

ATTACHMENT A

Definitions of Rating

Definition of Ratings to be used by the Judicial Office Committee (“Committee”) of the Women Lawyers Association of Los Angeles (“WLALA”) in rating Applicants (‘Applicant’) for Appointment to Judicial Office:

Exceptionally Well Qualified: In addition to meeting the requirements for a rating of “Well Qualified,” possessing qualities and attributes considered to be remarkable or of extraordinary superiority so that such person is deemed to be fit to perform the judicial function with distinction.

Well Qualified: In addition to meeting the requirements for a rating of “Qualified,” possessing qualities and attributes considered to be worthy of special note as indicative of a superior fitness to perform the judicial function with a high degree of skill and effectiveness.

To receive a rating of “Well Qualified,” in addition to the above, an Applicant must demonstrate an active commitment both to women’s rights and human rights generally. The length of time an Applicant has dedicated to these principles, in addition to the nature and type of activity engaged in, will be looked at in order to determine an Applicant’s level of active commitment. Recognizing that there are a variety of ways in which a person can demonstrate commitment to women’s rights and sensitivity to human rights, consideration can be given both to active membership in organizations and to the nature and quality of the Applicant’s involvement in the community, workplace and/or home.

Qualified: Possessing qualities and attributes considered necessary to equip a person to perform the judicial function satisfactorily.

In order to receive a rating of “Qualified,” an Applicant must qualify under all three of the evaluation guidelines set forth in § 1.7 and demonstrate a threshold level of competence. Without the demonstrated level of competence, either as an attorney or as a judge, an Applicant will not receive a rating of “Qualified” no matter how many feminist, humanist, or other qualities the Applicant possesses.

A fundamental goal of WLALA is the promotion of the equality of women in the legal profession and in society generally. The Applicant must display consciousness that discrimination against women does exist in a variety of forms, that it is detrimental to all people, that laws prohibiting discrimination should be enacted, honored, and enforced and that repeal of laws perpetuating discrimination should be sought. To receive a rating of “qualified” the Applicant must possess among her/his personal beliefs an understanding of, appreciation for and a support of the fundamental goals of WLALA.

To receive a ‘Qualified’ rating, an Applicant must possess a belief in fundamental human rights. The Applicant must appreciate that discrimination on the basis of race, religion, national origin or ethnic background, physical disability, marital status, economic status, age or sexual orientation is as invidious as that based on gender. No person whose philosophy allows such discrimination should be endorsed by WLALA, regardless of that person’s commitment to women’s rights.

Not Seasoned: Possessing qualities and attributes which demonstrate potential for qualification after further experience.

Not Qualified: Possessing less than the minimum qualities and attributes considered necessary to perform the judicial function satisfactorily.

Abstain: Abstaining from rating an Applicant for any reason.

Evaluation Procedures

WLALA will examine an Applicant seeking evaluation under the following three categories:

A. Professional Competence

Included among the qualities which would tend to establish the Applicant's competence are:

- a. Intelligence;
- b. Analytic ability;
- c. Legal knowledge;
- d. Capacity for organization;
- e. Writing ability demonstrated by at least two writing samples filed under the Applicant's name in a civil or criminal proceeding, or a writing which demonstrates the Applicant's knowledge of some aspect of the law and the ability to analyze and apply it;
- f. Ability to express her/himself orally and in writing;
- g. Experience with various aspects of legal practice, including courtroom experience; the Applicant shall have actual courtroom experience or be able to demonstrate an understanding and working knowledge of the Rules of Evidence, Rules of Civil and/or Criminal Procedure;
- h. Conscientiousness; and
- i. Thoroughness of preparation for and execution of duties.

B. Commitment to Women's Rights and Feminist Principles

C. Sensitivity to Human Rights Generally