

# Judicial Mentor Program

## Superior Court of California, County of Tulare

### Introduction

#### Program Purpose

The purpose of the program is to assist in the recruitment and development of a qualified, inclusive and diverse judicial applicant pool. The program is designed to identify, encourage, and provide mentors for attorneys considering a judicial career. One of the chief goals is to communicate to all sectors of the legal community the Governor's commitment to appointing a capable bench reflective of California's rich diversity.

#### Program Structure

This two-part program consists of a Mentor Committee and a Community Outreach/Recruitment committee.

#### Mentor Committee

Historically judges have devoted time to the important work of mentoring persons interested in applying to the bench and the Mentor Committee will encourage them to continue their efforts. The Mentor Committee will formalize and expand this process. The Court will maintain a panel of judges interested in providing this mentorship. The mentor judges will be available to those seeking guidance in applying to the bench. The role of the mentor judge is not to select or recommend candidates but rather to demystify the application and vetting process. The goal of the Mentor Committee is to provide one-on-one mentoring to all those interested in applying to the bench.

Participation in the mentor program is not a guarantee or requirement of judicial appointment.

Participants will be placed with a mentor judge who will discuss the prospective applicant's career objectives, answer questions regarding the application and vetting process, and be available to assist in providing input as the applicant completes the judicial application.

#### Community Outreach /Recruitment Committee

The Outreach Committee will work with all sectors of the legal community, including bar associations, public interest organizations, government attorneys, private law firms and solo practitioners. The goals of this outreach effort are to:

- Inform members of the legal community of the Mentor Program;
- Disseminate consistent information regarding the Governor's judicial criteria; and

- Identify and encourage individuals in a position to assist in recruiting possible candidates for the bench.

The Outreach Committee will work with local bar groups, including affinity bar associations, to formalize a recruitment process that results in one-on-one mentoring with judges.

The program is not intended to supplant existing bar programs but to complement these efforts by providing bar associations with current insight into the Governor's judicial qualifications and priorities.

If you need additional information, please contact the Tulare Judicial Mentor Program at [JudicialMentorshipProgram@tulare.courts.ca.gov](mailto:JudicialMentorshipProgram@tulare.courts.ca.gov)