

MEMORANDUM

To: Melanie Rowen, NALP Board Liaison, Public Service Section

From: Jana Matthews and Michelle Takagishi-Almeida, Public Service Section Co-Chairs

cc: Claire Nash (cnash@nalp.org)

Date: June 27, 2022

Re: Public Service Section – Quarterly Report

I. 2022-23 Public Service Section Leadership

Section Chairs	Jana Matthews Seattle University School of Law jmatthews1@seattleu.edu Michelle Takagishi-Almeida Southwestern Law School mtalmeida@swlaw.edu
Annual Education Conference + Webinar Planning	Moriah Allen William & Mary Law School moriah.allen@wm.edu
Environmental Scanning	Sarah Jasper Equal Justice Works sjasper@equaljusticeworks.org
PSJD Resource Development Work Group	Jocelyn Brennan Witzel Saint Louis University School of Law jocelyn.witzel@slu.edu Brent Page Public Interest Law Initiative bpage@pili.org
LRAP Initiatives/CCRAA Developments	Amanda Prasuhn Berkeley Law aprasuhn@law.berkeley.edu Jennifer Geller

	Oregon Law jgeller@uoregon.edu
Pro Bono Work Group	Elizabeth Boe DePaul College of Law eboe@depaul.edu
NALP/PSJD Public Service Mini-Conference Planning	Freda Coleman-Jackson Washington & Lee University School of Law fcoleman-jackson@wlu.edu Moriah Allen William & Mary Law School moriah.allen@wm.edu
Publications	Teresa Schmiedeler University of Maryland Carey School of Law tschmiedeler@law.umaryland.edu
Member Relations	Vacant
Knowledge Management and Resource Implementation	Vacant
Well-Being Champion	Brooke Meckler Equal Justice Works bmeckler@equaljusticeworks.org
Communications, Social Media & Marketing	Vacant

II. FIRST QUARTER SECTION MEETING

The first quarterly meeting for the 2022-23 year took place on June 22, 2022 under the leadership of Co-Chairs, Jana Matthews and Michelle Takagishi-Almeida. Twenty-eight members were in attendance, including Public Service Section (PSS) Board Liaison Melanie Rowen.

The meeting began with West/Rocky Mountain Region employer spotlight on the Alaska Public Defender Agency followed by updates from Mini-Conference Planning Workgroup Vice-Chair Freda Coleman-Jackson. PSS Board liaison, Melanie Rowen, then moderated a discussion related to volunteer roles, expectations of each role and ways to be engaged overall as a section. Members spent a significant amount of time discussing how to enhance PSS engagement moving forward. Members were reminded of the discussion points from 2021-22 PSS Chair Sharon Buckingham's

May 2022 NALP article, “Why did I volunteer for this?” *May 2022 NALP article submitted on behalf of the section appears as Appendix A to this report.*

Section meeting closed with promised surveys from Mini-Conference Planning Workgroup needs to help finalize format, timing and programming for the PS Mini-Conference as well as PSS Board Liaison Melanie Rowen’s surveying of membership’s changing needs and engagement.

III. PSS WORKGROUP UPDATES

a. Annual Education Conference + Webinar Planning

Four conference program proposals were submitted on behalf of the Public Service Section for NALP’s 2023 AEC. The AEC/Webinar Planning Workgroup was also asked for feedback on two AEC program proposals submitted by members of the Public Service Section, though not on behalf of the Section. Those proposals are also included here as part of the AEC Workgroup report on activities.

Proposal 1: Moving the Needle: The Case for Public Service Employers Paying Law Student Interns

Overview: Nonprofit and government law offices routinely wrestle with scarce resources and hard budget choices. We’ll advance the case for paid student internships being budget priorities because they 1) improve recruitment and retention, 2) build goodwill, and 3) attract socioeconomically diverse interns. We’ll explain why paid internships do more than just allow interns to pay the rent. They evince a skin-in-the-game investment in student employees, and in attracting students who don’t have independent or family funds to “subsidize” their summer. We’ll also sort through trickiness of public service employers relying on law school stipend programs in lieu of employer-paid wages and discuss different ways both employers and career counselors can support students in making decisions about their public interest careers.

Panelists would include Brooke Meckler, Rachel Kronick Rothbart, Steve Grumm, and Jessica McClain.

Proposal 2: An Update on Public Service Loan Forgiveness

Overview: This session will give an update on PSLF as of April 2023.

Panelists would include Aoife Delargy Lowe and Heather Jarvis.

Proposal 3: Leading in the Public Sector: Preparing Law Students and Lawyers for Success

Overview: This panel will address the particularly unique aspects and challenges of preparing lawyers to lead within the public sector. When lawyers across non-profit organizations and government agencies get promoted to management because they are good at their jobs as lawyers, they are given an entirely new set of responsibilities that call upon specific skills – e.g. leadership, crisis management, conflict management, budget oversight, strategic planning. What role can career services offices play in helping law students prepare for this path and what specific skills should be emphasized? What can we learn from law schools that offer leadership development courses and programming? What can we learn from lawyers who have made the transition from lawyer to leader? This panel will address how we can equip our graduates for leadership success, specifically within the public sector.

No information was provided at the time this proposal was submitted regarding panelists or author of this proposal. The AEC/Webinar Planning Workgroup was not contacted about this proposal prior to its submission, and has no knowledge of who submitted it on the Public Service Section's behalf. Via email to Mary Beal and Meaghan Hagner, we requested an opportunity to find out more about the generation of this proposal, or a chance to secure panelists, but on June 21 we were informed that no such effort would be necessary, as this proposal was not selected for the 2023 AEC.

Proposal 4: Pushing Pro Bono: Benefits of Pro Bono Engagement for Students, CSOs & Law Firms

Overview: This program will explore the benefits of pro bono from both a law school and law firm perspective, looking beyond its contribution to the public good. How can CSOs pitch pro bono to students as a professional development tool? How can it help firm recruitment efforts and develop more useful and ethically responsible summer and junior associates? How do you overcome barriers to participation even if students recognize the benefits? Our panel will share engagement strategies and highlight successful pro bono projects accessible to all students (even 1Ls!) with elements that are easily replicable for any school or firm.

Panelists would include Kala Mueller, Hannah Fine, and Nura Maznavi.

As noted above, the AEC/Webinar Planning Workgroup was asked for feedback on two AEC program proposals submitted by members of the Public Service Section, though not on behalf of the Section. The Workgroup provided minor critique and support on the following:

Proposal 1: Finding Our Purpose and Thriving: Self-Care and Community Engagement Toolkit

Overview: No matter the stage of our career, or what constituencies we serve, we all look for ways to feel valuable. Particularly as we emerge from pandemic fatigue, we seek to re-energize ourselves and feel that we are adding value not only to our students, attorneys, and employers, but also to our own professional development. We will share ideas from experienced professionals on both the school and employer sides, on how to thrive, be effective, and also feel effective. We will share a toolkit with materials to assist in taking a step back and evaluating how to move forward.

Panelists would include Teresa Schmiedeler, Melissa Berry, and Sharon Buckingham

Proposal 2: Turning the Great Resignation Into the Great Reprioritization

Overview: Employers across the country are grappling with huge turnover in their staff, and a shift in the way employees view their jobs and their lives after surviving an international pandemic. In this session we'll talk about how employers and managers can create thriving workplaces, help employees avoid burnout, and prevent toxic cultures that lead to turnover. We'll look at how we can build cultures of belonging even in hybrid offices, provide employees flexibility while expecting great work, and lay the groundwork for the office of the future.

Panelists would include Swati Parikh, Neha Sampat (*invited*), Jaya Saxena (*invited*), and Katie Crank (*invited*)

b. Environmental Scanning

The PSS Environmental Scanning Workgroup's findings from the 2021-22 regional meetings will be presented as a NALP Bulletin publication submitted on behalf of the section. Please review full details of the workgroup's report back in the July 14, 2022 release.

c. PSJD Resource Development Work Group

With Vice Chair Jocelyn Witzel out of office until July 5, 2022, the PSJD Resource Development Work Group will provide updates and developments on proposed programming and activities at a later date.

d. LRAP Initiatives/CCRAA Developments

Between now and October 31st, Vice Chairs Jennifer Geller and Amanda Prasuhn will increase and encourage communications to potential beneficiaries ahead of the federal Public Service Loan Forgiveness (PSLF) Waiver deadline to apply. Vice Chairs Geller and Prasuhn are also collaborating on proposals to

distribute information about the PSLF Waiver in creative ways and continue to monitor the Biden administration's announcements on student debt forgiveness.

e. Pro Bono Work Group

With Vice Chair Elizabeth Boe out of office until July 11, 2022, the Pro Bono Work Group will provide updates and developments on proposed programming and activities at a later date.

f. NALP/PSJD Public Service Mini-Conference Planning

On June 17th, Work Group Vice Chair Freda Coleman-Jackson met with Section Co-Chairs Michelle Takagishi-Almeida and Jana Matthews to discuss Mini-Con planning guidance received from PSS Board Liaison Melanie Rowen.

During the June 22nd section meeting, Vice Chair Coleman-Jackson provided brief summary of the purpose and goals of Mini-Con and shared the 2022 theme "Refuel/Recharge Your Public Service Passion" (working title). Also, Vice Chair Coleman-Jackson asked the members to share feedback and suggestions for the timing of the Mini-Con and the Public Interest Advising 101 Session as it related to the timing of the Equal Justice Works Conference and Career Fair. Member Sharon Buckingham proposed a November 2022 date for Mini-Con and Sam Halpert, Director of Public Service Initiatives, offered historical context regarding the logistics of Mini-Con. Vice Chair Coleman-Jackson encouraged interested members to join the Work Group and was pleased to have Vice Chair Moriah Allen volunteer. The Work Group will send out a member poll in late June/early July via NALPConnect to solicit additional feedback for Mini-Con logistics and potential topics/speakers.

g. Publications

On June 24, 2022, Teresa Schmiedeler from the University of Maryland Carey School of Law was confirmed as 2022-23 Vice-Chair of Publications. Vice Chair Schmiedeler will be working with NALP Director of Public Service Initiatives, Sam Halpert, to familiarize herself with newly created resources housed on the PSJD site that provides section members shared access to Publication Workgroup materials as well as tracking of proposed and confirmed article topics and writers.

At time of board report submission, two articles are slated for Bulletin publication on behalf of the section:

- PSS Environmental Scanning Workgroup Report Out by Moriah Allen and Sarah Jasper scheduled for July 2022 publication.
- Intersections on DEI and Workplace Returns by PSJD Fellow Chelsea-Leigh Flucus proposed for February 2023 publication.

h. Well-Being Champion

With Vice Chair Brooke Meckler out of office at time of board report submission, the Well Being Champion will provide updates and developments on proposed programming and activities at a later date.

i. Member Relations

Vice-Chair position vacant. No updates at time of board report submission on June 28, 2022.

j. Knowledge Management and Resource Implementation

Vice-Chair position vacant. No updates at time of board report submission on June 28, 2022.

IV. 2022-23 SECTION MEETINGS

Remaining section meetings will be alternatively hosted by co-chairs Michelle Takagishi-Almeida and Jana Matthews with all meetings scheduled at 3pm EST/ 2pm CST/ 12pm PST on the following dates:

- October 12, 2022: Meeting ID: 992 8187 6531 | Passcode: 407459
- January 25, 2023: Meeting details pending
- March 29, 2023: Meeting details pending

Appendix A. May 2022 Article by 2021-22 Public Service Section Chair Sharon Buckingham

REPORTING ON THE PUBLIC SERVICE MINI-CONFERENCE: WHY DID I VOLUNTEER FOR THIS?

By Sharon Buckingham



It comes up a lot. I will be sitting in a meeting, and someone asks for volunteers. There is a long silence. A warning sign flashes in the back of my head: “Stop! No good deed goes unpunished!” And yet, something makes me raise my hand and say I’ll do it.

The question has been coming up more frequently for me, particularly when so many of us are suffering from pandemic fatigue: Why am I doing this? Why am I volunteering for something when my plate is already full?

I asked myself this question following our NALP PSJD Public Service Mini-Conference in December. Excited by several invigorating discussions, I suggested that someone memorialize the highlights in an article, to share what we had learned. And then I volunteered to do it. But when I sat down to start writing, my focus wasn’t on the Mini-Conference; it was on why I had raised my hand. And so, I decided to change the article topic to what was on my mind, and the beauty of NALP is that was okay.

Here’s the thing about being involved with NALP. Sometimes NALP needs a volunteer for something very specific and defined,

but much of the time, volunteers choose how to frame what they are working on so that something is in it for them. When the Publications work group of the Public Service Section calls for articles, they are inviting pieces on whatever members are interested in writing about. Likewise, when the AEC Planning work group calls for RFP suggestions, they are looking for ideas for programs that members would want to attend.

We all have different interests and needs. We spend most of our time working with students to identify and develop their interests, but little time thinking about our own interests or what might help us continue to feel like we are growing professionally, so that we aren’t just stuck in the “same old, same old.”

The first time I volunteered to write an article, it was because of an interest, if not a need. I had just listened to Nicole Austin-Hillery, Executive Director of the U.S. Program at Human Rights Watch, the 2019 Mini-Conference keynote speaker. Austin-Hillery had mentioned how her academic advisors had assumed that she would want to pursue public interest work simply because she was a person of color. That pushed a button for

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me — I was making similar assumptions. I wanted to think more about those assumptions, and how they might be affecting the way I advised students, particularly students of color. So, I reached out to Austin-Hillery to talk with her and explore the issue. And then I wrote an article about it (see “Being Better Advisors to Students of Color: Steps for Moving Forward,” *NALP Bulletin*, September 2020).

Which brings me to why I raised my hand most recently. We had a terrific keynote speaker and two fabulous panel discussions at our 2021 Mini-Conference in December. One panel particularly resonated with me: Freda Coleman-Jackson’s program

on Building a Public Service Powerhouse. Freda’s panelists, Angie McCarthy and Erica Smock, discussed how their schools have created advisory boards to support their public service-minded students. American University Washington College of Law has a single advisory board comprised of alumni. Columbia Law School has several advisory boards — a faculty advisory board, a practitioner advisory board, and a student advisory board — and a council of senior level alumni (including judges) who specifically play a leadership, and not a fundraising, role. Both Angie and Erica emphasized the importance of defining the role and mission of an advisory board, and of starting from a point of intentionality, guided by these questions:

- What types of support do our students need?
- What support does my office need?
- What types of attorneys should be on the advisory board?
- What commitment do we need from board members?
- How can we use the advisory board to build relationships internally and externally?

Should board members choose their involvement — e.g., participating in small group meetings or panels for students, assisting with career programming and events, developing pro bono opportunities?

The program added value for me professionally, and I wanted to share that value with others. It wasn’t something I had to do, or something I thought was expected of me. But in reflecting on and writing about the program, I was reminded of why I continue to volunteer. For me, the impetus is simple: Every time I write an article, put together a program, or participate in a NALP Section meeting, I am sharpening my focus on something that matters to me. It satisfies my need to learn, and to continually work toward becoming a better advisor for my students. It is fundamental to my professional development. It also energizes me and keeps me

engaged in what I do. But it only works for me because I am volunteering to do something that actually interests me, rather than something that feels like an obligation.

If you have taken the time to read this short article, I encourage you to take a step back and think about what interests you, and then get involved. What would make you feel like you are moving forward and continuing to learn and develop professionally? Whatever it is, NALP offers the opportunity to put your time into something that, in the process of benefiting others, will ultimately bring value to you.

Anybody want to volunteer with me? +

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is Associate Director of Career Strategy at Villanova University Charles Widger School of Law, and 2021-22 Chair of NALP’s Public

Service Section. Sharon also serves as a Mid-Atlantic Regional Representative on the Regional Leadership Council. This article was submitted on behalf of the Public Service Section.