

fcba



Diversity Pipeline
Program



2024 Student Packet

President's Letter

November 1, 2023

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

I am pleased to share with you the 2024 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.

[FCBA—the Tech Bar](#) is the premier association for attorneys and other professionals involved in the development and practice of TMT law and policy. Among other things, our bar is known for collegiality and for our outstanding support of young lawyers and of the communities in which we practice. In fact, we have been recognized by the D.C. Bar as the **2023 Voluntary Bar Association of the Year**, a testament to our dedication and leadership in the profession and in the community. 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 diverse law students and develop a pathway for them to have long, successful careers in this space.

The Pipeline Program facilitates access to paid internship opportunities for students with diverse backgrounds and perspectives, including those from historically underrepresented and disadvantaged groups immediately following 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 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 [here](#) now, will be accepted from November 1 through December 1, 2023. We will hold two virtual information sessions for interested 1L students, faculty, and administrators on November 13 at 1:30-2:30 p.m. ET and November 16 at 6-7 p.m. ET.

Please visit our [website](#) or contact us at DiversityPipeline@fcba.org if you have any questions. We look forward to meeting you!

Sincerely,

Diane Griffin Holland
FCBA President 2023-24

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Why is a Diversity Pipeline Program needed?

Diversity in the American legal profession has been a concern for decades. Individuals and groups with certain backgrounds and perspectives continue to be greatly 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.

Diversity fosters societal equity and fairness and leads to:

- Increased profitability and productivity
- Expanded creativity and problem-solving
- Better decision-making
- Enhanced employee engagement and retention
- Improved organization reputation

Not only does diversity help maintain a productive work environment, but 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.

What is the Diversity Pipeline Program?

The **FCBA Diversity Pipeline Program** (“Program” or “DPP”) is a competitive internship and legal skills development program that prepares law students with diverse backgrounds and perspectives for elite careers in technology, media, and telecom (“TMT”) law and policy. It achieves this by facilitating access to paid internship opportunities for students during law school through the Diversity Pipeline Internship Program, introducing them to the field through the TMT Law & Policy Certificate Program, and providing them with continued learning and support during their internships through the Summer Series and Mentorship Program.

The primary goal of the Program is to increase diversity within the TMT field by establishing a pipeline for law students with diverse backgrounds and perspectives into the space. This is achieved by first introducing a greater number of such law students to the field, and then by helping them secure and succeed in internships that can lead to long-term careers in the field, thus also increasing diversity within the FCBA membership and, ultimately, leadership.

The Diversity Pipeline Internship Program

The **FCBA Diversity Pipeline Internship 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 2024 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.

The TMT Law & Policy Certificate Program

The **TMT Law & Policy Certificate Program** is an academic enrichment and skills development component of the DPP 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 10:00 a.m. to 4:00 p.m. ET on Saturdays in February and March 2024, with a mock comment drafting and ex parte exercise in early to mid April.

Law and Policy Topics

- **Administrative Law and the FCC:** This session will address the structure, functions, powers, and formal and informal procedures of administrative agencies and the agencies' relationship to courts. The session will have a particular focus on the Federal Communications Commission (FCC) and will include an examination of 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, Federal Trade Commission (FTC), states, and the European Union.
- **Telecommunications Regulation:** This session will address the evolving state of telecommunications laws and regulations, the rise of wireless and Internet protocol platforms, spectrum scarcity, and public interest policies, such as universal service.
- **Media and Content Regulation:** This session will explore media and content, including traditional issues associated with broadcast and cable regulation, as well as the laws and policies affecting 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, intellectual property 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 can pursue a TMT Certificate, regardless of whether a student secures an internship through the Program. Student Participants offered an internship must fulfill the certificate program requirements. To obtain a TMT Certificate, students must: (1) attend 75% of the virtual sessions; (2) complete a short writing exercise; (3) complete a mock comment drafting and advocacy exercise; and (4) participate in a survey of the sessions. Upon completion, Student Participants will receive an FCBA TMT Certificate of Completion.

Summer Series & Mentorship Program Objectives

Summer Series and Mentorship Program

The **Diversity Pipeline Summer Series and Mentorship Program** provides support, mentoring, and professional development in the form of supplemental summer sessions to Diversity Pipeline Program Interns and TMT Law and Policy Certificate Recipients. In addition to the customary mentorships and support, the Program continues professional development efforts with lunch and learn events through in-person and virtual means.

The Summer Program includes:

- Enrichment events
- Social and networking events
- One-on-one mentoring with experienced TMT law and policy professionals
- One-time free student membership to the FCBA – the Tech Bar
- 6-month subscription to Communications Daily on the latest telecom regulation, legislation, and policy development news

Timeline

- **February – March 2024:** Virtual sessions commence (specific dates will be released in late January - early February 2024)
- **Mid to late April 2024:** Mock comment drafting and ex parte assignment; TMT Graduation
- **May – July 2024:** Summer Series and Mentorship Program
- **July – August 2024:** FCBA TMT Certificates Mailed

Eligibility

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 an individual with a diverse background and perspective who may be underrepresented in the U.S. legal profession; and
3. Demonstrate an interest in technology, media, and telecommunications (TMT) law and policy.

Criteria

Given that applicants are first-year law students who have only just begun their legal education, the DPP Selection Committee will evaluate such student qualities as the ability to overcome challenges or hardships, the demonstration of ambition, drive, and work ethic, as well as their interest in TMT law and policy, undergraduate and 1L fall semester law school grades, and extracurricular activities. The DPP Selection Committee will evaluate applicants based on several written materials submitted, including a resume, undergraduate transcript, law school transcript (as available), 1L writing sample, and a personal statement specific to the Program.

Selection Process

The selection process involves three steps:

1. The DPP Selection Committee reviews all applications, selects candidates for interviews, and requests selected candidates to rank employer preferences.
2. Employer Participants receive a list of candidates to interview and conduct virtual interview panels.
3. The DPP Selection Committee makes matching/placement recommendations and facilitates match conversations between Student Participants and Employer Participants. Final selection and hiring decisions will be made by the Employer Participant.

Final Matches

Final matches/placement decisions should be made by late January 2024. Please see enclosed Student Participant Timeline for specific dates and additional information.

NOVEMBER 2023

- **Wednesday, November 1 – Friday, December 1:** Pipeline application portal opens; application submission period
- **Monday, November 13 & Thursday, November 16:** Student information session; please register for either session in advance
 - **November 13 at 1:30-2:30 p.m. ET:** [Register here](#)
 - **November 16 at 6-7 p.m. ET:** [Register here](#)

DECEMBER 2023

- **Friday, December 1:** DPP application portal closes at midnight
- **Saturday, December 2 – Friday, December 15:** DPP Selection Committee evaluates student applications and selects candidates for employer interviews
- **Monday, December 18:** Students are notified if selected for an interview, provided with Employer Participant Information Booklet, and asked for employer preferences
- **Tuesday, December 19 at 5 p.m. ET:** Education session with students on different types of employers (in support of employer preference decisions)
- **Friday, December 22:** Deadline for students to submit employer preferences

JANUARY 2024

- **Thursday, January 4:** Students notified of interview assignment
- **Friday, January 5*:** Interview training session
- **Week of Monday, January 8 – Friday, January 12*:** Students interview with Employer Participants in virtual panels (typically scheduled between 3:00-7:00 p.m. ET each day, with most students participating on one specific day)
- **Friday, January 12:** Due date for Student and Employer Participant preferences
- **Saturday, January 13 – Thursday, January 18:** DPP Selection Committee finalizes tentative matches
- **Friday, January 19:** Student and Employer Participants are notified of tentative matches
- **Week of Monday, January 22 – Friday, January 26:** Student and Employer Participant “match” conversations (self-scheduled)
- **Monday, January 29*:** DPP Selection Committee confirms final matches with Student and Employer Participants

FEBRUARY – APRIL 2024

- **Saturdays, February – March:** TMT Law and Policy Certificate Program (specific dates will be released in late January - early February)
- **Mid to late April:** Mock comment drafting and ex parte assignment; TMT Graduation

SUMMER 2024

- **May – July:** Summer Series and Mentorship Program for Student Participants

**Final dates may be subject to change*

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 (TMT) 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 law student member.](#)

What is the FCBA Diversity Pipeline Program?

The FCBA Diversity Pipeline Program (DPP) is an internship and legal skills development program that facilitates access to paid internship opportunities for students with diverse backgrounds and perspectives following their first year of law school and with the goal of establishing a pipeline for such students 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 aspects of the broadly-defined communications industry, such as media, internet, entertainment, broadband, and spectrum; new and emerging technologies, such as 5G, 10G, satellite, connected devices, and artificial intelligence; and substantive legal areas such as intellectual property, administrative law, antitrust, cybersecurity, privacy, and civil rights.

What is the application timeline and process?

Application materials will be available on November 1, 2023. The application period will close at midnight on December 1, 2023. Student screening and interviews will occur in January 2024 and placements will be finalized in late January.

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

No. The FCBA Diversity Pipeline Program is a competitive internship program that attracts, develops, and supports elite TMT lawyers with diverse backgrounds and perspectives. 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 membership and FCBA Executive Committee.

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. While many 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 and policy. Rather, the application will be based in part on your personal statement explaining why you are interested in the TMT field. The DPP will provide Student Participants with 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?

All Student Participants who secure an internship through the DPP 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. Students who miss more than 75% of the sessions will not be able to receive a TMT Certificate. Students may have the opportunity to watch recorded sessions for review, particularly in the event they miss a session.

When will the virtual learning sessions be held?

The virtual learning sessions will be held on Saturdays, February through March 2024 from 10 a.m. to 4 p.m. ET. Students will also participate in a mock comment drafting and ex parte assignment around mid-April.

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 Program 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!

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 students with diverse backgrounds and perspectives following their first year of law school, with the goal of establishing a pipeline for such students to long-term careers in TMT law and policy.

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 from Wednesday, November 1 to Friday, December 1, 2023. The application portal is available at this [link](#) 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 you learned about the Program and/or whether you were directed to the 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. Acknowledgment of the following:
 - a) Applicants who secure internships will be required to participate in the TMT Law & Policy Certificate Program
 - b) Agreement with the FCBA's Privacy Policy
 - c) Possible virtual interview dates with employers on the week of Monday, January 8 – Friday, January 12, 2024
 - d) Any internship that you secure is for the summer of 2024 and there is no expectation of future employment offers
 - e) Final employment decisions and hiring will occur directly between the Student Participant and Employer Participant (not the DPP)

For more details and information:

If you have specific questions about the Program, please visit our [website](#) or contact the Program at DiversityPipeline@fcba.org. You can also contact one of our DPP Committee leads:

- Anisa Green (al7161@att.com)
- Rudy Brioché (rudy_brioche@comcast.com)
- Svetlana Gans (sgans@gibsondunn.com)