



Annual Report 2009/10

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INTRODUCTION

The InterLaw Diversity Forum for Lesbian, Gay, Bisexual and Transgender (“LGBT”) Networks (the “InterLaw Diversity Forum”) is an inter-organisational forum for the LGBT networks in law firms and all personnel (lawyers and non-lawyers) in the legal sector, including in-house counsel (the “LGBT Legal Community”) and has over 800 members and supporters from more than 70 law firms and 40 corporates and financial institutions. The InterLaw Diversity Forum was founded in March 2008 by Daniel Winterfeldt, Simmons & Simmons US securities partner, working with other top London law firms including Allen & Overy, Baker & McKenzie, Clifford Chance, Eversheds, Herbert Smith and Lovells. The InterLaw Diversity Forum’s overall objective is to encourage LGBT diversity and inclusion in the legal sector.

The InterLaw Diversity Forum was created in response to a need for an organisation to address LGBT issues in the London legal sector. Until 2008 no London law firm had entered the Stonewall [Work Equality Index \(“WEI”\) Top 100 Employers for LGB Employees](#), placing the legal sector far behind its City peers. The WEI is the definitive national benchmarking exercise showcasing Britain’s top employers for lesbian, gay and bisexual staff. In addition, top clients of City law firms had asked the London legal community to address LGBT issues and to create an environment where employees can reach their fullest potential without regard to sexual orientation. In addition, the creation of the InterLaw Diversity Forum was influenced by the recommendations in a 2006 study published by The Law Society: [Career experiences of gay and lesbian solicitors](#).

Since the launch of the InterLaw Diversity Forum, the legal sector’s performance in Stonewall’s WEI has dramatically improved: In 2008 Pinsent Masons was the first law firm to enter the [WEI Top 100 Employers](#); in 2009 four law firms – Simmons & Simmons, Pinsent Masons, Herbert Smith and Eversheds – entered the [WEI Top 100 Employers](#); in 2010 the same four firms stayed in the [WEI Top 100 Employers](#) but placed even higher, along with the rest of the legal sector. Stonewall stated: “A major part of the movement forward for the [legal] sector has been [the] InterLaw [Diversity Forum]. It helped provide a sector-specific focus.”

This Annual Report covers the InterLaw Diversity Forum’s activities from 1 January 2009 to 30 June 2010.

MISSION STATEMENT

The InterLaw Diversity Forum's Mission Statement reads:

The InterLaw Diversity Forum is an inter-organisational forum created in 2008 for the LGBT Legal Community. The InterLaw Diversity Forum has regular meetings in addition to organising a range of events, including panel discussions, seminars and networking opportunities. Involvement in the InterLaw Diversity Forum is not restricted on the basis of sexual orientation; it is open to anyone who is interested in improving the working environment for the LGBT Legal Community by encouraging a climate of understanding, respect and inclusion. The focus of the InterLaw Diversity Forum is currently the London legal sector.

The overall objective of the InterLaw Diversity Forum is to encourage LGBT diversity and inclusion in the legal sector by:

- providing guidance and support to the LGBT Legal Community;
- encouraging the co-operation and sharing of experiences and best practice by LGBT networks;
- providing guidance and support to employers in the development and implementation of their diversity and inclusion strategies and policies; and
- working with other organisations, networks and committees in the LGBT community and the legal sector on events and projects consistent with this Mission Statement.

A full copy of our Mission Statement can be found [here](#).

AWARDS

The InterLaw Diversity Forum has been recognised across the legal sector as a driving force for the LGBT Legal Community, and has been commended for its contributions to equality and diversity in the legal profession. Our honours have included:

- Shortlisted for CSR Programme of the Year – Legal Business Awards 2009 (2009)
- Shortlisted for Excellence in Equality and Diversity – Law Society Excellence Award 2009 (2009)
- “Highly Commended” for CSR Programme of the Year – Legal Business Awards (2009)
- “Standout Winner” for Diversity by the FT Innovative Lawyers Report (2008)
- “Highly Commended” for Diversity and Inclusion – Law Society's Excellence Awards (2008)

PUBLICATIONS AND PRESS

The InterLaw Diversity Forum has been featured in various publications and press throughout 2009/10. We provide a listing of the highlights below:

PUBLICATIONS

- October 2009 – Attracting, Advancing and Retaining LGBT Lawyers – Chapter 7: “Linking LGBT legal – The InterLaw Diversity Forum for LGBT Networks” – Published by Ark Group
- September 2009 – BSN Diversity League Table 2009 – Editorial: “In their own words”
- July 2009 – InterLaw Diversity Forum for LGBT Networks – – [Stonewall WEI 2010: Legal Sector Guidance Document](#)
- May 2009 – Outsmaart – InterLaw Diversity Forum Overview for University Student Publication
- January 2009 – Legal Week – “Strength in numbers” (InterLaw Diversity Forum Profile)

PRESS COVERAGE

- June 2010 – G3 Magazine – “Non-Traditional Family Event a Success” (Non-Traditional Family Event)
- March 2010 – The Lawyer – “Stonewall commends progress on LGB policy” (InterLaw Diversity Forum and Stonewall [Legal Sector Top 10 in the WEI](#))
- January 2010 – City A.M. – “Even in 2010, some gay lawyers say coming out can damage your career”
- January 2010 – The Lawyer – “Stonewall Equality Index reveals just four firms make gay-friendly grade”
- January 2010 – HR Review – “A lot done, a lot more to do on diversity, says Law Society”
- January 2010 – HR Magazine – “IBM tops Stonewall’s 2010 gay-friendly employers list”
- December 2009 – The Lawyer – “City lawyers launch pro bono service for World Aids Day” (H2 Initiative)
- November 2009 – The Lawyer – “InterLaw offers ‘Helping Hand’ to charities”
- April 2009 – The Lawyer – “Pink practice”
- April 2009 – The Lawyer – “All being fair and equal...”
- April 2009 – The Lawyer – “Law Society, Stonewall and InterLaw launch first major gay careers survey” (LGB solicitors study)
- February 2009 – Legal Week – “Law firms on course for a gay-friendly future”
- January 2009 – The Lawyer – “Eversheds Leeds hosts LGBT Xmas bash” (Northern Event)

MONTHLY MEETINGS

The InterLaw Diversity Forum holds monthly meetings followed by networking drinks hosted by various organisations within the LGBT Legal Community. The InterLaw Diversity Forum would like to extend a very special thanks to all of its generous monthly meeting hosts in 2009/10:

- Eversheds (January 2009);
- DLA Piper (February 2009);
- White & Case (March 2009);
- The Law Society (April 2009);
- Pinsent Masons (May 2009);
- Addleshaw Goddard (June 2009);
- Olswang (July 2009);
- Nabarro (August 2009);
- Allen & Overy (September 2009);
- Clifford Chance (October 2009);
- Freshfields (November 2009);
- Simmons & Simmons (December 2009);
- Reed Smith (January 2010);
- Slaughter and May (February 2010);
- Eversheds (March 2010);
- Olswang (May 2010); and
- Paul Hastings (June 2010).

WOMEN'S INITIATIVE

In September 2008 the InterLaw Diversity Forum launched its Women's Initiative. The brainchild of Petra Braybrook of Simmons & Simmons' corporate department, the Women's Initiative was created after months of meetings and research on how to engage the lesbian and bisexual women in the LGBT Legal Community. The Women's Initiative maintains its own mailing list and holds quarterly women-only meetings, in addition to other events aimed at addressing and promoting women's issues in the legal sector. The InterLaw Diversity Forum would like to thank the InterBank Forum for LGBT Networks, Credit Suisse (Jemima Jefferson); Gay Women's Network (Sophie Merrick and Carolyn Lee), and Stonewall (Michelle Fullerton and David Shields) for their contributions to this project. The Women's Initiative has already had an effect, with a noted increase in female attendance at monthly meetings and events.

The Women's Initiative held several meetings during 2009/2010 and will be continuing its quarterly women-only meetings for the remainder of 2010. We would like to thank all of our generous hosts over this period, including Freshfields, Pinsent Masons and Simmons & Simmons.

We are also planning a panel event on the intersection of women's issues with the experiences of lesbian and bisexual women for 2010/11.

PANEL EVENT ON STONEWALL'S WORK EQUALITY INDEX FOR THE LEGAL SECTOR (MARCH 2009)

In March the InterLaw Diversity Forum held an evening generously hosted by Lovells to explore Stonewall's **WEI Top 100 Employers** list and the legal sector along with the law firms who entered the **WEI Top 100 Employers**: Eversheds, Herbert Smith, Pinsent Masons and Simmons & Simmons. This event provided a platform for the firms to share the policies and procedures, as well as details of projects, which enabled them to rank highly in the WEI. This was all with a view towards sharing diversity and inclusion know-how and assisting the legal sector in moving even higher in the 2010 WEI.

The evening included an opening address from our host, Ruth Grant, the then Managing Partner of Lovells' London Office. Each panel member presented an overview of their submission, highlighting their particular strengths. The panellists were:

- Caroline Wilson, Head of Diversity & Corporate Responsibility, Eversheds
- Carolyn Lee, Diversity Manager, Herbert Smith
- Daniel Winterfeldt, Founder, InterLaw Diversity Forum (Moderator)
- Dee Rowe, Customer Support Team Leader, Pinsent Masons
- Mary Gallagher, Diversity Officer, Simmons & Simmons
- David Shields, Director, Workplace Programmes, Stonewall

The presentations and panel discussion were followed by networking drinks and canapés. The information shared during the evening was used to update our **Stonewall WEI 2010: Legal Sector Guidance Document**, to which we added a new "Best Practice Guidance" section. **The Stonewall WEI 2010: Legal Sector Guidance Document** was sent out in July 2009 by the InterLaw Diversity Forum to its mailing list, as well as by Stonewall to its legal sector mailing list.

FIRST ANNIVERSARY PARTY TO BENEFIT STONEWALL AT BUNGALOW 8 (MAY 2009)



The InterLaw Diversity Forum was proud to host along with Herbert Smith and Simmons & Simmons our first anniversary party in May 2009 at exclusive private members club Bungalow 8, raising over £6,000 for Stonewall's "Education for All" campaign. We had a fabulous evening of drinks, canapés and entertainment at one of the hottest venues in London. We also provided specially designed InterLaw Diversity Forum cupcakes for everyone and complimentary Valentino cocktails to the first 100 people to arrive.

Entertainment featured the cabaret stylings of Ms. Zee Asha, West End star of Chicago and Mary Poppins as well as a frequent performer at Ronnie Scotts, and the platters that matter from DJ Paul Heron of Fabric's legendary DPTM and The End's Discotech, Beyond, A.M and Orange! We were also addressed by Tim Hailes, MD and Associate General Counsel, J.P. Morgan, who commented on our progress in the year since he had addressed us at our inaugural meeting.

We would like to thank our generous raffle prize donors including: London Philharmonic Orchestra, Royal Court Theatre, Bungalow 8, Stonewall; The River Cafe, Beach Bum, Dorchester Spa, Glaceau vitaminwater and the English National Ballet. For a full list of prizes and details of the event please click [here](#).

SPEAKING EVENT WITH THE RT. HON. LORD JUSTICE EHERTON – JUDICIAL DIVERSITY SPEAKER SERIES (JUNE 2009)

In June 2009, as part of our first anniversary celebration, the InterLaw Diversity Forum was honoured to host, along with Simmons & Simmons, our first speaking event focusing on judicial diversity with The Rt. Hon. Sir Terence Eherton. Lord Justice Eherton was the first openly gay judge to be appointed to the Court of Appeal of England and Wales. With an interesting CV, he was selected for the 1980 Olympic fencing team, has served as Chairman of the Law Commission and is a Privy Councillor. In 2006, he was the first UK judge to announce his civil partnership in The Times. Lord Justice Eherton addressed the forum about his professional career and personal experiences working in the judiciary and took questions from the floor. The event was followed by drinks and canapés. This event was one of the most popular of the year with many InterLaw Diversity Forum members noting Lord Justice Eherton as an engaging and well respected LGBT role model in the judiciary and the wider legal profession.

REGIONAL EVENT: SOUTH WEST AND SOUTH WALES (JUNE 2009)

We organised a special regional event in Bristol in June 2009 for the LGBT Legal Community in the South West and South Wales as well as their supporters. This event was generously hosted by Beachcroft and Burges Salmon with an aim to encourage diversity in the workplace and to foster client relationships in the LGBT Legal Community in the South West and South Wales.

Paul Murray, Beachcroft’s managing partner, co-hosted the evening with Guy Stobart, former managing partner of Burges Salmon. The main speakers at the event were Daniel Winterfeldt from the InterLaw Diversity Forum and Daniel Danso from Stonewall, who discussed Stonewall’s Diversity Champion’s programme.

We were delighted to see that the first InterLaw Diversity Forum in the South West was such a success with over 50 attendees from law firms and legal employers across the South West.

PUBLICATION OF THE INTERLAW DIVERSITY FORUM’S SECOND ANNUAL STONEWALL WORK EQUALITY INDEX 2010 – LEGAL SECTOR GUIDANCE DOCUMENT (JULY 2009)

In July 2009, the InterLaw Diversity Forum published its [Stonewall Work Equality Index 2010 – Legal Sector Guidance Document](#) updated for last year’s Stonewall Work Equality Index (“WEI”) which you can find [here](#).

The document contained a new section on “Best Practice Guidance” which was produced following the March 2009 panel discussion held at Lovells, where the four law firms ranked in the [WEI Top 100 Employers](#) (Eversheds, Herbert Smith, Pinsent Masons and Simmons & Simmons) were able to share their best practice with the InterLaw Diversity Forum. Notably, all four firms seemed to echo each other in both their approach to the survey and their methodology. The document included the key lessons they shared with us.

This document also contained “WEI Guidance for the Legal Sector” which was produced following the July 2008 meeting of the InterLaw Diversity Forum hosted by Clifford Chance, which focused on the WEI and its application to the legal sector.

Many thanks to everyone who contributed to the publication, including Eversheds, Herbert Smith, Pinsent Masons and Simmons & Simmons; and to David Shields and the Diversity Champions team at Stonewall for their time and efforts in completing this project.

We will shortly be publishing the InterLaw Diversity Forum’s [Stonewall Work Equality Index 2011 – Legal Sector Guidance Document](#).

LGB SOLICITORS STUDY WITH THE LAW SOCIETY (SEPTEMBER 2009)



The Law Society

The 2009/10 Survey of LGB Solicitors was conducted by the InterLaw Diversity Forum and The Law Society, aiming to supplement and update the findings of a 2006 survey by The Law Society. The 2009 survey asked LGB solicitors to complete an online questionnaire about their experiences within the legal profession; a total of 443 responses were gathered. The legal profession takes a proactive approach to self-legislation in the field of diversity, yet until recently the legal sector was ranked second-lowest in Stonewall’s WEI. The preliminary findings confirmed the existence of a gap between commendable policies and the reality of working in the legal sector as an LGB person. We are seeking to use our data to understand why such a gap persists.

The full report and recommendations will be published later in 2010.

OUTING TO THE ROYAL COURT THEATRE (NOVEMBER 2009)

The InterLaw Diversity Forum teamed up with the Royal Court Theatre for a special outing to the sold-out run of “Cock” by Mike Bartlett on November 30th in the Jerwood Theatre Upstairs. The Royal Court Theatre generously arranged for us to have a block of the best seats in the house for this showing, a private pre-show reception in the Balcony Bar, an exclusive pre-show talk from the development team and a copy of the playtext.

Most appropriate for the InterLaw Diversity Forum, Mike Bartlett’s punchy story takes a playful, candid look at one man’s sexuality and the difficulties that arise when you realise you have a choice. His previous plays include “Contractions”, “My Child” (Royal Court) and “Artefacts”. This event was massively over-subscribed and we look forward to future outings with our friends at the Royal Court Theatre.



LAUNCH OF PRO BONO AND COMMUNITY SERVICE INITIATIVE – “H2 INITIATIVE” (NOVEMBER 2009)

After much anticipation, we launched the InterLaw Diversity Forum’s pro bono and community service initiative in November 2009, which we call our “Helping Hand Initiative” or the “H2 Initiative”. The H2 Initiative was put together through the input and participation of many members of the InterLaw Diversity Forum, but with the particular drive of Harry Hatzipavlidis of Olswang who will co-chair the H2 Initiative with Daniel Winterfeldt.

The H2 Initiative focuses on opportunities for the InterLaw Diversity Forum’s individual members and member organisations to be involved in volunteer services for a number of worthy charities, as well as the opportunity to provide pro bono projects to firms to promote LGBT equality and awareness. We have short listed five charities with whom we have decided to work closely to help raise funds, sponsor volunteer projects, source pro bono support or simply help raise awareness in relation to the great work that they do. Those charities and links to their homepages appear below (listed alphabetically):

- **Albert Kennedy Trust (AKT):** AKT is a charity that helps gay, lesbian, bisexual and trans homeless young people. www.akt.org.uk
- **Broken Rainbow LGBT Domestic Violence:** Broken Rainbow’s objective is to relieve the distress and suffering caused to LGBT people by domestic violence and abuse by raising awareness in the LGBT community and elsewhere of the impact of homophobic, transphobic and same sex domestic violence on the lives of LGBT people. www.brokenrainbow.org.uk
- **Stonewall:** Stonewall is the UK’s largest LGB charity responsible for political lobbying, educational campaigns and research, with offices in England, Scotland and Wales. www.stonewall.org.uk
- **Terrence Higgins Trust (THT):** THT is the largest HIV and sexual health charity in the UK (and one of the largest in Europe) providing a range of services to over 50,000 people each year, including clinical testing, lobbying in relation to sexual health initiatives and a refugee mentoring programme. www.tht.org.uk
- **The Food Chain (TFC):** TFC provides a weekly food delivery, nutritional advice and emergency food hampers to men, women and children living with HIV. Every Sunday for the past 21 years Food Chain volunteers have prepared and delivered meals to men, women and children living with HIV related illnesses in London, as well as to their carers and families. www.foodchain.org.uk

We have met one-on-one with each of these charities, and we have chosen these charities based on the broad range of services they provide the LGBT community. The above shortlist does not prevent us from supporting other charities or causes, but does provide us with a focus for our efforts over the coming year.

HOLIDAY FOOD HAMPER APPEAL WITH THE FOOD CHAIN (DECEMBER 2009)

the food chain

The H2 Initiative's first project was to support The Food Chain's Christmas Hamper Appeal. Working with its General Manager, Andrew Davies, it was timed to coincide with World Aids Day on 1 December. Firms collected food from a list prepared by The Food Chain, and The Food Chain provided World Aids Day red ribbons and collecting tins for employees to donate money. Monies collected were used to buy much of the additional food needed for the hampers.

On Tuesday, 15 December, holiday food items were sorted by a team of volunteers from both The Food Chain and the InterLaw Diversity Forum into over 250 hampers, which were delivered to The Food Chain's housebound and isolated service users, the majority of whom have less than £20 a week to spend on groceries. These Christmas and holiday hampers meant a great deal to the people The Food Chain supports, as one service user expressed in a letter to The Food Chain from the previous year: "Thank you so much for the hamper, such a nice surprise. I'd had a really bad week and the box cheered me up no end. It's not just the contents, though that's great, it's the thought that someone out there cares."

LAUNCH OF LGBT JUDICIAL DIVERSITY STUDY WITH THE LAW SOCIETY AND THE BAR (DECEMBER 2009)



Little is known about the barriers to judicial appointments perceived and experienced by lesbians, gay men, bisexuals and transgender legal professionals. Research from 2009 by the Judicial Appointments Commission (the "JAC") and the Judicial Executive Board on Barriers to Judicial Appointment addressed gender and ethnic minorities; it did not address sexual orientation, however, and the InterLaw Diversity Forum's research initiative seeks to change that.

This survey was conducted by the InterLaw Diversity Forum with the support of the Bar Council's Equality and Diversity Committee and The Law Society. The questionnaire was based upon a model used by the JAC in its earlier research and was used with their consent. The JAC's previous research can be found [here](#).

For this research to be representative of LGBT legal professionals it was vital that as many people as possible took part, and we were delighted to have over 400 respondents from the LGBT Legal Community. The preliminary findings of this research were provided to the Ministry of Justice's Advisory Panel on Judicial Diversity, chaired by Baroness Julia Neuberger DBE, in order to assist them with identifying barriers to the judiciary that affect LGBT legal professionals.

The final report will be published later in 2010 and its findings and recommendations will be used to help the JAC, the Law Society, the Bar Council and the InterLaw Diversity Forum to promote judicial office as a career option for LGBT legal professionals.

FUNDRAISER AND SCREENING OF “SMALL TIME REVOLUTIONARY”, A SHORT FILM ON SECTION 28 (JANUARY 2010)



In January 2010, the InterLaw Diversity Forum held an exclusive producers’ preview screening of the short film “Small-Time Revolutionary” to raise production funds for the film, followed by a panel discussion and networking drinks, generously hosted by Lovells.

“Small-Time Revolutionary” is a story set in 1988, the period surrounding the passing of Section 28, the legislation banning local authorities from promoting homosexuality. It tells the story of 18-year-old Russell, who is pressured by his peers to come out to his parents. But with Russell’s mother a devout Thatcherite, the stakes for Russell are much higher than the others realise. Combining drama with humour drawn from everyday human conflict, “Small-Time Revolutionary” endeavours to be a fresh, poignant take on this significant turning point in British gay history. “Small-Time Revolutionary” was inspired by the Proposition 8 amendment in the USA in 2009, overturning the right for gay marriage in California. The film features a cameo from Sir Ian McKellen and the film’s producers include Stephen Fry and Matt Lucas. For additional information please see [here](#).

For the panel discussion following the screening we were joined by Miikka Leskinen, Director; Alex Barnes, Actor; and Dan Simmons, Producer. We would very much like to thank Lovells for hosting a very special night.

Later in 2010 we will be offering the opportunity for InterLaw Diversity Forum member firms and organisations to have their own screenings to raise LGBT diversity and inclusion awareness.

“WINTER CARNIVAL” IN AID OF THE ALBERT KENNEDY TRUST (FEBRUARY 2010)

Sunday the 7th of February saw the arrival of The InterLaw Diversity Forum’s “Winter Carnival” at top London nightspot No5 Cavendish Square. The Winter Carnival not only provided the very best in entertainment and style, but also benefited a most worthy cause, raising over £17,000 for the Albert Kennedy Trust, whose outstanding efforts support homeless LGBT youth. This was the largest fundraiser in the Albert Kennedy Trust’s 20 year history!



The black-tie event was hosted by special guest and Patron of the Albert Kennedy Trust, Sir Ian McKellen, and included a champagne reception, delicious three-course meal, plus live entertainment by Rebecca Kelly and a fabulous party, all set against the exquisite interiors of No5’s outstanding party rooms. During the evening, Tim Sigworth, Chief Executive of the Albert Kennedy Trust, made the exclusive announcement that Sandi Toksvig had agreed to become a patron of the Trust.

The event was generously co-hosted by law firms Baker & McKenzie, Clifford Chance and Paul Hastings and generously sponsored by law firms Addleshaw Goddard, Allen & Overy, Lovells, Reynolds Porter Chamberlain and Simmons & Simmons.

More than just another fundraiser, the “Winter Carnival” was a night to remember. Guests were also treated to a specially designed Akvinta Winter Carnival Cocktail in the Albert Kennedy Trust’s signature purple. Celebrity guests included Sir Ian McKellen, Sandi Toksvig, Kristian Digby, Jodie Harsh and Brian Paddick. Music was provided all night long by international top DJs Jodie Harsh, Paul Heron and Mark Bambach.

The auction was officiated by Kristian Digby and InterLaw Diversity Forum founder Daniel Winterfeldt, and sold amazing items that money can’t buy, including a photograph with Sir Ian McKellen published in OK! Magazine (16 March 2010 edition), a VIP experience at the English National Ballet and a VIP experience at the Royal Court. Auction prizes were donated by the English National Ballet, the Royal Court Theatre and Daniel Winterfeldt, OK! Magazine, Simmons & Simmons and “Small-Time Revolutionary”.

The auction was followed by a raffle featuring a weekend in Switzerland donated by MySwitzerland.com, a one-year membership to No5 Cavendish Square and a VIP experience at Decadence The Secret Society including a bottle of Akvinta vodka. Raffle prizes were generously donated by Switzerland Tourism (MySwitzerland.com), No5 Cavendish Square, Decadence the Secret Society, 60by80.com, Akvinta, PilatesK and Orbital Comics.

For further information and photos from the event please see [here](#).

KRISTIAN DIGBY: 24TH JUNE 1977 – 1ST MARCH 2010

The InterLaw Diversity Forum was very saddened by the sudden passing of Kristian Digby shortly after the “Winter Carnival”. Kristian played a major role in the success of our event and he will be deeply missed by all of us.

The Albert Kennedy Trust and the Terrence Higgins Trust, both charities to which Kristian dedicated much of his time, have established funds in his honour. Tim Sigsworth, chief executive of the Albert Kennedy Trust, said: “The young people cared for by the Trust were very close to Kristian’s heart. Some of the money donated in honour of his memory will go towards the newly named ‘Kristian Digby Young Person of the Year Award’ which will be given out at the Albert Awards in London and Manchester. Donations will also directly improve the lives and life chances of young LGBT people who are facing homelessness after rejection by their families.”

The InterLaw Diversity Forum will be planning another “Winter Carnival” to benefit the Albert Kennedy Trust in 2011. In honour of Kristian’s memory a portion of the funds raised from the event will go towards the Albert Kennedy Trust’s Kristian Digby Fund.

LAUNCH OF LEGAL SECTOR TOP 10 IN THE WEI (MARCH 2010)



At our March 2010 monthly meeting, as a result of the legal sector's improvement in the WEI, we launched a Stonewall and InterLaw Diversity Forum co-branded [Legal Sector Top 10 in the WEI](#) in order to showcase the legal sector's top performers and to give a perspective for the sector beyond Stonewall's [WEI Top 100 Employers](#) list.

Following a presentation on the legal sector's performance in this year's WEI from Stonewall's David Shields, Director of Workplace Programmes, and Alex Van Vliet, Associate, Workplace Programmes, the Top 10 for the legal sector were announced by Maria Leistner, General Counsel of EMEA, Credit Suisse; Stephen Ward, Director of Communications and Diversity Champion of The Law Society; and Daniel Winterfeldt, the InterLaw Diversity Forum. Maria Leistner also spoke to provide us with a client's perspective on the importance of a diverse and inclusive workplace. We were also warmly welcomed by Alan Jenkins, Eversheds Chairman, and ended the meeting with celebratory champagne and canapés.

Congratulations to our top ten winners and best of luck to everyone for next year's list!

InterLaw Diversity Forum and Stonewall [Legal Sector Top Ten in the WEI for 2010](#)

- 1 – Simmons & Simmons
- 2 – Pinsent Masons
- 3 – Herbert Smith
- 4 – Eversheds
- 5 – Lovells
- 6 – Freshfields
- 7 – The Law Society
- 8 – Irwin Mitchell Solicitors
- 9 – SJ Berwin
- 10 – Baker & McKenzie

SPEAKING EVENT WITH HIS HON JUDGE JEREMY RICHARDSON, QC – JUDICIAL DIVERSITY SPEAKER SERIES (MAY 2010)

As our next instalment in our Judicial Diversity Speaker series, we were very fortunate to have His Honourable Judge Jeremy Richardson speak to the InterLaw Diversity Forum at our May meeting, generously hosted by Olswang. Judge Richardson is Deputy High Court Judge in the Family Division. He sits as a Recorder in criminal, civil and family courts (including public Family Law work). He is also on the Foreign & Commonwealth Office Panel, monitoring and assisting foreign lawyers representing British Citizens abroad in criminal and human rights cases. Judge Richardson also defended in all forms of serious criminal cases involving homicide, fraud, sexually related crime, and child abuse, with particular expertise in the medical aspects of his work. He has covered the whole spectrum of personal injury and general civil litigation. His areas of expertise also include judicial review and family law, with particular emphasis on child welfare. Judge Richardson spoke on his career and experiences as an out member of the judiciary and later took questions from the floor. The presentation was followed by networking drinks and canapés.

LAUNCH OF “LEADERSHIP INITIATIVE” AND OUTING TO “POSH” AT THE ROYAL COURT THEATRE (MAY 2010)

In May 2010 the InterLaw Diversity Forum launched its Leadership Initiative. The purpose of the Leadership Initiative is to engage the senior members of the LGBT legal and business community and to provide them with opportunities to network and exchange ideas and best practice. We believe that the Leadership Initiative will be a unique forum for us to learn from one another and to build a stronger network in the LGBT legal and business community. Activities of the Leadership Initiative will include speaker events and networking activities, ranging from theatre outings to exclusive dinner and drink receptions.

The Leadership Initiative held its launch event on 13 May and secured a group of tickets to the Royal Court Theatre’s sold-out production of “Posh”. The Royal Court Theatre rolled out the red carpet and reserved us the Balcony Bar for a private pre-show reception and for the interval. Each attendee received top-priced seats for the show, a pre-show talk from a member of the Royal Court Theatre, pre-show drinks reception and a copy of the playtext.

With leadership and social structure as a theme, “Posh” takes place in an oak-panelled room in Oxford where ten young bloods with cut-glass vowels and deep pockets are meeting, intent on restoring their right to rule. Members of an elite student dining society, the boys are bunkering down for a wild night of debauchery, decadence and bloody good wine. But this isn’t the last huzzah: they’re planning a takeover.

Should you be interested in participating in the Leadership Initiative please e-mail Daniel Winterfeldt with your details and brief overview of how you are a leader in the LGBT Legal Community. We look forward to more events and activities with the Leadership Initiative over 2010/11.

STANDARD CHARTERED BANK’S “TRAIN THE TRAINER” HIV AWARENESS PROGRAMME (JUNE 2010)



In June 2010, the InterLaw Diversity Forum teamed up with Standard Chartered Bank’s “Living with HIV” programme, which aims to reduce the spread of the virus by promoting behavioural change through education. The aim is to help protect not only employees in our own organisations, but together to educate over one million people through this programme. Standard Chartered Bank have a network of employee volunteers called “HIV Champions” who trained members of the InterLaw Diversity Forum on how to raise awareness of HIV and AIDS within our own organisations.

AIDS remains a global killer with no cure or vaccine. Over 34 million people are living with HIV, with 7,400 new infections each day; 15-24 year-olds count for 40% of all new HIV infections. This pandemic has a devastating impact on many communities where Standard Chartered Bank does business. The virus cannot be cured, and greater access to treatment can only be sustained if there is substantial progress in reducing the rate of HIV infections. Education is a key component of prevention strategies.

This was a fantastic opportunity for our member organizations and their LGBT Networks to have volunteers trained and to develop a tailored workplace HIV education programme which can be used to reach out to one's entire organisation. For additional information please visit: <http://www.vir.us/>.

Many thanks to Jeremy Allen, Head of Legal, Policy & Operations, and Vanessa Green, Group Sustainability, at Standard Chartered Bank for making this event possible. We continue our teamwork with Standard Chartered Bank and we will be providing this training to the InterLaw Diversity Forum later in 2010 and repeating the "Train the Trainer" event in early 2011.

NON-TRADITIONAL FAMILY EVENT WITH GAY WOMEN'S NETWORK, INTERBANK LGBT FORUM AND STONEWALL (JUNE 2010)

The InterLaw Diversity Forum teamed up with the Gay Women's Network, the Interbank LGBT Forum and Stonewall in June 2010 to organise a very special event on non-traditional family issues that impact the LGBT community and others in non-traditional family arrangements. The event was generously hosted by Clifford Chance with a welcome from Michael Smyth and Christopher Sullivan.

We had over 125 attendees from all of the host organisations with a spectacular turn out of women. The event had a panel of experts from the field discussing everything from co-habitees and pre – and post-nuptial agreements to artificial insemination, surrogacy/family issues and wills/tax planning. The panel included:

- Thomas Duggins, Charles Russell – Co-habitees and their lack of rights
- Julia Thackray, Penningtons – Pre – and post-nuptial agreements
- Miles Geffin, Mishcon – Artificial insemination and surrogacy/family issues
- Matthew Hansell, Mills & Reeve – Wills, tax planning and trusts etc.
- Ruth Hunt, Stonewall – Upcoming legislation and current projects
- Daniel Winterfeldt, InterLaw Diversity Forum – Moderator

The panel discussion was followed by a question and answer session and networking drinks and canapés. Many thanks to our partners, Clifford Chance, the panellists listed above, Emma Woollcott at Mishcon and all attendees for making this a very successful event which highlighted the need for increased education and awareness of the LGBT legal landscape.

NINTH ANNUAL STONEWALL LECTURE ON JUDICIAL DIVERSITY AT THE LAW SOCIETY (JUNE 2010)

The ninth annual Stonewall lecture took place on 24 June 2010 at the Law Society, where over 150 guests – including Lord Justice Munby, Chair of the Law Commission – heard stark evidence of the continuing barriers facing lesbian and gay people joining the judiciary. This lecture was organised by the Law Society and the Bar Council, in association with the InterLaw Diversity Forum, the Bar Lesbian and Gay Group, the Lesbian and Gay Lawyers Association and Stonewall. The lecture was delivered by Professor Leslie J. Moran, Birkbeck College, University of London, and chaired by The Rt. Hon. Lord Justice Etherton. The vote of thanks was proposed by Ben Summerskill, Chief Executive of Stonewall. Daniel Winterfeldt from the InterLaw Diversity Forum also discussed the results of the LGBT Judicial Diversity Survey.

Professor Leslie Moran of Birkbeck College said in his lecture: “Only 20 years ago it was policy only to appoint married people to the bench in order to avoid a ‘homosexual controversy’ in the judiciary. The chilling effect of this exclusion is likely to have shaped the careers and career expectations of the most senior legal professionals who have the skills and characteristics that would otherwise make them suitable candidates.” Professor Moran recommended that the judiciary actively engage with Stonewall’s Workplace Equality Index to develop their lesbian, gay and bisexual staff.

Daniel Winterfeldt and Professor Les Moran revealed preliminary research results from the LGBT Judicial Diversity Study (conducted December 2009 by the InterLaw Diversity Forum, The Bar and The Law Society). The study revealed the LGBT Community’s negative perceptions of the judiciary: “The judiciary isn’t on the career horizons of many LGBT legal professionals. Over 70% of respondents said that having more openly LGBT members of the judiciary would encourage them to apply for a judicial career. Judges are still seen as middle-aged, middle class, and drawn from a very narrow pool. Much more needs to be done to embed ‘the judiciary’ as a career option and to transform understandings about the appointments process.”

The lecture was followed by a lively question and answer session.

Ben Summerskill, Stonewall Chief Executive, said : “People perform better when they can be themselves and all workplaces benefit from a diverse workforce able to reach their full potential. Sexual orientation shouldn’t be a barrier to judicial appointments and we urge the Judicial Appointments Commission to look closely at these recommendations to help them as an employer to reflect modern Britain.”

CONTACT INFORMATION

For further information on the InterLaw Diversity Forum please visit www.interlawdiversityforum.org or contact:

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