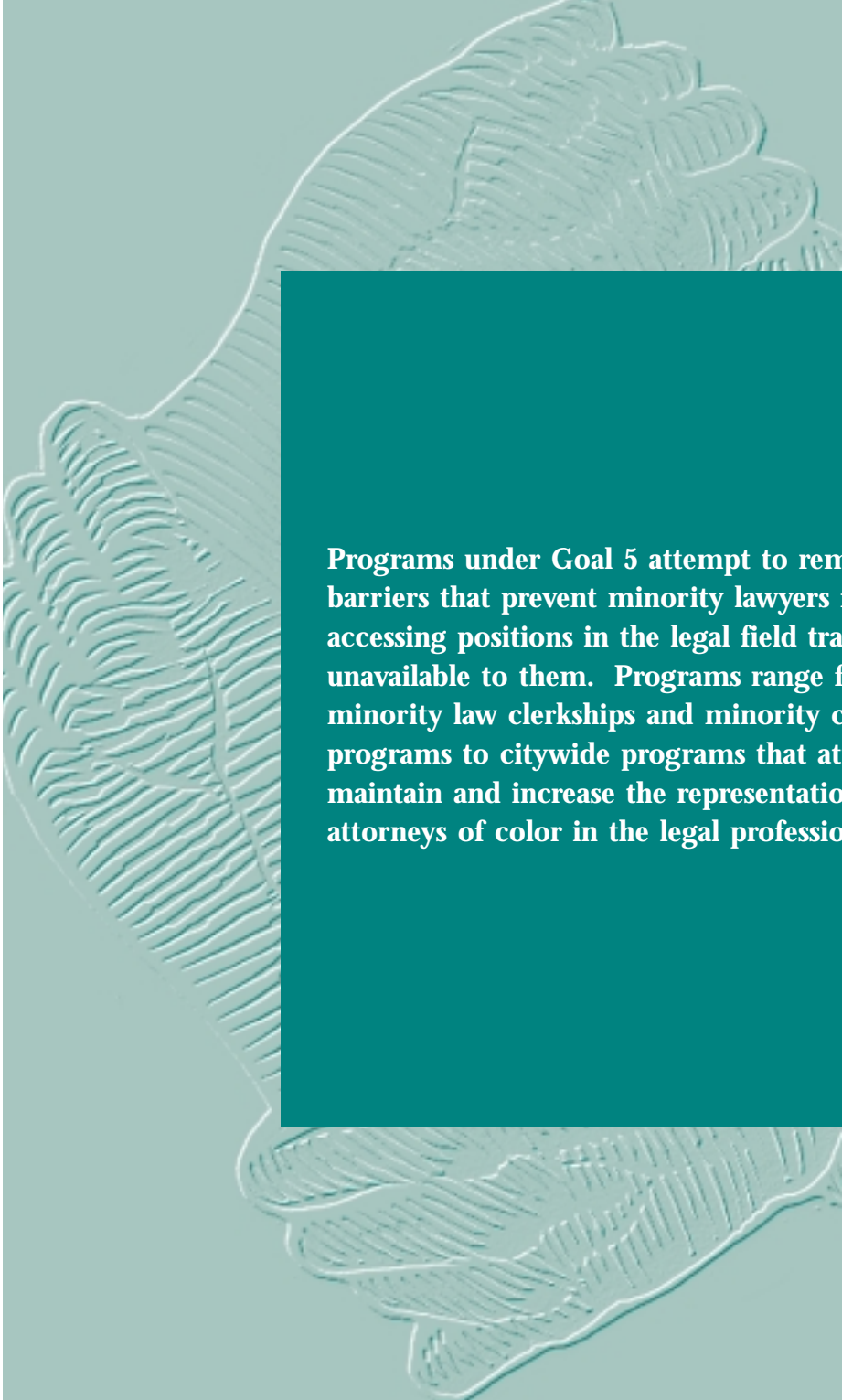


Goal 5: Increase the recruitment of minority lawyers.



Programs under Goal 5 attempt to remove barriers that prevent minority lawyers from accessing positions in the legal field traditionally unavailable to them. Programs range from minority law clerkships and minority counsel programs to citywide programs that attempt to maintain and increase the representation of attorneys of color in the legal profession.

Goal 5

American Bar Association Section of Antitrust Law Special Committee on Minority Clerkships

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Mission:

The Special Committee on Minority Clerkships develops strategies to increase the number of racial and ethnic minority judicial clerks. The committee is comprised of academics, members of the judiciary, former clerks and private practitioners. The Antitrust Section is in a unique position to address this issue because of the active participation by the relevant constituencies, including members of the judiciary, academics and well-respected practitioners.

Program:

The Racial and Ethnic Minority Externship Program is an eight-week summer externship program open to all minority law students who want to do legal research and writing for federal judges. Externs receive a stipend of \$1500. The time commitment for each externship can vary by student, subject to a one-month minimum. Students will be expected to coordinate their schedules with their individual judges, and will be asked to submit a resume, writing sample and a statement of interest. Members of the Antitrust Section will first interview applicants. If selected, students will then be interviewed by the judges who, in turn, will select their externs. Upon completion of the externship, judges and students are asked to fill out a program evaluation form.

First Union Corporation Legal Division

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Mission:

To meet its diversity goals, the First Union Legal Division endeavors to promote greater participation by minorities in the legal profession and in the representation of First Union by 1) considering a firm's minority representation as a factor in the selection of outside counsel and 2) mentoring minority law students by providing summer internship opportunities, both within First Union Legal and in partnership with law firms that provide legal services to First Union.

Program:

Minority Counsel Program. This ten to twelve week program provides qualified minority students with an opportunity to experience the practice of law in a corporate setting by exposing them to the various practice areas within First Union Legal and by providing them an opportunity to observe and participate in First Union Legal's interaction with outside counsel.

“You must be the change you wish to see in the world.”

— Mahatma Gandhi

Goal 5

Nashville Bar Association Minority Opportunities Committee

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Mission:

The Nashville Bar Association Minority Opportunities Committee has a comprehensive set of projects designed to enhance opportunities for professional success by minority lawyers in Nashville.

Because efforts to enhance the number of minority lawyers in majority firms will be useless if minority lawyers do not stay, the Minority Opportunities Committee plans an effort to sensitize law firms to diversity issues. No satisfactory plan for assisting firms in retaining minority associates has yet been developed, but a law firm training session is anticipated in the near future.

Programs:

Minority Retention/Recruitment/Research Project. This project, currently in the planning stages, proposes to undertake research, surveys, focus groups and other measurement tools to determine the efficiency of its efforts. The research element will provide a valuable tool in understanding why the problem exists and what steps this program or any other can and should do to address the problem. The Minority Retention/Research and Recruitment Project will involve recruiting and support for first, second, and third year law students to be placed in Nashville. The placement of minority lawyers through lateral hires will also be facilitated by the program. An exchange of resumes, information and efforts

encouraging minority law students to choose Nashville will be the methods employed.

First Year Minority Clerkship Project. This project involves recruitment and screening of applicants to place first year minority law students with majority firms and organizations as summer clerks. This experience improves their marketability, making it easier for them to gain employment their second year and after graduation. Twelve offers of summer employment were made as a result of the 2000 job fair.

Oregon State Bar Affirmative Action Committee

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 Affirmative Action Program Administrator
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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.

Programs:

Minority Law Day. Three Oregon law schools, with support from the Oregon State Bar, take turns hosting Minority Law Day. The original event took place in 1979 when the OSB and law student representatives from Oregon's law schools established the Minority Law Day Forum. The forum offered a setting for minority student and community members interested in legal careers to meet with law students, ethnic minority attorneys, and law school administrators.

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.

Public Honors. The AAC collaborates with the Oregon law schools to award six Public Honors.

Each law school nominates five students whose career goals lie in public interest or public sector law — i.e., Oregon Supreme Court, Oregon Court of Appeals, U.S. Attorney's Office, Office of the Public Defender, etc. The AAC awards fellowships to the top two students from each law school and ranks the remaining applicants as alternates by school. Each fellowship totals \$4,800 for a maximum of three months summer employment.

Employment Retreat. Ethnic minority students and recent graduates of all three Oregon law schools can attend a day-long retreat focusing on cultural issues that ethnic minorities have encountered in the job search process and in legal employment. Popular sessions include practice interviews and "How to Work a Room."

Career Builders. Ethnic minority law graduates can attend a six-week workshop designed to help participants to identify career goals and to take steps toward achieving those goals.

Goal 5

Santa Clara County Bar Association Minority Access Committee

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Mission:

The Minority Access Committee oversees the Bar Area Minority Summer Clerkship Program, which attempts to establish a vehicle to increase participation of minority law students in law firm clerkship programs with a long term goal of opening avenues for increased hiring of minorities.

Program:

Bar Area Minority Summer Clerkship Program.
Co-sponsored by the Alameda County Bar Association and the Bar Association of San Francisco, the program has over twenty Bay-Area law firms as participants. Since its founding in 1990, BAMSCP has helped law firms recruit over 80 law students into their summer programs. First-year law students are selected for program participation through an application and interviewing process administered by a committee made up of Bay-Area practicing private and public attorneys, judges, professors and law school administrators. Students who are selected are then interviewed by participating firms to determine the best summer placement.