



Esq. Apprenticeship

Scholarship, Service, Success

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The mission of Esq. Apprenticeship is to provide low-income youth of color with the tools needed to complete California's legal apprenticeship program and become attorneys without debt. We can mend the broken pipeline to gainful employment and legal careers. Together we can raise the bar on access. Join us!

Why I Support Esq. Apprenticeship

When traveling, for work or leisure, do you prefer a busy, packed commute or a comfortable, convenient journey? Do you vote for long-lines with lots of inspections or a clear path? The answer is obvious: the simple path with fewer obstacles is preferred. Although our current transportation system (especially during rush hour!) may not always offer the most convenient commute, efficient travel is the goal.

As a board member for Esq. Apprenticeship—a California non-profit which prepares youth of color to attain legal careers and become lawyers via apprenticing—I wonder why the principles of convenience and efficacy don't apply to the fields of education and career development. In the U.S. the path to most professional careers takes years of study, costs in the hundreds of thousands (not including

undergraduate fees, board, and graduate schools), and includes lots of obstacles. Furthering the travel analogy: the traditional path to education and careers is filled with lots of tolls, detours, inspection points, and enforcement officials.

Is it a surprise then, that only about 30% of Americans earn a college degree? And, moreover, that the path to careers, and thereby economic inde-



Ruben Farias, Board Member

pendence, is especially challenging for youth of color. As a result many researchers state that the educational pipeline is broken. In response, Esq. Apprenticeship seeks to make the journey to gainful careers more accessible.

Building a 'freeway' to legal careers requires support and resources. Some established institutions and funders will have doubts and questions. Others will ridicule. But, as my fellow board member Nana Duffuor notes, imagine the impact cohorts of lawyers of color, unburdened by law school debt and possessing diverse legal education, will have on their communities and the law?

I invite you to join Esq. Apprenticeship in re-imagining and remaking the commute to careers.



HIGHLIGHTS

- Director's Corner
- Meet the Inaugural Cohort of Apprentices
- A Word from the Board
- Thanks to Our Donors!

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Annual Report

Creating 'Free-Ways' Over Broken Paths



Rachel Johnson-Farias, Founding Director

I imagine a world where the law works for, and not against, low-income people. When I started California's first juvenile record sealing clinic, I hoped to create such a world for justice system involved youth by sealing their records and helping them achieve socio-economic comfort. But sealing a record alone was insufficient to get youth the careers

necessary to support themselves. When I became a mother not too long ago, I realized just how much youth with families to support also need a village to wrap around them. How could I create a world where low-income youth succeed when the costs of higher education—the traditional vehicle for career success—is at an all-time high and still increasing?

Enter Esq. Apprenticeship—an Oakland, CA based non-profit that provides low-income youth of color with the tools needed to complete California's legal apprenticeship program and become California attorneys without debt. In our world, where less than 30% of the entire law student population identifies as people of color and the typical

law student takes on a \$100,000 debt burden in addition to any undergrad debt, Esq. Apprenticeship creates 'free-ways' for low-income youth to obtain careers as lawyers and increase earning potential as much as 20 times.

In the world I imagine, lawyers are as diverse as the people they represent and legal education is accessible to all people and does not require extreme debt. Because California and three other states (Vermont, Virginia and Washington) have legal apprenticeship programs, the world I imagine can become a reality on a national scale. We can fix the broken pipeline to career success for low-income youth. Join me!

Why I Support Esq. Apprenticeship

What if marginalized youth of color had access and opportunity to become the legal advocates our communities so desperately need?

I've dedicated the last five years of my professional life to trying to help build resources for organizations that I believe have the potential to create systemic change and increase equity in our community, and I can't think of a better organization to promote than Esq. Apprenticeship—a non-profit providing a NO COST pipeline for low-income youth of color to become lawyers without debt through legal apprenticeship.

I joined the board and donate \$30 a month to this organization because:

1. I think the world will be better place if those most impacted by the legal system are the ones in a position to change it.

2. My life changed because of the incredible amount of support, mentorship, love, and opportunity I received. And INVESTMENT. People (my family especially) invested in me: time and money. I don't want to understate the importance of either. Both make a hell of a difference. Not everyone has family that can do that, so we have to be each other's family.

3. I think the Executive Director, Rachel Johnson-Farias is going to



Nana Duffuor, Board Member

change the world, and she's going to take a lot of youth of color with her.

I hope you'll consider making an investment too. This could happen nationwide. Let's Build!

I will be a good attorney because...



The Inaugural Cohort and Volunteer Technical Advisor at Esq. Apprentice's Inaugural Annual Fundraiser (Briana Barnes not pictured)

Every Esq. Apprentice class starts with a focus on wellness. Whether it be getting to know each other better, reflecting on our journeys and goals or just moving around the room a bit to get our minds and bodies working, we start the day mindfully.

In our third class, we reflected on why we will be good lawyers. I loved my law school experience, but rarely did we take the time to stop and af-

firm that we deserved to be where we are and that we bring a unique set of skills and experiences that will only enhance the legal profession.

The inaugural cohort of apprentices represent a wide range of diverse people, places, and experiences; all of which are sure to increase access to the law for low-income people.

I am honored to work with each of the apprentices and the volunteer technical advisor at the outset of what I know will be distinguished legal careers.

Meet the inaugural cohort.

A Special Thanks to Our Donors



The Board (L to R: Serina, Nana, Ruben & Bella)

Apprentice level (\$1-\$499)

- Austin, Tiffany
- Balcita, Mario
- Burkhardt, Melissa
- Cassel, Mandisa
- Chang, Susie
- Chn, Ernie
- Cruz, Alejandra
- Doskow, Emily
- Farmer, Rebecca
- Garbinsky, Tim
- Halle-Erby, Kyle
- Hersh, Eliza
- Janowitz, Marc
- Lippe-Klein, JooAe
- Maeda, Donna
- Mahiri, Ana Maria
- Neal, Candace
- Odoemene, Chisom
- Olier, Michauxnee
- Pahlke, Spencer
- Rankins, Serina

- Roallos, Catrina
- Umolu, Chukwuma
- Vallero, May
- Weisburd, Kate
- Williams, Janelle
- Wilson, Tiffany
- Wong, Jocelyn
- Wooden, Sharon
- Yagi, Reyna
- Zarekari, Sheila

Attorney level (\$500-\$2499)

- Fernandez, Dorothy
- Fry, Christine
- Gong, Kyle
- The Morrison & Foerster Foundation

Mentor level (\$2500 and above)

- Mechanics Bank

Sustaining Donors (giving set

monthly amounts to Esq. Apprentice)

- Duffuor, Nana
- Farias, Ruben
- Gonzalez, Shanti
- Orozco, Hernan
- Sanchez, Elizabeth
- Thomas, Sydney

Sponsors

- Z Café & Bar
- The Morrison & Foerster Foundation
- Retzlaff Winery
- The New Parkway Theater
- Galileo Innovation Camps for Kids
- Raw Spice Bar
- Drake's Brewing Company
- Pier 39

Thanks to all of our donors, and especially our sustaining donors whose reliable and consistent giving is integral to our growth!

"I connect well with people because I listen"

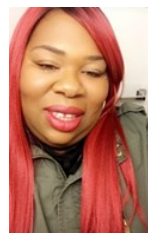
... I care.

I will be a good attorney because I want to make a difference in people's lives. For years, I have been the primary point of contact when someone walks through the door of a law office. I know that when someone seeks legal help it is often at a really rough time in their life. I care about the situation they are in, and it is extremely rewarding to help them come out of that situation.

Also, the people I work with, especially African Americans, are often misrepresented. I want to be a voice that accurately represents the experiences of low-income people.

Through my work, others will learn that there are still good people who care about doing the right thing. I know that I can change my life and the lives of others for the better. My

compassion for marginalized people and communities and my passion for helping others will make me a good attorney.



Briana Barnes, Apprentice

...I persevere.

I believe I will be a good attorney because I have a lot of perseverance.

I believe in working hard and advocating for myself and for people in my life.

I also have really great interpersonal skills. I connect well with people because I listen. I also communicate well and talk to people with mutual respect and am able to build trusting relationships.

I am very creative and I am able to think of reasonable solutions when problems and unique situations arise.



Mayvell Vallero, Apprentice

When given a new challenge, I will rise to the occasion, I don't like backing down or giving up.

You can be a part of the legal apprenticeship movement!



Serina Rankins, Board Member

1. Give!

Visit our webpage, www.esqapprentice.com, and support legal apprenticeship today! Your monthly contributions can go a long way towards providing low-income youth with the tools needed to complete the apprenticeship program and become attorneys without debt.

2. Mentor

Are you a licensed attorney with a passion for social justice?

Do you have 5 or more years of continuous, active membership with the California bar?

If you answered yes to both of these questions, you can mentor up to 2 apprentices today! Apprentices are all around you. Your paralegals and legal assistants may desire a career as an attorney but be unsure about how to get there. Let us help you contribute to a social justice movement without changing your day-to-day. Email esq.apprentice@gmail.com for more information.

Get Involved

3. Teach

Is there a particular law school case or class that changed the way you think about the law? Perhaps you've always thought about teaching but haven't found a venue.

Consider guest lecturing with Esq. Apprentice. Please e-mail us at esq.apprentice@gmail.com for more information.

Join Us!

Raise The Bar

IMPACT

In the 2015-2016 Fiscal Year, we raised enough funds to support the inaugural cohort for 3 of the 4 years required to complete the Law Office Study Program!

There is still much work left to do. To

- 1. support future cohorts of apprentices

- 2. hire additional staff (including a bar tutor and writing expert) and
- 3. to further develop the curriculum

Esq. Apprentice needs a quarter million dollars over the next few years.

The vision is clear. Together, we can raise \$250,000 by 2020!

20/20 VISION



Building 'free-ways' to legal careers because the current avenues are broken.

Your Impact!

\$15/Month

Allows an apprentice to register for and begin the Law Office Study Program.
It costs \$158.00 to register for legal apprenticeship. Your donation of just \$15 /month allows an apprentice to start the law office study program.

\$30/Month

Enables an apprentice to complete a year of law office study.
Initial registration and report fees of \$105 are due annually. Your donation of just \$30/month enables an apprentice to complete one year of study.

\$100/Month

Empowers an apprentice to complete a year of study and take the Baby Bar Exam.
The total annual cost of attending law school is about \$80,000/year, about 67 times that of apprenticeship. Your donation of just \$100/month empowers an apprentice to complete a year of study and take the baby bar exam.

You can make a difference today.

Join us!

...I empower.



Lacey Wilson, Apprentice

Becoming an attorney has been something I've wanted to be since I was 12. A few years ago, my idea of what that looked like for me was very different. I thought I would be arguing special education cases, fighting for parents and students and ensuring educational services

were implemented as designed. Now, living in the Bay, I have let go of this pigeon-holed vision.

As a Black, gay woman, I want to be

an attorney who brings communities together and creates new systems and structures to better the communities with which I am familiar—Black families and gay families—and challenges the role of women within them.

I wouldn't say I want to be a family law attorney in the traditional sense, but I want to be a legal resource and advocate that helps families thrive. I think being a mediator and creating a non-adversarial approach to conflict outside of the legal system is a great step in that direction. So many families are torn apart because they simply don't know how to better communicate with one another. I can use the law as a tool to educate and inform; not to threaten. With knowledge of the law, I can empower marginalized people.

"With knowledge of the law, I can empower marginalized people"

...I color outside the lines.

When an organization sets out to support the change we need to see in our communities, it's not hard to get behind it.

I support Esq. Apprentice because I believe in the potential of its mission. Today, more than ever, we need legal professionals who are committed to fighting for the most basic freedoms and rights of all people; especially those that have been marginalized and disenfranchised.

As a volunteer and legal apprentice, I am open and willing to experimenting with different approaches to access, representation, and delivery of legal services to uplift our communities. I am committed to thinking creatively to bring legal solutions to low-income people.

I join in Esq. Apprentice's dedication to nurturing aspiring attorneys who are committed to being part of new legal solutions.



Omonigho Oiyemhonlan, Volunteer Technical Advisor

Apprentices Answering the Call

The LCCR luncheon was a timely reminder to appreciate how much progress impacted communities have achieved since their founding and also how much further there is to go.

We all recognized that legal apprentices are joining LCCR's mission to advance, protect, and promote the legal rights of the most vulnerable people and communities.

The luncheon was a wonderful opportunity to recognize the dedication, will, and sheer tenacity it takes to overcome legal precedent and status quo.

All of us left a little more inspired and much more prepared to take on the work ahead of us.

-Omonigho Oiyemhonlan



Apprentices attend annual LCCR MLK Luncheon.