

ASIAN PACIFIC INTEREST SECTION

State Bar of Texas

NOMINATION FORM CHAMPION OF DIVERSITY AWARD

The Asian Pacific Interest Section (APIS) Champion of Diversity award recognizes an individual whose actions and activities within the legal profession facilitate diversity in the hiring, retention, and promotion of attorneys and in the elevation of attorneys to leadership positions within their organizations. Diversity Champions are critical for creating lasting change within organizations and establishing an inclusive work environment. Nominees must be licensed to practice law in Texas, have paid membership dues prescribed by the Supreme Court of Texas, and be members in good standing of the State Bar. It is highly preferred that the Nominee be present at the APIS Awards Ceremony to receive the award.

Nominator Information

Name: _____ Relationship to Nominee: _____
Firm, Company, or Organization: _____ Title: _____
Address: _____
Phone: _____ Email: _____

Nominee Information

Name: _____ TX Bar Number: _____
Firm, Company, or Organization: _____ Title: _____
Address: _____
Phone: _____ Email: _____

Please use additional pages to answer the following questions. **The nomination package shall be strictly limited to no more than 8 total pages, including this form and all supporting documentation.**

1. Provide background information concerning the nominee's career.
2. Describe how the nominee has been instrumental in achieving diversity in the workplace.
3. Please describe how the nominee fulfilled one or more of the criteria listed on page 2.
4. What has been the impact of the nominee'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.
5. Provide any relevant additional information and supporting materials, such as letters of support, curriculum vitae, or resumé.

Nomination must be received no later than 5:00 p.m., Friday, February 28, 2023. Submit the application and any supporting materials to: Phil Kim at philkim@sheppardmullin.com. All submissions will be acknowledged with a reply. The award will be presented at the Awards Ceremony on **Saturday, April 29, 2023** in Austin, Texas, in conjunction with the 2023 APIS Conference. We ask that the award winner be available to attend the Awards Ceremony.

CRITERIA LIST

We will assess a nominee's excellence in **one or more** of the following areas:

1. **Influencing Others**

Successful diversity and inclusion efforts have champions who create opportunities to engage with others to discuss and consider the importance of diversity. Champions of diversity and inclusion can exert influence, not necessarily because of their titles, but by making a persuasive connection between organizational performance and progress on diversity and inclusion. Speaking engagements, both internally and externally, can be one mechanism for making the case for diversity and inclusion.

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 and inclusion 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 champion of diversity and inclusion 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. Champions of diversity and inclusion 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. Champions of diversity 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 Oneself and Others Accountable for Diversity**

Accountability is an evolutionary process beginning with systematically making the case that diversity and inclusion is beneficial to the organization's and individual's bottom-line. When individuals are not participating, diversity and inclusion champions use their personal influence to encourage others to take action. As clients, champions can identify ways to meaningfully foster diversity in their 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 and inclusion in the profession. Champions may take an active role in minority bar associations or in diversity committees in local or national bars. Champions of diversity and inclusion 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 nominees may have an impact on diversity within the profession and society in general.