



FEDERAL COMMUNICATIONS
BAR ASSOCIATION

DIVERSITY PIPELINE PROGRAM



2021 STUDENT PACKET



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December 17, 2020

Dear First-Year Law Students, Law School Faculty, and Administrators,

I am pleased to share with you the **Student Application Packet** for the new **FCBA Diversity Pipeline Program** (“Program”) for 1L Washington, D.C. summer internships in technology, media, and telecommunications (TMT) law and policy.

The FCBA—the Tech Bar—is the premier association for attorneys and other professionals involved in the development and practice of TMT law and policy. Our bar is known, among other things, for our friendship and collegiality and for our outstanding support of young lawyers. We also believe it is imperative that the legal profession, and especially the tech bar, reflect the full spectrum of talent, perspectives, and experiences in the broader population. Sitting at the cutting-edge intersection of law, public policy, and tech, the FCBA is uniquely suited to attract and develop diverse law students for long, successful careers in this space.

The Program includes academic enrichment and skills development components and will facilitate access to paid internship opportunities for students from historically underrepresented and disadvantaged groups who have completed their first year of law school. Students will also receive FCBA support and mentoring to develop their legal and policy careers.

I encourage you to read the article [“Why Students of Color Should Consider Careers in the Telecom Sector”](#) to learn more about reasons to consider TMT law and policy, and I urge all interested 1L students to get to know the FCBA and apply to the Program. Enclosed you will find detailed Program information, the Application, and FAQs.

Online applications, available now at www.fcba.org, will be accepted from January 4-15, 2021. We will hold information sessions online on December 21, 2020 and January 5, 2021.

Please visit www.fcba.org/about/diversitypipeline/law-students or contact us at DiversityPipeline@fcba.org if you have any questions. We look forward to meeting you!

Sincerely,

Natalie G. Roisman
FCBA President 2020-21



FCBA Diversity Pipeline Program

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FCBA Diversity Pipeline Program

1. WHY A DIVERSITY INTERNSHIP PROGRAM?

Diversity in the American legal profession has been a concern for decades. Minority groups continue to be grossly underrepresented in legal organizations, particularly among the leadership ranks of law firms, legal departments of major U.S. companies, and the staff of the U.S. Congress and federal agencies. The Federal Communications Bar Association (FCBA) believes it is imperative that the legal profession in general, and the tech bar in particular, reflect the full spectrum of talents, perspectives, and experiences represented in the broader population.

Diversity fosters societal equity and fairness and leads to: 1) increased profitability and productivity; 2) expanded creativity and problem-solving; 3) better decision-making; 4) enhanced employee engagement and retention; and 5) improved organization reputation. Not only does diversity help maintain a productive work environment, it also plays a crucial role in ensuring that products and services and associated policies are developed with a more complete awareness of all relevant societal, business, and legal considerations, which is critical to the success of any enterprise.

The FCBA is launching the **FCBA Diversity Pipeline Program** to attract, develop, and support diverse law students in pursuing legal careers in technology, media, and telecommunications (TMT) law and policy. As the tech bar, the association is uniquely positioned to serve as a resource to connect diverse law students interested in TMT law and policy with public and private organizations.



FCBA Diversity Pipeline Program

2. WHAT IS THE FCBA DIVERSITY PIPELINE PROGRAM?

The **FCBA Diversity Pipeline Program** is an internship program and legal skills development initiative that will facilitate access to paid internship opportunities for diverse students from historically underrepresented and disadvantaged groups following their first year of law school and will help establish a pipeline to long-term careers in TMT law and policy.

The **FCBA Diversity Pipeline Program** is intended to be a competitive program that grooms elite communications lawyers from diverse backgrounds. The primary goals of the program are to introduce a greater number of diverse law students to the practice of TMT law and to help them secure and succeed in internships that will lead to careers in the field, thus also increasing diversity within the FCBA membership and, ultimately, leadership. Candidates will be first-year law students who have only just begun their legal education, and selection to participate will be based on criteria such as drive, ambition, overcoming hardships, interest in TMT law, demonstrated work ethic, etc., in addition to undergraduate and fall semester law school grades.

Summer 2021, and the process leading up to it, represents the pilot of the **FCBA Diversity Pipeline Program**. For this pilot program, the FCBA intends to focus on Washington, D.C. employment only. Students from any ABA-accredited law school may apply.



FCBA Diversity Pipeline Program

3. DIVERSITY PIPELINE PROGRAM COMMITTEE CO-CHAIRS

AVONNE BELL

RUDY BRIOCHÉ

ALYSSIA BRYANT

ARTURO CHANG

SVETLANA GANS

DIANE HOLLAND

CLETE JOHNSON

JAMILE KADRE

CELIA LEWIS

BARRY OHLSON

NATALIE ROISMAN



FCBA Diversity Pipeline Program

4. PROGRAM OBJECTIVES

The **FCBA Diversity Pipeline Program** aims to place highly skilled candidates into meaningful, demanding, and enriching legal internships. Our Employer Participants will each commit to advance the objectives of the **FCBA Diversity Pipeline Program** by, in good faith:

- Interviewing **FCBA Diversity Pipeline Program** student participants and hiring at least one **FCBA Diversity Pipeline Program** participant to work on TMT law and policy in Summer 2021 for a period of at least five (5) weeks, either full-time or at least 25 hours per week;
- Providing a salary commensurate with that of other interns at the organization;
- Assigning projects and tasks that enable the **FCBA Diversity Pipeline Program** participant(s) to develop legal/policy skills and understanding of issues of importance in the TMT sector;
- Providing Pipeline Student Participant(s) opportunities to interact personally and substantively with senior leaders in the organization; and
- Permitting Student Participant(s) to participate in 2-3 separate academic enrichment and skills development sessions organized by the FCBA Diversity Pipeline Program during regular business hours

The FCBA Diversity Pipeline Program Committee looks forward to working with Employer Participants and prospective Diversity Pipeline Program Student Participants to tailor the placement to the needs of Employer and Student Participants.



FCBA Diversity Pipeline Program

5. ACADEMIC ENRICHMENT/SKILLS DEVELOPMENT PROGRAM

VIRTUAL LEARNING SESSIONS

The **FCBA Diversity Pipeline Program** will include an academic enrichment and skills development component designed to provide students with an introduction to TMT law and policy. The academic enrichment component will consist of virtual learning sessions and mentoring to prepare students for internships and other employment opportunities within the TMT industry.

Sessions will be taught by industry expert instructors for several hours on **Saturdays in March and April 2021**.

LAW AND POLICY TOPICS

- **Administrative Law and the FCC.** This session will address the administrative process, including the structure, functions, powers and formal and informal procedures of administrative agencies (with a particular focus on the FCC) and the agencies' relationship to courts. This session will also examine the FCC, including its leadership, offices and bureaus, rulemaking process, and various online filing databases.
- **Privacy and Consumer Protection.** This session will focus on evolving privacy laws, network security, cybercrime, and online data protection issues (such as those enforced by the FCC, FTC, states, and the EU).
- **Telecommunications Regulation.** This session will address the evolving law of telecommunications laws and regulations, the rise of wireless and IP platforms, spectrum scarcity, and public interest policies, such as universal service.
- **Media and Content.** This session will explore media and content, including traditional issues associated with broadcast and cable regulation. The session will also explore the law and policies of digital media services.
- **Technology.** This session is designed to introduce students to emerging technology issues that are becoming a larger part of legal practice and policy. The session will

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cover issues attendant to artificial intelligence, telehealth and connected devices, biometrics ethics, drones, IP concerns regarding rapidly developing technologies, and more.

- **Practical Skills.** This session is designed to help equip students with other important skills for success, including persuasive legal writing and advice for effectively transitioning from a law student to an attorney.

ATTENDANCE AND ADDITIONAL REQUIREMENTS

All Pipeline Student Participants will be able to participate and attend the virtual learning sessions.

Student Participants offered an internship: (1) **must attend a majority (75%) of the virtual sessions**; (2) complete a short writing exercise; and (3) participate in a survey of the sessions. All participants will receive a FCBA certificate for completing the academic component, regardless of whether a student secures an internship through the program.

TIMELINE

- **Monday, February 1, 2021:** Virtual Learning Sessions Schedule Released
- **March 2021:** Virtual Sessions Begin*
- **April 2021:** Virtual Sessions End and Writing Exercise Due*
- **May 2021:** Virtual Session Surveys Due and Certificates Awarded*
- **May, June, July:** Continued Support and Mentorship Opportunities for Student Participants that are offered an internship**

**Dates will be released on February 1, 2021.*

***These sessions are designed to check-in with Student Participants to provide ongoing support, mentoring and to answer any questions, as needed.*

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6. SELECTION PROCESS

1. December

- a. Pipeline application made available to students
- b. Employer Participant commitments secured

2. January

- a. Application portal opens
- b. Pipeline Committee reviews applications and makes initial cuts
- c. Employer Participants provide office information to Pipeline Committee
- d. Pipeline Committee conducts first round of candidate interviews and extends offers to join the program

3. February

- a. Pipeline Committee develops panels for second round of interviews
 - i. Each Employer Participant receives an individualized curated list of four (4) candidates to interview and access to Pipeline applicant materials
- b. Employer Participant/candidate interviews take place on February 16-17
 - i. Each employer meets with at least four (4) candidates in a panel format (likely two or three employers with one student)
- c. After interviews, both Employer Participants and candidates submit preferences
- d. Based on preferences and other criteria, Pipeline Committee develops matches and candidate/employer "match" conversations take place

4. Early March

- a. Matches are confirmed
- b. Employer Participant and candidate formalize internship placement and hiring



FCBA Diversity Pipeline Program

7. STUDENT PARTICIPANT TIMELINE

- Wednesday, December 17, 2020: Pipeline application available to prospective student candidates
- Monday, January 4 – Friday, January 15, 2021: Pipeline application submission period
- Monday, January 25, 2021: Candidates are notified if they have been selected for an interview and are provided with Employer Participant information
- Tuesday, January 26 and Wednesday, January 27, 2021: Candidates are interviewed by the Pipeline Selection Committee
- Monday, February 1, 2021: Candidates are notified of selection into the program and asked for employer preferences
- Tuesday, February 2 – Tuesday, February 9, 2021: Pipeline Selection Committee develops interview panels of Employer Participants
- Tuesday, February 16 and Wednesday, February 17, 2021: Candidates interview with Employer Participant panels
- Friday, February 19, 2021: Due date for Employer Participant and candidate preferences
- Saturday, February 20 – Tuesday, February 23, 2021: Pipeline finalizes matches
- Wednesday, February 24, 2021: Student and Employer Participants notified of tentative match
- Friday, February 26, 2021: Student and Employer Participants' "match" conversations

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FCBA Diversity Pipeline Program

- Wednesday, March 3, 2021: Pipeline Committee notifies Student Participants and Employer Participants of final match
- Friday, March 5, 2021: Student Participants and Employer Participants confirm placements
- Saturdays, March-April 2021: Academic Enrichment and Skills Development Program



FCBA Diversity Pipeline Program

8. FREQUENTLY ASKED QUESTIONS

What is the FCBA?

The Federal Communications Bar Association (FCBA) is an organization of attorneys and other professionals, including engineers, consultants, economists, and government officials, involved in the development, interpretation, and practice of technology, media, and telecommunications law and policy. More than 1,500 members strong, the FCBA has been the leading organization for communications lawyers and other professionals since 1936.

What is the FCBA Diversity Pipeline Program?

The inaugural FCBA Diversity Pipeline Program's goal is to attract, develop, and support diverse law students who are interested in pursuing legal careers in TMT law and policy. The Pipeline Program is an internship program with an academic enrichment and skills development component that will facilitate access to paid summer 2021 legal internship opportunities for first year law students from historically underrepresented and disadvantaged groups.

What does technology, media, and telecommunications law entail?

TMT law is an exciting, expansive, and quickly evolving area of the law. TMT law touches every facet of our lives with the tremendous growth of the internet and cutting-edge next-generation communications and technologies. It includes all facets of the broadly-defined communications industry, such as media, internet, entertainment, broadband, and spectrum; new and emerging technologies, such as 5G, 10G, satellite, and connected devices; and substantive legal areas such as intellectual property, administrative law, antitrust, cybersecurity, privacy, and civil rights.

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FCBA Diversity Pipeline Program

Who is eligible to apply for the Diversity Pipeline Program?

To be eligible for the FCBA Diversity Pipeline Program, an applicant must: 1) be a first-year student enrolled in a full-time law degree program in an ABA-accredited law school; 2) be a member of a historically disadvantaged U.S. minority group that is underrepresented in the legal profession; and 3) demonstrate an interest in technology, media, and telecommunications (TMT) law and policy.

Will all applicants who meet the eligibility requirements be admitted to the FCBA Diversity Pipeline Program?

No. The FCBA Diversity Pipeline Program is intended to be a competitive internship program that attracts, develops, and supports elite TMT lawyers from diverse backgrounds. Qualified applications will be reviewed by the Pipeline Selection Committee, which is composed of the co-chairs of the [Diversity Pipeline Committee](#) and select members of the FCBA and the FCBA Executive Committee.

What is the application timeline and process?

Application materials will be available on December 17, 2020. The application period will begin on January 4 through January 15. Student screening and interviews will occur in February and placements will be finalized in March. There will be two sets of interviews: one with the FCBA Diversity Pipeline Committee and the other with a set of participating employers. The FCBA will hold a virtual student informational session – via the Zoom platform - on January 5, 2021 at 12:30pm to answer any questions that you may have. Please register here: [Diversity Pipeline Program - FCBA](#).

What criteria will the Pipeline Selection Committee use to evaluate applications?

Given that applicants are first-year law students who have only just begun their legal education, the Pipeline Selection Committee will emphasize criteria such as drive, ambition, the ability to overcome challenges, interest in TMT law and policy, demonstrated work ethic, etc., in addition to undergraduate and fall semester law school grades. Applicants will be evaluated on several written materials, including a resume, law school transcript, 1L writing sample, and a personal statement specific to the Pipeline Program.

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FCBA Diversity Pipeline Program

What is the selection process?

The selection process involves three steps:

First, the Pipeline Selection Committee reviews all applications based on the criteria stated above, conducts first-round interviews, and admits applicants to the Pipeline Program.

Second, each Employer Participant receives an individualized curated list of four (4) candidates to interview possibly in panels with representatives of no more than two additional Employer Participants. We will coordinate with Employer Participant who wish to interview additional candidates with a panel of Employer Participants or separately.

And finally, after employer interview panels, the Pipeline Selection Committee will make final matching/placement decisions and facilitate match conversations between student applicants and Employer Participants, at which time either party can raise questions or concerns about their specific match to the Pipeline Selection Committee. We will attempt to address or resolve all concerns. Please see enclosed Student Participant Timeline for specific dates and additional information.

When will final matching/placement decisions be made?

Final matches or placement decisions should be made by early March 2021. From a timing perspective, the Pipeline Selection Committee will review applications submitted between Monday, January 4 and Friday, January 15, 2021 and admit applicants into the Program by Monday, February 1, 2021.

Employer Participants will review applications and interview four (4) admitted candidates in early February. The matching/placement decisions are made in late February and end in early March. The academic enrichment and skills development program run from March through April. The academic component will offer substantive, introductory sessions in TMT law and policy, such as telecom and administrative law, technology policy, media and content regulation, and privacy and consumer protection. Please see enclosed Student Participant Timeline for specific dates and additional information.

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FCBA Diversity Pipeline Program

Is every applicant admitted into the FCBA Diversity Pipeline Program guaranteed an internship offer?

The Diversity Pipeline Committee will endeavor to make agreeable matches between Employer Participants and all applicants admitted into the Pipeline Program (i.e., selected after the initial application review period). However, while we anticipate most admitted applicants will be placed with an Employer Participant, the Diversity Pipeline Program Committee cannot guarantee that every student selected will receive an internship offer at the end of the evaluation process. The Diversity Pipeline Committee will work with FCBA-affiliated and other organizations to provide other support (e.g., stipends for other internship opportunities) to admitted applicants who are not placed with Employer Participants through the Pipeline Program.

This all sounds very interesting, but I haven't taken a communications law course yet. Can I still apply?

Yes! 1L students are not expected to have had prior coursework specific to TMT law. Rather, the application will be based in part on your personal statement explaining why you are interested in the TMT field. The Diversity Pipeline Program will provide Pipeline Participants an academic component in the Spring which will include introductory virtual sessions in TMT law and policy, such as telecom and administrative law, an overview of the Federal Communications Commission and its offices and bureaus, technology policy, media and content regulation, and privacy and consumer protection, to help prepare students for their internships. The academic component will also cover various practical skills such as legal writing and offer participants mentoring.

Will I be required to attend the virtual academic sessions?

Yes! All Pipeline Student Participants will be able to participate and attend the virtual learning sessions. Note that the virtual learning sessions are optional for students who are not selected for an internship. However, Participants selected for an internship will be required to attend a majority (75%) of the virtual sessions to successfully complete the Diversity Pipeline Program.

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FCBA Diversity Pipeline Program

When will the sessions be held?

The virtual sessions will be held March through April 2021. Sessions will be recorded to accommodate participants' busy schedules.

Do you have any advice on how I can strengthen my application?

Your materials should strive to highlight your interest in TMT law and policy, including coursework, prior work experience, or extracurricular interests. Your personal statement is a good way to showcase your interest to employers. What do you find most interesting about the TMT field? What legal issues are most fascinating to you? Why are you interested in pursuing a Diversity Pipeline opportunity? What will the opportunity help you achieve? The employers are looking for 1L students who are interested in, and eager to learn more about, the TMT field. Your personal statement is where you can shine!



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9. STUDENT APPLICATION

Background on the Diversity Pipeline Program

The FCBA is launching the Diversity Pipeline Program to attract, develop, and support diverse law students who are interested in pursuing legal careers in technology, media, and telecommunications (TMT) law and policy. The Pipeline Program is an internship program with a legal skills development component that will facilitate access to paid summer 2021 legal internship opportunities for first year law students from historically underrepresented and disadvantaged groups. If you have specific questions about the program, please visit our [website](#) or contact the program at DiversityPipeline@fcba.org.

Application Window

Interested first year law students should submit their completed applications for the Pipeline Program from Monday, January 4 through Friday, January 15, 2021. The application portal will be available on the Pipeline Program [website](#) on January 4, 2021.

Application Components Include:

1. Name of Applicant and contact information
2. Academic information (college and law school)
3. How did you learn about the program and/or were you directed to the Pipeline Program by a particular law firm, association or company?
4. Resume (including academic/work experience, extracurriculars and awards or honors)
5. Law school transcript, preferably with first semester grades (unofficial is acceptable)
6. Personal statement of up to 500 words; please address one or more of the prompts:
 - a. Please explain why you are interested in TMT law and policy
 - b. Please explain how selecting you will further the goals of the Diversity Pipeline Program
 - c. Please write a statement based on the topic of your choice

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7. Writing sample (1L legal writing sample is preferred)
8. Applicants will be expected to acknowledge the following:
 - a. Applicants that accept internships will be required to participate in the [Academic Enrichment and Skills Development Program](#)
 - b. The FCBA's Privacy Policy
 - c. Possible virtual interview dates of Tuesday and Wednesday, Jan. 26-27 (Pipeline Program interviews) and Tuesday and Wednesday, Feb. 16-17 (employer interviews)
 - d. Final employment decisions and hiring will occur directly between the Applicant and Employer Participant (not the Pipeline Program)
 - e. Applicants who secure internships through the Pipeline Program understand that there is no expectation of future employment offers (2L summer or beyond)