

# **ATTACHMENT A**

## **DIVERSITY AWARDS GUIDELINES**

**DEADLINE: MARCH 31, 2012**

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 similar 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, 2012. Incomplete nominations will not be accepted and will be returned to the nominator for completion and submission by the MARCH 31, 2012 deadline.**

The awards will be presented during the State Bar Annual Meeting in Monterey, October 11-14, 2012.