



Office of  
Access &  
Fairness  
Programs

# 2011 Diversity Awards

## THE STATE BAR OF CALIFORNIA

### AWARD GUIDELINES

**DEADLINE: MARCH 31, 2011**

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. The law firm category was added in 2007 to recognize a law firm for outstanding efforts in promoting diversity.

### AWARD CATEGORIES AND CRITERIA FOR SELECTION

#### BAR ASSOCIATION CATEGORY

- All 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**.

#### LAW FIRM CATEGORY

- All law firms and legal offices are eligible, including private firms, government/public offices, the corporate sector and public interest programs.
- 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, private, 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 Board of Governors or Council on Access & Fairness.

## ADDITIONAL FACTORS TO BE CONSIDERED IN ALL 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, gender identity, 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 e-mailed, faxed or postmarked by **MARCH 31, 2011. Incomplete nominations will not be accepted and will be returned to the nominator for completion and submission by the MARCH 31, 2011 deadline.**

The awards will be presented during the State Bar Annual Meeting in Long Beach, which will be held from September 15-18, 2011.

## 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