

# 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