

## EXECUTIVE SUMMARY

a) Summary of the Recommendation:

The Recommendation recommends that American Bar Association Goal IX be amended to state: To promote full and equal participation in the legal profession by minorities, women, and persons with disabilities, and persons of differing sexual orientations and gender identities.

b) Summary of the issue that the Recommendation addresses:

Studies sponsored by numerous state and local bar associations around the country have consistently demonstrated that, while progress is being made, discrimination against lesbian, gay, bisexual, and transgender people within the profession persists. Such behavior thwarts the diversity goals of the Association by impeding the participation in the profession of persons who are its targets. In addition, professional advancement for gay and lesbian lawyers is unquestionably impeded by the barriers of discrimination. It is particularly important for the Association to take affirmative steps to promote full and equal participation for such persons within the profession, not only to further the ABA's diversity commitment, but also because such persons still receive little statutory protection from discriminatory employment practices.

c) Explanation of how the proposed policy position will address the issue:

The eleven Goals of the American Bar Association reflect the specific ideals that the ABA aspires to serve in all its work. In furtherance of Goal IX, the Association has taken a host of actions that have greatly increased opportunities for minorities, women and persons with disabilities to achieve their full potential as members of the bar. Over the last twenty years, the House of Delegates has also adopted numerous policies opposing discrimination on the basis of sexual orientation in many settings, including law schools, the judicial system and the profession.

The proposed policy would amend the Association's Goal IX expressly to include persons of differing sexual orientation and gender identities.

d) Summary of Minority Views or Opposition

There is no known opposition to this proposal.