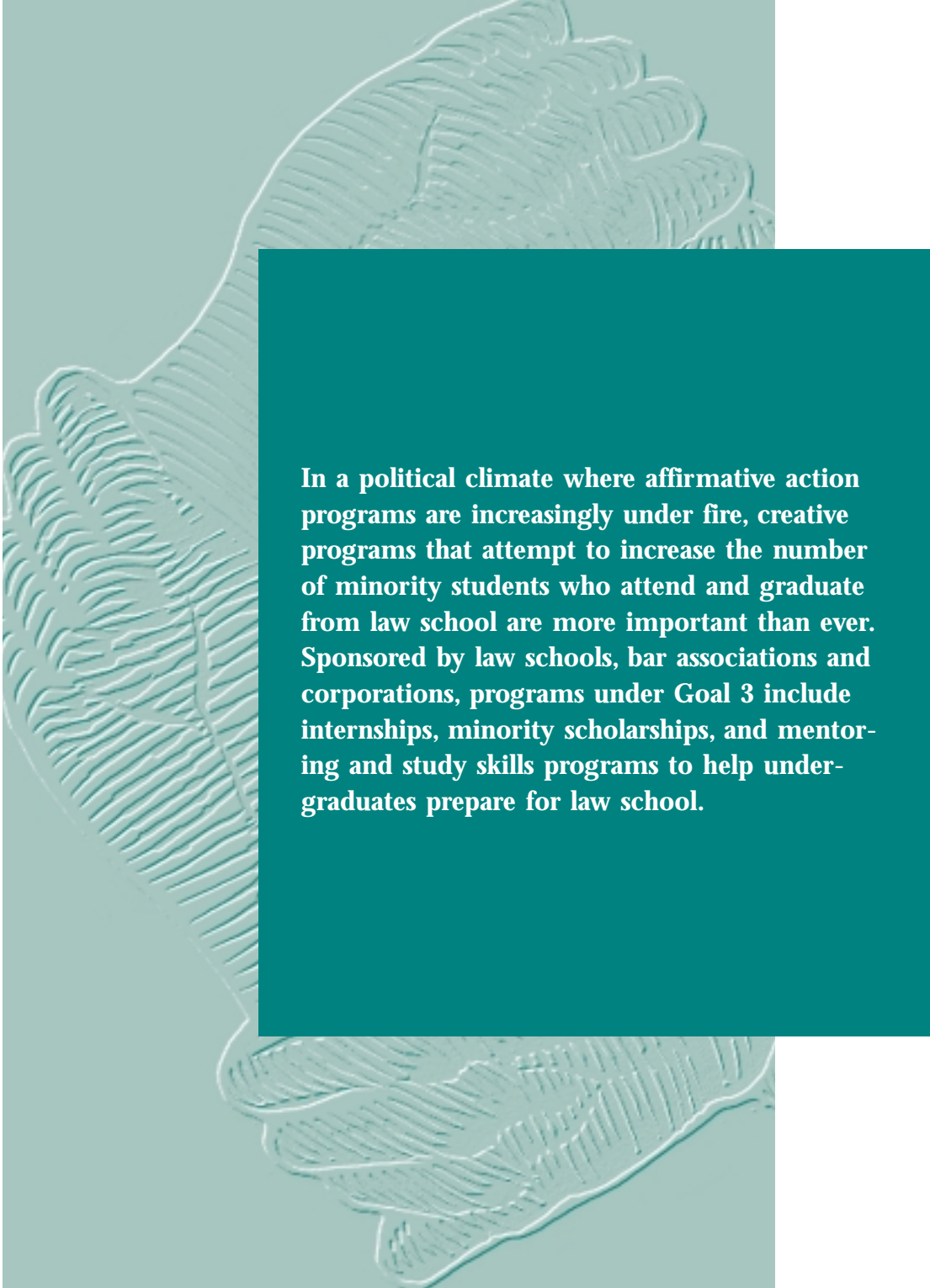


Goal 3: Increase the number of minority students who attend and graduate from law school.



In a political climate where affirmative action programs are increasingly under fire, creative programs that attempt to increase the number of minority students who attend and graduate from law school are more important than ever. Sponsored by law schools, bar associations and corporations, programs under Goal 3 include internships, minority scholarships, and mentoring and study skills programs to help undergraduates prepare for law school.

Goal 3

American Bar Association Council on Legal Education Opportunities

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Mission:

CLEO, a project of the American Bar Association's Fund for Justice and Education, is the nation's oldest and largest program committed to diversity in legal education. Its mission is to help and encourage minorities and disadvantaged students to enter law school and become members of the legal profession.

Program:

Regional Summer Institutes. Held annually at ABA-approved law schools throughout the country, the institutes expose low-income, minority, and/or educationally disadvantaged college graduates to an intensive six-week course of legal analysis, writing and research. The institutes, sponsored and staffed in cooperation with participating law schools, give the students a "preview" of the law school experience thereby alerting them to the taxing rigors of the first year. CLEO alumni, many of whom were considered risky and had not been admitted to law school prior to their summer experience, have become deans and professors, federal and state judges and legislators, and practitioners in all areas.

American Bar Association Legal Opportunity Scholarship Fund

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Mission:

To encourage racial and ethnic minority students to apply to law school and to provide financial assistance to ensure that these students have the opportunity to attend law school for three years.

Program:

The ABA Legal Opportunity Scholarship Fund is expected to award \$5,000 of financial assistance annually to each scholarship recipient. An award made to an entering freshman may be renewable for each year, resulting in financial assistance totaling \$15,000 during his or her three years of law school. Although the recipient will need to apply for the scholarship in his or her second and third year, the expectation is that the scholarship will be renewed each year if satisfactory performance in law school has been achieved.

“
*If we cannot now end our differences, at least
we can help make the world safe for diversity.*”

— John Fitzgerald Kennedy

Goal 3

American University Washington College of Law Office of Diversity Services

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Mission:

To address issues that are important to the minority community, to ensure and enable maximum minority participation in law school activities and to share and highlight minority experiences.

Programs:

Minority Student Welcome. This program brings together entering first-year law students with upper-level students in an afternoon program the day before orientation. The program generally consists of a welcome by the dean of the law school followed by a panel of faculty, students, and administrators who speak briefly on their individual experiences and then field questions from the new students. The panel is followed by a reception to which alumni are invited.

Sylvania Woods Conference on African-Americans and the Law. This annual conference honors the memory of the late Maryland jurist and alumnus of the Washington College of Law. The conference engages students, scholars, and practitioners in a discussion of the impact on the African-American community of some specific facet of the law. Panel topics at the April 2000 conference included: "African-American Bar Passage: Myth and Fact" and "Hate Speech, the First Amendment, and the African-American Community." The program also includes the annual presentation of the North Star Award to someone who has "changed the WCL

community for the better." This year, the Rising Star award was inaugurated; it recognizes a graduating third-year African-American student who exemplifies the highest ideals of the law school community.

Minority Affairs Advisory Group. Consisting of minority student organization leaders, faculty, administrators and staff, the Group meets twice a semester to share ideas and solve problems related to minority student life. Its other members are the Asian Pacific American Law Students Association, the Black Law Students Association, the Hispanic Law Students Association, the Native American Law Students Association, and the South Asian Law Students Association. The groups are collectively referred to as the "ALSAs" and they frequently sponsor and co-sponsor programs designed to share their ethnicity with the law school community.

Indiana Conference for Legal Education Opportunities (Indiana CLEO)

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Mission:

To increase the number of minority, low-income, or educationally disadvantaged students in Indiana's law schools.

Programs:

Summer Institute. Intensive six-week introduction to the law school regimen at an Indiana law school just before the students enter their first year.

Summer Jobs Program. Designed to allow students to get legal experience and develop the contacts and networks that will encourage them to remain in Indiana.

“Ultimately, the successful operation of our legal system depends on the public belief that it dispenses justice fairly. Our mutual goal should be to shape a legal profession that represents and respects the communities that it serves.”

— Attorney General Janet Reno

Goal 3

Lucent Technologies Law Division

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Mission:

Lucent Technologies Law Division seeks to promote awareness that the company and the legal profession benefit directly from increased diversity.

Program:

Partnerships with Law Schools. In 1997, the Lucent Law Division established a \$25,000 annual scholarship fund for minority and economically disadvantaged law students at Rutgers and Seton Hall Law Schools, both located in Newark, New Jersey. To date, nine students at the two schools have been selected as “Lucent Scholars” and have received scholarship grants during their second and third years of law school.

Lucent is also a sponsor of the Minority Student Program (MSP) Summer Internship Program at Rutgers Law School and the Summer Internship Program at Seton Hall Law School. Each year Lucent selects three or more first year students from the two schools for structured summer internships with Lucent Law. The program focuses on women, minority, and economically disadvantaged law students and subscribes to the three goals of Rutgers MSP Summer Internship Program: 1) to provide students with a challenging legal experience relatively early in their law school program so that they can consolidate and expand their skills development; 2) to give the students an opportunity to learn

first-hand about the practice of law in employment settings not usually available to students with only one year of legal education; and 3) to assist the students financially with stipends. In addition to research and writing assignments, the interns are exposed to many of Lucent’s practice groups through orientation, rotations, joint projects, “lunch and learn” sessions and one-on-one coaching. They receive a performance review and an exit interview at the end of the summer.

Massachusetts Bar Association Minorities in the Profession Committee

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Minorities in the Profession
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Mission:

MBA has a Study Skills for Success program, which is designed to reach out to law students of color in order to help them succeed in law school and to be successfully admitted to practice in Massachusetts.

Program:

Study Skills for Success. All students of color entering Massachusetts law schools are invited to participate in this program. The program consists of a welcoming reception that allows the students to meet each other, bar leaders, and prominent attorneys and judges of color from the Commonwealth. Afterwards, a program on study skills for law school is presented, including segments on how to organize work and what to expect. Later sessions are held to assist the students in exam taking. These are held shortly before the exam season. All participants in the program are given a free membership in the MBA and are encouraged to participate as much as their schedules permit.

Goal 3

New York County Lawyers' Association Committee on Minorities and the Law

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Mission:

As part of its mission, the New York County Lawyers' Association endeavors to increase the number of minority law students who participate in judicial clerkships, allowing them to develop legal expertise and networking contacts that will assist them in finding employment upon graduation.

Program:

Minority Judicial Internship Program. Accepts first and second year minority law students from the five law schools in New York County to take part in a paid summer judicial internship. Students are assigned to judges in the New York Supreme Court or the U.S. Southern District of New York. Interns are expected to perform legal research, draft memoranda, assist with the preparation of jury instructions, and observe court proceedings. Participating judges are asked to serve as mentors to the interns and to insure that each intern completes at least one comprehensive research and writing assignment. The eight-week internship is scheduled during the student's summer vacation at the convenience of the judge. Each intern is assigned a mentor from among the members of the Committee on Minorities and the Law who have served as judicial clerks. Interns are required to attend an orientation and reception in late spring, during which they meet their judges. A mandatory writing workshop is held at the beginning of the summer. In addition, interns must attend several lunch meetings during the summer at NYCLA. At the end of the summer, interns are asked to complete written evaluations of their experiences.

Nova Southeastern University

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Mission:

As part of its mission, Nova Southeastern Law Center endeavors to increase the number of minorities who enter law school and eventually join The Florida Bar.

Programs:

Nova Southeastern University Law's Summer Conditional Program. Designed to give individuals who lack the traditional combination of indicators for success in law school (LSAT, GPA) an opportunity to demonstrate their legal aptitude by successfully completing two law school classes with a required grade point average.

Summer Conditional Minority Scholarship Program. Fourteen scholarships to the Summer Conditional Program are equally divided between graduates of FIU and FAMU who are Hispanic or African-American Florida residents.

“I believe in the color-blind society—but it has been and remains an aspiration.”
— Thurgood Marshall

Goal 3

Oregon State Bar Affirmative Action Committee

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Affirmative Action Program Administrator
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E-mail: smanabe@osbar.org

Mission:

The Affirmative Action Committee (AAC) endeavors to increase the diversity of the Oregon bench and bar so that it reflects the diversity of the people of Oregon by educating attorneys about the cultural richness and diversity of the clients they serve, and by removing barriers to justice. The AAC recommends policy and also supports the Affirmative Action Program (AAP) to achieve and retain a more diverse bar through outreach and financial assistance programs.

The following programs fall under the Oregon State Bar's OLIO program. OLIO (Opportunities for Law in Oregon) is a strategy to recruit and retain ethnic minorities to the practice of law in Oregon.

Programs:

Oregon State Bar (OSB) Scholarships: The AAC annually distributes eighteen scholarships (\$2,000 per scholarship) for which entering and current Oregon law school students who intend to practice in Oregon may compete.

OLIO Orientation. The OLIO Orientation is for ethnic minority students entering their first year of law school in Oregon. The students are invited to attend an all-expense paid orientation to law school, the legal community, and the law profession over four days and three nights on the Oregon Coast.

First Year Honors. Oregon's larger law firms participate in a summer clerkship program for ethnic minority law students who represent the top half of their ethnic minority class. The AAP provides employment training and facilitates hiring. The firms provide the clerkship salaries.

Professional Partnership Program — Mentoring: This mutual outreach program pairs interested ethnic minority law students with OSB members. PPP mentoring pairs commit to a year's relationship that includes diversity training and a time commitment of approximately two hours per month. Group activities have included dinners at ethnic restaurants and a whitewater raft trip in the high desert of Central Oregon.

Clerkship Stipends. Stipends provide legal employment opportunities for those law students who intend to practice law in Oregon and who will help the AAC achieve its mission. The 20 students selected for stipends are responsible for finding employment under the program. Each stipend is \$5.00 per hour and each employer must agree to at least match the \$5.00 per hour clerkship stipend.

Practicing Attorneys for Law Students Program, Inc. (PALS®)

Contacts:	Patrick A. Bradford Davis Polk & Wardwell 450 Lexington Avenue New York, NY 10017	Richard T. Roberts Chairperson PALS® 42 W. 44th Street New York, NY 10036
Phone:	(212) 450-4000	Phone: (212) 730-PALS
Fax:	(212) 450-4800	Website: www.palsprogram.org
E-mail:	bradford@dpw.com	

Mission:

The mission of PALS®, a not-for-profit 501c (3) organization, is to help law school students enhance their career opportunities across the spectrum of legal fields and practice environments.

Program:

PALS® matches minority law students with volunteer lawyers who serve as mentors to provide career guidance for minorities in the legal profession. Services are offered free of charge to law students attending any of thirteen New York metropolitan area law schools. Mentors are attorneys working in the public interest and public service sectors, and those who practice on their own or with small law firms in their communities. Mentors provide support and advice on how to handle the unique challenges confronting minority law students during their law school tenure and early career development. Generally, law students are matched with mentors at the beginning of the fall semester. PALS® has also instituted Supplemental Bar Tutorials, and a Town Hall Meeting program whereby law school students can organize and host PALS® attorneys for on campus discussions of relevant career development subjects.

Goal 3

West Virginia State Bar Minority Lawyers Committee

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Mission:

To increase the ethnic and racial diversity of the state's legal profession as well as improve the involvement and participation by minority lawyers in the practice of law.

Programs:

Minority Clerkship Program. Coordinated with the state's only law school at West Virginia University, with participation from law firms throughout the state, the internship program provides summer work experiences for minority law students. Between three and six minority law students participate each year. A Committee of Law School Professors interviews and proposes the participation of first year, and on occasion, second year law students to be involved in this program. Members of the Minority Lawyers Committee then hold an orientation session for these law students at the end of the school year. Following the orientation, the State Bar hosts a luncheon for the students and law firm representatives.

Minority Law Student Mentorship Program: This is a mentoring program for minority law students at West Virginia University Law School. Members of the Minority Lawyers Committee go to the law school to meet personally with the first year minority law students. The mentors maintain contact with the students through communications as well as personal visits.