

2019 IMPACT REPORT

EXPOSURE.
EDUCATION.
CONNECTION.



Just the Beginning -
A Pipeline Organization



A spark – catalyst, inspiration, flicker – an occurrence that has profound influence on an individual. For over 25 years, Just the Beginning – A Pipeline Organization (JTB) has had as its goal to develop and implement programming to light the spark in young people 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.

In this impact report, you'll hear from the attorneys, judges, law school professors, and law clerks who enthusiastically volunteer with our Scholars to provide **exposure** to a variety of legal careers. You'll learn the number of JTB Scholars who participated in our **education** programs and see their survey results for 2019. You'll hear from some of our alumni who have maintained their **connection** to us. We hope you'll be pleased to see the impact of your support.

As we reflect on the accomplishments of our Scholars in 2019, we can't help but look through the current lens bestowed upon us by a pandemic. We began preparing this report and planning our programming for 2020 before COVID-19 turned our world upside down. Now, we've rescheduled JTB's 12th National Conference in Chicago from September 2020 to October 21st-24th, 2021. We've developed new ways to present our programming to our Scholars. No one knows how long students will be out of their classrooms, and the need to provide as many resources as possible to students at no cost is critical for JTB. By creating robust virtual programming, JTB has the opportunity to reach students across the country, not only during summer but during the entire year.

On behalf of the Board of Directors and staff of JTB, we are truly grateful to our long-time partners and supporters who empower us to continue the push for true diversity on both the bench and the bar. Your commitment to and investment in our mission is crucial in our ever-changing environment.

Thank you for helping us to light the spark in our Scholars at a time when it's needed most.

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MISSION AND VISION

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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.



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.

LEADER PROGRAMS

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

The **Jumpstart Program** is an annual preparation program designed to help Chicago-area law students develop the academic and inter-personal skills to navigate law school and become successful legal professionals. Under the leadership of the Illinois Supreme Court Commission on Professionalism, Jumpstart plays a key role in the effort to ensure that the legal profession better reflects the population that is served throughout the court system in the US.

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, SJID has placed over 300 judicial interns from underrepresented backgrounds in federal appellate, district, bankruptcy, magistrate and select state appellate judges' chambers since 2011.

Share The Wealth, a referral program run by federal judges, 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.

EXPOSURE

JTB Programs provide students with direct, meaningful experience with leaders in the law profession.

IN THE WORDS OF OUR SCHOLARS

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Lisa Raimondi participated in JTB's SJID project in 2019. In her feedback to us, Lisa said, "I want to thank you so much for your help in supporting me and others like me with this opportunity. This past internship has been so immensely helpful and will be hard to top! Please find a picture of Judge O. Rogeriee Thompson, my supervising law clerk and mentor Preetha Chakrabarti, and me on my last day. Thanks again!"

Lisa spent the rest of her summer at the Rhode Island Attorney General's Office, and in fall she was a rising 2L at the University of Massachusetts Law School in Dartmouth. "I find government litigation and appellate review extremely fascinating and hope to work in a field that combines those two things while still serving the public interest."



2019 SUMMER JUDICIAL INTERNSHIP PROJECT RESULTS

A record 292 applications were received, 32 interns were placed with 27 judges; some judges accepted more than one intern.

SCHOLAR PROGRAMS

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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.

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 SLI 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.

SLI NATIONWIDE IMPACT IN 2019

Scholars were:

- 81% students of color
- 81% had household incomes at or below the poverty level
- 85% would be first-generation law school students

Measuring the impact:

- 90% more interested in becoming a lawyer
- 89% more confident in their ability to perform legal-based tasks
- 74% more confident in their public speaking and networking skills
- 74% described their experience as positive or very positive

SCHOOL YEAR PROGRAMS

The **iLead Law & Leadership Conference**, a one-day workshop focusing on law and leadership skills with middle and high school students.

Supreme Court Day, an annual event that takes selected Scholars to the United States Supreme Court for a tour and the opportunity to meet a Supreme Court Justice.

Courtroom in the Classroom, monthly classroom visits to four area schools that provide Scholars with an opportunity to assimilate a mock trial, from inception to verdict, and all legal preparation; discourse, and final decision making.

Judicial Jumpstart, a one-day program that provides middle and high school students an opportunity to join JTB for a day in Federal Court where they witness a live court proceeding and discover all the duties of a U.S. Marshal.

EDUCATION

JTB Programs provide students with direct, meaningful experience with leaders in the law profession.



IN THE WORDS OF OUR SCHOLARS



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Olivia Sedwick, 2010 alum of the Summer Legal Institute in Indianapolis, IN and current clerk on the US Court of Appeals for the Fifth Circuit for Judge Carl Stewart:

"Before my exposure to JTB, I had never participated in a program that was remotely on par with the youth programming that JTB offered. We were introduced to many different facets of the legal profession while also being taught legal concepts. Those legal concepts served as a modest foundation as we developed our own arguments for the mock trial competition that we competed in at the conclusion of the week. It was during this part of the program that I fell in love with appellate litigation. Our coaches helped me understand how to channel my nervous energy and how to present a polished oral argument when at the podium. At the conclusion of the SLI, I earned the "Top Oralist" award which was further confirmation for me that I was destined to become an attorney."

2019 STUDENT PARTICIPATION IN PROGRAMS

- 239 Summer Legal Institute
- 60 iLead Law and Leadership Conference
- 31 Judicial Jumpstart
- 48 Supreme Court Day
- 94 Courtroom in the Classroom

VOLUNTEERS

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Volunteers play a key role in the success of our programs. By offering experience and expertise, volunteers allow each of our Scholars the opportunity to grow in their new legal knowledge. Board members provide fiscal oversight and leadership to the organization. The Associate Board members volunteer to assist with programming and help with fundraising. Steering Committees and other volunteer groups work with staff to plan, coordinate, and implement JTB's programming across the country. They also act as mentors to JTB Scholars.

From a Volunteer

Rasha Gerges Shields, Partner, Jones Day is a member of JTB's Los Angeles Summer Legal Institute Steering Committee. That committee works with JTB staff to plan, run, and fund our SLI programs. Rasha has been involved with JTB's SLI in L.A. for the past five years. She began by hosting the Business Etiquette and Networking Skills training and reception at Jones Day in 2015 and then joined the L.A. Steering Committee in 2016. Rasha says she was drawn to JTB because, "I am passionate about diversifying the legal profession, and love exposing high school students to the law, particularly those from diverse backgrounds." While she also works with other law-related high school pipeline programs, Rasha tells us, "What I like most about my JTB experience is meeting students and keeping in contact with them, and watching them succeed."

The Judicial Advisory Committee is comprised of members of the judiciary and other government employees committed to the goals and mission of JTB. Participation on this committee is by invitation of the Board of Directors or by the Executive Director. The Judicial Advisory Committee assists in ensuring that JTB programs reflect the changing needs of the judiciary, the legal profession and the local community.

In addition, 313 legal professionals volunteered in JTB programs across the country to provide mentoring, leadership and networking opportunities for our Scholars.

CONNECTION

JTB's programs engage attorney volunteers through skills-based volunteer opportunities with the next generation of leaders in the courtroom or on the bench.

2019 LIGHT THE SPARK CELEBRATION

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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. Hosted by Kirkland & Ellis LLP in October of 2019, Light the Spark raised over \$25,000 for our programs.

Diversity Leader Award

Bank of America

Social Justice Award

Juliana Stratton

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5 Under 40 Honorees

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ASSOCIATE BOARD FUNDRAISING IN 2019

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In May, JTB's high-energy Associate Board hosted its spring event at Chicago's Premier Lounge Persona, with delicious catering by Almost Typical Catering Company. In September the group was back together with Karaoke Night at Brando's Speakeasy. JTB's Associate Board raised nearly \$11,000 in 2019 through dues, an exciting spring fundraiser, and a fun Karaoke Night!



2019 FINANCIALS

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TOTAL REVENUE: \$1,302,385

In 2019, this revenue provided funding for programs to help Scholars to develop their leadership skills while introducing them to careers in law:

- 239 students attended Summer Legal Institutes in 7 cities
- 33 law school student interns were placed in judges' chambers across the country through the Summer Judicial Internship Diversity Project
- 60 students in Nashville participated in iLead Law and Leadership Conference
- 33 Northwestern Pritzker School of Law students mentored 33 SLI Alumni
- 31 students enrolled in Judicial Jumpstart
- 48 students took part in Supreme Court Day in Washington, D.C.

TOTAL EXPENSES: \$487,262

In 2019, we invested:

- **\$319,865** in Program Services
- **\$162,420** to fund Management and General Operations
- **\$4,977** to raise funding needed to support our programs

NET ASSETS:

- **\$1,421,595** in 2019
- **\$606,472** in 2018



THE POWER OF PARTNERSHIP

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Platinum \$10,000+

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"It is time for parents to teach young people early on that in diversity there is beauty and there is strength. We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of that tapestry are equal in value no matter their color." – Maya Angelou

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