



*Celebrating 15 Years  
of Mentoring Law, College and  
High School Students*

[TCM@MassBar.org](mailto:TCM@MassBar.org) • (617) 338-0695



## *Program Overview*

The Massachusetts Bar Association's Tiered Community Mentoring (TCM) program provides students at the high school, undergraduate and law school levels access to legal professionals to provide them with an understanding of the legal and criminal justice professions and an awareness of the career opportunities available to them. The program is based in Boston and Worcester in an effort to reach urban high school students, with a focus on building a diverse mentoring network.



The overall goal is to provide information, guidance and real-life experiences to the participants so that they can make informed decisions regarding their future and career.



The TCM program provides:

- High school students with information about college
- Pre-law undergraduate students with information about the law school admission process and the importance of taking challenging classes
- Law students with an inside view of the practice of law with their attorney mentors

The program matches mentoring groups, each composed of a high school student, an undergraduate student, a law student and an attorney. The kickoff event takes place once the participants have been vetted through an application process and program guidelines are clearly defined for all participants.



If you are an attorney interested in participating in the TCM program, email [TCM@MassBar.org](mailto:TCM@MassBar.org) or call (617) 338-0695.

# History of the TCM Program

Seventeen years ago, Tiered Community Mentoring founder Angela M. Ordoñez, Associate Justice for the Probate and Family Court, first introduced the TCM concept to MBA leaders with the idea that attorneys, college students and law students would act as both mentors and mentees to high school students. The TCM program was initially launched in Boston and has maintained its success — in both Boston and Worcester — because of the continued support from MBA presidents, staff and, more importantly, the many school liaisons and attorney mentors and students who have been involved in the program. Throughout the years, Judge Ordoñez has continually reiterated the “pay-it-forward” mantra. At the 10<sup>th</sup> Anniversary celebration, she emphasized to students, “For those of you who have gotten something out of this program, I urge you, when you can, at some point in your life, to take the opportunity to help someone else.”



TCM Founder Hon. Angela M. Ordoñez

# Pay it Forward

At the Tiered Community Mentoring kick-off event on Oct. 30, 2015, U.S. Attorney Carmen M. Ortiz provided the participants with her “Ten Tips for Success.”

# Worcester Expansion

In 2016, Judge Ordoñez reached out to her classmate from Northeastern University School of Law, Geoffrey E. Spofford, Esq., of Lian Zarrow about bringing the TCM program to Worcester. From that point on, TCM Co-Chair Spofford worked diligently to make this happen by reaching out to key individuals at Worcester Public Schools, the many Worcester-based local colleges and Western New England University School of Law. A successful partnership was made, and this Worcester-based program has flourished.



TCM Co-Chair Geoffrey E. Spofford





## *Participating Schools Over the 15 Years*

### *High Schools*

Boston Day and Evening Academy  
 Boston Adult Technical Academy  
 Boston Latin Academy  
 Brighton High School  
 Burncoat High School, Worcester  
 Community Academy of Science & Health, Boston  
 Doherty Memorial High School, Worcester  
 Fenway High School, Boston  
 John D. O'Bryant School of Mathematics and Science, Roxbury  
 Margarita Muñiz Academy, Jamaica Plain  
 New Mission High School, Hyde Park  
 North High School, Worcester  
 South High Community School, Worcester  
 The English High School, Boston  
 Worcester Technical High School

### *Colleges*

Assumption College, Worcester  
 Becker College, Worcester  
 Bridgewater State University  
 Brandeis University, Waltham  
 Clark University, Worcester  
 College of the Holy Cross, Worcester  
 Quinsigamond Community College, Worcester  
 Roxbury Community College, Boston  
 University of Massachusetts — Amherst  
 University of Massachusetts — Boston  
 Wellesley College  
 Worcester State University

### *Law Schools*

New England Law | Boston  
 Northeastern University School of Law  
 Suffolk University Law School  
 University of Massachusetts School of Law — Dartmouth  
 Western New England University School of Law, Springfield

## *Attorney Mentors*

Since the inception of the TCM program, we've had hundreds of attorneys participate as mentors to law, college and high school students. Their involvement in the program has given these mentees insight into the law as a career but also invaluable assistance and mentorship as they prepare for future career endeavors.





*Dare to dream*



*Surround yourself with supportive people*



*Prioritize*

*Be confident*



*Don't be afraid to ask for help*



*Don't give up*



*The TCM program expresses its sincere gratitude to Carmen Ortiz, former U.S. Attorney for the District of Massachusetts, Massachusetts Supreme Judicial Court Associate Justice Dalila Argaez Wendlandt and Massachusetts Superior Court Judge Valerie A. Yarashus for their commitment to this program and sharing their meaningful and motivational advice we highlighted above to the TCM participants over the years.*



## Awards

The MBA's Tiered Community Mentoring Program has been honored on two occasions by the American Bar Association.

### 2011 ABA HONORS TIERED COMMUNITY MENTORING PROGRAM FOR DIVERSITY

#### eJournal

#### MBA Tiered Community Mentoring Program Honored With ABA Partnership Award

Thursday, Aug. 25, 2011



*Photo Credit: A. Maharaj, The Canadian Press Images*

From left to right: MBA Secretary Marsha V. Kazarosian, MBA President-elect Richard P. Campbell, Norfolk and Family Court First Justice Angela M. Ordoñez, MBA President Denise Squillante and Karol Corbin Walker of the National Council for Bar Presidents at an Aug. 5 luncheon held at the Fairmont Royal York in Toronto, Canada.

The Massachusetts Bar Association's Tiered Community Mentoring Program has been honored with the 2011 ABA Partnership Award from the American Bar Association. The program was selected because of its commitment to diversity.

The program -- a collaboration among the MBA, Suffolk University Law School, Boston University Law School, Roxbury Community College, UMASS Boston and New Mission High School -- aims to reach urban high school students by building a diverse mentoring network. The program matches tiered groups, comprised of a high school student, an undergraduate student, a law student and an attorney.

The program began in October 2009 and was the brainchild of Norfolk and Family Court First Justice Angela M. Ordoñez, who said the innovative mentoring structure creates opportunities that would not otherwise exist.

"Many students write themselves out of a career in law because they have never met a lawyer," Ordoñez said. "This program not only acquaints students with lawyers, but it provides mentor relationships that open up the doors of possibility. Once these students learn the details of careers in the law, it becomes an attainable goal."

### 2019 ABA YOUNG LAWYERS DIVISION'S EMBRACING DIVERSITY CHALLENGE

#### MBA's Tiered Community Mentoring Program Honored By ABA's Young Lawyers Division's Embracing Diversity Challenge

Thursday, May 16, 2019

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From left: ABA Young Lawyers Division Chair Tommy Preston, director of national strategy and engagement with Boeing, and MBA member Samuel A. Segal, the ABA's YLD delegate for Massachusetts and New Hampshire.

The Massachusetts Bar Association's Tiered Community Mentoring Program (TCM), which introduces high school students to information about college, provides pre-law college students with information about the law school admission process and gives law students an inside view of the practice of law with their attorney mentors, was recently awarded an honorable mention in the American Bar Association Young Lawyers Division's Embracing Diversity Challenge.

The MBA's TCM program, which celebrated its 10-year anniversary in April 2019, was recognized by the ABA for its positive impact in the legal community and its continued commitment to increasing diversity in the legal profession. Samuel A. Segal, the ABA's YLD delegate for Massachusetts and New Hampshire and former chair of the MBA's Young Lawyers Division, accepted the award on behalf of the MBA

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