



Pittsburgh Golden Triangle

# Diverse Pittsburgh

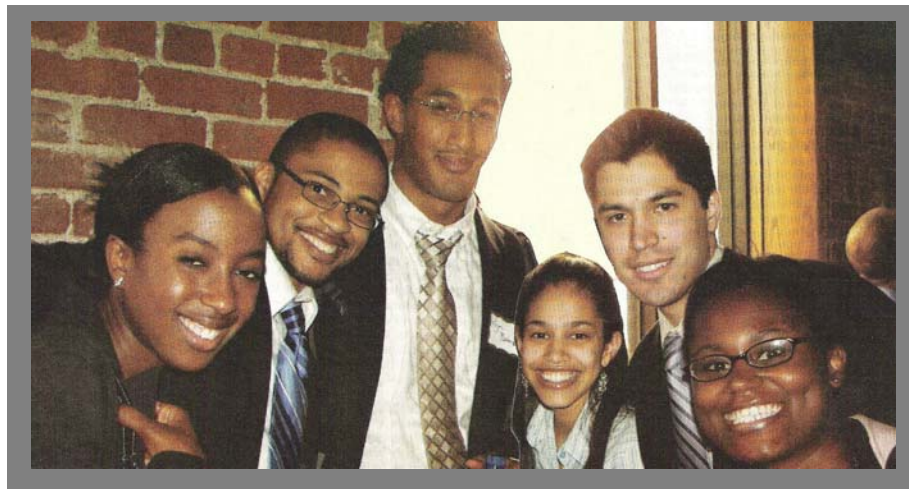
*Focusing on the Legal Profession*

## Allegheny County Bar Association Announces Fifth Summer Clerkship Program

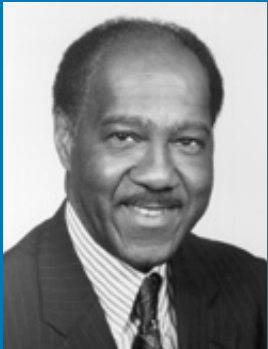
In these difficult times, we are frequently asked about the status of the Diversity Initiative. The economic crisis will impact diversity activities, programs and budgets locally and nationally. Many organizations have found ways to streamline or reduce diversity programs without abandoning the progress that has been made over the last decade.

In Allegheny County we have witnessed significant alterations in business plans due to the economic crisis that began in the fall of last year. Plans for our Summer Clerkship Program in 2009 became one of the diversity strategies which had to be streamlined in view of the turbulent economy. As several law firms, corporations and government agencies were forced to make decisions to withdraw their participation for this summer, we adjusted our summer clerk expectations from 17 to 10 participants.

We wish to thank each of our ten participating legal organizations for their involvement during a time of severe cost-cutting and budget tightening.



Group of Summer Clerks at the 2006 Summer Associates Reception



## Mission Statement

*Gene Harris, J.D.  
Diversity Coordinator –  
Allegheny County Bar Association*

## Staying the Course

*Let's energize diversity initiatives now to have a diverse workforce with unique perspectives and experiences in the future.*

Once we emerge from the economic crisis, the Allegheny County Bar Association will benefit from having continued its fifth Summer Clerkship Program in 2009, which serves as the cornerstone of its efforts to recruit diverse legal talent from the local law schools. The goal is to encourage law students and prepare them for professional opportunities, and possibly retain top legal talent interested in the Pittsburgh legal community.

When the light at the end of the tunnel can be seen, legal organizations will be in a better position to re-evaluate their diversity plans in light of improving business conditions. It will be critically important for them to energize diversity initiatives, including summer programs, in order to have a diverse workforce in place with unique perspectives and experiences.

## Summer Clerkship Program Background

Launched in the summer of 2005, the Clerkship Program grew out of the ACBA's Diversity Initiative. The objectives of the ACBA for the program include demonstrating a commitment to diversity, fostering the development of practical skills, exposing students to the legal organization's culture, providing a challenging work experience and promoting student mentoring relationships.

The clerkship program exposes students to a higher level of legal work than a first-year student normally encounters. The program helps participating law firms by giving them an opportunity to meet qualified candidates early in their legal careers.

One former clerk expressed, "I strongly believe that companies and firms that participate in the program are helping to retain and attract talented minority attorneys to Pittsburgh."

## Diverse Pittsburgh

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