

## SUPPORT

*In 1990, the Sacramento County Bar Association established the Diversity Hiring and Retention Committee. The Summer Fellowship is the work of that committee and the Sacramento-area law firms that have pledged support by hosting students, developing programs, and sitting on the committee.*

*Firms of all sizes are encouraged to support the vision of this committee by participating in the program. For more information, please contact:*

*Sacramento County Bar Association  
Diversity Hiring & Retention  
Committee Chairs*

*Felix De La Torre  
916.443.0600  
fdelatorre@unioncounsel.net*

*Linda Partmann  
916.329.7936  
lpartmann@orrick.com*

[www.sacbar.org](http://www.sacbar.org)

## PARTICIPATING FIRMS

CARLTON, DISANTE, FREUDENBERGER LLP  
COOK BROWN LLP  
LAW OFFICES OF DONALD DESHAW  
DOWNEY BRAND LLP  
JACKSON LEWIS LLP  
KATCHIS HARRIS & YEMPUKU  
MASTAGNI, HOLSTEDT, AMICK, MILLER,  
JOHNSEN AND UHRHAMMER  
MCDONOUGH HOLLAND & ALLEN PC  
ORRICK, HERRINGTON & SUTCLIFFE LLP  
PORTER, SCOTT, WEIBERG & DELEHANT  
REDIGER, MCHUGH & HUBBERT LLP  
SEYFARTH SHAW LLP  
SOMACH SIMMONS & DUNN  
STOEL RIVES LLP  
WEINTRAUB GENSHLEA CHEDIAK  
WILKE FLEURY HOFFELT GOULD & BIRNEY LLP

SACRAMENTO COUNTY  
BAR ASSOCIATION

# Summer Diversity Fellowship Program



*A Program for Sacramento Area Law  
Firms and Minority and Disadvantaged  
Students*

# SACRAMENTO COUNTY BAR ASSOCIATION

## MISSION

The Summer Diversity Fellowship Program is a collaborative effort between the Sacramento County Bar Association, Sacramento-area law firms and local law schools, UOP McGeorge School of Law and the University of California-Davis School of Law. The program encompasses work experience and educational components that focus on first-year law students.

## GOALS

- ◆ Introduce first-year minority and disadvantaged law students to the work, requirements, and culture of private law firms.
- ◆ Enhance students' skills, confidence, and résumé credentials, and provide an opportunity to make professional contacts for the future.
- ◆ Encourage students to consider private law firms in their long-term career planning, and encourage local law firms to embrace the diversity of the legal community.



*"The Program expanded my vision of the Sacramento legal community, and where I fit in that, helping me to also expand my goals."*

Vanessa Whang  
Partner, Carlton, DiSante, Freudenberg  
SCBA Fellow 1994

## ELIGIBILITY

Applicant must be a first-year student at UC Davis School of Law or a first-year day or second-year evening student at UOP McGeorge School of Law and either a member of a minority group (including any group under-represented in the legal profession) or otherwise disadvantaged. All candidates must be in good academic standing.

## THE PROGRAM

While the ten-week program includes the traditional summer associate experience, there are also a variety of educational and social activities that make up this unique summer program.

A luncheon, orientation, and mixer kick off the program in early June. Over the following weeks, firms host weekly meetings that usually include lunch, a tour of the firm, and a training seminar. Students are introduced to attorneys and judges in the Sacramento legal community in formal and informal settings. Students are paired with mentors to create a one-on-one relationship to allow the fellows and attorneys to share their experiences. The summer wraps up with a dinner, hosted at a committee member's home.



*"My summer fellowship experience was a critical part of my legal career. I gained experience and confidence, and learned that the world of the large, private law firm was one in which I could thrive. I will be forever thankful that I was one of the lucky ten fellows chosen to participate in the summer of 1991."*

Vida Thomas  
Partner, Carlsen Thomas LLP  
SCBA Fellow 1991

## PAST WORKSHOPS

- ◆ Legal Writing Skills
- ◆ Working Effectively With Legal Support Staff
- ◆ Minority Attorneys Practicing in Law Firms
- ◆ Business Development Skills
- ◆ Practical Tips From Supervising Attorneys
- ◆ Introduction to the Sacramento County Courts
- ◆ Introduction to the U.S. Eastern District Court
- ◆ Lunch with a former Ninth Circuit Judge

## FIRM COMMITMENT

### HOSTING

Participating firms agree to host a fellow for the ten-week program. Smaller firms are encouraged to participate, and may opt to host for just five weeks. Employers are expected to treat students from the program as they treat other summer associates. Firms are welcome to host more than one fellow.

### SELECTION

The SCBA diversity hiring and retention committee screens and interviews applicants. While the hosting firm is not required to participate in the process, it is invited and encouraged to have a representative sit on the committee. Once chosen, the fellows are randomly assigned to participating firms.

### STIPEND

The Fellowship Program has a strong educational component. For this reason, and because students are placed in the participating firms randomly, the fellows receive a fixed monthly stipend set by the SCBA Committee and paid by the individual firms.

### OFFERS

Because the primary purpose of the program is educational, participating employers are discouraged from making offers of 2L summer employment to their assigned fellows. All firms, however, are encouraged to extend 3L new associate offers to past fellows. Removing the offer/evaluation aspect emphasizes the educational intent of the program.



*"This program provides a unique and invaluable experience to law students and firms alike. Students are exposed to the world of law practice, while firms are exposed to talented students from diverse backgrounds."*

Felix De La Torre  
Weinberg, Roger & Rosenfeld  
SCBA Fellow 1997

# DIVERSITY HIRING & RETENTION COMMITTEE