



NORTH CAROLINA  
BAR FOUNDATION

## OPEN DOOR FELLOWSHIP COMMITTEE REPORT

Prepared for the Board of Directors  
of the North Carolina Bar Foundation

Thursday, January 19, 2023

**To:** NCBF Board of Directors

**From:** Kim Bart Mullikin, NCBF Senior Director  
Louise Harris, NCBF Director  
Alex Rogers, NCBF Director of Programs

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Clayton Morgan, NCBA+NCBF President and Open Door Fellowship Committee Chair

### **About the Open Door Fellowship**

The NCBF Open Door Fellowship is a unique, competitive opportunity for first-year North Carolina law students from historically excluded or disadvantaged backgrounds. Open Door Fellows will participate in a paid summer program providing an opportunity to gain experience in a legal work setting. Fellows will benefit from meaningful professional experiences and opportunities to widen their professional networks, to “open doors” and prepare them for the next steps in their legal careers.

The Open Door Fellowship seeks applicants from historically excluded or under-resourced backgrounds, first-generation college students and those from disadvantaged socioeconomic backgrounds who are interested in practicing law in North Carolina. Applicants should have a demonstrated commitment to the NCBF’s mission and values, and experiences that evidence leadership ability.

As the legal profession in North Carolina grows and its members become increasingly diverse, this flagship program signals a collective commitment to diversity, equity and inclusion and a desire to welcome all who want to serve the people of North Carolina through the legal profession.

### **2023 Fellowship Highlights**

- Participation in a 10-week summer program with an employer host in the Triangle region of North Carolina (Raleigh/Durham/Chapel Hill) that is arranged by the NCBA + NCBF.
- Participation in a weekly professional development programming series coordinated by the NCBA + NCBF, including opportunities hosted by the NCBA Minorities in the Profession, Women in the Profession and Sexual Orientation and Gender Identity Committees, as well as the NCBA Young Lawyers Division.
- Payment of \$10,000 over 10 weeks.

- Be a guest of the NCBA at its Annual Meeting in June 2023 and be recognized as an NCBF Open Door Fellow.
- Application deadline is March 1, 2023; apply online: <https://ncbarfoundation.org/our-programs/open-door-fellowship/>

### **Open Door Fellowship: student outreach**

Members of the Open Door Committee will be participating in informational presentations at all 6 North Carolina law schools throughout January:

- January 12, 12 PM – Wake Forest
- January 13, 12 PM – UNC
- January 17, 12 PM – Campbell
- January 23, 12:30 PM – Elon
- January 25, 12 PM – NCCU
- January 26, 12:30 PM – Duke

### **Open Door Fund**

With the generous partnership of law firms, legal organizations and individuals across North Carolina, the NCBF is proud to announce the Open Door Fund to advance diversity, equity and inclusion, specifically through the Open Door Fellowship to support NC law students in summer work experiences between the first and second years of law school. As the legal profession in North Carolina grows and its members become increasingly diverse, the Open Door Fellowship signals a collective commitment and desire to welcome all who want to serve the people of North Carolina.

As the largest voluntary legal organization in the state, the North Carolina Bar Association is uniquely positioned to open doors for law students by providing opportunities for networking and professional development. To better serve the people of North Carolina and the profession, it is important for the legal community to advance diversity in all of its forms – in particular by developing opportunities for law students who come from historically excluded or under-resourced backgrounds to become fully engaged in our profession and our shared work.

By uniting in support of this statewide effort, members of our legal profession have the power to enhance the collective strength of the North Carolina legal community, its commitment to diversity, equity and inclusion, and its ability to effectively serve the public.

NCBF Open Door Fund co-chairs, Mark Holt and Caryn McNeill, are in early conversations with firms across North Carolina regarding their support of this initiative. Early outreach includes the following: Brooks Pierce, Duke Energy Foundation, Fox Rothschild, K&L Gates, McGuireWoods, Parker Poe, Schell Bray, Smith Anderson, The Fresh Market, Truist Bank and Ward and Smith. Visits are scheduled through January and February.

During this “quiet phase” of the \$1M campaign, we are encouraged by the enthusiasm and interest in the Fund and the Fellowship. We hope to have roughly 60% in commitments before casting a broader net to reach out \$1M goal. Commitments may be fulfilled over five years.

In addition to ensuring the sustainability of the NCBF Open Door Fellowship, gifts may allow donors to name a Justice Fund(s) or Lawyer Impact Fund(s) to honor some of the diversity pioneers of the profession.

We invite support the NCBF Open Door Fund as a Champion for Change, Advocate or Benefactor:

- **\$100,000 Open Door Champions for Change**

Recognition as a presenting sponsor for all collateral promoting the NCBF Open Door Fellowship for 5 years, as well as recognition in NCBF Impact Report, e-bar (NCBA’s weekly member newsletter), N NCBA), and on social media channels; opportunity to name a Justice Fund; special invitation to participate in NCBF diversity, equity and inclusion programs.

- **\$50,000 Open Door Advocates**

Recognition in NCBF Impact Report, e-bar (NCBA’s weekly member newsletter), and on social media channels; opportunity to name a Justice Fund; special invitation to participate in NCBF diversity, equity and inclusion programs.

- **\$25,000 Open Door Benefactors**

Recognition in NCBF Impact Report, e-bar (NCBA’s weekly member newsletter), and on social media channels; opportunity to name a Lawyer Impact Fund; special invitation to participate in NCBF diversity, equity and inclusion programs.

If you think you or your firm or organization may be interested in learning about funding opportunities, please reach out to Louise Harris.