



**ROCHESTER LEGAL DIVERSITY
CLERKSHIP PROGRAM**
Rochester, New York

The Rochester Legal Diversity Clerkship Program is co-sponsored by the MCBA (through its Diversity Committee), the Rochester Black Bar Association (RBBA), and the Greater Rochester Association for Women Attorneys (GRAWA). This program seeks to increase diversity in the legal profession in the Rochester area by attracting qualified first-year law students from historically under-represented groups within the legal profession, including racial and ethnic minorities, to work in paid positions with Rochester area law firms and other legal employers.

The sponsoring bars and participating employers believe that a diverse work force provides better service to clients and a better work environment for attorneys and staff. These organizations are committed to recruiting, retaining and promoting attorneys who contribute to the overall diversity of the legal community in Rochester. The purpose of the Rochester Legal Diversity Clerkship Program is to provide Rochester-based work experience to law students of diverse backgrounds, with the long-term goal of increasing the diversity of the legal community.

The clerkship typically lasts eight to ten weeks and the participating organizations pay their standard 1L rate which has ranged from \$500 - \$1000 or more.

Program Specifics:

1. **Application:** Eligible first year law students are required to submit a formal application, current resume, undergraduate and law school transcripts, a personal statement and the designated writing sample on or before the deadline for submissions.
2. **Interview:** Based on the application materials submitted, qualified candidates are invited to Rochester on a Saturday for an interview conducted by members of the Diversity Committee. *Students must secure their own transportation to Rochester for the interviews.*
3. **Selection Process:** After the interviews, the Diversity Committee ranks students based on the criteria described above, and then selects the students who will receive offers, along with alternates
4. **Offers:** Selected students receive an offer of placement with a particular organization and are given three days to accept the initial offer* (there is no discussion of monetary terms at this point). If an offer is declined, the position will be extended to an alternate until all positions are filled. Offers are based on random assignment, but a preference for a public interest/sector position (instead of a private firm) will be accommodated to the extent possible. *Students who decline offers will not be given the option of an alternate placement.*

* The participating employer may have additional requirements in connection with the offer.

Past Participating Law Firms/Organizations* have been:

- Boylan Code LLP
- Brown & Hutchinson
- Chamberlain D'Amanda
- Eastman Kodak Company
- Harris Beach PLLC
- Harter Secrest & Emery LLP
- Hiscock & Barclay LLP
- Legal Service Provider**: Empire Justice Center, MCLAC, VLSP or Legal Aid Society
- Monroe County Public Defenders Office
- Nixon Peabody LLP
- Phillips Lytle LLP
- Thomson Reuters
- Trevett Cristo Salzer & Andolina PC
- Ward Greenberg Heller & Reidy
- The Wolford Law Firm
- Woods Oviatt Gilman LLP

Organizations for summer 2012 have not yet been confirmed.

* Please DO NOT submit your application packet to the individual firms or organizations; students must submit their applications directly to the MCBA to be considered through this program.

** Funding provided by the Foundation of the Monroe County Bar.

TO OBTAIN AN APPLICATION PLEASE VISIT
<http://www.mcba.org/Members/CommitteesSections/diversity>
or VISIT YOUR CAREER PLACEMENT OFFICE
or Symplicity

Events and Educational Programs

Efforts are made to provide students an opportunity to network with attorneys and summer associates at other firms and legal organizations as well as to expose students to the Rochester community. Previous events have included, among others:

- Welcome reception sponsored by the MCBA along with the Rochester Black Bar Association and the Greater Rochester Association for Women Attorneys;
- Writing programs at Harter Secrest & Emery;
- Business Etiquette program with Hiscock & Barclay;
- Receptions hosted by Harris Beach and Ward Greenberg Heller & Reidy;
- Federal Court tour with individual stops in each chamber to meet informally with most of the judges as well as a lunch program with State Court judges;
- Eight Minute Speed Mentoring with MCBA, GRAWA and RBBA;
- Lunch programs with Wegmans Vice Chairman and General Counsel, Paul Speranza at Nixon Peabody and with the University of Rochester Legal Department, including General Counsel, Sue Stewart;
- Shakespeare in the Park and a Red Wings Baseball game;
- A day on the Finger Lakes.