



DFP

DIVERSITY FELLOWSHIP PROGRAM

EMBRACING DIVERSITY & CLOSING THE GAP IN THE LEGAL PROFESSION

Frequently Asked Questions by Employers

1. What is the purpose of the Program?

The main purpose of the Program is to increase diversity in the legal community by giving students a leg up on the competition. The students in the Program begin to learn skills that are beneficial for working in the legal field and build a network of contacts that will help them in the future. Law firms and corporate legal departments get an opportunity to work with someone that comes from a diverse background and can bring a diverse perspective which can enhance the quality of legal services.

2. Is there a fee associated?

Yes. We ask each employer to pay a \$250 fee each year to participate in the Program and sign the Employer Agreement.

3. How much should we pay our fellows?

We request the employers pay the fellows a minimum of \$20/hour.¹

4. Will we be able to meet the students and give input before they are placed with our firm?

Yes. We hold a reception after the interviews and before placement. At the reception, employers that attend have an opportunity to meet the candidates for the Program. At the end of the reception, we ask the employers to give their input on students that they connected with and ones that they did not. We take this into consideration when placing students.

5. We have certain criteria that we look for in good candidates. Would that be taken into consideration?

Yes. We ask that any particular criteria are sent to Program Director via email a week before the interviews take place. Please keep in mind that we do not consider grades for this Program.

6. Is there a set start date for the fellows to begin working at my firm/corporate legal department?

No. The program lasts 8 – 10 weeks during the summer. The start and end dates are set between the employer and the fellow to make sure that the dates work with schedules of both parties.

7. Is this a part-time or full-time position?

The fellowship positions are full-time positions.

¹ Unless they are a county employer, in which case, in accordance with their policies, they can pay \$19.79 per hour.



Frequently Asked Questions by Employers - continued

8. My firm/corporate legal department has our own new hire process, including background checks and/or drug tests. Is that a problem?

No. All applicants to the Program know that if they are hired, they must go through the employer's hiring process, including background checks and/or drug tests, if necessary. The fellows are your employees, therefore, they should go through the same processes as your other employees and summer associates, if you have any.

9. How do I sign Up?

All information can be found on our website at www.sdcba.org/diversityfellowship or you may contact, Bhashini Weerasinghe at bw@bhasinilaw.com or (619)352-0519 to express your interest.