



CONTRA COSTA COUNTY SUPERIOR COURT JUDICIAL MENTOR PROGRAM FREQUENTLY ASKED QUESTIONS

Why has the Judicial Mentor Program been created in partnership with the Governor's Office?

The Governor's Office wants to expand the pool of qualified judicial applicants from diverse legal backgrounds and communities. The Governor's Office believes that this program may help encourage prospective applicants to complete the application process, particularly those who might otherwise self-select out of the application process.

How does the program work?

The Court will pair admitted mentees with a mentor judge. The mentor judge will help demystify the judicial appointment process, answer questions about the judicial application and vetting process, and suggest new skills and experiences to improve the mentee's suitability for appointment.

How do I become a mentee?

You must apply. If you meet the qualifications below, please download an [application](#).

Is there a deadline to apply to be a mentee?

No, applications are accepted on a rolling basis. Assignments will be made two to three times per year. The mentorship period will last up to 12 months or until the submission of an application for judicial appointment, whichever occurs sooner.



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What are the qualifications for a mentee?

Judicial Mentor Program mentees must possess the following qualifications:

1. Have practiced law in the State of California for at least nine years,
2. Be in good standing with the State Bar of California, and
3. Be committed to public service.

Those from diverse legal backgrounds and members of communities that are underrepresented in the judiciary are particularly encouraged to apply.

How are mentees paired with judicial mentors?

The program will consider common areas of legal practice and experience, affinity bar memberships, and other factors when making mentee/mentor pairings. However, there is no guarantee that mentees will be assigned a particular mentor judge whose interests, background, and experience closely align with theirs.

Will all mentee applicants get a mentor?

Not necessarily. Mentees will be evaluated for their eligibility for the program and assigned based on the availability of judicial mentors.

If I have already applied for judicial appointment, may I still apply to be a mentee?

No. This program is designed for attorneys who have not yet submitted an application for judicial appointment.



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What if I am already working with a bar association or judge on my judicial application?

The program is not intended to replace any existing program or previous mentoring relationship. Judicial Mentor Program participation can complement participation in other mentoring programs.

How will I find out if I've been selected as a mentee in the program?

You will receive an email from the Judicial Mentor Program Committee.

Are mentees in the Judicial Mentor Program given preference in judicial appointments?

No. The program is not designed to give applicants an inside track to appointment. Applicants who do not participate in this program are not disadvantaged in any way. Assigned judicial mentors are not expected to serve as personal references for mentees. Participation in the Judicial Mentor Program is not an endorsement of an applicant for judicial appointment by the Superior Court of Contra Costa County or by any member of the bench.

Are there any judges who will not participate as judicial mentors?

Yes. Members of the Governor's Judicial Selection Advisory Committee (JSAC) will not serve as mentors.

I have a question. Who should I contact?

Send questions via email to judicialmentors@contracosta.courts.ca.gov