



Diversity Pipeline Initiatives Committee

Wednesday, March 13, 2013 Meeting Minutes

The meeting was called to order at 6:30 pm.

Present: Paula Edgar (Chair), Sarah O'Connell (Secretary), Gabrielle Brown, Courtney Browne (via teleconference), Cassandre Charles, Tina Coco (via teleconference), Paula Donaldson (via teleconference), Bernard Dufresne, Tanya Facey, Kendrick Harris, Elise Jaffe (via teleconference), Kelli Johnson, Alfreida Kenny, Supria Kuppuswamy, Rachel Littman (via teleconference), Purvi Maniar, Shanice Naidu, Carolyn Nelson, Swati Parikh (via teleconference), Sonji Patrick (via teleconference), Nate Saint-Victor (via teleconference), Amee Sampat, Michael Watson

Best Practices Forum

The Best Practices Forum will be held at the City Bar this **Friday, March 15th** at 4 pm, and the topic of the program will be challenges facing diverse law students in law school and as they enter the profession. The title for the program is “Empowering Tomorrow’s Leaders: Best Practices for Supporting Diverse Students During Law School and Into Employment.” The program will begin with a welcome by the Executive Director of the City Bar, Barbara Opotowsky, followed by a keynote address from Dean Michelle Anderson of CUNY Law School. Following the keynote, attendees will be divided into breakout sessions in four rooms: two groups will discuss Academic Success and two groups will discuss Professional Success/Long Term Job Prospects. The breakout sessions will be followed by a report back and reception.

Currently, 100 attendees are expected to attend. Paula encouraged all committee members to please continue to reach out to your networks with a personal request for attendance. Given the topic of the forum, we would ideally have representation from the admissions and career services office of all of the local law schools. We are still looking for representation from several regional law schools. Gabrielle asked committee members to directly reach out to their contacts in each of the schools to encourage them to attend.

We will circulate talking points for the breakout sessions in advance. We have also compiled some data on minority law student applications, admission, and enrollment, as well as data on employment for Class of 2011 graduates. If anyone has access to data on bar passage rates or the LSAT/GPAs of admitted students, please let Paula and Gabrielle know. Each breakout session will have a committee member serving as the leader to encourage participation and discuss the talking points. We will be recording each session and will also have note-takers assigned to each room. If committee members take notes during the sessions, please provide them to Gabrielle and Paula. The notes will assist in the preparation of the post-conference report.

After the conference, we are planning to have an open forum either online or by conference call to get a wider outreach to contribute to the report before its publication. If you are not able to attend the Forum, the committee will be reaching out to you to participate in these post-forum calls to increase the richness of the conversations and contribute to the publication of the post-forum report.

If you are planning to attend the Best Practices Forum and have not already responded via the City Bar registration link or informed Gabrielle that you will attend, please do so immediately.

2013 TMSLI

We currently have 170 applicants for the program. All of the applicants are invited to interview at the City Bar and invited to participate in the Pre-Employment Training programs. Only those students that participate in the pre-employment training are eligible to interview for internships. Each employer is sent three applicants for review. Those students that are not selected for a particular internship are then eligible to interview for others. While this information should not be publicized outside of the committee, if members know of students who are interested in the program but did not yet apply, they can submit an application before **Friday, March 22nd**.

Calendar/Volunteer Attorneys

The calendar of events for the 2013 TMSLI program has been set and the registration links are available for volunteer attorneys to participate in the supplemental development workshops. Committee members are encouraged to attend the pre-employment training, the opening reception, speed networking and the diverse career opportunities panel, and should invite any contacts who may be interested in participating:

April 23 & April 30 Pre-Employment Trainings: <http://bit.ly/13awJ4n>

July 11- Speed Networking Event: <http://bit.ly/W1SXI7>

July 23- Diverse Career Opportunities Panel: <http://bit.ly/13ax2MH>

August 12-16 Job Shadow Week: <http://bit.ly/W1ToSY>

We ask that committee members participate in at least two of the events and we encourage you to invite others from your networks. These events are a great way to introduce people to the Thurgood program and the students involved. Paula encouraged committee members to consider inviting clients to participate in these events with them. If your firm or organization is interested in submitting a press release or otherwise publicizing its participation in any of these events, the committee can assist in providing language or background about the program.

Recruiting Employers

We are in the final stage of recruiting employers. All committee members are encouraged to either host an intern or job shadow week participant, or to recruit another organization to do so. Students can work full or part-time internships. The internship program runs from the last week of June through the second week of August. Interns are typically paid \$8-12/hour. Judicial and non-profit internships can be unpaid. The City Bar provides a Metro Card to all unpaid interns. The deadline for companies to advise the committee that they are interested in taking an intern is **Friday, March 22nd**. Committee members should contact Katelin or Gabrielle with any questions or if you are looking or language to use in recruiting efforts.

Judiciary Week

This year, as a result of Katelin's significant efforts to recruit the judiciary, we will have a judiciary week as part of the TMSLI program, likely the last week of July. This week will take place during the internship program. Participating interns will be excused from their internship for one day to shadow a judge. That week, the interns will also be coached at Fordham Law School for the Mock Trial before a federal judge. If anyone knows of a judge that would be interested in participating, please let Gabrielle and Katelin know.

Job Shadow Week

Corporations or organizations interested in participating in Job Shadow Week (August 12-16) can register at the following link: <http://bit.ly/W1ToSY>. More information about Job Shadow Week, with sample agendas and a list of participating companies is available at the following link: <http://www.nycbar.org/diversity/student-pipeline-program/programs/1162-job-shadow-week>. Job

shadow week is a very easy way for individuals and companies to be involved in the TMSLI program. The students are given questions in advance and also have observation materials that they need to complete.

Upcoming Events/Announcements

The South Asian Bar Association of NY (SABANY - <http://sabany.org/>) has two fellowships available to students who are of south Asian descent and are working at a non-profit organization in the New York City area, or who are of any descent but are working at a non-profit serving the south Asian community. If you know anyone who might be interested, please contact Amee

The NYC Bar Committee on Minorities in the Profession's 2013 Oshima Essay Competition Application is available at www.nycbar.org/oshima the application deadline is **May 31st**

The Association of Black Women Attorneys, Inc. (ABWA) is awarding scholarships to regional law students who have demonstrated community service and financial need. The application is available on ABWA's website: <http://abwanewyork.org/>, and the application deadline is **Wednesday, April 1st.**

The New York State Bar Association is hosting a free CLE on March 28th on Diversity in Dispute Resolution. More information is available at the following link: www.nysba.org/DRSDiversityEvent

Kendrick suggested opportunities for the committee to write about the diversity issues in the legal profession. Gabrielle explained that we would need to do this in collaboration with the other diversity committees in the diversity cluster. The committee discussed writing an annual state of the state of diversity report in conjunction with the other committee, where each committee could address the issue from their specific viewpoint.

Kendrick also suggested having a fundraiser to raise funds for the Law Preview scholarships. This would need to be in collaboration with PALS. Kendrick will reach out to Paula Donaldson to discuss the issue further.

Next Meeting

The next meeting will be on **Wednesday, April 3, 2013** at 8:30 am.

The meeting was adjourned at 7:30 pm.

A big thank you to Taj Edgar and Edgar's Edibles for providing delicious cheesecakes for the meeting! www.facebook.com/edgarsedibles