

The Black Women Lawyers' Association Scholarship Fund

2024 Spring Essay Scholarship Application

The Black Women Lawyers' Association Scholarship Fund (BWLA-SF) endeavors to encourage Black students in the law through support in their legal education and to promote diversity in the legal profession.

AWARD: The amount and number of scholarships awarded will depend on the quality and quantity of submissions received and scholarship funds raised. In 2023, BWLA-SF awarded six scholarships, with awards ranging from \$2,500 - \$25,000. Scholarship recipients will be recognized at BWLA's Annual Spring Fundraiser Luncheon, *Celebrating Chief Legal Officers - Charting a Course for Change*, on April 25, 2024, at 167 Green.

ELIGIBILITY: Applicants must (1) be of Black or African descent, (2) complete the essay and attached application and submit all required documents by the stated deadline; (3) attend an ABA-accredited law school as a 1L, 2L or 3L evidenced by a Letter of Good Standing from the school's registrar; and (4) complete an interview with the BWLA Scholarship Fund Interview Panel if selected as a finalist on Saturday, April 13, 2024.

APPLICATION SUBMISSION: Each application must be typewritten and combined with all other supporting documentation into **ONE PDF** file, except for a transcript or letter of good standing which may be sent directly from the applicant's law school depending on the institution's policies. Applications submitted in other formats or as more than one PDF file will not be considered. The application and all documents must be e-mailed to scholarship@bwla.org with "BWLA Spring Essay Scholarship Application – Name" in the subject line by **Friday, March 8, 2024, at 11:59 p.m. CST.**

APPLICANT INFORMATION & INSTRUCTIONS

Name:	Telephone Number:
Address (including City, State, and Zip Code):	
Name of Law School:	Year in Law School:
Are you a current member of the BWLA? Yes <input type="checkbox"/> No <input type="checkbox"/>	Are you interested in becoming a member of the BWLA? Yes <input type="checkbox"/> No <input type="checkbox"/>
Please include a current résumé identifying any extra-curricular, community service, or outreach activities, and student or professional organizations in which you are involved.	
Please include a Letter of Good Standing from your law school and a copy of your transcript.	
Please complete the attached essay question and comply with all essay requirements.	

ESSAY PROMPT AND REQUIREMENTS

ESSAY PROMPT

In June 2023, the Supreme Court issued its decisions in two cases challenging affirmative action admissions programs and held that Harvard and UNC's race-based admissions policies violated the Fourteenth Amendment of the U.S. Constitution and Title VI of the Civil Rights Act of 1964 ("Title VI") by impermissibly using race in their undergraduate admissions processes. See *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, No. 20-1199; *Students for Fair Admissions, Inc. v. University of North Carolina et al.*, No. 21-707 (collectively "*SFFA*").

You are employment counsel at a Company based in Chicago that employs 10,000 employees throughout the country. Your Company has just received a letter from an activist group claiming that your Company's efforts to advance its Diversity, Employment, and Inclusion ("DE&I") goals are unlawful in light of *SFFA*.

Draft a memo to your Human Resources Department providing guidance on whether your Company may continue its DE&I programs and policies following *SFFA*. Your memo should include an analysis of the *SFFA* decision and its application to the workspace and may consider the response of attorneys general and agencies to the decision. Your memo should also include a discussion on the goals of and business needs met by your Company's DE&I initiatives, ways to minimize the risk of potential claims from employees, applicants, and others, and continued compliance with applicable laws.

ESSAY REQUIREMENTS

1. Essay must be typed, 12-point font, double-spaced on 8.5 x 11-inch paper with 1-inch margins throughout the entire document.
2. Essay must be a minimum of three, but not more than five, typewritten pages.
3. Essay must follow *Blue Book* citation rules.
4. Essay must cite legal authority in support of any arguments, including, but not limited to, case law, statutes and/or public policy.

EVALUATION CRITERIA

Essays will be judged on the appropriate use of legal and non-legal information sources, content (spelling, grammar, and organization), originality, persuasiveness, and clarity of argument.

Applications will also be judged based on the applicant's academic record, commitment to diversity in the legal profession, current involvement in community or professional organizations, and the scholarship interview if selected as a finalist.

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REQUIRED DOCUMENTS

- ▶ Completed and signed application;
- ▶ Essay;
- ▶ Letter of Good Standing;
- ▶ Résumé; and
- ▶ Law school transcript.

All required documents must be emailed to scholarship@bwla.org with “BWLA Spring Essay Scholarship Application – Name” in the subject by **Friday, March 8, 2024, at 11:59 p.m. CST.**

INTERVIEWS

The BWLA Scholarship Fund Board will select the top applicants and invite them for an interview on **Saturday, April 13, 2024.** Those chosen for interviews will be notified via email. The interview will include questions regarding the applicant’s interests, career goals, résumé, and the submitted essay.

CERTIFICATION

I hereby certify that the information provided herein is accurate and truthful to the best of my knowledge.

(Signature of Applicant)

(Date)