

# 2004 Diversity Awards

THE STATE BAR OF CALIFORNIA

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## AWARD GUIDELINES

The State Bar of California **Diversity Awards** were established in 2001 by the Board of Governors to recognize outstanding efforts made by a bar association and an individual attorney in promoting diversity in the legal profession, in particular, to recognize efforts ensuring the full and equal opportunity of all persons for entry and advancement in California's legal profession.

### AWARD CATEGORIES AND CRITERIA FOR SELECTION

#### BAR ASSOCIATION CATEGORY

- All bar associations are eligible, including local, county, regional, statewide, young lawyers' (barristers) bar associations, minority, women's, Lesbian, Gay, Bisexual and Transgender (LGBT), and other specialty bars.
- The bar association must be located in California.
- The bar association must demonstrate a commitment to encouraging, increasing and/or retaining:
  - diversity in their bar membership, and/ or
  - diversity in the legal profession

#### INDIVIDUAL LAWYER CATEGORY

- The lawyer must be admitted to practice in California.
- The lawyer can be on active or inactive status and from any practice setting.
- The lawyer must demonstrate a commitment to encouraging, increasing and/or retaining diversity in the legal profession.
- Diversity activities can be performed in the scope of employment or on a voluntary basis.
- The attorney cannot be a current member of one of the State Bar's Access & Fairness Committees.

#### ADDITIONAL FACTORS TO BE CONSIDERED IN BOTH CATEGORIES

- Development and demonstrated impact of programs or projects that address issues of access and bias in the legal profession based on race, ethnicity, gender, sexual orientation, disability or age
- Development and demonstrated impact of programs or projects that influence individuals who have been historically under-represented in the legal profession to pursue legal careers
- Development and demonstrated impact of programs or projects that increase advancement opportunities for lawyers who have been historically under-represented in a particular job setting or practice area of the legal profession



The State Bar  
of California | Office of Legal Services,  
Access & Fairness Programs

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### SELECTION PROCESS & AWARDS PRESENTATION

All nominees and nominators will be notified of the receipt of submitted nominations.

The State Bar's Access and Fairness Committees will review all nominations and make recommendations to the Board of Governors for final approval.

The Access & Fairness Committees include:

- Committee on Legal Professionals with Disabilities (CLPD);
- Committee on Senior Lawyers (CSL);
- Committee on Sexual Orientation and Gender Identity Discrimination (CSOGID);
- Committee on Women in the Law (CWIL) and;
- Ethnic Minority Relations Committee (EMRC)

Completed nomination form and supporting materials must be postmarked by **April 16, 2004**. **No emails or faxes will be accepted.** The awards will be presented during the State Bar Annual Meeting in Monterey, which will be held **October 7-10, 2004**.

### PAST RECIPIENTS OF DIVERSITY AWARDS

**2002: Individual:** Eve Hill

**Bar Associations:** (Joint Award)  
California Minority Counsel Program  
California Women Lawyers

**2003: Individual:** Angela Bradstreet

**Bar Associations:** (For The Bay Area Minority Summer Clerkship Program)  
Alameda County Bar Association  
Bar Association of San Francisco  
Contra Costa County Bar Association  
Santa Clara County Bar Association

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## NOMINATION FORM

COMPLETED NOMINATION FORM AND SUPPORTING MATERIALS  
MUST BE POSTMARKED BY FRIDAY, APRIL 16, 2004. EMAILS OR FAXES WILL NOT BE ACCEPTED.

Please refer to the Award Guidelines before completing the nomination form. Type or print all information clearly and answer all questions as thoroughly as possible. For the individual attorney category a current résumé or biography of the nominee is **required**. For both categories supporting materials such as letters of support are strongly encouraged. Online versions of this form are also available at [www.calbar.ca.gov](http://www.calbar.ca.gov). The PDF version can be printed and completed offline. The Word text version may be completed and saved online. However, all submissions and supporting documents must be mailed and postmarked by **April 16, 2004**.

Select award category:      Bar Association      Individual Attorney

Name of Nominee: \_\_\_\_\_

Organization/Bar Association/Firm: \_\_\_\_\_

Executive Director (if bar association): \_\_\_\_\_

President (if bar association): \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Please refer to the award guidelines and answer the following questions in order, as accurately and completely as possible on separate sheets, with any supporting materials attached to this form. In your nomination, please repeat the question, followed by the response.

1. If the nominee is a **BAR ASSOCIATION**,

- a. Describe how the Bar Association has encouraged, increased and/or maintained a **diversified bar membership**, including dates and specific examples;
- b. Describe how it has encouraged, increased and/or maintained **diversity in the legal profession**, including dates and specific examples;
- c. Describe and document how the diversity efforts of the bar association have resulted in increased **diversity in the bar membership and/or legal profession**;
- d. Provide background information about the bar association, including other activities, projects, or initiatives which demonstrate service to the community;
- e. Supporting materials including letters of support are not required but strongly encouraged.

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2. If the nominee is an **INDIVIDUAL ATTORNEY**,

- a. Describe the nominee's efforts to encourage, increase and/or maintain diversity in the legal profession, including dates and specific examples;
- b. Explain whether the efforts above were made within the scope of employment or on a voluntary basis;
- c. Describe and document how the individual's efforts have resulted in increasing diversity in the legal profession;
- d. Describe the nominee's practice setting, including the size of the firm, the firm's practice areas, and the nominee's principal areas of practice;
- e. Describe the nominee's other activities, projects, or initiatives that demonstrate service to the community;
- f. Attach a current résumé or biography with work history, and educational background;
- g. Supporting materials including letters of support are not required but strongly encouraged.

### NOMINATOR(S)

Name of Nominator: \_\_\_\_\_

Relationship to Nominee: \_\_\_\_\_

Organization or firm: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Name of Nominator: \_\_\_\_\_

Relationship to Nominee: \_\_\_\_\_

Organization or firm: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

**Completed nomination form and supporting materials must be postmarked by Friday, April 16, 2004 (emails or faxes will not be accepted) and delivered to:**

**Rod Fong**  
**Office of Legal Services, Access & Fairness Programs**  
**State Bar of California**  
**180 Howard Street**  
**San Francisco, CA 94105**  
**Tel: 415/538-2143 Email: rod.fong@calbar.ca.gov**