state of voting rights in America. Our panel will assess ongoing examples of gerrymandering and voter suppression, with lawyers on the front lines of voter protection sharing briefings and insights on legal challenges such as *Fish v. Kobach*, *Fair Fight Action v. Georgia State Election Board*, and *North Carolina v. Dowless*, as well as the federal legislative response to *Shelby County* and recent cases in state and federal courts, from Kansas and Ohio to Georgia and North Carolina. We will address the critical role of lawyers in educating voters and helping to protect voters' ability to register, cast a ballot, and have their votes counted on election day. The panel will also address issues surrounding the 2020 Census, the citizenship question, and the impact of the Census on the future of American democracy.

Speakers: Brian Castro (*House Financial Services Committee*), Leigh Chapman (*The Leadership Conference on Civil and Human Rights*), Sean Young (*ACLU of Georgia*)

10:30am - 12:15pm

VIP & CORPORATE COUNSEL BRUNCH

Salon E

By invitation only.

10:45am - 12:15pm

CONCURRENT SESSION A

No License to Discriminate

Franklin 7

As courts continue to broaden their interpretation of sex discrimination to include protections for LGBTQ people in key aspects of daily life and states and cities expand civil rights protections to explicitly include LGBTQ people, we are seeing a direct attack on LGBTQ rights in the name of freedom of religion. While freedom of religion protects the right to both believe in and act on religious beliefs, that freedom is not a license to discriminate against or otherwise harm others. Not only is the Trump Administration attempting to make it easier for people to discriminate based on their personal beliefs, the Supreme Court's narrow, case-specific holding in *Masterpiece Cakeshop* left several critical questions open around whether for-profit businesses have the constitutional right to refuse service to LGBTQ customers based on the religious beliefs of the business' owners. This panel will cover how federal courts have ruled more and more that the prohibitions against sex discrimination include protections for LGBTQ individuals, as well as the future of this given that the Supreme Court has taken up these questions and will either confirm or upend years of precedent. We will also discuss potential Congressional action on this issue and the battles being waged in the name of religion to roll back said protections. The panel will also discuss how a progressive reading of corporate law principles, and in particular corporate separateness, may provide courts with an alternative route for resolving the constitutional questions presented in cases where businesses claim exemptions from anti-discrimination laws.

Speakers: Sunu Chandy (*National Women's Law Center*), Diana Flynn (*Lambda Legal*), Kent Greenfield (*Boston College Law School*), Sharita Gruberg (*Center for American Progress*), Daniel Rubens (*Orrick Herrington & Sutcliffe LLP*)

Future Directions for LGBTQ Law Reform

Franklin 8

This panel is centered around themes raised in Professor Libby Adler's thought-provoking recent book, *Gay Priori* (Duke University Press 2018), bringing together academics and practitioners to engage in a conversation about future directions of LGBTQ law reform. In her book, Adler explores the tension between focusing advocacy on a limited set of legal issues, affecting core constituencies of the movement, and broadening the scope of legal reform while encompassing marginalized communities. She offers a critique of mainstream LGBTQ legal agendas and suggests a redistributive approach to expand the



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We applaud the National LGBT Bar Association and Foundation for its continuous efforts to promote diversity in the legal field.

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law reform agenda. The panel will engage with Adler's critique and suggestions and explore avenues of legal reform.

Speakers: *Libby Adler (Northeastern University), Aziza Ahmed (Northeastern University School of Law), Lee Carpenter (Temple University Beasley School of Law), Mary Anne Case (University of Chicago Law School), Claudia Haupt (Northeastern University School of Law), Chase Strangio (American Civil Liberties Union - LGBT & HIV Project)*

Basic Vocabulary, Resources, and Information about and for Non-Binary, Intersex, and Gender Non-Conforming Lawyers

Franklin 9

Improving inclusion around gender in our law schools, firms, or other organizations means knowing best practices for supporting individuals who are transgender, are gender non-conforming, or identify as a gender other than female or male. Participants in this interactive workshop will develop and refresh their knowledge of gender inclusion issues. They will leave with a toolbox of concrete ideas and resources to help make their school, firm, or organization safer and more welcoming, and a greater ability to lead their office in identifying and addressing these issues.

Speakers: *Celeste Fiore (Argentino Family Law & Child Advocacy, LLC), Remy Green (Cohen&Green P.L.L.C.), Andy Izenson (Diana Adams Law & Mediation, PLLC)*

After Pena-Rodriguez: Recent Cases on Anti-LGBT Jury Bias

Franklin 6

This panel will provide an overview of recent cases regarding anti-LGBT juror bias. From concerns about the limits placed on voir dire to the discovery of jury bias after a verdict or sentence has been entered, a number of recent cases have addressed bias against LGBT litigants. Panelists will focus on the case of Charles Rhines, a gay man currently on death row in South Dakota. Significant evidence in his case indicates the sentencing jury chose the death penalty over life without parole because of Mr. Rhines's sexual orientation. This case has been at the U.S. Supreme Court twice in the last two years on a petition for writ of certiorari. The panelists will discuss the application of *Pena-Rodriguez v. Colorado* to this case. This panel will also address the limits that courts can place on questioning potential jurors regarding anti-LGBT bias, focusing on a case currently on appeal in Michigan, *People v. Six* and the Eleventh Circuit's decision in *Berthiaume v. Smith et al.* The panel will touch on other issues surrounding LGBT-related jury bias, including how to address both express and implicit bias during jury selection and challenging the discriminatory use of peremptory strikes.

Speakers: *Randy Katz (U.S. Department of Justice), Judi O'Kelley (National LGBT Bar Association), Ethan Rice (Lambda Legal), Ria Tabacco Mar (American Civil Liberties Union)*

Administrative Law: The Lawyer's Tool for Government Action

Franklin 10

Administrative law is a helpful tool for clients and advocates to move national policy. You might wonder, "how can administrative law help?" But the Administrative Procedure Act (APA), the law around how the government creates regulations, is a useful tool for achieving policy and client goals through the regulatory process. The last year has shown that these tools are only becoming more important in advancing good policy and fighting off bad policy. If a client or colleague asks in outrage, "Can the federal government do that?", the answer is often found in administrative law. Our workshop aims to give attendees an inside look on how rulemaking gets done and the tools to defend against improper or unjust government actions. We will use examples drawn from three key policy areas (housing, health care and energy/natural resources) and from work on behalf of LGBT organizations to show how a deep knowledge of administrative law can make the difference between winning and losing. The workshop will begin with a brief overview of the nuts-and-bolts of rulemaking and a discussion of administrative law tools that are at the lawyer's disposal. The workshop will move to case studies in which attendees will be asked to use those tools to find creative ways to win their case or achieve their client's goal. The workshop will focus on federal administrative law but will touch on ways to use similar weapons in changing state and local policy.

Speakers: *Andrew Furlow (Hogan Lovells (US) LLP), Barbara Jones (AARP Foundation), Zachary Launer (Hogan Lovells (US) LLP), Samuel Pearson-Moore (U.S. Department of Housing and Urban Development), Judge Kristin Rosi (California Department of Insurance)*

What Do You Mean My HIV Prevents Me From Serving My Country?

Franklin 5

People living with HIV are currently not permitted to enlist, deploy overseas or commission as officers in the U.S. Armed Services. These discriminatory policies are rooted in a lack of understanding and acceptance of current science about HIV, its transformation into a chronic manageable condition and the latest prevention tools, including treatment as prevention (Undetectable=Untransmittable/U=U). In May 2018, Lambda Legal, OutServe-SLDN and Winston & Strawn filed the first of three lawsuits aiming to transform the military's approach to the service of people living with HIV. This past February, a federal court in Virginia enjoined the Air Force from separating Service Members based on their HIV status with a 55-page opinion finding a likelihood of success on all of the plaintiffs' claims. At the same time, efforts are underway to put pressure for change on the Department of Defense through Congress. Come hear about the strategy of this impact litigation

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PROUD

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campaign and policy push and get the latest hot-off-the-presses news about the efforts to move the military's HIV-related policies into the 21st century.

Speakers: Julie Bauer (Winston & Strawn LLP), Peter Perkowski (OutServe-SLDN), Matthew Rose (Health Gap), Scott Schoettes (Lambda Legal)

Breaking ID Barriers: Progress in ID Policy Work and Litigation

Franklin 11

Identity document policies have continued to improve over the last year, making it possible for transgender and nonbinary people to obtain accurate gender markers in their identification documents. New laws have been enacted and courtroom victories have been achieved, making it possible for people to obtain identity documents consistent with who they are. Some states now have gender neutral options on IDs, and medical requirements are slowly being eliminated. Come hear from lawyers and advocates about the new gold standards for ID policies. These advocates will discuss the administrative/regulatory progress in ID policy as well as the latest courtroom strategies for tearing down the gender identification policies of the past. Participants will join in a discussion on our collective work to make accurate IDs accessible for all people.

Speakers: Arli Christian (National Center for Transgender Equality), AC Dumlao (Transgender Legal Defense & Education Fund, Inc.), Dru Levasseur (National LGBT Bar Association), Emily Walpole (LGBT Bar Law Student Congress Chair)

A Comparative Discussion on the Intersectionality of American, Civil and Islamic Jurisprudences and its Impact on Everyday Life

(Sponsored by VERMEG)

Franklin 12

Intersectionality of different cultures and religious groups can help us to better understand and challenge inequality in today's society, including in the workplace and at home. This presentation will be an open discussion on life, work, family and social interaction within the Islamic, Christian, Judeo and Secular World, led by anti-discrimination advocates in the legal, corporate and academic fields. The panel will share examples of how American, Civil and Islamic law has impacted each speaker's respective personal and professional life, as well as discuss suitable strategies of how the law can reduce inequality in society to benefit the most vulnerable. The panel will also discuss the role of these religious histories and their impact on societal norms and discrimination.

Speakers: Jaleelah Abdulai (Drexel University Thomas R. Kline School of Law), Imam Daayiee Abdullah (MECCA Institute), Adeel Mangi (Patterson Belknap Webb & Tyler LLP), Badreddine Ouali (Vermeg SARL), Alfred Zaher (Montgomery McCracken Walker & Rhoads LLP)

Redefining Intimate Partner Violence & Sexual Violence for Trans, Queer & HIV-Affected Communities

Room 411

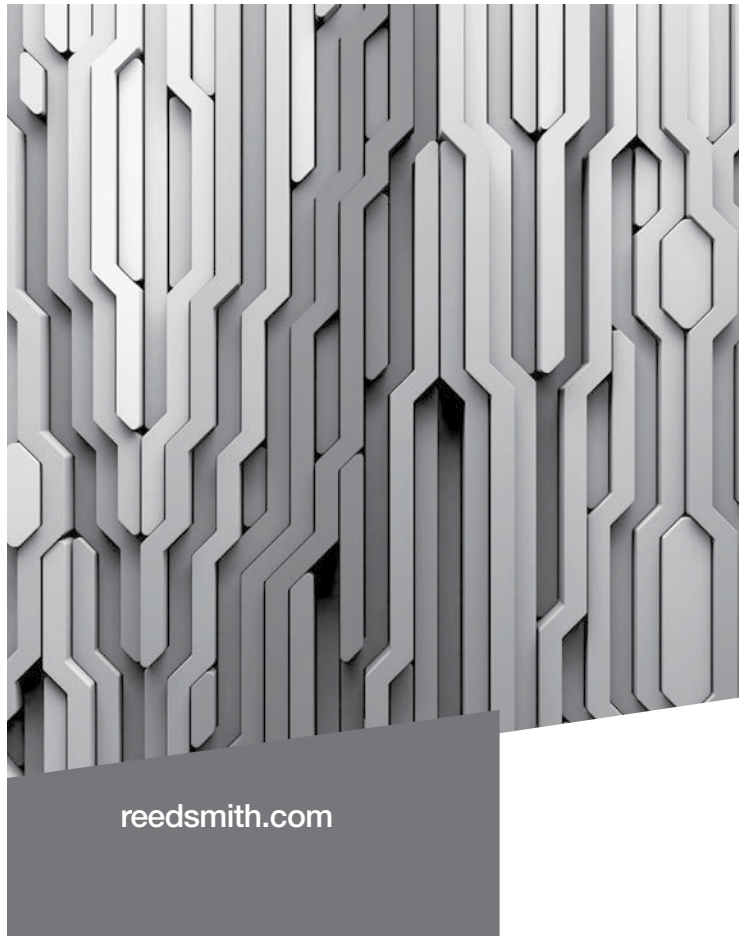
This workshop explores how intimate partner violence (IPV) and sexual violence (SV) are exacerbated by anti-LGBTQ discrimination. We look at unique risk factors for queer and trans people, and how resources that traditionally support IPV and SV survivors, like protective orders, emergency housing, and law enforcement, operate as barriers due to systemic discrimination and bias. We examine how decriminalization of HIV, syringe use, and sex work are related strategies that also lower the risk of intimate partner violence and sexual violence for transgender people, who often sit at the intersection of criminalized identities and are more vulnerable to violence as a result. We look at how criminal defense issues overlap with LGBTQ intimate partner violence and sexual violence. We will also present the view from the bench. We consider strategies to address IPV and SV, including prevention, resource barrier reduction, response by service providers, research and policy agendas.

Speakers: Hon. Christopher R. Bowen (Superior Court of California, County of Contra Costa), Mieko Failey (LGBTQ Center Long Beach), Amily McCool (Scharff Law), Hema Sarang-Sieminski (Victim Rights Law Center), Ames Simmons (EqualityNC)

LGBTQ Sex Workers and the Criminal Law

Room 412

This workshop will discuss laws that criminalize sex work and their impact on LGBTQ people, with a focus on transgender women, LGBTQ people of color, and LGBTQ homeless youth. LGBTQ communities are disproportionately impacted by the criminalization of sex work. Criminalization takes many forms, including street-based policing, law enforcement crackdowns on online platforms, and targeting sex work as part of federal anti-trafficking efforts. Since Congress passed SESTA-FOSTA in 2018, online platforms have been shut down, leading many sex workers to return to street-based work and increasing vulnerability to arrest, violence, and exploitation. Moreover, criminalization affects the health of sex workers. Research demonstrates that decriminalization of sex work would have the greatest impact for averting HIV infections among sex workers. The workshop will include an update on and policy recommendations from a research project conducted by Georgetown Law's O'Neill Institute, Whitman-Walker Health, and HIPS, which explores the impact of laws and policies on sex workers in Washington, DC and their access to health care and social services. The panel will discuss advocacy efforts around sex work decriminalization. We will discuss the activities of the Sex Worker Advocates Coalition (SWAC) in DC and Decrim NY in New York State. SWAC pushed for the introduction of a ground-breaking bill in 2017 that would decriminalize consensual sexual commercial transactions between adults in DC, and SWAC continues to advocate for this legislation. Decrim



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NY is working with New York State legislators to introduce a bill to rewrite the state's penal code to decriminalize sex work.

Speakers: Sean Bland (O'Neill Institute for National and Global Health Law, Georgetown University Law Center), Benjamin Brooks (Whitman-Walker Health), Richard Saenz (Lambda Legal), Tristan Sullivan-Wilson (HIPS)

12:30pm - 1:45pm

AWARDS LUNCHEON: DAN BRADLEY AWARD AND LEADING PRACTITIONER AWARDS

Salon G, H, I, J, K, L

2:00pm - 3:30pm

CONCURRENT SESSION B

LGBTQ Youth Homelessness: Strategies for Reducing over-Representation and Addressing Systemic and Day-to-Day Legal Challenges

Franklin 5

LGBTQ youth make up forty percent of youth experiencing homelessness. This staggering disparity is fueled by a complicated mix of factors, including societal stigma and bias, family rejection, poverty, racism, and non-affirming child welfare systems, among others, and disproportionately impacts youth from low income families and youth of color. Once youth are pushed out of home, they face numerous legal challenges. Accessing health care, discrimination by service providers, and criminalization are a few on the long list. This panel will address the following questions: What are the laws that protect LGBTQ youth experiencing homelessness? How can the direct service providers, nonprofits and private law firms partner together to protect youth and stem the pipelines into homelessness? Participants will learn about existing research and data, review available resources, discuss promising collaborations, and brainstorm ways to do more to assist some of the most vulnerable members of our community through direct service, impact litigation, and legislative/regulatory policy.

Speakers: Currey Cook (Lambda Legal), Daniele Gerard (Children's Rights), Justin Rush (True Colors United, Inc)

An Exploration of anti-LGBTQ Biases in the Criminal Justice System

Franklin 6

This workshop will explore biases in the criminal justice system associated with same gender and/or same sex criminal offenders and victims of crimes. The panel will examine and discuss the difficulty in prosecuting domestic violence cases in the LGBTQ+ community. The panel discussion will begin with a case study that will detail the investigation and trial of a lesbian who killed the woman she claimed to love. The victim was packing her belongings to leave the defendant on the day she was murdered, but like many victims of domestic violence, she never made it out the door. Unlike in cases involving other domestic violence

victims, the killer was not held fully responsible for her murder. The panel will also explore the different difficulties and unique challenges that same-sex/LGBTQ+ victims face when navigating the criminal justice system including past experiences with police/law enforcement, not being believed due to LGBT+ identity, lack of LGBT+ specific resources, and other roadblocks that LGBT+ people face when participating in the criminal justice system. The panel will also discuss ways practitioners can better serve LGBT+ people including victims, witnesses, and defendants.

Speakers: Krista Peterson (Cook County State's Attorney's Office), Gavin Quinn (Cook County State's Attorney's Office), Bianca Scherr (Manhattan District Attorney's Office)

Protecting LGBTQ Lives By Restoring the Rule of Law to the US Immigration System

Franklin 7

Despite record low levels of unauthorized border crossings, immigration enforcement spending is at historic highs. Alongside the exponential growth in apprehension, detentions, and deportations, there has been a decline in basic protections for the health and safety of immigrants in federal custody, alarming rates of sexual abuse and death in detention, a massive immigration court backlog, and other questionable as well as illegal practices that make a mockery of the due process rights of immigrants and the US's treaty obligations. Hear from attorneys representing LGBTQ immigrants about the ways our immigration system's departure from the rule of law directly threatens LGBTQ lives and concrete solutions.

Speakers: Anna Cabbot (Center for Gender and Refugee Studies), Aneesha Gandhi (National Immigrant Justice Center), Sharita Gruberg (Center for American Progress), Rachel Kafele (Oasis Legal Services), Aaron Morris (Immigration Equality)

Innovative Approaches to Deepen and Enhance Law Firm/In-House Relationships

(Sponsored by Shell Oil Company)

Franklin 8

The practice of law remains a challenging environment for both law firms and in-house counsel teams, with ever-increasing efficiency and productivity goals running up against consistently high expectations for excellent legal services. To succeed in this environment, stakeholders must harness a range of innovative approaches to deepen and enhance the nature and characteristics of law firm/in-house relationships. Both law firm practitioners and in-house lawyers will benefit from this panel discussion of effective and cutting-edge uses of secondments, partnerships on social responsibility and social impact causes, mentorship collaborations, and other approaches to deepening the inside/outside counsel relationship.

Speakers: Iveliz Crespo (City of Philadelphia Law Department), Virginia Essandoh (Ballard Spahr LLP), Joseph Schuster (Goldman Sachs), Ronald Vaske (Ballard Spahr LLP), Jacob Westlund (Ballard Spahr LLP)

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2019 LAVENDER LAW SCHEDULE

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A Comprehensive Look at Transgender Equality in the Workplace

Franklin 9

The workshop will start with an analysis of the current state of Title VII as it relates to transgender employees in the workplace, including an insightful discussion of the Department of Justice's current position on, and the EEOC's current application of, Title VII regarding transgender employees. Our speakers will review the case of R.G. & G.R. Harris Funeral Homes, Inc. v. EEOC and the pending petition for a writ of certiorari to the United States Supreme Court, including the Department of Justice's brief in opposition to the petition as well as the amicus briefs filed by Attorney Generals/Governors of 16 states. We will conclude our analysis of the law with a brief look at state employment nondiscrimination laws. Following this legal analysis, we will provide a defense practitioner's perspective as to what employers can do to make the workplace more inclusive and in compliance with current federal laws, including policies and practices that employers can institute and/or update. Our plaintiff-side speakers will then discuss how to present a compelling Title VII case on behalf of a transgender employee, which defense attorney Rizzo will counter using defensive strategies that plaintiff's attorneys should be aware of when prosecuting their cases.

Speakers: Sharon McGowan (*Lambda Legal*), Jill Rose Quinn (*Jill Rose Quinn Attorney and Counselor at Law*), Vincent Rizzo (*Hinshaw & Culbertson LLP*)

Moving the Legislative Ball on HIV Criminalization Reform at the State Level

Franklin 10

A growing national consensus exists that criminal laws based on a person's HIV status run contrary to public health efforts to increase HIV testing and prevent new transmissions. As the case against the HIV criminalization laws has been built, advocates have begun engaging in reform efforts at the state level. This discussion will explore the work taking place at the state level on this subject, with a particular focus on the recent changes to California, North Carolina and Michigan, as well as current efforts to pass reform bills in Indiana and Florida. Participants will explore the scientific and public health arguments against these laws, the role social science research is playing in these legislative efforts, the strategic choices made while lobbying a reform bill, and the importance of the meaningful involvement of people living with HIV and other stakeholders, such as sex workers, in the reform process. The session will also discuss the implications of treatment as prevention (Undetectable=Untransmittable/U=U) and the problem of reinforcing the "viral divide" if reform is not accomplished in a way that addresses the root problem of punishing health status, rather than the inability to obtain or fully benefit from treatment.

Speakers: Ronda Goldfein (*AIDS Law of Pennsylvania*), Tami Haught (*The SERO Project*), Anthony Pinggera (*Lambda Legal*)

The Right to Parent: Advanced LGBTQ+ Family-Building & Assisted Reproductive Technology

Franklin 12

This workshop at Lavender Law will explore a variety of LGBTQ+ issues in family law and the ways that recent legal and technological developments have impacted, and will impact, the rights of LGBTQ+ parents and families. First, we will address family building and the right to reproduce. We will explore socio-economic, racial, ethnic, and political issues of parentage, surrogacy, assisted reproductive technology (ART) inequality and marriage equality, and the barriers or hurdles LGBTQ+ families face. This will include both a domestic and global perspective on the portability and legitimacy of parental status, and a consideration of technological and biological issues such as the role of conception as a result of sex in an LGBT context. Then, we will discuss the future of ART insurance coverage of infertility services and discriminatory definitions of infertility under the Affordable Care Act, such as exclusions of lesbian couples. Additionally, we will tackle growing trends in reproductive technology and their ethical and legal issues, as well as efforts to protect the religious and conscious freedom of health workers on religious and moral objections. By considering several facets of reproductive and parental rights in an LGBT context, this workshop will assess how different legal developments have impacted, and may impact, individual reproductive rights including genetic and bio donor rights, parental rights, and LGBTQ+ parents' rights to reproductive technology.

Speakers: Diana Adams (*Chosen Family Law Center, Inc.*), Celeste Fiore (*Argentino Family Law & Child Advocacy, LLC*), Amira Hasenbush (*Law Office of Amira Hasenbush*), Angie Martell (*Iglesia Martell Law Firm, PLLC*)

Advocating for LGBTQ+ Issues in Law Schools

Room 402

Law schools play a tremendous role in setting the tone for how the legal profession approaches diversity and inclusion, including LGBTQ+ issues. Schools have their own internal need to invest in and support students from diverse backgrounds and perspectives throughout their law school tenure; they also provide critically important connections and support for students in the job placement and career planning process. The way in which a law school climate lifts up its LGBTQ+ community members not only ensures that LGBTQ+ students can thrive, it also sets a norm for every future lawyer -- and future legal employer -- being trained in that environment. This panel of law professors and legal industry professionals will address a number of areas where law schools can work on their internal LGBTQ+ climate, and will launch a conversation (to be continued at the law school caucus meeting immediately following) about advocacy on those issues within the law school environment.

Speakers: Lee Carpenter (*Temple University Beasley School of Law*), Melissa Lennon (*Temple University Beasley School of Law*), Larry Levine (*University of the Pacific, McGeorge School of Law*), Judi O'Kelley (*National LGBT Bar Association*), Kellye Testy (*Law School Admission Council, Inc.*)

Old New World: What is on the Horizon for LGBT Elders (and Your Future)

(Sponsored by Horvitz & Levy LLP)

Room 411

You're a lawyer who works with LGBT older people, and you are wondering what the legal and policy horizons look like for them. In this session, we will discuss the current rights LGBT older people have in housing (including long term care settings), health care, and federal safety net programs (like Social Security, SSI, Medicare and Medicaid). We will also address challenges LGBT older people face in accessing aging services and supports, and opportunities for overcoming those challenges through advocacy and policy change. What could the Equality Act mean for them? What is the Older Americans Act and how could that be updated to help them? We will review our victories over the past year, how the current Administration is still attempting to roll back hard-won rights, and what you and your clients can do to fight back. We will then open the floor and tackle audience questions about the intersection of LGBT-specific rights and aging.

Speakers: Sydney Kopp-Richardson (SAGE USA), Karen Loewy (Lambda Legal), Richard Milstein (Akerman LLP), Randall Shorr (Randall B. Shorr, Attorney at Law), Aaron Tax (SAGE USA)

Trade in the Time of Trump

Room 412

President Trump has made "America first" a central theme of his presidency. In practice, this has meant adopting policies which are intended to promote success for the United States without consideration of any resulting effects on other countries or non-U.S. persons. These policies have resulted in a greater focus on America's borders. One of the best examples of this inward-looking focus is found in President Trump's approach to international trade which, in just a few years, has fundamentally reshaped U.S. trade policy. Major news sources, such as the New York Times and Washington Post, now include a discussion of trade-related issues on a daily basis. Come learn from experts in the international trade field with government and private sector experience about the trade issues you hear about every day. The workshop will provide an overview of some of the most important trade issues and trends. Specifically, we will discuss President Trump's rejection of global trade in favor of protecting U.S. manufacturers, his rejection of existing trade agreements and insistence on negotiating with trading partners one-on-one rather than through established multilateral channels, and his rejection of the World Trade Organization ("WTO") Appellate Body which could result in the end of WTO dispute resolution in a matter of months. The workshop is intended for audiences with all levels of knowledge of international trade law and will include foundational introductions to each issue. Even if you

have no current knowledge of international trade law, come learn about these hot topics in what is sure to be a lively and interesting discussion.

Speakers: Justin Becker (Sidley Austin LLP), Stacy Ettinger (K&L Gates LLP), William Isasi (Covington & Burling LLP), Arun Venkataraman (Visa)

Proven Tactics for Retaining Diverse Law Firm Talent

Franklin 11

Diversity and inclusion are topics of critical importance to virtually every firm, company, agency and organization in the legal profession. Yet despite the immense effort and attention paid to the concept of D&I, the legal profession continues to see under-representation of LGBTQ people, women, and people of color in nearly every sector, particularly at the partner/senior levels in firms. This panel of experts will discuss proven tactics for retaining talented diverse attorneys in firms and "interrupting bias," including through reimagining of origination credit, and how GCs can leverage their power to encourage firms to provide meaningful advancement opportunities to diverse junior attorneys that will lead to better outcomes in promotion and retention opportunity.

Speakers: Nirvana Dove (Thompson Hine), John Koss (Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.), Angela Lim (Grasshopper Ventures), Christopher Primiano (Karyopharm)

Intersex & Nonbinary Considerations in Law & Policy

Room 403

The legal landscape of intersex and nonbinary rights is quickly shifting. Currently, the Zzyym v. Pompeo case sits in the 10th circuit challenging the State Department to obtain an "X" marker on a passport, there are bills in front of state legislatures in at least five new states to add gender neutral options to state IDs, and California just introduced a bill to prohibit unnecessary surgery on intersex infants. Join a conversation with panelists from four leading organizations addressing in-depth questions of strategy, ethics, and expanding legal protections for people whose sex or gender is not strictly male or female. We will talk about how the nonbinary movement elevates the level of discourse regarding discrimination on the basis of sex, the explicit or expanded laws and policies needed to protect intersex and nonbinary people, how to mobilize collaborative working groups to respect local leadership while providing for national consistency, strategies to ease judges and the public into understanding that both sex and gender can be nonbinary, and so much more.

Speakers: Toby Adams (Intersex & Genderqueer Recognition Project), Charlie Arrowood (Transcend Legal), Arli Christian (National Center for Transgender Equality), David B. Cruz (University of Southern California Gould School of Law), Alesdair Ittelson (interACT Advocates for Intersex Youth)



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3:45pm - 5:15pm

CONCURRENT SESSION C

Intersectional Lesbian Lawyers and Their Superpowers - Crushing it in the Private Sector

Franklin 5

It's no secret that Big Law is interested in the candidates who go to the top 10-20 schools and out of those, only the ones who graduate in the top 15% of those classes. Given that, there are other highly coveted positions where others practice law in the private sector. There are lawyers in large Fortune 500 companies, those who are in venture-backed high tech companies which go public, those whose backgrounds do not necessarily include the top 10 law schools but are highly qualified, talented and skilled attorneys who are thriving and are successful in the private sector. How did they do it? How did their sexual orientation/racial background (intersectionality) play a part of it? You are invited to an open discussion on how these women beat the odds and crushed the obstacles in their way to get to where they are now.

Speakers: *Christine Capuyan (Wilson Sonsini Goodrich & Rosati), Janice Jabido (UTC Pratt & Whitney Division), Angela Lim (Grasshopper Ventures), Bendita Malakia (Hogan Lovells (US) LLP), Connie Montoya (Hinshaw & Culbertson LLP), Michelle Peak (LSG Sky Chefs)*

Open and Authentic Service: Update and Strategies re Transgender Service Members

Franklin 6

This workshop will focus on the legal developments related to open military service by transgender people. In the last year, we have seen a stay of preliminary injunctions at the U.S. Supreme Court, the introduction of federal legislation to protect open service, and a Congressional hearing on open service. This workshop will focus on the lived experience of active duty transgender service members, the ongoing federal litigation to protect their rights and the rights of transgender people wishing to make a career in the military, and the ongoing policy efforts advancing the same goals.

Speakers: *Captain Shane Bagwell (United States Army), Sasha Buchert (Lambda Legal), Jordan Heinz (Kirkland & Ellis LLP), Peter Perkowski (OutServe-SLDN), Chalia Stallings-Ala'ilima (Civil Rights Division of the Washington State Attorney General's Office)*

A Lifetime of Power: How the Trump Administration is Overhauling the Judiciary with Anti-LGBT Judges

Franklin 7

The courts have played a key role in advancing LGBT equality and will decide central issues about nondiscrimination, family recognition, and gender identity in the years to come. At the same time, the Trump Administration has pushed through more judicial nominees in the past 2 years than any other president. A staggering number of these nominees have a

demonstrated record of being anti-LGBT. These nominees, if confirmed, will be given a lifetime appointment to the federal bench, ensuring that the anti-LGBT bias of the Trump Administration lasts long past their time in the White House. This panel will discuss the state of play surrounding judicial nominations, the records of these hostile nominees and how you can help your Senators offer proper advise and consent to the President about judicial nominees and engage in the fight to help to maintain a fair and independent judiciary.

Speakers: *Eric Lesh (LGBT Bar Association of New York), Robin Maril (Human Rights Campaign), Sharon McGowan (Lambda Legal), Kylee Reynolds (Lambda Legal)*

Textual Healing

Franklin 8

Conservatives have falsely claimed the mantle of the Constitution. In truth, we need not choose between progressive goals and fidelity to the Constitution's text, history, and values. This panel takes as its conversational starting point the Reconstruction Amendments (particularly the 14th Amendment), which profoundly altered our equality landscape. What did the text of the 14th Amendment specifically mean for the LGBTQ equality movement? How do perennial conversations about intent and meaning in the constitutional context inform courts as they examine contemporary statutory language conflicts, such as what discrimination on the basis of sex means? What do surprising victories, such as the Supreme Court's unanimous *New Prime v. Oliveira* decision (which echoed textualist arguments put forth by progressives), mean for future LGBTQ litigation strategy?

Speakers: *Praveen Fernandes (Constitutional Accountability Center), Diana Flynn (Lambda Legal), Nan Hunter (Georgetown University Law Center), Ashwin Phatak (Constitutional Accountability Center), Harper Jean Tobin (National Center for Transgender Equality)*

Saving LGBTQ Asylum in the Age of Divided Politics: The Case for Lawyers & Technology

(Sponsored by Thomson Reuters)

Franklin 9

It is still illegal to be gay in 70 countries. As a result, every year, thousands of LGBTQ immigrants and asylum seekers come to the U.S. fleeing persecution in their home countries based on their sexual orientation or gender identity. After fleeing violence, imprisonment and death threats, LGBTQ asylum seekers arrive in the U.S. in pursuit of a better life. However, upon arrival, many do not know where it is safe to go for help during the asylum process. The service model for LGBTQ resettlement has traditionally prioritized in-person direct support, especially legal aid, over technological innovation. However, some law firms and non-profit organizations are starting to leverage legal technology to improve advocacy and access to justice for LGBTQ asylum seekers. This panel will address the overarching question: "What role can technology play in helping the legal community advance persecuted LGBTQ peoples' right to safety?"



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Under the current administration, this question is more important than ever. By joining forces, lawyers and technologists can achieve a safer, more transparent, and more sustainable resettlement process for LGBTQ people hoping to finally live freely.

Speakers: Nishan Bhaumik (*Immigration Equality*), Hans How (*AsylumConnect*), Ari Jones (*Oasis Legal Services*), Zorik Pesochinsky (*Thomson Reuters*), Katie Sgarro (*AsylumConnect*)

Prosecutor Caucus

Franklin 10

Not for CLE credit.

Speakers: Matthew Jannusch (*Cook County State's Attorney's Office*), Randy Katz (*U.S. Department of Justice*), Rear Adm. Carol Lynch (*United States Navy*), Michael Pattarozzi (*Cook County State's Attorney Office*)

Law Professor & Law Student Caucus

Room 402

Not for CLE credit.

Moderator: Lee Carpenter (*Temple University Beasley School of Law*)

PrEP, TelePrEP, and Long-Acting PrEP: Legal and Policy Issues in the Current and Future HIV Landscape

Room 403

The safety and efficacy of PrEP for HIV prevention are well established. Even as PrEP access increases, there are legal and policy challenges. Although the FDA recently approved Truvada as PrEP for adolescents, state consent and confidentiality laws nonetheless block adolescents accessing PrEP without parental consent. Confidentiality is a concern for minors and legal adults who are covered by a parent's health insurance. Health insurers have also imposed barriers to PrEP coverage and have rejected claims for multi-site STI testing and other services required for PrEP care. Insurers have even denied life, long-term care, and other insurance to PrEP users, prompting litigation and allegations of discrimination. Efforts to make PrEP more convenient and accessible are underway, but raise legal issues. For instance, initiatives spurred by the enduring lack of public information and knowledge about PrEP have sought to ensure that patients receive accurate and timely information about PrEP, but they may be in tension with a recent Supreme Court case on the First Amendment rights of healthcare providers. In addition, there are promising new telehealth models for PrEP, but coverage varies. Almost all states reimburse for telehealth under Medicaid and most require private insurers to cover telehealth, but state laws vary widely and only some laws permit reimbursement for telehealth services originating from a patient's home. Long-acting PrEP, which would not require daily dosing, is in development and will be subject to complex policy decisions from FDA review to different laws for pharmaceutical coverage in public and private insurance.

Speakers: Sean Bland (*O'Neill Institute for National and Global Health Law*), Daniel Bruner (*Whitman-Walker Health*), Bennett

Klein (*GLAD*), Naomi Seiler (*George Washington University School of Public Health*)

Legal Services Caucus

Room 411

This interactive caucus provides attorneys an opportunity to network with other legal services advocates and discuss emerging issues that impact low-income LGBT clients. We will discuss challenges to outreach, successful community partnerships, best intake practices, special needs of the transgender community, increasing cultural competency, and strategies for navigating within the changing socio-political climate. All advocates that provide services to low-income clients are invited to participate.

Speakers: Tyrone Hanley (*National Center for Lesbian Rights*), Kerene Moore (*Legal Services of South Central Michigan*), Shin-Ming Wong (*National Center for Lesbian Rights*)

"But I am on the Birth Certificate!": Understanding the Interplay of Birth Records, Marital Presumption of Parentage, Adoption Proceedings and Contested Parentage Cases in a Post-Pavan Era

Franklin II

In *Pavan v. Smith*, the United States Supreme Court held that a state rule that requires a child's birth certificate to list the non-biological father if he is married to the biological mother but that does not allow both same-sex spouses to be listed as parents is unconstitutional discrimination that violates *Obergefell v. Hodges*. Now, children born to same-sex married female couples across the country are receiving birth certificates with both woman's names on them; yet, we are continuing to see standing challenges in custody cases where a non-biological intended parent's name appears on the original birth record. The panel will explore how the marital presumption of parentage is being applied to same-sex couples, what significance birth certificates are given in legal proceedings, and how courts are handling adoption petitions where both names are already on the child's birth record.

Speakers: Nathan T. Arrowsmith (*Osborn Maledon, P.A.*), Alana Chazan (*Chazan Family Law, P.C.*), Rebecca Levin (*Jerner & Palmer, P.C.*), Shannon Minter (*National Center for Lesbian Rights*)

Bi Caucus

Room 412

BiLaw is an informal group of bisexual-identified and bi-allied attorneys, academics, and law students. The BiLaw Caucus is an opportunity to network with other bi-identified lawyers and discuss areas of the law relevant to bisexual people. All bi-identified and bi-allied attorneys, academics, and law students are encouraged to attend. Following a brief meet-and-greet, the organizers will provide a structured discussion based on attendees' priorities. Not for CLE credit.

Moderator: Heron Greenesmith (*Movement Advancement Project*)

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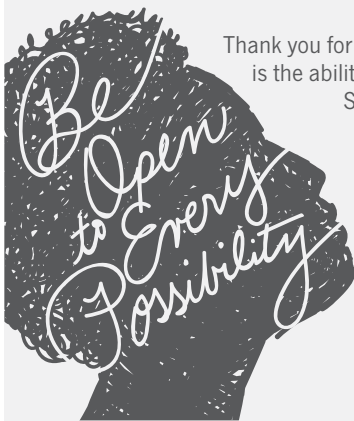
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2019 LAVENDER LAW SCHEDULE

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43

An Intersectional and Inclusive Approach to Workplace Trainings and Policies

(Sponsored by Target)

Franklin 12

In the era of #MeToo and increased focus on diversity in law firms, firms and corporate clients must include the intersectionality of LGBTQI identities within their current framework of sexual or gender-based harassment, discrimination, and benefits. LGBTQI individuals are frequently the targets of sexual harassment or discrimination on the basis of their sexuality or gender presentation or identity, but LGBTQI individuals can also engage in sexual harassment or discrimination unintentionally or in a misguided attempt at humor and collegiality in the workplace. The culture of objectification can be a weapon used against and within the LGBTI community. This permutation of queer culture is often ignored or overlooked in trainings, sensitivity awareness, and protections which were originally created to protect women from mistreatment by men. LGBTQI individuals are routinely excluded from insurance policies for fertility, cryopreservation, and gender confirmation procedures, including post-transition fertility needs. Thankfully, our fight as a community has moved from access to the generally available benefits for domestic partners and now legal spouses, but workplaces must now adjust their policies to adequately include our needs rather than just permit us to access what has always been available. In order to adequately attract and retain LGBTQI lawyers from junior associate positions all the way through partnership or in house counsel roles, firms must address the shortcomings in their policies, procedures, and trainings as it specifically impacts LGBTQI individual's happiness and safety in the workplace.

Speakers: Mike Jackson (Target), Dru Levasseur (National LGBT Bar Association), Jenn Protas (Hoge Fenton Jones & Appel), Rebekah Scherr (Paul, Weiss, Rifkind, Wharton & Garrison LLP)

5:15pm - 7:15pm

WELCOME RECEPTION

Salon G, H, I, J, K, L

7:00pm - 9:00pm

JUSTICE COUNCIL RECEPTION

Franklin 11

By invitation only.

Thursday, August 8

7:30am - 5:30pm

SPONSOR AND ATTENDEE CHECK-IN

Grand Ballroom Foyer, Level 5

7:45am - 9:00am

COMMUNITY BUILDING WORKSHOPS

12 Step/Recovery Meeting

Room 401

LGBT Bar Affiliates' Problem Solving Work Session: Compliance, Administration, and Communications

Franklin 9

This workshop will discuss compliance, administration, and communications techniques and strategies for affiliates of the LGBT Bar.

Speakers: Gavin Alexander (Ropes & Gray LLP), Jessica Hernandez (MayesTelles PLLC), Judi O'Kelley (National LGBT Bar Association)

9:00am - 10:30am

GENERAL ATTENDANCE SESSION ONE

2018-2019 SCOTUS Review: The Conservative Face of the Court

Salon G, H, I, J, K, L

With the retirement of longtime swing-vote Justice Anthony Kennedy and his replacement with Justice Brett Kavanaugh, a new era emerged at the Supreme Court. Justice Kavanaugh's appointment firmly cemented the Court's conservative majority, with broad ramifications for American jurisprudence. This panel will address the shifting nature of the Court with the additions of Justices Gorsuch and Kavanaugh to the bench, and the implications for the legal status of LGBTQ+ individuals. Panelists will also review notable cases decided during the 2018-2019 term and discuss the future of the Court, including how it is likely to address the Title VII sexual orientation and gender identity discrimination cases facing it next term.

Speakers: Jon W. Davidson (Freedom For All Americans), Chinyere Ezie (Center for Constitutional Rights), Chai R. Feldblum (Morgan Lewis), Greg Nevins (Lambda Legal), Chase Strangio (The ACLU's LGBT & HIV Project)

10:45am - 12:15pm

CONCURRENT SESSION D

LGBTQ Employment Law in Practice

(Sponsored by Wells Fargo)

Franklin 7

This panel of experts in LGBTQ employment law, including Title VII, will provide practical advice for lawyers of any background to learn the nuts and bolts of advising individual or organizational clients on employment law matters that intersect with LGBTQ issues. This will include litigation pointers for plaintiffs' counsel as well as advice for in-house counsel or management counsel on how to achieve best practices with respect to LGBTQ employees.

Speakers: Don Davis (Mintz), Omar Gonzalez-Pagan (Lambda Legal), Brian McGinnis (Fox Rothschild LLP), Michael Stevens (Seyfarth Shaw LLP), Denise Visconti (Littler Mendelson P.C.)

WELCOME | STAFF | SPONSORS | AWARDS | SCHEDULE | EXHIBITORS | INDEX

The Intersection of LGBTQ Rights and Reproductive Rights in the Newly Configured Supreme Court

Franklin 8

Liberty is a deeply contested battleground in the court of law and the court of public opinion. Advocates have won judicial rulings cementing marriage rights and reproductive rights, but opponents of these rights are waging a guerilla war that relies on upside-down claims to liberty. A united opposition deliberately harmonizes its strategies to simultaneously weaken LGBTQ rights and reproductive rights. For example, advocates of conversion therapy and fake abortion clinics (called “crisis pregnancy centers”) assert that their First Amendment rights trump the health care needs of LGBTQ people and women, relying on the same recent Supreme Court case law. Similarly, the Trump Administration has enacted regulations which dramatically expand religious and moral exemptions, and thereby seek to broadly deny health care to LGBTQ people and women even though LGBTQ and reproductive rights advocates actively challenge them. These so-called proponents of ‘liberty’ oppose assisted reproduction based on LGBTQ animus and claims that embryos have personhood. Recent manifestos, including Project Blitz and the American Charter of Freedom of Religion and Conscience, seek to provide a legal and cultural grounding for the “liberty” of certain religious claimants to overcome the claims to liberty and equality of LGBTQ people and women alike.

Speakers: Michele Brachter Goodwin (University of California Irvine School of Law), Shannon Minter (National Center for Lesbian Rights), Scott Ruskay-Kidd (Center for Reproductive Rights), Edwith Theogene (Center for Reproductive Rights)

Federal HIV Policy: Contradictions, Opportunities and Challenges

Franklin 11

In his State of the Union Address on February 5 of this year, President Trump surprised many by announcing that his Administration would launch a major initiative to eliminate the HIV epidemic by 2030. Although details have not yet been forthcoming, HIV experts at the CDC, NIH and HHS have suggested that the initiative will focus on bringing the benefits of our existing treatment and prevention tools to the areas most hard-hit by the epidemic: seven Southern states, a number of urban areas and Puerto Rico. While these claims are intriguing and seem promising to many, they are difficult to reconcile with Administration policies over the last two years that have sought to eliminate or weaken the Affordable Care Act, Medicaid, and Medicare, which are essential to providing the necessary access to good, affordable health care. Even more disturbing, the fight against the HIV epidemic has been weakened by the Trump Administration’s pronouncements and policies that express and encourage hostility to people of color, immigrants, and LGBT people, as

well as its opposition to efforts to protect injection drug users from HIV infection. How should LGBT advocates and persons struggling for racial justice respond to these tensions? In this workshop, national leaders in the fight against HIV will discuss the latest developments in federal HIV policy and the community’s strategic response.

Speakers: Sean Bland (O’Neill Institute for National and Global Health Law, Georgetown University Law Center), Ronda Goldfein (AIDS Law Project of Pennsylvania), William D. McColl (AIDS United), Terrance Moore (National Association of State and Territorial AIDS Directors), Sable Nelson (NMAC)

The Dilemma of Queer Youth and Mental Health: Protecting Clients’ Privacy Rights, Providing Pathways for Appropriate Medical Treatment, and Improving Client Outcomes

Franklin 12

LGBTQ+ youth are at greater risk for poor mental health outcomes than their straight and cisgender peers. This workshop will explore the mental health needs of LGBTQ+ adolescents and the legal implications of seeking care. We will cover obstacles to accessing care, privacy rights under HIPAA, implications for youth who have run away from home, considerations for youth in the child welfare and juvenile justice systems, and intersectionality issues around the mental health of LGBTQ+ youth of color and youth who have disabilities.

Speakers: Daniel Garza (Callen-Lorde SCO Family of Services; New York City Dept. of Health and Hygiene), Danielle King (Legal Aid Society), Karen Levit (The Legal Aid Society)

Federal Benefits for LGBT Spouses/Partners and Children

Franklin 5

This panel will address how recognition of marriage, non-marital legal relationships, and non-biological parentage by Social Security and Medicare can be integrated with your estate and life planning consultations. Both the Social Security Administration and Medicare have responded to transgender citizens in relationship recognition and treatment. The Federal Office of Personnel Management has also produced online materials helpful to LGBT clients who are employed or retired. Panelists will highlight the Office of Personnel Management’s Benefits for LGBT federal employees and annuitants. If you practice in areas of law other than estate and life planning, this presentation can help you help yourself, your friends, and your family members who will need federal safety net support, and provide material for your public presentations on LGBT marriage developments.

Speakers: Joan Burda (Joan M. Burda Attorney at Law), Carrington “Rusty” Mead (Carrington Madison Mead, Esq.), Murray Scheel (Whitman-Walker Health)

Turning Crumbs Into Wedding Cake: What We Can Learn From the Historic Role of State Courts in Relationship Recognition

Franklin 6

2019 is an anniversary year for a number of landmark gay relationship recognition decisions from state high courts, including the thirtieth anniversary of *Braschi v. Stahl Associates Co.* in New York (the first American appellate court to conclude that same-sex relationships are entitled to legal protection and recognition), the twentieth anniversary of *Baker v. State* in Vermont (the state must guarantee the same protections and benefits to same-sex couples that it does to male-female spouses), and the tenth(ish) anniversary of *Kerrigan v. Commissioner of Public Health* in Connecticut (denying same-sex couples the right to marry, even granting them a parallel "civil unions" status, violates the equality and liberty provisions of the Connecticut Constitution). The future for high-stakes LGBT litigation in federal courts is looking increasingly dismal, and so a discussion about the role that state courts can play is timely and warranted. On this panel, some of the advocates most intimately involved in these cases and a sitting openly gay state supreme court justice will discuss the history of gay relationship recognition in state high courts, and provide a useful lens as we look toward the future.

Speakers: Nan Hunter (Georgetown University Law Center), Bennett Klein (GLAD), Beth Robinson (Vermont Supreme Court), Matthew Skinner (Office of Court Administration, New York State Unified Court System)

Efficient Resolution of Trans Issues without Expensive Lawyering and Litigation

Franklin 9

It is a common misconception among the general public as well as within some legal communities that in order for transgender people to obtain justice, they must hire an expensive lawyer or engage in expensive and lengthy litigation. In many instances, however, folks who are facing discrimination or adverse consequences because of their gender identity do have options aside from litigation. The legal community can and should offer these alternatives to clients, especially because in many instances, alternative/negotiated resolution provides the same relief to clients at far less risk - whether it is financial or emotional risks, or safety concerns. By embracing a holistic legal advocacy approach, each client is valued as a whole person with unique needs and goals. This session will focus on tried-and-tested negotiation techniques as well as administrative remedies available. Panel members will discuss their experiences and add valuable insight on how to balance the importance of providing these services at a low cost to the client while still being able to get paid.

Speakers: Arli Christian (National Center for Transgender Equality), Allison Dowling (Whitman-Walker Health), Noah Lewis (Transcend Legal), Milo Primeaux (Law Office of Milo Primeaux, Esq.)

From the Middle to the Center: Visibilizing Bisexuality and Non-Binary Sexual Orientations in the Discourse Around LGBTQ+ Access to Justice

Franklin 10

In very practical ways, this session addresses the bi-erasure that occurs in far too many conversations regarding LGBTQ access to justice issues. Recognizing the diverse experiences of bi+-identified people, this session will include: a foundational overview of what it means to be bi-identified or to embrace a non-binary sexual orientation; a discussion of the diverse real life experiences and related legal needs of bi+ identified people in a number of practice areas focusing in particular on family formation and relationship recognition; and a presentation of diversity and inclusion-informed best practices for both bench and bar to ensure access to justice and procedural fairness for bi+-identified litigants/clients specifically and LGBTQ+ people overall.

Speakers: Diana Adams (Chosen Family Law Center, Inc.), Lisa R. Burke (New Jersey Judiciary - Administrative Office of the Courts), William Crosby (IPG), Judge Mike Jacobs (State Court of DeKalb County), Ezra Young (Ezra Young, Esq.)

LGBTQ State & Local Bar Affiliate Congress Caucus Room 411

Not for CLE credit.

Speakers: Gavin Alexander (Ropes & Gray LLP), Jessica Hernandez (MayesTelles PLLC), Judi O'Kelley (National LGBT Bar Association)

Red State Rebuttal - Advocating for LGBTQ Clients in Conservative Regions

Rooms 402 and 403

Practitioners from Alabama, Arizona, Kansas, Oklahoma, South Carolina and Utah will discuss advocating for LGBTQ clients (both in urban and rural areas) and provide examples of how applicable statutes and policies impact their clients' outcomes. Workshop attendees will: (1) Develop a deeper understanding of legal challenges facing LGBTQ clients in conservative jurisdictions. (2) Compare/contrast the public policies that may underpin the statutes and policies impacting LGBTQ clients in conservative jurisdictions. (3) Learn how practitioners in conservative jurisdictions are successfully advocating for LGBTQ clients.

Speakers: Nathan T. Arrowsmith (Osborn Maledon, P.A.), David Brown (The Law Office of David J. Brown, LC), Lauren Edwards (Attorney at Law), Heather Fann (Five Points), Kevin Hall (Womble Bond Dickinson (US) LLP), Shannon Taylor (Shannon D. Taylor Law), T. Christopher Wharton (Wharton O'Brien, PLLC). **Moderated by** Beth Jennings (Wharton O'Brien, PLLC)



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12:30pm - 1:45pm

AWARDS LUNCHEON: FRANK KAMENY AND THE LGBT BAR'S BEST LGBTQ+ LAWYERS UNDER 40 AWARDS

Salon G, H, I, J, K, L

2:00pm - 3:30pm

CONCURRENT SESSION E

Impacting the LGBTQ+ Community through a Pro Bono Legal Clinic

Room 411

The presentation will focus on experiences related to the creation and operation of a free legal clinic specifically geared towards serving the legal needs of LGBTQ+ individuals. Learn about the impetus behind a clinic's founding: disproportionate access to justice and legal services in the LGBTQ+ community, coupled with disproportionate incarceration, and the factors contributing to this reality. The practicalities involved in the creation of a clinic, hurdles encountered along the way, case examples, and any audience questions will also be addressed. Not for CLE credit.

Speakers: Andy Dugan (*Equality Ohio, LLC*), Emily Meyer (*Equality Ohio, LLC*)

Pathways to the Judiciary

Franklin 10

Each year, members of the judiciary come together to discuss their career trajectory and provide advice to young professionals interested in ascending the bench. Representing a diverse array of judges, panelists will discuss both the appointed and elected processes for judges in different jurisdictions as well as ethical guidelines or standards associated with panelists' paths to becoming judges or retaining their positions. Additionally, the challenges of being an openly LGBT judge, especially in relation to judicial ethics codes, will also be a focus. Members of the International Association of LGBT Judges will be available during and after the session to talk further with attendees.

Speakers: Judge John Arrowood (*North Carolina Court of Appeals*), Judge Tara Flanagan (*Superior Court of the State of California*), Justice Shannon Frison (*Massachusetts Superior Courts*), Judge Robert Lee (*Civil Division of the Broward County Court of Florida*), Judge Javier Vargas (*Family Court of the State of New York, Kings County*)

Defending Anti-Conversion Therapy Laws & Suing Conversion Therapists in a Post-NIFLA World

Franklin 7

Last June, the Supreme Court of the United States issued an important First Amendment decision in *National Institute of*

Family and Life Advocates (NIFLA) v. Becerra, which included some negative discussion of the federal cases upholding state laws against conversion therapy. Since then, opponents have cited the NIFLA case in four new lawsuits challenging both state and local anti-conversion therapy laws. This panel of policy and litigation experts will provide an overview of existing anti-conversion therapy laws, discuss strategies for defending these laws post-NIFLA, and explore innovative new litigation strategies to seek damages on behalf of individuals who have been harmed and defrauded by conversion therapists.

Speakers: Shannon Minter (*National Center for Lesbian Rights*), Xavier Persad (*The Human Rights Campaign*), Casey Pick (*The Trevor Project*), Tobias Barrington Wolff (*University of Pennsylvania Law School*)

Heterosexism, Global Business Travel and LGBTQ Rights

Franklin 11

Heterosexism, "the privileging of heterosexuality as the only normal, natural, and taken-for-granted sexuality," is a common form of unconscious bias. It impacts when, where, why, how, and to whom LGBTQ individuals reveal (or conceal) their identities. Despite some setbacks, there has been growing acceptance of LGBTQ individuals and LGBTQ rights in the United States. However, there are still several places in the world where LGBTQ lawyers are asked to travel on business where acceptance of LGBTQ relationships has shown no signs of progress and homophobia and discrimination are prevalent. As such, LGBTQ lawyers must navigate potential legal, cultural and business landmines when they travel for business in countries where same-sex relationships are criminalized or marginalized. A panel of senior LGBTQ lawyers will discuss the ways in which LGBTQ individuals challenge - or (sometimes) fail to challenge - the heterosexist presumption of their sexual orientation/identity, and navigate the landmines of business travel to unwelcoming countries. The panel of accomplished travelers will relay personal anecdotes, guidance and tips to address the issues facing LGBTQ business travelers today.

Speakers: Wesley Bizzell (*Altria Client Services LLC*), Sylvia James (*Winston & Strawn LLP*), Sahar Moazami (*OutRight Action International*), Kylie Byron (*Kylie Byron, Esq.*), David Sakowitz (*Winston & Strawn LLP*)

Joining Together to "Erase Hate" and Embrace Diversity: How LGBTQ+ Lawyers Can Live Their Best Lives at Work

Franklin 12

This workshop seeks to answer the question of how law school faculty, law school administrators and career services directors, and law students identifying as LGBTQ+ can engage in an honest discussion about challenges they face as they



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enter the legal profession. Far too often, career services directors and staff ignore the predicament LGBTQ+ law students face as they seek employment in a state without sufficient legal civil and criminal protections. Should a career services director guide a LGBTQ+ law student, who is not living openly, into a job offer from a firm without a strong diversity footprint? Or, one that does not demonstrate a strong culture of inclusion and acceptance of minority attorneys? What if that offer is from a firm or a company located in one of the five states without criminal hate crime laws? Or, if the offer is from a state that does not protect the rights of LGBTQ+ individuals from on-the-job discrimination? How should career service directors have these conversations with students who are closeted? Matthew Shepard believed that he had a career ahead of him in the foreign service or as a diplomat. He enjoyed living overseas, traveling, and engaging in thoughtful conversations with those who were different from him. One of his lasting legacies is that everyone, regardless of sexual orientation or sexual identity, should be welcomed into any profession and should be accepted and valued for who they are. Following a brief review of the mission and work of the Foundation started by his parents and that bears his name, the speakers will discuss the challenges LGBTQ+ law students and young lawyers face as they enter and navigate a legal career. Additionally, the speakers will discuss the broad and expansive effects of bias crimes, especially on those individuals who were not directly targeted, to demonstrate the catastrophic impact of the expression of hate. The workshop will conclude with a discussion of substantive steps veteran attorneys can take to enhance the legal experience of LGBTQ+ law students and young lawyers.

Speakers: Cynthia Deitle (Matthew Shepard Foundation), Judy Shepard (Matthew Shepard Foundation), Melanie Wilson (University of Tennessee College of Law)

On the Basis of Sex(ual Orientation or Gender Identity): Administrative Options for LGBTQ+ Employees in a Time of Title VII Uncertainty

Franklin 6

The year is 2019, and 29 states still have no state law explicitly prohibiting discrimination against private employees on the basis of their sexual orientation or gender identity. The federal Employment Non-Discrimination Act (ENDA) has never passed in both houses of Congress, and federal circuit courts are split on whether Title VII of the Civil Rights Act includes discrimination based on sexual orientation or gender identity as forms of "sex-based discrimination." Despite this, LGBTQ+ employees often have remedies they might not know of, and can frequently seek recourse through the federal Equal Employment Opportunity Commission (EEOC) or a state or local Fair Employment Practices Agency (FEPA), even if they do not have a claim under Title VII or protection under a federal, state, or local statute. Further, LGBTQ+ tenants, patrons, or students may be able to file with a state or local human rights agency regarding discrimination in housing, public accommodations, or educational institutions even

if they cannot file with the federal Department of Housing and Urban Development (HUD), the Department of Justice (DOJ), or in court. In addition to filling a gap in available remedies for LGBTQ+ complainants, these agencies often offer other benefits for LGBTQ+ complainants that courts do not, such as a lack of filing fees, a confidential process, or mandatory mediation. In this workshop, individuals from several state and local human rights agencies talk about the roles these enforcement agencies play in addressing discrimination against LGBTQ+ individuals across the country, as well as the difficulties and successes they have experienced in working with their state or city's unique anti-discrimination laws. They will also provide practitioners and legal services providers with tips and strategies for navigating the administrative processes of different jurisdictions. Special attention will be given to the practical challenges and political pressures these agencies face in enforcing the newest amendments to these laws to include gender identity and expression, personal appearance, protections for pregnant workers, and a prohibition on potential employers considering credit records or criminal history.

Speakers: Zachary Egan (New Jersey Division on Civil Rights), Eduardo Juarez (San Antonio Field Office of the Equal Employment Opportunity Commission), Megan Stanley (City of Pittsburgh Commission on Human Relations), Jaime Wojdowski (District of Columbia Office of Human Rights)

Medicare for All - what's in it (or should be) for LGBTQ persons?

Franklin 5

Medicare for All is more than just a slogan. From Congress to state legislatures, Medicare for All proposals are taking center stage as we head into the 2020 presidential elections. However, these proposals vary widely, from buy-in programs to true, single payer health care. This workshop examines the various types of Medicare for All proposals as well as efforts to build upon the coverage gains under the Affordable Care Act in the wake of Trump sabotage. Panelists will examine the health care needs and policy priorities for LGBTQ persons, including: HIV/AIDS including prescription drugs and viral suppression, non-discrimination protections, and access to Pre Exposure Prophylaxis (PrEP); LGBT reproductive health and access to assisted reproductive technologies; Health care refusals and their impact on LGBT access to care; Mental and behavioral health needs, including access to substance use disorder treatment and LGBTQ-specific suicide prevention programs; Immigration and access to care; Barriers and coverage exclusions for gender affirming care; Intersectionality of LGBTQ identities and addressing health care disparities; Nondiscrimination protections and enforcement.

Speakers: Daniel Bruner (Whitman-Walker Health), Abigail Coursolle (National Health Law Program), Sharita Gruberg (Center for American Progress), Bridget Schaaff (National LGBT Task Force), Wayne Turner (National Health Law Program)

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Walking the Path to Partnership

Franklin 8

There is no Rosetta stone that translates precisely what an attorney must do to become a partner. There is not a list of boxes to be checked. The assessment for partnership is more complex and subtle than that. Please join us to hear from several openly LGBT law firm partners to learn about their journeys along the path to partnership. These partners will address when they first considered partnership a goal, how they started moving in the direction of partnership, how they found mentors and sponsors and what kept them at their firms when other opportunities knocked. They will also cover some of the complexities of intersectionality and how to leverage your LGBT identity and work as an asset.

Speakers: Beth Bernstein Connors (Blank Rome LLP), Susan Gault-Brown (Morrison & Foerster LLP), Colleen McGarry (Fox Rothschild LLP), Connie Montoya (Hinshaw & Culbertson LLP), James Moore (O'Melveny & Meyers LLP), Dimitri Portnoi (O'Melveny & Meyers LLP)

Transgender Parents and Children in Custody Proceedings

Room 402 and 403

The increased backlash against the significant gains of the trans rights movement has started seeping into many different areas of law. Increasingly, non-transgender spouses and non-affirming parents of transgender children are using their spouse's or child's transgender status to restrict their access to their children and to transition-related care. This panel will give an overview on the many issues facing transgender and gender nonconforming children and parents involved in custody proceedings. Panelists will give an overview of the state of the current law, discuss recent case law, and discuss challenges and strategies for continued litigation of these cases.

Speakers: Christine Henry Andresen (CHA Law Group, PC), Alana Chazan (Chazan Family Law, P.C.), Celeste Fiore (Argentino Family Law & Child Advocacy, LLC), Asaf Orr (National Center for Lesbian Rights)

New Frontiers of Environmental and Energy Law: from Climate Change to Corporate Sustainability

Franklin 9

This workshop will address recent and forthcoming environmental and energy legal changes, with a special focus on how companies are adapting to climate change, developing sustainability programs, and meeting the sustainability disclosure requirements. The speakers will provide an overview of relevant legal issues from the past two years, including regulatory changes and court decisions. The panel will present examples from various industries to show how the private sector is changing its relationship to sustainability and environmental issues. For the energy sector, the workshop

will address the deployment of renewable energy generation, greenhouse gas emissions regulation, and legal liability issues for hazards posed by climate change (e.g., storms and fires). For the broader corporate sector, the workshop will cover how large corporations are changing their internal compliance policies and meeting new reporting obligations. The workshop will also survey the global landscape of emerging sustainability disclosure requirements across both sectors and offer key insights on how to reduce risk and communicate effectively about sustainability topics of interest to stakeholders.

Speakers: Richard Alonso (Husky Energy Inc.), Romulo "Romy" Diaz (PECO Energy), Marshall Morales (Sidley Austin LLP), Paula Schauwecker (Beveridge & Diamond PC)

3:45pm - 5:15pm

CONCURRENT SESSION F

Pushing Back Against "No Promo Homo" Laws and Other Restrictions on LGBTQ-Affirming Curricular Content

Room 402 and 403

Every day in America's public schools, more than 9 million students are subjected to anti-gay curriculum laws, commonly referred to as "No Promo Homo" (NPH) laws, that prohibit teachers from discussing LGBT people or subjects in a positive light or, sometimes, discussing them at all. These NPH laws are present in 7 states, and they have significant negative impacts on LGBT students and their classmates. Progress has recently been made in rolling back Utah's NPH law, and there may soon be more challenges to NPH laws in state legislatures and in the courts. Beyond these laws, there are also significant policy restrictions in place in some states, and there were recent legislative efforts in South Dakota to prohibit discussions of transgender issues in K-12 schools.

Speakers: Eliza Byard (GLSEN, Inc.), William Eskridge (Yale Law School), Kevin Hall (Womble Bond Dickinson (US) LLP), Shannon Minter (National Center for Lesbian Rights)

SOGI Issues in the Courts: What Courts Are Doing to Assure Procedural Fairness and Advance Access to Justice for LGBTQ+ Court Users

Franklin 10

Courts play an essential function in the delivery of justice. Ensuring procedural fairness through the courts, both in principle and in practice, is central to the delivery of justice, experiences of equitable treatment, and perceptions of respect and fairness for LGBTQ+ court users. This session provides an overview of the national Fair Courts initiative as context for the panelists to discuss specific examples of how courts are taking proactive steps at the systems-level and in courtroom/program contexts to advance procedural

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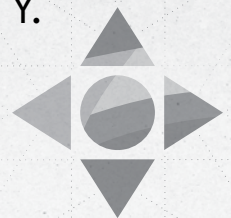
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fairness and access to justice for LGBTQ+ court users and justice system stakeholders based on diversity and inclusion-informed best practices. The panelists will offer a number of concrete examples of current institutional initiatives, training programs, and procedures/policies, and the Q&A segment of the session will provide attendees with an opportunity to raise challenges they see for feedback from both the panelists and other session attendees.

Speakers: *Lisa R. Burke (New Jersey Judiciary - Administrative Office of the Courts), Ethan Rice (Lambda Legal), Matthew Skinner (Office of Court Administration, the New York State Unified Court System)*

Consensual Non-Monogamy, Polyamory, and Polyparenting

Room 411

In various ways, family law and other areas of law encourage and incentivize monogamy. Adultery, for example, remains a crime in the majority of U.S. jurisdictions. Despite this, an increasing number of people in relationships embrace polyamory, live in triads (also known as throuples), quads, or other relationship forms in which at least one person involved has more than one concurrent romantic/sexual/intimate adult relationships or, if coupled, practice consensual non-monogamy. Further, these people are being more open about their poly-relationships. In addition, at least some of these non-traditional families are parenting and an increasing number of jurisdictions are legally recognizing poly-parenting in various ways. This panel will consider the legal and social implications of polyamory and non-monogamy from a variety of perspectives. In particular, the panel will look at the current legal landscape for poly-families, the ways that such families can legally protect their partnerships and their children, even in more conservative jurisdictions, and the sorts of legal reforms that might be pursued to protect and support poly-families in their various forms. The panel will consider (i) practical legal strategies to help polyamorous people and people in poly-relationships to prevent or minimize legal problems (about finances, property, custody of children) and to address these and other legal challenges when they arise in litigation and other disputes, (ii) empirical research on poly-families from a leading social-science researcher, and (iii) longer-term proposals for changes to family law and policy.

Speakers: *Diana Adams (Chosen Family Law Center, Inc.), Christine Henry Andresen (CHA Law Group, PC), Elisabeth Sheff (Sheff Consulting), Edward Stein (Benjamin N. Cardozo School of Law, Yeshiva University)*

Shhh It's a Secret (or Isn't It?): Practical Ins and Outs of Health Care Privacy and Cybersecurity

Franklin 7

Health care privacy is a big deal. Deciding what to disclose to your health care provider is one thing; sharing that

information with your employer or grandmother is another. In our age of big data, wearable technology, and transnational mega-mergers, health care privacy is just one breach away from becoming embarrassing publicity. Even sooner than the breach point, privacy is a defining issue in determining whether to seek and receive health care, such as preventative care, chronic care support, and substance abuse treatment, for many sexual minorities. This panel will discuss four major privacy laws that address health information (HIPAA; 42 CFR Part 2; GINA; GDPR) using real-world examples, interactive polling, and cybersecurity tips applicable to LGBTQ health care consumers and attorneys who counsel LGBTQ clients and community organizations. (Spoiler alert: HIPAA is a much stronger shield than it is a sword.)

Speakers: *Cameron Faber (Los Angeles LGBT Center), Greg Fosheim (McDermott Will & Emery LLP), Sumaya Noush (Drinker Biddle & Reath LLP), Colin Wright (Landis+Gyr)*

Title IX and the Future of Protection for Students

Franklin 8

Title IX, the federal law protecting K-12 and post-secondary students from discrimination based on sex, has become a political hot potato in recent years with changing federal guidance on who it protects and what it requires of educational institutions. There has been increasing public conversation and litigation about sexual assault and sexual harassment on campuses, as well as backlash on the application of Title IX protections to transgender students. On this panel, lawyers who are outside counsel or work directly for school districts, colleges, and universities will discuss the state of Title IX law and the future of its protections for straight-identified and LGBTQ students. Topics will include: interpretation of federal guidance on prevention and response to allegations of sexual assault or sexual harassment, implementation of Title IX requirements by K-12 and post-secondary institutions, challenges facing schools related to Title IX, proactive strategies to protect students, predictions for the future of federal guidance on Title IX, and trends in harassment complaints and investigations. We will also discuss Title IX protections specific to the LGBTQ community and trends in case law applying Title IX to transgender students, including in access to sex-segregated facilities.

Speakers: *Brad Domangue (New York University), Ashland Johnson (The Inclusion Playbook), Sharon McGowan (Lambda Legal), Jessica Witte (Thompson & Horton LLP)*

The Global Movement for LGBTIQ Freedom: Colonial-Era Anti-Sodomy Laws, American Evangelicals, "Gender Ideology," and Why It All Matters

Franklin 5

On September 6, 2018, the Supreme Court of India held the country's 1938 British anti-sodomy law unconstitutional. That decision lifted the threat of criminal sanction from 1.3 billion

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people. But 1.7 billion people in more than 75 countries around the globe remain subject to these colonial-era anti-LGBTIQ statutes prohibiting and penalizing same-sex adult relationships. From Kenya and Nigeria to Jamaica to Singapore, teams of lawyers and activists are challenging these laws in at least nine countries currently. It is a time of growing public awareness of the crushing effects of these antiquated laws, and of intensified calls for change among business and civil society leaders. Meanwhile, some of the American evangelical leaders and religious legal organizations with the most extreme anti-LGBTQ views have taken their crusades overseas. While most continue their anti-equality campaigns in the United States, many also have joined forces with religious and political extremists in Africa, Europe, parts of Asia and elsewhere. They are helping to fuel right-wing movements and oppose legal reform efforts, often peddling the debunked junk science about LGBTQ people the US courts have rejected in marriage and parenting cases and in current litigation about transgender identity. This panel will examine litigation, repeal and reform efforts underway globally, the goals and impacts of American anti-LGBTQ hate groups, and positive influences Americans and American institutions can provide worldwide.

Speakers: Ping “Hoping” Hou (*OutRight Action International*), Sahar Moazami (*OutRight Action International*), Jenny Pizer (*Lambda Legal*), Fabiana Quaini (*Quaini Law Firm*), Keola Whittaker (*McGuireWoods*)

Estate Planning: Everything You Need to Know But Didn’t Think to Ask!

Franklin 6

You skipped “Wills, Trusts & Estates” in law school, but are getting a queasy feeling that your work for your client may have an impact on your client’s estate planning issues—but are not sure how, or what to do about it. Or, you’re just plain concerned about your own future and the future of key people in your life. Either way, this session is for you! It will provide an overview of basic and more advanced estate planning issues to highlight the things you or your client needs to consider and do, and the impact marriage may have. It will review in particular the basic document tools for estate planning: Healthcare Power of Attorney & Advance Directive; Durable General Power of Attorney; Last Will and Testament; Disposition of Bodily Remains. It will also address pitfalls and how to avoid them: prenuptial agreements; proper execution of documents; litigation regarding the validity of estate planning documents; guardianship options. Finally, the session will provide a brief overview of public benefits to which your client or client’s family members may be entitled (e.g., Social Security, Medicare, Medicaid, et al.), and the eligibility requirements for those benefits. The session will provide guidance on how to avoid inadvertently jeopardizing eligibility for public benefits and offer some alternatives for simple estate planning for low-income individuals and couples.

Speakers: Dale Noll (*Akerman LLP*), Brad Richter (*Fried, Frank, Harris, Shriver & Jacobson LLP*), Murray Scheel (*Whitman-Walker Health*), Elizabeth Schwartz (*Elizabeth F. Schwartz, PA*)

The Criminalization to Incarceration Pipeline of LGBTQ+ People

Franklin 9

This workshop will discuss how discrimination in employment, schools, and housing have propelled LGBTQ+ persons into the system of mass incarceration at disproportionate rates, where they often fall victim to sexual violence, harassment, and anti-LGBT+ bias. A recent study by the Williams Institute found that the incarceration rate of self-identified lesbian, gay, or bisexual persons was more than 3 times that of the US adult population. Once incarcerated, LGBT people are sexually assaulted by other inmates at a disproportionate rate. Regarding incarcerated transgender people, a 2009 survey of California prisons found they experience sexual victimization at a rate 13 times higher than those who are not transgender. Similarly, the Bureau of Justice Statistics (BJ) estimated that incarcerated transgender people are almost ten times more likely to have been sexually abused than others in the general prison population. The panel will focus on litigation skills for prison litigation including the Prison Litigation Reform Act (PLRA) and the administrative grievance process, the use of Prison Rape Elimination Act (PREA) in litigation, and constitutional claims. Panelists are litigators who have been counsel in some of the leading cases challenging corrections policies and practices concerning LGBTQ people and people living with HIV. As such, the panel will discuss *Edmo v. Idaho*, a challenge to Idaho Department of Corrections ban on gender confirmation surgery for transgender persons; *Diamond v. Georgia*, a challenge to Georgia DOC’s freeze-frame policy denying incarcerated persons access to hormone therapy and other forms of care; *Hicklin v. Precythe*, a challenge to an identical Missouri DOC’s freeze-frame policy, and *Dorn v. Michigan DOC*, a challenge to Michigan DOC’s policy directive that disciplined people living with HIV with administrative segregation. Panelists will also discuss policy and legislative efforts currently underway to address harms that LGBT+ people face while in state custody, federal custody, and immigration detention.

Speakers: Chinyere Ezie (*Center for Constitutional Rights*), Demoya Gordon (*Law Enforcement Bureau, New York City Commission on Human Rights*), Richard Saenz (*Lambda Legal*), Amy Whelan (*National Center for Lesbian Rights*)

Before, During and After: What are an employer’s responsibilities when an employee transitions gender?

Room 402 and 403

One of your company’s employees is transitioning gender over the next year. As an employer, what are your legal obligations before, during and after the transition? Furthermore, are there any leading corporate practices for this process, beyond simply following the law?

2019 LAVENDER LAW SCHEDULE

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Speakers: Danielle Healey (Fish & Richardson), Tristan Higgins (diversity & inclusion speaker, author, and consultant), Sarah J. Moore (Fisher & Phillips LLP), Melanie L. Webber (Fisher & Phillips LLP)

The Alternative Path to Diversity, Inclusion and Equity Room 401

Among the many challenges facing the legal profession is the struggle to increase diversity, inclusion and equity. Law firms are under significant pressure from clients to present diverse slates when pitching for work. Often times they're left struggling to meet these requirements. What if there was another way to help advance efforts for greater inclusion? What role do alternative legal service providers play in supporting law firms and in-house legal departments? Join us for a lively discussion on how law firms, in-house legal departments and alternative legal providers can partner in harmony to increase diversity and drive us towards greater inclusion and equity.

Speakers: Debbie Epstein Henry (Consultant), Ari Joseph (Brown Rudnick LLP), Kenneth Sanchez (Reed Smith LLP)

Law School Congress & Affiliate Group Meeting Room 412

Not for CLE credit.

Corporate Counsel Speed Networking Salon J

5:15pm - 6:15pm

FINANCE LAW RECEPTION

Salon I

By invitation only.

5:15pm - 7:15pm

CONFERENCE RECEPTION

(Sponsored by BMW)

Salon E and F

Friday, August 9

7:00am - 8:00am

12 STEP/RECOVERY MEETING

Room 401

7:30am - 5:30pm

SPONSOR AND ATTENDEE CHECK-IN

Grand Ballroom Foyer, Level 5

8:00am - 9:00am

JUDGE LEADERSHIP MEETING

Salon J

8:00am - 10:15am

LAW STUDENT CAREER PLANNING PROGRAMMING (NALP) AND CONTINENTAL BREAKFAST

(Sponsored by Walmart Legal)

Salon H

Law students and career development professionals only.

Speakers: Logan Anderson (Pepper Hamilton LLP), Jose Bahamonde-Gonzalez (University of Maryland University College), Marla Butler (Thompson Hine), Matthew Jannusch (Cook County State's Attorney's Office), James Leipold (NALP)

8:30am - 10:00am

MAKING THE MOVE: BEST PRACTICES FOR LATERAL CANDIDATES

Salon K

Considering a move in the next few years? Wanting to know more about the job market for laterals, and how to best position yourself as your seniority increases? This workshop will address the unique needs of law firm associates considering a lateral move. Our panel of experts will discuss topics including the best timing for lateral moves, the pros and cons of working with a recruiter, resume tips and suggestions, the job application process, relocation searches, interview "dos and don'ts", and how to manage the offer and acceptance stage of a search. Attendees will leave with a solid understanding of the lateral search process and with a sense of market trends - and they will feel prepared should a change be in their future.

Speakers: Buddy Apple (Wegman Partners), Ru Bhatt (Major, Lindsey & Africa), Karl C. Riehl (Epstein Becker & Green, P.C.)

8:30am - 12:30pm

EMPLOYMENT LAW INSTITUTE

Room 414 and 415

8:30am - 12:30pm

FINANCE LAW INSTITUTE

Room 411 and 412

8:30am - 12:30pm

INTELLECTUAL PROPERTY LAW INSTITUTE

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Room 408 and 409

8:30am - 5:30pm

FAMILY LAW INSTITUTE

Salon E

2019 LAVENDER LAW SCHEDULE

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WELCOME | STAFF | SPONSORS | AWARDS | **SCHEDULE** | EXHIBITORS | INDEX

8:30am - 5:30pm

TRANSGENDER LAW INSTITUTE

Salon L

8:30am - 5:30pm

TRUST & ESTATES LAW INSTITUTE

Room 405

9:00am - 1:30pm

JUDICIAL INSTITUTE AND LUNCH

Salon J

10:15am - 11:45am

HOW TO GO IN-HOUSE: CAREER ADVICE FOR LAW STUDENTS AND LATERALS FROM SEASONED IN-HOUSE COUNSEL

(Sponsored by T-Mobile)

Salon I

What kinds of skills, experience, and working habits do in-house recruiters look for in prospective attorneys hoping to go in-house? In this workshop, experienced in-house counsel will discuss the best strategies needed for attorneys to land in-house employment. We will discuss ways to gain business acumen in firm positions and how to market this experience to hiring companies. In addition, we will talk about the importance of choosing an industry and how to gain expertise in order to forge connections with potential employers. Making connections is not only a good way to meet people who can help you search for a new position, but it is also a great way to learn more about the ins and outs of business law and the kinds of challenges you may face as in-house counsel. Participants will leave this workshop with a better idea of the path to in-house counsel and the crucial resources needed to proceed, as well as the confidence to go out and pursue the job of their dreams.

Speakers: *Elizabeth Hecht (GlaxoSmithKline plc), Barry Parsons (Freddie Mac), Jim Rogers (Cars.com)*

12:00pm - 1:00pm

RECRUITER AND STUDENT LUNCH

(Sponsored by Walmart Legal)

Salon H

12:30pm - 1:30pm

CORPORATE COUNSEL LUNCHEON PROGRAM (CORPORATE COUNSEL ONLY)

(Sponsored by ACC Foundation)

Salon I

Association of Corporate Counsel Presents: Building a Diverse Leadership Pipeline and Disrupting General Counsel Demographics

Simply put, general counsel of Fortune 500 companies are sorely lacking in diversity and fail to reflect society. Empowering diverse, rising stars in legal departments to become general counsel has never been more important. It is imperative that legal departments, in cooperation with external organizations, develop succession plans and talent management initiatives with diversity in mind. Join this panel of in-house counsel dedicated to increasing diversity among Fortune 500 general counsel to explore not only the importance of diversity at the general counsel level, but how we can achieve more balanced representation.

1:45pm - 4:00pm

INSURANCE LAW INSTITUTE

Room 407

1:00pm - 5:00pm

CAREER FAIR

*Franklin Hall B, Franklin Hall Foyer,
and Grand Ballroom Foyer*

1:30pm - 4:00pm

LAWYERING EN ESPAÑOL

Room 413

Moderator: Eduardo Juarez

1:30pm - 5:00pm

CORPORATE COUNSEL INSTITUTE

Salon I

2:00pm - 5:00pm

NUTS & BOLTS: ACADEMY FOR JUDICIAL CANDIDATES

Room 406

The LGBT Bar's "Nuts & Bolts Academy for Judicial Candidates" seeks to provide interested legal professionals with the tools they need to end up on the other side of the bench. This intensive workshop welcomes legal professionals from all backgrounds and parts of the country, as the LGBT Bar believes diverse perspectives bring diverse experiences to the bench – and diverse experiences lead to better judgments. Pre-registered and accepted applicants only.

2:15pm - 5:00pm

PRO BONO CLINIC

Room 414

5:00pm - 6:00pm

FAREWELL RECEPTION

Franklin B Foyer

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2019 RECRUITER EMPLOYEE BENEFIT INDEX

Key:

1. Does your organization include “sexual orientation” and “gender identity and expression” (separate from gender) as protected classes in its non-discrimination policy?
(Non-Discrimination Policy)
 2. Does your organization include gender identity/expression diversity training?
(Diversity Training)
 3. Does your organization have supportive gender transition guidelines in place?
(Transition Guidelines)
 4. Does your organization offer paternity/maternity leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
(Paternity or Maternity Leave Benefits)
 5. Does your organization offer benefits that cover non-traditional family planning, such as in vitro fertilization and adoptive benefits?
(Non-traditional Family Planning)
 6. If so, are those benefits available on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
(Equal Non-traditional Family Planning)
 7. Does your organization have an LGBT affinity group?
(LGBT Affinity Group)
- DNO = Does not offer this benefit**

Firm/Organization	Non-discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Non-traditional Family Planning	Equal Non-traditional Family Planning	LGBT Affinity Group
3M Company	Yes	Yes	Yes	Yes	DNO		Yes
AARP Foundation	Yes	No	Yes	Yes	Yes	Yes	Yes
Akerman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Allen & Overy LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Allstate Insurance Company	Yes		Yes	DNO	Yes	Yes	Yes
Alston & Bird LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Amazon Legal	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Arent Fox LLP	Yes		Yes	Yes	Yes	Yes	Yes
Arnold & Porter Kaye Scholer LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Axinn, Veltrop & Harkrider LLP	Yes	No	Yes	Yes	No		No
Baker Botts L.L.P.	Yes	Yes	No	Yes	DNO		Yes
Baker McKenzie	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	DNO		Yes
Baker & Hostetler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ballard Spahr LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Barnes & Thornburg LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Bass, Berry & Sims PLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Bilzin Sumberg Baena Price & Axelrod LLP	Yes	Yes	No	Yes	No	No	No
Blank Rome LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Bradley Arant Boult Cummings LLP	Yes	No	No	Yes	Yes	Yes	No
Bricker & Eckler, LLP	Yes	Yes	No	Yes	No	No	No
Bronx County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	No
Brown Rudnick LLP	Yes	Yes	Yes	Yes	Yes		
Bryan Cave Leighton Paisner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Buchanan Ingersoll & Rooney PC	Yes	Yes	No	Yes	No		Yes
Cadwalader, Wickersham & Taft LLP	Yes	Yes		Yes	Yes	Yes	Yes
Carlton Fields, P.A.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CBS Corporation/Showtime Networks Inc.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Chapman and Cutler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cleary Gottlieb Steen & Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cook County State's Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cooley LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Covington & Burling LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Cozen O'Connor P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Firm/Organization	Non-discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Non-traditional Family Planning	Equal Non-traditional Family Planning	LGBT Affinity Group
Cravath, Swaine & Moore LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Crowell & Moring LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Davis Polk & Wardwell LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Davis Wright Tremaine LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Debevoise & Plimpton LLP	Yes	Yes	Yes	Yes	DNO	No	Yes
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dentons	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dickinson Wright PLLC	Yes	Yes	No	Yes	No	No	No
Dinsmore & Shohl LLP	Yes	Yes	Yes	No	DNO	No	Yes
DLA Piper LLP (US)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dorsey & Whitney LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Drinker Biddle & Reath LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Duane Morris LLP	Yes	Yes	No	Yes	DNO		
Epstein Becker & Green, P.C.	Yes	Yes	No	Yes	Yes	Yes	Yes
Equal Justice Works	Yes	No	No	Yes	DNO	Yes	No
Eversheds Sutherland (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Faegre Baker Daniels LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
FINRA Office of Dispute Resolution	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fish & Richardson P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fisher Phillips, LLP	Yes	Yes	No	Yes	DNO		No
Foley & Lardner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fox Rothschild LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fredrikson & Byron, P.A.	Yes	Yes	No	Yes	Yes	Yes	Yes
Freshfields Bruckhaus Deringer (US) LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Fried, Frank, Harris, Shriver & Jacobson LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gibson, Dunn & Crutcher LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Goodwin Procter LLP	Yes	No	No	Yes	Yes	Yes	No
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Greenspoon Marder LLP	Yes	Yes			Yes	Yes	No
Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Haynes and Boone, LLP	Yes		Yes	Yes	Yes	Yes	Yes
Hogan Lovells (US) LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Holland & Knight	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Holwell Shuster & Goldberg LLP	Yes	No	No	Yes	Yes	Yes	No
Hughes Hubbard & Reed LLP	Yes	Yes	Yes	Yes	DNO		Yes
Hunton Andrews Kurth LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Husch Blackwell LLP	Yes	No	Yes	Yes	Yes	Yes	No
Ice Miller LLP	Yes	Yes	Yes	Yes	DNO		No
Jackson Lewis P.C.	Yes	Yes		Yes			Yes
Jackson Walker LLP	Yes	Yes	Yes	Yes	No	No	No
Jenner & Block LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes

2019 RECRUITER EMPLOYEE BENEFIT INDEX

Firm/Organization	Non-discrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Non-traditional Family Planning	Equal Non-traditional Family Planning	LGBT Affinity Group
Jones Day	Yes	No	No	Yes	Yes	Yes	Yes
K&L Gates LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Katten Muchin Rosenman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
King & Spalding LLP	Yes			Yes			Yes
Kirkland & Ellis LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Kobre & Kim LLP	Yes	No	No	Yes	Yes	Yes	Yes
Latham & Watkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Lewis Roca Rothgerber Christie LLP	Yes	Yes	No	Yes	Yes	Yes	No
Liberty Mutual Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Linklaters LLP	Yes	Yes		Yes	Yes	Yes	Yes
Littler Mendelson P.C.	Yes	Yes	Yes	Yes	Yes		Yes
Locke Lord LLP	Yes	Yes	Yes	Yes	Yes	Yes	No
Loeb & Loeb LLP	Yes	Yes	No	Yes	No	Yes	Yes
Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Major, Lindsey & Africa	Yes	Yes	No	Yes	Yes	Yes	Yes
Manatt, Phelps & Phillips, LLP	Yes	Yes	No	Yes	No	No	No
Mayer Brown LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
McDermott Will & Emery	Yes	Yes	Yes	Yes	Yes	Yes	Yes
McGuireWoods LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
McKool Smith	Yes	Yes	No	Yes	No	No	No
MetLife	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Milbank LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Montgomery McCracken Walker & Rhoads LLP	Yes	No	No	Yes	No	No	Yes
Morgan, Lewis and Bockius LLP	Yes	No	No	Yes	Yes	Yes	Yes
Morris, Nichols, Arsht & Tunnell LLP	Yes	Yes	No		Yes	Yes	No
Morris, Manning & Martin	Yes	No	Yes	Yes	Yes	Yes	No
Morrison & Foerster LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
New York City Law Department	Yes	Yes	No	Yes	Yes	Yes	Yes
New York County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Nixon Peabody LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Norton Rose Fulbright US LLP	Yes	No	Yes	Yes	Yes	Yes	Yes
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	No	Yes	DNO		Yes
Orrick, Herrington & Sutcliffe LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Paul Hastings LLP	Yes	Yes	Yes	Yes	DNO	No	Yes
Paul, Weiss, Rifkind, Wharton & Garrison LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Peace Corps	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pepper Hamilton LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Perkins Coie LLP	Yes	Yes	Yes		Yes	Yes	Yes
Pillsbury Winthrop Shaw Pittman LLP	Yes	Yes		Yes	Yes	Yes	Yes

2019 RECRUITER EMPLOYEE BENEFIT INDEX

Firm/Organization	Nondiscrimination Policy	Diversity Training	Transition Guidelines	Paternity or Maternity Leave	Nontraditional Family Planning	Equal Nontraditional Family Planning	LGBT Affinity Group
Proskauer Rose LLP	Yes	Yes		Yes	Yes	Yes	Yes
Public Defender Service for the District of Columbia	Yes	Yes	Yes	Yes	DNO	No	No
Quarles & Brady LLP	Yes	Yes	Yes	Yes	Yes	Yes	No
Quinn Emanuel Urquhart & Sullivan, LLP	Yes	Yes	No	Yes	Yes	Yes	No
Reed Smith LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Reminger Co., LPA	Yes	No	Yes	Yes	DNO	No	No
Robins Kaplan LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Schiff Hardin LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Schulte Roth & Zabel LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Seyfarth Shaw LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Shearman & Sterling LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Sheppard, Mullin, Richter & Hampton LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Shipman & Goodwin LLP	Yes	No	No	Yes	Yes	Yes	No
Shook, Hardy & Bacon L.L.P.	Yes	Yes	No	Yes	Yes	Yes	No
Sidley Austin LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Simpson Thacher & Bartlett	Yes	Yes		Yes	Yes	Yes	Yes
Squire Patton Boggs	Yes	Yes	Yes	Yes	No	No	Yes
State Farm Mutual Automobile Insurance Company	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Steptoe & Johnson LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Sterne, Kessler, Goldstein & Fox P.L.L.C.	Yes	Yes	No	Yes	Yes	Yes	Yes
Stinson LLP	Yes	Yes	Yes	Yes	No		Yes
Sullivan & Cromwell LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Target Corporation	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The Legal Aid Society - New York City	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Thompson & Knight LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
Thompson Hine LLP	Yes	Yes	No	Yes	No	No	Yes
Thomson Reuters	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Troutman Sanders LLP	Yes	No	No	Yes	No	No	Yes
U.S. Air Force JAG Corps	Yes	Yes	Yes	Yes	Yes	Yes	No
U.S. Army JAG Corps	Yes	Yes	Yes	Yes	DNO		No
U.S. Securities and Exchange Commission	Yes	No	Yes	Yes	Yes	Yes	Yes
Van Ness Feldman LLP	Yes	Yes	No	Yes	Yes	Yes	No
Venable LLP	Yes	No	No	Yes	Yes		Yes
Vinson & Elkins L.L.P.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Vorys, Sater, Seymour and Pease LLP	Yes	No	No	Yes	DNO	No	No
Wachtell, Lipton, Rosen and Katz	Yes	Yes	Yes	Yes	DNO	No	Yes
Washington State Attorney General's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Weil, Gotshal & Manges LLP	Yes	Yes	No	Yes	Yes	Yes	Yes
White & Case LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Wilmer Cutler Pickersing Hale and Dorr LLP	Yes		Yes	Yes	Yes	Yes	Yes
Wilson Sonsini Goodrich & Rosati	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Winston & Strawn LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Womble Bond Dickinson (US) LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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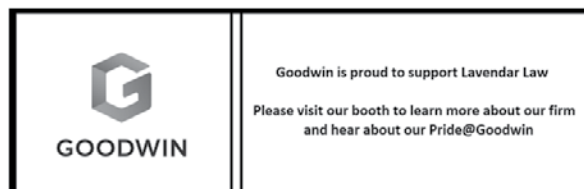


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