



2009 NYC Bar Diversity Champion Award Criteria and Nomination Form

The fourth annual New York City Bar Diversity Champion award seeks to applaud **individuals** whose actions and activities, within the legal profession, particularly in New York City, embody the Statement of Diversity Principles. Diversity champions are critical for creating lasting change in organizations and establishing an inclusive work environment.

Frequently Asked Questions

Who should we nominate?

Attorneys: Nominations are limited to attorneys, although they need not be actively practicing law.

Time period: While our emphasis is on actions taken within the last year, we recognize that it may be difficult to isolate certain achievements within a calendar year. Notable achievements from the past or that occur on an ongoing basis may be included as well.

Level: It is important to recognize that leaders can be found throughout any organization, and successful diversity efforts empower and cultivate champions at all levels. In addition, we encourage nominations from a range of positions, from diversity professionals to practicing attorneys with no direct responsibility for diversity efforts.

Internal or External: Nominations can come from within or outside the organization. Individuals are eligible in connection with their efforts to increase diversity within their own employer as well as outside the organization, such as bar association initiatives.

Type of Employer: Diversity champions can hail from any sector of the legal profession—government, firm, corporation, academia, or non-profit. To that end, individuals do not need to be employed by signatories of the statement of diversity principles to be eligible, but special consideration will be given to those affiliated with signatories.

Number of Nominations: Individuals and organizations may nominate multiple individuals on separate nomination forms.

When are nominations due? The final day submissions will be accepted is **Thursday, February 12, 2009.**

Where do I submit my nomination form? Nominations can be submitted to the attention of Elizabeth Dorfman, Assistant to the Office for Diversity by e-mail to edorfman@nycbar.org; by fax to 212-768-8116; or by mail to 42 West 44th Street, New York, NY 10036.

How many winners will be chosen?

The number of winners will be determined by the pool of nominations, but will not exceed three winners.

What is the process for selecting the winners?

The Enhance Diversity in the Profession Committee has established the criteria listed on the next page. A panel of committee members representing a cross-section of legal employers will be convened, ensuring that there are no conflicts. Interviews will be conducted with finalists and their references in March and April. The subcommittee will then contact winners.

Key Dates:

Please be advised that finalists and their references are expected to be available for interviews in March. In addition, winners are expected to be available to attend the Diversity Champion Awards Dinner to accept the award.

Nomination submission deadline (February 12th)

Interviews with finalists and references (March-April)

Awards Dinner (June)

Criteria

Overall, this award recognizes individuals who champion the ideals embodied in the New York City Bar's Statement of Diversity Principles—"facilitate diversity in the hiring, retention and promotion of attorneys and in the elevation of attorneys to leadership positions within our respective organizations." To that end, we will assess a nominee's excellence in ***one or more*** of the following areas:

1. Influencing Others

Successful diversity efforts have champions who discuss the importance of diversity at every possible opportunity. Diversity champions can exert influence, not necessarily because of their titles, but by making a persuasive connection between organizational performance and progress on diversity. Speaking engagements, both internally and externally, can be one mechanism for making the case for diversity.

2. Being a Role Model

Champions "talk the talk and walk the walk." It is not just what champions say, it is how they act that signals whether diversity is truly important to the organization. For example, champions can demonstrate that mentoring is valued by personally mentoring someone from a different background. In addition, it is a powerful communication tool when champions discuss openly and honestly how they manage their professional and personal lives.

3. Continually Learning

To be an effective champion, it is important to understand the challenges faced by different groups in the profession. These challenges and the barriers they can present often unintentionally go unnoticed by members of a majority group who have never experienced being an outsider in their profession. A diversity champion regularly reaches out to a diverse array of attorneys to understand first-hand the experiences of someone from a different background.

4. Cultivating Diverse Teams

Whether staffing teams internally or externally, diversity champions seek out diverse talent in its many forms. Diversity champions place a premium on good management, both for themselves and others. They strive to develop and retain their diverse team members, by mentoring, coaching, and providing constructive feedback.

5. Innovating and Taking Risks

In order to make diversity a reality, creative and practical solutions must be identified and implemented. Diversity champions believe change is possible and see opportunities where others see obstacles. For example, a champion could spearhead the creation of an affinity group or a pilot flexible work program in one department in order to assess effectiveness and build the case for broader implementation.

6. Holding yourself and others accountable for diversity

Accountability is an evolutionary process beginning with systematically making the case that diversity is beneficial to the organization and individual's bottom-line. When individuals are not participating, diversity champions can use their personal influence to encourage others to take action. As clients, champions can identify ways to meaningfully foster diversity in their outside counsel, such as through the RFP process and ensuring inquiries regarding diversity efforts and achievements of outside counsel.

7. External Leadership Involvement

On its own or in conjunction with internal activities, diversity champions can take an active role in fostering diversity in the profession. Individuals may take an active role in minority bar associations or in diversity committees in local or national bars. Diversity champions can also forge connections with law schools, colleges, high schools, and other organizations in order to broaden the diversity pipeline. Pro bono activities are another important way in which individuals may have an impact on diversity within the profession and society in general.

Past Awardees

2006 Winners

Hon. Daniel M. Donovan, Jr. (District Attorney, Richmond County)

William Malpica (Associate, Mayer, Brown, Rowe & Maw LLP)

Elizabeth D. Moore (Partner, Nixon Peabody LLP)

2007 Winners

Sharon Bowen (Partner, Latham & Watkins LLP)

Laurie Robinson (Assistant General Counsel, CBS Broadcasting Inc.)

Zakiyyah Salim (Associate, Heller Ehrman LLP)

Hon. John Stackhouse (Judge, New York Supreme Court)

2008 Winners

Michael A. Cardozo (Corporation Counsel, New York City Law Department)

Hon. Juanita Bing Newton (Deputy Chief Administrative Judge for Justice Initiatives *and* Administrative Judge, Criminal Court of the City of New York)

James B. O'Neal (Co-Founder & Executive Director, Legal Outreach, Inc.)



NEW YORK
CITY BAR

**2009 Diversity Champion Award
NOMINATION FORM**

When completing this nomination form, please include concrete examples of how the nominated individual embodies each of the criteria. Attach relevant supporting materials, but please do not include other media articles or awards.

Nominated Diversity Champion

Name of Nominated Individual:

Organization:

Title:

Address:

Phone number:

E-mail:

****Optional**

Gender:

Race/ethnicity:

Sexual Orientation:

Disability status:

Sponsoring Individual/Organization

Name of Person Submitting Nomination:

Organization:

Title:

Address:

Phone number:

E-mail:

On a separate sheet, please provide answers to the questions listed on the back of this form.

1. Overall, please describe how the nominated individual has been instrumental in achieving the goals set forth in the Statement of Diversity Principles?
2. Please describe how the individual fulfilled one or more of the criteria listed on pages 3 and 4.
3. What has been the impact of the nominated individual's efforts? Please include numbers of affected individuals (e.g., mentored, hired, promoted, etc.); programs or policies implemented; and any other relevant measurements of successful diversity efforts. The evidence can be both quantitative and qualitative.
4. Please provide the contact information for three (3) individuals who would be willing to be interviewed to enable the committee to learn more about the nominated individual's diversity efforts.

Nominations must be submitted by **February 12th, 2009.**

Please submit to the attention of Elizabeth Dorfman, Assistant to the Office for Diversity by e-mail to edorfman@nycbar.org; by fax to 212-768-8116; or by mail to 42 West 44th Street, New York, NY 10036.