

Winning Strategies for Supporting Diverse Clerkship Applicants – Judicial Internship & Clerkship Pipeline Programs

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INTERNSHIP PROGRAMS – NATIONWIDE

American Bar Association (ABA) Judicial Internship Opportunity Program (JIOP)

www.ambar.org/jiop

Program Sponsor(s):	American Bar Association (ABA)
Year Established:	The pilot took place in 2000. The first class of students was placed in 2001.
Application Deadline:	Early January – But, the program often accepts applications through the end of January.
Description:	Summer judicial internships – full-time (32 hours per week), six-week minimum
Participating Judges:	Federal and state judges in several locations in California, Illinois and Texas as well as judges in Phoenix, AZ; Washington, DC; Miami, FL; New York, NY; Philadelphia, PA (including Camden, NJ); and Seattle, WA.
Target Audience:	1Ls and 2Ls who are members of racial and ethnic groups that are traditionally underrepresented in the legal profession as well students with disabilities, women, students who are economically disadvantaged and students who identify as LGBTQ.
Citizenship Required:	Yes; “Applicants must be U.S. citizens and have a valid social security number to apply. If a student is not a U.S. citizen, but has a valid social security number and is able to earn income in the U.S. (non-restricted visa), they may also apply.”
Funding Available:	Yes; \$2,000
Other Relevant Info:	Applicants have the option to apply for judicial internships with an Intellectual Property Law focus. Internships for students with an Intellectual Property Law focus are offered in Chicago, Los Angeles, Miami, New York, Texas and Washington, DC.

American Bar Association (ABA) Section of Business Law Diversity Clerkship Program

https://www.americanbar.org/groups/business_law/initiatives_awards/diversity.html

Program Sponsor(s):	American Bar Association (ABA)
Year Established:	
Application Deadline:	Early January
Description:	Summer judicial internships with state business court judges.
Participating Judges:	Participating judges are in several locations including Delaware, Illinois, Michigan, North Carolina, and Pennsylvania.
Target Audience:	1Ls and 2Ls who are students of color; women; students with disabilities; LGBTQ students; or have overcome a social or economic disadvantage such as a physical disability, financial constraints, or cultural impediments to becoming a law student
Citizenship Required:	
Funding Available:	Yes; \$6,000
Other Relevant Info:	Must demonstrate financial need. Must be a member of the ABA Law Student Division and the ABA Business Law Section.

The Judicial Resources Committee of the United States Judicial Conference and Just The Beginning – A Pipeline Organization (JRC-JTB) Summer Judicial Internship Diversity Project for Law Students

<http://jtb.org/programs/2018-summer-judicial-internship-jrc-itb-2/>

Program Sponsor(s):	Just The Beginning – A Pipeline Organization
Year Established:	2011
Application Deadline:	Early January
Description:	Summer judicial internships – full-time (40 hours) for a minimum of six weeks
Participating Judges:	Various federal appellate, district, bankruptcy, and magistrate judges as well as state appellate judges’ chambers from across the country.
Target Audience:	1Ls and 2Ls from communities underrepresented in the legal profession
Citizenship Required:	
Funding Available:	No; unpaid internship, so applicants are encouraged to seek law school or non-profit funding.
Other Relevant Info:	Interns must commit to participating in two mandatory training workshops (February and April) prior to the beginning of their internship, either in-person or via videoconference. Applicants are strongly encouraged to apply to the ABA’s Judicial Intern Opportunity Program, which has been a source of funding for Project interns. Students who apply to both JIOP and JRC-JTB AND are placed with an existing JIOP judge in a JIOP program location, may participate in both programs and receive funding (the \$2,000 award) from the JIOP program.

National Bar Association (NBA) Summer Judicial Clerkship Program (SJCP)

<https://www.nationalbar.org> – historically posted under About Us | Employment Opportunities

Program Sponsor(s):	National Bar Association
Year Established:	2016
Application Deadline:	Early December
Description:	Summer judicial internship for 6 weeks
Participating Judges:	Various federal and state court judges throughout the nation
Target Audience:	1L or 2L who is a member of the NBA Law Student Division or a member of NBSA
Citizenship Required:	
Funding Available:	No; while interns are unpaid, the program states that “depending on the location of placement a one-time stipend may be available”
Other Relevant Info:	Information about the summer 2018 program was posted on the website in December 2017 as an employment opportunity. Information generally gets removed from website when the application deadline passes.

INTERNSHIPS – METRO DC AREA

Judicial Council of the Hispanic Bar Association of the District of Columbia (HBA-DC) Summer Judicial Internship Program

<http://www.hbadc.org/?page=judicialcouncil>

Program Sponsor(s):	Judicial Council of the Hispanic Bar Association of the District of Columbia
Year Established:	
Application Deadline:	Mid-January
Description:	Summer judicial internships for 10 weeks – may be full-time (40 hours) or part-time (20 hours)
Participating Judges:	Judges in the District of Columbia. (The placement may be in a District of Columbia Court, a Federal Court, or an Administrative Law Court.)
Target Audience:	All JD students. Will also accept applications from LLMs and law graduates who are able to commit to the same required hours per week.
Citizenship Required:	No; All applicants must have legal authorization to work or be in an internship program in the U.S. The citizenship requirements may vary between local and federal judges, and may vary depending on which country is your country of citizenship. The requirements are set by the personnel policies of the courts.
Funding Available:	No; unpaid
Other Relevant Info:	An FAQ sheet about the program is available online at: http://c.ymcdn.com/sites/www.hbadc.org/resource/resmgr/judicial_council/FAQ_2017.pdf

Judicial Council of the Washington Bar Association Summer Judicial Internship Program

<http://washingtonbar.org/divisions/judicial-council/>

Program Sponsor(s):	Judicial Council of the Washington Bar Association
Year Established:	
Application Deadline:	Mid-March
Description:	Summer judicial internships full-time for approximately 8 weeks
Participating Judges:	Judge in the District of Columbia. (The placement may be in a District of Columbia Court, a Federal Court, or an Administrative Law Court.)
Target Audience:	All JD students.
Citizenship Required:	
Funding Available:	No; unpaid
Other Relevant Info:	To get current program information email info@washingtonbar.org

Bourne Legacy Program of the J. Franklyn Bourne Bar Association

<https://www.bournebar.org/opportunities>

Program Sponsor(s):	J. Franklyn Bourne Bar Association in West Marlboro, MD
Year Established:	
Application Deadline:	
Description:	Summer judicial internships full-time (for a minimum of six weeks)
Participating Judges:	Various federal and state court judges in the region
Target Audience:	1Ls and 2Ls from communities underrepresented in the legal profession
Citizenship Required:	
Funding Available:	
Other Relevant Info:	Program works in collaboration with The Judicial Resources Committee (JRC) of the United States Judicial Conference and Just The Beginning (JTB) Summer Judicial Internship Diversity Project.

INTERNSHIPS – NEW YORK CITY METRO AREA

The Sonia & Celina Sotomayor Judicial Internship Program

http://scsjip.org/ls_program.html

Program Sponsor(s):	The Sonia & Celina Sotomayor Judicial Internship Program – formerly known as the Joint Minority Bar Judicial Internship program (JMB JIP)
Year Established:	2009 – The Joint Minority Bar Judicial Internship Program ("JMB JIP") was founded in 2009. In August 2015, that program merged with the high school program to form the Sonia and Celina Sotomayor Judicial Internship Program.
Application Deadline:	Early consideration deadline – late December; Deadline – early February
Description:	Summer judicial internships (usually full-time) for 8-10 weeks
Participating Judges:	Various New York City area federal and state court judges
Target Audience:	1Ls and 2Ls attending an ABA approved law school
Citizenship Required:	
Funding Available:	Yes; \$1500 stipend for participants whose schools do not offer summer funding
Other Relevant Info:	

The Honorable Harold Baer, Jr. and Dr. Suzanne Baer Summer Minority Judicial Internship Program

Program Sponsor(s):	New York County Lawyers' Association (NYCLA)
Year Established:	1989
Application Deadline:	Early January
Description:	Summer judicial internships – full-time for 8 weeks
Participating Judges:	Various New York City area federal and state court judges
Target Audience:	Applicants must be minority 1Ls and 2Ls from one of the eight participating law schools in the New York City area
Citizenship Required:	
Funding Available:	\$500 per week for the eight-week internship.
Other Relevant Info:	

New York State Bar Association (NYSBA) Commercial and Federal Litigation Section Summer Fellowship

<https://www.tnybf.org/fellandschol/>

Program Sponsor(s): New York State Bar Association (NYSBA)
Year Established:
Application Deadline: Late January or early February
Description: Summer judicial internship full-time (35-40 hours) for 10 weeks
Participating Judges: Designated Commercial Division Justice in Manhattan
Target Audience: 1L who is enrolled in a law school in the State of New York and is a member of one of the following racial/ethnic groups: Black/African American; Latino/a; Native American or Alaskan Native; Asian or Pacific Islander.
Citizenship Required:
Funding Available: Yes; \$6,000
Other Relevant Info:

Dr. M.L. "Hank" Henry, Jr., Fund for Judicial Internships

<https://le-gal.org/law-student-center/the-hank-henry-jr-fund/>

Program Sponsor(s): LeGal (The LGBT Bar Association of Greater New York)
Year Established: 1996
Application Deadline: Mid-January
Description: 10 week summer internship rotation with several openly gay judges in federal and state courts and tribunals in New York City and Albany, New York
Participating Judges: Various openly gay judges in federal and state courts and tribunals in New York City and Albany, New York
Target Audience: 1Ls and 2Ls with a demonstrated interest in, and commitment to, LGBTQ rights
Citizenship Required:
Funding Available: Yes; \$4,500
Other Relevant Info: Program allows candidates to rotate among several openly gay judges.

INTERSHIPS – OTHER MARKETS

Dallas Bar Foundation William E. Collins Clerkship program

<https://www.dallasbarfoundation.org/collins.aspx>

Program Sponsor(s):	Dallas Bar Foundation
Year Established:	1989
Application Deadline:	
Description:	2L summer internship for 6 weeks (either the first half or the second half of the summer)
Participating Judges:	Select judges in the following state courts in Dallas, Texas: 14th District Court, 68th District Court, Fifth District Court of Appeals and Supreme Court of Texas
Target Audience:	Minority 2Ls who want to practice law in Dallas
Citizenship Required:	
Funding Available:	\$550.00 a week. The Collins Clerk placed with the Supreme Court of Texas also receives a \$1,000.00 housing allowance.
Other Relevant Info:	Other possible non-judicial placements include: Dallas County District Attorney's Office, Dallas County Public Defender's Office, City of Dallas Attorney's Office and City of Irving Attorney's Office.

Wolverine Bar Association Judicial Externship Program (JEP)

<http://wolverinebar.org/wolverine-bar-foundation/judicial-externship-program/>

Program Sponsor(s):	Wolverine Bar Association
Year Established:	
Application Deadline:	January
Description:	Summer judicial externship with U.S. District Court for the Eastern District of Michigan or school year externship with Third Judicial Circuit of Michigan
Participating Judges:	Participating judges in Detroit, Ann Arbor, Bay City, Port Huron and Flint.
Target Audience:	1L, 2L and 3L minority students with a commitment to practicing law in Michigan and connection to Southeastern Michigan
Citizenship Required:	
Funding Available:	Participants have the option of either receiving a modest stipend of \$1,500 or law school credit (most students choose the stipend).
Other Relevant Info:	Participants are required to complete a minimum of one hundred sixty (160) hours in chambers and attend at least (3) law firm sponsored seminars. Acceptance into both the bar association's Summer Clerkship Program and Judicial Externship Program may qualify a student to participate the in dual program, where the students split their summers spending approximately four weeks with the assigned judge and approximately eight weeks with a law firm/company.

CLERKSHIP PIPELINE PROGRAMS

American Bar Association (ABA) Judicial Clerkship Program (JCP)

https://www.americanbar.org/groups/diversity/diversity_pipeline/projects_initiatives/judicial_clerkship_program.html

Program Sponsor(s):	American Bar Association (ABA)
Year Established:	February 2001
Application Deadline:	n/a – requires Law School registration, not direct student submission
Description:	Intensive, 3-day program held during the ABA Midyear meeting for aspiring diverse clerks
Participating Judges:	Various judges participate in the program every year
Target Audience:	Law students (preferably 1Ls and 2Ls) with demonstrated knowledge of and involvement with underrepresented communities
Citizenship Required:	
Funding Available:	Participating students should receive funding directly from their law school.
Other Relevant Info:	A participating law school has to pay an annual fee to participate (\$3000) and must commit to send and underwrite travel and accommodations for 4-6 students each year for 3 years. The current program brochure is available online at: https://www.americanbar.org/content/dam/aba/administrative/diversity-portal/1_aba_judicial_clerkship_program_brochure.authcheckdam.pdf .

Just The Beginning – A Pipeline Organization: Share The Wealth Clerkship Hiring Program

<http://jtb.org/share-the-wealth/>

Program Sponsor(s):	Just The Beginning – A Pipeline Organization (JTB)
Year Established:	
Application Deadline:	Mid-July (generally 12-18 months in advance of clerkship start date)
Description:	Referral program run by a core group of judges. Participating judges screen qualified law student applicants, conduct panel interviews with fourteen students, and consider them for full-time clerkship positions. At the conclusion of this initial process, students who are not extended an offer by one of the judges may have their application packages shared with additional judges who have requested information on applicants through JTB.
Participating Judges:	Usually about 5 participating judges. For 2017, those judges were Hon. Raymond Jackson (E.D. Va.), Hon. Ivan Lemelle (E.D. La.), Hon. Benita Pearson (N.D. Ohio), U.S. Bankruptcy Judge Klinette Kindred (E.D. Va.) and U.S. Magistrate Judge Ivan Davis (E.D. Va.).
Target Audience:	
Citizenship Required:	Citizenship requirements are governed by federal court hiring guidelines.
Funding Available:	Clerkships are paid in accordance with the judicial salary schedule.
Other Relevant Info:	Applicants must also submit their application materials separately to participating judges per specific instructions via OSCAR (or in paper if requested by a judge).

Robert E. Wone Judicial Clerkship & Internship Conference

<http://www.aefdc.com/wone-judicial-clerkship-internship-conference/>

Program Sponsor(s):	Asian Pacific American Bar Association Educational Fund (AEF) coordinates the annual event. In 2017, sponsors included: Asian Pacific American Bar Association of the Greater Washington, D.C. Area, Hispanic Bar Association of the District of Columbia, South Asian Bar Association of the District of Columbia, Georgetown University Law Center, GULC Asian Pacific American Law Student Association, Kellogg, Hansen, Todd, Figel & Frederick PLLC, and Williams & Connolly LLP.
Year Established:	2003
Application Deadline:	RSVPs will be accepted in early fall in advance of the conference
Description:	One day conference held in the fall to introduce diverse law students, who are eager to gain a better understanding of the application and selection processes for clerkships and internships, at all levels of the federal and state judiciaries.
Participating Judges:	
Target Audience:	
Citizenship Required:	
Funding Available:	
Other Relevant Info:	

HIGH SCHOOL PIPELINE PROGRAMS

Just The Beginning – A Pipeline Organization Summer Legal Institute (SLI)

<http://jtb.org/summer-legal-institute/>

Program Sponsor(s):	Just The Beginning – A Pipeline Organization
Description:	One-week legal immersion program for high school students. The program is FREE to all participating students, with public transportation passes available to students who express a need. Housing is NOT provided. Participants also receive guidance about the college admissions process and financial aid resources.
Participating Judges:	Baltimore (MD), Chicago (IL), Detroit (MI), Indianapolis (IN), Los Angeles (CA), Twin Cities (MN), New Orleans (LA), Springfield (MA) and Washington (D.C.)
Target Audience:	High school students

Sonia & Celina Sotomayor Judicial Internship Program (SCS JIP) High School Division

http://scsjip.org/hs_program.html

Program Sponsor(s):	Sonia & Celina Sotomayor Judicial Internship Program (SCS JIP)
Year Established:	2014
Application Deadline:	March
Description:	Four-week judicial internship (9am - 4 pm, Monday through Thursday). On Fridays, interns meet for educational and professional development workshops. Interns receive a free SAT prep course, MTA card and stipend.
Participating Judges:	Various New York City area federal and state court judges
Target Audience:	High school juniors attending high schools in the 5 boroughs of New York City

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NALP BULLETIN ARTICLES

Discussion of Issues/Best Practices Related to Encouraging Diverse Students to Apply for Clerkships and/or Pipeline Programs

Byrne and Beyond: Helping Students to Succeed in the Judicial Clerkship World, by Michele Hoff – January 2016

Tipping the Scales: Courting Diverse Judicial Clerkship Applicants, by Diane H. Fears – September 2015

Addressing Racial Disparity in Federal Clerkships, by Hanna Stotland – March 2012

ABA Programs Enhance Opportunities for Diverse Students, by Beverly K. Bracker – February 2011

Reaching Back to Move Forward: Diversity Pipeline Initiatives, by Susan Robinson – May 2007

What Are Law Schools Doing to Encourage Minority Students to Consider Judicial Clerkships?, by Gita Z. Wilder - March 2007

Challenges for International Students Applying for Judicial Clerkships

Clerkships for International Students: Challenges and Hurdles, by Jeannie Musslewhite and Caroline Springer – January 2018

Judicial Clerkships for International Students: A Thing of the Past?, by Christine C. Fritton and Beth Wickwire – May 2012

Requirements for International Students to Clerk in State and Federal Courts, by Christine C. Fritton and Beth Wickwire - May 2010

Other Helpful Suggestions/Best Practices

Building an Effective Tribal Court Clerkship Program, by Jason Gray and Devra Herмосilla – November 2017

Leveraging Judicial Externships into Judicial Clerkships, by Linda A. Hale - March 2017

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SELECT NALP RESEARCH

NALP Research: A Demographic Profile of Judicial Clerks—2006 to 2016, by Judith N. Collins – NALP Bulletin October 2017

NALP Research: Increasing Diversity of Law School Graduates Not Reflected Among Judicial Clerks, by Judith N. Collins – NALP Bulletin September 2014

NALP Research: A Demographic Profile of Judicial Clerks - Patterns of Disproportionality, by Judith N. Collins – NALP Bulletin November 2010

NALP Research: A Demographic Profile of Judicial Clerks, by Judith N. Collins – NALP Bulletin June 2008

NALP Research: A Demographic Profile of Judicial Clerks, by Judith N. Collins – NALP Bulletin June 2007

MISCELLANEOUS

A Portrait of Asian Americans in the Law – Yale Law School and National Asian Pacific American Bar Association – 2017 (pages 12-14 refer to clerkships) - <https://www.apaportraitproject.org/>

Eleven African-American Students and Alumni Nab Prestigious Federal Clerkships, by Andrew Cohen – Berkeley Law School - <https://www.law.berkeley.edu/article/eleven-african-americans-berkeley-law-nab-prestigious-federal-clerkships/>

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DIVERSITY AND U.S. SUPREME COURT CLERKS

Recent Coverage by National Law Journal Supreme Court Correspondent Tony Mauro

Minority Attorneys Take a Closer Look at the SCOTUS Diversity Dearth (February 1, 2018 - updated March 20, 2018)

<https://www.law.com/nationallawjournal/2018/02/01/minority-attorneys-take-a-closer-look-at-the-scotus-diversity-dearth/>

SCOTUS Law Clerks: The Diversity Picture (December 11, 2017)

<https://www.law.com/nationallawjournal/sites/nationallawjournal/2017/12/11/scotus-law-clerks-the-diversity-picture/>

Shut Out: SCOTUS Law Clerks Still Mostly White and Male (December 11, 2017)

<https://www.law.com/nationallawjournal/sites/nationallawjournal/2017/12/11/shut-out-scotus-law-clerks-still-mostly-white-and-male/>

Mostly White and Male: Diversity Still Lags Among SCOTUS Law Clerks (December 11, 2017)

<https://www.law.com/nationallawjournal/sites/nationallawjournal/2017/12/11/mostly-white-and-male-diversity-still-lags-among-scotus-law-clerks/?slreturn=20180222135649>

Who Are the Supreme Court's Biggest Feeder Judges? (December 11, 2017)

(The path to a U.S. Supreme Court clerkship runs disproportionately through the chambers of certain circuit judges, many of whom sit on the U.S. Court of Appeals for the D.C. Circuit and almost all of whom are white men.)

<https://www.law.com/nationallawjournal/sites/nationallawjournal/2017/12/11/who-are-the-supreme-courts-biggest-feeder-judges/>

SCOTUS Clerks and Diversity: A Conversation (December 14, 2017)

<https://www.law.com/nationallawjournal/sites/nationallawjournal/2017/12/15/scotus-clerks-and-diversity-a-conversation/> (Podcast featuring Tony Mauro and former Acting Solicitor General Neal Katyal of Hogan Lovells)

Related Articles in Other Publications

Supreme Court clerks are not a particularly diverse lot by Jonathan H. Adler, Washington Post (Opinion – The Volokh Conspiracy) (December 12, 2017)

<https://www.washingtonpost.com/news/volokh-conspiracy/wp/2017/12/12/supreme-court-clerks-are-not-a-particularly-diverse-lot>

Supreme Court law clerks are still mostly white men; which justices had the most diverse clerks? By Debra Cassens Weiss, ABA Journal (December 2017)

<http://www.abajournal.com/news/article/supreme-court-law-clerks-are-still-mostly-white-men-which-justices-had-the-most-diverse-clerks>