



ESQ. APPRENTICE

2022-2023
Annual Report

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Renaissance

From the Director



Hello Esq. Apprentice Family,

Thank you so much for another year of your support! Esq. Apprentice is officially in our renaissance era, and I'm so excited to share all the ways that Esq. Apprentice is redesigning our program to create an even clearer and more accessible path to legal careers!

You may be familiar with the term renaissance. Before Beyonce there were dark periods in human history that called for extraordinary light. Whether it was medieval times in Europe or post-reconstruction Harlem, people under oppression's thumb decided to combine the lights that each of us carry within to create a flame so mighty and bright that it could keep shadows of oppression at bay.

In the eight years that we have been in business, Esq. Apprentice has learned a lot about oppression. We've learned that poverty is one of oppression's sharpest and most utilized tools. With a thousand seemingly continuous cuts, poverty can take our time, health, and ability to strategize and dream of a brighter tomorrow. But that's not all we've learned.

We've also learned that poverty is manufactured and that something manufactured can be dismantled. Esq. Apprentices working collectively to dismantle poverty's deleterious effects, one apprentice lawyer at a time.

Inside this report, you'll read about the ways we combined our lights to provide stipend support: crucial and consistent funds to supplement apprentice cost of living that acts as a guaranteed basic income. Also, you'll hear how we responded to the apprentice call for more time to study with childcare stipends. Both stipends are doses of stability to counter poverty's destabilizing effects. You'll read about the light we've added in our Program Director, Summer Hararah, who is already asking critical questions and leading our program redesign. But, perhaps most importantly, you'll see all the ways that women who have been so historically marginalized that there are not enough represented in the legal profession to be "statistically significant,"* come together to make an outsized impact on the legal profession while maintaining the joy and pride of our ancestors.

I hope the following inspires you to add your flame to our collective fire until we build a light so bright that the shadows of poverty and oppression will have to stay away. Thanks for your commitment to this moment and to this movement for a more representative and accessible legal profession. May our light be inextinguishable in pursuit of our collective liberation!

Be Well,

Rachel Johnson-Farias

¹*Left Out & Left Behind. ABA Report:

<https://www.americanbar.org/content/dam/aba/administrative/women/leftoutleftbehind-int-f-web-061020-003.pdf>

Remembering

March 2022

Awards!

We were awarded some wonderful grants/funding that have had such a huge impact on our organization and our impact!



Welcomed the 2022 cohort

We had a lovely welcome event for our '22 cohorts & honored one of our exiting board members.



We Grew!

Thanks to our focus on building capacity, and the funding we received, we were able to accomplish some great growth goals!

- ~ We developed & formulated our HR policies and procedures! (BIG thanks to Aprium Advisors for their work & knowledge sharing!)
- ~ We partnered with COOP to learn more about our web analytics.
- ~ We embarked on an introspective journey to do our Strategic Planning for 2023! (BIG thanks to Divya Gopal for fantastic guidance!)

New Hire!

We have a new key team member! Our new Program Director Summer Hararah!



Wellness Retreat!

Thanks to Stupski for a very renewing wellness retreat!
As a cohort of Stupski, we were invited to join our fellow cohorts in lovely Half Mon Bay to make some time to relax and reset.



New Board members!!



We had 2 new Board Members join us!

check out their Bios on page 6!

February 2023

Redesigning

Welcome our Program Director, Summer Hararah



Summer has spent over a decade providing legal and policy advocacy for underserved populations. She has worked primarily in the National Security and Civil Rights (NSCR) sector focusing most of her career on combating post-9/11 government racial and religious profiling, surveillance, and discrimination. Summer worked to identify broad patterns of abuse and systemic civil rights violations and to educate and engage impacted individuals in defending their rights.

Most recently, Summer served as a director and consultant to non-profits in the NSCR space like Advancing Justice - Asian Law Caucus and CAIR Sacramento Valley and Central California.

Amidst the pandemic, Summer entered government service to help scale civil rights and nondiscrimination program compliance with the CA Department of Social Services and worked to provide technical assistance to state-wide County Welfare Departments.

Summer is a graduate of the University of California, Davis and earned her MBA while studying abroad. She is passionate about connecting communities to the resources they need to thrive and ensuring access to education for all.

She is a strong advocate of women-focused economic and workforce development strategies as they have proven to be among the most successful in sustainably solving poverty, wealth gaps, and determinant equity outcomes.

Summer is excited to serve with Esq. Apprentice to help build and improve the program to achieve the ambitious work of mitigating and eliminating entrenched barriers that work to exclude low-income women of color from California's legal field.

Letter from our Program Director

Building the 1st Pipeline for Low-Income Women of Color into California's Legal Apprenticeship Program: Implementing Learnings from our Pilot Phase and Model Refresh

Hello Esq. Apprentice Family,

Over the past seven years, Esq. Apprentice has grown into a small nonprofit with a formidable mission to help increase diversity in California's legal profession. Specifically, the organization launched to help provide low-income women of color with the tools needed to complete California's legal apprenticeship (Law Office Study) pathway and become licensed attorneys.

The work of building diversity pipeline programs for historically underrepresented students into the traditional law school legal educational pathway is still ongoing and far from a science. This is despite millions of dollars and many years of work being poured into various initiatives and research. It continues to challenge even the most resourced and prestigious law school institutions.

As one can imagine, far fewer players have attempted to build a pipeline into California's nontraditional legal apprenticeship pathway that does not require attending law school. While Esq. Apprentice is among the handful, it is also the first to focus its efforts on low-income women of color.

With the recent Supreme Court decision curbing affirmative action in higher education, this landscape has become even more untenable with some seeking to reverse even the incremental gains and progress that has been achieved towards increasing the diversity of admitted law school students and licensed attorneys.

At Esq. Apprentice, we have been working with a cohort of about a dozen students over the past seven years. While we have been consistently humbled by the persistence and gravity of barriers we've witnessed our students encounter, we have also been consistently inspired by the grit of our students to overcome many obstacles with our steady support and partnership.

As we enter a critical phase of organizational growth, Esq. Apprentice is undergoing a collaborative program redesign process to refresh our current program model with a human-centered and data-driven evaluation and improvement approach.

This collaborative framework aims to co-create aspects of our program design by centering the input of the women of color we serve regarding the needs and challenges they experience while completing the Law Office Study program, and the broader future milestones they aspire to achieve.

Our aim is to streamline our model of integrated support to best enable student success. We also seek to implement more aggressive interventions and build out partnerships to mitigate pain-points students have identified in our pilot work.

The work ahead is not easy, but with your support we are able to forge ahead to help build a strong program that accomplishes our organizational mission of helping license and graduate the attorneys our communities so desperately need.

Onward,

Summer Hararah

Redistributing

To all our incredible and dedicated supporters, we cannot express our gratitude enough for your unwavering commitment to our cause. It is through your generous contributions that we are able to carry out our vital and transformative work. You are the lifeblood that fuels our mission, and we cherish each and every one of you.

Your donations are not mere contributions; they are beacons of hope and empowerment for the members of our incredible cohort. With your help, we are making accessible law education and training a reality through California's LOSP program. Together, we are dismantling barriers and creating opportunities for those who have long been excluded from the legal profession.

Supporters

(\$0-\$500)

Mr Mitch
Rosa Bay
Zayed Hararah
Zoe Polk
* enigmiqueas
* Hernan Orozco
* Jamila Johnson Phillips
* Jocelyn Wong
* Michael Carrillo
* Shanthi Gonzales
Marc Janowitz
Tanya Koshy
* Elizabeth Sanchez
* Jeremy Goldman
* Jessica Diehl
* Rajeev Chanderraj
* Sydney Thomas

Total Institutional donations for 2022

\$350k

Total individual donations for 2022

\$6,410.00

Champions

(\$500-\$10,000)

La Escoba Cleaning, LLC
* Betsy Cotton
* Erin Le

Landmark

(\$10,000 or more)

Stupski
Tipping Point,
Walter & Elise Haas

* Every name you see a name with an asterisk next to it, please applaud. These people are Esq. Apprentice's most ardent, sustaining donors!

As a non-profit leader being able to count on each of your regular, monthly contributions makes our job so much easier! We love and appreciate each of you.

From the bottom of our heart thank you!

Every Donation Makes an Impact!



Donate

Responding

We are excited to welcome 2 new board members!

Omonigho Oiyemhonlan



Omonigho became an attorney by independently reading the law and passing the California bar exam. While reading the law, Omonigho worked with a variety of attorneys in several disciplines, including family law, real estate law, criminal appeals, and corporate litigation. However, it was the multidisciplinary and intersectional nature of environmental advocacy that captured and held her attention. She currently works as an environmental law attorney and serves on the board for Legal Access Alameda.

Vanessa Vincent is a fundraising professional with over 10 years of experience. Currently serving as Deputy Director of Development at the Obama Foundation, she plays a vital role in advancing the organization's mission to inspire and empower the next generation of leaders. Prior to her tenure at the Obama Foundation, Vanessa served as the Director of Development at Harlem Grown, a non-profit organization committed to transforming the lives of underserved youth in Harlem through urban farming and mentorship programs. During her time there, she successfully built out the organization's first Development team and expanded the organization's impact!

Vanessa Vincent



Are you interested in joining this diverse and involved group to make a difference?

Fill out this form!



Recommitting

March 2023

Rebranding!

We have embarked on a journey to *Reimagine* our brand!

Starting with the launch of our wonderful new logo!

Working with Creative For The People!



ESQ
APPRENTICE

More supports!

As we embrace our renaissance era, we are reflecting on the supports our cohorts need to make their goals more attainable and sustainable.

We have started a new support offering providing a stipend to assist with caretaking needs to allow more dedicated time to apprentice's law studies.

We are also providing financial support to help the apprentices fulfill requirements for accommodations during bar related exams.

Revamping

We are also working with a bright team of creatives to redesign our website and add some wonderful flare and added functionality to make our work more accessible and reflective of our organizations spirit and identity!

Redesigning!

With the addition of our new Program Director Summer Hararah, we are taking a reflective lens to our program and diving into how we can make it better!

We are learning so much and are excited for the opportunity to grow and evolve. Better serving the community we hold dear.

Growth!

As we refine our program and all of the knowledge and expertise required to help our cohorts succeed, we have found an opportunity to grow.

We are looking to pilot a launch of a consultancy service for those not in our program, but looking for guidance.

It will be ideal for other apprentices with supervising attorneys to provide some guidance on planning milestones and navigating California's Law Office Study Program.

Connection!

While shifting to a fully remote model due to the pandemic has afforded our staff and cohort some helpful flexibility.

Something we have been reflecting on is how much the pandemic and being fully remote has left our cohort with a need for connection and community.

With that, we are looking to host more in-person events and to search for an office space to allow for our cohort a place they are always welcome.

February 2024

Rejoice



We are always amazed and touched by the tenacity of our cohort members and our community! Join us in celebrating the work of these powerful women and donate today!



Donate

HELP US CREATE A WORLD WHERE THE LAW WORKS FOR –AND NOT AGAINST–
LOW-INCOME COMMUNITIES.

IF YOUR EMPLOYER OFFERS EMPLOYEE MATCH, CONSIDER MATCHING WITH US!

Click above to donate to Esq. Apprentice today!



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