



***Diversity Pipeline Program
2023 Student Packet***



November 1, 2022

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

I am pleased to share with you the 2023 **Student Application Packet** for the **FCBA Diversity Pipeline 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 Pipeline Program facilitates access to paid internship opportunities for students from historically underrepresented and disadvantaged groups who have completed their first year of law school. The Program also includes academic enrichment and skills development components, particularly the TMT Law & Policy Certificate Program. 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 here, <https://webportalapp.com/sp/2023-fcba-diversity-pipeline-program>, **will be accepted from November 1 through December 1, 2022.** We will hold two virtual information sessions for interested 1L students, faculty, and administrators on [November 14](#) at 12pm EST and [November 17](#) at 5pm EST. 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,

Barry J. Ohlson
FCBA President 2022-23



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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 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.

2. What Is the FCBA Diversity Pipeline Program?

The **FCBA Diversity Pipeline Program** (“Program” or “DPP”) is an internship and legal skills development program that facilitates 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 considered for this Program are first-year law students from any ABA-accredited law school who have only just begun their legal education. Selection to participate in this Program 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.

3. Diversity Pipeline Program Committee Co-Chairs

**AVONNE BELL
RUDY BRIOCHÉ
JACQUI CLARY
SVETLANA GANS
ANISA GREEN
DIANE HOLLAND
CLETE JOHNSON
JAMILE KADRE
CELIA LEWIS
JONATHAN MARK
KIMIA NIKSERESHT
BARRY OHLSON
JUSTIN PERKINS
NATALIE ROISMAN
RYAN THOMPSON**

4. Program Objectives

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

- Interviewing Student Participants and hiring at least one Student Participant to work on TMT law and policy in Summer 2023 for a period of at least five (5) weeks, either full-time (40 hours per week) or part time (minimum of 25 hours per week);
- Providing a salary commensurate with that of other interns at the organization/company, as applicable;
- Assigning projects and tasks that enable the Student Participant(s) to develop legal/policy skills and understanding of issues of importance in the TMT sector;
- Providing Student Participant(s) opportunities to interact personally and professionally with senior leaders in the organization/company; 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 coordinates with Employer Participants and Student Participants to tailor internship placement that supports the needs of Employer and Student Participants.

5. TMT Law & Policy Certificate Program

The **TMT Law & Policy Certificate Program** is an academic enrichment and skills development component designed to provide Student Participants with an introduction to TMT law and policy. This academic enrichment component consists of virtual learning sessions and mentoring to prepare Student Participants for internships and other employment opportunities within the TMT industry.

Sessions will be taught by industry expert instructors from **10am to 4pm on Saturdays in February and March 2023.**

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, children's privacy, and other 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.
- **Emerging 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 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 Student Participants will be able to participate and attend the virtual learning sessions.

Student Participants offered an internship must: (1) **attend a majority (75%) of the virtual sessions**; (2) complete a short writing exercise; (3) complete a mock argument exercise; and (4) participate in a survey of the sessions. Upon completion, Student Participants will receive a FCBA

DPP Certificate of Completion, regardless of whether a student secures an internship through the Program.

TIMELINE

- **Early February 1, 2023:** Virtual Learning Sessions Schedule Released
- **February 2023:** Virtual Sessions Begin*
- **March 2023:** Virtual Sessions and Students Participate in Mock Ex Parte Presentations
- **April 2023:** Virtual Session Surveys and Certificates Awarded
- **May, June, July:** Continued Support and Mentorship for DPP Interns **

**Specific dates will be released in early February, 2023.*

***These sessions are designed to check-in with Student Participants to provide ongoing support and mentoring.*

6. Student Participant Timeline

- Tuesday, November 1 – Wednesday, December 1, 2022: Pipeline application portal opens; application submission period
- Monday, November 14 (noon-1:00 pm) and Thursday, November 17, 2022 (5:00-6:00 pm): Student information sessions. Please register for either session in advance:
 - **Monday, November 14, 12:00 p.m. ET**
[Registration here](#)
 - **Thursday, November 17, 5:00 p.m. ET**
[Registration here](#)
- Thursday, December 1, 2022: Pipeline application portal closes at midnight
- Friday, December 2 – Sunday, December 18, 2022: Pipeline Selection Committee evaluates student applications and selects candidates for employer interviews
- Monday, December 19, 2022: Students are notified if they have been selected for an interview; provided with Employer Participant information packet; and asked for employer preferences
- Wednesday, December 21, 2022: Education session with students on different types of employers (in support of employer preference decisions)
- Thursday, December 23, 2022: Students submit employer preferences
- Week of January 2, 2023: Students notified of interview assignment; interview training session
- Tuesday, January 10 and Wednesday, January 11, 2023: Students interview with Employer Participant panels (likely 3:00-7:00 pm each day, but most students and employers only participating in one day of interviews)
- Friday, January 13, 2023: Due date for Employer Participant and Student preferences
- Saturday, January 14 – Thursday, January 19, 2023: Pipeline Selection Committee finalizes matches
- Friday, January 20, 2023: Students and Employer Participants are notified of tentative match

- Monday, January 23-Friday, January 27, 2023: Student and Employer Participant “match” conversations (self-scheduled)
- Monday, January 30, 2023: Pipeline Selection Committee confirms final matches with Students and Employer Participants
- Saturdays, February – March 2023: TMT Law and Policy Certificate Program

7. 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 1,800 members strong, the FCBA has been the leading organization for communications lawyers and other professionals since 1936. Please consider [joining](#) as a student member.

What is the FCBA Diversity Pipeline Program?

The **FCBA Diversity Pipeline Program** is an internship and legal skills development program that facilitates 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.

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.

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. 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 DPP 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 November 1, 2022. The application period will close on December 1. Student screening and interviews will occur in January 2023, and placements will be finalized in late January. More information can be found [here](#).

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

Given that applicants are first-year law students who have only just begun their legal education, the DPP Selection Committee will evaluate 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 Program.

What is the selection process?

The selection process involves three steps:

First, the DPP Selection Committee reviews all student applications, selects candidates for interviews, and requests selected candidates to rank employer preferences.

Second, Employer Participants receive a list of candidates to interview and panel interviews take place.

And finally, the DPP Selection Committee makes final matching/placement decisions and facilitates match conversations between Student Participants and Employer Participants.

When will final matching/placement decisions be made?

Final matches or placement decisions should be made by late January 2023. Please see enclosed Student Participant Timeline for specific dates and additional information.

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

The DPP Selection Committee will endeavor to make agreeable matches between Employer Participants and Student Participants. However, while we anticipate most admitted applicants will be placed with an Employer Participant, the DPP Selection Committee does not guarantee that every student selected will receive an internship offer. The DPP Selection 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 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 Student Participants an academic component in the spring that will include introductory virtual sessions in TMT law and policy. 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 Student Participants must attend a majority (75%) of the virtual learning sessions to successfully complete the Diversity Pipeline Program. Virtual learning sessions are available yet optional for students who are not selected for an internship.

When will the virtual learning sessions be held?

The virtual learning sessions will be held February through March 2023. 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!

8. Student Application

THANK YOU FOR YOUR INTEREST IN THE FCBA DIVERSITY PIPELINE PROGRAM.

The **FCBA Diversity Pipeline Program** is an internship and legal skills development program that facilitates 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. 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 attending an ABA-accredited law school should submit their completed applications for the Program during the application window - Tuesday, November 1 to Thursday, December 1, 2022. The application portal is available at <https://webportalapp.com/sp/2023-fcba-diversity-pipeline-program> or on the Program [website](#).

Your Application must include the following:

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. Undergraduate transcript (law school grades may be requested at a later date)
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
7. Writing sample (1L legal writing sample or a paper on a TMT-related topic)
8. Acknowledgement of the following:
 - a. Applicants who secure internships will be required to participate in the [TMT Law & Policy Certificate Program](#)
 - b. You agree with the FCBA's [Privacy Policy](#)
 - c. Possible virtual interview dates with employers on Tues-Wed, January 10-11, 2023
 - d. Final employment decisions and hiring will occur directly between the Student Participant and Employer Participant (not the DPP)
 - e. Any internship that you secure is for the summer of 2023 and there is no expectation of future employment offers.