

Proposed 2024 Amendment to Constitution Article 2.1: No Discrimination

Proponents: Detroit & Michigan Chapter

Contact: Naomi Zikmund-Fisher, Treasurer: naomizf@yahoo.com

Plenary speaker: Naomi Zikmund-Fisher or designee, to appear virtually

WHEREAS the National Lawyers Guild has maintained a commitment to liberation and against discrimination based on LGBTQIA+ identity throughout its history, but current language is outdated, inaccurate, and fails to recognize gender identity as an important category worthy of protection, we propose striking reference to “sexual preference” and replacing it with “sexual orientation,” as well as adding “gender identity” to the categories that may not be discriminated against.

Original text:

Upon application, the following persons who agree with the objectives of the organization as set forth herein, shall be admitted to membership without regard to sex, sexual preference, age, color, race, religion or political belief or affiliation, formal educational level, or condition of restraint within any institution:

- (a) Lawyers, any person who at the time of application for membership is authorized to practice law anywhere;
- (b) Law students, any person who attends law school. A law student member may retain that membership status for one year following graduation or until he or she become eligible for another membership category, whichever comes first;
- (c) Legal workers, any person who is currently working, or who has worked, or who is training to work, for pay or as a volunteer, in any office, collective or other institution, which has as its primary function the provision OR administration of legal services, information or education; or who, as an individual, provides or administers legal services, information, or education as a major component of their paid or volunteer work work; and
- (d) Jailhouse lawyers, any person who is incarcerated in a jail or prison and who is regularly engaged in providing legal services to other prisoners. A jailhouse lawyer member may retain that membership status for one year following release from incarceration or until he or she becomes eligible for another membership category, whichever comes first.

No member or other person qualified to participate (including, for public events, members of the public) shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of the organization based on sex, sexual preference, age, color, race, religion or political belief or affiliation, disability, formal educational level, or condition of restraint within any institution.

Proposed language (changes bolded): Upon application, the following persons who agree with the objectives of the organization as set forth herein, shall be admitted to membership without regard to sex, sexual ~~preference~~ **orientation**, **gender identity**, age, color, race, religion or political belief or affiliation, formal educational level, or condition of restraint within any institution:

(a) Lawyers, any person who at the time of application for membership is authorized to practice law anywhere;

(b) Law students, any person who attends law school. A law student member may retain that membership status for one year following graduation or until he or she become eligible for another membership category, whichever comes first;

(c) Legal workers, any person who is currently working, or who has worked, or who is training to work, for pay or as a volunteer, in any office, collective or other institution, which has as its primary function the provision OR administration of legal services, information or education; or who, as an individual, provides or administers legal services, information, or education as a major component of their paid or volunteer work work; and

(d) Jailhouse lawyers, any person who is incarcerated in a jail or prison and who is regularly engaged in providing legal services to other prisoners. A jailhouse lawyer member may retain that membership status for one year following release from incarceration or until he or she becomes eligible for another membership category, whichever comes first.

No member or other person qualified to participate (including, for public events, members of the public) shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of the organization based on sex, sexual ~~preference~~ **orientation, gender identity**, age, color, race, religion or political belief or affiliation, disability, formal educational level, or condition of restraint within any institution.

Implementation: The National Office staff is responsible for ensuring compliance with nondiscrimination policy. Individual chapters are responsible for compliance within their chapter

Compliance with Bylaws Section 8.7: All chapters and the national office were consulted prior to submission. Five chapters (in addition to the sponsoring chapter) offered their formal consent.

Consent

Colorado

Detroit & Michigan

El Paso

Massachusetts

Philadelphia

South Florida