

# 2023 1L LCLD Scholars Program FAQs

Here are answers to frequently asked questions about the 1L LCLD Scholars Program:

## Recruiting & Hiring

### **Will LCLD identify, screen, and recruit diverse students for the 1L LCLD Scholars Program?**

LCLD will not recruit candidates for the 1L LCLD Scholars Program. We rely on Member organizations to identify, select, and hire their 1L LCLD Scholar(s). This will give Member organizations flexibility throughout the recruiting process and the ability to tailor their search to their organization's specific needs.

### **Does LCLD have any specific selection guidelines participating firms/corporations should follow?**

The criteria by which candidate(s) are selected will be left up to the Member. Keep in mind, however, that LCLD's mission is to increase diversity in the legal profession and that underrepresented populations in our profession are of primary interest to LCLD's work.

### **Does the 1L LCLD Scholars Program focus on certain law schools for applicant selection?**

LCLD markets the 1L Scholars Program to law schools from which our Member organizations have hired Scholars in the past, the top 20 law schools on the *U.S. News and World Report Diversity Index*, and Historically Black Colleges and Universities. However, Members are not limited to those schools in their 1L Scholar recruitment efforts.

### **Who will make the final selection of this year's 1L LCLD Scholar(s)?**

As stated above, LCLD will depend on the participating firms/corporations to make the final hiring decision for their 1L LCLD Scholar(s).

### **In which geographic areas will the 1L LCLD Scholar(s) be located?**

Because Member organizations will be managing their individual recruiting processes, office placement will be at the discretion of the Member.

### **Does LCLD have any compensation guidelines and/or expectations to which Members must adhere?**

LCLD does not have any specific compensation guidelines. However, our suggestion is that firms/corporations will pay their 1L LCLD Scholar(s) the same rate as their other first-year summer interns.

## Partnerships

### **What is a 1L Scholars Partnership?**

Law firms and corporate legal departments collaboratively create summer internships in which both organizations provide insights and experience to diverse first-year law students.

### **What are the benefits of participation for LCLD Member organizations?**

- Builds your organization's pipeline for diverse legal talent.
- Demonstrates your commitment to diversity to clients or outside counsel.
- Strengthens your relationship with clients or outside counsel.
- Makes your summer program more attractive to students.
- Fits your organization, enabling you to choose your partner and design a model that works for you.

### **Who can I partner with?**

If your organization is a law firm, you can choose to partner with one or more Member organizations or non-Member in-house legal departments. Typically, that means that the students you hire will spend some of their time working in your law firm, and some of their time working in-house with your partner company. If your organization is an in-house legal department, you may choose to partner with one or more law firms, provided that they are LCLD Member law firms.

### **Is there a required partnership model?**

No. You can be creative in making the partnership work for you. Some LCLD Member organizations have had students split their summer, spending half the summer with the firm and half the summer with the legal department. Other LCLD Members have had students work primarily at the firm, but spend a week or two with the legal department. Other partnerships have engaged the students in work exclusively at the law firm, but have provided shadow and networking opportunities with their partner in-house organization(s). [Click here](#) for more information about partnership models.

### **Am I limited to just one partnership?**

No. You may partner with more than one law firm or in-house legal department.

### **How many students can participate in a partnership experience?**

As many as you would like! You could have one or two students engage in the partnership experience, or incorporate all of your Scholars into the partnership experience.

### **Will LCLD help me set up the partnership?**

LCLD can help you set up the partnership experience; reach out to Nancy Richardson, Program Manager, at [nrichardson@lclldnet.com](mailto:nrichardson@lclldnet.com) for more information.

## The Internship Experience

### **Does LCLD have guidelines on the length of the internship and specific start and end dates for the 1L LCLD Scholar(s)?**

LCLD does not have specific instruction on the duration of the internship and does not set specific start or end dates. It is common practice, however, that Scholar(s) are available to work for a minimum of eight weeks during the summer.

### **Is it necessary for Member organizations to create a separate summer program for their 1L LCLD Scholar(s) or formally designate the student(s) as “1L LCLD Scholar(s)”?**

No, it is not necessary for Member organizations to create a separate program for the 1L LCLD Scholar(s), nor to give this student a specific title. In fact, LCLD recommends that Members integrate their 1L LCLD Scholar(s) into their existing summer program. A Scholar’s summer experience should be similar, if not identical to, that of your other interns. This includes opportunities in the social, educational, and professional arenas.

### **Does LCLD have an expectation as to the nature of work assigned to the 1L LCLD Scholar(s)?**

LCLD does not have specific requirements regarding the 1L LCLD Scholar(s) work assignments and/or projects. We recommend that assignments provide a good balance of quality and quantity and contain substance and variety throughout the internship.

### **Does the 1L LCLD Scholars Program structure allow the Scholar(s) to split their summer between a firm and an in-house assignment?**

LCLD encourages Members to offer a joint law firm/in-house experience whenever possible. The ability to learn about the practice of law at both a traditional law firm and an in-house corporate law department will broaden the Scholar’s experience and future opportunities. LCLD can assist you to create a partnership if your organization does not currently have one in place.

### **Does the 1L LCLD Scholars Program allow Members to make offers to Scholars at the conclusion of the Program?**

Member organizations participating in the 1L LCLD Scholars Program are not expected to offer first-year program participant(s) an opportunity to be employed in the future. However, many Members do invite their Scholars back the following summer. Subsequent offers of employment are at the discretion of the Member organization.

### **Is there any reporting that companies/law firms need to provide to LCLD during and at the conclusion of the internship?**

LCLD tracks the 1L LCLD Scholar’s progress through law school and into their early legal career. LCLD collects some basic contact information for each Scholar (name, law school, email, etc.) from participating Member organizations. LCLD will also ask 1L Scholars to complete a short survey at the end of their summer experience.

## 2023 1L LCLD Scholars Summit

### **Will LCLD host a 2023 1L LCLD Scholars Summit?**

Yes. The Summit will be virtual in 2023.

### **When and where will the 2023 1L LCLD Scholars Summit take place?**

The 2023 1L Scholars Summit will take place Tuesday, May 23 – Thursday, May 25, 2023, on a virtual meeting platform.

### **How much will the 2023 1L LCLD Scholars Summit cost?**

No fees or costs are associated with the virtual Summit.

### **What will the Scholars do at the 1L LCLD Scholars Summit?**

LCLD is currently planning the 1L LCLD Scholars Summit. The agenda will include panel discussions, distinguished speakers, mock interviews, and networking opportunities. We will share the full agenda once finalized.



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