



The State Bar  
of California

Office of  
Access &  
Fairness  
Programs

# 2013 Diversity Awards

THE STATE BAR OF CALIFORNIA

## AWARD GUIDELINES

**DEADLINE: MARCH 31, 2013**

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 Trustees 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 Trustees 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, 2013**. **Incomplete nominations will not be accepted and will be returned to the nominator for completion and submission by the MARCH 31, 2013 deadline.**

The awards will be presented during the State Bar Annual Meeting in San Jose, October 10-13, 2013.

## 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:** (Joint Award) Mary B. Cranston, Pillsbury Winthrop Shaw Pittman  
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:** Judge Vallera Johnson, San Diego  
**Bar Association:** Asian Pacific American Bar Association, Silicon Valley  
**Organization:** For People of Color, Inc.  
**Law Firm:** Hanson Bridgett

### 2012

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