

LEGAL MEDIA GROUP DEI AWARDS

Championing diversity and inclusion
in the legal market

ENTRY GUIDELINES



Introduction

Launching in 2024, the [Legal Media Group DEI Awards](#) for Diversity, Equity, and Inclusion will present regional winners in EMEA, Canada, United States, and Latin America, celebrating the most ground-breaking DEI achievements across the leading law firms and practitioners.

In a significant stride towards celebrating diversity, fostering inclusivity, and recognizing excellence in the legal industry, we are thrilled to introduce this inaugural initiative. These awards seek to celebrate the outstanding efforts of legal professionals who champion diversity, equity, and inclusion, while also providing a prestigious accreditation for those firms committed to creating more inclusive work environments - making them better positioned to meet the evolving needs of clients from across the industry.

These guidelines detail this robust program and encourages law firms and practitioners to put forward nominations that have made a significant impact.

For any information about the awards please contact [John Harrison](#), EMEA Awards Research Editor or [Shailyn Tirado](#), Head of Americas Research.

History

The [Legal Media Group DEI Awards](#) are a part of Delinian. The awards are researched and adjudicated by a dedicated awards and research team that work across a range of titles including [AsiaLaw](#), [Benchmark Litigation](#), [International Financial Law Review](#), [ITR](#), [LMG Life Sciences](#), [Managing IP](#), and the [Women in Business Law Awards](#). The team combines expertise in a wide range of practice areas, industry sectors, and legal markets, with deep experience in reviewing policies and initiatives that promote diversity, equity, and inclusion.

Methodology

The [Legal Media Group DEI Awards](#) celebrates the efforts and achievements of law and professional services firms in helping to advance DEI principles in the legal profession. It also strives to shine a spotlight on the most impressive achievements by lawyers in the advocacy space during the review period. Awards will be presented along individual, law firm, and in-house category lines.

Law firms and in-house teams are invited to make written nominations detailing their various initiatives that promote DEI principles. Submissions should also include details of tangible programs, practices and policies, as well as biographical and demographic information about their leading advocates.

A dedicated research team will review the written nominations and conduct interviews with leading firms and advocates from across the region. The team will also incorporate other independent research findings and publicly available resources from across the industry, as well as relying on data voluntarily submitted to the Legal Media portfolio of brands listed above.

Deadlines

All nominations must be submitted to the [awards portal](#) by the dates below:

Canada

Submissions open: 2 January 2024
Submissions close: 15 February 2024

USA/Latin America

Submissions open: 2 January 2024
Submissions close: 15 February 2024

EMEA

Submissions open: 4 April
2024 Submissions close: 9 May
2024

Judging process

Shortlists will be created by the [Legal Media Group DEI Awards](#) research and editorial team following an extensive research process. An independent panel of judges consisting of DEI consultants and industry experts will score the case studies entered for each award. Decisions are entirely independent.

Individual category winners are judged on their presented advocacy work that falls between the January 1 to December 31 range of the preceding year.

Firm and jurisdictional winners are judged on their innovation and impact within their firm, company, or industry.

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Award categories

A catalyst for change refers to a force, event, or factor that stimulates and accelerates positive change, fostering a more inclusive and diverse environment. In this context, catalysts are awarded for playing a crucial role in breaking down barriers, challenging biases, and driving the momentum needed to create a workplace or community that embraces and celebrates diversity in all its forms. They help create an environment where individuals feel valued, respected, and included, ultimately contributing to a more innovative, collaborative, and successful collective for the legal industry.

Subject matter

- **Race & Ethnicity:** This would include any programs or policies directed at breaking down barriers or supporting diverse ethnic minorities - whether internal or external to the firm. Examples of groups could include Black/African, Hispanic/Latinx, Asian-Pacific Islanders, Indigenous/Native American/First Nations, Middle Eastern, or a given geographic culture of people identified by their region, language, heritage, or customs.
- **LGBTQ+:** This would include any programs or policies directed in support of the LGBTQ+ community - whether internal or external to the firm.
- **Disability:** This would include any programs or policies directed at breaking down barriers or supporting individuals with visible and non-visible disabilities - whether internal or external to the firm. Examples of groups could include visual disabilities, hearing disabilities, wheelchair users, and neurodivergent individuals.
- **Social mobility:** This would include any programs or policies directed at breaking down barriers established by an individual's socio-economic situation. Examples could include issues pertaining to poverty, income inequality, stable housing, and access to education, etc.
- **Religion:** This would include any program or policy directed at integrating various faith-based groups, dismantling preconceptions, or assisting specific faith groups through community targeted campaigns.

Firm awards

The firm awards will recognise the best law firms and practitioners for their work, dedication, and impact to diversity, equity, and inclusion within the legal profession.

Diversity leader awards

The diversity leader awards aim to recognise leading practitioners and individuals who engage in advocacy and champion diversity, equity, and inclusion policies and programs. These awards will recognise advocacy leaders in the aforementioned subject matters.

In-house team awards

The in-house team awards will recognise the leading in-house/corporate teams that have demonstrated a commitment to fostering diversity, equity, and inclusion within their workplace. This award will honor those teams who have implemented effective strategies, policies, and initiatives to create an inclusive work environment.

General counsel awards

The general counsel awards aim to recognise the highest-ranking in-house lawyer who engages in advocacy for and promote diversity, equity, and inclusion. These awards will recognise advocacy leaders amongst general counsels in the aforementioned subject matters.

Hall of fame

The hall of fame award is the highest honor bestowed upon an individual that has demonstrated extraordinary and sustained commitment to advancing diversity, equity, and inclusion. This prestigious award recognizes trailblazers who have not only made significant contributions to fostering diversity within their own workplaces but have also inspired and influenced positive change on a broader scale. This individual also remains a staunch advocate for any of the aforementioned subject matter(s).

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