



## 2022 NYC Bar Diversity & Inclusion Champion Award Criteria and Nomination Form

The annual New York City Bar Association “City Bar” Diversity & Inclusion Champion award honors 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, having graduated from law school no less than 8 years ago, 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 formal, specific diversity title or role.
- **Internal or External:** Nominations can come from within or outside of the organization. Individuals are eligible in connection with their efforts to increase diversity within their own employer as well as outside of the organization, such as bar association initiatives or nonprofit organization.
- **Type of Employer:** Diversity champions can hail from any sector of the legal profession— including, 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.
- **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 **Wednesday, June 29, 2022.**

**Where do I submit my nomination form?** Nominations are to be submitted directly to Mary Ellen LaRosa, Diversity & Inclusion Coordinator, at [mellenlarosa@nycbar.org](mailto:mellenlarosa@nycbar.org)

**What is the process for selecting the winners?**

The Office for Diversity and Inclusion of the New York City Bar Association has established the criteria listed on the next page. A panel of Diversity & Inclusion Champion Award 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 August and September 2022. The Diversity and Inclusion Champion Award Committee will then contact winners.

Inquiries can be directed to: [mellenlarosa@nycbar.org](mailto:mellenlarosa@nycbar.org)

**Key Dates:**

Please be advised that finalists and their references are expected to be available for interviews in August/September and to attend the Diversity Champion Award Ceremony on October 6, 2021 to accept the award.

- Nomination submission deadline **(June 29, 2022)**
- Interviews with finalists and references **(August/September 2022)**
- Awards Ceremony **(October 27, 2022)**

## **Criteria**

Overall, this award recognizes individuals who champion the ideals embodied in the New York City Bar Association’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 galvanize 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.

### **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. When individuals are not meaningfully participating, diversity champions are innovative and influential in action. Champions identify ways to foster diversity internally and externally. For example, as clients, champions are purposeful in adopting processes and inquiries that consider 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.  
William Malpica  
Elizabeth D. Moore

### 2007 Winners

Sharon Bowen  
Laurie Robinson  
Zakiyyah Salim-Williams  
Hon. John Stackhouse

### 2008 Winners

Michael A. Cardozo  
Hon. Juanita Bing Newton  
James B. O'Neal

### 2009 Winners

LaShann DeArcy  
Hon. Charles J. Hynes  
James R. Silkenat

### 2010 Winners

George Cheeks & Andra Shapiro  
Duane L. Hughes  
Marissa C. Wesely

### 2011 Winners

Sheila S. Boston  
Vincent T. Chang  
S. Jeanine Conley  
Andrew T. Hahn, Sr.

### 2012 Winners

Steven Banks  
Eric J. Friedman  
Don H. Liu  
Lorraine S. McGowen

### 2013 Winners

Larry Chanen  
Asim Rehman  
Alita T. Wingfield

### 2014 Winners

Joseph Drayton  
Natalia Martín & Karla Sanchez  
Michelle Anderson

### 2015 Winners

Kathy Hirata Chin  
Hon. Fern Fischer  
Darryl Gibbs  
Taa Grays

### 2016 Winners

Conway Ekpo & Joseph Tillman  
Dennis C. Hopkins  
Hon. Rosalyn Richter

### 2017 Winners

Ricardo Anzaldua  
Hon. Zachary W. Carter  
Carmelyn P. Malalis  
Richard E. Meade

### 2018 Winners

Sheila Kearney Davidson  
John Mbiti  
Susan L. Shin

### 2019 Winners

Juan Arteaga  
Lisa Linsky

### 2020 Winners

Mylan L. Denerstein  
Sandra Leung  
Cecilia B. Loving

### 2021 Winner

Sapna Palla



2022 Diversity & Inclusion Champion Award  
NOMINATION FORM QUESTIONS

All nominations are to be submitted to [mellenlarosa@nycbar.org](mailto:mellenlarosa@nycbar.org). When completing the 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: \_\_\_\_\_

**Sector**

Public (Choose One)

Academia

Government Organization

Non-Profit

OR

Private (Choose One)

Corporation

Law Firm









Nominations must be submitted by **Wednesday, June 29, 2022.**

Please submit your nomination to [mellenlarosa@nycbar.org](mailto:mellenlarosa@nycbar.org)

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