MISSION STATEMENT

The Mentoring Program of the Environmental and Energy Law Section (EELS) is committed to providing support and guidance to current and aspiring law students and licensed attorneys with interest in an environmental and/or energy law practice in the Commonwealth of Pennsylvania through a voluntary network of members of EELS who wish to be mentors. The Mentoring Program focuses on the individual needs of current and aspiring attorneys by establishing a meaningful partnership with established practitioners practicing in the area of environmental and/or energy law in the Commonwealth. The Mentoring Program (the "Program") was created to:

- Strengthen and diversify the pipeline of attorneys in the Commonwealth practicing environmental and/or energy law;
- Increase the network of environmental and/or energy practitioners in the Commonwealth across generations;
- To assist aspiring or practicing attorneys interested in or currently practicing environmental and/or energy law in the Commonwealth to attain their professional goals and reach their full potential as future or current members of the Section.
- To train aspiring or practicing attorneys interested in or currently practicing environmental and/or energy law for leadership positions within the Section.

PROGRAM OVERVIEW

This voluntary program is sponsored by the Pennsylvania Bar Association Environmental and Energy Law Section and is coordinated by the Section’s Mentoring Subcommittee (the "Committee"). Through the Mentoring Program, current and aspiring law students and licensed attorneys interested in or currently practicing environmental and/or energy law will be paired with an experienced Section member who will provide guidance in multiple areas of the practice of law. More specifically, the Mentor will provide advice on issues of importance to the Mentee, including but not limited to, law school success, paths into the practice area of interest, professionalism, career development and management, law office economics, leadership, networking, and work-life balance issues. The Mentor-Mentee relationship will ideally last twelve (12) months, but the period of time may be modified by agreement of the Mentor and Mentee.

1. Mentor Qualifications

   a. Licensed to practice law for at least four years.
   b. Member of the PBA Environmental and Energy Law Section.
   c. Engaged in the practice of environmental and/or energy law in the Commonwealth.
d. Committed to fulfilling the Mentor Guidelines set forth below.

II. Mentee Qualifications

a. One of the following:
   a. Member of the PBA Environmental and Energy Law Section;
   b. Current law student interested in practicing environmental or energy law in the Commonwealth;
   c. Student with interest in environmental and/or energy law currently applying or accepted to a law school in the Commonwealth.

b. Committed to fulfilling the Mentee Guidelines set forth below.

III. Mentor Guidelines and Goals

The following is a list of suggested goals for Mentors participating in the Mentor Program. These guidelines are meant to be suggestions with the understanding that Mentor/Mentee pairings may adjust these to meet their specific needs:

a. In applying to this Mentoring Program, Mentors recognize the importance of participating in the events/programs set forth below and agree to prioritize their attendance.

b. Attend at least one event sponsored by the Committee, which may include, but is not limited to a Mentor Reception, which may be by virtual or electronic means, in the mentorship year.

c. Be available to meet in person or through electronic or virtual means and to maintain phone contact with their assigned Mentee at least four (4) times during the 12-month period, which may be at regular intervals or scheduled by agreement of the Mentor and Mentee.

d. Invite Mentee to attend with them at least one event where they may have an opportunity to engage with other, senior environmental and/or energy practitioners, (e.g., bar association event, CLE program, bar association event, CLE program, attendance at a hearing or public comment session, etc.) and a follow-up with their Mentee to discuss said event.

e. Provide feedback to the Program and complete year-end survey.

IV. Mentee Guidelines and Goals

a. In applying to this Program, Mentees recognize the importance of participating in the events/programs set forth below and agree to prioritize their attendance.

b. Attend at least one event sponsored by the Committee, which may include, but is not limited to a Mentor Reception, which may be by virtual or electronic means, in the mentorship year.

c. Be available to meet in person or through electronic or virtual means and to maintain phone contact with their assigned Mentor at least four (4) times during the 12-month period, which may be at regular intervals or scheduled by agreement of the Mentor and Mentee.

d. Attend or participate in at least one event with their Mentor involving environmental or energy law (e.g., bar association event, CLE program, attendance
at a hearing or public comment session, etc.) and a follow-up with their Mentor to discuss said event.

e. Provide feedback about the Program and complete a year-end survey.

V. Matching Process

To the extent possible, the Committee will attempt to match Mentors and Mentees based upon the Mentee’s needs, the specific area of practice or interest (i.e., energy vs. environmental, as appropriate) and the geographic region in which they reside. Depending upon the scope of the volunteer pool, the Committee will also consider additional information identified in their respective Applications.

VI. Establishing and Maintaining a Positive Relationship

At any time during participation in the Program, Mentors and Mentees are encouraged to express compliments, suggestions, or concerns with the Section chair and/or co-chair with the expectation that all communication(s) will be held in strict confidence.