



## Diversity Pipeline Program

As the Tech Bar, the FCBA has a mission to foster meaningful diversity and inclusion in the legal profession representing public, private, non-profit, and government organizations in the technology, media, and telecom (TMT) sectors.

To advance this mission, the FCBA Diversity Pipeline Committee created two groundbreaking programs – the Diversity Pipeline Internship Program and the TMT Law & Policy Certificate Program – to attract, develop, train, and support diverse, first-year law students from historically underrepresented and disadvantaged groups interested in pursuing legal careers in TMT law and policy. The Internship program focuses on facilitating paid employment opportunities in the Washington, D.C. area offices of TMT organizations. The Certificate Program provides a substantive academic enrichment curriculum, covering key principles, statutes, and regulations that are the foundation of TMT law and policy.

### -Student Application Information:

[Click here for the Student Information Packet 2023](#)

(2024 information and application will be available Fall 2023)

### -Employer Information:

[Click here for the Employer Information Packet 2023](#)

(2024 information will be available Fall 2023)

### -Overview of the Program for All (recording):

[Click here for the Information Session for the 2023 Program](#)

### The FCBA is pleased to announce the 2023 Diversity Pipeline Interns and Employers!

Employer Placement	Full Name	Law School
ACA Connects	Lianna Dumeng	George Mason University – Antonin Scalia Law School
AT&T	Vaishali Nambiar	George Washington University Law School
BT Americas	Jessica Esguerra	University of Missouri School of Law
CableLabs	Shakira Ramirez	Rutgers Law School – Newark
Comcast	Jasmine Held-Hernandez	Arizona State University – Sandra Day O’Connor College of Law
Comcast	Claudia Theagene	Seton Hall Law School
Cox Enterprises	Nia Burrell	Georgia State University College of Law
CTIA	Darryl Klugh	Howard University School of Law
Davis Wright Tremaine LLP	Gustav Gulmert	American University Washington College of Law
Future of Privacy Forum	Melis Ulusel	George Washington University Law School
Hogan Lovells US LLP	Dorea Marshall	Georgetown University Law Center
HWG LLP	Hoon Kim	Georgetown University Law Center
JSI	Thalia Etienne	Florida A&M University College of Law
Kellogg, Hansen, Todd, Figel & Frederick	Nicole Arenth	American University Washington College of Law
Lerman Senter	Francesca Kennedy	American University Washington College of Law
NCTA	Maya McLees	American University Washington College of Law
T-Mobile	Joyshka Dennis	Howard University School of Law
Tripadvisor	Nicholas Sorice	George Washington University Law School
USTelecom	Samuel Rhymes	Howard University School of Law
Verizon	Hamidah Famuditimi	University of Baltimore School of Law
Verizon	Kevin Nguyen	University of Colorado Boulder – Colorado Law
Wiley	Nghi “Sharon” Le	George Mason University – Antonin Scalia Law School

Wilkinson Barker Knauer, LLP   Nour Hassan

Arizona State University – Sandra Day O’Connor  
College of Law

Wireless Infrastructure  
Association

Ryan Oden

Howard University School of Law

### **Read about our accomplishments!**

**Press Release 2023:** [FCBA Announces the Diversity Pipeline Class of 2023](#)

**Press Release 11/28/22:** [22 Employer Organizations Enroll in FCBA’s Diversity Pipeline Internship Program](#)

**2020-2021 Annual Report:** [Click here to view the 2020-2021 Diversity Pipeline Program Annual Report](#)

## **DIVERSITY IN TECHNOLOGY, MEDIA & TELECOMMUNICATIONS LAW**

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 federal government. The Federal Communications Bar Association (FCBA) believes it is imperative that the legal profession, specifically the tech bar, reflects the full spectrum of talent, perspectives, and experiences represented in the broader populace.

## **WHAT IS 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 employment program with a legal skills development component that will facilitate access to paid summer legal internship opportunities for 1st year law students from historically underrepresented and disadvantaged groups.

Through the Pipeline Program:

- **Diverse 1st Year Law Students** who demonstrate a sincere interest in TMT law and policy will receive substantive legal skills training and mentorship, FCBA network access, and qualify for a paid internship opportunity with participating employer-organizations specialized in TMT law and policy.
- **Diversity Pipeline Employer-Organizations**, including law firms, companies, think-tanks, advocacy organizations, and government agencies will be connected to trained and highly motivated diverse 1st year law students with a keen interest in TMT law and policy.
- **Diversity Pipeline U.S. Accredited Law School Partners** will team up with the FCBA on substantive TMT related curricula and receive access to the FCBA network for career panels and other opportunities for their diverse 1st year students.

If you have questions, comments, or feedback about the program, please contact the Diversity Pipeline Program Coordinator at [DiversityPipeline@fcba.org](mailto:DiversityPipeline@fcba.org).

**Employers-Organizations:** The Diversity Pipeline Program is currently seeking employer-organizations to offer summer 2024 internship opportunities for highly motivated diverse 1L law students with a keen interest in TMT law and policy. For more information, interested organizations are encouraged to contact Avonne Bell ([ABell@ctia.org](mailto:ABell@ctia.org)) and Clete Johnson ([CJohnson@wbklaw.com](mailto:CJohnson@wbklaw.com)).

**First-Year Diverse Law Students:** Students interested in the Diversity Pipeline Program are encouraged to apply for summer 2024 internships.

## **PAST EVENTS:**

**Click here to watch the 2021-2022 Informational Session** held on September 22, 2021, featuring remarks from **Michael K. Powell**, President & CEO, NCTA, the Internet & Television Assoc. and Former Chairman, FCC; **Kathleen Grillo**, Senior Vice President, Verizon; **Megan Stull**, Senior Manager, Apple & Past President, FCBA; and **Diversity Pipeline Committee Co-Chairs**. A YLC Fireside Chat with 2020-2021 DPP Interns was also featured.

## **DPP IN THE NEWS:**

<https://www.fcba.org/wp-content/uploads/2021/09/Natalie-Roisman-and-Celia-Lewis-message-to-membership-re-DPP.pdf>

[FCBA Diversity Pipeline Placed Its First Interns](#), Communications Daily, August 24, 2021

[Nicole Powell, ACA Connects' First Intern Highlights "Intentional" Summer Experiences](#), Independent Communications News, September 2021

[Rudy Brioché and Natalie Roisman, Voluntary Bars Can Play a Critical Role in Building Career Pipelines for Diverse Law Students](#)

#### **WHY DIVERSE LAW STUDENTS SHOULD PURSUE CAREERS IN TECHNOLOGY, MEDIA & TELECOMMUNICATIONS LAW:**

"I cannot think of another career path more dynamic, more challenging and more invigorating than this one. The tech-driven current runs swiftly through time. That is what I find makes it so exciting. Unlike so many other jobs that have you toiling on projects that never end or never have any visible impact on the world, in this profession you actually get to see the fruits of your work come into being—in our homes and offices, and in our schools and playgrounds. ... The Information Age is the first great epoch that holds genuine promise for black and brown people to share in its fruits and riches. My ancestors were picking cotton in the Agricultural Age and were left out. And they were legally segregated in the Industrial Age, and again left out. The Information Age provides the first real chance to get in. While plenty of obstacles remain for minorities and women (I might add), one can see the viability of success more clearly than ever before."

**–Michael Powell, Former Chairman, FCC; CEO, NCTA – The Internet & Television Association**

"The Tech Bar has real power to drive meaningful diversity, inclusion, and equity. Our Diversity Pipeline Program will be strongest when it fully leverages the scale of our association and the scope of our membership to engage law students from diverse backgrounds and to support them with curriculum and mentoring as they develop their legal and policy careers. Whether a law firm, company, non-profit, or government, every employer can play a role in ensuring the FCBA is a leader in creating a robust pipeline for diverse law students, and in continuing to foster the spirit of inclusion and the long history of mentoring that have been a foundation of the FCBA for many years."

**–Natalie Roisman, Wilkinson Barker Knauer, Former FCBA President**

"At Verizon, we understand that our greatest strength is our people, and we need diverse backgrounds and perspectives to help us become a better company and connect more meaningfully with our customers. But championing diversity is not enough. We also need to be a force for equality so that women and people of color have a clear path for advancement, so they never have to scale down their ambitions or anchor their dreams. Diversity is also an absolute imperative in our industry so we can develop sound public policies that help usher in the fourth industrial revolution. Technology has never played a more integral role in our personal and professional lives. Verizon is excited to be part of this inaugural program to bring even more talented people into one of the most dynamic and interesting industries in the US."

**–Kathleen Grillo, Senior Vice President Public Policy & Govt Affairs, Verizon**

"Everyday our field enables innovations that help people lead better and richer lives. Technology connects people from faraway geographies and disparate backgrounds, allowing them to become friends and neighbors. Devices and applications that our ancestors would have considered to be the stuff of fantasy become part of our everyday routines. Helping people not only feel connected, but actually be connected, only becomes reality when communities have representation. Working together, practitioners and professionals of all backgrounds can build policy, regulatory, and legal frameworks that allow new technologies to meaningfully bridge divides."

**–Megan Stull, Counsel, Google, FCBA President-Elect**

"Given the vast and diverse opportunities provided by the communications sector and its inter-connectivity with other critical industries within our economy, people of color within the sector can make a significant difference within our society. As an employee of a communications sector organization, I can attest that people of color have the opportunity to help shape government and corporate policy, particularly when addressing challenges such as ensuring that communities of color have access to high-speed broadband—which in turn helps low-income students perform better in school, improves access to health care, and creates greater opportunities for economic inclusion. As we have seen over the last six months, this access is more crucial than ever as we live through a pandemic."

**–Lisa M. Fowlkes, FCBA Member**

**2022-2023 DIVERSITY PIPELINE PROGRAM CO-CHAIRS:**

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