

NAPABA Nominations and Elections

Endorsement Policy and Protocols

(Adopted by the NAPABA Board of Governors, May 9, 2009)

The National Asian Pacific American Bar Association ("NAPABA") supports the use of endorsements in the nomination and election process that determines NAPABA leadership for future years. NAPABA believes that endorsements serve an important function in its electoral process:

- Endorsements serve to engage affiliates and individual NAPABA members in evaluating and assessing the qualifications of candidates for NAPABA offices
- Endorsements foster discussion and debate among and between NAPABA affiliates and individual members about NAPABA activities and the organization's future and direction
- Endorsements educate members about the sources of support and the degree of enthusiasm for particular candidates
- Endorsements may offer insights into the views and attitudes of candidates on particular issues
- Endorsements may speak to a candidate's level of involvement, leadership and experience with affiliates or other organizations

NAPABA recognizes that in order for endorsements to serve a useful and informative role in the electoral process, an endorsement policy and protocols are required. The following are the policy and protocols for endorsements in any election for NAPABA officers.

Who may endorse?

- Any individual who is a NAPABA member in good standing may endorse any candidate
- Any bar association that is a NAPABA affiliate in good standing may endorse any candidate with confirmation of such endorsement provided by the current president of the bar association
- No individual or bar association will be permitted to endorse more than one candidate for the same office
- No current NAPABA Nominations & Elections Committee member or NAPABA staff member may provide formal endorsements of any candidate

When may endorsements be made and what is the timing on posting and electronic mailing?

- Endorsements may be made public only on or after July 1, the day after nominations for officer positions has closed
- Endorsements shall be submitted by the endorser to NAPABA's Executive Director, Tina Matsuoka, or Bettina Yip, Chair of the Nominations & Elections Committee, by electronic mail at elections@napaba.org and will be posted on the NAPABA website within two weeks of receipt
- Endorsements will be accepted from July 1 through September 1; provided that revisions or updates to an existing posted endorsement (e.g., additional endorsers) will be made no more frequently than every two weeks
- NAPABA will send, prior to the mailing of ballots, at least one electronic mailing to those in its database containing election information and candidate statements, and encourage NAPABA members to review additional materials concerning the candidates (including endorsements) on the NAPABA website

What information should be provided with the endorsement?

- Individuals considering the endorsement of a candidate are strongly encouraged to endorse only with personal knowledge of the candidate, and any current work relationship with a candidate (e.g., colleague in the same firm or legal department) must be disclosed
- All endorsements will include at least the endorser's place of employment; any list of endorsements will include a disclaimer that all work or organizational affiliations disclosed are for identification and disclosures purposes only, and do not constitute endorsements by those institutions
- Include on a separate page the name, employer and email address for each individual endorser and the name of the bar association, president and president's email for each bar association endorser (email addresses of endorsers will not be made public)
- Endorsements shall not include any negative comments or personal attacks regarding other candidates

Role of Nominations & Elections Committee

- The Committee, in its sole discretion and with the goal of providing for a fair and informative election process, may: permit other individuals or organizations to endorse a candidate; refuse to accept an endorsement of a candidate; or edit any endorsement for length or content
- All decisions and determinations regarding endorsements, including decisions regarding issues not currently addressed in this policy, made by the Committee shall be final