

2018 ANNUAL REPORT



Just the
Beginning -
A Pipeline
Organization



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LETTER FROM THE BOARD PRESIDENT

For more than 25 years, Just the Beginning – A Pipeline Organization (JTB) has developed and implemented programming that encourages students from underrepresented backgrounds to pursue careers in law. We aim to make opportunities in the legal field accessible to all, regardless of gender, ethnicity or socioeconomic status and we are proud of the fact that our programming remains free of charge!

In reflecting on the last 26 years, we are proud of the impact JTB has had in celebrating and promoting diversity in the legal field, and as we bear witness to the changes in our political and legal landscape, we know that our mission is more important than ever. Looking to the future, we are committed to continuing to expand our reach and increase the number of students we serve each year.

JTB's Board of Directors is excited about both our financial and programmatic growth in 2018, and we are dedicated to continuing the work of securing funding from individuals, firms, corporations and grantors aligned with our mission. We are truly grateful to our long-time partners and supporters who enable us to continue the push for true diversity on both the bench and the bar. We look forward to serving many more students in years to come, and we encourage the continued support of this vital work!



Hon. Patricia Brown Holmes (Ret.)
Board President
Just the Beginning – A Pipeline Organization

LETTER FROM THE EXECUTIVE DIRECTOR

In September 1992, 52 federal judges of color gathered in Chicago for two days to celebrate the integration of the Federal Judiciary. During those two days, the history they shared and work they accomplished lead to the creation of an organization whose mission was to encourage underrepresented students to pursue career and leadership opportunities in the law. That organization is now know as Just the Beginning - A Pipeline Organization (JTB).

JTB celebrated its 25th Anniversary in 2017. In 25+ years we have seen the number of sitting Federal Judges and law school graduates of color increase. In that time our programming has grown from one program for high school students in Chicago to various program offerings for middle, high school and law students in several cities across the country. We are confident that our pipeline programming has played a critical part in diversifying the legal profession.

While we've made some strides, there is still a long way to go. We strive to not only ensure that more lawyers and judges reflect the communities they serve but to light a spark in all students today so that they become more aware of our constitution and the rights it grants to all citizens of this country. Thank you for helping us to light the JTB Spark in students across the country!



Antonette N. Smith
Executive Director
Just the Beginning - A Pipeline Organization

OUR MISSION AND VISION

JTB's **mission** is to encourage underrepresented students to pursue career and leadership opportunities in the legal profession.



JTB **envisions** a legal field in which lawyers and judges reflect the backgrounds and perspectives of the populations they serve.



We live this mission by offering pipeline programs directly aimed at inspiring young students and increasing diversity in the legal profession and judiciary. These programs include the Middle School Law Camp and High School Summer Legal Institutes, and externships and scholarships for law students. Our school-year programming targets underserved high school students from various backgrounds, and our quadrennial conferences bring together diverse groups of legal leaders from across the country.



OUR VALUES

Exposure: We provide exposure to a wide variety of legal careers and leaders because you can't be what you can't see. We light the spark of recognition that it is possible to become a lawyer and a leader in the profession.



Education: We help our students build legal, professional, and leadership skills, and to employ those skills in legal environments, because you learn more when you do more.



Connection: We connect our students with our extraordinary networks - lawyers, judges, partners, and alumni who are committed to passing the torch by providing inspiration, encouragement, and support.



LIGHTING THE SPARK

JTB is dedicated to developing and nurturing interest in the law among young persons from socioeconomic, ethnic, and cultural backgrounds underrepresented in the legal profession. **Our pipeline programs are 100% free and provide JTB Scholars with opportunities that support their academic growth and legal aspirations.**



SCHOLAR PROGRAMS

JTB's Scholar Programs light a spark of excitement and curiosity about the law in middle and high school students.



The **Summer Legal Institute**, or “SLI,” is JTB’s cornerstone youth program. During this one-week legal immersion program, scholars participate in interactive, legal-focused activities that enhance their reading, writing, critical thinking, professional etiquette, financial literacy and public speaking skills. The key to every Summer Legal Institute is the unique learning experience created by volunteers from corporations, law firms, and courtrooms who actively engage with JTB Scholars.

Our **Middle School Law Camp**, a junior version of our SLI, is a fun, educational and interactive experience that provides 6th, 7th and 8th grade Scholars with an introduction to careers in law, the opportunity to build legal and professional skills, and connections with judges, lawyers, and other leaders in the legal profession.



SCHOLAR PROGRAMS

Our School-Year Programs include:

- The **iLead Law & Leadership Conference**, a one-day workshop focusing on law and leadership skills with middle and high school students;
- **Judicial Jumpstart**, a one-day program in which middle school students learn more about the legal system and the judiciary through a visit to the federal court where they meet with judges and observe live court proceedings; and
- **Supreme Court Day**, an annual event that takes selected students to the United States Supreme Court for a tour and the opportunity to meet a Supreme Court Justice. Students also have the opportunity to visit a law firm and interact with law clerks and attorneys.



2018 SUMMER LEGAL INSTITUTE PROGRAM RESULTS

In 2018, JTB educated hundreds of students about the legal profession through our school-year programs and Summer Legal Institutes (SLIs) in seven cities around the country, including: Chicago; Detroit; Indianapolis; Los Angeles; Springfield (MA); Twin Cities and Washington, DC. These programs are all provided completely free of charge to the students we serve. **We welcomed a diverse group of 277 JTB Scholars to our 2018 SLIs, an increase compared to the 244 Scholars served in 2017.** Our programming had a significant impact on their interest in the legal profession, their skills, and their confidence.



OF OUR 2018 PROGRAM SCHOLARS:

78% were students of color;
33% had household incomes at or below the poverty level; and
77% would be first-generation law school students.

AFTER MEASURING THE IMPACT OF THE 2018 SLI ACROSS THE COUNTRY, WE FOUND:

82% of our Scholars were more interested in becoming a lawyer;
89% of our Scholars were more confident in their ability to perform legal-based tasks;
82% of our Scholars were more confident in their public speaking and networking skills; and
97% of our Scholars described their experience as positive or very positive.

2018 SUMMER LEGAL INSTITUTE PROGRAM RESULTS BY CITY

	DC	CHI	DET	INDY	LA	SPR (MA)	TC (MN)
Were more or much more interested in becoming a lawyer	84%	81%	77%	87%	83%	73%	82%
Were more confident in their ability to perform legal-based tasks	96%	89%	87%	86%	86%	82%	90%
Were more confident in their public speaking and networking skills	92%	88%	88%	82%	89%	70%	85%
Knew more judges or lawyers who could provide guidance after SLI	92%	95%	92%	100%	100%	96%	95%

	DC	CHI	DET	INDY	LA	SPR (MA)	TC (MN)
Free/Reduced Lunch	69%	46%	38%	44%	45%	50%	21%
Gender (female, male)	72%, 28%	82%, 18%	52%, 48%	52%, 48%	66%, 34%	76%, 24%	55%, 43% 2% other
Identify as Students of Color	97%	74%	87%	60%	66%	61%	62%
First Generation College Students	14%	21%	7%	28%	21%	11%	7%
First Generation Law Students	78%	79%	70%	80%	85%	74%	88%

LEADER PROGRAMS

JTB's Leader Programs provide underrepresented law students with access to career-building opportunities.



The Summer Judicial Internship Diversity Project, is a collaboration between JTB and the Judicial Resources Committee of the United States Judicial Conference. National in scope, the SJIDP has placed over 300 judicial interns from underrepresented backgrounds in federal appellate, district, bankruptcy, magistrate and select state appellate judges' chambers since 2011. Interns draft bench memoranda, judicial orders, and opinions on a variety of substantive matters.

Share the Wealth Judicial Clerkship Program, is a referral program run by federal judges that provides law students and recent graduates with the opportunity to interview with multiple judges at one time for a highly selective federal judicial clerkship. Share the Wealth has placed over 100 diverse students in judicial clerkships since 2001.



2018 SUMMER JUDICIAL INTERNSHIP DIVERSITY PROJECT RESULTS



2018 SJIDP CANDIDATES:

212 applicants (from 90 law schools)

84% of applicants were students of color

123 advanced to round 2

91 advanced to round 3

43 placed (ten in partnership with JIOP)



2018 SJIDP Judges:

130 judges invited to participate

88 accepted the invitation

41 judges accepted SJIDP candidates (some judges accepted more than one candidate)

2018 LIGHT THE SPARK CELEBRATION HONOREES

The annual Light the Spark Celebration began in 2017 with the recognition of JTB's 25th year milestone. This annual fundraiser highlights JTB's programming and honors Chicago-area legal professionals and companies committed to both social justice, and increasing diversity in the legal field. Check out our 2018 honorees!

Diversity Leader Award Honoree



Hon. Ruben Castillo

Chief Judge, Northern District of Illinois

Social Justice Award Honorees



Hon. Kimberly M. Foxx

Cook County State's Attorney



Sen. Kwame Raoul

Illinois State Senator

2018 LIGHT THE SPARK CELEBRATION HONOREES

5 Under 40 Award Honorees



Elsa Andrianifahanana
Associate
Jones Day

Jennifer Ballard Croft
Chief of Staff
Office of the Cook
County State's
Attorney



Raven Burke Mackey
Associate
Hinshaw & Culbertson
LLP

Darren Goodson
Senior Claims Counsel
ALAS Ltd.



Nicholas O'Conner
Associate
Locke Lord LLP

THE POWER OF PARTNERSHIP

2018 Sponsors

Platinum \$10,000+

AT&T
Exelon Corporation
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Jones Day
MassMutual Foundation
Skadden, Arps, Slate, Meagher &
Flom LLP and Affiliates
State Farm
The Spencer Williams Foundation
for Judicial Independence
Thomson Reuters
United
Walmart

Diamond \$7,500-\$9,999

Bank of America
McGuireWoods LLP

Gold \$5,000-\$7,499

Freddie Mac
Locke Lord LLP
Patterson Belknap Webb & Tyler
LLP
The Morrison Foerster Foundation
UnitedHealth Group

Silver \$2,500-\$4,999

Holland and Knight
Gibson, Dunn & Crutcher LLP
Kilpatrick Townsend & Stockton
LLP
Quarles & Brady LLP

Bronze \$1,000-\$2,499

Fredrikson & Byron Foundation
Hochman, Salkin, Rettig, Toscher &
Perez
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Vinson & Elkins LLP

Friends of JTB

Arab American Lawyers
Association of Southern California
Asian Pacific American Bar
Association of Los Angeles County
Japanese American Bar
Association
John M. Langston Bar Association
South Asian Bar Association of
Southern California
Thompson Coburn LLP
White & Case LLP

****Just the Beginning - A Pipeline Organization is extremely grateful to be
housed by Riley Safer Holmes & Cancila LLP****

THE POWER OF PARTNERSHIP

2018 Program Partners

Abbott Laboratories	Miller Canfield
Akin Gump Strauss Hauer & Feld LLP	Perkins Coie LLP
Ally Financial	Quarles & Brady LLP
Andrews Kurth Kenyon	Robins Kaplan LLP
AT&T	Sidley Austin LLP
Bank of America	Stinson
Birch Bayh Federal Building and United States Courthouse	Taft Stettinius & Hollister LLP
Briggs & Morgan	The Finish Line USA, Inc.
Bulkley Richardson	The Hartford
Cadwalader, Wickersham & Taft LLP	The John Marshall Law School
Cummins, Inc.	U.S. Bank
Day Pitney	United States District Court - Central District of California
Eli Lilly and Company	United States District Court - District of Columbia
Faegre Baker Daniels	United States District Court - District of Massachusetts
Fried Frank	United States District Court - Eastern District of Michigan
Hampden Superior Court	United States District Court - Northern District of Illinois
Holland & Knight	United States District Court - Eastern District of Virginia
Honigman LLP	United States District Court - Southern District of Indiana
Howard University School of Law	United States District Court - District of Minnesota
Indiana University Robert H. McKinney School of Law	University of Detroit Mercy School of Law
Jenner & Block	University of Minnesota Law School
JTB Indianapolis Steering Committee	Wells Fargo
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JTB Los Angeles Steering Committee	
JTB Twin Cities Steering Committee	
Katten Muchin Roseman	
Kilpatrick Townsend & Stockton LLP	
Loyola Law School, Los Angeles	
Maslon LLP	
MassMutual	
McGuireWoods LLP	

THE POWER OF PARTNERSHIP

2018 Fundraiser Sponsors

2018 Light the Spark Celebration Sponsors

Kirkland & Ellis - Host & Premier Sponsor

ALAS Ltd.
Exelon Corporation
Faegre Baker Daniels LLP
Holland & Knight
Jones Day
Littler Mendelson P.C.
Locke Lord LLP
United Airlines
Winston & Strawn LLP

2018 Associate Board Spring Fundraiser Sponsors

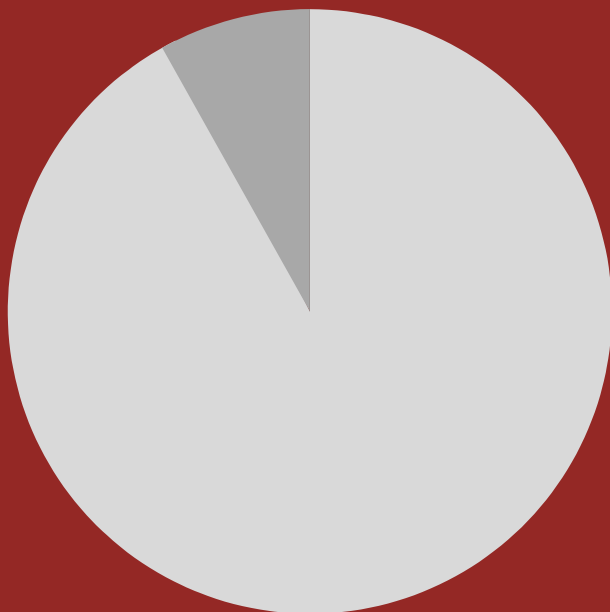
Baker McKenzie
Holland & Knight
Johnson & Bell, Ltd.
McGuireWoods LLP
Taft Stettinius & Hollister LLP
Winston & Strawn LLP



2018 FINANCIAL SUMMARY

Net Assets Released from Restrictions

8.1%



Total Unrestricted Revenues & Gains

91.9%

REVENUE

Total: \$452,037

EXPENSES

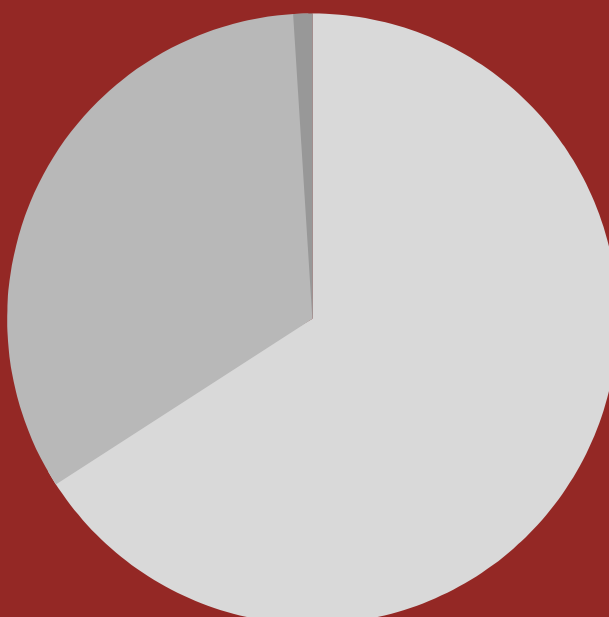
Total: \$461,960

Fundraising

1%

Management & General

33.1%



Program Services

65.9%

2018 BOARD OF DIRECTORS

As of December 2018

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Hon. Patricia Brown Holmes (Ret.)
Managing Partner,
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Illinois Attorney General*

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Honorable Edmond E. Chang

United States District Court, Chicago, IL

Honorable Jacqueline E. Cox

United States Bankruptcy Court, Chicago, IL

Honorable Virginia M. Kendall

United States District Court, Chicago, IL

Honorable Arlander Keys (Ret.)

United States District Court, Chicago, IL

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Honorable Doris A. Smith-Ribner (Ret.)

*Commonwealth Court of Pennsylvania,
Harrisburg, PA*

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Seventh Circuit Court of Appeals, Chicago, IL

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As of December 2018

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Aprill Hawkins, M.Ed

Director of Engagement

Cristina Figueroa, J.D.

Program Director

Jenna Feldman

*Development and Operations
Associate*

Missy Jeje, M.Ed

Program Manager



2020 NATIONAL CONFERENCE

JTB's National Conference brings together students, attorneys, judges and other members of the JTB family to engage in dialogue about diversity in the legal profession, recognize trailblazing judges and attorneys, and support the next generation of lawyers and leaders. Our 2016 National Conference in New York, New York celebrated the legacy of the Honorable Constance Baker Motley and provided \$30,000 in scholarships to local law students. The 2020 National Conference will be held September 17-20 in Chicago, Illinois and will celebrate the legacy of the Honorable George N. Leighton.



SAVE THE DATE

JUST THE BEGINNING - A PIPELINE ORGANIZATION

2020 NATIONAL CONFERENCE

**SEPTEMBER 17-20, 2020
CHICAGO, IL**

Honoring the Legacy of Judge George N. Leighton



Just the Beginning - A Pipeline Organization
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