



**Asian American
Bar Association
of New York**

2021 ASIAN AMERICAN BAR ASSOCIATION OF NEW YORK LAW FIRM DIVERSITY AWARD

CALL FOR NOMINATIONS

AABANY'S MISSION

The Asian American Bar Association of New York (AABANY) was formed in 1989 as a not-for-profit corporation to represent the interests of New York Asian American attorneys, judges, law professors, legal professionals, legal assistants, paralegals and law students. The mission of AABANY is to improve the study and practice of law, and the fair administration of justice for all by ensuring the meaningful participation of Asian Americans in the legal profession.

CRITERIA

AABANY recognizes that its continued growth, development and prominence in the legal profession would not have been possible without the support of many of the law firms that have contributed resources and time to help us build a successful bar association representing the interests of Asian Americans in New York State. Since 2014, AABANY has sought to recognize one law firm each year for its extraordinary efforts to improve the diversity of our profession by presenting AABANY's Law Firm Diversity Award. The 2021 AABANY Law Firm Diversity Award will be presented at the Virtual Gala on February 24, 2021.

Nominees should be a law firm that has achieved significant success in the areas of recruiting, retaining and promoting women and diverse attorneys while also demonstrating a commitment to raising awareness of, and influencing the legal community to address, the challenges faced by women and diverse attorneys in the legal industry. Criteria for selection include:

- Demonstrated commitment to diversity at all levels of the firm;
- An established pipeline of diverse talent;
- A track record of retaining and promoting women and diverse attorneys;
- External activities, such as active participation in diverse bar associations like AABANY and diversity programs of mainstream bar associations like the American Bar Association, New York State Bar Association, New York City Bar Association, and New York County Lawyers Association; and
- Any other factors the selection committee deems valuable in promoting AABANY's mission.

The AABANY Law Firm Diversity Award recipient will be chosen by a selection committee through a competitive and confidential process.

All submissions shall be sent by email to Executive Director Yang Chen at yang.chen@aabany.org by no later than January 8, 2021. No submissions will be accepted after that date.

Nominees must also complete and submit the nomination form and answer the questions below. All information and responses received will be treated with confidentiality.

NOTE: If you submitted an application last year, you can resubmit the application with a supplement noting any new information in support of your nomination.

NOMINATION FORM

Please print this form and email a completed version to the attention of Yang Chen, Executive Director, AABANY at yang.chen@aabany.org so that your law firm can be considered for the 2021 AABANY Law Firm Diversity Award. Please email Yang Chen for additional information or any questions about the application process.

Firm Name:

Managing Partner (or equivalent role):

Diversity Team or Affinity Group Leader (if applicable):

Please provide the following demographic information for your firm in your submission:

Demographic Information

- Total number of attorneys (both globally and in New York)
- Total number of attorneys (both globally and in New York) broken down as follows:
 - Women – __ globally, __ in NY
 - Black/African American
 - Men - __ globally, __ in NY
 - Women – __ globally, __ in NY
 - Hispanic
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Asian American/Pacific Islander
 - Men – __ globally, __ in NY

- Women - __ globally, __ in NY
- Native American/Alaskan
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
- Total number of partners (both globally and in New York) broken down as follows:
 - Women - __ globally, __ in NY
 - Black/African American
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Hispanic
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Asian American/Pacific Islander
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Native American/Alaskan
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - For each breakdown above indicate:
 - the number of partners who hold management positions, e.g., department heads, practice group chairs, executive committee members, etc.
 - the number of equity partners, non-equity partners and limited equity partners
- Total number of associates (both globally and in New York) broken down as follows:
 - Women – __ globally, __ in NY
 - Black/African American
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Hispanic
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Asian American/Pacific Islander
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - Native American /Alaskan
 - Men - __ globally, __ in NY
 - Women - __ globally, __ in NY
 - For each breakdown above indicate the number of associates who are active in firm committees or exercise leadership in them, indicating the names or types of committees in which they are actively participating or leading

Questions

Please address each of the following questions in your submission.

1. What is your mission and objective with respect to diversity and how have you advanced this mission and objective on a firm-wide and New York-specific basis? In responding to this question, please highlight any firm-wide or New York-specific initiatives directed towards pipeline recruiting, retention and promotion of Asian American attorneys. Note: “Asian American” here and in the subsequent questions refers to attorneys of Asian American, Pacific Islander, and South Asian descent.
2. Please describe any innovative initiatives or programs that your firm has developed or implemented in the last three years that you feel are unique. Please highlight if any of these initiatives or programs are targeted towards Asian American attorneys, or describe how these initiatives or programs have benefited or advanced Asian American attorneys at your firm.
3. How does your firm hold itself accountable to your mission and objective as it relates to diversity?
4. Please describe any challenges that your firm has faced in advancing your mission and objectives regarding diversity. What has worked? What has not? How do you plan to address these challenges?
5. Are there particular challenges unique to Asian Americans with respect to recruitment, retention or promotion? If so, how do you plan to address these issues? In particular, please refer to the report *A Portrait of Asian Americans in the Law* and its major findings regarding law firms and discuss how your firm’s experience measures up against the information contained in that report. For example, is the attrition rate high for Asian Americans at your firm, and if so, what is your firm doing in response? Please discuss other ways in which you are addressing the problems identified in the report and ways in which your firm seeks to ameliorate those issues.
6. This past year, we have all encountered challenges posed by the pandemic, a national racial reckoning, economic turmoil, and civil unrest. How have these challenges impacted your diversity, equity and inclusion efforts, both generally and with regard to Asian American attorneys? How has your firm dealt with issues of race, equity, and social justice in the wake of the Black Lives Matter movement?