



*The State Bar
of California*

Office of
Access &
Fairness
Programs

2016 Diversity Awards

THE STATE BAR OF CALIFORNIA

AWARD GUIDELINES

DEADLINE: MARCH 31, 2016

The State Bar of California Diversity Awards were established in 2001 by the Board of Governors to recognize outstanding efforts to promote diversity in the legal profession, in particular, to recognize efforts that ensure 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 GUIDELINES

- All types of bar associations are eligible, including local, county, regional, statewide, young lawyers (barristers), 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 **sustained, long-term commitment** to encouraging, increasing and/or retaining
 - **diversity in bar membership** and/or
 - **diversity in the legal profession.**

LEGAL EMPLOYER GUIDELINES

- All types of legal employers are eligible including private firms, government/public agencies, corporate law departments and public interest law firms.
- The legal employer must have at least one office located in California.
- The legal employer must demonstrate a **sustained long-term commitment** to encouraging, increasing, and/or retaining **diversity in the legal profession**, with a specific focus on recruitment, retention and advancement of diverse attorneys.

INDIVIDUAL LAWYER CATEGORY

- The lawyer must be admitted to practice in California.
- The lawyer can be on active or inactive status and from any setting, including academia, the judiciary, the corporate sector, private law firm, nonprofit entity, government agency, etc.
- The lawyer must demonstrate a **sustained, long-term commitment** to encouraging, increasing and/or retaining **diversity in the legal profession**. The lawyer's activities related to diversity will be considered whether performed within the scope of employment or as a volunteer.
- The lawyer cannot be a current member of the State Bar's Board of Governors or Council on Access & Fairness.

ORGANIZATION CATEGORY

- The organization must be located in California.
- The organization should be a non-profit or other entity whose purpose is to promote diversity in the legal profession and the organization should not fall into one of the other categories above, i.e., a bar association or legal employer.
- The organization must demonstrate a **sustained, long-term commitment** to encouraging, increasing and/or retaining **diversity in the legal profession**.

ADDITIONAL FACTORS TO BE CONSIDERED FOR ALL CATEGORIES

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

SELECTION PROCESS AND AWARDS PRESENTATION

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

The State Bar's Council on Access & Fairness will review all nominations and make recommendations to the Board of Governors for final approval. The Council reserves the right not to recommend an award in any given category if there are no applicants in that category that meet the award criteria at an outstanding level.

Submit an original and one copy of the completed nomination form and supporting materials (**limited to 25 pages, single-sided, 8 ½ X 11 inches**) that strictly conform to the instructions.

The nomination must be e-mailed, faxed or postmarked by **MARCH 31, 2016**.

Incomplete nominations will not be accepted and will be returned to the nominator for completion and submission by the MARCH 31, 2016 deadline.

The awards will be presented during the State Bar Annual Meeting in San Diego on October 1, 2016.

PAST AWARD RECIPIENTS

2002

Individual: Eve Hill, Disability Rights Legal Center, Los Angeles
Bar Association: California Minority Counsel Program (CMCP)
(Joint Award) California Women Lawyers (CWL)

2003

Individual: Angela Bradstreet, Carroll Burdick & McDonough, San Francisco
Bar Association: (For 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

2004

Individual: Hon. Robert Takasugi (Retired)
Bar Association: Lesbian and Gay Lawyers Association of Los Angeles (LGLA)

2005

Individual: Guy Rounsaville, Jr., LaSalle Bank Corporation
Bar Association: Southern California Chinese Lawyers Association (SCCLA)

2006

Individual: Alfred Jenkins (Retired)
(Joint Award) Bill Lann Lee, Chair, Bar Association of San Francisco, Diversity Task Force
Bar Association: California Association of Black Lawyers (CABL)

2007

Individual: Gordon "Sam" Overton, California Department of Justice
Bar Association: Santa Clara County Bar Association (SCCBA)

2008

Individual: Mary B. Cranston, Pillsbury Winthrop Shaw Pittman
(Joint Award) Michael P. Judge, Public Defender, City and County of Los Angeles
Bar Association: The Bar Association of San Francisco
Law Firm: Sonnenschein Nath & Rosenthal LLP

2009

Individual: Ann Park, Partner, Pond North LLP, Los Angeles
Bar Association: Asian American Bar Association of the Greater Bay Area
Law Firm: Southern California Edison Law Department

2010

Individual: Mia Frances Yamamoto, Law Offices of Mia F. Yamamoto, Los Angeles
Bar Association: The Alameda County Bar Association
Law Firm: Farella Braun + Martel LLP, San Francisco

2011

Individual: Hon. Vallera Johnson, San Diego
Bar Association: Asian Pacific American Bar Association, Silicon Valley
Organization: For People of Color, Inc.
Law Firm: Hanson Bridgett
Special Honorees: Ruthe Catolico Ashley, Justice Carlos Moreno and Karen Nobumoto

2012

Individual: Charlene Usher, Chino
Bar Association: Bay Area Lawyers for Individual Freedom (BALIF)
Law Firm: Sedgwick LLP

PAST AWARD RECIPIENTS

2013

Individual: Hon. Brenda Harbin-Forte
Bar Association: San Mateo County Bar Association
Organization: Southwestern Law School
Law Firm: Kecker & Van Nest, LLP

2014

Individual: Hon. Judy Johnson
Bar Association: San Diego La Raza Lawyers Association
Organization: California Minority Council Program (CMCP)
(Joint Award) Judicial Intern Opportunity Program (JIOP)
Law Firm: Munger Tolles & Olson LLP

2015

Individual: Deborah Broyles
Bar Association: Sacramento County Bar Association, Diversity Hiring & Retention Committee
Law Firm: Sidley Austin LLP