

2020 Law Student Diversity Scholarship Application

Submission Deadline: August 31, 2020

Scholarship Requirements

DRI announces its annual Law Student Diversity Scholarship program, open to African American, Hispanic, Asian, Native American, LGBT and multi-racial students who will be in their second or third year of law school on August 31, 2020. All second and third year female law students are also eligible, regardless of race or ethnicity. Any other second and third-year law students who come from backgrounds that would add to the cause of diversity, regardless of race or gender, are eligible to apply. Students who are members of the American Association for Justice (AAJ), law school or law student members of AAJ, or students otherwise affiliated with or employed by AAJ are not eligible for DRI Law Student Diversity Scholarships. To qualify for this scholarship, a candidate must be a full-time student. Evening students also qualify for consideration if they have completed one-third or more of the total credit hours required for a degree by the applicant's law school. The goal of these scholarships is to provide financial assistance to two worthy law students from ABA-accredited law schools to promote, in a tangible way, the DRI Diversity Statement of Principle. See the last page of this application for the DRI Diversity Statement.

Two scholarships in the amount of \$10,000 each will be awarded to applicants who best meet the following criteria:

- Demonstrated academic excellence
- Service to the profession
- Service to the community
- Service to the cause of diversity

Applications must include three recommendations, one each from the following individuals:*

- A) Dean or an associate dean of the student's law school
- B) A current or past law professor
- C) An individual who is personally acquainted with the applicant, but who is not related by blood line or adoption.

Additionally, each applicant must include a cover letter with his or her application. In that cover letter each applicant should identify his or her academic, personal, and professional accomplishments and how those accomplishments qualify him or her for a DRI Law Student Diversity Scholarship award.

* Letters of recommendation may be submitted directly by the applicant.

Essay Requirements

In addition to submitting the attached application and required recommendations, applicants must complete an essay of no more than 1,000 words based upon the following question:

Your supervising partner represents HyperSnailMail (“HSM”), a company that operates a short-notice courier service across the country and does a significant amount of business in California. Any person can download the HSM app on their phone and request delivery of documents, packages and other items that are then delivered in as little as 15 minutes. HSM does not provide any courier services itself. Rather, it is a technology company that created the app. When a person requests a delivery, the app provides notice to nearby delivery people, who have also downloaded the app, with pickup and delivery information. Any delivery person can accept or decline a particular delivery. Delivery people can also work full-time for other courier businesses or in any other occupation, so long as they have an appropriate delivery vehicle. The app provides recommended delivery routes based on current traffic, though couriers are free to make deliveries through any means and methods they choose. People who request a delivery pay the delivery person directly, though payment is transferred through the app from the recipient’s bank account to the delivery person’s account. Delivery people are free to negotiate their own fees for each delivery, though this rarely happens, and recipients are free to tip, if they choose.

In 2018, California changed its legal standard to determine whether a worker is an employee or independent contractor, and this change was codified recently by the legislature in a bill known as “AB5” or “the Gig Economy Law.” Previously, California applied the traditional test, which focused primarily upon whether the potential employer had the “right to control” the means and manner in which work was performed, and considered several secondary factors, including ownership of equipment, opportunity for profit and loss and the belief of the parties. California first articulated the new standard in the *Dynamex* decision. (*Dynamex Ops. W. v. Superior Court*, 4 Cal. 5th 903, 916-17 (Cal. 2018): “For the reasons explained hereafter, we conclude that ... it is appropriate to look to a standard, commonly referred to as the “ABC” test, that is utilized in other jurisdictions in a variety of contexts to distinguish employees from independent contractors. Under this test, a worker is properly considered an independent contractor to whom a wage order does not apply only if the hiring entity establishes: (A) that the worker is free from the control and direction of the hirer in connection with the performance of the work, both under the contract for the performance of such work and in fact; (B) that the worker performs work that is outside the usual course of the hiring entity’s business; and (C) that the worker is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.”) Notably, a putative employer is presumed to employ a worker unless all three of the “ABC” factors in the portion of the decision are met by the putative employer. The toughest part of the new law is that for independent contractor status to attach, the law appears to require work being performed by the contractor to be “outside the usual course of the hiring entity’s business.”

HSM has requested a legal analysis as to two significant issues. First, HSM wants an analysis of the likelihood that couriers using the HSM app will be classified as employees under the “ABC” test. Second, cognizant that California is, on its own, the fifth-largest economy in the world—ahead of countries such as India and Germany—HSM is concerned that other states will consider adopting the *Dynamex* “ABC” standards. As such, HSM also wants an analysis of the pros and cons of the *Dynamex* standards, as well as policy arguments either supporting *Dynamex* (if you believe *Dynamex* is favorable to HSM) or opposing *Dynamex* (if you believe it is unfavorable).

Submission Deadline

Applications and all other requested materials must be received by August 31, 2020. Scholarship winners will be notified in advance and officially announced at the DRI Virtual Annual Meeting, October 21–23, 2020.

Late or incomplete applications will not be considered.

All applications, essays and required materials** may be submitted in PDF format to scholarship@dri.org, faxed to 312.252.0995, or hard copy format to

Tim Kolly, Director of Public Policy
DRI—*The Voice of the Defense Bar*

** Letters of recommendation may be submitted directly by the applicant.

2020 Law Student Diversity Scholarship Application

Submission Deadline: August 31, 2020

SECTION ONE: Personal Information

Full Name

Last _____ First _____ M.I. _____

Current Mailing Address

Street Address _____ Apt/Unit # _____

City _____ State _____ Zip Code _____

Permanent Mailing Address

Street Address _____ Apt/Unit # _____

City _____ State _____ Zip Code _____

Email Address: _____

SECTION TWO: Academic Information

High School

High School Name: _____

City: _____ State: _____

Undergraduate

Undergraduate Institution Name: _____

City: _____ State: _____

Dates of Attendance: _____ Date of Graduation: _____

Degree Earned: _____

SECTION TWO: Academic Information *(continued)*

Undergraduate Information *(continued)*

Honors, Awards or Other Special Recognition:

Extracurricular Activities:

Graduate

Graduate Institution Name (other than law school):

City: _____ State: _____

Degree Earned: _____

Honors, Awards or Other Special Recognition:

SECTION TWO: Academic Information (*continued*)

Graduate Information (*continued*)

Extracurricular Activities:

Law School

Law School Name: _____

City: _____ State: _____

Anticipated date of graduation: _____

GPA _____ Grading Scale _____

Class Rank: _____

Honors, Awards or Other Special Recognition:

SECTION TWO: Academic Information (*continued*)

Law School Information (*continued*)

Extracurricular Activities:

Have you previously attended any other law school? If so, please explain.

SECTION THREE: Community Service Information

Describe any community service activities.

Dates	Organization/Activity	Role/Position
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

SECTION FOUR: Work Experience

Describe any relevant work experience (attach resume if necessary).

Dates	Company/Organization	Position/Title
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

SECTION FIVE: Other Information

Have you ever been arrested and/or convicted of a crime, other than a moving traffic violation? If so, please describe below and/or attach a detailed description.

What are your career goals?

SECTION SIX: Applicant's Certification

- 1) I am currently registered as a full-time, second-year or third-year law student at an ABA-accredited law school, identified in this application, or I am an evening student who has completed one-third or more of the total credit hours required for a degree from the law school that I now attend.
- 2) I am not a member of the American Association for Justice (AAJ), a law school or law student member of the AAJ, or otherwise affiliated with or employed by AAJ.
- 3) I am eligible to apply for this scholarship under the criteria.
- 4) All information contained in this application is true and correct.

OPTIONAL	<i>DRI is committed to the principle of diversity in its membership and leadership. Accordingly, applicants are invited to indicate which of the following may best describe them:</i>	<input type="radio"/> African American	<input type="radio"/> Asian American	<input type="radio"/> Hispanic	<input type="radio"/> Native American
		<input type="radio"/> Caucasian	<input type="radio"/> Multi-Racial	<input type="radio"/> LGBT	<input type="radio"/> Other _____
		Date of birth _____ month/day/year			

Signature: _____ Date: _____



Diversity and Inclusion in DRI: A Statement of Principle

DRI is the largest international membership organization of attorneys defending the interests of business and individuals in civil litigation.

Diversity is a core value at DRI. Indeed, diversity, which includes sexual orientation, is fundamental to the success of the organization, and we seek out and embrace the innumerable benefits and contributions that the perspectives, backgrounds, cultures, and life experiences a diverse membership provides.

Inclusiveness is the chief means to increase the diversity of DRI's membership and leadership positions. DRI's members and potential leaders are often also members and leaders of other defense organizations. Accordingly, DRI encourages all national, state, and local defense organizations to promote diversity and inclusion in their membership and leadership.