

CRITERIA FOR RATING APPLICANTS

The following criteria are the individual characteristics that QLaw values in Aspirants and Candidates for the bench. The Committee may base its conclusions regarding these criteria on information gathered from provided references, the Candidate's or Aspirant's interview, or other sources. Candidates and Aspirants need not possess all of these qualities; rather, the Committee shall use the criteria to aid its consideration of the overall qualities of each Candidate and Aspirant. The criteria are not hierarchical, exclusive, or listed in any relative order. The criteria shall be published on the QLaw website. When rating Candidates and Aspirants, the Committee shall consider whether the Candidate or Aspirant has:

Maturity, integrity, and common sense.

A temperament suitable for the judiciary.

Experience as a neutral decision maker, whether as a mediator, arbitrator, commissioner, pro tem judge, or prior judicial experience.

The energy and capacity for hard work as well as an understanding of the work to be undertaken in the position sought.

Demonstrated excellence in legal experience and practice.

The ability to work with a wide variety of subject areas of the law.

Intellectual curiosity.

A commitment to fairness and justice.

Respect for the law, the judicial process, and the court.

A commitment to the principles of the Rules of Professional Conduct.

Ongoing professional leadership and interest in the professional development of others.

The courage and ability to make difficult decisions under stress.

A commitment to equal justice under the law, and fairness and open-mindedness, with sensitivity to and respect for all persons, regardless of race, color, gender, gender identity, sexual orientation, national origin, ancestry, religion, political ideology, creed, age, marital status or physical or mental handicap, disability or impairment.

The ability to manage groups of people involved in a process such as pretrial and trial proceedings.

Knowledge of issues facing the GLBT community and a willingness to confront these issues without bias or prejudice.

Contributed to the GLBT community by improving access to justice through GLBT-specific public service, educational activities, or promoting and encouraging the advancement of GLBT lawyers in the legal profession.

Dedication to public service as evidenced by significant community activities and/or pro bono work.

The ability to communicate clearly and effectively with attorneys, litigants, witnesses and jurors and court staff.

An interest in and commitment to working with others to improve the administration of justice

After considering the above criteria, the committee shall rate the candidate based on the following scale. The Committee shall consider the candidate's overall level of skill, experience, sound judgment, and excellence in the candidate's professional or judicial career and the degree to which the candidate will sustain or improve the bench of the court to which the candidate seeks appointment or election. The Committee's rating is an overall qualitative impression and may be based on the number of the criteria met and/or the candidate's strength in particular areas:

Not Qualified – A Candidate or Aspirant is “not qualified” if the Candidate or Aspirant fails to meet the above criteria to a degree sufficient to be considered minimally qualified for the judicial position sought.

Qualified – A Candidate or Aspirant is “qualified” if the Candidate or Aspirant satisfies the above criteria to a degree sufficient to consider the Candidate or Aspirant minimally qualified for the judicial position sought.

Well Qualified – A Candidate or Aspirant is “well qualified” if the Candidate or Aspirant satisfies the above criteria to a degree necessary to be considered well qualified for the position.

Factors distinguishing a well qualified Candidate or Aspirant from a qualified one may include, but are not limited to, a particular strength in one or more of the non-exclusive criteria identified above and/or a commitment to educating oneself about issues of particular concern to the GLBT community.

Exceptionally Well Qualified – A Candidate or Aspirant may be rated “exceptionally well qualified” if the Candidate or Aspirant satisfies a majority of the above criteria and, in addition, demonstrates knowledge and understanding of issues facing the GLBT community, and demonstrates outstanding accomplishments, which may include one or more of the following:

Exceptional accomplishments in the candidate's professional practice or judicial career;

Significant contributions to public service through community service and/or pro bono work;

Exceptional experience in litigation, judicial, or administrative areas;

Outstanding personal and professional integrity and a commitment to fairness in the administration of justice;

A history of service which has specifically aided the GLBT community by improving access to justice for the community, educating the public about GLBT issues, or serving as a mentor or aiding in the professional development of GLBT attorneys.

No Rating – A Candidate or Aspirant may receive a “no rating” when the Committee has insufficient information to rate or for any other reason the Committee deems appropriate.

Did Not Seek Rating – A Candidate or Aspirant may receive a “did not seek rating” when she or he fails to participate in the rating process.