ABA Council for Racial and Ethnic Diversity in the Educational Pipeline

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ABA Judicial Division
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INTRODUCTION

In 2000, following the publication of a study showing that minorities have made little progress in obtaining judicial clerkships, the then-president of the American Bar Association, William (Bill) Paul, announced a new initiative designed to increase the number of minority clerks at the state and federal level.

Speaking at a news conference during the Association’s Midyear Meeting in Dallas, President Paul said the joint study released by the ABA and the National Association for Law Placement, underscores the need for action.

The study showed that just 15 percent of all judicial clerkships were held by minorities, despite the fact that minorities make up 30 percent of the population and 20 percent of the law student population. In addition, although the number of minority judicial clerks had increased from 198 to 529, the number of clerkships also increased. Therefore, by percentage, minority representation in clerkships had only risen from 13 to 15 percent. In six of the twelve federal circuits, the percentage of clerkships held by minorities actually dropped.

In discussing the trends identified in the study, Paul noted that, "the legal profession is 92 percent white and only 8 percent minorities. In contrast, the U.S. population is 70 percent white and 30 percent minorities.

Given this value placed on clerking by judges, clerks, and the legal community at large, it is not surprising that many law review editors who were about to meet, in her words, "across a Bible." Among the dissimilarities between the two: Chief Justice Roberts had clerked following his graduation, whereas President Obama had pursued community organizing and electoral politics.

No one begrudges President Obama’s career choices. But the divergent paths the president and chief justice took as to clerking are interesting because these track research that indicates that minority law students seek judicial clerkships in percentages far below their Caucasian counterparts. This research, prompted by public outcry over the absence of law clerks of color at the U.S. Supreme Court, served as the genesis for the ABA Judicial Clerkship Program, which will celebrate its tenth anniversary in February 2010. The program has put clerking on the radar screen of hundreds of minority law students, dozens of whom have successfully pursued clerkships.

BACKGROUND

Many of the leading figures in American law are former clerks. Indeed, three current members of the Supreme Court are former Supreme Court clerks, and two others clerked in lower federal courts. Former ABA President Dennis W. Archer is not only a former clerk for a most distinguished judge, but he was also an employer of law clerks during his tenure on the Michigan Supreme Court.

Justice Sonia Sotomayor bluntly says, “I don’t have many regrets about my career...” [b]ut I did one thing really wrong—I didn’t clerk after I left law school...” [b]ut that mistake, I recognized the mistake I had made. In a year of clerking, you see more about the practice of law than you’ll see in 10 years of practice.”

Given this value placed on clerking by judges, clerks, and the legal community at large, it is not surprising that...
there is concern that the opportunity to clerk be available to all. This concern boiled over into public controversy when a substantial amount of attention was given to the small number of minority lawyers clerking for Supreme Court justices in 1998. In fact, the president of the NAACP and 18 others were arrested that fall after they peacefully crossed a police line at the High Court in an attempt to deliver resumes of minority law students to Chief Justice William Rehnquist.

This controversy contributed to the commissioning of a comprehensive study of the clerkship situation by the National Association for Law Placement (NALP) and the American Bar Association. According to Professor Debra Strauss, the "study found that minority representation in clerkships was generally lower than in law school populations, although this did vary somewhat by ethnic group." Overall, only 15 percent of all judicial clerkships were held by minorities, despite the fact that minorities made up 30 percent of the general population and 20 percent of law students. "However," Professor Strauss points out, "this discrepancy did not result from a difference in the success of their applications, but rather a lower application rate of the minority students."

These findings and conclusions were of particular concern to the ABA, which has as one of its goals the promotion of "the full and equal participation in the legal profession by minorities." Clearly minority lawyers were not fully and equally participating in judicial clerkships. And just as clearly, at least part of the problem was that not enough minority law students were applying for clerkships.

In 2000, informed by the NALP study, the ABA's Commission on Racial and Ethnic Diversity set out to try to increase the number of minority lawyers serving as judicial clerks at both the trial and appellate levels of state and federal courts. It recruited the ABA Judicial Division (JD), the JD Standing Committee on Minorities in the Judiciary, and LexisNexis as partners in this effort. Under the leadership of co-chairs Judge Ellen F. Rosenblum and Judge Eileen A. Kato, and with ABA staff support led by Sandra Tamate, Luke Bierman, Cie Armstead, and Aimee Skrzek, the first Judicial Clerkship Program was launched at the ABA Midyear Meeting in San Diego in February 2001. Not enough credit is given to the members of the Commission, Standing Committee, and ABA staff who had the vision to conceive of and initiate the Clerkship Program.

During the next five years, the Clerkship Program became an acclaimed fixture at the ABA Midyear Meeting under the co-presidency of the Commission and the JD, with continuing strong support from LexisNexis. Starting at the Midyear Meeting in 2007, cosponsorship for the program was passed from the Commission to the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline (formerly the Presidential Advisory Council on Diversity in the Profession). The Council worked in seamless transition with the JD and LexisNexis to produce an equally successful Clerkship Program in that year and each of the two succeeding ones.

In their chambers. In addition, lawyers from a variety of practice areas, who were themselves law clerks, have discussed their experiences in panel discussions. A third type of panel discussion has focused on the "nuts and bolts" of obtaining judicial clerkships—resume writing, identifying and contacting judges, and the like.

The last panel discussion is called "The Students Question the Judges." Judges participating in the program array themselves across the front of the room and respond to questions from students, questions that tend to focus on broad topics like the judges' jurisprudence and life experiences.

The most ambitious part of the Clerkship Program is the research exercise. In an effort to acquaint students with the working relationship between judge and law clerk, students convene in small groups of six or seven with several judges assigned to each group. Once in the groups, the students are asked to assume that they are judicial clerks and that the judge for whom they work has been assigned to write an opinion on a case of great interest. After discussing the assignment with their respective judges, the students use the computers and software provided by LexisNexis to research the case. Following several periods of both research and discussion, the students prepare outlines of opinions and discuss their experiences in panel discussions. A third type of discussion is held in the judges' chambers. In addition, lawyers from a variety of practice areas, who were themselves law clerks, have discussed their experiences in panel discussions. A third type of panel discussion has focused on the "nuts and bolts" of obtaining judicial clerkships—resume writing, identifying and contacting judges, and the like.

The last panel discussion is called "The Students Question the Judges." Judges participating in the program array themselves across the front of the room and respond to questions from students, questions that tend to focus on broad topics like the judges' jurisprudence and life experiences.
THE CLERKSHIP PROGRAM HAS BEEN A QUIET FORCE FOR CREATING AN ENVIRONMENT IN WHICH OPPORTUNITIES, EVEN FOR THE HIGHEST OFFICE IN THE LAND, CAN BE AFFORDED REGARDLESS OF GENDER, COLOR, RACE, RELIGION, OR ETHNICITY

The Clerkship Program was launched by the American Bar Association (ABA) in 2001 to provide opportunities for law students to gain valuable experience and to help advance diversity in the legal profession. The program is open to law students from accredited law schools, and it is designed to enhance the diversity of the legal workforce. The Clerkship Program has been successful in attracting a diverse group of students, including those from underrepresented racial and ethnic backgrounds, women, and low-income students.

THE EARLY YEARS
At the first Clerkship Program in San Diego in 2001, the ABA Commission on Racial and Ethnic Diversity in the Profession welcomed 30 students from six law schools. Since then, the program has grown, with over 400 students participating in the Clerkship Program in 2020.

In addition, the Council on Legal Education Opportunity (CLEO), which administers the congressionally mandated Thurgood Marshall Legal Educational Opportunity Program, annually selects and finances the participation of six law students from different law schools in the Clerkship Program. CLEO was founded in 1968 as a nonprofit project of the ABA Fund for Justice and Advocacy to expand opportunities for minorities and low-income students to attend law school and become members of the legal profession by providing prelaw recruitment, counseling, placement assistance, and training.

Over the nine years of the program’s existence, students from 54 law schools have attended the Clerkship Program, including students sponsored by CLEO. While each school and CLEO can determine its own method for selection of participating students, the program recommends consideration of students who have strong credentials for clerkships but who have not been considering clerking.

In most cases, the schools listed provided the financial support necessary for the students to attend. However, the national CLEO program provided financial support for a number of the students from the law schools listed to attend in most years of the program.

54 LAW SCHOOLS PARTICIPATE IN ABA JUDICIAL CLERKSHIP PROGRAM
One or more students from each of the following 54 law schools have participated in the ABA Judicial Clerkship Program since its inception in 2001. In most cases, the schools listed provided the financial support necessary for the students to attend. However, the national CLEO program provided financial support for a number of the students from the law schools listed to attend in most years of the program.


In 2004, the ABA Commission on Racial and Ethnic Diversity in the Profession established the Clerkship Program in Philadelphia, with the aim of providing opportunities for minority law students to enter the legal profession and to advance diversity in the legal workforce.

One student from the first year of the program, David P. Avila, writes today that “had I never participated in the ABA Judicial Clerkship Program, I would never have clerked. Eight years ago, when I was a third-year student at the University of Michigan Law School, clerking was far from my mind. . . Clerking has helped me to understand how some judges think about and approach legal issues, it has given me a common bond with colleagues who have clerked, and I now have a lifetime friend and mentor in the judiciary. Without a doubt, the ABA Judicial Clerkship Program launched my legal career and for this I am truly thankful.” Avila now works for the U.S. Department of Justice.

At the second Clerkship Program in Philadelphia in 2002, Commission Chair Lillie and new JD Chair Judge Diumuid O’Scannlain convened a much larger group of students (42 from...
The third Clerkship Program was held in Seattle in 2002, attended by 38 students from 13 law schools. New Commission Chair Lawrence R. Baca and new JD Chair James Scott Sledge were upstaged when ABA President-Elect Dennis Archer made an unscheduled appearance during the opening session. This marked the beginning of a substantially uninterrupted annual practice of the top leadership of the ABA welcoming students to the program. Commission member J. Canyon Gordon assisted me in co-chairing the 2003 program.

The biggest development at the Seattle program, however, was in terms of judicial participation. During the first program in San Diego, responsibility for recruiting judges fell primarily to the JD Standing Committee on Minorities in the Judiciary; 14 judges participated. During the second program in Philadelphia, responsibility for recruiting judges was shifted to the JD Appellate Judges Conference; 13 judges participated. But in asking me to chair the program for a second time in 2003, Judge Sledge directed me to recruit judicial participation from throughout the JD—from the appellate, general jurisdiction, specialized jurisdiction, and administrative benches, and from both federal and state courts. The number of judges participating began to grow markedly, this time to 24.

The Program Grows

The fourth Clerkship Program convened in San Antonio in 2004, with a record 51 students from 13 law schools and a record 50 judges participating. ABA President Archer and President-Elect Robert J. Grey Jr. joined Commission Chair Baca and new JD Chair Richard N. Bien in welcoming the students. This was the third year that I chaired the program, and the second year that I did so along with Commission member J. Canyon Gordon.

Among the students attending the program in San Antonio was Robyn N. Carr from the Indiana University Maurer School of Law—Bloomington. "When I finally began to interview with judges for a position," she writes today, "I never felt nervous—in part because I had interacted with several during the Judicial Clerkship Program. I knew what to expect completely, and I credit the program for that preparation. I'm now working at a large firm in Washington, D.C., after finishing a two-year clerkship on the federal district court in Houston, Texas. The program was the impetus for it all and I am grateful to have had the opportunity to participate."

The fifth Clerkship Program was held in Salt Lake City in 2005, and the somewhat remote location saw the number of students participating drop to 35 but judicial participation remained a strong 31. The tradition of the ABA’s top leaders greeting the students remained intact with attendance of the opening session by ABA President Grey, ABA President-Elect Michael S. Greco, and Immediate Past President Archer. Utah Chief Justice Christine M. Durham, Commission Chair Baca, and new JD Chair Judge Jodi B. Levine. Following the arguments, Circuit Judges Kenneth F. Ripple and Kevin W. Staley met with the students and answered their questions. The judges, clerks, and students subsequently had lunch together.

The Program Grows to Record Levels

The seventh Clerkship Program in Miami in 2007, as noted in the opening session by ABA President-Elect Karen J. Mathis, and Immediate Past President Grey, William J. Caprara, Justice George P. Hanks Jr., and Commission member Reuben A. Shelton together chaired the 2006 program at the appointment of new Commission Chair Kay H. Hodge and new JD Chair Judge Jodi B. Levine. The Chicago program followed the precedent established in Salt Lake City when students visited the U.S. Court of Appeals for the Seventh Circuit and viewed an oral argument before Circuit Judges Richard A. Posner, Kenneth F. Ripple, and Michael S. Kanne. Following the arguments, Circuit Judge Diane P. Wood, her clerks, and Judges Ripple and Kanne met with the students and answered their questions. The judges, clerks, and students subsequently had lunch together.

The Program Grows to Record Levels

The seventh Clerkship Program in Miami in 2007, as noted at the outset of this article, was one in which the cornerstone of the program was passed from the ABA Commission on Racial and Ethnic Diversity in the Profession to
The research exercise for the 2008 program focused on giving students the opportunity to view an appellate argument. Judge Caprathe acted as petitioner's counsel, arguing that the photo ID requirement was unconstitutional; attorney Bennett Evan Cooper argued for its constitutionality.

Judge Caprathe’s three years of directing the Clerkship Program came to an end at the conclusion of the 2008 program. He describes it as “a fundamental action program to help accomplish the important goal of diversity in the legal profession.” He says that he has heard from “so many attorneys and judges that it is a great experience to work with these enthusiastic, intelligent law students for the three days, and many would like to hire them in the future.”

The ninth Clerkship Program in Boston in 2009 shattered attendance records, with 110 students from 27 law schools attending. Welcoming the students was ABA President-elect Daisy Hurst Floyd, ABA President William H. Neukom, and President-Elect H. G. See, assisted by Judge Love; 51 judges participated. The opening panel of the program was particularly exciting, as it was chaired by former ABA President Archer and included Massachusetts Chief Justice Margaret H. Marshall. The Massachusetts appellate judiciary contributed to the Boston program in another major way when Massachusetts Appeals Court Justice Fernande R. V. Duffy made it possible to reinstate the previous practice of the students traveling to view an appellate argument. The students watched oral arguments in two separate cases at the Massachusetts Appeals Court and then listened as a panel of justices and current law clerks described their experiences as law clerks. The justices, clerks, and students subsequently had lunch together.

The logistics of Los Angeles made it impracticable to travel off-site, and so the program innovated to give Judge Martinez’s fellow district court judges, and Judge Rosemary Barkett, several students traveling to view an appellate argument. The Massachusetts appellate judges continued the tradition, ABA President Neukom and President-Elect H. G. See, assisted by Judge Love; 51 judges participated. The true measure of the program is the fact that it has attracted approximately 500 minority law students from throughout the country with the opportunity and benefits of clerking.

Judge Rosenblum says that she is “confident that this program has increased the level of interest in and number of applications for judicial clerk positions from minority lawyers.” The data show that at least 41 of the 310 students attending the program from 2001 through 2007 secured clerkships with appellate and trial court judges. Dozens more completed judicial internships as part of their legal studies.

As one who has been involved in the Clerkship Program since its outset, I want to acknowledge several individuals, some of whom are not mentioned in the foregoing paragraphs, for their considerable contributions to this program. Foremost and foremost, each year’s program requires an enormous amount of effort from the ABA staff members assigned to it—recruiting students, recruiting judges, arranging logistics, and providing on-site administration for the program itself. Each of these tasks is complicated and difficult; and each year they have been performed flawlessly. A number of men and women have been responsible for that achievement, but most notable among them have been Gillard Fadley, Regina Smith, and Sharon Tindall. The three of them in particular have truly made the program what it is today.

Second, Judges Caprathe, Kato, Love, Rosenblum, and See, along with Justice Hanks, and the other co-chairs of the programs all gave generously of their time and talent and made each program a memorable experience for the students and judges who participated. A special word of praise is due to Judge Rosenblum, who, in addition to chairing the first Clerkship Program and serving as its great champion at the highest levels of the ABA, hosted for many years a late-evening cheesecake dessert reception for the students.

Several additional judges have participated in a substantial number of the annual programs, contributing their expertise, their enthusiasm, and their inspiration to both the program and the students: Judges Marigita Solano, Bernal, Danny J. Boggs, Arthur L. Burnett, Charles N. Cleverett Jr., Herbert B. Dixon Jr., Donald D. Haley, Barbara M.G. Lynn, Joel D. Meld, William D. Masouri, Rosemary Show Sackett, Berle M. Schiller, Calvin L. Scott Jr., and Justice Patricia Timmons-Goodson.

And LexisNexis has been a wonderful partner. As the program has grown from 30 students at the start to over 100 this year, LexisNexis has provided more and more computers, software, and printers—and on-site technical support—to meet the needs of the program’s ambitious agenda.

Judge Lynn has observed, “It is a wonderful experience to see minority students, many of whom thought a judicial internship or clerkship was out of their reach, learn what opportunities are available and internalize what skills are required to succeed.” Judge Caprathe adds, “The program is a great opportunity for us as judges, and lawyers, and law students to improve the justice system in this country.” Motivated by the ABA’s commitment to “the full and equal participation in the legal profession by minorities,” the ABA Judicial Clerkship Program looks ahead with hope and anticipation to encouraging and assisting ever more minority law students to seek and secure judicial clerkships.

Justice Frank Sullivan Jr. has been a justice on the Indiana Supreme Court since 1993. He is chair of the Nominating Committee of the ABA Judicial Division’s Appellate Judges Conference (AJC); he is immediate past chair of the AJC’s Executive Committee, and he is a member of the Nominating Committee of the Judicial Division. He can be reached at fsulliv@courts.state.in.us.

**CONCLUSION**

With the tenth anniversary of the ABA Judicial Clerkship Program to take place in February 2010, I think that the ABA Judicial Division, ABA Council on Racial and Ethnic Diversity in the Educational Pipeline, and the ABA Commission on Racial and Ethnic Diversity in the Profession can be extremely proud of their accomplishments. In 2002, the Judicial Clerkship Program was honored by the ABA with its Section Officer’s Mentorous Service Award,” which recognizes each year a single program or activity of an ABA member entity for significant contributions to the work of the Association. But beyond that award, the true measure of the program is the fact that it has attracted approximately 500 minority law students from throughout the country with the opportunity and benefits of clerking.

With the tenth anniversary of the ABA Judicial Clerkship Program to take place in February 2010, I think that the ABA Judicial Division, ABA Council on Racial and Ethnic Diversity in the Educational Pipeline, and the ABA Commission on Racial and Ethnic Diversity in the Profession can be extremely proud of their accomplishments. In 2002, the Judicial Clerkship Program was honored by the ABA with its Section Officer’s Mentorous Service Award,” which recognizes each year a single program or activity of an ABA member entity for significant contributions to the work of the Association. But beyond that award, the true measure of the program is the fact that it has attracted approximately 500 minority law students from throughout the country with the opportunity and benefits of clerking.
RESOLUTION 6
IN SUPPORT OF DIVERSITY OF JUDICIAL LAW CLERKS WORKING FOR STATE COURT JUDGES

WHEREAS, the public looks to the courts above other governmental institutions for fairness and neutrality and must have confidence in the courts and the judicial process; and

WHEREAS, significant segments of society continue to believe that minorities are treated unfairly by the courts and that racial and ethnic prejudice impedes fair and equal access to the courts; and

WHEREAS, the courts have an important responsibility to take a leadership role in eliminating racial and ethnic bias in the courts and should better mirror the racial and ethnic make-up of the communities they serve; and

WHEREAS, educational and mentoring programs that support students of color and other underrepresented groups increase the diversity of law clerks within the judiciary and the legal profession; and

WHEREAS, the purpose of such programs is to foster racial and ethnic diversity among law clerks serving in the federal and state judiciary.

NOW, THEREFORE, BE IT RESOLVED that the Conference of Chief Justices:
• Endorses the principles and strategies established by two notable programs: the ABA Judicial Clerkship Program and the Just the Beginning Foundation’s Judicial Externship/Clerkship Program; and
• Strongly encourages each chief justice and chief judge to make a personal commitment to promote and recommend to the judges in their jurisdiction that they participate in these programs and consider minority applicants that may be referred for either internship or clerkship opportunities.

Adopted as proposed by the CCJ Access to and Fairness in the Courts Committee at the Midyear Meeting on January 28, 2009.
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<th>Name</th>
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<td>Kirk C. Chavez</td>
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<td>Merisa Heu-Weller</td>
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<td>Shalonda L. Jones</td>
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<td>Yara Lorenzo</td>
<td>St. Thomas</td>
<td>Hon. James Lawrence King (U.S. Dist. Ct. for S.D. Florida)</td>
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<td>Amanda C. Sanchez</td>
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<td>Hon. Pamela B. Minzner (New Mexico Supreme Court)</td>
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<td>Delphina Yuen</td>
<td>Syracuse</td>
<td>Hon. William C. Carpenter, Jr. (U.S. Superior Court of Delaware)</td>
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Dear Friends:

It is with much pride and enthusiasm that I congratulate the Council for Racial and Ethnic Diversity in the Educational Pipeline and the Judicial Division on the tenth anniversary of the Judicial Clerkship Program.

The program fills a great need in the pipeline to the legal profession. Although the profession is much more diverse and inclusive than previously, and has made significant advances, many obstacles to free and equal professional success remains. Among those obstacles are the negligible number of minorities serving as judicial clerks. Without meaningful access to judicial clerkships, law graduates are denied significant opportunities for career advancement.

As a productive way to enhance access to full-time clerkships for law students of color, the Judicial Clerkship Program promotes the ABA’s goal of full and equal participation in the association, our profession, and the justice system by all persons. For that, we are grateful for the Council for Racial and Ethnic Diversity in the Educational Pipeline, the Judicial Division, the program’s sponsors, and the participating judges, students, and law schools.

Many wishes for success in the years ahead.

Sincerely,

Carolyn B. Lamia

Stephen N. Zack

President-Elect
December 18, 2009

Dear Colleagues:

I am pleased to extend my congratulat ions to the Council for Racial and Ethnic Diversity in the Educational Pipeline and the Judicial Division on the 10th anniversary of the Judicial Clerkship Program. The American Bar Association has an ob ligation to continue to promote full and equal participation in the profession by all persons. A diverse judiciary is a vital component in ensuring that the public has confidence in the justice system. The Judicial Clerkship Program is an invaluable tool in creating diversity within the judiciary.

I applaud the Council and the Division for being visionaries in developing this program to bring together promising young law students with members of the judiciary, exposing both judges and students to the possibilities of working together.

I commend you on the past success of the Program and wish you continued success in the efforts to ensure a diverse profession and judiciary.

Sincerely,

William C. Hubbard, Chair
ABA House of Delegates
Welcome to the 10th Anniversary of the ABA Judicial Clerkship Program. On behalf of the Judicial Division, I congratulate everyone who makes the Program a success.

In just three days, the Judicial Clerkship Program strengthens the law student's legal research, analysis, drafting and editing skills. It gives them a rare opportunity to briefly experience the judicial decision-making process and the working relationship between a judge and a law clerk. The Clerkship Program is an honorable addition to the student’s resume and qualifies them as a priority applicant for the ABA Section of Litigation’s Judicial Intern Opportunity Program; a program that places minority and financially disadvantaged law students in courts across the United States.

This momentous occasion is attributable to the staff of the ABA Judicial Division and the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline (formerly the Presidential Advisory Council on Diversity in the Profession). It flourishes thanks to Judicial Division judges and members of the Educational Pipeline working with staff to plan exciting, yet challenging programs year after year. The Clerkship program continues to have a lasting effect by reason of the Judicial Division judges maintaining contact, mentoring, hiring and referring students to colleagues. Numerous students have received clerkships as a result of the ABA Judicial Clerkship Program.

Lastly, I would like to thank LexisNexis® for their generous, enthusiastic and ongoing support that has been invaluable since the Program’s inception.

The Judicial Division looks forward to future programs that enhance the lives and careers of minority law students and to doing our part to diversify the profession.

Best regards,

Jack L. Brown, Esq
Chair, ABA Judicial Division

Dear Friends:

Congratulations to the Council for Racial and Ethnic Diversity in the Educational Pipeline and the Judicial Division as they celebrate the tenth anniversary of the Judicial Clerkship Program.

The Program’s goal of encouraging minority law students to actively pursue judicial clerkship opportunities after graduation and encouraging judges to seek greater diversity among applicants for clerkships is an outstanding example of the ABA’s commitment to Goal III— to promote full and equal participation in the association, our profession, and the justice system by all persons and to eliminate bias in the legal profession and the justice system.

Over the past ten years, the program has continued to grow and thrive as a result of the hard work and dedication of the members of the Council for Racial and Ethnic Diversity in the Educational Pipeline and the Judicial Division as well as law schools and judges throughout the country.

Thank you for your continued commitment to the ABA Judicial Clerkship Program.

Sincerely,

R. Thomas Howell, Jr.


PERSPECTIVES & COMMENTARIES
THE JUDGES

“It’s a great program and I’ve enjoyed having all Philadelphia area participants as interns in the Federal District Courts in Philadelphia.”
Hon. Berle M. Schiller
US District Court, Eastern District
Philadelphia, PA

“2009 was my first year being involved but I found the experience rewarding probably as much for me as the students. I have remained in contact with several students, provided mentoring throughout the year and assisted in students obtaining clerkships and summer intern positions.”
Hon. Allen J. Webster
LA County Superior Court
Compton, CA

“I enjoy discussing the judge/law clerk relationship with these bright students. I know that diversity is crucial to our justice system that serves a diverse population. I am pleased to take part in this program that helps bring minorities and minority perspectives to the table.”
Hon. William J. Caprathe
Bay County Circuit Court
Bay City, MI

“As a participant, I have found the ABA Judicial Clerkship program personally and professionally rewarding to me as a state trial judge. I have enjoyed hearing and learning each law student’s perspectives on important issues currently being considered by our U.S. Supreme Court. I have equally enjoyed re-directing and re-focusing these students to have them target relevant research areas to assist them in developing these issues for their future employers.”
Hon. Stephanie Dimitrovich
NESI Chair-Elect
 Erie County Courthouse
Erie, PA

“What a great experience! I felt I provided information to law students from the real world of courts as well as some non traditional roles for attorneys in courts. With one student, I was able to facilitate a meeting in her hometown with others who were already working in her field of interest.”
Hon. Elizabeth R. Finn
Presiding Judge
Glendale City Court
 Glendale, AZ

“I have received emails and calls from law students that I have met during the Judicial Clerkship Program. Their questions and comments convince me that the program inspires the participants to prepare themselves for a judicial clerkship. In turn, I am inspired to reach out to such students and to provide clerkship opportunities in my chambers.”
Hon. Charles N. Clevert, Jr.
Chief Judge U.S. District Court, E.D. Wisconsin
Milwaukee, WI

“I have participated from the beginning of the program. It has been a rewarding experience for me and the students. I have received messages from students afterwards expressing their appreciation. One was a card saying that there are heroes among us willing to help to make the world a better place and that I was one of those for helping with the program.”
Hon. Joel D. Medd
North East Central Judicial District
grand Forks, ND

“I have worked with the Judicial Clerkship Program for several years and have found the interaction with the students very rewarding and enjoyable. I have consistently hired outstanding minority clerks.”
Hon. Terri E. Love
4th Circuit Court of Appeal
New Orleans, LA
Co-Chair of ABA Judicial Clerkship Program 2008.

“Wonderful experience. I think the judges get as much from the clerks as they do from us. Their enthusiasm is contagious!”
Hon. Marguerite D. Downing
Edelman Children’s Court
Monterey Park, CA

“I’ve been a member of the State Trial Judges Conference for 12 years, I remember where JCP started, I remember I thought it sounded like a good idea, but I didn’t plan to be involved 2 years ago I got involved! It is one of the most significant and rewarding experiences I have had in JD. The students are bright, eager and energetic. It’s a pleasure to work with these great kids. You won’t be disappointed.”
Hon. Gary B. Randall
Chair, ABA Judicial Divisions National Conference of State Trial Judges
Denton Court, Douglas County Nebraska
Omaha, Nebraska

The Judicial Clerkship Program has been one of the most rewarding projects I have participated in during my 25-year career as a judge. Working with these talented minority law students reminded me of when I served as third-year student intern and my first job as staff attorney for the Indiana Civil Rights Commission. It has given me a renewed sense of purpose to help educate students and young lawyers.”
Hon. W. Terry Buckridge
Chief Judge, 6th Judicial District
Breckenridge, CO

“As we celebrate the 10th Anniversary of the ABA’s Judicial Clerkship Program, I want to say a word of tribute to Robert E. Wone who brought energy and inspiration to the ABA Judicial Clerkship Program in its early years. He clerked for Hon. Raymond A. Jackson, U.S. District Court for the Eastern District of Virginia, and was a leader of the Asian Pacific American Bar Association. Wone was the victim of a homicide in August, 2006. Without Robert Wone’s work on the first three Clerkship Programs in 2001, 2002, and 2003, the Program would not be what it is today.”
Hon. Frank Sullivan, Jr.
Indiana Supreme Court
Indianapolis, IN

“Serving as a judicial law clerk was one of the most rewarding experiences of my life. The Judicial Clerkship Program not only provides students with the necessary tools to successfully obtain a clerkship but also with the insight to make the very most of their clerkship experience.”
Justice George C. Handels, Jr.
Texas Court of Appeals, 1st District
Houston, TX
Co-chair of ABA Judicial Clerkship Program 2007
CALIFORNIA WESTERN SCHOOL OF LAW

California Western School of Law participates in the ABA's Judicial Clerkship Program because it allows us to offer our students of diverse backgrounds uniquely valuable professional development opportunities. There are few programs available to law students that so consistently engage students while introducing them to a broad and powerful network of respected jurists. Our students practice the analytical and research skills needed for successful practice. They engage with peers, judges, and other legal professionals from around the country on a professional and personal level, developing relationships that will serve them throughout their careers. Assistant Dean for Career Services Lou Helmluth says, “Our students return empowered, with able mentors and willing to serve their professional interests over the long haul. They learn that there are many paths to a rewarding career in the law and, that with attention and professionalism, they can choose their own path. The program is outstanding.”

INDIANA UNIVERSITY MAURER SCHOOL OF LAW

Students who attended the ABA Judicial Clerkship Conference often felt like they were returning with “insider information” as each of the participants were provided with access to judges from throughout the legal spectrum. The personal interaction the conference afforded participants provided them with insight difficult to find in any one setting. The knowledge with which they returned compelled the school to create a special workshop in our judicial clerkship series where the attendees were able to share the information garnered at the conference with their colleagues.

UNIVERSITY OF TENNESSEE COLLEGE OF LAW

The University of Tennessee College of Law has a strong commitment to promoting full and equal participation in the legal profession by minority students. To this end, UT has partnered with state and local bar associations to sponsor minority recruitment conferences and has participated in the ABA’s Judicial Clerkship Program. Our participation in the JCP supplements our in-house judicial externship program, which provides students with the opportunity of working as clerks with members of the judiciary. While our in-house program pairs students with Tennessee state and federal judges, the JCP has given our minority students the opportunity to engage with judges from many different jurisdictions. Our students uniformly report that this networking opportunity and learning experience has helped increase their confidence, invigorate their legal studies, and inform their career planning. A recent JCP alum, Brittany Gardner, Coordinator of UT’s Access to Justice and Mentoring Programs, attended the program in February 2008. Thereafter, Brittany worked with the Tennessee Supreme Court. She credits the JCP with preparing her for that position: “The JCP helped me learn what judges look for in memos and draft opinions. Not only did my participation in JCP help me to acquire a summer job with the Tennessee Supreme Court, it also helped me to be well-prepared for the tasks of that job.” The achievements of JCP and UT alumni like Brittany convince us that participation in the JCP is an important dimension of our law school’s dedication to assuring equal opportunities for minority lawyers in all aspects of the legal profession.

THE UNIVERSITY OF TEXAS SCHOOL OF LAW

The University of Texas School of Law values judicial clerkships and enthusiastically supports students interested in pursuing clerkships. It is for these reasons that we have sent students to participate in the ABA Judicial Clerkship Program for the past 10 years. We had noticed a sentiment among minority students that judicial clerkships “weren’t for them.” By participating in JCP, UT Law assures these students that clerkships are for them, and gives them self-confidence in their ability to be competitive for these positions. JCP has been especially beneficial for our students because of the direct contact and interaction it affords them with judges. We believe that every opportunity students have to meet with judges contributes to their interest in clerkships and increases their comfort level with the judges. UT Law looks forward to many more years of participation in this terrific program.

VILLANOVA UNIVERSITY SCHOOL OF LAW

Villanova is proud to have participated in this program since its inception. We have stayed with the program because it is rigorous, because it is relational, and because judges have remained so committed to its success. Our student consistently share that the Judicial Clerkship Program exceeded their expectations in every way. Our students always return from the JCP highly energized about our judicial system and the prospect of clerking. After engaging with members of the bench in highly collegial and challenging programs, our students develop a more sophisticated appreciation for the talent and humanity of our nation’s judges. Judges frequently stay in touch with our students and in some cases have become treasured professional mentors. Most important, our students bring their learning and experience back to the classroom and community at Villanova Law. Whatever future career path our participants have taken, all have expressed the value of this program to their development as lawyers.

WILLIAM MITCHELL COLLEGE OF LAW

William Mitchell College of Law is a proud supporter of the American Bar Association Judicial Clerkship Program. For 110 years, William Mitchell has been a national leader in providing legal education that focuses on both theory and practical skills. William Mitchell’s goal is to provide students with a practical legal education. Our students have the opportunity to learn from leading scholars and practitioners, including lawyers, business leaders, and judges. We understand the importance of studying the law in the classroom, and the opportunities for mentors in and out of the classroom. We also understand that it’s equally important for students to get real-world experience, and that the ABA Judicial Clerkship Program provides students the opportunity to network with judges and former law clerks throughout the country, and is an excellent complement to Mitchell’s practical curriculum.

Dennis W. Archer
Former American Bar Association President
Perspectives & Commentaries

The Students

“My experiences at both of my externships were very rewarding. They both gave me a chance to work on and improve my legal research and writing, observe and learn from the ‘good, the bad and the ugly’ of effective oral and written advocacy (at all stages of litigation) and gain invaluable insight into the inner workings of a judicial chamber. But perhaps, most rewarding, has been the opportunity to gain life-long mentors as a result of both of my judicial externships.”

Charles Chineduh, JCP 2008 Participant

“Attending JCP provided me with an opportunity to network and interact with Judges from various jurisdictions throughout the United States. JCP’s Law Clerk simulation activity provided me with an opportunity to work with a Judge and serve as his Law Clerk. I was able to research a matter and give my opinion to the Judge on how she should make her ruling on the matter. My judicial internship experience taught me the importance of legal writing. I was able to learn techniques from my Judge over the summer that helped me improve my legal writing.”

Reshaun M. Finkley, JCP 2009 Participant

“The ABA’s Judicial Clerkship Program undoubtedly contributed to my success in attaining two federal clerkships. The program afforded me unique insight into the world of clerking, and also enabled me to exchange invaluable information and ideas with federal judges, fellow clerk, and fellow aspiring clerks.”

Robert Ford, JCP 2007 Participant

“The judges were very interested in talking with the students about the merits of a clerkship, the application process, and other areas of interest. I was impressed by the number of non-minority judges who seemed genuinely interested in having minority law students clerk for them.”

Katina N. Grays, JCP 2001 Participant

“Based on my participation in the program, I have decided my goal is to obtain a judicial clerkship. The ABA has given me an opportunity that a lot of students do not have, and I consider myself very fortunate.”

Eronda Johnson, JCP 2001 Participant

“I am very thankful for the program because I had the chance to learn about the whole process and benefits of being a judicial clerk. Through the program, I was able to re-evaluate and expand my career options and I am now seriously contemplating of starting my legal career as a judicial clerk. Moreover, the program gave me the chance to meet and network with excellent people in the legal community.”

Marc Aldwin M. Laudon, JCP 2009 Participant

“The ABA Judicial Clerkship Program (JCP) was instrumental in my obtaining a full externship with Justice Patricia Timmons-Goodson, Supreme Court of North Carolina. I learned a lot from the externship, the experience was invaluable. However, I must say, I would not have thought of an externship or clerkship if it had not been for my JCP experience, which provided me with an overview of clerking and introduced me to judges from across the country, including Justice Patricia Timmons-Goodson.”

Diane Littletjohn, JCP 2009 Participant

“All of the programs were well organized, very informative, and extremely beneficial. After the program I used the new information and new skill set as I pursued a summer clerkship. With the help of this program and its participants, I am pleased to say I was offered a summer clerkship at the United States Court of Appeals for the Fifth Circuit.”

David Michel Patin, Jr., JCP 2009 Participant

“Thank you so much for the wonderful learning experience. I so much enjoyed the Judges, Lawyers, and the ‘experience’. The ABA did a great thing, and I am glad to be a student member. This definitely showed me how much I need to continue to be active in the ABA starting now.”

Linda L. Smith, JCP 2009 Participant

Collaborate to Enhance the Clerkship Experience

The ABA Council on Racial and Ethnic Diversity in the Educational Pipeline and the ABA Judicial Division collaborate with the ABA Business Law Section and the ABA Section of Litigation to enhance the clerkship/internship experience for underrepresented law students. Students from the ABA Judicial Clerkship Program will have the opportunity to participate in the Business Law Section’s Diversity Clerkship Program and in the Section of Litigation’s Judicial Internship Program. Together, these activities offer law students a full complement of training and experience in clerkships, as well as exposure to a number of Association entities.

The following are brief descriptions of the clerkship programs offered by the American Bar Association. For more details, please visit our websites.

ABA Judicial Clerkship Program (JCP) is a joint effort of the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline and the ABA Judicial Division. JCP is held annually at the ABA Midyear Meeting. The students participate in panel discussions, a research and writing exercise, and network with excellent people in the legal community.

American Bar Association Entities

The ABA Council on Racial and Ethnic Diversity in the Educational Pipeline, the ABA Judicial Division, the ABA Business Law Section, and the ABA Section of Litigation will have the opportunity to participate in the ABA Judicial Clerkship Program (JCP), which is a joint effort of the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline and the ABA Judicial Division. JCP is held annually at the ABA Midyear Meeting. The students participate in panel discussions, a research and writing exercise, and network with excellent people in the legal community.
Acknowledgments

The ABA Council on Racial and Ethnic Diversity in the Educational Pipeline and the ABA Judicial Division

Express special thanks to …

LexisNexis®
Robert Half Legal
Participating Law Schools
Judges
Court Houses for Oral Arguments
Speakers
ABA Leadership
ABA Center for Racial & Ethnic Diversity
ABA Media Relations
ABA Business Law Section
ABA Section of Litigation
ABA Staff

and various networking sessions bringing law students and judges together from around the country. These activities are designed to introduce students to the benefits of pursuing a judicial clerkship. Numerous students have obtained clerkships and internships as a result of their participation in JCP. http://new.abanet.org/centers/diversity/Pages/JudicialClerkshipProgram.aspx

ABA Business Law Section Diversity Clerkship encourages students to pursue business court clerkship opportunities and to consider careers in the practice of business law. The mission of the Program is to expose law students to the practice of business law and to provide them with work experience and foundations in business law that will further their careers. In considering a student’s diversity, the Section gives special consideration to individuals who have overcome social or economic disadvantages such as physical disability, financial constraints, or cultural impediments to becoming a law student. http://www.abanet.org/buslaw/students/clerkship.shtml

ABA Section of Litigation Judicial Intern Opportunity Program (JIOP) is a full-time, six-week minimum summer internship open to all first or second year law students of color, as well as financially disadvantaged law students who are interested in doing legal research and writing for federal and state judges in participating cities. Participation in JCP qualifies students as priority applicants for JIOP. Celebrating its tenth year, JIOP is a landmark program and a key component of the Section initiatives to expand opportunities in the legal profession. http://www.abanet.org/litigation/jiop/
American Bar Association

Council for Racial and Ethnic Diversity in the Educational Pipeline
(Formerly Presidential Advisory Council on Diversity in the Profession)

and

The Judicial Division

Are Grateful to LexisNexis for 10 years of Generous, Continued Support as we work together to diversify the Educational Pipeline and the Legal Profession
For More Information About the ABA Judicial Clerkship Program

Law Schools:
ABA Council For Racial and Ethnic Diversity in Educational Pipeline
HTTP://NEW.ABANET.ORG/CENTERS/DIVERSITY/PAGES/JUDICIALCLERKSHIPPROGRAM.ASPX

Judges:
ABA Judicial Division
HTTP://WWW.ABANET.ORG/JD/HOME.HTML