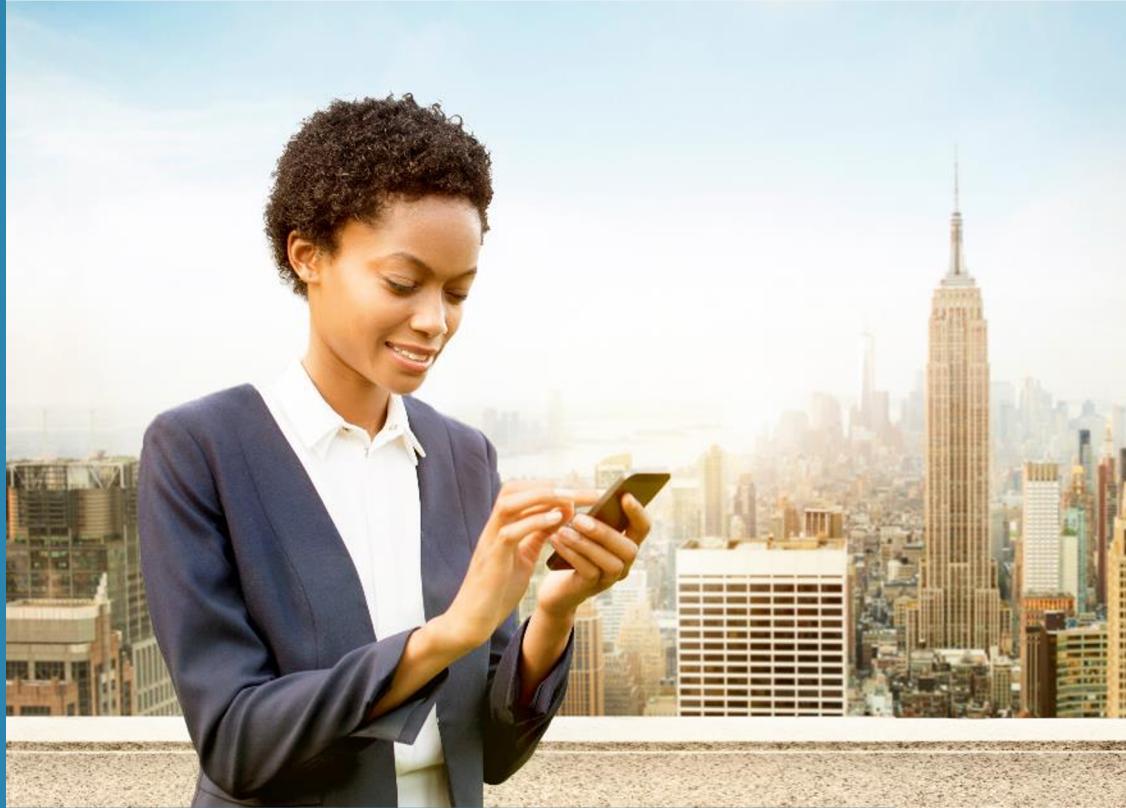




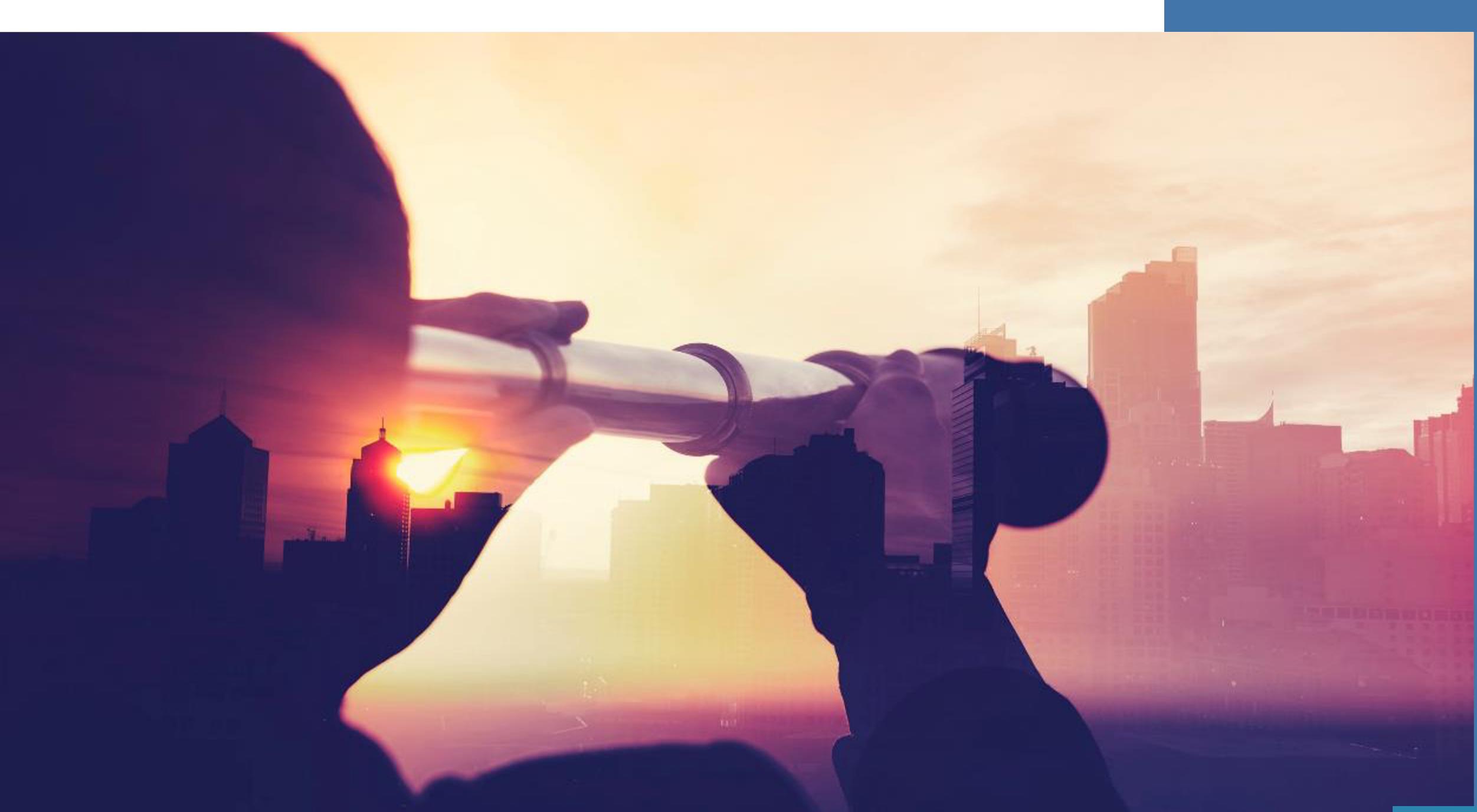
Pembe: Breaking the Ivory Ceiling

An Organization dedicated towards
boosting representation of the African
Diaspora in U.S. Law Schools



Underrepresentation of Blacks at U.S. Law Schools: Select Facts (2019)

- Minority law student enrollment is lower than 20% in 14 states
- African-Americans account for 7.57% of all incoming law students; yet they represent 13.4% of the overall U.S. population
- African-American enrollment in law school dropped for the fourth consecutive year in 2019
- Disaggregated data between African immigrants and native Blacks is unavailable, but the picture for African immigrants is unlikely to be flattering, given that first generation immigrants face well-documented informational disadvantages in education



What is Pembe?

- **Who we are:**

A group of law students and legal professionals, sharing African ancestry, and a passion to serve our community in the U.S.

- **Our Mission:**

To nurture and raise a generation of legal scholars and leaders from across the African diaspora, by providing the tools necessary to excel in the law school application process and beyond.



- **Pembe's target mentees will be primarily:**

Academically gifted (based on GPA, LSAT or other factors)
economically disadvantaged
of African descent (including 1st gen, 0 gen or would-be immigrants)

Our prospective mentees in their own words

- "When I first told my father I wanted to become a lawyer, he laughed and asked me, "where have you ever seen an African lawyer in America?" I brushed the question off at the time, thinking he was being a typical African dad. It wasn't until I started my law school application process that I realized that I actually did not know any African lawyers. After scouring Instagram and Facebook, I connected with a few African lawyers and law school students. They were an immense pool of information, and the interactions I had with them made me more confident about pursuing a career in law. I think this program will be an invaluable asset to students like me, not just because of the services they provide but also because it will provide students with a first-time opportunity to interact with lawyers who look and sound like them. An African Lawyer!"
 - *First-generation College senior at a university in New York State.*
- "Growing up in public housing to an immigrant family from Ethiopia, I had no positive experience with the legal world. Despite my long-held aspirations for a career in law, I have often been saddled with confusion and doubt, and I can only credit my mentors for giving me the blueprint and confidence to keep pursuing my goals. For so many students in my shoes, access to the guidance I am getting from mentors makes the difference between success and failure."
 - *First-generation College senior at a university in Northern Virginia*

Pembe offers an innovative, accessible and self-sustaining approach to tackling disparities in law school admissions

Focus on self-sustainability

- ❑ Commitment to joining Pembe on a volunteer basis post 1L or payment of a reasonable fee

Non-Profit status

- ❑ 503(c)(1) status: Fees collected will be used to fund expansion and maintenance costs of the venture

Unique solution that provides a financially accessible option for connecting law students of African origins with African law school prospects of the same background:

- ❑ SEO Law Fellowships provide practical experience and mentorship, but only admitted law students are eligible.
- ❑ Several BLSA (Black Law Students Association) chapters run mentorship programs for their members, but only enrolled law students are eligible.
- ❑ Several businesses offer consulting services to fee-paying clients, but the typical team of consultants fails to reflect the diversity of the pool of applicants.
 - ❑ In addition, Strictly fee-paying models inevitably deny support to high-potential students of African descent and accentuate economic disparities in law school.

Pembe Mentors:

Our mentors will be committed to enabling their mentees to reach their full potential as law students and legal professionals.

What support will Pembe Mentors offer?

Law school application planning

LSAT preparation tips and resources

Guidance on the law school selection process

Review of Resumes and CVs

Review of personal statements and diversity statements by (2-3) mentors

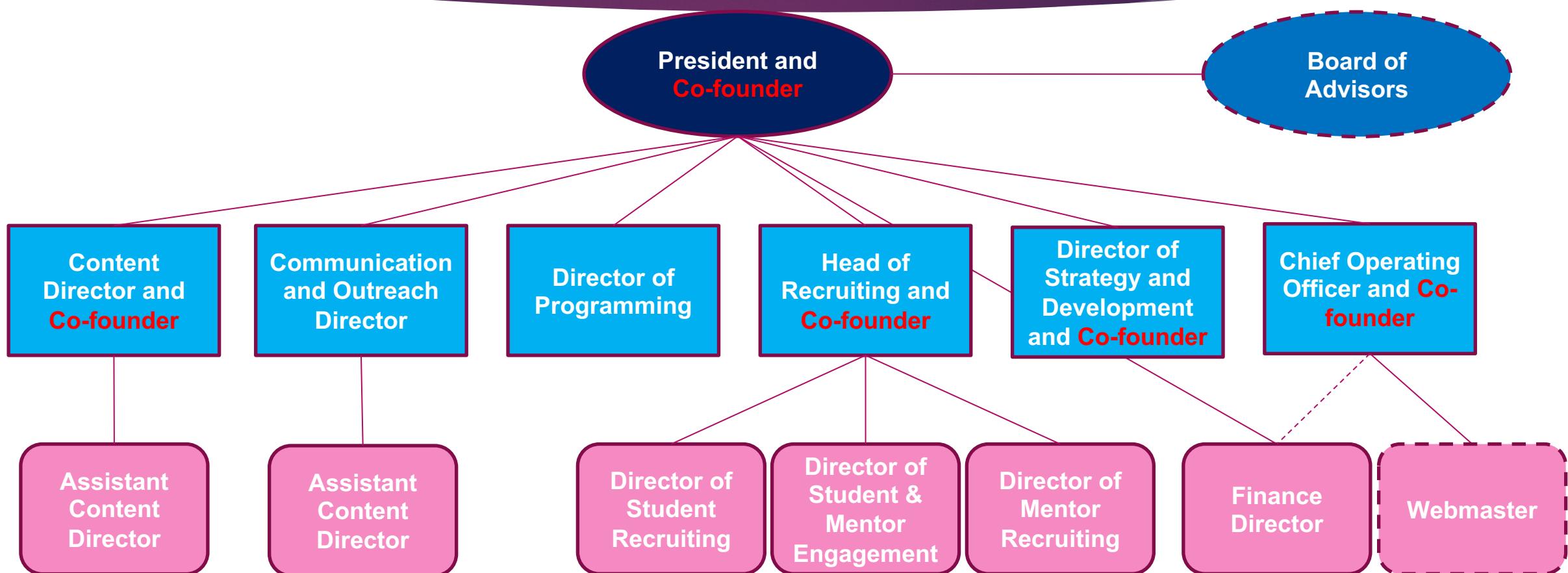
Guidance on obtaining Letters of Recommendation

Resources to consider post-admission (e.g., scholarship programs, SEO career development programs, etc.)

Law school waitlist consultation

Life-long connections to rising and established legal professionals of the African Diaspora

Organizational Structure



Our Leader in His Own Words

“Due to the unique legal needs of the African diaspora in the U.S., the underrepresentation of Blacks in legal circles poses a barrier to the **successful integration** of African immigrants into American society. This underrepresentation also deprives the African diaspora of its proportionate voice in corporate boardrooms and at all echelons of American government.

Our mission at Pembe is to break the ivory ceiling in the American legal system, through a free mentorship program that will match promising law school prospects of African descent with outstanding law students and professional attorneys of the same background.”

Brice Ngameni
Co-Founder of Pembe
JD Candidate at Harvard Law School (Class of 2021)



Dani Makia

William & Mary Law School, Class of 2019

Associate in Cybersecurity and Data Privacy Legal and Compliance at Goldman Sachs & Co.



To be updated

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