

Outline of LGBT Law Firm Awareness Issues

1. “Out” is not the issue. Firms can create inclusive and comfortable environments for LGBT employees regardless of how “out” they are, and without “outing” anyone or invading privacy.
 - Whether to come out is a very personal decision, but firms can create environment where employees feel comfortable coming out if they want to.
 - Lawyers can have the option of listing a same-sex partner in the firm-wide directories.
 - Firm-sponsored events can invite with a “guest” and leave it up to the lawyer who to invite.
2. Incorporate LGBT attorneys in recruiting efforts.
 - Many law school LGBT student groups sponsor recruiting receptions.
 - Firm can sponsor reception for LGBT law students.
 - Sponsor an LGBT event for summer associates (e.g., cocktail party sponsored by LGBT affinity group)
3. Incorporate LGBT issues into pro bono and public service efforts
 - affiliation with an LGBT non-profit (examples)
 - LGBT organization fund-raisers
 - Encourage service on boards of LGBT public service organizations
4. Incorporate LGBT issues into diversity training
 - applicable laws (including new City sex identity law)
 - hypotheticals and other tools
 - appropriate forum to discuss sensitivity issues we will discuss (assumptions, personal life discussions, social functions)