

(Amended by the Board of Governors July 20, 2007.)

*2008 Diversity Awards*  
THE STATE BAR OF CALIFORNIA

DEADLINE: 2008

## 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 sustained, long term commitment to encouraging, increasing and/or retaining:
  - diversity in their bar membership, and/ or
  - diversity in the legal profession

#### LEGAL EMPLOYER CATEGORY

- All law firms and legal offices are eligible, including private firms, government/public offices, and the corporate sector
- The firm must have at least one office located in California
- The firm 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 practice setting, including academia, the judiciary, corporate, nonprofit, governmental sectors, etc.
- The lawyer must demonstrate a sustained, long term commitment to encouraging, increasing and/or retaining diversity in the legal profession
- Diversity activities can be performed within the scope of employment or on a voluntary basis
- The lawyer cannot be a current member of the State Bar's Council on Access & Fairness

(Amended by the Board of Governors July 20, 2007.)

#### 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
  - influence individuals who have been 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.

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 postmarked by \_\_\_\_\_2008. No emails or faxes will be accepted. Incomplete nominations will not be accepted and will be returned to the nominator for completion and submission by the month/day/year deadline. The awards will be presented during the State Bar Annual Meeting in San Diego, which will be held \_\_\_\_\_2008.

#### PAST AWARD RECIPIENTS

2002

Individual: Eve Hill, Disability Rights Legal Center, Los Angeles  
Bar Association: (Joint Award)  
California Minority Counsel Program (CMCP)  
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)  
Bill Lann Lee, Chair, Bar Association of San Francisco, Diversity Task Force  
Bar Association: California Association of Black Lawyers (CABL)