

“What I Wish I Knew” Women of Color Webinar Follow-Up and Resources:

Speakers:

- Jireh Davis, Delegate of Diversity and Inclusion, American Bar Association Law Student Division (Moderator)
- Shenique Moss, Deputy Legal Counsel for the Executive Office of Governor Gretchen Whitmer
- Fe LopezGaetke, Director of Diversity, Equity, and Inclusion, Law School Admissions Council
- Esther Hyun, Associate, WNS Denali Sourcing Services, Inc.
- Tamara Nash, Assistant Attorney General, Office of the Attorney General of South Dakota

Below are some tips from panelists shared during the panel, as well as links to helpful resources mentioned during the call.

- **Self-Care:**
 - Protect yourself and your well-being, know that you’re not alone and you have support and a support system.
 - Watch your drinking: addiction runs rampant within the profession because there is a strong culture of drinking.
- **Connect with others:**
 - Ask for help—reach out for a Zoom coffee with a mentor, or person in a field you’re interested in, even if they may not look like you
 - Find sponsor who will advocate for you as an attorney
- **Holistic Excellence:**
 - Do your best in everything you do
 - Your reputation will stand with you, be known for having a strong work ethic and standing up with character and integrity
 - When you’re alone, ask yourself what can you do to help you move beyond survival and help you thrive?
 - Push yourself outside your comfort zone, don’t tell yourself you’re not good enough
 - Being very involved in law school with other activities. So many law students are focused on just school, but taking a breath and looking up, looking at opportunities outside of your school, all of that is really critical. Three years can fly by, and if you don’t make time to meet your legal community outside of law school, there’s so much you might miss.
- **Get involved:**
 - Getting involved in your community, affinity bars/bars of color to find community with attorneys who may share your experiences.

- Volunteer with law groups doing actions you're passionate about to make the practice of law more meaningful and help keep you connected and grounded to your purpose in the work.
- Link up with your affinity bar—being around other diverse attorneys to help re-energize you from spaces where you may be “the only one”.
- **Career:**
 - Trust the journey: sometimes, you just have to trust that you will end up where you're supposed to be! Your path isn't going to be linear.
- **Advocate and challenge others:**
 - Push your school to move beyond a diversity statement, toward action. How can a school change its approaches and actually make changes? Look at anti-racism measures: is there actual change in power dynamics? That's part of the role of faculty.
 - Stand for someone else, be an advocate and an ally.
 - What's worth fighting for? Is it conflicting with your values? Know yourself and what is important to you.
 - When it comes to matter of style, be fluid like a river. When it comes to matter of principle be firm like a rock.
 - It's an unfair burden to ask people from historically marginalized backgrounds to have to advance equity, diversity, and inclusion, so it's on the faculty to make changes and be trained to do that. Every part of our job as attorneys, in every practice area, has a relevant DEI area, and faculty should recognize and be empowered that teaching about this is their responsibility.

Resources:

- [Judicial Intern Opportunity Program](#) (JIOP), ABA Program: *The mission of the Judicial Intern Opportunity Program Committee is to provide opportunities to students who are members of racial and ethnic groups that are traditionally underrepresented in the profession, students with disabilities, students who are economically disadvantaged, students who identify themselves as LGBT, and women.*
- [Judicial Clerkship Program](#), ABA Program: *The Judicial Clerkship Program (JCP) introduces law students from diverse backgrounds from around the country to judges and law clerks.*
- [Re-Imagining Legal Education: Innovations in Pipeline Programs](#), ABA Webinar Series: *This ten-part series of collaborative programming will address a number of issues impacting the pipeline to the legal profession. Each session will include an opportunity for attendees to learn and share with the goal of strengthening the educational pipeline into the legal profession.*
- [ABA Center for Diversity and Inclusion](#): *The Center promotes collaboration, coordination, and communication to advance ABA Goal III – to eliminate bias and enhance diversity and inclusion throughout the Association, legal profession, and justice system.*
- [ABA Young Lawyers Division](#): *The Young Lawyers Division is the ABA's home for the new attorney, giving members tools to navigate the early years of a career, opportunities to network, and resources to grow skill sets.*

- **[ABA Law Students Division](#)**: *ABA membership gives law students tools and resources to help them succeed in school and beyond. ABA members get access to benefits, perks, and discounts you can't get anywhere else.*
- **[Judicial Institute Washington](#)**: *The Judicial Institute is a nonprofit organization dedicated to diversifying Washington state's judiciary. Led by a volunteer board of directors, the Judicial Institute organizes its main program every two years for diverse legal professionals seeking a pathway to the bench.*
- **[Diverse Attorney Pipeline Program](#)**: *DAPP aims to rectify the continued decline of underrepresented women of color in the legal profession by equipping women of color law students with intensive professional development, academic coaching, attorney and law student mentoring, and summer positions at law firms and corporations following their first year of law school.*
- **[Washington Minority Bar Associations List](#)**: *A compiled list of Regional and National Minority Bar Associations*
- **[AALS Law Deans Antiracist Clearinghouse](#)**: *The AALS is taking various steps, including the curation of this webpage, to respond to racism in the United States, a scourge that threatens both our democracy and the rule of law. By creating a space for our collective voices as leaders of law schools to engage our institutions in the fight for justice and equality, we strive to focus our teaching, scholarship, service, activism, programming, and initiatives on strategies to eradicate racism.*
- **[LSAC Welcomes New Chief Diversity Officer](#)**: *News release announcing Angela Winfield as chief diversity officer of LSAC.*
- **[The Need for Intentionality: Insights from Research and the LSAC Prelaw Undergraduate Scholars \(PLUS\) Program](#)**, (LSAC): *The PLUS Program is devoted to increasing opportunities for and encouraging students from diverse backgrounds to consider careers in law and to prepare them for admission to law school.*
- **[Justice Impacted Individuals in the Pipeline: A National Exploration of Law School Policies and Practices](#)**, (LSAC): *The Law School Admission Council (LSAC), in collaboration with the National Justice Impact Bar Association (NJIBA), developed and administered the 2020 Justice Impact Law School Survey to explore policies and procedures that specifically affect law schools' justice-impacted applicants and students, focusing on policies, practices, and services during the 2019-2020 academic year... The purpose of this report is to initiate a conversation about justice-impacted individuals as part of LSAC's mission to promote equity in access to legal education and to support diversity, equity, and inclusion (DEI) efforts.*