



## Asian American Bar Association of the Greater Bay Area

### Judicial Mentor/Mentee Program

#### Program framework

The Judiciary Committee has drafted a set of principles that will be the framework for AABA's Judicial Mentor/Mentee Program. At its core, Program is designed to address an area of need in the Asian Pacific American community – nurture and fill the pipeline of qualified prospective judicial candidates for the state and federal benches. The Program consists of state and federal judges who have volunteered their time to mentor senior APA attorneys who have identified themselves as seriously considering applying for the bench.

The principles below operate as a flexible framework to facilitate the relationship between the mentor and mentee. Each mentor and mentee will be the ultimate architects of the relationship. The Judiciary Committee requests that the mentor and mentee meet at least once every calendar quarter. Mentees are requested to be respectful of the mentor's time. All communications between a mentor and mentee must be confidential to facilitate honest, direct, and frank discussions.

#### Mentee

Mentees will be experienced, senior attorneys from the public interest, non-profit, government, and private sectors. The Judiciary Committee will screen all mentees prior to an assignment to a mentee. The mentee will:

- Have at least 8 years of legal experience;
- Exhibited excellence in the legal profession;
- Be applying for judgeship within 3 to 5 years;
- Be a current member of AABA; and
- Have a demonstrated commitment to the community.

#### Mentor

Mentors will be sitting or retired state or federal court judges. Some guiding principles to consider in the mentor/mentee relationship are:

- Education – Advise the mentee on the roadmap to become a judge by educating him or her on, among other things, the appointment process and expected qualifications;
- Guidance – Counsel the mentee on career development and honing his or her qualifications and experience to maximize the opportunity for an appointment;
- Networking – Be a point of contact to facilitate relationships in the legal community (and beyond) to optimize a judicial appointment;
- Politics – Guide the mentee through the politics of state and federal judicial appointments; and
- Role model – A mentor will be a role model to the mentee, a standard bearer of judicial demeanor and performance.