



CLEO*inc.*

COUNCIL ON LEGAL EDUCATION OPPORTUNITY, INC.

## 2024 ORGANIZATIONAL PROSPECTUS

CLEO: SINCE 1968,  
TRAINING TOMORROW'S LAWYERS,  
PREPARING TOMORROW'S LEADERS.





**CLEO***inc.*  
COUNCIL ON LEGAL EDUCATION OPPORTUNITY, INC.

## MISSION

*CLEO's mission is to inspire, motivate, and prepare students from underrepresented communities to succeed in law school and beyond.*

## VISION

*CLEO's vision is that the United States legal profession is truly diverse, equitable, and inclusive and that it effectively balances the scales of liberty and social justice for all.*

## MESSAGE FROM THE CEO

Juan Carlos “J.C.” Polanco, Esq., MBA



Greetings! I am pleased to invite you to partner with the Council on Legal Education Opportunity, Inc. (CLEO), the nation’s preeminent legal diversity pipeline, as we continue preparing students from traditionally underrepresented backgrounds to attend law school and bring much-needed diversity to the legal profession.

As CLEO enters its 56<sup>th</sup> year of operation in 2024, we are pleased to share this organizational prospectus with you. This concise, yet comprehensive, overview of the organization and the program and services we offer, also includes the mission and vision statements that guide the important work we strive to do each and every day.

As you review our prospectus, we hope you will see something that intrigues you and motivates you to want to do more to bring true diversity and inclusion to the legal profession. Your support is invaluable and changes lives. With so many distinct levels of support to choose from, your partnership means the success of more students enrolling in law school and, eventually, taking and passing the bar exam and becoming the hard-working, tireless advocates our country needs.

Today, CLEO’s influence is wide-reaching as those who have gone through our programs serve as members of Congress, judges at every level of the judiciary, partners at the nation’s top law firms, general counsels in Fortune 1000 companies, and agents of change in communities across the country. The success of our organization and continued impact on the legal profession depends on our friends, partners, and allies like you. When I think about every one of the more than 30,000 individuals we have served since the organization’s inception in 1968, I am excited about the countless students we will help over the next 56 years. What we do now will change the future for so many motivated and deserving aspiring attorneys.

Join us, support us, and partner with us as we move boldly into the future together.

A handwritten signature in black ink that reads "Juan Carlos Polanco". The signature is written in a cursive, flowing style.



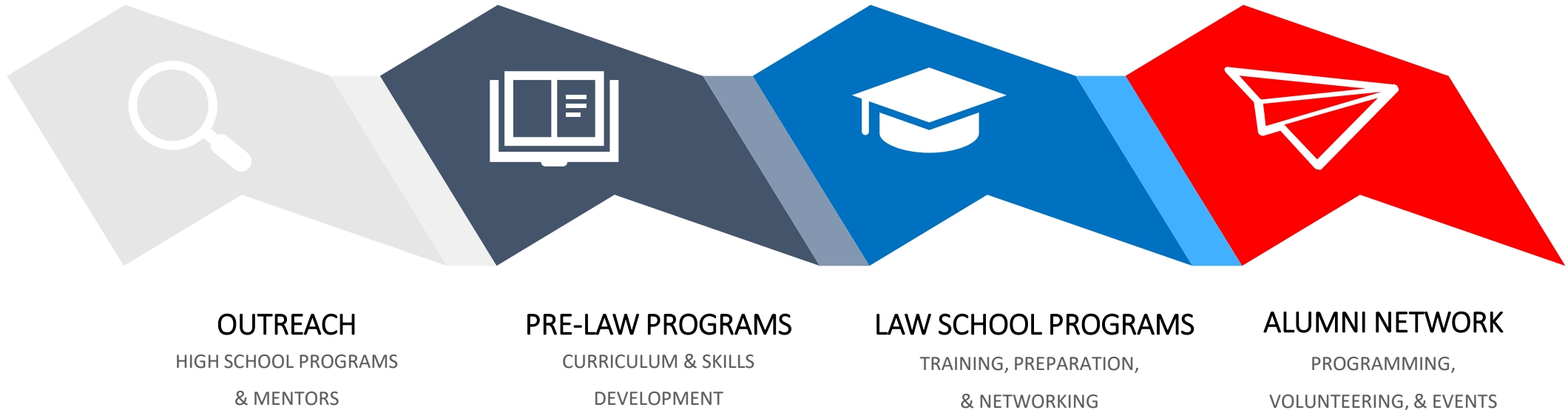
# CLEO PROGRAMS & EXTENSIVE NETWORK



# CLEO EDGE PIPELINE

EDGE: Education, Diversity, & Greater Equality in the Legal Profession

CLEO has successfully facilitated pipeline programs for 50-plus years by offering programs for high school students, college students, law students, and CLEO alumni.



# CLEO COUNTS!

## CLEO, INC. PARTICIPANT DATA & DEMOGRAPHIC SNAPSHOT

As highlighted in the data below, the various programs and services CLEO offers are utilized, and valued, by a highly-diverse, fully-engaged audience on an annual basis.



**Total number of individuals annually served**  
across all programs and services – **2,000**



**CLEO Justice + Diversity Report** e-newsletter  
quarterly circulation – **7,000+**



**99%** intending to start law school in the fall  
**92%** said seminar met or exceeded expectations  
**91%** said seminar helped prepare them for success  
**75%** female attendance  
**52%** self-identified as low-income  
**50%** are first-generation undergraduate students  
**48%** identify as economically-disadvantaged

**Participant Ethnicity:** African American (35%); Hispanic/Latino (23%); Caucasian (15%); Asian-Pacific Islander (7%); West Indian/Caribbean (7%); African (5%); Other (8%)

### ASAP

Achieving Success in  
the Application Process

**94%** said ASAP seminar met or exceeded expectations  
**88%** would be first-generation law student  
**86%** never previously applied to law school  
**77%** plan to apply to law school within one year  
**75%** female attendance  
**55%** identify as economically-disadvantaged  
**55%** are first-generation undergraduate students

**Participant Ethnicity:** African American (42%); Hispanic/Latino (30%); Caucasian (9%); Asian-Pacific Islander (8%); West Indian/Caribbean (7%); African (3%); Other (1%)

### PRE-LAW SUMMER INSTITUTE

**98%** intending to start law school in the fall  
**98%** said PLSI helped prepare them for success  
**95%** said PLSI met or exceeded expectations  
**68%** female attendance  
**50%** are first-generation undergraduate students  
**24%** participated in a previous CLEO program  
**18%** were raised in a rural area

**Participant Ethnicity:** African American (66%); Hispanic/Latino (19%); West Indian/Caribbean (5%); Asian-Pacific Islander (4%); African (3%); Caucasian (2%); Other (1%)

# CLEO PRE-LAW SUMMMER INSTITUTE



**PRE-LAW**  
SUMMER  
INSTITUTE

In existence since the organization's establishment, CLEO's flagship program, the CLEO Prelaw Summer Institute (PLSI), has created opportunities for diverse and traditionally-underrepresented students to attend law school by putting them in an intensive, residential program.

The four-week institute, taught by experienced legal instructors and designed to simulate the rigors of the first year of law school, gives admissions personnel an opportunity to assess an applicant's likelihood of success while simultaneously increasing his/her confidence.

CLEO's placement assistance helps ensure that committed students who possess the desire to succeed in law school have an opportunity to pursue their dream! To learn more about the PLSI, visit: <https://cleoinc.org/plsi/>.



# CLEO ALUMNI

Since the organization's inception 56 years ago, CLEO alumni have excelled in every area of the legal profession. Their legion includes more than 250 judges, numerous corporate attorneys, legal academicians, large-, medium-, and small-sized firm practitioners, legislators, business leaders, and more. Some of more notable alumni are:

- **Hon. Sanford Bishop** (GA) (*U.S. House of Representatives*)
- **Phyllis P. Harris** (*Global Director for Environmental Assurance and Protection, Amazon*)
- **Hon. Reggie Walton** (*Presiding Judge, U.S. Foreign Intelligence Surveillance Court*) (Ret.)
- **Domitilia dos Santos** (*Executive Director, dos Santos Financial Group, Morgan Stanley*)
- **Blake D. Morant** (*Former Dean, The George Washington University Law School*)
- **Hon. Nanette Diaz Barrágan** (CA) (*U.S. House of Representatives*)
- **Hon. Eileen A. Olds** (VA) (*Chesapeake Juvenile and Domestic Relations Court*) (Ret.)

*“CLEO for me was not just foundational for a legal education, but I also met some wonderful people who have become lifelong friends. It is the gift that keeps on giving!”*

- Hon. Eileen A. Olds





**CLEO EDGE**  
**HONORS RECEPTION**  
*Awards Program*

Recognizing Outstanding Leaders in

**EDUCATION**  
**DIVERSITY &**  
**GREATER**  
**EQUALITY**

# The CLEO EDGE AWARDS

Est. 2018

## CLEO EDGE Honors Reception & Awards Program

Lawyers impact every aspect of American life. More than 50 years ago, CLEO's founders recognized the importance of producing a legal profession that mirrors the mosaic of this great nation. Building on the pillars of Education, Diversity, and Greater Equality, they worked together to develop the foundation for a program that would weather many storms over the next half century. During the CLEO EDGE Honors reception, held each November, the organization honors a TBD number (4 or more) of individuals, law schools, and/or organizations that have made significant accomplishments or demonstrated commitments to one, or more, of the aforementioned pillars. Called the CLEO EDGE Award, submitted nominations are thoroughly reviewed by an internal committee based on specific criteria and forwarded to the CLEO, Inc. Board and Advisory Council for final selections.

The CLEO EDGE Awards honors those that have helped to sustain and expand CLEO's mission through their collective passions toward balancing the scales of justice for all Americans.

More information about the EDGE Honors reception & Awards Program can be found on our website:  
[www.cleoinc.org/edgeawards](http://www.cleoinc.org/edgeawards)



### \$1,000

Photo opportunities at reception "Step & Repeat"

Official acknowledgment from the event podium

Recognition via listing in the event program booklet

Name and logo featured on the reception webpage

Name listed on select event signage

### \$5,000

Receives all \$1,000-Level Sponsor benefits, plus:

Logo branding at reception (on select event signage)

Logo displayed on event promotional materials

Logo displayed in event program booklet

Thumbnail ad on CLEOinc.org website

One (1) \$500 Law School Book Stipend scholarship in organiza-

### \$10,000

Receives all \$5,000-Level Sponsor benefits, plus:

Prominent branding at reception (logo on most event signage)

Logo on reception "Step & Repeat"

One (1) "Diverse Attorney Spotlight" on CLEO DAIS online platform

One (1) \$1,000 Bar Review scholarship in organization's name

One (1) additional \$500 Law School Book Stipend scholarship in organization's name

### \$25,000

Receives all \$10,000-Level Sponsor benefits, plus:

One (1) company representative to provide remarks during reception

Premier branding at reception (logo on all event signage)

Special guest appearance on new CLEO EDGE podcast to discuss the organization's approach to DEI

Two (2) additional "Diverse Attorney Spotlights" on CLEO DAIS

Three (3) \$1,000 Bar Review scholarships in organization's name

One (1) \$2,500 Pre-Law Summer Institute scholarships in organization's name

### \$50,000

Receives all \$25,000-Level Sponsor benefits, plus:

Opportunity to create and feature a three-minute (or less) video during the reception touting the organization's diversity, equity, and inclusion (DEI) initiatives and accomplishments

Two (2) additional "Diverse Attorney Spotlights" on CLEO DAIS online platform

Two (2) additional \$1,000 Bar Review scholarships in organization's name

Two (2) additional full tuition Pre-Law Summer Institute scholarships in organization's name





# The CLEO EDGE AWARDS

Est. 2018



## 2024 CLEO EDGE AWARD HONOREES



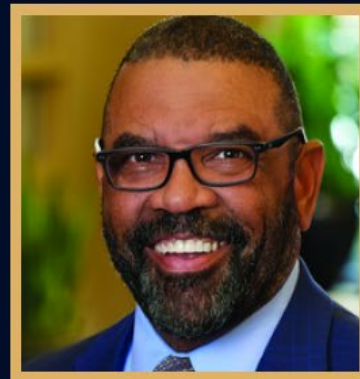
CLEO EDGE VERNON E. JORDAN, JR. HERITAGE AWARD RECIPIENT

NEAL KATYAL, Esq.

Partner, Hogan Lovells

Paul Saunders Professor at Georgetown University

*Former Acting Solicitor General of the United States*



EDUCATION

RICK PETRY, Esq.

Director, Diversity, Equity, and Inclusion  
*Mitchell Hamline School of Law*



DIVERSITY

Hon. PHYLLIS D. THOMPSON

Senior Judge  
*District of Columbia Court of Appeals*



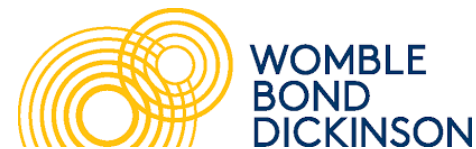
GREATER EQUALITY

BRYAN PARKER, Esq.

Co-founder and CEO  
*Legal Innovators*

# THANKS, ALL AROUND!

CLEO, Inc. is very grateful for the generous support we received over the years from various entities, including, but not limited to, the following:





# WE NEED YOUR SUPPORT!

The Council on Legal Education Opportunity, Inc. (CLEO) is a 501(c)(3) nonprofit organization that provides students from underrepresented communities with greater access to a legal education and creates new agents for social change. Since its inception in 1968, more than 30,000 high school, college, pre-law, and law students have participated in CLEO programs, with over 46% becoming members of the legal profession.

CLEO is a strategic business partner that helps organizations develop a pipeline for a diverse and inclusive workplace.

CLEO matches business professionals with CLEO students for mutually beneficial mentoring relationships.

**CLEO ALUMNA & BOARD MEMBER**  
**Bernarda A. Villalona**  
SENIOR TRIAL COUNSEL  
VILLALONA LAW, PLLC

## 2020 INDUSTRY DEMOGRAPHICS

Black  
05.0%



Hispanic  
05.0%



Asian  
02.0%



Despite CLEO's far-reaching impact since its inception, the **ABA's 2020 Profile of the Legal Profession reports that only 5% of lawyers are Black, 5% are Hispanic, and 2% are Asian.** In comparison, there are more Black professionals represented in the fields of medicine and accounting, although neither has Black professional representation above 10%.

**Join our efforts to further diversify and make the legal profession more inclusive!**



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IQEQ Law, PLLC

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D.C. Department of Public Works

### Staff Members

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Director of Law School Initiatives

Working hard to create the next  
generation of diverse legal advocates  
and social change agents.