



Asian American Bar Association of New York

2025 AABANY LAW FIRM LEADERSHIP AWARD CALL FOR NOMINATIONS

AABANY'S MISSION

The Asian American Bar Association of New York (AABANY) is a 501(c)(6) professional membership organization of attorneys concerned with issues affecting the Asian American and Pacific Islander (AAPI) community. Incorporated in 1989, AABANY seeks not only to encourage the professional growth of its members, but also to advocate for the AAPI community. With approximately 1,400 members, AABANY is the largest affinity bar association in the country and the only Pan-Asian bar association in New York.

The mission of AABANY is to foster the meaningful participation of AAPIs in the legal field through the study, practice, and fair administration of law. We promote professional development, legal scholarship, advocacy, equal opportunity, and engagement with the AAPI community. We seek to support the legal interests and serve the needs of the AAPI community while working collaboratively to advance justice and equality.

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 the AAPI community in New York State. AABANY seeks to recognize one law firm each year for its extraordinary efforts in demonstrating leadership, cultivating talent, and providing meaningful pathways for attorneys to advance and excel in the legal profession while ensuring equal opportunity for all.

The **2025 AABANY Law Firm Leadership Award** will be presented at our **Annual Dinner on May 29, 2025**.

Nominees should be law firms that have demonstrated:

- A sustained commitment to building and strengthening a pipeline of talented attorneys at all levels, ensuring that attorneys have the resources and support to excel and progress in their careers.

- Leadership in developing and mentoring attorneys, including providing pathways to leadership positions within the firm and the broader legal profession, while ensuring that these opportunities are accessible to all attorneys.
- A track record of recruiting, retaining, and advancing attorneys while fostering an environment that encourages professional growth and equal opportunity.
- Active participation in organizations and initiatives that cultivate leadership and professional development in the legal field, including engagement with affinity bar associations such as AABANY and mainstream bar associations like the American Bar Association, New York State Bar Association, New York City Bar Association, and New York County Lawyers Association.
- Any other factors the selection committee deems valuable in promoting leadership, mentorship, and growth within the legal profession while providing equal opportunity for all.

The 2025 AABANY Law Firm Leadership Award recipient will be chosen by a selection committee through a competitive and confidential process.

All submissions shall be emailed no later than **April 16, 2025**, to Executive Director Yang Chen at yang.chen@aabany.org. No late submissions will be accepted.

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

2025 AABANY LAW FIRM LEADERSHIP AWARD NOMINATION FORM

Please email the 2025 AABANY Law Firm Leadership Award Nomination Form to Yang Chen, Executive Director, AABANY at yang.chen@aabany.org. Please email Yang Chen for additional information or any questions about the application process.

Firm Name:

Managing Partner (or equivalent role):

Leadership Initiatives Contact (if applicable):

Firm Leadership Efforts

Please address each of the following questions in your submission:

1. What is your firm's mission and objective with respect to cultivating talent, leadership, and equal opportunity, and how have you advanced these goals on a firm-wide and New York-specific basis?
2. Please describe any innovative initiatives or programs that your firm has developed or implemented in the last three years to develop and support talented attorneys. How have these initiatives or programs contributed to the professional growth, advancement, and equal opportunity of attorneys at your firm? In responding to these questions, please highlight any initiatives focused on building a strong talent pipeline, professional development, and preparing attorneys for leadership roles while ensuring equal opportunity for all attorneys.
3. How does your firm hold itself accountable to its mission and objectives in cultivating talent, leadership, and equal opportunity?
4. Please describe any challenges that your firm has faced in advancing its mission and objectives regarding the development of talented lawyers and providing equal opportunity. What has worked? What has not? How do you plan to address these challenges?

5. What efforts has your firm undertaken to ensure that talented attorneys, regardless of background, have access to meaningful leadership and advancement opportunities? Please provide examples of how your firm supports attorneys in navigating their careers, preparing for leadership positions, and ensuring equal opportunity for professional growth.
6. How does your firm demonstrate leadership in developing talented lawyers while fostering a supportive environment? Please provide examples of mentorship, sponsorship, leadership development programs, or other initiatives that prepare attorneys for leadership positions within the firm and the legal profession.
7. Law firms are facing increasing scrutiny over their practices aimed at fostering leadership and supporting the advancement of attorneys. At the same time, societal challenges persist, including ongoing incidents of bias and violence, tense geopolitical relationships, and increasing polarization. How has your firm responded to these challenges in terms of supporting professional growth and leadership opportunities while maintaining a strong commitment to equal opportunity? What steps has your firm taken to cultivate a resilient and inclusive talent pipeline while navigating this evolving landscape?