



2026 Pillars of Inclusion Law Firm Award Application

Asian Pacific American Bar Association of Silicon Valley

Formed forty years ago, the Asian Pacific American Bar Association of Silicon Valley ("APABA Silicon Valley") is a forum for Asian Pacific American attorneys in the Silicon Valley to network, develop professional skills, participate in community service, take positions on issues affecting the APA community, empower APAs in the Valley, and promote justice and equality for all. APA attorneys in Silicon Valley play a critical role in enriching our legal and civic communities by practicing in every kind of legal organization - law firms of all sizes, large and small corporations, academia, government, courts, legislature, and public interest.

APABA Silicon Valley 2026 Pillars of Inclusion Law Firm Award

As part of its core mission, APABA Silicon Valley recognizes and honors law firms that demonstrate the highest commitment to inclusiveness in the workplace, the profession, and the greater community. Award recipients will be honored at our **41st Annual Gala on Friday, September 11, 2026** at Levi's Stadium.

Award Criteria

Award criteria are as follows:

- Demonstrated commitment to inclusiveness as well as to the fight against systemic bias;
- Unbiased hiring and retention practices in the law firm;
- Organizational culture that highly values inclusion of different backgrounds and cultures in the workplace and/or in the community; and
- In the event of selection to receive an award, commitment to send at least one leader from your organization to accept the award at the upcoming virtual recognition event. (Optional: Submit a short video to be shown at the virtual event, highlighting your inclusion initiatives.)

Questions

Please contact APABA Silicon Valley at apabasv@gmail.com if you have any questions.

Application Submission

Please send your completed application by **August 25, 2026** to apabasv@gmail.com. Your application will be shared only within APABA Silicon Valley's decisionmakers, Board of Directors, and Strategic Advisory Committee. All submitted applications will be kept confidential and within password-protected systems.

LAW FIRM INFORMATION

Firm: _____

Contact Person/Title for this Application: _____

Address: _____

City/State: _____ Zip Code: _____

Phone: _____ Fax: _____

E-mail: _____ Web Site: _____

If selected to receive the Pillars of Inclusion Law Firm Award, does your organization commit to sending at least one leader to accept the award in person at APABA Silicon Valley's 41st Annual Gala on September 11, 2026 at Levi's Stadium? _____

If selected to receive the Pillars of Inclusion Law Firm Award, does your firm plan to submit a short video to be shown at APABA Silicon Valley's 41st Annual Gala on September 11, 2026 (sample available at <https://youtu.be/t0iuK0SPO10>)? _____

INCLUSION QUESTIONNAIRE*

No.	QUESTION	ANSWER
1.	Please provide a brief summary of your firm's inclusion program(s), including efforts in recruitment, retention, promotion and career development for attorneys.	
2.	Please list the inclusion and non-profit organizations supported by your firm during the last 3 years, including whether any of your attorneys hold leadership positions in such organization(s). Please provide additional metrics regarding such support during the last 3 years, such as: (a) List of inclusion organization events sponsored and/or hosted by your firm; (b) Active participation by the firm's lawyers, such as attending and/or organizing inclusion organization events.	
3.	OPTIONAL: Please provide a breakdown of gender, racial minorities, sexual orientation, and persons with disabilities in equity partner and income partner roles at your firm, e.g. percentages in each category and subcategory.	

4.	Please provide information about the culture in your San Francisco Bay Area/Silicon Valley office(s), e.g. the demographics of junior associates, mid-level associates, and senior associates; separately, the demographics of all partners, including non-equity partners, and Of Counsel.	
5.	Has your firm sponsored APABA Silicon Valley in any capacity in the last 3years (e.g., annual Gala, events, MCLEs, etc.)? If yes, please describe.	
6.	Please provide any additional information regarding your firm's inclusion initiatives that you wish to share.	

For purposes of this questionnaire, "minorities" are defined as: those whose race is other than White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: "African American (not Hispanic/Latino); Hispanic/Latino; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races)." **PLEASE NOTE: no attorney should be counted in more than one minority category.**