

## **Tom Homann LGBT Law Association's Rules for Candidates seeking an Endorsement**

The Tom Homann LGBT Law Association's Endorsements Committee evaluates endorsement requests by nominees for judicial office and other non-partisan offices for which membership in the California State Bar is required.

### **Policies and Procedures for Endorsements**

The Endorsements Committee shall collect information from candidates, including curriculum vitae and/or resumes, cover letters, statements, and any other supporting materials the candidate may wish to submit. The information shall be distributed to the Committee for review. The Committee may or may not request an in person interview to discuss the endorsement request and answer questions.

Factors the Committee will consider in analyzing an endorsement request include, but are not limited to, the following:

- 1) The candidate's qualifications and professional work experience;
- 2) The candidate's involvement in, and support of, the LGBT community;
- 3) The candidate's position on LGBT-related issues;
- 4) The candidate's involvement with Tom Homann LGBT Law Association;
- 5) The candidate's social or community work to help groups that are disadvantaged or suffer from discrimination;
- 6) The candidate's commitment to diversity and equality;
- 7) The candidate's involvement with other diverse Bar Associations.

The Endorsements Committee will not contact candidates or endorse candidates who have not requested an endorsement from THLA.

After the Committee vets a candidate, the Committee will make a recommendation to the full THLA Board of Directors on each endorsement. The full THLA Board will consider and vote on each endorsement. A majority of the Board in favor of the endorsement is required to secure THLA's endorsement. In all circumstances, whether favorable or unfavorable, the Chair of the Committee will notify the candidate of the Board's decision. THLA will not be limited in the number of candidates it may endorse.