

Diversity in Judicial Clerkships and the Courts: Trends, Initiatives, and Resources

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This article* is directed more broadly to reach not only students but their law schools and other organizations—with the key information and strategies here, you will be well equipped to use this as your handbook to further the goals of minorities and women in the clerkship arena. As recent efforts from several fronts have been directed towards increasing racial and ethnic diversity in the legal profession, this is indeed a good time for women and minorities to pursue a judicial clerkship. The American Bar Association (“ABA”) in 1987 set forth as Goal IX: “to create the full and equal participation in the profession by minorities and women.” This goal was later expanded to include “persons with disabilities, and persons of differing sexual orientations and gender identities”; in 2008, the ABA refocused this objective into Goal III: “to promote full and equal participation in the association, our profession, and the justice system by all persons and to eliminate bias in the legal profession and justice system.” In recent years, attention has been focused in particular on the representation of minorities in judicial clerkships. During his term as President of the ABA, William G. Paul asserted:

Judicial law clerks become leaders in the profession, become judges and partners in law firms. They are very visible in the justice system and are role models for law students. Having minority clerks provides judges with more diverse views about the law and about the effects of judicial decisions.¹

¹ News release, “ABA Launches Two Programs to Boost Number of Minorities Serving in Judicial Clerkships,” Chicago, IL (Internet Wire), 2/15/2000. Mr. Paul served as President of the ABA from August 1999 to July 2000. The initiatives he inspired in this area continue to grow. For more background on the development of Goal III and annual reports on its progress, see ABA Commission on Racial and Ethnic Diversity in the Profession, “Goal III,” <https://www.americanbar.org/groups/diversity/resources/goal-3-reports/>.

With this charge, the ABA has led the initiative to expand the opportunities for minorities and women to serve as judicial clerks, launching innovative programs described below, as well as co-sponsoring the National Judicial Clerkship Study conducted by the National Association for Law Placement.

THE DEMOGRAPHIC REALITY

The National Judicial Clerkship Study included among its most significant findings the discovery that minority representation in clerkships is generally lower than in law school populations, although this does vary somewhat by ethnic group. Overall, only 15% of all judicial clerkships were held by minorities, despite the fact that minorities made up 30% of the general population and 20% of the law students. However, this discrepancy did not result from a difference in the success of their applications, but rather a lower application rate of the minority students. This finding sparked the development of several of the diversity outreach programs discussed below.

For four of the last five years included in the study (1994–1998), women comprised a majority of the law clerk population. Yet a disproportionately high percentage of women served in local and state courts rather than the more competitive and prestigious federal courts. This gap has decreased slightly through the years and varied greatly by the courts of each circuit, but the study also revealed that success rates of women applicants as a whole were lower than those of males. Taken together, the findings indicated that both women and minorities have not yet achieved parity in all levels of judicial clerkships (see Appendix E of this book* for more of the statistics and reprints of the accompanying tables; see also www.nalp.org for more recent statistics, as well as the specific citations listed here).² It should be noted that as the number of women in the

² NALP Report at 9–17, 26, 31, 34, and 44; see Tables 2–6 and 28, reproduced here in the Appendix. See also <http://www.nalp.org/minoritieswomen?s=bulletin%20> for more research and statistics on minorities and women, including the following articles: “Increasing Diversity of Law School Graduates Not Reflected Among Judicial Clerks” (*NALP Bulletin*, September 2014) (“Even as the percentage of minority graduates overall has increased from about 14% in 1993 to over 25% in 2013, minority representation among judicial clerks has not shown similar growth.”), <http://www.nalp.org/0914research>; “A Demographic Profile of Judicial Clerks—Patterns of Disproportionality” (*NALP Bulletin*, November 2010) (“Over the last ten years the overall number of judicial

law school class has increased to surpass the number of men, one would expect the number of women in clerkships to rise accordingly.³

Recent statistics show that judicial clerkships over the last 20 years are slowly becoming more diverse, but barely. According to NALP, of the 3,402 graduates from the class of 2021 who reported obtaining a judicial clerkship of any type, about 77% were white and 23% were graduates of color. Latino graduates made up 7.3% of all clerkships, Black or African American graduates 6.3%, and Asian graduates 6.0%. Graduates of color were most underrepresented at the federal clerkship level, representing just 19.8% of clerks despite making up nearly one-third (31.5%) of the class. The narrowest gap existed in local clerkships: more than four percentage points below the overall class composition. Conversely, white graduates exceeded their population demographic representation across all clerkship types, but particularly at the federal level where they secured over 80% of federal clerkships, despite comprising only 68.5% of the class overall. Although women generally fared better in the clerkship numbers, they were underrepresented in federal clerkships by nearly five percentage points.⁴

clerkships obtained by law school graduates has decreased significantly, and over this same time, the proportional demographic representation of those obtaining clerkships has shifted.”), http://www.nalp.org/nov2010_demog_clerkships; “A Demographic Profile of Judicial Clerks” (*NALP Bulletin*, June 2008) (“Even as the percentage of racial/ethnic minority graduates has increased over the last 15 years, minority representation among court clerks, while increasing, continues to lag behind minority representation among all graduates by about 5 percentage points.”), <http://www.nalp.org/jun2008demographicprofile>; “Demographic Profile of Judicial Clerks” (*NALP Bulletin*, July 2003) (“Overall, the percentage of clerkships obtained by Caucasian graduates has decreased by less than five percentage points since 1993.”), <http://www.nalp.org/2003juldemographicprofile>.

³ In 2014, for the first time, there were more first-year female students than male students. Two years later, women made up a majority of all law students at ABA-accredited schools for the first time. As of 2021, 55.3% of all students at ABA-accredited law schools were women; 32% of all students pursuing a JD degree were students of color. See ABA, *ABA Profile of the Legal Profession 2022*, <https://www.abalegalprofile.com/>, available at <https://www.americanbar.org/content/dam/aba/administrative/news/2022/07/profile-report-2022.pdf> (“ABA Profile 2022 Report”), at pp. 43–44.

⁴ NALP, “Judicial Clerks Remain Less Diverse Than Law Graduates Overall,” (*NALP Bulletin*, October 2022), <https://www.nalp.org/1022research>; Ortiz, Erik, “Clerkships remain largely white. Can law students of color shake up the status quo?” *NBC News*, July 4, 2021, <https://www.nbcnews.com/news/us-news/clerkships-remain-largely-white-can-law-students-color-shake-status-n1272973>. See also Li, Miranda, Phillip Yao, and Goodwin Liu, “Who’s Going to Law School? Trends in Law School Enrollment Since the Great Recession,” 54 *U.C. Davis Law Review* 613 (2020) (study from the American Bar Foundation finding that women, African Americans and Latinos

At the Supreme Court level, which has been closely scrutinized as well as coveted, little progress has been made to improve the diversity of the law clerks in the last 20 years. Since 2005, 85% of all Supreme Court law clerks have been white; the percentage of African-Americans and Hispanics has barely increased. Women comprise roughly one-third of the Supreme Court clerks (up from a one-fourth two decades ago), even though more than half of law students now are female.⁵

The racial composition of the federal bench has improved gradually over the past four decades. In 1980, 91% of all federal judges were white. In 2022, that percentage was 78%. The gender makeup of the federal bench has changed by a substantially greater amount. In 1980, 5% of all federal judges were women. By 2022, that percentage was 30%. Consider also an interesting statistic regarding the number of women judges; of 655 federal district court judgeships in 2001, only 136 were women. As of July 1, 2022, there were 424 women on the federal bench—nearly one-third of all federal judges. Women have advanced even better in state Supreme Courts, where they represented 41% of all high-court justices, according to a 2022 survey by the Brennan Center for Justice at New York University, almost equal to the percentage of all lawyers who are women: 38%. According to the Administrative Office of the U.S. Courts: “Today, about one-third of active Article III judges today are women who serve as U.S. Court of Appeals judges; U.S. District Court judges; U.S. Magistrate judges; and U.S. Bankruptcy Court judges.”⁶ It is anticipated that, with the increasing numbers in the law school class and the profession, these figures should continue to progress as well.

are disproportionately enrolled in lower-ranked law schools with lower rates of bar passage and post-graduation employment; and that Black students make up about 8% of all law students at schools accredited by the American Bar Association).

⁵ Mauro, Tony, “Supreme Court clerks are overwhelmingly white and male. Just like 20 years ago,” *USA Today*, Jan. 8, 2018, <https://www.usatoday.com/story/opinion/2018/01/08/supreme-court-clerks-overwhelmingly-white-male-just-like-20-years-ago-tony-mauro-column/965945001/>; see also Isgur, Sarah, “The New Trend Keeping Women out of the Country’s Top Legal Ranks,” *POLITICO*, May 4, 2021, <https://www.politico.com/news/magazine/2021/05/04/women-supreme-court-clerkships-485249#:~:text=As%20of%202017%2C%2085%20percent,were%20back%20to%2068%20percent.>

⁶ See U.S. Courts, “Women in the Federal Courts Today,” <http://www.uscourts.gov/about-federal-courts/educational-resources/annual-observances/womens-history-month> (last visited August 30, 2022); ABA Profile 2022 Report at 61.

TOWARD THE GOAL

Since the under-representation of minority law clerks resulted from a smaller number of applicants rather than from a rejection of their applications by judges, the National Clerkship Study identified the need for the applicant pool to become more diverse: “Law schools should adopt as a priority encouraging more minority students to apply for judicial clerkships by offering more programs, resources, and counseling for these students.” As part of its Action Plan, the study also calls for the judiciary to “join many other organizations who have embraced the goal of diversity in background, experience, race, ethnicity, gender, sexual orientation, and age for the legal profession by setting a similar goal for their clerkship ranks.”⁷

In the spirit of the goal of diversity, this chapter will present some special strategies, programs, and resources available to women and minorities in order to encourage your successful application for a judicial clerkship. A clerkship is, after all, a key to advancement in all areas of the legal profession.

INNOVATIVE PROGRAMS

Law Schools

Law schools can enhance the application efforts of their students in several ways. Faculty should direct support to women and students of color, as both mentors in the process and providers of weighty letters of recommendation for clerkship applications. Faculty mentoring can take the form of individual one-on-one counseling and through programs such as panels of faculty members giving information and advice. Also helpful are programs run by student organizations, possibly in conjunction with career services offices, that utilize peer advice. General sessions on judicial clerkships can be co-sponsored by minority organizations to encourage attendance by their members. In addition, law schools should offer other forms of institutional support such as financial assistance for the costs of the application and interviewing, and especially for the clerkship term. This would also be supported by providing students with

⁷ NALP Report at 16 and 17.

resources to contact or speak with former clerks, judicial staff and judges themselves.

At the outset, you should consider your options and take advantage of any assistance offered by the career office of your school, particularly services directed to women and minorities. Pursue every avenue in your quest to find mentors, develop a network, explore various career opportunities and facilitate your application process. Consult with the financial aid office of your law school to investigate any further support that may be available (*e.g.*, low-cost loans or grants).

Bar Associations

Programs mixing judges and current or former law clerks are particularly beneficial whether initiated by the law schools, the judiciary, bar associations or other organizations. The substantive networking can result in a valuable exchange of knowledge and understanding.

The American Bar Association launched one such program, a joint effort by the Judicial Division and the Commission on Racial and Ethnic Diversity in the Profession (now the ABA Council for Diversity in the Educational Pipeline). The ABA Judicial Clerkship Program provides a three-day experience of panel discussions and structured networking activities in which students can demonstrate knowledge and research skills in a small-group setting while interacting with the judges in a team-building project. As a result, numerous students have obtained clerkships and internships over the years. When it debuted in February 2001 at the ABA midyear meeting, the program included nearly 30 minority students from five law schools as participants, providing the opportunity to network with over 20 judges from around the country. Having garnered consistent positive feedback, the program has been expanded to include additional law schools and judges (as many as 100 students from more than 54 law schools in recent years, and upwards of 70 judges per year) as a fixture in the annual ABA midyear meetings.

One of the student participants in the debut of the ABA Judicial Clerkship Program commented: “As a first year law

student, this was definitely exciting; I had the opportunity to work with judges on an assignment. I was not sure what to expect. The judges were very enthusiastic and welcoming. I had never worked with a judge and was surprised by their demeanor. We were able to ask questions about what law clerks actually do, what qualifications the judges sought when screening clerkship applicants, and what we could do to better prepare ourselves to work with judges.” Based on her positive interaction with the judges and her realization of the need for minority law clerks, she has decided to pursue the goal of obtaining a clerkship. In sum, a presenter commented: “I felt the program was a success. The students left motivated to pursue clerkships, reassured that they were viable candidates, and with a few more contacts. Also, the comfort of having spoken with judges, our own legal royalty, will serve them well as they pursue clerkships and other aspects of their professional careers.”⁸

The ABA Section of Antitrust Law sponsored a second initiative in this area. Originally called the Racial and Ethnic Minority Judicial Externship program, the program has been expanded over the years and is now the Judicial Intern Opportunity Program, run by the ABA Section of Litigation since 2003. It is currently a full-time (35–40 hours per week), six-week minimum, summer internship program open to all first or second-year diverse law students who want to do legal research and writing for state or federal trial and appellate judges. Participating judges are from Phoenix, Miami, Philadelphia, Camden, New York City, Salt Lake City, Seattle, and Washington, D.C.; internships are also available in several cities in California, Illinois, and Texas; and some with an intellectual property law focus in Chicago, Los Angeles, Miami, New York, Texas, and Washington, D.C. The mission of the program is to provide opportunities to students who are racial and ethnic groups that are traditionally underrepresented in the profession, as well as students with disabilities, those who are economically disadvantaged, and students who identify

⁸ For more information about this program, see http://www.americanbar.org/groups/judicial/events_cle/jcp.html. See also Judge Toni E. Clarke (Ret.), “The JCP’s Success as a Diversity Initiative,” *The Judges’ Journal*, July 1, 2022, https://www.americanbar.org/groups/judicial/publications/judges_journal/2022/summer/the-jcps-success-a-diversity-initiative/.

themselves as LBGT. Each of the interns receives a stipend of \$2000 for the summer, as well as invaluable exposure to the judicial system. Information on the application process and interview procedures with the judges is available on the program website.⁹ Ky P. Ewing, Jr., then-chair of the Section of Antitrust Law, underscored the importance of this program at the outset: “The efforts of the ABA will ensure that minority students have access to opportunity in the profession, including clerkships in the courts after graduation. The summer extern program provides these students with direction and provides a model for skill building in legal research and writing. Their work for state and federal judges will be invaluable to them in their careers and ensure they have the door of equal opportunity open to them.”¹⁰

Another more recent ABA initiative is the Diversity Clerkship Program, sponsored by the Business Law section. The purpose of the Diversity Clerkship Program is to provide hands-on experience and exposure in Business Law to law students. “Clerkships in business law courts provide another unique and highly important benefit to law students: the ability to see a microcosm of business practice, and allow the student to become familiar with business issues. Such a background will prove invaluable to a career in business law, whether it be litigation or transactional work.”¹¹ Roles and responsibilities of selected Diversity Clerkship participants include researching cases, drafting memoranda and opinions, observing trials, and networking with local attorneys and judges. The law students are currently provided with a \$3000 stipend to cover living expenses plus invited to attend gratis the annual meeting of the Business Law Section. Locations of the placements vary and, over the years, have included: Chicago, Illinois; Columbia, South Carolina; Greensboro, North Carolina; Jackson, Mississippi; Las Vegas, Nevada; Pittsburgh, Pennsylvania; Santa Ana,

⁹ For application information, see <https://www.americanbar.org/groups/litigation/committees/jiop/>.

¹⁰ News release, “More than 30 Judges to Participate in 2001 Minority Judicial Clerkship Program, Minority Law Students to Serve as Externs for Federal and Local Judges,” Chicago, IL (Internet Wire), 1/31/01.

¹¹ ABA Business Law Section, “Diversity Clerkship Program,” https://www.americanbar.org/groups/business_law/initiatives_awards/diversity/.

California; Dover, Delaware; Wilmington, Delaware; and Upper Marlboro, Maryland.

Some clerkship outreach programs take the form of a panel discussion or networking event. For example, the Asian Pacific American Bar Association Educational Fund sponsors the Robert E. Wone Annual Clerkship and Internship Conference, an educational networking event in the Washington, D.C. area involving judges and law clerks from federal and state trial, administrative, and appellate courts, who inform students about judicial clerkships and internships, the work of the courts and their experiences, their selection criteria and application procedures (see <https://www.aefdc.com/woneconference>).

You might consider participating in one of these exciting programs, and investigating any others that come along. Moreover, you can actively encourage the organizations in which you participate to address these specialized issues and set up further informational and networking programs.

The Judiciary

The judiciary also has been assuming a greater role in developing more judicial outreach programs.¹² For instance, in 1999 then-Florida Supreme Court Chief Justice Major B. Harding formed a 13-member equal opportunity committee of judges, court administrators, and attorneys with the goal of developing strategies to increase minority representation among all court staff members, including law clerks. As a consequence, minority representation rose to about 18% of the state's 27 Supreme Court's clerks, and the numbers have continued to climb since then with additional initiatives. "He made a concerted effort to get more diversity among law clerks, so he reached out to us," observed Stephanie Redfearn, Assistant Dean for Academic Affairs at Florida State University.¹³ Justices

¹² See, e.g., Fruin, Judge Richard, *Judicial Outreach on a Shoestring: A Working Manual* (American Bar Association Judicial Division, 1999) (a workbook for courts and schools in implementing community outreach efforts); and *Roadmap*, "Racial and Ethnic Bias in the Courts" (ABA Office of Justice Initiatives, 2000) (provides valuable information and specific examples of projects and programs focused on bias issues).

¹³ Nealy, Jounice, "Minorities Finding Clerkships Key to Law Careers," *St. Petersburg Times*, Dec. 25, 2000, online at <https://www.tampabay.com/archive/2000/12/25/minorities-finding-clerkships-key-to-law-careers/>. See, e.g., Standing Committee on Fairness and Diversity, "Promoting and Ensuring the Diversity of Judicial Staff

also participate in panels the school sponsors. In New Jersey, the Administrative Office of the Courts has spearheaded an annual program designed to encourage minorities to apply for clerkships in the state courts, including holding seminars with judges and clerks at the state's three law schools in cooperation with minority student groups, and sending out recruiting materials to organizations to help recruit minorities for state court jobs. The results thus far in the diversity of law clerks have been strikingly positive.¹⁴

Another program, the National Tribal Law Clerk Program (NTLCP), was initiated in 2007 as a collaborative effort of the National American Indian Court Judges Association, Colorado Law's American Indian Law Program, and the National Native American Indian Law Students Association to match tribal court judges and justices with law students for legal research and writing projects.¹⁵ For more such initiatives, be sure to check with the courts and schools in your area to see what programs they may be planning to increase contacts with the judges and to encourage diversity in the judiciary.

SPECIALIZED RESOURCES

In addition to the general resources on judges and clerkships, you can gather some valuable information through

Attorneys and Law Clerks within the Florida State Courts System," Committee Report and Recommendations, http://www.flcourts.org/core/fileparse.php/243/urlt/lawclerk_report.pdf (2005); Final Report, "Perceptions of Fairness and Diversity in the Florida Courts," Florida Supreme Court, Standing Committee on Fairness and Diversity (March 14, 2008), available at <http://www.flcourts.org/administration-funding/court-administration/fairness-diversity.stml>.

¹⁴ Of the 461 total law clerks in the New Jersey state courts for the 2001–2002 term, 22% were minorities, surpassing the diversity of the graduating classes of its three law schools, in which minorities made up 19%. See Toutant, Charles, "Minority Clerkships Holding Steady: New Jersey judiciary boasts hiring rate upward of 22 percent," *New Jersey Law Journal*, Feb. 22, 2002. See also Judiciary of the State of New Jersey Equal Employment Opportunity/Affirmative Action and Anti-Discrimination Master Plan (June 30, 2014), <https://www.njcourts.gov/sites/default/files/masterplan1-23-18website.pdf>; New Jersey Supreme Court Committee on Diversity, Inclusion, and Community Engagement, 2019–2021 Report, <https://www.njcourts.gov/sites/default/files/dicereport19-21.pdf> (presenting initiatives such as the New Jersey Model Law Clerk Program and justice system reforms).

¹⁵ Colorado Law, "New National Tribal Law Clerk Program Collaboration Aid Law Students," September 5, 2007, <http://www.colorado.edu/law/2007/09/05/new-national-tribal-law-clerk-program-collaboration-aid-law-students>.

these specialized publications, many of which are available at the career services office of your school.

- ***Directory of Minority Judges of the United States.*** Chicago: American Bar Association, Judicial Division, Standing Committee on Diversity in the Judiciary (Fourth edition 2008). This book provides names, courts and addresses of more than 2,000 minority judges, classified as: African-American, Asian/Pacific Islander, Hispanic/Latino, and Native-American and Tribal Court Judges.
- ***The Courts: An Excellent Place for Attorneys of Color to Launch Their Careers.*** 2007. Brochure published by the National Association for Law Placement and the American Bar Association Judicial Division Standing Committee on Minorities in the Judiciary, also available online at <http://www.nalp.org/thecourts>.
- ***A Guide for Tribal Court Law Clerks and Judges.*** Massey Mayo Case and Jill E. Tompkins, University of Colorado Law School (2007). Contains information on the types of tribal courts, advice particularized to tribal court clerkships, cultural considerations, and tribal resources. Available at http://www.tribal-institute.org/download/Final_version_Guide.pdf.
- ***United States Tribal Courts Directory.*** April Schwartz and Mary Jo B. Hunter, Buffalo, New York: William S. Hein & Co. (Fourth edition 2011). Provides information and access to court opinions.
- ***Women Lawyers Rewriting the Rules.*** Mona Harrington, Knopf Doubleday Publishing Group (2013). A book that examines both problems experienced by women when they claim equal authority, specifically in the judicial process. This book also takes into consideration the impact of new perspectives and issues that are associated with women in the profession.

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- ***Sisters in Law: Women Lawyers in Modern American History.*** Virginia Drachman, Harvard University Press (2001). A historical rendition of females in the law profession from the 1860s until the 1930s, exploring the primarily male dominated industry from a female perspective.
 - ***Rebels at the Bar.*** Jill Norgren, NYU Press (2016). This piece takes a biographical approach to the common struggles of eight women training for admittance to the Bar. Explores women's rights and the history of the legal profession.
 - ***Stories from Trailblazing Women Lawyers: Lives in the Law.*** Jill Norgren, NYU Press (2018). In an interview-style, Norgren describes the rooted changes that began to take place late in the 1960s, intricately creating a shared narrative of women's rights connected to the legal profession.
 - ***Rebels in the Law: Voices in History of Black Women Lawyers.*** J. Clay Smith, Jr., ed., University of Michigan Press (2020). The story of black women in the legal profession dating back to 1872, specifically relating to struggles in access to education, quality of education and access to resources.
 - ***In Her Words: Women Lawyers from Around the World Share Their Hopes for the Future.*** Dana Denis-Smith and A. Van De Castelee, Scala Arts Publishers, Inc. (2021). This book takes a snapshot of women in the legal profession and features portraits and reflections of a diverse group of female professionals.
 - ***Civil Rights Queen: Constance Baker Motley and the Struggle for Equality.*** Tomiko Brown-Nagin, Pantheon (2022). The story of an activist lawyer who became the first black woman appointed to the federal judiciary, a biography that provides an eye-opening account of the twin

struggles for gender equality and civil rights in the 20th Century.

- ***“In Re Lady Lawyers: The Rise of Women Attorneys and the Supreme Court.”*** Supreme Court of the United States, <https://www.supremecourt.gov/visiting/exhibitions/LadyLawyers/section5.aspx#LadyLawyers5>. Online exhibition of Supreme Court’s historic collection of prints and photographs, portraits, archival material, and memorabilia.
- ***Alliance for Justice*** is a national association of environmental, civil rights, mental health, women’s, children’s and consumer advocacy organizations. Their website, <http://www.afj.org/>, contains valuable information on these issues, including information on judicial vacancies and statistics about the diversity of judicial nominations.
- ***Court websites***, e.g., <http://www.uscourts.gov/about-federal-courts/federal-courts-public/court-website-links> (see also Resources Chapter 13*).

ORGANIZATIONS TO CONSULT

National, local, and regional organizations for women and minorities in the legal profession also can provide significant information and career connections. As a start, you can consult their websites for resources and programs. The following organizations, many of which also include law student divisions, might be helpful in your networking and information-gathering efforts:

Student Organizations

- Specific law school student organizations for women and minorities—check with your own school.
- National Black Law Students Association (BLSA), <http://www.nblsa.org/>.

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- National Native American Law Student Association (NNALSA), <http://www.nationalnalsa.org/>.
 - National Women Law Students' Association, <https://ms-jd.org/programs/nwlso/nwlso-affiliation-simplified>.

American Bar Association Activities

- Judicial Division, Judicial Clerkship Program, http://www.americanbar.org/groups/judicial/events_cle/jcp.html.
- Section of Litigation, Judicial Intern Opportunity Program, <https://www.americanbar.org/groups/litigation/committees/jiop/>.
- Business Law Section, Diversity Clerkship Program, http://www.americanbar.org/groups/business_law/initiatives_awards/diversity.html.
- Diversity & Inclusion Portal, <http://www.americanbar.org/diversity-portal.html>. Programs, resources, and information across the ABA.
- Office of Diversity and Inclusion, <http://www.americanbar.org/groups/diversity.html>.
- Commission on Racial and Ethnic Diversity in the Profession, <http://www.americanbar.org/groups/diversity/DiversityCommission.html>. Includes information on careers, networking opportunities, and other resources.
- Young Lawyers Division, Diversity and Inclusion, https://www.americanbar.org/groups/young_lawyers/projects/diversity/about.
- Lawyers of Color, http://www.americanbar.org/portals/lawyers_of_color.html.
- Commission on Women in the Profession, <https://www.americanbar.org/groups/diversity/women/>.

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- Directory of Associations for Women Lawyers, http://www.americanbar.org/groups/women/resources/directory_of_associations_of_women_lawyers.html.
 - Judicial Division, Tribal Courts Council, <http://www.americanbar.org/groups/judicial/committees/tribalcourts.html>.

Women and Ethnic Groups

- Regional and local bar associations and organizations.
- National Association for Law Placement, <http://www.nalp.org/>.
- National Association of Women Lawyers, <http://www.nawl.org/> (free student membership).
- National Association of Women's Bar Associations, <http://www.ncwba.org/>.
- National Association of Women Judges, <https://www.nawj.org/>.
- National Women's Law Center, <http://www.nwlc.org/>.
- Black Women Lawyers' Association, <http://bwla.org/>.
- National Association of Minority and Women Owned Law Firms, <http://www.namwolf.org/>.
- National Bar Association, <http://www.nationalbar.org>. An organization for African-American lawyers, judges, and educators, with free membership to law students.
- Minority Law Journal (ALM/law.com). Historical publication including the National Directory of Minority Attorneys as the legal and business communities' resource for identifying minority and women attorneys and law firms.
- Hispanic National Bar Council, <http://www.hnba.com/> (has a student division).

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- National Asian Pacific American Bar Association, <http://www.napaba.org/>.
 - Native American Bar Association, <http://www.nativeamericanbar.org/>.
 - Tribal Judicial Center at the National Judicial College, <http://www.judges.org/ntjc/>. “[O]ne of the first institutions to address the specific needs of American Indian and Alaska Native tribal law judiciaries.”
 - Tribal Court Clearinghouse, <http://www.tribal-institute.org/> (links to resources, clinics, programs, federal agencies, native organizations, tribal justice system issues, and the Bureau of Indian Affairs Tribal Leaders Directory).
 - National American Indian Court Judges Association, <https://www.naicja.org/>. Contains the *National Directory of Tribal Justice Systems*, a searchable database.
 - Native American Rights Fund, www.narf.org.
 - Federally Recognized Tribes and Legal Resources for Native Americans, <https://www.usa.gov/tribes>.

STRIVE FOR DIVERSITY

The efforts to encourage students to apply are starting to show results in the growing number of minority and women law clerks—and so, if *you* apply, you will be contributing towards diversity and helping this trend to continue! As you have discovered throughout this book*, there are a multitude of reasons why doing so will advance your future career as well. The atmosphere is primed for you to achieve your personal goals, so take advantage of this great opportunity, and together we can strive for further progress in this area.

*For more information on judicial clerkships and the courts, including application strategies and additional resources, see Debra M. Strauss, *Behind the Bench: The Guide to Judicial Clerkships, Third Edition* (West Academic Publishing 2023). See also the website, JudicialClerkships.com.