



CDO: The Bay Area Diversity Career Fair

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We are emailing to let you know that the Bar Association of San Francisco is holding its Bay Area Diversity Career Fair (BADCF) on Saturday, January 9, 2021 (the weekend before WIP interviews start). Registration closes on Friday, November 27, 2020 (the day after Thanksgiving).

BADCF is an interview program for 2L Summer 2021 summer associate positions. This year, the interviews will take place via remote video conference. (Traditionally, this event was held in July and its main focus was on diverse students from non-Bay Area law schools who happened to be in the area for their 1L summer jobs.)

The list of 2021 employer participants does not appear to be available yet, but, in the past, nearly every single employer that participated in BADCF also recruited at Berkeley Law's EIW, which is now known as WIP.

Whether -- and the extent to which -- it makes sense for you to participate depends on your individual circumstances, so we encourage you to [make an appointment](#) to meet by zoom or by phone with one of the private sector counselors.

One important difference between their program and ours is that BADCF is a **pre-select** interview program whereas WIP is **100% lottery**. Employers in BADCF for the most part get to choose who they want to interview based on a combination of factors, including grades, which you *will* have to submit as part of the application process. In WIP, employers do not get an advance look at your grades and do not choose interviewees. As we mentioned in our [10/1 email](#) (about reaching out to employers outside of WIP), the WIP lottery gives you an advantage in that you are not pre-judged prior to your interview. If you apply, but are not selected to interview with an employer in BADCF, you effectively lose at least some of this advantage if you later obtain an interview with the same employer through WIP because they will have already seen half your grades -- the ones included on your Fall 2019 transcript -- via the BADCF process. (Of course, if, as a 1L, you previously submitted an application that included your Fall 2019 transcript to a BADCF-participating employer, then it already has your 1L grades; accordingly, there is much less of a downside in turning them over a second time as part of the BADCF application process.)

It is also worth noting that, given this year's BADCF registration timeline, you will not know whether you have been selected to interview with a given firm in BADCF before you have to submit your WIP bid list (which is due on November 30th).

Unfortunately, neither BADCF nor its participating employers have a uniform definition of diversity. One way to gauge whether you should participate is to ask yourself if you would be comfortable describing how you would contribute to the diversity of the organization. This question is often asked during the BADCF interviews.

NOTE: While Berkeley Law has a general policy against reaching out to WIP employers prior to WIP, participating in an organized job fair, like BADCF, falls within an enumerated exception.

You can register for BADCF online [here](#).

Best,

The Private Sector Team

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