

MULTNOMAH BAR FELLOWS

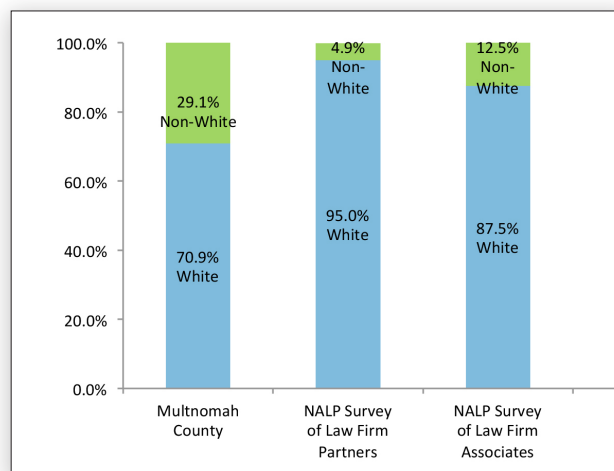
SUMMARY

The Multnomah Bar Association is seeking corporate and law firm sponsors for its new Bar Fellows program, which will increase the diversity of the legal community in our county by supporting a group of diverse law students at the Lewis & Clark and University of Oregon Law Schools. As Multnomah Bar Fellows, the students will receive financial support, mentoring, and summer internship opportunities. The program's goal is to foster a new generation of excellent lawyers who will enhance the diversity of our legal community.

BACKGROUND

As Oregon lawyers, we have the opportunity and obligation to work towards the development of a more diverse Bar.

Diversity in Multnomah County, and in Local Law Firms¹



Local law schools play a crucial role in increasing the diversity of legal profession.

This Bar Fellows program is modeled after the King County Diversity Fellows Program, also called the “Gregoire Fellows” program. That Program named its first nine Fellows from the 1L class beginning in the fall of 2015. The King County program was developed by the University of Washington and Microsoft to directly address the problem of a lack of diversity in the legal profession in the Seattle area. The University of Washington and sponsoring companies and law firms have received positive public accolades since the program was announced, including a feature article in the Seattle Times. Joining the University of Washington and Microsoft as company sponsors of the King County Fellows Program are: Amazon.com Inc., Starbucks Corp., Nintendo of American Inc., Seattle Genetics Inc., Vulcan Inc., and Weyerhaeuser Co. Law firm sponsors include Davis Wright Tremaine LLP; Foster Pepper PLLC; K&L Gates LLP; Lane Powell PC; Orrick, Herrington & Sutcliffe LLP; Perkins Coie LLP; Miller Nash Graham & Dunn LLP; and Stoel Rives LLP.

¹ Data regarding Multnomah County - <http://www.census.gov/quickfacts/table/PST045215/41051>. Data from NALP (National Association for Law Placement), http://www.nalp.org/women__minorities_press_release_nov2015_exp_tables.

PROGRAM DETAILS

Our goal is to launch the pilot program in the late summer of 2017, with law firms and corporate law departments committing to sponsor a number of Fellows at each law school. The law schools would then recruit applicants through the rest of 2017, eventually naming the inaugural class of Multnomah Bar Fellows who would begin law school in the fall of 2018.

Participants in the Fellows Program must: (1) be enrolled as full-time law students at Lewis & Clark or the University of Oregon Law Schools, (2) intend to return to law school for their second year, (3) maintain appropriate academic credentials, (4) have the potential to diversify the legal profession, (5) commit to participating in the Bar Fellows summer internship program the summer after their first year, and preferably (6) demonstrate financial need.

EACH BAR FELLOW WILL RECEIVE:

Tuition Scholarship up to \$60,000	Ten-Week Paid Summer Fellowship:	Mentorship:
<p>The two law schools with a presence in Multnomah County – the University of Oregon School of Law and Lewis & Clark Law School – will select and admit the Fellows and provide up to six tuition scholarships (\$20,000 per student, per year, contingent on participation requirements set forth above) in the first three years of the program.</p>	<p>Local corporations and/or law firms will host the Bar Fellows for a ten-week summer fellowship after the first year of law school, with no expectation of continued employment. Fellows may spend the entire ten weeks at a single sponsor’s workplace, or rotate for five weeks between two sponsors – the choice would be made by the sponsors before the Fellows are matched with sponsors. The Fellows will receive a salary of \$10,000 for the ten weeks, paid through the sponsor(s) payroll department.</p> <p>Fellows will be matched with sponsors based on mutual ranking after a “meet and greet” event at the beginning of the school year and an opportunity for sponsors to meet and interview each Fellow in the January preceding the summer fellowship (see timeline on the next page).</p>	<p>A key feature of the MBA Bar Fellows program will be a focus on mentorship. The members of the Fellows program will meet as a group four times throughout the year with a program mentor (likely a judge). In addition to group mentorship, each Bar Fellow will be offered limited ongoing mentorship from lawyers in sponsoring law firms or company legal departments.</p>

TIMELINE

- **Summer 2017:** Firms/corporate law departments made commitments for first class of MBA Fellows
- **Fall 2017:** Law schools use those commitments along with scholarship money as recruitment tool for first class of MBA Fellows
- **January - May 2018:** Students accept offers; first class of Fellows is set
- **Summer 2018:** Firms/ corporate law departments make commitments for second class of MBA Fellows
- **Fall 2018:** First class of MBA Fellows begin first year of law school
- **Fall 2018:** Law schools use commitments from firms/corporate law departments as recruitment tool for second class of MBA Fellows
- **Fall - Winter 2018:** Occasional meet-and-greet type interactions between law firms/corporate law departments and first class of MBA Fellows
- **January 2019:** Firms interview, rank preferences for first class of MBA Fellows
- **January - May 2019:** Students accept offers; second class of Fellows is set
- **May/June 2019:** 10-week Fellows internships begins for first class of MBA Fellows - paid through firm and/or corporate law department payroll
- **Summer 2019:** Firms/corporate law departments make commitments for third class of MBA Fellows
- **Fall 2019:** Second class of MBA Fellows starts first year of law school
- **Fall - Winter 2019:** Occasional meet-and-greet type interactions between law firms/corporate law departments and second class of MBA Fellows
- **Fall 2019:** Law schools use commitments from law firms/corporate law departments as recruitment tool for third class of MBA Fellows

PARTNER WITH US!

This program will not be possible without the support and engagement of local law firms and companies. Please consider joining us in this partnership to diversify the legal community here in Multnomah County. Your partnership commitment would include:

1. Funding and providing a ten-week summer fellowship for one first year law student for the summer of 2019 at a salary of \$10,000. Law firms and companies are encouraged to share a sponsorship. Law firms and corporate legal departments that choose to collaborate on a sponsorship will have wide latitude in how they structure the summer program. Sponsors are not expected to include Fellows in their summer associate programs; the Multnomah Bar Fellows program is not designed to be a recruitment tool. Sponsors will be given the opportunity to rank participating Fellows for the summer program, although the law schools will retain ultimate discretion in matching Fellows with summer programs.
2. Providing one or more lawyers in your firm or legal department to mentor a Fellow during her first year of law school.

PLEASE RESPOND TO US WITH YOUR INTEREST IN THIS PROGRAM BY MAY 1, 2017.

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