

HOWARD UNIVERSITY SCHOOL OF LAW

EQUAL JUSTICE PROGRAM

Public Interest Post-Graduate Legal Fellowship Programs



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I. Introduction to Post-Graduate Public Interest Fellowships

I. WHAT IS A POST-GRADUATE PUBLIC INTEREST FELLOWSHIP?

Post-graduate fellowships refer to short-term positions at non-profits or non-governmental organizations (NGOs), designed to give new attorneys the chance to develop and implement a specific project. While the term "fellowship" is used by a variety of different programs, some commonalities apply. Fellowships generally:

- are short-term opportunities lasting from a few months to 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

Financial compensation varies, but generally ranges between 35,000 and 60,000. Low starting salaries must be balanced with the excellent training opportunities, prestige and entrance into a supportive network of former and current fellows, and the opportunity to shape and direct your own project. Moreover, legal fellowships allow a recent graduate to quickly assume high levels of responsibilities. Many fellowships also offer:

- student loan repayment programs
- healthcare coverage and other employment benefits
- alumni networks of former fellows
- training programs and/or professional development budgets to attend conferences/trainings

The most comprehensive list of postgraduate legal fellowships can be found on www.pslawnet.org in the "Postgraduate Fellowship Section."

II. TYPES OF FELLOWSHIPS

- ✓ Educational 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

A. Description: As the name implies, project-based fellowships fund specific projects targeted at serving unmet legal needs. Generally, applicants must propose their own projects, usually in conjunction with an existing non-profit organization. In some cases candidates may apply for support to start a new organization.

B. Examples

Equal Justice Works (www.equaljusticeworks.org): Equal Justice Works (EJW) is the national leader in awarding post-graduate public interest fellowships. About 50 EJW fellowships are awarded each year. Application opens in July and is generally due in September.

- ✓ Recognizing that many obstacles prevent committed attorneys from practicing public interest law, EJW provides financial and technical support to lawyers working with traditionally under-represented or marginalized groups or causes. There is no set salary stipend for the two-year fellowship, but rather Equal Justice Works requires host organizations to set the Fellow's salary commensurate to what an attorney with similar experience would make. Equal Justice Works will provide up to \$39,000 toward that salary level. The organization also offers 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 legislative efforts.
- ✓ Equal Justice Works seeks sponsors such as law firms, corporations and individual donors in order to fund individual fellowship proposals.

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. Application deadline is generally late September/ early October.

- ✓ Fellowships are awarded for one year, with the expectation of renewal for a second year. Skadden provides each Fellow with a salary about \$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 loan obligation 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.

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. Fellowships have a two-year term with a total stipend of \$60,000 (including benefits and technical assistance). The stipend can be used for any purpose related to the start up of the organization or project. Fellowships are open to law graduates as well as graduates of other professional schools. In addition, two individuals can partner and apply for a joint fellowship with a total stipend of \$90,000.

- ✓ Generally funds 20 fellows per year with a two-part deadline. The first submission of a “concept paper” is due in the fall. Selected candidates are invited to submit complete proposals due the following January or February.
- ✓ Echoing Green takes what it calls a “venture capital” approach to its fellowships, providing “seed money and technical support to individuals creating innovative public service organizations or projects that seek to catalyze positive social change.”
- ✓ Both domestic and international projects are eligible.

Soros, Open Society Institute (OSI) (www.soros.org/grants): The Open Society Institute (OSI) is a private operating and grant-making foundation which aims to shape public policy to promote democratic governance, human rights, and economic, legal, and social reform. OSI implements a range of initiatives to support the rule of law, education, public health, and independent media.

- ✓ OSI offers several types of fellowships which are tailored to the type of project as well as the applicant (individual vs. organization). The Open Society Fellowship enables innovative professionals—including journalists, activists, academics, and practitioners—to work on projects that inspire meaningful public debate, shape public policy, and generate intellectual ferment within the Open Society Institute.
- ✓ OSI has several fellowship categories including, OSI-Baltimore (focuses on helping youth succeed, reducing the social and economic costs of incarceration, tackling drug addiction, and building a corps of Community Fellows to bring innovative ideas to Baltimore’s underserved communities), National Security and the Open Society, Citizenship, Membership, and Marginalization, Strategies and Tools for Advocacy and Citizen Engagement, Understanding Authoritarianism, and an Open Category.
- ✓ OSI provides fellows with competitive financial support based on local living standards (including cost of health insurance) and the proportion of their time they commit to the

fellowship. In addition to supplying a fellowship stipend, OSI may cover additional limited expenses such as travel, conference fees, and part-time research assistance.

Institute for Educational Equity and Opportunity (<http://www.ifeeo.org/>): The Institute for Educational Equity and Opportunity (IFEEO) 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.
- ✓ IFEEO provides a stipend of \$60,000 for 1 year plus additional funds for benefits. Applications are generally due in January.

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 just as they would for a typical job. Often, fellows will continue on as staff attorneys after the fellowship term has expired, but this varies by the needs of each individual organization.

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.
- ✓ The ACLU offers a multitude of fellowships including, National Prison Project, Applied Research Fellowship in Civil Liberties and National Security, Karpatkin Racial Justice Fellow, Reproductive Freedom Fellowship, Brennan First Amendment Fellowship, National Security Project, and others.

Center for Reproductive Rights, *Blackmun Fellowship* **(http://www.reproductiverights.org/ab_goals.html)**

- ✓ The Blackmun Fellowship was established by CRR in honor of Justice Harry A. Blackmun and his principled and passionate defense of reproductive liberty. In *Roe v. Wade* and subsequent decisions, Justice Blackmun recognized that the right to make childbearing choices free of governmental interference is central to women's lives and their ability to participate fully in society. The Blackmun Fellowship was founded to further Justice Blackmun's legacy by giving this nation's aspiring legal advocates and scholars the opportunity to participate in litigation at the forefront of the struggle for reproductive freedom.
- ✓ Responsibilities: Blackmun Fellows may be involved with the preparation and writing of appellate briefs; participation in trial court litigation, including discovery, motion practice

and witness preparation; drafting of public education materials; public speaking; and legal analyses of state and federal legislation.

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 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 in order 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.
- ✓ 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.

Juvenile Law Center Zubrow Fellowship (<http://www.jlc.org/index.php/about/zubrow>)

- ✓ 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.

- ✓ Zubrow fellows are provided with an annual salary of \$46,000 plus employer paid healthcare, disability and life insurance. Fellows are also eligible for up to \$10,000 a year in loan repayments.
- ✓ 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.

George N. Lindsey Fellowship

(<http://www.lawyerscomm.org/2005website/jobs/lindsayfellowship/lindsayfellowship.html>)

- ✓ The Lindsey 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.

V. TEACHING FELLOWSHIPS

Description: Teaching fellowships are designed to offer a 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.

Georgetown University Law Center Graduate Fellowship Program for Future Law Professors

(<http://www.law.georgetown.edu/graduate/fellowships.html>)

- ✓ 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 in

order to observe and participate in teaching, as well as complete a publishable scholarly piece.

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 legally-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.humanrightsblog.org/listings/archives/003115.html>)

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.

Resources

- ✓ The best comprehensive source of information on international public interest opportunities can be found at PSLawnet (<http://www.pslawnet.org/internationalresources>)

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: www.relmanlaw.com

Relman & Dane is a small law civil rights 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 laws.

Fried, Frank, Harris, Shriver & Jacobsen: <http://www.ffhsj.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 return to Fried Frank with full seniority.

Bernabei & Watchell Civil Rights Litigation Fellowship: (<http://bernabeipllc.com/civil-rights-litigation-fellowship/>)

The Bernabei Law Firm, 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 our 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 has sponsored a one-year civil rights litigation fellowship in past years, but the firm should be contacted to find out whether the fellowship will be available in upcoming years.

II. Identifying and Applying for Fellowships

1. **Start early and utilize those research skills!** Start researching during your first summer or as soon thereafter as possible. The “Fellowship Calendar” on PSLawNet.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 web site 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.

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”. If there is a recommendation letter limit, choose your letters strategically rather than submitting extras, as you 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. 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 lot 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.

Preparing for an Interview

As with all activities job-related, practice makes perfect. You should make an appointment with the Equal Justice Program Coordinator for a mock interview and conduct additional research on both the host organization (where applicable) and the interviewing parties prior to the interview. Both EJW and Skadden have sample fellowship interview questions available. 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 web site and review any newsletters or information on recent cases or initiatives.

Review Your Application:

- ✓ Be sure the application is complete
- ✓ Proof read the application and correct typographical errors
- ✓ Contact your host organization and provide them with a copy of the application to proofread. Ideally, your host organization should have reviewed several drafts of your application and substantially contributed to the project proposal
- ✓ Give the application to a friend or colleague to proofread

Resources:

Howard University School of Law, Equal Justice Program (G-15, ND). Email crai@law.howard.edu to set up an appointment to discuss your fellowship strategy.

PSLawNet: <http://www.pslawnet.org/postgraduatefellowships>

Yale Law School Guide to Post Graduate Fellowships
http://www.pslawnet.org/uploads/Yale_Public_Int_Fellowships_Guide.pdf

III. Fellowship Planning Timeline

FIRST YEAR

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

- a. Learn about fellowships: what they are and what types are available
 - Read this manual
 - Review PSLawNet.org database “Fellowship Corner”
- b. Begin building a public interest resume
 - Participate in the Pro Bono Honors Pledge Program
 - Join a HUSL public interest or community service student group
- c. Begin thinking about 1L summer
 - Attend 1L Public Interest Programming
 - Attend Equal Justice Works Career Fair (October)
 - Meet with the OCS Director or Equal Justice Program (EJP) Coordinator for an individual career development appointment.

2. **Spring**

- a. Conduct 1L summer job/internship search
- b. Attend Washington, DC/ Baltimore Public Service Career Fair (Jan.)
- c. Attend OCS and EJP sponsored public interest programming
- d. Volunteer for HPILS Public Interest Benefit Auction and apply for a summer fellowship award

3. **Summer**

- a. Develop as many contacts as possible; touch base with past employers
- b. Develop good relationships with current employer leading to possible references
- c. Consider whether summer employer is potential fellowship sponsor

SECOND YEAR

1. **Fall**

- a. Begin 2L summer search as soon as ready
 - Link search with future fellowship possibilities
 - Meet with EJP Coordinator to discuss long-term career interests plans and identify possible fellowship opportunities
 - Participate in OCI and begin external search for public interest jobs
- b. 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
 -
2. **Spring**
 - a. Finalize 2L summer plans
 - b. Apply for HPILS and other grants for unpaid summer public interest work
 - c. Attend Fellowship Workshop session
 - d. Talk with prior fellows and fellowship mentors
 3. **Summer**
 - a. Re: Project fellowships:
 - Crystallize fellowship ideas
 - Educate yourself thoroughly about relevant programs
 - (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 EJP Coordinator
 - (5) Contact prior fellows
 - (6) Determine application deadlines and procedures
 - Contact potential organization sponsors
 - Solidify organization sponsorship as early as possible

THIRD YEAR

1. **Fall**
 - a. Re: Project fellowships
 - Secure organization sponsorship if haven't already
 - Work on applications with host organization staff and EJP Coordinator
 - Submit applications
 - b. Staff attorney and clinical fellowships
 - Determine deadlines and application procedures
 - Schedule time with EJP Coordinator to review applications
 - Submit applications
 - c. If relevant, prepare for interviews
 - Set up mock interview with EJP Coordinator
 - d. Begin thinking about and pursuing non-fellowship public interest options
2. **Spring**
 - a. Apply for staff attorney and clinical fellowships with spring deadlines
 - b. Continue pursuing non-fellowship public interest options

IV. Links to Application Forms

Equal Justice Works (www.equaljusticeworks.org)

Skadden (www.skadden.com)

Echoing Green (www.echoinggreen.org)

Soros (www.soros.org)

New Voices (<http://newvoices.aed.org/home.html>)

Center for Reproductive Rights, *Blackmun Fellowship*
(http://www.reproductiverights.org/ab_goals.html)

ACLU (www.aclu.org)

Human Rights Watch (www.hrw.org)

The Women's Law and Public Policy Fellowship Program (www.wlppfp.org)

Juvenile Law Center Zubrow Fellowship (<http://www.jlc.org/index.php/about/zubrow>)

Environmental Law Institute (www.eli.org)

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

Center for Reproductive Rights *International Reproductive Rights Fellowship*
(www.crlp.org/ab_em_irrfellow.html)

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