



## INDIVIDUAL MENTORING PRINCIPLES

The Success in Law School Subcommittee of the LCLD Pipeline Committee is excited to launch its mentoring program. The primary objective of this mentoring program is to ensure that minority students who are accepted into law school receive the mentoring and preparation that they need to maximize their potential in law school and through bar passage. The following Individual Mentoring Principles have been developed as guidelines to frame the relationships between the Mentors and Mentees. Naturally, each mentoring relationship will look and feel different given the individuals who are in that relationship, but the Principles listed below will allow for a consistent standard of mentoring for all law students who are engaged in this program.

1. **LONG-TERM INVESTMENT:** The Mentor-Mentee relationships may begin at the beginning of, or midway through, a student's first year in law school or in the summer following the first year of law school. All relationships in which the Fellows are mentors will be for three years unless there is a specific request by either the Mentor or the Mentee to change the relationship. Ideally, Mentors and Mentees will have a relationship that grows throughout the **student's entire law school career including the summer after graduation** as the student prepares for and takes the Bar Exam.
2. **INDIVIDUAL MENTORS, COLLECTIVE SUCCESS:** All Mentors, to the best of their abilities, will attend the LCLD teleconference trainings and periodic call-ins in order to **learn from others and share successes and challenges** in continuously improving their individual mentoring relationships as well as the overall mentoring program.
3. **TRUST AS KEY PRIORITY IN RELATIONSHIP:** Both the Mentor and Mentee will commit to a relationship that is **confidential, candid, mutually respectful, productive and in the best interests of the Mentee**. Both the Mentor and the Mentee will work to make the relationship a priority.
4. **CONSISTENT COMMUNICATION AND CONTACT:** All Mentors will make every effort to meet in person with their Mentees **at least once a month** (with a telephone meeting

being an option if the in-person meeting is logistically infeasible), and all Mentors will try and attend at least **four** group mentoring events per year in order to better understand the full range of needs and concerns faced by diverse law students in law school today.

5. **INCLUSIVE COMMUNICATION:** Mentors and Mentees will commit to asking questions of each other and avoiding assumptions, stereotypes and other barriers to building solid mentoring relationships.
6. **A PLAN FOR SUCCESS:** The first meeting between Mentors and Mentees will be a **planning meeting** to help the pair determine what the student would like to get out of the relationship and the meeting structure/frequency as well as communication preferences that will work effectively for their specific schedules.
7. **SUPPORTIVE RELATIONSHIPS:** Mentors will guide their Mentees to achieve the goals that the Mentees set for themselves and not criticize the goals as unattainable or unrealistic.
8. **LCLD STANDARDS:** Mentors and Mentees will follow the substantive outline of topics established for the mentoring program and use the “toolkits” developed on each topic by LCLD as resources. Mentors and Mentees will also implement LCLD’s candid and confidential evaluation process to measure the overall success of the program.

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