

*Pathways to Inclusion*  
**Leadership  
Academy**



**NORTH CAROLINA**  
**BAR ASSOCIATION**  
SEEKING LIBERTY & JUSTICE

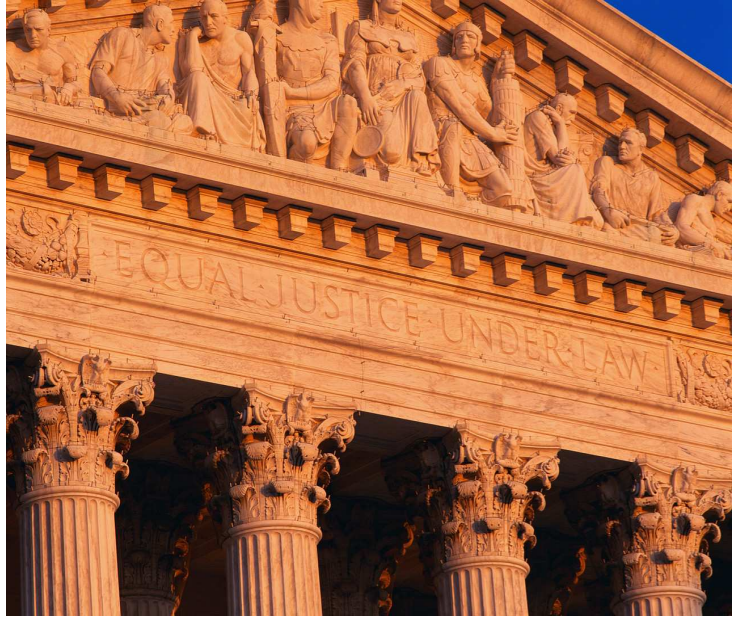
**Program  
Description and  
Application**

## WHAT IS THE PATHWAYS TO INCLUSION LEADERSHIP ACADEMY AND WHY SHOULD I APPLY?

The North Carolina Bar Association's Pathways to Inclusion Leadership Academy (Pathways) is designed to provide leadership training to selected attorneys from diverse backgrounds<sup>1</sup> who aspire to develop the leadership skills necessary to serve state and local organizations and/or underserved communities. Pathways will address the need for diverse leadership within the legal profession and the greater community, ultimately enhancing the public's confidence in the profession.

Pathways presents a unique opportunity to develop and enhance leadership skills in a collaborative and supportive learning environment. Through small, interactive sessions, participants will examine what is expected of leaders, with an emphasis on Bar leadership, and will receive guidance and advice from current leaders on the appropriate activities in which leaders should be engaged to be effective in the legal profession and respected in the community. The leadership training will consist of four workshops over the span of one year.

Participation in Pathways will empower you to achieve your goals and lead others. You will also advance your career and, at the same time, further the development of your community. The first and fourth workshops will coincide with the North Carolina Bar Association Annual Meeting, allowing you to participate in the events and network with other leaders. Pathways is for you!



A maximum of five active members of the North Carolina State Bar will be selected to be Pathways' Scholars based upon their leadership potential and vision to serve or further serve the profession and their communities. Scholars will be required to attend all four of the workshops. In addition, each Scholar will assume active volunteer roles with either newly created or established NC Bar Association initiatives thereby demonstrating a mastery of leadership skills and a commitment to serve. Pathways will cover Scholars' costs for attendance at the North Carolina Bar Association's 2009 Annual Meeting, as well as certain CLE expenses associated with the Leadership Academy.

### APPLICATION CRITERIA:

The Scholars must be:

- Current active members of the NC State Bar, in good standing who have been out of law school for at least two (2) years;
- Current active members of the NC Bar Association, in good standing or who will join by the 2009 Annual Meeting;
- Individuals who aspire to be leaders in the legal profession and/or have demonstrated leadership potential;
- Individuals who have a vision or goal to serve state and local organizations and/or underserved communities; and
- Individuals willing to commit sufficient time to attend workshops, assume active volunteer roles with either newly created or established NC Bar Association initiatives, and commit to at least two (2) year of active service in the NC Bar Association.

***INDIVIDUALS FROM ALL BACKGROUNDS ARE ENCOURAGED TO APPLY.***

<sup>1</sup>Diverse backgrounds consistent with criteria included in the North Carolina Bar Association's Momentum 2010: Joint Diversity Task Force Final Report, as adopted by the Bar Association Board of Governors, e.g. geographical location, length of time in practice, practice setting, size of firm, gender, race, ethnicity and other factors of minority status including religious creed, physical or mental disability, etc.

# Pathways to Inclusion Leadership Academy Application

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**Applications Must Be Received By April 15, 2009**

Applications are also available at [www.ncbar.org/laa](http://www.ncbar.org/laa)

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

TELEPHONE \_\_\_\_\_ FAX \_\_\_\_\_

E-MAIL \_\_\_\_\_

STATE BAR NO. \_\_\_\_\_ NCBA NO. \_\_\_\_\_

1. By signing below, I agree, If selected as a Pathways' Scholar, to complete the full twelve (12) months of the Leadership Academy and to commit sufficient time to attend the four (4) workshops, assume active volunteer roles with either newly created or established NC Bar Association initiatives thereby demonstrating a mastery of leadership skills and commitment to serve and, after my completion of the Leadership Academy, commit to at least one (1) year active service in the NC Bar Association for a total minimum of two (2) years of active service in the NC Bar Association.

2. I have completed this application for the Leadership Academy by including:

- Essay responses to the following (Limit each essay to one page, one-inch margins, not smaller than 11 pt font):
  - Describe my potential and why I aspire to become a leader, both within the legal profession and in the community.
  - What skills do I hope to acquire during the Leadership Academy and why?
  - What skills do I plan to bring to the NC Bar Association for use in furtherance of its organizational mission?
- Two letters of recommendation attesting to my leadership potential.
- A list and brief description of project(s) that I have completed, am currently working on, and/or that I would like to initiate as a Pathways' Scholar, and which demonstrate my leadership skills and/or service.
- A current résumé, including employment history, awards and honors, and participation in organizations or events requiring my leadership skills and abilities.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

Please return this application along with the required documentation to the attention of Whitney von Haam via mail, fax or e-mail to:  
The North Carolina Bar Association  
8000 Weston Parkway, Cary, NC 27513  
Fax: (919) 657-1585  
Email: [Whitney@NCBAR.ORG](mailto:Whitney@NCBAR.ORG)  
Questions should be directed to Whitney von Haam - Tel: (919) 677-0561



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The Pathways to Inclusion Leadership Academy is made possible with a grant from the North Carolina Bar Association Foundation Endowment. North Carolina lawyers serving the public and the profession.