



## National LGBTQ+ Bar Association

### 2025 Annual Best LGBTQ+ Lawyers Under 40 Application Criteria

**Overview:** Each year, the National LGBTQ+ Bar Association recognizes LGBTQ+ legal professionals (practicing lawyers, law professors, corporate counsel, members of the judiciary, politicians, etc.) under the age of 40 who have distinguished themselves in their field and have demonstrated a profound commitment to LGBTQ+ equality.

#### Awardee Selection Guidelines:

In order to be selected as one of the National LGBTQ+ Bar's Best LGBTQ+ Lawyers Under 40 for 2025, an individual must exhibit the following traits:

- Candidate must be under the age of 40 at the time of the award ceremony (to be held on July 30, 2025).
- Candidate must be a member of the LGBTQ+ community.
- Candidate must meet application requirements:
  - Must be a licensed attorney in good standing
  - Must provide a resume
  - Must submit a completed nomination form
  - Must submit at least **two** letters of recommendation: one from the nominator/self-nominator and one from someone other than the nominator/self-nominator. You may submit an optional third letter.
    - *\*Note: We strongly encourage nominators to adhere to the allotted number of letters (two are required, a third is optional). It is not an advantage to provide additional letters or extra documentation; if such extra materials are submitted, the Bar will randomly choose which letters to send to the Awards Committee.*
  - Must submit a headshot
  - Must submit a biography
- Candidate must have a proven track record of action-oriented dedication to the advancement of equality for, or service to, the LGBTQ+ community in either personal or professional service.
- Candidate must uphold the standards of professional and personal excellence and integrity that the National LGBTQ+ Bar holds.
- Candidate must not have previously been an awardee.
- Candidate agrees that if selected as a winner, their name in use, photo, gender identity, sexual orientation, racial identity, and employment information will be used by the National LGBTQ+ Bar Association and Foundation for any purpose deemed necessary to publicly acknowledge our Best LGBTQ+ Lawyers Under 40 winners, promote the Best

LGBTQ+ Lawyers Under 40 Award generally, and to promote the National LGBTQ+ Bar more broadly - even after the completion of the 2025 Lavender Law® Conference.

The National LGBTQ+ Bar has a deep commitment to diversity, equity, and inclusion. We believe that this critical value should infuse every aspect of our work, including our awardee selection processes. We recognize that the 40 Under 40 awards serve in significant part to identify truly excellent LGBTQ+ lawyers within and to the greater legal community, and in so doing, play an important part in building a pipeline for the future success of LGBTQ+ lawyers. There are far many more worthy candidates nominated each year than the available 40 award slots. The Bar expects that the final full class of 2025 winners will reflect our organizational commitment to supporting and lifting up those nominees who, in addition to being excellent LGBTQ+ lawyers, fairly represent identities of our most marginalized populations, including transgender/nonbinary people, people of color, bisexual people, people with disabilities, and women.

The Awards Committee will also consider diversity in type of practice (large firm, small firm/solo, government, advocacy/not-for-profit, corporate, academia, etc.), and area of practice when assessing the overall class of awardees. Some preference will be given to candidates 35 and older. No preference will be given to any particular law firm or corporation's nominee due to that entity's sponsorship of the National LGBTQ+ Bar/the Lavender Law® Conference and Career Fair.