

THE LOS ANGELES COUNTY BAR ASSOCIATION (“LACBA”)

DIVERSITY IMPACT AWARD

CRITERIA AND GUIDELINES

Adopted by Board of Trustees March 27, 2019

BACKGROUND

In a March 2018 press release, LACBA President Michael Mayer and President-Elect Brian Kabateck declared LACBA’s (1) long-term commitment to promoting diversity and inclusion within LACBA and in the legal community, (2) desire to further represent the changing demographics of the legal profession, and (3) founding of a diversity award to incentivize diversity and inclusion in the legal community. In March 2019, the Board of Trustees (“Board”) voted to establish the *LACBA Diversity Impact Award (“Award”)*.

AWARD CRITERIA

The Award is given to an individual, a bench officer, a government legal office, a public-interest law organization, a law firm, a corporation, or other legal service organization for his/her/its long and distinguished history of increasing inclusion and diversity in the practice of law. Recipients of the Award shall possess lengthy, demonstrable and excellent track records of effectuating diversity and inclusion in the legal profession, including but not limited to nurturing, mentoring and/or promoting to leadership positions attorneys, bench officers and/or other legal professionals of diverse background, or of socio-economically disadvantaged upbringing; and/or opening doors to students of diverse background or of socio-economically disadvantaged upbringing desirous of entering the honorable profession of law. Such track record of contributions may include those made while representing clients as well as those made as an author, educator, administrator, public policy advocate, government or non-profit employee, elected or appointed official, bar leader, community leader or in some other non-judicial capacity.

AWARD FREQUENCY AND SELECTION PROCESS

The Award may be given only once during each bar year (July 1 to June 30). Each bar year the Award is given, the Board shall select the recipient(s) from a confidential list of nominees submitted by an Award Committee established in accordance with these procedures.

COMPOSITION OF THE AWARD COMMITTEE

Each year, LACBA’s President will constitute a Diversity Impact Award Committee (the “Award Committee”) with membership in odd number. Such Award Committee shall have at least seven (7) but no more than nine (9) members, each of whom shall be a current LACBA member. The Award Committee members shall be chosen as follows:

- One Chair, appointed by LACBA’s Vice President-Diversity, Inclusion and Outreach
- One Vice-Chair, appointed by LACBA’s President from among the current Trustees.
- One Vice-Chair, appointed by LACBA’s President-Elect from among the current Affiliate Trustees.
- One member, appointed from LACBA’s President’s Advisory Committee on Women in the Law Committee by LACBA’s President
- One member, appointed from LACBA’s Diversity in the Profession Committee by Vice President-Diversity, Inclusion and Outreach
- One bench-officer member, appointed from the Los Angeles Superior Court (LASC) Access Committee by the Presiding Judge of the LASC

- In addition to six (6) members above, at least one (1) but no more than three (3) other members, chosen by LACBA’s President taking into consideration non-exclusively the following:
 - established experiences in diversity work in the legal profession locally or nationally, or with a court, government legal office, law firm, corporate legal office, or other legal offices;
 - current members, and past or present leaders, of current LACBA affiliated bars; and
 - previous Award recipients.

In selecting the Co-Chairs and additional member(s) of the Award Committee, those selecting shall endeavor to reflect, as much as practicable given the small size and other limitations of Awards Committee membership, the demographic diversity of LACBA’s membership (including age, gender, race, ethnicity, sexual orientation, disability, other personal characteristics, etc.).

ELIGIBILITY TO BE NOMINATED BY THE AWARD COMMITTEE

The Award Committee may nominate individuals who, when nominated, are living, have not previously received the Award and either: (1) are seating and retired bench officers, and attorneys licensed to practice law or retired from the practice of law, whose principal work location (or, if the individual is retired, principal residence) is in Los Angeles County; or (2) met the foregoing criteria during the two years immediately prior to the Award Committee’s first meeting, but have since relocated, joined the bench or otherwise changed positions. In addition, government law offices, public-interest law organizations, a law firm, a corporation, or other legal service organization located in the Los Angeles County are eligible to be nominated.

ANNUAL PROCESS FOR SELECTING AN AWARD RECIPIENT

The Award Committee shall conduct its business and submit its nominees to the Board as follows:

- (1) The Award Committee shall solicit suggested nominations from LACBA members through LACBA’s publications of all media, from members of its Affiliate Bars, and from past Award recipients, former LACBA Presidents and community leaders by whatever means it elects. LACBA shall make all reasonable and timely efforts to maximize the pool of nominees. The officially noticed nomination period shall be open for no less than three (3) weeks.
- (2) Suggested nominations may be made to the Award Committee, in writing (including by e-mail and letter), by any current LACBA member, by any Affiliate Bar, by any past Award recipient, by former LACBA Presidents and by LACBA’s current Executive Director. Suggested nominations may also be made by any Award Committee member.
- (3) The Award Committee may also consider again any candidates considered or nominated by an Award Committee in prior years, as long as such candidates remain eligible to receive the Award.
- (4) The Award Committee will meet, as the Chair may determine, to consider suggested nominations, to evaluate the merits of each suggested nominee in the light of the Award criteria and to endeavor to agree upon a list of exactly three (no more, no less) eligible Award nominees to propose for consideration by the Board.
- (5) Unless the President otherwise instructs when appointing the Award Committee, within six weeks of the Award Committee’s appointment, the Award Committee Chair will either (a) submit to the Board a list of three eligible Award nominees approved by the Award Committee (by simple majority vote) for consideration by the Board, or (b) advise the Board that the Award Committee did not agree upon three such eligible Award nominees (in which case the Award will not be given that bar year).

If the Award Committee Chair timely submits to the Board a list of three eligible Award nominees approved by the Award Committee, the Board will consider, at its next regularly-scheduled meeting or at

a special meeting called for that purpose, whether to select one of those nominees as the Award recipient for that bar year. At the Board meeting during which the Award Committee's nominees are considered:

- (a) The Board's selection among the nominees will be by simple majority vote in a secret ballot.
- (b) A tie between two top vote-getting nominees must be broken or will result in neither nominee receiving the Award that bar year.
- (c) If no nominee receives a majority on the first or any subsequent ballot, successive secret ballots may be held after elimination of the nominee with the lowest vote tally in the prior ballot, until one nominee receives a majority or the selection process is abandoned.
- (d) No additional nominees from the floor will be permitted, but the Board may decide (by simple majority vote) to abandon the selection process.
- (e) If the Board votes to abandon the selection process, or otherwise fails to select one of the Award Committee's nominees as the Award recipient by the end of that Board meeting, no Award shall be given that bar year.

CONFIDENTIALITY

All proceedings of the Award Committee and the Board relating to the selection of Award recipients (including the identity and investigation of suggested nominees, the list of nominees submitted to the Board, and all discussions about suggested or actual nominees), as well as any report or other writings of the Award Committee or the Board relating to the selection of Award recipients, shall be and remain confidential, except that (1) the Award Committee may solicit nominations as provided above, (2) the current Award Committee members may be provided with the list(s) of candidates considered, and list(s) of nominees presented to the Board, by previous Award Committees, and (3) the name of any Awardee(s) selected by the Board, including the names of all prior Awardees, may be made public.