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NALP in Seattle

2014 Annual Education Conference & Resource Center Exhibition

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**Taking Matters Into Their Own Hands:
How Two Diversity Programs
are Taking on the Challenge of Diversifying the
Judicial Clerkship Pool**

The Honorable Gerald Bruce Lee,
U.S. District Court for the Eastern District of Virginia

The Honorable Frank Sullivan, Jr.,
Professor of Practice, Indiana University Robert H.
McKinney School of Law

Amy Killoran,
Assistant Director, Georgetown University Law Center



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Lack of Diversity in the Courts

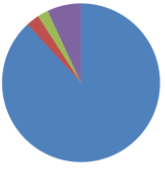
- Minority students represent a disproportionately low percentage of judicial clerks, especially in federal courts.
- In 2009, only **8** federal clerks hired were African-American men, out of 1,168.
- Despite an increased focus on diversity in the past 15 years, these numbers have dropped over time.

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Lack of Diversity Among Clerks

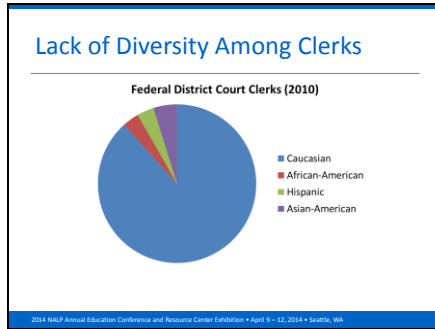
Federal Appellate Clerks (2010)



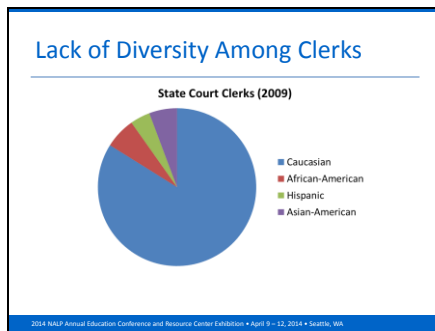
Race/Ethnicity	Percentage (approx.)
Caucasian	95%
African-American	2%
Hispanic	1%
Asian-American	2%

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- ### How Clerkships Benefit New Lawyers
- Working closely with judges
 - Drafting opinions
 - Discussing legal theories
 - Writing and research skills
 - Knowledge of court procedure
 - Soft skills
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Why Clerkships Matter

- Sets graduates up for success
- Makes them better lawyers
- Opens career doors
- Provides mentorship
- Builds legal network

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Two Programs to Address the Problem

- **Just The Beginning: A Pipeline Organization**
 - Share the Wealth Clerkship Program
 - Judicial Resources Committee-JTB Summer Internship Program (partner with Judicial Conference of the United States)
- **ABA Judicial Clerkship Program**
 - Clerkship Program
 - Judicial Intern Opportunity Program
 - Business Law Section Diversity Program

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Just The Beginning: A Pipeline Organization



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Just The Beginning:

A Pipeline Organization

- Founded in 1992 to expand the diversity of the legal field.
- Offers pipeline programs aimed at inspiring young students and increasing diversity in the legal profession and the judiciary.
- Programs for Middle School, High School, and Law Students.



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About JTB-APO

- JTB-APO was founded as a not-for-profit organization of judges, lawyers, and other citizens dedicated to improving the legal system, preserving the history of the integration of the judiciary and promoting diversity in the legal profession.
- Today, JTB-APO continues this mission by offering pipeline programs directly aimed at inspiring students and increasing diversity in the legal profession and judiciary. JTB-APO is committed to developing and nurturing interest in the law among young persons from various socioeconomic, ethnic, and cultural backgrounds underrepresented in the legal profession and to supporting their continued advancement by acting as a continual advocate for diversity and higher education

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The diagram illustrates the JT-B-APO Program structure. It features a large, grey, L-shaped pipe. At the bottom left, a small red-roofed house icon is labeled "Middle School Programs". A horizontal pipe segment extends to the right from the vertical section, with an arrow pointing to it labeled "High School Programs". This horizontal segment then turns 90 degrees upwards. Two arrows point from this vertical segment to the text "College Collaboratives" and "Low School Programs".

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JTB-APO Programs

- Middle School Law Camp
- Summer Legal Institute
- Judicial Resources Committee of the United States Judicial Conference-JTB Judicial Internship Diversity Project
- Share the Wealth Clerkship Program
- Bi-annual Robes in the Schools Program
- School Year Programming for Middle School and High School students

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JRC-JTB Summer Internship Program

- JTB-APO partners with the Judicial Resources Committee to offer federal internships
- Founded in 2011 by Judge Ann Claire Williams (7th Cir.) and Judge Gerald Bruce Lee (E.D. Va.) with JRC Committee
- 90 participating federal district and circuit judges
- 150+ law students placed in first 3 years
- 10 JRC-JTB program graduates have secured judicial clerkships
- Program has screening and training components

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JRC-JTB Internship Project

- Judicial Resources Committee of the United States Judicial Conference and JTB Judicial Internship Diversity Project
- In 2012 and 2013, this program placed over 60 students in the chambers of federal judges each year.
- With assistance from Judge Gerald Bruce Lee and Judge Ann Claire Williams along with their law clerks and dedicated volunteers, JTB coordinates this program and pre-screens and pre-interviews applicants for participating judges.
- In partnership with Holland & Knight, this program conducts mandatory workshops on interviewing and legal writing and research to ensure that the students are prepared and excel in their internships.

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JTB-APO Share The Wealth Clerkship Program

- Founded in 2001 by Judge Lee, Judge James Spencer, Judge Raymond Jackson, and Judge Alexander Williams.
- Judge-to-Judge screening, panel interviews, and referrals.
- Applications through OSCAR – Application deadline August 18, 2014 (www.jtb.org).
- Nearly 10 diverse students hired federal clerkships.
- Utilizes a widespread law school network plus the JRC-JTB inter alumni pool to continue to place diverse law students in federal clerkships.

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JTB Share The Wealth Clerkship Program

- Share the Wealth is a referral program run by judges in partnership with JTB-APO. Participating judges screen qualified law student applicants and conduct panel interviews with students to identify candidates for clerkship positions.
- At the conclusion of this initial process, JTB-APO shares application packages for those students who have not received an offer with additional judges who request to receive applicant information through JTB-APO.
- Judges regularly contact JTB-APO to seek assistance in identifying competitive candidates from diverse backgrounds for consideration. JTB-APO uses a network of former interns and clerks and the organization website to identify candidates and promote opportunities.
- Six judges have signed up to interview Share The Wealth applicants in 2014.
- Complete applications are due August 18, 2014.

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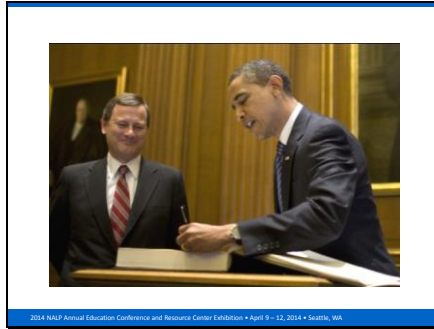
Just The Beginning: A Pipeline Organization

www.jtbf.org

www.facebook.com/JustTheBeginningFoundation

Tweet us @jtbfoundation

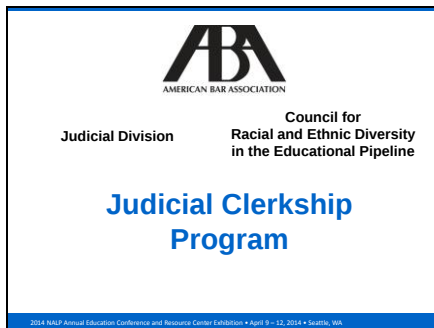
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Why Clerk?

- Develop relationship with a judge.
- Improve skills.
- Enhance career opportunities.
- Help shape the law.

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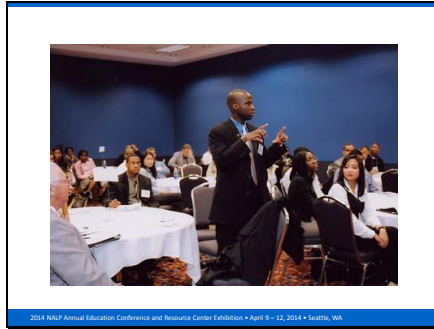
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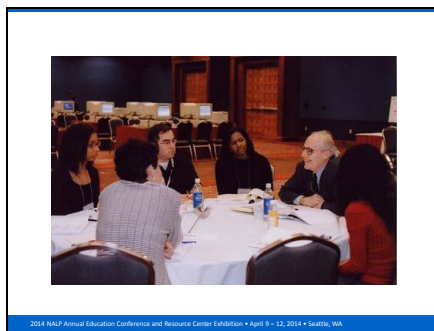


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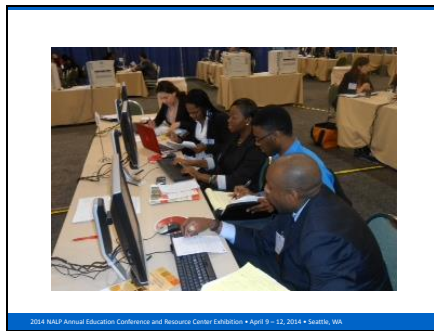
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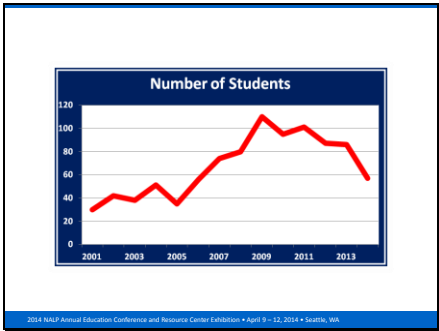
“The Research Exercise”

- 2002: Whether a “voucher” program that provided scholarships to children from low-income families who attended private school violated the Establishment Clause.
- 2011: Whether banning the sale or rental of violent video games to minors violates the First Amendment of the U.S. Constitution.

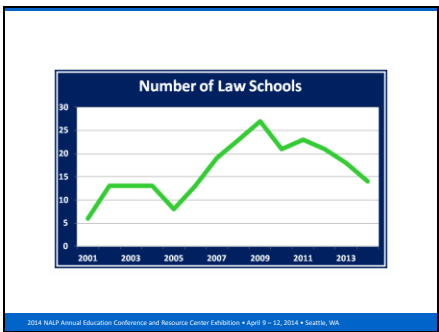
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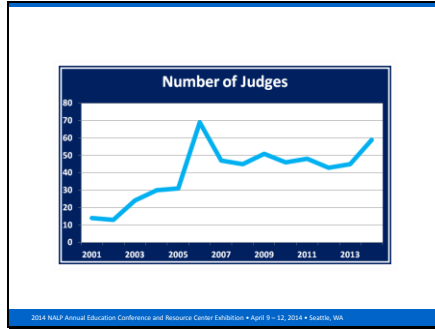
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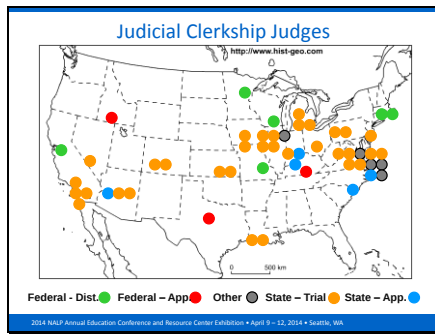
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Needed:

- More deliberate in selecting students.
- More leveraging of the experience.
- More direct placement assistance.

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The Commitment:

- \$3,000/year for three years.
- Select four to six students.
- Finance transportation and housing.

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**What You Can Do:
Debunk the Myths**

- Only law students with the best GPAs can get clerkships.
- Clerking is not worth the financial sacrifice, compared to big law firms.
- Getting a clerkship requires a personal or family connection to a judge.

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What You Can Do: Programming

- Programming to emphasize the importance and benefits of clerking, with diverse former law clerks and judges
- Narrow the information gap
- Co-sponsoring panels with affiliate student groups such as BLSA, LALSAs, APALSAs, and Outlaw
- Promote existing conferences
- Educate students about the variety of clerkships available
- Outreach to law firms to tap their resources

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What You Can Do: Internships and Externships

- Afford law students hands-on skills training in legal research and writing
- Enhances student analytical and legal writing skills; students often earn better grades after internships
- Allows students to form relationships that may lead to clerkship or positive judicial reference for clerkships
- De-mystifies the courts
- Allows judges to assess the student's skills
- Many judges will hire their former interns as clerks

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What You Can Do: Faculty & School-Wide

- Faculty discussions about clerking
- Outreach to students
- Judicial clerkship counselor in Career Services
- Mentorship
- Financial assistance in applications, travel to judicial interviews (or teleconferencing)
- Expanding LRAP programs

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What You Can Do: Other Ideas

- What has worked for you?
- What other ideas do you have?

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Contact Information

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