



Cultivating Exceptional Lawyers Who Also Happen To Be Diverse

Impact Statement
Spring 2020

PIPELINE^{TO}
PRACTICE
FOUNDATION



Our Mission

Founded in 2016, The Pipeline to Practice Foundation, Inc. (“P2P”) is a 501(c)(3) nonprofit organization committed to enhancing diversity in the legal profession by supporting and nurturing diverse law students and early-career attorneys at key stages of their academic and professional development, creating pathways to leadership positions, and ultimately, building role models for the next generation of diverse law students.

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Unique Support of the Diversity Pipeline

Law Students



Early-Stage Attorneys

In order to eradicate the legal profession's diversity problem, today's diverse law students must become the leaders and decision-makers of tomorrow's legal profession. To help accomplish this goal, P2P seeks to execute a remarkably simple idea: *cultivate exceptional lawyers who also happen to be diverse.*

P2P invests in programming, coaching and mentorship for diverse law students who have gained acceptance to an ABA-approved law school. Simultaneously, it helps young, diverse lawyers by providing them with real-world business skills and professional networking opportunities that help prepare them for leadership roles.

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Supporting The Diversity Pipeline: Law Students

Law Students



Early-Stage Attorneys

Once a diverse law student demonstrates the desire and determination to gain acceptance to an ABA-approved law school, P2P provides academic enrichment, coaching and career opportunities.

P2P begins supporting its students just prior to the start of their 1L Fall semester, by subsidizing their participation in BARBRI Law Preview. Law Preview is a law school prep course that provides entering law students with an overview of the core 1L doctrinal subjects and an introduction to proven academic skills, providing a competitive advantage during the all-important 1L year.

P2P's curriculum then continues throughout each student's 1L, 2L and 3L years, with web-based learning of time-sensitive topics such as exam-preparation, interview/resume coaching, scholarship negotiation, and advice about graduate career paths. Depending on need, we also subsidize the cost of post-graduate bar preparation.

To provide practical learning and networking opportunities for our students, P2P has also established 1L and 2L summer internships with the private firms and Fortune 100 companies who have appointed representatives to our Board of Directors.

Student Demographics

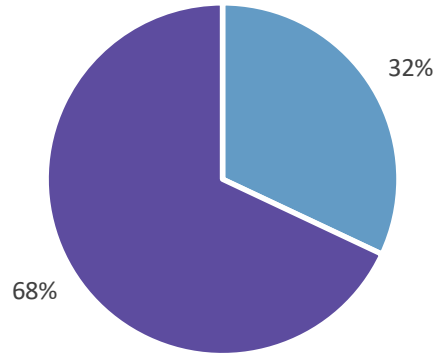


2017 Class (25 students)

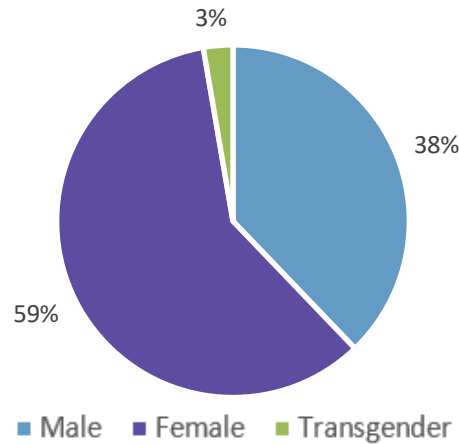
2018 Class (37 students)

2019 Class (42 students)

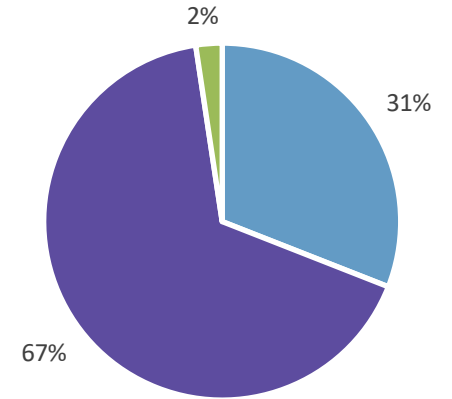
Self-Identified Gender



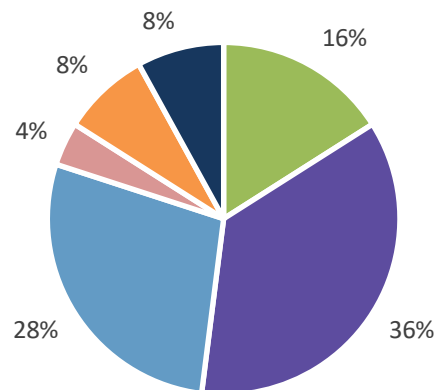
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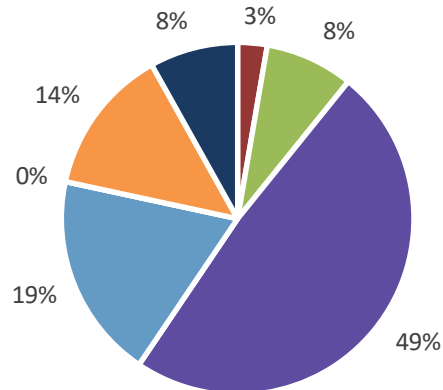
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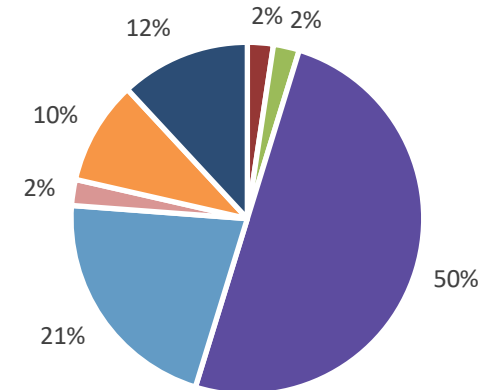
Self-Identified Ethnicity



Self-Identified Ethnicity



Self-Identified Ethnicity



■ American Indian or Alaskan Native ■ Asian or Pacific Islander ■ Black or African American ■ Hispanic or Latino ■ Middle Eastern ■ Two or More Races ■ White

Our Impact



P2P currently supports approximately 100 diverse students, consisting of 1Ls, 2Ls, and 3Ls at ABA-approved law schools. The demographics of our students, as well their accomplishments, demonstrate our impact:

- Gender: 59% female / 38% male / 3% trans
- Race/Ethnicity: 49% Black or African American; 19% Hispanic or Latino; 8% Asian; 3% American Indian or Alaskan Native; 14% two or more races; 8% white.
- 46% were the first in their family (excluding siblings) to graduate from college.
- Having an average LSAT score of 154.
- Matriculated at a law school with an average USNEWS ranking of 52 (omitted from this number are 4 students who attended “unranked” law schools).

2L students who replied to our Fall 2019 survey, reported:

- An average cumulative law school GPA of 3.57 at the end of the 1L year.
- 100% were in good academic standing.
- 44% were invited to serve on their school’s Law Review or journal.
- 94% found law-related employment during the summer following their 1L year.
- 25% were invited to work as a law professor’s research assistant during the summer following their 1L year.
- 94% said they would recommend P2P to other students about to enter law school.

What Our Students Say



"The Pipeline to Practice Foundation provided me with the skills, support, and networking channels necessary to build a bright and promising future in the legal industry. Being a P2P Fellow has opened my eyes to unlimited opportunities and has given me hope that someone like me can break into and thrive in the legal industry. Through the Foundation I was able to secure an invaluable 1L internship at McGuireWoods. I really cannot thank the Pipeline to Practice Foundation enough for providing me these amazing opportunities."

Ki-Jana J. Crawford, J.D. Candidate '21
Syracuse University College of Law
Syracuse Law Review Vol. 70, Editorial Member
2020 Summer Associate, Kelley Drye & Warren LLP

"As a first-generation college student and graduate student, almost every step I have taken towards achieving my goals and dreams have seemed like uncharted territory. However, as a Pipeline to Practice scholarship recipient, I have received resources and mentorship that have given me a competitive edge in law school since Day 1. The Law Preview classes primed me for what was to come in law school. I was able to hit the ground running in terms of constructing my outlines and study habits, which eased a great deal of stress once finals were around the corner. The mentorship has provided me with tremendous amount of support and guidance that I would not otherwise have. I am very grateful for the Pipeline to Practice program. In large part due to P2P, I ranked in the top 7% of my class and am excited to have accepted a summer internship position at a Fortune 500 company. This experience has been an invaluable and I would recommend it to anyone applying to law school."



Marcela Sierra-Arce,
J.D. Candidate '22
Florida State University College of Law



"Pipeline to Practice has helped me immensely so far in my law school career. If it was not for the P2P network, I would have not had the opportunity to work at one of the largest private companies in the world and secure a summer job at a law firm that specializes in the areas I want to practice. Moreover, the mentorship and willingness to help from the entire board is incomparable."

Joseph Kemp, J.D. Candidate '21
University Michigan Law School
2019 1L Summer Intern, Fidelity Investments

Supporting The Diversity Pipeline: Early Stage Attorneys

Law Students



Early-Stage Attorneys

If you ask any of our Board members, most would agree that it's not only our students who benefit from their P2P experience. We are run entirely by volunteer attorneys who share a passion for diversifying the legal profession. P2P's Board structure, and its *roll-up-your-sleeves* culture, provides Board members an enriching experience while supporting the mission of cultivating exceptional lawyers.

First, to combat the legal profession's lack of diversity, today's diversity champions must become tomorrow's leaders and decision-makers. To that end, our Board is comprised of young, diverse attorneys at private law firms and associate general counsel at Fortune 100 companies. By working closely with one another, our attorneys build a mutual admiration and respect that leads to business development opportunities. P2P allows our Board members to expand their professional networks and aid one another in their promotion to senior leadership positions.

Additionally, as a wholly volunteer organization, our Board members gain firsthand experience running a company. To date, Board members have used their legal skills for everything from our initial incorporation, to drafting our bylaws and corporate governance policies, to gaining state and federal nonprofit tax status, to working on committees, to fundraising and overseeing day-to-day operations. The practical experience that our Board members receive running P2P helps them better understand the obstacles their clients face, making them better attorneys.

Note from the President



Matthew Iwamaye
P2P Board President

My participation as a Pipeline to Practice Foundation board member has had a profound impact on me both personally and professionally. Academic success in law school and making the right decisions during the early stages of one's law career are critical steps towards enjoying a return on one's law school investment. Pipeline to Practice is an organization founded to help our students excel in these areas, and it's wonderful to be involved with an organization that provides resources that make a meaningful difference in the lives of diverse law students and attorneys.

Professionally, Pipeline to Practice has allowed me to work closely with other attorneys who, like me, are motivated to improve diversity in the legal profession - expanding my professional network in the process and helping me to learn how fellow diverse attorneys have successfully paved their way in the legal profession.

In short, I truly feel as though my participation on the Pipeline to Practice board has benefitted me just as much as our students and young attorneys.

Matthew Iwamaye
Associate Director & General Counsel
RBC Law Group - Capital Markets

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Our Need



P2P's ability to provide cost-free programming to our students is directly tied to our fundraising capabilities. Unlike many other nonprofit organizations, ours is run entirely by attorney-volunteers and without any associated administrative costs; consequently, P2P is uniquely positioned to dedicate 100% of any donations to programming that directly benefit our students.

P2P seeks additional funding for two primary goals:

1. Supporting More Students.

One way we will use the additional funds is by accepting more students into our program. Annually, demand for P2P support from diverse students who are about to enter law school greatly exceeds our fundraising capabilities. During the 2018-2019 law school admissions cycle, we received over 400 applications from deserving students, but only had funding to support 42 students. In order to see a greater impact on legal diversity, we would like to double our size to between 85-100 entering 1L students each year.

2. Provide Bar Exam Preparation Support.

Notwithstanding their diligence, most law students fail to adequately budget for a bar preparation course, post-graduation living expenses needed to support themselves as they study, or both. Consequently, students often find themselves in the unenviable position of having to self-study while working full time or, often, procuring additional bar study loans in order to support themselves and their families during that critical period.

P2P seeks funds to help subsidize our students when they are studying for the bar exam by paying for a bar exam prep course and providing a food and housing stipend as they study for the exam. A student's inability to properly prepare for the bar exam or, alternatively, taking on additional debt, are undesirable outcomes that P2P wishes to mitigate for its students.

Our Supporters



LOOK WHO'S GOT OUR BACK!

Generous contributions from the following organizations make it possible for the Pipeline to Practice Foundation, Inc. to continue making meaningful progress in diversifying the legal profession.

Bronze Level Sponsors (\$1000)

Cornell Law School
Fidelity Charitable

Silver Level Sponsors (\$2500)

Kelley Drye & Warren
Latham & Watkins
Morgan, Lewis & Bockius
Paul Weiss
Shearman & Sterling
Wachtell, Lipton, Rosen & Katz

Gold Level Sponsors (\$5000)

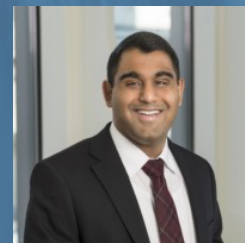
Move The Needle Fund /
Diversity Lab
McGuireWoods LLP
O'Melveny & Myers LLP
Walmart, Inc.

Platinum Level Sponsors (\$10,000)

BARBRI
FTI Consulting
Gibson Dunn
Skadden, Arps, Slate, Meager
& Flom
Wolters Kluwer | Legal
Education

Thank you for your generous support.

“As an inaugural Fellow and legally blind law student, Pipeline to Practice was instrumental during my first year of law school. I finished 1L at UC Irvine in the top 5% of my class. Every school I applied to as a transfer—UC Berkeley, Columbia, NYU, and Harvard—admitted me. Now, as a 2L at Harvard I am engaging in pro bono work through the Environmental Law Clinic and will join O’Melveny and Myers as a 2018 Summer Associate in Orange County, CA.”



Paras Shah, Esq.
Harvard Law School
Associate, O’Melveny & Myers LLP

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