

**South Asian Bar Association - Southern California  
Endorsement Guidelines**

I. Endorsement Purpose and Guidelines

A. Purpose

The South Asian Bar Association of Southern California (SABA-SC) has adopted these guidelines for requests made by individuals seeking its endorsement.

B. Guidelines

1. Endorsement Considerations

SABA-SC will consider candidates for the following positions: a) State and federal judiciary; b) Non-partisan, appointed positions in local, state, or federal government; c) Bar association officers at the local, state, and national levels.

2. SABA-SC does not endorse candidates in partisan elections for political office due to its nonpartisan status as a bar association.

II. Factors Considered for Endorsement

A. The following factors shall be a guide in evaluating candidates seeking SABA-SC's endorsement. These factors are neither mandatory nor exclusive, and the Judicial Evaluation Committee will use its discretion in applying and weighing the demonstration of these factors:

1. Professional qualifications, including: a) Qualifications for the position sought; b) Experience; c) Integrity; d) Reputation; e) Temperament; and f) Scholarship, published writings and comments, public statements, and other professional experience.
2. Personal traits appropriate to the position, including interpersonal, analytical and problem solving skills.
3. Commitment to the rights of, or to the advancement of persons and issues relevant to, the South Asian community in the United States.

4. The likelihood of future involvement with the South Asian community.
  5. Commitment to the rights of, or to the advancement of, other underrepresented communities.
  6. Any civic engagement with the entire Southern California community, legal and otherwise.
  7. Ability to add diversity to the bench to which the candidate seeks appointment for which the candidate seeks endorsement.
  8. The opinions and assessments of those individuals, known to the SABA Board, that currently serve or have served as direct supervisors to the candidate.
  9. Particular subject matter expertise in an area of the law duly relevant to the bench to which the candidate seeks endorsement.
  10. A history of pro bono work or other help serving the disadvantaged communities of Southern California or any duties discharged to serve that end.
  11. The candidate's particular interest in serving as a judicial officer, including any previous experience as a neutral actor in the judicial system and the reasons for seeking appointment now.
  12. The candidate's personal background, story and experiences.
  13. Membership in any organization, political or otherwise.
- B. SABA-SC will not discriminate against any candidate seeking endorsement because of sex, race, national origin, age, gender, religion, sexual orientation, political affiliation, disability, marital status, or status as a parent.

### III. Procedures

- A. The Judicial Evaluation Committee
  1. Composition, Appointment and Term of Service

The Judicial Evaluation Committee is a standing committee of SABA-SC. The President of SABA-SC shall appoint the Committee Chairperson. The term for each committee member is one year, coterminous with the one-year term to which the Board of Directors is elected. Committee members may serve more than one term.

2. Endorsement Request Procedure

To be considered for endorsement, the candidate shall provide: (1) a written request (an e-mail is sufficient) identifying the appointment or position sought; (2) a resume or curriculum vitae; and (3) a list of at least three references. The Judicial Evaluation Committee may request additional materials.

3. Committee Roles and Responsibilities

The Judicial Evaluation Committee shall: a) Ensure that the candidate's file is complete; and b) Call references of the candidate. The Committee chairperson shall discuss comments of the applicant with the Committee members and SABA-SC Board, and make a recommendation to the Board.

4. Interview Procedure

The Judicial Evaluation Committee may conduct personal interviews of all candidates for endorsement, whenever possible. If a face-to-face interview is not possible, the Committee may permit a telephonic interview, electronic interview or written questionnaire. Committee members are encouraged to participate in the interviews.

5. Report and Recommendation to the Board

The Judicial Evaluation Committee shall present a recommendation for each candidate to the SABA-SC Board of Directors for consideration. A majority of the Committee members must agree with the recommendation before it may be given to the Board of Directors. In the event that the Committee cannot reach a majority determination on any candidate, the Committee will report the results of its deliberations to the Board at the next regularly scheduled Board meeting. If it is not practical to wait until the next meeting, then the Board may be polled by telephone, E-mail or any other reasonable means.

B. Board Endorsement Decision

The SABA-SC Board shall consider the Judicial Evaluation Committee's recommendation at any regular or special meeting. A majority vote of a quorum of the SABA-SC Board of Directors is required to make an endorsement decision.

C. Confidentiality:

All internal deliberations regarding a candidate's application for endorsement shall remain confidential and shall not be disclosed.

D. Disclosure of Interest:

Persons involved in SABA-SC's endorsement process (Committee members and/or SABA-SC Board members) who have personal connections or a particular interest in a candidate under consideration, whether positive or negative, shall advise the Committee chairperson and the Board of Directors of their personal interest as soon as they become aware that the candidate is seeking SABA-SC's endorsement.

E. Endorsement:

SABA-SC reserves all rights to disclose its endorsement of any particular candidate to the public. SABA-SC also reserves the right to decline any inquiry made from a member of the public, news/media, or the candidate him/herself about an endorsement.