



## **EARL B. GILLIAM BAR ASSOCIATION'S EVALUATION POLICY FOR ELECTED OFFICIAL ENDORSEMENTS**

The Earl B Gilliam Bar Association (“EBGBA”) will examine the qualifications and temperament of candidates for an “Elected Official” position, who seek EBGBA’s endorsement. EBGBA encourages qualified African and non-African American candidates to seek elected office. Endorsed candidates should reflect the diversity of the State of California, support the interests and goals of EBGBA, and demonstrate ability to contribute to the San Diego legal community.

### **Application Process:**

Endorsement decision will be made by EBGBA’s Board of Directors. Those seeking endorsement should contact the President of EBGBA with all of the following:

- 1) cover letter, not to exceed two pages, with the following:
  - a. name of the organization and position you are seeking;
  - b. external and internal deadlines of candidate’s application;
  - c. addressee (name, title, address, email and phone number) to whom an endorsement confirmation or denial should be sent (and whether candidate would like to receive a copy or blind copy of said correspondence if addressee is not candidate);
  - d. candidate’s reasons for seeking EBGBA’s endorsement; and
  - e. candidate’s involvement with EBGBA, African American community and other diverse communities and/or groups; and
  - f. candidate’s qualifications for position sought.
- 2) resume or curriculum vitae;
- 3) name, title, phone number, email address, and relationship for four professional references, two of whom must have personally worked with candidate in a professional capacity as a colleague, subordinate, supervisor, opposing counsel, or judge and who can assess the candidate's legal experience and qualifications;
- 4) any other relevant materials candidate would like the Board to consider (i.e., copy of application, description of position and requirements, letters of reference, other endorsements, articles, etc.).



Additionally, the candidate must interview with EBGBA's Board of Directors or other designated committee and may be required meet with EBGBA's general membership.

The Board may refuse to consider a request for endorsement that does not have the complete information and documentation listed above. The Board desires to properly conduct its due diligence in evaluating a request for endorsement. Consequently, it is necessary for a candidate to give the Board ample time for consideration, with a minimum of 30 days' notice. Importantly, the Board reserves the right to: 1) decline endorsement requests based on insufficient time for its evaluation; and 2) decline to review any request for endorsement in its discretion.

An endorsement from EBGBA applies only to the candidate and to the elected office for which the endorsement was issued. Candidates who received prior endorsements from EBGBA should not assume that EBGBA will endorse them for future positions, though such may be the case. Therefore, a previously endorsed candidate, who seeks a new endorsement, should formally request a new endorsement and submit updated materials.

### **The Evaluation Process:**

The Board considers each candidate's request for endorsement on a case-by-case basis. The Board thoughtfully reviews the application materials and conducts due diligence. The Board considers, among other factors: qualifications and professional work experience; past and present nexus to the African American community and to other diversity communities; prior involvement with and support of EBGBA; involvement in community activities and local bar associations; commitment to diversity; and characteristics including but not limited to integrity, character, temperament and communication skills. Upon concluding the evaluation, the Board will vote on the candidate.

**EBGBA will neither contact nor endorse any candidates who have not specifically requested to be endorsed by EBGBA.** Documents in support of a candidate's request for endorsement shall be confidential and disclosure shall be limited to the Board. Submitted documents are the property of EBGBA and will not be returned to the candidate.