

TALKING POINTS FOR ACTL MENTORING INITIATIVE

I. Need.

There is a need for College Fellows to mentor first generation law students. According to the National Association of Law Placement:

- 88% of first generation lawyers are employed v. 93% of lawyers who had at least one parent or guardian with a JD degree.
- Employment rate for jobs requiring job placement was 11% lower for first generation lawyers.
- 9% of first generation lawyers get judicial clerkships v. 14% of those who have a parent or guardian with a JD degree
- First generation lawyers earn on average \$13,000 less upon graduation.
- Currently, there is no regular source of funding for first generation law students to work as interns for federal judges during the summer.

II. The Goals of This Mentoring Initiative:

1. ASSIST JUDGES TO DEVELOP MENTORING PROGRAMS FOR CHAMBERS.
2. CREATE PROGRAMS FOR ACTL FELLOW TO MENTOR THE SJI'S.

3. TEACH CORE ACTL PRINCIPLES TO FIRST GENERATION LAW STUDENTS:
 - a. PROFESSIONALIS
 - b. INDEPENDENCE OF JUDICIARY
 - c. COMMITMENT TO PRO BONO WORK.
4. ENGAGE JUDICIAL FELLOWS.
5. ENGAGE MINORITY FELLOWS.
6. HEIGHTEN ACTL'S VISIBILITY TO JUDGES.
7. CREATE RELATIONSHIPS BETWEEN ACTL FELLOWS AND JUDGES & THEIR LAW CLERKS.
8. BONDING AMONG ACTL FELLOWS IN A COMMON CAUSE.
10. MAKE MENTORING A SIGNATURE INITIATIVE OF THE COLLEGE THAT CAN ALSO SEED THE NEXT GENERATION OF ACTL FELLOWS.
 - a. *IMAGINE AN ACTL SJI BECOMING AN ACTL FELLOW IN 20 YEARS---*wouldn't that be cool!

III. THE AIM IS TO CREATE A MENTORING PROGRAM THAT IS DOABLE.

a. SOURCING STUDENTS, SOURCING JUDGES AND PAIRING THE STUDENTS AND JUDGES IS NOT DONE BY ACTL OR FELLOWS.

b. ACTL IS PARTNERING WITH JUTS THE BEGINNING-A PIPELINE ORGANIZATION (“JTB-APO”).

- JTB HAS A TRACK RECORD SUMMER JUDICIAL INTERNSHIPS FOR FIRST GENERATION LAW STUDENTS.
- BUT ITS PROGRAMS HAVE NOT BEEN FUNDED ADEQUATELY SO THE LAW STUDENTS HAVE NOT BEEN PAID ADEQUATELY
- THIS YEAR (AND HOPEFULLY NEXT) THE ACTL FOUNDATION AND COLLEGE HAVE AGREED TO FUNDED THE JTP SUMMER JUDICIAL INTERNSHIP PROGRAM WITH \$100,000.
- ACTL’S FUNDS WILL BE USED TO CREATE ACTL SUMMER JUDICIAL INTERNSHIPS FOR APPROXIMATELY 20 SUMMER INTERNS WHO WILL RECEIVE \$5,000 APIECE AND BE CALLED ACTL SJI’S.
- JTB HAS MEMORANDA OF UNDERSTANDINGS WITH THE PARTICIPATING JUDGES THAT SETS FORTH THE MENTORING THAT PARTICIPATING JUDGES ARE EXPECTED TO PROVIDE TO THE INTERNS.
 - For example, each intern is to come away with two writing samples that s/he can use for job applications.

- c. ACTL'S ROLE WILL BE TO ENHANCE THE JTB MENTORING PROGRAM IN TWO WAYS.
- i. FIRST, ACTL WILL OFFER HELP AND CURRICULUM SUGGESTIONS TO JUDGES ABOUT HOW THE JUDGES COULD ENHANCE THEIR EXISTING MENTORING OF SUMMER JUDICIAL INTERNS. A MEMO DESCRIBING THE ASSISTANCE THAT FELLOWS CAN PROVIDE JUDGES IS ATTACHED.
 - ii.
 - NOTE: ACTL FELLOWS MUST BE CAREFUL NOT TO INTRUDE ON THE JUDGE'S RELATIONSHIP WITH THE SJI'S
 - iii. SECOND, THE ACTL WILL PROVIDE SUPPLEMENTAL MENTORING TO THE SJI'S (INCLUDING BUT NOT LIMITED TO THE ACTL SJI'S) THROUGH VARIOUS SOCIAL EVENTS, CAREER PROGRAMS AND PERSONAL INTERACTIONS TO BE CREATED ON THE STATE AND REGIONAL LEVEL. A MEMO SETTING FORTH HOW SOME OF THESE PROGRAMS COULD BE DESIGNED IS ATTACHED.
- NOTE THE SUCCESS OF THE ACTL MENTORING INITIATIVE WILL COME FROM THE ENERGY AND INVOLVMENT OF ACTL FELLOWS ON THE LOCAL LEVEL. THE PROGRAMS WILL NOT BE ADMINISTERED BY THE MENTORING COMMITTEE. INSTEAD, THE MENTORING COMMITTEE WILL FUNCTION AS A CLEARING HOUSE FOR SUCCESSFUL PROGRAMS SO THEY CAN BE DISSEMINATED TO OTHER REGIONS.

IV. CONCLUSION

IN ORDER FOR THE INITIATIVE TO BE SUCCESSFUL, WE HAVE TO HIT THE GROUND RUNNING.

THE STUDENTS WILL BE ASSIGNED TO JUDGES IN MARCH OR APRIL – WHEN OUR WORK WILL BEGIN.

NOW IS THE TIME TO DESIGN AND CONCEPTUALIZE THE REGIONAL PROGRAMS.

THE ACTUAL PROGRAMS NEED TO BE SHOVEL READY WHEN THE MATCHES ARE MADE.

THE MENTORING COMMITTEE HOPES TO MAKE THIS MENTORING INITIATIVE A SIGNATURE UNDERTAKING OF THE COLLEGE

- 1 OR 2 YEARS IS NOT ENOUGH.
- THE MENTORING PROGRAMS SHOULD CONTINUE FOR AT LEAST 10 YEARS.
- \$100K A YEAR IS NOT ENOUGH. WE NEED TO THINK CREATIVELY ABOUT FINDING MORE MONEY TO REACH ALL 100 SJI'S AND TO PAY THEM ALL AT LEAST \$6500 FOR THE SUMMER. THIS IS FOR ANOTHER DAY, BUT POSSIBLE FUNDRAISING IDEAS ARE:
 - ENCOURAGE FELLOWS TO EARMARK DONTATIONS TO THE FOUNDATION FOR THIS PURPOSE.
 - FELLOWS CAN GET THE SJI'S LAW SCHOOL TO SUPPLEMENT THE STIPEND OF ACTL SJI FELLOWS

WE HOPE THAT FELLOWS WILL VOLUNTEER AND SHOW UP FOR THIS INITIATIVE. IT HOLDS GREAT PROMISE TO MAKE A DIFFERENCE. IF YOU AGREE AND SUCCEED THIS FIRST YEAR, WE WILL ASK YOU TO LET THE BOARD OF REGENTS AND THE FOUNDATION KNOW THAT THIS MENTORING INITIATIVE SHOULD CONTINUE TO RECEIVE GRANTS, THAT THE GRANTS SHOULD NOT SUNSET IN TWO YEARS, AND THAT THE SIZE OF THE GRANTS SHOULD NOT BE LIMITED BY THE \$100K CAP THAT IS CURRENTLY RESERVED FOR THE GUMPert AWARD.