

# Diversity Clerkship Program



## About the Program

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The State Bar's Diversity Clerkship Program is a limited-term, summer paid employment opportunity that affords 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. It is an employer-student assignment program where students are assigned to private law firms, corporate legal departments and governmental agencies. Student clerks gain practical legal experience, and participating employers obtain valuable legal support.

### 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 diversity and a record of academic achievement.

### Program Goals

- Provide legal employers with access to first-year law students with diverse backgrounds
- Enhance law student academic education with practical, real-business legal work experience
- Expose law students to varied legal employment opportunities
- Provide full-time, limited-term summer clerkship experiences with premier legal organizations
- Provide a program-wide networking opportunity for students and employers to connect

### Employment

Our employer roster changes from year to year. We primarily recruit employers from Wisconsin, and a majority of our employers are located in Madison and Milwaukee. We occasionally have employers located in small to medium-sized Wisconsin cities or out of state.

As a first-year law student, your exposure to legal practice is very limited. A clerkship experience enables you to build your general practice skills and expand your legal knowledge and experience base. Our employers represent a wide spectrum of legal employment options – law firm, governmental agency, and in-house counsel. We recruit a broad representation of employers that reflect the real-world legal environment.

A successful and satisfying clerkship experience requires an open mind and a great deal of flexibility on your part. You need to be absolutely committed to accepting a clerkship assignment with any of our employers—despite locale and legal focus. While there is no guarantee that students or employers will be granted their top preference, we make every attempt to maximize employer and student preferences. We have found that most law students who enter a clerkship with preconceived doubts about a particular area of practice or employer come away feeling pleasantly surprised about their experience.

Should you be fortunate to receive an employer assignment and accept it, we ask that you follow your commitment through with enthusiasm and vigor. Backing out of an assignment after accepting it causes disruption within the program and may deprive another interested law student who sought the same opportunity. We want to maintain good relations with participating employers who have graciously offered to fund a summer job opportunity.

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

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## 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. Members of this committee assist in the recruitment of employers and students and work with the program's selection committee.

A matching committee also determines the employer-student assignments and conducts on-going program evaluations

For more information about the program, please contact Jacque Evans M.Ed., State Bar of Wisconsin (608) 250-6083 / [jevans@wisbar.org](mailto:jevans@wisbar.org) or Atty. Marisol González Castillo, [marisol@macgilliswiemer.com](mailto:marisol@macgilliswiemer.com)

## Student Selection Process

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Interested first year law students meeting the eligibility requirements apply to the program at the beginning of the second semester. Clerkship materials and applications are available at [www.wisbar.org/dcp](http://www.wisbar.org/dcp). The application includes a personal statement section that allows each applicant an opportunity to demonstrate their commitment to diversity.

After the application and interview process, students are assigned an employer. During the summer, students are placed in a real-world business setting performing legal research, legal writing, and other legal skills learned during the first year of law school course work.

The selection committee, composed of practicing attorneys, considers the following criteria when evaluating qualifications and selecting 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 commissioned by selection committee

## Program Timeline

- January 11, 2024 - Law Student Application Deadline
- January 17, 2024 - 1st Round of Interviews with UW Law School
- January 18, 2024 - 1st Round of Interviews with Marquette Law School
- Week of February 5, 2024 - Students are notified of selection /commitment to program
- Week of February 26, 2024 - Employer interviews for Milwaukee based employers
- March 18, 2024 - Students and Employers are notified of matches
- May 16, 2024\* - Workshop "Working in the Legal Field"
- July 18, 2024 - Diversity Clerkship Program Reception

\* Subject to change

# Diversity Clerkship Program



## What Students Want to Know

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### How can I apply?

Eligible students must complete an official Diversity Clerkship Program Application Form with requested documentation along with a personal statement. Please see the Personal Statement Guidelines for more information. Applications are submitted through Symplicity. Application materials can be obtained through the career services office of Marquette and UW Law Schools or at [www.wisbar.org/dcp](http://www.wisbar.org/dcp).

### What are the basic requirements of a clerkship?

Understanding an employer's expectation is very important. At a minimum, you are expected to fulfill the full term of your clerkship. Subject to the employer's needs, you can expect your clerkship commitment to be around 10 weeks. Some employers may have longer clerkships while others may have shorter clerkships.

To avoid any problems, we request that you do not make any summer vacation plans until after you learn your employer's work expectations. Summer clerkships are intense and time-consuming. By necessity, your full-time focus and attention is on taking advantage of the summer's learning and working experience at your assigned organization.

### 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. This year's reception will be held on July 18, 2024. All employers and students are encouraged to come to this evening of celebration.

### How many positions are available?

The number of positions vary from year to year and depend on the extent of employer participation. Historically, the program has paired an average of 20-25 law students with employers per year.

## 2023 Employers

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- ACLU of Wisconsin
- Alliant Energy
- Church Mutual Insurance Company, S.I.
- CUNA Mutual Group
- Dane County Corporation Counsel
- Fiserv
- 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 Regulation
- Quartz Health Solutions, Inc.
- Racine City Attorney's Office
- Regal Rexnord Corporation
- Robert W. Baird & Co
- Stafford and Rosenbaum LLP
- Wisconsin Department of Corrections
- Wisconsin Department of Justice

**When do I have to commit to the program?**

Once notified that you have been selected, you will be given a short time to decide whether or not to accept our invitation. A firm commitment to the program is essential at this time to preserve the integrity of the program. If selected to participate in the program, students are required to execute Authorization for Release of Information documents.

**How are students and employers assigned?**

Our employer roster parallels the varied employment opportunities available in the real world. Selected students who commit to accepting an employer assignment participate in a final interview session where each student interviews with each employer. After this final interview session, both employers and students rank their assignment preferences from first to last.

**Will my assignment be with one of my top employer assignment preferences?**

We make every attempt to maximize employer and student preferences, however, there is no guarantee that students or employers will be granted their top preference. We have found that most law students who enter a clerkship with preconceived doubts about a particular area of practice or employer come away feeling pleasantly surprised about their experience. It is important to remember that all of the program's participating employers are fully committed to providing you with an excellent educational summer experience – with challenging and rewarding work that will build your practice skills and knowledge.

**How do students learn about employers?**

Once selected to participate, we supply students with information about our committed employers. In addition, students are strongly encouraged to do their own independent research.

**Why do employers want to participate?**

The State Bar of Wisconsin commits to helping legal organizations gain greater access to law students with diverse backgrounds. Employers are eager to introduce first-year law students to their organizations. The clerkships encourage diversity within the workforce and the legal profession.

**Are students in the program all paid the same salary?**

Each employer sets its own salary. Our roster of employers reflects the current legal employment market.

**Can I expect future employment?**

Our program is a limited, summer employment opportunity. Our employers commit only 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.

## Personal Statement Guidelines

In addition to submitting an official Diversity Clerkship Program Application Form, each applicant must also submit a personal statement. An applicant's personal statement provides the program's screening committee with insight into an applicant's commitment to diversity.

The personal statement is an extremely important factor in the selection process and should reflect how an applicant has:

- Been affected by diversity
- Contributed to the diversity
- Hopes to contribute to diversity in the future

When preparing your personal statement (500 words), consider responding to the following questions:

- What is unique, special, distinctive and/or impressive about you or your life story?
- What particulars in your life (personal or family, people or events) have shaped you or influenced your goals?
- What are unusual obstacles or hardships (for example, economic, familial or physical) in your life?
- How has your commitment to diversity influenced your decision to attend law school, and how do you think this commitment may influence your career as an attorney?

For more information or to apply, visit [www.wisbar.org/dcp](http://www.wisbar.org/dcp)