



# / Equal Justice Works Fellowships 101: Mobilizing Passionate Public Service Leaders

UC Davis School of Law

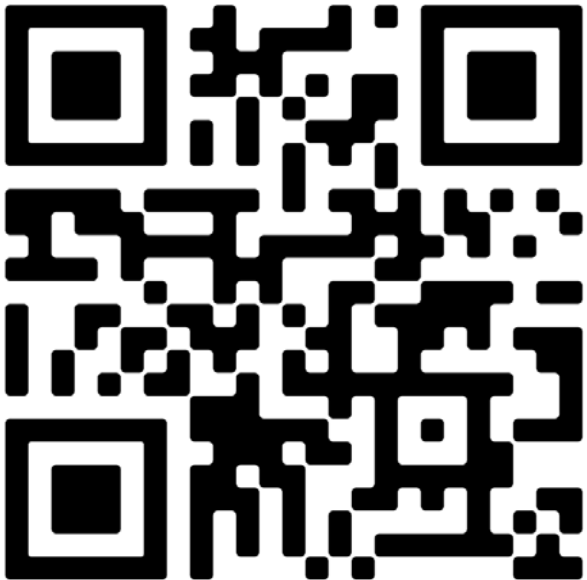
April 17, 2024

# Our Mission

We create opportunities for lawyers to transform their passion for equal justice into a lifelong commitment to public service.

## / Join Our Network

- Webinars
- Newsletters
- Resources
- Events
- Awards
- Job digest



A large group of people, including men and women of various ages, are posed for a group photo in a garden. In the background, there is a circular fountain with water spraying upwards. The garden is filled with greenery, trees, and several large, ornate stone planters containing flowers. The entire scene is overlaid with a semi-transparent blue filter. The text "/ Become a Fellow" is centered on the left side of the image in a white, sans-serif font.

/ Become a Fellow

## Join a Fellowship Program

- Work as a corps on designated priority issue
- Interviewed and selected by host organization
- Rolling and seasonal deadlines pending availability
- Apply after graduation and bar exam for immediate hire

## Design-Your-Own Fellowship

- Project-based
- Work with your prospective host organization to design a project and submit an application as a rising 3L (*application closes September 2024*)
- Interviews are conducted by Equal Justice Works staff and selected sponsors



# / Design-Your-Own Fellowship

# Current Fellows

- Class of 2021 |  
77 Fellows
- Class of 2022 |  
84 Fellows
- Class of 2023 |  
76 Fellows

# / Fellowship Components





# / Fellowship Components: Candidate

## Class of 2025 Eligibility

- Graduate of member law school by September 2025 with a JD or LLM
- No previous full-time, permanent public interest attorney position
- No previous participation in other major Fellowship programs (Skadden, Echoing Green, etc.)
- No transcript or GPA/class rank required

## Keys to Success

- Demonstrated commitment to public interest

# / Fellowship Components: Project

## Eligibility

- Under-served people and/or issues in our legal system
- Direct services, advocacy, education, litigation, or some combination
- Innovative project
- Not a public defender position or focused on international law

## Keys to Success

- Not a staff attorney position, built-in sustainability, ambitious but feasible

# Primary Issue Areas: 2023 Fellows

- Education/Special Education
- Immigrant Populations
- Criminal Legal System Reform
- Racial Justice
- Children/Youth

# / Fellowship Components: Host Organization

## Eligibility

- Non-profit organization with legal staff
- Capable of providing benefits, health insurance, office space or remote work option
- Able to support and supervise new attorneys
- Based in the United States or territories

## Keys to Success

- Supervisor has experience in the project area, project aligns with strategic vision and mission, prior relationship a plus, look far and wide for best fit

# / Fellowship Components: Sponsors

Fellowship sponsors may express issue area or geographic preferences for the Fellowship projects they will consider for funding.

- Law firms, corporations, foundations, bar associations, individuals
- Engaged in the selection process and throughout the two years of the Fellowship
- See our website for updates on sponsor interest in particular geographic and issue areas

# / Design-Your-Own Fellowship Benefits

- Hands-on experience in chosen issue area
- Networking opportunities with other Fellows and alumni in the field
- Salaries are set by the host organization, commensurate with the starting staff attorney salary for that region or city
- Health care coverage and other fringe benefits
- Equal Justice Works' Loan Repayment Assistance Program
- Leadership Development Training in October
- Participation in Alumni Network

# / Writing a Competitive Application

- Different than a standard job application or grant proposal
- Focus on fit: Candidate's unique ability to bring the right project, at the right time, with the right organization
- Demonstrate your ability to blend data, personal stories, and client narratives to highlight your project's anticipated impact on your identified community
- Key sections: Statement of Need, Goals, Timeline, Personal Statement, and Sponsor Involvement

# / Most Common Application Mistakes

- Neglecting the “Pro Bono Opportunities” section – this section is particularly important for potential sponsors
- Disjointed personal statement; summarizing your resume in your personal statement
- Not including information on the legal/service provider landscape and/or your community partners
- Overambitious project design
- Generic and/or vague one-sentence project description
- Typos, spelling or grammatical errors, lack of clarity – use a review team



# / What Should I Do Now?

1Ls should start:

- Thinking about the type of Fellowship project you're interested in, identifying internships with organizations that do that type of work, and building relationships
- Investing your time in gaining public interest experience

2Ls and 3Ls that are clerking/taking a gap-Fellowship should start:

- Approaching potential host organizations
- Asking professors and supervisors for letters of recommendation
- Fine-tuning your resume and outlining your personal statement

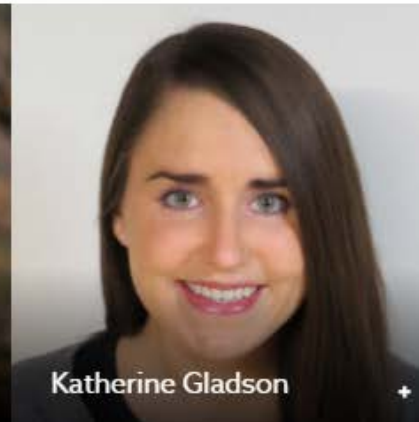
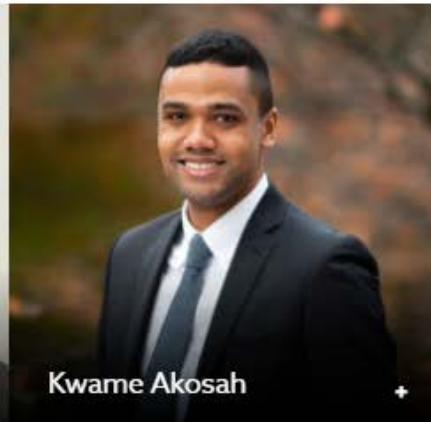
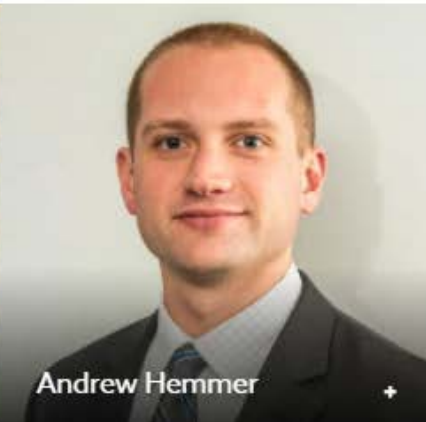
# / Meet Our Fellows

## Meet Our Fellows

Explore the work of current Equal Justice Works Fellows and alumni, learn more about their projects and inspiration, and view recent media coverage of their work. You can search our Fellows by name, law school, issue area, service location, and more.

 FIND FELLOWS BY

name ▾ class year ▾ program ▾ issue ▾ service location ▾ host ▾ sponsor ▾ law school ▾



# / 2L Timeline

- **April 2024:** Applications Open
- **September 2024:** Applications due
- **October 2024:** Alumni review and score applications
- **November 2024 - March 2025:** Candidates are interviewed by prospective Sponsors
- **November 2025 - March 2025:** Candidates are selected on a rolling basis
- **May 2025:** Selection process closes, Class of 2024 Fellows is announced
- **September 2025:** Fellows begin work at host organization

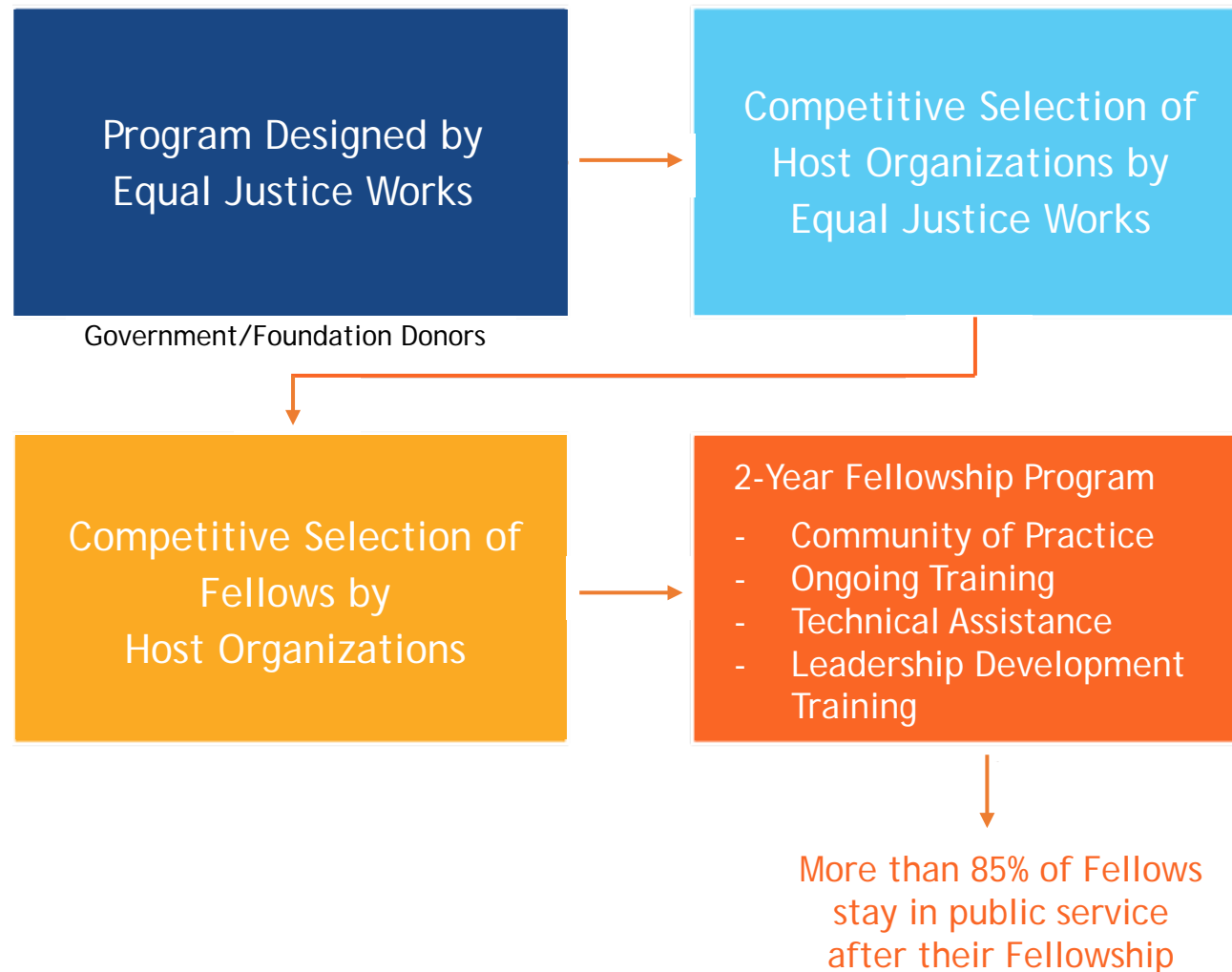
# / 1L Timeline

- **April 2025:** Applications Open
- **September 2025:** Applications due
- **October 2025:** Alumni review and score applications
- **November 2025 - March 2026:** Candidates are interviewed by prospective Sponsors
- **November 2025 - March 2026:** Candidates are selected on a rolling basis
- **May 2026:** Selection process closes, Class of 2025 Fellows is announced
- **September 2026:** Fellows begin work at host organization



**/ Join a Fellowship Program**

# / Fellowship Program Cycle



# / Join a Fellowship Program

## 1. Learn About Our Programs

Equal Justice Works offers Fellowship programs that address a range of legal issues. Following graduation, explore our current programs to see which one aligns with your passions and which are accepting applications

## 2. Select a Program

If a program is accepting applications, view the list of organizations that are part of the program and have an open Fellowship position.

## 3. Apply Directly to the Host Organization

Candidates submit their applications directly to participating host organizations. Host organizations conduct interviews and select their Fellow.

# / Current Fellowship Programs

## Disaster Resilience Program

Equal Provide comprehensive legal services before, during, and after a disaster.

## Housing Justice Program

Provide advice, referrals, and full representation for tenants, in support of safe, fair, and affordable housing.

## Crime Victims Advocacy Program

Increase access to legal aid for survivors of crime.



## / Part of a Team



Comprehensive  
Training in a Group  
Setting



Sharing of Resources  
to Increase Project  
Efficacy



Collaboration Among  
Fellows and Sharing of  
Successes



Access to Subject-  
Matter Experts and  
Knowledge Databases

# / Fellowship Program Benefits

- Hands-on experience in a specific issue area
- Core group of dedicated practitioners who have a common passion, share resources, and problem solve and build a stronger community of practice
- Ongoing training and learning events throughout Fellowship
- Salaries vary depending on the program
- Health care coverage and other fringe benefits (vary depending on the program)
- Leadership Development Training in October
- Participation in Alumni Network

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