

MCCA



GEORGE B. VASHON
INNOVATOR AWARD

2019 GEORGE B. VASHON INNOVATOR AWARD APPLICATION

The George B. Vashon Innovator Award is presented to smaller companies that are not in the Fortune 1000 and law firms that are less than 500 attorneys that have led the way with innovative best practices to assist diverse attorneys. It is named for scholar, abolitionist and lawyer George B. Vashon, who was the first licensed African American attorney in New York State (1848) and one of the first admitted to practice before the U.S. Supreme Court (1867).

MCCA will select 2 national winners (1 law firm and 1 corporate law department). The winners will be honored at the Creating Pathways to Diversity Conference in New York on October 15, and the award will be presented to the winning firm's Managing Partner or Firm Chair who will accept on behalf of their organization. The national winners will also be profiled in Diversity & the Bar magazine, the official magazine of the MCCA.

To be considered for the George B. Vashon Innovator Award, complete this nomination form in its entirety. Any unanswered questions will result in an automatic zero and negatively impact your final score. To provide further transparency in our award selection process see scorecard sample on our website: <https://www.mcca.com/awards/vashon-innovator-award/>.

Please submit two copies of the award application. Mail one hard copy to MCCA, 1111 Pennsylvania Avenue, NW Washington, DC 20004 and email the second copy (in pdf format) to awards@mcca.com (Maximum of 12 Pages- anything over 12 pages will not be reviewed or considered). The application form will **not** be counted as part of the 12-page submission. All information will be kept confidential and will only be shared with the internal selection committee.

The deadline for all applications is May 31, 2019.

ALL DEADLINES ARE FINAL. EXTENSIONS WILL NOT BE GRANTED.

Firm Name: _____

Managing Partner: _____

Managing Partner's Email: _____

Managing Partner's Office Location: _____

Diversity Chair/Director: _____

Diversity Chair/Director's email: _____

Diversity Chair/Director's Office Location: _____

HQ Address: _____

City: _____ **State:** _____ **Zip:** _____

List of city locations for offices reflected in the demographic profile:

Applicant's Name _____

Applicant's Title _____

Applicant's Phone: _____

Applicant's Email _____

Please describe your law firm's efforts to advance the hiring, retention and promotion of diverse attorneys, including, but not limited to the areas listed below. (Maximum of 12 pages) Please submit answers to the below questions in a separate document.

Formal or informal diversity plan which addresses:

- a) Recruitment:
 - i) Pipeline initiatives e.g. provide internships/externships, etc.;
 - ii) Participation in minority law student/diversity job fairs;
 - iii) Utilization of online job services (e.g., MCCA Job Bank); and
 - iv) Mentoring program(s).

 - b) Retention:
 - i) Collaborative efforts with Community, Bar Associations and Clients;
 - ii) Sponsorship/mentorship for junior associates; and
 - iii) Work-Life Balance e.g. flex time policy, gender neutral parental leave, etc.

 - c) Promotion:
 - i) Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership;
 - ii) Increase/review compensation relative to competition; and
 - iii) Work with diverse attorneys to develop career advancement plans.

 - d) Accountability and metrics:
 - i) Innovative best practices that result in sustainable and impactful efforts to advance diversity & inclusion;
 - ii) Discuss how management and/or firm committee(s) are held accountable for implementing the firm's diversity plan; and
 - iii) Describe how metrics are utilized to evaluate and improve the sustainability, effectiveness and impact of your diversity plan.
- 2) If you can quantify the number of hours and resources devoted to improving diversity & inclusion at your firm, please provide that information/data.
 - 3) Discuss how your firm is an ambassador of diversity & inclusion in the legal profession.
 - 4) Please list all awards and/or recognitions your firm has received for your diversity & inclusion initiatives and efforts.
 - 5) Why do you believe your firm should be selected as an innovator in diversity & inclusion and awarded the Vashon? (Please keep response under 500 words)

Firm Demographic Profile (Statistics should represent number as of Dec 31, 2018)ⁱⁱ

	2016	2017	2018
1. Number of attorneys			
Minority ⁱⁱⁱ attorneys			
Women attorneys			
LGBT attorneys			
Attorneys with disabilities ^{iv}			
2. Number of associates			
Minority associates			
Women associates			
LGBT associates			
Attorneys with disabilities			
3. Number of equity partners			
Minorities equity partners			
Women equity partners			
LGBT equity partners			
Attorneys with disabilities			
4. Number of Non-equity partners			
Minority non-equity partners			
Women non-equity partners			
LGBT non-equity partners			
Non-equity partners with disabilities			
5. Number of new hires			
Number of minority new hires			
Number of women new hires			
Number of LGBT new hires			
Number of attorneys with disabilities new hires			

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For more information about the George B. Vashon Innovator Award, visit www.mcca.com. Questions? Please contact Sophia M. Piliouras, President, MCCA Advisory Practice at 202-739-5902 or via email at sophia.piliouras@mcca.com.

ⁱ For this nomination form, “diversity” is defined as minorities, women, openly or self-identified LGBT attorneys, and individuals with disabilities. If an attorney fits into more than one diversity category (e.g., a white lesbian attorney or a gay male minority), then you may count the same person in both categories. But do not count the same person twice for the “Total” number of attorneys, and do not count the same person in more than one racial minority category.

ⁱⁱ All answers should reflect permanent attorney staff in the United States. Do not include temporary or contract attorneys or office locations outside the United States.

ⁱⁱⁱ For this application, 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.

^{iv} For this application “individuals with disabilities” should be understood broadly to include (a) anyone who has identified himself or herself as having a disability; (b) anyone who has requested an accommodation due to a disability; and (c) anyone whom you can confirm from observation or other objective evidence clearly has a disability.