

Making Progress

How New York's Top Twenty-Five Law Firms Address Issues of Concern to the LGBT Community

**Report of The New York County Lawyers' Association's
Committee on Lesbian, Gay, Bisexual and Transgender Issues**

**Approved by the Board of Directors of The New York County Lawyers' Association
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EXECUTIVE SUMMARY

In the summer of 2003, the New York County Lawyers' Association's Committee on Lesbian, Gay, Bisexual and Transgender Issues ("the Committee") distributed a survey to the twenty-five largest law firms in New York City. The survey was designed to examine how New York's top law firms address matters of concern to the lesbian, gay, bisexual and transgender ("LGBT") community.

The Committee received responses from twenty-four of these firms, and prepared a summary of each firm's answers. Then, to ensure that this report would reflect accurate and up-to-date information, each firm was sent a copy of this summary and was given the opportunity to update the information and make any corrections it wished. The Committee reviewed the responses, analyzed the data, and now submits this report of its findings.

On the whole, the Committee finds that New York's largest law firms are making substantial progress on issues of critical importance to the LGBT community. All of the firms have self-identified LGBT attorneys and most firms have self-identified LGBT partners. The overwhelming majority of firms use self-identified LGBT attorneys in the recruiting process and many firms employ recruitment practices specifically designed to seek out self-identified LGBT lawyers. All of the firms also take steps to ensure that LGBT candidates for employment have the opportunity to meet with self-identified LGBT lawyers at the firm.

Without exception, the firms include both sexual orientation and gender identity and expression in their definition of diversity. Each firm offers benefits to same-sex domestic partners and their children, and all of the firms have gender-neutral parental leave policies that cover adoption. The vast majority of firms provide support to the LGBT community through financial

contributions to LGBT organizations, *pro bono* representation of LGBT clients and participation in LGBT law conferences and community events. Many firms have peer groups for their self-identified LGBT lawyers, and all firms welcome LGBT attorneys to bring same-sex guests to firm functions.

Based on the overwhelmingly positive responses to the Committee's survey, it is undeniable that New York's top law firms have embraced the LGBT community when they define diversity and have made great strides in ensuring that LGBT attorneys are welcome, valued and treated equally. The Committee is pleased to report that it has found no indication of any systemic homophobia, transphobia or bias against the LGBT community within the responding firms surveyed. Nevertheless, there is always room for improvement and the Committee makes the following recommendations which the Committee believes should be adopted by every firm in the country.

- Firms should take concrete steps to increase the total number of self-identified LGBT attorneys employed;
- Firms should ensure that self-identified LGBT attorneys are retained, promoted and elevated to partnership and other leadership positions within the firms;
- Firms should use self-identified LGBT attorneys to conduct legal employment interviews, and should ensure that potential LGBT candidates have the opportunity to discuss the LGBT experience with self-identified LGBT lawyers;
- Firms should have self-identified LGBT attorneys on their hiring committees, and should use proactive recruitment practices designed to specifically find self-identified LGBT lawyers;
- Firms should sponsor LGBT events at LGBT legal organizations, regularly communicate with LGBT student organizations at law schools, and host events for LGBT candidates to

meet with LGBT lawyers;

- Firms' non-discrimination and diversity policies should explicitly mention both sexual orientation and gender identity and expression;
- Firms should provide health and other benefits to their LGBT employees' domestic partners and the domestic partners' children, should honor spousal relationships lawfully entered into in other jurisdictions, and should ensure that the families of LGBT employees receive all of the benefits received by the families of non-LGBT employees;
- Firms should have gender-neutral parental leave policies that cover adoption, and which apply to the LGBT employee's domestic partner, should review the specifics of their policies to make sure that they do not have a disproportionate impact upon LGBT couples, and should take appropriate action to correct any inequities;
- Firms should have gender-neutral dress codes, and should adopt formal gender transition policies;
- Firms should support the LGBT community through *pro bono* representation of LGBT clients, financial contributions to LGBT organizations and participation in LGBT law conferences and community events; and
- Firms should encourage the formation of LGBT affinity groups, and should regularly sponsor luncheons or social events for LGBT attorneys.

New York's largest law firms are often viewed as the leaders of this country's legal community. The Committee hopes that all law firms and legal organizations will follow the lead of New York's top firms by taking the steps they have taken on LGBT issues, along with the

Committee's suggestions for improvement. By doing so, the legal community will be fulfilling its traditional role of championing the cause of civil liberties for all.

INTRODUCTION

In the summer of 2003, the New York County Lawyers' Association's Committee on Lesbian, Gay, Bisexual and Transgender Issues ("the Committee") distributed a survey to the twenty-five largest law firms in New York City.¹ (The list of firms is attached as Appendix A.) The survey was designed to examine how New York's top law firms address matters of concern to the lesbian, gay, bisexual and transgender ("LGBT") community. The Committee's survey represents the first time that New York law firms have been asked to respond publicly to questions about their practices and policies on LGBT issues.

Lawyers have often been at the forefront of championing the cause of civil liberties. As the LGBT community continues to strive for full and equal civil rights, it is crucial to obtain an understanding of how New York's legal community has helped to advance that effort. The information gathered from this survey provides much needed insight into how New York law firms address issues of critical importance to the LGBT community. In addition, the survey results offer invaluable assistance to attorneys seeking employment at firms that encourage a positive working environment for LGBT legal professionals. The results of the survey will also help LGBT individuals and organizations to make an informed decision when choosing legal representation.

The Committee is pleased to report that twenty-four out of the top twenty-five law firms took part in the survey.² Based on the overwhelming response, it is clear that all of the responding law firms recognize the importance of the matters covered by the survey. Indeed, these firms expressed great interest in this project, were forthcoming with additional information requested by the

¹ The firms chosen for inclusion in the survey are those with the largest number of lawyers in their New York office(s), as identified in the *New York Law Journal's* "2002 NYLJ 100 Largest Law Offices: The Top 100 in New York State" (December 2002).

² Wilson, Elser, Moskowitz, Edelman & Dicker LLP is the only law firm that did not respond to the survey. The Committee sent three letters to the firm's recruitment coordinator and managing partner, and made several follow-up telephone calls. The firm was specifically informed that its non-participation would be noted in this report.

Committee, and offered to help the Committee in any way. This enthusiastic response shows how seriously the law firms value a diverse workplace and that the LGBT community is squarely included in their definition of diversity.

On the whole, the Committee finds that New York's largest law firms are making substantial progress on issues of critical importance to the LGBT community. All of the firms have self-identified LGBT attorneys and most firms have self-identified LGBT partners. The overwhelming majority of firms use self-identified LGBT attorneys in the recruiting process and many firms employ recruiting practices specifically designed to seek out self-identified LGBT lawyers. All of the firms take steps to ensure that LGBT candidates for employment have the opportunity to meet with self-identified LGBT lawyers at the firm.

Without exception, the firms include both sexual orientation and gender identity and expression in how they define diversity. Each firm offers benefits to same-sex domestic partners and their children, and all of the firms have gender-neutral parental leave policies that cover adoption. The vast majority of firms provide support to the LGBT community through financial contributions to LGBT organizations, *pro bono* representation of LGBT clients and participation in LGBT law conferences and community events. Many firms have peer groups for their self-identified LGBT lawyers, and all firms welcome LGBT attorneys to bring same-sex guests to firm functions.

The Committee is encouraged by the significant progress made by New York's largest firms on these issues of vital importance to the LGBT community. Although improvements can still be made, it is abundantly clear that these firms have made tremendous strides in reaching out to the LGBT community. It is equally apparent that all of the firms in the survey recognize that LGBT individuals are part of the diversity the firms embrace. There is no doubt that many law firms in New York follow the lead of the largest firms. The Committee believes that the advances made by New York's top law firms on LGBT issues, along with the suggestions for improvement made by the

Committee, can serve as a model for all law firms and legal organizations to follow.

THE SURVEY

The Committee's survey contains fifteen questions. (The survey is attached as Appendix B.)

The topics covered include:

- Number of Self-Identified LGBT Attorneys Employed by the Firms;
- Firm Recruitment of LGBT Attorneys;
- Firm Policies and Benefits;
- Firm Treatment of Transgender Issues;
- Firm Support of the LGBT Community; and
- Firm Culture and LGBT Employees.

After receiving the responses from the firms, the Committee prepared a summary of each firm's answers. To ensure accurate and up-to-date information, each firm was sent a copy of this summary and was given the opportunity to update the information and make any corrections it wished. (The summaries for the twenty-four responding firms are attached as Appendix C.) The summaries were sent to the firms in the summer of 2004. Fourteen of the twenty-four firms submitted updated information and/or corrections. After the summaries were updated, the Committee reviewed the responses and analyzed the data.³ The Committee now submits this report of its findings.

FINDINGS AND ANALYSIS

Number of Self-Identified LGBT Attorneys Employed by the Firms

Each firm was asked how many self-identified LGBT attorneys (partners, associates and of-

³ The Committee did not take steps to independently verify the information submitted by the firms.

counsel) are employed in the firm’s New York office(s) compared to the total number of attorneys employed. Twenty-three of the firms participating in the survey report exact numbers of their self-identified LGBT attorneys.⁴ All of these firms have self-identified LGBT associates, and the overwhelming majority, seventeen firms, report at least one self-identified LGBT partner. Nine firms have self-identified LGBT lawyers working in “of counsel,” “special counsel” or “senior attorney” positions.⁵ (Charts showing the numbers and percentages for each firm are included in Appendix D.

The survey specifically requested information on “self-identified” LGBT individuals only.⁶ Although the number of self-identified LGBT individuals is often only a subset of the actual number of a firm’s LGBT employees, the Committee believes that it is important to distinguish between those who feel comfortable enough in a corporate environment to let both management and fellow employees know about their sexual orientation and gender identity – and those who do not. First,

⁴ Debevoise & Plimpton LLP states that it “does not ask its lawyers to self-identify for LGBT status.” The firm reports, however, that more than ten lawyers make themselves available to applicants who wish to meet with an LGBT lawyer.

⁵ Because the numbers of “of counsel” and similar positions tend to be low and vary widely among the firms, no meaningful analysis can be conducted.

⁶ The numbers of self-identified LGBT attorneys employed by a given legal organization is a relatively new item of information that remains unreported by many legal employers. Pioneered about eight years ago by the National Association for Law Placement (“NALP”), a number of leading employer members of NALP began to offer their LGBT attorneys the opportunity to self-identify in hopes of enhancing the employer’s ability to attract and retain top legal talent and address client requests. Though controversial and slow to increase, greater numbers of employers have been reporting numbers of their LGBT attorneys each year. Analysis of the LGBT numbers and the employers reveals that large urban employers (as high as 40% in some cities) are more likely to report such numbers and, unsurprisingly, the highest LGBT numbers are found in urban centers, especially those where one’s sexual orientation is a category legally protected from employment discrimination. Nationally, something just over 20% of NALP employer members report this data, and even therein the numbers of openly LGBT attorneys seems significantly below what other LGBT census data suggests. NALP, city bar associations, and other organizations continue to advocate for giving LGBT attorneys the opportunity to self-identify for such purposes, yet barriers remain with employers who do not wish to do so, employers who guess at the numbers, and LGBT attorneys who fear being so “out of the closet.”

potential LGBT employees are primarily concerned with how a firm's internal culture embraces individuals who openly self-identify. Second, law firm management often avoids the pressure to accurately assess how a firm's culture accommodates LGBT employees and clients by stating that the firm does not inquire into the private lives of its employees or clients. Unfortunately, such express or implied policies of non-inquiry often mask an underlying reality of a systemic cultural discomfort with the entire subject. Finally, the very fact that a significant number of individuals feel comfortable enough to self-identify as LGBT individuals is significant. Interestingly, almost every responding firm was able to identify their self-identified LGBT attorneys.

It is important to understand that the following figures and percentages are fluid, and simply reflect a snapshot of the numbers of self-identified LGBT attorneys at the time the survey was completed or updated. The Committee recognizes that these numbers are constantly changing and, indeed, for some of the firms, the numbers did in fact change from when the survey was initially filled out until the time it was updated. Because of these variations, the fact that a particular firm's numbers might appear on the lower end of the spectrum does not necessarily indicate that its commitment to hiring self-identified LGBT attorneys is less sincere than that of firms with higher numbers.

The percentage of self-identified LGBT attorneys (partners, associates, and of counsel) at the firms ranges from a high of 4.90% to a low of 1.18%. Only four firms report that more than three percent of their attorneys self-identify as LGBT and twelve firms report less than two percent. The median firm reports that 1.98% of its attorneys self-identify as LGBT.⁷

While one firm reports that 6.73% of its partners self-identify as LGBT, six firms state that

⁷ The median firm is the firm that falls in the middle of the reported percentages. Thus, in this example, half of the firms report percentages of self-identified LGBT attorneys above 1.98% and half report percentages below 1.98%.

they have no self-identified LGBT partners. Only four firms report that more than three percent of their partners are self-identified as LGBT, and thirteen firms report less than two percent. The median firm reports that 1.61% of its partners self-identify as LGBT.

The percentage of self-identified LGBT associates ranges from a low of 0.84% to a high of 4.64%. Seven firms report that more than three percent of their associates self-identify as LGBT, and eleven firms report less than two percent. The median firm reports that 2.11% of its associates self-identify as LGBT.

There does not appear to be any discernable correlation between the percentage of self-identified LGBT partners in a firm and the percentage of self-identified LGBT associates. For example, the two firms reporting the highest percentage of self-identified LGBT partners fall near the bottom of the rankings of self-identified LGBT associates. Conversely, of the six firms reporting no self-identified LGBT partners, four of them are in the top half of the rankings for self-identified LGBT associates. And six firms report a higher percentage of self-identified LGBT partners than self-identified LGBT associates.

Although the Committee is encouraged that all of the firms employ self-identified LGBT attorneys, we believe that improvements can be made. First, the Committee believes that it is essential that all firms have self-identified LGBT partners. As it stands, more than a quarter of New York's largest law firms do not have any self-identified LGBT partners. Although these firms have made significant advances in ensuring that women and people of color reach partnership,⁸ they have failed to achieve similar progress with respect to the LGBT community.

⁸ According to the 2004-2005 "NALP Directory of Legal Employers," published by the National Association for Law Placement ("NALP"), all of the firms that responded to the survey have people of color and women in the partnership at their New York offices. Moreover, research released by NALP in November 2003 revealed that attorneys of color account for 4.03% of the partners in New York City's major law firms and that women account for 14.1% of the partners in these firms.

The Committee also believes that all of the firms should be taking additional steps to increase the total number of self-identified LGBT attorneys employed. The overall percentage of self-identified LGBT attorneys in the reporting firms is only 2.28%. While the Committee found no data on the percentage of self-identified LGBT attorneys in the metropolitan New York area, anecdotal evidence and the experience of our members reflect that this number is significantly higher than the percentage of self-identified LGBT attorneys reported by the firms. Only by ensuring that there are self-identified LGBT partners and by increasing the percentage of self-identified LGBT attorneys can New York's major law firms send a clear message that LGBT lawyers are welcome and can succeed professionally.

Firm Recruitment of LGBT Attorneys

The firms were asked several questions regarding recruitment policies in an attempt to determine whether the firms actively recruit members of the LGBT community and provide channels for a self-identified LGBT candidate to obtain clear and accurate information about a firm's internal culture, particularly with respect to its treatment of LGBT employees.

With one exception, every firm uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.⁹ Moreover, every firm states that it is able to arrange for a self-identified LGBT lawyer to discuss the LGBT experience with a potential LGBT candidate. All of the firms report that when applicants ask to speak with an LGBT lawyer at the firm, they happily accommodate the request.

Each firm was asked whether any self-identified LGBT attorneys serve on its hiring committee. Ten of the firms report that the hiring committee includes, or has included in the past, self-identified LGBT lawyers, whereas ten firms indicate that there are no self-identified LGBT

⁹ Morgan, Lewis & Bockius LLP reports that it does not inquire into the sexual orientation of attorneys who conduct legal interviews.

attorneys on their hiring committees.¹⁰ The data appears to reflect a direct correlation between the presence of a self-identified LGBT attorney on a firm's hiring committee and the degree to which the firm aggressively recruits LGBT attorneys. Although virtually all of the firms report that they regularly use self-identified LGBT lawyers in some aspect of the recruiting process, firms that include LGBT lawyers on their hiring committees were more likely to use recruitment practices designed to specifically find self-identified LGBT lawyers.

Among these recruitment practices are: a) participation in the annual Lavender Law Conference Career Fair;¹¹ b) sponsorship of LGBT events at LGBT legal organizations; c) communication with LGBT student organizations at law schools; d) affirmative inquiries as to whether a candidate wishes to speak to a specific group of lawyers corresponding with gender, ethnicity or sexual orientation; e) hosting dinners for LGBT candidates with LGBT lawyers; and f) appointing a Diversity Director committed to recruitment, retention, professional development and advancement of all minority groups, including LGBT lawyers.

The firms' responses, taken in the aggregate, suggest that each of the firms has given serious thought to LGBT recruitment and ongoing employment. Nevertheless, there is room for improvement, and it is apparent that some firms do more than others in this area. Clearly, it is in the firms' own self-interest to seek out and retain talented LGBT attorneys. The Committee believes that in order to do this, and to provide full outreach to potential LGBT applicants, all firms must have

¹⁰ Stroock & Stroock & Lavan LLP, Shearman & Sterling LLP and Cravath, Swaine & Moore LLP report that they do not have a hiring committee, and Morgan, Lewis & Bockius LLP reports that it does not inquire into the sexual orientation of attorneys on its hiring committee.

¹¹ Each year, the National Lesbian and Gay Law Association ("NLGLA") sponsors the Lavender Law Conference, a series of panels, symposia and courses on cutting-edge legal issues affecting LGBT individuals and the community. The Conference features a Career Fair which provides the opportunity for conference participants to network and obtain jobs as attorneys and summer associates/interns with legal employers from all over the country.

self-identified LGBT attorneys on their hiring committees. Moreover, all firms must take specific, proactive steps to seek out, identify and recruit potential LGBT candidates, and to ensure that those candidates know that they are welcome at the firm. It is equally important for firms to take concrete steps to make certain that talented LGBT attorneys are retained, promoted and elevated to leadership positions within the firms.

Firm Policies and Benefits

The firms were asked a number of questions about their policies and benefits. First, they were asked to provide copies of their non-discrimination and diversity policies. Twenty firms submitted their non-discrimination policies, and all of these policies include sexual orientation as a protected category.¹² Eleven firms report that they have diversity policies with respect to legal hiring, and all but two of these policies include sexual orientation within the umbrella of diversity. Two firms indicate that they have written affirmative action plans, but only one firm provided a copy. That firm's affirmative action policy does not include sexual orientation. Nine firms report that they do not have a diversity policy. Although a number of firms declined to submit their policies, all of the firms in the survey have adopted the Statement of Diversity Principles of the Association of the Bar of the City of New York ("City Bar"), which includes both sexual orientation and gender identity and expression in its definition of diversity.

It appears that all firms subscribe to the view that the LGBT community is included within their definition of diversity. However, some firms do not explicitly include sexual orientation, or gender identity and expression, in their own diversity policies. The Committee believes that the firms' diversity policies must explicitly mention these categories to send a clear message to both existing employees and candidates for employment that the LGBT community is part of the diversity

¹² A number of firms use the term "sexual preference." It is the view of the Committee that "sexual orientation" is the preferred and more accurate term.

that the firms seek to foster.

The Committee is pleased to report that all of the firms provide health and other benefits to their LGBT employees' domestic partners and the domestic partners' children. Fifteen of the firms provide such benefits to same-sex domestic partners only. Nine firms provide benefits to both same-sex and opposite-sex domestic partners. Although the types of benefits provided by the firms vary widely, it is clear that the partners of LGBT employees, and their children, are eligible to receive the same benefits as the spouses and children of non-LGBT employees.

The firms were asked to supply information about their parental leave policies. Since LGBT couples often adopt, the Committee was interested in whether the firms' policies cover adoption. The Committee was also interested in whether parental leave was extended to both male and female employees, because a female-only policy would obviously not benefit a gay male couple interested in starting a family. The Committee is pleased to report that all of the reporting firms have gender-neutral policies that provide leave for adoptive parents.

Some of the firms' policies appear to have a disproportionate negative impact upon LGBT employees. For example, some firms provide much longer periods of leave for childbirth than for adoption. Although this discrepancy may be an attempt to accommodate the health issues accompanying childbirth, the end result is that LGBT couples who adopt will always have less time to spend with their new children. Also, some firms provide significantly shorter periods of parental leave to male employees than female employees, even in cases where the female employee has adopted a child. Obviously, such a policy negatively impacts gay male couples who adopt. Finally, although several firms' policies explicitly state that they apply to an employee's domestic partner who gives birth or adopts, the overwhelming majority of the policies are silent or unclear on this point. Of course, in order to ensure that LGBT employees enjoy the same parental leave benefits as non-LGBT employees, the policies must explicitly cover domestic partners.

The Committee believes that all firms should have gender-neutral parental leave policies that cover adoption, and which apply to the employee’s domestic partner. The Committee urges each firm to review its policy with an eye toward determining whether the policy negatively impacts LGBT couples, and to take appropriate corrective action.

Firm Treatment of Transgender Issues

The firms were asked a number of questions about their policies on transgender issues. Readers of this report are likely familiar with the terms “sexual orientation,” “gay,” “lesbian” and “bisexual.” The LGBT community today also includes transgender people. While there may be some disagreement about the precise meaning of transgender, it is generally viewed as an umbrella term to describe all those who *transgress gender* norms. When we are born, the doctor pronounces us a boy or a girl, and from that moment on, certain stereotypical gender-based expectations are set. Boys must be rugged, masculine and athletic. Girls must be soft, feminine and pretty. But, in reality, people will not always fit this mold, and may have a different “gender identity” from that assigned at birth. The transgender community describes those who don't meet society’s expectations for people born with their anatomy, and includes transsexuals, cross-dressers,¹³ intersexed persons,¹⁴ men who are somewhat feminine and women who are somewhat masculine (whether gay, bisexual or heterosexual-identified), and other gender-variant people.

There is no definitive correlation between one’s gender identity and one’s sexual orientation.

¹³ Cross-dressers are people who have more than one mode of gender presentation, presenting fully in the gender opposite of their birth sex part of the time. Unlike transsexuals, many of whom seek sex reassignment surgery, most cross-dressers have no interest in medical transition or living full-time in the gender opposite of their birth sex, and most do not wish to cross-dress in the workplace.

¹⁴ Intersexed people are born with sex chromosomes, external genitalia, or internal reproductive systems that are not considered “standard” for either male or female. While many intersexuals do not consider themselves transgender, they may nevertheless face similar discrimination.

Indeed, many transsexuals, cross-dressers and gender-variant people consider themselves to be heterosexual. Thus, policies and laws that prohibit discrimination based on sexual orientation must also explicitly include gender identity and expression in order to make clear that discrimination on that basis is also prohibited. Employers, landlords, and places of public accommodation are legally entitled to deny jobs, housing and other benefits to transgender people in 44 states and in the overwhelming majority of municipalities around the nation. Even in places where transgender individuals enjoy legal protection, there is still much discrimination and harassment against members of the transgender community.

The Committee is pleased to report that all of the firms in the survey prohibit discrimination based on gender identity or gender expression. However, only Cadwalader, Wickersham & Taft LLP explicitly lists these categories in its non-discrimination policy. The majority of the firms merely add a catch-all phrase to their non-discrimination statements, such as “other characteristics protected by law,” which, in New York City, would include gender identity and expression.¹⁵ The remaining firms implicitly prohibit such discrimination by their adoption of the City Bar’s Statement of Diversity Principles, which includes gender identity and expression.

Given the sad history of intolerance in this area, the Committee believes that the firms must explicitly include gender identity and expression in their non-discrimination and diversity policies. By explicitly listing these categories, the firms can signal that transgender and gender variant people are not just tolerated, as required by New York City law, but are also welcomed.

¹⁵ The relevant law is Title 8 of the Administrative Code of the City of New York, the New York City Human Rights Law, as amended by Local Law 3 of 2002 (“The term ‘gender’ shall include actual or perceived sex and shall also include a person’s gender identity, self-image, appearance, behavior or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth”).

Twenty-one of the surveyed firms have dress codes, although six of them failed to supply copies. Of the fifteen dress codes received, nine are gender-neutral and six are not. A non-gender-neutral dress code can make it difficult for transgender and gender variant individuals to express their genders. Thus, a non-gender-neutral dress code signals an insensitivity to those whose gender identity does not fall at one end or the other of the feminine-masculine spectrum. In order to send a more positive message to transgender and gender variant people, the Committee urges all firms to adopt gender-neutral dress codes.

None of the firms surveyed reports being aware of any employees who have transitioned from one gender identity to the other, or at least no self-identified ones, although the Committee is aware of one attorney who is a former employee of Cadwalader, Wickersham & Taft LLP, who had transitioned from male to female before working for the firm. Likewise, none of the firms has developed policies or procedures for employees who are starting to transition gender. Although some firms state their non-discrimination policies would apply to such circumstances, the precise mode of implementation of such policies is uncharted and unknown. Obviously, one's gender identity has no bearing on one's ability to succeed as a lawyer. Thus, in order to accommodate employees who decide to transition gender, and to ensure that firms do not lose talented employees due to the absence of gender transition procedures, the Committee urges all firms to adopt formal gender transition policies.

Firm Support of the LGBT Community

Each firm was asked to describe its support, if any, of the LGBT community during the previous ten years. The survey identified the following three specific modes of support: a) financial contributions to LGBT-related organizations or causes; b) participation in LGBT law conferences or community events; and c) provision of *pro bono* legal services for LGBT-related matters.

The vast majority of firms report support for the LGBT community in all three areas, with

only one firm reporting no support of any kind in the last ten years. Twenty-three firms report that they have made contributions to LGBT-related organizations or causes.¹⁶ Among the beneficiaries of such support are Lambda Legal Defense and Education Fund (“Lambda Legal”), the Lesbian and Gay Law Association of Greater New York (“LeGaL”), the Gay and Lesbian Alliance Against Defamation (“GLAAD”), the ACLU Lesbian and Gay Rights Project, and several LGBT organizations at law schools. Although not specifically LGBT organizations, a number of firms have made contributions to AIDS charities, including Gay Mens Health Crisis, the American Foundation for AIDS Research (“AMFAR”) and God’s Love We Deliver.

Nineteen firms report that they participate in LGBT law conferences or community events. Some of the most popular responses were the Lavender Law Conference, LeGaL’s Annual Law Conference, the ACLU LGBT Summer Associate Reception, the LGBT Pride Week Celebration at the City Bar, and the annual dinners of Lambda Legal, LeGaL and the Human Rights Campaign (“HRC”). Twenty-one firms report that they have provided *pro bono* assistance on LGBT matters. Many of these cases have resulted in precedent-setting decisions on significant LGBT legal issues, including *Lawrence v. Texas*, 539 U.S. 558 (2003)(overturning sodomy laws), *Levin v. Yeshiva Univ.*, 96 N.Y.2d 484 (2001)(lesbian couple seeking right to live in married student housing) and *In re Jacob*, 86 N.Y.2d 651 (1995)(upholding rights of lesbians to adopt their partners’ children). Many firms perform their *pro bono* work in cooperation with Lambda Legal, the ACLU Lesbian and Gay Rights Project, the National Center for Lesbian Rights and Gay Mens Health Crisis. Others provide assistance to individual LGBT litigants in areas such as discrimination, immigration and asylum, custody and adoption, insurance, HIV/AIDS, trusts and estates and transgender rights.

¹⁶ Some firms declined to answer this question fully on privacy grounds stating in substance that the firm has provided financial support to the LGBT community, but that it was against firm policy to disclose the specific details of such support.

The data reflects an interesting pattern of consistency with respect to the three categories of support. Firms that report significant financial contributions to LGBT-related organizations or causes also significantly participate in LGBT law conferences and frequently provide *pro bono* representation related to LGBT litigation. This uniformity of support not only evidences general good will toward the LGBT community, but may also reflect the degree to which a particular firm's internal culture welcomes LGBT employees. Thus, the Committee believes that all firms should continue to significantly support the LGBT community through *pro bono* representation, financial contributions and participation in LGBT law conferences and community events.

Firm Culture and LGBT Employees

The firms were asked a number of questions designed to gauge the culture at the firm for LGBT employees. Fourteen firms report that they have either a formal or informal LGBT peer group or affinity group. Some of the firms are more active than others in encouraging camaraderie among LGBT attorneys and have an official LGBT affinity group that meets regularly to discuss issues and plan social events. Other firms report that their LGBT partners and associates gather informally to talk about issues of concern. Many firms regularly sponsor LGBT luncheons, LGBT Pride Week dinners and other social events. Ten of the firms, however, report that they do not have, or are unaware of, a formal or informal LGBT peer group within the firm.

All of the firms report that LGBT lawyers have brought a same-sex guest to a firm function. Fifteen firms report that this happens often. Nine firms report that it occurs only sometimes. There appears to be a correlation between whether the firm has an LGBT peer group and the frequency with which LGBT attorneys bring same-sex guests to firm events. The overwhelming majority of the firms that have an LGBT peer group report that their LGBT attorneys often take same-sex guests to firm functions. On the other hand, only half of the firms that do not have an LGBT affinity group can make that claim. Thus, it appears that where a firm has an LGBT peer group, LGBT lawyers are

more comfortable bringing same-sex guests to firm functions.

The Committee believes that all firms should have an officially recognized LGBT affinity group, and that the firms should regularly sponsor luncheons or social events for LGBT attorneys. We believe that these steps are necessary to send the message that LGBT lawyers are welcome at the firm, and to provide a forum where LGBT attorneys can regularly meet to discuss issues unique to them. Such steps are also important because they provide the opportunity for LGBT attorneys to develop mentoring relationships with partners and senior lawyers, which is often critical to professional advancement in the firm.

CONCLUSION AND RECOMMENDATIONS

There is no question that New York's largest law firms have made significant progress on many issues of critical importance to the LGBT community. Based on the overwhelmingly positive responses to the Committee's survey, it is undeniable that New York's top law firms have embraced the LGBT community when they define diversity and have made great strides in ensuring that LGBT attorneys are welcome, valued and treated equally. The Committee is pleased to report that it has found no indication of any systemic homophobia, transphobia or bias against the LGBT community within the responding firms surveyed.

Nevertheless, there is always room for improvement and the Committee makes the following recommendations. These recommendations represent a list of best practices gleaned from already existing policies at the firms and practices that the Committee believes should be adopted by every firm in the country.

- In order to send a clear message that self-identified LGBT lawyers are welcome at and squarely included in the firm, firms should take concrete steps to increase the total number of self-identified LGBT attorneys employed;
- In order to show that qualified LGBT attorneys can succeed professionally, firms should

ensure that self-identified LGBT attorneys are retained, promoted and elevated to partnership and other leadership positions within the firms;

- In order to ensure the greatest success in attracting LGBT attorneys, firms should use self-identified LGBT attorneys to conduct legal employment interviews, and should ensure that potential LGBT candidates have the opportunity to discuss the LGBT experience with self-identified LGBT lawyers;
- In order to recruit and retain talented LGBT attorneys and to provide full outreach to potential LGBT applicants, firms should have self-identified LGBT attorneys on their hiring committees, and should use proactive recruitment practices designed to specifically find self-identified LGBT lawyers;
- In order to ensure that firms reach the widest number of LGBT candidates for employment, firms should participate in the annual Lavender Law Conference Career Fair, sponsor LGBT events at LGBT legal organizations, regularly communicate with LGBT student organizations at law schools, and host events for LGBT candidates to meet with LGBT lawyers;
- In order to send a clear message to both existing employees and candidates for employment that the LGBT community is part of the diversity that the firms seek to foster, firms' non-discrimination and diversity policies should explicitly mention both sexual orientation and gender identity and expression;
- In order to make certain that LGBT employees are treated fairly, firms should provide health and other benefits to their LGBT employees' domestic partners and the domestic partners' children, should honor spousal relationships lawfully entered into in other jurisdictions, and should ensure that the families of LGBT employees receive all of the benefits received by the families of non-LGBT employees;
- In order to ensure that LGBT employees are treated equally, firms should have gender-neutral

parental leave policies that cover adoption, and which apply to the LGBT employee's domestic partner, should review the specifics of their policies to make sure that they do not have a disproportionate impact upon LGBT couples, and should take appropriate action to correct any inequities;

- In order to show transgender and gender variant people that they are welcome, firms should adopt gender-neutral dress codes;
- In order to accommodate employees who decide to transition gender, and to ensure that firms do not lose talented employees due to the absence of gender transition procedures, firms should adopt formal gender transition policies;
- In order to demonstrate a commitment to LGBT issues, firms should support the LGBT community through *pro bono* representation of LGBT clients, financial contributions to LGBT organizations and participation in LGBT law conferences and community events; and
- In order to provide opportunities for LGBT attorneys to discuss issues unique to them, and to encourage the development of mentoring relationships with partners and senior lawyers, firms should encourage the formation of LGBT affinity groups, and should regularly sponsor luncheons or social events for LGBT attorneys.

The Committee cannot overstate the importance of the results of this survey, particularly in light of recent events. At a time when the LGBT community is facing hateful attacks throughout the country on their basic civil rights, and in light of the real threat that the nation's courts may move in a direction hostile to the very idea of equal justice and liberty for all, it is crucial that the legal community use its best efforts to ensure that members of the LGBT community are not only treated fairly, but also that they are welcome and valued in our diverse nation. New York's largest law firms are often viewed as the leaders of this country's legal community. The Committee hopes that all law

firms and legal organizations will follow the lead of New York's top firms by taking the steps they have taken on LGBT issues, along with the Committee's suggestions for improvement. By doing so, the legal community will be fulfilling its traditional role of championing the cause of civil liberties for all.¹⁷

¹⁷ The Committee extends its thanks to members Robert Bacigalupi, Andrew Chapin, Ivan Dominguez, Richard Grossman, Thomas Hickey and Hon. Barbara Jaffe, whose hard work and dedication made this report possible.

APPENDIX A

LIST OF FIRMS INCLUDED IN SURVEY

LIST OF FIRMS INCLUDED IN SURVEY

LAW FIRM	NUMBER OF LAWYERS IN NEW YORK OFFICE(S)
1. Skadden, Arps, Slate, Meagher & Flom LLP	857
2. Simpson Thacher & Bartlett LLP	635
3. Weil, Gotshal & Manges LLP	565
4. Shearman & Sterling LLP	559
5. Davis Polk & Wardwell	527
6. Sullivan & Cromwell LLP	520
7. Cravath, Swaine & Moore LLP	477
8. Debevoise & Plimpton LLP	475
9. Paul, Weiss, Rifkind, Wharton & Garrison LLP	468
10. Sidley Austin Brown & Wood LLP	463
11. Clifford Chance US LLP	451
12. Proskauer Rose LLP	428
13. Cleary Gottlieb Steen & Hamilton LLP	416
14. Fried, Frank, Harris, Shriver & Jacobson LLP	375
15. White & Case LLP	374
16. Cadwalader, Wickersham & Taft LLP	371
17. Willkie Farr & Gallagher LLP	368
18. Dewey Ballantine LLP	357
19. Kaye Scholer LLP	346
20. Milbank, Tweed, Hadley & McCloy LLP	336
21. Schulte Roth & Zabel LLP	319
22. Morgan, Lewis & Bockius LLP	313
23. Wilson, Elser, Moskowitz, Edelman & Dicker LLP	276
24. Stroock & Stroock & Lavan LLP	275
25. Latham & Watkins LLP	265

** Information obtained from the *New York Law Journal's* "2002 NYLJ 100 Largest Law Offices: The Top 100 in New York State" (December 2002).

APPENDIX B

THE SURVEY

NEW YORK COUNTY LAWYERS' ASSOCIATION
Committee on Lesbian, Gay, Bisexual and Transgender Issues

LGBT LAW FIRM SURVEY

Law Firm _____

Contact Person _____

Phone Number _____

Date Completed _____

1. (A) How many attorneys are employed in your firm's New York office(s)? Please provide specific numbers for partners, associates, and of counsel.

Partners _____

Associates _____

Of Counsel _____

(B) How many **self-identified** lesbian, gay, bisexual or transgender ("LGBT") attorneys are employed in your firm's New York office(s)? Please provide specific numbers for partners, associates, and of counsel.

LGBT Partners _____

LGBT Associates _____

LGBT Of Counsel _____

If you do not provide specific numbers above, please explain why.

2. (A) Describe the steps your firm takes to actively recruit **self-identified** LGBT lawyers, both entry-level and lateral.

(B) Does your firm have any **self-identified** LGBT attorneys on its legal hiring committee?

YES _____ NO _____

If the answer is YES, how many? _____

(C) Does your firm regularly use **self-identified** LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs?

YES _____ NO _____

(D) Does your firm regularly use **self-identified** LGBT attorneys to conduct legal employment interviews at your firm's office?

YES _____ NO _____

3. (A) Does your firm have a written non-discrimination policy?

YES _____ NO _____

If the answer is YES, please provide it.

(B) Does your firm have a written diversity policy with respect to legal hiring?

YES _____ NO _____

If the answer is YES, please provide it.

4. (A) Does your firm provide benefits to same-sex domestic partners of your employees?

YES _____ NO _____

(B) If the answer to (A) is YES, are these benefits provided to the children of the employee's same-sex domestic partner?

YES _____ NO _____

(C) If the answer to (A) is YES, are these benefits provided to opposite-sex domestic partners?

YES _____ NO _____

(D) If the answer to (A) is YES, please provide any such written policy. If you do not have a written policy, please describe the benefits provided.

5. Please provide a copy of your firm's maternity and/or paternity leave policy.

6. Does your firm have a written dress code policy?

YES _____ NO _____

If the answer is YES, please provide it.

7. In the last ten years, has your firm contributed financially to any LGBT causes or organizations?

YES _____ NO _____

If the answer is YES, please explain.

8. In the last ten years, has your firm participated in any LGBT legal conferences and/or LGBT community events?

YES _____ NO _____

If the answer is YES, please explain.

9. In the last ten years, has your firm taken cases involving LGBT issues on a *pro bono* basis?

YES _____ NO _____

If the answer is YES, please explain.

10. In the last ten years, has your firm represented **self-identified** LGBT individuals or LGBT organizations?

YES _____ NO _____

If the answer is YES, please explain.

11. Has there ever been an individual at your firm who has transitioned from one gender identity to the other?

YES _____ NO _____

Does your firm have any policy in the event this issue arises?

YES _____ NO _____

If the answer is YES, please explain. If the policy is in writing, please provide it.

12. Has an LGBT lawyer in your firm ever brought a same-sex guest to a firm function?

YES _____ NO _____

If the answer is YES, how often has this occurred?

RARELY _____ SOMETIMES _____ OFTEN _____

13. Is there a formal or informal LGBT caucus or peer group at your firm?

YES _____ NO _____

If the answer is YES, please describe it.

14. When legal job applicants ask to speak with an LGBT lawyer employed by your firm, how do you respond?

15. Please provide the name and contact information of a **self-identified** LGBT attorney at your firm who would be willing to speak with us about the issues addressed in this survey.

**** END OF SURVEY****

APPENDIX C

SUMMARIES OF THE FIRMS' RESPONSES

CADWALADER, WICKERSHAM, & TAFT LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	1 out of 74	1.35%
Associates:	5 out of 237	2.11%
Of Counsel:	1 out of 42	2.38%
TOTAL:	7 out of 353	1.98%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm sponsors receptions and panel discussions for LGBT students at law schools, and participates in career fairs for LGBT students. In addition, LGBT attorneys at the firm send letters to LGBT student groups at various law schools.

The firm does not have any self-identified LGBT attorneys on its three-partner legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm "is happy to arrange for" the applicant to speak with one of its LGBT lawyers.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers both sexual orientation and gender identity and/or expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical and dental insurance to same-sex domestic partners of employees, and to

the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity policy covers gender identity and/or expression.

In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is for the most part gender neutral. It does, however, require men's shirts to have a collar.

C. Gender Identity Transition

The firm reports that there has not been a self-identified individual at the firm who has transitioned from one gender identity to the other. However, the Committee is aware of one attorney who is a former employee of the firm who had transitioned from male to female before joining the firm.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed to:

Lambda Legal
ACLU Lesbian and Gay Rights and AIDS Projects
LeGaL
City Bar's Committee LGBT Rights
NYCLA's Committee on LGBT Issues
National Lesbian and Gay Law Foundation
National Lesbian and Gay Law Association

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

LeGaL's Annual Dinner Dance and Silent Auction (annually)

Lambda Legal's Annual Liberty Awards Dinner (annually)

Lavender Law Career Fair and Conference (2003 and 2004)

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm did not report whether it has taken any cases involving LGBT issues on a *pro bono* basis.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group at the firm.

CLEARY GOTTLIEB STEEN & HAMILTON LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	3 out of 80	3.75%
Associates:	13 out of 288	4.51%
Counsel:	3 out of 20	15.00%
TOTAL:	19 out of 388	4.90%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm sends an email to “Outlaw” at a number of law schools inviting members to participate in the on-campus interview process. When lawyers arrive to begin employment, the firm asks them to self-identify.

The firm has an unspecified number of LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm’s office.

When setting up an applicant’s visit to the office, the firm asks the applicant if he/she would like to meet with a specific group of lawyers, including groups corresponding with gender, ethnicity, sexual orientation, etc. affiliations.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers “sexual orientation or preference.” Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon “any other category protected by law,” which, in New York City, would cover gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical benefits to same-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity policy does not explicitly mention gender identity and/or expression. However, it prohibits discrimination based upon "any other category protected by law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has made financial contributions to LGBT causes and organizations (although the firm did not elaborate).

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has hosted many fund-raising, awareness-raising events for the Lesbian and Gay Immigration Rights Task Force.

The firm regularly sponsors tables at Lambda Legal's annual awards dinner and the ACLU Gay and Lesbian Rights Project's annual dinner.

Associates at the firm attended a meeting at the City Bar in the spring of 2003 regarding incorporating LGBT representation into their practice.

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm served as co-counsel to Lambda Legal in representing James Dale in his claim against the Boy Scouts and, as a result, received an award from G.L.A.A.D.

The firm regularly takes referrals from public interest legal groups, including the Lesbian and Gay Immigration Rights Task Force, the Lawyers Committee on Human Rights and the Catholic Legal Immigration Network, to represent immigrants in sexual orientation-based asylum claims. One successful case involved a transgender asylum seeker from Lebanon. Another involved a gay man at risk of removal to El Salvador.

The firm has worked with the Gay Mens Health Crisis researching legal issues for a potential law suit.

In 1995, the firm worked with Lambda Legal in preparing its lawyer for opposition to Hawaii's experts on same sex marriage. Lambda won the case, but Hawaii then amended its constitution to prohibit same-sex marriage.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm sponsors LGBT luncheons and there is an informal network of LGBT lawyers at the firm who make themselves available for mentoring and support of one another.

CLIFFORD CHANCE US LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	0 out of 93	0.00%
Associates:	5 out of 227	2.20%
Of Counsel:	0 out of 24	0.00%
TOTAL:	5 out of 344	1.45%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm did not identify any steps it takes to actively recruit self-identified LGBT lawyers.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges for one of its LGBT lawyers to meet with the applicant.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination/diversity policy that covers sexual orientation, but which does not cover gender identity and/or expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides domestic partner benefits to same-sex and opposite-sex domestic partners of employees and to the domestic partner's children.

The firm did not describe the benefits provided.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity/diversity policy does not cover gender identity and expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is mostly gender neutral. However, men are prohibited from wearing shirts without sleeves and footwear without socks.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has sponsored tables at various benefits, including LeGaL, ACLU Lesbian and Gay Rights Project, and the City Bar's Committee on LGBT Rights.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has sponsored tables at various benefits, including LeGaL, ACLU Lesbian and Gay Rights Project, and the City Bar's Committee on LGBT Rights.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

A team of lawyers submitted an *amicus* brief in the United States Supreme Court in the case involving James Dale, the gay Boy Scoutmaster.

The firm represented a gay man in a dispute over the estate of his deceased partner, whose parents sought to exclude the client from taking an inheritance from the deceased partner. The firm obtained a favorable settlement for the client.

The firm's lawyers have served as cooperating attorneys with Lambda Legal, providing legal research and other assistance on an as-needed basis.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group.

CRAVATH, SWAINE & MOORE LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	4 out of 78	5.13%
Associates: Of Counsel/	5 out of 360	1.39%
Senior Counsel:	0 out of 10	0.00%
TOTAL:	9 out of 448	2.01%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm did not describe any specific steps it takes to actively recruit self-identified LGBT lawyers. Instead, the firm stated that it “seek[s] to recruit outstanding law students and train them to be well-rounded generalists, without regard to race, gender or sexual orientation.”

The firm does not have a legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm’s office.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges for one of its LGBT lawyers to meet with the applicant. If scheduling issues prevent that from happening, the firm provides the applicant with contact information of LGBT partners and associates, or invites the applicant to return to the office for the requested interview.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon “any other classification protected by law,” which, in New York City, would cover gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical and dental benefits to same-sex domestic partners of employees and to the domestic partner's children.

The firm also gives employees the option of naming their same-sex domestic partner as a beneficiary of their 401K plan and life insurance policy.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption. Child care leave is also available when an employee's same-sex domestic partner gives birth or adopts a child.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity policy does not explicitly mention gender identity and/or expression. However, it prohibits discrimination based upon "any other classification protected by law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm does not have a written dress code policy but allows casual dress on Fridays during the summer. Casual dress is not further defined and thus appears to be gender neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other while employed at the firm

The firm does not have a written policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm regularly contributes to a wide variety of charitable organizations, including those working in support of LGBT causes. The firm, as a matter of policy, does not disclose the identities of the charities or the amounts contributed.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm hosted the LGBT summer associate reception for the ACLU in June 2003.

Peter Wilson, a corporate partner of the firm, was the co-chair of Lambda Legal's 30th anniversary dinner.

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm successfully represented Dignity in its attempt to demonstrate in front of St. Patrick's Cathedral during the LGBT Pride march.

The firm filed an *amicus* brief in the U.S. Supreme Court on behalf of Atlanta, Chicago, Los Angeles, New York, Portland, San Francisco and Tucson in *Boy Scouts of America v. Dale*, arguing in support of the cities' right to legislate against discrimination.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group at the firm.

DAVIS POLK & WARDWELL

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	0 out of 113	0.00%
Associates:	8 out of 365	2.19%
Of Counsel:	0 out of 23	0.00%
TOTAL:	8 out of 501	1.60%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm participates in the Lavender Law Career Fair. In addition, the firm sends an annual e-mail to all lawyers requesting them to self-identify.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney at the firm, the firm contacts appropriate lawyers and asks them to make time to see the candidate.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other basis prohibited by federal, state or local law," which, in New York City, would cover gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides health, dental and vision benefits to same-sex and opposite-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity policy does not explicitly mention gender identity and/or expression. However, the policy prohibits discrimination based upon "any other basis prohibited by federal, state or local law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm reports that it has a dress code policy but did not provide it. Thus, the Committee is unable to determine if the policy is gender-neutral.

C. Gender Identity Transition

To the firm's knowledge, there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm did not indicate whether it has a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has made financial contributions to:

LeGaL
Gay Mens Health Crisis
National Lesbian & Gay Law Foundation

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has participated in:

Lavender Law Career Fair

Annual Pride Week Student Reception of the City Bar's Committee on LGBT Rights

Annual Summer Reception of the ACLU Lesbian and Gay Rights and AIDS Projects

One of the firm's associates serves on the Board of Directors of Lambda Legal, and was co-chair of the Board from 2001-2003.

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm has taken cases involving LGBT issues on a *pro bono* basis for:

Gay Mens Health Crisis

Lesbian & Gay Rights Immigration Services

Lambda Legal

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group at the firm.

DEBEVOISE & PLIMPTON LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:		99	0.00%
Associates:		308	0.00%
Of Counsel:		23	0.00%
TOTAL:		430	0.00%

The firm does not ask its lawyers to self identify for LGBT status. The firm reports that there are “more than 10” lawyers who make themselves available to applicants who wish to meet an LGBT lawyer. This would indicate a percentage of at least 2.33% LGBT lawyers in the firm.

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

“The firm takes no specific steps to recruit self-identified LGBT lawyers,” though it “actively recruits qualified individuals of diverse background.”

The firm does “not presently” have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm’s office.

The firm offers candidates the opportunity to meet self-identified LGBT lawyers when they interview. When legal job applicants ask to speak with an LGBT attorney, the firm arranges it.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. The firm has a written diversity policy with respect to legal hiring that refers to the non-discrimination policy.

Neither policy explicitly mentions gender identity and/or expression, although the non-discrimination policy does cover “protected activities,” which arguably could include gender identity and/or expression.

The firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides unspecified benefits to same-sex domestic partners of employees and to the domestic partner’s children.

C. Parental Leave

The firm’s policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm’s equal employment opportunity policy does not explicitly mention gender identity and/or expression, although it does cover “protected activities,” which arguably could include gender identity and/or expression.

The firm has signed on to the City Bar’s Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm’s dress code policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been a self-identified individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed to:

Lambda Legal's annual dinner
LGBT Pride Week reception at the City Bar

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has not, "to [its] knowledge" participated in LGBT legal conferences or community events.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm has provided *pro bono* representation to:

Lambda Legal (including *Lawrence v. Texas*)
Hetrick-Martin Institute

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group at the firm.

DEWEY BALLANTINE LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:	1	90	1.11%
Associates:	6	222	2.70%
Of Counsel:	0	11	0.00%
TOTAL:	7	323	2.17%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm sends LGBT lawyers to interview on campus. The firm offers candidates the opportunity to meet self-identified LGBT lawyers when they interview in the office.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm sets the interview up.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination/diversity policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other characteristic protected by law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides health benefits to same-sex and opposite-sex partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity/diversity policy does not explicitly mention gender identity and/or expression. However, the policy prohibits discrimination based upon "any other characteristic protected by law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is not gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm purchases a table at the LeGaL dinner every year. The firm also purchases tickets to the Summer Attorney Reception of the ACLU Lesbian and Gay Rights and AIDS Projects.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has not participated in LGBT legal conferences or community events.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm represented a gay man seeking asylum in the U.S.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm's LGBT partner and associates gather informally.

FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:	1	86	1.16%
Associates:	4	224	1.79%
Of Counsel:	2	16	12.50%
TOTAL:	7	326	2.15%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm reaches out to LGBT organizations at various law schools, organizes events for LGBT attorneys and summer associates, and hosts dinners for LGBT candidates with LGBT lawyers

The firm has an unspecified number of self-identified LGBT attorneys on its legal hiring committee. In addition, a senior member of the firm's recruitment department is openly gay.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm always accommodates the request.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination/diversity policy that covers sexual orientation. A one-sentence description of it was included in a description of its Diversity Committee.

The policy does not cover gender identity and/or expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical, dental, vision, life insurance and health club benefits to same-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity and diversity policies do not cover gender identity and/or expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm supports a number of LGBT causes and organizations, including purchasing a table at the annual Lambda Legal Awards Dinner, making donations to Lambda Legal, supporting Gay Mens Health Crisis's annual AIDS Walk, and making a substantial donation to the LGBT student organization at Harvard Law School.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm sends representatives to the annual Lavender Law Conference.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm has represented many people with HIV/AIDS with regard to social security, welfare and other claims. The firm recently represented the surviving spouse of a man who died of AIDS when the spouse was initially unable to have the decedent's body exhumed and moved to the location where the two would be buried together. The firm has represented same-sex partners in custody cases.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm has a very active LGBT affinity group that regularly meets for dinners and other social outings.

KAYE SCHOLER LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:	0	97	0.00%
Associates:	3	210	1.43%
Special Counsel:	1	33	3.03%
TOTAL:	4	340	1.18%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm reports that all self-identified LGBT applicants are interviewed by an LGBT attorney.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm encourages them to do so.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm did not provide a copy of its non-discrimination policy. Thus, the Committee is unable to determine whether the policy prohibits discrimination based on sexual orientation or gender identity and expression.

The firm reports that it has a diversity policy with respect to legal hiring, but did not provide a copy. Thus, the Committee is unable to determine whether the policy includes sexual orientation or gender identity and expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides health insurance benefits to same-sex and opposite sex partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm did not provide a copy of its non-discrimination policy. Thus, the Committee is unable to determine whether the policy prohibits discrimination based on gender identity and expression.

The firm reports that it has a diversity policy with respect to legal hiring, but did not provide a copy. Thus, the Committee is unable to determine whether the policy includes gender identity and expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm did not provide a copy of its dress code policy. Thus, the Committee is unable to determine if the policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been a self-identified individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm sponsors the Annual Summer Attorney Reception of the ACLU Lesbian and Gay Rights and AIDS Projects.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has participated in Diversity Conferences which have included LGBT issues. The firm also participates in the Annual Summer Attorney Reception of the ACLU Lesbian and Gay Rights and AIDS Projects.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm represents Gay and Lesbian Elder Housing.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group at the firm.

LATHAM & WATKINS LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:	1	62	1.61
Associates:	2	219	0.91
Of Counsel:	1	13	7.69
TOTAL:	4	294	1.36

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm encourages students of diverse backgrounds to interview on campus and to send their resumes to the firm's Diversity Recruiting Subcommittee. The firm asks all applicants whether they have any specific interest in interviewing with individuals of diverse backgrounds. If there is no attorney at that location who meets the requested profile, an attorney from another office who does will contact the applicant.

The firm sponsors conferences, panels and symposiums hosted by diverse student organizations, and participates in jobs fairs hosted by minority student organizations.

The firm does not currently have any self-identified LGBT attorneys on its legal hiring committee, but has in the past.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm gets one of its LGBT lawyers to interview the applicant. If no one is immediately available, the applicant is contacted by an appropriate person from another of the firm's offices.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. The firm has a written diversity policy with respect to legal hiring that includes sexual orientation.

Although neither policy explicitly mentions gender identity and/or expression, the non-discrimination policy prohibits discrimination based upon “any other characteristic or condition protected by applicable law,” which, in New York City, would cover gender identity and expression.

In addition, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical, vision and dental insurance to same-sex and opposite-sex domestic partners of employees and to the domestic partner’s children.

C. Parental Leave

The firm’s policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm’s equal employment opportunity and diversity policies do **not** cover gender identity and/or expression. However, the non-discrimination policy prohibits discrimination based upon “any other characteristic or condition protected by applicable law,” which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm’s dress code policy is gender neutral on its face, but specifies “suits and ties” in certain situations, as if all of its attorneys were men.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue, but states that its equal employment opportunity and anti-harassment policies would apply.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has supported the following:

AIDS Legal Referral Panel
AIDS Project LA
AIDS Walk New York
City Bar's Committee on LGBT Rights
Bay Area Lawyers for Individual Freedom ("BALIF")
Gay and Lesbian Alliance Against Defamation
Gay and Lesbian Attorneys of Washington, D.C.
GAYLAW
Lambda Legal
NYU OUTLaw
The L.A. Gay & Lesbian Center
Whitman-Walker Clinic in Washington, D.C.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

Included in A. above.

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm represented the Human Rights Campaign ("HRC") on legislative matters, with one of the firm's attorneys receiving an award from HRC for his *pro bono* work in 2001. The firm represented several individuals seeking asylum in the United States based on sexual orientation. The firm has worked on many other unspecified matters involving LGBT issues.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm has an LGBT affinity group, but does not otherwise describe it.

MILBANK, TWEED, HADLEY & McCLOY LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT	
Partners:	3	76	3.95%	plus 4 "consulting"
Associates:	9	194	4.64%	
Of Counsel:	0	7	0.00%	
TOTAL:	12	277	4.33%	

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm offers candidates the opportunity to meet self-identified LGBT lawyers when they interview. The firm is in contact with and supports various LGBT organizations at the law schools.

Although the firm does not have any self-identified LGBT attorneys on its legal hiring committee at the present time, a number of LGBT attorneys have served on the committee recently for several years each.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm is pleased to make arrangements.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation.

The firm has a written diversity policy with respect to legal hiring that includes sexual orientation.

Although neither policy explicitly mentions gender identity and/or expression, the non-discrimination policy prohibits discrimination based upon “other characteristics protected by law,” which, in New York City, would cover gender identity and expression.

The firm was one of the first to sign on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical and dental benefits to same-sex domestic partners of employees and to the domestic partner’s children.

C. Parental Leave

The firm’s policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm’s equal employment opportunity and diversity policies do not explicitly mention gender identity and/or expression. However, the non-discrimination policy prohibits discrimination based upon “other characteristics protected by law,” which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Dress Code Policy

The firm’s dress-code policy is not quite gender-neutral -- apparently for men only, long sleeve shirts are required.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm did not report whether they have a specific policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has regularly contributed to:

Lavender Law Conference
Lambda Legal
LeGaL
NYU OUTLaw

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has regularly purchased tables and/or participated in functions sponsored by:

Lambda Legal
LeGaL
ACLU
LGBT organizations at a number of law schools

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm has provided *pro bono* services for:

Lambda Legal
Empire State Pride Agenda
“Frequently” others, including representing a gay man seeking asylum in the U.S.

In addition, two attorneys have served on the Board of Lambda Legal.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm has an informal LGBT peer group.

MORGAN, LEWIS & BOCKIUS LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	2 out of 83	2.41 %
Associates:	3 out of 175	1.71 %
Of Counsel:	0 out of 16	0 %
TOTAL:	5 out of 274	1.82 %

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm reports that it publishes and disseminates its Diversity Statement. However, the Diversity Statement makes no reference to the LGBT community as being included in the definition of diversity. The firm also submits data on self-identified LGBT lawyers to the National Association of Law Placement ("NALP") so that this information can be published and read by LGBT readers.

The firm reports that its legal hiring committee is composed of a diverse cross-section of attorneys. However, the firm cannot state whether the committee has any self-identified LGBT attorneys, because the firm does not inquire as to the sexual orientation of the participants.

For the same reason, the firm cannot state whether it regularly uses self-identified LGBT attorneys to conduct legal employment interviews.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges for them to do so.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation.

The firm has a written diversity policy with respect to legal hiring that does not include sexual orientation.

Although neither policy explicitly mentions gender identity and/or expression, the non-discrimination policy states that “every personnel decision will be made without regard to . . . other characteristic[s] protected from discrimination by the laws of the domestic states and jurisdictions in which we maintain offices,” which, in New York City, would cover gender identity and expression.

The firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical, dental, vision and life insurance benefits to same-sex domestic partners of employees and to the domestic partner’s children.

C. Parental Leave

The firm’s policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm’s equal employment opportunity and diversity policies do not explicitly mention gender identity and/or expression. However, the non-discrimination policy states that “every personnel decision will be made without regard to . . . other characteristic[s] protected from discrimination by the laws of the domestic states and jurisdictions in which we maintain offices,” which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm does not have a written dress code policy.

C. Gender Identity Transition

The firm has no knowledge of whether or not an individual at the firm has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue, but states that its equal employment opportunity policy would apply.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has not contributed financially to any LGBT causes or organizations in the last ten years.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has not participated in any LGBT legal conferences and/or LGBT community events in the last ten years.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm has not taken any cases involving LGBT issues on a *pro bono* basis in the last ten years.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

The firm has no knowledge of any formal or informal LGBT caucus or peer group at the firm.

PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	2 out of 91	2.20%
Associates:	9 out of 299	3.01%
Of Counsel:	1 out of 21	4.76%
TOTAL:	12 out of 411	2.92%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm sends letters to LGBT law student groups advising students to sign up for on-campus interviews. The firm also participates in the Lavender Law Career Fair.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm "tries" to get one of its LGBT lawyers to meet with them, "if possible."

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other protected characteristic," which, in New York City, would cover gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical and dental insurance to same-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

Although the firm's equal employment opportunity policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other protected characteristic," which, in New York City, would cover gender identity and expression.

In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

Among the organizations to which the firm has made a financial contribution are:

AIDS Walk New York
American Foundation for AIDS Research
LGBT Summer Reception at the City Bar
Gay and Lesbian Alliance Against Defamation
LeGaL
Gay Mens Health Crisis
Lambda Legal

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

Among the LGBT legal conferences and community events in which the firm has participated are:

ACLU Lesbian and Gay Rights and AIDS Projects Annual Summer Attorney Reception

LGBT Summer Reception at the City Bar

LeGaL's annual dinner

Lambda Legal's Gala Anniversary dinner

Lambda Legal Liberty Awards dinner

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm filed an *amicus* brief, on behalf of local lesbian and gay community organizations, religious groups and former Mayor David N. Dinkins, in the landmark *Levin v. Yeshiva* case, where the New York Court of Appeals reinstated a lawsuit brought by two lesbian couples challenging a university's discriminatory housing policy.

The firm represented the Irish Lesbian and Gay Organization in an action against the City of New York and others arising from the City's refusal to grant the group a parade permit to protest the group's exclusion from New York's St. Patrick's Day parade.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group.

PROSKAUER ROSE LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	2 out of 124	1.61%
Associates:	9 out of 282	3.19%
Senior Counsel:	1 out of 43	2.33%
TOTAL:	12 out of 449	2.67%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm hosts an event each spring and invites LGBT lawyers from local law schools to come to the firm, meet with attorneys and learn about the firm's practice. The firm also asks all applicants whether they have any specific interest in meeting with openly gay attorneys.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm asks one of its LGBT lawyers to contact the applicant and arrange a meeting. The firm fully supports the applicant's request and makes sure that the applicant speaks with as many LGBT lawyers as he or she requests.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation.

The firm has a written diversity policy with respect to legal hiring that includes sexual orientation.

Although neither policy explicitly mentions gender identity and/or expression, the non-discrimination policy prohibits discrimination based upon "any other characteristic protected by law," which, in New York City, would cover gender identity and expression.

The firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical and dental insurance to same-sex and opposite-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity and diversity policies do not explicitly mention gender identity and/or expression. However, the non-discrimination policy prohibits discrimination based upon "any other characteristic protected by law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue, but states that its equal employment opportunity and anti-harassment policies would apply.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has made financial contributions to:

LGBT Summer Reception at the City Bar

LeGaL's annual dinner

International Gay and Lesbian Human Rights Committee

Lambda Legal's annual dinner

ACLU Lesbian and Gay Rights Project's summer reception

God's Love We Deliver

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

Partners in the firm spoke at the 1999 Queer Law Conference and the 2002 LGBT Law Conference. A partner was the program chair of the 2002 New York State Bar Association's Civil Rights Committee's program "Legal Issues Affecting the LGBT Community."

C. *Pro Bono* Representation in Cases Involving LGBT Issues

Many lawyers at the firm work with Gay Mens Health Crisis to provide *pro bono* assistance to persons with AIDS who wish to prepare wills.

A member of the firm authored the City Bar's 1997 report on same sex marriage, and chairs the Same Sex Marriage Committee of the New York State Bar Association.

The firm has represented the Gay Officers' Action League in a Florida case.

In 1998, a partner in the firm served as lead counsel for a Navy officer threatened with expulsion from the service based on private information the Navy obtained illegally from America Online. A permanent injunction was issued against the proposed discharge and the case made new law under the Electronic Communications Privacy Act as well as the military's "Don't Ask, Don't Tell, Don't Pursue" policy.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm has an LGBT affinity group that meets several times a year.

SCHULTE ROTH & ZABEL LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:	2	69	2.90%
Associates:	2	238	0.84%
Special Counsel:	0	16	0.00%
TOTAL:	4	323	1.24%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm interviews at the Lavender Law Career Fair and supports various LGBT activities, including the annual LeGaL Foundation dinner and on-campus law school LGBT organizations.

The firm has one self-identified LGBT attorney on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges it.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other classification protected by law," which, in New York City, would cover gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical, life and disability benefits to same-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

Although the firm's non-discrimination policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other classification protected by law," which, in New York City, would cover gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been a self-identified individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue, but states that its non-discrimination policy would apply.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed financially to various on-campus law school LGBT organizations (through advertisements, etc.), and to the LeGaL Foundation.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has not participated in LGBT legal conferences or community events.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

Summer associates have done *pro bono* internship weeks at Gay Mens Health Crisis. The firm has done *pro bono* work through Gay Mens Health Crisis and other legal services organizations that serve the LGBT community.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group.

SHEARMAN & STERLING LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	0 out of 107	0.00%
Associates:	6 out of 350	1.71%
Of Counsel:	0 out of 12	0.00%
TOTAL:	6 out of 469	1.28%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm participates in the Lavender Law Conference, sponsors Lambda Legal's annual dinner, and has on-campus meetings, seminars, events and workshops with LGBT law student organizations.

The firm does not have a legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm gladly honors the request and either sets up an office interview or provides contact information to the applicant.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation.

The firm has a written Global Diversity Initiative that includes sexual orientation.

Although neither policy explicitly mentions gender identity and/or expression, the non-discrimination policy prohibits discrimination based on "[a]ny basis not routinely applied to other applicants," which could be construed to include gender identity and expression. In addition, the firm's Diversity Initiative is broadly worded and can be read to include gender identity and expression. The firm has also signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides health, dental and vision benefits to same-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity and diversity policies do not explicitly mention gender identity and/or expression. However, the non-discrimination policy prohibits discrimination based on "[a]ny basis not routinely applied to other applicants," which could be construed to include gender identity and expression. In addition, the firm's Diversity Initiative is broadly worded and can be read to include gender identity and expression. The firm has also signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has made financial contributions to Lambda Legal.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has participated in LGBT projects, seminars and/or workshops of Lambda Legal, LeGaL, and the City Bar.

Teams of firm attorneys and summer associates have conducted research and writing projects for three nationally known LGBT advocacy organizations.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm has been involved in *pro bono* cases with Lambda Legal, the National Center for Lesbian Rights and the Gay and Lesbian Alliance Against Defamation.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

The firm has an LGBT affinity group.

SIDLEY AUSTIN BROWN & WOOD LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	0 out of 128	0.00%
Associates:	9 out of 281	3.20%
Of Counsel:	0 out of 26	0.00%
TOTAL:	9 out of 435	2.07%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm participates in the Lavender Law Career Fair. The firm also seeks to ensure that self-identified LGBT candidates have an opportunity to meet LGBT attorneys when the candidates come to the firm to interview.

The firm has one self-identified LGBT attorney on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm responds that they would be happy to arrange for the applicant to speak with an LGBT lawyer employed by the firm.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy, but did not provide it. Therefore, the Committee is unable to determine whether the policy prohibits discrimination based on sexual orientation or gender identity and/or expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides benefits to same-sex domestic partners of employees and to the domestic partner's children.

The firm did not include a copy of its policy, nor did it describe the benefits provided.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

Since the firm did not provide a copy of its non-discrimination policy, the Committee is unable to determine whether the policy prohibits discrimination based on gender identity and/or expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm has a written dress code policy, but did not provide it. Therefore, the Committee is unable to determine whether the policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm was a major sponsor of Lambda Legal's 30th Anniversary Gala in 2003, and contributed \$25,000. A contribution of \$25,000 was also made in 2002.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has not participated in any LGBT legal conferences and/or LGBT community events in the last ten years.

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm successfully represented two lesbians in a case addressing the right of same-sex couples to adopt children.

The firm represented an individual who was discharged from the military for being gay based on photographs that were voluntarily disclosed to his service branch by someone at the film processor. The firm obtained a very favorable settlement for its client from the film processor.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

There is no formal or informal LGBT caucus or peer group.

SIMPSON THACHER & BARTLETT LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	3 out of 150	2.00%
Associates:	8 out of 540	1.48%
Senior Counsel and Counsel:	2 out of 25	8.00%
TOTAL:	13 out of 715	1.82%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm did not describe any specific steps it takes to actively recruit self-identified LGBT lawyers.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm puts them in touch with an LGBT lawyer.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other legally protected status," which, in New York City, would cover gender identity and expression.

The firm did not indicate whether it has a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides domestic partner health benefits to same-sex and opposite-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

Although the firm's non-discrimination policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other legally protected status," which, in New York City, would cover gender identity and expression.

The firm did not indicate whether it has a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

Although the firm stated that it has a written dress code policy, it did not provide a copy. Thus, the Committee is unable to determine whether the policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has made financial contributions to:

Gay Mens Health Crisis
Gay and Lesbian Alliance Against Defamation
Lambda Legal

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has sponsored Lambda Legal's annual dinner, and the annual Summer Reception of the ACLU Lesbian and Gay Rights Project.

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm represented two gay men against four agents of the Drug Enforcement Administration in a federal civil rights action alleging, among other things, anti-gay bias.

The firm was co-counsel to certain *amici* in *Lawrence v. Texas*, 539 U.S. 558 (2003), which overturned sodomy laws.

The firm represented a pre-operative transsexual against the U.S. Air Force in a wrongful discharge case in the Federal Circuit.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm's LGBT attorneys attend LGBT social events (such as dinner parties, etc.) sponsored by the firm.

SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	5 out of 172	2.91%
Associates: Of Counsel, Counsel, Special Counsel:	23 out of 546	4.21%
	0 out of 72	0.00%
TOTAL:	28 out of 790	3.54%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm routinely follows the inclusiveness policy and practices embodied in its Diversity Mission Statement. The Diversity Mission Statement, however, does not define “diversity” and does not specifically mention the LGBT community.

The firm participates with various LGBT bar associations and law student organizations that focus on recruitment and retention of LGBT lawyers.

The firm has two self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm’s office.

When legal job applicants ask to speak with an LGBT attorney, the firm makes every effort to accommodate such requests.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation.

The firm has a written diversity policy with respect to legal hiring. However, the policy does not define “diversity” and does not specifically mention the LGBT community.

The firm has an affirmative action policy which does not include sexual orientation.

None of these policies explicitly mentions gender identity and/or expression. However, the non-discrimination policy prohibits discrimination based upon “any other legally impermissible factor,” which, in New York City, would cover gender identity and expression.

The firm has signed on to the City Bar’s Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical, dental, pension and retirement benefits to same-sex and opposite-sex domestic partners of employees and to the domestic partner’s children.

C. Parental Leave

The firm’s policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm’s equal employment opportunity, diversity and affirmative action policies do not explicitly mention gender identity and/or expression. However, the non-discrimination policy prohibits discrimination based upon “any other legally impermissible factor,” which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar’s Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm does not have a written dress code policy.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm did not report whether they have a specific policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed to various law school LGBT organizations, including Harvard LAMBDA, and MCAA Pathways to Diversity Research.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm encourages and supports involvement of its attorneys within bar association and community activities.

The firm sponsors a dinner for LGBT attorneys during LGBT Pride Week, maintains leadership on the Los Angeles Gay and Lesbian Bar Association Board, and has been a patron in supporting LGBT organizations at various law schools.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm reports that it has taken cases involving LGBT issues on a *pro bono* basis, but does not provide any details.

VI. FIRM CULTURE AND LGBT EMPLOYEES

All summer associates and new associates attend diversity training which includes awareness discussions about sexual orientation and expression.

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm has an LGBT caucus or peer group.

STROOCK & STROOCK & LAVAN LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	0 out of 83	0.00%
Associates:	4 out of 167	2.40%
Of Counsel:	0 out of 23	0.00%
TOTAL:	4 out of 273	1.47%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm has supported LGBT groups at the various law schools where the firm conducts on-campus interviews.

In 2003, the firm was a sponsor of the Lavender Law Conference.

The firm does not have a legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm is happy to have them meet with an LGBT lawyer.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation. Although the policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other category protected by applicable law," which, in New York City, would cover gender identity and expression.

The firm reports that it does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides health insurance benefits to same-sex domestic partners of employees, and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

Although the firm's equal employment opportunity policy does not explicitly mention gender identity and/or expression, it prohibits discrimination based upon "any other category protected by applicable law," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has supported LGBT groups at the various law schools where the firm conducts on-campus interviews.

In 2003, the firm was a sponsor of the Lavender Law Conference.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

In 2003, the firm was a sponsor of the Lavender Law Conference.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm has taken cases involving LGBT issues on a *pro bono* basis, but did not provide any details.

The firm received an award from the N.Y. AIDS Coalition in Spring 2003.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

The firm has an informal LGBT group that meets to discuss various issues, and organizes the annual Pride Dinner during LGBT Pride Week. The firm hopes to formalize the group when the firm creates a diversity committee, which is in planning.

SULLIVAN & CROMWELL LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	7 out of 104	6.73%
Associates:	5 out of 337	1.48%
Of Counsel:	0 out of 1	0.00%
TOTAL:	12 out of 442	2.71%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm did not describe any steps it takes to actively recruit LGBT lawyers.

The firm does not have any self-identified LGBT attorneys on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges it.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation.

The firm has a written diversity policy with respect to legal hiring that includes sexual orientation.

Although neither policy explicitly mentions gender identity and/or expression, the non-discrimination policy prohibits discrimination based upon "any other unlawful criterion or circumstance," which, in New York City, would cover gender identity and expression.

The firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides health and dental benefits to same-sex domestic partners of employees, and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

Although the firm's equal employment opportunity and diversity policies do not explicitly mention gender identity and/or expression, the non-discrimination policy prohibits discrimination based upon "any other unlawful criterion or circumstance," which, in New York City, would cover gender identity and expression. In addition, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is not gender-neutral.

C. Gender Identity Transition

The firm is not aware of whether anyone at the firm has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed to Gay Mens Health Crisis and LeGaL.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has participated in various LeGaL events.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm reports that it has taken on many cases involving LGBT issues on a *pro bono* basis, including acting as cooperating attorney with Lambda Legal and the ACLU Lesbian and Gay Rights Project on the following:

Able v. United States, 155 F.3d 628 (2d Cir. 1998)(challenge to the military’s “Don’t Ask, Don’t Tell” policy);

Gay Teachers Association v. Board of Educ. of City School Dist., 183 A.D.2d 478 (1st Dept. 1992)(domestic partnership rights);

Many *amicus* briefs on LGBT rights issues; and

A court challenge to the method of distribution of HIV medications to pre-arraignment detainees.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm has an informal LGBT group that meets periodically to discuss issues.

WEIL, GOTSHAL & MANGES LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	2 out of 153	1.31%
Associates:	6 out of 350	1.71%
Of Counsel:	2 out of 33	6.06%
TOTAL:	10 out of 536	1.87%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

In 2002 and 2003, the firm participated in the career fair at the Lavender Law Conference. The firm provides applicants with the opportunity to interview with self-identified LGBT lawyers in the firm. The firm increases its profile in the LGBT community by sponsoring events with Lambda Legal, the ACLU Lesbian and Gay Rights Project and the Gay and Lesbian Alliance Against Defamation.

The firm has one self-identified LGBT attorney on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm provides them with the contact information for, or sets up an interview with, an LGBT lawyer at the firm.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm did not provide a copy of its non-discrimination policy. Thus, the Committee is unable to determine whether the policy prohibits discrimination based on sexual orientation or gender identity and expression.

The firm does not have a written diversity policy with respect to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides medical, dental and vision benefits to same-sex domestic partners of employees and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm did not provide a copy of its non-discrimination policy. Thus, the Committee is unable to determine whether the policy prohibits discrimination based on gender identity and expression.

The firm does not have a written diversity policy. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

Although the firm stated that it has a written dress code policy, it did not provide a copy. Thus, the Committee is unable to determine whether the policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed to the following:

LeGaL's annual dinner

Lambda Legal's annual dinner

ACLU Lesbian and Gay Rights Project's summer reception

Lavender Law Conference

Gay And Lesbian Alliance Against Defamation's Media Awards dinner

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has participated in the following:

LeGaL's annual dinner and conference (2003)

Lambda Legal's annual dinner (2002 - 2003)

ACLU Lesbian and Gay Rights Project's summer reception (2001 - 2003)

Gay And Lesbian Alliance Against Defamation's Media Awards dinner (2000 - 2003)

C. Pro Bono Representation in Cases Involving LGBT Issues

Working with Gay Mens Health Crisis, the firm has represented individuals on personal bankruptcy and insurance matters, and has provided general counsel to Gay Mens Health Crisis.

Working with Lambda Legal, the firm filed an *amicus* brief in *In re Jacob*, 86 N.Y.2d 651 (1995) on behalf of a lesbian couple seeking second parent adoption. This case led to a landmark decision supporting such adoptions.

The firm has funded half of the salary of a National Association for Public Interest Law ("NAPIL") fellow during the past two years. This attorney represented gay and lesbian teens living in foster care on a wide range of issues.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

The firm has an informal LGBT caucus or peer group.

WHITE & CASE LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

Partners:	3 out of 102	2.94%
Associates:	10 out of 260	3.85%
Of Counsel:	0 out of 23	0.00%
TOTAL:	13 out of 385	3.38%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm reports that LGBT attorneys, including the Chair of the firm's Employment Committee, are actively involved in attorney recruitment and are readily available to speak with candidates about LGBT issues and the working environment at the firm for LGBT lawyers.

The firm has sponsored LGBT receptions at law schools, including a Fall 2003 reception organized by OUTLaw at NYU School of Law.

The firm has one self-identified LGBT attorney on its legal hiring committee who is the Chair.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges for one or more LGBT lawyers at the firm to speak with the applicant.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm has a written non-discrimination policy that covers sexual orientation, but does not cover gender identity and/or expression.

The firm reports that it does not have a written diversity policy with respect solely to legal hiring. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

The firm does have an affirmative action plan, but did not provide it. The firm reports that the plan is available for employees to inspect in the Human Resources Department.

B. Domestic Partner Benefits

The firm provides medical, dental and vision benefits to same-sex and opposite-sex domestic partners of employees, and to the domestic partner's children.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm's equal employment opportunity policy does not cover gender identity and/or expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm's dress code policy is not gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been an individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a policy covering this issue.

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has contributed to:

Lambda Legal
LeGaL Foundation
Gay Mens Health Crisis
Lesbian and Gay Immigration Rights Task Force

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

Members of the firm are active in, or have attended events sponsored by, the ACLU, Lambda Legal, LeGaL, Gay Mens Health Crisis, Immigration Equality, Live Out Loud, Human Rights Campaign, and LGBT events sponsored by the City Bar and the New York State Bar Association.

The firm is active with the New York City Taskforce Against the Sexual Exploitation of Youth, which includes several organizations geared toward at-risk LGBT youth.

The firm has a team in the AIDS walk every year. (The firm recognizes that this is not exclusively an LGBT event).

C. Pro Bono Representation in Cases Involving LGBT Issues

The firm submitted *amicus* briefs on behalf of Parents of Murdered Children in the Brandon Teena case, and on behalf of the Log Cabin Republicans in *Lawrence v. Texas*, 539 U.S. 558 (2003), which overturned sodomy laws.

The firm handled the *Meinhold v. U.S. Department of Defense* case, arguing that the Department of Defense's policy of banning gays and lesbians was unconstitutional.

The firm has participated in legal clinics with Gay Mens Health Crisis and the AIDS department of St. Luke's/Roosevelt Hospital.

The firm has incorporated a number of LGBT not-for-profit groups, including a marriage equality group, an organization dealing with transgender rights and an entity which promotes team sports to the LGBT community. The firm has assisted these groups with other legal issues.

The firm has filed asylum claims on behalf of gays and lesbians who fled persecution in their countries of origin.

The firm assisted an HIV-positive farmer who was arrested for using marijuana to combat wasting caused by his anti-viral medication.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers sometimes bring same-sex guests to firm functions.

The firm has an informal LGBT group that gets together for periodic social events. The members of the group are known within the firm as being resources for LGBT issues.

WILLKIE FARR & GALLAGHER LLP

I. NUMBER OF SELF-IDENTIFIED LGBT ATTORNEYS EMPLOYED IN THE FIRM'S NEW YORK OFFICE(S)

	LGBT	TOTAL	PERCENT
Partners:	1	92	1.09%
Associates:	4	254	1.57%
Of Counsel:	0	8	0.00%
TOTAL:	5	354	1.41%

II. FIRM RECRUITMENT OF LGBT ATTORNEYS

The firm reports that it is committed to the recruitment and development of self-identified LGBT lawyers. Initiatives include: the appointment of a Director of Diversity Initiatives, a Diversity Committee committed to the recruitment, retention, professional development and advancement of minority and self-identified LGBT lawyers, minority and self-identified LGBT panel at area law schools, hiring of diversity consultant to implement diversity training and other initiatives, and hiring of diversity headhunters.

The firm has one self-identified LGBT attorney on its legal hiring committee.

The firm regularly uses self-identified LGBT attorneys to conduct legal employment interviews at law schools and/or career fairs, as well as at the firm's office.

When legal job applicants ask to speak with an LGBT attorney, the firm arranges it.

III. FIRM POLICIES AND BENEFITS

A. Equal Employment Opportunity and Diversity

The firm did not provide a copy of its non-discrimination policy. Thus, the Committee is unable to determine whether the policy prohibits discrimination based on sexual orientation or gender identity and expression.

The firm reports that it has a diversity policy with respect to legal hiring, but did not provide a copy. Thus, the Committee is unable to determine whether the policy includes sexual orientation or gender identity and expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes sexual orientation and gender identity and expression.

B. Domestic Partner Benefits

The firm provides domestic partner benefits to same-sex partners of employees and to the domestic partner's children. Generally, any benefit provided to a spouse will be provided to a same-sex partner.

C. Parental Leave

The firm's policy covers both male and female lawyers, and includes adoption.

IV. FIRM TREATMENT OF TRANSGENDER ISSUES

A. Equal Employment Opportunity and Diversity

The firm did not provide a copy of its non-discrimination policy. Thus, the Committee is unable to determine whether the policy prohibits discrimination based on gender identity and expression.

The firm reports that it has a diversity policy with respect to legal hiring, but did not provide a copy. Thus, the Committee is unable to determine whether the policy includes gender identity and expression. However, the firm has signed on to the City Bar's Statement of Diversity Principles, which includes gender identity and expression.

B. Dress Code Policy

The firm did not provide a copy of its dress code policy. Thus, the Committee is unable to determine if the policy is gender-neutral.

C. Gender Identity Transition

The firm reports that there has not been a self-identified individual at the firm who has transitioned from one gender identity to the other.

The firm does not have a specific policy covering this issue

V. FIRM SUPPORT OF THE LGBT COMMUNITY (PREVIOUS TEN YEARS)

A. Financial Contributions to LGBT Causes and Organizations

The firm has been a Grand Benefactor of the LeGaL Foundation's Annual Dinner. The firm has contributed to OUTLaw at NYU School of Law.

B. Participation in LGBT Legal Conferences and/or LGBT Community Events

The firm has participated in LeGaL Foundation events.

C. *Pro Bono* Representation in Cases Involving LGBT Issues

The firm did not report whether it has taken *pro bono* cases involving LGBT issues.

VI. FIRM CULTURE AND LGBT EMPLOYEES

The firm reports that LGBT lawyers often bring same-sex guests to firm functions.

The firm's Diversity Committee, which includes self-identified LGBT lawyers, meets monthly to discuss legal personnel issues. The firm hosts monthly minority/LGBT luncheons.

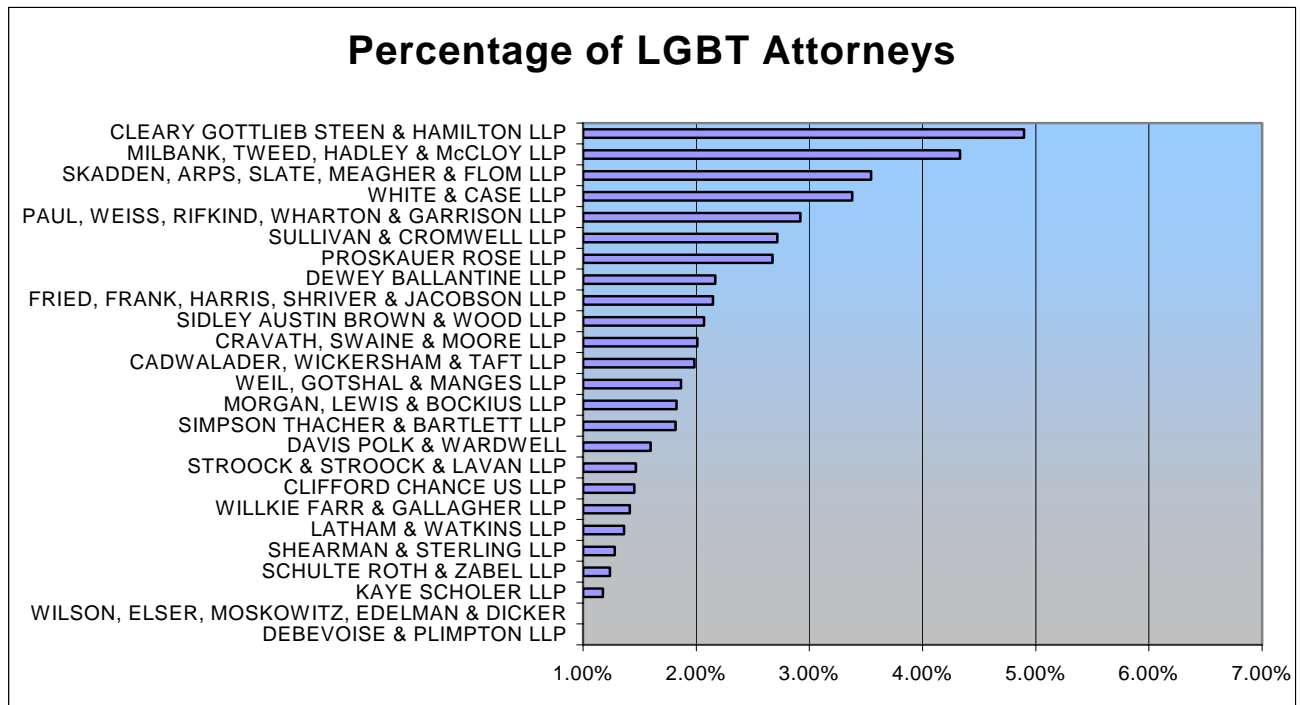
APPENDIX D

CHARTS

Number / Percentage of LGBT Attorneys at New York's Top 25 Law Firms

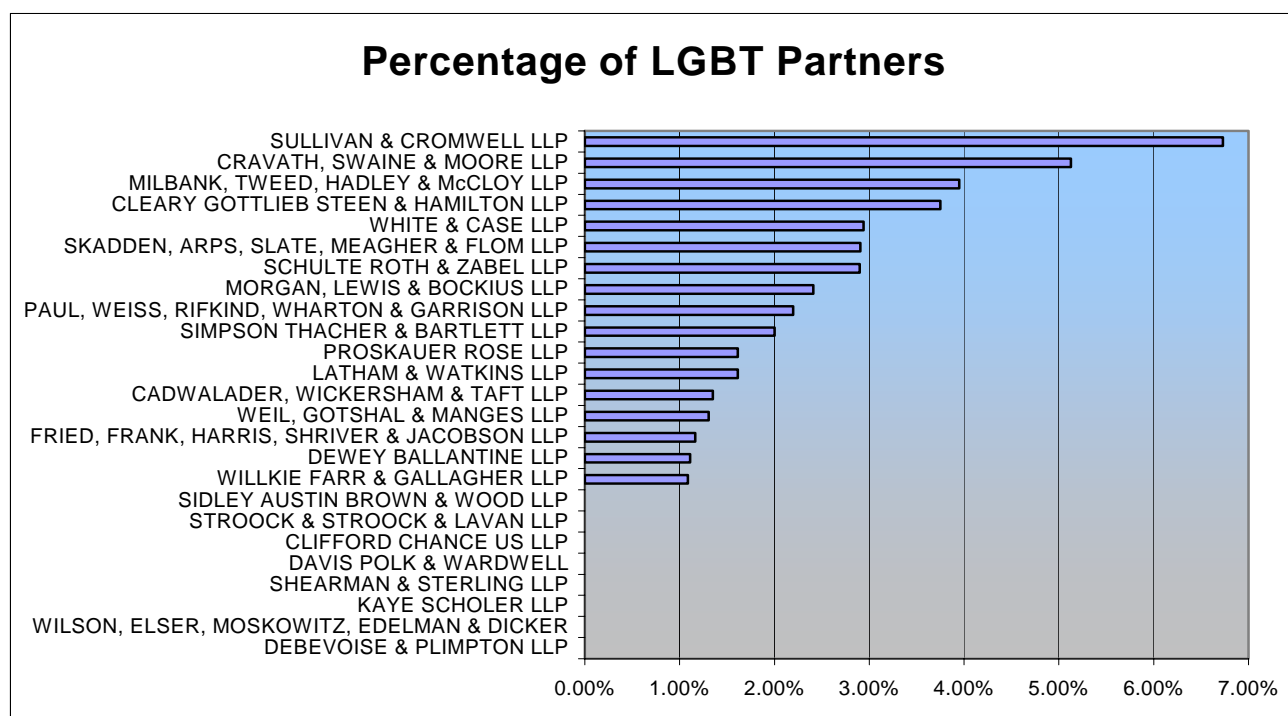
FIRM	ATTORNEYS		
	LGBT	TOTAL	%
CLEARY GOTTlieb STEEN & HAMILTON LLP	19	388	4.90%
MILBANK, TWEED, HADLEY & McCLOY LLP	12	277	4.33%
SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP	28	790	3.54%
WHITE & CASE LLP	13	385	3.38%
PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP	12	411	2.92%
SULLIVAN & CROMWELL LLP	12	442	2.71%
PROSKAUER ROSE LLP	12	449	2.67%
DEWEY BALLANTINE LLP	7	323	2.17%
FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP	7	326	2.15%
SIDLEY AUSTIN BROWN & WOOD LLP	9	435	2.07%
CRAVATH, SWAINE & MOORE LLP	9	448	2.01%
CADWALADER, WICKERSHAM & TAFT LLP	7	353	1.98%
WEIL, GOTSHAL & MANGES LLP	10	536	1.87%
MORGAN, LEWIS & BOCKIUS LLP	5	274	1.82%
SIMPSON THACHER & BARTLETT LLP	13	715	1.82%
DAVIS POLK & WARDWELL	8	501	1.60%
STROOCK & STROOCK & LAVAN LLP	4	273	1.47%
CLIFFORD CHANCE US LLP	5	344	1.45%
WILLKIE FARR & GALLAGHER LLP	5	354	1.41%
LATHAM & WATKINS LLP	4	294	1.36%
SHEARMAN & STERLING LLP	6	469	1.28%
SCHULTE ROTH & ZABEL LLP	4	323	1.24%
KAYE SCHOLER LLP	4	340	1.18%
DEBEVOISE & PLIMPTON LLP	No specific numbers reported*		
WILSON, ELSER, MOSKOWITZ, EDELMAN & DICKER LLP	Did not participate		
TOTAL	215	9450	2.28%

* Debevoise & Plimpton LLP reports that it has "more than 10" LGBT attorneys.



Number / Percentage of LGBT Partners at New York's Top 25 Law Firms

FIRM	PARTNERS		
	LGBT	TOTAL	%
SULLIVAN & CROMWELL LLP	7	104	6.73%
CRAVATH, SWAINE & MOORE LLP	4	78	5.13%
MILBANK, TWEED, HADLEY & McCLOY LLP	3	76	3.95%
CLEARY GOTTLIEB STEEN & HAMILTON LLP	3	80	3.75%
WHITE & CASE LLP	3	102	2.94%
SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP	5	172	2.91%
SCHULTE ROTH & ZABEL LLP	2	69	2.90%
MORGAN, LEWIS & BOCKIUS LLP	2	83	2.41%
PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP	2	91	2.20%
SIMPSON THACHER & BARTLETT LLP	3	150	2.00%
LATHAM & WATKINS LLP	1	62	1.61%
PROSKAUER ROSE LLP	2	124	1.61%
CADWALADER, WICKERSHAM & TAFT LLP	1	74	1.35%
WEIL, GOTSHAL & MANGES LLP	2	153	1.31%
FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP	1	86	1.16%
DEWEY BALLANTINE LLP	1	90	1.11%
WILLKIE FARR & GALLAGHER LLP	1	92	1.09%
KAYE SCHOLER LLP	0	97	0.00%
SHEARMAN & STERLING LLP	0	107	0.00%
DAVIS POLK & WARDWELL	0	113	0.00%
CLIFFORD CHANCE US LLP	0	93	0.00%
STROOCK & STROOCK & LAVAN LLP	0	83	0.00%
SIDLEY AUSTIN BROWN & WOOD LLP	0	128	0.00%
DEBEVOISE & PLIMPTON LLP	No specific numbers reported		
WILSON, ELSE, MOSKOWITZ, EDELMAN & DICKER LLP	Did not participate		
TOTAL	43	2307	1.86%



Number / Percentage of LGBT Associates at New York's Top 25 Law Firms

FIRM	ASSOCIATES		
	LGBT	TOTAL	%
MILBANK, TWEED, HADLEY & McCLOY LLP	9	194	4.64%
CLEARY GOTTLIEB STEEN & HAMILTON LLP	13	288	4.51%
SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP	23	546	4.21%
WHITE & CASE LLP	10	260	3.85%
SIDLEY AUSTIN BROWN & WOOD LLP	9	281	3.20%
PROSKAUER ROSE LLP	9	282	3.19%
PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP	9	299	3.01%
DEWEY BALLANTINE LLP	6	222	2.70%
STROOCK & STROOCK & LAVAN LLP	4	167	2.40%
CLIFFORD CHANCE US LLP	5	227	2.20%
DAVIS POLK & WARDWELL	8	365	2.19%
CADWALADER, WICKERSHAM & TAFT LLP	5	237	2.11%
FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP	4	224	1.79%
SHEARMAN & STERLING LLP	6	350	1.71%
WEIL, GOTSHAL & MANGES LLP	6	350	1.71%
MORGAN, LEWIS & BOCKIUS LLP	3	175	1.71%
WILLKIE FARR & GALLAGHER LLP	4	254	1.57%
SULLIVAN & CROMWELL LLP	5	337	1.48%
SIMPSON THACHER & BARTLETT LLP	8	540	1.48%
KAYE SCHOLER LLP	3	210	1.43%
CRAVATH, SWAINE & MOORE LLP	5	360	1.39%
LATHAM & WATKINS LLP	2	219	0.91%
SCHULTE ROTH & ZABEL LLP	2	238	0.84%
DEBEVOISE & PLIMPTON LLP	No specific numbers reported		
WILSON, ELSER, MOSKOWITZ, EDELMAN & DICKER LLP	Did not participate		
TOTAL	158	6625	2.38%

