



# DIVERSITY PIPELINE PROGRAMS THAT PRODUCE RESULTS

Patrick J. Krebs

**F**or the past eight months, I have sought to use this column as a way to draw attention to the work we do at the Cleveland Metropolitan Bar Foundation to raise critical funds for the Cleveland Metropolitan Bar Association's award-winning programs. In keeping with the theme of this edition of the *Bar Journal*, this month I would like to highlight the CMBAs diversity pipeline programs, which start in high school and continue through college and law school. These programs are producing results and making a difference in the lives of thousands of students.

For instance, The 3Rs Program — Rights, Responsibilities, and Realities — connects lawyers, judges, law students, and paralegals with 11th grade high school students in Cleveland and East Cleveland schools through a series of in-person lessons designed to help foster an understanding and appreciation of the U.S. Constitution, as well as share important information about how students can achieve their goals beyond high school. Over the past 13 years, more than 2,300 volunteers have devoted 119,000 volunteer hours totaling \$12 million in donated time, and we have reached more than 35,700 students with this outreach program!

Similarly, the Stephanie Tubbs Jones Summer Legal Academy introduces minority high school students from schools throughout Cuyahoga County to the legal profession through a three-week, part-time intensive law institute. The Academy, which is a collaboration of the CMBA, Norman S. Minor Bar Association, Case Western Reserve University School of Law, and Cleveland-Marshall College of Law, presents a case and takes students through an overview of the U.S. legal system, a mock trial, interviewing witnesses, making motions and arguments, learning about negotiations and pleas, all under the supervision of law school faculty and volunteer lawyers, judges, and law students. Additionally, students have the opportunity to earn a part-time internship and the top student in the program is awarded a scholarship.

Lastly, the Louis Stokes Scholars Program enables college students interested in careers in the law to participate in paid summer legal internships with Cleveland courts, law firms, and legal nonprofits. Scholars are provided with volunteer mentors who are lawyers and judges in the Cleveland legal community and who agree to mentor the scholars throughout their college years. In addition, Scholars participate in group enrichment and networking activities throughout the summer, including field trips to the courts and local law schools, public speaking and writing seminars, and lunch and learn programs with legal community leaders.

These diversity pipeline programs have been repeatedly recognized as best-in-class programs. More important than the well-deserved accolades, however, is

the impact these programs have on the lives of the students in our community. In the CMBF's 2018-2019 Impact Report, we put a spotlight on the inspiring journey of Jzinae Jackson. As a student at Shaw High School, Jzinae participated in The 3Rs Program, the Ohio Mock Trial program, and the Stephanie Tubbs Jones Summer Legal Academy. Jzinae continued her studies at Capital University, where she applied for and was accepted into the Louis Stokes Scholars program and earned a paid legal internship at the Cuyahoga County Domestic Relations Court. Jzinae went on to graduate from Cleveland-Marshall College of Law and is currently practicing law at Zashin & Rich.

Jzinae credits the CMBAs diversity pipeline programs with helping her achieve her goal of becoming an attorney: "The Cleveland Metro Bar's programs built a pipeline from high school to my legal career. They focused on me as an individual, helping to develop and inspire my passion for the law." Jzinae is one of many students who have made their way through each of the CMBAs diversity pipeline programs and are now practicing attorneys, preparing to take the Bar exam, or enrolled in law school. Please continue to support the CMBF through your volunteer efforts and your sponsorships and donations. With your help, the CMBAs diversity pipeline programs are producing results and making a difference in our community!

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