



2012 Diversity Awards

*The Hennepin County Bar Association's Diversity Committee is once again awarding the Diversity Awards for outstanding commitment towards increasing diversity in the legal profession. The Diversity Committee has created two categories of recognition. First, the Committee will recognize the efforts made by a legal employer to promote diversity in the legal profession. Second, an individual lawyer will be recognized for their individual commitments, efforts and achievements in increasing diversity in the legal profession. The purpose of the award is to recognize both an organization **and** an individual who has fostered a continuing commitment to increasing diversity in the legal profession and made efforts to increase access to legal services for historically underrepresented individuals.*

AWARD CRITERIA FOR SELECTION

ELIGIBILITY:

This award is open to all legal employers and individual attorneys located in Minnesota who have shown a commitment to increasing diversity in the legal profession.

CRITERIA:

LEGAL EMPLOYER CATEGORY

All legal employers located in Minnesota are eligible for this award, including private firms, government legal employers, and any other private or public organization that employs attorneys. The legal employer must demonstrate a sustained long term commitment to encouraging, increasing and retaining: 1) diversity in the legal work environment, and 2) diversity in the legal profession.

Selection for the award under the Legal Employer Category will be based upon the following criteria:

- The long-term commitment of the legal employer to recruiting diverse law students;
- The legal employer's retention of diverse attorneys;
- Mentoring programs established by the legal employer for diverse attorneys;
- Promotion of diverse employees;
- The legal employer's commitment to addressing issues of equality, fairness, and injustice in the legal profession based on race, gender, nationality ethnicity, sexual orientation, gender identity, disability or age, and/or individuals who have been historically under-represented in the legal profession.

INDIVIDUAL LAWYER CATEGORY

The individual lawyer nominated for a diversity award **must** be admitted to practice in Minnesota and be in good standing.

Selection for the award under the Individual Lawyer Category will be based upon the following criteria:

- The lawyer can be on active or inactive status and be from any practice setting, including academia, the judiciary, corporate, nonprofit, governmental sectors, private sector, 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 in the scope of employment or on a voluntary basis

The criteria listed under each category represents the general goals of the Hennepin County Bar Association Diversity Committee for providing this award. These criteria are not exclusive and the Diversity Committee welcomes nominations of either legal employers or individual lawyers who do not necessarily meet the aforementioned criteria, but nevertheless have made substantial contributions towards increasing diversity in the legal profession and/or increasing access to legal services for historically underrepresented individuals.

SELECTION PROCESS AND AWARDS PRESENTATION:

All nominations will be reviewed by the Hennepin County Bar Association Diversity Committee. The award will be publicly presented at the HCBA Annual Meeting in May.

Please fill out this nomination form, attach any additional materials, and return by: **Friday, April 6, 2012** to the attention of:

Mary-Margaret Zindren, Executive Director
Hennepin County Bar Association
600 Nicollet Mall #390, Minneapolis, MN 55402.

Phone: 612-752-6600
Fax: 612-752-6601
Email: mmz@hcba.org



DIVERSITY AWARD: 2012 NOMINATION FORM

DEADLINE: _____

Select Award Category: _____ **Legal Employer** _____ **Individual Attorney**

I. NOMINATOR-IDENTIFICATION

Name: _____

Work Address: _____

City _____ State _____ Zip _____

Work Phone: (____) _____

E-mail: _____

Position/Title: _____

The following information may be helpful to the committee in compiling statistics on solicitation for the award. Your response to the following is therefore not necessary, but would be welcomed.

Sex: _____ Race: _____

II. NOMINEE IDENTIFICATION

Name: _____

Organization/Firm: _____

Work Address: _____

City _____ State _____ Zip _____

Work Phone: (____) _____

E-Mail: _____

Contact Person: _____

III. NARRATIVE RESPONSE

A. If the nominee is a LEGAL EMPLOYER,

Please state the reasons for your nomination. Please limit your responses to the nominee's practices and activities in Minnesota. Noted below are a few policies and activities, which if employed either formally or informally might help create a more diverse work environment. To the extent one or more of these is applicable to the nominee, please provide an example or briefly explain the nominee's practice. Any other illustrative information regarding the nominee is also welcomed.

- 1. Has the nominee adopted a diversity plan? If so, please describe the plan and include but do not limit your answer to specific examples of how the plan is operated, how long the plan has been in effect, and the plan's effectiveness in increasing diversity in the legal profession.**
- 2. What is the percentage of women and minority partners and associates? If statistics are available for other areas of diversity, please provide those as well.**
- 3. Does the nominee regularly promote diverse employees to management positions? If so, please explain the nominee's process for advancement, and provide statistics if possible.**
- 4. Does the nominee have an internal diversity plan/committee that oversees the nominee's diversity efforts? If so, describe the function of the plan/committee and how its efforts have increased diversity in the legal profession.**
- 5. Has the nominee created a comfortable work environment in which diversity is encouraged? If so, please provide specific examples?**
- 6. Has the nominee adopted innovative policies to cultivate diversity? If so, please provide specific examples of how the policies have increased diversity within the legal profession.**
- 7. Has the nominee created a power structure that actively mentors its diverse attorneys? If so, describe the structure and explain its success in increasing diversity in the legal profession.**
- 8. Is the nominee obligated as a result of relationships with clients, by contract or law, to hire, promote, or retain protected class persons? If so, please explain.**
- 9. Describe the nominee's continuing commitment to increasing diversity in the legal profession.**

B. If the nominee is an **INDIVIDUAL LAWYER**,

Please state the reasons for your nomination. Noted below are a few considerations and activities that the individual attorney may participate in or be involved with which might help increase diversity in the legal profession. To the extent one or more of these is applicable to the nominee, please provide an example or briefly explain the nominee's practice. Any other illustrative information regarding the nominee is also welcome.

- 1. Describe the nominee's sustained, efforts to encourage, increase, and/or maintain diversity in the legal profession, including specific examples.**
- 2. Explain whether the efforts of the nominee were within the scope of his/her employment or on a voluntary basis.**
- 3. Describe and provide specific details and documentation on how the individual's efforts have resulted in increasing diversity in the legal profession.**
- 4. 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.**
- 5. Attach a current resume, curriculum vitae, or biography with work history, and educational background.**
- 6. Supporting materials, including letters of support are not required but strongly encouraged.**

Please attach any additional materials and return by April 6, 2012 to

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THANK YOU