

Diversity Clerkship Program



About the Program

The State Bar's Diversity Clerkship Program is a limited-term, summer employment opportunity that gives first-year Marquette University Law School and University of Wisconsin Law School students with diverse backgrounds the opportunity to build legal practice skills and knowledge. Student clerks gain practical legal experience, and participating employers obtain valuable legal support.

Program Goals

- Provide legal employers with access to diverse 1L law students
- Enhance law student academic education with practical legal work experience
- Expose law students to varied legal employment opportunities
- Provide full-time, limited-term summer clerkship experiences with premier legal organizations

Student Eligibility

First-year Marquette University Law School and University of Wisconsin Law School students with diverse backgrounds who are in good standing may apply. Successful applicants demonstrate a commitment to diversifying the legal field and a record of academic achievement.

Employer Eligibility

Although our employer roster changes from year to year, we look for a broad representation of employers that reflect the real-world legal environment, including traditional law firms, government agencies, and in-house counsel.

We primarily recruit employers from Wisconsin, and a majority of our employers are located in Madison and Milwaukee. We have occasionally had a few employers located in small to medium, sized Wisconsin cities or out of state.

Employers provide the same salary, work experience, and social opportunities to our clerkship students as they provide to any of their other summer associates.

All labor and employment laws relating to hiring a student through the program must be followed. Many employers provide an in-house mentor for their student clerk. The program requires employers to provide students with periodic evaluations during the summer and an exit interview at the end of the clerkship term of service.

Our roster of employers changes from year to year. A finalized list of employers is not available until early February 2024.

Continued Employment

Participating employers commit to hiring a student for a limited period of time during the summer. Outside of the program, employers and students are free to negotiate continuing employment.

State Bar Sponsorship

The Diversity Clerkship Program is an initiative of the State Bar of Wisconsin. The State Bar's Diversity Inclusion and Oversight Committee oversees the program with the help of State Bar staff. Committee members recruit employers and students for the program; a selection committee meets to select students to participate in the program; and a matching committee determines the employer-student clerkship assignments.

For more information about the program, please contact Jacque Evans, State Bar of Wisconsin, 608-250-6083 / jevans@wisbar.org.

Diversity Clerkship Recognition Reception

Each year, the State Bar's Diversity Inclusion and Oversight Committee plans a recognition reception honoring past and present Diversity Clerkship employers and law clerks. The reception is typically held in July. All employers and students are encouraged to come to this evening of celebration.

**APPLICATION DEADLINE:
DECEMBER 15, 2023**



STATE BAR OF WISCONSIN
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Student Selection Process

Interested first year law students meeting the eligibility requirements apply to the program at the beginning of their second semester. Candidates submit a written application, resume, legal writing sample, and personal statement demonstrating their commitment to diversity.

A selection committee of practicing attorneys reviews the application materials and conducts interviews before making final selections.

The selection committee considers the following criteria when choosing participants:

- Commitment to diversity
- Probability of success, as measured by maturity, judgment, motivation, and ability to relate to others
- Academic achievement in law school and prior to law school
- Proficiency in English - oral and written
- Ability in legal research and writing
- Interview evaluations by selection committee

Once selected, all students are interviewed by all participating employers. Both students and employers rank their assignment preferences based on the interviews. The selection committee then makes student-employer assignments.

"At Bell, Moore and Richter, I have had the opportunity to do extensive legal research and writing to assist attorneys with legal questions and fact development. Thus far, I have delved into several areas of the law including personal injury, family law, labor and employment, medical malpractice, insurance law, and trusts and estates. I have observed BMR's attorneys in action at a major trial, a deposition, multiple hearings, and a small claims case. I am thankful to the attorneys and legal staff at BMR for providing me with the opportunity to explore what the legal profession has to offer."

—Amakie Amattey, Bell, Moore & Richter, S.C. Clerk

"It was a privilege working with incredibly talented attorneys whom individually have a depth of knowledge, and collectively have the breadth of knowledge required to master the nuances of healthcare law. My supervising attorney advocated for my success by exposing me to new areas of practice, providing training, and offering guidance on navigating the practice of law. Participating in the State Bar of Wisconsin's Diversity Clerkship from the information session, to the two days of interviews, to working at Hall Render, Killian, Heath & Lyman, PC has reinforced my commitment to building my legal career in Wisconsin and supporting the program in the future."

—Jenny Kumosz, Hall, Render, Killian, Heath & Lyman PC Clerk

"My summer experience at David Werwie & Associates has been incredibly rewarding. The quality and multitude of work I've been exposed to has taken me out of the relatively monotonous world of case law and on to the ground level, into the trenches, to see how the sausage actually gets made. From drafting legal memoranda on a variety of intriguing legal issues, to motions to dismiss, motions in limine, and motions for summary judgment, or to attending depositions, Rule 16 pre-trial conferences, mediations, or arbitrations, I have really learned a tremendous amount this summer."

—Christian Vu, David Werwie & Associates Clerk

"I have felt like a valued member of the Alliant Energy team since my very first day. The diversity of projects I've been assigned and the groups of people I have gotten to work with have really helped me determine what kind of attorney I want to be. The whole legal department is wonderful, especially my supervisor, and I am blessed to have been given the opportunity to work with such an amazing group of people."

—Brittani Miller, Alliant Energy Clerk

"It's an awesome experience to work in a corporate environment as I'm able to not only apply what I've learned in class, but also understand the law from a different perspective - to see what the business's legal needs are and what is the priority."

—Liuzhuoyi Liu, GE Healthcare Clerk

"The Diversity Clerkship Program has been crucial in my law school and career planning process. Working with the great people at Fiserv has been a perfect fit and my experience so far has provided me with beneficial legal experience and networking opportunities."

—Richard Esparza, Fiserv Inc. Clerk

Diversity Clerkship Program



What Employers Want to Know

Why should my organization participate?

Reap the benefits of a more diverse workforce and gain access to the best up-and-coming legal talent in the state. Students who make it through the rigorous selection process are committed to working hard and learning quickly during their clerkships.

The number of students selected for the program each year must match the number of participating employers. The more employers who take part in this valuable program, the more students get the opportunity to participate!

How are employers recruited for the program?

Participation is completely voluntary. Members of the State Bar of Wisconsin Diversity Inclusion and Oversight Committee help to recruit employers. Interested employers can contact Jacque Evans, State Bar of Wisconsin, 608-250-6083 / jevans@wisbar.org.

What is the employer's commitment?

Program employers commit to accepting any assigned student, even if the student is not among their top preferences. Employers hire the assigned student for a limited term and agree to provide the student with the same salary, work experience, and social opportunities as provided to their previous student clerks. Employers agree to comply with all labor and employment laws relating to hiring a student through our program. Employers provide mentoring to the clerk and also provide the student with periodic evaluations and an end-of-term exit interview. There is no obligation to offer continuing employment beyond the program dates.

Will we be matched with one of our top student choices?

Employer and student preferences are just one of many factors considered during the assignment process. We make every attempt to maximize employers and student preferences; however, there is no guarantee that students or employers will be granted their top preference.

2023 Employers

- ACLU of Wisconsin
- Alliant Energy
- Church Mutual Insurance Company, S.I.
- CUNA Mutual Group
- Dane County Corporation Counsel
- Fiserv Inc.
- Froedtert Health Inc.
- GE Healthcare
- Gingras Thomsen & Wachs
- Hall, Render, Killian, Heath & Lyman, P.C.
- Kohler Co.
- Law Forward
- Legal Action of Wisconsin, Inc.
- Madison City Attorney's Office
- The Manitowoc Company
- Milwaukee City Attorney's Office
- The Northwestern Mutual Life Insurance Company
- Office of Lawyer Regulations
- Quartz Health Solutions, Inc.
- Racine City Attorney's Office
- Regal Rexnord Corporation
- Stafford and Rosenbaum LLP
- Wisconsin Department of Corrections
- Wisconsin Department of Justice

All students chosen to participate in the Diversity Clerkship Program have met the program's criteria and have the potential for success.

Can we contact previous employer participants?

Absolutely! Just contact us for employer names and telephone numbers.

For more information or to apply, visit www.wisbar.org/dcp