All right, everyone. It's 3:00. I'll mute myself and then hit broadcast.

Matt Archer-Beck: Welcome to today's webinar entitled COVID-19 and the Path to the Profession. Is a legal career still the right choice? Opportunities for diverse lawyers and why diversity matters. Today's webinar is sponsored by the A.B.A. council for diversity in the educational pipeline and the section of civil rights and social justice with organizations—sponsorship with the coalition for racial and ethnic diversity in the profession and justice. Today is one seminar on the COVID pandemic. We are planning more on a variety of issues. Please visit Americanbar.org/crsj for updates. My name is Matt Archer-Beck, chair of the A.B.A.'s council for diversity in the educational pipeline or pipeline council for short. I will be moderating. The pipeline council is charged with working with partners in and outside the A.B.A. for diverse students to enter the legal profession. The current pandemic has caused enormous disruptions in our society and as we are also aware, they have had a disproportionate impact on communities of color, persons with disabilities and low-income communities. The in addition, law schools and the legal profession generally are facing unique challenges as a result of the COVID-19 crisis. Some diverse law students and those contemplating law school in the future may be asking themselves -- in this time of great uncertainty is a legal career still the right choice for me? In addition, students may be struggling, adjusting to virtual and online instructions that have become the standard during this time. Although the pandemic has brought challenges, it may also present particular opportunities for diverse members of the profession. In addition, what are the resources that are available to diverse students to navigate the difficult decisions about going to law school and becoming a lawyer? Today's panel will discuss these and other related topics. During today's program, we encourage you to ask questions of our panelists. As an attendee, you
should see a control panel with controls such as audio options, chat, raise hand and Q and A. For the purpose of this webinar, we ask that you submit your questions through the A and A, not the chat function. You also have the option of up voting or commenting on other questions. If you do not see the controls, please ensure that your screen is not idle. For those of you watching through youtube livestream you may also submit questions through the youtube chat. They will be relayed by staff. We will be sharing a recording to everyone who is registered so that you can share it widely with your networks. Let me briefly introduce today's panelists. We have Gretchen Bellamy, the Senior Director of Education, Operations and Initiatives at the University of North Carolina at Chapel Hill. Rodney Fong, Associate Dean for Academic Achievement, Program Assessment and Bar Preparation at the UIC John Marshall Law School. Fe LopezGaetke, Director of Educational Equity Initiatives at the Law School Admission Council, Judge Dean Lum, Assistant Presiding Judge King County, Washington, and John Pierre, Chancellor, Southern University Law Center. Let me start with Fe LopezGaetke.

>> Fe LopezGaetke: Thank you to the A.B.A. for putting these webinars together. I appreciate that. I didn't have a really cool link to a bio, I will just quickly say that previously to working at LSAC, I started with them last summer I was working on police reform, representing underrepresented communities in Seattle, Washington under consent decree and then before that, I did that for five and a half years. Before that, I worked at Seattle University School of Law. So the law school admission council's vision is to build a more just and prosperous world and our mission is that we continue to promote quality access and equity in law and education worldwide. We embrace and value the differences that all people bring to the table, but we also acknowledge that there is historical institutional and structural disempowerment of targeted communities. And during the pandemic, we see those inequities come into stark view locally and nationwide. For example, in the April 7 article in the New Yorker called inequity intensifies the coronavirus crisis in Detroit, the impact of COVID-19 on the black community is devastating. In Michigan, they made up 41% of COVID-19 victims. Louisiana's numbers were even starker. African Americans are 32% of the population, but accounted for 70% of the deaths from COVID-19. Those demographics statistics are playing out all over the nation. In Washington State where I'm from, I live in Seattle, Latinx patients tested positive for the virus 16% of the time which is more than double the rate of white patients. There are a number of reasons why this may be the case from living in smaller multi-generational homes, being largely essential workers, language barriers and so many other things. Health care, housing stability, employment, education, incarceration, wealth distribution and history all play, intersected and complicated roles regarding disparate impact to our diverse communities. Those inequities, while they have always been here, are much more visible during
the pandemic.

>> Matt Archer-Beck: Can you talk about why these matter when talking about diversity in the legal profession?

>> Fe LopezGaetke: We must be concerned because they are impacting the ability of students to start, maintain and complete college experiences. COVID-19 is highlighting and exacerbating inequities throughout our country and institution. If I had to go home and I was an undergrad, I would have been challenged to finish this year. We lived in a 700 square foot two-bedroom house in rural Washington. We had no Internet, could barely afford electricity. Internet cafes are still not a thing in my area, my hometown. Our voices need to be heard. While laws and policies are being debate, developed and implemented, our communities that are often being shut out of the process. We need more diverse lawyers now more than ever with or without a pandemic. And to that end, you know, I'll talk about a number of things to help candidates to help students during this time of crisis. And we will be discussing those resources that are available to students later in the webinar and I'll make sure to link that in the chat and send that to the A.B.A. so that those can be linked and sent out later.

>> Matt Archer-Beck: And we will talk more about that in just a little bit later. You know, Rodney Fong, I know you have been concerned about the stress that the pandemic has been causing students. Particularly diverse students. Can you talk more about what you’re thinking, what you were thinking is causing and contributing to that stress?

>> Rodney Fong: Sure. The first thing I'll talk about is the concept of perceptions. Now I know this is a bad scenario, but, if we continue with that thought, as you mentioned earlier, is this a challenge? Or is it an opportunity? So, I think the first thing we need to think about in order to deal with this is to control how we perceive what's going on. And, I assume people are on the line, they want to become a lawyer. So guess what lawyers do. Lawyers have to be problem solvers. We have to be resourceful, we have to be self-directed, and we have to be hopeful. And so, what I am trying to get at is, how do we perceive this situation? Can we turn it into an opportunity and exhibit those skills? There's a saying in the Chinese community called chaos where brilliant dreams are born. And so I think it's really important that those of you who are out there look at the opportunity that's being created and, again, those traits that I mentioned, start practicing them now. Guess what. The when you are a lawyer, you need to practice those traits, creativeness, resourcefulness. Hopeful. Think of a client. They don't want you making excuses. They want you helping them solve the problem. So, guess what. These are traits of a good lawyer. These are traits of a good law student and student in general. I think it's important that you start exhibiting those traits and guess what. The it will be great on your personal statement when you apply for law school. Couple of other things to deal with stress. One
is to develop a routine. Again, develop a routine that's consistent with this opportunity. The things from developing a daily schedule so you aren't sitting around kind of thinking -- what do I do next? So develop a routine. Develop a good study place. I realize there are challenges in some families and Fe, you described some scenarios where it is more challenging. But again, you know, can we be resourceful? Can we be creative? One of the things about studying is, it doesn't have to be a noise-free situation 24/7. It's probably pretty hard to do that in people's situation right now. So, one of the suggestions I have is to think about the type of study task that you have to do. Which is that which tasks require concentration? Develop those times for when you need quiet. It may be when people in your house are asleep still. It may be negotiating with folks like you do with your roommates to get some quiet time. But keep in mind that your studying doesn't have to be quiet-time studying all the time. And then again, I want to end with the positive attitude. Again, this is an opportunity. You are getting the practice skills that you are going to need as a lawyer moving forward.

>> Matt Archer-Beck: Yes, thanks. I know you have also been looking at stress caused by online learning. And, the difficulties of online learning, Rod. Can you talk more about those challenging and suggestions you might have for people facing online learning challenges?

>> Rodney Fong: Sure. There are two basic areas I want to address. One is, online learning by itself is a whole new environment for everyone. You know, it's not like we can just say oh, it's the same as in person but it's on a computer. It creates different challenges. Keep in mind that some stress is actually good. So we don't want to eliminate all of the stresses out there. And, trust me, when you go to law school and when you become a lawyer, there's going to be a little bit of stress out there. And so, some of the stressors that are being raised or things like the online platform. I was kind of stressing out earlier today because my laptop kind of died. My voice went out, my video went out. And so, you know, luckily I am on my iPad now and it works. But hey -- I found a resourceful way of doing it. What are the expectations of the class? The course and your professor? Find that out. Figure that out. Because that may change in an online environment. Also something that people don't realize. The when you are online, it actually is more work. So, allocate more time to study. There's more expectations. Also, some of the stressors that you might be having -- one is a change in lifestyle. I think all of us on the panel have a little additional stress just because of what we are going through now. Some of us are more afraid than others of catching the coronavirus. And some of us know folks who have not done well with it. For those of you who are students out there, I am sure moving home with your parents might be causing a little bit more stress. Actually after being away for a little bit. In fact I heard some students not wanting to go home because of that. There's also disappointment. The loss of a
college experience. The socialization. I know I'm going to be sad because sporting events may or may not be online, I mean, you know, available. And then also, we have stress created by an uncertain future. With that, I want to give you a tip. Don't stress out on things that you do not have control over. So think about it. What do I have control over? What don't I have control over? Let me give you an example. So, in the fall, are courses going to be in person? Or are they going to be online? I know a lot of students are stressing out about that. But I'll tell you, you don't have control. Your administration, your Deans, your Chancellors, are figuring that out right now and they are trying to make the best decision for you. But, if you spend a lot of time worrying about that decision, it's really wasted. But, don't get me wrong. I am saying yeah, you should focus on maybe what you should do in relation to what the decision is made. So, if it's online, ok, I'm going to do this. If it's in person, I'm going to do this. But the actual decision, don't stress about. And keep in mind this is not going to last forever. I think most of our audience out there probably has a good 50, 60 more years to live. Hey, it's not going to last forever. Think about that time. Ok? The other thing I want to take a couple minutes on, if you don't mind, Matt --

>> Matt Archer-Beck: Sure.

>> Rodney Fong: I know for students of color and students, there's additional stress caused by online learning. There's been a number of studies that I want to share with you and the main thing that happen was online learning is isolation. Isolation. And that really triggers a lot of noncognitive barriers especially in diverse students, especially in students who are first generation students. And some of those barriers I want to talk about, and I can't give a long talk, but please look it up and Google it. One is called lack of belonging. And that's something that the cognitive psychologists talk about a lot. That's where you don't feel like you are doing what everybody else is doing. You know? You think everybody else is doing all the work they are supposed to be doing, they are studying, they aren't bothered by stress. Of the you think all these negative things and you put yourself in the other side or a bad position feeling that you are the odd person out.

And what cognitive psychologists have found is that when you feel like you don't belong, it affects your motivation, it affects your health, and it affects your happiness. So, keep that in mind. Another one is the isolation also triggers imposter syndrome. I think a lot of you have heard about imposter syndrome. Believe it or not, 70% of people at one time or another have incurred imposter syndrome. So it's actually pretty common. And with imposter syndrome, the concern is that someone will catch you as a fraud. Right? You will go to an online class, you will raise your hand, you will say something and you will feel everybody is going to look at you and think -- whoa -- this person's not smart. They're a fraud. We see that happening a lot in law school because, I mean there's a lot of
intelligent people there. So, some of the things I just want to get you to think about is -- to be aware of these phenomenas. To be aware of some of the ways to counteract it. One is resilience, to be resilient and have grit. I'll let you go online and take a look at that. And also to develop a growth mindset that everybody in school is learning. And it is normal to learn to make mistakes and hopefully make corrections on those mistakes. And then, I want to leave you with a couple of thoughts. One is, you may have to be more deliberate and intentional in reaching out to others. To keeping in touch with your classmates, to keep in touch with your professors. The to check your e-mail so that you do not isolate. Because again, if you don't take the steps, you will isolate and trigger those phenomenas. And the other is, your school actually has a lot of resources. People are still active from your academic support folks to your wellness centers to your tech support, financial aid, diversity inclusion. The folks you see on this panel. We are still the active at our schools. Please reach out to us and don't isolate. Thanks, Matt.

>> Matt Archer-Beck: Thanks, Rod. Kind of picking up a little bit on that and the stresses of being online during this time, you know, one of the things that is going online is the LSAT. We had a question come in from someone who just took the LSAT last week and she described it as a nightmare. She was kicked out of the exam a few times, couldn't get back in, wasn't able to finish and she said my software is not super old but I think it couldn't keep up with the overworked system on the 18th. Too many people taking the exam at the same time. And then she went on to say I feel that the LSAT flux is creating inequality since mostly students with brand new software laptops are able to take advantage of this option while students with older laptops or no laptops at all are not able to. Does anybody want to comment on LSAT Flex? I know it was an opportunity to take advantage of the online environment, but obviously that might not be working out for all students.

>> Fe LopezGaetke: I'll start. So, the LSAT Flex was a response to the pandemic and also, with an understanding that there is still a digital divide and also not quiet places. Folks could have asked, we did send out 200 laptops to students who needed them with hotspots if they needed that, as well. So, it was, you could request if you didn't have the software or the laptop or technology. In addition, so it was kind of a case by case, so they would submit their requests. I also linked to the LSAT Flex so folks can see the most commonly asked questions. In addition for folks who didn't have a quiet space like I said, like I wouldn't have had a quiet space to take the test, they did offer vouchers, you know, whether it's for hotel rooms or look for spaces in schools that could have, you know, a room all to themselves. So there were ways that we tried to work individually with students. Acknowledging cannot address every issue and every single problem, but certainly working that out, May was the first one. And so, working those, through those issues, I believe 98% of
students who took the test didn't have problems. But that doesn't mean that every person who didn't have problems is not -- who did have problems is not significant. That is significant to the students and certainly wanting to make sure that each of those issues is addressed is really important to LSAC. Ensuring that they have software and computers and hotspots and places to be is also meaningful to us as well.

>> Matt Archer-Beck: Thanks, Fe. Maybe I can turn to Chancellor Pierre. As diverse students are contemplating law school, what roles can law schools play in creating pathways to the profession for students from diverse backgrounds?

>> John Pierre: Thank you, Matt. One of the things that I think we have a responsibility as a law school is to try to create ways to have students recognize how they can increase their chances to attend law schools. So, we have a group of law schools that I refer to as access and opportunity law schools. Rodney Fong is at University of Illinois Chicago. The John Marshall law school. I consider it an access and opportunity law school. One of the things we do is work with LSAC to work with students who have struggles with the LSAT to prepare for the LSAT. We do prep courses. We have been working with LSAC to even try to help students adjust to this Flex LSAT process. And those kinds of things really, really help students prepare for the opportunity for law school. Because one of the big determinants of whether someone gets into law school is how well did they do on the LSAT? Some students unfortunately start out with a low score in the LSAT because they aren't as prepared. So we work with students to improve those scores and we try to look at the best score because we think that's more reflective of what they are capable of doing. As well as look at the whole file of a student. We look at student backgrounds. For example a lot of students have to work in college so their GPAs, undergraduate GPAs are not as high as they could be so we try to look at the whole student. And we even work with students to prepare them by saying perhaps you can go and get a graduate degree before you start law school. And that helps you in terms of increasing your chances of getting into law school from a profile standpoint. To help show that you've got the grit and the resilience to be a good law student. So, we look at those kinds of things, as well as even in terms of our view of how we help students access first year. We do a lot of what we call summer bridge programs that are going to become more and more popular now because there's a recognition that law school is a challenging environment to be in, but we can help people be prepared to be successful in that legal education process.

>> Matt Archer-Beck: Thank you. Related to this question, we had one come in from an admission counselor at California Western School of Law. Do you have recommendations for how law school admissions staff can support diversity for students as they prepare to start law school during the pandemic? What unique challenges should we prepare for and how can we meet those who are at a greater ricks of hardship?
John Pierre: One thing I would say is this. One of the big issues for diverse students and students from low-income backgrounds, is they think about law school late and they take the LSAT late in the process. So, we really worked on helping students to start thinking about law school a year and a half before they enter. And to start taking exams, practice exams, accessing resources like what LSAC has and what other folks have. So that they can start preparing mentally first for the whole process. So they understand the financial aid access process, how to enhance their personal statements, how to really go to the various -- how to really start picking law schools that really value what they have. I mean, I was -- everybody looks at US News and World Report. The top schools are great school, they aren't necessarily a fit for the students who have to deal with a number of different factors, how they access legal education. And, educating people as to what they can do once they have a law degree, is not so much dependent on where you graduate from law school. It is what you do while you are in law school and how you use all of the actual skills that you will develop in law schools to create a pathway for a transformative career.

Matt Archer-Beck: Thank you, yeah. Any other thoughts about that question about how to support law students who are just coming into law school like this year? Rod, any thoughts? Sorry, I caught you off guard. I think you are still muted.

Rodney Fong: Ok. I think it goes back to some of the things I mentioned before. Think perception is really important. To realize that to be a successful law student is really having a good attitude. Being resourceful and studying hard. Sometimes, students go into law school and they realize they are up against a lot of really bright students and sometimes we get a little intimidated. By those students or their credentials or whatever. But I'll tell you, based on all my years, the credentials, the LSATs, they aren't as important as willing to work hard, be resourceful, creative, to have a positive mindset and to work with resources at your school. As I mentioned before, I see lack of -- and imposter syndrome at a lot of law schools and, we've got to be aware of that and find ways to not let it affect --

Matt Archer-Beck: Ok. Thanks. Maybe -- related to that, we just got a question that came in about -- it says regarding the suggestion by Chancellor Pierre to attend grad school, is there a recommended concentration to take? I guess as an undergrad?

John Pierre: What we do, I don't know, but here's something we find works for the people that we serve. Sometimes students aren't as strong with their writing skills, so we find as a great program that we have at Southern University is a master's in public administration program. It works really well because students engage in a lot of analytical writing. They do a lot of research, and they really, really spend time thinking about policy. And that helps them when they come to law school because now they are viewing the law from a broader perspective. So, that's certainly an
area. We also encourage students to pursue like an MBA. Master's in business administration. So, you know, a master's in communication. So, a lot of different graduate school, I think, disciplines that really, really work well to help students understand how they can be successful. And part of it is to develop a confidence. To understand that they can take on disciplines whereby they've got to dig in deeper into the content than they would necessarily as an undergraduate student. So I mean those are a few examples of areas that we find that really, really works well for students and we think enriches the student's ability to be successful in law school if they view that option. Because they may not have done as well in undergraduate school for a number of different reasons, but now they get an opportunity to dig deep and to develop what I call the rigorous disciplinary standards, understand how they work, so that they will be prepared for the rigor of law school. Because law school is rigorous. But, anybody who has what I call good analytical skills and a strong grit can really succeed. Because that's very, very important.

>> Gretchen Bellamy: Matthew? I have a couple of things to add.

>> Matt Archer-Beck: Yeah, please, Gretchen.

>> Gretchen Bellamy: Hi, everybody. So, just as Fe gave a little background I'll give a little bit more. Right now I am working on strategy for UNC Chapel Hill, the entire University. Before that I was -- for global culture and diversity at Walmart and before that, associate general counsel in charge of global diversity and inclusion. I also have my own consulting firm that I do this with. But, I wanted -- as this group gathered together last week to kind of talk about what we wanted to share with you, one of the things that is important to me is, for everyone to understand that there are other pathways. I am not, as Chancellor Pierre and I talked, I am not the rah-rah go-to-law school person. I went to law school after I went to Peace Corps, I took the LSAT, I don't even know what my score was. But I ended up being given to pieces of advice. Go to the law school that gives you the most money or go to the highest ranked one you can get into. And my ego drove that and I ended up going to Duke Law School doing their JD online program. But I did get a full ride somewhere else. Now, as I was talking with a colleague once several years ago, how do you say it's ok? Especially as a minority. As an African American woman lawyer, we are seen as unicorns. There are very, very few of us. And so now, it's also very challenging for us to find a position. Everyone vies for us but they don't take care of us. Ok. So a few pieces of advice. When you are going to law school, what I didn't know, like all the top students were using BARBRI books to study for those first-year exams. I had no idea. I was writing my outlines trying to memorize them. That was something that these other students had that I didn't. In fact, I paid that forward and gave my books to another student who became a mentee of mine. That's just one thing. I also know it's very expensive to get those books. It's about $3,000 now. So that's one thing. With regard to the LSAT, Malcolm Gladwell had a really
great show, he's a podcaster, well, writer and all of that. Maybe a year ago, about the LSAT. I would encourage you to listen to that and think about it. I know I was not a top law student, I wasn't a top test taker like this. Of but I still ended up being just fine. With regard to like this gap year, now I bristle a little bit about going back to school first. I would only go back if I could get a full ride. I'm not paying. Because law school's already expensive. So, I wouldn't get an MBA unless somebody's paying for you. Or that's your dream. If your dream is to be a lawyer, then go be a lawyer. But once you do attain that goal of getting into law school, don't be afraid to say -- this isn't the path that I want to go down. I went to a law school where like everybody was clamoring or like 200 of us graduated from our class and there were 17 minorities. So everybody wants us. And, ok, I went and worked at a huge law firm in New York City for two summers, paid for my family in Cameroon's house to be built, things like that with the money busy knew in my heart I was a public interest type person and ended up turning down that offer, because I didn't want to -- I was dazzled by the money, believe me. Had all sorts of free food -- you know, $75 for dinner plus the gas, got that, $50 for lunch. It was amazing. Think those times have passed. I don't know. But those two summers were great. But at the same time, I knew I wasn't being true to myself and what I wanted in the future. And they put me with a woman who, um, came in as a second year after working at the Hague and she wanted to jump out the window. 58 stories because she had so much debt and she wasn't -- wasn't happy. So you have to be true to yourself and when I turned down that law firm offer I had no other job and I was pregnant my third year of law school and my -- my law professor just said to me -- hey, I was in Kenya, I know you were in Kenya. You know, how about you come see me, I would like to start a new law journal. And I showed up to his office and that showing up -- that, for me, is 99% of it. Show up. I worked on the law journal, got a job with him and unfortunately he just passed away but he is a special master on silicone gel breast implants. Global research analyst. He was that guy. And that was just because I showed up. So that's my other piece of advice. So be true to yourself, be flexible in this time frame as Rodney was talking about. This flexibility, even when we are thinking about the LSAT and taking it. Well -- this is the first time. I can tell you as someone who has to convert all of my programs to online, it is challenging. And we have meetings across our -- all of the schools on campus. The how do we do this? Be gentle with others right now. And then I also will say right now, when we look at the demographics of the United States, they are changing. The youth, 15 and younger, they have already become underrepresented minorities, but already are the majority. So we are making that transition. So, as Fe was saying, we need to have lawyers who represent the population of people. There are a million lawyers. If you can imagine. A million lawyers for 300 million people. Almost 400 million people now. The percentage of
those who are underrepresented minorities is tiny. Miniscule. Especially when you start looking at those who are in charge. That can be from general counsel to managing partners of law firms to heads of nonprofits, et cetera, et cetera. Ok? So I will make that push. We need lawyers, but you have to be committed. And how do you become committed? You hold other people's feet to the fire and this is the other half of what I would like to tell you which is -- for law firms, I consult with them a lot. They always -- it's the same thing -- I want to go to recruit from the top 10 law schools. The they are the best at writing to Chancellor Pierre's point. And like well -- I went to one law firm that was in, it's a medium sized town. No one's coming from the top 10 law schools to your town. Unless they have a personal connection. So why don't you create a program where you send your lawyers out, if you think that minorities are weak in writing, because that's always the excuse they are weak in writing -- if you believe that to be true, then go create those good writers. Right? And that's something that law firms can do to help. And then when you -- well I'll stop there. But, because I do have more to add but I'll leave it at that.

>> Matt Archer-Beck: That might be my feedback. But Gretchen related to that, I mean what do you think students should ask employers to get real answers about diversity and if that's important to them?

>> Gretchen Bellamy: You want to see what their diversity numbers are and you can find those in multiple ways. So one, you can look at NALP. It has good, especially for law schools, right now I am in charge of something called the model diversity survey. What you might not know is that law firms often by their clients, their corporate -- I don't want to say it's just corporate clients, bus because that's not true. But clients ask for diversity data. Tell us about the demographic profile of your firm. Have you law firms getting 300 of these requests. So what I am trying to do with this or what we are trying to do, the A.B.A., is say here's a uniform survey and you can fill it out. The underlying piece of this comes from my time at Walmart and knowing how law firms may behave. So if something seems too good to be true, it probably is. So if all of a sudden you're like -- wow! There are so many Asian attorneys at this particular law firm -- make sure that they aren't including their China office. I have seen it done. Ok? So, if you want -- so one, ask for this diversity data. But then I want to give you a caveat. This is one of the most disturbing stories that I heard. And this is how you can get pigeonholed. As a minority or you could pigeonhole someone if you are from a law firm I want you to understand and also corporations need to understand as well because they are asking for this data. A woman who worked at a firm, she was coming up for partner, right? They told her that she couldn't. She was African American. And they said, you know, she had worked on one corporate client's matters for her entire career. Despite asking for different assignments to be put in a different group, all of those things. But she
worked for this one client. Why did she work for that one client? Because
the client wanted a diverse team. Right? So now it comes time for her
to become a partner and they said well, you didn't make. You didn't
go out and get new clients. You didn't do all these other things. So you
want to know -- what is the track for everyone? Right? If there isn't
something that's consistent that might not be a good environment for you
to be in. The right? So, this woman ends up leaving that firm and going
to another. And the corporate client never knew why she left. But now,
one of their most senior people is gone so there's an opportunity that she
could also take that client with her if they feel so close to her. But
you don't want to be stuck. And so, asking questions about what is the
culture? I would like to know how many partners you have promoted, how
many home-grown partners which means you started at the firm, actually
moved up, and became partners? You know after however many years. What's
the path to partnership? Is there flexibility? What does the flexibility
look like? What do your policies look like? Ok, so you have the
opportunity to work remotely. Well who takes advantage of that? Can you
show me the percentages? One of the things that you want is people at the
top are leading by example. Ok? I had one person where the partner did
not have to work from home at all. He had all the support in the world.
But he did as the leader to show that it's ok to use this as an opportunity
to, you know, take care of your family. And that's even more important
today. Right? So -- I wouldn't ever go to a place without grilling them
about culture. And watch. The reason I turned down that offer from that
law firm is -- like I told you, I gained like 15 pounds, wined and dined.
Of the best restaurants, Cirque du Soleil, you name it, I saw it I did it.
But I also would get e-mails from people at 2:00 in the morning saying I'm
just waiting for this document from Germany. That for me was not the life
that I wanted to live. I wanted to have a family, I wanted all these other
things and so I had going back to my original comment to be true to myself.
And so that's what I did.

>> Matt Archer-Beck: Thanks. We have several questions here about kind
of about the economics of law school and one asked -- where might we be
able to seek out resources so that law school doesn't become an even bigger
financial burden? And then, several people are asking like -- Chancellor
Pierre talked about attending grad school, but what -- doesn't that just
exacerbate the already daunting student debt issue? Does anyone want to
talk about the financial aspects of going to law school and how that fits
into it?

>> John Pierre: Sure, I'll chime in. One of the things you first have to
do is you have to look at price points. Because, what happens is law
schools vary in prices. All over the country. And I'll give an example
within my own state. We're the most affordable law school price wise
within the state. But, some folks want to go to another, say, private law
school where the tuition might be $60,000 a year. Ok -- what I try to do
is say ok -- that's fine and they may get a scholarship. They may get a scholarship that, say, covers half of the $60,000. And my scholarship might be, again, 50% of my tuition, but when we look at net cost and everything, I am a better deal financially for them. Now, the real key is, can I show that student a pathway to success that is very comparable to what they will get at that private law school? What we try to do is we show them all the resources, how that pathway looks like and why that becomes important. So, the issue of grad school, same thing. There are very affordable graduate programs. In fact, to be honest, in many graduate programs, they are better financial deals in graduate programs than there are for law schools but you have to look at it from a skills perspective. Think one of the mistakes that many candidates for law school make is they don't understand the financing of a legal education. And what comes with it. So, you have to do a really, really good job of understanding the financing. One of the things that I think we are attractive to many law students is that some undergrad -- some law students go to what I would call expensive undergraduate schools. So that they are not going to take on an exorbitant amount of debt in law school. So we are very attractive to those kinds of law students. Whereas a law student that maybe went to a very inexpensive undergraduate school might say I can afford to try to take on this expensive legal education. So, it really depends upon your own individual circumstance as to whether this is a way you want to go. One thing I tell students all the time is that this is an investment in yourself. You cannot view it as a cost. You have to view it as an investment and you have to determine how much are you worth as an investment? When you start thinking about it from that perspective, then that helps you analyze what decisions you make in this process. Because, the costs vary from place to place and it also depends on where can you actually access legal education? For example, my neighboring state, the state of Texas, a school that everybody might want to go to is the University of Texas. But it's hard to get access to the University of Texas. And so, I sell them on the idea that you can get a quality legal education and you don't have to necessarily go to the University of Texas. That's not the only game in town. So, it's all about perspective and your viewpoint. Once we can show you examples of how success can be modeled, I was listening to Gretchen Bellamy talk about Walmart, one of the most successful people at Walmart was Claire, a graduate of S&P southern University law school who is now the CEO of feeding America. She might be the most important chief executive officer in America right now. But she came to Southern University, a very expensive -- at that time, probably the least expensive law school in the United States and she became the number three person at Walmart. So, that's an example of where you can go, how you can have a transformative career impact on people despite the fact that you did not go to, quote, a top 50 law school according to US News and World Report. And Claire was always true to herself about what her goals are.
Gretchen Bellamy: Can I add a little bit? Claire was the one I was talking with who helped me be ok that I have a mortgage on my brain. She's like -- you can't go back. Ok? And make that left turn instead of a right turn. That woman is very important and wonderful, and, yes, I love her. I will say, you know, when -- there's part of you, I agree with investing in yourself but literally I will never pay off my student loans. There's no reason for me to like push forward beyond the minimum. It's always just going to be there. And so, you have to say -- like I'm ok with spending, depending on how expensive it is, I did actually pay off one student loan, so, at one point I paid $1300 a month in student loans. Now I pay half that. But, so, that's one thing. Now you have to think about who is willing to invest in you and pay you? A couple years ago, the starting salary for new lawyers was about $44,000 a year. So, when you are doing the economics of that, that's what you into evidence to start thinking about. If I take on $200,000 worth of debt, and I am making $44,000 and I am following my dream -- because there are very limited numbers of those high-paying law firm jobs. Ok? So, you have to balance that. And I will share with you, I was in charge of the internship program when I was in -- the summer internship program when I was in the legal department for Walmart. I was told by the recruiters, this is where you have to, just life advice, you just have to speak up and do the right thing. I was told by the recruiters, you have six positions, you need to pick six law schools that are right here. Ok? And you can -- you know, maybe one or two that's outside of that Central America -- not the Central America -- not that. But -- pick out those schools, you know? I was like well gosh, how many people are not going to have access? At that point there was 179 law schools. And so, I, myself, went and got all of the admissions, recruit source information for every A.B.A. accredited law school and sent it out. Because, COVID is a great example. I will use it. Imagine there's a guy who lives in Florida and he gets into Harvard. Ok? Law school. Awesome. His mom is sick, though. He went -- he also applied and got into FIU. Well, so should I not allow this guy who went to FIU, because he wanted to take care of his family, the opportunity to work at Walmart? For me, the answer was a hard no. And so when I look at the people -- I remember, is it Whittier Law School? I had students from all over, they were very diverse. What was really interesting the way that I chose those students, I had a diverse panel of people and we just read every application. 400 of them. And we all came -- it was amazing how we all came around the same people. And so, like -- when you are thinking about how you give opportunities out and you are thinking about how you choose a school, sometimes you just have to say my family is first. Right? Urban area in Harvard looked great but my mom was sick. You are no less worthy and honestly, the legal education and especially the trends if you start reading about it, the LSAT not being something that all schools are going to require, blah blah blah doing more skills. That's what you need. You
are going to learn the theory in law school. You need a place that will give you some practical skills as well. That would be something that I would do. Long-winded answer to say -- you know --

>> Matt Archer-Beck: Thank you. Let me pull in judge Lum here. I know generally, you are normally a glass half full kind of person. Maybe you can tell us something you are thinking about why the current pandemic might create further opportunities for diverse lawyers.

>> Judge Dean Lum: Well thank you, Matt. Just to add, I couldn't agree more with some of the comments that they made about law school education and thinking toward career. You absolutely have to consider costs. You absolutely have to consider what it will look like when you get out. The whole purpose of going to law school is not just to go to law school. The purpose is to have a fulfilling career for the next 20, 30, 40, 50 years. And frankly, you know, and we have talked about this for years, we had a long discussion about this. But if you are going into private practice, you have to consider how are you going to be able to attract and keep clients? To me, that -- when I was in private practice, that was the whole ballgame. And of course there's a lot more than that. But in terms of promotion, in terms of making partner, all the other things, you have to be client focused. And so, I couldn't agree more with the idea that you have to consider your path to get into the profession, succeed in the profession, and also pay off the cost of your law school debt. Because those things, you know, will be front and center for you. Just a little bit more about my background, I am the assistant pro siding judge for King county court in Seattle, Washington. That it's a county that includes Seattle, Redmond, some suburban -- the 11th largest judicial district in the United States. So, we also have a kind of fortune or misfortune of being one of the first epicenters for COVID here in the United States. And we were fortunate enough to flat curve our cases are going down right now thanks to different things that happened here. So our court system is really starting to dig out. So there's a couple of things I wanted to offer about what's going on. The first is that we don't consider law school education as something completely separate from the rest of society. We talked about some of the channels for online learning -- the challenge for online learning and those challenges that law students are facing. But the rest of society faces those, too. We are all moving to online platforms to the extent we can. We are social distancing. We are doing everything in the court that Universities and law schools have to deal with and frankly society has to deal with. So, it's -- with all of those challenges, it's not like law school is siloed from the rest of society. If you choose another path, you are going to have to face a lot of those challenges regardless of what you decide to do. The second thing I want to offer is that, um, when you are in the middle of a crisis, it's hard to see 20 years, 30 years, 40 years down the road. So that during, when we were the epicenter here in King County, it was hard to even see toward tomorrow.
We were so busy trying to shut down our court, busy trying to keep people safe. And so, I know, and let's acknowledge that it's really hard to look to the rest of your career. But really what you are doing is looking at the next 20, 30, 40 years and deciding what kind of investment do you want to make for yourself? And is this the right career for you? Not tomorrow, but for the rest of time. This crisis will pass at some point. At some point, your state will reopen and in some way, shape or form. It's not a question of whether it's going to reopen. It will reopen at some point. And the question is -- what is your role going to be long term in that rebuilt society? Rebuilt profession, rebuilt business or whatever you decide to do. But with all the problems that come, I think as Chancellor Pierre mentioned, there's incredible opportunities. We have seen in our court massive, massive issues and we like to say that this COVID crisis has exacerbated the underlying problems, but just to mention, we have had to shut down all of our jury trials. We are going to try our jury trials start up again in July, but, that's an open question about whether we are able to do that. But we have a thousand active felon trials ready to go. Many of those people are in cuts. They need lawyers. I was just talking to a presiding judge in Sacramento Superior Court. They have 900 pending felony trials. That's not even mentioning the misdemeanor matters. All across the United States, our criminal justice system, if we have massive, massive problems -- but rising to opportunities for lawyers to help solve those problems, particularly from communities of color. Landlord-tenant. Massive problems. But opportunities for lawyers to step forward and help solve those problems. Family law. Protection order. You know, child welfare and dependency and juvenile law. Massive problems with massive opportunities for lawyers to address. Collection cases, receivership, bankruptcy, yeah. Massive problems. Massive opportunities. Opportunities for lawyers to step forward to help communities of color address those issues. But it's not all -- it's not all bad, right? We have I'm sure you've been reading the news, seeing the news about laying off partners, partners taking reductions in salaries. It's true that the law profession, just like all other businesses, are undergoing a massive reorganization. And there will be pain. Just like all other professions. Even in academia and education, in business, nonprofits, but with that, we will get out of this and where there are massive needs, there will be needs for lawyers.

>> Matt Archer-Beck: Thanks, Judge. We are getting a few questions in the questions and answer about prospects for internships and then after law school, given the current pandemic. Does anybody, I mean it's hard to predict what with will be like three or four years down the road. But does anybody have any thoughts about job prospects for people now, contemplating entering law school?

>> John Pierre: Well let me chime in on that one. -- pointed out a very important piece of what we do which is this. Because of the challenging
that courts are having, there are lots of opportunities for internships with the courts. I have to commend the A.B.A. for the judicial internship opportunity programs. And those kinds of opportunities that are providing opportunities for law students to learn about how they play a part in this whole process while they are interns. One of the things that I think becomes important, which is something we have doubled up on at the law center here at Southern University and a lot of law schools is bus of the chance for clerkships with law firms, et cetera, we have intensified our public interest law fellowship programs so, for example, we actually give stipends to students to get practical experience with nonprofits, courts, governmental agencies, et cetera. And we pay a stipend so that students can get experiences so when they are graduating from law school, they have real-world experiences that will give them an opportunity to be more competitive in the legal market, rather than them just sitting out and doing nothing. Now that takes a little sacrifice. Because, they volunteer, because, you know, those jobs aren't there, but we have to dig into our pocket as a law school to provide them with the stipend so that they really can have these particular opportunities. And the other thing that I think becomes important and you see more and more law schools are doing this, is that we are looking for other places for internship. We have been very fortunate with connections in the Silicon Valley. Companies like Net app have really opened opportunities. Elevate. Cisco. We have a partnership with an entity called the institute for the future of law practice where law students are getting opportunities with corporations, nonprofits and other organizations and another organization is the Peggy Browning Fund that provides internships for law students who want to really work on issues related to labor law and workers' rights. So there are these various groups that are working together to provide these opportunities for students to really get into what I will call public-interest area, nonprofit law areas, even corporations. I mean Apple has been doing a fantastic job in terms of providing internships. So, you find companies like that, like the Ciscos of the world and what they are finding is that if you have a legal education, your talent and your analytical skill, are valuable tools for them. Because they are all in a talent acquisition business. The that's what I say they are all in. We even see accounting firms like KPMG that have opened up opportunities for students. The but the key is, is you've got to be flexible in what you view you are getting in terms of your legal education. If you want to only go down one track, you are limiting your opportunities. And you've got to be willing to go places. You've got to be willing to go to Seattle if you're not from Seattle area. We encourage people to go places where they have never been, because that's where you are going to find opportunity, because at the end of the day, what we say is this -- while you get a job to begin your career, when you become a lawyer, when you get your legal education, you have the ability to have a transformative effect. You go and create economies.
Judge Lum is right. You can go create a practice, and that's what our graduates have done. So you are creating opportunity. You're stirring the drink. You aren't just there being an employee. You are stirring the drink. Become a drink stirrer.

>> Judge Dean Lum: I would encourage people to not overlook for example -- the Bar Association projects. You don't have to have somebody actually fashion an internship and you awe ply for it. You create, as Chancellor Pierre said, your own opportunities. Let me give you an example. We are trying to form a Zoom and remote platform for many of our trials. Civil trials. Because you don't want people gathering. We don't want them coming into court and we are concerned about a second wave this fall. We are trying to get people to access us remotely. What about the digital divide issues? What if everybody doesn't have access to a smart phone or a computer where they can Zoom into a hearing? Are we going to create a two-tiered or more inequitable system than we already have depending on how accessible tech is to them? We are starting to talk with some of our partners out in the community with the Bar Association about how can -- what can we do to mitigate something like this? And I'm not saying you run out and go establish a similar grant in your state, although it might be a good idea, but it seems to me that if you identify an issue and work on a project, that's something that you can show future employers or law schools that, you know, you are thinking creative. You can think outside the box. Here's the problem. And here's the skills that I have to -- that will serve the legal profession and in law school. So think creatively. I have been a judge for 22 years. Think we have made more change in the last three months than we have in the last decade. I would say. Just because we had to. And I think law students are creative and brilliant enough to come up with their own solutions. I want you to think outside the box.

>> Gretchen Bellamy: I would like to add, one of the things that -- I've had every job, so I was the director of international public interest and pro bono programs at the University of Miami school of law. Before that I worked at a medium-sized law firm. One thing in terms of jobs, what advice I would give the student is, and I actually typed it into the chat for you, is psjd. I knew it when it was ps law net but it's affiliated with NALP. You can do reverse searches. So you can search for jobs, but this goes to what judge Lum was saying. And, Chancellor Pierre. So, you can go in there and like there are so many organizations. So let's just say that you are interested in China and the environment. So, type those key words into their search engine and you will find organizations that are doing that type of work. Ok? Reach out to them. And I tell -- I was giving advice to law students, but I mean this is for people who are thinking about going into law school. But, you then contact that organization and say hey, you know, I have five hours a week that I would love to work with you on a pro bono basis. I can do research, whatever it is that you want
to do. So that way, one, you are giving them the benefit of this free work, right, especially because they are nonprofits so they don't have the, necessarily have the money to pay you. But you are also then having something that you can put on your resume to judge Lum's point. I want to also say when you are thinking and going back to the -- how do I make the right decision, how do I interview employers? Even if it's a nonprofit. Maybe they do work in China and the environment, but you don't like the values of that organization. Ok? So you have to be, again, discerning. When I worked at the law firm, I was -- this is when I was not discerning. So I said why did you call me? You know? What was interesting about my resume? And they said well we have a commitment to diversity. I should have run away at that moment. Ok? What ended up happening to me was I was on their website, there were four pictures that would kind of like pop in on different people. I was the only minority working at the firm and my picture was always one of the four. Like I was like the Brady Bunch person moving around. I got a copy room as my office and then everybody came in and they allow immediate to paint it a different color and I didn't know that maybe I should just pick what everybody else had. They were offering because my office wasn't ready. So when people came in, they said Gretchen, well I remember when this was the copy room. Miss that. Now we have to walk all the way down the road. And how did you get this color of paint? It was not a pleasant experience and I should have known in the beginning. So again, like going back to asking those questions like -- having Martin Luther King Day off from work, that should be yeah, civil rights, but it's like, you know, that was what they were touting like as a diversity initiative. For me to many come. So, you just -- it's going to be hard. Let's be real. It's hard now, it's hard after 2008. It's also scary to be on your own. I started my own consulting company. It's scary to do that. And not everybody's cut out for it. But you are cut out for maximizing your potential, realizing that every student like, it doesn't matter, I was number -- I don't even know what number I was that I graduated from. But at the end of the day, you know what they call me? Lawyer. Ok? I graduated from Duke Law just like the guy or girl who graduated, I don't know, could have been woman -- number one. We both have law degrees. We are both lawyers. Et cetera, et cetera. So just cut that part out, ok? So, think about your money, think about what it is that you want to achieve in your life, and not in that like five year oh, my God I'm going to be a partner. You aren't going to be a partner in a law firm in five years but you may take many twists and turns just as I have. Some people go straight through. There was a question -- what do I have to offer a law school? As someone who just graduated from undergrad? Well, go do something. There is a challenge, however. I am very concerned about the ability for underrepresented minority students who are taking a gap year. I hear this so much. Oh, well my kid will just take a gap year. It will be great. Well -- no. That's not how it works
really for underrepresented minorities and the odds are if there's a gap year if you are thinking like between high school and undergrad or even saying like I'm going to take a gap year between now and law school and see if it's any better, what are the odds that you, as an underrepresented minority will go back? They are much lower than someone who has resources and can, you know, jet up a and have a great internship with their parents or something. I don't know. But I just want you to really think hard about all of those like the economics of going to law school isn't just about money. Ok. So -- there you go.

>> Rodney Fong: So, Matt if I could chime in a little.


>> Rodney Fong: I want to pick up on what Gretchen and the judge just said and take it a little further. A lot of the jobs that are going to be in existence in the next few years are not in existence right now. There are new jobs, there are new positions coming up all the time. The judge described some. Gretchen described one. Create your own job. Create your own position. I have had six positions in the last 20 years. The I was a first person occupying five of those. So, these are positions that were just created that were not in existence when I graduated from law scale. But, as Gretchen pointed out, you will have talent. You will have skills and people will want to hire you. Part of it is being proactive. Part of it is being creative. And, thinking about what you want and then either finding that job, convincing an employer that they need that type of person, or even, you know, creating your own position to fill certain needs. So, underlying all of that, I just want to throw out the one word is -- network. You've got to network so you know what's going on in the profession so that people know that you are out there and you can keep a better pulse of where the profession is going. But again, a lot of the jobs that the students on this call are probably going to apply for are not even in existence right now.

>> Fe LopezGaetke: Can I also add into that? One thing -- I am going to get back to the new jobs, because out of the five jobs after law school that I had, three of them, I was the first one in those positions, too, and so that's really a key thing. I want to go back to one of the questions I think it was from a law school admissions person is what can law schools and admissions folks do for incoming law students. Particularly those who are more disproportionately impacted in this time. Reach out to them. Talk to them and ask 'em this. Ask them how are you doing? What do you need? Don't try to make up things that are going on or if you don't know. A simple thing is to reach out to them and ask. And, work out those solutions and it might be creatively based on what law school you are, the geographic location and the resources available either through the Bar Association, the minority Bar Associations, or lots of other resources. And when thinking for those students who are really thinking about, you know, what to do and what schools and if I should go, talk to the schools.
Don't be afraid. When I was going -- I did not know any of these things and I didn't know that I could go out and talk to them. Talk to them. Talk to the schools and advocate for yourself and really think about what you need to be successful like I needed community. I needed it. It was really important that the law school had other Latinos and Latinas and Latinx people. And that they were connected with the community. I also lived in Texas for a while, but the community -- having that community in law school was going to be really important to me to ensure that while my academics would be there, that I had the community to support me in that. Right? So, and, ask the schools about the academic support systems that you will also have. What are the alumni -- how do they connect with the community that is important to you? Those are really important questions outside of also the scholarships, you know. Right? Those things are things that you are going to need to ensure your success. Right? And, I also wanted to talk about other resources. Particularly during the pandemic. And, again, I can put them in the chat or I'll send them to the A.B.A. But, LSAC does have a resource page for students looking at that. For pre-law advisers, admissions folks, and theories, if there are other things we need to add who are navigating, please let us know. Please reach out to us so we can consider those as well. There's also a candidate webinar series. LSAC is putting on and coordinating with A.B.A. like doing this one, but it talk about a lot of these issues. To talk about the LSAT Flex. Talk about what's going on with admissions and how to navigate being a one-on, potentially going through and being a pandemic where you may not be in school and what that could look like. We also have free LSAT preps through a collaboration that we knew was important to offer and ensure that everyone can have an opportunity to have LSAT prep and that's a really great feature that we have collaborated on. We also have fee waivers. So, really look into that program and see if you can participate, particularly if you are looking to go into law school or start the application process. Really wanted to know that we are also advocating for you. So, while all of us are here, we also need to use our power in these positions. Right? We need to be there for you, too. We are -- we participate in what Gretchen was talking about earlier, we collaborated in that. With the minority survey of the law firms. We think that is really important to part of our work. But also, to join with 40 other organizations on an amicus brief supporting affirmative action. We were part of the coalition that submitted that saying student diversity improves learning outcomes and pre moats academic success, prepares students for an increase in the diverse workforce and encourages students to participate more in diversity and interconnected society. You matter for all of those reasons and so much more but we doesn't need to tell you why you matter in higher education and the legal profession. We, as gatekeepers, every single one of us need to also be your advocates, your allies and your warriors. So we also need to hold our own feet to the fire and to ensure that you are supported as
best as we can.

>> Matt Archer-Beck: Thank you, Fe. Yeah, I know we are down to about maybe 10 minutes left in the webinar and I wanted to see if we could answer some of the questions that are in the Q and A. So, maybe I'll go to some of those. Someone asked a question which I think is interesting, I guess a couple of different ways to look at it. But they say with most law schools online due to the pandemic, what are your opinions about students who attend an online law school? Obviously there are law schools that are current -- before the pandemic were online. Did their stock go up a little bit? Someone else had a question about, is there a worry that employers might look negatively at students who kind of regardless of what law school they go to, if they had an online curriculum? Any thoughts on that?

>> Gretchen Bellamy: If they are judging you like that, don't go work there. I mean, straight up. Like that's not a place for you. You don't have to justify your being to Facepoint, right? That's just -- we all have different life experiences and different things that are going on and if some employer can't understand that, then really, please, just move on. But -- I don't know if that's what you are looking for but that's what I would do.

>> John Pierre: I don't think it matters. What matters is how well, you learn in an online environment. You have to decide if that online environment is best for you. Again, look -- the investment is in you. You have the power to be the transformative agent at the end of the day. Don't let other folks dictate to you what you have the power to do.

>> Matt Archer-Beck: Right. Ok, here's a question about the bar exam. A concern with the many restrictions added to the various jurisdictions because of the pandemic, taking the bar exam. And, you know, there's some stress around the bar exam. Any thoughts or advice about taking the bar now? I mean obviously for, if you are not even entering law school, hopefully by the time you graduate things are different, but if you are in law school, this is definitely something that you are worrying about right now. Any thoughts about restrictions to the bar exam?

>> Rodney Fong: Right now, every state controls how they are going to administer the bar exam. And, we are seeing every day new variations of the bar exam for different states and to give you a little bit of feeling of control, a lot of concerns are logistics. How many of the social distancing, the social gathering, factors are very, very much on the minds of the bar examiners. and what we are finding is you can only fit so many people in a room, requiring more and more locations. Some jurisdictions are experimenting with online, remote taking, lined of like LSAC or LSAT Flex. There's different variations of how they are going to monitor these online. So the bottom line is for this summer's bar, which includes possibly a July and/or September bar, you just kind of have to go with it. And again, as I mentioned earlier, you have to be resourceful. I saw one question from someone who wants to take the New York bar, went to law school
Rodney Fong: The New York bar, their main site was the Jacob Javits convention center which held 9,000 people. It's now a medical facility. They can't do it. Plus the social gathering rules. So they are limiting the number of people to take the bar in their state. The first round of registration is limited to A.B.A. law schools in New York. That doesn't mean that people who want to practice in New York cannot take the New York bar. Think about this. The New York bar is one of the uniform bar jurisdictions. So you can take the bar exam in another state that administers a uniform bar and, if you score above the cut score in New York, you can transfer that score into New York. So that's the advantage of the uniform bar. I have a couple of students who are in the same predicament. I think one is taking the bar exam in new Jersey and the other one is staying in Illinois, taking the Illinois bar, and assuming they get the appropriate cut score for New York, would transfer their score to New York and then become a New York licensed attorney. So, again, it takes a little bit of creativity and resourcefulness. But it can be done.

Rodney Fong: Yeah, as I mentioned, there's stress in mental health concerns caused which just everything that's happening now. The factors that I mentioned, the non-cognitive barriers are things that I picked up from cognitive psychologists or educational psychologists who really are exploring especially the undergrad and K-12 level, these non-cognitive barriers. What we find is a lot of the non-cognitive barriers affect people in general, but they also affect people from diverse backgrounds and, first-generation students more so than other folks. The good news is, that once diverse students and first-generation students, one, identify the non-cognitive factors that may be affecting them, and can work to intervene, and there are a lot of websites out there on these factors, the factors again are things like growth mindset, resilience or grit, lack of belonging, imposter syndrome and another one is stereotype threat. I think if you Googled any of those, you will get a lot of information on these factors and they do definitely affect, again, diverse students and first-generation students more so. And, if you want, please send me an e-mail. My e-mail address is rfong@uic.edu. You would be happy to send you information and links.

Fe LopezGaetke: June will be an LSAT Flex and it's kind of a case-by-case, month-by-month basis. Also nationwide, there are different openings and
closings and different phases, so, it's kind of we will see as we go. But June definitely will be LSAT Flex. I can put more information, I posted that about -- you know where you can find more information about LSAT Flex website.

>> Matt Archer-Beck: All right. Does anyone else have any suggestions for resources for folks to look? I know Fe mentioned some and I didn't want to leave if you had specific resources for people who are contemplating law school that you wanted to point folks to. Any of the panelists?

>> Gretchen Bellamy: I just -- there are some many. I am answering all these questions, the A.B.A. has a ton of resources. State bars have tons of resources. Minority bars, so you have like the National Bar Association, which is historic for black people, you have those for Asian America, there are lots of different bar organizations, the national lgbt bar. One thing I want to make sure, as we talk about this online platform, is that we do take time to recognize that it can make it more challenging for underrepresented minorities to be seen. We are already not seen enough and now with this like remote study, remote work, it can be more challenging. It's something we need to start considering and again when you are thinking about the questions that you are asking about law schools to Facepoint or employers, these are employers that you need to know so that you are being seen. I also want to just say, you know, one of the challenges we didn't even really talk about any disabilities, but, you know, with wearing face masks. We have a road map for UNC that I just edited yesterday for how do we bring students back? One of the things I brought up is if everybody's wearing a mask, what happens to people who read lips? We have to start thinking out of the box. You may not have access because you don't have a computer, but you also may not have access because your teacher is literally like this with a face covering. And recognizing that we will go back to campus, at UNC, we are. But that isolation that Rodney was talking about, is not just the online isolation or being isolated in your house, surrounded by trees like I am. There's isolation on campus. I told you I had 17 underrepresented minorities in my class. And like I know them all. But I found it really challenging to break through and break out and have other people understand who I am. Without just say like there's this black girl who is a lawyer. And I know there are some questions and I'll answer them, I don't know if it shuts down, but some people have asked some questions about that. But I just really wanted to point that out and that we are right now at the precipice of a renewed or revitalized civil rights movement. We are seeing it every day. And, I hope that all of you, even with all of the things I said, will consider going to law school, find an affordable way, reach out to me if you want to talk through it more. But, this is the time to seize it. And be at the forefront of this very rapidly changing legal profession.

>> Matt Archer-Beck: Thanks so much, Gretchen. And, to all of our panelists, thank you. Unfortunately, we are I think our time is now -- it's
4:30, well 4:31. So, but, thanks to our panelists, thanks to everyone who attended. I'm sorry if we didn't get to all of the questions, but I think we got to a good chunk of them. A lot of them were answered in writing as well. Thanks, everyone, for joining us for this free webinar. I would like to thank our panelists and you are doing critical work and thank you for taking the time out of your schedule to share experiences with us today. The section for civil rights and social justice provides free webinars like this one for legal professionals and advocates nationwide. And the pipeline council is planning at least two further webinars in conjunction with this section relating to diversity including one for current law school graduates. So check back on the sections web page for more information about that. With that, I will say goodbye and, best of luck to everyone and stay safe.

>> John Pierre: Take care.