



# *The Hon. Roy W. King* **Legal Diversity Internship**

## **Co-SPONSORED BY:**



## **PROGRAM OVERVIEW:**

The Honorable Roy W. King Diversity Internship Program is co-sponsored by the Monroe County Bar Association (MCBA) (through its Diversity Committee), the Rochester Black Bar Association (RBBA), and the Greater Rochester Association for Women Attorneys (GRAWA). Since 2005, this program has sought to increase diversity in the legal profession in the Rochester area by attracting first-year law students to work in paid positions with Rochester-area law firms and other legal employers. The RBBA Honorable Roy W. King Diversity Internship program seeks to increase the population of attorneys of color in the Greater Rochester legal community by offering paid legal clerkships to law students of color from racial and ethnic backgrounds that have been historically underserved and underrepresented in the legal profession who have completed their first year in law school. **Housing is provided for non-Monroe County resident clerks and a \$500 stipend is provided to all Clerks.**

## **EVALUATION CRITERIA:**

Candidates will be evaluated based on the following criteria:

- Academic achievement
- Work experience
- Involvement in relevant professional and community activities
- Connection to Western New York and/or interest in practicing in the Rochester community
- Diversity statement
- Writing skills
- Interview/interpersonal skills

## **APPLICATION SPECIFICS:**

1. **Application:** Eligible first-year law students are required to submit an application, current resume, undergraduate and law school transcripts, a personal statement and the designated writing sample by **January 15, 2024.**

2. **Interview:** Based on the application materials submitted, qualified candidates are invited to Rochester for an interview conducted by participating employers. Interviews are conducted by video conferencing. *Interviews are tentatively scheduled for **Saturday, February 10, 2024.***
3. **Selection Process:** After the interviews, each candidate and employer will rank each other. Then, the Diversity Internship Committee reviews candidates based on the criteria described above, as well as the rankings to determine which candidates and alternates will receive offers.
4. **Offers:** Selected candidates receive an offer of placement with a particular organization and are given three days to accept the initial offer\* (there is no discussion of monetary terms at this point). If an offer is declined, the position will be extended to an alternate. *Students who decline offers will not be given the option of an alternate placement.*

\* Employers may require that additional information be provided before an offer is made.

### **Q & A Information Sessions:**

**September 14, 2023**

12:00pm – 1:00pm

**November 10, 2023**

12:00pm – 1:00pm

RSVP to [diversity@rbbalaw.org](mailto:diversity@rbbalaw.org) for virtual link

Accepting applications beginning December 1, 2023.