

2023 IMPACT STATEMENT

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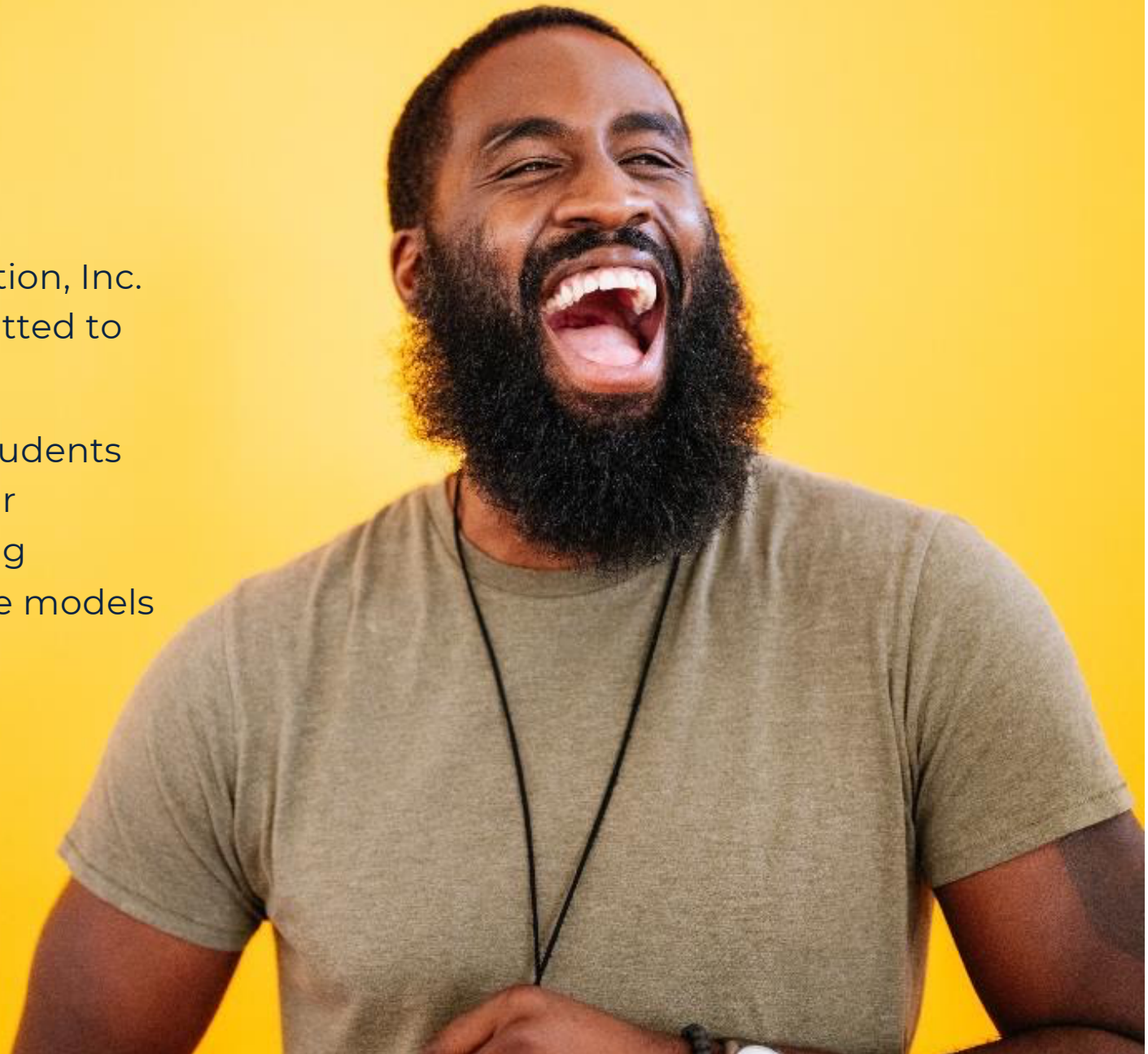
Pipeline to Practice Foundation, Inc. is a tax-exempt organization as described in §501(c)(3) of the Internal Revenue Code.

OUR MISSION

Founded in 2016, The Pipeline to Practice Foundation, Inc. ("P2P") is a 501(c)(3) nonprofit organization committed to enhancing diversity in the legal profession.

We support and nurture underrepresented law students and early-career attorneys at critical stages of their academic and professional development – creating pathways to leadership positions and building role models for the next generation of law students.

PIPELINE^{TO}
PRACTICE
FOUNDATION



SUPPORT FOR THE ENTIRE DIVERSITY PIPELINE

To solve the legal profession's diversity problem, today's underrepresented law students must have the tools needed to become the leaders and decision-makers of tomorrow's legal profession. To help accomplish this goal, P2P seeks to execute a remarkably simple idea: ***cultivate exceptional lawyers who also happen to be a diverse group.***

P2P invests in programming, coaching, mentorship, and support across all stages of the diversity pipeline:

- low-income students seeking admission to law school,
- law students who have gained acceptance to an ABA-approved law school, and
- young lawyers seeking business development and professional networking opportunities that propel them into leadership roles.

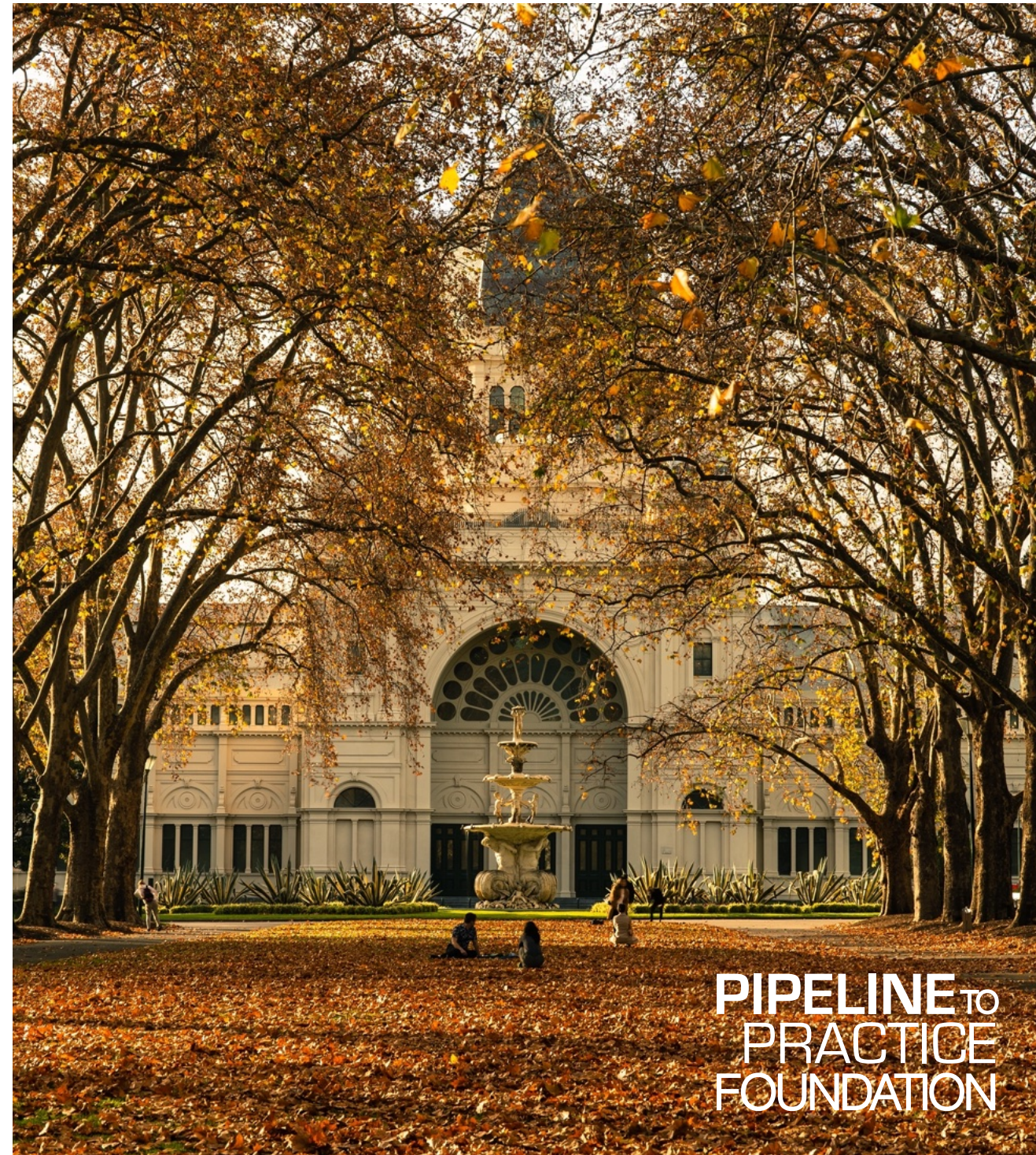
PELL PATHWAY PROGRAM

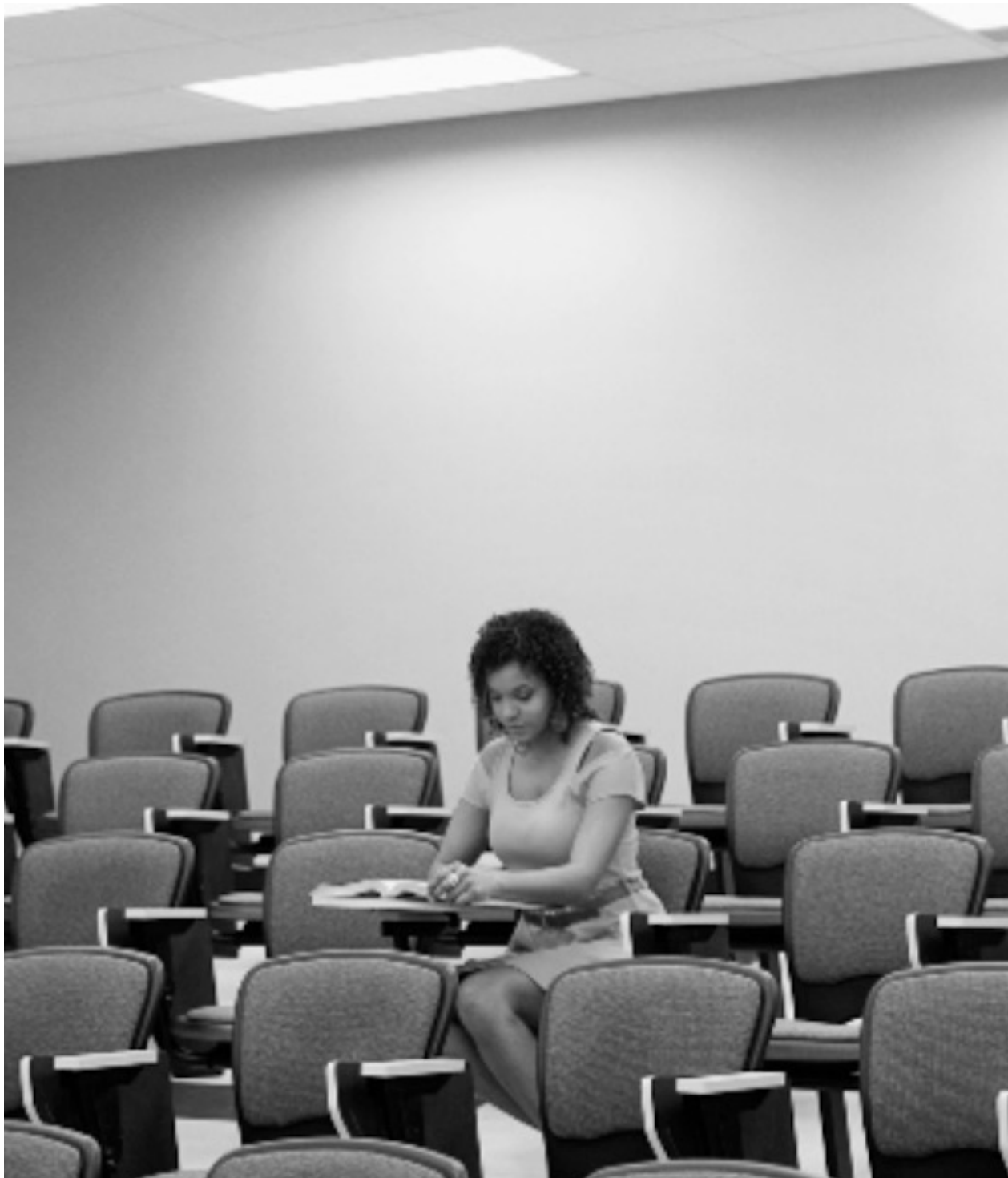
The Supreme Court's controversial decision in *Students for Fair Admissions v. Harvard College* (2023) struck down the use of affirmative action in higher education admission. Imposing race-neutral admissions policies will result in declining minority representation in law school and, consequently, the legal profession.

To meaningfully impact diversity in the legal profession, we must increase the number of diverse applicants while simultaneously creating a pool of competitive candidates from which law schools can recruit without violating race-based admissions restrictions.

P2P's **Pell Pathway Program** supports undergraduate Pell Grant recipients who wish to become lawyers. We address the challenges low-income students face when applying to and attending law school by:

- subsidizing LSAT prep courses,
- arranging for college credit to provide time to study for the LSAT,
- offering admissions workshops hosted by our partner law schools,
- arranging for scholarships from our partner law schools,
- subsidizing technology/casebook stipends during law school,
- providing “practice ready” training during 2L/3L years, and,
- subsidizing a free comprehensive bar preparation program and/or living stipend while studying for the bar exam.





SUPPORTING LAW STUDENTS

Since 2016, more than 400 law students have benefited from P2P's programming. Currently, P2P supports approximately 150 matriculating students, consisting of 1Ls, 2Ls, and 3Ls at ABA-approved law schools.

Once admitted to an ABA-approved law school, P2P provides academic enrichment, coaching, and career opportunities.

P2P begins supporting its students just before the start of their 1L Fall semester by subsidizing their participation in a pre-matriculation law school prep course. This "boot camp" provides entering law students with an overview of the core 1L doctrinal subjects and an introduction to proven academic skills, providing a competitive advantage during the all-important 1L year.

P2P's curriculum continues throughout each student's 1L, 2L, and 3L years, with live, web-based learning of time-sensitive topics such as exam preparation, interview/resume coaching, scholarship negotiation, transferring, and advice about graduate career paths. Depending on students' need, we also subsidize the cost of post-graduate bar preparation.

To provide practical learning and networking opportunities for our students, P2P has also established 1L and 2L summer internships with private firms and Fortune 100 companies that have appointed representatives to our Board of Directors.



2023 2L/3L P2P Student Survey Results

P2P Student Demographics

- Race/Ethnicity:
 - **3%** Asian;
 - **45%** Black or African American;
 - **33%** Hispanic or Latino;
 - **4%** Middle Eastern;
 - **7%** two or more races; and
 - **8%** White.
- **49%** were the first in their family (excluding siblings) to graduate from college.
- Average LSAT score of **157**
- Average undergraduate **GPA of 3.55**.

Academic & Professional Impact

- An average cumulative law school **GPA of 3.22** at the end of the 1L year.
- **96%** were in good academic standing at the end of the 1L year.
- **35%** were invited to join their school's Law Review or Journal.
- **31%** earned at least one academic honor (e.g., CALI prize, Dean's List Honor, academic scholarship).
- **100%** found law-related employment during the summer following their 1L year.
- **19%** were invited to work as a law professor's research assistant following their 1L year.

WHAT OUR STUDENTS SAY



"As a first-generation law student, P2P was instrumental in helping me navigate challenges throughout law school. When I was unhappy with my 1L fall grades, my mentors helped me develop a plan to do better next semester, which paid off greatly. Furthermore, my mentors have been with me every major step of my law school career. They have provided advice and support at every turn. My mentors have helped me discern the area of law I hope to practice and have provided invaluable resources and connections."

Mita Ramani, J.D. Class of 2023
University of Virginia School of Law
Virginia Journal of International Law, Managing Board – Notes Editor
2L Summer Associate, Gibson Dunn & Crutcher LLP
Post-Graduation Clerkship with United States District Court, M.D.N.C.

"My mentor Ashley offered me valuable advice on networking and applying to 1L internships at the very beginning of my first semester in law school, which enabled me to take full advantage of resources at my school and plan ahead. When it was time to choose my summer job, she also helped me evaluate my options. Most importantly, throughout my first year of law school, she was a source of inspiration and encouragement. I am glad to have been part of P2P and matched with my mentor Ashley!."



Jiachen Feng, J.D Class of 2025
Columbia University School of Law
1L Summer Associate, Katten Muchin Rosenman LLP



"I am grateful for the experience as a Pipeline to Practice Fellow. This fellowship provided me with resources to successfully navigate my first-year of law school and the OCI process."

Feven Yohannes, J.D. Class of 2023
Howard University School of Law
Howard Human & Civil Rights Law Review, Editor-in-Chief
1L Summer Associate, Faegre Drinker
2L Summer Associate, Hogan Lovells LLP

WHAT OUR STUDENTS SAY



"The Pipeline to Practice Foundation provided me with the skills, support, and networking channels necessary to build a bright and promising future in the legal industry. Being a P2P Fellow has opened my eyes to unlimited opportunities and has given me hope that someone like me can break into and thrive in the legal industry. Through the Foundation I was able to secure an invaluable 1L internship at McGuireWoods. I really cannot thank the Pipeline to Practice Foundation enough for providing me these amazing opportunities."

Ki-Jana J. Crawford, J.D. Class of 2021
Syracuse University College of Law
Syracuse Law Review Editorial Member
Summer Associate, Kelley Drye & Warren LLP

"As a first-generation college student and graduate student, almost every step I have taken towards achieving my goals and dreams have seemed like uncharted territory. However, as a Pipeline to Practice scholarship recipient, I have received resources and mentorship that have given me a competitive edge in law school since Day 1. The Law Preview classes primed me for what was to come in law school. I was able to hit the ground running in terms of constructing my outlines and study habits, which eased a great deal of stress once finals were around the corner. The mentorship has provided me with tremendous amount of support and guidance that I would not otherwise have. I am very grateful for the Pipeline to Practice program. In large part due to P2P, I ranked in the top 7% of my class and am excited to have accepted a summer internship position at a Fortune 500 company. This experience has been an invaluable and I would recommend it to anyone applying to law school."



Marcela Sierra-Arce, J.D. Class of 2022
Florida State University College of Law
2021 Summer Associate, BakerHostetler LLP



"Pipeline to Practice has helped me immensely so far in my law school career. If it was not for the P2P network, I would have not had the opportunity to work at one of the largest private companies in the world and secure a summer job at a law firm that specializes in the areas I want to practice. Moreover, the mentorship and willingness to help from the entire board is incomparable."

Joseph Kemp, J.D. Class of 2021
University Michigan Law School
2019 1L Summer Intern, Fidelity Investments

SUPPORTING YOUNG LAWYERS

If you ask any of our Board members, most would agree that it's not only our students who benefit from their P2P experience. Our Board of volunteer attorneys share a passion for diversifying the legal profession. P2P's Board structure, and its *roll-up-your-sleeves* culture, provide Board members with an enriching experience while supporting the mission of cultivating exceptional lawyers.

First, to combat the legal profession's lack of diversity, today's diversity champions must become tomorrow's leaders and decision-makers. To that end, our Board is comprised of young, diverse attorneys at private law firms and associate general counsel at Fortune 100 companies. By working closely with one another, our attorneys build a mutual admiration and respect that leads to business development opportunities. P2P allows our Board members to expand their professional networks and aid one another in their promotion to senior leadership positions.

Additionally, our Board members gain firsthand experience running a company. To date, Board members have used their legal skills for everything from our initial incorporation, drafting our bylaws and corporate governance policies, gaining state and federal nonprofit tax status, working on committees, fundraising, and overseeing day-to-day operations. The business experience that our Board members receive helps them better understand the obstacles their clients face, making them better attorneys.



Ashley Lhérisson
Senior Associate, WilmerHale
P2P Executive Board Co-Chair



Natasha Cooper
Executive Board
Co-Chair

My participation as a Pipeline to Practice Foundation board member has had a profound impact on me both personally and professionally. Academic success in law school and making the right decisions during the early stages of one’s law career are critical steps towards enjoying a return on one’s law school investment. Pipeline to Practice is an organization founded to help our students excel in these areas, and it’s wonderful to be involved with an organization that provides resources that make a meaningful difference in the lives of diverse law students and attorneys.

Professionally, Pipeline to Practice has allowed me to work closely with other attorneys who, like me, are motivated to improve diversity in the legal profession - expanding my professional network in the process and helping me to learn how fellow diverse attorneys have successfully paved their way in the legal profession.

In short, I truly feel as though my participation on the Pipeline to Practice board has benefitted me just as much as the students and young attorneys we support.

Natasha Cooper
Pipeline to Practice Foundation, Inc.
Executive Board Co-Chair

OUR TEAM

Executive Board

Natasha Cooper, Co-Chair
Assistant U.S. Attorney, U.S. Attorney’s Office

Tahir Boykins
Associate, Steptoe & Johnson

Shreya Patel
Law Clerk, D.C. Court of Appeals

Ashley Lhérisson, Co-Chair
Senior Associate, WilmerHale

Mahlet Ayalew
Executive Director and Assist. General Counsel, JP Morgan Chase

Emilie Halvorsen
Corporate Counsel, Enterprise Holdings

Juli Greenberg, Board Secretary
Innovation Counsel, General Motors

Sharmila Bharwani
Assistant General Counsel, Citi

Michael Buffardi
Managing Director, FTI Consulting

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Christina Martin
Associate, O’Melveny & Myers

Derrick Lott
Partner, Sherman & Sterling

Duvol Thompson
Partner, Holland & Knight

Elizabeth Briones
Associate, Troutman Pepper

Devorah Levine
Member, Eckert Seamans Cherin & Mellot

Carolina Acosta
Senior Counsel-Litigation, Cboe Global Markets Inc.

Janiel Myers
Associate, Gibson Dunn

Darnell Clayborn
Counsel, AbbVie

Zachary Oberman
Associate General Counsel, Bank of America

Gabriela Chambi
Senior Associate, Hudson Cook

April Love
Policy Analyst, SDFR Policy Center at Alcorn State University

Kelsey Watkins
Associate, Cooley

Redwan Saleh
Associate, O’Melveny & Myers

Yuliya Zahoroda
Associate, Chapman & Cutler

Jorge Aviles
Associate, Hunton Andrews Kurth

Khalil Nobles
Senior Associate, Wilson Sonsini

Operations & Management

Don Macaulay
President & Executive Director, Pipeline to Practice Foundation



MONEY WELL SPENT

P2P's ability to provide cost-free programming and support to our students is directly tied to our fundraising capabilities.

P2P seeks additional funding for two primary goals:

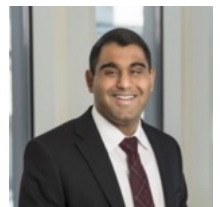
1. Supporting More Entering 1L Students

Annually, demand for P2P support from diverse students about to enter law school greatly exceeds our fundraising capabilities. During the 2022-23 law school admissions cycle, we received over 350 applications from deserving students but only had funding to support fifty-two. To have a greater impact on legal diversity, we seek to support 85-100 entering 1L students each year.

2. Pell Pathway Program

Funding supports the many benefits provided to Pell Pathway Scholars, including subsidized LSAT prep courses, law school admissions programming, technology and casebook stipends during law school, and, if necessary, a free comprehensive bar preparation program and/or living stipend as they study for the exam.

"As an inaugural Fellow and legally blind law student, Pipeline to Practice was instrumental during my first year of law school. I finished 1L at UC Irvine in the top 5% of my class. Every school I applied to as a transfer—UC Berkeley, Columbia, NYU, and Harvard—admitted me. Now, as a 2L at Harvard I am engaging in pro bono work through the Environmental Law Clinic and will join O'Melveny and Myers as a 2018 Summer Associate in Orange County, CA."



Paras Shah

Harvard Law School Class of 2019
2L Summer Associate, O'Melveny & Myers LLP

LOOK WHO'S GOT OUR BACK!

Over the years, generous contributions from the following organizations have made it possible for P2P to diversify the legal profession.



BRONZE LEVEL (\$1,000)

Cornell Law School
Fidelity Charitable
Lathrop GPM LLP
Marc David Foundation

SILVER LEVEL (\$2,000)

Amazon.com
Davis, Wright & Tremaine
DRI Employment & Labor Law
Kelley Drye & Warren
Latham & Watkins
Morgan, Lewis & Bockius
Paul Weiss
Shearman & Sterling
Wachtell, Lipton, Rosen & Katz

GOLD LEVEL (\$5,000)

BARBRI
Cboe Global Markets
Diversity Lab/Move The Needle
McGuireWoods
O'Melveny & Myers
Walmart

PLATINUM LEVEL (\$15,000)

FTI Consulting
Gibson Dunn
Skadden



Platinum Sponsorship Special Benefits:

Board representation (1 seat)
Programming involvement
Two tickets to our "Think Inside The Box" events to network with our board members, students, and corporate sponsors

PIPELINE^{TO} PRACTICE FOUNDATION

To get involved and make a difference, contact:

ExecutiveDirector@pipelinetopractice.org

www.pipelinetopractice.org | 339.309.9537

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