

WCL Student Guide to Nonprofit and Public Interest Post-Graduate Legal Fellowship Programs

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I. Introduction to Post-Graduate Fellowships

I. WHAT IS A POST-GRADUATE FELLOWSHIP?

There is an increasing number of fellowships available to recent law school graduates. Some are designed to financially assist graduates who want to do public interest or pro bono work, but face unmanageable student loan repayments. While the term "fellowship" is used by a variety of different programs, generally legal fellowships:

- Are short-term opportunities lasting from a few months to several years – most are one or two years
- Allow fellows to assist underrepresented populations and/or address specific issues in a given community
- Focus on the professional development of the fellow
- Are sponsored by a specific association or organization seeking to expand leadership in its particular area of law

The financial compensation varies greatly.

Still, this can be balanced with the ability to work on legal issues the fellow cares about, helping people and communities who often have nowhere else to turn. Also, legal fellowships allow the recent graduate to assume much more responsibility, more quickly, than would be possible in some other types of legal work. In addition, many fellowships offer:

- Student loan repayment programs
- Healthcare coverage and other employment benefits
- Housing stipends
- Paid travel or relocation expenses
- Alumni networks for developing and maintaining contacts in the field
- Training programs

The most comprehensive list of postgraduate legal fellowships can be found on PSJD, the online resource for public service careers, at www.psjd.org by clicking on the "Resource Center" tab.

II. TYPES OF FELLOWSHIPS

- ✓ Project-Based and Entrepreneurial Fellowships
- ✓ Organizational Fellowships
- ✓ Teaching Fellowships
- ✓ International Fellowships
- ✓ Firm-Sponsored Public Interest/Pro Bono Fellowships

III. PROJECT-BASED AND ENTREPRENEURIAL FELLOWSHIPS

Description: Project Fellowships help fund projects that serve unmet legal needs. Usually, applicants must propose their own projects, usually in conjunction with an existing organization, but in some cases candidates may apply for support to start a new organization.

Examples

Equal Justice Works (www.equaljusticeworks.org)

- ✓ Equal Justice Works organizes, trains and supports public service-minded law students and is the national leader in creating summer and postgraduate public interest jobs. About 50 fellowships are awarded each year.

- ✓ Recognizing that many obstacles prevent committed attorneys from practicing public interest law, the program provides financial and technical support to lawyers working on innovative and effective legal projects. The two-year fellowships offer salary and generous loan repayment assistance; a national training and leadership development program; and other forms of support during the term of the fellowship.
- ✓ Equal Justice Works does not request a transcript and grades are not considered in the selection process.
- ✓ This is an entrepreneurial fellowship in that students must design a project in conjunction with a nonprofit host organization. The project must bring something new to the organization that distinguishes the fellow's role from that of a staff attorney.
- ✓ A project is a carefully designed initiative that involves innovative, effective legal advocacy on behalf of individuals, groups, or issues that are not adequately represented by some aspect of the legal system. Advocacy may entail a wide range of approaches, including, but not limited to, community legal education, training, and organizing; direct services; litigation; transactional work; and administrative or legislative efforts.
- ✓ The Equal Justice Works Fellowships Program creates partnerships among public interest lawyers, nonprofit organizations, law firm/corporate sponsors, and other donors in order to provide more Americans with effective access to the justice system.
- ✓ The application is lengthy and time intensive. Be sure to allocate enough time to thoroughly complete it. The deadline is mid-September.

Skadden (www.skaddenfellowships.org)

- ✓ The Skadden Fellowship Foundation, described as "a legal Peace Corps" by *The Los Angeles Times*, was established in 1988 as an affirmation of the firm's commitment to public interest law. The foundation, funded by a bequest from the firm, awards approximately 25 fellowships per year to graduating law students and outgoing judicial clerks. Fellows provide legal services to the poor, elderly, homeless and disabled, as well as those deprived of their human rights or civil rights. In recent years, Fellows have also worked on issues concerning economic development and community renewal.
- ✓ Fellowships are awarded for one year, with the expectation of renewal for a second year. Skadden provides each Fellow with a salary of \$46,000 and pays all fringe benefits to which an employee of the sponsoring organization would be entitled. For those Fellows not covered by a law school loan repayment assistance program, the firm will pay a Fellow's law school debt service for tuition for the duration of the fellowship.
- ✓ A distinguishing trait between the Skadden fellowships and the Equal Justice Works fellowships is that the goal of the Skadden program is to provide solid *apprenticeships* for new lawyers. Both programs require that supervision by an attorney and training be provided by the host organization, however, Skadden seeks to "groom" the next wave of public interest attorneys rather than funding entrepreneurial or "cutting edge" projects.
- ✓ The application deadline is early October.
- ✓ Selected applicants will be invited for an interview in November.
- ✓ Finalists will be announced in early December.

Echoing Green (www.echoinggreen.org)

- ✓ The Echoing Green Fellowship program was created to provide social entrepreneurs, who have original and compelling ideas for driving social change, with the tools and resources to start new autonomous public service projects or organizations. Approximately 20 fellowships are awarded each year.
- ✓ Individuals who are awarded the two-year fellowship receive up to \$90,000 in seed funding, health and dental insurance coverage, access to the Fellowship's network of social change makers, and technical assistance. The stipend can be used for any purpose related to the start up of the organization or project.
- ✓ Application open call period is typically October & November each year.

Soros Justice (www.soros.org)

- ✓ The Soros Justice Fellowship Program was established in 1997 by the Open Society Institute's Center on Crime, Communities and Culture. The fellowships are designed to encourage innovative approaches to crime prevention, strengthen successful criminal justice programs already in place and promote nonpartisan debate on complex criminal justice issues such as juvenile justice and prison reform through innovative policy advocacy projects.
- ✓ Each year the fellowships program enables up to 10 individuals to develop their projects during an 18-month period. A \$48,750 stipend is provided over 18-months.
- ✓ The application deadline is generally early November.

New Voices (<http://newvoicesfellows.aspeninstitute.org/>)

- ✓ The New Voices Fellowship Program is a capacity-building and leadership development grant program that assists nonprofit organizations and professionals in a number of fields. The organization continues to focus on addressing needs, solving problems, and defending human rights related to the impact on the Gulf Coast of Hurricanes Katrina and Rita.
- ✓ Up to 15 organizations will receive a Fellow each year.
- ✓ Proposed Fellows must clearly represent a "new voice" to the organization and its field. Most Fellows will have completed an undergraduate or graduate degree, or have equivalent education and experience. While there are no limits with regard to age or professional experience, strong applications will demonstrate that this individual would offer new perspectives, expertise or skills, and insights to the organization and field. Work and/or relevant personal experience will be weighed on a par with educational experience.
- ✓ Benefits include: Up to \$1,500 per year to cover the Fellow's participation in workshops, conferences, and seminars; student loan repayment/financial assistance up to \$5,000 per year; and external mentoring/networking account (year two) up to \$1,000.
- ✓ The application deadline is usually in early January.

Institute for Educational Equity and Opportunity (<http://www.ifeeo.org/id4.html>)

- ✓ The Institute for Educational Equity and Opportunity provides a one-year fellowship for recent law school graduates to work with a public interest educational equity project or attorney of their choice in the areas of educational equity and opportunity. Applicants must have taken a course in Education law, be recommended by her/his Education Law Professor, and are responsible for securing a potential position with a sponsoring attorney/organization before submitting an application for a Fellowship.

- ✓ The fellowship award is \$60,000 for salary plus additional funds for benefits.
- ✓ The deadline is usually in the spring.

IV. ORGANIZATIONAL FELLOWSHIPS

Description: Organizational fellowships are defined positions within existing organizations, usually for a period of one to two years. Applicants do not need to develop their own project. Students or graduates apply to these fellowships in a similar manner as applying for a typical job. An organization usually offers one or maybe a few fellowships each year, but there are hundreds of organizational fellowships available.

Examples

ACLU (www.aclu.org)

- ✓ The ACLU is committed to defending and preserving the individual rights and liberties guaranteed to all people in this country by the Constitution and the laws of the United States.
- ✓ Legal Fellowships with State Members (see individual websites for application deadlines and further information.)

Law Students for Reproductive Rights (http://lsrj.org/internships_fellowship/index/)

- ✓ LSRJ launched the Reproductive Justice Fellowship Program (RJFP) as a means to enhance the capacity of reproductive justice organizations working to influence law and policy and to build a pipeline for future reproductive justice lawyers. The RJFP will provide lawyers with new entry points and professional development opportunities in reproductive justice law and policy advocacy. Placement organizations will benefit from enhanced research, analysis, and advocacy capacity, bolstering their ability to achieve desired outcomes and lasting change.
- ✓ Responsibilities: The RJ Fellow's work will further on the placement organization's reproductive justice agenda, which may include issues concerning access to health care and family planning services; comprehensive sex education; restoring public funding for abortion services; support for pregnant and parenting prisoners and teens; the intersection of domestic violence and reproductive oppression; and HIV/AIDS advocacy. The RJ Fellow may be responsible for conducting legal and policy analysis; educating policymakers, allies, and constituents; and participating in advocacy efforts. The RJ Fellow may also serve a key role in working for reproductive health policy change that meets the needs of vulnerable populations by representing the host organization in coalitions, meetings with staff and Members of Congress, and collaborations to advance legislative priorities.
- ✓ The Fellow will receive a stipend of \$50,000 from LSRJ and a benefits package, including health insurance, to be determined by the host organization. The application deadline is early November.

Human Rights Watch (www.hrw.org)

- ✓ Human Rights Watch is the largest human rights organization based in the United States. Human Rights Watch researchers conduct fact-finding investigations into human rights abuses in all regions of the world. Human Rights Watch then publishes those findings in dozens of books and reports every year, generating extensive coverage in local and international media.
- ✓ Each year, Human Rights Watch awards four International Human Rights Fellowships to recent graduates of law schools or graduate programs (master's and above) in journalism, international relations, area studies, or other relevant disciplines.

- ✓ Fellows work full time for one year with one or more divisions of Human Rights Watch, based in New York City or Washington, DC. Fellows monitor human rights developments in various countries, conduct on-site investigations, draft reports on human rights conditions, and engage in advocacy aimed at publicizing and curtailing human rights violations.
- ✓ The application deadline is early October.

The Women's Law and Public Policy Fellowship Program

(<http://www.law.georgetown.edu/wlppfp>)

- ✓ The Women's Law and Public Policy Fellowship Program offers 6-8 fellowships annually to attorneys with a background in women's rights. Selected fellows are placed in nonprofit organizations in the DC Metro area working on a variety of issues including: reproductive rights, domestic violence, work and family, employment and sex-based discrimination, Title IX, economic self-sufficiency, gender-based asylum, rights of women with disabilities, and international human rights. Placements may focus on policy, advocacy, outreach and education, litigation, or some combination thereof.
- ✓ The Women's Law Fellowship also offers a two-year teaching fellowship in the Domestic Violence Clinic at the Georgetown University Law Center. Candidates must be barred at the time the application is submitted to be eligible (third-year law students are ineligible.) Clinical and/or litigation plus exceptional academics is a must for this and all Georgetown teaching fellowships.
- ✓ Occasionally there is also a two-year teaching fellowship available in the International Women's Human Rights Clinic.
- ✓ Graduating law students can apply during the fall of their third year. Law school graduates can apply at any time. There is no cap on the amount of time after law school when you can apply.
- ✓ Salary: \$37,500. Loan repayment assistance is not available, however, fellows can usually defer loans during the fellowship.
- ✓ Criteria: Demonstrated commitment to women's rights, strong academic record, willingness to work on a variety of women's rights issues. Men are encouraged to apply.
- ✓ The application deadline is early November.

Juvenile Law Center Zubrow Fellowship (<http://jlc.org/about-us/who-we-are/working-at-jlc/zubrow-fellowship-childrens-law>)

- ✓ The Zubrow Fellowship is an opportunity to engage in a wide variety of advocacy efforts on behalf of children in the delinquency and dependency systems. Zubrow Fellows are involved in training, legislative efforts, litigation, policy work and some direct representation on issues ranging from the rights of dependent youth aging out of the foster care system to the needs of juveniles reentering the community from delinquent placements.
- ✓ Because JLC is a small public interest firm (seven attorneys), Fellows have an opportunity to work closely with all members of the staff. In addition, Fellows work with organizations and individuals from other Philadelphia legal or public interest advocacy organizations, Philadelphia and Pennsylvania government employees, and juvenile lawyers from around the country.
- ✓ Zubrow Fellows have a few (1-3) individual clients over the course of the Fellowship. JLC is not a legal services organization, so direct representation is not the focus of the Fellowship. Fellows are eligible to be assigned their first client after they are admitted to any bar.

- ✓ The application deadline is early October.

George N. Lindsay Fellowship (<http://www.lawyerscommittee.org/about?id=0006>)

- ✓ The George N. Lindsay Fellowship provides an opportunity for recent law school graduates to become familiar with civil rights practice by working with many of the nation's leading civil rights experts at the national office of the Lawyers' Committee for Civil Rights Under Law in Washington, DC.
- ✓ The one-year Fellowship pays a stipend of \$42,000, supplemented by a loan forgiveness payment of \$2,000. The yearly stipend is also supplemented by payment of bar review and fees. Fellows have the opportunity to gain legal experience in one or more of the following areas: voting rights, criminal justice, poverty, employment discrimination, fair housing, community and economic development, pro-affirmative action efforts, discrimination and the intersection of gender and race, and human rights law.
- ✓ The application deadline is early July.

Jerry Shestack Justice Fellowship (<http://www.lawyerscommittee.org/page?id=0065>)

- ✓ Shestack Fellows will be selected on a bi-annual basis by the Lawyers' Committee in consultation with the Shestack Justice Advisory Committee. It is a two-year fellowship focused on civil rights litigation.
- ✓ Law school graduates who have passed the bar and have two to three years of outstanding litigation experience and/or judicial clerkships are eligible to apply. The chosen Fellow will have demonstrated a passion and commitment to civil rights and public service and have shown promise of becoming an exceptional litigator.
- ✓ Fellows are paid the same salary of Lawyers' Committee attorneys with the same number of years of experience.
- ✓ The application deadline is mid March.

V. TEACHING FELLOWSHIPS

Description: Teaching fellowships are designed to offer the graduate the ability to learn how to teach law in a clinical setting, or work on legal research projects. Strong academics are a must and most require relevant experience post-law school. Current bar membership may also be a requirement.

Examples

Environmental Law Institute (www.eli.org)

- ✓ Law Fellows work with ELI's Research and Policy Studies staff to advance environmental protection. ELI's research focuses on pollution and natural resource laws, and policies at the local, state, federal, and international levels.
- ✓ The application deadline is mid December.

Georgetown University Law Center Graduate Fellowship Program for Future Law Professors (<http://www.law.georgetown.edu>)

- ✓ The Law Center offers one graduate fellowship each year to a recent graduate or practicing lawyer. The program is seeking applicants who have demonstrated an outstanding aptitude for independent legal research, through prior research as a law student or legal experience after law school. Applicants must hold a JD degree from an ABA accredited law school. The program

- ✓ expects that candidates will have widely varied intellectual interests, and may wish to pursue research ranging across the full spectrum of legal theory.
- ✓ Candidates who complete a substantial scholarly publication while in residence at the Law Center will be eligible for the LL.M. degree. The program lasts approximately 18 months, during which time the Law Teaching Fellow works closely with a single faculty mentor to observe and participate in teaching, as well as complete a publishable scholarly piece.
- ✓ Application deadlines vary.

VI. INTERNATIONAL AND FELLOWSHIPS ABROAD

Description: There are a variety of post-graduate fellowships that allow recipients to work on international issues in the U.S. and abroad. Some of these are not legal fellowships *per se* but are good opportunities to work on law related issues through nongovernmental organizations, universities, and, in some cases, U.S. government agencies.

Examples

Amnesty International *Ralph J. Bunche International Human Rights Fellowship*

(<http://www.amnestyusa.org/get-activist-toolkit/be-a-leader/ralph-j-bunche-human-rights-fellowship-program/page.do?id=1031058>)

Amnesty International's Ralph J. Bunche Human Rights Fellowship seeks to develop human rights leaders in communities of color in the United States. The Fellowship provides training and experience in international human rights advocacy to activists who are interested in the field of international human rights. The Ralph J. Bunche Human Rights Fellowship focuses on building the competencies of activists in the core areas of international human rights advocacy, including research, action mobilization, campaigns, and media communications.

U.S. Fulbright Program (http://www.cies.org/us_scholars/us_awards/)

The Fulbright Scholar Program focuses on building and maintaining international relations between the U.S. and the rest of the world. To further this initiative, each year, the program sends U.S. students abroad to conduct research in a wide variety of academic and professional fields. The Fellowship provides for travel and living expenses while scholars are abroad conducting research.

Human Rights Watch (www.hrw.org)

Fellows work full time for one year at Human Rights Watch, based in New York City or Washington, D.C. Fellows monitor human rights developments in various countries, conduct on-site investigations, draft reports on human rights conditions, and engage in advocacy aimed at publicizing and curtailing human rights violations. Past Fellows have conducted fact-finding missions to, among other places, Albania, Azerbaijan, Bangladesh, Bolivia, Brazil, Burma, Cambodia, Colombia, Cuba, the Dominican Republic, Egypt, El Salvador, Ethiopia, Guatemala, Haiti, Honduras, Hong Kong, India (including Kashmir and Punjab), Iran, Israel, Kenya, Malaysia, Moldova, Namibia, Nigeria, Pakistan, the Philippines, Russia, Rwanda, South Africa, Sudan, Syria, Tajikistan, Uganda, the U.S.-Mexican border, and Venezuela.

Center for Reproductive Rights *International Legal Fellow for Asia*

(<http://reproductiverights.org/>)

The International Legal Fellow for Asia will be responsible for legal and policy analysis of a variety of reproductive rights issues. Seventy percent of the Fellow's work will be focused on the Asia region and the remaining thirty percent will be focused on other regional and global work for the International Legal Program. Responsibilities also include public speaking and supervision of junior staff and interns. Extensive international travel required.

Resources

- ✓ The best comprehensive sources of information on international fellowships are:

- ✓ PSJD International Database Resources (www.psjd.org/International_Resources)
- ✓ *Finding and Funding International Public Service Opportunities* compiled by Robert Kaplan, Paula Nailon and Beth Kirch for the NALP Annual Educational Conference, updated 2008 (http://www.nalp.org/assets/142_intpsopps.pdf)
- ✓ ILSP Career Connection Newsletter, available only to WCL students and alumni (<http://www.wcl.american.edu/career/llmforeign.cfm#connection>)
- ✓ Global Opportunities Listserv, sign up on the WCL International Law Programs Abroad website (<http://abroad.wcl.american.edu/>)

VII. FIRM-SPONSORED PUBLIC INTEREST/PRO BONO FELLOWSHIPS

Description: Firm fellowships are defined positions within a law firm or a split time position, whereby the fellow spends a portion of her time in the firm and a portion working at a designated non-profit agency.

Examples

Relman & Dane, PLLC (www.relmanlaw.com/hiring.php)

Relman & Dane is a small law firm in Washington, DC where all the attorneys share a passionate commitment to social justice. The Relman Civil Rights Fellowship offers one recent graduate the opportunity to litigate important civil rights cases with experienced practitioners. The fellowship was created to further Relman's mission of providing clients with legal services of the highest quality while promoting social justice through vigorous enforcement of civil rights law. The application deadline is mid October.

Fried, Frank, Harris, Shriver & Jacobsen (<http://friedfrank.com/index.cfm?pageID=49>)

Fried, Frank, Harris, Shriver & Jacobsen is an international law firm with a commitment to *pro bono* work. In 1995 and 1997, respectively, Fried Frank founded the Mexican American Legal Defense and Educational Fund and the NAACP Legal Defense and Educational Fund Fellowship Programs. Each Fellow spends two years in Fried Frank's New York litigation department, and then, depending upon the fellowship, spends two years as a staff attorney with either LDF or MALDEF. Upon successful completion of the four-year Fellowship, Fellows may interview to return to Fried Frank with full seniority. The application deadline is early November for all programs.

Covington & Burling (<http://http://www.nlsp.org/2015-westwood-fellowship>)

The Howard C. Westwood/NLSP Fellowship, created in 1991, is designed to help alleviate the severe under-staffing problem at Neighborhood Legal Services. Currently two graduates of District of Columbia or the University of Maryland law schools are selected for one-year assignments at NLSP offices. The Fellowships are named after a late C&B partner who was instrumental in the formation of the legal services program both locally and nationally. These fellowships have spawned the public service legal careers of a number of new lawyers in the District of Columbia. Note, this fellowship allows you to apply up to two years after graduation. For information and questions, contact Valerie Scott, Director of Administration and Compliance at NLSP, (202) 269-5101. The application deadline is late January.

Bernabei & Wachtel, PLLC: (<http://www.bernabeipllc.com/whoweare.html>)

Bernabei & Wachtel, PLLC, based in Washington, D.C., is nationally recognized for its expertise in

the areas of employment law, sexual harassment law, whistleblower law, civil rights and civil liberties matters, Sarbanes-Oxley claims, and training. In addition, lawyers are committed to using their collective skills, talents and resources to protect the rights of employees, to promote equal opportunity, to curb unfair and deceptive business practices, and to help create a more just society. Bernabei sponsors a one-year civil rights litigation fellowship. The application deadline is early March.

Katz, Marshall, and Banks, LLP: (<http://www.kmblegal.com/>)

Katz, Marshall & Banks, LLP is a boutique civil rights and employment law firm based in Washington, D.C. The firm's lawyers have been recognized as among the best employment lawyers nationally and in the Washington, D.C. area. Lawyers also serve as faculty members for the prestigious American Law Institute - American Bar Association ("ALI-ABA") and Georgetown CLE, and are regularly published in national legal publications about employment law and civil rights issues. Firm members have appeared regularly as commentators on national television and radio news shows, and in print media, about these issues. The firm sponsors a one-year civil rights litigation fellowship.

Neufeld, Scheck & Brustin, LLP (<http://www.nsbcivilrights.com/82-2/>)

Since 2001, the Firm has sponsored a fellowship for recent graduates to work in the field of civil rights. Following the death of founding partner Johnnie L. Cochran, Jr., this fellowship was named in his memory to honor his dedication and commitment to civil rights while a member of the Firm and throughout his distinguished career.

Former fellows have gone on to a variety of positions in the field of civil rights law, including representing indigent defendants and Guantanamo detainees, as well as teaching law at the University of Virginia, Yale University, Fordham University, the City University of New York, and the University of Texas at Austin. The Firm sponsors a two-year Cochran Fellowship. Applications are accepted between October 1 and November 1.



II. Identifying and Applying for Fellowships

Fellowship Benefits: All fellowship programs offer great opportunities, quantifiable and unquantifiable. Larger fellowship programs, like Equal Justice Works and the Skadden Public Interest Fellowship Program, require an experienced attorney supervisor and sufficient infrastructure and resources to mentor and train the fellow. In addition, they provide additional training via annual conferences for current fellows. Smaller, organization-based fellowships have developed an infrastructure that supports the ongoing hiring and training of a fellow on an annual basis, much like law firms do for new associates, although on a much smaller scale.

Other benefits of fellowships may include loan repayment assistance, membership in a network of fellowship alumni, and assistance seeking jobs when the fellowship has ended. Not to be overlooked is the prestige of any legal fellowship program, which provides similar resume cache as a federal clerkship (and in some cases may lead to a federal clerkship.)

1. **Start early and utilize those research skills!** Start researching during your first summer or as soon thereafter as possible. The “Application Deadline Calendar” on [PSJD.org](https://www.psjd.org) is a good place to start identifying fellowship programs that seem like a good fit for your interests. Be sure to check each program’s website for updated information and to verify deadlines.

Getting an early start is particularly important if planning to apply for project-based fellowships such as Equal Justice Works or Skadden. Application deadlines are generally in September or October of your third year, so you must identify a host organization and project by your second summer. Summer employers or organizations where you had academic year internships or externships are often good potential host organizations.

Approach potential host organizations early in the summer of your second year to see if they are interested in partnering on a project. Some organizations may turn students away if they receive more than one request in any given year. Also, check [PSJD.org](https://www.psjd.org) for organization sponsorship internal deadlines.

Good places to get project ideas include: the Equal Justice Works and Skadden websites, which provide information about current fellows, professors, OCPD’s website, or by contacting WCL alumni working in your interest area.

2. **Create a calendar of application deadlines.** Once you have identified the fellowships to which you plan to apply, create a chart or timeline of the deadlines and application requirements. Personal statements, letters of recommendation, resumes and transcripts are all common elements of many fellowship applications. Identifying and getting to work on these common elements first is a good way to make the process less burdensome and to tackle a large portion of the work in an organized fashion.
3. **Communicate with the host organization early and often.** If applying for project-based fellowships, maintain regular contact with your host organization. This includes not only your prospective supervisor, but the persons responsible for organizational development and fundraising. The staff or consultants who do grant writing are invaluable parties in the process and can provide you with boilerplate language that the organization uses to pitch its mission and programs to other funders. Likewise, they can help pull together current information and statistics on the target population that your project addresses.
4. **Be sure to adhere to the application guidelines and instructions.** Provide what is asked for in the requested format, and refrain from supplementing the application with all manner of “extras”. While the urge to dress up the application with fancy covers or bindings is

understandable, in many cases the entire application or some portion thereof is ultimately photocopied so fancy presentations simply create more work for fellowship administrators. Similarly, if there is a recommendation letter limit, choose your letters strategically rather than submitting extras, as you otherwise run the risk of having your strongest letter discarded at the whim of a third party.

Many fellowship applications are by their nature repetitive. For example, some request a resume and a listing of public interest-related experience. If they ask for it twice, there is a reason. Simply inserting the statement “See attached resume” is not advised. Look at the questions and requested information carefully and respond accordingly.

5. **Make it easy for reviewers to decipher the components of the application and/or project.** When submitting paper applications, use headings and subheadings to make the document easy to read and be sure the document reflects your one-sentence project description (where applicable). Pages and pages of text without guideposts are particularly taxing on readers reviewing towering stacks of applications within a short amount of time. Online applications should likewise strictly conform to the requested format.
6. **Never underestimate the power of a personal statement.** Be careful not to spend so much time on the technical portions of the application that you leave the personal statement to the last minute. This is often the hardest part to write. There is no such thing as a “right” or “wrong” personal statement, but there are good ones and bad ones. A good one comes from the heart and indicates a passion or healthy sense of outrage regarding the issues that you seek to remedy. A bad one is forced, boastful and/or angry. After reading pages of facts and statistics, the “human interest” story is a welcome break for reviewers. You should relate personal experiences that help the reader understand why the project is of interest to the applicant.
7. **The Timeline is the Backbone of Your Project.** Many programs require you to create a timeline of your project – listing the time periods when you anticipate undertaking each necessary task. Before you begin writing, create a timeline that adheres to your one-sentence project description and provides a game plan for achieving the goals of your project. While the timeline should be detailed, it should also be flexible and not over-ambitious. A good exercise is to list the components of your project (direct service, education/outreach, policy, etc.) and estimate the percentage of the time you anticipate spending on each. Be mindful that when mixing direct service with other types of work, there is always the danger that the urgency of the clients’ needs will cause the direct service to overshadow the other components of the project.

Generally the first six months of any project will be spent getting your bearings: attending trainings, shadowing other attorneys at the organization, attending local coalition meetings, waiting for your bar results, and getting a better feel for what services/resources currently exist and those that are lacking.

8. **Start Writing!** A great deal of writing is involved in most fellowship applications. Particularly onerous is the Equal Justice Works application, which at its essence is a grant application pitching a student’s idea for a project to any number of potential funders. The application can be more than 12 single-spaced pages. Needless to say, this makes drafting a cover letter look easy.

Preparing for an Interview

As with all activities job-related, practice makes perfect. You should make an appointment with OCPD for a mock interview and conduct additional research on both the host organization (where applicable) and the interviewing parties prior to the interview. It is crucial to network with current and former Skadden Fellows, because they will provide you with insight into the interview process. To obtain contact

information for Skadden Fellows, network with your contacts, WCL professors, or contact Susan Butler Plum, the Director of the Skadden Foundation. Equal Justice Works has a list of sample fellowship interview questions available on its website. These questions are great guidelines for any student interviewing for a project-based fellowship. Anticipate questions and identify weaknesses in your application and be prepared to give responses about them.

When applying for organizational or firm fellowships, take the time to scour the employer's website and review any newsletters or information on recent cases or initiatives. An application professing your passion for working with the employer rings hollow when the interview reveals that you actually know little or nothing about the employer.

Before Scheduling an Appointment with a Counselor to Review Your Application:

- ✓ Proofread the application and correct typographical errors;
- ✓ Provide the counselor with a list of questions you have regarding the application and the application process so she can keep these in mind when reviewing the materials;
- ✓ Provide adequate lead time for the counselor to prepare for the appointment – it can take up to 45 minutes just to read an Equal Justice Works application, and additional time to provide comments and feedback.

Additional Steps for Project-Based Fellowship Application Review:

- ✓ Be sure to have the host organization review the application first. Its staff members are better equipped to provide substantive feedback;
- ✓ Obtain a list of questions that your host organization has about its role in the application process, and have the counselor go over this list.

Resources:

PSJD.org “Postgraduate Fellowships” Resources ([www.psjd.org/Postgraduate Fellowships](http://www.psjd.org/Postgraduate_Fellowships))

PSJD.org “International Database” Resources ([www.psjd.org/International Resources](http://www.psjd.org/International_Resources))

Finding and Funding International Public Service Opportunities compiled by Robert Kaplan, Paula Nailon and Beth Kirch for the NALP Annual Educational Conference, updated in 2008
(http://www.nalp.org/assets/142_intosopps.pdf)

III. Fellowship Planning Timeline

1. **FIRST YEAR**

1. **Fall - After Nov. 1**

1. Learn about fellowships: what they are and what types are available
 - Read this manual
 - Post resume/profile on CareerLink
 - Review [PSJD.org](http://www.psjd.org) database “Postgraduate Fellowships”
2. Begin building a public interest resume
 - Participate in the Pro Bono Honors Pledge Program
 - Join a WCL public interest or community service student group
3. Begin thinking about 1L summer
 - Attend OCPD/OPI programs
 - Meet with your assigned OCPD counselor for your initial 1L appointment.
 - Attend mandatory EJF summer funding meetings (likely before Nov. 1)

2. **Spring**
 1. Conduct 1L summer job/internship search
 2. Attend Fellowship Workshop and Information Sessions
 3. Attend Financing a Public Interest Career Program/View webinar
3. **Summer**
 1. Develop as many contacts as possible; touch base with past employers and contacts
 2. Develop good relationships with possible references
 3. Consider whether summer employer is potential fellowship sponsor

2. **SECOND YEAR**

1. **Fall**
 1. Begin 2L summer search as soon as ready
 - Update resume/profile
 - Link search with future fellowship possibilities
 - Meet with the Assistant Director of Public Service Careers to discuss long-term career interests and plans
 - Attend Equal Justice Works Career Fair
 - Attend mandatory EJF summer funding meetings
 2. Continue building public interest resume
 - Intern/extern, participate in other public interest/pro bono activities
 - Consider clinics open to 2Ls or take required courses for 3L clinics
 - Consider Faculty Dean's Fellows positions
2. **Spring**
 1. Finalize 2L summer plans
 2. Apply for EJF and other grants for unpaid summer public interest work
 3. Attend Fellowship Workshop and Information Sessions
 4. Talk with prior fellows and fellowship mentors
3. **Summer**
 1. Re: Project fellowships:
 - Crystallize fellowship ideas
 - Educate yourself thoroughly about relevant programs on OCPD's Public Interest page under "Post-graduate fellowships"
 - (1) Re-read relevant parts of this manual
 - (2) Read all available print information about program
 - (3) Read information on program website
 - (4) Speak with Assistant Director of Public Service Careers
 - (5) Contact prior fellows
 - (6) Determine application deadlines and procedures
 - Contact potential organization sponsors
 - Solidify organization sponsorship as early as possible

3. **THIRD YEAR**

1. **Fall**
 1. Update resume/profile on CareerLink
 2. Re: Project fellowships
 - Secure organization sponsorship if haven't already
 - Work on applications with host organization staff and Public Interest Specialist
 - Submit application

3. Staff attorney and clinical fellowships
 - Determine deadlines and application procedures
 - Meet with Assistant Director of Public Service Careers
 - Submit applications
 4. If relevant, prepare for interviews
 - Strategize with WCL advisors, prior fellows
 - Set up mock interview
 5. Begin thinking about and pursuing non-fellowship public interest options, such as the Presidential Management Fellowship
2. **Spring**
1. Apply for staff attorney and clinical fellowships with spring deadlines
 2. Continue pursuing non-fellowship public interest options

IV. Points of Contact at WCL

EQUAL JUSTICE WORKS FELLOWSHIPS:

Prof. Susana Sa'Couto: Former Equal Justice Works Fellowship Recipient
 Contact: ssacouto@wcl.american.edu

Natalie Nanasi, Practitioner in Residence: Former Equal Justice Works Fellowship Recipient
 Contact: natalien@wcl.american.edu

SKADDEN PUBLIC INTEREST FELLOWSHIPS:

Prof. Amy Myers: Former Skadden Fellowship Recipient
 Contact: amyers@wcl.american.edu

Prof. Anita Sinha: Former Skadden Fellowship Recipient
 Contact: asinha@wcl.american.edu

FULBRIGHT AWARD:

Office of Merit Awards

Prof. Sean Flynn: Former Fulbright Award Recipient
 Contact: sflynn@wcl.american.edu

ECHOING GREEN FELLOWSHIP:

Prof. Ezra Rosser: Echoing Green Fellowship Finalist
 Contact: erosser@wcl.american.edu

V. Scattered Thoughts on the Skadden Application

Prepared for WCL Students by Prof. Peter Cicchino, 1995

Caveat Emptor. In this case, let the listener beware. There is no science to obtaining a fellowship. My own experience applying successfully for a Skadden Fellowship, my experience helping others apply successfully, and the experience of my friends with both successful and unsuccessful applications, however, have led me to conclude that there are certain practical steps that can be taken to increase the probability that your application will be successful. Nevertheless, the warning with which I began is to be taken very seriously. For virtually every assertion made below a counter-example can be adduced. Still, I think what follows may be helpful.

As an additional warning, what follows may seem calculating -- even cynical. Obviously, it is not meant to be. The overwhelming human need -- the sheer scope of suffering -- that is present on our city streets, in factories and farms, in hospitals and prisons, is something that should inspire all of us to greater service of others. The sad reality, however, is that finding the financial support to make that service possible often requires a certain tough mindedness.

Asking for other people's money -- begging -- is humbling business, something many poor people are forced to do every day. Remember, however, that there is nothing shameful in begging alms for the poor (which, despite all the complexities, is what seeking funding for your public interest work is all about). St. Francis of Assisi, Siddhartha Guatama, Dorothy Day were among its practitioners. You are, then, in noble company.

A. The Substance of the Application -- the three P's

1. **The Project** -- The project must be directed primarily to providing direct legal services to *economically* oppressed people. While other forms of oppression may afflict the constituency you serve -- e.g., racism, sexism, homophobia, xenophobia -- it is critically important that you be able to document and explain that you will serve materially poor people. The more attenuated the connection between your project and direct legal service to poor people, the greater the difficulty in selling the Foundation on your project.

Direct legal service is also important. While Skadden Fellows are involved in impact litigation and lobbying, those activities should not be emphasized in your application. The key is to present your project as providing the legal equivalent of soup kitchen work, i.e., immediate legal service to poor people.

Candidly, your project should also contain a certain amount of "sex appeal." That is to say, it should be something that is either presently in the national consciousness or can be presented in a way that will catch the imagination of the Foundation.

Factors to Consider

- ✓ Can you convincingly document that you are dealing with a significant problem (in terms of the number of people affected and/or the intensity of the harm inflicted on them)?
- ✓ Can you show that those to be served are economically poor people or that the problem you seek to address has an impoverishing effect (e.g., AIDS)?
- ✓ Can you explain, clearly and concretely, how the problem is amenable to a specifically *legal*

solution? Could you provide an account of a proposed "day on the job" -- i.e., a specific and concise account of the legal services you will provide?

- 2. The Placement** -- Your sponsoring organization should have a proven record of service to poor people. The ability of the sponsoring organization to provide adequate supervision and support is also important (see below). Ideally, you want an organization known to the Foundation. Calculating the effect of prior Skadden Fellowships, in a sponsoring organization, is notoriously difficult. On the one hand, there are several organizations that regularly receive Skadden Fellowships. Hence, it seems fair to conclude that an organization that has received a Skadden in the past is a good bet for receiving Skadden Fellows in the future. On the other hand, Skadden Fellowships are a scarce resource (25 awarded per year, 50 fellows serving at any one time) and I know the Foundation does value diversity (geographic and otherwise) in awarding fellowships. Accordingly, an organization that has received several Skadden fellows in the past may be passed over for a worthwhile organization that has yet to receive one.

Skadden has never awarded more than one fellow to a sponsoring organization in one year. It follows, then, that if you have chosen an excellent placement, it is to your advantage that the organization sponsor only *one* candidate (namely, you) for the Skadden Fellowship.

Factors to Consider

- ✓ What is the reputation of your organization for direct legal work with poor people? Is your organization known to the Skadden Foundation?
- ✓ Where is the organization located? Coastal cities -- New York, San Francisco -- tend to be extremely popular as proposed fellowship sites. It may be to your advantage to situate your work somewhere that has fewer public interest lawyers (and fewer potential applicants).
- ✓ Has your organization had Skadden Fellows in the past? Does it have a Skadden Fellow at present? Can you talk to past or present Skadden Fellows who have worked or are working at your organization? What do they have to say and, what is arguably more important, what have they said to the Foundation about the organization in which they worked or are working?
- ✓ How many times, if any, has the organization applied for Skadden Fellows? Did those applicants make the interview stage? How many, if any, of those applicants were successful?

- 3. The Person** -- After one's application survives the first cut, this may be the most important of the three elements. By the time you apply for a Skadden, there's not much you can do about your academic and work history, so concentrate on presentation. Obviously, a strong commitment to public interest work and good grades are two things the Foundation values. An interesting life history -- particularly when there are autobiographical connections to the work you plan to do -- can also be an important asset.

B. The Presentation of the Application

- 1. Essays** -- The application asks for three brief essays. In order of importance, I would rank the essays (in declining importance) as: the project essay, the person essay, and the "big think" essay.

The first essay, on the project itself, is probably the most critical. That essay should be a combination of tough-minded fact and heart-wrenching anecdote. Make sure you: (a) clearly describe the population you seek to serve and problem you seek to address; (b) provide a brief description of your sponsoring organization, explaining why it is such an excellent place to carry out your project; and (c) affirm your commitment to the work you propose and why Skadden's funding will make that work possible.

The second essay is autobiographical. It should be used to give the Foundation a sense of who you are and, most importantly, why you are committed to public interest work. Use the essay to show that you are no newcomer to public interest work, i.e., that you have a proven track record and long term commitment to serving the poor and oppressed. If possible, use autobiographical information to connect the stuff of your life story to the work you propose to do.

The third essay is a "Big think" essay. My basic advice on this essay is to avoid the extremes of platitudes on one side and incendiary rhetoric on the other.

Finally, read the essays from other successful applications. Present fellows are often willing to review your essays. You may also find assistance in the public interest office at your law school.

2. Letter from Sponsoring Organization -- The application calls for documentation from your sponsoring organization. Some of this material is mundane (501(c)(3) certificate), but some of what is requested can significantly assist your application. Ideally, the letter from the organization should:

- ✓ Elaborate further on the work your organization does, its reputation and record of service, and the importance of the human need your project seeks to serve; note that the application allows the organization to send supplementary material; I wouldn't burden the application with year-end reports, etc., but I do think a brochure, docket of cases, or remarks on important litigation in which the organization has been involved are entirely appropriate; press accounts of your organization can be particularly helpful;
- ✓ Assure the Foundation that you will receive adequate support and supervision; and
- ✓ Tell the Foundation how delighted your sponsoring organization is at the prospect of your joining the organization -- ideally, the letter should contain an element of "recommending" you, e.g., letting Skadden know that the organization knows and values you, is looking forward to having you come to work there, and can successfully integrate you into its workings.

Make a point of reviewing the letter from the sponsoring organization to see that it complements the rest of your application.

3. Recommendations -- The application asks for two recommendations. Frequently, however, applicants submit three -- one from a law professor, one from someone who has supervised the applicant in clinical legal work, and one from a person who has worked with the applicant in some other service to poor people. Ideally, the recommendations taken together should make two points: (1) you are a very bright person who will make an excellent lawyer (usually the law professor's letter emphasizes this point); and (2) you are a person deeply committed to the service of poor people, with a proven record of such service.

Make sure recommendations are sent in on time! Ideally, have the recommenders seal their recommendations, sign the envelopes, and send them to you for forwarding with the application.

C. General Advice

- 1. Start Early!** The Skadden Application is usually due on the first Monday in October. That means, other things being equal, that most people have about one month from the time they arrive for their third year of law school to complete the application.
- 2. Talk, talk, talk!** The application should be seen as an integrated document. Accordingly, you should do what you can to see that each part of the application complements other parts. Talk with recommenders. This may be difficult. Still, I advise you to explain to your recommenders the nature of the application. Politely let recommenders know what you think they should emphasize. Talk with your

sponsoring organization. Work with your sponsor on its letter. Share your essays with your sponsor for advice. Talk with the public interest office of your law school. And, most importantly, talk to past and present Skadden Fellows (especially if there is one at your sponsoring organization).

3. **At least once, make contact with Susan Butler Plum of the Skadden Foundation.** Susan can be very helpful with questions you may have.
4. **Draw on the resources your school may offer, especially (if any exist) the graduates who have received fellowships in the past.**
5. **Have other Skadden Fellows, who know you and your project, talk to Susan about you.** I have heard the director of the Skadden Fellowship remark several times that the most important recommendations for applicants come from past and present Skadden Fellows themselves. I have no reason to doubt the truth of that statement.
6. **Assemble the application yourself (e.g., have recommenders send their sealed recommendations to you for forwarding) so that you know it reaches Skadden on time.**
Finally, although it sounds trite, remember that there are a tremendous number of excellent applicants for the Skadden Fellowship each year. Don't let the process get to you. Whether you are selected for a fellowship shouldn't authenticate or de-authenticate you, your dream, or the service work you want to pursue.

SAMPLE ESSAYS

Skadden Essay #1 - Project Proposal

NOTE: This essay is considerably longer than the application allows. I spoke with Susan Butler Plum about the unusual constituency I sought to serve and the difficulty in making my case. Her comment was that she "didn't count words" and that I should feel free to exceed the word limit, though remaining within two pages.

The Yale historian John Boswell has remarked on the striking similarity between antisemitism and homophobia. One example of Boswell's observation is the prejudice that lesbian and gay people are uniformly affluent, a bigoted assumption long made of members of the Jewish community. That impression is, not surprisingly, a false one. The Chicago-based research organization Overlooked opinions has estimated that, in fact, lesbian and gay people suffer the same rates of poverty as the population as a whole. Presuming that roughly ten percent of the population is gay or lesbian, approximately 3.5 million of the nation's 35 million poor people are indigent gays and lesbians. In fact, some studies suggest that lesbians, like women in the general population, are at an even greater risk of living in poverty. Finally, young gay and lesbian people -- often rejected by their families, socially isolated, harassed by peers in school -- are represented among the homeless and impoverished in disproportionate numbers.

The project for which I seek a Skadden Fellowship will identify and address the legal needs of this often overlooked and doubly oppressed minority. Specifically, the project will have as its central goal providing free legal assistance to poor gay and lesbian people. The project will focus on civil litigation on behalf of indigent members of the gay community in areas such as housing, family law, access to entitlements and social services, and the civil rights of gay people who are incarcerated. A particular target population for the project will be lesbian and gay youth.

In 1992, the Hetrick-Martin Institute in New York estimated that more than half of the homeless "street kids" in New York City were gay or lesbian. Finding the atmosphere in their schools intolerably hostile, many gay adolescents simply drop out. As with drop out rates nationally, gay youth from racial minority groups are even more likely to leave school when faced with a hostile environment. Gay youth who do not drop out are hardly better off -- they are effectively denied education because of the

unwillingness of school authorities to address anti-gay harassment. Many of these young people end up on the streets. The rate of drug and alcohol abuse, as well as incidence of HIV infection, among these children is extraordinarily high. Not surprisingly, gay and lesbian adolescents are two to three times more likely to attempt suicide than heterosexual adolescents.

In implementing this project, I would undertake to work with advocates from the gay and lesbian community, as well as the client population itself. My experience serving in soup kitchens and shelters taught me that those who are perceived to be lesbian or gay often find rejection even within those institutions meant to serve the poor. Places that for many destitute people were the last haven of caring and acceptance did not provide shelter from derision and abuse to those who happened to be both poor and apparently gay.

Yet my own work with homeless people and prisoners also afforded me a number of valuable contacts with those who provide basic services to poor people in New York. Those contacts would, I am convinced, provide valuable resources for identifying and assisting poor gay and lesbian people in need of legal services. Examples of the legal needs my project would attempt to address are access to entitlements and benefits, provision of basic social services and safe school environments for gay and lesbian youth, and the amelioration of those legal problems that contribute to poverty and homelessness within the gay and lesbian community.

My project will be sponsored by the National Lesbian and Gay Rights Project of the American Civil Liberties Union. Past successes of the Project include the *Braschi* case, in which New York's highest court expanded, for the purposes of rent control, the legal definition of "family" to include gay couples. Apart from working on education and health issues for gay youth, another of the issues on which I would work immediately is the extension of *Braschi* to cases involving public housing.

For some time, the ACLU Lesbian and Gay Rights project has wanted to address further the legal needs of indigent lesbian and gay people, particularly indigent youth. The effect of my proposal, if funded by Skadden, would be to allow the ACLU to identify and assist with the legal problems of a population presently underserved and, arguably, among the poorest and most powerless in our society.

Skadden Essay # 2 -- Previous Public Interest Projects

For the past ten years, I have been involved in working with people who are poor. From 1982 to 1988, I belonged to the Jesuits, a Roman Catholic religious community. In the first two years after entering, the Jesuits sent new members off on "experiments." Reflecting on that time, I am struck by the variety of the experiences my membership in the Jesuits made possible.

Between 1982 and 1984 alone, I worked as a hospital chaplain; served meals and provided beds at a homeless shelter; looked after preschool children at an inner city day care center; did painting and carpentry as part of a home rehabilitation program; counseled and advocated for prisoners in a small, county jail; and taught English as a second language to Salvadoran refugees. From 1984 until entering law school, I continued to work with poor and marginalized people. My last experience working full time with the homeless came in 1988-1989, when I worked with 90 elderly homeless people in a Manhattan shelter.

One of the experiences that made the most lasting impression upon me, however, involved the opposite end of the age spectrum. While I taught at Gonzaga High School, from 1986 to 1988, I worked in and helped supervise a tutoring program the Jesuits ran as an outreach to the poor, largely African-American community in which the school was located.

Almost all the children in the program lived nearby, in two large public housing projects. Though my objective was to teach basic literacy and math skills, from the experience I learned a great deal about being both young and poor. As I came to know these children and their families, as I visited their homes and schools, I was struck that a basic social compact seemed to have been violated. The minimal

conditions of safe schools, decent housing, and adequate nutrition had not been things with which these 'children were provided. And it showed.

Since that time, I have been involved in service work with other groups of poor people and the form of that service has taken a distinctly legal character. Nevertheless, the lessons of my experience working with that tutoring program have remained with me and, I hope, will continue to influence my choice of legal work in the future.

Skadden Essay #3 -- Relevancy of Public Interest Work

The 1980's seems like a decade destined to be remembered by Ivan Boesky's statement, "Greed is good." For me, however, the most memorable slogan of the era came from a book published in the middle of the decade: "Greed is not enough." The slogan seemed to mean that individual self-interest cannot be the exclusive basis of any just and stable society. Personal and collective caring about those in need is essential to addressing society's ills and becoming a civilized people. Public interest work by the legal profession strikes me as one indispensable form of such caring.

There are, I think, three reasons for this. First, public interest work meets the immediate needs of poor and oppressed people in ways in which the government and private sector cannot or do not. Though litigation on behalf of poor people can be a powerful catalyst for systemic change, legal assistance also plays an important role in the more immediate relief of human suffering.

Second, public interest work by lawyers bears witness to the fact that though the legal profession operates within the context of the market, it also is committed to promoting the constitutional ideals of our society, foremost among them, equal justice under law. Expanding the scope and awareness of public interest work by lawyers could do much toward rehabilitating the reputation of the legal profession in the eyes of the public.

Third, public interest work helps cultivate a sense of fairness in society as a whole. Though this is difficult to verify empirically, my experience leads me to believe that work in the public interest -- from resisting the death penalty to representing gay and lesbian youth -- has a salutary effect on the public conscience.

Greed is not enough, but neither is mere altruism. Ideals need to be instantiated and that invariably requires personnel and financial resources. The Skadden Fellowship program I understand to be one attempt at promoting those efforts at relieving suffering, securing justice, and bringing about social change that are at the heart of work in the public interest.

VI. Frequently Asked Questions About The Skadden Application Process*

Q. Is it necessary to call Susan Plum at Skadden even if I don't have a question to ask?

A. It is a good idea for everyone to call. For one thing, if a student's project is with an organization or on a subject matter that Skadden definitely won't fund, Susan will say so (very curtly, perhaps, but this is valuable information), and certainly it is better for an applicant to know before sending something in. The conversation can be brief: "I plan to apply with organization X to work on Y."

If a student has spoken with one of the Skadden alums at WCL, they should feel free to say that that person suggested they call (but only if they have spoken to them first). If nothing else, Susan will hear the student's name, WCL, and the sponsoring organization's name. There is no downside to that.

Q. Should the application include statistics about the target population, or just narrative? If statistics are included, do they need to be footnoted, or just cite the source in the text?

A. Some kind of data: whether statistics, or a key finding of some sort, are helpful to include for two reasons: 1) they give an otherwise generic project description some substantive content and specific context, 2) it is an opportunity for the student to demonstrate her knowledge/expertise on the subject matter of her project, which is crucial. The data doesn't have to be about the target population per se, but something that demonstrates the student's familiarity with the complexity of the problems she seeks to address.

Statistics can be useful in educating the fellowship committee about the need – and counteracting the committee members' assumptions on need and demographics based on their likely limited experience.

Regarding citation of the source, it could go either way. If it's a common source, the applicant can use a parenthetical or incorporate it into the text. If it is something more exotic, a footnote might make sense.

Also, applicants should think creatively about how to get in more information about the organization, the project, and the need to have the project funded. It is worth the applicant's extra effort to spend time with those writing letters of recommendation and talk in-depth about the project so that more about the need for the project can be written into the letter. If the organization does not have a previous relationship with Skadden, the applicant should talk to the person writing the organizational letter of intent about including information about the population to be served and the need for the proposed project.

Q. Should the target population be broadly or narrowly defined? Example: "low-wage workers in DC" v. "limited English proficiency Latina low-wage workers in DC"?

A. It depends on how the rest of the project is framed. Taking the example above, if the latter definition is used, then it is important for the application to talk about how/why the articulated characteristics (LEP and Latina) are going to figure into the project. It shouldn't make a difference in terms of the likelihood of success. However, if the project were "low-wage workers in DC," the applicant should be sure to include some information about the demographic diversity of this population, rather than leaving it completely unaddressed.

Q. Any recommendations on submitting a “traditional” v. “innovative” project?

A. If a project is going to be innovative, the applicant should definitely make that call to Susan Plum and have a conversation with her about it. There’s no shame in doing a traditional project PROPOSAL, because, after all, the relationship between the proposal and the project once it is funded is an entirely different story. Skadden has pretty clearly defined likes and dislikes. They are not set in stone, but there needs to be a really compelling reason to try to alter them. There are also trends, and these are not easily altered.

Q. How much information should be included in the first essay regarding the host organization and the student’s relationship with the organization, or should the essay focus strictly on the project itself?

A. It is good to at least mention the host organization and maybe something about why that organization will be good for the student and good for the project. If the student has interned there, that is worth mentioning as well. About the first essay more broadly – students must do three things: 1) describe a problem as incredibly compelling and in desperate need of a lawyer, 2) map out a strategy (direct representation, policy advocacy, education and outreach), and 3) argue why the student is uniquely qualified to meet this critical need. It is important for the applicant to demonstrate or project a mastery of the issue involved, and familiarity with the communities with which she will work.

* A conversation with former Skadden recipients Prof. Muneer Ahmad and Prof. Sarah Paoletti.

VII. WCL Alumni Who Have Received Fellowships

Fellowship	Last Name	First Name	Year	Placement	Project
ABA Section of Taxation Public Service Fellowship	Birdsong	Susanna	2013		
ACLU Reproductive Freedom Fellowship	Bennett	Khadine	2008	Chicago, IL	
Berkley Law Foundation Grant	Edwards	Lydia	2011	Brazilian Immigrant Center and the Domestic Workers Legal Clinic	Immigrant Worker's Rights
Bernabei Law Firm Civil Rights Litigation Fellowship	Aleo	Micheal	2006	Bernabei Law Firm, Washington, DC	Civil Rights Litigation
Covington and Burling	Brown	Martin			
E. Barrett Prettyman Fellow	Rosenburg	Zack	2001	Georgetown University Law Center	Criminal Defense/ Clinical Teaching
E. Barrett Prettyman Fellow	Sultan	Adnan	2009	Georgetown University Law Center	Criminal Defense/ Clinical Teaching
E. Barrett Prettyman Fellowship	Curry	Tim	2007	Georgetown University Law Center	Criminal Defense & Clinical Teaching
Echoing Green	Micah- Jones	Rachel	2003	Established transnational workers rights law firm in Central Mexico	Migrant Workers
Equal Justice Works	Cuisson- Villazor	Rose	2000	New York Lawyers for the Public Interest	Health care
Equal Justice Works	Fasanelli	Antonia	2001	Washington Legal Clinic for the Homeless	Housing/ Homelessness

Equal Justice Works and Frederick B. Abramson Public Service Fellowship	Orhant	Melanie	2002 and 2004	Ayuda, Inc.	Trafficking
Equal Justice Works	Capobiano	Cassandra	2002	Florida Institutional Legal Services	Prisoners' Rights
Equal Justice Works	Lange - Finkstadt	Ivy	2002	DC Prisoners' Legal Services	Prisoner Re-Entry
Equal Justice Works	Benowitz	Brittany	2004	Center for National Security Studies	Post 9-11 Civil Rights
Equal Justice Works	Maxwell	Natalie	2005	Southern Legal Counsel, Inc.	Disability Rights
Equal Justice Works	Zaremba	Amy	2005	Georgia Justice Center	Intersection of Criminal Law and Homelessness
Equal Justice Works	Corrigan	Kelleen	2006	Florida Immigrant Advocacy Center	Representation of women immigrants and detainees
Equal Justice Works	Podkul	Jennifer	2006	Ayuda, Inc.	Child Trafficking
Equal Justice Works	Ahmedani	Mariam	2007	Gulf Coast Legal Services	Representation of Immigrant Children
Equal Justice Works	Bliss	Jackie	2007	Capital Area Immigrants' Rights (CAIR) Coalition	Immigrants' Rights/ Detention Project
Equal Justice Works	Chadwick	Gillian	2009	Women Empowered Against Violence (WEAVE)	Domestic Violence
Equal Justice Works	Faithful	Richael	2011	Virginia Rights Restoration Project	Voting Rights

Equal Justice Works	Mora Rueda	Michelle	2012	InMotion, Inc., New York	Detained immigrant women/domestic violence access to counsel
Equal Justice Works	Edwards	Lydia	2014	Greater Boston Legal Services	Human Rights
Equal Justice Works	Kelley	Tiffany	2014	National Veterans Legal Services Program	Veterans
Fried, Frank, Harris, Shriver & Jacobson	Lyznik	Caroline	2009	Mexican American Legal Defense and Educational Fund	Immigrants' Rights
Immigrant Justice Corps	Osorio	Wilson	2014		Immigrants' Rights
Immigrant Justice Corps	Elhaddad	Christina	2015		Immigrants' Rights
Immigrant Justice Project Law Fellowship	Lapointe	Michelle	2008	Southern Poverty Law Center	Employment + Civil Rights for Immigrants
Institute for Educational Equity & Opportunity	Woolley	Michelle	2007	Washington Lawyers' Committee for Civil Rights Under Law and Mississippi Center for Justice	Educational funding disparities
Katz, Marshall & Banks Civil Rights Litigation	Idilbi	Hanan	2007	Katz, Marshall & Banks, Washington, DC	Civil Rights Litigation

Lawyers' Committee for Civil Rights George N.Lindsey Fellowship and Bernabei Law Firm Litigation Fellowship	Miazad	Ossai	2004	Lawyers' Committee for Civil Rights and Bernabei Law Firm	Civil Rights and Civil Rights Litigation
Law Students for Reproductive Justice Fellowship	Suppe	Rachel	2014	Reproductive Health Technologies Project	Reproductive Rights
Murnaghan Fellowship	Hill	Matt	2007	Public Justice Center	Appellate Advocacy, Civil Rights + Poverty Law
New Voices	Hillman	Allison	2002	Mental Disability Rights International	
Presidential Management Fellows Program Finalist	Castain	Kelson	2009		
Presidential Management Fellowship Program Finalist	Huls	Natalie	2009		
Presidential Management Fellowship Program Finalist	McNerney	Michael	2009		
Presidential Management Fellowship Program Finalist	Nigro	Lana	2009		

Presidential Management Fellowship Program Finalist	Solis	Matthew	2009		
Presidential Management Fellowship Program Finalist	Van de Mark	Tara	2009		
Presidential Management Fellowship Program Finalist	Bougsty-Marshall	Skye	2010		
Presidential Management Fellowship Program Finalist	Diehl	Jessica	2010		
Presidential Management Fellowship Program Finalist	Fludd	Cassidy	2010		
Presidential Management Fellowship Program Finalist	King Bartmann	Amanda	2010		
Presidential Management Fellowship Program Finalist	Kirby	Rachel	2010		
Presidential Management Fellowship Program Finalist	Laury	Emma	2010		
Presidential Management Fellowship Program Finalist	Meyer	Lynn	2010		

Presidential Management Fellowship Program Finalist	Mlinarchik	Christopher	2010		
Presidential Management Fellowship Program Finalist	Padilla	Matthew	2010		
Presidential Management Fellowship Program Finalist	Patel	Nutan	2010		
Presidential Management Fellowship Program Finalist	Rafferty	Jocelyn	2010		
Presidential Management Fellowship Program Finalist	Schwartz	Benjamin (Cory)	2010		
Presidential Management Fellowship Program Finalist	Sullins	Colby	2010		
Presidential Management Fellowship Program Finalist	Chapin	Holly	2011		
Presidential Management Fellowship Program Finalist	Cuadra	Lillian	2011		
Presidential Management Fellowship Program Finalist	Elazan	Anna	2011		

Presidential Management Fellowship Program Finalist	Evans	Bryan	2011		
Presidential Management Fellowship Program Finalist	Pavlik	Mary	2011		
Presidential Management Fellowship Program Finalist	Perez	Courtney	2011		
Presidential Management Fellowship Program Finalist	Senger-Schenck	Domenic	2011		
Presidential Management Fellowship Program Finalist	Shea	Kristina	2011		
Presidential Management Fellowship Program Finalist	Velde	Sara	2011		
Presidential Management Fellowship Program Finalist	Careiro	Vanessa	2012		
Presidential Management Fellowship Program Finalist	Critz	Brian	2012		
Presidential Management Fellowship Program Finalist	Beadle	Nicholas	2013		

Presidential Management Fellowship Program Finalist	Naimark	Anna	2013		
Reporters Committee for Freedom of the Press Fellowship	Gierhart	Cindy	2013		
Robert Bosch Foundation Fellowship	Obel	Willa	2011	Federal Ministry of Economics	
Skadden	Paoletti	Sarah	1998	Friends of Farmworkers, Inc.	Representation of migrant workers
Skadden	Barbosa	Michael	1999	The Legal Aid Society – Harlem Neighborhood Office	Representation of Harlem Residents
Skadden	Gordon	Claudia	2002	National Association of the Deaf Law Center	Representation and advocacy of deaf persons
Skadden	Okin	Jackie	2002	New York Lawyers for the Public Interest	Disability Rights
Skadden	Reynolds	Delicia	2004	Casa of Maryland	Immigration/Child Labor
Skadden	Scheick	Erin	2008	Women Empowered Against Violence (WEAVE)	Domestic Violence
Skadden	Walters	Rebecca	2010	Ayuda, Inc.	Immigrant victims of domestic violence
Skadden	Siegel	Lindsey	2011	Atlanta Volunteer Lawyers Foundation	Domestic Violence (housing and employment)

Skadden	Valencia	Saskia	2015	Youth Represent	Youth Advocacy (mental health)
Soros	Patel	Sunita	2005	New York Legal Aid	Immigrant detention in New Jersey
Soros	Shaylor	Cassandra	2006	Justice Now, Oakland, CA	Democratic Communities
Soros	Delgado	Amalia L. Greenberg	2009	American Civil Liberties Union of Northern California	Immigrants' Rights
Soros	Joseph	Stephanie		Public Justice Center	
Soros	Greenberg	Amalia	2009	ACLU of Northern California	
Stoneleigh Fellowship	Cajuste	Esther	2011	Project H.O.M.E.	
Supreme Court Assistance Project Fellowship	Graff	Julia	2005	Public Citizen	Reviews and helps file cert. petitions before Supreme Court
U.S. Fulbright Scholar Program	Keillor	Douglas	2012		
U.S. Fulbright Scholar Program	Rozario	Natassia	2012		
Women's Law and Public Policy Fellowship	Burkstrand-Reid	Beth	2005	Planned Parenthood Federation of America	Women's Rights
Women's Law and Public Policy Fellowship Program	Kline	Stephan	1992	American Civil Liberties Union	Women's Rights
Women's Law and Public Policy Fellowship Program	Caron	Cathleen	2000	Migrant Farmworker Justice Project	Farmworker Rights

Women's Law and Public Policy Fellowship Program	Huang	Priscilla	2006	National Asian Pacific Women's Forum	Reproductive Rights
Women's Law and Public Policy Fellowship Program and New Voices	Chappell	Courtney	2004	National Asian Pacific American Women's Forum	Reproductive Rights and Health

VIII. Links to Application Forms

Equal Justice Works (<http://www.equaljusticeworks.org/post-grad/equal-justice-works-fellowships>)

Skadden (<http://www.skaddenfellowships.org/>)

Echoing Green (www.echoinggreen.org)

Soros (<http://www.opensocietyfoundations.org/grants/soros-justice-fellowships>)

New Voices (<http://newvoicesfellows.aspeninstitute.org/>)

ACLU (www.aclu.org)

Human Rights Watch (www.hrw.org)

The Women's Law and Public Policy Fellowship Program
(<http://www.law.georgetown.edu/academics/centers-institutes/wlppfp/us/>)

Juvenile Law Center Zubrow Fellowship (<http://www.jlc.org/about-us/who-we-are/working-at-jlc/zubrow-fellowship-childrens-law>)

Environmental Law Institute (www.eli.org)

Georgetown University Law Center Graduate Fellowship Program for Future Law Professors
(<http://www.law.georgetown.edu/academics/academic-programs/fellowships/>)

Center for Reproductive Rights *International Reproductive Rights Fellowship*
(<http://reproductiverights.org/>)

For a comprehensive listing of fellowships and deadlines, visit www.psjd.org and click on the "Postgraduate Fellowships" link.

IX. OCPD Library Catalogue

Public Interest Resources

AS29.5 .G66 1993

Good works: a guide to careers in social change / edited by Donna Colvin ; preface by Ralph Nader.
New York : Barricade Books, c1994.

GE80 .B53

The big green internship book. Winston-Salem, N.C. : Career Education Institute.

HD2769.15 .C79 2008

Cryer, Shelly, 1968- The nonprofit career guide : how to land a job that makes a difference / Shelly Cryer. Saint Paul, Minn: Fieldstone Alliance, c2008.

HD2769.2.U6 H36 2000

Hamilton, Leslie. 100 best nonprofits to work for / Leslie Hamilton and Robert Tragert. Stamford, Conn.: Arco/Thomson Learning, c2000

HD2769.2.U6 K7 1999

Krannich, Ronald L. Jobs and careers with nonprofit organizations : profitable opportunities with nonprofits / Ronald L. Krannich, Caryl Rae Krannich. Manassas Park, VA : Impact Publications, c1999.

HF5381 .E853 2000

Everett, Melissa. Making a living while making a difference : the expanded guide to creating careers with a conscience/ Melissa Everett. Gabriola Island, B.C. : New Society Publishers, c1999.

HG177.5.U6 G44 2007

Geever, Jane C. The Foundation Center's guide to proposal writing / Jane C. Geever. New York : The Foundation Center, c2007.

HN90.C6B754

Brophy, Paul C. and Alice Shabecoff. A Guide to Careers in Community Development. Washington, DC: Island Press, c2001-

HQ1236.5.U6 W65

The Internship Series: The Women's Rights Internship Book. Winston-Salem, NC: Career Education Institute, 2010-

JK1118 .P79

Public interest group profiles. Washington, D.C. : CQ Press, c2004-

K118.P82 P83 2002

Bryant, Theresa. International public interest law : a guide to opportunities in the United States and abroad / a joint project of Harvard Law School & Yale Law School ; authors, Theresa Bryant, Heather Friedman, Stephen Park. [New Haven, Conn.] : Yale Law School, 2002.

K118.P82 P87 2001

Pursuing the public interest : a handbook for legal professionals and activists / edited by Edwin Rekosh, Kyra A. Buchko, Vessela Terzieva. New York : Public Interest Law Initiative in Transitional Societies, Columbia Law School, c2001.

K3263.A13 P76

Privacy and human rights. Washington, DC : Electronic Privacy Information Center London : Privacy International, 1999-

KF266 .C6

The comprehensive fellowship guide : the ultimate resource for law students and lawyers. [New York, N.Y.] : PSLawNet.

KF226 .S63 2001

Smith, Wesley J. Fighting for public justice : cases and trial lawyers that made a difference / by Wesley J. Smith ; foreword by Erin Brockovich. Washington, DC : TLPJ Foundation, 2001.

KF266 .W37

Washington internships in law and policy. Winston-Salem, NC : Career Education Institutes, [2001]-

KF299.P8 F69 1995

Fox, Ronald W. Lawful pursuit : careers in public interest law / Ronald W. Fox edited by William D. Henslee and Sara Vlajcic. Chicago, IL : American Bar Association, Law Student Division, c1995.

***2 copies available for use**

KF299.P8 G74x 2000

The Great firm escape : Harvard Law School's guide to breaking out of private practice and into public service / Stacy M. DeBroff ... [et al.]. Cambridge, Mass. : Harvard Law School, Office of Public Interest Advising, 2000.

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Morrison, Alan B. Beyond the big firm : profiles of lawyers who want something more / Alan B. Morrison, Diane T. Chin. New York : Aspen Publishers, c2007.

KF299.P8 P84

Serving the public: a job search guide : Harvard Law School's handbook & directory for law students and lawyers seeking public service work. Cambridge, MA : Bernard Koteen Office of Public Interest Advising, Harvard Law School, c2003-

KF299.P8 P84

Serving the public : a job search guide volume 2 - international: Harvard Law School's handbook & directory for law students and lawyers seeking public service work. Cambridge, MA : Bernard Koteen Office of Public Interest Advising, Harvard Law School, c2003-

KF336 .A332

The Directory of legal aid and defender offices in the United States. Wash., D.C. [i.e. Washington, D.C.] : National Legal Aid & Defender Association.

KF3775.O63 1991

Openchowski, Charles. A guide to environmental law in Washington, D.C. / Charles Openchowski. Washington, D.C. : Environmental Law Institute, c1991, 1990

KFM1730 .M66 2004

Montgomery County (Md.). Office of the County Attorney. Training manual : District Court - Screening Unit / Montgomery County State's Attorney's Office. [Rockville, Md.?]: s.n., 2004?.

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GreenLaw : legal internships with public interest environmental organizations. Winston-Salem, NC : Career Education Institutes, 2009

LC1072.I58 H85

The Human rights internship book. Winston-Salem, NC : Career Education Institutes, 1999-

LC1072.I58 L43

Legal services internships. Winston-Salem, NC : Career Education Institutes, 2006-

Additional Resources

The Public Defender Experience

Environmental Law- Yale Law School

Going Public: A Lawyer's Primer for Finding a Second Career in

Public Service Internship Opportunities at the ABA (DC Office)

Public Interest Organizations

Directory of Gender and Social-Policy

Organizations DC Volunteer Guide

AAAS Directory of Human Rights Resources on the Internet

Guide to Internships & Fellowships in Reproductive Rights & Justice 2009-2010