



## Diversity Pipeline Program

As the Tech Bar, the FCBA has a mission to foster meaningful diversity, equity, and inclusion in the legal profession representing public, private, non-profit, and government organizations in the technology, media, and telecom (TMT) sectors.

To advance this mission, the FCBA Diversity Pipeline Committee created two groundbreaking programs – the **Diversity Pipeline Internship Program** and the **TMT Law & Policy Certificate Program** – to attract, develop, train, and support first-year law students with diverse backgrounds and perspectives interested in pursuing legal careers in TMT law and policy. The Internship Program focuses on facilitating paid employment opportunities in the Washington, D.C. area offices of TMT organizations. The TMT Law & Policy Certificate Program provides a substantive academic enrichment curriculum, covering key principles, statutes, and regulations that are the foundation of TMT law and policy.

- **2023-2024 Student Application Information:** [Click here for the Student Information Packet](#)
- **2023-2024 Employer Information:** [Click here for the Employer Information Packet](#)
- **2023-2024 Program Kickoff (recording):** [Click here to watch the 2023-2024 Kickoff Session](#)
- **2023 Annual Report:** [Click here to view the 2023 Diversity Pipeline Program Annual Report](#)

The FCBA is excited for the 2024 Summer Diversity Pipeline Interns and Employers!

Employer Placement	Name	Law School
ACA Connects	Juwan Parker	University of Georgia School of Law
ACT App Association	Jordan Dawson	Howard University School of Law
AT&T	Cassiopeia Frances Porter	Howard University School of Law
BT Americas	Shayan Hedayat	Suffolk University Law School
CableLabs	Sarah Tahir	Rutgers Law School – Newark
Comcast	Saleshia Ellis	UC Davis School of Law
Cox Enterprises	Denisha Emmanuel	American University Washington College of Law
Crown Castle	Bhawna Motwani	Georgetown University Law Center
CTIA	Chae Yun Bae	Georgetown University Law Center
Davis Wright Tremaine LLP	Danping Li	Georgia State University College of Law
Future of Privacy Forum	Isaiah Hinton	University of Maryland Francis King Carey School of Law
Hogan Lovells US LLP	Zaid Umar	UC Berkeley School of Law
HWG LLP	Azaria King	Howard University School of Law
Intrado	Jonathan Beltran	University of Baltimore School of Law
Kellogg, Hansen, Todd, Figel & Frederick	Audrey “Zhuoer” Liu	American University Washington College of Law
Lerman Senter	Ali Unar	Georgetown University Law Center
NCTA	Akosua Frimpong	Emory University School of Law
T-Mobile	Leah DeFreitas	Georgetown University Law Center
Tripadvisor	Samaya Abdus-Salaam	Rutgers Law School - Newark
USTelecom	Anna-Maria Nuryasin	American University Washington College of Law
Verizon	Alejandro Plate	University of North Carolina School of Law
Verizon	Jingyao “Johnny” Luo	University of North Carolina School of Law
Wiley Rein LLP	Francesca Burke	Georgetown University Law Center
Wilkinson Barker Knauer, LLP	Tahlieah Sampson	UDC David A. Clarke School of Law
Wireless Infrastructure Association	Olaide Lemoru	George Washington University Law School

Diversity in the American legal profession has been a concern for decades. Individuals and groups with certain backgrounds and perspectives continue to be greatly underrepresented in legal organizations, particularly among the leadership ranks of law firms, legal departments of major U.S. companies, and the federal government. The Federal Communications Bar Association (FCBA) believes it is imperative that the legal profession—specifically the Tech Bar—reflects the full spectrum of talent, perspectives, and experiences represented in the broader populace.

### WHAT IS THE DIVERSITY PIPELINE PROGRAM?

The FCBA Diversity Pipeline Program (“Program” or “DPP”) is a competitive internship and legal skills development program that prepares law students with diverse backgrounds and perspectives for elite careers in technology, media, and telecom (“TMT”) law and policy. It achieves this by facilitating access to paid internship opportunities for students during law school through the Diversity Pipeline Internship Program, introducing them to the field through the TMT Law & Policy Certificate Program, and providing them with continued learning and support during their internships through the Summer Series and Mentorship Program.

#### Through the Pipeline Program:

- **1st Year Law Students with diverse backgrounds and perspectives** who demonstrate a sincere interest in TMT law and policy will receive substantive legal skills training, mentorship, and FCBA network access, and qualify for a paid internship opportunity with participating employer-organizations specializing in TMT law and policy
- **Diversity Pipeline Employer-Organizations**, including law firms, companies, think-tanks, advocacy organizations, and government agencies, are connected to trained and highly motivated diverse 1st year law students with a keen interest in TMT law and policy
- **Diversity Pipeline U.S. Accredited Law School Partners** team up with the FCBA on substantive TMT related curricula and receive access to the FCBA network for career panels and other opportunities for their Diversity Pipeline Program 1st year students

#### Read about our accomplishments!

- **Press Release 2023:** [FCBA Announces the Diversity Pipeline Class of 2023](#)
- **Press Release 2022:** [22 Employer Organizations Enroll in FCBA’s Diversity Pipeline Internship Program](#)
- **2020-2021 Annual Report:** [Click here to view the 2020-2021 Diversity Pipeline Program Annual Report](#)

If you have questions, comments, or feedback about the Program, please contact the DPP Committee at [diversitypipeline@fcba.org](mailto:diversitypipeline@fcba.org) or the following committee leads:

- Anisa Green ([al7161@att.com](mailto:al7161@att.com))
- Rudy Brioché ([rudy\\_brioche@comcast.com](mailto:rudy_brioche@comcast.com))
- Svetlana Gans ([sgans@gibsondunn.com](mailto:sgans@gibsondunn.com))

**Employers-Organizations:** The Diversity Pipeline Program is currently seeking employer-organizations to offer Summer 2024 internship opportunities for highly motivated diverse 1L law students with a keen interest in TMT law and policy.

For more information, interested organizations are encouraged to contact the DPP Committee at [diversitypipeline@fcba.org](mailto:diversitypipeline@fcba.org) and Rudy Brioché at ([rudy\\_brioche@comcast.com](mailto:rudy_brioche@comcast.com)).

**First-Year Diverse Law Students:** Students interested in the Diversity Pipeline Program are encouraged to apply for Summer 2024 internships.

## PAST EVENTS

### DPP IN THE NEWS:

- **To the FCBA Community**, January 2021: [Link](#)
- **FCBA Diversity Pipeline Placed Its First Interns**, Communications Daily, August 24, 2021: [Link](#)
- **Nicole Powell, ACA Connects' First Intern Highlights "Intentional" Summer Experiences**, Independent Communication News, September 2021: [Link](#)
- **Voluntary Bars Can Play a Critical Role in Building Career Pipelines for Diverse Law Students**, Rudy Brioché and Natalie Roisman: [Link](#)
- **DPP and Me: How the Diversity Pipeline Program Opened My New Career Path**, Edlira Kuka, NW Sidebar, April 17, 2023: [Link](#)
- **Student Spotlight on Nia Burell, DPP Student**, BLSA Newsletter, Georgia State University College of Law, October 2023: [Link](#)

### PAST INFORMATION SESSIONS:

- **2022-2023 Overview of the Program (recording):** [Click here for the Information Session for the 2022-2023 Program](#)
- **2021-2022 Overview of the Program (recording):** [Click here to watch the 2021-2022 Informational Session](#) held on September 22, 2021, featuring remarks from **Michael K. Powell**, President & CEO, NCTA, the Internet & Television Assoc. and Former Chairman, FCC; **Kathleen Grillo**, Senior Vice President, Verizon; **Megan Stull**, Counsel, Google & President; FCBA; and **Diversity Pipeline Committee Co-Chairs**. A YLC Fireside Chat with 2020-2021 DPP Interns was also featured.

## WHY DIVERSE LAW STUDENTS SHOULD PURSUE CAREERS IN TECHNOLOGY, MEDIA & TELECOM LAW

"I cannot think of another career path more dynamic, more challenging and more invigorating than this one. The tech-driven current runs swiftly through time. That is what I find makes it so exciting. Unlike so many other jobs that have you toiling on projects that never end or never have any visible impact on the world, in this profession you actually get to see the fruits of your work come into being—in our homes and offices, and in our schools and playgrounds... The Information Age is the first great epoch that holds genuine promise for black and brown people to share in its fruits and riches. My ancestors were picking cotton in the Agricultural Age and were left out. And they were legally segregated in the Industrial Age, and again left out. The Information Age provides the first real chance to get in. While plenty of obstacles remain for minorities and women (I might add), one can see the viability of success more clearly than ever before."

– **Michael Powell, Former Chairman, FCC; CEO, NCTA – The Internet & Television Association**

"The Tech Bar has real power to drive meaningful diversity, inclusion, and equity. Our Diversity Pipeline Program will be strongest when it fully leverages the scale of our association and the scope of our membership to engage law students from diverse backgrounds and to support them with curriculum and mentoring as they develop their legal and policy careers. Whether a law firm, company, non-profit, or government, every employer can play a role in ensuring the FCBA is a leader in creating a robust pipeline for diverse law students, and in continuing to foster the spirit of inclusion and the long history of mentoring that have been a foundation of the FCBA for many years."

– **Natalie Roisman, Wilkinson Barker Knauer, Former FCBA President**

"At Verizon, we understand that our greatest strength is our people, and we need diverse backgrounds and perspectives to help us become a better company and connect more meaningfully with our customers. But championing diversity is not enough. We also need to be a force for equality so that women and people of color have a clear path for advancement, so they never have to scale down their ambitions or anchor their dreams. Diversity is also an absolute imperative in our industry so we can develop sound public policies that help usher in the fourth industrial revolution. Technology has never played a more integral role in our personal and professional lives. Verizon is excited to be part of this inaugural program to bring even more talented people into one of the most dynamic and interesting industries in the US."

– **Kathleen Grillo, Senior Vice President Public Policy & Govt Affairs, Verizon**

"Everyday our field enables innovations that help people lead better and richer lives. Technology connects people from faraway geographies and disparate backgrounds, allowing them to become

friends and neighbors. Devices and applications that our ancestors would have considered to be the stuff of fantasy become part of our everyday routines. Helping people not only feel connected, but actually be connected, only becomes reality when communities have representation. Working together, practitioners and professionals of all backgrounds can build policy, regulatory, and legal frameworks that allow new technologies to meaningfully bridge divides.”

– **Megan Stull, Counsel, Google, FCBA President 2021-2022**

“Given the vast and diverse opportunities provided by the communications sector and its inter-connectivity with other critical industries within our economy, people of color within the sector can make a significant difference within our society. As an employee of a communications sector organization, I can attest that people of color have the opportunity to help shape government and corporate policy, particularly when addressing challenges such as ensuring that communities of color have access to high-speed broadband—which in turn helps low-income students perform better in school, improves access to health care, and creates greater opportunities for economic inclusion. As we have seen over the last six months, this access is more crucial than ever as we live through a pandemic.”

– **Lisa M. Fowlkes, FCBA Member**

## SPONSORSHIP OPPORTUNITY

The FCBA Diversity Pipeline Program would be grateful to have your financial support to help fund administrative needs and other programming initiatives. By sponsoring the Diversity Pipeline Program, you have the opportunity to directly impact the next generation of legal professionals in the TMT space and help set up this Program for continuing success in the years to come.

### Sponsorship levels for 2023-2024 are:

- Order of the Coif: \$5,000 or higher
- Summa: \$2,500
- Magna: \$1,000
- Cum Laude: \$500

Sponsors will receive recognition for their support in promotional emails, the FCBA newsletter, on the FCBA website, and via social media. In addition, the top two sponsorship tiers will receive logo recognition in the newsletter. Future participation in the Diversity Pipeline Program Internship Program is not a prerequisite of sponsorship. [Click here for the sponsorship form.](#)

## 2023-2024 DIVERSITY PIPELINE PROGRAM CO-CHAIRS

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## 2023-2024 TIMELINE

### November 2023:

- **Wednesday, November 1 – Friday, December 1:** Pipeline application portal opens; application submission period
- **Monday, November 13 & Thursday, November 16:** Student information session; please register for either session in advance
  - **November 13 at 1:30-2:30 p.m. ET:** [Register here](#)
  - **November 16 at 6-7 p.m. ET:** [Register here](#)

### December 2023:

- **Friday, December 1:** DPP application portal closes at midnight
- **Saturday, December 2 – Friday, December 15:** DPP Selection Committee evaluates student applications and selects candidates for employer interviews
- **Monday, December 18:** Students notified if selected for an interview, provided with Employer Participant Information Booklet, and asked for employer preferences
- **Tuesday, December 19 at 5 p.m. ET:** Education session with students on different types of employers (in support of employer preference decisions)
- **Friday, December 22:** Deadline for students to submit employer preferences

### January 2024:

- **Thursday, January 4:** Students notified of interview assignment
- **Friday, January 5\*:** Interview training session
- **Week of Monday, January 8 – Friday, January 12\*:** Students interview with Employer Participants in virtual panels (typically scheduled between 3:00-7:00 p.m. ET each day, with most students participating on one specific day)
- **Friday, January 12:** Due date for Employer Participant and Student preferences
- **Saturday, January 13 – Thursday, January 18:** DPP Selection Committee finalizes tentative matches
- **Friday, January 19:** Students and Employer Participants are notified of tentative matches
- **Week of Monday, January 22 - Friday, January 26:** Student and Employer Participant “match” conversations (self-scheduled)
- **Monday, January 29\*:** DPP Selection Committee confirms final matches with Student and Employer Participants

### February – April 2024:

- **Saturdays, February – March:** TMT Law and Policy Certificate Program (specific dates will be released in late January - early February 2024)
- **Mid to late April:** Mock comment drafting and ex parte assignment; TMT Graduation

### Summer 2024:

- **May - July:** Summer Series and Mentorship Program for Student Participants

*\*Final dates may be subject to change*