

## You Are Cordially Invited — The VSB's Outreach to Minorities

The Virginia State Bar sponsors the following programs to encourage minority participation in the legal profession:

**Oliver Hill/Samuel Tucker Prelaw Institute** — Gives high school students a live-in college experience, teaches them about the law, and encourages them to enter the legal profession. A project of the VSB Young Lawyers Conference. <http://www.vsb.org/site/conferences/ylc/view/oliver-hill-samuel-tucker-prelaw-institute/>

**Law in Society Award essay contest** — Gives all high school students in Virginia an opportunity to win scholarships by writing essays on a legal topic. Sponsored by the VSB Litigation Section in cooperation with the Publications and Public Information Committee. <http://www.vsb.org/site/public/law-in-society-award-competition/>

**Minority Prelaw Conference** — A seminar to encourage college undergraduates to attend law school, guide them through the Law School Application Test, and expose them to law classes and discussions about legal practice. A project of the YLC. <http://www.vsb.org/site/conferences/ylc/view/minority-prelaw-conference/>

**Bench-Bar Dinner** — Honors women and minorities who have recently become judges. A project of the YLC. <http://www.vsb.org/site/conferences/ylc/view/bench-bar-dinner/>

In addition, the VSB leaders are eager to invite minorities and women to participate in the many committees, conferences, and sections that form the Virginia State Bar. Chief Justice Leroy R. Hassell Sr. places a high priority on minority participation (see article, page 14). To find a project that interests you, explore the VSB website at <http://www.vsb.org>.

“Virginia needs lawyers — women and men — of every color, faith, and ethnicity, and from every region of the commonwealth,” said VSB Executive Director Karen A. Gould. “Clients need you, and the profession needs you as leaders of the Virginia State Bar, as legislators, and as judges.

“The VSB invites you to serve. We will receive you with open arms and put you to work with other dedicated attorneys. Your viewpoint is irreplaceable.” To volunteer, contact your VSB Counsel representative. (See page 5.)

If you have suggestions for projects to increase the diversity of the VSB, contact Joseph A. Condo, chair of the Diversity Task Force, at (703) 442-0888 or [jac13@crkblaw.com](mailto:jac13@crkblaw.com).

## Sowing Future Lawyers: Hunton & Williams, William & Mary Start Diversity Project

If you want to encourage high school students to become lawyers, you have to provide them with

- a path they can follow to get a legal education and pursue a career;
- lawyers to serve as role models;
- social support and persuasion;
- a chance to explore legal tasks.

So says Street Law Inc., a nonprofit organization that educates the public about law and democracy. Using educational strategies supported by empirical data, Street Law has developed several pipeline initiatives to encourage youth to consider and pursue legal careers — including one that since 2001 has been using corporate counsel to nurture minority lawyers.

Now Street Law is embarking on a new pilot project that can be used by private law firms: the Legal Diversity Pipeline Program, cosponsored by the National Association for Law Placement (NALP). Five firms will participate nationally in the project. One is Hunton & Williams, which will work with law students from the College of William and Mary to bring the program to high school students from Richmond Public Schools. The program is scheduled to begin in January.

Richmond is taking a different slant than the other pilots by including law students working alongside the H&W lawyers to mentor the teenagers — thereby establishing two tiers of pipeline. The law firm provided twenty thousand dollars for curriculum materials, Street Law staff time, travel, training, and technical assistance. NALP is also providing funding for the program.

Robert E. Kaplan, associate dean at W&M, said the program will include:

- classes on substantive areas of law and career pathways;
- job shadowing;
- college planning;
- mock trials;
- mentoring relationships.

The Legal Diversity Pipeline Program will take place at a Richmond high school yet to be selected and at Hunton & Williams in Richmond. Kaplan and Aimee McKim, legal recruiting director at H&M, are overseeing it.

For more information, contact [rekapl@wm.edu](mailto:rekapl@wm.edu) or [amckim@hunton.com](mailto:amckim@hunton.com).