

THE STATE BAR OF CALIFORNIA

2003 DIVERSITY AWARDS

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. The awards recognize significant efforts and contributions to ensure the full and equal opportunity of all persons for entry and advancement in California's legal profession. These awards are in keeping with the State Bar's commitment to diversity, which focuses on discouraging invidious discrimination that interferes with the administration of justice, as well as increasing public confidence in the integrity of the profession.

AWARD CATEGORIES AND ELIGIBILITY CRITERIA

BAR ASSOCIATION

- All bar associations are eligible, including local, county, regional, statewide, specialty, minority, women's and young lawyers' (barristers) bar associations
- The bar association must be located in California
- The bar association must demonstrate a commitment to encouraging, increasing and/or retaining a diversified bar membership, OR encouraging, increasing and/or retaining diversity in the legal profession

INDIVIDUAL LAWYER

- 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 within 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 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 of programs or projects that influence individuals who have been historically under-represented in the legal profession to pursue legal careers
- Development 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

SELECTION PROCESS AND AWARDS PRESENTATION

All nominees and nominators will be notified of the receipt of submitted nominations. The State Bar's Access and Fairness Committees [Ethnic Minority Relations Committee (EMRC); Committee on Legal Professionals with Disabilities (CLPD); Committee on Sexual Orientation and Gender Identity Discrimination (CSOGID); Committee on Women in the Law (CWIL); and the Committee on Senior Lawyers (CSL)] will review all nominations and make recommendations to the Board of Governors for final approval. The awards will be presented during the State Bar Annual Meeting in Anaheim, which will be held September 4-7, 2003.

Completed nomination form and supporting materials must be postmarked by:
Friday, May 9, 2003
(faxes will not be accepted)



Office of Legal Services,
Access & Fairness Programs

nomination form

2003 DIVERSITY AWARDS

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. (An online version of this form can be downloaded at www.calbar.ca.gov).

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 AS ACCURATELY AND COMPLETELY AS POSSIBLE ON SEPARATE SHEETS WITH ANY SUPPORTING MATERIALS ATTACHED TO THIS FORM. RESPONSES MUST ADDRESS THE FOLLOWING QUESTIONS. In your nomination, please repeat the question, followed by the response.

1. If the nominee is a BAR ASSOCIATION,

- a. Describe how it has encouraged, increased and/or maintained a **diversified bar membership**, including dates and specific examples; and/or
- b. Describe how it has encouraged, increased and/or maintained **diversity in the legal profession**, including dates and specific examples;
- c. Describe 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.

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 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 other activities, projects, or initiatives that demonstrate service to the community;
- f. Attach a current resume or biography with work history, educational background and dates;
- g. Supporting materials including letters of support are not required but strongly encouraged.

FORM CONTINUES ON NEXT PAGE

nomination form

2003 DIVERSITY AWARDS

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 _____

Mail nomination form and supporting materials (no faxes accepted) to:

Rodney Low

Office of Legal Services, Access & Fairness Programs

Program Development Unit

State Bar of California

180 Howard Street

San Francisco, CA 94105

415/538-2219

rodney.low@calbar.ca.gov

COMPLETED NOMINATION FORM AND SUPPORTING MATERIALS MUST BE RECEIVED BY
FRIDAY, MAY 9, 2003. FAXES WILL NOT BE ACCEPTED.