



# The State Bar of California

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## **OPEN SESSION**

## **AGENDA ITEM**

### **LEGAL SERVICES TRUST FUND COMMISSION EXECUTIVE COMMITTEE 4.1**

### **LEGAL SERVICES TRUST FUND COMMISSION LAW SCHOOL FELLOWSHIP GRANTS COMMITTEE 4.1**

**DATE:** April 25, 2023

**TO:** Members, Law School Fellowship Grants Committee  
Members, Executive Committee

**FROM:** Elizabeth Hom, Program Director, Office of Access & Inclusion

**SUBJECT:** 2023 Law School Fellowship Grant Funding Recommendations

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## **EXECUTIVE SUMMARY**

On September 18, 2022, Governor Gavin Newsom signed Assembly Bill 2958 (AB 2958).<sup>1</sup> AB 2958 amends section 6140.03 of the Business and Professions Code to increase by five dollars the contribution collected as part of the attorneys' annual license fee to support Interest on Lawyers' Trust Accounts (IOLTA) funded organizations. The amended statute directs that the additional five dollars "be allocated to qualified legal services projects [QLSPs] or qualified support centers... to fund law student summer fellowships for the purpose of supporting law students interested in pursuing a career in legal services for indigent persons." The statute further specifies that grants for law student summer fellowships shall be allocated pursuant to a competitive grant process administered by the Legal Services Trust Fund Commission (LSTFC).

In November 2022, the LSTFC created the Law School Fellowship Grants Committee (LSFG Committee) to develop a request for proposals and scoring rubric, and to review and make recommendations for grant awards. The LSTFC also agreed to invite members of the State Bar's Council on Access and Fairness (COAF) to participate on the committee. On March 24, 2023, the LSTFC delegated authority to the Executive Committee to approve recommendations for funding awards for the 2023 Law School Fellowship Grants.

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<sup>1</sup> See AB 2958, [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB2958](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB2958)

Thirty-eight applications from 37 organizations were received, requesting more than \$1.68 million to fund 170 fellows. Revenue collected during the 2023 attorney license fee cycle pursuant to this statute totaled approximately \$759,000.

The LSFG Committee will meet on April 25, 2023, to recommend Law School Fellowship grant awards to the Executive Committee. The Executive Committee will also meet on April 25, 2023 to review and approve funding recommendations. This memo describes the process for scoring the Law School Fellowship Grants and presents recommendations for funding.

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## BACKGROUND

Effective January 1, 2023, Business and Professions Code section 6140.03 directs \$5 of a \$45 opt-out donation on the California attorney license fee statement to fund competitive grants for QLSPs and support centers to fund law student summer fellowships “for the purpose of supporting law students interested in pursuing a career in legal services for indigent persons.” The statute further specifies preferences “to fund proposals for fellowships serving rural or underserved communities and that serve clients regardless of immigration or citizenship status.” Any undistributed grant funds as of January 1, 2025, will go to QLSPs and supports centers via the IOLTA funding formula.<sup>2</sup> Staff anticipate that there will be two funding opportunities for summer law student fellowships—the current opportunity for summer 2023 and a second opportunity for summer 2024. For summer 2023 funding, the total revenue collected from the 2023 attorney licensing fee cycle totaled approximately \$759,000.

The LSTFC created the LSFG Committee at its November 16, 2022 meeting to develop and approve a scoring rubric and request for proposals (RFP), and to making funding recommendations. To leverage the expertise in diversity, equity, and inclusion issues related to the legal profession, the commission invited members of the State Bar’s Council on Access and Fairness (COAF) to join the LSFG Committee. The LSTFC later delegated authority to approve the LSFG Committee’s funding recommendations to its Executive Committee at its March 24, 2023 meeting.<sup>3</sup>

At its January 23, 2023 meeting, based on statutory requirements and information gathered from the legal aid community about summer law student internships and opportunities, the LSFG Committee approved a scoring rubric and request for proposals.

The Law School Fellowship Grant application was released to current grantees on February 6, 2023, and was due on March 10, 2023. The State Bar received 37 applications from 38 grantees,

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<sup>2</sup> Business and Professions Code section 6140.03(b)(1). The statute further instructs that the entire five-dollar increase from each licensee who contributes must go to QLSPs and support centers without any deductions for State Bar costs.

<sup>3</sup> Business & Professions Code section 6210.5 defines various tasks the LSTFC is entrusted with, including individual grant decisions, which are self-executing without any need for approval by the Board of Trustees. Because there are non-commissioners participating as members of this committee, it is appropriate for the commission or the Executive Committee, if authority is delegated to it, to approve the committee’s recommendations.

requesting more than \$1.68 million in funding for 170 summer law fellows. Applicants sought to provide fellowship opportunities in all 58 counties, in a variety of substantive areas of law and with opportunity for fellows to gain practical experience and skills. See Attachment A for application profile sheets.

## **DISCUSSION**

The LSFG Committee approved a scoring rubric and RFP that includes four selection criteria: impact, supervision, support, and recruitment; and three funding preferences: fellows providing services to rural areas, to underserved communities, and to people regardless of immigration or citizenship status. The RFP and application instructions provided guidance and question prompts to help applicants complete the application. Additionally, where the review teams had questions about individual applications, staff reached out to applicants to seek clarification. See Attachment B for the RFP and Application Instructions.

As with other discretionary grants administered by the LSTFC, scoring rubrics are used as a tool to assist in the discussion of proposals. The commission has the discretion to make awards that best accomplish the goals of the authorizing statute, even where that might mean funding a program or programs that scored lower on the rubric and not funding a program or programs that scored higher. In addition to the statutory funding preferences, the committee has also indicated funding may be prioritized for those applicants that have already confirmed their summer fellow(s).

## **REVIEW PROCESS**

The LSFG Committee is comprised of four members—two members of the LSTFC and two members of COAF. The committee reviewed applications by dividing into two review teams, with each review team evaluating a set of applications.<sup>4</sup> Staff reviewed all applications to provide continuity between the two review teams. The committee met on March 21, 2023 to discuss three selected applications to calibrate rubric scores to ensure a shared understanding and consistent application of the categories and definitions. Relying on the definitions available to applicants in the RFP and application instructions as well as the discussion at the March committee meeting, each review team met the week of April 3 to discuss, calibrate, and determine scores for each application.

## **SCORES**

Applicants could receive a high score of 100, with 88 possible points under selection criteria and 12 possible points for funding preferences. While the review teams were able to reach consensus the majority of the time, average scores were taken when review team member scores differed. Total scores ranged from 74.33 to 99.67, with an average score of 88.72. Total selection criteria scores ranged from 64 to 88 points, with an average of 78.63; total funding preference scores ranged from 7 to 12, with an average of 10.09.

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<sup>4</sup> LSFG Committee Chair Commissioner Banafsheh Akhlaghi and COAF member Novella Coleman were on Review Team 1. Commissioner Venetta Campbell and COAF Chair Judge Kristin Rosi were on Review Team 2. Two staff supported both review teams.

## **FUNDING SCENARIOS**

Given that the overall impressive quality of applications and the limited amount of funding available, staff developed two funding scenarios for the committee's consideration. The funding scenarios consider the authorizing statute's priorities to encourage law students to pursue a career in legal services, and preferences to support services in rural areas, for underserved client populations, and services to clients regardless of immigration or citizenship status. Additionally, the LSTFC and LSFG Committee are encouraged to take into account the overwhelming support for this grant program from grantee organizations. Grantees in all areas of the state, serving a wide range of client constituencies, of all sizes have expressed appreciation and support for this funding opportunity. The majority of applicants have noted that funding would allow their organizations to compensate summer law fellows for the first time. Additionally, when asked whether their organizations could accept an award if it was not fully funded (e.g., if an applicant requested funding for five fellows but could only be funded to support two fellows), many applicants indicated that they would accept an award that was not fully funded if it meant that more organizations could be funded at some level.

The number of fellowships requested drives the grant award amounts. Applicants requested funding for between one and 35 fellows. Most applicants requested between 1 and 8 fellows, with two applicants requesting 30 and 35 fellows, respectively. The average request for all applicants is to fund five fellows. Removing the two applications requesting funding for 30 and 35 fellows, the average request is to fund three fellows. Because requests far exceed available funding, staff developed the two scenarios allowing for funding for between one and five fellows per applicant.

### **Funding Scenario #1: Top Scoring Applications Prioritized**

Funding scenario #1 prioritizes funding for applicants with top overall rubric scores, and top funding preference scores as prescribed by statute. Applicants with an overall score of 90 and above or applicants with a total funding preference score of 10 and above higher were selected for partial or full funding, allowing for 77 fellows at 31 applicant organizations. The seven organizations that would not receive funding had total scores between 74.33 and 87, and funding preference scores between 8.33 and 9. These organizations vary in size, with two large organizations providing legal services in a wide range of substantive areas. Six of the organizations serve predominantly urban areas, with one providing services statewide. Additionally, two applications focused on services for seniors and two applications focus on services for youths.

### **Funding Scenario #2: Fellowships at a Greater Number of Organizations Prioritized**

Like funding scenario #1, funding scenario #2 prioritizes applications with top overall rubric scores and top funding preference scores; however, because of the high quality of all applications, this scenario also provides funding in part to all applicants. Nineteen applications

with an overall score of 95 and above or with a funding preference score of 11.33 and above would receive full funding. The remaining 18 applicants would receive partial funding based on funding preferences and overall score. This scenario allows for 76 fellows at 37 organizations to be funded.

Staff recommends funding scenario #2, which would fund a greater number of organizations. This funding scenario honors the enthusiasm and support of grantee organizations for this grant program. There is overwhelming need for dedicated funding to support law student interns, and creating a large network of organizations with the ability to compensate law students will increase reach to law students considering a career in legal services. This also provides opportunities for organizations to develop their summer law student programs, many of which, will be able to compensate law students at a living wage for the first time. Last, this funding scenario continues to prioritize funding preferences as directed by statute and provides funding for organizations serving additional client groups—youths and seniors. See Attachment C for 2023 Law School Fellowship Grant Funding Scenarios and Attachment D for a Map of Counties Served by Recommended Applicants (Funding Scenario #2).

## **RETURNED OR DECLINED FUNDS**

Applicants are required to identify their fellow(s) by June 1, 2023. If a grantee has yet to recruit the fellow(s) by that date, it will be required to return its award so that the State Bar can reallocate the funding to another applicant. Additionally, in the event that a successful applicant decides that they cannot accept the funds because their application was not fully funded or other reasons, those funds would also need to be reallocated to another applicant.

Due to the short time frame between award notifications and the beginning of the grant term, staff recommends that the LSTFC delegate authority to staff to reallocate any returned or declined grant funds to applicants based on an analysis of the next overall highest scoring applicants and/or applicants with the next highest scoring funding preferences.

## **RECOMMENDATIONS**

**Should the LSFG Committee concur with the proposed action, passage of the following resolution is recommended:**

**RESOLVED**, that the Law School Fellowship Grants Committee recommends that the Executive Committee of the Legal Services Trust Fund approve the 2023 Law School Fellowship Grants recipients and awards described as funding scenario #2 in the April 25, 2023 memorandum.

**FURTHER RESOLVED**, the Law School Fellowship Grants Committee recommends that should applicants decline grant awards or are unable to confirm a law fellow by June 1, 2023, the Executive Committee with delegated authority from the Legal Services Trust Fund Commission delegate authority to staff to reallocate any returned or declined 2023

Law School Fellowship Grant funds to applicants based on an analysis of the next overall highest scoring applicants and/or applicants with the next highest scoring funding preferences.

**Should the Legal Services Trust Fund Commission Executive Committee concur in the proposed action, passage of the following resolution is recommended:**

**RESOLVED**, that the Executive Committee of the Legal Services Trust Fund Commission with delegated authority from the Legal Services Trust Fund Commission and upon recommendation by the Law School Fellowship Grants Committee approves the 2023 Law School Fellowship Grants recipients and awards described as funding scenario #2 in the April 25, 2023 memorandum.

**FURTHER RESOLVED**, the Executive Committee of the Legal Services Trust Fund Commission with delegated authority from the Legal Services Trust Fund Commission and upon recommendation by the Law School Fellowship Grants Committee delegates authority to staff to reallocate any returned or declined 2023 Law School Fellowship Grant funds to applicants based on an analysis of the next overall highest scoring applicants and/or applicants with the next highest scoring funding preferences.

## **ATTACHMENT(S) LIST**

- A.** Law School Fellowship Grant Application Profile Sheets
- B.** Law School Fellowship Grants Request for Proposals and Application Instructions
- C.** 2023 Law School Fellowship Grant Funding Scenarios
- D.** Map of Counties Served by Recommended Applicants (Funding Scenario #2)

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Alliance for Children's Rights	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$80000	8	7500
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>Since 1992, the Alliance has worked to protect the rights of impoverished, abused, neglected children and youth by providing free legal and social services and promoting systemic solutions. As the cost of law school and living has continued to rise the ability of law students to volunteer for free has changed. We rely heavily on our students to work directly with our staff attorneys to help clients through all stages of our cases. They have provided thousands of hours of work every summer to assist clients.</p> <p>During the summer with the additional help of full time law students we are able to workup research projects, prep cases for pro bono attorneys, gather documents for case assessments, analyze the viability of cases all with extra help of our students. The stipends will allow us to provide critical financial assistance for the students that would otherwise not be able to work for a non-profit. For our Summer 2023 Intern Cohort, we will have eight fellows trained to conduct client intake interviews across all of our program areas. The Fellows will be assigned to three program:</p> <p>1. Public Benefits (3 Fellows): Helps caregivers obtain the appropriate level of financial assistance for children impacted by the child welfare system; 2. Education (3 Fellows): Provides early intervention, general, and special education advocacy for foster children and their caregivers; 3. Transition Age Youth (2 Fellows) Helps address barriers to education and employment for youth transitioning out of foster care.</p> <p>The Fellows will:</p> <ul style="list-style-type: none"> <li>- Obtain, review and analyze records from multiple sources</li> <li>- Serve as primary client contact on selected cases</li> <li>- Negotiate with various providers and agencies</li> <li>- Assist with advocacy in multiple settings: administrative hearings, individualized education plans or family service plans.</li> <li>- Conduct legal research, prepare legal documents, such as demand letters, memoranda, compliance complaints or briefs</li> </ul>	
<b>Supervision</b>	<p>The Alliance provides extensive training and supervision to all volunteers. Interns receive both formal and on-the-job training, and then they work under the direct supervision of legal staff.</p> <p>After extensive intake training (described below in #4), interns are closely supervised by the Intake and Database Director and the staff person designated as "attorney of the day" (AOD). The AOD will supervise all intake calls and issues</p>	

	<p>for that day. Interns will constantly consult with the attorney of the day during intake calls, to ensure they are obtaining the information needed for thorough case assessment. The AOD also guides the handling of any conflicts and provides immediate review and feedback on all case summaries prepared. The Intake and Database Director provides further supervision to ensure that all database and file management procedures are followed.</p> <p>In addition to close supervision during intake, all interns are supervised by program staff. Interns participate in case reviews and attorney meetings for their respective programs, as well as all-program meetings with the Vice President of Legal and Program Services. Legal staff in the relevant program carefully review all written work product prepared by interns, direct all legal strategy, and monitor client communications. Supervisors are also required to provide constructive feedback on the students' work product to ensure the quality of their case work and promote their professional growth. Supervisors provide, at a minimum, a formal verbal review at the mid-summer point of about five weeks and another final review, including a detailed written evaluation, at the end of the 10 weeks.</p> <p>To ensure interns are providing appropriately sensitive legal services to the community we serve, the Alliance provides trainings and seminars throughout the summer on subjects including trauma informed care and culturally sensitive communication.</p>
Support	<p>The Alliance is committed to providing a quality internship experience for our interns, while promoting equity and supporting their career growth and trajectory in a variety of ways. To that end, since the summer of 2022, we have provided a stipend to all interns to promote equity and diversity. We understand that, historically, those from underserved communities are the least likely to afford to intern for free, and, as such, we were one of the first agencies in our local field to fund interns from our general operating reserves. Funding from the State Bar would be critical in helping us to sustain support for this important program.</p> <p>Our interns are trained via multiple avenues. We provide live virtual training during our onboarding process, coordinate a speaker series throughout summer consisting of prominent legal experts presenting in various fields, and provide extensive written materials. Our training program in client intake covers procedures, conflict issues, issue spotting, client management, the dependency system, and the court system. Beyond intake, interns receive live formal training and written training materials in the relevant substantive area of law.</p> <p>Interns attend and participate in weekly case reviews with their respective programs. Additionally, the VP of Legal and Program Services holds monthly meetings for the entire direct services legal staff to gather and discuss the new changes to services, laws impacting our client base, volunteer recruitment and supervision, and issues arising from working remotely. All of these regular meetings and case reviews, as well as on-line policy, litigation, and staff meetings, have been critical to staying in-tune to both the clients' and staff members' and volunteer needs and the interns are included in all of them.</p> <p>We also survey our interns after every cycle and utilize the feedback received to continually improve and support our program.</p>
Recruitment	<p>The Alliance is committed to building and supporting a culturally diverse and inclusive environment that values all members' backgrounds and perspectives.</p>



We strongly encourage individuals from all traditionally underrepresented communities to apply.

For our summer internship program, our qualifications include a desire to work with foster youth and their caregivers, valuing diversity, and the ability to work efficiently, independently, and with attention to detail. We also ask applicants to indicate interest in a specific program, ensuring that applicants have a clear interest in a particular legal services problem area for the foster youth we serve. All applications are then shared directly with the applicable program, and relevant program staff conduct extensive applicant reviews and interviews as a team.

To secure a strong and diverse intern cohort, the Alliance recruits law students locally, statewide, and nationally. We reach out to over 25 law schools nationwide through a variety of job boards, including Symplicity and 12Twenty. For our 2023 cohort recruitment, we participated in 14 recruiting events, including various consortium and law school tabling events, resulting in over 200 interested applicants. Additionally, as mentioned above, since 2022, we provide a stipend for all our summer law clerks to ensure we can attract a strong, equitable, and diverse cohort, especially including those candidates who would not otherwise have been able to participate in an unpaid internship due to financial constraints.

We are proud to share that our 2023 intern class consists of eight law clerks from a variety of law schools in California, Texas, Oregon, and Massachusetts. Three of those interns speak Spanish, and many have previous child advocacy experience as teachers or Court Appointed Special Advocates. The majority have previous public interest experience, such as in taxpayer clinics, women's resource clinics, prisoners' legal services, and education rights clinics.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

#### **Budget**

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$60000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$20000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$80000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Asian Americans Advancing Justice Southern California	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$20000	2	0
<b>Counties Served by the Fellow(s)</b>	Los Angeles Orange	
<b>Legal Work to Be Performed</b>	Please see response uploaded in "Supporting Documents" in Form F - Project Assurances.	
<b>Supervision</b>	<p>The Survivor and Family Empowerment (SAFE)/Housing Protection fellow will be supervised by the Managing Director of Client Services; the Orange County Citizenship/Immigration fellow will be supervised by the Managing Attorney. Both are California State Bar-licensed attorneys. The Managing Director has over 15 years of experience practicing law in the fields of family law/domestic violence, immigration, and housing, while the Managing Attorney has over 5 years of experience practicing immigration law. Both have supervised their teams at AJSOCAL for over 3 years.</p> <p>Following onboarding, training for the fellows will include one-on-one sessions with the Supervisor/Staff Attorney(s) as well as shadowing attorneys to understand ethical duties, confidentiality, and culturally competent services. Under the supervision of the respective Supervisor, fellows will participate in different aspects of the case process, such as intake screening, joining Supervisor/Staff Attorney in client interviews and consultations, drafting pleadings, and accompanying clients to the hearing/trial. Supervisors will have regular one-on-one check-ins with the fellow to review process and provide feedback. All the work completed by the fellows in assisting clients including legal pleadings and letters will be reviewed by Supervisor and/or Staff Attorney for approval before submission. Once the fellows demonstrate that they are able to provide effective and sensitive assistance to clients, they will be able to see clients independently though will be required to debrief with the Supervisor.</p>	
<b>Support</b>	<p>The primary population that AJSOCAL serves is low income or indigent, limited-English proficient AAPIs who often cannot access court self-help or other mainstream legal service providers due to language and/or income barriers. The fellows will be continuously exposed to our clientele when performing their duties. The law fellows will have weekly one-on-ones with their respective supervising attorney and will work directly with the supervising attorney in their day-to-day legal duties. Any important and relevant trainings will be prescribed to the fellow in preparation for the assistance of clients. Fellows will also collaborate with other attorneys and legal staff in different fields when the intersection of the law requires it.</p> <p>AJSOCAL's summer law clerk program has historically included various opportunities facilitating networking and socializing with staff as well as other law clerks. For example, a welcome lunch, happy hours, staff and intern hobby and talent show and cook-off, office potlucks and other social events for staff, and inclusion in monthly staff meetings that occur during the summer. AJSOCAL's</p>	

	General Counsel & Pro Bono Director oversees the programmatic elements of the law clerk and intern program all year-round, and also serves as a resource to students in addition to their direct supervisor. She also endeavors to connect law students to AJSOCAL attorneys in programs other than the one they are working with directly, if they are interested in learning more about the organization’s work more broadly.	
Recruitment	<p>AJSOCAL historically recruits its law clerks through its own website and other online postings, participation in the Southern California Public Interest Career Day at UCLA, and promotion of its law clerk opportunities to local law schools directly. AJSOCAL’s General Counsel &amp; Pro Bono Director also participates in both virtual and in-person public interest career fairs throughout the year upon the invitation of both local law schools and ones outside of California, in order to raise awareness of the organization and its law clerk opportunities. Finally, AJSOCAL maintains close connections with local AAPI bar associations like the Asian Pacific Bar Association of Los Angeles County, which has board member representatives from local law schools who are involved with Asian Pacific American Law Student Associations (APALSA) across the region, and can publicize these law clerk opportunities to APALSA members.</p> <p>Commitment to public interest and serving AAPI communities and other underserved communities has always been an important quality AJSOCAL looks for in its law clerk candidates. This is a quality AJSOCAL staff look for in a candidate’s application materials, and is always discussed in any interview, as the organization sees the value in investing in its law clerk program as a pipeline to nurture future staff attorneys.</p> <p>While the SAFE/Housing law fellow is still being recruited, AJSOCAL plans to bring on Adrienne Pham for the Citizenship/Immigration law fellowship. Adrienne is currently a law student at UC Irvine School of Law. She has interned with AJSOCAL in the past and has shown great promise as a future public interest attorney deeply committed to serving indigent, vulnerable communities. Adrienne’s prior duties included providing immigration assistance to clients, particularly assisting with and filing N-400 citizenship applications (both simple and complex) as well as family petitions, legal research support, as well as critical interpretation and translation services.</p>	
Will the fellow(s) serve rural communities?		No
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$15000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$5000
TOTAL	\$10000	\$20000

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Bet Tzedek Legal Services	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$300000	30	0
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>Bet Tzedek's Summer for Justice program is one of Southern California's largest public interest clerkships, increasing Bet Tzedek's full-time legal staff by over 50% and strengthening our capacity to meet ever-expanding community needs. Summer fellows undertake crucial work, including client interviews/intakes, supervised casework (with opportunities to represent clients in public benefits appeals/guardianship proceedings/Tax Court/etc.), clinics, outreach/education, and impact litigation/policy advocacy. They learn to think critically about the legal system and leave ready to create positive change. Law School Fellowship Grant funding will enable us to compensate our passionate, hard-working summer cohort—a core and essential resource for Bet Tzedek—for the first time in the agency's history.</p> <p>Fellows will be placed with one team within our core programs:</p> <p><b>JUSTICE FOR SENIORS:</b> Helping older adults age in place, with unmatched expertise in legal issues affecting seniors. Fellows assist with elder abuse prevention/intervention, public benefits, advance planning, Holocaust reparations, and conservatorship. Teams include Elder Abuse/Fraud Prevention (2 Fellows), Senior Outreach (2 Fellows), Holocaust Services (3 Fellows), Self-Help Conservatorship Clinic (3 Fellows).</p> <p><b>ECONOMIC JUSTICE:</b> Lifting marginalized communities out of poverty and creating pathways to financial stability. Fellows assist with wage theft, unsafe working conditions, harassment/discrimination, tax liens/garnishments and other tax controversies. Teams include Employment Rights (1 Fellow), Low-Income Taxpayer Initiative (2 Fellows).</p> <p><b>HOUSING JUSTICE:</b> Protecting and preserving housing for marginalized Angelenos since 1974. Fellows assist with eviction defense, tenant rights, habitability, foreclosure prevention, and title theft. Teams include Eviction Defense (1 Fellow), Preventing/Ending Homelessness (3 Fellows), Homeownership Protection (3 Fellows).</p> <p><b>JUSTICE FOR CHILDREN &amp; FAMILIES:</b> Helping families remain intact and access food/housing/medical care and other basic needs. Fellows secure guardianships, obtain immigration relief for undocumented minors, provide co-located services at Harbor-UCLA Medical Center, and address transgender discrimination. Teams include Kinship Care (5 Fellows), Immigrant Child Advocacy (2 Fellows), Medical-Legal Partnership (1 Fellow), Transgender Rights (2 Fellows).</p>	
<b>Supervision</b>	<p>Volunteer service is fundamental to Bet Tzedek's impact, origin, and service delivery model. Our commitment to volunteer and pro bono support is reflected throughout the agency, and our staff members have extensive experience supervising law clerks and other volunteers.</p>	

	<p>Fellows will be supervised by Bet Tzedek Staff Attorneys, who are subject matter experts in their respective fields, and Directing Attorneys, management-level supervisors who provide oversight to all legal department staff/volunteers within their program(s). Supervisors are responsible for assigning and monitoring their fellows' work, scheduling one-on-one check-ins, providing comprehensive case supervision and guidance, and conducting formal mid-summer and end-of-summer evaluations to assess fellows' overall professional development and growth (Evaluation Form attached in Form F).</p> <p>Prior to the start of the summer program, Bet Tzedek's Volunteer Coordinator distributes a Supervision Manual (attached in Form F) and other resources to all staff members to review volunteer management principles, effective communication, goal setting, roles and responsibilities, and other best practices for supervising fellows. During the summer, the Volunteer Coordinator provides ongoing administrative support – addressing IT issues, completing grant/fellowship forms, and helping with other administrative tasks – regularly checking in with fellows to make sure they feel sufficiently supervised and have a reasonable, meaningful workload.</p> <p>Further, fellows will attend weekly/biweekly case review meetings with their team, a quality control measure that allows Directing Attorneys to closely monitor fellows' casework. Following a client intake, legal staff and fellows complete a Case Review Form and present the client's legal problem at case review. The Directing Attorney then leads a discussion about the merits and challenges of each case – every matter, whether accepted for representation or not, is reviewed during case review. This robust oversight ensures that fellows will provide safe, effective, and culturally competent legal services to Bet Tzedek's client communities.</p>
Support	<p>Bet Tzedek prides itself on delivering formal, organized trainings and holistic support to summer fellows. Practices are established by our Pro Bono Department to ensure that fellows are well trained, provide high-quality aid, and have a positive volunteer experience. The majority of summer clerks ultimately pursue public interest careers, with many returning to Bet Tzedek as post-graduate fellows.</p> <p>At the start of the summer program, Bet Tzedek's Volunteer Coordinator conducts a comprehensive three-day orientation to review policies and procedures; confidentiality/other ethical rules; person-centered, trauma-informed lawyering; and other cultural competency trainings, culminating with an in-person BBQ to socialize with staff (Orientation materials/Volunteer Handbook attached in Form F). Fellows then meet with their direct supervisors, who provide substantive program orientations/trainings and ongoing mentorship.</p> <p>Fellows are invited and encouraged to attend Bet Tzedek's in-house trainings, including:</p> <p>“Effective Legal Writing” (Impact Fund) on 6/9: Public interest approach to legal writing, including writing for busy judges, clerks, and other readers, making legal arguments shine, and coordinating teams to achieve a persuasive final product.</p> <p>“Financial Elder Abuse” (Staff Attorney Dani Kaiserman) on 6/27: Comprehensive review of various forms of financial exploitation, how to spot/prevent/report abuse, and legal remedies to protect and support seniors.</p>

	<p>“Litigation 101, Welcome to Lawyerland” (Impact Fund) on 7/14: Introduction to civil litigation, including a guided tour through the lifespan of a case, court structure, and appellate review.</p> <p>Fellows are also encouraged to attend the LA Law Library’s Brown Bag Lunch Series and other external social events to network with staff/fellows from other organizations. Additionally, as noted above in Section #3, fellows will attend weekly case reviews to collectively problem solve and learn from their own teammates. Fellows can also attend outside teams’ case reviews to learn about multiple areas of practice, collaborate with other teams, and network with Bet Tzedek staff members.</p>	
Recruitment	<p>Bet Tzedek’s Volunteer Coordinator actively seeks a diverse pool of candidates for the Summer for Justice program, including students who are fluent in Spanish, Russian, Korean, and other languages. Having a diverse and multilingual staff/volunteer cohort that reflects the communities we serve is vital to our ability to establish trusting relationships with clients, who in many cases do not speak English, have never met with an attorney, and are seeking help with highly sensitive legal matters.</p> <p>To help foster diversity, we participate in school pipeline programs; attend various job, internship, and public interest fairs; circulate postings to the SoCal Pro Bono Managers &amp; Directors group, SoCal Law Schools listserv, local law schools and LLM programs, Symplicity, Handshake, and other websites/diversity boards; and participate in On Campus-Interviewing (OCI) at various law schools and at the Annual Southern California and Northern California Public Interest/Public Sector Career Days.</p> <p>Interview evaluation criteria includes applicants’ experience and expertise, commitment to public interest, knowledge of Bet Tzedek, language skills, and empathy/interpersonal skills (Interview Evaluation Form attached in Form F). While a student’s commitment to public interest is important, our team intentionally recruits a small number of candidates who hope to work in the private sector. We have found that these individuals are more likely to become “pro bono champions” after they pass the bar, strengthening the pro bono programs of their respective law firms.</p> <p>Of the 30 fellows Bet Tzedek is hoping to fund through the Law School Fellowship Grant, 18 students have already been selected, with recruitment underway for the remaining 12. Fellows who have already been selected have experience with/commitment to serving marginalized communities, eclectic backgrounds and work experience, excellent communication and problem-solving skills, fluency in multiple languages, and they received high praise from their references.</p>	
Will the fellow(s) serve rural communities?		Yes
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$225000

2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$75000
TOTAL	\$10000	\$300000



**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	California Indian Legal Services	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10000	1	0
<b>Counties Served by the Fellow(s)</b>	Los Angeles Ventura San Diego Riverside Orange Imperial San Bernardino	
<b>Legal Work to Be Performed</b>	<p>CILS routinely receives a wide range of requests for services. We are a leader in our field with over fifty years of experience serving Native communities in California. Our work is diverse. To name a few, it includes projects such as code drafting for Tribes, drafting Indian wills for individuals who own trust land, representing Tribes in dependency litigation cases, and assisting Tribes with various land use issues.</p> <p>Given this diversity of work, a fellow working at CILS this summer would likely research and draft pleadings to be filed in active litigation cases in both state and federal court, research and review policies or draft codes for tribal court use, participate in will clinics where the fellow would prepare legal documents and witness will signings, assist in land use cases by providing legal and historical record research, and prepare responsive letters to provide information to individuals who contact CILS for legal assistance that we are unable to provide. Within the Indian law field, prospective job candidates have many choices. In San Diego County alone, there are 21 federally recognized Tribes, many of whom have their own legal departments. This grant would allow CILS to attract the most qualified candidates and allow us to showcase our work to a law student who might consider joining our organization as a staff attorney following graduation. A number of current staff attorneys were former law clerks at CILS. In addition, our organization sometimes receives requests for legal services that would have a substantial impact for the prospective client but that we must turn away due to a lack of ability to staff such a complex case. Having a summer law fellow would allow our organization to accept such work creating a win-win situation for our client as well as our summer law fellow.</p>	
<b>Supervision</b>	<p>Law clerks are subject to CILS's confidentiality policy and receive a copy of the Employee Handbook and an acknowledgement form prior to their start date. The Directing Attorney meets with the law clerk at least weekly to discuss ongoing projects and active assignments; the law clerk also participates in regular staff meetings where s/he provides updates on their work and offers recommendations and suggestions on how to assist callers seeking legal advice and/or representation. The law clerk also supports staff attorneys with their caseloads.</p>	



<b>Support</b>	New law clerks undergo a robust training in federal Indian law and attend community education events hosted by CILS. They also assist with academic and outreach projects that include staff from other CILS offices (we have four throughout the state). CILS also encourages law clerks to participate in hands-on activities with clients and individuals seeking legal representation or advice. This way, the successful candidate will get hands-on experience working with low-income individuals and hone their interpersonal skills by observing the assigned attorney in action.	
<b>Recruitment</b>	<p>CILS has ongoing relationships with several local law schools and universities. We participate in recruitment programs for Cal Western School of Law in San Diego, UCLA School of Law, and Loyola, most of which offer federal Indian law classes if not extensive tribal law clinics. Very often students approach CILS because they recognize our work and experience in Indian country. We desire but do not require of prospective law clerks some exposure to federal Indian law or Native American communities.</p> <p>We already have a candidate in mind for 2023. Coming from Stanford having taken federal Indian law, we know this individual to be committed to CILS's mission and Indian law in general. He was an immense help during the summer of 2022 and expressed a desire to return this year in spite of being qualified to enter the private sector for more money.</p>	
<b>Will the fellow(s) serve rural communities?</b>		Yes
<b>Will the fellow(s) serve underserved communities?</b>		Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>		Yes
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	California Rural Legal Assistance, Inc.	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	Fresno Kern Riverside San Joaquin Monterey Colusa Imperial Kings Madera Merced San Benito San Diego San Luis Obispo Santa Barbara Santa Cruz Sonoma Stanislaus Sutter Tulare Ventura Yuba Napa Santa Clara	
<b>Legal Work to Be Performed</b>	<p>Funding will benefit CRLA, fellows, and clients. CRLA serves legal deserts with limited access to justice and legal information and assistance. Funding will help with fellow retention and reduce caseload burden. Clients benefit from paid fellowships because they attract fellows to rural areas. Funding will help to ensure that CRLA can guarantee compensation for all 2023 fellows, which has not been possible before.</p> <p>One fellow will work with the Fair Housing/Foreclosure Prevention program, which has saved over 700 homes. They will learn strategies to mitigate the impacts of housing discrimination, fraud, predatory/discriminatory lending, mortgage rescue scams, and financial abuse. The fellow's work will target communities historically subject to discriminatory housing/lending practices. They will create know-your-rights materials; conduct legal research and client interviews regarding discriminatory/predatory lending and foreclosure; and support casework on housing discrimination, reverse-mortgage foreclosure, and estate planning.</p> <p>Another fellow will support the Agricultural Worker Program. CRLA has helped farmworkers with legal issues since 1966. The fellow will learn to address</p>	

	<p>farmworker housing and employment issues (e.g., habitability, sexual harassment, wage theft). They will conduct legal research, write memoranda/briefs, monitor compliance with settlement agreements, and create community education materials. They will gain litigation experience by conducting client interviews and case assessments, obtaining discovery, and attending depositions. They will help with client preparation and representation in administrative hearings before the Labor Commissioner and Unemployment Insurance Appeals Board.</p> <p>Another fellow will work with CRLA's Immigration program, which began in 2020 and prioritizes cases for naturalization and trafficking survivors (these services are limited in rural California). The fellow will learn from CRLA's Immigration Legal Director and will gain experience with intakes, client interviews, and legal research. They will learn to draft petitions, supporting documents, and educational materials. As the Immigration program has a very small staff, adding the fellow will be impactful.</p>
Supervision	<p>From the outset, supervisors give fellows an overview of client communities and common client issues. Supervisors also provide soft-skills training and meet with fellows on a weekly basis to discuss assignments and provide guidance for safe, sensitive service delivery. In addition, fellows and other employees participate in weekly case review meetings with their program or field office, during which attendees discuss case strategies and challenges. Case review allows for quality control of legal services and reflection on how services can be improved to be more responsive to client needs. Supervisors also have fellows attend an internal training series that covers best practices for providing culturally competent, trauma-informed legal services. Supervisors themselves receive ongoing training on best practices for mentoring fellows.</p> <p>Supervisors also give fellows guidance and materials focused on building trust and communicating effectively with clients, and fellows have access to interpretation and translation services for client communications. Fellows will have opportunities to shadow advocates and learn from them as well.</p> <p>The FHFP fellow will be supervised by the FHFP Legal Director, who has 14 years' experience with CRLA and has been the Legal Director since 2019. She is an experienced supervisor and leads a team of seven based across California.</p> <p>The AWP fellow will be supervised by the Coachella Office Directing Attorney, who has 17 years' legal experience and supervises five people. The fellow will focus on Riverside, San Joaquin, and Monterey counties and will shadow advocates in CRLA's Salinas and Stockton offices to get exposure to each region's unique legal issues.</p> <p>The Immigration Legal Director will supervise the Immigration fellow. She has 13 years' legal experience serving immigrants in affirmative and defensive petitions and over five years of supervisory experience. The fellow will receive additional technical assistance and training through Immigrant Legal Resource Center and ASISTA Immigration Assistance.</p>
Support	<p>The Fellows will receive onboarding training through the Human Resources Department with information related to policies, expectations, social media usage, timekeeping, and confidentiality. Following onboarding, the Fellows will meet their supervisors who will introduce the work of their program and provide an overview of the work the Fellow will be engaged in throughout their fellowship.</p>

			<p>During the Fellows' first week, CRLA will host various training and listening sessions to improve their understanding of the organization, CRLA services, and our client communities. Fellows will be welcomed by CRLA's Executive Director Jessica Jewell who will provide a presentation on the organization's history, major accomplishments, and where the organization is today. Fellows will also have the opportunity to network with other summer fellows located in different CRLA programs and offices.</p> <p>Fellows will receive ongoing training focused on soft skills such as interviewing clients, notetaking, and maintaining a healthy work-life balance. In order to increase the Fellow's knowledge about legal issues affecting rural low-income communities, each of CRLA's programs and initiatives will deliver a training that gives an overview of the law, common legal issues, and best practices. This training allows Fellows to understand the client communities we work with, learn from attorneys who have a wide breadth of experience in various practice areas, and network with other staff members.</p>
<b>Recruitment</b>			<p>CRLA seeks summer legal fellows interested in providing legal services that are focused on vulnerable rural communities such as Latin American Indigenous or LGBTQ+ communities, immigrants, or agricultural workers. To identify these candidates, CRLA participates in several recruitment fairs throughout the year including the Northern and Southern California Public Interest/Public Service Days and individual alumni events or speaking engagements. CRLA also advertises internship opportunities and keeps an active list of candidates interested in joining the CRLA team. CRLA reviews candidate applications throughout the year and will review cover letters, writing samples, and resumes.</p> <p>CRLA extends interviews to individuals who come directly from the communities CRLA serves, have prior experience working with underserved communities, are interested in community lawyering, or are seeking experiences in public interest to gauge their future career paths. At the interview stage, candidates are asked a variety of question ranging from hurdles crossed, lessons learned, any experience working with underserved communities, short and long-term professional goals, practice area curiosities, and skills candidates wish to improve. Candidates are also asked whether they are interested in a certain CRLA region, program, or practice area in order to provide the best placement possible. After the interview, the interviewer(s) will fill out a rating form assessing leadership qualities, organizational alignment, communication skills, cultural sensitivity, and technical ability. These rating forms are then discussed by interviewer(s) to determine alignment between CRLA's ongoing advocacy and priorities and each candidate's interests and professional and/or academic experience.</p>
<b>Will the fellow(s) serve rural communities?</b>			Yes
<b>Will the fellow(s) serve underserved communities?</b>			Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>			Yes
<b>Budget</b>			
	Budget for Each Fellowship Grant		Total Funding
1. Fellow Compensation	\$7500		\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500		\$7500

TOTAL	\$10000	\$30000
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**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Casa Cornelia Law Center	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$20000	2	0
<b>Counties Served by the Fellow(s)</b>	San Diego	
<b>Legal Work to Be Performed</b>	Response exceeds the word limit. Please see attachment in Form F under Supporting Documents.	
<b>Supervision</b>	<p>As noted in our initial application, fellows do not provide legal services to clients. All work done by fellows is carefully supervised and occurs in a controlled environment. If fellows ever meet with a client in person, it will be at Casa Cornelia Law Center with staff present in the meeting or readily available or at a location in the community where staff is also present. If fellows communicate with clients, communication will occur through Casa Cornelia's controlled email or phone systems. Fellows will not be permitted to use their personal phones or email to communicate with clients. While fellows may be asked to convey specific information to clients, they only do so at the direct and specific instruction of an experienced, licensed attorney. Fellows may be present when an attorney interviews a client so that they may learn techniques for trauma-informed lawyering, but they will not conduct the interview. They may also have the opportunity to attend formal training on trauma-informed lawyering. Any work product created by a fellow is reviewed, edited, and incorporated as appropriate by an attorney before use; no work product prepared by a fellow is ever used for any purpose without careful review. Fellows are never permitted to give legal advice and their communications are regularly supervised to make sure that they are not doing so, so clients will not be in a position to improperly rely upon a fellow's advice.</p>	
<b>Support</b>	<p>Casa Cornelia will support and develop the new legal fellows throughout the course of their fellowship and encourage a career in legal services for the indigent through a thoughtful onboarding and training process as well as through exposure to engaging tasks and its robust network of volunteer professionals. During the onboarding phase, the legal fellows will receive an overview of the organization's mission and values. They will receive training in substantive and procedural law as well as policy in the following areas: (1) Asylum, (2) U Visa for victims of serious crimes, (3) the Violence Against Women Act for domestic violence victims married to a U.S. Citizen or legal permanent residents, (4) Special Immigrant Juvenile Status for abused, abandoned or neglected children, (5) T Visa for victims of human trafficking, depending on their assignment. The legal fellows will also have an opportunity to learn about all aspects of legal service delivery under the tutelage of a staff attorney. They will be able to observe and support Know Your Rights (KYR) presentations. They will assist in the preparation pre-trial documents and applications.</p> <p>Casa Cornelia has the capacity to introduce the legal fellows to a robust group of volunteer professionals, which are recruited, trained, and mentored by the Pro</p>	

	Bono Program. Some of these volunteer professionals belong the most prestigious law firms in San Diego, CA. During their tenure at Casa Cornelia, the legal fellows may meet many of these professionals. The legal fellows may also be invited to a number of events organized by the private bar, local law schools or social service organizations.	
Recruitment	Casa Cornelia has hired the two summer legal fellows. They have yet to be onboarded for their summer term. One fellow begins working May 22, 2023 and the other on June 12, 2023.	
	Casa Cornelia selected one of the summer legal fellows by inviting back a previous intern. This intern only received academic credit for her work at Casa Cornelia. Her contribution has been exceptional so she was invited for the paid summer internship. To recruit this intern Casa Cornelia followed the same process that will be outlined in the recruitment of the second legal fellow. Please see below.	
	To select the other summer legal fellow Casa Cornelia participated in the on campus interview process at California Western School of Law and University of San Diego School of Law in January 2023 and selected the candidates in late February 2023.	
	Each law school posted the positions and invited law students to submit an application, transcripts, a cover letter, resume and references. Casa Cornelia’s Pro Bono Program Director narrowed the pool of 20 applicants to seven by reviewing each applicant’s relevant experience, relevant coursework and preference for public service. Students with work or volunteer experience at non-profits and coursework related to immigration law are considered to especially qualified to work with indigent immigrants and asylum seekers.	
Will the fellow(s) serve rural communities?		No
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$15000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$5000
TOTAL	\$10000	\$20000

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Center for Gender and Refugee Studies - California	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$15000	2	10000
<b>Counties Served by the Fellow(s)</b>	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado El Dorado Fresno Glenn Humboldt Humboldt Imperial Inyo Kern Kings Lake Lassen Los Angeles Madera Marin Mariposa Mendocino Mendocino Merced Modoc Mono Monterey Napa Nevada Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino	



	<p>San Diego  San Francisco  San Joaquin  San Luis Obispo  San Mateo  Santa Barbara  Santa Clara  Santa Cruz  Shasta  Sierra  Siskiyou  Solano  Sonoma  Stanislaus  Sutter  Tehama  Tehama  Trinity  Tulare  Tulare  Tuolumne  Ventura  Yolo  Yuba</p>
<p><b>Legal Work to Be Performed</b></p>	<p>CGRS-California advances the fundamental rights of individuals fleeing persecution in their home countries by improving the quality of legal representation available to them and the policies and laws that apply to their protection here in California. We merge innovative technology and law to devise new and creative approaches aimed at empowering advocates. With a staff of experienced and renowned educators and litigators in the field of asylum law, we provide unparalleled technical assistance (TA) and training services; litigate select cases with the potential for maximum impact; and advocate for policy changes to safeguard the human rights of asylum seekers.</p> <p>The fellows who join our organization will be serving as law clerks, providing critical support to our TA and impact litigation programs. By conducting legal research, they will assist in our two-pronged litigation strategy: 1) representing asylum seekers at the appellate level to advance substantive asylum law, and 2) bringing systemic challenges in federal court aimed at protecting the asylum system itself to ensure access for all to a fair legal process. Fellows will also be actively involved in developing litigation support materials and resources aimed at equipping attorneys with the best strategies to win protections for their client. They will update our existing case compendiums that accompany our practice advisories, bolstering our TA resources and providing advocates with insight on the most recent legal developments in the field of asylum law. They will specifically work on updating our case law summaries on gang-based, gender-based, and family-based asylum claims.</p> <p>For equity purposes we are committed to offering paid clerkships. However, doing so is an economic hardship as we do not have dedicated funding to support these positions. This Fellowship will allow us to uphold this commitment and</p>

	afford to expand our clerkship program to offer more paid opportunities throughout the year.
<b>Supervision</b>	<p>A CGRS-California staff attorney will supervise each fellow through weekly individualized supervision meetings. That way, each fellow will have a primary “mentor” who reviews their written work and helps manage their workload. The mentor will provide feedback on all research and written work. She will work to make sure that the fellow has a diverse workload and gets an opportunity to be involved in engaging projects.</p> <p>All fellows will be given exit interviews by the end of their clerkship to help us evaluate our supervision structure and the quality of our clerkship program. Based on previous exit interviews with former clerks, we have received overwhelmingly positive feedback. Former clerks especially expressed their appreciation for the weekly supervision meetings with their mentor and expressed satisfaction and gratitude for the guidance they received. They also shared that they were given clear and detailed instructions from supervisors, who were always available to answer questions and provide advice.</p> <p>With regard to quality assurance, we follow rigorous quality control measures in all of our programs to monitor the consistency and quality of our services and the materials we produce. All written work product is reviewed by at least two attorneys, including the Director of TA and Training and/or the Legal Director before they are released. For formal publications, a third reviewer is involved, in addition to a proofreader. These controls will apply to all written work produced by our fellows as well.</p>
<b>Support</b>	<p>We have a comprehensive onboarding program. Each fellow will be provided with an orientation manual covering topics such as confidentiality and supervision procedures. They will receive an in-person orientation on all program areas, internal procedures, and substantive law relevant to their projects. They will learn about the history and mission of CGRS-California and meet with staff members across program areas to gain further insight about our organization’s work. They will also be provided with clear set of expectations for their work output. To ensure a healthy workspace and confidentiality, we will provide them with full technological support (e.g., a CGRS-California-issued laptop, etc.) during the duration of their clerkship.</p> <p>Fellows will be invited to attend bi-weekly program team meetings and full staff meetings. These meetings will provide great learning opportunities for fellows and help them to get fully integrated into our work culture. We also invite our law clerks to participate in our frequent webinars and in-person trainings that we organize, where they will be able to meet with our various collaboratives and partners and learn about the qualified legal services projects (QLSPs) that use our services. We also offer additional networking opportunities through our summer brown bag sessions in which we invite outside speakers—practitioners in different areas of immigration law—to share their experiences. We prioritize inviting advocates who identify as BIPOC or offer other diverse perspectives on the practice of law. Fellows will also get to attend hearings along with staff attorneys at the San Francisco Immigration Court, the Ninth Circuit Court of Appeals, or the District Court of Northern California (all located within blocks of our office). Finally, they will be invited to our annual staff retreat—often held in August—to network more and interact with the whole team in a fun, outside environment.</p>

Recruitment	First and foremost, we prioritize recruiting a diverse pool of candidates. We are conscientious about using inclusive language in our job posting and adhere to our internal diversity, equity, and inclusivity (DEI)-informed hiring protocols. We have designed an evaluation rubric to eliminate bias and always have more than one staff member present during job interviews. To make sure that our job postings are widely circulated, we use online platforms (such as Simplicity) to reach out to a wide spectrum of law schools, including those that have more diverse student bodies. We are proud to share that for this summer, we have received about 40 applications from a diverse pool of applicants.	
	In our candidates we look for a demonstrated interest in refugee law, asylum law, and human rights law in terms of course selections and clinics. We value candidates’ pre-law school experience, research skills, and prior work with immigrant communities. We consider candidates who have already had the opportunity to work with QLSPs (though not required) as a great addition to our support center.	
	Will the fellow(s) serve rural communities?	Yes
	Will the fellow(s) serve underserved communities?	Yes
	Will the fellow(s) serve clients regardless of immigration or citizenship status?	Yes
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$15000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$0	\$0
TOTAL	\$7500	\$15000

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Centro Legal de la Raza	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$40000	4	14000
<b>Counties Served by the Fellow(s)</b>	Alameda Butte Contra Costa Sacramento San Francisco Santa Clara	
<b>Legal Work to Be Performed</b>	<p>These funds are critical in Centro Legal being able to have fellows, most applicants are not able to accept without any funding and in fact are also applying separately for additional funds to be able to cover their basic expenses. We have many BIPOC first generation applicants that we'd greatly like to support, It's very important that we are able to receive this funding especially at a critical time when we expect demand for services to increase due to the end of the Alameda Moratorium. Impacts of the COVID pandemic continue to be felt on staff, we continue to have challenges with hiring so we are heavily leaning on other ways for Centro Legal to expand capacity such as by hosting summer fellows.</p> <p>Two fellows will be selected for the Tenants' Rights (TR) practice and two for the Workers' Rights (WR) practice. Fellows will have the opportunity to work on all aspects of each program's expertise. Fellows will participate in all aspects of the practice's work such as intakes, clinic and case work.</p> <p>WR fellows will have the opportunity to assist with every step of an employment case; helping with tasks such as doing an intake, drafting letters, calculating damages, drafting complaints and responses, helping with litigation such as drafting discovery and discovery responses, supporting representation of clients at hearings, know-your-rights presentations, and outreach such as creating pamphlets and other program materials, meet with clients at clinics and assess legal options under the supervision of an attorney.</p> <p>TR strives to stop displacement and stabilize our communities through eviction defense, drop-in legal clinics, affirmative litigation, policy advocacy and administrative hearings before rent boards. The loss of even one tenant from a building chips away at our vibrant communities.</p>	
<b>Supervision</b>	<p>Tenants' Rights team: The fellow will be supervised by a Supervising or Managing Attorney, under the supervision of Co-Directing Attorneys with at least 7 years of legal experience and 4 years of supervision experience. Co-Directing Attorney, Henrissa Bassey, has represented low-medium income tenants and historically marginalized and racialized individuals in civil court, administrative hearings, HUD conciliations, appeals, and mediations with RAP hearing officers. Henrissa has litigated unlawful detainer actions for tenants facing eviction, illegal rent increases, retaliation, discrimination, harassment, and habitability violations. Henrissa has also had the opportunity to work alongside young and older people</p>	

	<p>from underserved communities in California, Washington, DC, Sierra Leone, and Nigeria to advance racial, social, and gender equity. She is passionate about using multi-faceted approaches to enforce the housing rights of underrepresented and underserved communities. The TR Co-Directing Attorneys manage a team of 14 Attorneys, 7 Paralegals, an Outreach Coordinator, 2 Intake Coordinator, and an Unincorporated Navigator.</p> <p>Workers' Rights team: The fellow will be supervised by a Managing or Staff Attorney, under the supervision of the Workers' Rights Directing Attorney who has about 7 years of legal experience. The Attorney assigned to supervise the fellow will have had experience supervising several students at clinics, as well as interns. The program will provide the fellow trainings on ethical obligations and obligations to clients. The fellow will be encouraged to ask any WR Attorney questions in addition to a dedicated space for questions and concerns during regular check-ins. The fellow will discuss with their supervisor legal advice before it is provided to clients, as well as next steps and services to be provided. The WR Directing Attorney manages a team of 2 attorneys and 1 paralegal.</p>
<b>Support</b>	<p>Tenants' Rights team: Onboarding will consist of a week of meeting staff and receiving training on basic Tenants' Rights law, foundations of housing justice work, and internal protocols and procedures. Supervision will consist of individual weekly check-ins with a direct supervisor as well as weekly meetings with the entire Tenants' Rights team. In addition, there will be a weekly Contra Costa team meeting to discuss cases and assign tasks and other responsibilities to staff. Supervisors and coworkers are also available via Slack and email.</p> <p>Workers' Rights team: The fellow and their supervisor will have weekly 1-on-1 check-ins, plus additional team weekly check-ins, and team weekly case round meetings. In between check-ins the fellow is encouraged to check in with other team members, as all are experiences in the legal area. Upon onboarding and as part of check-ins the fellow will be asked about their priorities and ensure that the fellow has the opportunity to attain the skills, knowledge and learning desired. In addition to trainings on ethical obligations, the fellow will participate in trainings on employment law and other relevant areas of the law that the fellow may be interested in.</p> <p>Centro offers training on various topics in-house as well as access to PLI and other training resources that become available. All Centro Legal staff also receive an HR onboarding on their first day of employment.</p>
<b>Recruitment</b>	<p>Tenants' Rights team: TR staff participated in the Public Interest/Public Service (PI/PS) hosted at UC Hastings in February 2023. Additionally, the team is reviewing individual applications that have come directly from interested law students.</p> <p>Workers' Rights team: WR staff also participated in PI/PS however selected candidates accepted summer fellowships at other organizations. The WR team will continue with other outreach efforts such as contacting law schools that have strong social justice programs, and reviewing applications that come in from individuals that seem like strong candidates because of experience or values. As part of the interview process, the program will evaluate whether the candidate is interested in pursuing a career in legal services for indigent persons, by inquiring about experience and interest in serving the low-income and marginalized communities. The program is seeking a candidate passionate about serving people from vulnerable communities.</p>

Will the fellow(s) serve rural communities?	Yes	
Will the fellow(s) serve underserved communities?	Yes	
Will the fellow(s) serve clients regardless of immigration or citizenship status?	Yes	
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$30000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$10000
TOTAL	\$10000	\$40000

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Elder Law & Advocacy	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$16000	2	0
<b>Counties Served by the Fellow(s)</b>	Imperial San Diego	
<b>Legal Work to Be Performed</b>	<p>Since 1978, EL&amp;A has been providing free legal services for older adults and their families throughout San Diego and Imperial Counties. The Fellows will be joining established projects which will offer a large variety of legal experiences. EL&amp;A's Fellows will assist in San Diego and Imperial county's Senior Legal Services, Caregiver, and Homelessness Prevention programs, and the Imperial County Elder Abuse clinic. Case types will include non-litigation civil legal matters. EL&amp;A provides a unique fellowship opportunity as the Fellows will have the opportunity to engage in a substantial number of legal subject matters learning about a variety of areas of the law, which is especially valuable to a law student. They will assist with a range of cases from simple legal matters, to cases that involve more complex legal issues and require in depth research and communication with others. The Fellows will have the benefit of learning from the lead attorney as well as collaborating with EL&amp;A's highly experienced attorneys and supervisors. This collaboration can help foster growth and confidence in a law student.</p> <p>The Fellowship positions will help the organization meet the high demand for services. EL&amp;A has noticed an increased demand specifically related to housing issues due to eviction. The Fellows will provide support to the attorneys and will also work directly with clients.</p> <p>Finally, this funding would allow EL&amp;A to provide compensation to our fellows, providing students who may only be looking for paid opportunities, a route to work within legal services.</p>	
<b>Supervision</b>	<p>In addition to a background check, interns would be provided with information about confidentiality prior to working on any cases. Our County Contracts require that our volunteers also take an online Safety Awareness class and False Claims Act Training. Once the fellow has begun, the fellow is given access to EL&amp;A legal services trainings. These teach our case management system (LegalServer) as well as how to take notes. Once all of the trainings are complete, the fellow would begin with a period of "shadowing." During this time, the Fellows will observe the attorneys as they call clients. Post call, the attorney will discuss the legal issues, the client, and other information about handling these cases with the fellow. When ready, and as the Fellows are assigned to provide support on cases, they will be directly and closely supervised by the primary attorney on that case. Any time that the Fellows work on a case or communicates with a client, case notes will be emailed to the supervising attorney. Document and letter preparation will be reviewed by the attorney and discussed with the Fellows.</p>	



	The legal services attorneys have a weekly meeting, to which the fellows would also attend. At these weekly meetings attorneys consist of discussions regarding changes in the law, invited speakers, and case review.	
Support	<p>The Fellows will receive in-depth one-on-one training to ensure that they can obtain case facts and other details from clients who may have issues hearing , speaking clearly, or understanding legal concepts and the legal advice provided to them. This requires practice, patience, and compassion, which are required to effectively help a significant portion of the older adult populations served by the organization. Clients may have physical limitations, medical conditions and transportation issues which may prevent them from providing documents or traveling to court. They may also have limitations using technology. All of these must be taken into consideration when providing informed legal services to an older adult population.</p> <p>Training will also include ‘shadowing’ staff attorneys as they provide services. This will be done both in-person and using a shared Microsoft Teams format. Ongoing training in substantive legal areas will be provided for the Fellows under EL&amp;A’s established training procedures including use of EL&amp;A’s in-house WIKI which covers frequently encountered substantive legal issues and provides templates and research on relevant elder law topics. In-house civil legal topic and law practice in-house trainings are provided by legal experts at regular staff attorney meetings. On-line trainings through LAAC and support center LSP's cover topics of relevance to the legal services provider community, and specifically to those practicing elder law. The Fellows will have the opportunity to participate in weekly staff attorney meetings during which we discuss policy, substantive legal issues, and specific cases.</p>	
Recruitment	<p>EL&amp;A regularly participates in the law student internship recruitment programs of local schools, University of San Diego School of Law and California Western School of Law, as well as law school outside of the County such as University of California at Irvine.</p> <p>EL&amp;A will give special consideration to candidates who are bi-lingual, are diverse, have experience with legal aid work (paid or volunteer), have worked with special populations including persons with disabilities or advanced age, and can demonstrate a passion of the provision of free legal services to low-income or underserved populations. This type of experience will indicate that a candidate is not only interested in the Fellow option, but also cares about the work done by nonprofit legal services organizations.</p>	
Will the fellow(s) serve rural communities?		Yes
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$15000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$500	\$1000
TOTAL	\$8000	\$16000





**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Family Violence Law Center	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	Alameda	
<b>Legal Work to Be Performed</b>	<p>If funded, FVLC's Law School Fellowship will be the first paid legal internship program offered through the agency. Our budget is tightly balanced and heavily restricted, and traditionally we have been unable to compensate our summer interns, resulting in unequal opportunity for those who cannot afford to work full-time, all summer, for free. This funding would allow FVLC to compensate our law student interns for their work on behalf of our clients. The program itself is well developed and provides hands-on legal and advocacy experience for law students interested in direct client services and issues surrounding gender-based violence. FVLC is the only domestic violence agency in Alameda County that has a team attorneys on staff who provide free legal assistance solely to domestic violence survivors, and we rely heavily on (traditionally unpaid) legal interns to support the high demand for our services. With supervisor support, Law School Fellowship interns will develop the specialized expertise needed to meet the unique legal and emotional needs of abuse survivors, especially those who are low-income and/or have limited English-speaking skills. FVLC Law School Fellowship interns will: (1) conduct client appointments for survivors of domestic violence, sexual assault and/or stalking who are seeking Domestic Violence Prevention Act or Civil Harassment restraining orders; (2) prepare legal paperwork in family law and housing cases; (3) provide legal research and writing; (4) under the supervision of a staff attorney, and with State Bar Certified Law Clerk certification, represent clients in court appearances in restraining order and related family law matters; (5) offer in-person and telephone crisis counseling; and (6) provide pro per and attorney case management support. All interns will have opportunities to provide direct client services from the outset to the conclusion of cases.</p>	
<b>Supervision</b>	<p>Erin Scott, Esq., Executive Director, is responsible for providing oversight of the legal department; ensuring that legal case management meetings take place on a regular basis; confirming that conflict checks are routinely performed; directing the overall evaluation of FVLC client services; and overseeing the continuing education program for legal staff to ensure that all attorneys remain in compliance with State Bar requirements. Nicole Britton-Snyder, Managing Attorney, manages the direct supervision of the legal department, overseeing senior staff attorneys, staff attorneys and volunteers. Fellows sign Confidentiality Agreements with FVLC and are covered under FVLC's malpractice insurance. All Fellows shadow legal department staff and conduct client appointments with a FVLC staff attorney present before they work with clients alone. All paperwork is reviewed by a FVLC attorney before filing. Supervision of legal staff is conducted using the following mechanisms: 1) weekly check-ins with staff attorneys; 2)</p>	

	annual written evaluations; 3) periodic court watch to observe FVLC attorneys in the courtroom; 4) regularly scheduled legal department meetings; and 5) an FVLC calendaring system (both electronic and paper) that assists the Managing Attorney in monitoring each attorney's workload. Cases are closed after the Managing Attorney reviews the file to determine whether everything has been completed, including a case closing letter sent to the client and a substitution of attorney filed with the court. FVLC's procedures are modeled after the American Bar Association's Standards for Providers of Civil Legal Services to the Poor.	
<b>Support</b>	FVLC will provide training for all aspects of the Law Student Fellowship program and interns are closely supervised. FVLC has a well-developed onboarding schedule for all volunteers and interns. In their first weeks, Fellows will shadow direct service staff and will receive extensive training on the dynamics and legal components of domestic violence cases. All legal department interns and fellows are given training on domestic violence dynamics, laws pertaining to Domestic Violence Protection Act restraining orders and, as needed, relevant housing laws, and legal form completion. Fellows will attend weekly legal team meetings to discuss issues and strategies that arise in case work. Fellows will have weekly check-ins with supervising attorneys to discuss their experiences, observations and any relevant issues that come up in the course of their legal work. FVLC encourages constant feedback from staff and volunteers; in particular, during our regular evaluation process, Fellows are asked to consider and give feedback on any additional training, support, structure and/or direction they feel they need and what FVLC can do to support their performance and career goals.	
<b>Recruitment</b>	FVLC has extensive experience recruiting legal interns and we routinely host 2-4 unpaid interns per summer with great success. For Summer 2023, we have confirmed 2 full-time interns as of the date of this application; if funded for 3 full-time interns, we have a pool of existing candidates to consider from our recruitment outreach activities. FVLC regularly attends Northern California Public Interest/Public Service recruitment fair at UC San Francisco College of Law and the U.C. Berkeley Public Interest Career Fair. FVLC encourages applicants who have a demonstrated interest in gender-based violence issues and/or dedicated public service experience, as well as applicants who speak Spanish or have other language skills. FVLC actively recruits from all local law schools and engages in specific outreach to affinity associations such as the Charles Houston Bar Association and the San Francisco Bar Association's Justice and Diversity Center, in the hopes of recruiting a diverse direct service staff which is intentionally representative of the communities we serve. Finally, FVLC's legal interns are often so successful that they are regularly recruited for paid positions within the agency.	
<b>Will the fellow(s) serve rural communities?</b>		Yes
<b>Will the fellow(s) serve underserved communities?</b>		Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>		Yes
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500

2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
TOTAL	\$10000	\$30000

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Harriett Buhai Center for Family Law	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$40000	4	0
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>The Center provides free family law case services to low income litigants in Los Angeles County. The Center has been providing family law services for more than three decades. The Center prioritizes serving individuals who may face additional difficulties in accessing the court system due to either the complexity of their case or because of barriers such as domestic violence, disability, or language ability.</p> <p>Fellows will work on family law matters for these clients by providing direct legal services on dissolutions, domestic violence restraining order requests, and parentage cases. As part of this work, fellows will interview clients, draft pleadings, conduct research, and write declarations, memoranda of points and authorities and letters to clients. Fellows will also be expected to learn case management and attorney-client relationship skills. Fellows will be expected to provide, at the direction of their supervisor, written and oral legal advice to clients utilizing client appropriate language.</p> <p>Although the Center works with fellows to find funding for placements, including working with law schools/ outside funders, the Center has not been able to compensate fellows. Receiving funding through this program would allow the Center to directly compensate fellows for the first time. The Center's fellowship program is an important part of the Center's long-term ability to serve its clients as volunteers at the Center provide significant services to clients and allow the Center to serve more clients than staff alone could do. Past fellows have continued to volunteer at the Center following their placements contributing long-term to the Center's services. In addition to volunteer commitments, a number of past fellows have joined the Center, or other non-profit organizations, as staff members. Funded positions would allow the Center to continue to recruit and train strong applicants benefitting the Center both in the short-term and in the long-term.</p>	
<b>Supervision</b>	<p>Each fellow is paired with a Center staff attorney who is the primary supervisor of their work. Having a designated primary supervisor allows the supervisor to better track any issues the fellow may have, adjust assignments based on the abilities of the fellow, and ensure all client work is completed appropriately. In order to ensure fellows are closely supervised and the fellows have direct access to consistent instructions and support, no supervisor is assigned more than two full-time fellows at a time.</p> <p>After training and orientation, as discussed below, the supervising attorney and the fellow meet a minimum of once a week in a standing meeting to discuss legal work and any issues the fellow may have encountered. In addition to these weekly meetings, all legal work done by the fellow is reviewed by the supervising</p>	

	<p>attorney who provides oral or written feedback. The supervisor and fellow may have additional meetings on individual cases or special assignments as needed to ensure clients are receiving complete and accurate advice and effective services. When fellows work with other attorneys at the Center on short term special projects, they are similarly supervised. All supervisors are available to fellows by phone, email, or in person and, when a supervisor is absent, another attorney is assigned to be the fellow's contact. The anticipated supervising attorneys for the incoming group of fellows at the Center have a combined 70 plus years of family law experience. All have experience supervising volunteer attorneys, paralegals, or interns as part of the Center's legal consultation program and most have already supervised volunteer attorney interns or law student fellows in prior years.</p>
<b>Support</b>	<p>Fulltime fellows at the Center start their fellowship with five days of orientation and training. The training is conducted by staff and volunteer attorneys and covers family law issues (such as the steps in a dissolution case), trauma informed and culturally competent interviewing, domestic violence and safety planning, as well as the technical training fellows will need in order to complete work during their fellowship (such as using pleading and case management software). Past fellows have reported the orientation and training to be incredibly helpful and more extensive than trainings they had received at prior placements.</p> <p>In addition to the one-on-one supervision meetings described above, the Center also encourages fellows to attend weekly case meetings conducted by the Center's staff attorneys to learn more about substantive family law issues and to learn about cases outside their direct work.</p> <p>As part of the fellowship program, each fellow is assigned at least one substantive research and writing assignment. A staff attorney provides written feedback on the first draft in order to ensure each fellow leaves their fellowship with a writing sample. The Center also offers opportunities for fellows to meet with volunteer attorneys in the field through shadowing appointments, and when available, court observation.</p> <p>The Center provides fellows with access to California Family Law Basics, a step-by-step guide to completing family law cases and pleadings created and produced by the Center, as well as access to the Center's library materials. The Center also provides students with written memoranda and protocols on topics such as working with clients with disabilities and protecting client confidentiality while working remotely.</p> <p>Fellows are encouraged to attend additional trainings throughout the summer provided by the Center or outside agencies. Past trainings have included sessions on declaration writing, public benefits, high conflict custody cases, fee waivers, and immigration.</p>
<b>Recruitment</b>	<p>The Center works with public interest programs at law schools to recruit fellows for placement as well as to encourage law students to volunteer at the Center year round. In addition to encouraging direct applications, the Center participates annually in Public Interest Career Day hosted by UCLA which offers law students the opportunity to pursue placements within the public interest field.</p> <p>Whether a candidate applies through a career day or directly in response to Center outreach, the candidate's materials are reviewed by the Center's Volunteer Coordinator and at least one staff attorney. The Center reviews</p>

resumes and cover letters with several key areas in mind: expressed interest or experience in public interest, expressed interest or experience in family law, and expressed interest or experience in working with indigent individuals and a commitment to addressing their needs.

The Center also considers whether a candidate's background offers additional experience that would benefit the Center's clients such as experience (through employment, volunteering, school or personal experience) with or understanding of issues such as domestic violence, trauma, immigration, or criminal justice. The Center also prioritizes candidates who are bilingual where their language abilities may be helpful in providing legal services to Center's clients.

Overall, the Center seeks candidates from diverse backgrounds who show a commitment to public interest and whose experience allows them to better understand and assist the Center's diverse client population. The fellows already selected for the eligible grant period reflect these priorities. They have experience working with vulnerable populations such as minors and survivors of domestic violence and sexual assault; this experience will help them provide strong services to the Center's clients. Their individual backgrounds and experiences, such as being a first generation American and being bilingual, offer additional ways for them to support the Center's clients.

**Will the fellow(s) serve rural communities?** Yes

**Will the fellow(s) serve underserved communities?** Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?** Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$30000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$10000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$40000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

Organization Name	Impact Fund	
Total Amount Requested	Number of Fellows Requested	Current Summer Law Student Compensation
\$10000	1	7000
Counties Served by the Fellow(s)	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado Fresno Glenn Humboldt Imperial Inyo Kern Kings Lake Lassen Los Angeles Madera Marin Mariposa Mendocino Merced Modoc Mono Monterey Napa Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino San Diego San Francisco San Joaquin San Luis Obispo	



	San Mateo Santa Barbara Santa Clara Santa Cruz Shasta Sierra Siskiyou Solano Sonoma Stanislaus Sutter Tehama Trinity Tulare Tuolumne Ventura Yolo Yuba
<b>Legal Work to Be Performed</b>	<p>The Summer Law Intern will work on our ongoing litigation and amicus efforts, as well as other case work related to improving access to justice, civil rights, and social justice issues that have the potential to be addressed through impact litigation. The Law Intern's responsibilities will include conducting legal research, writing memoranda, investigating factual issues, attending coalition meetings, and other activities as they emerge. The internship is full-time (40 hours per week) and requires a 10-week commitment.</p> <p>The Impact Fund has particular expertise in the areas of complex litigation, class actions, attorneys' fees and, other procedural issues. Our staff also has substantive expertise in employment discrimination and employee benefits issues. Impact Fund serves as lead counsel, co-counsel, and amicus counsel in select class action and impact litigation. We pursue a diverse docket of civil rights cases, including LGBTQ+ and gender employment discrimination, access to essential public benefits, and low-income housing. We also provide strategic leadership, training, and expertise on issues that arise in impact litigation. Finally, we provide grants in support of impact litigation in the areas of civil rights, human rights, environmental justice, and poverty law.</p> <p>Our existing funding source is no longer available, so support from the state bar permits continued hire of a summer law clerk. We also have new funder this year, and will hire a 2nd Summer Law Intern, doubling our capacity. Our summer intern from 2022 said he enjoyed working as part of our collaborative team, especially in our case investigation and writing brainstorming sessions. He received supportive instruction on his projects, access to the resources he needed, and constructive feedback on his work. He left the summer feeling that his legal writing improved, he was more resourceful in his research, and he had a more thorough understanding of class action requirements and procedure.</p>
<b>Supervision</b>	<p>The Summer Law Intern will report to the Director of Litigation and Training and will also work closely with the entire legal team. The Executive Director, with more than 35 years of experience, has overall responsibility for the supervision of legal work of the Impact Fund. The Director of Litigation and Training, with 17 years of litigation experience, reports directly to the Executive Director and</p>

	<p>communicates with her on a daily basis regarding all work product, strategic decisions, professional ethics, and work assignments.</p> <p>The Director of Litigation and Training in turn has direct supervision of the law fellows, paralegal, and summer law intern. She oversees assignment of work, client intake, and legal work product of all legal staff, including reviewing and editing written work product and observing depositions and oral arguments. The Director of Litigation and Training also oversees all training programs and curricula to ensure the staff is providing quality training, technical assistance, and advocacy support. The Director of Litigation and Training is a current Wasserstein Fellow, and in January, she spent three days at Harvard Law School advising students who are considering a career in public interest work. She previously taught as an adjunct professor at Berkeley Law and is currently a court-appointed mediator for the Northern District of California.</p> <p>All regular legal staff attends continuing legal education programs to ensure that their knowledge base is current.</p> <p>The Impact Fund recognizes that an organization-wide challenge to oppression and racism requires the continued process of learning, unlearning, and working together to implement the principles and values upon which the Impact Fund functions. The Impact Fund is dedicating staff and board time and other resources to this process. The goal of these efforts is to provide an environment for our colleagues, clients, constituents, and grantees that is committed to anti-oppression/anti-racism.</p>
<b>Support</b>	<p>Our small legal team ensures daily interaction with key decisionmakers, significant responsibility, and meaningful litigation experience. We include the Summer Law Intern in most co-counsel meetings and discussions, so that the Law Intern learns not only legal research and writing skills, but also how to develop litigation strategies in high-impact civil rights cases. They are also invited to join our regular trainings on practical skills and litigation strategy.</p> <p>The Law Intern will receive supportive instruction on their projects, access to the resources they need, and detailed feedback on their work. During onboarding, the Law Intern will be introduced to ongoing casework, discuss goals for the summer, and develop a project plan timeline. The Law Intern will attend our Effective Legal Writing and Litigation 101 trainings and have access to our library of recorded webinars as well as the live trainings we present throughout the summer. They will be added to our Listserve network of roughly 900 plaintiff-side attorneys and have access to LAW360, WestLaw, and PACER accounts.</p> <p>In addition to regular check-ins and a weekly legal team meeting, the Law Intern will participate in weekly staff meetings and ongoing anti-oppression discussions where we explore ways to identify and address microaggressions and systems of oppression. The organization is committed to creating a supportive professional environment, where all employees, contract or temporary workers, and nonemployees who interact with the Impact Fund are respected for their innate value, rather than their place in the larger social hierarchy.</p>
<b>Recruitment</b>	<p>The Impact Fund strongly encourage applicants from diverse backgrounds to apply and will make reasonable accommodations for candidates. We gauge a candidates' interest in pursuing a career in legal services for indigent persons by initially requesting a resume and a cover letter detailing their commitment to social justice work and relevant experience. We also require candidates to submit a legal writing sample and contact information for three professional references.</p>

We prefer to hire students in their second year of law school, but we will consider applications from first-year students with the requisite experience and skills, as permitted.

A salary range is provided with every job listing, reflective of the change we wish to see in maximizing the potential for equal pay for equal work and reducing the potential for implicit bias in the hiring process. During interviews, we use the same interview questions and scoring rubrics for all candidates.

Our Summer Law Intern Rudy Centeno is a second-year law student at Berkeley Law, where he co-leads the Name and Gender Change Workshop. Rudy's lifelong commitment to LGBTQ+ advocacy and previous work experience at a well-respected legal nonprofit in San Francisco, CA, illustrate his commitment to advancing justice for underrepresented communities. In addition to the technical skills he gained from his experience as a zealous advocate for LGBTQ+ rights, Rudy has an unmistakable sense of compassion and an eagerness to support communities through movement building and impact litigation. It is imperative that Impact Fund programs are reflective of the communities we serve and Rudy concretely aligns with the values and mission of our organization.

<b>Will the fellow(s) serve rural communities?</b>	Yes
<b>Will the fellow(s) serve underserved communities?</b>	Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Inner City Law Center	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$50000	5	2000
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>For more than 40 years, Inner City Law Center (ICLC) has provided free legal services to the poorest and most vulnerable residents of Los Angeles. ICLC's mission is to ensure access to decent, safe and fully habitable housing for the enormous number of homeless and working poor families and individuals residing in Los Angeles County. ICLC fights for housing for low-income tenants, working poor families, veterans, people living with HIV/AIDS, immigrants, and people who are living with disabilities or experiencing homelessness. Funding from the State Bar's Law School Fellowship Grant will allow ICLC to expand our homelessness prevention work across multiple programs, helping more indigent clients maintain housing.</p> <p>Fellows will expand services by providing direct advocacy to clients at risk of homelessness by helping to defend unlawful evictions; providing holistic legal services on a wide variety of legal issues related to housing; and providing outreach and education on tenants' rights and responsibilities for tenants living in slum housing. They will assist with intake, draft pleadings and motions, propound and respond to discovery, and help with settlement negotiations or trial by gathering evidence, assisting with trial briefs, and conducting legal research.</p> <p>Fellows will also learn oral advocacy skills from supervising attorneys by attending depositions and hearings. The supervising attorneys overseeing fellows and the projects at ICLC hosting them have years of experience guiding and mentoring law students and are experts on the procedural and substantive aspects of housing law.</p> <p>The candidates we have selected for this grant opportunity reflect the communities we serve and do not have financial support for this Fellowship outside of this grant opportunity. Funding from the State Bar will help ICLC serve more clients and provide adequate support to Fellows for the tangible costs associated with working in the high cost of living area of Los Angeles.</p>	
<b>Supervision</b>	<p>Fellows receive a thorough orientation on topics including, but not limited to, organizational policies, trauma-informed lawyering, Legal Server, client confidentiality, and the Rules of Professional Conduct. After onboarding, fellows continue to receive additional training in their team's respective areas of law. All ICLC Directing and Supervising Attorneys have extensive experience in the procedural and substantive aspects of housing law.</p> <p>In addition to training, supervisors will ensure that fellows provide safe, effective, and sensitive legal services through one-on-one weekly meetings and monthly team meetings. Every fellow will be supervised by a staff or supervising attorney and all work products submitted by fellows will be reviewed carefully by their</p>	

	<p>supervisors, and fellows will be given constructive feedback in both individual and team settings. Monthly team case management meetings allow teams to evaluate caseloads and recent developments in cases, offer opportunities for training and problem solving, and help to coordinate case opening and closing status and practices.</p> <p>ICLC strongly believes in the “see one, do one, teach one” model of supervision. For example, before fellows can handle certain legal tasks on their own, such as conducting an intake, they will first sit in on intake sessions led by experienced staff attorneys or paralegals. After observing a few intake sessions, students will be allowed to conduct an intake with supervision. Only after ICLC supervisors are convinced of a fellow’s capabilities will a fellow be allowed to handle an intake independently.</p> <p>Finally, ICLC’s Director of Pro Bono routinely checks in with both fellows and supervisors (at least 3-4 times over the summer) to ensure fellows are receiving sufficient training, getting the most out of their summer experience, and submitting good work product. The Director of Pro Bono will address any concerns immediately and make adjustments as needed to improve the fellows’ training and learning experience.</p>
Support	<p>Fellows receive a thorough orientation and onboarding where they learn about public interest work, the unique needs of indigent clients in Los Angeles County, and the skills required to succeed as a public interest attorney through a five-page guide created by ICLC’s Director of Pro Bono.</p> <p>It is imperative that law students learn about the complicated issues they will face as public interest attorneys. To that end, and in order to expose them to what it means to serve vulnerable people, each fellow will receive not only substantive training on specific legal areas, such as eviction defense, but also trainings on topics such as trial skills, trauma-informed practices, and redlining. Fellows are encouraged to get involved in the legal community, through student organizations and bar associations, as well as to learn about fellow legal aid organizations by attending summer events and workshops conducted by our community partners.</p> <p>Finally, ICLC encourages and promotes a law student --&gt; post-graduate fellowship --&gt; staff attorney pipeline and as such, invites each fellow to a summer workshop on post-graduate opportunities, including ICLC’s two-year Housing Justice fellowships. ICLC’s Director of Pro Bono will provide additional guidance and mentorship to fellows interested in a career in public interest law.</p>
Recruitment	<p>ICLC works to ensure that we recruit a strong, diverse, and motivated group of students each summer. We publicize our fellowship opportunities to more than three dozen schools throughout the country, with a focus in California. Opportunities are sent to the heads of the public interest programs at various schools, former interns, and more than 40 student groups at schools whose memberships consist of students of color, first-generation college-students, and students focused on public interest work.</p> <p>We also publicize positions through our website and social media forums. ICLC then interviews candidates whose backgrounds, experiences, and interests make them strong contenders to be public interest lawyers and good advocates for our clients. We look for students who are empathetic, hardworking, committed to justice, organized, have diverse language skills and lived experience that mirrors</p>

our clients, and have had previous jobs outside of the legal profession where relevant skills have been acquired.

This year, ICLC has already recruited and selected Shara Darden and Geneva Hale to join our Tenant Defense Project, Kerry Rork and Sarah Kreager to join our Lawyers Preventing and Ending Homelessness Project, and Raul Gomez to join our Affirmative Litigation Project, whose commitment to social and housing justice was evident from ICLC's first meetings with them. These students each bring unique talents and backgrounds, ranging from spending the better part of the last three years working on issues impacting low-income tenants during the pandemic, working as a case manager for individuals experiencing homelessness, to advocating for people experiencing social and racial injustice.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$37500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$12500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$50000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Law Foundation of Silicon Valley	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$50000	5	6000
<b>Counties Served by the Fellow(s)</b>	Santa Clara	
<b>Legal Work to Be Performed</b>	<p>The Law Foundation provides direct legal services, systemic advocacy, and community education in three core areas: Housing, Health and Children's Rights. Each of these three core areas is served by distinct Law Foundation programs. We anticipate bringing onboard five fellows, with two assigned to Health and Children's Rights and one assigned to Housing. The scope of the work performed by the fellows will vary, based upon their program assignment.</p> <p>In general terms, our fellows will take on responsibilities to support our direct service delivery. The tasks they will be asked to perform will include client interviews; drafting of legal pleadings; legal research and writing; courtroom observations; and, in the event we have certified law students, court appearances.</p> <p>The areas of law in which our fellows will assist are as follows:</p> <ul style="list-style-type: none"> <li>• Housing Team: Unlawful detainer defense; housing habitability</li> <li>• Health Team: Patient Rights Advocacy; public benefits</li> <li>• Children's Rights Team: Juvenile Dependency; Family Law; Guardianship; Education Law; Immigration; Domestic Violence</li> </ul> <p>The Law Foundation has served Silicon Valley for nearly 50 years. Over that time we have consistently provided legal services in the key areas described above, giving us a wealth of expertise to which we can call upon while supporting our fellows in their projects.</p> <p>The impact of the fellowship is follows: during the Fellowship term, under supervision, Fellows will work on real client issues and allow our organization to do work, we otherwise would not be a position to do because of vacancies and staffing shortfalls. Moreover, our hope is that the Fellowship will serve as a pipeline to legal aid. Increasingly attorney vacancies are difficult to fill and the cost of living makes legal aid work feel out of reach. We hope that providing a stipend, will demonstrate our willingness to invest and support legal aid workers.</p>	
<b>Supervision</b>	<p>The three programs providing legal services at the Law Foundation each have a similar organizational structure. Each program has a Directing Attorney that is responsible for overseeing all aspects of service delivery. Further, each program has at least two supervising attorneys who report to the Directing Attorney. Those supervisors are responsible for direct oversight of the staff attorney performing the daily work of advocating for our organization's clients.</p> <p>Each of our three programs will identify a supervisor who is responsible for direct involvement in the administration of our law clerk program. Each law clerk will be assigned a staff attorney to serve in a mentorship role throughout the entire internship. The mentor attorney and the supervisor will work together to provide supervision of the activities performed by their respective fellows. Supervision</p>	



	will include recurring check-ins and weekly case review, as well as routine support as issues arise. All work product produced by the law fellows will be reviewed and edited prior to use and/or distribution.
<b>Support</b>	<p>The Chief Program Officer of the Law Foundation will work with each of the Directing Attorneys to develop a comprehensive onboarding plan and training series for our law fellows. The training series will include content relevant to all fellows, regardless of the program to which they are assigned. The training series will include events across the entire ten weeks of the fellowship, with many entries provided in the first few weeks in order to maximize utility. Topics include client interviewing; legal ethics; identifying and maintain boundaries; and policy advocacy.</p> <p>This organization-wide training series will be complemented by trainings offered within the individual Law Foundation programs. These trainings are designed based on the subject matter areas practiced within the respective programs. Leadership in each program will be responsible for identifying appropriate training topics and presenters. For example, in the Law Foundation's Children and Youth program, the summer clerk program coordinator will design a series of trainings called "LACY talks". Each of these events will focus on a different topic developed by various members of our staff. Examples of these "LACY talks" include an overview of juvenile dependency practice; a review of our multidisciplinary practice model; and a more comprehensive review of how trauma impacts our work.</p> <p>To make sure all logistics of the fellowship run smoothly, the Law Foundation's Human Resources team will work directly with the program managers to design onboarding processes. Each fellow will participate in a Human Resources orientation on the first day of their fellowship. This orientation will allow the fellow to learn more about the operations of the organization and identify points of contact for future reference, in the event needs arise.</p>
<b>Recruitment</b>	<p>Two of the Law Foundation's three programs have already selected their law clerks for the summer. Of these four fellows, three are participants in a program sponsored by the Santa Clara County Bar Association. It is called the Bay Area Minority Summer Clerkship Program (BAMSCP). Through this program, students in their first year of law school are matched with potential host organizations. The host organization is provided a list of these matches, which allows us to subsequently setup interviews. Once the organization completes the interviews it provides rankings of the candidates to the BAMSCP coordinators. The top candidates reach out to the host organization to receive the terms of an offer. The Law Foundation is participating in this program for the third consecutive year. Law Clerks coming from this program over the last two years have provided stellar performance for our organization, and we are excited to welcome the 2023 class of students.</p> <p>A fourth Law Foundation fellow was identified through participation in the annual Northern California Public Interest Public Sector Career Day event that took place in early February. We were provided application materials for several interested candidates, which allowed us to select a small number to receive interviews. We ultimately made an offer to the top candidate from that group. The PIPS Day brings together students from various northern California law schools to meet with public interest or public sector employers looking to retain summer support.</p>



Will the fellow(s) serve rural communities?		Yes
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$37500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$12500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$50000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Lawyers' Committee for Civil Rights	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$70000	7	7500
<b>Counties Served by the Fellow(s)</b>	Alameda Contra Costa Marin Napa San Francisco San Mateo Santa Clara Sonoma	
<b>Legal Work to Be Performed</b>	<p>Under the supervision of an attorney, each LCCRSF summer fellow will conduct legal research and draft key legal documents, from demand letters to briefs to memoranda. Fellows will each participate in direct legal services, including significant client interviewing and interaction, and will also be exposed to some tasks for impact litigation, and/or policy advocacy.</p> <p>Fellows will benefit from LCCRSF's 50+ years of experience in one of our three program areas: Racial Justice, Immigrant Justice, and Economic Justice.</p> <p>Racial Justice fellows will provide direct legal services to help end the criminalization of poverty and unjust policing, including clinics for victims of police violence and direct services vindicating the constitutional rights of unhoused people. In Summer 2023, fellows will also support impact litigation related to the clinics, on behalf of low-income protestors harmed by police in Sacramento and San José, as well as litigation to end harmful sweeps of encampments in San Francisco.</p> <p>Immigrant Justice fellows will assist asylum seekers, and work to free immigrants in detention and protect them from abuses. We require fellows to be fluent in Spanish. Fellows work directly with clients through our Asylum program and assist with intake interviews, in addition to legal research and writing to support ongoing asylum cases.</p> <p>Economic Justice advances civil rights through Legal Services for Entrepreneurs, which works with low-income entrepreneurs who are starting or have existing businesses. Fellows with the Economic Justice team engage in direct services, supporting clients with legal concerns such as entity formation, contracts, and leasing.</p> <p>The Senior Attorney supervisors in all our practices are experts in their field, with deep experience working alongside clients and community partners.</p>	
<b>Supervision</b>	Fellows will be supervised by one of two Senior Staff Attorneys in each practice. Each Senior Staff Attorney leads the direct services and/or impact litigation & policy advocacy practice areas of the Racial, Economic, and Immigrant Justice programs. Senior Staff Attorneys spearhead strategic planning, oversee daily operations, and provide supervision to Staff Attorneys and Program Coordinators. They all have over 2 years of supervisory experience.	

	<p>All LCCRSF summer fellows will have one hour of supervision weekly, with additional check-ins and further support as needed.</p> <p>Fellows will be provided a check-in template to complete for their supervisory meetings, to ensure that they are getting the most out of the meetings. Their weekly check-in prompts include project/task updates; what's happening this week; items that require supervisor input; reflections on their learning (e.g., one thing they're doing well, one thing they could do better); and next steps.</p> <p>Supervisors will ensure that fellows are providing safe, effective, and sensitive legal services by leading trainings for fellows, engaging in regular dialogue, nurturing opportunities for self-reflection and evaluation, and monitoring fellows' progress and output.</p> <p>Within the first two weeks of their fellowship, fellows are required to submit a template listing their Goals and Work Plan. The template is designed to support fellows and supervising attorneys in developing the educational expectations and goals for the fellowship and in achieving these goals. There will be a mid-term and final evaluation to assess the supervision and progress in meeting the identified goals, with the understanding that goals may change during the course of the fellowship. Fellows will write their own self-evaluations as well.</p> <p>Each of LCCRSF's supervisors have a firm commitment to nurturing summer fellows and helping them develop their lawyering skills and their leadership as the next generation of movement, community, and public interest lawyers.</p>
Support	<p>LCCRSF's Summer Fellowship program is facilitated by an incredible core team of staff, including our Director of Pro Bono and Strategic Partnerships, Executive Assistant, and Legal Director, who work closely with program teams to ensure a successful summer for them and our fellows. The core team coordinates and plans onboarding, training, and networking opportunities for summer fellows months in advance.</p> <p>LCCRSF will provide a manual, which covers remote and in-person office basics; points of contact; guidelines for engaging with clients; how to best collaborate with other staff members such as Staff Attorneys and Program Coordinators; how to get the most out of supervision; general advice from staff; and more. Fellows receive trainings on other LCCRSF practices, on interviewing, ethics, and multiple topics related to the substantive law of in their practice area. Our core team also plans weekly trainings or brown bag lunches for all fellows. These trainings will cover professional development, current topics in civil rights and public interest law, and future career panels, facilitated by in-house attorneys or community partners.</p> <p>In addition to onboarding and training, summer fellows will also have multiple opportunities to network and connect with other staff. We plan multiple virtual, in-person (w/ COVID precautions), and hybrid social gatherings throughout the summer, including gatherings just for fellows; happy hours and game nights with the entire LCCRSF staff; and a welcome party as well as a farewell party to celebrate our fellows. Fellows are also invited to our monthly staff meetings, where they get to learn more about what is happening across the entire organization.</p>
Recruitment	<p>LCCRSF has selected and confirmed all seven of our summer fellows, some of whom will be securing funding from their schools as well (additional information in Budget Narrative). We are grateful to have had a diverse pool of exceptional candidates this year. Our organization is an affirmative action/equal opportunity</p>

employer that is committed to deepening practices that foster greater diversity, equity, and inclusion. We carefully planned our outreach to ensure that BIPOC, LGBTQ+ candidates, people of all gender identities, persons with disabilities and individuals over 55 were encouraged to apply. In addition to posting the announcement on our website, we encouraged our network to share about the fellowship opportunity through word-of-mouth and through posting the opportunity on local bar association job board and many law school job boards. We also provided clear language noting that LCCRSF could provide a \$7,500 stipend, to reflect a commitment to equity and to ensure that law students from historically oppressed communities are resourced and eagerly welcomed into this work. These practices proved to be successful, as we were able to confirm all our Summer 2023 fellows by February 2023.

Each fellow shared thoughtful cover letters, resumes, and references that spoke to their wealth of experiences and skills, and their demonstrated commitment to advancing Racial, Economic, and Immigrant Justice. Their interviews further emphasized how each fellow encompassed the necessary interpersonal and technical skills (e.g., fluency in Spanish) to fulfill their roles; is aligned with LCCRSF's mission; and carries a sharp understanding of systemic racism and the role that lawyers can play in ecosystems/movements for Racial, Economic, and Immigrant Justice.

**Will the fellow(s) serve rural communities?** No

**Will the fellow(s) serve underserved communities?** Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?** Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$52500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$17500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$70000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Learning Rights Law Center	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10000	1	0
<b>Counties Served by the Fellow(s)</b>	Riverside San Bernardino Los Angeles	
<b>Legal Work to Be Performed</b>	<p>The Inland Empire Education Fellow will be an extension of LRLC's current work providing brief legal services and direct representation to indigent students with disabilities who are not receiving an education equal to that of their peers. LRLC has 18 years of expertise in education law, administrative due process, and civil rights and disability law in education settings. The organization recently assigned a Deputy Legal Director to work primarily in the Inland Empire, where there are fewer legal and education resources, more excessive discipline, and a variety of school safety issues that make securing an equitable education more difficult. The fellow will have the opportunity to conduct intakes, file complaints (including California Department of Education and Office of Administrative Hearing due process complaints), and provide know-your-rights trainings to families. In doing so, they will gain experience reviewing records, meeting with clients, conducting fact analysis, developing legal strategies, and filing complaints. All of these types of legal work are currently conducted by LRLC staff, who will supervise and collaborate with the fellow. LRLC currently serves clients in San Bernardino and Riverside counties, and serves clients from Apple Valley, Barstow, and Victorville among other locations in the Inland Empire. In addition to LRLC's litigation team, the fellow will work alongside and develop relationships with community organizations in the Inland Empire and sister legal service providers. In this work, the fellow will obtain experience in education law, special education matters, disability, and civil rights law.</p> <p>LRLC has never compensated its summer legal fellows. Funding for this fellow would expand the opportunity to potential fellows who could not afford a summer without income and are most likely to share a background with our client population - fellows who are low-income, or who are among the first in their family to attend higher education.</p>	
<b>Supervision</b>	<p>The fellow will be supervised by Shawna Parks, the Director of Legal Outreach at LRLC. Her early legal career began as an Equal Justice Works Fellow, and in the twenty years since she has built an impressive resume as a litigator, teacher, and legal director. She has spent two decades litigating for both individual families and on behalf class actions, was an Adjunct Professor at Loyola Law School where she co-taught disability rights and special education law, and supervised the Disability Rights Law Center's litigation externship program. Prior to her work at LRLC, she was the Co-Director of Litigation at Disability Rights Advocates and the Legal Director at Disability Rights Legal Center. Ms. Parks will conduct the fellow's orientation and training, and will provide an additional layer of guidance atop that enjoyed by all staff attorneys at LRLC from the organization's Legal Director</p>	

	<p>and their direct supervisor. The fellow will participate in case review, where they will discuss current and potential cases, legal strategies, recent decisions, and new case law. In a given week, the fellow will participate in weekly meetings with the supervising attorney on their cases, pre-assignment meetings, and meetings before and after their client meetings. Together these provide plentiful opportunities for supervisors to assess the fellow's quality of representation. If the fellow is particularly inexperienced with education law, the supervising attorney may also schedule daily meetings to discuss specific topics and particular details relevant to their case load, including cooperative records review, issue spotting, fact analysis, and preparation for client meetings. The Inland Empire Education Fellow will primarily work underneath Steven Catron, Deputy Director, Inland Empire, who will supervise the fellow's cases. Ms. Parks and Mr. Catron will conduct the above meetings and training at their discretion.</p>
<b>Support</b>	<p>The fellow's training will depend on their experience with education law and legal work. A less experienced fellow will receive substantive training on education law and issue types, practice identifying facts and issues from education documents, shadow intakes and client meetings, and read cases, complaints, and past intakes to identify fact patterns and analyze legal strategy as applied to specific issues. A more experienced fellow would receive this same training, but abbreviated dependent on the area of their experience. For example, a fellow with clinic or intake experience may require limited shadowing, or a fellow with education law experience could progress immediately to specific education access issue spotting. As a member of the LRLC litigation team, the fellow will receive access to the organization's robust set of legal templates and samples for legal issues to analyze based on past work. The organization pays for Lexus Nexus as well as Special Education Connection (a special education specific tool for monitoring administrative hearings and researching education law) for all attorneys to access. During their fellowship, the Inland Empire Education Fellow will gain experience with the wide array of lawyering conducted by all of LRLC's attorneys - intakes and community lawyering, know-your-rights trainings for families, direct representation on special education matters, disability and civil rights law, individual and class action litigation.</p>
<b>Recruitment</b>	<p>LRLC has not selected a candidate. As Director of Legal Outreach, Shawna Parks is responsible for conducting outreach to area law schools. Ms. Parks will recruit the Inland Empire Education Fellow through the organization's connections to local law schools, particularly their public interest programs. LRLC is located near Loyola Law School, but has longstanding relationships with the UCLA School of Law, Southwestern Law School, UC Irvine, the USC School of Law, and the Chapman School of Law.</p> <p>LRLC will gauge candidates' interest in pursuing a career in legal services for indigent persons in the same manner it does for all potential hires. The organization looks for one or more of: prior experience that shows an interest in the type of work (legal aid, educational support, disability advocacy), a personal connection to the mission (experience with the special education system or disability advocacy), and a passion for justice and equality. The fellow would be working on cases in the Inland Empire and expected to handle cases for our primarily Spanish-speaking client base, however they are not required to live in that area or speak Spanish. Both would be considered plusses that could differentiate two similarly qualified and interested candidates.</p>

Will the fellow(s) serve rural communities?		Yes
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

Organization Name	Legal Access Alameda	
Total Amount Requested	Number of Fellows Requested	Current Summer Law Student Compensation
\$10000	1	0
<b>Counties Served by the Fellow(s)</b>	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado Fresno Glenn Humboldt Imperial Inyo Kern Kings Lake Los Angeles Lassen Madera Marin Mariposa Mendocino Merced Modoc Mono Monterey Napa Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino San Diego San Francisco San Joaquin San Luis Obispo	



	San Mateo Santa Clara Santa Barbara Santa Cruz Yuba Ventura Yolo Tuolumne Trinity Tulare Tehama Sutter Stanislaus Sonoma Solano Shasta Sierra Siskiyou
<b>Legal Work to Be Performed</b>	<p>Legal Access is the lead organization for the Disaster Legal Assistance Collaborative, which has been in operation for over five years. The law school fellow will assist with two disaster programs: Free Legal Answers (FLA) and Title Clearing. FLA is a statewide virtual legal clinic where clients pose questions through a remote platform to receive limited-scope legal advice on disaster-related civil matters from volunteer attorneys. The law school fellow will assist in assigning questions to volunteers and facilitating the review by experts. The fellow will also conduct legal research to draft responses. The most common areas of law covered by FLA are landlord-tenant rights, consumer protection, employment law, family law, insurance law, and federal and state disaster law. The Title Clearing Program provides limited-scope representation to state residents whose property has been damaged as a result of disaster. The program helps clients establish clear title and ownership of their property, which is a requirement for eligibility for federal, state, and local benefits. We anticipate having the legal fellow staff both in-person and remote title clearing clinics in vulnerable counties.</p> <p>This grant would provide an opportunity for the summer fellow to participate in a burgeoning area of law and two programs aimed at addressing gaps in access to legal services for disaster-related issues. The fellow would be part of a local legal team as well as a statewide consortium of agencies that deal with the wide scope of disaster management: mitigation, preparedness, and response. This grant would also greatly benefit Legal Access with managing the steadily increasing volume of questions posted to FLA daily, delivering responses to pressing client questions faster. Additionally, the fellow would help staff the Title Clearing Program when it introduces its first series of remote and in-person clinics during the summer in different counties throughout the state.</p>
<b>Supervision</b>	Both FLA and the Title Clearing programs are overseen by staff attorneys, and DLAC has a managing attorney. Moreover, all volunteers for the programs are active members of the California Bar in good standing. During the proposed nine-week fellowship between June 5-August 4, 2023, all of the law school fellow's work will be overseen by our program staff attorneys and the DLAC managing

	<p>attorney, and in the case of FLA, the law school fellow's draft answers will be reviewed by a volunteer or paid expert in a particular area of law. California's FLA is unique from other states' programs because it has a rigorous substantive review process that ensures that the answers are well-researched and written, accurate, and thorough.</p> <p>Legal Access has an established history of supervising volunteers and temporary staff—who also receive training on the ethics of working with pro bono clients—in all of the professional duties involved in limited-scope representation. The law school fellow will have an opportunity to check in weekly with the DLAC managing attorney, including both an initial orientation and an exit meeting, as well as attend weekly check-ins with the DLAC team, and bi-weekly meetings with Legal Access staff. As we are primarily remote, all staff stay connected through a variety of communication and document-sharing tools as well as by virtual meetings and phone.</p> <p>To measure the quality of our services, all Legal Access programs regularly distribute satisfaction surveys to clients or clinic attendees. The surveys solicit feedback on the clients' or clinic attendees' experience with the program, individual assistance received, and whether the assistance helped solve their legal issue or advanced their case. FLA already surveys its clients; the Title Clearing Program is developing a survey and will distribute surveys to all the clients it serves.</p>
<b>Support</b>	<p>Legal Access is a 501(c)(3) nonprofit corporation located in Oakland. Founded by the local bar association, Legal Access's mission throughout its more than 40-year history has been to provide free legal assistance to low-income and vulnerable communities. Legal Access will support and develop the law school fellow's interest in a career serving indigent persons by offering opportunities to work in DLAC programs that directly serve the indigent population both remotely and in-person. With an income-qualification threshold of 400% of the federal poverty guideline, FLA serves clients with low income as well as people with modest means who do not meet the eligibility criteria for many legal aid agencies and yet cannot afford to pay for professional legal advice. Similarly, the Title Clearing Program targets low-income communities. Although not statewide, the program serves 43 of the state's 58 counties, and helps clients who are at 150% of the AMI threshold.</p> <p>Legal Access values and encourages professional development and education of its staff and will provide trainings on the ethics of pro bono representation and dealing with pro bono clients. The training will include applying an advocacy-based, trauma-informed perspective, which considers the experiences and needs of the pro bono client. Legal Access will also offer ways to attend or observe other Legal Access events and clinics that involve volunteers and/or clients/litigants so that the fellow can see these principles in action in different clinical settings.</p>
<b>Recruitment</b>	<p>If this grant is awarded, Legal Access will immediately begin recruiting the law school fellow in April, before the end of the spring semester. Legal Access and DLAC will publicize the opportunity through Legal Access law school connections and among its partner nonprofits, government entities, social services agencies, and law firms throughout the state. Additionally, Legal Access will publish the opportunity on the Alameda County Bar Association website, and through the bar association's bi-weekly newsletter, and Legal Access's social media sites.</p>

	<p>Selection of the fellow will include review of applicant cover letters, which should explain the candidates' commitment to social justice and pro bono work. Legal Access and the bar association will lead a structured interview process following the selection of a candidate pool. One or two rounds of personal interviews will be conducted with DLAC's two program staff attorneys, the DLAC managing attorney, the director of Legal Access, and/or the CEO of Legal Access. Legal Access and the bar association consistently use a standard set of questions for all permanent and temporary staff that ensures that the interviews are fair and unbiased. Further, after each interview, the interview panel uses an evaluation tool that each interviewer completes independently.</p> <p>Legal Access will plan to confirm the fellow in writing no later than May 29, 2023, for a start date of June 5, 2023.</p>	
Will the fellow(s) serve rural communities?	Yes	
Will the fellow(s) serve underserved communities?	Yes	
Will the fellow(s) serve clients regardless of immigration or citizenship status?	Yes	
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

Organization Name	Legal Aid at Work	
Total Amount Requested	Number of Fellows Requested	Current Summer Law Student Compensation
\$10000	1	8750
<b>Counties Served by the Fellow(s)</b>	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado Fresno Glenn Humboldt Imperial Inyo Kern Kings Lake Lassen Los Angeles Madera Marin Mariposa Mendocino Merced Modoc Mono Monterey Napa Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino San Diego San Francisco San Joaquin San Luis Obispo	

	<p>San Mateo  Santa Barbara  Santa Clara  Santa Cruz  Shasta  Sierra  Siskiyou  Solano  Sonoma  Stanislaus  Sutter  Tehama  Trinity  Tulare  Tuolumne  Ventura  Yolo  Yuba</p>
<b>Legal Work to Be Performed</b>	<p>This funding and recognition from the Bar will be incredibly important both for Drew Tamez personally, as well as provide the necessary resources to allow LAAW to continue the vital work of our Community Legal Services (CLS) Program over the summer.</p> <p>Drew is a gay, first generation, Latinx advocate, who faces discrimination in and out of his community. He has seen his family through intense financial hardship. Drew has one and only goal for his career after school: working for a legal aid non-profit on labor and employment law. These positions are highly competitive and Drew's ability to show he has been selected for this fellowship will help him demonstrate that he has the recognized, deep commitment necessary for this work. His personal experience with the issues that our clients face every day will make him incalculably more effective.</p> <p>Drew will help operate our Workers' Rights Clinic, which provides individualized advice and counsel to low-wage workers. This typically involves a one-on-one discussion between a law student and client. The student is supervised by a volunteer attorney, who will discuss the legal issues presented, and work with the student to collectively analyze and answer workers' questions. Where appropriate, clients are also referred to government agencies, community groups, and others for additional assistance.</p> <p>When the situation warrants, Drew will also provide extensive services to workers. That may consist of assisting the worker in reaching an informal resolution with an employer. Drew may also argue cases before administrative law judges (for example regarding denials of unemployment insurance or in prosecuting wage claims before the Labor Commissioner).</p> <p>Drew will also be in charge of updating our Workers Rights Clinic Manual, which we rely on to keep our 100+ clinic counselors and 150+ volunteer lawyers apprised of the constantly changing law surrounding employment.</p>
<b>Supervision</b>	<p>CLS Program Fellow Drew Tamez will be supervised by CLS Program Director, DeCarol Davis, and staff attorneys Mike Gaitley and Maria Tapia Hernandez. All of these supervisors have many years of extensive experience supervising, training, and mentoring hundreds of students as clinic counselors or summer law clerks.</p>

	<p>These supervising CLS attorneys will provide individual assignments to Drew (for example regarding updates to the manual), and review his work product. In addition, they will also assist him with any limited representation matters he takes on. In addition to providing our fellows with assignments, supervising attorneys are a valuable resource from whom students can learn about the many aspects and nuances of public interest lawyering.</p> <p>All of our fellows will also participate in weekly program meetings where they will have the opportunity to discuss their work with other fellows and staff attorneys, receive feedback on their work, and learn about other areas of our organization. Drew will also, of course, receive additional supervision and training at each iteration of the weekly Workers' Rights Clinic. There, Drew (and other law clerks) will receive a one-hour weekly training session on key aspects of substantive employment law before each clinic. Drew will also conduct his own intakes, and work with either one of our CLS attorneys or a visiting volunteer attorney to review and analyze each case.</p> <p>At the end of each term, we ask our summer students to complete evaluations of our program, and use that information to improve the summer clerkship for future students.</p>
<b>Support</b>	<p>LAAW takes great pride in mentoring and training the next generation of public interest lawyers by providing them not only substantive experience in employment law, but also practical skills associated with client counseling and in some cases the ability to represent clients in administrative hearings.</p> <p>Our onboarding protocol includes providing comprehensive training in employment law and support to ensure that our fellows are well-prepared to serve clients. We also have recorded video trainings to assist law students in preparing for administrative hearings. Law students will receive direct training and onboarding from their program supervisor and other key personnel at the organization, such as our IT and operations manager. All summer law students will receive an up-to-date Summer Clerkship manual that provides an overview of our protocols and information about the organization to ensure that they have all the resources they need to succeed, as well as access to LAAW's Employment Law Manual.</p> <p>We also have a formal mentorship program, which assigns each summer law student a mentor outside of their program. This allows students to connect with another attorney they might not otherwise work with, who they can network with and look to for career advice. It also offers them an opportunity to have a sounding board from someone who isn't their direct supervisor, to help them ask questions or raise issues they may feel more comfortable raising with someone further removed from their day-to-day work.</p> <p>LAAW also hosts several social activities and networking events throughout the summer, to provide opportunities for fellows to meet each other and network both internally and externally. Our CLS Program Fellows will also have the opportunity to work with around 10 volunteer attorneys from the private plaintiffs' employment bar during the summer (one at each clinic), who provide supervision and dispense career advice.</p>
<b>Recruitment</b>	<p>LAAW has already recruited and selected our summer legal fellows. To recruit a diverse pool of candidates, LAAW has long-established relationships with most law schools in the state.</p>

When evaluating a prospective fellow, LAAW reviews their work history, cover letter, and transcript to determine the candidate's skillset and interest in public interest law. We are particularly invested in recruiting fellows who bring lived experiences related to our work and the communities we serve. We believe that first-generation lawyers and individuals from historically marginalized communities who have been impacted by systemic oppression bring invaluable insights to our work. By providing pathways to careers in public interest law, we hope to increase access to careers in public interest law to communities who have been historically marginalized within the field. This commitment to diversity, equity, and inclusion is not only a reflection of our organizational values, but also essential to the quality of the services we provide.

Drew Tamez's passion for service and advocacy, along with excellent legal research and writing skills, make him an excellent fit for the CLS Program Fellow position. Drew's experience interning at three plaintiff-side law firms through the San Francisco Trial Lawyers Association's diversity fellowship has equipped him with the skills to assist attorneys in nearly all aspects of litigation, including drafting motions, demand letters, and deposition and records summaries. Drew's passion for employment law is also deeply personal, stemming from witnessing their mother, a Mexican-immigrant, struggle in her workplace. Drew's personal connection to the work will enable Drew to bring empathy and understanding to each client interaction. Overall, Drew's dedication, skills, and personal experience make Drew an excellent candidate for the fellowship.

**Will the fellow(s) serve rural communities?**

Yes

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

#### **Budget**

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

Organization Name	Legal Aid at Work	
Total Amount Requested	Number of Fellows Requested	Current Summer Law Student Compensation
\$8500	1	7000
<b>Counties Served by the Fellow(s)</b>	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado Fresno Glenn Humboldt Imperial Inyo Kern Kings Lake Lassen Los Angeles Madera Marin Mariposa Mendocino Merced Modoc Mono Monterey Napa Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino San Diego San Francisco San Joaquin San Luis Obispo	



	San Mateo Santa Barbara Santa Clara Santa Cruz Shasta Sierra Siskiyou Solano Sonoma Stanislaus Sutter Tehama Trinity Tulare Tuolumne Ventura Yolo Yuba
<b>Legal Work to Be Performed</b>	<p>The funding for Athena Arana requested here will be incredibly important to allow LAAW to provide much-needed services in Spanish for one of our most Spanish-heavy program areas: our National Origin and Immigrants' Rights program.</p> <p>It has been incredibly hard for LAAW to find and recruit students, like Athena, whose Spanish skills allow them to handle difficult conversations directly with clients in their native language. With the recent departure of our Senior Staff Attorney in the National Origin and Immigrants' Rights program who spoke Spanish, Athena's language skills will be an even more vital asset to the program. That fact, plus her lived experience as coming from a low-income, immigrant, farm-working background, will have a tremendous positive impact on our ability to connect with and serve our many low-income, Spanish speaking clients who have experienced discrimination because of their ethnicity or the parts of the world they have migrated from. That is especially important for our many undocumented clients, for whom it can otherwise be incredibly difficult to establish trust and rapport with in light of the many barriers they have already experienced in accessing services elsewhere.</p> <p>During the summer, Athena will advocate for the workplace rights of persons who face discrimination because of their ethnicity or immigration status. Athena will work on litigation, policy work, and community education efforts to challenge discrimination against workers because of their ethnic identity, language proficiency, religion, or citizenship status. She will assist in representing undocumented workers, who have virtually the same legal rights as all employees but whose employers threaten them for asserting those rights, including by reporting them to the immigration authorities. Athena will also provide free information and advice to workers experiencing language discrimination by conducting intakes through LAAW's Language Rights Helpline.</p>
<b>Supervision</b>	<p>Our fellows' supervising attorneys are primarily responsible for providing work assignments, monitoring progress, and providing feedback. In addition to providing our fellows with assignments, supervising attorneys are a valuable resource from whom students can learn about the many aspects and nuances of</p>

	<p>public interest lawyering. Law clerk evaluations are also completed for each student at the end of their term.</p> <p>All of our fellows will also participate in weekly program meetings where they will have the opportunity to discuss their work with other fellows and staff attorneys, receive feedback on their work, and learn about other areas of our organization. Athena in particular will be supervised by NOIR Program Director, Christopher Ho, who has directly supervised dozens of clerks both full-time during the summer as well as during the school year, including Athena who will be working with the program through the Spring Semester of 2023.</p>
<b>Support</b>	<p>LAAW takes great pride in mentoring and training the next generation of public interest lawyers by providing them not only substantive experience in employment law, but also practical skills associated with client counseling and in some cases the ability to represent clients in administrative hearings.</p> <p>Our onboarding protocol includes providing comprehensive training in employment law and support to ensure that our fellows are well-prepared to serve clients. We also have recorded video trainings to assist law students in preparing for administrative hearings. Law students will receive direct training and onboarding from their program supervisor and other key personnel at the organization, such as our IT and operations manager. All summer law students will receive an up-to-date Summer Clerkship manual that provides an overview of our protocols and information about the organization to ensure that they have all the resources they need to succeed, as well as access to LAAW's Employment Law Manual.</p> <p>We also have a formal mentorship program, which assigns each summer law student a mentor outside of their program. This allows students to connect with another attorney they might not otherwise work with, who they can network with and look to for career advice. It also offers them an opportunity to have a sounding board from someone who isn't their direct supervisor, to help them ask questions or raise issues they may feel more comfortable raising with someone further removed from their day-to-day work.</p> <p>LAAW also hosts several social activities and networking events throughout the summer, to provide opportunities for fellows to meet each other and network both internally and externally. Our CLS Program Fellows will also have the opportunity to work with around 10 volunteer attorneys from the private plaintiffs' employment bar during the summer (one at each clinic), who provide supervision and dispense career advice.</p>
<b>Recruitment</b>	<p>LAAW has already recruited and selected our summer legal fellows. To recruit a diverse pool of candidates, LAAW has long-established relationships with most law schools in the state.</p> <p>When evaluating a prospective fellow, LAAW reviews their work history, cover letter, and transcript to determine the candidate's skillset and interest in public interest law. We are particularly invested in recruiting fellows who bring lived experiences related to our work and the communities we serve. We believe that first-generation lawyers and individuals from historically marginalized communities who have been impacted by systemic oppression bring invaluable insights to our work. By providing pathways to careers in public interest law, we hope to increase access to careers in public interest law to communities who have been historically marginalized within the field. This commitment to</p>

diversity, equity, and inclusion is not only a reflection of our organizational values, but also essential to the quality of the services we provide. Athena Arana has a proven track record of advocating for the workplace rights of persons facing discrimination based on their ethnicity or immigration status. As an undergraduate intern and paralegal for three years, Athena worked with the statewide project Voces de Trabajadoras, which addressed sexual violence against immigrant women in the workplace. Athena specialized in screening low-wage immigrant workers for workplace violations and severe exploitation, such as forced labor. Fluent in Spanish, she also conducted bilingual community outreach and worked on employment claims against large trafficker employers of H-2B workers. As a law student, Athena continued to hone her legal writing and advocacy skills at the Northwest Immigrant Rights Project, where she worked on immigration cases and represented asylum applicants in bond hearings. Athena's passion for workers' and immigrants' rights, as well as her extensive experience, make her an outstanding candidate for this fellowship.

<b>Will the fellow(s) serve rural communities?</b>	Yes
<b>Will the fellow(s) serve underserved communities?</b>	Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$1000	\$1000
<b>TOTAL</b>	<b>\$8500</b>	<b>\$8500</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Aid Foundation of Los Angeles	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10000	1	10000
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>Legal Aid Foundation of Los Angeles proposes a 10-week summer Fellowship to offer one law student from a low-income background the opportunity to work with LAFLA's Black Health Initiative Medical-Legal Partnership (BHI MLP) focused on improving Black maternal health by providing free legal services to address and connecting Black and Brown patients to resources and programs. The Fellow will work with healthcare professionals and LAFLA staff to identify and help patients reach their optimal health by holistically advocating on behalf of patients in substantive legal areas that impact the social determinants of health such as housing, family law, immigration, public benefits, and re-entry. The Fellow will assist with client intake, fact gathering, case assessment, counsel and advice, and help draft letters, legal memos and declarations as needed depending on clients' legal issues. The Fellow will gain experience in collaborating with community-based organizations to refer clients for additional support that is accessible, culturally specific, and drives overall health, well-being, and racial justice.</p> <p>Ronnette Ramos, Managing Attorney of BHI MLP, will supervise and mentor the Fellow. Ronnette has 23 years of experience in supervising law students and attorneys, and her team of 5 attorneys and 3 paralegals. The impact of this Fellowship will be two-fold: first, we will improve outreach by hiring a student whose background reflects the traditionally underserved communities we serve. LAFLA has extensive experience supervising law students, but a student from a low-income background would specifically benefit MLP's efforts to reach traditionally underserved individuals in the South LA region. We find that financial incentives are necessary to help recruit diverse fellows. Second, the role will allow LAFLA to offer much needed additional assistance at the new BHI MLP site. As we have not yet secured funds for this summer position, the proposed Fellowship would ensure this additional role.</p>	
<b>Supervision</b>	<p>LAFLA's Law Student Recruitment Committee (LSRC) developed supervisor materials, a system of entrance and exit interviews, and internal resources and reference guides for both law students and committee members. LAFLA also uses surveys to get feedback on whether volunteers are satisfied with their training, development, and overall experiences while at LAFLA to improve our summer programing and supervision.</p> <p>MLP Managing Attorney Ronnette Ramos will directly supervise the Fellow. The Fellow will work in the same office with Ronnette, who will serve as the subject matter supervisor for the Fellow. The Fellow will participate in a robust onboarding program and attend substantive legal trainings. The Fellow will have daily support from Ronnette and her team of attorneys throughout their learning.</p>	

	<p>Throughout, Ronnette will assess progress toward meeting the following goals and objectives: (1) Case management: clients will be tracked through LAFLA's computerized case management system, LegalServer, to make sure that cases are resolved in a professional and timely manner. (2) Statistical reporting: data will be compiled on a quarterly basis to determine if the targeted number of clients is being served. (3) Case review: volunteers, staff, and supervising attorneys use regular case review meetings to monitor the statuses of open cases and discuss quality issues in case handling.</p> <p>Case reviews meetings provide an opportunity for the Fellow to identify problems as they arise and to workshop with experienced legal staff the most effective service delivery methods for the targeted clients. The Fellow will meet daily with Ronnette for the first week of the Fellowship; after which, the Fellow will meet with Ronnette once a week. The Fellow will self-evaluate and be evaluated by Ronnette in accordance with LAFLA's internal annual performance review process. Key assessment areas include skills, development, and effectiveness; client relations and professionalism; and compliance with procedures and policies.</p>
<b>Support</b>	<p>As part of the LAFLA summer law student program, the proposed Fellow will participate in a robust onboarding program and attend extensive trainings and brown bag events throughout the summer to orient students to LAFLA's mission of providing client-centered services with a racial justice lens (for example, see the 2022 LAFLA Summer Law Student Program orientation and training schedule in Supporting Documents). These trainings encompass substantive law and practical legal skills to provide thorough training and development as students prepare for their future careers as lawyers. Furthermore, the LAFLA's summer programming includes events and opportunities that engage and empower law students, including those who are historically underrepresented in the legal profession, to encourage them to participate in future public interest legal careers.</p> <p>LAFLA's summer program structure requires participation from both summer law students and their respective supervisors, through entrance and exit interviews, assessments, and check-ins, to ensure that summer students receive the support and guidance that they need for their summer development at LAFLA. Under guidance of their supervisors, law students have opportunities to develop research and writing skills, practice interviewing techniques, shadow attorneys at court, if certified—make appearances in court, and assist on a full range of litigation and administrative-focused legal opportunities.</p> <p>Furthermore, LAFLA encourages past volunteers and fellows to continue on at LAFLA. Many of our summer law clerks return to volunteer or become future fellows, staff members or pro bono partners. For example, all of LAFLA's former Skadden and Equal Justice Works fellows were offered staff positions at LAFLA after completion of their fellowships. LAFLA has an excellent retention history as many current LAFLA staff members were past volunteers or fellows. LAFLA also has many external partners that continue to support LAFLA's mission.</p>
<b>Recruitment</b>	<p>LAFLA acknowledges the existence of racial inequity in the educational system and the lack of diversity in the legal community and strives to incorporate volunteers to better represent our client community. This recognition is imbedded within LAFLA's volunteer recruitment process and law student programming.</p>

LAFLA's Law Student Recruitment Committee (LSRC) assists with year-round law student recruitment and focuses on outreach to schools with strong public interest programs, a demonstrated commitment to expanding access to justice for diverse students, and specifically targets HBCUs. Each year, LAFLA connects with over 60 law schools and virtual career fairs nationwide and participates in hundreds of interviews to ensure a diverse pool of candidates to represent LAFLA and serve the community.

The LSRC provides racial justice interviewing training for its committee members to ensure that our hiring methods are racially and culturally appropriate. LAFLA generally engages students who have experience in community services or identify as a member from the communities that we serve and inquire about their future interest in the legal services profession. To ensure that students from these communities could afford to serve at LAFLA, we created the LAFLA Equity & Inclusion Fellowship (LEIF) Program to provide financial support to those who identify as BIPOC and have financial needs. These efforts have resulted in a very diverse class for the 2021 and 2022 summers.

LAFLA seeks to employ a fellow who identifies as BIPOC or who comes from the community to work at the BHI MLP. The BHI project will expose the fellow to common poverty law issues and the impact that inequities have on health and wellness. Understanding this connection and the ability to provide legal services in LAFLA's core legal areas with a race-conscious lens are extremely important to help address and challenge existing structures of poverty and unequal power.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

No

#### **Budget**

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Aid of Marin	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$20000	2	5000
<b>Counties Served by the Fellow(s)</b>	Marin	
<b>Legal Work to Be Performed</b>	<p>Law fellows will learn what it takes to be a client-centered legal services staff attorney and assume a variety of legal assignments, including interviewing and counseling clients, investigating potential claims, drafting complaints and answers, conducting legal research, writing legal memoranda, helping prepare and respond to discovery, and observing hearings, all under the focused supervision of our managing attorney and staff attorneys. Interns will assist tenants with eviction defense and enforcement of their rights to live in habitable homes and will investigate and, if possible, file wage and employment discrimination claims and represent workers at hearings before the State Labor Commissioner. Additionally, law fellows will alternate between the housing, employment, estate planning, pro bono, Community Court, and policy programs, providing support to all programmatic staff, gaining exposure to each of our practice areas, and helping many clients along the way. Fellows will also staff weekly outreach in places where our clients live, work, and gather, attending community events, and raising awareness about LAM's services. Law fellows will spend time working in West Marin, supporting immigrant farm workers living on ranches.</p> <p>This funding would be impactful to LAM because in addition to offering paid summer internships, LAM will be poised to offer fall and spring internships using stipends raised through private philanthropy, enabling LAM to help even more low-income Marin residents in a county with severely restricted access to no-cost civil legal services. We estimate that LAM will serve an additional 200 individuals between May 2023 and May 2024 if funded and given the opportunity to use existing funding to compensate interns in fall 2023 and spring 2024. Offering paid internships to students in the summer, fall, and spring will allow students who cannot afford to endeavor unpaid internships to develop their skills in anticipation of a career in public interest law.</p>	
<b>Supervision</b>	<p>The managing attorney is responsible for providing adequate supervision to safeguard the quality of fellows' services to clients and their overall experience. Fellows will have weekly check-ins with the managing attorney to discuss all of the client matters they have touched, at which point the managing attorney will ask questions that spark analytical thinking about each matter. Law fellows will not meet with clients alone. They will conduct intake, outreach, and client contact with an attorney who can help guide interactions in effective ways. All work product created by law fellows will be reviewed by either the managing attorney or staff attorneys from departments for which the work product was created. Our managing attorney is a career-litigator who supervises all</p>	



	programmatic staff and provides a hand-on approach that is supportive, challenging, and collaborative.	
<b>Support</b>	<p>Legal Aid of Marin provides a collaborative, educational, and multi-service area experience to legal interns and law fellows would be no different. There will be extensive onboarding where law fellows shadow staff attorneys, our managing attorney, and legal assistants to gain exposure to the day in and day out activities of our agency, including intake, outreach, community education, resource gathering, legal research, writing, and legal advocacy. Law fellows will be supervised closely by a tight-knit team of attorneys who are excellent advocates and powerful examples of what public interest lawyers should be. Also, law fellows will observe hearings, conduct legal research, attend trainings, undergo mandatory PLI trainings relating to serving low-income and marginalized communities, and meet regularly with the executive director and other leadership to discuss topics such as trauma-informed lawyering, community lawyering, social justice, inclusivity, and viewing the law through a lens of equity. Law fellows will be assigned a complex memo to complete relating to an emerging area of law and/or policy that aligns with our mission. The law fellows will also have the opportunity to meet with Legal Aid of Marin's Board of Directors to network and gain exposure to non-profit governance.</p>	
<b>Recruitment</b>	<p>Legal Aid of Marin seeks a strong and diverse pool of candidates primarily by participating in the NorCal PIPS Day coordinated by Hastings Law School, via social media, and network contacts. We incorporate questions about equity, inclusion, holistic services, and trauma-informed lawyering into our interview process. We also interview individuals with the managing attorney, staff attorneys, and legal assistants to ensure a balanced perspective of each candidates' qualifications. Our process is designed to attract people from various backgrounds, whether they are individuals who come from historically marginalized communities or privileged individuals seeking to use their privilege to help people without it. Spanish fluency is highly desirable, as about 50% of Legal Aid of Marin's clients are monolingual immigrants from South and Central America. A non-negotiable in our evaluation of candidates is a commitment to supporting communities who experience poverty or are otherwise marginalized. While law school grades and writing samples can indicate success in the academic environment, more critically important to our evaluation of candidates is determining whether they believe in our mission of "Justice for All" and what experiences they have undergone that demonstrate that commitment. A candidate will succeed at Legal Aid of Marin if they are committed to racial, economic, and social justice, hard-working, flexible to shifting priorities, and open to learning from others in a collaborative and social justice-minded organization.</p>	
<b>Will the fellow(s) serve rural communities?</b>		Yes
<b>Will the fellow(s) serve underserved communities?</b>		Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>		Yes
<b>Budget</b>		
	<b>Budget for Each Fellowship Grant</b>	<b>Total Funding</b>
1. Fellow Compensation	\$7500	\$15000



2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$5000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$20000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Aid of Sonoma County	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$40000	4	0
<b>Counties Served by the Fellow(s)</b>	Sonoma	
<b>Legal Work to Be Performed</b>	<p>This grant funding would be impactful as it would allow LASC to compensate law school fellows for fulltime summer internships for the first time. Given LASC's location, the candidate pool for law school interns and fellows is extremely limited. Historically, most interns and fellows come to LASC from local Empire Law School. However, most Empire students work fulltime, thus have limited time for internships. Additionally, LASC desires to attract more diverse interns and fellows, which requires reaching students at other schools. The ability to compensate students makes LASC competitive for these students as it allows interested students to pay for temporary housing or travel, enabling them to work at LASC. LASC believes that attracting more diverse interns and fellows will directly impact LASC's ability to recruit more diverse attorneys.</p> <p>Fellows will be assigned to these LASC core programs:</p> <p>Housing Program: provides eviction defense and tenant protection legal services to low-income tenants. LASC has provided housing services for over 15 years, but since 2021, has expanded significantly with a pilot grant aimed at following a right to counsel model.</p> <p>SAFE Program: serves survivors of domestic violence. The SAFE Program assists with protective orders and connecting survivors to resources for safety planning. In addition to serving walk-ins at our main office, LASC also reduces barriers by colocating staff at Sonoma County's Family Justice Center collaborative office.</p> <p>Veterans Benefits Program: has operated for over three years as the only veterans' legal services provider north of San Francisco. The program advocates for veterans to receive their appropriate service-connected rating so that they can access life changing compensation, health care and other benefits. Program staff have extensive expertise in veterans' benefits law as well as a unique understanding of military culture and the stigma associated with seeking help, as veterans or veteran family members themselves.</p>	
<b>Supervision</b>	<p>The fellows will be provided administrative supervision by a supervising attorney and/or intern coordinator. LASC's Intern Coordinator has been with the organization for 15 years, assisting with recruitment, training and oversight of interns and clinical students. LASC has two supervising attorneys, both with extensive experience practicing law, litigating matters and supervising interns and staff. Administrative supervision will entail at least: (1) a meeting to introduce the fellow to the program, set expectations, review training opportunities, establish any long-term projects, and answer questions; (2) a check-in mid fellowship to discuss the progress of the fellowship, review any ongoing projects, address any issues that have arisen, and answer any questions; and (3) a meeting towards the close of the fellowship to review their experience,</p>	

	<p>discuss the projects they have contributed to, plan for any matters that need to be transitioned to other staff, invite feedback on the program, ensure the fellow has contact information needed for future references, and answer any questions. The supervisor and/or intern coordinator will remain available to the fellows throughout the summer with any support as needed, but will be less engaged in their day-to-day work.</p> <p>The fellows will also be provided legal supervision by one to two assigned staff attorneys who will provide the fellows assignments, ensure they have sufficient work, review their work, provide necessary instruction, support and resources, and provide opportunities to observe and experience varied cases. Legal supervisors will be attorneys with deep knowledge of the program's substantive areas of law and at least one year of practice experience.</p> <p>The fellows will also join the programs' regularly scheduled weekly or biweekly meetings where they will benefit from any programmatic issues discussed and/or cases troubleshoot, including having the opportunity to raise any such issues themselves.</p>
<b>Support</b>	<p>LASC is developing an onboarding plan for the fellows, which will ensure administrative onboarding is thorough and complete, as well as a training plan, which will include internal trainings scheduled throughout the summer that will be offered by different departments so that the fellows will have opportunities to learn about other practice areas that might be of interest to them. LASC will also create a directory of summer trainings offered by other providers, which it will share with the fellows and encourage them to participate in.</p> <p>As for the substantive area of law they will be working on during the summer, the fellows will receive introductory training and resources by their administrative or legal supervisor, and additional drilled down, hands on training by their legal supervisor as they are assigned work.</p> <p>If a fellow expresses interest in learning more about a department different from their assignment, LASC will endeavor to create opportunities for collaboration or, at minimum, an opportunity to observe their work.</p> <p>As for training on trauma-informed care and client communication, early in the summer, the fellows will view the PLI training, "Lawyering From a Trauma-Informed Perspective: Best Practices for Nonprofit and Pro Bono Legal Service Providers," and engage thereafter in a guided discussion. Additionally, "micro" supervisors will provide hands on training on client interviewing and case management, allowing fellows to shadow client work before taking on more responsibility.</p> <p>LASC will also host monthly brown bag lunches with the fellows to create informal opportunities to network with staff, learn about their careers, and ask questions.</p>
<b>Recruitment</b>	<p>LASC recruited three qualified law students for this coming summer through 2023 NorCal PIPS Day (PIPS). After taking time off from PIPS, LASC made participation this year a priority, with the goal of reaching a broader group, including a more diverse candidate pool and students with a demonstrated commitment to service and social justice. To select candidates for formal interviews, LASC used a dual screening method, prioritizing candidates who had a connection to this region and/or our target client communities, candidates with a demonstrated commitment to social justice or service (such as veterans), and candidates uniquely equipped to serve our target client communities (such as veterans and</p>

bilingual students). Formal interviews were conducted by four staff members and table talks were staffed by three staff members to capture a diversity of perspectives. Additionally, formal interviews were conducted using preset questions to ensure a more inclusive screening process. After PIPS, participating staff debriefed and recommended candidates for hire. Of these candidates, two were offered and accepted positions. From table talks, a strong candidate applied after PIPS and was offered and accepted a position.

We additionally hope to recruit a fourth intern from Empire Law School. Empire is local to this County and Santa Rosa and is a four-year program that accommodates students who are not financially able to attend law school without employment. Thus, this fellowship would be particularly meaningful to this student population. LASC works closely with Empire, hosting interns and offering clinics throughout the year. In order to attract a strong, public interest minded candidate, we participated in a public interest panel at the school on February 28, 2023, wherein we invited students to apply for a summer fellowship. We are also engaged with the Dean of the school to publicize this opportunity and strategize on how to recruit.

<b>Will the fellow(s) serve rural communities?</b>	Yes
<b>Will the fellow(s) serve underserved communities?</b>	Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$30000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$10000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$40000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Aid Society of San Bernardino	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10000	1	0
<b>Counties Served by the Fellow(s)</b>	Riverside San Bernardino	
<b>Legal Work to Be Performed</b>	<p>LASSB provides services to low-income residents in San Bernardino and Riverside counties. The service delivery model includes housing and family law hotlines in which all callers receive legal advice. Additionally, clients needing document preparation in their legal matters are referred to clinics where necessary documents are completed. Legal aid selects from these clients those they will represent in trials or hearings in their legal proceedings.</p> <p>LASSB has 65 years of experience providing family and housing law assistance to families in the Inland Empire. LASSB has 8 full time attorneys, 5 part time attorneys, 8 paralegals and 7 legal assistants. In 2022 LASSB assisted just under 6000 people with legal issues family, housing, probate, expungements, public benefits, and miscellaneous matters.</p> <p>The fellow will assist experienced family and housing law attorneys in legal advice hotlines. The fellow will also learn how to interact with low-income individuals experiencing crisis and trauma in their lives. Further, the fellow will learn document production techniques and client counseling skills in housing and family clinics. Finally, the fellow will learn trial advocacy skills by shadowing experienced attorneys in housing and family court cases.</p> <p>The fellow will learn how to communicate with low-income monolingual Spanish-speaking and undocumented populations in rural areas of San Bernardino and Riverside County. The fellow will assist in developing an outreach strategy for legal aid to better reach rural and undocumented populations in the two counties. The fellow will participate in direct outreach activities to the communities communicating legal aids mission and vision to the target population.</p> <p>LASSB estimates the fellow will interact with at least 50 clients. The fellow's impact on the community will outlast the length of the fellowship. The fellow will contribute to the continuation of LASSB mission by developing compelling outreach materials.</p>	
<b>Supervision</b>	<p>LASSB Deputy Director Greg Armstrong will oversee the fellowship. The Deputy Director will supervise the Fellow throughout the fellowship. Mr. Armstrong has supervised dozens of undergraduate and law school interns over 15 years of practice in California.</p> <p>The Deputy Director will provide the Fellow with initial introductions and a review of training materials. The Deputy Director will check in daily with the intern and have a weekly review at the end of the work week to check on the Fellow's status. The Deputy Director will assign experienced attorneys to mentor the Fellow and conduct weekly status checks with them.</p>	

	<p>The Fellow will always be supervised and will only be permitted to provide legal advice to clients if they are repeating advice they were directed to provide by their supervising attorney. All written materials produced by the Fellow will be reviewed and approved by supervising attorneys and the Deputy Director. All materials will be released to clients or the public with review by the Deputy and Executive Directors.</p> <p>The Deputy Director will also oversee the Fellow's interaction with community partners and leaders. This will ensure a consistent message is delivered to partners and the public. Finally, the Deputy Director will review all the Fellow's time records to ensure work is being done and recorded accurately.</p>
Support	<p>The LASSB Deputy Director will provide the Fellow with training in soft skills such as interviewing and trauma-informed lawyering. The deputy director will also oversee the intern's training in office technology. The deputy director will ensure that the Fellow understands the use of the database for timekeeping and client file management. The deputy director will also train the intern to use Windows 365 for document management and office communication.</p> <p>The deputy director will assign two experienced housing law attorneys to mentor the Fellow through the housing hotline and division clinic experiences. The Fellow will also shadow the mentoring attorneys in their courtroom litigation cases. The deputy director will also assign two experienced family law attorneys to mentor the Fellow through the family hotline and the divorce clinic. The Fellow will also shadow these mentoring attorneys in their courtroom litigation cases.</p> <p>Finally, the deputy director will oversee the Fellow's development of an outreach plan for rural and underserved communities in Riverside and San Bernardino counties. The deputy director will involve the executive director, Pablo Ramirez, in developing these outreach strategies. The executive director is pursuing cutting-edge technologies and direct community engagement to expand Client services to rural and underserved communities in the Inland Empire.</p> <p>The Fellow will benefit significantly from this extensive supervision and oversight. Specifically, the Fellow will:</p> <ol style="list-style-type: none"> <li>1. Learn the practice of family and housing law through onboarding and shadowing activities.</li> <li>2. Practice communicating with underserved, monolingual Spanish-speaking clients and potential clients.</li> <li>3. Research, plan, and pilot-test the impactful communication of available legal services to rural, underserved target audiences in the service areas.</li> </ol>
Recruitment	<p>LASSB will reach out to the law schools in the region and the regional Bar Associations, including minority Bar Associations and other minority legal organizations, to select from a diverse pool of candidates.</p> <p>LASSB will identify law professors from regional law schools whose interests include family, domestic violence, housing, and public interest law. LASSB will contact these professors to request that they identify and refer enthusiastic students to LASSB for consideration of this Fellowship.</p> <p>LASSB will pursue a similar strategy with Bar Associations, including minority-oriented Bar Associations. Further, LASSB will reach out to minority-run Law School Fraternities to find interested and enthusiastic student members in the area.</p>

	LASSB believes that the orientation and project plan, coupled with the above-scale \$10,000.00 stipend for this Fellowship, will generate a diverse pool of enthusiastic and engaged applicants.	
Will the fellow(s) serve rural communities?	Yes	
Will the fellow(s) serve underserved communities?	Yes	
Will the fellow(s) serve clients regardless of immigration or citizenship status?	Yes	
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Assistance for Seniors	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	Alameda	
<b>Legal Work to Be Performed</b>	<p>As part of our Diversity, Equity and Inclusion work, LAS recognizes that we need to provide a stipend to interns so we can recruit students who do not have the means to accept an unpaid internship. We have not had the funding to do this, so this summer's class will be the first to receive one. In the past, we have interviewed candidates with language skills or other life experiences that would make them a great fit to work with our clients but have been turned down due to financial constraints. The fellows will focus on one area of law but will be exposed to all of our practice areas. These areas will be elder abuse, guardianship, administrative law (public benefits, health law, and naturalization), housing, limited conservatorships, and consumer law. We anticipate an increased need for housing assistance given the end of the eviction moratoria. Fellows will attend team meetings, community presentations, and networking events and will have the opportunity to observe court hearings, mediations or other learning opportunities. They will have direct client contact which will increase our capacity to provide access to justice to the most vulnerable seniors regardless of clients' income level or immigration/citizenship status. Fellows will assist with drafting forms, pleadings and letters to clients. They will do legal research and create a memo that can be used as a writing sample. If they become a Certified Law Student, fellows may make court appearances. LAS has had a formal summer intern program for at least twenty years. We strongly believe that it is our duty to provide experience and training to law students in order to encourage them to pursue a career in public interest, serving the underserved. We have hired many of our former interns. We currently have three former interns on our staff.</p>	
<b>Supervision</b>	<p>Each fellow has a Supervising Attorney assigned to them that supervises their work and ensures that they have a steady and manageable workload. Caitlin Doyle will supervise our elder abuse fellow. Ms. Doyle has over 33 years of legal experience, has been with LAS for 7 years practicing in elder abuse, and supervises LAS' elder abuse practice area. Kristen Boney will supervise our guardianship fellow. Ms. Boney has over 16 years of legal experience, has been with LAS for 16 years practicing in guardianship, and currently supervises LAS' guardianship practice area. Mariel Kusano will supervise our administrative law fellow. Ms. Kusano has over 16 years of legal experience, has been with LAS for over 16 years practicing in administrative law, and currently supervises LAS' administrative law practice area. All of our Supervising Attorneys have mentored law students at LAS every summer and train, supervise, and mentor staff attorneys and legal advocates.</p> <p>To ensure that our fellows provide safe, effective, and quality legal services to our clients, we have an onboarding process that includes discussions about</p>	



	<p>confidentiality and training on client interviewing and culturally sensitive interactions. Before interns can access confidential client information and speak with clients independently, they are trained on our database system and shadow attorneys and advocates. All written intern work product is reviewed and any edits or corrections are discussed with the interns to improve the fellow's legal work and safeguard the quality of our casework. Fellows complete weekly self-assessments that require them to identify cases and projects worked on and areas of success/struggles. Supervising attorneys use this self-assessment to check the intern's case notes and time in our database and use it as a weekly evaluation tool to ensure that our interns are providing excellent work for our clients while feeling supported in their summer experience.</p>
<b>Support</b>	<p>Prior to the start of the summer, the fellows will receive an onboarding packet, including training materials, office supplies, and HR forms. Within the first week, fellows will meet with their Supervising Attorney and practice area team. Fellows will also meet with our Office Manager, IT Specialist, Legal Director, and Executive Director to be trained on our Remote Access, client database, internal drives and legal templates, office space, and our LAS mission. Our onboarding process includes discussions on confidentiality and conflicts and a training on client intakes and interactions. Fellows are given access to our Practising Law Institute (PLI) account where they will have access to assigned on-demand trainings. Throughout the summer, the fellows have daily access to their Supervising Attorney, meet weekly with their practice area teams to provide and receive feedback on their assignments, and meet biweekly with the entire legal team to discuss larger legal topics. All fellows also meet as a class on a weekly basis with the attorneys in charge of our legal volunteer program for a summer-long Professional Development series. The series features LAS staff and guest speakers discussing topics such as self-care and cultural humility, which are important in sustaining a career working with a diverse and indigent clientele where second-hand trauma is prevalent. In addition to the guest speakers, the fellows will have opportunities to network with local attorneys throughout the summer. Our staff are members of specialty bars, such as the East Bay Trusts and Estates Lawyers (EBTEL) and the Bay Area Lawyers for Individual Freedom (BALIF/LGBTQI Bar Association), and will invite fellows to any social activities that occur during the summer. Our goal is to support and nurture our fellows' passion for public interest work and provide them with better understanding of a career in public interest law.</p>
<b>Recruitment</b>	<p>LAS advertises for summer interns on our website and also participates in the Northern California Public Interest/Public Sector (PI/PS) Day. Applicants who seek us out or participate in and apply through PI/PS day typically have strong public interest experience and an expressed passion for serving indigent persons. This year, in the recruitment process, we interviewed ten students. We selected three rising 2Ls for our Summer 2023 intern class: Alex Choi from Berkeley, Brandon Sample from USF, and Jaradie Chhun from UC Law SF.</p> <p>Alex identifies as a person of color and is fluent in Korean. Alex will be our elder abuse fellow. His previous work with indigent clients in emotional situations gives him the experience necessary to thrive in our elder abuse practice area where he will be expected to interview victims of abuse.</p> <p>Brandon is a first-generation law student, identifies as a person of color, and is fluent in Spanish. Brandon will be our guardianship fellow. Our guardianship area</p>

has many monolingual Spanish clients who will greatly benefit from his language abilities. Brandon's previous experience working with seniors prepared him to work in an area that requires a lot of client interviewing and information gathering.

Jaradie is a first generation law student and identifies as a person of color and a member of multiple marginalized groups. Jaradie will be our administrative law fellow. Jaradie has over four years of Social Security research and has helped disabled, homeless clients gain access to public benefits, which makes her highly qualified to be our administrative law fellow.

We are excited for Alex, Brandon, and Jaradie to bring their passion, experience, and many talents to LAS for the summer. It is our hope that their summer experience will inspire them to become a public interest lawyer and maybe even return to LAS post-graduation.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

#### **Budget**

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$30000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Assistance to the Elderly	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	San Francisco	
<b>Legal Work to Be Performed</b>	<p>LAE interns are an integral part of our staff and are given significant responsibilities. We have seen that by providing support, training and supervision to our interns, they excel. The work of our interns is invaluable to us, but more importantly, it truly makes a significant difference in the lives of our clients. This is a very hands-on internship where you will have significant client contact; the ability to prepare discovery and pleadings, and the opportunity to go to court. The primary focus for our internship program is eviction defense, which is an active and fast paced civil litigation practice and the bulk of the cases LAE handles. Because evictions are summary proceedings, summer interns are able to work on cases from start to finish. The quick pace of the litigation gives interns an opportunity to participate in all aspects of a case: interviewing clients and evaluating the case for merit; drafting pleadings and discovery plans; preparing for depositions; participating in Court-mandated settlement conferences; and trial preparation. In addition, we often enter eviction law suits at critical moments in the procedural process when clients have defaulted and evictions are imminent. This work requires immediate filing of motions and ex parte applications. Court Certified students are able to make these appearances and argue these motions. We also work closely with community social workers and medical professionals around disability rights and requests for reasonable accommodations for housing retention.</p> <p>This funding would also be transformational for our internship program we would be able to compensate our summer internship program for the first time. Offering compensation is a long held goal of ours as we believe compensation is essential to make the position more equitable and attract a larger and more diverse pool of applicants.</p>	
<b>Supervision</b>	<p>The interns will sit on our Housing Team. Our housing leadership team is very experienced in eviction defense and mentoring law students and newly barred attorneys. We have an extensive training program that teaches and supports both the acquisition of substantive legal and procedural knowledge, but also working with clients, negotiation techniques, wellness (i.e. how to prevent secondary trauma), and client confidentiality through a combination of formal trainings, one-on-one supervision, observation and team-wide discussions and mentoring support. For example, the cases interns work on are carefully selected so that they experience different types of cases, procedural steps, and legal approaches. When an intern is assigned to work on a case, they will begin by meeting with their supervisor to discuss the case plan. Additionally, all cases are discussed at our weekly housing meetings, where the team develops strategies and the best approach. The interns will also bring their cases to this meeting to</p>	

	<p>discuss and ask questions. Interns are given feedback at multiple points of a case. For instance, to ensure interns are providing safe and effective legal services, supervisors sit in on important client meetings to monitor and provide feedback afterward. Finally, LAE also has an open-door policy, and interns are encouraged to approach any attorneys on the housing team with questions.</p> <p>Our internship program is supervised by Supervising Attorney, Barbara Lam, who has represented and counseled hundreds of clients, brokering successful resolutions to save the homes of many seniors, low-income families, and persons with disabilities. She receives additional support from Housing Supervising Attorney, Shelby Nacino, Director of Litigation, Thomas Drohan, and Laura Chiera, Executive Director and Managing Attorney all of whom have extensive experience in housing law and working with interns.</p>
<b>Support</b>	<p>Our summer interns start as a cohort. We start with a multi-week onboarding schedule that includes: overviews of the technology we use each day to do client work and communicate with colleagues, staff-wide meetings to facilitate introductions and learn of all of the legal services we provide; and a training on maintaining confidentiality and protecting client information.</p> <p>Onboarding includes a review of substantive housing law and civil procedure. This includes: two internal trainings by Housing Supervising Attorney Barbara Lam and Litigation Director Tom Drohan on eviction defense, first responsive pleadings and an overview of discovery. There are several Practicing Law Institute (PLI) Trainings that we ask the interns to take, including “CA Eviction Defense: Protecting Low-Income Tenants” and, “Subsidized Housing Basics”. Interns sit in on Department 501 Hearings, Stay Hearings, and hear the Motion Calendars. The interns shadow intakes with Intake Attorney Ana Denmark and our Housing Paralegals. We work with students on how to work with our clients, many of whom have mental health disabilities and they take the PLI training “Serving Clients with Diminished Capacity: Ethics Issues in Legal Services and Pro Bono Practice.”</p> <p>The Housing team also selects specific projects to assign to interns to help give them hands-on experience with tasks such as drafting demurrers, first responses, fee waivers, summary judgement motions, discovery requests, Rent Board petition, medical record request, and research and case summary memorandum. During the course of the internship, interns have weekly one-on-one supervision and participate in our weekly Housing meeting where we discuss cases and case strategy. LAE has an open-door policy and students are welcome to ask questions of all staff attorneys. We hold brown bag lunches over the course of the internship so interns can learn about our attorneys’ careers and what it means to work in legal aid.</p>
<b>Recruitment</b>	<p>We have not yet selected our three interns but our recruitment process includes several methods to ensure that we receive a strong and diverse pool of candidates. We appear at Public Interest/Public Sector Legal Careers Day (PIPS Day) and share job listing on websites such as PSJD and LAAC. We also share job listings with other legal aid organizations in our network, law schools in the Bay Area, as well as law student associations including law student affinity groups. We ask all applicants to submit a resume and a cover letter. In reviewing applications, we look for diverse candidates who have been able to demonstrate</p>

through their professional and/or life experience a commitment to working with seniors, persons living with physical and/or mental health disabilities, BIPOC and/or immigrant communities, and/or people living in poverty and/or experiencing crisis. We also ask if they have any experience working in eviction defense or housing, which is a preference but not a requirement. We also give preference to candidates who speak non-English language. After reviewing the applications, we interview the candidates where our standard questions which include asking about their experience working with the diverse communities described above, and their career goals.

We will complete our recruitment and selection process so that our interns can begin on June 5, 2023 and their internship will conclude on August 8, 2023.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$30000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Legal Services for Children	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$38500	4	0
<b>Counties Served by the Fellow(s)</b>	Alameda San Francisco Contra Costa	
<b>Legal Work to Be Performed</b>	<p>Legal Services for Children provides free representation to Bay Area children and youth who require legal assistance to stabilize their lives and realize their full potential. LSC represents children and youth in: Dependency, Education, Guardianship, and Immigration. Law fellows are exposed to all practice areas through intake and initial trainings and work on direct representation in different areas depending on the team they are assigned to. Law fellows increase the services LSC is able to provide; in particular, law fellows allow us to expand our services over the summer by increasing outreach, know-your-rights presentations, clinics, and take calls on our intake line.</p> <p>Law fellows' work includes:</p> <ul style="list-style-type: none"> <li>• Conducting intake interviews</li> <li>• Assisting staff attorneys with all aspects of direct representation</li> <li>• Conducting outreach to underserved youth populations</li> <li>• Providing legal screenings and "Know Your Rights" information to youth</li> <li>• Participating in legal clinics at various partner organizations, including temporary housing shelters</li> </ul> <p>All of LSC's areas of practice have been continuous projects for more than 20 years. LSC helped create the holistic model of child-centered representation in the 1970s, which uses both legal advocacy and social work services to empower clients and actively involve them in the critical decisions that impact their lives. LSC social workers also provide support and training to legal staff and law fellows in providing trauma-informed and child-centered services.</p> <p>A Law School Fellowship grant would allow LSC to offer compensation to law fellows for the first time. Law fellows at LSC currently must be able to accept an internship without pay or obtain funding from another source such as their school if available. We have had applicants turn down our offers for paid positions. Being able to provide pay will allow us to attract and compensate qualified law fellows regardless of their financial resources.</p>	
<b>Supervision</b>	<p>LSC has an internship program that ensures that law fellows' objectives are met, a meaningful work experience is provided, and quality child-centered services are provided to clients.</p> <p>Each law fellow is supervised and mentored within a different project. The mentoring attorneys this summer will be: Lead Guardianship Attorney (David White), Immigration Attorney (Joyeta Basu), Pro Bono Director (Cynthia Henning), and Legal Director (Nedra Shawler). LSC's Intake/Outreach Attorney trains and mentors all law fellows in their intake and outreach work. Every mentoring attorney has prior experience supervising legal interns and have</p>	

	<p>careers devoted to poverty law services. David White has practiced Guardianship and Dependency law for over 10 years, Joyeta Basu has practiced at LSC for 2 years in immigration and education; Cynthia Henning has practiced immigration law for over 10 years; Nedra Fuller has practiced dependency law for over 25 years; and Caitlin Fuller joined LSC staff last fall and has been providing poverty law services for over 3 years. David White and Cynthia Henning also serve as faculty in a practicum taught each semester at UC Law SF on lawyering for children and juvenile law.</p> <p>All casework by law fellows is reviewed by an attorney, and law fellows do not meet with clients alone. LSC's Intake/Outreach Attorney oversees law fellows' intake and outreach work. Most of LSC's clients also have LSC social workers, who help train, support, and guide law fellows in providing child-centered and trauma-informed services to those clients.</p>
<b>Support</b>	<p>Each law fellow is onboarded by LSC's Operations Director about our policies and administrative information. There is also an initial training series that includes: orientation to LSC's holistic practice, substantive training in each area of practice, intake and outreach, cultural competency, resiliency &amp; self-care, lawyering for children, interviewing teens, and child-centered representation. These trainings are provided by the mentoring attorneys, other attorneys, and social workers. Law fellows will have access to LSC's manuals for each project area and intake, templates for case filing, and Lawyaw forms.</p> <p>A mentoring attorney works with each law fellow to: Develop goals &amp; expectations for the summer; develop a workplan, assignments, and case exposure based on the goals &amp; expectations; have weekly check-in meetings; and ensure that each fellow develops at least one substantive writing sample. Each mentoring attorney attempts to provide courtroom exposure, depending on case schedules, and at least one case assignment that allows law fellows to work on case strategy development. Other attorneys also work with law fellows on specific projects to provide exposure to all practice areas. Law fellows also work with social workers who serve the same clients.</p> <p>Law fellows attend team and staff meetings where they can participate in case staffing and collaboration across case teams. Law fellows are also encouraged to participate in coalition meetings, trainings, conferences, and events we organize for clients to socialize and connect. By involving law fellows in every aspect of services and providing mentorship by attorneys, law fellows learn about and are encouraged to pursue a career in indigent legal services. Former LSC interns frequently return to work at LSC or other poverty law services. LSC's Intake/Outreach Attorney and Executive Director are former LSC legal interns, and two LSC social workers are former LSC social work interns.</p>
<b>Recruitment</b>	<p>LSC participates in PI/PS day, where we identify a number of law fellows. LSC attorneys also teach a practicum class at UC Law SF, and students who were not placed with LSC during the year are encouraged to apply for summer law fellow positions at LSC. LSC does outreach to local law schools, including to minority law student associations and professors and instructors focused on poverty law services, to promote our internship opportunities. We currently have a pool of applicants still being interviewed and two confirmed law fellows.</p> <p>All law fellows go through an application process. Applicants submit a cover letter and resume, and qualified applicants are interviewed. LSC considers prior experience working with children and youth or poverty law services, as well as</p>



demonstrated passion for providing these services. We look for prior work and volunteer experience reflecting an interest in poverty law, children and youth services, and our specific areas of practice. In the interview process, we ask questions about their commitment to and interest in these areas. Our interview process also includes questions about cultural humility. Students who are bilingual in Spanish and with lived experience in our areas of practice receive preference.

LSC has two confirmed law fellows. We selected Jorryn Tovera and William Bauer based on their stated interest in working with children and youth as a legal career, past experience with youth (legal and non-legal), and lived experience with some of the situations our clients face. These two candidates stood out due to their experience and demonstrated and stated interest. We also selected based on stated interest in LSC practice, making our first round of offers to applicants with a particular interest in each of our practice areas.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

#### **Budget**

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$30000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2125	\$8500
<b>TOTAL</b>	<b>\$9625</b>	<b>\$38500</b>



**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Los Angeles Center for Law and Justice	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$42000	5	0
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>LACJ's law clerk internship program provides law students with an opportunity to gain practical, hands-on experience in a legal setting, learn about underprivileged communities in need of legal services, and build networks. Funding will allow LACJ to compensate fellows for the first time, increasing the pool of law students who apply because most cannot work without compensation and increasing the pool of qualified law students who are passionate about public interest.</p> <p>Two fellows will assist with immigration case work and three fellows will assist with family law case work. LACJ provides direct representation in family law and immigration cases, including matters of custody, divorce, restraining orders, U-visa, VAWA, and T-visa. LACJ oversees 15 attorneys with an average of 10 years' experience in family law and/or immigration law.</p> <p>The two immigration fellows will assist attorneys in the representation of low-income survivors of domestic violence (DV), sexual assault (SA) and/or human trafficking (HT) in matters including humanitarian-based affirmative petitions and removal defense matters. Fellows will assist attorneys in their representation of immigrant survivors in the areas of criminal justice advocacy and public benefits, and related practice areas. Fellows will interview clients to identify eligibility for immigration relief, drafting declarations and preparing petitions, and motions and appeals. Fellows will attend trainings and networking opportunities with community partners on legal remedies for immigrant survivors and engage in immigrant and survivor-related advocacy projects.</p> <p>The three family law fellows will assist attorneys with issues of DV, SA, and/or HT, including restraining orders, custody and visitation of children, spousal support, and property distribution. Fellows will assist in criminal justice advocacy such as DV criminal investigations. Fellows will communicate with clients to gather information and draft supporting declarations and motions. Fellows will help prepare for and attend court hearings with attorneys; and develop trauma-informed and culturally-competent interviewing techniques.</p>	
<b>Supervision</b>	<p>LACJ will have one immigration and two family law attorneys supervising the work of each fellow, the supervisors are:</p> <ol style="list-style-type: none"> <li>1. Julie Tedford who is a Senior Attorney with over 10 years of experience in the areas of family law and immigration. Currently representing clients in U-visas, T-visas, VAWA, removal defense and adjustment of status matters. She also has over 8 years of experience supervising attorneys, legal advocates, and law clerks.</li> <li>2. Rachel Neshkes who is a Senior Attorney with over 10 years of experience in the area of family law. Currently representing survivors of domestic violence</li> </ol>	

	<p>and sexual assault with restraining orders, custody, visitation, and divorce cases. She also has over 5 years of experience supervising legal advocates and law clerks.</p> <p>3. Sonia Shakoori who is an Attorney with 10 years of experience in family law. Currently she represents survivors of sexual assault with restraining orders, custody, visitation, Title IV, and criminal advocacy matters. She also has over 3 years of experience supervising legal advocates and law clerks.</p> <p>Supervisors will first meet with their fellows to review the expectations and the role of the fellow. This will also be a time where the supervisor will work with the fellow to set goals for the summer program and schedule on-going weekly meetings to check-in. LACLJ follows the GLACE (Greater Los Angeles Consortium on Externships) Joint Standards for Supervision of Externship Students with regard to its supervision of law students. These standards include: (1) providing a variety of well-defined tasks that encourage the learning of a range of skills, (2) providing students with insight into the workings of the legal system and profession, (3) developing professional responsibility skills through observation and application in the workplace, and (4) developing the student's ability to learn from experience, including critical professional feedback on performance.</p>
<b>Support</b>	<p>Fellows are encouraged to attend the multiple external training opportunities offered during the fellowship period to increase their knowledge and comfort in the practice area and with clients. During their first week, LACLJ will have orientation and trainings to prepare all fellows for their 10-week fellowship program. Sessions will include: fellow roles and responsibilities; LACLJ's case management system; and introduction to Family Law, Immigration, criminal justice advocacy, housing, and government benefits.</p> <p>Fellows will also attend training sessions on providing trauma-informed care, working with clients from diverse backgrounds, and motivational interviewing that are also offered internally. Fellows will get direct client contact and experience and see firsthand how much their work makes an impact on low-income persons.</p> <p>Fellows also have weekly cohort meetings hosted by one of the LACLJ attorneys. During these meetings, attorneys will introduce themselves and describe their career path toward becoming a public interest attorney in their specific legal field. This allows fellows to meet the other attorneys who have made a career in legal services and hear their experiences and ask questions. Fellows will also have an opportunity to meet all of LACLJ's direct services staff at their program meetings and participate in LACLJ events including LACLJ's annual staff picnic. LACLJ has been successful in having summer interns return to LACLJ as full-time staff and also supported applications for post-law fellowships.</p>
<b>Recruitment</b>	<p>LACLJ's recruitment process is an ongoing collaborative effort by all members of LACLJ's recruitment team that begins as early as September with outreach by attending campus recruitment events. During these events, law students have an opportunity to meet with a staff attorney to ask questions about our programs and are provided with materials detailing the various LACLJ opportunities. LACLJ will begin the interview process in late January. This process includes reviewing resumes received directly from law students and reviewing resumes received through SoCal's Public Interest Career event or other similar institution events. Selected resumes are either scheduled by LACLJ for an interview or sent to the institution event organizer to be scheduled for an interview at the scheduled</p>

event. LACLJ looks for fellows who demonstrate a strong commitment to public interest, social justice advocacy, and a passion for working with survivor and immigrant populations. In addition, LACLJ seeks fellows who have an interest in survivor-based cases, particularly in immigration and family law. Between February and March, LACLJ will have a panel of two attorneys interview all potential fellows. Soon after the interviews, the panel will make a decision and notify LACLJ's recruitment coordinator if any offers will be extended. The coordinator will immediately proceed with sending the offer letters with instructions to accept or reject the offer by a certain date. LACLJ anticipates having all five positions filled by the end of March but will continue with the recruiting and interviewing process until the positions are filled.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$37500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$900	\$4500
<b>TOTAL</b>	<b>\$8400</b>	<b>\$42000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Loyola Marymount University	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10000	1	4000
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>The fellow will perform education rights legal work with our Youth Justice Education Clinic (YJEC). YJEC combats the school-to-prison pipeline by advocating for the educational needs of system-involved youth in school discipline and special education proceedings, and by assuring the systemic implementation of their education rights. YJEC is a law school clinic that trains law students to provide legal representation in education rights matters, including representing youth in Individualized Education Program (IEP) meetings, disciplinary hearings, and advocacy relating to school enrollment and class credits, as well as filing due process complaints on behalf of youth for whom the school district has failed to provide appropriate services. YJEC operates without enrolled clinical law students during the summer months, and as a result we propose to hire a law student fellow to expand our capacity for special education and discipline work during the summer. Our summer legal fellow will take on casework in ongoing matters including meeting with clients, conducting legal research, attending IEP meetings and school discipline meetings, and assistance with preparation for due process hearings, which can be extensive. With the expectation of having a full time summer legal fellow, we expect that we can proceed with one or more cases that are likely to have due process hearings in June, which will require the assistance of a legal fellow to prepare for the hearing and settlement negotiations. In the event these matters proceed to hearing, the law student fellow would have the opportunity to advocate at the hearing. The law student fellow will also assist us with the writing of a legal report detailing the legal violations and systemic problems within the education system in the Los Angeles County juvenile detention facilities, including by interviewing our clients in juvenile detention facilities.</p>	
<b>Supervision</b>	<p>The fellow will be supervised by YJEC Director Megan Stanton Trehan and YJEC Supervising Attorney Vivian Wong. Ms. Stanton-Trehan has been practicing law for 9 years and representing system-involved youth in special education, school discipline, and regional center proceedings for 7 years. This is her fourth year as Director of YJEC, where she has trained and supervised over 20 students in advocating for education rights of youth. She previously worked as a staff attorney in the Education Program at the Alliance for Children's Rights ("ACR"), directly serving clients and supporting ACR's policy initiatives, and supervising law clerks. Ms. Wong has worked with YJEC for 3 years, supervising students on their casework and co-teaching the clinic. Previously, Ms. Wong was a Skadden Fellow at the Learning Rights Law Center, where she developed a program to provide intensive, trauma-informed special education legal services for system-involved youth. Before law school, she received a Stanford Public Interest Network</p>	

	<p>Fellowship to help first-generation, low-income students apply and prepare for college. To ensure that the fellow provides safe, effective and sensitive legal services to clients, the supervising attorneys will work closely with the fellow, including weekly case reviews and regular informal checkins throughout the week. YJEC social worker Cindy Galvan will also attend these case reviews and will support and train the fellow in providing trauma-informed and culturally sensitive legal representation. Ms. Galvan also supports the fellow in developing rapport with clients (and other support as described in 4 below). All of the work of YJEC is overseen by the Executive Director of the Law School's Center for Juvenile Law &amp; Policy and the Executive Director of the Loyola Social Justice Law Clinic, to ensure casework is managed and coordinated appropriately and that students are provided appropriate oversight and training.</p>
<b>Support</b>	<p>Our law student fellow will be onboarded with an introduction to the substantive work by the YJEC staff and with an introduction to our clinical space, case management database, and other operations by the Loyola Social Justice Law Clinic operations team. If the fellow has not previously taken a YJEC clinic course, the student will also be provided with overview training such as is given to students at the start of the clinical course, as well as trauma informed representation training by our staff social worker, Ms. Galvan. The fellow will participate in regular YJEC team supervision meetings and will have one-on-one supervision from Ms. Stanton-Trehan on a regular basis on individual casework. The law student fellow will also have the opportunity to learn from and work with Ms. Wong and to work collaboratively in multidisciplinary teams with Juvenile Justice attorneys and the YJEC staff social worker. The social worker provides support to our law students in working with clients, as well as social work support to clients so that we are not asking our law fellows to do that. The fellow will also participate in meetings with other clinics in the Center for Juvenile Law &amp; Policy in which we discuss recent developments in areas of law affecting our clients, and in all-staff meetings of the Loyola Social Justice Law Clinic in which the student will meet and hear updates from lawyers in our other practice areas. The fellow will have access to other regular trainings available to our law students and post graduate fellows as part of our law school community, for example our library's "prepare to practice" research skills refresher training series.</p>
<b>Recruitment</b>	<p>We expect to recruit our fellow from among law students who have participated in an education law clinic, education policy course or education law course, or otherwise have experience or background in education matters, in order to ensure that the fellow can participate meaningfully in YJEC's work throughout the summer. We will start our recruitment by sharing the fellowship opportunity with all students who have taken or are enrolled in these courses at Loyola Law School. We may also recruit from among students who are interested in public interest careers by sharing with leadership of our Public Interest Law Foundation student group, our Public Interest Department Faculty, the law school's Public Interest Faculty Committee and our Career Development Office to ensure that students who have expressed interest in education law and public interest careers will learn about it. We expect that we will be able to find a strong candidate pool from within our own law school. However, if not, we will then share the posting with similar groups and organizations at other local law schools. The YJEC director and supervising attorney have throughout their years</p>

	teaching the clinic been mentors to students seeking public interest careers and have successfully supported various students in obtaining post graduate fellowships. To gauge candidates' interest in public interest careers, we will look at the candidates' prior job and volunteer experience, their participation in public interest activities during law school, the candidates' own statements and the input from the school's Public Interest department. In addition to interest in public interest career, we will prioritize students who have experience with this substantive practice area and/or experience working with system-involved youth or disabled youth or in a school setting.	
<b>Will the fellow(s) serve rural communities?</b>	No	
<b>Will the fellow(s) serve underserved communities?</b>	Yes	
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes	
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Mental Health Advocacy Services	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	7000
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>For more than four decades, MHAS has provided free legal services to individuals with mental health disabilities and empowered these individuals to assert their rights in order to maximize their autonomy, achieve equity, and secure the resources they need to thrive. Law student volunteers and, more recently, paid clerks have always played a critical role in performing these services and achieving this mission.</p> <p>For decades, MHAS has taken on law students both during the school year and the summer. Law students at MHAS perform much of the same work as staff attorneys and other advocates at MHAS. Under the supervision of an attorney, fellows this summer will conduct client intakes, research complex legal questions, provide advice and counsel to clients, draft and revise demand letters, negotiate with opposing parties, assist in larger-scale cases, and appear at hearings. All this work will be conducted under the close supervision of an experienced MHAS Supervising Attorney. Fellows will work in all areas of law in which MHAS practices, including housing, public benefits, re-entry, special education, consumer, and mental health. They will also participate in MHAS's new clinic drafting Psychiatric Advance Directives, which allow individuals with mental health disabilities to specify their wishes in the event they are psychiatrically hospitalized against their will.</p> <p>Being able to bring on multiple, paid law school fellows for ten weeks over the summer significantly increases the number of individuals MHAS is able to serve during those ten weeks. MHAS typically averages 90-100 cases closed/month across the organization. However, in recent years, MHAS has closed closer to 130 cases/month during the months of July and August, showing the direct impact that the added capacity of the summer law fellows has on our organization's ability to meet our mission and serve additional individuals who would otherwise go unserved.</p>	
<b>Supervision</b>	<p>The MHAS Supervising Attorneys who supervise the summer law fellows all have significant legal experience and significant supervisory experience. MHAS' legal services team has a robust supervisory structure with a low supervisor to supervisee ratio (approximately 1:5 across the organization including summer law fellows). Like staff attorneys, fellows will meet with their supervisor one-on-one every week for at least an hour. In these meetings, supervisors will review every matter that the fellow is working on—from initial client intakes up to more extensive services cases. Topics discussed in these meetings will include fact gathering and issue spotting, questions needing further research, and potential legal strategies for each matter. These meetings will also be an opportunity to discuss client management strategies to ensure that fellows provide culturally</p>	



	<p>competent, trauma-informed services that appropriately meet the needs of MHAS clients, many of whom have multiple disabilities.</p> <p>During the work week, MHAS Supervising Attorneys have an “open door” policy and are always available either in person or over email, text, or phone to answer questions and address issues as they arise. Fellows will not send out any written communications, including emails to clients, opposing parties, or partners, without supervisory review and approval. Any letters fellows draft – for example letters demanding a reasonable accommodation be made for a client - will undergo an extensive revision process. Supervisors will make sure that this revision process is meaningful; instead of simply red-lining revisions, supervisors will provide substantial comments and suggestions to improve fellows’ writing skills.</p> <p>While fellows will be assigned to a specific MHAS team, they are encouraged to attend other teams’ weekly case review meetings to have as broad an experience as possible. MHAS has a supportive and collegial culture, and all MHAS attorneys are instructed to help law student fellows, regardless of team.</p>
<b>Support</b>	<p>Fellows will begin the summer with a series of MHAS trainings including substantive trainings in the areas of law in which MHAS practices (housing, public benefits, mental health law, etc.) and trainings on lawyering skills for legal aid attorneys. Fellows will also receive practical skills trainings on topics that MHAS regularly trains public interest attorneys on, including working with clients with mental health disabilities, and managing compassion fatigue and vicarious trauma. Finally, fellows will participate in external trainings offered by other organizations, including the Southern California Public Interest Law Student Boot Camp and the brown bag series offered by the Los Angeles Law Library.</p> <p>Fellows will participate in MHAS’ legal services team’s bi-weekly case review where all attorneys gather to ask questions of each other and discuss current cases. MHAS also holds a monthly office-wide staff meeting to connect as a larger group and multiple social gatherings throughout the summer, including a boat party in Marina del Rey hosted by MHAS Board members. Finally, fellows will be assigned a mentor who is a newer attorney and who is a different person from their direct supervisor. The mentor will make sure the fellow is getting the support they need and will be available for questions the fellow may be uncomfortable asking of their supervisor.</p> <p>MHAS also plans and participates in events that expose fellows to the larger legal aid and social justice community in Los Angeles. MHAS has already set up visits to the Twin Towers mental health jail and Mental Health Court for summer fellows and will be adding other events as the summer approaches. Supervisors will also bring fellows to external meetings with community partners so that the fellows can meet attorneys, mental health workers, case workers, and other professionals at other organizations as well.</p>
<b>Recruitment</b>	<p>MHAS engages in multiple DEI best practices in its recruitment for all positions, including summer fellows, to ensure a diverse pool of candidates. MHAS removes applicant names from application materials to reduce implicit bias. MHAS also pays all fellows to remove financial barriers to participation and to enhance recruitment of fellows from diverse backgrounds. Finally, MHAS includes the following statement on all job postings: MHAS seeks to fill all positions with people who share our values, including our organizational commitment to diversity, equity, and inclusion. We encourage all interested individuals to apply -</p>



especially people of color; women; people from low-income backgrounds; people experiencing mental health and/or physical disabilities; people who are lesbian, gay, bisexual, transgender, gender non-conforming, or non-binary; immigrants; people who have been affected by mass incarceration; and people from other underrepresented and historically marginalized groups. We believe that the resulting diversity is both a source of program strength and a matter of fundamental human fairness.

MHAS looks for candidates with a passion for mental health and a demonstrated commitment to public interest. Sometimes candidates have a personal or family connection with mental illness, which they discuss in their cover letter. Top candidates often serve in their law schools' public interest organizations or have performed pro bono work or participated in a clinic.

MHAS has already hired three excellent fellows for this summer: Michelle Jimenez and Naira Khalid, who applied to MHAS directly, and Malyka Akom, who MHAS interviewed at Public Interest Career Day. Michelle has worked as a Justice Corps Fellow and at the LA County Homeless Court. Naira worked in city government before going to law school. Malyka has personal experience with mental health issues and has volunteered at multiple legal aid organizations. MHAS anticipates that these women will all be valuable assets to MHAS this summer.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$30000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	National Center for Youth Law	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$80000	8	6000
<b>Counties Served by the Fellow(s)</b>	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado Fresno Glenn Humboldt Imperial Inyo Kern Kings Lake Lassen Los Angeles Madera Marin Mariposa Mendocino Merced Modoc Mono Monterey Napa Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino San Diego San Francisco San Joaquin San Luis Obispo	

	<p>San Mateo  Santa Barbara  Santa Clara  Santa Cruz  Shasta  Sierra  Siskiyou  Solano  Sonoma  Stanislaus  Sutter  Tehama  Trinity  Tulare  Tuolumne  Ventura  Yolo  Yuba</p>
<b>Legal Work to Be Performed</b>	<p>Type of Work: Fellows’ job functions include writing legal memoranda, assisting with administrative policy campaigns, conducting community partnership work, and assisting with ongoing impact litigation efforts. Fellows will review discovery responses, draft discovery requests, help with depositions, researching, and drafting motions, and contribute to case development by speaking with existing or potential plaintiffs and co-counsel. Fellows will also conduct in-person court watching where they will collect data relevant to active cases and investigations. Lastly, NCYL runs a Requests for Assistance Hotline that QLSPs, community advocates, and members of the public use to seek advice about a particular issue or case. Fellows are trained to monitor this hotline and solve real-time legal issues. For example, under a health law project, a fellow will address questions related to the implication of Dobbs on youth in California foster care, all of whom are indigent. In another example, under a juvenile law project, a fellow will support impact litigation affecting more than 1,200 system-involved families who were illegally fined administrative fees in Riverside County.</p> <p>Areas of Law: Fellows will be assisting with active litigation and investigations in the following areas of law - Constitutional law, criminal law, education law, family law, civil rights law, health law, housing law, immigration law, and juvenile law.</p> <p>Experience: NCYL boasts 50+ years of experience conducting impact litigation, legal advocacy, legal training, and technical assistance that centers the well-being of indigent communities across child welfare, health, education, immigration, and juvenile justice. The fellows’ projects will directly support projects in these areas. Every summer for nearly 50 years, NCYL has led a comprehensive summer law fellow program to train the next generation of public interest attorneys serving indigent children and youth.</p>
<b>Supervision</b>	<p>Supervisors will be NCYL attorneys who are state and nationally-renowned experts specializing in the issue areas law fellows will be supporting including child welfare, health, education, juvenile justice, and immigration. Each law fellow is assigned to one of these supervising attorneys depending on their interest. Our supervising attorneys have decades of experience advocating in</p>

	<p>support of indigent populations in California and supervising law fellows and staff.</p> <p>Supervisors will ensure fellows provide safe, effective, and sensitive legal services to clients by providing fellows with support via weekly check-ins, lending substantive expertise to the fellow's project, and serving as a mentor who fellows can use as a resource in learning more about public interest law. NCYL has robust quality assurance monitoring and measures for fellows and clients including ensuring fellows are accompanied by staff when providing direct services to clients, implementing surveys to evaluate experience quality, and a law fellow oversight committee comprised of NCYL staff that are tasked with quality improvement year after year. The supervisor assigns tasks and provides constructive feedback on their writing, analytical, and research skills. The supervisor also provides structure and advice to the interns about public interest careers. Additionally, all law fellows participate in team meetings to ensure their work is aligned with the project's direction.</p>
<b>Support</b>	<p>NCYL's ten-week summer law fellowship program provides training for the next generation of child advocates. It includes a robust professional development curriculum, individualized mentorship, networking, and impactful projects that inform capacity-building within the organization. By the end, fellows are more enthusiastic and prepared to effectively serve low-income children. The program starts with a summer series kick-off event featuring a prominent public interest law keynote speaker and youth leaders who often come from indigent communities. For example, in 2022, we featured Silvia Argueta, a NCYL alumni and executive director at QLSP Legal Aid Foundation of Los Angeles, as the keynote speaker. NCYL also provides a full curriculum for substantive training on day-to-day technical skills such as legal research and memo writing. For the first two weeks, fellows attend "Deep Dive" webinars that delve into each of NCYL's focus areas that impact indigent youth and families such as health, child welfare, immigration, education, and juvenile justice. Throughout the rest of the program, NCYL hosts weekly seminars on different topics like pathways to pursue a career in legal services for marginalized groups, family defense, or the intersection of law and transformative justice. Fellows are also encouraged to participate in all-staff team building events to encourage exposure beyond their immediate supervising attorney and team.</p>
<b>Recruitment</b>	<p><b>Outreach Efforts:</b> To recruit a strong, diverse applicant pool, we have an explicit commitment in our fellows job postings to hire fellows who reflect the racial and cultural diversity of our clients. We strongly encourage students of color and those with personal experience in our practice areas to apply. Generally speaking, NCYL's recruitment process for summer law fellows is extensive and highly competitive. We post a job description on our website and publicize at law schools and on our social media as well as other recruiting platforms. We also have supervising attorneys participate in law school career fairs. Any law student who wants to be considered for our program must submit a resume, cover letter, and a writing sample. Applicants then go through an interview process before being selected. We will then work with their schools to complete any necessary paperwork. The entire recruitment process will be completed by June 1, 2023.</p> <p><b>Interest in Career Serving Indigent Persons &amp; Evaluation Criteria:</b> As a public interest law firm ourselves serving indigent populations, we specifically ask summer fellows about their interest in pursuing a future career in legal services</p>

	for indigent persons. This is a key evaluation criterion in our selection. Other evaluation criteria include experience, with all fellow positions requiring at least one year of experience with and/or exposure to low-income communities, communities of color, and children-centered activities, because all of our legal advocacy work pertains to these communities which are not mutually exclusive of each other. We also evaluate candidates' ability to work independently, multitask, and communicate.	
<b>Will the fellow(s) serve rural communities?</b>	Yes	
<b>Will the fellow(s) serve underserved communities?</b>	Yes	
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes	
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$60000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$20000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$80000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Neighborhood Legal Services	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	8000
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>Each of our fellows will have direct client contact, which will include intake, interviews and assisting our attorneys in the preparation of substantive pleadings, applications and other documents. The range of work will vary depending on the program the fellow is working with. While all of our fellows will be doing substantive work, some will be engaged in litigation, such as our housing fellows, while others more in administrative matters, such as those fellows working with our Public Benefits, Immigration and Workers Rights Programs. We have been running our summer internship program for over 15 years and put a substantial amount of work into it. Each of our supervisors prepares a work plan for the interns and each intern is assigned a mentor who meets with the intern weekly and is available to the intern 5 days a week, 8 hours a day. Because we often hire staff attorneys from our summer interns or look to our summer interns as post graduate fellows, it is important to the program that each intern has a rewarding experience and gets a clear understanding of what it means to do legal aid, and the value it provides to the communities we serve.</p>	
<b>Supervision</b>	<p>Each of our fellows works directly with the supervisor of their program. Each of our programs gets one fellow, with the exception of our housing team, which gets 4 (and has 4 supervisors) and self help which gets 2. The supervisor is typically an attorney who has been practiced law for 8 or more years in that particular area. Each supervisor prepares a work plan for the entire summer for their fellow. The supervisor meets with the fellow at the outset of the program and then throughout the summer. The fellows also participate in 2 days of orientation before the program begins. During orientation, the fellows receive extensive training on how to work with clients, specifically those experiencing trauma, confidentiality, and their obligations as an advocate. In addition to a supervisor, each fellow has a mentor. That is a one on one relationship. The mentor is an attorney who has been practicing law for 2-5 years. The mentor meets with the fellow at least once a week and is available to the fellow 5 days a week, 8 hours a day, or more depending on the arrangements they make with the fellow. The Director of Pro Bono, who is responsible for overseeing the summer program, also meets with each fellow once or twice over the course of the summer and is available to each of the fellows on an as needed basis.</p>	
<b>Support</b>	<p>As explained above, each of our fellows/interns participate in 2 days of orientation at the outset of our program. In advance of the orientation, they are sent 4-6 hours of on line trainings to acquaint them with the organization and the LSC restrictions and requirements. During orientation they are introduced to all of the supervisors within the program and provided with a series of trainings that include trauma informed lawyering, language access and cultural diversity, an</p>	

	overview of LSC, and technology. The technology overview includes a review of how to preserve client documents and confidential information. Over the course of the summer, each intern participates in the weekly case reviews that each of our programs conduct. The case reviews gives the interns exposure to all of the attorneys, paralegals and other staff working in their program. They also get to participate in more broad case reviews that include 2 or more of our programs. We also conduct a brown bag series over the summer. Typically there are 7-8 brown bag events which include topics such as the Bar experience, post graduate fellowships, impact litigation and community lawyering. We also bring in outside speakers such as Judges, public officials, like the Cal Secretary of Labor or a member of the local School Board, as well as law school professors to present on skills such as how to interview a client. Each of our interns will receive training in the specific area of law based on the team they will be working with.	
Recruitment	NLSLA participates in both the Southern California and Northern California Public Interest Law Fairs. Those were held the first and second Saturday in February. We also participate in on campus interviews held by the local schools, including UCLA, USC, Loyola, Southwestern, Pepperdine and UCI. We also have meet with, and hired, 2 law students from Harvard, one from Northeastern and one from Lewis & Clark. We also interview students that reach out to us directly, many of whom are referred by their classmates who have previously interned or volunteered with us. In evaluating the students we interview, we look at several things, including their work and volunteer history, their areas of study and concentration. While we look for students with a strong history of volunteerism, we are also aware of the fact that some students don't always have the ability to volunteer because they need to work to support themselves and sometimes their family. In addition to taking into consideration a students work and volunteer history, we also look at their language skills, whether they are the first in their family to go to college or law school and what community they come from. Because our offices are located in the communities we serve, it is important for us to hire attorneys who can relate to the communities we serve, and because we like to hire from our summer intern class as much as possible, we want to be sure our summer interns can work well within these communities. This is because of the amount of client contact they will have over the summer as well as the fact that we look to develop a long term relationship with our interns. The specific fellows we are applying for are: Marian Gardner, Isha Sharma and Cassidi Mignudo.	
Will the fellow(s) serve rural communities?	Yes	
Will the fellow(s) serve underserved communities?	Yes	
Will the fellow(s) serve clients regardless of immigration or citizenship status?	Yes	
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
TOTAL	\$10000	\$30000





**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Open Door Legal	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Legal Work to Be Performed</b>	<p>At Open Door Legal, we have a long history of utilizing skilled volunteers to accomplish the work of justice. Access to the law is often an uphill battle for low-income folks, and we are very aware of how it truly does take a village to build a strong community.</p> <p>Our summer law school fellows are an invaluable part of that village, and as such, we both benefit from their work and, in turn, provide them with training, support, and important resources to continue down the path of public interest law. Our summer fellows will have the opportunity to manage cases at each stage of their life cycle, performing intakes, doing legal research, drafting briefs and memos, drawing up contracts, going to court, directly interacting with clients, learning empathic/trauma-informed interviewing, and gaining valuable client management skills.</p> <p>Not only do these fellows help our staff members by assisting them with case work, but their presence helps us to take on more cases and serve more clients within the community, increasing each team's capacity throughout the duration of the fellowship.</p> <p>Two brief stories illustrate the impact a fellow can have:</p> <p>Last summer, a legal fellow from Stanford School of Law was able to have a significant impact on a client's life by getting a continuance of trial and writing a great mediation brief. This contributed to the client being able to stop her home from being foreclosed and transfer ownership to her.</p> <p>Another legal fellow from UCLA School of Law drafted a winning Motion for Summary Judgement and wrote an incredible discovery draft. Both documents contributed to our client, a formerly homeless single mother of two, winning her eviction lawsuit, which has given her more time to receive probate proceeds that she is owed to find a new place to live.</p>	
<b>Supervision</b>	<p>Each fellow is assigned a supervisor on their team, and meets at least weekly in one-on-one meetings with their supervisor. There is a template for these weekly meetings that includes check-ins on task/case progress, what a fellow hasn't worked on yet or needs to re-prioritize, and items for attorney/supervisor input, as well as space for the fellow to reflect on what they are learning. Fellows also create a learning plan at the outset of the summer that helps them prioritize and organize what they will be working on.</p> <p>Our fellows receive their supervisors early on, before even starting at Open Door Legal, and are able to build rapport and a relationship in which giving and receiving feedback is normalized. These meetings incorporate best practices in supervision, making sure the fellows feel psychologically safe to ask questions,</p>	

	<p>review their work, and learn from their supervisors. We also hold midterm and final reviews with our fellows in which their supervisors discuss the quality of their work and offer any feedback that might help them in their remaining time at ODL as well as moving forward in the field.</p> <p>Our onboarding guides for our fellows include links to ‘best practice’ guides on providing trauma-informed legal services, including the Pro Bono Institute’s &amp; Practicing Law Institute’s interactive virtual training programs. Our Deputy Director of Legal Services, Patricia Moon, leads one of the weekly brown-bag presentations on client communication. In addition, direct supervisors directly train on cultural sensitivity, and effective communication techniques. Fellows shadow interactions at first, and then lead them with their supervisors watching and providing feedback. Our stated goals in Patricia’s Positive Client Management course include growing empathy for clients, how to practice trauma-informed lawyering, being equipped and prepared, strategies for de-escalation and setting boundaries, and demonstrating understanding.</p>
<b>Support</b>	<p>During their time at Open Door Legal, our fellows have numerous opportunities to engage in training, networking, and team-building activities. Our Volunteer Coordinator, Kelsey Renz, organizes 5-6 learning sessions for our fellows during their time with us, as well as 1-2 social events for building camaraderie. Last year, the learning sessions were:</p> <ul style="list-style-type: none"> <li>Open Door Legal’s Mission and Vision for Universal Access</li> <li>Detailed Record-Keeping</li> <li>Oral Advocacy</li> <li>Self-Care in the Legal Profession</li> <li>How to Write a Great Brief</li> <li>Effective Client Management</li> </ul> <p>The trainings for this summer’s fellows will likely be along the same lines. The social events are also great opportunities for law students from different schools to socialize and build relationships with one another.</p> <p>Early on in our recruiting process, we identify candidates’ interest in working in legal services and have conversations with them about the particular areas they are most passionate about. We place them in those particular areas, taking their interest into consideration from an early stage so that they end up in an area they want to work in.</p> <p>However, we also know that they are early on in their ‘careers,’ and if they find themselves drawn to another area of public interest law during their time at Open Door Legal, we encourage them to talk with their supervisor. We try to build some flexibility into our program knowing that a person’s career in public service law will be more sustainable if they are able to find an area they are truly passionate about.</p> <p>Finally, we talk often with our fellows about the topic of self-care, asking them what strategies they have adopted to remain interested in public service in the long term? Our talent and culture team has created a peer coaching module all about preventing burnout, and that is also available to all fellows.</p>
<b>Recruitment</b>	<p>Our Volunteer Coordinator, Kelsey Renz, starts the recruiting process for these fellows in the winter before their summer term. She posts to Symplicity for all local Bay Area law schools - UC Hastings, Golden Gate University, Santa Clara, Stanford, Berkeley, the JFK School of Law. Kelsey also signs up for the Northern California Public Interest/Public Sector (PIPS) Days. These are the primary sources</p>

of candidates for the fellows. Folks are also able to find us via the 'Volunteer' section of our website and apply for a fellowship interview from there, and Kelsey does occasionally reach out to local law school externship coordinators to discuss possibilities.

Once we have identified interested candidates, Kelsey creates a spreadsheet with the names, areas of interest, and resumes/cover letters of the candidates. After that interview, Kelsey brings notes and the cover letters/resumes to discuss candidates with Patricia Moon, our Deputy Director of Legal Services. They discuss the candidates, determine placement, send out offers, and wait for acceptances.

This process is how we identified the three fellows who have accepted our offers! We are glad to share their resumes and cover letters in the next section.

**Will the fellow(s) serve rural communities?**

No

**Will the fellow(s) serve underserved communities?**

Yes

**Will the fellow(s) serve clients regardless of immigration or citizenship status?**

Yes

### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$30000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Public Counsel	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$350000	35	0
<b>Counties Served by the Fellow(s)</b>	San Francisco	
<b>Legal Work to Be Performed</b>	<p>Depending on the placement, fellows will participate in all aspects of our legal work, including intake, counsel and advice, assisting with clinics, collecting client records, providing extended services, preparing cases for pro bono placement, writing demand letters, providing community education, conducting research and presenting to their teams on current issues, and assisting with policy advocacy, coalition work, and impact litigation.</p> <p>Project-specific work may include completing petitions and claims for VA benefits, drafting contracts and policies for small businesses and nonprofits, helping guardians navigate the software used to complete the required legal forms, observing guardianship hearings, representing students in discipline hearings, assisting with special education Due Process Hearing filings, helping staff prepare applications for humanitarian immigration relief, and helping staff provide legal services to women in workplace justice and education equity matters.</p> <p>In eviction cases, fellows will assist with intake, preparation of pleadings, discovery, drafting motions, and settlement negotiations.</p> <p>In impact cases, fellows will learn how such cases are constructed, developed, and litigated, including trial preparation, preparing and attending depositions, auditing settlement negotiations, working on appeals, and working alongside community organizers and grassroots organizations.</p> <p>Public Counsel has many years of experience and deep expertise in all the above areas, with numerous attorneys who have extensive records of success and are recognized experts in their fields.</p> <p>One of the impacts of a Fellowship Grant to Public Counsel would be that it would allow us to provide funding to our summer fellows for the first time. Multiple women of color candidates have declined summer fellowships at Public Counsel due to the lack of funding. A grant would support our goal of maximizing diversity and equity among our cohort of fellows by making it more possible for low-income students who need income during the summer to apply for summer fellowships at Public Counsel.</p>	
<b>Supervision</b>	<p>Public Counsel has operated successful summer and post-law-school fellowship programs for many years. Skadden, Equal Justice Works, and a number of law schools across the country have awarded us fellowship funds, and we are currently hosting fellows funded by Justice Catalyst, Loyola Law School, and Berkeley Law.</p> <p>Fellows receive extensive orientation to Public Counsel and the specific legal project in which they will work. Each fellow is assigned a supervising attorney who checks their work product, provides feedback, and has regular check-ins</p>	

	<p>with the fellow. Fellows receive a mid-summer review and an end-of-summer review, and are given an opportunity to provide feedback to PC on their experience.</p> <p>We provide all fellows with extensive training to ensure that they provide safe, effective, and sensitive legal services to clients. Our Social Work team provides trainings on Trauma-Informed Advocacy and on Identifying and Managing Compassion Fatigue. In addition, all our summer fellows attend a Public Interest Boot Camp that provides training on ethics and on working with clients from marginalized communities.</p> <p>In our veterans' project, fellows will also have weekly check-ins with the Directing Attorney.</p> <p>In our consumer project, the supervisor will sit in with the fellow on their first intake call to make sure they are ready to do intake on their own. Each day, there will be an on-call attorney available to fellows in case their supervisor is not available.</p> <p>In our homelessness prevention project, the Directing Attorney will be the fellows' primary supervisor, with additional supervision provided by Staff Attorneys.</p>
<b>Support</b>	<p>Public Counsel will provide all summer fellows with the following trainings and workshops:</p> <ul style="list-style-type: none"> <li>• Trauma-Informed Practice</li> <li>• Compassion Fatigue</li> <li>• A Legal History of LA's Disempowered Communities and Communities of Color</li> <li>• Movement &amp; Community Lawyering</li> <li>• and Making the Most of Your Summer Fellowship.</li> </ul> <p>Our fellows will also have the opportunity to attend training provided by the ACLU on immigration law and on post-graduate fellowships, as well as the OneJustice Public Interest Bootcamp.</p> <p>Finally, they will receive extensive, tailored training in their area of law, including but not limited to such topics as debt collection, foreclosure, bankruptcy, California civil procedure, racial justice, economic inequality, unlawful detainers, U visas, T visas, and VAWA.</p> <p>Each fellow will have access to all the commercially available research and training materials they will need, including access to the Lexis/Nexis and Westlaw legal research platforms. They will also have access to our comprehensive, in-house library of legal templates and forms, and will be trained on our case and document management systems.</p> <p>All fellows will attend their project's weekly case review and all-staff meetings, and are invited to attend a board meeting.</p> <p>In addition, fellows in our veterans' project will meet with their team daily to discuss current issues and questions.</p>
<b>Recruitment</b>	<p>Public Counsel publicizes our summer fellowship program at approximately 100 law schools across the country, as well as law student affinity groups that are connected to diverse communities. We also do in-person outreach at local law schools, attending their public interest career fairs and presenting in classrooms. Our application information states that our clients are low-income, and that most are people of color who have experienced multiple, intersecting forms of oppression; that we seek fellows who share our commitment to economic and racial justice and have a personal and/or professional understanding of our client</p>

communities; that we are especially interested in receiving applications from historically underrepresented students in terms of race, class, and other characteristics, consistent with our active commitment to increasing equity and inclusion within our organization; and that applicants should submit a letter describing the reasons for their interest in Public Counsel and the specific PC project.

To ensure equity, each project relies on multi-staff member review of applications and a standardized interview rubric. Each project carefully evaluates applications and interviews to identify a diverse group of fellows who are motivated, qualified, have a strong interest in pursuing a career in public interest law, and demonstrated interest in the proposed project.

We begin our outreach for summer fellows in November so that we have time to recruit a strong and diverse pool of applicants and complete the hiring process by the May 30 start date.

Using the process and criteria described above, we have hired 14 fellows thus far.

<b>Will the fellow(s) serve rural communities?</b>	No
<b>Will the fellow(s) serve underserved communities?</b>	Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$262500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$87500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$350000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Public Law Center	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	Orange	
<b>Legal Work to Be Performed</b>	<p>Fellows will be based within PLC's Housing Unit - our largest with 14 staff members. Since the end of many statewide tenant protections in June 2022, PLC has seen an increase in callers seeking assistance with fighting unlawful detainers, and the fellows will help increase PLC's capacity to assist these applicants and other vulnerable individuals. In addition to adding capacity in an area of intense legal service need, the proposed project would also allow PLC to pay law students for the first time in the organization's history.</p> <p>Fellows will:</p> <p>Assist with housing related issues, including evictions, landlord-tenant disputes, impact litigation, public housing, housing voucher/subsidy terminations, and benefits for individuals/families experiencing homelessness.</p> <p>Assist mobilehome owners with solving legal issues arising out of their homeownership/tenancy, work on advocacy efforts for local and state-wide improvements to protections for mobilehome owners, and help form resident associations.</p> <p>Assist with review of draft and adopted housing elements to ensure compliance with state law; and draft comment letters regarding issues of noncompliance and advocating for improved programs to increase affordable housing. Assist in monitoring city actions to ensure compliance with approved, adopted housing elements and state law. Research and investigate potential violations. Assist community groups in their advocacy for affordable housing and emergency shelters. Research and investigate fair housing issues and policies/programs that foster patterns of segregation.</p> <p>Fellows will gain skills in:</p> <p>Client Interaction - Perform intake interviews; contact clients through interviews and telephone calls; perform fact gathering; present new cases internally.</p> <p>Legal Research &amp; Writing - Prepare opening case memos; draft correspondence, pleadings, and motions.</p> <p>Litigation - Draft pleadings, motions, and prepare for court proceedings.</p> <p>Pro Bono Support - Assist in drafting manuals, samples, and educational presentations to support pro bono attorneys. Prepare cases for placement.</p> <p>Community Education and Outreach - Research legal issues; prepare client education materials; assist in community presentations.</p>	
<b>Supervision</b>	<p>PLC's Summer Fellowship program, which typically includes twelve or more law students, is led by the Director of Legal Services. Richard Walker is the Housing Unit's Supervising Attorney and oversees the supervision of all proposed Housing Summer Fellows. He will be supported by organizational leaders who all play a role in PLC's robust and long-standing Summer Fellowship Program. PLC's Pro</p>	



	<p>Bono Coordinator and Office Manager will ensure Fellows have positive experiences working with pro bono counsel and throughout the organization. In addition to providing leadership to his entire team, Richard represents low-income tenants in eviction defense cases, provides legal assistance to mobilehome owners, advocates on behalf of homeless and low-income individuals for improved housing policies and assistance in local municipalities, and provides legal assistance in a variety of other housing issues. Richard is a known expert in the field of advocacy in defense of mobilehome owners. Iraida Oliva is the Unit's Senior Staff Attorney and represents tenants in housing-related matters and administrative hearings.</p> <p>Staff Attorney Adam Morton outreaches to and represents tenants facing eviction. Staff Attorney Trang Nguyen works on the Mobilehome Advocacy Team and handles unlawful detainer, harassment, fair housing, and disability rights matters. Fellow Emily Phillips provides legal services to low-income tenants, with a focus on assisting domestic violence survivors.</p> <p>Each Fellow will be directly supervised by one Attorney, but will receive training and mentorship from the entire Housing Unit Team. Fellows will also interact regularly with other PLC Fellows, Attorneys and Staff.</p> <p>Fellows will have weekly or bi-weekly check-ins with their direct supervisors, in addition to prompt review and feedback on their written work. These check-ins will include a mid-fellowship assessment and exit interview, in order to ensure Fellows receive timely and effective feedback on their performance and have the opportunity to provide feedback on their experience.</p>
Support	<p>At the beginning of the Fellowship, Attorneys will work with their Fellow to develop a summer workplan and Fellows will begin engaging in case review, outreach, pro bono and other relevant processes. In addition to structured and informal interactions with other Fellows and PLC staff, Fellows also interact with PLC Boardmembers and other Bar leaders.</p> <p>Fellows receive trainings on trauma-informed lawyering, interviewing skills, preserving client confidentiality, and other "soft skills" that promote their provision of safe, effective, and sensitive legal services to clients. They will also receive Diversity, Equity and Inclusion (DEI)-focused training, to encourage them to approach their work through the lens of promoting the organization's DEI values.</p> <p>Fellows will be incorporated into weekly Case Review meetings and meetings tailored to specific projects. At the beginning of the summer and throughout, supervisors will identify and schedule opportunities for Fellows to shadow staff attorneys in client interviewing and in court appearances.</p> <p>Specifically for Housing Fellows, trainings will include: evictions, landlord-tenant disputes, impact litigation, public housing, housing voucher/subsidy terminations, and benefits for individuals and families experiencing homelessness.</p> <p>For Fellows working with mobilehome owners, trainings will include: legal research and investigation, demand letters, counsel and advice, and litigation. Fellows may also develop advocacy skills related to protections for mobilehome owners. Furthermore, Fellows may partner with PLC's Community Organizations Legal Assistance Project and learn how to help form resident associations</p> <p>For Fellows working on Housing Elements advocacy, trainings will prepare them to assist in reviewing draft and adopted housing elements and drafting comment</p>



	letters. Fellows may also learn to work with community groups to assist in their advocacy for affordable housing. Finally, we encourage students to attend external training opportunities, including the LA Law Library Summer Law Student Training Series and the Western Center on Law and Poverty Summer Law Training Series.	
Recruitment	<p>PLC is in the final stages of Summer recruitment, and has identified three law students who have accepted positions with us and do not have funding. Within our current summer roster, they have the greatest financial need, offer diversity of lived experiences, and will work for our largest Legal Unit - Housing. The three selected Fellows are Anna Ross and Jasmine Fisher of Chapman University Dale E. Fowler School of Law and Jessica Shyong of University of California, Davis School of Law. Anna is a mother of a young child with a wide range of professional and lived experiences. Jasmine is a leader in Black Student groups and has worked in many client-focused positions. Jessica has a history of working with immigrants and has bilingual skills in Mandarin Chinese. In addition to strong law school performances, all three proposed Fellows exhibit a passion for helping underserved communities and have life and work experiences that show they will be empathetic to our clients.</p> <p>PLC’s summer recruitment process is a year-round effort that includes ongoing volunteer partnerships with area law schools and postings in law school summer externship websites throughout the U.S. While many PLC Summer Fellows come from the Orange County area and have experience with the diverse populations we serve, we draw from all over the country.</p> <p>Fellows/Clerks are all first, second, or third year (part-time) law students; have a demonstrated commitment to serving low-income/disadvantaged communities; have writing samples that exhibit excellent research and writing skills; have the ability to work efficiently and independently; and have sensitivity and ability to work with victims of domestic violence and other sensitive populations.</p> <p>Historically, PLC summer positions are unpaid, but we work with selected applicants to apply for grant, work-study, or other funding. Alternatively, some applicants seek academic credit through their school.</p>	
Will the fellow(s) serve rural communities?		No
Will the fellow(s) serve underserved communities?		Yes
Will the fellow(s) serve clients regardless of immigration or citizenship status?		Yes
Budget		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
TOTAL	\$10000	\$30000

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	San Joaquin College of Law	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$20000	2	0
<b>Counties Served by the Fellow(s)</b>	Fresno Kings Kern Madera Merced San Joaquin Stanislaus Tulare	
<b>Legal Work to Be Performed</b>	<p>NALC has worked with under-served immigrants since 2012. Each year NALC serves over 500 clients. The Clinic staff has extensive experience with humanitarian and family based forms of relief as well as removal defense. Linda Barreto, the Clinic Director, is a California State Bar Board Certified Specialist in Immigration and Nationality Law.</p> <p>The fellow will assist with all immigration case related matters. Specifically, the fellow will focus on complex naturalizations for clients who have prior encounters with law enforcement or complicated immigration history. The fellow will conduct a thorough intake and analysis to evaluate the client's eligibility. The fellow will conduct investigations such as requesting FOIAs, FBI and DOJ reports. Upon completion of investigation, the fellow will draft a memo with their analysis on the client's eligibility. After confirming the client's eligibility with a NALC attorney, the fellow will prepare the naturalization application for attorney review.</p> <p>The fellow will also work on cases of unaccompanied minors. The fellow will conduct trauma informed intakes and interviews to prepare the state court filing to request special immigrant juvenile findings as well as the accompanying custody or guardianship orders, providing a pathway to lawful permanent residency for the minor.</p> <p>Finally, the fellow will work with clients seeking humanitarian forms of relief such as U Visa, T Visa, or VAWA applications. The fellow will work directly with the client, preparing the case for attorney review.</p> <p>The fellowship will have a significant impact in communities where legal services are often unattainable due to the high cost and lack of quality service providers. The fellowship will help build capacity in the Central Valley where there are extremely limited legal services providers. The fellowship will also work to further the State Bar's initiative of building a sustainable pipeline of attorneys interested in careers in legal aid.</p>	
<b>Supervision</b>	<p>The NALC team has vast experience supervising clinical law students and interns. Over the past 4+ years as the Clinic Director, Attorney Linda Barreto has supervised over 30 students, 2 DOJ accredited representatives, and staff attorneys. Prior to joining SJCL, Linda was the supervising attorney at an</p>	

	<p>immigration law firm where she was responsible for the training, development, and mentoring of 10+ legal assistants.</p> <p>Linda will ensure the fellow is adequately trained, mentored, and supervised during the course of the fellowship. The fellow will submit all case work to the Clinic Director or staff attorney for final review ensuring that the fellow's work meets the ethical and quality standards of the Clinic. Additionally, the fellow will participate in trainings regarding cultural sensitivity, confidentiality considerations, and trauma informed interviewing. immigration law trainings will also be offered through providers such as ILRC, CGRS and CLINIC, allowing the fellows to continue to build on their immigration law knowledge.</p> <p>NALC also has the added benefit that the students applying for the fellowship have already taken and passed a professional responsibility course, mandated by the State Bar, giving them a strong foundation for providing legal services.</p>
<b>Support</b>	<p>The fellow will complete an extensive onboarding session with Director of Human Resources and Compliance, Beth Pitcock. The fellow will be briefed on codes of conduct, institutional standards and employee expectations. The fellow will have a required in-office schedule, giving the Clinic Director and legal staff the opportunity to have hands-on training and in-person supervision. The fellow will also be assigned a point person in the office who will assist and guide the fellow through office procedures such as file organization, postage printing, and using office equipment. Additionally, the fellow will be required to participate in the NALC weekly team meeting that is held every Friday morning. The Clinic Director will also have regular check-ins with the fellow to discuss caseload, developments in law, and any additional questions the fellow may have. In addition to the support that will be offered through California ChangeLawyers, the fellow will also participate in offered trainings from ILRC, CLINIC, and other technical assistance partners.</p>
<b>Recruitment</b>	<p>NALC students were informed of the fellowship opportunity in class and through in person communication with the NALC Director. Additionally, an email to ALL SJCL students went out informing them of the fellowship opportunity. The application process includes submitting a cover letter explaining the interest in the fellowship, a resume, and a writing sample. Applicants will be asked to interview with the NALC director to assess their interest, experience, and availability. Applications will continue to be considered on a rolling basis through April 10, 2023.</p> <p>As of now, two current SJCL students have applied for the fellowship. Both applicants are persons of color, first generation college students, fluent in Spanish have a strong interest in immigration law. Additionally, both students have expressed interest in pursuing careers in immigration law, due to their own families' immigration histories and their deep commitment to their community. While applications will continue to be considered, the candidates were selected to be included with the application because of their interest in pursuing career in immigration law. Additionally, both selected candidates have prior experience in immigration law. Through their previous clinical work, the candidates have demonstrated a strong ability to work with the immigrant population. Finally, the candidates have expressed an eagerness to participate in the fellowship given that opportunities such as these are not often offered to law students in the Central Valley. We are confident that even if we receive no further applications,</p>

	the two students included with the application will be excellent candidates for the fellowship.	
Will the fellow(s) serve rural communities?	Yes	
Will the fellow(s) serve underserved communities?	Yes	
Will the fellow(s) serve clients regardless of immigration or citizenship status?	Yes	
<b>Budget</b>		
	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$15000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$5000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$20000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Senior Citizens Legal Services	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$20000	2	0
<b>Counties Served by the Fellow(s)</b>	San Benito Santa Cruz	
<b>Legal Work to Be Performed</b>	<p>This Law School Fellowship program would allow SLS to continue to provide high-quality, critical free legal services to our senior community. For more than 50 years, SLS has provided free legal assistance for low-income seniors in Santa Cruz and San Benito Counties. We were founded on the premise that we could serve more seniors through the hard work of legal interns carefully supervised by our attorney team. However, we have almost never before been able to offer payments to our hard working intern team. On only one other occasion, our organization applied for and was granted the opportunity to have a legal fellow through the LSFN program. We rely heavily on the work of our fellows and fellows would work on all aspects of our cases from intake, to research, to legal drafting and negotiation with opposing parties. We commonly assist seniors with Landlord/Tenant Housing Law cases, Medicare and Medi-Cal• Health insurance issues, Elder abuse, Social Security &amp; SSI, Age discrimination, Consumer problems, Debt collection defense, Mobile home problems, Nursing homes, residential care facilities and patient rights. Additionally, our organization has been working incredibly hard to support flood victims and others impacted by recent natural disasters. We have had a recent influx of individuals wrongfully denied FEMA assistance and would like to expand our services to focus help in this area. Having a budget to support legal fellows over the summer could ensure that we dedicate additional services to the housing law support and FEMA support individuals so urgently need.</p>	
<b>Supervision</b>	<p>In the program's first week, our new fellows will begin training about our organization and legal services, and then learn how to do client intakes. We will share our training manuals, videos and they will have the opportunity to shadow our current advocates to get familiar with the communications with our senior clients and the information required to assess the legal issue in each case assigned. Then, during the fellowship they will be mentored by the supervising attorney regarding the legal issue of the cases, as well as drafting legal documents, having conversations with external attorneys for negotiation processes, filling out forms, filing court documents, and closing cases. Our interns handle all aspect of legal cases, from start to finish, all carefully supervised by our supportive attorney team.</p> <p>Each new case that a fellow is assigned to is presented to our entire team at our weekly all staff case review conference. Ideas are discussed, with all opinions heard and valued, and a supervising attorney will make a final decision about the next steps for the advocate to take on the matter. Each fellow also has a weekly one on one scheduled with the two supervising attorneys and the fellow's entire case load should be discussed/reviewed every week. Essentially, no client</p>	

	communication should be presented by the fellow without it first having been reviewed by one of our supervising attorneys. Every email, and letter would be emailed to our supervising attorneys before it would be approved to be sent. A great deal of discretion and faith is provided to our legal advocate team, and our fellow should feel supported in this vibrant learning environment.	
<b>Support</b>	<p>At SLS, our legal fellows will have ample opportunities for training, networking and mentorship. At each week's all staff case review meeting and during weekly one on one with a supervising attorneys, our legal fellows will have extensive time to learn directly from our seasoned Supervising Attorneys (Emily Trexel and Rosalina Nunez). SLS has weekly case review meetings where our fellows will participate actively, explaining their week's cases by sharing the information obtained by the intakes. Our legal team will analyze the facts and guide the fellow about the legal issue, the possible strategy of the case, and explain the research needed. Besides this weekly meeting, the fellow will have a 1:1 meeting with the supervising attorney. The fellow will have the chance to share his/her work and receive feedback from the supervising attorney.</p> <p>SLS also actively participates in numerous training webinars such as those presented by LAAC, National Center for Law and Elder Rights and the Santa Cruz County Bar Association. Our fellows would be offered time to attend any such training. SLS also has very close relations with most the SC County private attorneys and there will likely be opportunities for the the fellows to meet other members of the SC legal community.</p> <p>At the end of the fellowship, we will require a final report from the fellow, and SLS will provide certification in accordance with their participation in the program.</p>	
<b>Recruitment</b>	<p>At SLS, we value the hard work of each new fellow advocate. This is the third year we have participated in the Annual Northern California Public Interest &amp; Public Sector Legal Careers Day (PIPS Day 2023). We have already selected two fellows for this summer from that pool of applicants. After interviewing dozens of enthusiastic law students, we selected those that align with SLS's mission and principles. Most particularly this would be reflected by other community service work the legal fellow has represented on their resume. And they would seem to value helping and service over the high pay available at a private sector position. The two fellows we propose to use with this Fellowship funds both showed their passion to support the senior community in need and share the willingness to learn about the legal services SLS provides.</p>	
<b>Will the fellow(s) serve rural communities?</b>		Yes
<b>Will the fellow(s) serve underserved communities?</b>		Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>		Yes
<b>Budget</b>		
	<b>Budget for Each Fellowship Grant</b>	<b>Total Funding</b>
1. Fellow Compensation	\$7500	\$15000
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$5000
<b>TOTAL</b>	<b>\$10000</b>	<b>\$20000</b>



**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Social Justice Collaborative	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30000	3	0
<b>Counties Served by the Fellow(s)</b>	Alameda Amador Calaveras Contra Costa El Dorado Glenn Kern Lake Madera Mariposa Merced Mono Napa Placer Sacramento San Francisco San Mateo Santa Cruz Sierra Solano Stanislaus Tehama Tulare Yolo Alpine Butte Colusa Del Norte Fresno Humboldt Kings Lassen Marin Mendocino Modoc Monterey Nevada Plumas San Benito San Joaquin	



	<p>Santa Clara Shasta Siskiyou Sonoma Sutter Trinity Tuolumne Yuba</p>
<b>Legal Work to Be Performed</b>	<p>SJC is a non-profit organization that provides holistic, legal representation to immigrants with low income for little to no cost. Our team has experience across a spectrum of relief pathways but specializes in removal defense. We serve 100% of eligible unaccompanied minors free of charge. If chosen as a grantee, the fellows would focus largely on work related to our newly created minor task force, as there is a need for increased capacity.</p> <p>Fellows' work would center around reviewing and preparing case materials, participating in pro bono clinics, and tasks directly related to court deadlines. Fellows would also assist in the preparation process and participate in court appearances. They would be tasked with drafting complex motions and legal briefs for final review by staff attorneys. Finally, we match fellows to cases where they may litigate before the court under the supervision of an attorney. Fellows will be trained to work with minors compassionately and effectively, with a focus on working through a trauma and culturally-informed lens.</p> <p>Our office serves a majority of clients from Mexico and Central America, many of whom are indigenous and speak Mayan-Mam. We have staff who can provide case support as interpreters. The clients we take on are underserved, oftentimes due to their race, income, and language barriers. SJC was founded to serve the same communities this funding intends to help.</p> <p>Through this funding, SJC would provide competitive compensation allowing us to attract more qualified applicants, especially those who originate from the communities we are serving. Fellows would bring new skills and fresh perspectives to our team. The fellows would be an integral part of our team, and their work would have a significant impact on the organization's ability to serve immigrant minors and provide critical legal services to underserved and rural communities.</p>
<b>Supervision</b>	<p>Our Legal Director, Emily Abraham, with over ten years of experience in the field, will oversee the fellows. Emily has extensive experience supervising attorneys and complex legal casework. She has either worked directly on or supervised hundreds of legal cases, including but not limited to Asylum, U and T Visas, SIJS, and appeals. Emily has supervised fellows and paralegals alike that have gone on to graduate law school, passed the bar, and are now involved in similar work. She will be responsible for ensuring that the fellows provide safe, effective, and sensitive legal services to clients.</p> <p>To guarantee this, we have strict guidelines in place regarding information/documentation sharing, which are outlined from the beginning during our onboarding process. Fellows are assigned a week-long training on how to provide safe and effective legal services. All of our processes take into account the experience of our staff while ensuring the confidentiality of our clients. Our organization has also created a model that allows for the effective remote supervision of cases and case managers, which has been especially important</p>

	<p>during the pandemic. First, we have implemented regularly scheduled one-on-one check-ins with supervisors, where fellows have the opportunity to ask pointed questions and get assistance with arranging priorities. During case assignments, fellows would be notified of special concerns and unusual issues. Second, we have a self and peer review process that has been completely moved online, is tailored to case type, and includes automation, ensuring that every case goes through this process. Third, all of our staff attorneys have open office hours once a week through Zoom, where anyone is welcome to join and ask case-specific or general questions. These practices have already been proven through our attorneys on staff. We are confident that we can safeguard our clients and our fellow's experience.</p>
<b>Support</b>	<p>During onboarding, fellows will go through a comprehensive orientation tailored to their position and responsibilities. Our online orientation is carefully designed with videos, tutorials, and assessments to check for understanding. The program begins with broad legal immigration issues and delves deeper into specific areas of substantive law including pathways of relief, litigation issues, and crimmigration. It also covers a range of topics including cultural sensitivity, attorney-client privileges, and training on system management. This time also includes meetings with appropriate staff to answer pending questions. Additionally, fellows will be partnered with a staff attorney to facilitate their learning and be able to work one on one on legal writing, litigating, and case preparation. Our organization uses Slack for internal communication, which allows for an open source of communication.</p> <p>Furthermore, we are open to discussing the fellow's goals and aspirations for the fellowship. We are more than willing to work together to help reach their goals or open up responsibilities they are directly interested in. While the majority of the work will be centered around the description provided in this proposal, we invite fellows to share specific work they would like to grow their experience in during the recruitment process.</p> <p>In addition to this, we have opportunities for free training by partner organizations such as CLINIC and ILRC. All of which provide in-depth training on substantive areas of law. Fellows will have access to all resources created or accessed by SJC throughout their time with us. Through mentorship with a staff attorney, professional development training provided by SJC and partner organizations, pro bono work, resource access, and possible advocacy opportunities as they relate to educating the public on legal issues, fellows will be well supported to encourage a career in legal aid.</p>
<b>Recruitment</b>	<p>The process to recruit fellows will be broken down into three main avenues. First, SJC has strong and existing partnerships with California law schools including Berkeley Law, Stanford, UCLA, and UC Davis. In the past, we have successfully posted on their internship and career pages and received positive responses. We have relationships with staff who can recommend students who would be a good fit. Second, we would leverage our reach on social media across LinkedIn, Instagram, and Twitter to promote the position and reach a wider audience. Third, SJC is in partnership with organizations and coalitions across the state of California including rural communities. These are particularly compelling because they would allow us to reach individuals who are from the communities that this grant seeks to serve. As such, we would share the opportunity on shared listservs and communication channels.</p>

In order to gauge candidates' interest in this field we look at experience. A majority of law students that apply for internships with us come to us either with a personal background in these communities and a passion to serve them and/or they come with a history that shows they have been invested in this work. We are interested to know more about their goals after law school, their motivating factors, and how they became interested in earning a jurisprudence degree. We also ask about extracurriculars, volunteer experience, favorite law classes, and any journal experience.

Our evaluation criteria is absolutely connected to the proposed project. As fellows working with some of our most vulnerable clients, we need to know that our fellows will have compassion, empathy, patience, strong communication, and cultural sensitivity. They must be able to take initiative, stay organized to meet deadlines, and have great attention to detail to meet our standards of case preparation.

<b>Will the fellow(s) serve rural communities?</b>	Yes
<b>Will the fellow(s) serve underserved communities?</b>	Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes

#### Budget

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$22500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$7500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$30000</b>

**LAW SCHOOL FELLOWSHIP GRANTS  
PROJECT PROFILE**

<b>Organization Name</b>	Youth Law Center	
<b>Total Amount Requested</b>	<b>Number of Fellows Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10000	1	8000
<b>Counties Served by the Fellow(s)</b>	Alameda Alpine Amador Butte Calaveras Colusa Contra Costa Del Norte El Dorado Fresno Glenn Humboldt Imperial Inyo Kern Kings Lake Lassen Los Angeles Madera Marin Mariposa Mendocino Merced Modoc Mono Monterey Napa Nevada Orange Placer Plumas Riverside Sacramento San Benito San Bernardino San Diego San Francisco San Joaquin San Luis Obispo	

	San Mateo Santa Barbara Santa Clara Santa Cruz Shasta Sierra Siskiyou Solano Sonoma Stanislaus Sutter Tehama Trinity Tulare Tuolumne Ventura Yolo Yuba
<b>Legal Work to Be Performed</b>	<p>Over the grant period, the summer law student fellow will develop a resource that will increase the ability of QLSPs to effectively serve a particularly underserved population- youth with dual involvement in the justice and child welfare systems. Nearly two-thirds of youth with a juvenile justice petition previously interacted with the child welfare system, and were often failed by that system (with longer child welfare involvement associated with more punitive justice system responses). Youth who are Black and female are more likely to be dual system youth. These youth are in great need of support: 82% received public benefits during the first four years of adulthood, 50% experienced a period of extreme poverty during their young adult years, and nearly 25% received treatment for a serious mental health disability. In comparison to foster youth with no involvement in juvenile justice, dual system youth were more than twice as likely to be heavy users of public systems in adulthood, three times as likely to experience a jail stay, and 50 percent less likely to be consistently employed. YLC has over 40 years of expertise in child welfare and juvenile justice systems and the protections and benefits available to youth in each of these systems, so is well positioned to support the summer law student fellow. The project will involve legal research, interviewing directly impacted youth and advocates, and developing and distributing resource materials for QLSPs and other advocates serving QLSP eligible clients. We anticipate that the resource will address improving access to the following areas for dual system youth:</p> <ul style="list-style-type: none"> <li>• Economic supports</li> <li>• Health and mental health care coverage and services</li> <li>• Education and educational support programs including access to postsecondary education and career training;</li> <li>• Housing</li> <li>• Other transitional support services</li> </ul>
<b>Supervision</b>	Please see the document uploaded in Form F for the full answer to this question.
<b>Support</b>	The funded law student fellow will join two to three other (equitably funded) summer law students, which will allow for both individual and group

	<p>development and for YLC to deliver a fully developed onboarding, training, networking and mentorship program to the fellow. The law student fellow will participate in weekly legal team staff meetings as well as regular substantive legal advocacy meetings. While Lauren will be the direct supervisor, the fellow will have the opportunity to work with and draw upon the knowledge and experience of everyone on staff. One on one get to know you meetings will be scheduled with lawyers on the team, and the fellow will be invited to join in advocacy activities of other staff members to learn various legal advocacy skills, work with other civil legal aid and advocacy partners, and generally network. Throughout the summer, the fellow would also have opportunities to participate in subject matter and skills-focused trainings. YLC offers a training series for summer law students, and also encourages summer law students to attend the training and learning opportunities of partner legal services organizations to encourage considering a wide range of career opportunities in legal services. YLC's trainings are offered by both YLC staff and external experts. Examples of some of the trainings offered in 2022 for summer law students included: Ethics for YLC Attorneys &amp; Interns, Alternatives to Incarceration: Where Have We Been &amp; Where Are We Headed?, Strategies for Advancing the Welfare of LGBTQ Youth in Public Systems, and The Importance of Involving People with Lived Experience in Advocacy Work.</p> <p>YLC plans to supplement funding for the State Bar fellow so that they will be compensated equitably as compared to other summer law students (currently at \$8,000 per student).</p>
<b>Recruitment</b>	<p>YLC has already begun recruitment for the summer law student fellow, and utilizes a variety of strategies to recruit from a strong and diverse pool of candidates. YLC posts and disseminates a job posting on our website, through our networks, and sends directly to law school career services offices. YLC also participates in PIPS Day at Hastings.</p> <p>YLC looks for and evaluates candidates based on set criteria. Qualified candidates are evaluated on:</p> <ul style="list-style-type: none"> <li>• Demonstration of excellent research and writing skills</li> <li>• Experience and/or interest in child and youth advocacy,</li> <li>• Desire to explore the nonprofit legal aid and systemic advocacy environments as a possible career path (as demonstrated through previous work or volunteer experience, law clinics, writing samples, club participation, etc.)</li> </ul> <p>YLC also prioritizes summer law students who bring personal, lived experience in child welfare and juvenile justice systems and people from historically marginalized identities that are disproportionately represented in the child welfare and juvenile justice systems. YLC believes that those who have experienced these systems are best positioned to understand the impacts of systems-change, and we're committed to developing youth advocates with lived experience through our hiring practices.</p>
<b>Will the fellow(s) serve rural communities?</b>	Yes
<b>Will the fellow(s) serve underserved communities?</b>	Yes
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes
<b>Budget</b>	

ATTACHMENT A

	Budget for Each Fellowship Grant	Total Funding
1. Fellow Compensation	\$7500	\$7500
2. Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2500	\$2500
<b>TOTAL</b>	<b>\$10000</b>	<b>\$10000</b>



# The State Bar of California

## OFFICE OF ACCESS & INCLUSION

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### 2023 LAW SCHOOL FELLOWSHIP GRANTS REQUEST FOR PROPOSALS

This document provides information for organizations interested in submitting proposals for the 2023 Law School Fellowship Grants. Organizations should review this document for information about eligibility, selection criteria, and the scoring rubric for this competitive grant. Organizations should ensure that their proposals clearly address the principal concerns of the funding authorities.

The 2023 Law School Fellowship Grants are competitive and discretionary. Proposals must be submitted on SmartSimple by **5:00 p.m. PST on Friday, March 10, 2023**.

If you have any questions, please contact Elizabeth Hom at [Elizabeth.Hom@calbar.ca.gov](mailto:Elizabeth.Hom@calbar.ca.gov).

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### BACKGROUND

On September 18, 2022, Governor Gavin Newsom signed Assembly Bill 2958 (AB 2958).<sup>1</sup> AB 2958 amends section 6140.03 of the Business and Professions Code to increase by five dollars the voluntary opt-out contribution collected as part of the attorneys' annual license fee to support Interest on Lawyers' Trust Accounts (IOLTA) funded organizations. According to the amended statute, the additional five dollars "shall be allocated to qualified legal services projects [QLSPs] or qualified support centers... to fund law student summer fellowships for the purpose of supporting law students interested in pursuing a career in legal services for indigent persons."<sup>2</sup>

Business and Professions Code section 6140.03 specifies that grants for law student summer fellowships shall be allocated pursuant to a competitive grant process administered by the Legal Services Trust Fund Commission (LSTFC). The State Bar must use the IOLTA funding formula to reallocate to QLSPs and support centers any funds that remain as of January 1, 2025.<sup>3</sup> The following is the text of the amended statute:

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<sup>1</sup> See AB 2958, [https://leginfo.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220AB2958](https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB2958)

<sup>2</sup> Business and Professions Code section 6140.03(b)(1).

<sup>3</sup> Business and Professions Code section 6140.03(b)(4). The IOLTA funding formula is in Business and Professions Code section 6216.



Business and Professions Code section 6140.03:

(a) The board shall increase each of the annual license fees fixed by Sections 6140 and 6141 by an additional forty-five dollars (\$45), to be allocated only for the purposes established pursuant to Section 6033 and subdivision (b), except to the extent that a licensee elects not to support those activities.

(b) (1) Five dollars (\$5) of the forty-five-dollar (\$45) fee shall be allocated to qualified legal services projects or qualified support centers, as defined in Section 6213, to fund law student summer fellowships for the purpose of supporting law students interested in pursuing a career in legal services for indigent persons. The State Bar shall not make any deductions from the five dollars (\$5) for any reason, including, but not limited to, administrative fees, costs, or expenses of the State Bar.

(2) Except as provided in paragraphs (4) and (5), funds shall be allocated pursuant to a competitive grant process administered by the Legal Services Trust Fund Commission and not through the formula set forth in Section 6216.

(3) In awarding these grants, preference shall be given to fund proposals for fellowships serving rural or underserved communities and that serve clients regardless of immigration or citizenship status.

(4) Any funds under paragraph (1) not allocated as of January 1, 2025, shall be distributed to qualified legal services projects and support centers pursuant to the formula set forth in Section 6216.

(5) The allocation described in this subdivision shall remain in effect until December 31, 2024, and after that date, the entire forty-five dollars (\$45) shall be allocated only for the purposes established pursuant to Section 6033.

(c) The invoice provided to licensees for payment of the annual license fee shall provide each licensee the option of deducting forty-five dollars (\$45) from the annual license fee if the licensee elects not to have this amount allocated for the purposes established pursuant to Section 6033.

(d) This section shall become operative on January 1, 2023.

## AWARD INFORMATION

Business and Professions Code section 6140.03 authorizes funding for law student summer fellowships from January 1, 2023, through December 31, 2024. The State Bar anticipates two Law School Fellowship grant funding opportunities—one for 2023 and one for 2024. The first funding opportunity will have a grant period of May 15, 2023, to September 30, 2023.

The number of awards depends on the amount the State Bar collects from the \$5 increase in contributions during the 2023 and 2024 attorney licensing fee cycles, which depends on how many State Bar licensees opt out of that contribution. During a similar \$5 increase for the

Provisionally Licensed Lawyers (PLL) Grant, the State Bar received approximately \$768,000 for 2021 and \$792,000 for 2022. The State Bar projects similar figures for the 2023 fee cycle. There will be one grant disbursement during the grant period and State Bar staff will monitor grant expenditures in the final financial report.

For the 2023 Law School Fellowship Grants, applicants may apply to fund multiple fellows. Each fellow may be funded for up to \$10,000, with \$7,500 to be used solely for the compensation of one summer law student fellow and up to \$2,500 to cover payroll taxes, benefits and other direct or indirect costs associated with the fellow.

Successful grantees are required to select fellow(s) by June 1, 2023. If a grantee has yet to recruit the fellow(s) by that date, it will be required to return its award so that the State Bar can reallocate the funding to another applicant. Grantees are required to return any unused portion of their award at the end of the grant term, and no later than October 31, 2023. Extensions will be unavailable. Funds returned to the State Bar after the 2023 grant term will be carried over to the 2024 Law School Fellowship Grants.

### **SUPPORT AND RESOURCES FOR PARTICIPATING FELLOWS**

The State Bar is partnering with [California ChangeLawyers](#) (ChangeLawyers) to provide additional support and resources to fellows funded by this grant. Fellows will join ChangeLawyers' cohort of fellows and be able to participate in workshops, training, and networking opportunities to support their professional and career development.

### **ELIGIBILITY REQUIREMENTS**

Business and Professions Code section 6140.03 allows QLSPs and support centers, as defined in Business and Professions Code section 6213, to apply for and receive a competitive Law School Fellowship grant. Grant funding must be used to fund law student summer fellows providing services to indigent Californians, as defined by California Business and Professions Code section 6213(d).

### **SELECTION CRITERIA**

Unlike other discretionary awards that the State Bar administers, Business and Professions Code section 6140.03 does not limit Law School Fellowship grants to averting or redressing specific legal harms. The Law School Fellowship Grants Committee has therefore set selection criteria that will direct awards toward those applicants best equipped to support their fellow(s) on a compelling project, thereby maximizing the fellow(s)' access to civil justice contribution while protecting consumers. This includes looking at the organization's ability and plan to recruit, train, mentor, guide, and supervise its fellow(s) on projects that fall within its existing experience and expertise.

Applicants that serve rural or underserved communities and that serve clients regardless of immigration or citizenship status shall receive preference, as required by Business and Professions Code section 6140.03.

## 2023 LAW SCHOOL FELLOWSHIP GRANTS SCORING RUBRIC

In an effort to provide transparency and equity in the review process, the Law School Fellowship Grants Committee will use a scoring rubric as a tool to help guide review of all eligible proposals. The rubric is comprised of two sections—Selection Criteria and Funding Preferences. The Law School Fellowship Grants Committee maintains discretion when determining funding recommendations even where that means funding an application(s) that scored lower on the rubric and not funding an application(s) that scored higher. The committee will use their best efforts to distribute grants statewide and prioritize funding for applications where a summer fellow(s) is already identified. Award decisions are final and without appeal.

<b>SELECTION CRITERIA (88 PTS)</b>				
Checkmark the appropriate ranking for each category, and then multiply by the number below.				
<b>CATEGORY &amp; DESCRIPTION</b>	<b>Exceeds Expectations</b>	<b>Meets Expectations</b>	<b>Below Expectations</b>	<b>Not Addressed</b>
<b><u>Impact:</u></b> Applicant leverages the fellow(s) on a project(s) that is well within the organization's experience and expertise.				
<b><u>Supervision:</u></b> Applicant describes its robust supervision practices and other quality assurance measures to protect the experiences of both its clients and the fellow(s).				
<b><u>Support:</u></b> Applicant describes a thoughtful plan to provide onboarding, training, networking, and mentorship to the fellow(s).				
<b><u>Recruitment:</u></b> Applicant lists the process to select a motivated and qualified candidate(s)—even if it has already selected a qualified candidate(s)—from a strong and diverse pool of candidates.				
<b>Number of check marks</b>	<b>X22=</b>	<b>X16=</b>	<b>X10=</b>	<b>X0=</b>
<b>Subtotal A</b>				

**FUNDING PREFERENCES (12 PTS)**

Checkmark the appropriate ranking for each category, and then multiply by the number below.

<b>CATEGORY &amp; DESCRIPTION</b>	<b>Exceeds Expectations</b>	<b>Meets Expectations</b>	<b>Below Expectations</b>	<b>Not Addressed</b>
<b>Serves rural populations:</b> Applicant articulates the fellow(s)' focus on serving rural communities.				
<b>Serves underserved populations:</b> Applicant articulates the fellow(s)' focus on serving underserved communities.				
<b>Serves clients regardless of immigration or citizenship status:</b> Applicant articulates the fellow(s)' focus on serving clients regardless of immigration or citizenship status.				
<b>Number of check marks</b>	<b>X4=</b>	<b>X3=</b>	<b>X2=</b>	<b>X0=</b>
<b>Subtotal B</b>				
<b>Total (Subtotal A + Subtotal B)</b>				

**DEFINITIONS**

<b>Exceeds Expectations</b>	A proposal that scores "exceeds expectations" in a category/criterion satisfies the standard for "meets expectations" while standing out as particularly compelling or impressive. An application might be especially compelling, for instance, because it provides a unique opportunity for the law student to engage in special trainings or mentorship and/or to participate in an unusually impactful case or project. Or the proposal might be exceptionally detailed, thorough, evidence-driven, or otherwise well-conceived and convincing.
<b>Meets Expectations</b>	A proposal that scores "meets expectations" in a category/criterion is competitive and persuasive with respect to that row of the rubric. To be competitive, the proposal will be sufficiently ambitious and/or compelling to merit the use of competitive funds. To be persuasive, the proposal will describe circumstances sufficiently probative of the applicant's intention and ability to accomplish its stated objectives in that criterion.
<b>Below Expectations</b>	A proposal that scores "below expectations" in a category/criterion addresses that criterion but is insufficiently competitive or persuasive to justify a score of "meets expectations." The proposal might aspire to do too little, for instance, such as only occasionally serving rural clients for the "serves rural populations" criterion. Or the proposal might lack sufficient detail, explanation, or basis in fact to demonstrate its contours or likelihood of success. Since such a proposal might still articulate a feasible fellowship, this score confers some points.
<b>Not Addressed</b>	A proposal that scores "not addressed" in a category/criterion fails to satisfy that criterion in a meaningful way or lacks the relevant nexus. A proposal might fail to satisfy a criterion in a meaningful way if it articulates only a vague intention to do so. A response might lack the relevant nexus to "serves rural populations," for instance, if it would serve only in an urban community.

## Selection Criteria (88 points)

Based on responses provided in the proposal, the committee will score each sub-section as “Exceeds Expectations,” “Meets Expectations,” “Below Expectations,” or “Not Addressed” with corresponding multipliers for a maximum of 88 points. The sub-sections for the Selection Criteria are:

- **Impact:** Applicants should describe in detail the legal work that the fellow(s) will perform over the grant period (from May 15, 2023, to September 30, 2023). In the response, they should describe the type of work (e.g. intakes, clinics, case work) with which the fellow(s) will engage and the fellow(s)’ role and the areas of law with which the fellow(s) will be assisting. In addition, applicants should describe their organization’s experience and expertise in the fellow(s)’ proposed projects—the interventions themselves (e.g. clinics vs. litigation), the areas of law, and the communities they serve.
- **Supervision:** Applicants should describe in detail how they will safeguard the quality of their fellow(s)’ services to clients as well as the fellow(s)’ own experience at the organization. In the response, they should state the supervisor(s) and their experience with the project and supervising others. In addition, applicants should explain the steps that the supervisor(s) will take to ensure that the fellow(s) provides safe, effective, and sensitive legal services to clients.
- **Support:** Applicants should describe in detail how they will support and develop the fellow(s) over the course of the fellowship and in encouraging a career in legal services for indigent persons. They should explain how the fellow(s) will onboard, receive trainings, meet with their supervisor(s), network, and collaborate with other staff. Applicants should describe with specificity the substantive law, legal skills, other (e.g. diversity, equity, and inclusion, trauma-informed care, and cultural humility) trainings, and other supports (e.g. access to legal templates and commercial research databases) that will be provided to the fellow(s) to assist them in their work.
- **Recruitment:** Applicants should describe how they recruited or will recruit, select, and confirm their fellow(s) by June 1, 2023. They should explain how they plan to seek a strong and diverse pool of candidates, including outreach efforts, and gauge the candidates’ interest in pursuing a career in legal services for indigent persons. Applicants should note whether/how their evaluation criteria in selecting the fellow(s) relate to the proposed work of the fellow. If the fellow(s) has already been selected, applicants should note if anything makes them particularly qualified to perform the work proposed.

## Funding Preferences (12 points)

Based on responses provided in the proposal, the committee will score each sub-section as “Exceeds Expectations,” “Meets Expectations,” “Below Expectations,” or “Not Addressed” with corresponding multipliers for a maximum of 12 points. The sub-sections for the Funding Preferences are:

- **Serves rural populations:** Applicants should describe the extent to which the fellow(s) would serve rural communities.

The State Bar relies on the California Access to Justice Commission’s (Access Commission) definition of rural. The Access Commission recommends defining “rural” as areas that meet the medical service study area (MSSA) standard for “rural” or “frontier.” The California Office of Statewide Health Planning and Development identifies MSSAs using sub-county clusters of census tracts. The Access Commission argues that MSSA categories of rural and frontier—as opposed to urban—are better suited than counties to classify rural areas. Rural MSSAs have 50,000 or fewer residents and population densities below 250 people per square mile. “Frontier” MSSAs have population densities of fewer than 11 people per square mile.

- **Serves underserved populations:** Applicants should describe the extent to which the fellow(s) would serve underserved communities.

These funds are limited to serving those who are statutorily indigent. Therefore, applicants should explain how the targeted underserved population faces even higher barriers to accessing civil justice than do indigent people generally. Since “serves rural populations” is a separate criterion, “serves underserved populations” refers to serving other populations that are underserved relative to the indigent generally. Such populations may be defined with respect to categories including but not limited to race, ethnicity, age, limited English proficiency, disability status, and veteran status.

- **Serves clients regardless of immigration or citizenship status:** Applicants should describe the extent to which the fellow(s) serve clients regardless of immigration or citizenship status. They should elaborate on their policies and practices, including outreach efforts, to serve clients regardless of immigration or citizenship status.

## APPLICATION COMPONENTS

A complete 2023 Law School Fellowship grant application will include the components below. Please see the application instructions for detailed guidance.

**1. Form A: Project Profile**

The project profile would include high-level information about the project such as its award request, length of fellowship, and project areas.

**2. Form B: Fellowship Description**

The project description would include detailed information about the fellowship. This includes the impact, supervision, support, recruitment, and funding preference categories. Applicants should provide detailed narratives about the applicant's qualifications and resources for the project.

**3. Form C: Fellowship Budget**

The fellowship budget will collect information on the State Bar-funded fellow(s)' compensation, and the amounts for the benefits, payroll taxes, and other indirect costs. Applicants may include expenses between May 15, 2023, and September 30, 2023.

**4. Form D: Budget Narrative**

The budget narrative would include descriptions of payroll taxes, benefits, and other direct or indirect costs associated with the fellowship(s), if applicable.

**5. Form E: Fellow(s) Application Materials**

If already selected, applicants should upload the cover letter(s) and/or resume(s) of the fellow(s).

**6. Form F: Project Assurances**

Applicants are required to assure compliance with the following:

- A. Applicant agrees that it will use funds it receives from the 2023 Law School Fellowship Grant only for purposes stated in its application.
- B. Applicant will immediately notify the State Bar of California (State Bar) if the grant-funded fellow leaves the organization before it has finished spending down its award.
- C. Applicant will return its grant award if they have not selected and confirmed State Bar-funded fellow(s) by June 1, 2023, unless the State Bar, in its sole discretion, makes an exception.
- D. Applicant will return any unused 2023 Law School Fellowship grant funds within one month of the end of the award period (by October 31, 2023).

- E. Applicant will not discriminate based on race, color, national origin, religion, gender, disability, age, marital or domestic partnership status, medical condition, or sexual orientation.
- F. Applicant will comply with fiscal management and quality control procedures adopted by the State Bar.
- G. Applicant will permit reasonable site visits and will present additional information deemed reasonably necessary to determine compliance with the terms of the grant.
- H. Applicant will comply with all applicable federal, state, and local employment laws as well as all other applicable laws and regulations.
- I. Applicant will make available to the fellow(s) resources that are similar to those it provides to its other summer law students such as a space to work, computer hardware, computer software, furniture, supplies, telecommunications, online services, etc.
- J. Applicant will file program and financial reports, as may be required by the State Bar, and cooperate with other data collection requests by the State Bar for this grant.
- K. Applicant understands that any proposal submitted for a Law School Fellowship grant, and all documents submitted pursuant to issuance of this funding, are public documents, and may be disclosed to any person.
- L. Applicant understands that the State Bar is permitted, in its sole discretion, to adjust Applicant's award at any time to reflect the actual amount of funding available for Law School Fellowship grants. Consequently, grantees shall not be guaranteed any specific dollar amount in grant funds, or any grant funds at all, if funds received are insufficient or unavailable to the State Bar.

## REPORTING REQUIREMENTS

Demonstrating effective use of these funds is critical to supporting future funds. Grantees must, therefore, file a final financial report and program evaluation, which includes a description of the types of cases or matters on which the fellow(s) worked.

## FINANCIAL REPORTING

Organizations that receive a Law School Fellowship Grant are required to submit a final financial report documenting grant expenditures, including payments to fellows. To ensure compliance with the authorizing statute, the State Bar reserves the right to require proof, at any time, of the amount, timing, and nature of payments towards fellow salaries, payroll taxes, and



benefits. Proof might include paystubs, third-party payroll processor reports, benefits invoices, etc. that show the organization's payments for its fellow(s)' work during the grant period.

## EVALUATION

At the end of the grant period, organizations must submit a report describing the contributions of its grant-funded fellow(s) to the organization's services. The report will likely seek information about the following topics, among others:

- The scope of work that the fellow(s) performed during the grant period, including the fellow(s)' greatest accomplishments;
- The effect that the fellow(s)' work had on the organization's services to QLSPs or low-income Californians, especially notable case outcomes; and
- The organization's experiences during the award period.

In addition, a survey will be sent to grant-funded fellows to share their experiences during the fellowship. The questions will likely seek information about the following topics, among others:

- Fellow's experiences and learnings at the organization and as a part of the California ChangeLawyers cohort;
- Fellow's future career plans; and
- Fellow's demographic information.



# The State Bar of California

## OFFICE OF ACCESS & INCLUSION

### 2023 LAW SCHOOL FELLOWSHIP GRANT APPLICATION INSTRUCTIONS

Applications for the 2023 Law School Fellowship Grant must be submitted on SmartSimple by Friday, March 10, 2023, at 5:00 p.m. PST. Interested organizations should review the 2023 Law School Fellowship Grant Request for Proposals (RFP) on SmartSimple for information about eligibility, selection criteria, and the scoring rubric for this competitive grant.

A completed proposal will include the following components:

- Form A—Project Profile**
- Form B—Fellowship Description**
- Form C—Fellowship Budget**
- Form D—Budget Narrative**
- Form E—Fellow(s) Application Materials**
- Form F—Project Assurances**

Following submission of a completed proposal, the Law School Fellowship Grants Committee will review to confirm eligibility and determine funding recommendations. Projects that are awarded a different grant amount than requested must also submit a Budget Confirmation form. All successful applicants must sign a grant agreement before funding is disbursed.

#### How to launch a new Law School Fellowship Grant application:

1. From the SmartSimple homepage, locate the “Funding Opportunities” section.
2. Click the “Create Law School Fellowship Grant Application” to launch a new application.
3. Click the checkboxes to confirm that the organization’s profile is accurate and up-to-date, and that you are familiar with the grant requirements.
4. Select “Proceed to Application.”

**TIP:** Applicants can navigate through the application by either selecting the Form tabs on top of the application or by clicking “NEXT” on the bottom right. In order for all responses to be saved, applicants should click “Save & Finish Later” periodically while completing the application.

#### GENERAL

- Click the button “Review Organizational Profile” to ensure that all information—especially contact information—is up-to-date.
- Click the button “Law School Fellowship Grant RFP” to review the requirements and selection criteria for 2023 Law School Fellowship Grant.
- Respond to the questions as concisely and completely as possible. All responses must be self-contained and should only refer to materials uploaded with this application.

## FORM A—PROJECT PROFILE

Form A requests basic information about the applicant's request for funding.

1. **Application Contact:** Provide the name, job title, email, and telephone number of the application contact.
2. **Number of Fellows for which Funding is Requested:** Enter the number of State Bar-funded fellows the applicant seeks to compensate with requested funding.
3. **Total Amount Requested:** Enter the total funding amount requested. Applicants may apply to fund multiple fellows. Each fellow may be funded up to \$10,000. Of that amount, \$7,500 is fixed and should be used solely for the compensation of one summer law student fellow and applicants may request up to and additional \$2,500 per fellow to cover payroll taxes, benefits and other direct or indirect costs. The total amount requested should be divisible evenly by \$500.

Form C—Fellowship Budget requests specific budget information. The total for Form A, Question 3, must match the total request (the "2023 Law School Fellowship Grant Budget" total funding) on Form C.

4. **Length of Proposed Budget:** Select the number of weeks for the organization's fellowship period.
  - A. **Fellowship actual or anticipated start date:** Enter the actual or anticipated start date for the organization's fellowship.
  - B. **Fellowship actual or anticipated end date:** Enter the actual or anticipated end date for the organization's fellowship. Must be on or before September 30, 2023.
5. **Current Summer Law Student Compensation:** If the organization currently compensates summer law student interns/fellows, enter the average compensation amount for each law student.
6. **County(ies) Served by the Fellow(s):** Click the "Add" button to select the county(ies) where fellow(s) will provide services. Click "Save" and then click "Close."
7. **Substantive Area(s):** Identify all substantive areas to be addressed by the fellow(s). Provide an explanation if "Other" is selected from the list above.

## FORM B—FELLOWSHIP DESCRIPTION

Form B aligns with the 2023 Law School Fellowship Grant selection criteria categories.

The Law School Fellowship Grants Committee has developed selection criteria for the 2023 Law School Fellowship Grants that will direct awards toward those applicants best equipped to support their fellow(s) on a compelling project, thereby maximizing the fellow(s)' access to civil justice contribution while protecting consumers. This includes looking at the organization's ability and plan to recruit, train, mentor, guide, and supervise its fellow(s) on projects that fall within its existing experience and expertise.

Please see the RFP for selection criteria, grant parameters, and definitions.

1. **Qualified Legal Services Project or Support Center Project:** Verify whether the summer law student fellow(s)' work will count towards the organization's qualified expenditures for IOLTA funding. See California Business and Professions Code sections 6210-6228. If "No", summarize here the nature of the services that the organization seeks to have the fellow(s) perform.
2. **Impact:** Please describe in detail the legal work that the fellow(s) will perform over the grant period (from May 15, 2023, to September 30, 2023). (300-word limit)

The applicant should leverage the fellow(s) on a project(s) that is well within the organization's experience and expertise.

Consider:

- The type of work (e.g., intakes, clinics, case work) with which the fellow(s) will engage and the fellow(s)' role
- The areas of law with which the fellow(s) will be assisting
- The organization's experience and expertise in the fellow(s)' proposed projects

3. **Supervision:** Please describe in detail how the organization and its supervisors will safeguard the quality of their fellow(s)' services to clients as well as the fellow(s)' own experience at the organization. (300-word limit)

Applicant should describe its robust supervision practices and other quality assurance measures to protect the experiences of both its clients and the fellow(s).

Consider:

- The supervisor(s) who will oversee the fellow(s) and their experiences with the project(s) and supervising others
- The supervisor(s)' steps to ensure that the fellow(s) provides safe, effective, and sensitive legal services to clients

4. **Support:** Please describe in detail how the organization will support and develop the fellow(s) over the course of the fellowship and in encouraging a career in legal services for

indigent persons. (300-word limit)

Applicant should describe a thoughtful plan to provide onboarding, training, networking, and mentorship to the fellow(s).

Consider:

- How the fellow(s) will onboard, receive trainings, meet with their supervisor(s), network, and collaborate with other staff
- The different types of trainings and support that the organization will provide to the fellow(s) to assist them in their work

5. **Recruitment:** Please describe how the organization recruited or will recruit, select, and confirm the fellow(s) by June 1, 2023. (300-word limit)

Applicant should list the process to select a motivated and qualified candidate(s)—even if it has already selected a qualified candidate(s)—from a strong and diverse pool of candidates.

Consider:

- How the organization plans to seek a strong and diverse pool of candidates, including outreach efforts
- How the organization will gauge the candidates' interest in pursuing a career in legal services for indigent persons
- Whether/how the organization's evaluation criteria in selecting the fellow(s) relate to the proposed project
- If the fellow(s) has already been selected, anything that makes them particularly qualified to perform the work proposed

6. **Serves Rural Populations:** Will the fellow(s) serve rural communities? Select "yes" or "no."

- A. If yes, describe the extent to which the fellow(s) would serve rural communities. (300-word limit)

7. **Serves Underserved Populations:** Will the fellow(s) serve underserved communities? Select "yes" or "no."

- A. If yes, describe the extent to which the fellow(s) would serve underserved communities. (300-word limit)

8. **Serves clients regardless of immigration or citizenship status:** Will the fellow(s) serve clients regardless of immigration or citizenship status? Select "yes" or "no."

- A. If yes, describe the extent to which the fellow(s) will serve clients regardless of immigration or citizenship status. (300-word limit)

### FORM C—FELLOWSHIP BUDGET

1. Select the “Open” button to open the Project Budget Worksheet. Note the following:
  - The number of grants requested in Form A, Question 2 will auto-populate in the table header.
  - The compensation amount of \$7,500 for a single fellow is fixed.
2. If applicable, enter the total payroll taxes, benefits and other direct or indirect costs associated with each fellow. You may include expenditures made between May 15, 2023, and September 30, 2023, with a maximum amount of \$2,500 for each fellow.
3. Click “Save.” The worksheet will calculate the total amount based on the entered data.
4. Confirm that the total amount in the Project Budget Worksheet matches the requested grant amount in Form A, Question 3: “Total Amount Requested.” If the total amount does not match, click “Save” in the worksheet and close the worksheet. Then click “Save & Finish Later” in the main grant application before reopening the worksheet.

### FORM D—BUDGET NARRATIVE

If applicable, describe all payroll taxes, benefits and other direct or indirect costs that are part of your budget calculation in Form C. (300-word limit)

### FORM E—FELLOW(S) APPLICATION MATERIALS

To maximize funding to compensate summer law student fellows, the State Bar may prioritize funding to organizations that have selected fellow(s) with whom to work by the time the organization applies for funding. Successful applicants must select and confirm fellow(s) by June 1, 2023.

If the organization has already selected fellow(s), it may use this tab to upload the fellow(s)' cover letter and/or resume as part of its application.

### FORM F—PROJECT ASSURANCES

1. Download the Project Assurances document.
2. Obtain the signatures of the Executive Director and Board Chair or another authorized board representative. Digital and/or e-signatures are permitted.
3. Re-upload the signed document as a PDF on SmartSimple.

## 2023 Law School Fellowship Grant Funding Scenarios

Average	78.63	10.09	88.72	Average
High	88.00	12.00	99.67	High
Low	64.00	7.00	74.33	Low

Organization	Selection Criteria Total	Funding Preferences Total	TOTAL	# of Fellows Requested	Total Amount Requested	# of Fellows - Scenario #1	Funding Scenario #1	# of Fellows - Scenario #2	Funding Scenario #2
Alliance for Children's Rights	86.00	8.00	94.00	8	\$80,000	5	\$ 50,000	3	\$ 30,000
Asian Americans Advancing Justice Southern California	82.00	10.00	92.00	2	\$20,000	2	\$ 20,000	2	\$ 20,000
Bet Tzedek Legal Services	80.00	11.33	91.33	30	\$300,000	4	\$ 40,000	4	\$ 40,000
California Indian Legal Services	64.00	10.33	74.33	1	\$10,000	1	\$ 10,000	1	\$ 10,000
California Rural Legal Assistance, Inc.	88.00	11.67	99.67	3	\$30,000	3	\$ 30,000	3	\$ 30,000
Casa Cornelia Law Center	80.00	10.00	90.00	2	\$20,000	2	\$ 20,000	2	\$ 20,000
Center for Gender and Refugee Studies - California	88.00	10.33	98.33	2	\$15,000	2	\$ 15,000	2	\$ 20,000
Centro Legal de la Raza	74.00	11.00	85.00	4	\$40,000	4	\$ 40,000	2	\$ 20,000
Elder Law & Advocacy	74.00	11.00	85.00	2	\$16,000	2	\$ 16,000	1	\$ 8,000
Family Violence Law Center	69.00	10.00	79.00	3	\$30,000	1	\$ 10,000	1	\$ 10,000
Harriett Buhai Center for Family Law	88.00	10.00	98.00	4	\$40,000	4	\$ 40,000	4	\$ 40,000
Impact Fund	86.00	8.67	94.67	1	\$10,000	1	\$ 10,000	1	\$ 10,000
Inner City Law Center	88.00	10.00	98.00	5	\$50,000	5	\$ 50,000	5	\$ 50,000
Law Foundation of Silicon Valley	70.00	11.00	81.00	5	\$50,000	5	\$ 50,000	2	\$ 20,000
Lawyers' Committee for Civil Rights	84.00	10.00	94.00	7	\$70,000	5	\$ 50,000	4	\$ 40,000
Learning Rights Law Center	76.00	12.00	88.00	1	\$10,000	1	\$ 10,000	1	\$ 10,000
Legal Access Alameda	74.00	11.00	85.00	1	\$10,000	1	\$ 10,000	1	\$ 10,000
Legal Aid at Work	82.00	11.00	93.00	1	\$10,000	1	\$ 10,000	1	\$ 10,000
Legal Aid at Work	82.00	11.00	93.00	1	\$8,500	1	\$ 8,500	1	\$ 8,500
Legal Aid Foundation of Los Angeles	88.00	8.00	96.00	1	\$10,000	1	\$ 10,000	1	\$ 10,000
Legal Aid of Marin	78.00	12.00	90.00	2	\$20,000	2	\$ 20,000	2	\$ 20,000
Legal Aid of Sonoma County	75.00	12.00	87.00	4	\$40,000	4	\$ 40,000	4	\$ 40,000
Legal Aid Society of San Bernardino	82.00	12.00	94.00	1	\$10,000	1	\$ 10,000	1	\$ 10,000
Legal Assistance for Seniors	78.00	9.00	87.00	3	\$30,000			2	\$ 20,000
Legal Assistance to the Elderly	76.00	8.00	84.00	3	\$30,000			2	\$ 20,000
Legal Services for Children	82.00	10.00	92.00	4	\$38,500	3	\$ 28,875	3	\$ 28,875
Los Angeles Center for Law and Justice	76.00	10.00	86.00	5	\$42,000	1	\$ 10,000	2	\$ 20,000
Loyola Marymount University	76.00	9.00	85.00	1	\$10,000			1	\$ 10,000
Mental Health Advocacy Services	88.00	9.00	97.00	3	\$30,000	2	\$ 20,000	2	\$ 20,000
National Center for Youth Law	76.00	11.00	87.00	8	\$80,000	3	\$ 30,000	2	\$ 20,000
Neighborhood Legal Services	72.00	7.00	79.00	3	\$30,000			1	\$ 10,000
Open Door Legal	70.00	8.67	78.67	3	\$30,000			1	\$ 10,000
Public Counsel	76.00	8.33	84.33	35	\$350,000			2	\$ 20,000
Public Law Center	82.00	8.00	90.00	3	\$30,000	3	\$ 30,000	3	\$ 30,000
San Joaquin College of Law	70.00	12.00	82.00	2	\$20,000	2	\$ 20,000	2	\$ 20,000
Senior Citizens Legal Services	74.00	11.00	85.00	2	\$20,000	2	\$ 20,000	1	\$ 10,000
Social Justice Collaborative	76.00	11.00	87.00	3	\$30,000	3	\$ 30,000	2	\$ 20,000
Youth Law Center	78.00	9.00	87.00	1	\$10,000			1	\$ 10,000
				170	\$1,680,000	77	\$ 758,375	76	\$ 755,375

	Scenario #1	Scenario #2
Available Funding	\$ 759,694	\$ 759,694
Grant Awards Total	\$ 758,375	\$ 755,375
Remaining	\$ 1,319	\$ 4,319

## Map of Counties Served by Recommended Applicants (Funding Scenario #2)

