



Careers

UNDERREPRESENTED STUDENT MENTORING PROGRAMS

Vinson & Elkins is proud to partner with a number of organizations and law schools to provide mentorship to women, diverse, and other underrepresented students and aspiring lawyers through our participation in the following programs:

FIRMWIDE MENTORING OPPORTUNITIES

LCLD 1L Mentoring Program

Each year, V&E participates in the [Leadership Council on Legal Diversity's \(LCLD\) Success in Law School Mentoring Program](#), a comprehensive initiative for 1L students from diverse backgrounds. The program aims to ensure that talented law students receive the mentoring they need to maximize their potential, both during law school and afterward as they prepare for the bar exam and launch their careers. All 1L LGBTQ+ and of color summer associates are invited to participate in the LCLD program. Mentors receive their mentee pairing in March/April and the program lasts throughout the summer associate program.

Mentor expectations: Mentors are expected to meet with their mentee at least once before the summer associate program begins and have weekly touchpoints during the summer associate program.

Momentum Legal Pipeline Program

The Momentum Legal Pipeline Program, launched by [Momentum Education](#), focuses on increasing the number of first-generation, low-income students in the legal industry with support through college, law school, and ultimately securing a legal job. The program provides mentorship from junior and mid-level associates, law school application summer, and monthly career conversations. Students begin the program during their sophomore year of college and continue throughout college and law school. The program lasts through the academic year.

Mentor expectations: Mentors are asked to meet monthly with their mentee. Mentors are also asked to complete feedback surveys about their mentee's progress in November, February, April, and May. Mentors will need to pass a background check.

V&E Diversity Fellow Mentorship

Started in 2021, V&E matches Fellows with a V&E mentor when they receive a [V&E 1L or 2L Diversity Fellowship](#). The program aims to connect the Fellow with a mentor at the Firm during the academic year before they join our Summer Associate Program and to provide an additional resource during their clerkship. Mentorship lasts from the time they receive their Fellowship (July – September for 2Ls; October – January for 1Ls) until the end of the Summer Associate Program. Mentors have the option to continue to stay on as their mentor through their subsequent academic years.

Mentor expectations: Mentors are asked to meet with their mentee 3 times per semester and have weekly touchpoints throughout the summer associate program.

SEO Pre-Law Fellow and DAPP Participant Mentorship

Started in 2021, V&E matches [SEO](#) Pre-Law Fellows and [DAPP](#) Participants with a V&E mentor. The SEO-Pre Law Fellowship offers a pre-law internship to students of color the summer before their 1L year. The DAPP program offers a 1L summer associate position to women of color. The mentorship component aims to connect the students with a mentor at the Firm during the academic year before they join our Summer Associate Program and to provide an additional resource during their clerkship. Mentorship lasts from the time the student is placed with V&E (spring semester) through their following spring semester. Mentors have the option to continue to stay on as their mentor through their subsequent academic years.

Mentor expectations: Mentors are asked to meet with their mentee 3 times per semester and have weekly touchpoints throughout the summer associate program.

LAW SCHOOL-SPECIFIC MENTORING OPPORTUNITIES

Please note that these programs are open to all attorneys. We especially encourage law school alumni to sign up for mentoring programs at their alma mater.

George Washington BLSA Mentoring Program

Since 2015, the [George Washington Black Law Students Association \(BLSA\)](#) and V&E have partnered to create a mentoring program for 1Ls. Mentor and mentee pairings will be introduced at a virtual or in-person kick-off reception and then meet periodically throughout the academic year. Mentors should serve as a resource for mentees during their 1L year. Mentees will look to mentors for guidance on how to succeed in law school, how to choose which type of law to practice, how to navigate the job hunt, etc. The program lasts for the 1L academic year.

Mentor Expectations: Mentors are asked to meet monthly with their mentees and attend V&E GW BLSA Mentoring Program events.

Fordham BLSA Mentoring Program

In 2022, V&E partnered with Fordham BLSA to launch a mentorship program for Fordham BLSA's 1Ls. Similar to the George Washington BLSA Mentoring Program, mentor and mentee pairings are introduced during an in-person kick-off reception and then meet periodically throughout the academic year. Mentors should serve as a resource for mentees during their 1L year. Mentees will look to their mentors for guidance on how to succeed in law school, which type of law to practice, how to navigate the job hunt, etc. The program lasts for the 1L academic year.

Mentor Expectations: Mentors are asked to meet monthly with their mentees and attend V&E Fordham BLSA Mentoring Program events.

University of Texas V&E Law Preview Scholars Mentoring Program

V&E sponsors [Law Preview](#) Scholarships for incoming 1Ls at The University of Texas. Scholarships are awarded to women, students of color, and/or LGBTQ+ students without outstanding undergraduate academic records. In addition to the scholarship, we offer mentorship from a V&E lawyer. We encourage you to sign up to mentor, regardless of your law school affiliation. The program lasts for the 1L academic year.

Mentor Expectations: Mentors are asked to meet with their mentee 3 times per semester.

University of Texas Women's Law Caucus Mentoring Program

V&E supports [The University of Texas' Women's Law Caucus](#) by providing mentorship to women 1Ls. The Women's Law Caucus seeks to propel women into successful roles as both students at Texas Law and as future lawyers. The program lasts for the 1L academic year.

Mentor Expectations: Mentors are asked to meet with their mentee a few times per semester and attend one virtual event per semester. The first virtual or in-person event typically occurs in October.

General Mentoring Guide for Attorneys

PURPOSE

The purpose of our participation in mentoring programs is to develop our relationship with pre-law and law students and provide meaningful mentorship. Mentors should serve as a resource for mentees during the academic year and often times these mentor relationships extend into the future. Mentees will look to mentors for guidance on how to set themselves up for success for gaining admittance into law school (pre-law mentees), succeed in law school, how to choose which type of law to practice, how to navigate the job hunt, etc. Please note that not all mentees will be interested in Big Law.

MENTOR EXPECTATIONS

- Frequency of mentor/mentee pairs will vary by program. Please refer to your program's expectations.
- Learn about your mentee's interests
- Support and encourage mentee academically and in their career aspirations
- Introduce your mentee to other lawyers (V&E or otherwise) and assist with networking

VIRTUAL/IN-PERSON MENTORING

- Mentoring activities:
 - Virtual check-ins (e.g. an email, a phone or video call)
 - Virtual or in-person group mentor/mentee get-togethers, if appropriate
 - In-person coffee or lunch
- If mentoring takes place in person, mentors are able to submit expenses for reimbursement (see expense guidelines below). Sessions that are virtual are not eligible for reimbursement. Note that the Firm will not pay for your to travel to meet with your mentee, but if you live in the same city or are traveling there for another business reason, we encourage you to get together with your mentee.
- We encourage you to make use of your Zoom account for virtual check-ins. Please contact the Help Desk if you have any questions about how to use Zoom.

TIME ENTRY CODE FOR ATTORNEYS

As a reminder, your time spent mentoring counts towards your Legal Development Hours.

- **Time Reporting:** VIN999/00002
- **Expense Reporting:**
 - Charge your expense to: Meal.108 Recruiting (On-Campus) – 99 Central

Include "DE&I – Name of Mentor Program" in your expense report (e.g. DE&I – Law Preview)