



ESQ. APPRENTICE

2017-2018

Building 'free-ways' to legal careers



LETTER FROM THE DIRECTOR

Rachel Johnson-Farias



Dear Esq. Supporters,

As I sit here in bed holding my new baby boy, watching my husband and (not so little) baby girl sleep, I'm overcome with a sense of gratitude. I'm thankful for a peaceful moment, for the noise to come, and for the Esq. Apprentice community that enables me to rest and take in this precious time with my family.

In the months leading up to parental leave, I was worried about how I could possibly leave the organization where I am the sole full-time employee for any amount of time. With just two months of classes under our belt with the second cohort, and the first cohort working ever closer to the baby bar exam, could I stop the daily grind for even a day? Shadows of doubt, guilt, and fear crept in.

But I was soon reminded that shadows cannot exist without light.

The light of the first cohort apprentices, Briana and May, who were so willing to step up and help by embodying Esq.'s philosophy of learning by teaching. When I shared concern about who would teach the second cohort of apprentices while I was away, Briana and May said, "We can do it! It'll be a good way to prep for the baby bar." They and several guest lecturers including Eliza Hersh, Erin Le, and Fanna Gamal said yes to donating their time and expertise to the betterment of our profession.

The light of our community of supporters whose generous contributions throughout this past fiscal year enabled Esq. to hire technical assistants, development support, and offer stipends to apprentices, compensating them for their tireless work.

The truth is that, because I'm called to this work, because it makes me whole, and I delight in it, the work never really stops. But I know that I can honor this organization and all of its supporters by continuing to make room for moments of peace, gratitude, and family, all the while knowing Esq. can and will continue to thrive.

Thank you for helping Esq.'s light shine even brighter this past year. I can't wait to see what we will do together next!

Sincerely,

Rachel Johnson-Farias
Executive Director

A YEAR IN REVIEW

Here is just a taste of what we were able to accomplish together:



Esq.'s Founding Director, Rachel Johnson-Farias is named a 2017 Echoing Green Global Fellow and awarded the J.M.K. Innovation Prize for her leadership as a social entrepreneur. These awards provide multi-year funding to propel Esq. forward and significantly scale our work.

Esq. Apprentice and the efforts of one apprentice in particular, Briana Barnes, were featured in *The Root*, garnering national attention and increased support for the work we are doing to clear pathways to legal careers here in California



Access to gainful employment increased for apprentices! Each of Esq.'s five apprentices has experienced a wage increase in their current legal work or accessed higher-paying legal work since joining Esq. Apprentice.

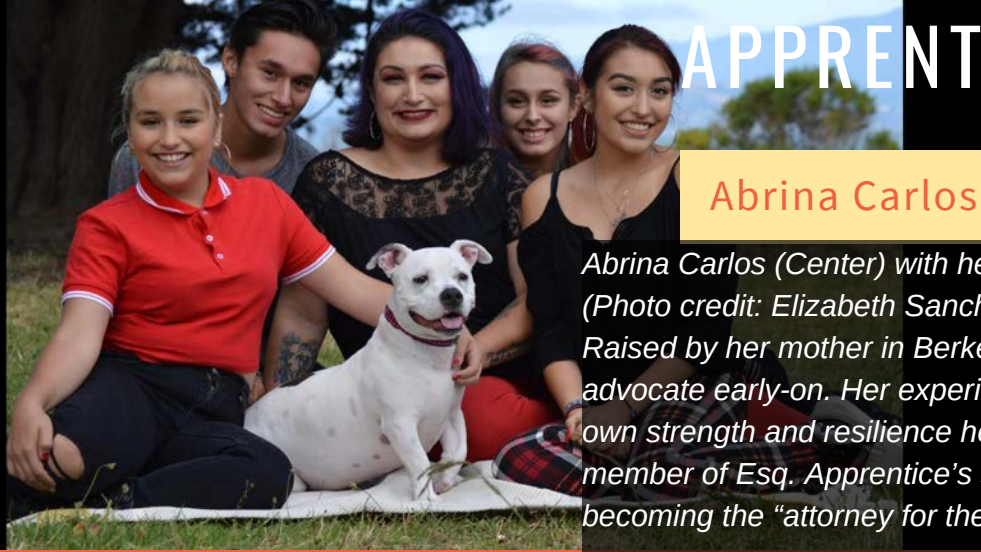


In February 2018, Rachel, Ruben, and Isabella welcomed a new member to the Johnson-Farias (and Esq.) family. Welcome to the world, Isaiah!



APPRENTICE SPOTLIGHT

Abrina Carlos



Abrina Carlos (Center) with her children.

(Photo credit: Elizabeth Sanchez)

Raised by her mother in Berkeley, CA, Abrina knew she was a natural advocate early-on. Her experiences of injustice and inequality, and her own strength and resilience helped to solidify her path. Today, as a member of Esq. Apprentice's second cohort she is well on her way to becoming the "attorney for the people" that she is meant to be:

APPRENTICES PROFILE

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

04

LAW PRACTICES

Business, re-entry, immigration and employment law are the four most popular areas of practice for apprentices.



EDUCATION



60/20/20

60% of apprentices possess a bachelor's degree, 20% attended community college, and 20% completed high school.

40%

PRO BONO WORK

had already conducted pro-bono legal work or worked in a law office before beginning apprenticeship.



COMMUNITY

100%



All 5 apprentices are women of color striving to succeed, leading the way in a profession in which women of color are deeply underrepresented.

RAISING THE BAR ON LEGAL EDUCATION

Q: How did you first know you were an advocate?

A: Honestly, my earliest memory of advocacy was when I was growing up, my mom used to get beat by her boyfriend. As a child, I would try to stop or subdue it. That was the first time I realized I had the power to defend people when they needed it most.

Q: What made you want to pursue a legal career?

A: As I got older, I saw a lot of my cousins go in and out of jail, oftentimes for probation violations. I saw how probation was setting people up--how people were agreeing to deals because they wanted their freedom so badly, without fully understanding the consequences. What I want to do is fix issues like that to see the law work *with* social justice.

Q: How did you learn about Esq. Apprentice?

A: I found out about Esq. through Level Bar (a Bay Area partner non-profit that helps low-income students pursue law degrees). When I found out about the apprenticeship program, I thought, "this is something that's hands-on, that's catered to what I can do, and is giving me a pathway that I probably wouldn't otherwise be able to take!" So I went for it.

Q: What do you want people to know about the type of attorney you'll become?

A: Growing up, I wasn't often told that I was going to be something. I was supposed to be pregnant and not finish high school. Yet, I was the first to graduate high school and attend college. I recently graduated from University of California, Berkeley.

My favorite quote is, "it's never too late to be what you might have been."

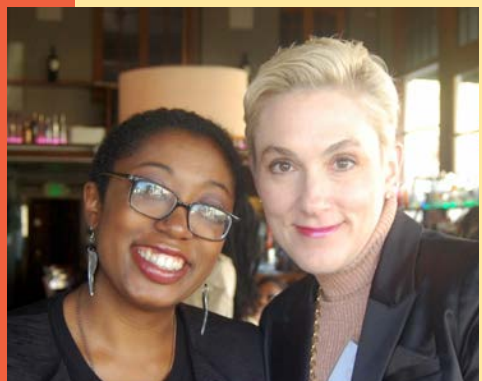
I made a different decision with my life because I truly believe that with knowledge comes power. More than anything, I want to be an attorney for the people. When I say the people, I mean people who are low-income, people who struggle on the daily, people who are in the system, people who are striving for the better but don't quite know how to get there.

That's the type of attorney I'm going to become.

THANK YOU FOR YOUR SUPPORT

Your contributions allow us to grow this groundbreaking program, supporting even more determined individuals in accessing legal careers free from law school debt.

- | | | |
|---------------------|--------------------|-----------------|
| Allene Warren | Cynthia Chandler | Marc Janowitz |
| Amanda Scheper | Donna Maeda | Michelle Parker |
| Amy Duffuor | Dorothy Fernandez | Mitch |
| Ana Mahiri | Drea Chicas | Nana Duffuor |
| Angelica Salceda | Eliza Hersh | Pham Huong |
| Annemaria Breaux | Esaul Orozco | Samiyyah Ali |
| Bradley Rader | Jesse Stout | So Young Kang |
| Camilla Rockefeller | Jessica Lobl | Spencer Pahlke |
| Carolina Zanni | Joo Ae Lippe Klein | Tanya Koshy |
| Charlotte Henderson | Julian Davis | Vanessa Vincent |



A special thanks to our Sustaining Donors:

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| Fanna Gamal | Steven DeCaprio |
| Hernan Orozco | Sydney Thomas |



Donate to Esq. Apprentice today at
WWW.ESQAPPRENTICE.COM

SUPPORTER SPOTLIGHT

Dorothy Fernandez



Dorothy's legal career at *Morrison & Foerster LLP* has spanned nearly two decades. Now, as one of the firm's Pro Bono Counsel, she continues to leverage her legal skills to affect positive change in her community, including through her invaluable support of Esq. Apprentice.

Q: Why has pro bono work been so central to your legal career?

A: As attorneys, we have specialized skills, knowledge, and training. Using these skills to help the underprivileged or fight against an injustice is one of the most meaningful things you can do with your legal career. Personally, it allowed me to be directly involved in issues that were important to me, such as fighting for LGBT rights. It also has allowed me to expand my legal horizons and learn new areas of the law. Now, as a pro bono counsel, I get to help identify ways pro bono volunteers can tackle pressing issues, as well as help young attorneys figure out how to make pro bono a life-long part of their legal careers.

Q: Who has been an important mentor in your life? How did this person impact you?

One of the first mentors in my legal career was Aileen Arrieta, a partner at WSGR. I came into the private law firm world pretty clueless. Aileen gave me a lot of work and a lot of feedback, including a fair share of constructive criticism. It was a bonus to be working with someone who could serve as a role model, in the very male-dominated area of law in which we practiced. A good mentor tells you like it is, which is what Aileen did for me. When I started mentoring junior attorneys I tried to bring that same “tough love” approach to my practice.

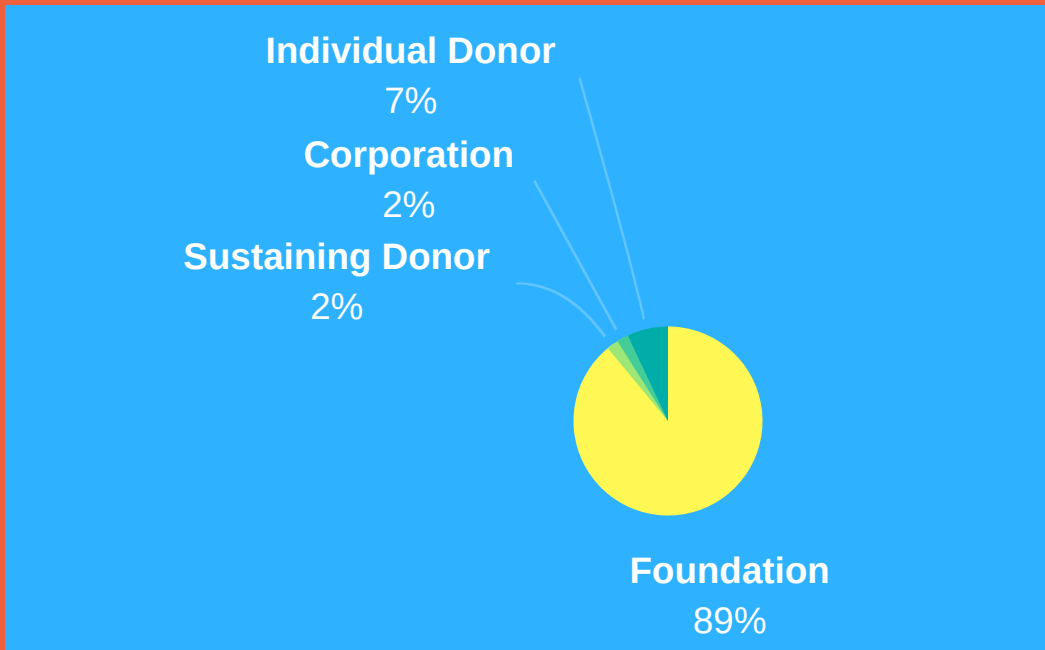
Q: You have been an early supporter of Esq. Apprentice. Thank you! What motivates you to support this organization?

Esq. Apprentice is helping level the playing field so those individuals for whom law school may have been previously out of reach, now have an opportunity to practice law. This is especially important for diverse attorneys who might otherwise lack resources that could provide them with financial support or lack role models to help them navigate the process of becoming a lawyer. California is one of the most diverse states in our country and becoming more so every day. We need diverse attorneys who understand our residents and our residents need to see people from their own communities taking on legal roles, including not only as private attorneys, but also in the government and in nonprofit institutions. The model Esq. has developed has the possibility of expanding and being adapted not only throughout California, but in other states. The impact that Esq. Apprentice is making is only going to grow and it is an exciting time to be part of that work.

FINANCIALS

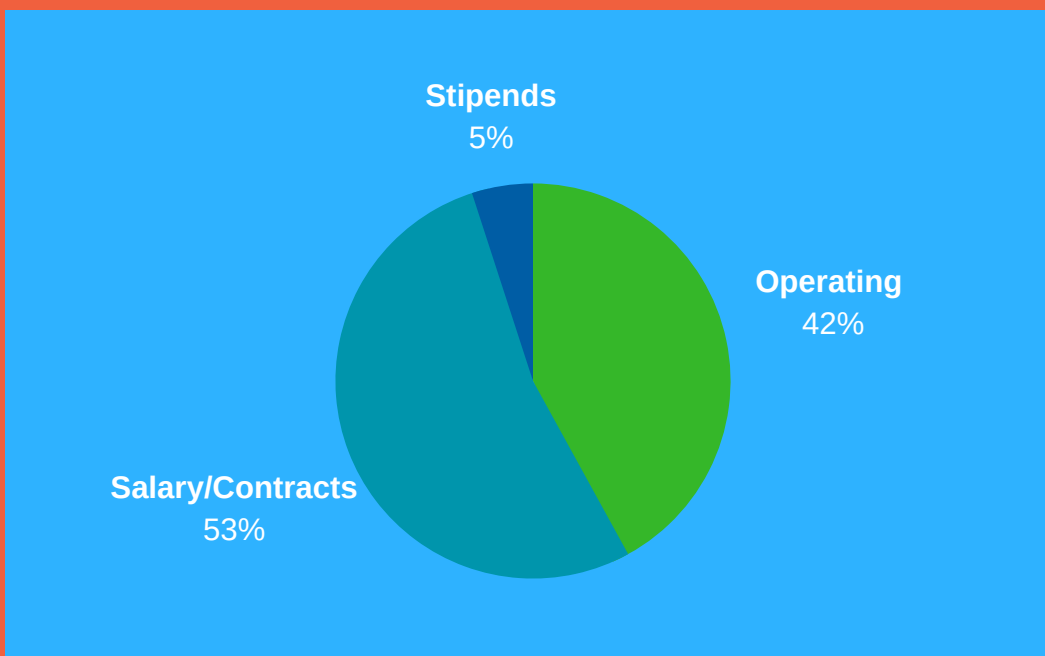
2017 Revenue

\$107,674



2017 Expenses

\$44,774



ESQ. APPRENTICE

Taking a boldly unconventional approach to legal education, Esq. Apprentice uses California's existing legal apprenticeship program to create a formal, no-cost pipeline for non-traditional law students to gain entry into and reimagine the legal profession. To meet this goal, participants complete a 4-year course of part-time study which emphasizes legal writing and research. Esq. Apprentice improves the employability and lives of youth of color and their communities by creating meaningful opportunities to obtain legal skills and employment.

APPLY TO BECOME AN APPRENTICE

Esq. will begin accepting preliminary applications in mid-September. Please visit www.esqapprentice.com throughout the Fall for additional information.