



2026 Diversity Professional and Business Development Mentoring Program Application

Submission Deadline: December 5, 2025

Program Requirements

The Diversity Professional and Business Development Mentoring Program was developed by the DRI Diversity & Inclusion Committee and the DRI Corporate Counsel Committee. The Mentoring Program is designed for high-potential, early-career civil defense attorneys who are members of DRI and are from historically underrepresented groups. The goal of this program is to provide mentees with practical tools for developing and leveraging relationship-building skills applicable to law firm practice. Selected participants will be paired with a senior-level attorney from the DRI Diversity & Inclusion Committee and with an in-house counsel.

Mentees must have fewer than 10 years of civil defense experience, be a DRI member, be a full-time attorney, and be a member of at least one underrepresented groups, including but not limited to:

- African American/Black
- Hispanic/Latino
- Asian-American/Pacific Islander
- Native American/Indigenous People
- LGBTQ+
- Multi-Racial
- Disabled
- Women

Application Process

Applications must include two recommendations, one each from the following categories:*

- A) A current or past employer.

* Letters of recommendation may be submitted directly by the applicant or submitted directly by the recommending party at the e-mail or address provided herein.

B) An individual who is personally acquainted with the applicant, but who is not related by bloodline, marriage, or adoption.

Each applicant also must include a cover letter and a current resume. In the cover letter, each applicant should identify the applicant's practice areas/industries and professional accomplishments. The cover letter should also detail how the applicant's professional accomplishments qualify the applicant for the Mentoring Program.

The application can be submitted either in PDF format via e-mail *or* in hard copy format via USPS/UPS/Federal Express. The application packet submitted should include all required information, including completed application form, letters of recommendation, cover letter, and resume.

The completed application packet should be emailed or mailed to:

Denise Eichhorn
DRI
222 South Riverside Plaza
Ste 1870
Chicago, IL 60606
deichhorn@dri.org

Submission Deadline

Applications and all other requested materials **must be received** on or before **December 5, 2025**. Persons accepted into the Mentorship Program will be officially announced no later than December 22, 2025.

Late or incomplete applications will not be considered.

Selection Process

The DRI Diversity & Inclusion Committee Executive Board, in concert with the DRI Corporate Counsel Committee, will appoint a Selection Committee to oversee the process by which applicants are selected. This program will focus on cultivating and identifying lawyers with leadership potential.

Ten mentorship placements will be awarded to applicants who best meet the following criteria:

- Professional accomplishments
- Service to the community
- Demonstrated involvement in DRI
- Service to the cause of diversity

The term of the program will be January 1, 2026, to December 31, 2026.



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SECTION: Personal Information

Full Name

Last _____ First _____ M.I. _____

Current Mailing Address

Street Address _____ Apt/Unit _____

City _____ State _____ Zip Code _____

SECTION: Education Information

Law School Name _____

City _____ State _____

Zip Code _____

SECTION: Admissions

States admitted to practice: _____

SECTION: Work & Professional Experience

List any relevant work experience

Dates	Company/Organization	Position/Title
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Professional Honors & Activities/Publications/Speaking Engagements:

SECTION: Community Service Information

Describe any community service activities

Dates	Organization/Activity	Role/Position

SECTION: Other Information

What are your career goals?

Are you involved in any DRI Substantive Law Committees (SLCs)? If so, which ones?

SECTION: Applicant's Certification

- 1) I am currently an active full-time attorney, practicing civil defense.
- 2) I am eligible to apply for this program under the required criteria.
- 3) All information contained in this application is true and correct.
- 4) Please list one or more underrepresented groups of which you are a member:

- 6) Please provide the date you were first admitted to practice law: _____

Signature: _____

Date: _____