

BRYAN CAVE

LGBT Lawyers Affinity Group





BRYAN CAVE LLP

LGBT Lawyers Affinity Group

The mission of the LGBT Lawyers Affinity Group (“Group”) has always been to ensure that the Firm has policies in place to make it a safe space for LGBT attorneys to come out and to thrive personally and professionally. The Firm’s policies support that mission. Those policies continue to evolve and have earned Bryan Cave a 100 percent rating from the Human Rights Campaign’s (the country’s largest LGBT rights organization) Corporate Equality Index for the past eight years.



NETWORKING, RECRUITING, AND BUSINESS DEVELOPMENT

In addition to contributing to a safe space for LGBT lawyers, the Group provides networking and mentoring to its members. The Group meets annually in a different firm office and holds quarterly conference calls. The last annual meeting, in November 2014, was in the D.C. office, where Group members, allies, and firm-wide management met.

The Group works with the Firm’s recruiting managers and allies in offices across the Firm to locate and hire qualified LGBT attorneys. Recruiting and retention of LGBT lawyers at all levels are chief goals of the Group and of the Firm.

The Group also focuses on business development and generation. Group members discuss business development strategies, including potential pitches to current and prospective clients and social media involvement. The annual affinity group meeting allows Group members in different practice areas from different offices to collaborate and strategize with respect to such opportunities.

SIGNATURE PRO BONO CLIENT – FAMILY EQUALITY COUNCIL

The Group has attracted and sought out important, impactful pro bono work. In 2009, the Group adopted Family Equality Council (“FEC”) as its signature pro bono client, envisioning that FEC would utilize Bryan Cave’s services around the country. FEC is dedicated to helping end discrimination against and promote inclusion of LGBT families nationwide. Group members and non-LGBT attorneys across the Firm have performed extensive research on federal statutes and regulations that discriminate based on sexual orientation with the ultimate goal of convincing various federal agencies to change their forms to include LGBT families. The Group has also counseled FEC on general corporate, real estate and labor matters and has provided meeting space for FEC’s board meetings at various Firm offices throughout the country. In addition, five Bryan Cave offices have held receptions in FEC’s honor, inviting clients, Firm alumni, law students and colleagues to attend.

Over the past couple of years, the Firm, through its involvement with FEC, has played an active role in litigation nationwide seeking to strike down statutes and state constitutional amendments that discriminated against same-sex couples’ marriage rights. In the spring of 2013, FEC asked the Firm to file an amicus brief on its behalf in the *Windsor* and *Perry* Supreme Court cases. The brief, entitled “The Voices of Children,” focused on the enormous stigma and lack of legal protections and entitlements imposed on children whose same-sex couple parents could not marry in their states of residence or whose states did not recognize marriages performed in other states. Justice Kennedy, who was the swing vote, cited the “voices of those children” during oral argument and wrote the opinion in *Windsor* striking down part of the federal Defense of Marriage Act. The Firm’s work with FEC continues on many fronts and across many Bryan Cave offices.

After the *Windsor* decision, Bryan Cave, with the support of Group members and non-LGBT lawyers across the Firm, filed briefs on behalf of FEC in all federal appeals courts reviewing state marriage statutes and constitutional amendments. Also, as a result of the Firm’s work for FEC, Lambda Legal, the nation’s premier LGBT civil rights legal organization, asked the Firm to join it in commencing a class action lawsuit in Georgia federal court seeking to strike down Georgia’s constitutional marriage ban.

BRYAN CAVE & LAMBDA LEGAL PARTNERSHIP ON GEORGIA MARRIAGE CASE

Bryan Cave was honored to partner with Lambda Legal to bring the litigation in Georgia aimed at striking down the marriage equality ban in the State’s constitution. In the lawsuit, Lambda Legal and the Firm (along with White & Case) argued that Georgia’s marriage ban unfairly discriminated against same-sex couples and sent a purposeful message that lesbians, gay men, and their children are second class citizens, undeserving of the legal sanction, respect, protections, and support that different-sex couples and their families are able to enjoy through marriage. The case was filed on behalf of four same-sex couples and the surviving spouse of a fifth couple.

OTHER PRO BONO MATTERS

In addition to its work with FEC, LGBT and non-LGBT Bryan Cave lawyers have provided a variety of services to other organizations dedicated to LGBT rights and matters important to the LGBT community. Among other things, the Firm has helped the following organizations:

- **The Hetrick-Martin Institute, Inc. (“HMI”):** HMI is the nation’s oldest and largest organization dedicated to helping create a safe and supportive environment for gay, lesbian, bisexual, transgender, and questioning (“LGBTQ”) youth. HMI provides LGBTQ youth with various counseling services, academic enrichment, and job readiness programs (among others). HMI’s founders also established the Harvey Milk High School (“HMHS”)—a transfer school that provides a safe educational environment for LGBTQ youth—and HMI continues to serve as the host agency for HMHS, managing the school facility and supporting HMHS in various ways. The Group and other Bryan Cave attorneys have provided HMI with general corporate and real estate advice, as well as a host of other services. Group members and non-LGBT attorneys worked extensively on enhancing HMI’s ongoing partnership with the New York Department of Education to support HMHS under a sublease (which the Firm prepared many years ago), and ultimately on the renewed agreement for shared use of the HMHS space. More recently, the Firm helped HMI to create HMI: New Jersey, as well as assisted with HMI’s organizational documents, contracts, trademarks, and other intellectual property.
- **New York City AIDS Memorial:** The New York City AIDS Memorial is committed to commemorating and preserving the ongoing history of the AIDS epidemic through the construction and maintenance of a permanent memorial located in Greenwich Village, as well as promoting awareness and understanding of that history among current and future generations through public and educational programming. The Firm provides legal counsel to the organization, including corporate counseling and advice on real estate and tax matters. The Firm also has assisted the organization in negotiating with construction companies, an architectural firm and an artist studio (among other things).
- **Gay Men’s Health Crisis, Inc. (“GMHC”):** GMHC is the nation’s leading provider of HIV/AIDS prevention, care and advocacy services. Group members and non-LGBT attorneys led negotiations and drafting of a sublease, use and occupancy agreement with Duane Reade/Walgreens and a sublease agreement with Langan Engineering, Environmental, Surveying and Landscape Architecture, D.P.C. Pursuant to these agreements, GMHC sublet or licensed a total of approximately 9,000 square feet of their leased premises on West 29th and 33rd Streets in Manhattan. The Duane Reade transaction ties pharmaceutical dispensing to a special counseling center for AIDS and HIV positive patients.
- **Sylvia Rivera Law Project (“SRLP”):** SRLP is dedicated to guaranteeing that all people are free to self-determine their gender identity and expression, regardless of income or race, and without facing harassment, discrimination, or violence. Bryan Cave attorneys are providing pro bono services through the Prisoner Justice Project, which supports low income transgender people and transgender people of color involuntarily held in prison, jail, lock-up and immigration detention.
- **National Center for Transgender Equality (“NCTE”):** In 2014, Bryan Cave joined the Advisory Council of the Trans Legal Services Network of the National Center for Transgender Equality in Washington, D.C. The NCTE was founded in 2003 by transgender activists who recognized the urgent need for policy change to advance transgender equality. They launched a Trans Legal Services Network last year that brings together organizations across the country providing name and gender change services and other essential legal services to transgender communities. To support the work of the Network organizations, they created an Advisory Council of law firms dedicated to providing pro bono legal support to the Network. The Advisory Council takes on projects such as writing Name and Gender Change Guides in various states, advising non-profits on legal issues, and other projects aimed at improving and expanding the capacity of Network organizations to provide legal services to trans communities.

HUMAN RIGHTS CAMPAIGN “CORPORATE EQUALITY INDEX” PERFECT SCORE

For the eighth consecutive year, in 2015, Bryan Cave earned a perfect score of 100 percent on the Human Rights Campaign’s Corporate Equality Index (“CEI”), a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality.

The 2015 CEI rated 971 businesses in the report, which evaluates LGBT-related policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community. Bryan Cave’s efforts in satisfying all of the CEI criteria resulted in a perfect score and the designation as a Best Place to Work for LGBT Equality. In total, 366 major U.S. businesses across numerous industries earned top marks this year.



Therese D. Pritchard
Chair of the Firm

“The CEI is considered the gold standard in evaluating employer policies and practices on LGBT issues. We are proud to once again earn 100 percent in this important evaluation. This demonstrates our continued commitment to making the firm a diverse and inclusive workplace for everyone, and specifically for our LGBT colleagues.” – Therese D. Pritchard



OFFICES

Atlanta
Boulder
Charlotte
Chicago
Colorado Springs
Dallas
Denver
Frankfurt
Hamburg
Hong Kong
Irvine
Jefferson City
Kansas City
London
Los Angeles
Miami
New York
Paris
Phoenix
San Francisco
Shanghai
Singapore
St. Louis
Washington, D.C.
Milan *Affiliated Firm*

Find out more about diversity at Bryan Cave by visiting us online:

www.bryancave.com/bryancave/diversity

Follow us on Twitter: [@LGBTbryancave](https://twitter.com/LGBTbryancave)

bryancave.com | A Global Law Firm

Bryan Cave LLP has a diversified international legal practice. The firm represents a wide variety of business, financial, institutional and individual clients, including publicly held multinational corporations, large and mid-sized privately held companies, partnerships and emerging companies. Aided by extensive investments in technology, Bryan Cave's approximately 1,000 lawyers across the United States, Europe and Asia efficiently serve clients' needs in the world's key business and financial markets.