



2015 SCHOLARSHIP APPLICATION

Eligibility: Scholarships are limited to 2nd and 3rd year law students (and 4th year law students) enrolled in part-time or evening programs) who attend an accredited law school and intend to practice law in the Southern California area. Scholarship recipients MUST attend the BWL Scholarship Luncheon on May 16, 2015. Scholarships typically range from \$3,000 to \$5,000.

Personal Information	
Name	
Street Address	
City ST ZIP Code	
Home Phone	
Cell Phone	
Work Phone	
E-Mail Address	

Family Information (if applicable)	
Marital Status	
No. of Dependent Children	
Age(s) of Child(ren)	
Occupation of spouse	

Employment Information (if applicable)	
Current Employer	
Employment Address	
City ST ZIP Code	
Position/Title	
Hours per week	
Gross wages per month	

Law School Educational Information	
Law School	
Dates of attendance	
Expected date of graduation	
Cumulative GPA	
Class Rank	
Honors or awards	
School or club activities	

Undergraduate Educational Information	
School	
Degree	
Dates of attendance	
Graduation date	
Cumulative GPA	
Honors or awards	
School or club activities	

Graduate Educational Information (if applicable)	
School	
Degree	
Dates of attendance	
Graduation date	
Cumulative GPA	
Honors or awards	
School or club activities	

Financial Information

Please estimate your expenses and income for the period from August 2014- June 2015.

EXPENSES:		SOURCES OF INCOME:	
Tuition & Fees	\$	Scholarships	\$
Educational supplies	\$	Loans	\$
Rent/Mortgage	\$	Wages	\$
Utilities	\$	Spouse's wages	\$
Food	\$	Monetary gifts	\$
Personal expenses	\$	Income from investments stocks, bonds, real estate. .	\$
Medical/dental	\$	Current account balances	\$
Transportation	\$	Checking	\$
Child care	\$	Savings	\$
Bar expenses	\$	Other	\$
Miscellaneous	\$	Miscellaneous	\$
TOTAL EXPENSES	\$	TOTAL INCOME	\$

Legal Career Plans

What are your plans for employment following graduation? Have you received any offers for employment as of today's date? If so, please discuss.

Community Involvement

Please list and describe the community or professional organizations with which you have been actively involved, including any leadership positions you have held, during the past four years. If necessary, use additional pages.

Additional Information

Please describe any additional information or circumstances, including hardship, that you would like the Scholarship Committee to consider with your application. Please use additional pages if necessary.

Miscellaneous	
How did you hear about this scholarship?	
Do you currently know any BWL members? If so, please list their name(s)	
Have you previously applied for and/or received a BWL scholarship? If so, when?	
Are you currently or have you ever been a BWL student member? If so, when did you join?	
Have you participated in any past BWL events? If so, please list the events, year, and explain your level of participation (volunteer, attendee, etc.)	

PERSONAL STATEMENT (should be 1-2 pages in length)

Please tell us about your personal and professional background, passions, and interests, extracurricular Activities and why you have chosen to pursue a career in law. Your personal statement must be type-written and double-spaced.

ESSAYS (should be 5 pages or less)

Your essays must be type-written and double-spaced. Your essays must demonstrate your ability to identify the legal issues presented and provide a thorough, detailed analysis and application of the relevant legal authority. While it is not required, you may cite legal authority in support of your position.

See pages 6 and 7 for the essay question.

SUPPORTING DOCUMENTS – ALL MATERIALS ARE DUE BY 5:00 P.M. on April 3, 2015

Please submit the following documents with your completed application:

1. Current official law school transcript, including school grading scale;
2. Law school letter verifying your current academic status/enrollment;
3. 2014-2015 Financial Aid award letter;
4. Resume;
5. Offer letter or documentation, if any, showing your intent to practice in Southern California; and
6. One letter of recommendation from a professor community member.
Letters may not be from a BWL member.

Completed applications and all supporting documents must be received by 5:00 p.m., April 3, 2015 and should be sent by mail to: Trina Saunders c/o California Department of Justice, 300 S. Spring Street, Suite 1702, Los Angeles, CA 90013 or trina.saunders@doj.ca.gov

Agreement and Signature	
By submitting this scholarship application, I affirm that the facts set forth in it are true and complete. I understand that if I am selected as a scholarship recipient and any of the information I provided is false, my scholarship award may be revoked.	
Name (print)	
Signature	
Date	

Essay Question

Two years ago, Mayor Dudley Duright was elected as the first African-American mayor of Quiver City. Quiver City is the largest city in the State of Quiver, with a population that is roughly 50 percent African-American and 50 percent white. The population is remarkably segregated, with almost 80 percent of all African-Americans residing in the city's South Side, and almost 90 percent of whites residing in the city's North Side. In winning the election, Mayor Duright garnered almost 95 percent of the African-American vote, and less than 15 percent of the white vote.

Since the election, the Mayor has been under great pressure from some of his supporters to open up economic and employment opportunities to Quiver City's African-American population. These supporters identify two areas of particular concern: city contracting, and the racial composition of the city's Fire Department. You have been appointed as the city's corporation counsel, and he calls you in to discuss these issues.

1) Contracting. The Mayor first refers you to studies showing that only 5 percent of the contractors certified by the city to obtain public works projects are African-American, and that only 1 percent of all city contracts actually awarded go to African-American owned firms. These same studies also show that African-American contractors are much more likely to hire African-American workers: less than 5 percent of the workers employed by white contractors are African-American, compared to 50 percent of the workers employed by African-American contractors.

The Mayor's supporters find the paucity of city work going to African-American contractors particularly galling given that poverty and unemployment in the city's African-American neighborhoods is almost three times higher than it is in the city's white neighborhoods. Moreover, under a federal program called Project HOPE, the city has just received \$1 billion, to be allocated over a period of ten years, for the rehabilitation of Quiver City's low-income housing projects. Seventy-five percent of these housing projects are located within the city's South Side; however, if current patterns continue, the lion's share of Project HOPE contracts will go to white contractors.

The majority of scholars who have studied the issue conclude that the lack of representation among African-Americans in the construction industry is the result of long-standing discriminatory practices at a number of different levels: a history of segregation and unequal resource allocation at the elementary and secondary school level; past zoning practices that have encouraged residential segregation; the continued inability of African-Americans to gain entry into trade unions that serve as the training ground for many successful contractors; the unwillingness of banks to finance African-American concerns (most of which are small and undercapitalized); the unwillingness of established white contractors to take on African-American firms as subcontractors; and finally, the well-established, albeit covert, practice in previous administrations of giving contracts only to their political friends, the vast majority of whom were white. Despite the wealth of historical and anecdotal evidence, however, there is no concrete evidence that the city has engaged in systematic discrimination in the awarding city contracts at any time during the past fifteen years.

The Mayor is aware that the courts have struck down a number of affirmative action programs involving contracting in recent years, and is sensitive to accusations that he cares only about Quiver City's African-American population. The Mayor is also concerned that affirmative action programs too often benefit only a select group of African-Americans, and do not address the severe problems of unemployment and disinvestment in Quiver City's poorest neighborhoods.

The Mayor has therefore asked his staff to prepare a plan that he believes will address his supporters' concerns and survive challenge in the courts. The plan involves only those contracts related to the \$1 billion, ten-year Project HOPE program. The plan would give a significant preference (a "plus" factor) in the awarding of Project HOPE contracts to any firm whose principle place of business is in a "low-income community" or whose owner is a resident of a "low-income community." The plan would provide this same preference to any firm that meets particular goals in hiring workers who are residents of a "low-income community." Under the plan, the term "low income" would be defined on the basis of such objective measures as median income and unemployment; the boundaries used to define particular "communities" would be identical to those that the city has used in the past for various planning purposes. Because the majority of Quiver City's low income communities are located on the South Side, the net result of the plan would be to give a substantial preference to contractors that are either owned by African-Americans or who hire African-American workers. Nevertheless, the Mayor's staff has indicated that even if the plan is implemented, the majority of Project HOPE work will still go to established white contractors.

The Mayor expects his plan to be challenged in the courts by the Quiver City Contractors Association. He asks you to prepare a memo evaluating the legality of his plan under the current law established by the United States Supreme Court. You should argue both sides of the issue for him, but end by giving him your considered opinion on how the courts might come out, and how he might best frame his proposal so as to survive constitutional scrutiny.

2) Fire Department Hiring. The second major area of concern for the Mayor involves the method by which new firefighters are hired by the Fire Department. At the moment, only 15 percent of the city's fire-fighters are African-American, despite the fact that the pool of applicants largely mirrors the general population of Quiver City (50 percent African-American). It is well-established that up until 1980, the Fire Department engaged in discriminatory hiring practices; indeed, getting a job as a firefighter was based largely on your political connections to party ward bosses. As the result of several lawsuits brought by African-American plaintiffs, and a federal consent decree subsequently entered into by the city in 1980, the Fire Department now hires new firefighters exclusively based on each applicant's ranking on a written exam that is administered once a year. The examination is prepared and graded by a well-reputed testing firm that screens for any potential cultural bias in the examination, and all applicants are provided the necessary materials to prepare for the examination.

Despite claims by some of his supporters that the fire-fighter examination is rigged, the Mayor believes that the difference in test performance between African-Americans and whites is primarily the result of the inferior schooling that African-American applicants have received in the past. At the same time, the Mayor is skeptical that the existing written exam accurately measures aptitude for the job of being a firefighter. He therefore plans to announce that starting next year, Fire Department hiring will no longer be based on the applicants' score on an extensive written examination. Instead, the Department will administer to each applicant a short basic aptitude test; all applicants who pass this simple test and meet other basic qualifications (physical examinations, etc.) will be deemed qualified for hire, and will then be selected to fill available job openings on the basis of a lottery. The Mayor's staff predict that as a result of this change, the makeup of the Fire Department, over time, will come to more closely resemble the racial makeup of the city.

The Mayor has a major political problem brewing, however: the Firefighter's Union has learned of the Mayor's plan, and is adamantly opposed to any change in existing hiring practices. The Union argues that the Mayor's plan represents nothing more than a disguised affirmative action program, and a return to old-fashioned patronage. The Union therefore plans to mount a major petition drive to place a binding referendum on the ballot in the next statewide election. The referendum would essentially require that all applicants for government employment in the State of Quiver, including municipal employees, be hired on the basis of their ranked performance on state approved written examinations (the referendum would exempt the filling of certain "political appointees" from the requirement).

The Mayor points out that for the better part of this century, the city has had exclusive power to determine the manner in which it selects its employees. It is clear, however, that under the Quiver State Constitution, a majority of voters may transfer this power to the state through the referendum process. The Mayor also believes that the referendum is likely to pass, particularly because it is phrased without reference to race or gender, but will be packaged solely as a "good government" measure.

The Mayor asks you to write up a brief analysis regarding the possibility of challenging the referendum, should it come to pass, as unconstitutional racial discrimination violative of the Equal Protection Clause. As before, you should make the strongest argument that you can for bringing such a challenge, and then indicate the weaknesses in your argument. In considering this question, however, feel free to present to the Mayor any broader policy issues or theories of racial justice that are raised by his plan and/or the referendum.