



Law Firm Champion of Women Award Nomination Form

Deadline: March 15, 2024, at 5:00 P.M.

For women to advance in the profession, we need advocates, supporters, mentors, and allies. This award is intended to celebrate firms that have taken measurable steps to achieve that goal. Because it is difficult to compare firms of different sizes MDFAWL will recognize two firms with this award in 2024: one firm that employs 50 or more attorneys (firm-wide) and one firm that employs 49 or fewer attorneys (firm-wide).

E-mail a completed nomination form and any supporting documents (not to exceed 10 pages) to officers@mdfawl.org with the subject line: “MDFAWL Law Firm Champion of Women Nomination of [Firm Name].”

The selection committee will consider the nominated firms’ actions in their respective Miami-Dade County offices in the following areas: hiring and retaining women; implementing general employment practices and procedures that increase or enhance the representation of women in leadership positions in the legal profession; promoting women to equity partnership and positions in firm leadership; and implementing firm policies that are intended to retain and promote women.

The Nominee Law Firm

Name of firm: _____

Number of lawyers (firm-wide): _____

Number of lawyers in the firm’s Miami-Dade County office(s): _____

Contact Person at Nominated Firm

Name: _____

E-mail address: _____

Phone number: _____

Nominator

Name: _____

E-mail address: _____

Phone number: _____



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1. With respect to the attorneys in the nominated firm's Miami-Dade County office(s) only, indicate in the table below the attorneys' seniority levels and the number of women vis-à-vis men at each level. The numbers provided should be as of December 31, 2023, and should exclude full-time equivalent attorney-employees.

If the nominated firm has seniority levels in surplus of, or different from, those included in the table, please provide the requested information on a spreadsheet and briefly describe each such seniority level.

Executive committee	Total attorneys at this level:
	Number of men at this level:
	Number of women at this level:
Equity partners	Total attorneys at this level:
	Number of men at this level:
	Number of women at this level:
Nonequity partners	Total attorneys at this level:
	Number of men at this level:
	Number of women at this level:
Associates	Total attorneys at this level:
	Number of men at this level:
	Number of women at this level:
Other lawyers	Total attorneys at this level:
	Number of men at this level:
	Number of women at this level:

2. Describe any actions taken by the nominated firm's Miami-Dade County office(s) to hire and retain women.



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3. Describe the nominated firm's policies and procedures implemented in its Miami-Dade County office(s) to promote women into, and retain women in, leadership positions (e.g., gender-neutral family leave policies exceeding 90 days; quantifiable, performance-based evaluations; provision of seminars or workshops on gender equality; career coaching and mentorship programs for women; women's committees).

4. Provide the names of any attorneys at the nominated firm who have taken MDFAWL's GOOD Guys pledge and describe any steps they have taken to meet the goals outlined in the pledge.

5. How does the nominated firm actively promote gender equality in compensation, and what measures have been implemented to address any observed disparities between male and female employees?