

WHAT TO EXPECT

The Application and Selection Process

The information in this section is designed to help you prepare and submit your most competitive application. Our hope is that the step-by-step guidance provided will help you quickly gather your application materials, focus your answers to the application questions, and prepare, in advance, for each phase of the selection process.

THE TIMELINE

November 1, 2023	Application Opens
February 2, 2024	Application Deadline
March 2024	Phase 1 Review and Finalists Selected
March 2024	Phase 2 Finalist Interviews
April 2024	Scholars Announced

The Application Process—Phase 1

The selection process begins with the online application. This phase of the process is designed to be simple and straightforward. It is our hope that the guidance below will help you complete your application thoroughly and quickly.

We strongly recommend that you have all your application documents prepared and downloaded on your computer before you begin the online application. This preparation will make the online application experience a smoother one.

A complete application package will include the following components:

1. Submission of Online Application
2. Letters of Recommendation (2)
3. Undergraduate Transcript
4. Test Score (LSAT/GRE Score)
5. Résumé
6. Personal Statement
7. Essay
8. Responses to Asynchronous Video Questions (4)
9. The format of the online application process and a description of each component is outlined below.

1. Let's Get to Know You!

In this section of the application, you will be asked to provide your contact information, preferred name, pronouns, and name pronunciation.

2. Eligibility Questions

To be eligible for the Marshall-Motley Scholars Program, you must intend to enroll in law school for the Fall of 2024 and be eligible to work in the United States. This portion of the application will ask you to confirm that you meet these eligibility requirements.

3. Law Schools

Admission to an ABA-accredited law school is an eligibility requirement for the MMSP. This portion of the application will ask you to list each law school where you have applied.

Note: You are not required to be admitted to law school at the time you submit this application. However, you will be required to provide proof of admission to an ABA-accredited law school to advance to the final round of the MMSP selection process. Applicants are responsible for supplementing their response to this question with any subsequent law school acceptances received following their submission of the MMSP application.

4. Additional Scholarship/Awards

In this portion of the application, you will be asked to list the names and amounts of any scholarships you have already received to cover your cost of attendance for law school.

5. Letters of Recommendation (2)

Your application must include two (2) letters of recommendation, at least one of which should be from a professor, unless it has been more than five (5) years since you have obtained your undergraduate degree. Letters may also be from employers, pre-law advisors, and/or other professionals who have worked closely with you or know you well. If you do not have a letter from an academic professor, you may instead include an additional professional reference. Letters of recommendation from personal friends, clergy, medical doctors, and family members are not appropriate. Letters should contain substantive, comparative information about your abilities, activities, and personal qualities, including specific examples that illustrate these attributes. Letter writers should indicate their relationship to you within their letter. Letters are limited to no more than 2 pages and may be .pdf or .docx files. Please note that .doc files cannot be accepted.

6. Educational Background

In this portion of the application, you will be asked to upload your transcript, résumé, test scores, and list the name of each educational institution you have attended.

Transcript(s)

- a. An unofficial transcript is acceptable and encouraged for the purposes of this application. However, keep in mind that an official transcript will be required if you are selected for an award. If you are selected, we will provide specific instructions for submitting official transcripts. Your transcript must be in English and must include all courses and grades received as well as the date of the undergraduate and graduate (if applicable) degree, if completed.
- b. **NOTE:** Please redact, cover, or remove all Personal Identifying Information (PII) such as a Social Security number and date of birth.
- c. Applicants who hold a degree from a non-U.S. institution that does not require coursework or issue transcripts must upload proof of their degree accompanied by an official letter from their institution including the following information:
 - i. Statement that the institution does not require coursework for the degree
 - ii. Applicant's dates of enrollment at the institution
 - iii. Degree applicant received and date it was awarded
- d. Transcripts sent via postal mail or e-mail will not be accepted.
- e. Please note the following format and upload requirements:
 - i. File type: **.pdf only** (.jpeg, .png, or other formats will not be accepted)
 - ii. File size: as small as possible and **no larger than 4 MB**

Résumé (maximum 3 pages)

- a. Your résumé should provide details about your employment history, internships, extra-curricular activities, community service, and hobbies. You should include comprehensive details about your experiences and include any awards and honors.
- b. Do not include high school information or activities unless they provide evidence of your sustained engagement in the fight for racial justice or evidence of your commitment to working in the South.
- c. You should explain any periods of time (after high school) that are not accounted for by your educational and employment history.

LSAT/GRE Report

- a. You must submit an official LSAT score prior to the application deadline. The LSAT score is primarily collected for data purposes and will not be used as a deciding factor by the Selection Committee. MMSP is committed to conducting a holistic review of each candidate's application. In doing so, we avoid reducing you to a standardized test score and similar metrics by expanding the definition of merit to include leadership, community service, work experience, research experience, recommendations, and a demonstrated commitment to racial justice work that empowers Black people and Black communities.
- b. **NOTE:** Some law schools accept the GRE in lieu of the LSAT. If you have taken the GRE and have been, or expect to be, admitted to law school based on your GRE score, an official GRE score must be submitted.
- c. Please submit your LSAT or GRE score as a .pdf file to your application.

7. Career Interests

Your career interests are important to the Selection Committee. In this section of the application, you will be asked to identify your practice areas of interest and where you would like to do this work.

8. Personal Statement (maximum 1500 words)

- a. Since 1940, the mission of the NAACP LDF has been transformative — to achieve racial justice, equality, and an inclusive society. How have you engaged in efforts to achieve racial justice, equality, and an inclusive society? What actions have you taken in pursuit of racial justice? What has been the impact of your actions? Please also describe who you are (background, experience, talents, achievements, and interests) and what has motivated you to pursue racial justice. You may also share a significant experience or set of experiences that have inspired your racial justice work.

9. Essay (maximum 1500 words)

- a. You must submit a response to the essay prompt below. In the essay, please articulate your understanding of and passion for racial justice, as well as your commitment to pursuing racial justice in the South. Please read the prompt carefully and limit your response accordingly. Your essay is essential to helping the selection committee understand what has motivated you to pursue this opportunity and the depth of your commitment to racial justice.

Central to the mission of the Marshall-Motley Scholars Program is the creation of a cadre of highly trained, dedicated civil rights lawyers who will live and work in the South. American history is inextricably linked to the centuries- of explicit and structural racism in the South that has kept many Black Americans from achieving social, economic, and political mobility. Understanding this history, why are you committed to work that seeks to improve the life outcomes of Black people in the southern United States? What kind of work do you envision yourself doing? What impact are you looking to make on Black communities and how will you carry this vision forward through the next 13 years? How will practicing law as a civil rights attorney help you amplify your efforts?

10. Asynchronous Video Questions

- a. You must submit video response to the prompts below. These videos will be your first opportunity to verbally articulate your passion for racial justice and your commitment to pursuing racial justice in the South. Please read the prompts carefully and limit your responses accordingly. Your videos are essential to helping the selection committee see you as a reflection of the values and aims of the Program.

- i. **Question 1 (Maximum 3 minutes):** The “Marshall-Motley Scholar” does not commit to racial justice because they are selected for our program. On the contrary, the Marshall-Motley Scholar is selected because they have demonstrated their commitment to pursuing racial justice in the South. Your response to this question will show how your personal mission is consistent with the mission of the Program and will help the reader understand your philosophy and approach to leadership.

With this understanding, please create a short video (maximum 3 minutes) that explains how you are currently living the life of a Marshall-Motley Scholar.

Question 2 (Maximum 2 minutes)

If selected as a Marshall-Motley Scholar, you are about to embark upon one of the most challenging and exciting periods in your life. We encourage you to think carefully about the commitment required. The centerpiece of the Marshall-Motley Scholars Program is a full law school scholarship for tuition, room, board, and incidentals for all three (3) years of law school, including summer internships and bar exam study, as well as a two-year (2) post-graduate fellowship. This benefit will remove many of the financial barriers associated with a legal education and will afford each Marshall-Motley Scholar the ability to have a debt-free, modest, student lifestyle, while still being responsible for any preexisting debts or financial commitments.

Please describe how you would work to be a good financial steward of the funds you would receive and how you would effectively manage these funds if selected as a Marshall-Motley Scholar.

Question 3 (Maximum 1-minute response)

LDF makes a significant investment in the education and professional development of each Marshall-Motley Scholar. During law school, Marshall-Motley Scholars receive a stipend for the total cost of attendance to the law school of their choice and summer internship allowances. After law school, Marshall-Motley Scholars receive a salary for the two-year fellowship that will be commensurate with regional salaries for entry level public interest attorneys. In return, Program participants must commit to practicing civil rights law in pursuit of racial justice in the South for eight (8) years following the conclusion of their fellowship. In total, the MMSP requires a 13-year commitment to the pursuit of civil rights for Black communities in the South.

Why do you believe that you are prepared to make such a substantial commitment at this point in your life? Why are you willing to make the financial sacrifices and to accept the limited earning potential that may come along with a career as a civil rights attorney (compared to a “Big Law” career)? How would you manage this economic reality?

Question 4 (Maximum 1-minute response)

The lessons we take from obstacles we encounter can be fundamental to later success. Recount a time when you faced a challenge, setback, or failure. How do you deal with setbacks and challenges? How did it affect you, and what did you learn from the experience?

Yes, You.

b. **Note:** You are not required to use the entire 3 minutes. Your video should be submitted in mp4 format or through the video feature on the online application platform. Also, here are a few tips to help you produce the best video possible.

- Find a quiet, private, well-lit place, free from possible interruptions.
- Ensure your background is free of clutter.
- We want to see you! But, not too little and not too much. Make sure you frame yourself from an appropriate distance.
- Use good lighting.
- Stabilize your camera before you record. This will ensure that your viewers are not distracted by a shaky video. If using a smartphone, use a tripod or other stabilizing device instead of holding the phone in your hand.
- Be sure your video has good sound quality before submitting.
- Think about timing ahead of time. Feel free to script and rehearse your response to ensure that you do not exceed the time limit.

c. Please share any additional information about yourself you want us to know that we cannot learn from any other aspect of your application. (optional)

Some applicants have a background, identity, interest, or talent that is so meaningful they believe their application would be incomplete without it. If this sounds like you, then please share your story. This question is your opportunity to share any additional information you would like us to know. Please note that this question is truly optional. No response is required.

11. Conflict of Interest

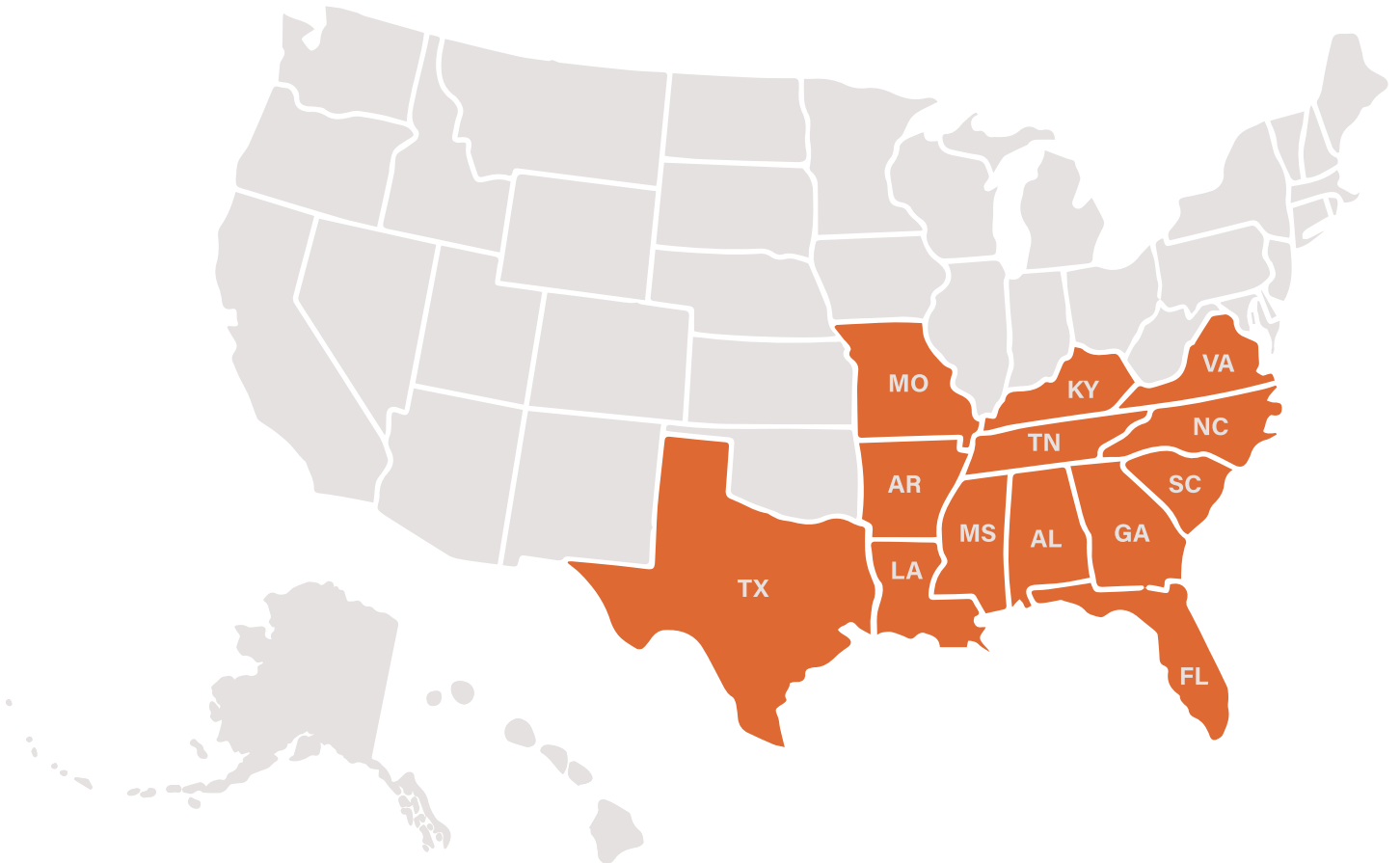
In this section, you will be asked to read the Conflict of Interest and Confidentiality Policy and agree to the terms listed in the document.

12. Demographic Information (optional)

The demographic information questions will help our team learn more about your background and our overall applicant pool. However, this portion of the application is optional only.

The Interview —Phase 2

The final phase of the selection process is an interview. No additional materials are required at this point. However, the interview is one of the most important aspects of the selection process. Each finalist will have an interview with a panel of current and former LDF attorneys, renowned civil rights attorneys, and leaders in the legal profession. Ideally, each finalist will interview in-person at one of LDF's offices (travel and accommodations will be provided by the program). However, if necessary, we will conduct interviews virtually.



*A Groundbreaking Commitment to Seed the South
with the Next Generation of Civil Rights Lawyers*