

2018-2019

ESQ. APPRENTICE ANNUAL REPORT

Scholarship | Service | Success



LETTER FROM THE EXECUTIVE DIRECTOR

"Esq. Apprentice
is reimagining
women's work."

-Rachel Johnson-Farias
Executive Director



Occasionally, our classes at Esq. Apprentice begin with a “good read:” some written work that interests and inspires. Recently, Abrina Carlos (2018 Cohort) brought in a good read on [gratitude](#). One practice that the piece suggests is replacing your “have to’s” with “get to’s.” For example, instead of saying I have to clean the kitchen, I’d say I get to clean the kitchen. The first few times I did this, there wasn’t much change. I still did not love cleaning the kitchen, especially because it seemed like a distraction from all the other things I had to do related to my job and raising two small children. But then my daughter asked to help me with the dishes. I watched as she ran to grab a stool so she could see over the top of the counter, and I realized what a privilege it is to be able to reach the sink. I am temporarily able-bodied and can reach to grab dishes with ease. I have a kitchen to stand in and dishes to dirty and a baby who wants to help. In this one action, there is so much to be grateful for. Yes! I get to clean the kitchen.

This past year with Esq. Apprentice has been filled with moments of gratitude. Here are just five:

1. I got to teach four brilliant legal minds and watch them grow;
2. I got to meet new attorney mentors and delight in the strength of the social justice legal community;
3. I got to travel the world and get global affirmation that Esq. Apprentice is a replicable, sustainable, and important endeavor;
4. As an organization, we were able to double the number of sustaining donors making consistent monthly contributions to support our work;
5. We get to welcome another cohort of four wonderful women of color who will begin their 4-year journey towards law licensing in August (read more about them inside)!

As we welcome the 2019 cohort, Esq. Apprentice is heading towards 2020 with a clear vision: **We are dedicated to economic and reproductive justice through empowering women of color to become licensed attorneys.** With 8 enrolled program participants who all identify as women of color, it’s become clear that Esq. Apprentice is re-imagining women’s work. Reproductive justice is defined as the right to have a family or not; and the ability to raise that family as you’d like and with dignity, safety, and respect. **After enrolling in the program, apprentices have seen increased wages and advocacy in the workplace. Those apprentices with families have improved familial security.**

Esq. Apprentice is reproductive justice in action. Your support of Esq. Apprentice not only represents a commitment to increasing access to legal education and licensing, it demonstrates your belief that our legal system is better when women of color are an integral, valued part of the profession. I hope you will sign on to our 2020 vision, and I thank you for your support of this important work. Together, we get to change the world.

Sincerely,

Rachel Johnson-Farias

MEET THE 2019 APPRENTICES

**Brandi Machado | Santa Clara, CA
Future Foster Youth Advocate**

"I want to use my profession to change the systems that create barriers for those from diverse racial and ethnic backgrounds, the economically oppressed, and the politically disenfranchised. "



**Donzahniya Pitre | San Leandro, CA
Future Youth & Education Advocate**

"The passion I have for becoming a lawyer comes from the feeling I had when an attorney advocated for me as a young person. All youth in Oakland deserve that same support."

**Keshia Rinehardt | Oakland, CA
Future Estate Planning Attorney**

"By building a career in estate planning, I aspire to build a strong family legacy for my daughter to embrace and empower our community for generations to come."



**Lauren Richardson | Oakland, CA
Future Civil Litigation Attorney**

"I want to assist those that have had to battle so many inefficiencies in our legal system and let them know, I see you too."

ESQ. APPRENTICE: AN INTERSECTIONAL JUSTICE MODEL

APPRENTICES PROFILE

Notable facts & figures about our 2019 cohort of apprentices.
PLEASE NOTE: They are a diverse, hard-working, awesome group of women and future attorneys!

100%

100% of apprentices identify as women of color.

Apprentices range in age from 23-40 years old

DEMOGRAPHICS



EDUCATION



50/50/100

50% of apprentices possess a bachelor's degree, 50% attended community college, and 100% have student debt.

100/75

100% of apprentices are currently employed, yet 75% of apprentices report that "because of my money situation, I feel like I will never have the things I want in life."

ECONOMIC OPPORTUNITY



LEGAL PRACTICE

100%



All four 2019 apprentices believe they will complete the law office study program, pass the bar exam, and go on to become successful law practitioners through Esq. Apprentice. (And so do we!)

RAISING THE BAR ON LEGAL EDUCATION

THE SACRAMENTO BEE

Want to be a hero like Kim Kardashian? Here's how to skip law school and serve justice

BY RACHEL JOHNSON-FARIAS SPECIAL TO THE SACRAMENTO BEE

MAY 18, 2019 07:01 AM, UPDATED MAY 18, 2019 04:26 PM

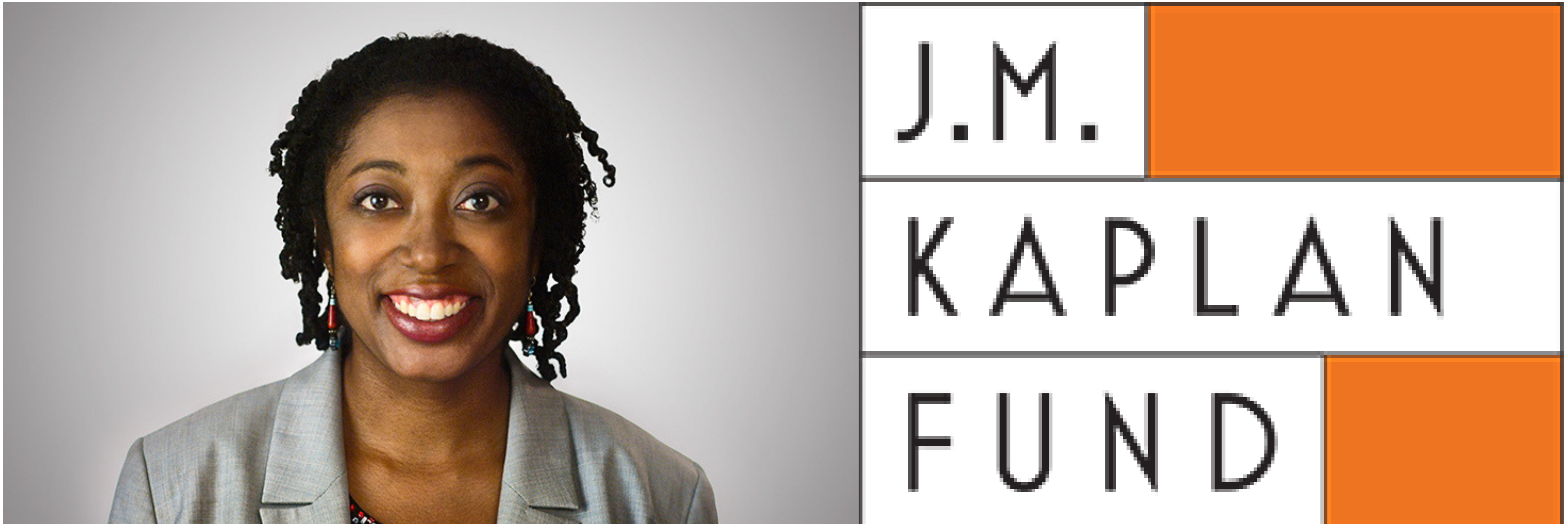


"Some [Esq. Apprentices] are single mothers. Some have had contact with the criminal justice system. Some are the sole providers for their families. In the past, they have supported themselves with jobs like cosmetic store cashiers and entry-level legal employees. Most have associate's or bachelor's degrees. Others don't have any college credits.

Nevertheless, all have been able to establish successful practitioner-apprentice relationships with willing attorneys. They have full-time employment with their tutors, meaning they've been able to bypass punishingly-expensive law schools and staggering student loan debt".

-Rachel Johnson-Farias
Executive Director

SUPPORTER SPOTLIGHT



J.M. Kaplan Innovation Prize

For three generations, the J.M. Kaplan Fund has provided catalytic funding for projects in their early stages of development. The J.M.K. Innovation Prize was launched in 2015 to leverage this legacy of accelerating grant-making in the field of social innovation.

As a 2017 Awardee, Esq. Apprentice receives a critical early-stage investment of \$150,000 over three years, as well as \$25,000 for project expenses. The award represents Esq.'s most significant investment of early-stage funding to-date. Of equal importance, the technical advice, mentorship, and peer-learning opportunities offered through the Prize make the J.M. Kaplan Fund an indispensable partner in Esq.'s work to grow into a replicable national model.

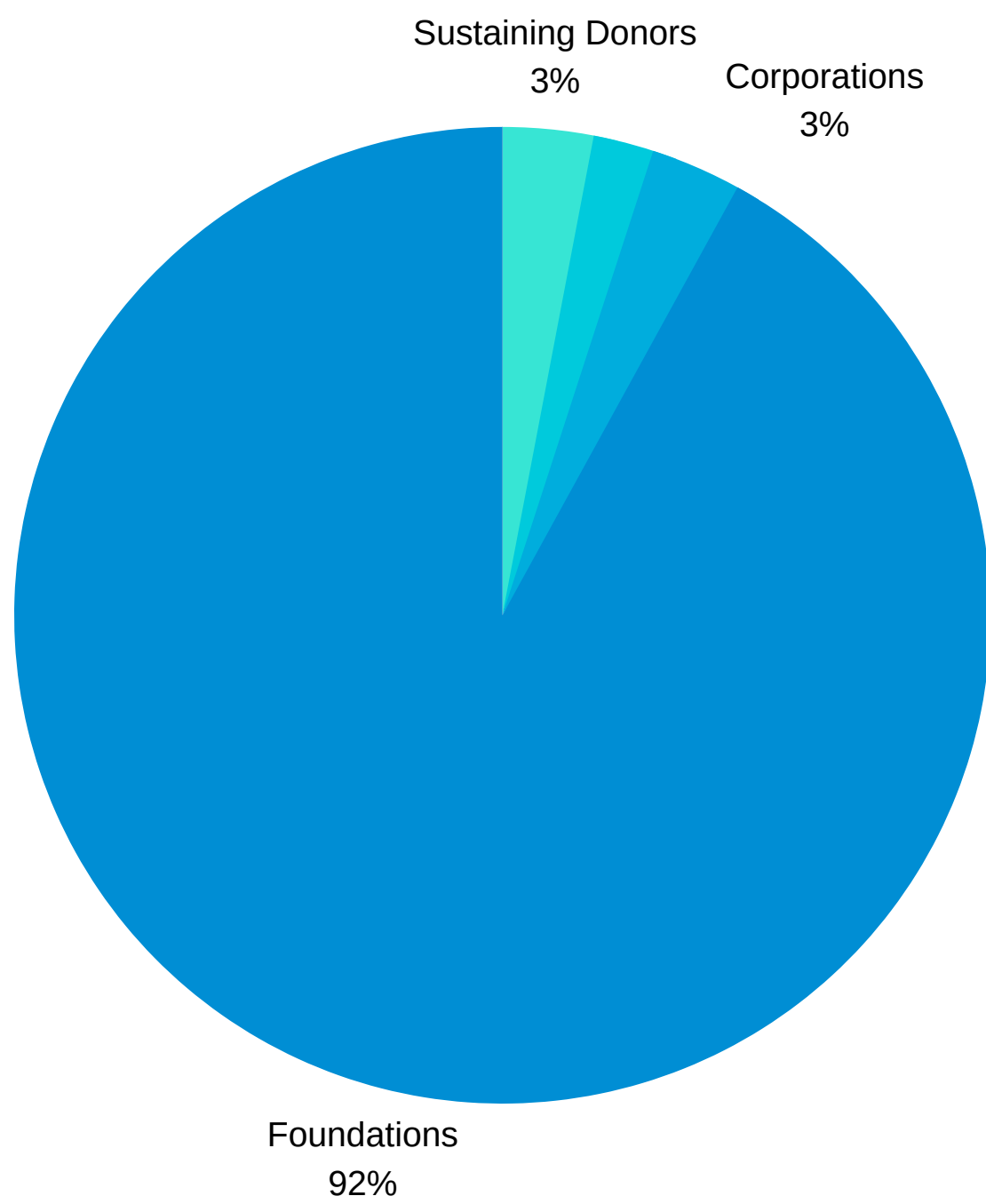
Women's Catalytic Fund

In 2019, Esq. Apprentice received a competitive \$15,000 grant from the Women's Catalytic Fund to support our efforts to promote economic and reproductive justice by paving pathways to legal careers for women of color through apprenticeship..

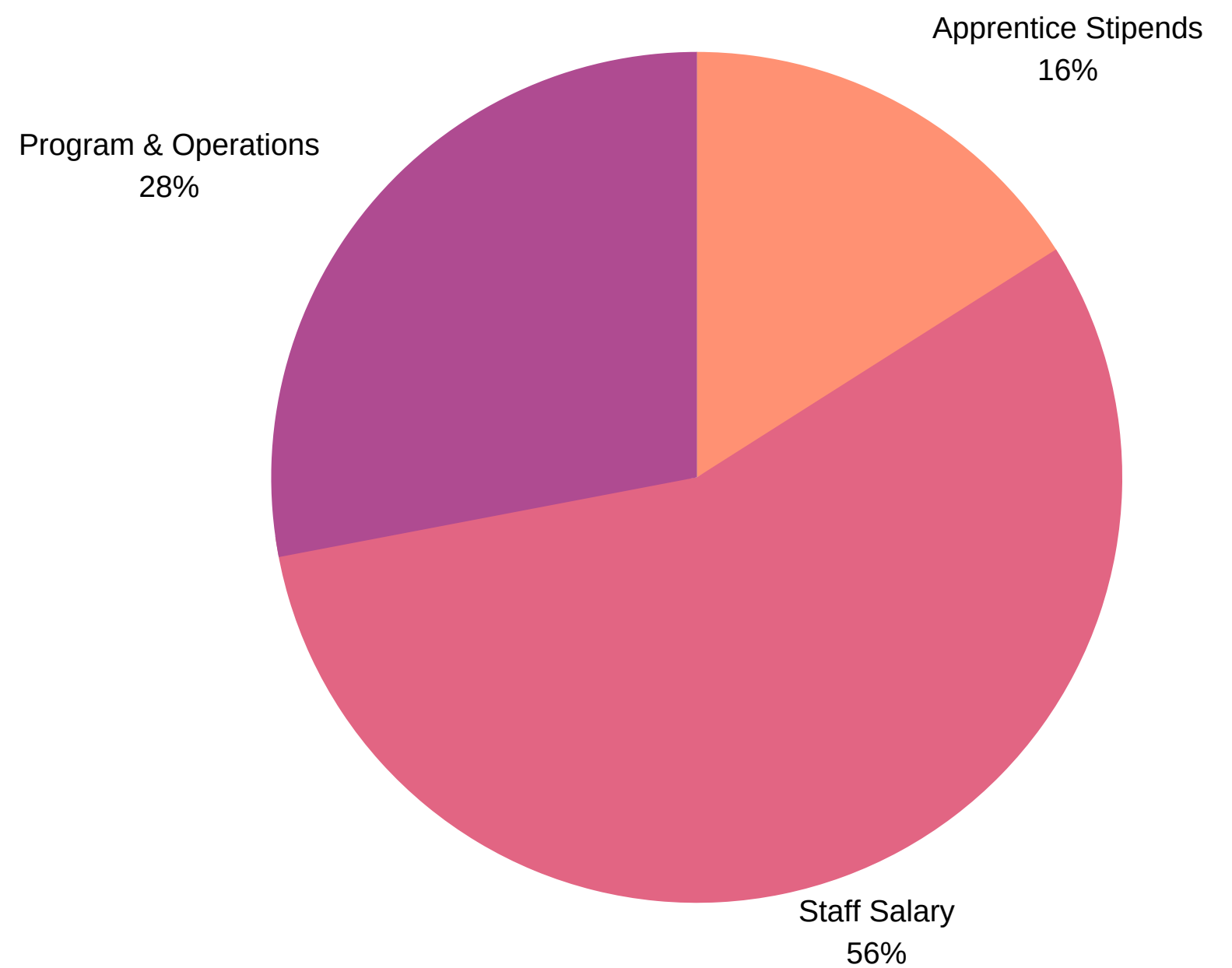
The Fund was launched to equip women's movements with the ability to respond to threats and opportunities with flexible and responsive funding. The grant is specifically designed to support bold ideas that address gender-based inequity and reimagine what is possible when those who have long been ignored are centered in the work. For Esq., the Women's Catalytic Fund represents our first key partner in the women's rights and gender justice arena, and an investment in our vision of building an institution rooted in economic and reproductive justice.

FINANCIALS

FY 2018-19 Revenue (\$76,000)



FY 2018-19 Expenses (\$71,409)



The Value of Mentorship

\$1,965,600

Mentoring attorneys provide more than 6,500 hours of pro bono supervision annually, making them Esq.'s greatest asset and most significant partners.

2020 Growth Budget Goals

With an increased budget of \$375,000, we hope to:

1. **Increase** apprentice **stipends** and support.
2. **Hire** instructional staff.
3. **Invest in development** and admin staff.
4. **Transition** Executive Director position from in-kind to salaried.

THANK YOU FOR YOUR SUPPORT

With your support, we are creating new possibilities for women of color, our families, and our communities through legal apprenticeship!

Esq. Supporters

Abraham Lorber
Erin Le
Jonathan Neustadter
Lasonja Washington
Melanie Karas

Institutional Partners

Echoing Green
J.M. Kaplan Fund
Women's Catalytic Fund

Corporate Investors

Mechanics Bank
Fidelity Charitable Grant

With special thanks to our sustaining donors!

Christine Colburn
Christine Fry
Eiman Mahmoud
Elizabeth Sanchez
Erin Le
Hernan Orozco
Jeremy Goldman
Kyle Halle-Erby
Livity Village
Shanthi Gonzales
Steven DeCaprio
Sydney Thomas



ESQ. APPRENTICE

Taking a boldly unconventional approach, Esq. Apprentice uses California's existing legal apprenticeship program to create a formal, no-cost pipeline for low-income people of color, particularly youth and women, to gain entry into and reimagine the legal profession. Legal apprenticeship allows people to become fully licensed attorneys through part-time study in a lawyer's office or a judge's chambers, without amassing crippling debt. By offering support through the apprenticeship process, and pairing participants with lawyer-mentors, Esq. Apprentice aims to empower women of color to become community-minded attorneys who can in turn shape a more equitable legal system.

