



PROMOTING JUSTICE SINCE 1877

Alameda County Bar Association  
East Bay Diversity Bar Coalition

# Judicial Mentoring Project Handbook



PROMOTING JUSTICE SINCE 1877

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### East Bay Diversity Bar Coalition



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CALIFORNIA ASSOCIATION OF BLACK LAWYERS  
CHARLES HOUSTON BAR ASSOCIATION  
EAST BAY LA RAZA LAWYERS ASSOCIATION  
SOUTH ASIAN BAR ASSOCIATION  
WOMEN LAWYERS OF ALAMEDA COUNTY

*The EBDBC encourages participation by  
all Bay Area bar associations.*



Hon. Trina  
Thompson-  
Stanley  
Co-Chair

## ACKNOWLEDGEMENTS

The ACBA is a dynamic, multi-faceted organization with more than 2,000 members. The ACBA administers the following programs: Volunteer Legal Services Corporation, the Civil Court Appointed Attorney Program, the Criminal Court Appointed Attorney Program, Lawyer Referral Service and Fee Arbitration Program. The ACBA also maintains nine sections including a Barristers section, thirteen committees, and is governed by a Board of Directors. We produce a bi-monthly publication, *The Bulletin*, and maintain a website at [www.acbanet.org](http://www.acbanet.org).

The mission of the ACBA is to promote professional development, ethics and civility in the practice of law; to promote diversity in the legal community; to promote the fair and equitable administration of justice; to improve the access to legal services to residents of Alameda County; and to promote communication and cooperation among the Bench, the Bar and the legal community.

Many people contributed to the success of the Judicial Mentoring Project and we acknowledge and thank them: the stellar 2007 Co-Chairs of the ACBA's East Bay Diversity Bar Coalition (EBDBC), Honorable Trina Thompson Stanley of the Superior Court of California, County of Alameda, and Christine Noma of Wendel, Rosen, Black & Dean LLP, for their sound leadership; the EBDBC's Judicial Mentoring Project subcommittee members, Christine Noma, Stuart Hing and Nedra Shawler for their careful review of all of the materials for this project; the San Diego County Bar Association for their generosity in allowing us to use their 2006 Mentor Program Handbook for the basis of parts of this handbook; Patricia D. Lee, Director, and Theresa Mesa, Program Developer, of the State Bar of California's Office of Legal Services, Access & Fairness Programs, for their consultations during the development stages of the Judicial Mentoring Project; Rosylen Mangohig for providing generous staff assistance on this project in addition to her duties as a CCAAP staff attorney; and ACBA Executive Director Ann Wassam for management and oversight of the Judicial Mentoring Project.

ALAMEDA COUNTY BAR ASSOCIATION  
70 Washington Street, Suite 200  
Oakland, CA 94607  
510.302.ACBA (2222)

July 2007

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## I. GENERAL OVERVIEW

### MISSION STATEMENT

The Alameda County Bar Association's mission is:

- To promote professional development, ethics, and civility in the practice of law
- **To promote diversity in the legal community**
- To promote the fair and equitable administration of justice
- To improve access to legal services for residents of Alameda County and
- To promote communication and cooperation among the bench, the bar and the community

This project will begin as a yearlong pilot project (May 2007 to May 2008) and is established to provide attorneys contemplating a career on the bench with a structured method of obtaining guidance about how to reach that goal. Experienced judges will be able to provide valuable feedback and assistance to potential judicial candidates to help them hone the necessary skills for a judicial career.

The Judicial Mentoring Pilot Project's goals are:

- To bridge the gap from the bar to the bench
- To demystify the process of becoming a judge
- To facilitate traditionally underrepresented attorneys in seeking advancement to the bench
- To increase the diversity of the judicial applicant pool, and
- To promote diversity on the bench to reflect our community

### QUALIFICATIONS

Mentors must be judges—active or retired—who have agreed to mentor no more than two attorneys per year.

All mentees must:

- Be a current ACBA member
- Be a current member of a participating EBDBC bar association
- Have at least 10 years of legal experience
- Plan to apply for judgeship within 12 months of participating in this program
- Have a demonstrated commitment to our community evidenced by their civic activities and interests outside of the legal profession
- Be committed to public service (pro bono activities, pro tem experience)

## **FREQUENTLY ASKED QUESTIONS**

### **Q. How do I become a Mentor or Mentee?**

**A.** Complete the respective application form. Mentor and Mentee applications are available online at [www.acbanet.org](http://www.acbanet.org).

### **Q. Are there special requirements for Mentors?**

**A.** Mentors will be selected based upon the combination of their commitment to increasing the diversity of the bench and their desire to voluntarily serve, as well as their willingness to devote a minimum of two hours per year per Mentee, to meet with each assigned Mentee.

### **Q. Are there any special requirements for Mentees?**

**A.** Each Mentee must meet all of the following qualifications: be a member of the ACBA; be a member of at least one other participating EBDBC bar associations<sup>1</sup>; have at least 10 years of legal experience; plan to apply for judgeship within 12 months of participating in this project; have a demonstrated commitment to our community through civic activities/interests outside of the legal profession; and be committed to public service.

### **Q. How are Mentees paired with Mentors?**

**A.** Mentors will be paired with Mentees by a subcommittee of the EBDBC upon evaluation of the Mentor and Mentee applications submitted. Pairing considerations will include the Mentor's areas of previous legal practice and current department assignment. Each Mentor will have no more than two Mentees.

### **Q. What is the time commitment of the Mentor/Mentee relationship?**

**A.** Mentors are required to meet with their Mentees, at a minimum, for two hours per year per Mentee. The Mentor and Mentee may choose to meet more often based on their personal preferences. The ACBA encourages the Mentor and Mentee to meet at least twice a year.

### **Q. Will there be support for Mentors?**

**A.** Yes. Members of the EBDBC subcommittee will provide assistance and information to Mentors.

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<sup>1</sup> As of May 2007, participating bar associations include the Asian American Bar Association, Bay Area Lawyers for individual Freedom, California Association of Black Lawyers, Charles Houston Bar Association, East Bay La Raza Lawyers Association, South Asian Bar Association, and Women Lawyers of Alameda County. The EBDBC encourages participation by all Bay Area bar associations.

## **BENEFITS**

Mentoring is a mutual relationship between individuals and benefits both Mentors and Mentees.

Mentees receive benefits such as:

- Encouragement, support and affirmation of their decision to seek a position on the bench
- The opportunity to explore new ideas and alternatives in attaining that goal
- Contacts with new individuals and groups that can aid her/him in their career goals
- Information about the informal relationship or politics within the professional community
- Stimulus to challenge them to achieve their goals and confidence to try

Mentors receive benefits such as:

- The satisfaction of helping someone grow and succeed
- An exchange of information and knowledge, which can reaffirm a Mentor's own standards and philosophy
- Seeing the results of his or her own knowledge, expertise, and influence

## II. GUIDELINES FOR MENTORS

### BASIC MENTORING CONCEPTS

**Teaching:** The Mentor must share with the Mentee the specific skills and knowledge necessary for successful job performance on the bench. The method of instruction can be formal or informal, direct or subtle.

**Guiding:** The Mentor must orient the Mentee in the "unwritten rules" and traditions of the judicial profession.

**Advising:** Teaching and guiding are mentoring behaviors usually initiated by the Mentor while advising often occurs in response to a request by the Mentee.

**Counseling:** The Mentor should listen to the Mentee's concerns and communicate an empathic understanding of those concerns about pursuing a career on the bench. In addition, the Mentor helps the Mentee develop plans of action to achieve the Mentee's goals.

**Role Modeling:** The Mentor serves as a person whom the Mentee can emulate. Role modeling usually occurs subtly as an outcome of the relationship rather than by conscious design by either Mentor or Mentee. The Mentor's traits and behaviors become a blueprint that the Mentee unconsciously uses to pattern his or her own manner.

**Validating:** The Mentor must evaluate, possibly modify, and finally endorse the Mentee's goals and aspirations. Validating involves helping Mentees believe in their goals.

**Motivating:** The Mentor must provide the encouragement and impetus for the Mentee to act toward achievement of their goals. Whether done through a "kick in the pants" or a "pat on the back," the end result is action.

**Communicating:** The Mentor must establish open lines of communication through which concerns can be discussed clearly and effectively. Expertise means little if it cannot be communicated.

1. **Be Prepared:** Read the Mentor section of this handbook.
2. **Time Commitment:** Mentoring requires a certain time commitment, and the Mentor should be prepared for that. At a minimum, the Mentor should meet with each Mentee for at least two hours per year.
3. **The Introduction:** Once a Mentee contacts you, be sure to discuss the time you are able to commit to the mentoring relationship. You may also wish to set up your first meeting.
4. **Set the Specifics:** Establishing guidelines in the beginning will be helpful to both the busy Mentor and to the busy Mentee. Let your Mentee know the best time to reach you. To ensure follow up, have a note in your calendar to contact your Mentee.
5. **Discussion:** Mentors should assist the Mentee with general issues related to applying for a position on the bench or to running for election to the bench. Pay particular attention to ethics and professionalism questions, the value of reputations, and situational advice about how to be successful.

6. **Relate Experiences:** Share your experiences; “war stories” are often the most effective illustration or teaching tool.
7. **Keep it Professional:** The role of the Mentor is a professional one. Encourage open communication with your Mentee, but remember that a Mentor is a counselor, not necessarily a best friend.
8. **Keep it Confidential:** Discussions between Mentors and Mentees must remain confidential. This will ensure that Mentees feel comfortable candidly discussing various aspects of and issues related to applying for judgeship.

### III. GUIDELINES FOR MENTEES

1. **Be Prepared:** Read the Mentee section of this handbook.
2. **Be Considerate:** Be mindful of your Mentor's schedule. Do not schedule a mentoring meeting and fail to show up on time. If your Mentor has to cancel a session or is a bit difficult to reach from time to time, do not be offended, but realize how demanding it can be for busy judges to mentor busy attorneys. Express gratitude for your Mentor's involvement and energies on your behalf.
3. **The Introduction:** It is the Mentee's responsibility to contact the Mentor. You should initiate the first call. Introduce yourself, find out when it's best to contact your Mentor, and set up your first meeting. Tell your assistant your Mentor's name and ensure that he or she knows of your commitment to the Mentor and will treat your Mentor as a "VIP."
4. **Set the Specifics:** Establishing guidelines in the beginning will be helpful to both the busy Mentor and to the busy Mentee (e.g., scheduling meeting times by phone only, email to be used for "quick" questions, in person meetings during lunch time or after 6 pm). If you are easier to reach at certain times, let your Mentor know. To ensure follow up, have a note in your calendar to contact your Mentor.
5. **Discussion:** Mentees should initiate discussions regarding general issues related to applying for a position on the bench or to running for election to the bench. Pay particular attention to ethics and professionalism questions, the value of reputations, and situational advice about how to be successful. Keep a file to drop in questions as they come up (e.g., things you overhear at a seminar or the courthouse, problems you resolved but about which you would like a reality check or clarifying theory vs. practice). Do not quarrel with the advice your Mentor provides. Listen well, reach across your differences to accept the guidance you sought and needed.
6. **Keep it Professional:** Remember that you have a professional relationship with your Mentor. A Mentor is a counselor, not necessarily a best friend.
7. **Keep it Confidential:** Discussions between Mentors and Mentees must remain confidential. This will ensure that Mentors feel comfortable candidly discussing various aspects of and issues related to applying for judgeship.

#### **IV. DISCUSSION TOPICS/ACTIVITIES FOR MENTORS**

- Attend local civic group activities and functions so the Mentee is introduced to individuals outside of the legal community
- Discuss “informal” local rules (e.g., what to know about judges, court staff)
- Attend local and state bar association functions
- Attend CLE events together
- Take the Mentee out for lunch or for coffee after work
- Provide assistance and/or contact information if Mentee wishes to join local civic or charitable organizations as a member or board member
- Tell a career story—share the highs and the lows of your career path
- Help the Mentee write short range and long range career development plans
- Talk about what you do everyday:
  - General description of your job
  - Major tasks, subtasks, specific responsibilities
  - How your job fits into the total organization
  - How you spend a typical day
  - Personal qualities needed for this type of work
  - General opportunities for advancement
  - Effects of economics on your specific job and on your occupation in general
  - Other jobs you could do with your skills
  - How you got started in your job
  - Other jobs you have held, skills you developed from them, their relationship to your present job
  - Skills you had to learn specifically for this job and how you acquired them
  - Your recommendations to others for acquiring these skills and suggestions you would give someone applying for your job
  - What you like most and least about your job
  - What you would change if you could
  - Interpersonal skills you find most important in your work and why
  - Attitudes and values that are important to you and how they are reflected in your work
  - Obstacles or barriers you had to overcome to get where you are now

## V. DISCUSSION TOPICS/ACTIVITIES FOR MENTEES

- Identify personal goals for the mentoring relationship and discuss them with your Mentor
- Share successes with your Mentor (e.g., a case you recently won, a strategy that worked well)
- Do some thinking and planning about current career direction and goals. Identify how the Mentor can help you meet these goals, and ask specifically for the help
- Interview the Mentor about his or her career path (e.g., barriers to overcome, pitfalls along the way, failures as well as successes)
- Be clear about what you want from your Mentor at any given time (e.g., do you want advice right now, a sympathetic ear to listen, help with problem solving). Do not be afraid to ask for the specific type of support you want in different situations.
- Discuss the issue of integrating personal and family life with career objectives and concerns, such as:
  - Family time
  - Leisure time
  - General health/diet/exercise
  - Stress factors: tension, fatigue, burn-out
  - Stimulation factors: excitement, challenge, opportunity
  - Where your present activities fit into your life: lifetime career or stepping stone to something else

## VI. TIMELINE FOR IMPLEMENTATION

May—August 2007

- Appoint a Subcommittee to lead the project (co-chairs, one public/non-profit attorney, one criminal attorney, one civil attorney, ACBA Executive Director)
- Conduct outreach to Alameda County bench officers and attorneys
- Enrollment period begins
- Select judges and attorneys to participate in the project

September—October 2007

- Notify selected individuals
- Host Mentor Mixer
- Distribute orientation packets to all participants
- Co-sponsored training program with participating bar associations: *So You Want to Become a Judge? An Overview of the Application Process*

November—December 2007

- Co-sponsored training program with participating bar associations: *The Interview: What Attorneys Should Know About the Interview*
- Staff to conduct check-in with participants

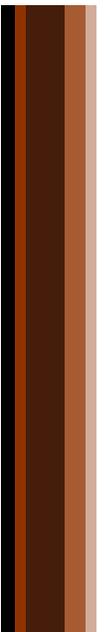
January—March 2008

- Draft/review/approve project evaluation tool
- Co-sponsored training program with participating bar associations: *How to Become a Judge—The Election Process & Political Factors to be Considered*
- Elect 2008 co-chairs
- Staff to conduct check-in with participants

April—May 2008

- Distribute project evaluation to mentors/mentees
- Review evaluations; make necessary changes; determine feasibility of continuing project
- Begin outreach for 2008's project participants
- Enrollment period begins

Judicial  
Mentoring  
Project  
Materials



## LETTER TO POTENTIAL MENTORS

Dear Honorable/Commissioner [Name]:

Thank you for your interest in becoming a Mentor in the Judicial Mentoring Project!

After many months of hard work by the Alameda County Bar Association's East Bay Diversity Bar Coalition<sup>1</sup> (EBDBC), and under the leadership of its Co-Chairs, Judge Trina Thompson Stanley and Christine Noma, the ACBA is pleased to confirm your interest in becoming a Mentor for the Judicial Mentoring Project (JMP). The Judicial Mentoring Project was created to provide attorneys contemplating a career on the bench with a structured method of obtaining guidance about how to reach that goal. As a mentor, you can provide valuable feedback and assistance to potential judicial candidates to help them hone the necessary skills for a successful judicial candidacy.

Enclosed is a JMP Mentor Application. Please mail the completed application with a copy of your resume to: Ann Wassam, ACBA Executive Director, ACBA, 70 Washington Street, Suite 200, Oakland, CA 94607. A self addressed stamped envelope is enclosed for your convenience. A copy of the Project's handbook is also enclosed for your reference and includes information for both Mentors and Mentees. A list of participating Mentors is also enclosed.

Please mark your calendars for the ACBA's Summer Open House & Launch Party for the Judicial Mentoring Project on Thursday, July 26, 2007, at Jack's Bistro, from 5:30 pm – 7:30 pm. At that time, we would like to publicly acknowledge your participation in the Judicial Mentoring Project.

We are very excited about this endeavor and look forward to its success!

Sincerely,

Cheryl Hicks  
ACBA President

Enclosures

cc: Judge Trina Thompson Stanley, Christine Noma, Ann Wassam

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<sup>1</sup> The East Bay Diversity Bar Coalition is a forum for local, specialty, minority and women's bar associations to discuss and address issues of common concern particularly those that relate to the ACBA's mission of promoting diversity in the legal profession. As of May 2007, the following bar associations participate in the EBDBC—Asian American Bar Association, Bay Area Lawyers for individual Freedom, California Association of Black Lawyers, Charles Houston Bar Association, East Bay La Raza Lawyers Association, South Asian Bar Association, and Women Lawyers of Alameda County. The EBDBC encourages all bay area bar associations to participate on the EBDBC. The staff liaison is Rosylen Mangohig, 510.302.2227.



PROMOTING JUSTICE SINCE 1877  
MENTOR APPLICATION

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Telephone: (\_\_\_\_) \_\_\_\_\_

Fax: (\_\_\_\_) \_\_\_\_\_

Email: \_\_\_\_\_

I prefer to be contacted via:

phone  fax  email  no preference

I am interested in participating in the Judicial Mentoring Project by:

Becoming a Mentor. I understand that I am making a commitment to provide two hours of uninterrupted time to each mentee in the next twelve months. I also understand that I will have no more than two mentees at a time.

Participating in a Training Session. I understand there will be a number of training sessions for the mentees. I am willing to participate as a panelist or a trainer for the following session(s):

- So You Want to Become a Judge? An Overview of the Application Process
- The Interview: What Attorneys Should Know About the Interview
- How to Become a Judge—The Election Process & Political Factors to be Considered

I have attached a copy of my current resume for matching purposes.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

## LETTER TO POTENTIAL MENTEES

Thank you for your interest in participating in the Alameda County Bar Association's (ACBA) East Bay Diversity Bar Coalition (EBDBC) Judicial Mentoring Project!

The ACBA EBDBC is a forum for local, specialty, minority and women's bar associations to discuss and address issues of common concern particularly those that relate to the ACBA's mission of promoting diversity in the legal profession. As of May 2007, the following bar associations participate in the EBDBC—Asian American Bar Association, Bay Area Lawyers for Individual Freedom, California Association of Black Lawyers, Charles Houston Bar Association, East Bay La Raza Lawyers Association, South Asian Bar Association, and Women Lawyers of Alameda County. The EBDBC encourages all Bay Area bar associations to participate on the EBDBC.

After many months of hard work by the ACBA EBDBC, and under the leadership of its Co-Chairs, Judge Trina Thompson Stanley and Christine Noma, the ACBA is pleased to launch the Judicial Mentoring Project. The Project was created to provide attorneys contemplating a career on the bench with a structured method of obtaining guidance about how to reach that goal. As a Mentee, you can obtain valuable feedback and assistance from experienced bench officers to help you hone the necessary skills for a successful judicial candidacy. We invite you to submit an application to become a Mentee.

This handbook contains all of the basic information you need to know about the Judicial Mentoring Project—necessary forms, guidelines, expectations of both Mentors and Mentees, and our annual timeline. Please submit your completed application and resume to Ann Wassam, ACBA Executive Director, ACBA, 70 Washington Street, Suite 200, Oakland, CA 94607 by August 15, 2007.

If you need additional information about the Project or have concerns not addressed in this handbook, please contact Ann Wassam, ACBA Executive Director, at 510.302.2208 or [ann@acbanet.org](mailto:ann@acbanet.org).

We are very excited about this endeavor and look forward to its success!

Sincerely,

Cheryl Hicks  
2007 ACBA President

Enclosures

cc: Judge Trina Thompson Stanley, Christine Noma, Ann Wassam



PROMOTING JUSTICE SINCE 1877

It is the policy of the ACBA that users (i.e., staff, Committee representatives, and volunteers) shall respect and preserve the privacy, confidentiality and security of the information included in this application.

MENTEE APPLICATION

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Telephone: ( ) \_\_\_\_\_

Fax: ( ) \_\_\_\_\_

Email: \_\_\_\_\_

I prefer to be contacted via:

phone  fax  email  no preference

Please rank the following characteristics of a potential mentor according to their importance to you with #1 being most important. Rate only those that are important to you.

\_\_\_\_ Current Department  
Assignment

\_\_\_\_ Location of Mentor

\_\_\_\_ Previous Legal Experience

\_\_\_\_ Same Sex

\_\_\_\_ Same Ethnicity

\_\_\_\_ Mentor's Other Involvements

\_\_\_\_ Qualified in Another  
Profession

\_\_\_\_ Marital Status

\_\_\_\_ Other (please explain):

\_\_\_\_ Sexual Orientation

1. I request a Mentor who is assigned to a:

- |  |   |
|--|---|
| <input type="checkbox"/> No preference           | <input type="checkbox"/> Juvenile Department    |
| <input type="checkbox"/> Criminal Department     | <input type="checkbox"/> Civil Department       |
| <input type="checkbox"/> Probate Department      | <input type="checkbox"/> Family Law Department  |
| <input type="checkbox"/> Law & Motion Department | <input type="checkbox"/> Traffic Department     |
| <input type="checkbox"/> Federal court           | <input type="checkbox"/> Other (please explain) |

2. I request a Mentor who is located in:

- Oakland
- Alameda
- Hayward
- Fremont
- Pleasanton
- Other \_\_\_\_\_

3. I request a Mentor who has previous legal experience in the following areas of law (pick no more than 5; number them 1 – 5 with 1 being most important):

- |  |   |
|--|---|
| <input type="checkbox"/> Administrative/Governmental | <input type="checkbox"/> Taxation                 |
| <input type="checkbox"/> Employment Law              | <input type="checkbox"/> Wills/Trusts/Estates     |
| <input type="checkbox"/> Personal Injury             | <input type="checkbox"/> General Practice         |
| <input type="checkbox"/> Real Estate                 | <input type="checkbox"/> Criminal Law             |
| <input type="checkbox"/> Business/Commercial         | <input type="checkbox"/> International Practice   |
| <input type="checkbox"/> Environmental Law           | <input type="checkbox"/> Sports/Entertainment Law |
| <input type="checkbox"/> Family Law                  | <input type="checkbox"/> Other (please explain)   |

4. I request a Mentor who is qualified to practice in another profession:  
\_\_\_\_ certified public accountant    \_\_\_\_ engineer    \_\_\_\_ architect  
\_\_\_\_ physician    \_\_\_\_ real estate broker  
\_\_\_\_ other \_\_\_\_\_

Personal background:

5. a. I am a current member of \_\_\_\_\_  
(participating EBDBC bar association)

b. I currently am or have previously held the following leadership role(s) within the above named bar association (i.e., Officer, Director, Committee Chair):

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6. Other Professional Experience (please explain any pro bono activities including pro tem experience that are not included on your resume):

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7. Community Connections (please explain any non-legal activities that you regularly participate in that are not included on your resume):

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I request a mentor with the following personal background, if possible:

8. Ethnicity: \_\_\_\_\_

9. Sex: \_\_\_\_\_

10. Sexual Orientation: \_\_\_\_\_

11. I request a Mentor involved in:

\_\_\_\_\_ Civic Activities

\_\_\_\_\_ Bar-related Activities

\_\_\_\_\_ Other Professional Activities

\_\_\_\_\_ Other \_\_\_\_\_

12. Additional information you would like the matching committee to know about you in pairing you with a mentor:

\_\_\_\_\_  
\_\_\_\_\_

I understand that I must meet the following minimum criteria for participating in this mentoring program:

- I am a current ACBA member
- I am a current member of a participating EBDBC bar association
- I have at least 10 years of legal experience
- I plan to apply for judgeship within 12 months of participating in this program
- I have a demonstrated commitment to our community (through civic activities, interests outside of the legal profession)
- I am committed to public service (pro bono activities, pro tem experience)

I certify that I am eligible to participate in this program.

I have attached a copy of my current resume for matching purposes.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature



PROMOTING JUSTICE SINCE 1877  
MENTOR EVALUATION FORM

Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Evaluator: \_\_\_\_\_

1. Please rate your experience participating in the Judicial Mentoring Project:  
 Very Satisfactory       Okay       Disappointing
2. How would you improve the Judicial Mentoring Project?
3. Would you recommend participation as a mentor in the Judicial Mentoring Project to your colleagues on the bench?  
 Yes       No
4. Any other comments:

MENTEE EVALUATION FORM

Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Evaluator: \_\_\_\_\_

5. Please rate your experience participating in the Judicial Mentoring Project:  
 Very Satisfactory       Okay       Disappointing
6. How would you improve the Judicial Mentoring Project?
7. Would you recommend participation as a mentor in the Judicial Mentoring Project to your colleagues who are interested in becoming a judge?  
 Yes       No
8. Any other comments:



PROMOTING JUSTICE SINCE 1877

Judicial Mentoring Project

**SUPPLEMENTAL MATCHING INFORMATION  
(OPTIONAL)**

Mentors will be matched with Mentees by a subcommittee of the EBDBC upon evaluation of the Mentor and Mentee application materials submitted. The following bench officers have volunteered to participate in the Judicial Mentoring Project. If you have a preference, please indicate five (5) bench officers you would prefer to have as a Mentor, rank them in order of preference and return this form with your completed application materials. Although every effort will be made to accommodate a Mentee's selection, it may not be possible to accommodate every Mentee's request. Selected preferences will remain confidential.

2007-2008 PARTICIPATING MENTORS

\_\_\_\_\_ Judge AAAAAAAAAAAAAA

\_\_\_\_\_ Judge BBBBBBBBBBBBBB

\_\_\_\_\_ Judge CCCCCCCCCCCCCC

\_\_\_\_\_ Judge DDDDDDDDDDDDD

\_\_\_\_\_ Judge EEEEEEEEEEEEEEE

\_\_\_\_\_ Judge FFFFFFFFFFFFFFFF

\_\_\_\_\_ Judge GGGGGGGGGGGGG

\_\_\_\_\_ Commissioner HHHHHHHHHHHH

\_\_\_\_\_ Judge IIIIIIIIIII

\_\_\_\_\_ Commissioner JJJJJJJJJJJJJ

\_\_\_\_\_ Judge KKKKKKKKKKKKK

\_\_\_\_\_ Judge LLLLLLLLLLLLLL

\_\_\_\_\_ Judge MMMMMMMMMMMMM

\_\_\_\_\_ Commissioner NNNNNNNNNNNN

\_\_\_\_\_ Commissioner OOOOOOOOOOO

\_\_\_\_\_ Judge PPPPPPPPPP

\_\_\_\_\_ Judge QQQQQQQQQQQQ

\_\_\_\_\_ Judge RRRRRRRRRRRR

\_\_\_\_\_ Judge SSSSSSSSSSSS

Detach here and submit with your completed application and resume.



Checklist for Mentors

Checklist for Mentees

\_\_\_\_\_ Completed Mentor Application

\_\_\_\_\_ Resume

\_\_\_\_\_ Completed Mentee Application

\_\_\_\_\_ Resume

\_\_\_\_\_ Supplemental Matching Information (optional)

**Please submit your completed application and supplemental materials to:**

**Ann Wassam, ACBA Executive Director  
Alameda County Bar Association  
70 Washington Street, Suite 200  
Oakland, CA 94607**

7.10.07