



**Judicial Diversity Program
Improving Diversity in State Courts**

Application Packet

JUDICIAL DIVERSITY PROGRAM

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I. INTRODUCTION

The Lawyers' Committee for Civil Rights Under Law seeks enthusiastic diversity applicants for its Judicial Diversity Program (JDP). The goal of the JDP is to increase diversity on the judicial bench at all levels in Washington State and to promote a judiciary that represents the community it serves. This program will accomplish these goals through three steps: first, creating a formal mentorship program aimed at attorneys committed to increasing judicial diversity; second, educating the public on the benefits of increased diversity on the bench; and third, advocating for structural reforms to increase transparency and accountability in the judicial selection process.

II. LAWYERS' COMMITTEE MISSION

The Lawyers' Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization, was formed in 1963 at the request of President John F. Kennedy to involve the private bar in providing legal services to address racial discrimination. The principal mission of the Lawyers' Committee is to secure, through the rule of law, equal justice under law.

The Committee's major objective is to use the skills and resources of the bar to obtain equal opportunity for minorities by addressing factors that contribute to racial justice and economic opportunity. Given our nation's history of racial discrimination, de jure segregation, and the de facto inequities that persist, the Lawyers' Committee's primary focus is to represent the interest of African Americans in particular, other racial and ethnic minorities, and other victims of discrimination, where doing so can help to secure justice for all racial and ethnic minorities.

The Lawyers' Committee implements its mission and objectives by marshaling the pro bono resources of the bar for litigation, public policy advocacy, and other forms of service by lawyers to the cause of civil rights.

III. STRATEGIES FOR ACHIEVING DIVERSITY ON WASHINGTON STATE BENCH

1. Boost Formal Recruitment of Aspiring Judges from Diverse Backgrounds through a Mentorship Program

Through recruitment panels or other mechanisms, prospective candidates will be provided with information about how to approach the judicial selection process most effectively. Applicants will be mentored on how to navigate the selection process, particularly focused on unique challenges facing diversity candidates.

2. Assist Aspiring Judges and Advocates from Underrepresented Communities to Better

Understand Campaign Training and Fundraising through Workshops and Panels

Successful judicial candidates are well prepared for the political aspects of the process. As part of that preparation, prospective candidates need information and advice about the political realities of the process so that they can navigate it more efficiently and effectively.

Twin obstacles to a diverse judiciary are fundraising and low salaries. Candidates of color in elective states are hampered by the difficulty in raising sufficient funds to run an effective campaign. This may be due to a lack of access to a comprehensive network of donors. In addition, candidates of color may have to raise a significant sum to run for a judicial post with comparatively lower salaries than other candidates. Moreover, other, more highly paid opportunities in the legal field may attract qualified candidates away from pursuing a career on the bench. These difficulties can be remedied by having realistic expectations and a thoughtful plan of action.

3. Educate the Public About the Benefits of Judicial Diversity, and Publicize the Accomplishments of Female and Minority Judges

In general, very little publicity surrounds most judges' selection. Although there is some media coverage of partisan judicial elections, the average citizen knows little about the state bench or the judges who serve on them. Calling attention to relative absence of minorities and women judges will help voters to understand the importance of diversity on the bench. Increased public knowledge of current diverse judges' accomplishments may increase support for a diversity of judicial backgrounds and counteract articles questioning the qualifications of female and minority judges.

IV. OVERVIEW OF PROGRAM

The goal of the Judicial Diversity Program is to educate participants on the importance of judicial diversity, empower them to advocate for it within the larger community, and demystify the judicial appointment and election process. Over the 12-month duration of the program, each participant will:

1. Receive a judge mentor and participate in a series of activities with their mentor;
2. Work with fellow program participants to plan a panel that will educate the community on the importance of judicial diversity; and
3. Attend 10 monthly workshops that will increase the participants' understanding and knowledge of the judicial system

V. QUALIFICATIONS

The ideal applicant will:

- Have at least 2 years of experience as a licensed attorney;
- Be committed to increasing judicial diversity as a judicial candidate or community advocate; and
- Have a demonstrated commitment to civil rights and equal justice.

VI. GUIDELINES FOR MENTEES

Mentees must have at least 2 years of experience as a licensed attorney and plan to apply for a judgeship within a year of participating in the Washington State Judicial Mentorship Program. Mentees are required to attend all the panels and workshops organized by the Judicial Mentorship Program.

Mentees are expected to act professionally and with integrity in all their interactions with their mentor judge. Communications between mentor judges and mentees should be kept confidential in order to promote trust and candor. Communications shall remain confidential even after the term of the Program has ended.

Communication and an ongoing open dialogue are the foundation of the mentor-mentee relationship. Thus, mentees should keep in mind the following requirements:

1. **Preparation:** Read the Judicial Diversity Program Materials of this handbook. Identify personal goals for the mentoring relationship and how your mentor can help you. Articulate why you want to be a judge and any questions you may have.
2. **Take the Lead:** Mentees are expected to take the lead in scheduling the first meeting with their mentors.
3. **Time Commitment:** Regular contact with your mentor is critical in developing a strong mentor relationship. Discuss with your mentor a tentative schedule for meeting throughout the year.
4. **Be considerate:** Judges are particularly busy people. Thus, mentees should be mindful of their time. Do not be late. Give ample notice if you need to reschedule. Prepare for meetings in advance so that they will be efficient and valuable to both mentees and mentors.
5. **Establish Guidelines:** Schedule follow-up meetings with your mentor, to ensure ongoing contact throughout the Program.



JUDICIAL MENTEE APPLICATION MATERIALS

PROGRAM CALENDAR

DATE	EVENT
NOVEMBER 17, 2014	Launch reception, panel discussion
NOVEMBER 18, 2014	Orientation Lunch*
DECEMBER 18, 2014	1 st Lunch Workshop*
JANUARY 14, 2015	Panel Discussion (Open to the Public)**
JANUARY 15, 2015	2 nd Lunch Workshop*
FEBRUARY 19, 2015	3 rd Lunch Workshop*
MARCH 18, 2015	Panel Discussion (Open to the Public)**
MARCH 19, 2015	4 th Lunch Workshop*
APRIL 16, 2015	5 th Lunch Workshop*
MAY 20, 2015	Evening Activity with Mentors
MAY 21, 2015	6 th Lunch Workshop*
JUNE 18, 2015	7 th Lunch Workshop*
AUGUST 19, 2015	Panel Discussion (Open to the Public)**
AUGUST 20, 2015	8 th Lunch Workshop*
SEPTEMBER 17, 2015	9 th Lunch Workshop*
OCTOBER 14, 2015	Panel Discussion (Open to the Public)**
OCTOBER 15, 2015	10 th Lunch Workshop*
NOVEMBER 19, 2015	Closing Luncheon with Mentors*

***Please note** that all workshops will be hosted by Davis Wright Tremaine LLP (1201 Third Ave, #2200, Seattle, WA 98101)

****Please note** that while attendance to the panel discussions is not required we encourage all mentees and mentors to attend.

MENTEE APPLICATION FOR JUDICIAL MENTORSHIP PROGRAM: WASHINGTON STATE

Please attach your résumé.

Name: _____ Email Address: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Gender: _____ Female _____ Male

Preferred Contact: _____ Phone _____ Email _____ No Preference

Law School Graduated From: _____ Year Admitted to Bar: _____

Previous Practice Area(s): _____

Minority Bar Association Membership(s):

Rank the following characteristics of a potential mentor according to their importance to you with #1 being the most important. Rate only those that are important to you.

- | | | |
|---|--|---|
| <input type="checkbox"/> Similar court branch or assignment | <input type="checkbox"/> Same gender | <input type="checkbox"/> Has children |
| <input type="checkbox"/> Judge who was appointed to position | <input type="checkbox"/> Same race/ethnicity | <input type="checkbox"/> Mentor's office location |
| <input type="checkbox"/> Judge who was elected to position | <input type="checkbox"/> LGBTQ | <input type="checkbox"/> Same law school |
| <input type="checkbox"/> Mentor is a state judge | <input type="checkbox"/> Disability rights awareness | <input type="checkbox"/> Mentor's hobbies & interests |
| <input type="checkbox"/> Mentor is a federal judge | <input type="checkbox"/> Marital status | Other: _____ |
| <input type="checkbox"/> Type of work performed when practicing | | |
| <input type="checkbox"/> Mentor is a trial court judge | | |
| <input type="checkbox"/> Mentor is an appellate court judge | | |

Optional: I would like to share the following personal traits: (this will assist in the matching process)

Race/ethnicity: _____ Gender: Female _____ Male _____

LGBTQ: _____ Disability: _____

Marital Status: _____ Children: Yes _____ No _____

Hobbies:

Professional Membership/Associations:

Additional Information/Considerations:

Short Answer Questions (please answer in no more than 300 words each on a separate page):

1. What are your goals for participating in this mentorship program?
2. What makes you a strong candidate for our program?

Participation

I would like to participate in the Washington State Judicial Diversity Program as a mentee. By becoming a mentee, I understand that I am committing to attend all program trainings and events, and to contact my mentor at least once a month for the next year in order to develop a mentoring relationship. I acknowledge that the judge is under no obligation to be an employment reference, contribute to subsequent campaigns or practice, and may choose to recuse themselves from a court case in the event of a conflict of interest. I understand all mentorship communication is confidential, even after the end of the mentorship and in the event of death of either participant.

Signature: _____ Date: _____

Please return this form via mail, fax or email to:

Lawyers' Committee for Civil Rights Under Law
1401 New York Avenue, NW, Suite 400
Washington, DC 20005

Fax: (202) 783-0857

JudicialDiversity@lawyerscommittee.org