

# NBA DIVERSITY PIPELINE DEVELOPMENT PROGRAM

ARIZONA PILOT PROJECT



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To get involved in the program, contact:

Jo Ana Saint-George at Gust Rosenfeld, PLC at [jsaintgeorge@yahoo.com](mailto:jsaintgeorge@yahoo.com) or go to [www.NBAPipeline.org](http://www.NBAPipeline.org)

## MESSAGE FROM THE CHAIR

On March 30, 2006, the National Bar Association (NBA) Diversity Pipeline Development Program ("Pipeline Program") was launched as a pilot program in Phoenix, Arizona through the First Annual Diversity Symposium held at the Hyatt Hotel, Inc. In attendance where in-house counsel from Wal-Mart Stores, Inc., General Motor Corporation, Microchip, Inc., GoDaddy.com, MTV, Wells Fargo, Inc. and many more. Over 155 lawyers, diversity leaders and students were in attendance, which made the Diversity Symposium a huge success. Under the auspices of the Commercial Law Section of the NBA, the Pipeline Program was founded by Jo Ana Saint-George for the purpose of increasing the number of lawyers of color in the state of Arizona where there are currently only approximately 160 African-American lawyers in the entire state with Phoenix being one of the fastest growing cities of approximately 4.5 million people. The Pipeline Program is made-up of a four phase series of career and educational training courses offered over a three-year period to students of color who have been accepted into Arizona law schools ("Pipeline Students"). Phase I of the program is the six-week Pre-Law Prep Course that begins the summer before the Pipeline Students start their first year of law school. Ms. Saint-George is proud to announce that the March 30<sup>th</sup> symposium raised enough funds that eight students were accepted into the program and completed the six-week Prep-Law Course that ran from June 19 to August 4, 2006. The four phased program further described in this newsletter has been formulated so that at the end of the program Pipeline Students are not only practice ready upon completing law school; but, they are primed to become leaders in the Arizona legal community. To effectively deliver the Pipeline Programs on a state and local level, the NBA Pipeline Committee has partnered with the Association of Corporate Counsel, Arizona Chapter; the State Bar of Arizona, Committee on Minorities and Women in the law; and the Maricopa County Bar Association Task Force on Recruitment and Retention of Women and Minority Lawyers along with local minority bar associations.



Ms. Saint-George's long-term goal for the Pipeline Program is to implement it nation-wide with the support of NBA local affiliates. To effectuate that goal, the Diversity Pipeline Program will be under the auspices of NBA Region 9 for the purpose of growing the program in Region 9 states of California, Washington, Nevada, Oregon and Utah.

Jo Ana Saint-George – Program Founder and Chair

## Raising Funds And Providing Access To Justice!

**The**  
**Business Journal**  
PHOENIX

As part of the goal of implementing to Pipeline Program nationally and having the funds to accomplish that goal, Ms. Saint-George has recently negotiated a partnership with the Phoenix Business Journal for the publication of a Diversity Pipeline Directory for Arizona. The Directory will contain the contact information and practice areas of most lawyers of color in the state of Arizona while also providing a list of legal aid programs offered through public agencies. The directory will be paid for by sponsors and ad sales through the efforts of the Phoenix Business Journal. As a commitment to the Pipeline Program and Arizona minority communities, the Phoenix Business Journal has committed to print up to 10,000 directories to give to Arizona minority communities free of charge through local churches and community organizations. Ms. Saint-George believes that this partnership will be the avenue through which minority communities will gain access to justice by having a single source for reference obtaining legal representation. This partnership should prove to be a huge success.

## MEET THE PRE-LAW PREP COURSE PROFESSOR

Daniel J. Dye is an alumnus of Florida Agricultural & Mechanical University, where he earned a Bachelor of Science degree in Economics. In 2003, he earned his Juris Doctor from the University of Kansas School of Law, where he served on the Kansas Journal of Law & Public Policy and the National Moot Court Team. He also won multiple awards for oral advocacy and leadership.

Upon graduation, Professor Dye moved to Arizona and spent a short time in private practice before embarking on a career in education. Prior to joining Phoenix Law, he was on the faculty at Long Technical College, in the paralegal program. At Long, Professor Dye taught courses in English Composition, Civil Litigation, Contracts, Legal Research and Writing, Dissolution of Marriage, and Estate Administration.

Professor Dye's scholarly efforts have focused on environmental discrimination and police-community relations. He is enthusiastic about education and scholarship, and looks forward to sharing that enthusiasm with Pipeline Students for years to come. He is married to the former Adriane Brady and has two children, Brady and Elaine.

Currently, Professor Dye teaches legal writing at Phoenix School of Law in Phoenix, Arizona. His professional experience and legal acumen were a natural fit for the Diversity Pipeline Program Pre-law Prep Course. During the six-week Pre-Law Prep Course intensive, Professor Dye was responsible for teaching the students the "Black Letter Law" and how to apply the law to the facts. Along with their intensive substantive law review and memorization program, during the eight-hour a day six-weeks course, Professor Dye required the students to write two essays a-day on fact patterns that were covered in the substantive law lecture taught earlier that day.

Thereafter, Professor Dye methodically walked the students through an analysis of the correct answer for each essay. The course curriculum, developed by Jo Ana Saint-George, emphasized the importance of memorizing the Black Letter Law, so that the students will not only articulate the rule of law in their essays, their essays will also include a thorough legal analysis of the facts while applying the law. Below is a week schedule of the entire six-week program for the Summer 2006 Pre-law Prep Course.



### Pre-law Prep Course At-A-Glance

Times	July 10	July 11	July 12	July 13	July 14
7:30 – 8a.m.	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>
8 – 9a.m.	Contracts Overview	1 Hour Essay Exam Review of Prior Lecture	1 Hour Essay Exam Review of Prior Lecture	1 Hour Essay Exam Review of Prior Lecture	1 Hour Essay Exam Review of Prior Lecture
9 – 10a.m.	Contracts Substantive Lecture	Contracts Substantive Lecture	Contracts Substantive Lecture	Essay Answer Review Issue Spotting	Essay Answer Review Advanced Issue Spotting
10-11a.m.	Contracts Substantive Lecture	Contracts Substantive Lecture	Contracts Substantive Lecture	Contracts Substantive Lecture	Applying the Law To the Facts
12-1p.m. Lunch Hour	<b>Mentoring</b> Juan Moreno and Jeronimo Gomez del Campo	<b>Mentoring</b> Patty Ferguson Sacks Tierney, P.A.	<b>Mentoring</b> Kathy Shimpock, Bryan Cave Research Services	<b>Mentoring</b> Toysha Martin Wells Fargo	<b>Mentoring</b> Mari Valenzuela, Microchip;
1 – 2p.m.	I.R.A.C.	Issue Spotting & Outlining Essays	Review Essay Writing Formats Contract	Applying the Law To the Facts	Property Overview
2 – 3p.m.	1 Hour Essay Exam	Review 25 Multiple Choice Questions	Law in a Flash Flash Card Review	Review 25 Multiple Choice Questions	The Memory Game
3 – 4p.m.	The Power of Memorization	1 Hour Essay Exam	1 Hour Essay Exam	1 Hour Essay Exam	1 Hour Essay Exam
4 – 5p.m.	Review & Critique Essay	Review & Critique Essays	Review & Critique Essays	Review & Critique Essays	Review & Critique Essay
	2 hour Self Study Memorize Black Letter Law	2 hour Self Study Memorize Black Letter Law	2 hour Self Study Memorize Black Letter Law	2 hour Self Study Memorize Black Letter Law	2 hour Self Study Memorize Black Letter Law

## NBA DIVERSITY PIPELINE PROGRAM - CLASS OF 2006

**Jacob Faussette** - Mr. Faussette graduated from Arizona State University in 2006 with a degree in World Business. He will be attending the Phoenix School of Law in the fall of 2006.



Mr. Faussette would like use his law degree to become a sports agent. Mr. Faussette worked throughout college and will continue to apply his disciplined work ethic in law school. Mr. Faussette will be attending law school with his identical twin brother.

**Ashley Perea** – Ms. Perea graduated with honors from the University of Arizona in 2006 with a B.S. in Economics. She will be attending the Sandra Day O'Connor School of Law at Arizona State University beginning the fall of 2006.



She interned with the Office of the Attorney General Victim's Services in Arizona as a crime victim advocate and is interested in eventually working as a prosecutor. Ms. Perea was born in Colorado and is of Mexican descent and she intends on making Arizona her home.

**Bruno Gitnacht** - Mr. Gitnacht graduated from the University of Nevada Las Vegas in 2005 with a degree in Criminal Justice. He worked at the Council for Hemispheric Affairs where he performed research on a subject that was later published in the *Washington Report on the Hemisphere*.



He will be attending the Sandra Day O'Connor School of Law at Arizona State University in the fall of 2006. Mr. Gitnacht is interested in gaining experience in immigration and labor and employment law. Mr. Gitnacht is originally from Argentina and is fluent in Spanish. He has lived in Las Vegas for the past nine years and looks forward to living in Arizona for the next three years.

**Farhana Baki** – Ms. Baki graduated from Arizona State University in 2005 with a B.S. in Economics and was on the Dean's list for several years.



Ms. Baki worked at CIGNA Healthcare as a Senior Underwriting Associate for a year before applying to law school. Ms. Baki will be attending law school at the Sandra Day O'Connor School of Law at Arizona State University and hopes to work as an in-house counsel at a major Arizona corporation. Ms. Baki was born in Bangladesh, is fluent in Bengali, and she relocated to Phoenix 15 years ago where she has lived most of her life.

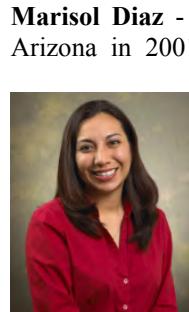


**Linda Imonode** - Ms. Imonode graduated with honors from Northern Arizona University in 2003 with a degree in Communication. She worked for one year as an organizer/legal advocate for the community legal aid organization "Make the Road by Walking" in Brooklyn, New York. She served an additional year as a legal advocate at the Urban Justice Center in New York City before applying to law school. Ms. Imonode will be attending the James E. Rogers College of Law at the University of Arizona in the fall of 2006. She is interested in practicing immigration and international law. Ms. Imonode is of Nigerian and Mexican decent and is fluent in Spanish.

**Nicholis Faussette** - Mr. Faussette graduated from Arizona State University in 2006 with a B.A. in English. He will be attending Phoenix School of Law in the fall of 2006.



Mr. Faussette seeks to become both a criminal defense attorney and a prosecutor with the goal of eventually becoming a judge for the state of Arizona. Mr. Faussette will be attending law school with his identical twin brother.



**Marisol Diaz** - Ms. Diaz graduated from the University of Arizona in 2001 with a B.A. in English. She went on to complete a Master's of Education at Northern Arizona University in 2004.

Ms. Diaz most recently worked as a Coordinator for the Retention Program and Services at the University of Arizona where she served as the lead instructor of a three credit course for college freshmen who statistically are at risk for dropping out of college. Ms. Diaz will be attending the Sandra Day O'Connor School of Law at Arizona State University in the fall of 2006. She would like to use her law degree to work in the public sector. Mr. Diaz was raised in Tucson, is of Mexican decent and is fluent in Spanish.

**Maria Mendoza** - Ms. Mendoza graduated from New Mexico State University in 2006 with a double major in Spanish and Spanish Literature. Ms. Mendoza served as an intern for a New Mexican Senator in Washington D.C. during summer breaks.



She will be attending the James E. Rogers College of Law at the University of Arizona in the fall of 2006. Ms. Mendoza plans to practice in the area of public interest law upon graduating from law school. Ms. Mendoza is first generation Mexican-American born of migrant workers who is fluent in Spanish.

## CAREER DEVELOPMENT TRAINING BY ROBERT HALF LEGAL

Robert Half Legal is an international leader in the placement of attorneys, paralegals and support personnel for law firms and corporate legal departments. Robert Half is a primary sponsor of the Pipeline Pre-Law Prep Course who provided career development training during the six-week program. The training consisted of the following courses: "Landing Your Dream Job", "Managing Your Career" and "Effective Time Management Techniques". The aim of the curriculum was to encourage the Pipeline Students to take control of their careers by becoming the best lawyers and business persons in the legal industry. Below are the course descriptions and a bio of the Robert Half instructor.



Jared S. Marks, Esq.  
Robert Half Legal

Jared Marks is the Division Director for the Phoenix Office of Robert Half Legal. Mr. Marks oversees all full-time placements of attorneys, paralegals and support staff for the Greater Metro Phoenix Area in both law firms and in-house legal departments. After graduating from the Pepperdine School of Law in 2001, Mr. Marks spent two years as a practicing attorney in Arizona, specializing in construction defect and insurance defense litigation. Mr. Marks has been the Division Director for Robert Half Legal in Phoenix for the last two years. Dedicated to educating the Pipeline Students about the importance of early career management, Mr. Marks explained the importance of superior lawyering skills and the need for the students to market themselves and network to maintain control of their careers as lawyers.



### ***"Managing Your Career"***

Course Description: Constantly changing workplace trends can make it challenging for professionals to remain on track with their short- and long-term career goals. Learn about key issues impacting the workplace and what you can do to maximize your chances for professional advancement. Gain insight into developing an effective strategy, including how to conduct a career audit, enhance your soft skills and increase your visibility.



### ***"Effective Time Management Techniques"***

Course Description: This client-focused presentation is based on *Managing Your Career For Dummies®*, and includes techniques for conducting a time-management audit and tips for customizing your work schedule.

### ***"Landing Your Dream Job"***

Course Description: The key to landing your dream job is to ensure that each element in your job seeking repertoire is complete and polished. From writing a winning resume and researching potential employers, to utilizing effective interviewing and networking techniques, you will learn how to hone these skills and improve your chances of achieving your desired positions.

## SPONSORS PROVIDE EXPOSURE & MENTORSHIP

### 2006 Primary Sponsor:



Gust Rosenfeld, P.L.C. is the 2006 primary Sponsor for the Pre-Law Prep Course. As the primary sponsor, Gust Rosenfeld provided sponsorship money that funded most of the cost of the entire six-week course. The course was housed in three supporting sponsor firms, Jennings Strouss & Salmon, P.L.C., Brian Cave, LLP and Fennemore Craig, P.C. for two weeks at a time. The students participated in firm activities like all firm

### Jennings Strouss & Salmon, P.L.C.



Pipeline Students with Andrew Turk, Esq. a partner at Jennings, Strouss & Salmon, P.L.C.

and meetings with partners and hiring partners. By housing the Pre-Law Prep Course in local Arizona firms, the Pipeline Students were exposed to the culture and practice areas of various firms. The participating firms, in the alternative, were afforded the opportunity to spend time with a pool of potential future associates who they witnessed, on a daily basis, commit themselves to preparing for law school early. Three days a week during the lunch hour, associates and partners of color from the firms and in-house counsel from local corporations spoke to the students about the nuts and bolts of law practice in a firm and for a corporation and many gave testimonies regarding their law school experience and their career path.

Special thanks is given to Andrew Turk, Esq. partner at Jennings, Strouss & Salmon, P.L.C., Patrick Black, Esq. associate at Fennemore Craig, P.C. and President of the Arizona Asian American Bar Association and Pamela Gates, Esq., hiring partner at Bryan Cave, LLP, all whom served as the program's logistics

facilitators responsible for coordinating the weekly lunch hour speakers, firm breakfasts and lunch meal plans provided to the Pipeline Students at no cost.

### THANK YOU SPONSORS!

### Bryan Cave, LLP



### Fennemore Craig, P.C.



Richard Siegal, Esq.  
Hiring Committee Member  
Gust Rosenfeld, P.L.C.  
*Dick tells of the days when he practiced law bar cards did not exist*



Diversity Pipeline Founder & Committee Chair gave each firm a token of appreciation for their support of the program.

## PIPELINE STUDENTS LEARN THE ART OF NETWORKING

# Fiddlesticks Golf Adventure!



Can't Golf,  
But We  
Look  
Good!!!



You Want  
Me To Do  
What!!!!



Learning  
From A  
Pro!



Go  
Tiger!!



Robert Reder, Esq. of Bryan Cave, LLP  
gives golf lessons.

Toysha Martin, Corporate Counsel,  
Wells Fargo, Inc.  
Networking Event Coordinator



The Little White Ball Wasn't Cuttin' It!



## Learning the tricks of the trade!

We are not sure which came first, golf or lawyers? However, we do know that the two are inseparable. So we planned a golf outing to teach the Pipeline Program students the essential skills of how to negotiate that little white ball from the tee to the green. For some the game was very challenging but not as stressful as a day at the firm or working through a complex transaction. The Pipeline Students also participated in a bowling and pool party.



Pipeline Student, Jacob Fausette

## THE PIPELINE DEVELOPMENT PROGRAM CONTINUES

# Phase II - Trial Court Diversity Internship Program

Upon successful completion of their first year of law school, the Pipeline Students embark on Phase II of the development program starting with a ten-week internship with a trial judge for at the Maricopa County Superior Court. The purpose of the program is to expose 1st Year Pipeline Students to the trial level process by assigning them to a judge to assist in tasks like reviewing motions, resolving discovery disputes, preparing opinions and pre-trial preparation. The Pipeline Student's contact with the process of adjudicating disputes will refine the their skills in legal analysis, writing and effective persuasion. In addition, the Pipeline Students will be exposed to a wide variety of lawyering styles and oral and written advocacy.

Prior to the commencement of the summer clerkship, the law students must complete a one-week orientation, the "Nuts & Bolts of Trial Practice," wherein the students will receive an intensive review of motion and discovery practice to equip them to appropriately assist their judges. To defray the cost of tuition, each student will receive a scholarship through the NBA Pipeline Development Scholarship Fund. Because the Pre-Law Prep Course was such a success, many more Arizona law firms want to support the Pipeline Program through not only financial contributions; but, also through the development of customized trial preparation and career development courses. The Pipeline Program welcomes all supporters.



Pipeline Students listening to lecture on judicial internships and in-house opportunities.

**STEPTOE & JOHNSON LLP**  
Primary Sponsor

## The “Give Back” Policy

After three years of receiving education, training, and financial support from the NBA Diversity Pipeline Program, in return Pipeline Students are expected to “Give Back” to the community by working 15 hours per week for 2 months in a designated inner-city high school for the purpose of serving as a mock trial coach to at risk high school students. The goal of the “Give Back Policy” is to inculcate in the minds of the Pipeline Students the need to always give back to the community.

# Phase III - In-House Counsel Diversity Internship

The unique aspect of the NBA Diversity Pipeline Program is the ability to measure the progress of the Pipeline Students at the end of each phased program. After completion of Phase I, the Pre-Law Prep Course, the effectiveness of the program will be measured by the Pipeline Students' grade point average after their first semester of law school. With that in mind, when the Pipeline Students matriculate on to Phase III of the program, which includes an in-house internship, the student's will be expected to have the grades and training to be effective and efficient interns for the legal departments of Arizona corporations. The purpose of the program is to acquaint 2nd Year Pipeline Students with the rigors of a corporate law department and to educate them about the role of outside counsel in servicing the legal needs of a corporation. During Phase III, Pipeline Students will participate in the “Life As A Lawyer” training course sponsored by Steptoe & Johnson, LLP aimed at equipping them with the tools to provide excellent legal services to corporate institutional clients upon graduation from law school.

To insure the success of the program, the Arizona Chapter of the ACC has committed to ensure the availability of internship opportunities with its corporate members in various business industries and sectors. To defray the cost of tuition, each Pipeline Student will receive a scholarship through the NBA Pipeline Development Scholarship Fund for which Region IX provides oversight.

## PROUD SPONSORS & DONORS

### Primary Sponsors



### Pre-Law Prep Course In-Kind Donors/Sponsors

Jennings, Strouss, & Salmon P.L.C.  
Fennemore Craig P.C  
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