It is time to make your nominations for the HIPLA Excellence in Diversity Awards. Nominations must be received by **January 8, 2021.** Nominate an outstanding Houston-area attorney, corporation, or law firm making an impact in the areas of diversity and inclusion in intellectual property law.

**Overview**

HIPLA will aim to recognize 2-3 award recipients each year who demonstrate exceptional leadership in diversity and inclusion, and who are making an impact in their organization and/or in the Houston-area IP community by significantly advancing diversity and inclusion efforts.

The Excellence in Diversity Award Committee will evaluate the nominations and choose the recipient for the award. The winner will be selected when the Committee meets in January and the winners will be recognized at HIPLA’s Annual Dinner Honoring the Federal Judiciary, or at a special event in early 2021. Worthy efforts in diversity and inclusion can be recognized only if our members take the time to make nominations. The nominator or the nominee must be current HIPLA members.

**Criteria for Awards Selection**

The nominator or the nominee must be current HIPLA members. Nominators will submit an Excellence in Diversity Nomination Form, the nominee’s resume or a short biographical profile of the nominee, a supporting statement (250 word maximum) and an optional nominee statement (500 word maximum).

Please send your nominations to: Natalie Alfaro Gonzales

Baker Botts, L.L.P.

natalie.gonzales@bakerbotts.com

If you have any questions about the award process, please contact Natalie Alfaro Gonzales at 713-229-1318. The Committee looks forward to receiving your nominations.

**Nomination Instructions**

Please submit a completed Excellence in Diversity Nomination Form that includes:

* the nominee’s resume or a short biographical profile;
* a supporting statement (250 word maximum); and
* an optional nominee statement (500 word maximum).

**Supporting Statement:** The supporting statement (250 word maximum) should: (1) describe how and why the nominee deserves the Excellence in Diversity Award; and (2) describe the nominee’s efforts to encourage, increase, promote, and maintain diversity and inclusion within their firm/company and/or in the general Houston-area IP community.

In drafting the supporting statement, the HIPLA Diversity & Inclusion Committee encourages the nominator to address the nominee’s efforts in any or all of the following categories, including providing specific examples. Exemplary categories that may be used to demonstrate exceptional efforts in diversity and inclusion include, but are not limited to:

* developing a diverse lawyer pipeline;
* mentoring of diverse lawyers, both inside and outside the nominee’s organization;
* recruiting and retention programs of diverse lawyers;
* promotion of diverse lawyers within the nominee’s organization;
* bar and/or community involvement designed to promote diversity within the IP legal profession;
* effective and/or creative diversity initiatives and/or training programs;
* formal or informal diversity plans;
* dedication and commitment to hiring diverse outside counsel, including IP counsel; and
* efforts to establish an inclusive work environment.

**Optional Nominee Statement:** The nominator is also encouraged to ask the nominee to submit an optional personal statement (500 word maximum) detailing their efforts in the above categories, as well as any special considerations they would like the HIPLA Diversity & Inclusion Committee to consider.

**Excellence in Diversity Nomination Form**

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| --- | --- |
| Nominee | |
| **Name:** |  |
| **Business Affiliation & Title:** |  |
| **Email Address:** |  |
| **Telephone Number:** |  |
| **Nominee’s Resume or Biographical Profile** | |
| Please attach a resume or provide a short biographical profile of the nominee. | |
| Biographical Profile: | |
| **Supporting Statement** | |
| Describe how and why the nominee deserves the Excellence in Diversity Award and describe how the nominee’s efforts encourage, increase, promote, and maintain diversity and inclusion within their firm/company and/or in the general Houston-area IP community. | |
| **Supporting Statement** (250 word maximum): | |
| **Optional Nominee Statement** | |
| Please provide a statement detailing nominee’s efforts, as well as any special considerations that nominee would like the HIPLA Diversity & Inclusion Committee to consider. | |
| **Optional Nominee Statement** (500 word maximum): | |
| **Nominator(s)** | |
| Name and address of each HIPLA member who is nominating the named nominee, including business affiliation. | |
| **Nominator #1** | |
| **Name:** |  |
| **Business Affiliation:** |  |
| **Email Address:** |  |
| **Telephone Number:** |  |
| **Signature:** |  |
| **Nominator #2 (optional)** | |
| **Name:** |  |
| **Business Affiliation:** |  |
| **Email Address:** |  |
| **Telephone Number:** |  |
| **Signature:** |  |
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