

**POLICY GOVERNING JUDICIAL AND ELECTED OFFICIAL ENDORSEMENTS COMMITTEE OF  
SAN DIEGO LA RAZA LAWYERS ASSOCIATION**

San Diego La Raza Lawyers Association evaluates and considers applicants for the judiciary and public office that reflect the diversity of the State of California. Our purpose is to ensure that the Latino community is appropriately represented on the bench and public service. The Committee accomplishes this mission by: (1) encouraging qualified Latino and Latina attorneys to seek appointments to the bench and/or public office, (2) evaluating the qualifications and judicial temperament of appointment or elected candidates seeking the endorsement and support the mission of La Raza Lawyers, and (3) advocating on behalf of the those candidates La Raza Lawyers has endorsed.

The committee will consider requests for letters of support and/or endorsements for non-partisan, local and county elected positions, such as district attorney and city attorney, as well as candidates for directors of the San Diego County Bar Board.

**1. The Endorsement Committee.**

The Judicial Endorsement Committee consists of the President, Immediate-Past President, Committee Chair, and at least four additional Committee members selected by the President. Those seeking endorsements should contact the Chair, send a resume, and any other materials that the candidate would like considered by the committee. Any questions regarding the process or the committee should be directed to the Chair.

The Committee gives great weight to past and present participation and involvement in community activities, including, but not limited to Latino community organizations, that demonstrates a commitment to the values of diversity. The Committee will also be responsible for follow-up communication with the relevant agency making the judicial appointment, if applicable.

The Committee interviews the candidates, conducts due diligence, and makes a recommendation to the board. The board considers the recommendation of the Committee, and may accept or reject the recommendation. The final decision whether to endorse or support a candidate, is made by the board.

**2. Criteria for Endorsement.**

- A. Qualifications. In deciding whether to endorse a candidate, the Association will consider the following factors, among other things:
- i. the extent to which a candidate has demonstrated involvement with, support of and responsiveness to Latino issues, needs and concerns;
  - ii. litigation, adjudicative, administrative or professional experience;
  - iii. demonstrated commitment to equal opportunity and equal justice under the law;
  - iv. scholarship and oral and written communication skills;
  - v. integrity, character and intelligence; and
  - vi. membership in and demonstrated support of local bar associations and community organizations, including, but not limited to, those related to the Latino community.

- B. Statutory Criteria. The Association will endorse only candidates who have satisfied the statutory requirements for the position sought.

### **3. Procedures**

#### **A. Procedure For Application.**

Candidates seeking an endorsement must comply with the following procedures:

1. Inform either (i) a Board member of the Association or (ii) a member of the Committee of his/her intent to request the Association's endorsement. Upon notification of this request, the Chair or appropriate District Chair will forward to the candidate these policies and procedures and a Personal Data Questionnaire (a "Questionnaire").

2. Forward the following information to the Chair or President:

- (a) title of the position sought;
- (b) any external deadline(s) relevant to the candidate's application;
- (c) name, title and address of the person to whom endorsement letter should be sent;
- (d) résumé and other materials the candidate considers relevant to his/her qualifications;
- and
- (f) completed Questionnaire.

#### **B. Procedure For Assessment**

1. Upon receipt of the above information, the Committee will assess and conduct due diligence in establishing the candidate's qualifications based on the criteria set forth in Section 2.A.

2. Upon completion of the assessment described above, the Committee may, in its discretion, interview the candidate. The Committee will then present its recommendation to the Board concerning the candidate's application, accompanied by any application materials the Committee deems appropriate.

3. Following the Committee's presentation, the Board may make an endorsement decision regarding the candidate at a regularly scheduled Board meeting or by telephonic conference call as needed to expedite the process.

### **4. Confidentiality**

The Association will hold and treat in strict confidence all documents submitted by the candidate and will limit disclosure to Board or Committee members. The Committee shall obtain prior approval from the candidate in the event any other individual or organization requests any such materials for judicial evaluation purposes.

**SAN DIEGO LA RAZA LAWYERS ASSOCIATION'S  
QUESTIONNAIRE FOR ENDORSEMENTS**

The principal goal of San Diego La Raza Lawyers Association (SDLRLA) in endorsing candidates for judgeships and elected public official positions is to ensure the election or appointment of qualified persons who have demonstrated a commitment to equality and fairness and who have demonstrated involvement with, support of and responsiveness to Latino issues, needs and concerns. Consistent with that goal, SDLRLA also seeks to increase the diversity of the bench and office.

**1. BACKGROUND INFORMATION**

YOUR NAME:

SPECIFIC JUDICIAL OR ELECTED POSITION SOUGHT:

**2. CURRENT POSITION**

TITLE:

FIRM/OFFICE:

ADDRESS:

PHONE:

EMAIL:

**3. PLEASE PROVIDE A COPY OF YOUR CURRENT RÉSUMÉ**

Your C.V. should list schools attended, educational achievements, publications, organizations that you have been involved in currently and in the past, notable cases tried, leadership positions, corresponding dates for the above, and any other pertinent information.

**4. REFERENCES**

PLEASE LIST 3 REFERENCES. PLEASE INCLUDE AT LEAST TWO MEMBERS OF SAN DIEGO LA RAZA LAWYERS ASSOCIATION.

Name	Contact Phone Number	Email

**5. QUESTIONS (please limit your responses to one page total)**

- A. WHY ARE YOU SEEKING SDLRLA'S ENDORSEMENT?
- B. WHAT HAVE YOU DONE TO ADVANCE SDLRLA'S MISSION?
- C. WHAT MAKES YOU QUALIFIED FOR THE SPECIFIC POSITION SOUGHT?

- **Only complete applications will be considered. Please return this form along with a copy of your resume, answers to the above questions, and any other documents you wish to the Judiciary Chair, Lilia Garcia at [lilia.garcia@doj.ca.gov](mailto:lilia.garcia@doj.ca.gov) and Nadia Bermudez at [nbermudez@gcrlegal.com](mailto:nbermudez@gcrlegal.com).**
- **Finally, please inform our Judicial Chair if any external deadlines relevant to the candidate's application exist.**