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2023 SCHOLARSHIP PROGRAM

NJWLA has established a scholarship program to benefit students who are pursuing juris doctorate degrees. In 2023, NJWLA intends to award grants of \$5,000 each, to one student from each of New Jersey's law schools: Rutgers University Law School – Camden, Rutgers University Law School – Newark, and Seton Hall University Law School.**

In order to qualify, each applicant must be a matriculating law school student who:

- Has completed at least twelve (12) credits at the time of application;
- Is carrying a minimum of six (6) credits per term; and
- Has been recommended by (1) a professor, an instructor, an adjunct faculty member, a clinical instructor, a Dean, a Director of their law school *or* (2) a lawyer or a judge with whom the applicant has worked as a clerk or intern during the past two (2) years.

SELECTION PROCESS AND CRITERIA

In addition to these requirements, applicants will be judged according to their commitment and dedication to their law school, dedication to the mission of NJWLA, and the practice of law as well as their essay.

Scholarship awards may be used for tuition, fees, books, and personal expenses, and are given directly to the students.

Applicants who work for companies that offer tuition reimbursement are eligible to apply.

Scholarship application forms are available from the Deans of each New Jersey law school and are also available on our website at www.njwla.org.

PREVIOUS WINNERS ARE NOT ELIGIBLE.

All applications must be **received** by January 31, 2023 at 5:00 pm. **NO EXCEPTIONS.**

- Incomplete applications and/or applications received after the deadline WILL NOT BE CONSIDERED.

** Please note that for purposes of this scholarship process NJWLA treats Rutgers – Newark and Rutgers – Camden as separate schools.

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APPLICATION SUBMISSION CHECKLIST

Multiple reviewers will evaluate each application. For an application to be considered complete and eligible for consideration, we must receive from you by the deadline your:

- Application
- Essay
- Letter of recommendation
- Law school transcript (first year students should submit undergraduate transcript)
- Resume

Means of Submission:

The application and essay can be submitted by mail (see below) or by email (pdf format) to cskinner@njwla.org and nanlottin@gmail.com.

Mailing address: NJWLA
372 Franklin Avenue
Suite 713
Nutley, New Jersey 07110.

Letters of Recommendation and transcripts must be in original, hard copy, and the recommendations, if sent by the applicant (and not the party providing the recommendation directly) must be in a sealed envelope from the party providing the recommendation.

TIMELINE

January 31, 2023 5:00 pm – Deadline for submission of *all materials* to **ARRIVE** at NJWLA Mailbox and/or email addresses provided above. **MATERIALS POSTMARKED JANUARY 31, 2023, BUT RECEIVED THEREAFTER ARE NOT TIMELY SUBMISSIONS AND WILL NOT BE CONSIDERED.**

February, 2023 – All candidates and Deans will be notified of the outcome of the application review.

The scholarships will be publicly recognized on March 28, 2023 at The Grove in Cedar Grove, NJ. Winners are expected to attend. This is a truly inspirational evening not to be missed.



SCHOLARSHIP APPLICATION FORM

DEADLINE JANUARY 31, 2023 at 5:00 pm

I. Student Information (Please type or print neatly)

Name: _____
(Last) (First) (M)

Email: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____

Employer ___ Current or ___ Previous

Date of Employment: _____ Position: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____

Number of hours worked per week during the 2021/2022 academic year _____

Anticipated hours to be worked per week during the 2022/2023 academic year _____

How did you hear about the NJWLA Scholarship award? _____



II. ACADEMIC INFORMATION

High School Graduation (Year): _____

Undergraduate Degree: _____ Year: _____ Major: _____

College or University: _____

Law School Information:

Name of Law School: _____

Date of Matriculation: _____ Number of credits completed: _____

Expected date of completion: _____ Total credits required for law degree: _____

Student Status: Full Time: _____ Part Time: _____

Number of Credits to be taken during the academic year: _____

(Minimum is six (6) per term, but you do not need to be enrolled all terms.)

(Approximate dates: Fall: Sept. – Dec. Winter: Jan. – May Summer: June – Aug.)

Fall 2022 _____ Winter 2023 _____ Summer 2023 _____

Total Credits for the Academic Year 2022-2023: _____

By submitting this application, applicant hereby grants to NJWLA the right to use, publish, exhibit and/or reproduce the applicant's name, law school information and scholarship essay in any and all media now known or later developed, and for any and all purposes, without the payment of any royalty or compensation of any kind. Further, if applicant is selected as one of the grant recipients, then applicant further agrees that NJWLA may use images, including photographs and videos, of applicant from the NJWLA Gala in any and all media now known or later developed, and for any and all purposes, without the payment of any royalty or compensation of any kind. The applicant herein releases NJWLA, its officers, directors, employees and agents and any affiliated or related persons or entities from any and all claims and causes of action based upon NJWLA's use of the essay. By signing this application, applicant warrants that he/she is the sole owner of the rights granted and that the essay submitted does not infringe upon the copyright or rights of anyone.

Applicant Signature: _____

Date: _____



III. Your Essay is to respond to one of the following:

1. Equality in Promotion and Compensation in Private Law Firms

In August 2022, Rutgers, The State University of New Jersey, Center for Women and Work, School of Management and Labor Relations published a report entitled "*Women in Private Law Firms: Slow Progress on Equality of Promotion and Compensation.*"¹

Essay No. 1:

Review the statistical facts and conclusions contained in the above referenced report. With particular attention to Section III: Underlying Issues, Section IV: Best Practices and Section V: Recommendations, discuss the following:

- a. **Identify the underlying issues in Section III that you believe can most affect your legal career (or have most affected it to date) and discuss your sense of the effectiveness of one or more of the recommendations in Section V in addressing those issues.**
- b. **Include in your essay suggestions on how your approach to your own advancement in private law practice might assist in the success of other women, particularly persons of color; and**
- c. **Finally, identify any conclusions in the report with which you particularly agree or disagree.**

¹ [Smlr.rutgers.edu/cww](https://smmr.rutgers.edu/cww)



2. *Dobbs v. Jackson Women’s Health Organization and the Equal Rights Amendment*

On June 24, 2022, the United States Supreme Court in *Dobbs v. Jackson Women’s Health Organization*² overruled 1973’s *Roe v. Wade*³ and 1992’s *Planned Parenthood of Pennsylvania v. Casey*,⁴ holding that the U.S. Constitution did not include a right that permitted federal protection to abortion. The *Dobbs* decision and multiple concurring opinions reasoned that abortion is not a constitutional right specifically referenced by the nation’s founders in the Constitution nor deemed to be substantive rights deeply rooted in the country’s history. The *Dobbs* Court held that the power to regulate abortion is accordingly left to state legislatures and constitutions.

Dobbs’ concurring opinions also questioned the viability of other uniquely personal choices related to family and marriage, including the right to use contraception⁵ and the right to enter a same-sex marriage.⁶ The concurrences suggested that these individual rights might also be overturned as not being substantive, or deeply rooted in the nation’s history.

Critics argue that *Dobbs* burdens a woman’s control over fundamental rights of reproductive health, bodily integrity, and decisions regarding childbearing and family with the inequalities of widely divergent state laws. This effectively denies women access to abortion and other healthcare services if they are unable to travel great distances to another state offering such services.

Section 1 of the 14th Amendment recites that equal protection applies to citizens born or naturalized in the United States, however, Section 2 references only “male citizens.” The 19th Amendment subsequently granted only the right to vote to women and omitted any reference to the broader protection of equal protection of the laws. (“The right of citizens of the United States to vote shall not be denied nor abridged . . . on account of sex”).⁷

The United States Supreme Court did not apply the 14th Amendment’s equal protection clause to gender discrimination until 1971 in *Reed v. Reed*.⁸ In so doing, the Court failed to invoke equal protection’s strict scrutiny

² 597 U.S. ____ (2022) (USSC Docket 19-1392)

³ 410 U.S. 113 (1973)

⁴ 505 U.S. 833 (1992)

⁵ *Griswald v. Connecticut* 389 U.S. 489 (1965)

⁶ *Obergefell v. Hodges* 576 U.S. 644 (2015)

⁷ Notably, while Section 2 of the 14th Amendment grants the right to vote to “male” citizens, the 19th Amendment does not use the word “woman” or “women” nor does either word appear anywhere in the U.S. Constitution.

⁸ *Reed v. Reed* 404 U.S.71 (1971)



analysis to discriminatory gender classifications despite the extensive argument urged by the American Civil Liberties Union as amicus.⁹

The Equal Rights Amendment to the U.S. Constitution (ERA)¹⁰ was proposed the following year in 1972:

“Section 1. Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex.”

The ERA sought to address the failure of the Constitution to specifically apply the full protections of the 14th Amendment’s equal protection clause to all persons regardless of sex.

The need for the ERA has been the subject of much debate over the decades. Opponents argue that the ERA is unnecessary because incremental decisions and legislation recognizing women’s rights, have allowed women to make great strides in society. Arguments against passage also include fears of the loss of traditional protections available to women and the undercutting of moral and religious beliefs pertaining to reproduction and, more recently, same-sex marriage.

As demonstrated in the *Dobbs* opinions, proponents of the ERA consistently argued that without the ERA, fundamental rights of women and other gender classifications are and will remain continuously subject to changing court decisions and the continuous repeal or amendment of widely divergent state legislation, depriving women and other persons of fundamental personal rights.

The ERA continues to be unratified due to ongoing procedural disputes over time limits for ratification as well as due to the attempts of several states to rescind their prior ratification.¹¹

Essay No. 2:

Noting that both the 14th and 19th Amendments refer to “sex” in the context of historic concepts of male or female, discuss the following:

- a. Would the ratification of the ERA provide women with a constitutional right to the equal protection in areas involving individual decisions on reproductive health, childbearing, and non-traditional marriage?**
- b. Would the ratification of the ERA provide persons of non-traditional gender identities with the constitutional right to equal protection in areas involving individual decisions on gender identity, reproductive health, family and non-traditional marriage?**

⁹ ACLU Amicus Brief authored by Ruth Bader Ginsburg

¹⁰ House Joint Resolution (H.J. Res.) 208, 92nd Congress, March 22, 1972

¹¹ [The Equal Rights Amendment: Where It Stands Today – ACE-Naperville \(actconnectengage.com\)](https://www.actconnectengage.com)