

LSAC Equality Conference

LGBTQ Climate in Big Law and Public Service

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Role of CDOs & Law Schools

LGBTQ Climate in Law Schools and Career Counseling

- Role of Career Development Offices
- Opportunities in Private Practice
 - How can students find the employer(s) that is right for them?
 - Large, medium, small and solo firms / corporate counsel offices
 - Identifying LGBTQ-friendly employers – why does this really matter?

LGBTQ Climate in Big Law and Public Service

- Building, Maintaining and Promoting an LGBTQ-Inclusive Law School
 - Identify and appoint key faculty and administrators to lead and support efforts
 - Secure institutional support from dean
 - Discuss what success looks like
 - Develop plan for recruiting students
 - Offer student and alumni support services
 - Measure success and shortcomings each year

Big Law & Private Practice

LGBTQ Climate in Big Law & Private Practice



Large law firms leading efforts for LGBTQ inclusion policies and practices:

- Culture
- Unlawful discrimination policies
- Benefits
- Support resources

Large and middle/regional firms actively recruiting LGBTQ talent:

- 170+ legal employers
- Workshops
- Networks



**LGBT
BAR
NY**

Local organizations collaborating with private employers to expand the talent pipeline:

- 1L Career Fair
- Legal clinics
- Networks

Strategies for a Successful Transition from Law School to Big Law

1

Employer – Employee Relationship versus
Consumer Relationship

2

Understand the Culture
Communicated and exhibited values

3

LGBTQ Lawyers = Talent
Unique perspectives and experiences

Increasing Competitive Advantage through LGBTQ Inclusion

1

Culture

Leadership; Organizational Structure;
People

2

Resources

Funding; Facilities; Communication

3

Data

Quantitative & Qualitative
Assessments

Public Interest Law

LGBTQ Climate in Public Service

- Awareness around LGBTQ+ themes and relevant topics is a constant journey
- We must acknowledge we have more work to do!

How Public Interest Organizations Can Support Incoming Law Students

- Colleagues, Clients and Communities
- **Mandatory** cultural humility trainings around LGBTQ+ topics
- Anti-Discrimination and Harassment Policies
- Specialized legal unit for LGBTQ+ law and policy topics
- Safe spaces
- Professional development opportunities

How law schools can provide support for their students

- Ask yourself:
- What are your core values around LGBTQ+ topics?
- Are those core values conveyed through your staff/faculty, practices and structures?
- Start with diversity and always continue to work on the inclusion practices

Non-Profits & Government

LGBTQ Climate in Non-Profits and Government

- *Non-Profits*
 - Colleagues
 - Clients
- *Government Agencies*
 - Federal
 - State & Local
- *Advice for Law Students*
 - The Burden of Being a Trailblazer & an Educator
 - Getting to an Inclusive and Affirming PIPS Workplace

Building an LGBTQ Inclusive & Affirming Law School Community

- Dean of Career Services - Ideally Positioned to Take the Lead
 - Consult with Expert Colleagues
 - Identify Yourself as a Visible Ally
 - Meet with Student Groups
 - Join Committees
- Talk to Faculty about Relevant Topics and Concerns in Classroom

Building an LGBTQ Inclusive & Affirming Law School Community

- Talk to Registrar about Common Topics
- Organize a Staff Training
- Facilitate Peer to Peer & Alumni Mentoring