

# EARL B. GILLIAM BAR ASSOCIATION

## CANDIDATE ENDORSEMENT PROCESS

Thank you for reaching out to request the endorsement of the Earl B. Gilliam Bar Association (“EBGBA”)! Please review the instructions and complete the pre-endorsement questionnaire as described below. Please know that EBGBA may refuse to consider a request for endorsement that does not have the complete information and documentation as set out below. EBGBA strongly desires to properly perform its due diligence in evaluating a request for endorsement. Consequently, it is necessary for a candidate to give EBGBA ample time for consideration, with a minimum of 30 days notice. EBGBA, in its discretion, reserves the right to: 1) decline endorsement requests based on insufficient time for its evaluation; 2) decline to review any request for endorsement; and 3) set its own timeline for any and all endorsement decisions, especially in political races.

EBGBA encourages *all* qualified candidates, regardless of race, ethnicity, ancestry, nationality, and heritage – but, especially members of the African Diaspora – who 1) reflect the diversity of the State of California, 2) support the interests and goals of EBGBA, and 3) demonstrate the ability to contribute to the San Diego legal community to seek our endorsement.

Those seeking EBGBA’s endorsement shall provide the President of EBGBA or Chair of EBGBA’s Justice Advocacy Committee with all of the following in a timely manner:

**1) Cover letter, not to exceed two pages, with the following:**

- a. Title of the position you are seeking, including district or seat number if applicable, or name of the organization and position you are seeking within said organization;
- b. Date of election and, if applicable, the primary election date;
- 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 the candidate);
- d. Candidate’s reasons for seeking EBGBA’s endorsement; and
- e. Candidate’s involvement with EBGBA, the African American community, and other diverse communities and/or groups; and
- f. Candidate’s qualifications for the position sought.

**2) Résumé or curriculum vitae;**

**3) Completed pre-endorsement questionnaire;**

**4) Professional references including:**

Name, title, phone number, email address, and relationship for four (4) professional references, two (2) 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;

**5) Any other relevant materials candidate would like EBGBA to consider (i.e., portfolio, letters of reference, other endorsements, articles, etc.);**

**6) If running for public office, a link to the candidate's campaign website, which should include an issues/policy page.**

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

*Thank you for your interest in receiving the endorsement of the Earl B. Gilliam Bar Association! We look forward to reviewing your materials and wish you the best of luck in your endeavors.*

*Sincerely,*

*The Justice Advocacy Committee, Earl B. Gilliam Bar Association*

**EARL B. GILLIAM BAR ASSOCIATION  
PRE-ENDORSEMENT QUESTIONNAIRE**

**NAME OF CANDIDATE:** \_\_\_\_\_

**POSITION FOR WHICH YOU ARE SEEKING ENDORSEMENT:**  
\_\_\_\_\_

**CAMPAIGN WEBSITE:** \_\_\_\_\_  
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Please answer the following questions providing as much information as possible. If you need more room, please submit answers on separate Word document.

**1. Why are you seeking the endorsement of Earl B. Gilliam Bar Association? In what ways do you consider the endorsement of EGBA valuable?**

**2. A. Why are you running for office or seeking appointment for the position? Why did you decide to run/seek appointment for this specific position? What are the top three policies you will enact if elected, if applicable?**

**B. List your qualifications and work experience that you feel make you best qualified to hold the office you are running for or seeking. Provide as many specific examples as possible.**

**3. Explain your past and current nexus to the African American community both locally in San Diego County and throughout the state or nation (if applicable). What specific work have you done personally and/or professionally to advance or benefit the African American community?**

**4. Explain your past and current nexus to other diverse communities or groups within the San Diego region (and/or state/nation, if applicable). What specific work have you done personally and/or professionally to advance or benefit diverse communities in the region?**

**5. If elected/appointed, how do you plan to work to advance or benefit the African American community in the region? Provide as many specific policy ideas as possible.**

**6. If elected/appointed, how do you plan to work to advance or benefit other diverse communities in the region? Provide as many specific policy ideas as possible.**

**7. Please describe your personal commitment to diversity. Provide any examples of how you have worked to advance diversity and equity, either in your personal life or professional life. If elected/appointed, do you commit to hiring a staff diverse in race, ethnicity, gender, sexual orientation, socioeconomic status, religion, age, etc.?**

**8. List any personal or professional involvement with EBGBA and/or other bar associations in the region. Be as specific as possible.**