



## 2023 LAW FIRM DIVERSITY AWARD APPLICATION

### Asian Pacific American Bar Association of Silicon Valley

Formed over thirty years ago, the Asian Pacific American Bar Association of Silicon Valley ("APABA Silicon Valley") is a forum for Asian Pacific American attorneys in the Silicon Valley to network, develop professional skills, participate in community service, take positions on issues affecting the APA community, and empower APAs in the Valley. APA attorneys in the Silicon Valley play a critical role in enriching our legal and civic communities by practicing in every legal field - law firms of all sizes, large and small corporations, academia, government, courts, legislature, and public interest.

### APABA Silicon Valley 2023 Law Firm Diversity Awards

As part of its core mission, APABA Silicon Valley recognizes and honors law firms that demonstrate the highest commitment to diversity and inclusiveness in the workplace, the profession, and the greater community. Diversity Award recipients will be honored at our Annual Gala on **Friday, September 8, 2023** at Levi's Stadium.

### Award Criteria

Award criteria are as follows:

- Demonstrated commitment to diversity and inclusiveness;
- Diverse representation in the law firm;
- Organizational culture that highly values diversity and inclusion in the workplace and/or in the community; and
- In the event of selection to receive an award, commitment to send at least one leader from your organization to accept the award at the upcoming virtual recognition event. (Optional: Submit a short video to be shown at the virtual event, highlighting your diversity and inclusion initiatives.)

### Questions

Please contact the APABA Silicon Valley Diversity Awards Committee at [diversity.apabasv@gmail.com](mailto:diversity.apabasv@gmail.com) if you have any questions.

### Application Submission

Please send your completed application by **August 11, 2023** to [diversity.apabasv@gmail.com](mailto:diversity.apabasv@gmail.com). Your application will be shared only within APABA Silicon Valley's Diversity Awards Committee, Board of Directors, and Strategic Advisory Committee.

**LAW FIRM INFORMATION**

Firm: \_\_\_\_\_

Contact Person/Title for this Application: \_\_\_\_\_

Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_ Web Site: \_\_\_\_\_

If selected to receive a Diversity Award, does your organization commit to sending at least one leader to accept the award in person at APABA Silicon Valley's virtual recognition event later this year? \_\_\_\_\_

If selected to receive a Diversity Award, does your firm plan to submit a short video to be shown at the virtual recognition event (sample available at <https://youtu.be/t0iuK0SPO10>)? \_\_\_\_\_

Please complete the following **Diversity & Inclusion Questionnaire** and provide your most recent responses to the **ABA Model Diversity Survey** (<https://www.americanbar.org/groups/diversity/DiversityCommission/model-diversity-survey/>) if available.

**DIVERSITY & INCLUSION QUESTIONNAIRE\***

No.	QUESTION	ANSWER
1.	Please provide a brief summary of your firm's diversity and inclusion program(s), including efforts in recruitment, retention, promotion and career development for diverse attorneys.	
2.	Please list the diversity organizations supported by your firm, including whether any of your attorneys hold leadership positions in such organization(s).	
3.	Is your firm primarily minority-owned or women-owned?	
4.	Does your firm have a formal part-time/flex-time policy that permits attorneys (male or female) to work alternative schedules? If yes, please describe your part-time/flex-time policy and participation in the policy.	
5.	Please provide diversity metrics for your San Francisco Bay Area/Silicon Valley offices.	
6.	Please provide any additional information regarding your firm's diversity initiatives that you wish to share.	

\* For purposes of this questionnaire, diversity is limited to ABA Goal III categories and is defined as "minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities." If you would like more information about Goal III categories, please see <https://www.americanbar.org/groups/diversity/resources/goal3-reports/>.

For purposes of this questionnaire, "minorities" are defined as: those whose race is other than White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: "African-American/Black (not Hispanic/Latino); Hispanic/Latino; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races)."

**PLEASE NOTE: no attorney can be counted in more than one minority category.**