



Move the Needle Fund (MTN)

2022 1L Diversity Pipeline Collective Job Description

Program Details

The MTN 1L Diversity Pipeline Collective is a joint effort between in-house legal departments and law firms – facilitated and sponsored by [Diversity Lab](#) and the MTN Fund founding law firms — Eversheds Sutherland (US), Nixon Peabody, Orrick, and Stoel Rives – to provide diverse first-year law students with split-summer internships that offer exposure to career-enhancing work experiences and influential professional networks. Specifically, 1L diverse students will have an opportunity to work for top legal departments and law firms to gain professional and legal skills from both practice perspectives. These experiences will help 1L students develop a network of lawyers to leverage as they seek employment and advance in their careers. The ultimate goal is to have all 1Ls be considered for second summer or post-graduate employment, although this is not guaranteed.

What is the timeframe for the program?

The Collective will run for a total of eight to ten weeks, with most of the interns starting work on May 23, 2022. However, individual program start dates may vary. Generally, law firms will host the intern for the first seven to eight weeks of the summer program (assuming a ten-week program) and the remaining two to three weeks will be at the legal department.

*Note that the term “host” includes the potential for a virtual program, in-person program, or mix of both. Start dates are subject to change based on the individual summer associate program’s placement.

Where will I be working?

Candidates will be considered for employment by all of the participating Collective organizations. Thus, you may be placed with any of the organizations listed below; however, if you have specific geographic and/or practice area preferences, we will consider those preferences in the application and interview process. Currently, internship opportunities exist in Atlanta/New York; Chicago; Cincinnati; Cleveland/Akron; Columbus; Los Angeles/San Francisco; Minneapolis; Nashville; New York; Portland; and Washington, DC. Additional opportunities will be added on a rolling basis and updated at the application link found [here](#). Final offers will be made no later than mid-to-late February, so that summer housing and travel arrangements (if necessary) can be made in a timely manner.



What kind of work will I have the opportunity to do?

Interns will be included as part of the hosting organizations' summer associate classes, and their work assignments will be substantive. Specifically, assignments will provide interns with a greater understanding and appreciation of the role of a lawyer in complex matters both from a business and an advisory perspective. In addition to doing substantive legal work, interns will also be provided with mentoring to ensure their long-term success in law.

Who is eligible for this program?

The Collective is excited to invite students graduating in the class of 2024 from historically underrepresented populations to apply. For the purposes of this program, eligibility includes, but is not limited to: students of color, women, veterans, students with disabilities, first-generation students, LGBTQIA+ students, and students with a demonstrated commitment to diversity and inclusion.

Successful applicants for this program will be able to demonstrate excellent leadership and collaboration skills, a commitment to diversity and inclusion, initiative, passion, enthusiasm, and strong judgement.

Participating Law Firms and Legal Departments¹

ADP / TBD Am Law 200 Firm	Bridgestone Americas / Bass Berry Sims (Nashville, TN)	Bridgestone Americas / Squire Patton Boggs (Cleveland/Akron, OH split)	Chime / Jenner & Block (Los Angeles/San Francisco, CA split)
Chime / Orrick Herrington & Sutcliffe LLP (Nationwide)	Conagra Brands / Husch Blackwell (Chicago, IL)	Consolidated Edison of New York / Eversheds Sutherland (US) LLP (Atlanta, GA / New York, NY split)	Consolidated Edison of New York / Heidell Pittoni Murphy & Bach (Hybrid)
Consolidated Edison of New York / Morris Duffy Alonso Faley (New York, NY)	Consolidated Edison of New York / Wilder & Linneball (Hybrid)	Discord / Orrick Herrington & Sutcliffe LLP (Nationwide)	Ford Motor Company / Hogan Lovells (Nationwide)

¹ Note that additional legal departments and law firms may join the Collective. This list is current as of **December 16, 2021**, and will continue to be updated until the application closes. For the most up-to-date list of participating organizations, please click the application link [here](#).



Intel / Stoel Rives LLP (Portland, OR / Hybrid)	Kaiser Permanente / Baker Hostetler (Columbus, OH / Remote)	Kaiser Permanente / O'Melveny (Remote)	McDonald's Corporation / TBD Am Law 200 Firm
PNC Financial / Ballard Spahr LLP (Washington, DC)	PNC Financial / Riemer & Braunstein LLP (New York, NY)	RBC Wealth Management / Dorsey & Whitney LLP (Minneapolis, MN)	Starbucks / Orrick Herrington & Sutcliffe LLP (Seattle, WA/Nationwide)
Transamerica / TBD Am Law 200 Firm (Washington, DC)	U.S. Bank / Taft Stettinius (Cincinnati, OH)	Xcel Energy / Dorsey & Whitney LLP (Minneapolis, MN)	Xcel Energy / Orrick Herrington & Sutcliffe LLP (Nationwide)

Compensation and Benefits

Interns will be paid at a rate commensurate with that of the hosting law firm's traditional summer associate class, including the two to three weeks that the intern is at the legal department.

Application Process and Requirements

Application Process To apply, click [here](#). Applicants are asked to submit: (a) one-page résumé, (b) written statement, (c) unofficial transcript, and (d) a one- to two-minute video, as further explained below. Please note that individual companies/law firms may require additional materials prior to extending an offer of employment.

Written Statement (limit 400 words)

Responses should follow the STAR method of responding to a behavioral-based interview question, which is frequently used by law firms and legal departments. The STAR method asks you to discuss the specific situation, task, action, and result of the situation you are describing.

Please answer **only one** of the following questions:

- 1.) Describe a time when you were new to a group or situation and felt like it was important for you to be well integrated. What was the situation and how did you handle it?
- 2.) Describe a time when you worked on a project that had a steep learning curve. What was the situation and what did you do?
- 3.) Describe a time when you had to handle conflict within a team. What steps did you take to improve things?
- 4.) Describe a time when you had to work on multiple projects or assignments with competing deadlines. What was the situation and how did you handle it?



Short Video (limit 2 minutes)

An important part of the Collective's mission is to increase diversity and inclusion in the legal industry. The Collective believes that everyone deserves equal access to opportunities and a chance to gain the experience needed to advance in law firms, legal departments, and beyond. As such, applicants should create a video answering the following prompt.

Please record a video of your response to the following prompt and create a shareable link. Smartphone recordings are welcome, and recordings using Google Drive and YouTube work best.

Responses should be two minutes or less. The Collective will not review recordings over two minutes.

Video Question Prompt:

Describe why you decided to join the legal profession and how considerations of diversity, equity, and inclusion impacted that decision. Provide examples of how your background and/or experiences would advance the Collective's mission.

Transcript & Writing Grade

Applicants are required to submit a transcript with first semester grades once available. For eligibility, students must obtain a minimum GPA of 2.7. Students are expected to maintain a GPA of 2.7 or greater during their second semester. And because the Collective understands the limitations of law school GPA in predicting long-term professional success, factors such as resilience, leadership, community involvement, and commitment to D&I, will be weighted more heavily than grades. Transcripts may come in after the application deadline and should be forwarded to mtnpipelinecollective@diversitylab.com once they are received.

Interview Process

Applications must be submitted no later than January 17, 2022. Students will be notified in late January if they are selected for an initial interview, which will be conducted via phone or video by a legal department member of the Collective. A select number of students will either be called back for second interviews or may be extended offers after the first round of interviews. Students selected for interviews will be asked to rank the companies/law firms in order of preference.

Interviews will generally be conducted throughout late January and early February, and students will be notified by February 19th if they have been selected for a 1L internship and by which company/law firm. Offers will remain open for a period of two weeks.



Criteria for selection will include the following (in no particular order): interview, written statement, résumé, video, minimum grade cut-off (2.7).

All of the companies and law firms are equal opportunity employers. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, pregnancy, age, national origin, sexual orientation, gender identity or expression, marital status, disability, genetic information, or protected veteran status, or any other characteristic protected by law.

By applying to the 1L Diversity Pipeline Collective program, you agree to have your application materials reviewed by members of the Collective, including the legal department and law firm employers, as well as Diversity Lab, a third-party organization that is facilitating the Collective program.

About the Move the Needle Fund

The Move the Needle Fund (“MTN”) is the first collaborative effort between law firms and legal departments designed and funded with \$5M to test innovative initiatives to create a more diverse and inclusive legal profession.

Despite decades of hard work by industry stakeholders to diversify the talent pool — from law students through law firm and legal department leadership — the needle hasn’t moved far enough fast enough.

To increase the pipeline of diverse junior lawyers in law firms and legal departments and to boost their chance of success once there, many of the MTN founding organizations and others have committed to annually providing paid, split-summer internships — similar to the Law in Tech Diversity Collaborative started by eBay — to diverse first-year law students from law schools typically underrepresented in law firms’ on-campus interview processes.

In addition, MTN will annually donate money and Diversity Lab’s in-kind services in excess of \$100,000 to existing legal pipeline programs such as Pipeline to Practice, Silicon Valley Urban Debate League, Street Law, LCLD Pathways, MCCA 1L Scholarship, Twin Cities Diversity in Practice, Law in Tech Diversity Collaborative, and other initiatives to strengthen and expand current successful efforts.