



# The State Bar of California

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## **OPEN SESSION**

### **AGENDA ITEM 4.1**

### **DECEMBER 2023**

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

### **LEGAL SERVICES TRUST FUND COMMISSION LEGAL AID LEADERS FELLOWSHIP**

### **GRANTS COMMITTEE**

**DATE:** December 4, 2023

**TO:** Members, Legal Aid Leaders Fellowship Grants Committee  
Members, Executive Committee

**FROM:** Elizabeth Hom, Program Director, Office of Access & Inclusion  
Lauren McGary, Senior Program Analyst, Office of Access & Inclusion

**SUBJECT:** 2024 Legal Aid Leaders Fellowship Grants 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. 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> 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 September 2023, the Legal Aid Leaders Fellowship Grants Committee (LALFG Committee), a committee composed of both LSTFC and Council on Access and Fairness (COAF) members, voted to recommend the LSTFC approve the 2024 Legal Aid Leaders Fellowship Grants request for proposals (RFP). The application was open to current grantees from September 11, 2023, to

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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)

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

October 10, 2023. The State Bar received 34 qualified applications submitted by the deadline. Following the application deadline, State Bar staff and LALFG Committee members reviewed, scored, and calibrated applications. At its November meeting, the LSTFC voted to approve the RFP and delegate authority to the Executive Committee to approve award recommendations.

The LALFG Committee meets on December 4, 2023, to make recommendations for the summer 2024 grant awards. The applicants are requesting nearly \$1.65 million to fund 170 fellows total. This memo describes the process for scoring the Legal Aid Leaders Fellowship Grants applications and presents tentative grant award recommendations.

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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 support centers via the IOLTA funding formula.<sup>3</sup> For summer 2023 funding, the revenue collected from the 2023 attorney licensing fee cycle totaled approximately \$759,000. For summer 2024 funding, the State Bar will collect the opt-out donations during the 2024 attorney licensing fee cycle, which began on December 1, and will identify the actual revenue collected from this grant fund in March 2024.

At its September 6, 2023, meeting, the LALFG Committee voted to recommend the LSTFC approve the 2024 Legal Aid Leaders Fellowship Grants RFP. Informed by the committee’s debrief of the 2023 process and the feedback from other stakeholders, the 2024 RFP included categories with more specific and descriptive language and increased the points possible for the funding preferences categories to allow for more meaningful consideration of the legislature’s funding preferences. The committee also agreed to a timeline that would provide grantees with more time to effectively recruit with the knowledge that they will be able to compensate the

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<sup>3</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.

summer fellow(s). On November 9, 2023, the LSTFC voted to approve the RFP and delegate authority to the Executive Committee to approve award recommendations.<sup>4</sup>

The Legal Aid Leaders Fellowship Grants application was released on September 11, 2023, and applications were due on October 10, 2023. The State Bar received 34 qualified applications submitted by the deadline.<sup>5</sup> The applicants are requesting nearly \$1.65 million to fund 170 fellows. Applicants seek to provide fellowship opportunities in all 58 counties, in a variety of substantive areas of law, and with opportunities for fellows to gain practical experience and skills, such as legal research and writing, client interviewing, facilitating legal clinics, and assisting attorneys in all aspects of direct legal representation. See Attachment A for application profile sheets.

## DISCUSSION

The LSTFC approved a scoring rubric and RFP that includes five selection criteria—impact, organizational benefit, 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. See Attachment B for the RFP and Application Instructions.

As with other discretionary grants administered by the LSTFC, the LALFG scoring rubric was 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 State Bar’s funding, the State Bar’s partner organization California ChangeLawyers may fund additional law students for the summer 2024 fellowship. Of the 34 applicants, 33 indicated their interest in consideration for funding from California

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<sup>4</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 the LALFG Committee, it is appropriate for the Executive Committee, with the authority delegated to it, to approve the committee’s recommendations.

<sup>5</sup> One submitted application was from an organization that is not a current IOLTA/EAF grant recipient and was excluded from consideration. Additionally, two applications were submitted past the published grant deadline. At its November 13, 2023, meeting, the LALFG Committee considered the factors in State Bar Rule 3.680(F), which governs late submissions of application materials, and in fairness to applications who submitted on time, voted to not accept the late applications.

ChangeLawyers. For the 2023 fellowship, California ChangeLawyers funded five fellows at four grantee organizations. The amount of funding they may provide for the 2024 fellowship is still to be determined.

## **REVIEW PROCESS**

The LALFG Committee is composed 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>6</sup> Staff reviewed all applications to provide consistency between the two review teams. The committee met on November 13, 2023, to discuss three selected applications to calibrate rubric scores to ensure a shared understanding and consistent application of the categories and definitions.

## **SCORES**

Applicants could receive a maximum score of 100, with 70 possible points for the selection criteria and 30 possible points for the 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 59.3 to 91, with an average score of 80.6. Total selection criteria scores ranged from 39.3 to 70 points, with an average of 60; total funding preference scores ranged from 10 to 30, with an average of 20.6.

## **FUNDING SCENARIOS**

Given that the amount of funding requested exceeds anticipated 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 Executive Committee and LALFG 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 number of fellowships requested varied across applications. Applicants requested funding for between 1 and 35 fellows. Most applicants requested between 1 and 8 fellows; the outliers included applicants requesting 35, 15 and 12 fellows. The average request for all applicants is to

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<sup>6</sup> LSFG Committee Chair Commissioner Venetta Campbell and COAF member Novella Coleman were on Review Team 1. Commissioner Efrain Escobedo and COAF Chair Judge Kristin Rosi were on Review Team 2. Two staff supported both review teams.

fund 5 fellows. Removing the three outliers, the average request is to fund approximately 3.5 fellows.

The proposed funding scenarios were calculated using a conservative revenue estimate (\$759,000), which is based on actual 2023 attorney licensing fee statement revenue. The funding amount for 2024 may differ, which may cause the actual number of organizations and/or fellows funded to vary from the numbers forecasted in the scenarios below. Therefore, staff requests that the committee delegate authority to staff to modify the distribution of awards based on the funding amount identified in March 2024, using the methods described below.

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

Funding scenario #1 prioritizes funding for applicants with top overall rubric scores. This approach maximizes the competitiveness of the grant, basing awards on the quality of the applications and fully funding the highest scoring proposals when possible. Applicants with an overall score of 83.3 and above would be selected for full funding. There are two applicants with an overall score of 82. With the remaining available funding, staff recommend partial funding for one fellow for each for these two organizations. This funding scenario would fund 76 fellows at 16 applicant organizations. The 18 organizations that would not receive funding have rubric scores between 59.3 and 81.7. This potentially unfunded group includes organizations who specialize in legal services to critically underserved populations, including people in rural areas, children, veterans, seniors, and people with mental health disabilities.

### **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. However, this scenario also provides funding in part to all applicants using a tiered approach that offers the greatest potential awards to the organizations with the strongest applications, while ensuring all qualified applicants benefit from the grant. In the top tier, four applicants with an overall score of 90 and above would receive full requested funding. For these organizations, the total number of fellows requested ranges from two to five. In the middle tier, sixteen applicants with scores between 80 and 89.3 would receive funding for one or more fellows. The amount of funding each applicant in the middle tier would receive was determined by sorting the applicants from highest to lowest rubric score and providing funding for one fellow per organization starting at the top of the list until either the organization's request was fully funded or until grant funds were depleted. For the organizations in this middle tier, the distribution would provide funding for between one and five fellows per organization. In the last tier, fourteen applicants with an overall score below 80 would receive funding for one fellow. This scenario allows for 77 fellows at 34 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 as well as the interest and support of law school stakeholders. There is overwhelming need for dedicated funding to support law student interns, and creating a large, statewide network of organizations with the ability to compensate law students will increase the reach to law students considering a career in legal aid. 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 when they otherwise would offer limited or no compensation at all. See Attachment C for 2024 Legal Aid Leaders Fellowship Funding Scenarios.

### RETURNED OR DECLINED FUNDS

Applicants are required to identify their fellow(s) by May 1, 2024. 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 when applicants are required to confirm fellows 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 the method of the selected funding scenario described above.

### RECOMMENDATIONS

**Should the Legal Aid Leaders Fellowship Grants Committee concur with the proposed action, passage of the following resolution is recommended:**

**RESOLVED**, that the Legal Aid Leaders Fellowship Grants Committee recommends that the Executive Committee of the Legal Services Trust Fund Commission approve the 2024 Legal Aid Leaders Fellowship Grants recipients and awards described as funding scenario #2 in the December 4, 2023, memorandum, and it is

**FURTHER RESOLVED**, the Legal Aid Leaders Fellowship Grants Committee recommends that the Executive Committee, with delegated authority from the Legal Services Trust Fund Commission, delegate authority to staff to modify awards according to the method described in funding scenario #2, based on the funding amount available determined after the 2024 attorney licensing fee cycle, and it is

**FURTHER RESOLVED**, the Legal Aid Leaders Fellowship Grants Committee recommends that should applicants decline grant awards or are unable to confirm a law fellow by May 1, 2024, the Executive Committee, with delegated authority from the Legal Services

Trust Fund Commission, delegate authority to staff to reallocate any returned or declined 2024 Legal Aid Leaders Fellowship Grant funds to applicants according to the method described in funding scenario #2.

**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 Legal Aid Leaders Fellowship Grants Committee, approves the 2024 Legal Aid Leaders Fellowship Grants recipients and awards described as funding scenario #2 in the December 4, 2023, memorandum, and it is

**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 Legal Aid Leaders Fellowship Grants Committee, delegates authority to staff to modify awards according to the method described in funding scenario #2, based on the funding amount available determined after the 2024 attorney licensing fee cycle, and it is

**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 Legal Aid Leaders Fellowship Grants Committee, delegates authority to staff to reallocate any returned or declined 2024 Legal Aid Leaders Fellowship Grant funds to applicants according to the method described in funding scenario #2.

## **ATTACHMENT(S) LIST**

- A.** Legal Aid Leaders Fellowship Grant Application Profile Sheets
- B.** Legal Aid Leaders Fellowship Grant Request for Proposals and Application Instructions
- C.** 2024 Legal Aid Leaders Fellowship Grant Funding Scenarios

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	<b>Impact Fund</b>	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$10,000	1	\$7,500
<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>Impact</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 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 discrimination and access to essential public benefits. 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>	
<b>Organizational Benefit</b>	<p>Adding a summer law intern to our team provides an extra set of hands in an environment that is already stretched for resources. This means more resources available for client services, allowing staff attorneys to focus on complex legal issues and case strategy. The summer law intern provides valuable assistance by conducting research and drafting memos and brief sections, which enhances the quality and speed of the legal services that we provide.</p> <p>Hiring a legal intern also allows our attorneys to take on mentorship roles. This nurturing environment benefits the intern, while also providing our legal staff with the opportunity to refine their leadership and mentoring skills.</p> <p>Our summer law interns often serve as a bridge between our organization and their academic communities, including professors, classmates, and clinics. They help to increase awareness of our organization and the services we provide. Our law interns often go on to recommend our organization to their peers and return to our trainings and events after their internship has</p>	



	concluded. We frequently receive applications from law students who heard about us from past summer interns.
<b>Supervision</b>	<p>The Summer Law Intern will report to the Director of Litigation and will work closely with the entire legal team. The Director of Litigation will assign and review work and provide feedback on work product and client interactions. The Law Fellow, a second-year attorney, is also available for daily support, providing additional resources and feedback on work assignments. The Law Fellow is also available to answer questions about the bar exam and entering law practice more generally. The Director of Litigation will meet with the Summer Law Intern multiple times each week to review their legal work. The organization also conducts an exit interview with each intern to receive feedback on the intern experience.</p> <p>The Impact Fund's current Executive Director, Jocelyn Larkin, will be stepping down in spring 2024. The incoming Executive Director is the organization's current Director of Litigation and Training, Lindsay Nako. Lindsay has more than 18 years of litigation and supervision experience. She has led the Impact Fund's legal program for nearly 8 years and has supervised numerous summer interns during her career. She was selected as a Harvard Wasserstein Fellow to mentor public interest students at Harvard Law School during the 2022-23 academic year. She previously taught as an adjunct professor at Berkeley Law and is currently a court-appointed mediator for the Northern District of California. As Executive Director, Lindsay will continue to participate in the organization's legal work and will contribute to supervision of the Summer Law Intern. The organization has yet to hire a new Director of Litigation, but they will have years of litigation and supervision experience. They will report directly to the Executive Director and communicate with her on a regular basis about legal work product, strategic decisions, professional ethics, and work assignments, including those of the Summer Law Intern.</p>
<b>Support</b>	<p>Upon arrival, the Summer Law Intern will receive formal onboarding on office procedures and expectations and ongoing case work. They will then join legal team and co-counsel meetings and receive relevant and interesting work assignments that support our ongoing litigation. Our small legal team ensures daily interaction with key decisionmakers, significant responsibility, and meaningful litigation experience. By joining most co-counsel meetings and discussions, interns learn legal research and writing skills and also how to develop litigation strategies in high-impact civil rights cases. The Law Intern will receive supportive instruction on their projects, access to the resources they need, and detailed feedback on their work. In addition, 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 to hear about the work of other programs and staff. Our meetings frequently include anti-oppression discussions. 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 of the Impact Fund. 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 Summer Law Intern and other staff, clients, constituents, and grantees that is committed to anti-oppression/anti-racism.</p>
<b>Recruitment</b>	The Impact Fund posts its Summer Law Intern opening on PSJD and the job boards of multiple local law schools, including Berkeley Law, UC Law San Francisco, USF School of Law, Golden

	<p>Gate Law School, and others. The Impact Fund strongly encourages applicants from diverse backgrounds to apply and will make reasonable accommodations for candidates. We gauge candidates' interest in pursuing a career in legal services for indigent persons by 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. 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. We do not request transcripts as part of our application process. 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.</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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$7,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$2,500
<b>TOTAL</b>	\$10,000	\$10,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Central California Legal Services	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$24,000	3	\$20.35
Counties Served by the Fellow(s)	Fresno	
Impact	<p>Summer Fellows bring their passion, energy and time to helping us reach our goals, similar to the support we receive through our pro bono attorneys, interns and other volunteers. Assigned to one of our four substantive law teams, Fellows will gain valuable knowledge collaborating directly with clients (or a project) designed to address the many legal issues low-income communities are confronted with daily.</p> <p>Summer Fellows work within their respective team(s) and are invited to participate in all organizational activities. We encourage Fellows to take advantage of the training opportunities available to staff and community members (both internal or external); they are invited to join staff members at community events and include those hosted by local bar associations in our service area. These may include La Raza Lawyers, Women Lawyers, Asian Pacific Bar Association, Fresno County Bar Association, among others.</p> <p>Past fellows have accomplished the following activities during their time with CCLS: For example, they've conducted legal research for their team and case/client issues; assisted with establishing community partnerships and arranging for clinics or outreach activities; drafted self-help materials for distribution to the public; presented community legal education materials at clinics; shadowed attorneys in court; assist with fact gathering; and drafted suggested CCLS policy (dress code).</p>	
Organizational Benefit	<p>CCLS values the Fellows' contributions in meeting our clients' legal needs, especially with increases in clients post-pandemic. They gain an understanding of the root causes of poverty, a major contributing factor to the multiple legal problems our communities encounter. We offer the Fellows a rewarding experience - a top priority in recruitment - while responding to the legal needs of clients.</p> <p>Since 1966, legal aid has a positive impact in addressing and preventing further harm to the clients served. Over the decades, many of the Fellows (law students, interns) have returned to be hired as staff attorneys; others serve as law clerks or paralegals as they pursue their law degree. Several remain on staff while some have moved to other legal aid programs or local law firms, and a few have received a judicial appointment.</p>	

	<p>While at CCLS, Fellows work with one the four substantive law teams with an assigned Directing Attorney(s) who provides guidance and direct supervision. This ensures the provision of high-quality legal services to clients. Past Fellows have worked with the Housing Team, Consumers/Seniors/Benefits Team, or the Health Team. Most of our clients' legal problems fall into one of these top three legal problems.</p> <p>Some Fellows are from families and ethnic communities who have faced the same life challenges as our clients, connecting Fellows with the client's issues. Fellows bring a rich cultural perspective and, often, a second language capability. They become familiar with the mission and goals of working in a non-profit community organization and the rewarding experiences it provides. These qualities further assist CCLS in building a pipeline towards a diverse and inclusive workforce, both now in the present and in our future.</p> <p>Once accepted, our HR staff conduct an orientation about the mission, the Volunteer Handbook (program rules and restrictions) and training resources.</p>
<b>Supervision</b>	<p>The Director of Pro Bono is responsible for the firm's volunteer management, including the legal Fellows. She will provide training and support to the Fellows and to the Directing Attorneys throughout the term of the fellowship to ensure that the Fellows' experience is meaningful. The Director schedules regular one-on-one check-ins with each fellow to discuss their progress and respond to questions or issues that have arisen. The Director of Pro Bono will also provide opportunities for the Fellows to engage with other Fellows, pro bono volunteers, and interns.</p> <p>Directing Attorneys manage the delivery of legal services upon receiving the case from our intake line through case closing; providing direct supervision, training, and mentoring to their team members. This structure facilitates management oversight, assuring the provision of high-quality legal services. Past Fellows have participated with the Housing Team, Consumers/Seniors/Benefits Team or the Health Team. HR and the Director of Pro Bono will check-in with the Fellow to confirm the experience they are receiving is appropriate.</p> <p>All Directing Attorneys conduct a weekly team meeting to conduct case review, discuss challenging cases, brainstorm handling of new cases, receive training, and report back on case progress. Attorneys and paralegal advocates meet at least monthly, and more frequently, for one-on-one open case reviews with their supervisor. The purpose of these monthly meetings is to monitor the progress of each case and to ensure the timely provision of legal services.</p> <p>Fellows have access to all library materials, training opportunities with the tools (computers, internet) necessary to conduct their work. The CCLS Litigation and Advocacy Manual contains procedures and systems for all</p>

	relevant issues including intake, eligibility and documentation, conflicts, case opening, handling, closing, and retainers.
<b>Support</b>	<p>The Director of Pro Bono and Strategic Partnerships is responsible for recruitment, oversight, retention and recognition of volunteers with CCLS. Volunteers include attorneys, Fellows, paralegals, law students and interns. Fellows have a variety of options, they may assist with specialized clinics, such as Know Your Rights (housing, health care access) work directly with the expungement, veterans' clinic, guardianship, assist survivors of domestic violence obtain protective orders and much more. Clinic participants receive legal information on housing, unemployment insurance benefits, expungements, and workers' rights, and more.</p> <p>Volunteers receive training in a several areas of the law: employment law (for the Workers' Rights Clinic); domestic violence protections (Project First Step); and expungement of criminal records. The training may be conducted by local judges, experienced volunteer attorneys, or CCLS staff attorneys, and include educational materials (e.g., case law, codes, and sample forms) and free MCLE credit. Free online seminar training is available through the Practicing Law Institute, the Pro Bono Training Institute, the CCLS law library, other resources including online training videos.</p> <p>PBP hosts free MCLE training opportunities, mostly linked to specific volunteer projects.</p>
<b>Recruitment</b>	<p>Recruitment strategies incorporate partnerships with law schools and universities. HR staff participate in virtual and in-person recruitment invitations received. The main recruitment is NorCal and SoCal PIPS Day, both of which take place in February, and also with the UCLA Law career days, Southwestern Career Day, and the local San Joaquin College of Law (SJCL) Career Day.</p> <p>The Pro Bono Program (PBP) receives inquiries from the following universities and places students with projects as needed: UC Irvine, UC Law School San Francisco, UCLA, UC Davis, Santa Clara University, Loyola Law School, and Santa Barbara.</p> <p>San Joaquin College of Law – Law Students for Community Advancement (LSCA) is a student organization at SJCL that helps engage law students with “positive and impactful relationships” in the community. LSCA students participate in PBP legal clinics, law clerk positions, and special projects.</p> <p>UC Berkeley School of Law – Law students travel to Fresno during their Spring Break to volunteer with CCLS for a full work week assisting with various Pro Bono Program projects including Workers' Rights, Criminal Record Expungement, Know Your Right web series, etc.</p>

	<p>UCLA School of Law – Law students assist with clinics. In the past, law students participated in CCLS’ Know Your Rights Web Series Project. A goal for is to increase UCLA School of Law participation in CCLS pro bono activities.</p> <p>UC Irvine School of Law – Volunteer law students with the UCI Clean Slate Program assist with Criminal Record Expungement Clinic.</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>	No	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$1,500
<b>TOTAL</b>	\$10,000	\$24,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Asian Americans Advancing Justice Southern California	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$50,000	5	0
Counties Served by the Fellow(s)	Los Angeles, Orange	
Impact	<p>For over 30 years, AJSOCAL has provided direct legal services in the areas of family law/domestic violence, immigration, housing, consumer and employment rights, and other areas to the growing Asian American and Pacific Islander (AAPI) population in Los Angeles and Orange Counties. With helplines available in 7 Asian languages and diverse staff representing over a dozen ethnicities, AJSOCAL is the only legal service provider in the region that maintains this live language capacity and cultural competency to effectively serve the indigent, low-income, and/or immigrant AAPI population. AJSOCAL has also hosted law student clerks and fellows for over the past 10 years, providing hands-on experience, training, and mentorship for the next generation of attorneys serving the indigent population.</p> <p>Under the supervision of the Managing Director of Client Services, Managing Attorney, and Litigation Director, the fellows will provide clients with the following services in the areas of family law/domestic violence, housing/eviction defense, immigration, and impact litigation:</p> <ol style="list-style-type: none"> <li>1. Assist supervising attorney with Counsel and Advice on legal matters.</li> <li>2. Limited Action, including assistance in advocating on client's behalf, completing legal forms, and documents.</li> <li>3. Extensive advocacy, including preparation and accompaniment at interviews, hearings, and trials.</li> <li>4. Legal research and memos to supervising attorney regarding case work.</li> <li>5. Coordination and execution of legal clinics and outreach.</li> <li>6. Interpretation and translation services in legal matters.</li> <li>7. Supporting attorneys in litigation and pre-litigation case work in the following areas of work: voting rights, fair housing, labor trafficking, anti-Asian discrimination, immigrant rights, and other civil rights areas. This includes conducting legal research and writing, reviewing records and other documents for facts relevant to case investigation, and assisting with client-related tasks such as client interviewing and preparing for depositions.</li> </ol>	
Organizational Benefit	This funding would allow our summer fellows to be compensated for the first time and also expand AJSOCAL's capacity to provide legal services to limited-English proficient, indigent AAPI communities. For example,	

	<p>AJSOCAL strives to recruit law students and staff who have fluency in an Asian language(s), allowing us to better serve LEP Asian populations across Los Angeles and Orange Counties. Fellows will thus be able to provide interpretation and translation (which are often limited in self-help centers at local courts) as well as culturally-competent legal services to our clients. Similarly, AJSOCAL is preparing to expand its voting rights work in 2024; the Impact Litigation fellow would thus help build capacity to address issues like language access at the ballot box and poll monitoring in a critical election year. Many of our past fellows also maintain a relationship with AJSOCAL after their fellowships, e.g., returning as staff, volunteers, pro bono attorneys, and/or donors, contributing their time, treasure, and/or talent to the organization.</p>
<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 and the Los Angeles Immigration fellow will both be supervised by the Managing Attorney; and the Impact Litigation fellow will be supervised by the Litigation Director. All supervisors are California State Bar-licensed attorneys.</p> <p>The Managing Director has over 15 years of experience practicing law in family law/domestic violence, immigration, and housing; the Managing Attorney has over 5 years of experience practicing immigration law; and the Litigation Director has over 10 years of legal experience in housing and civil rights litigation.</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> <p>The Litigation fellow could receive assignments from all attorneys within the Impact Litigation Team to ensure that the fellow receives exposure to a broad variety of legal issues. The fellow will also participate in bimonthly case review meetings and voting rights meetings, and when appropriate, may attend court hearings, depositions, and community meetings with team members.</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</p>



	<p>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 General Counsel &amp; 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.</p>
<b>Recruitment</b>	<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. All fellows will be recruited prior to May 2024.</p>
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$37,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$12,500
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$50,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Alliance for Children's Rights	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$80,000	8	\$7,500
Counties Served by the Fellow(s)	Los Angeles	
Impact	<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.</p> <p>For our Summer 2023 Intern Cohort, we will have eight fellows trained to conduct client intake interviews across all our program areas. The Fellows will be assigned to 4 programs:</p> <ol style="list-style-type: none"> <li>1. Public Benefits (2 Fellows): Helps caregivers obtain the appropriate level of financial assistance for children impacted by the child welfare system;</li> <li>2. Education (3 Fellows): Provides early intervention, general, and special education advocacy for foster children and their caregivers;</li> <li>3. Transition Age Youth (2 Fellows) Helps address barriers to education and employment for youth transitioning out of foster care;</li> <li>4. Guardianship/Children's Court Advocacy (1 Fellow) Helps assist caregivers obtain legal authority, services and benefits for children in their care.</li> </ol> <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, briefs, and other court forms.</li> </ul>	
Organizational Benefit	<p>The Alliance heavily relies on the support offered by pro bono attorneys and students. Every summer, our student interns work directly with our staff attorneys to help clients through all stages of our cases, having provided thousands of hours of work every summer to assist clients. With the additional help of our full-time law students, we are able to research projects, prep cases for pro bono attorneys, gather documents for case assessments, and analyze the viability of cases.</p>	

	<p>The Alliance has also benefited greatly from being able to recruit former interns for staff positions that opened up in the future, which is especially critical during a more challenging hiring environment in nonprofit legal aid.</p>
<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 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>
<b>Support</b>	<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.</p>

	<p>Our training program in client intake covers procedures, conflict issues, issue spotting, client management, the dependency system, and the court system. Interns are again provided live training in addition to written materials.</p> <p>Beyond intake, interns receive live formal training and written training materials in the relevant substantive area of law, e.g benefits, education, TAY, guardianship and children's court advocacy.</p> <p>Interns attend and participate in weekly case reviews with their respective programs. 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 from those surveys to continually improve and support our program.</p>
<b>Recruitment</b>	<p>The Alliance is committed to building and supporting a culturally diverse and inclusive environment that values all members' backgrounds and perspectives. We strongly encourage individuals from all traditionally underrepresented communities to apply.</p> <p>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.</p> <p>To secure a strong and diverse intern cohort, the Alliance will recruit law students locally, statewide, and nationally. We will reach out to over 25 law schools nationwide through a variety of job boards, including Symplicity and 12Twenty. For our 2024 cohort recruitment, we will participate in various recruiting events, including various consortium and law school tabling events. Additionally, as mentioned above, since 2022, we have provided 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.</p> <p>We are proud to share that our 2023 intern class consisted of eight law clerks from a variety of law schools in California, Texas, Oregon, and Massachusetts. Three of those interns were fluent in Spanish, and many had previous child advocacy experience as teachers or Court Appointed Special Advocates. The majority had previous public interest experience,</p>

	such as in taxpayer clinics, women's resource clinics, prisoners' legal services, and education rights clinics.	
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$60,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$20,000
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$80,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Centro Legal de la Raza	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$60,000	6	\$75,000
Counties Served by the Fellow(s)	Alameda, Contra Costa, Butte, San Francisco, Santa Clara, Sacramento	
Impact	<p>Two fellows will be selected for each legal services practice: Immigration Rights (IR), Tenants' Rights (TR), and Workers' Rights (WR). Fellows will have access to the full extent of each program's expertise, building upon over 50 years of experience in legal aid. Fellows will participate in all aspects of the practice's work such as intakes, clinics, and case work.</p> <p>IR fellows will receive training and hands-on experience in all aspects of immigration legal assistance at Centro Legal. The fellows will assist with both affirmative and defensive immigration matters, including removal proceedings before EOIR and applications for relief filed with USCIS. Fellows will participate in hearing preparation; file SIJS, U-Visa, and asylum applications; and participate in Know-Your-Rights training.</p> <p>TR fellows will advance our mission to stop displacement and stabilize local communities through eviction defense, drop-in legal clinics, affirmative litigation, policy advocacy and administrative hearings before rent boards. TR fellows will directly participate in client consultations, including preparing clients to file pro se Answers in unlawful detainer cases, advising tenants on their legal rights under local rent-control ordinances, and preparing letters to landlords. Fellows will also participate in full representation cases before housing courts.</p> <p>WR fellows will assist with every step of an employment case. This includes conducting intakes and assessing legal options under the supervision of an attorney, drafting demand letters, calculating damages, drafting complaints and responses, and assisting with litigation such as drafting discovery and discovery responses. The fellows will also support Centro Legal with representation of clients at hearings, know-your-rights presentations, clinics, and outreach such as creating multilingual pamphlets and other program materials.</p>	
Organizational Benefit	<p>These funds are critical in recruiting Centro Legal fellows, many of whom are BIPOC first-generation students. Most of our applicant pool cannot accept an unfunded fellowship for financial reasons, and most also apply separately for additional funds to cover basic expenses. As part of our organizational commitment to equity and inclusion, we are dedicated to</p>	

	<p>ensuring fair compensation for fellows' work and to maximizing opportunities for law students of color.</p> <p>Demand for Centro Legal's services consistently exceeds staff capacity and is expected to increase. Internally, we continue to experience hiring challenges. We are heavily leaning on other ways for Centro Legal to expand capacity, including by hosting summer fellows. In addition, hosting summer fellows introduces our work to students who then sometimes return for future permanent roles, creating a vital recruiting pipeline.</p> <p>For each practice area, fellowship positions will allow for better leveraging of limited resources. Put simply: hosting summer fellows will allow us to serve more clients, host more trainings and clinics, and allow permanent staff to more efficiently strategize around managing caseloads. In turn, fellows will receive invaluable exposure to the daily operations of one of the biggest legal services providers in the region.</p>
<b>Supervision</b>	<p>In the IR practice, fellows will be supervised by a Supervising or Managing Attorney, under the supervision of the Immigrants' Rights Directing Attorney with over 10 years of experience. Directing Attorney Lourdes Martinez has experience as a legal educator and as an organizer on grassroots campaigns. Training and ongoing supervision for fellows will center ethical obligations, client-centered and trauma-informed practices, and holistic representation.</p> <p>In the TR practice, fellows will be supervised by a Supervising or Managing Attorney, under the supervision of the Co-Directing Attorney with over 8 years of experience and 5 years of supervision experience. Co-Directing Attorney Sam Beckett has assisted low-income tenants facing eviction, unlawful rent increases, uninhabitable conditions, and harassment. She maintains a caseload of unlawful detainer, rent board, and subsidized housing cases. Training for fellows will focus on ethical obligations to clients, the organization, and the legal profession, and the work of fellows will be closely reviewed.</p> <p>In the WR practice, fellows will be supervised by a Managing or Staff Attorney, under the supervision of the Workers' Rights Directing Attorney with over 7 years of legal experience. Directing Attorney Veronica Chavez represents low-wage and immigrant workers in wage-and-hour, discrimination, retaliation, and sexual harassment cases. Veronica also trains staff in their representation of low-wage workers and conducts training for law students and community advocates. Fellows will receive in-depth training on employment law in addition to ongoing supervision.</p> <p>Attorneys assigned to supervise fellows have experience supervising interns and students at clinics. All programs will provide ethics training. The fellows will be encouraged to utilize mentorship from attorneys on staff and will discuss legal advice with their supervisor before it is provided to clients.</p>



<b>Support</b>	<p>Centro Legal offers tailored in-house trainings, allowing staff to gain broad knowledge outside of their direct practice area. Fellows will also have 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, regular structured supervision, and ongoing opportunities for evaluation and feedback.</p> <p>IR team: During onboarding, the fellows will receive training on internal procedures and an overview of common immigration remedies. Individual weekly check-ins with supervisors, weekly case rounds, and regular team meetings will provide opportunities for mentorship and further learning. Additionally, we are grateful for our strong collaborative relationships with several technical assistance organizations in the Bay Area, including the Center for Gender and Refugee Studies, Immigrant Legal Resource Center, and Kids in Need of Defense. Fellows will receive supplemental training offered by these and other experts.</p> <p>TR 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 TR team. In addition, there will be a weekly Contra Costa team meeting to discuss cases and assign tasks.</p> <p>WR team: The fellows and their supervisors will have weekly 1-on-1 check-ins, plus additional team weekly check-ins, and team weekly case round meetings. In between supervisor check-ins, fellows are encouraged to collaborate with other team members and request additional training as necessary. Fellows will be asked periodically about their priorities to ensure that they have the opportunity to attain desired skills and knowledge. In addition to trainings on ethical obligations, the fellows will participate in trainings on employment law and other relevant areas of law.</p>
<b>Recruitment</b>	<p>For all practice areas, Centro Legal will continue to pursue broad outreach and recruitment efforts to ensure a diverse fellowship applicant pool. We participate in Public Interest/Public Service (PI/PS) events hosted by local law schools and connect directly with career offices at law schools with strong social justice programs. We also connect with student public service groups and associations for students of color. Online postings for fellowship opportunities on social justice focused websites like Idealist.org supplement our direct outreach efforts.</p> <p>Centro Legal's standard hiring process involves screening applicants for cultural humility and alignment with organizational values. Personal and professional experience and commitment to social justice are all weighed during the selection process. Our staff is diverse, and many staff have roots in the Bay Area communities we serve. As part of the interview process, Centro Legal will evaluate whether the candidate is interested in pursuing a</p>

	career in legal services for indigent persons by inquiring about the candidate's experience and interest in serving low-income and marginalized communities. The program is seeking a candidate passionate about serving people from vulnerable communities.	
<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</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$45,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$15,000
<b>TOTAL</b>	\$10,000	\$60,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Family Violence Law Center	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$20,000	2	0
Counties Served by the Fellow(s)	Alameda	
Impact	<p>If re-funded in 2024, FVLC's Family Violence Fellowship will be the second paid legal internship program offered through the agency. FVLC's internship program has been thoughtfully developed over many years in order to provide hands-on legal and advocacy experience for law students interested in direct client services and issues surrounding gender-based violence. With supervisor support, Family Violence Fellows 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 Family Violence Fellows 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 proper and attorney case management support. All Family Violence Fellows will have opportunities to provide direct client services from the outset to the conclusion of cases.</p>	
Organizational Benefit	<p>FVLC is the only domestic violence agency in Alameda County that has a team of attorneys on staff who provide free legal assistance solely to domestic violence survivors, and we serve an incredibly high volume of clients. To do so, we rely heavily on (traditionally unpaid) legal interns to support the high demand for our services. Our budget is tightly balanced and heavily restricted, and traditionally (aside from prior funding under this grant) 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, increasing organizational equity and access in line with our agency values. Moreover, the extra work provided by our summer interns is crucial to enabling FVLC to meet the high demand for legal and other services to domestic violence survivors. Many times, Summer interns have had such positive experiences that they have asked to continue volunteering with FVLC in subsequent semesters, further increasing our capacity to serve survivors in Alameda County. In fact, FVLC's legal interns are often so successful that</p>	

	they are routinely recruited for paid positions within the agency; at this time, 3 paid positions at FVLC are held by former legal interns, including FVLC's Managing Attorney, one Staff Attorney, and one Legal Fellow.
<b>Supervision</b>	Erin Scott, Esq., FVLC's Executive Director since 2014, oversees all program areas and directs evaluation, compliance, and growth. Erin has 20+ years' experience as a domestic violence/sexual assault advocate, 15+ years' experience in public interest law, and 10+ years' experience in nonprofit management. Nicole Britton-Snyder, Managing Attorney, manages the direct supervision of the legal department, overseeing senior staff attorneys, staff attorneys, fellows and volunteers. Nicole ensures that legal case management meetings take place on a regular basis; confirms that conflict checks are routinely performed; directs the overall evaluation of FVLC legal services; and oversees the continuing education program for legal staff to ensure that all attorneys remain in compliance with State Bar requirements. All Family Violence Fellows will 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) 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 Family Violence Fellowship and fellows are closely supervised. FVLC has a well-developed onboarding schedule for all fellows, 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. Feedback from our 2023 Legal Aid Fellowship Grantee indicated that FVLC's organizational support, combined

	with the State Bar stipend, were instrumental in making her summer work experience exceptional. Our fellow reported the stipend tremendously assisted with Bay Area cost of living and transportation and alleviated the financial stress of being a law student, allowing those dedicated to the public sector to meet their basic needs over the summer. She valued the workshops, programs and networking opportunities. In sum, our Fellow noted, "My summer internship at FVLC was an excellent experience and learning opportunity for me; I was able to grow my legal skills in the area of family law and domestic violence, and being compensated for this work greatly added to my satisfaction."	
<b>Recruitment</b>	FVLC has extensive experience recruiting legal interns and we routinely host 2-4 unpaid interns per summer with great success. 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.	
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$20,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS		
PROJECT PROFILE		
Organization Name	Law Foundation of Silicon Valley	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$60,000	6	\$6,000
Counties Served by the Fellow(s)	Santa Clara	
Impact	<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 six fellows, with two assigned to each program: Housing, Health and Children's Rights. 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. 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>	
Organizational Benefit	This grant will benefit the organization in numerous ways. It will serve as a recruitment tool for law students who are interested in pursuing a career in public interest advocacy or subsequent pro bono work should they work in the private sector. In fact, this is a recruitment tool that our organization has relied on since such a summer experience demonstrates firsthand how	

	<p>critical legal aid services are in providing justice to those who need it the most.</p> <p>While attracting high quality candidates, it would serve as a professional development tool for our experienced staff attorneys to supervise and mentor junior advocates. Often staff attorneys (non-management) will serve as the fellows first point of contact including reviewing document, drafts, and shadowing client meetings. This experience often will play as a confidence and moral booster to staff as it provides them an opportunity to demonstrate their expertise and mastery of skills.</p> <p>Finally, this grant will improve services to clients. Our participation in last year's program allowed our organization to expand the work and provide services that but for the fellows we would not have been able to do. This included taking a case to trial on very short notice where a fellow was able to support the lead attorneys with performing legal research. It also enhanced our language capacity without having to use a third-party service as some of our fellows were fluent in Spanish.</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 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.</p>
<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</p>

	<p>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>Similar to previous years, our organization intends to recruit and participate 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 will participate in this program for the fourth 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 2024 class of students.</p> <p>We will also participate in the annual Northern California Public Interest Public Sector Career Day event. It takes place in early February. We will be provided application materials for several interested candidates, which will allow us to select a small number to receive interviews. We ultimately will an offer to the top candidate from that group should any positions be open. 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>
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$45,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$15,000
<b>TOTAL</b>	\$10,000	\$60,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Bet Tzedek Legal Services	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$350,000	35	\$0
Counties Served by the Fellow(s)	Los Angeles	
Impact	<p>With over 40 full-time law students and undergraduates, Bet Tzedek's Summer for Justice Clerkship Program is one of the largest public interest clerkships in Southern California. Participants gain crucial legal skills and experience in multiple areas of law, learn to think critically about the legal system, and leave ready to create positive social change. Work includes client interviews/intakes, supervised casework (with opportunities to represent clients in public benefits appeals, guardianship proceedings, Tax Court, and more), clinics, outreach and education, impact litigation, and policy advocacy.</p> <p>Fellows will be placed with one team within Bet Tzedek's core program areas for the duration of the summer:</p> <p>JUSTICE FOR SENIORS: Bet Tzedek has unmatched expertise in the legal issues that affect seniors and dependent adults, helping them age in safety and security. Fellows assist with elder abuse prevention/intervention, public benefits, advance planning, Holocaust reparations, and conservatorship. Teams include Elder Abuse/Fraud Prevention, Senior Outreach, Holocaust Services, Caregiver Services, and the Self-Help Conservatorship Clinic.</p> <p>ECONOMIC JUSTICE: 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, Low-Income Taxpayer Initiative, and Small Business Development.</p> <p>HOUSING JUSTICE: It was a housing crisis that launched Bet Tzedek 50 years ago, and we have protected/preserved housing for underserved Angelenos ever since. Fellows assist with eviction defense, tenant rights, habitability, foreclosure prevention, and title theft. Teams include Eviction Defense, Preventing/Ending Homelessness, and Homeownership Protection.</p>	

	<p>JUSTICE FOR CHILDREN &amp; FAMILIES: Ensuring that families remain intact and have access to 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 discrimination of transgender individuals. Teams include Kinship Care, Immigrant Child Advocacy, Medical-Legal Partnership, and Transgender Rights.</p>
<b>Organizational Benefit</b>	<p>Volunteer service has a profound impact on the lives of Bet Tzedek's clients. Fifty years ago, Bet Tzedek was established as a volunteer-led response to a housing crisis, and since that time we have engaged thousands of volunteers in service of our mission. Bet Tzedek's long-running summer clerkship is a prime example of our unwavering commitment to volunteer engagement. Summer fellows are a core and essential resource for the agency, increasing full-time legal staff by over 50%, which strengthens our capacity to meet ever-expanding community needs and enables us to reach approximately 100,000 individuals per year. A Legal Aid Leaders Fellowship 2024 Grant will compensate our passionate, hard-working summer clerks for just the second time in the agency's history.</p> <p>Additionally, State Bar funding would help us recruit bilingual candidates, who are in high demand at public interest clerkships throughout California. And, since many clerks return to Bet Tzedek as post-graduate fellows, these recruitment efforts could ultimately help us fill future staff positions. 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. Recruiting law students who are fluent in Spanish, Russian, Korean, and other languages is essential for Bet Tzedek to effectively serve a city as rich in diversity as Los Angeles.</p> <p>Finally, many law students accept our offer to join Bet Tzedek's summer program contingent upon funding. A 2024 State Bar grant would ensure that Bet Tzedek is able to compensate students who cannot afford a fully unpaid summer clerkship, preventing these qualified individuals from dropping out of the program to accept a paid clerkship at a private law firm instead.</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. Summer 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</p>

	<p>guidance, and conducting formal end-of-summer evaluations to assess fellows' overall professional development and growth.</p> <p>Prior to the start of the summer program, Bet Tzedek's Volunteer Coordinator distributes a Supervision Manual 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. 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 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. Fellows then meet with their direct supervisors, who provide substantive program orientations/trainings and ongoing mentorship. Fellows are provided access to WestLaw, Lawyaw, LexisNexis Automated Forms, and/or other legal templates/subscriptions as needed to aid in their work and support their overall professional development.</p> <p>Additionally, fellows are invited and encouraged to attend Bet Tzedek's in-house trainings. Topics from our 2023 summer program included:</p> <p>Effective Legal Writing: Public interest approach to legal writing, including writing for busy judges, clerks, and other readers to achieve a persuasive final product.</p> <p>Financial Elder Abuse: 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: Introduction to civil litigation, including a guided tour through the lifespan of a case, court structure, and appellate review. Fellows are also encouraged to attend the LA Law Library's Brown Bag Lunch Series and other external social events to network with staff/clerks from other organizations. Further, as noted above in Section #4, fellows will attend case reviews to collectively problem solve and learn from their 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>	
<b>Recruitment</b>	<p>Bet Tzedek will begin accepting applications for our 2024 Summer for Justice Clerkship Program on December 15, 2023. Our Volunteer Coordinator actively seeks a diverse pool of candidates for the clerkship program, including students who are fluent in Spanish, Russian, Korean, and other languages. 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, language skills, empathy/interpersonal skills, alignment with Bet Tzedek's values and goals, knowledge of our programs and work, and commitment to public interest. To gauge a candidate's interest in pursuing a career in legal services for indigent persons, our team asks the student where they see themselves in five to ten years, reviews their previous work and volunteer history, and assesses their commitment to Bet Tzedek's mission of providing free legal services to those who need them most. 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>	
<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</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$0

Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$0
<b>TOTAL</b>	\$10,000	\$0

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Veterans Legal Institute	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$124,000	15	\$0
Counties Served by the Fellow(s)	Los Angeles, Orange, Riverside, San Bernardino	
Impact	<p>During the grant period from May 1, 2024, to September 16, 2024, fellows at VLI will undertake pivotal legal tasks tailored to support our mission of serving underserved veteran communities. Utilizing VLI's expertise in veteran-specific public interest law, the fellows will engage in:</p> <p><b>Intakes &amp; Assessments:</b> The fellows will conduct initial intake interviews with prospective veteran clients, gathering essential information, assessing the legal issues presented, and determining the scope of services required. This first-hand interaction allows the fellows to develop rapport and understand the unique challenges our clientele face.</p> <p><b>Clinics &amp; Workshops:</b> Collaborating with VLI attorneys, the fellows will assist in organizing and hosting legal clinics tailored to veterans' needs, spanning topics like veterans benefits, housing rights, and family law. They'll play an instrumental role in educating attendees and assisting VLI attorneys and paralegal staff.</p> <p><b>Case Work:</b> Under the mentorship of VLI attorneys, the fellows will participate in active case work – drafting legal documents, performing research, interviewing clients, and helping them navigate administrative procedures. They'll get exposure to various areas of law, predominantly veterans benefits, discharge upgrades, housing, and family law.</p> <p><b>Community Outreach:</b> To ensure our services reach those in dire need, the fellows will partake in outreach initiatives, liaising with community groups, veteran organizations, and other stakeholders. They'll identify potential clients and apprise them of the resources VLI offers.</p> <p><b>Case Review and Closure:</b> As cases progress or culminate, the fellows will participate in case reviews, ensuring all client needs have been addressed and preparing case closure documentation as necessary.</p> <p>VLI, is among the few military-specific public interest law firms in the country and as such offers a unique fellowship experience in legal issues affecting veterans, gaining unparalleled insight while actively contributing</p>	

	to our efforts in providing free legal services to this underserved community.
<b>Organizational Benefit</b>	<p>The ratio of clients that are in need of legal aid services in California to the number of legal aid attorneys is currently 8350:1. Law clerks streamline VLI attorney workflows by conducting client intake interviews, conducting legal research, gathering evidentiary and other supporting documents, in addition to other general responses to client needs. This frees VLI staff attorneys to use their expertise and hours on more complex, extended, and lawyer-dependent cases. Fifteen summer law clerks in 2024, funded by this grant, can work on up to 500 matters increasing VLI's annual capacity to provide equal access to justice to this nation's heroes by 30% more total annual matters. Current National and California state statistics reveal that Veterans make up 7% of the total national population and yet account for 11% of homeless adults in the US. This ratio quantifies the disproportionate rate of homelessness for US Veterans. Further, California has the most Veterans on the streets in the nation. Southern California has one of the largest concentrations of military Veterans in the nation, with 750,000 Veterans residing in the counties of Orange, Los Angeles, San Diego, and Riverside. Orange County represents the fourth largest Veteran population in Southern California, yet its Veterans face the highest median rents (<a href="https://lao.ca.gov/Publications/Report/3525">https://lao.ca.gov/Publications/Report/3525</a>). The Veterans Administration recently reported that "...homeless patients using VA services were more than twice as likely to die by suicide than those with no history of homelessness." (<a href="https://www.va.gov/HOMELESS/docs/HVOSC-758_Suicide-Prevention-Month-Infographic_FINAL.pdf">https://www.va.gov/HOMELESS/docs/HVOSC-758_Suicide-Prevention-Month-Infographic_FINAL.pdf</a>) Moreover, multiple studies describe a current crisis of co-occurrence for Veterans. VLI cultivates and utilizes a deep network of volunteers that includes pro bono attorneys, law clerks, as well as other volunteers to stem the current crisis of Veteran homelessness and suicide through the provision of free legal aid. VLI has longstanding recruiting relationships with Chapman, UCI, and Western State, among others.</p>
<b>Supervision</b>	<p>To ensure the quality of the fellow services, VLI adheres to a rigorous supervisory and training protocol, emphasizing both the quality of service provided to clients and the invaluable learning experience of the fellow. Supervisory staff methodical training and consistent feedback.</p> <p>1. Supervision by Expert Attorneys:  Fellows are supervised directly by experienced VLI attorneys, each of whom brings a wealth of legal expertise, from criminal defense to civil litigation. Michelle Robinson's extensive experience in criminal defense and collaborative courts, coupled with Caitlin Emmons' commitment to public interest law, Doug Tennant's vast civil litigation background, Scot Douglas's unique blend of military and legal insight, Sarah J. Gross's expertise in VA-related benefits, and Mark Berry's dedication to public interest law ensure that the fellows receive guidance from diverse and seasoned professionals.</p> <p>2. Structured Orientation and Training:</p>



	<p>Upon joining, fellows undergo an intensive orientation, which includes presentations on pivotal areas such as Housing, Estate Planning, Discharge Upgrades, Family Law, Veterans Benefits, and legal ethics. This foundational knowledge, imparted by VLI attorneys and external experts, ensures fellows are well-prepared to serve our clientele effectively.</p> <p>3. Continuous Review and Feedback: All work undertaken by the fellows undergoes meticulous review by our VLI attorneys. Constructive feedback, a cornerstone of our training approach, is provided consistently, ensuring continuous learning and improvement. Fellows benefit from this hands-on approach, helping them refine their legal acumen while upholding the high standards of VLI.</p> <p>4. Daily Interaction and Check-Ins: To ensure consistent quality and adherence to VLI's mission, fellows engage in daily check-ins with their supervising attorneys. This approach not only helps in closely monitoring the fellows' performance but also offers an avenue for the fellows to seek immediate guidance, ensuring the delivery of effective, sensitive, and precise legal services to our veteran clients.</p>
Support	<p>At VLI, the integration of Military Cultural Competency and Client Interviewing training ensures that our fellows are adept at approaching and assisting clients with empathy and understanding. VLI makes every effort to recruit and maintain a diverse staff and Board, reflecting our client base. This includes hosting women and minorities in the highly competitive Mission Continues and Equal Justice Works, AmeriCorps fellowships. Making diversity and inclusion a core component has helped make VLI the primary veteran legal provider in the County. This generates referrals from around the nation.</p> <p>Onboarding: VLI provides an intensive week-long onboarding training for fellows. This process includes introductions to all staff and fellow law clerks, setting up necessary accounts, a thorough overview of VLI's operations, and an open Q&amp;A session. This ensures that each fellow is well-equipped with the necessary tools and understands our organizational culture, ensuring their effective integration into our mission-driven environment.</p> <p>Training: Fellows benefit from a suite of training presentations by VLI attorneys and experts spanning areas like Housing, Estate Planning, Discharge Upgrades, Family Law, Veterans Benefits, and legal office technology. In addition, there's emphasis on evolving skills such as Military Cultural Competency, Client Interviewing, and Legal Ethics. Furthermore, we deeply value personal development and provide training on cultural humility and trauma-informed care, ensuring our fellows are also emotionally intelligent and culturally sensitive.</p>

	<p><b>Mentorship and Collaboration:</b> Our fellows aren't isolated; they work closely with seasoned VLI attorneys. These associations foster organic mentorship, offering the fellows a chance to learn from real-world experiences and solicit guidance on legal challenges. Daily interactions mean consistent feedback and iterative learning.</p> <p><b>Resources:</b> Our fellows are equipped with advanced research tools, enjoying access to LexisNexis and the Practising Law Institute. This facilitates a profound understanding of legal issues and equips them with the most updated legal knowledge and resources.</p>
<b>Recruitment</b>	<p>At VLI, our goal is to bring on fellows who are not only highly qualified but also deeply aligned with our mission to serve the indigent. Here's our comprehensive process:</p> <p><b>Outreach Efforts:</b> Our recruitment drive is anchored in inclusivity and diversity. We collaborate with law schools nationwide, especially those known for public interest law or military affiliations, to spread the word about our fellowships. Additionally, our engagements with bar associations and organizations like the Young Lawyers Division and Women Lawyers Association ensures a diverse set of applications.</p> <p><b>Evaluation Criteria:</b> Our selection process emphasizes a blend of academic excellence, proven interest in public interest law, personal experiences that align with the VLI's mission, and a palpable desire to serve the indigent. Practical experience, such as internships or volunteer work with legal aid or similar organizations, as well as former military experience, is highly regarded.</p> <p><b>Gauging Interest:</b> During interviews, we pose real-world scenarios, seeking insight into the candidates' approaches to situations typically encountered in legal services for the underprivileged. Their passion and inclination towards such cases often become evident. We also engage in discussions about long-term career aspirations, determining alignment with the realm of legal services for the indigent.</p> <p><b>Current Status:</b> As of now, we are in the midst of our recruitment process for the upcoming year.</p> <p>In essence, by May 1, 2024, our comprehensive and thorough process will ensure that we have onboarded fellows who are not only skilled and competent but also passionately aligned with VLI's mission and vision.</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

Budget		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$112,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$11,505
<b>TOTAL</b>	\$10,000	\$124,005

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Legal Services for Children	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$40,000	4	\$0
Counties Served by the Fellow(s)	Alameda, San Francisco	
Impact	<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 (Foster Care), Education/Expulsion Defense, Guardianship, and Immigration. Law fellows are exposed to all practice areas through intake, initial trainings, and working directly with clients and attorneys on cases.</p> <p>Law fellows' work includes:</p> <ul style="list-style-type: none"> <li>• Conducting intake interviews with callers on LSC's "warmline"</li> <li>• Assisting staff attorneys with all aspects of direct representation and advocacy, including client interviews, legal research and writing, drafting of declarations and other pleadings, and attendance at court hearings</li> <li>• Conducting outreach to underserved youth populations, including conducting community presentations for children, families, schools, and community organizations</li> <li>• Providing legal screenings and "Know Your Rights" information to youth in coordination with LSC's various outreach efforts</li> <li>• Participating in legal clinics at various partner organizations, including temporary housing shelters for displaced youth</li> </ul> <p>All of LSC's programs 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. LSC is the only legal service provider in four Northern California detention centers for unaccompanied immigrant minors, the only provider of suspension and expulsion defense in San Francisco, the only organizational member of the San Francisco Dependency Court panel, and one of only a few providers of guardianship representation for youth in the Bay Area.</p>	
Organizational Benefit	Hosting law student fellows is an integral part of LSC's services to children and youth. In addition to training and engaging the next generation of child	

	<p>advocates, our program increases our capacity to take calls from young people seeking representation, brief service, or referrals. We give preference to applicants who are fluent in Spanish to increase the capacity of our Spanish warmline in particular. Although fellows never meet with clients alone, clients receive the benefit of additional attention and time that fellows spend on their cases in collaboration with LSC attorneys, DOJ Accredited Representatives, and social workers.</p> <p>The grant we received last summer from the State Bar enabled us to pay law student fellows for the first time, but we did not receive the grant in time to advertise the positions as paid. We believe that being able to advertise law student fellowships with pay will help us recruit a larger and more diverse pool of applicants, including more low-income applicants who cannot afford to seek an unpaid internship.</p> <p>Last summer, providing pay to our law fellows with this grant helped students who were seeking outside funding to offset their living expenses over the summer. The training and cohort they received from California ChangeLawyers also provided a significant benefit, complementing LSC's program by providing additional training for their futures as advocates.</p>
<b>Supervision</b>	<p>LSC's internship program 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 next summer will be our Associate Legal Director (Stephany Arzaga), 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. Each mentoring attorney has prior experience supervising legal interns and has careers devoted to poverty law services. Stephany Arzaga has practiced immigration law for over 7 years, Joyeta Basu has practiced at LSC for over 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 1 year ago and has been providing poverty law services for 4 years. Caitlin Fuller and Cynthia Henning also serve as faculty in a practicum taught each semester at UC Law SF on lawyering for children and juvenile law, and supervise interns placed with LSC through that practicum.</p> <p>All casework by law fellows is reviewed by an attorney, and law fellows do not meet with clients alone. Each law fellow has weekly check-in meetings with their mentoring attorney, and all drafts of legal work are reviewed by the attorney assigned to the case. 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</p>

	<p>series that includes orientation to LSC's holistic practice, substantive training in each area of practice, intake and outreach, cultural competency, resiliency and 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. A mentoring attorney works with each law fellow to (1) develop goals &amp; expectations for the summer, (2) develop a workplan, assignments, and case exposure based on goals and expectations, and (3) 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 typically 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. LSC internship opportunities are also advertised on our website and shared through our social media channels.</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 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 who have lived experience in our areas of practice receive preference. We also select interns 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.</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	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$30,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$10,000
<b>TOTAL</b>	\$10,000	\$40,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Family Violence Appellate Project	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$10,000	1	\$0
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,	
Impact	<p>Family Violence Appellate Project (FVAP) is the only organization in California dedicated to supporting the domestic violence (DV) legal community by facilitating a statewide delivery system of free appellate representation to survivors of DV and other forms of intimate partner, family, and gender-based abuse. We provide appellate advocacy support by co-counseling appeals with qualified legal services projects (“QLSPs”), pro bono attorneys, and nonprofit agencies; and training, technical assistance, and information services to QLSPs, pro bono attorneys, and advocates supporting survivors.</p> <p>Founded by law students, FVAP is deeply committed to its Next Generation Program engaging law students and post-graduates as future appellate family law attorneys and advocates. FVAP’s 2024 Family Violence Appellate Fellow (2024 Fellow) will be mentored in one or more of the following areas of interest:</p> <p>Appellate Case Program:</p> <p>Assisting with case referrals, including: completing initial case analysis, including but not limited to reviewing trial court records, analyzing legal issues per case, and recommending whether FVAP should accept each case for appeal.</p> <p>Conducting legal research and writing.</p> <p>Assisting appellate litigation cases with pro bono co-counsel, preparing and filing appellate and amicus curiae briefs, preparing for oral argument and other case work.</p> <p>Analyzing and presenting social science literature in the field of DV.</p> <p>Written Materials and Training Programs:</p> <p>Assisting in updating and improving FVAP’s written materials and trainings supporting legal aid attorneys and advocates supporting survivors.</p> <p>Analyzing and presenting social science literature in the field of DV and the appellate process in new or existing written materials</p> <p>Community Building:</p>	



	<p>Exposure working with pro bono attorneys and QLSPs co-counseling with FVAP to represent DV survivors.</p> <p>Exposure to QLSPs who seek support services from FVAP, including legal research necessary to provide technical assistance.</p> <p>Networking with community advocates supporting survivors of DV, and survivors and coalitions engaged in legislative or administrative advocacy.</p>
<b>Organizational Benefit</b>	<p>The 2024 Fellow will learn to analyze potential appeals, build their professional network, and help FVAP fulfill its mission to survivors. Depending on the Fellow's interest areas, their work may help FVAP: 1) build a body of case law changing family courts' response to abuse survivors, 2) expand FVAP's network of partners building capacity to respond to survivors' legal needs, and 3) amplify the voices of survivors in the legislature and courts. This fellowship will allow FVAP to recruit law clerks who cannot afford to intern for free, often first-generation college students.</p> <p>FVAP is the only non-profit organization in California dedicated to providing free appellate legal services to survivors of gender-based abuse. As a State Bar funded support center, FVAP provides training and technical assistance to QLSPs, building their capacity to represent survivors. FVAP's clientele is diverse as we prioritize representation to those from multiple intersecting marginalized and underserved communities, including communities of color, rural communities, and LGBTQ+ survivors regardless of immigration status.</p> <p>Since 2012, FVAP's work has led to 74 published opinions, each of which helps address the alarming rates of domestic violence in California. FVAP's goal is to continue creating an influential body of case law to change how family courts respond to survivors and protect their children while also helping individual survivors get the legal relief they need.</p> <p>Appellate courts are the primary avenue for survivors seeking relief from a family court decision that failed to keep them safe. The justice gap between a DV survivor's legal needs and the services available is growing. FVAP's 2024 Fellow will be instrumental in supporting our existing programs and will be welcomed as a thought partner in how the law and legal aid organizations can better the appellate process for survivors and prevent harmful trial court errors.</p>
<b>Supervision</b>	<p>Culturally responsive, trauma-informed supervision, mentorship, and training will be provided and ensured to the selected 2024 Fellow by the Senior Managing Attorney supervisor, Director of Programs, and Executive Director.</p> <p>Senior Managing Attorney, Arati Vasan, will directly supervise and mentor FVAP's 2024 Fellow. Ms. Vasan has 15 years of legal service experience and is a certified California Domestic Violence Counselor. She has been supervising law students and post-graduates for more than a decade and manages FVAP's Next Generation (Law Clerk/Fellow) Program and Training Program. Her career has focused on trauma and culturally-responsive representation and services, language justice, confidentiality protections, and family/dependency court issues for survivors including representation for survivors in family/civil court. Ms. Vasan has given training to a wide range of stakeholders at the local, state and national level. She will oversee the candidates and selection process, organize fellowship training, facilitate the fellow's engagement with community legal services providers, domestic violence</p>

	<p>agencies and advocates statewide, including participation in advocate collaborations and networking, and will mentor and advise where needed throughout the fellowship term. Supervision will take place through formal weekly individual check-in meetings in addition to informal meetings as needed for work flow.</p> <p>Ms. Vasan's supervisor, Director of Programs Jennafer Wagner, has over 20 years of legal services experience, including over 15 years in a supervisory role. Safe, effective, and sensitive legal services to clients will be ensured through weekly case review meetings, as well as through informal feedback.. Ms. Wagner oversees FVAP's California programs to ensure the quality of legal services.</p> <p>Executive Director, Deborah Son, supervises the Director of Programs and manages the strategic and administrative aspects of FVAP.</p>
<b>Support</b>	<p>FVAP provides all staff and fellows training on the history of FVAP, the prevalence of DV, the role of the courts, the appellate process, and the importance of collaboration and advocacy with stakeholders to fully serve the survivor community. Legal training includes live training, webinars, written materials, and templates from FVAP's legal library, access to Westlaw, and free access to training from PLI. New fellows are mentored, trained and coached for achievement in their role. Autonomy, clarity on measurable outcomes, personalized training and support, and personal achievements are valued and small victories are celebrated often. All staff and fellows are encouraged to collaborate and connect through regularly scheduled all-staff meetings, monthly social outings, and case review meetings.</p> <p>FVAP's onboarding process includes individual meetings with FVAP's Executive Director and staff; introductions to each program area; diversity, equity, inclusion, access, and belonging (DEIAB) work, including optional affinity groups, and; discussing FVAP's Theory of Change. FVAP centers trauma-informed care by facilitating monthly DEIAB training, Education hour, and Self-Care Roundtable. In addition the Fellow will have support from California ChangeLawyers being generously offered by this grant.</p> <p>In addition to onboarding and training provided to all FVAP staff and fellows, individual support will be provided and tailored to meet the selected 2024 Fellow's needs.</p> <p>The 2024 Fellow and Ms. Vasan will jointly develop a shared work plan, timeline and goal charts, updated at weekly check-in meetings. The 2024 Fellow will have 3- and 6-week goal checks with additional opportunities to provide and receive feedback and an end-of-summer evaluation and meeting to complete any evaluation forms required by the 2024 Fellow's law school. FVAP's human resource department will conduct an exit interview with the selected 2024 Fellow at the end of the fellowship to receive and provide feedback on the Fellow's experience and performance.</p>
<b>Recruitment</b>	<p>A strong and diverse pool of candidates will be pursued through outreach to ABA accredited schools and online job sites. When staff capacity allows, outreach will expand to non-ABA accredited schools. Often, ABA accredited schools have rigid admission requirements, leave students with high financial stress related to debt, and offer schedules that do not allow a student to work. For those seeking a pathway out of poverty, non-ABA accredited schools provide flexible school schedules and lower tuition and expenses that allow many first-generation, low-</p>

	<p>income working individuals to attend while working to pay living expenses. For these reasons, non-ABA accredited candidates will be equally considered for fellowship.</p> <p>FVAP welcomes law students who were first-generation college students, grew up in low-income communities, or experienced intergenerational trauma through family violence. FVAP will accept all motivated candidates who are 1) pursuing a legal career in any sector of law, or 2) interested in providing/bridging pro bono support to legal aid services in the prevention of gender-based abuse, or 3) pursuing careers working on behalf of indigent or marginalized communities. FVAP intentionally models what a non-profit experience should be, both in design and development, for students and professionals entering law. Fellows at FVAP participate in almost all aspects of FVAP's continuous work to improve the organization and its services. FVAP prioritizes DEIAB. FVAP aims to serve as an example of how equitable justice can be delivered through legal aid services in appellate courts – the primary means for a survivor to overturn dangerous trial court decisions.</p> <p>FVAP has already posted for a 2024 law clerk, with applications considered on a rolling basis. Ordinarily FVAP selects 1-3 clerks no later than May 1 each year. If FVAP receives fellowship funding it will be offered to a clerk who is not already receiving funding from another source.</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	Total Funding Grant		
1. Fellow Compensation	\$7,500	\$7,500		

Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$2,500
<b>TOTAL</b>	\$10,000	\$10,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Inland Counties Legal Services	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$26,000	3	\$7,500
Counties Served by the Fellow(s)	San Bernardino, Riverside	
Impact	<p>ICLS is seeking three fellows to perform legal work whose efforts will allow ICLS to expand access to legal services to underserved communities, including in rural areas of our region.</p> <p>First, with supervision from the Special Education team, one fellow will conduct outreach, legal research, and assist with direct services to expand a legal clinic ensuring students have access to education resources; they will also assist with representation on special education cases.</p> <p>Second, with supervision from the LGBTQ+ services and Immigration team, a second fellow will perform legal work aimed at expanding access to immigration services for LGBTQ+ individuals. Our service area is home to approximately 133,000 LGBTQ+ adults (the 3rd largest population by MSA in California) but has relatively few legal professionals dedicated to serving the LGBTQ+ community. The fellow will prepare much needed “know your rights” materials, conduct outreach and presentations, perform legal research, assist on cases, and help to build an LGBTQ+ immigration screening clinic during which ICLS will provide legal information to folx in our region.</p> <p>Third, with supervision from the Housing team, the third fellow will help preserve housing for families in our region. They will have two primary responsibilities: 1) assisting with unlawful detainer representation, including reviewing legal issues, negotiations, and trial representation through ICLS’s Tenant/Landlord Assistance Program; and 2) performing research and outreach and creating a project plan to help ICLS expand its affirmative litigation on behalf of tenants who are subject to illegal rent increases, unlawful conditions, discrimination, and other claims.</p> <p>Each fellow will join ICLS at a critical time – both early enough in program development so they will help us expand legal services in an area of great community need (especially in rural areas), and also in areas that are well within ICLS’s experience and expertise.</p>	
Organizational Benefit	Since 1958, ICLS has become the most comprehensive civil legal aid provider to residents who are low-income, seniors, and those with disabilities in San Bernardino and Riverside counties. There is an overall	

	<p>lack of legal resources in this region (which spans over 27,000 square miles), including relatively few attorneys (roughly 1.2 lawyers per 1,000 residents; as compared to 4.3 lawyers per 1,000 residents in California), and very limited law school resources (the only law school physically located in the region with more than a handful of students is the University of La Verne).</p> <p>The requested grant funding will enable ICLS to serve more clients in the region. Each fellow will serve clients in areas of community need where ICLS is working to expand. In addition, the fellows will help ICLS create outreach, training, and “know your rights” materials, which will be added to ICLS’s website and used to provide legal information throughout the region. Finally, they will also help us build and expand clinic models that will provide direct legal guidance to clients throughout our region, in particular in rural areas, that will be further expanded, incorporated into ICLS’s practice groups, and replicable.</p> <p>Grant funding will help ICLS retain and/or bring talented law students to the region, ensuring that ICLS can competitively recruit and hire law students who are committed to providing legal assistance in the region. Recent experience confirms that ICLS can recruit and hire high-quality law students for the summer program if ICLS offers competitive salaries. Moreover, ICLS’s hiring strategy includes strongly considering interns for full-time, post-graduate employment and, in fact, ICLS has hired several interns in recent years directly from our summer program.</p>
<b>Supervision</b>	<p>ICLS has the infrastructure necessary to ensure the fellows will have an impactful, rewarding experience and to safeguard the quality of the fellows’ services to clients. As set forth in Section 5, ICLS has a robust summer internship program providing guidance and training to law students and, separately, to supervising attorneys. This program is overseen by ICLS’s pro bono team (in coordination with community partners), who have significant experience in creating a positive, safe effective experience for law students and attorneys.</p> <p>Each fellow will be assigned a supervising attorney with extensive legal experience in the assigned practice area, and experience working with law students. Prior to the fellowship, the supervising attorney will receive specific training and guidance on working with law students coordinated by ICLS’s pro bono team (last year’s training was offered in partnership with OneJustice), as well as written guidance and coaching to help build effective projects and foster a positive experience.</p> <p>The supervisor will be responsible for overseeing the fellow’s experience and reviewing their work. They will also be responsible for creating an environment where the fellow feels comfortable reaching out by telephone, email, or chat message; although, the supervisor will also guide the fellow on best workplace practices. In addition, the supervisor will hold</p>

	<p>regular meetings (at least weekly) to answer questions, review legal work, and discuss adjustments to the fellow's work and/or schedule as needed. Each fellow will also be assigned an attorney mentor (separate from their supervisor) responsible for guiding the law student through their fellowship, providing information about what it is like being an attorney, navigating the legal community, and career guidance. Similar to their supervisor, their mentor will also be responsible for creating an environment where the fellow feels comfortable reaching out and will hold regular meetings (at least weekly).</p>
<b>Support</b>	<p>ICLS recognizes that legal fellowship funding carries significant responsibilities, including the stewardship of limited resources and training of the next generation lawyers.</p> <p>With this in mind, for the past several years, ICLS has built a comprehensive, high-quality summer internship program to rising second- and third-year law students. The program includes substantial training and onboarding, including interactive, live training offered by ICLS staff utilizing training materials and video recordings from the Pro Bono Training Institute and other sources. Training includes client-centered lawyering, cultural humility, trauma-informed care, ethics, DEIB, as well as substantive legal training and shadowing in the assigned practice area (here, Special Education, LGBTQ+/ Immigration, and Housing). The program also includes networking, teambuilding exercises, client roleplays, and other learning opportunities. This onboarding is provided by ICLS's pro bono team, with significant experience in creating a positive, safe effective experience for law students. Students are also provided additional training based on their needs and interests to further enhance their experience at ICLS.</p> <p>The program also focuses on educating law students on poverty law issues in the region, including information on the path to starting a career in legal services for indigent persons, practical guidance on fellowship and funding for legal careers, and a comprehensive overview of wrap-around legal services. ICLS recognizes that despite our efforts, not all students will start a career in legal aid and, therefore, the summer program will also include significant information on the importance of dedicating a significant portion of their legal career to pro bono work should they pursue for-profit legal practice.</p> <p>With the goal of full immersion, the fellows will also be invited to participate in ICLS's robust DEIB initiatives and events, advocate trainings, networking opportunities (including bar association events and summer attorney mixers), and office-wide townhalls and other events.</p>
<b>Recruitment</b>	<p>As described in Section 5, ICLS has built a robust internship program for law students. As part of having a successful program, ICLS recognizes the need to invest resources in recruiting, selecting, and confirming law student participants.</p> <p>ICLS intends to recruit the fellows using the following methods:</p>

	<p>Recruiting:</p> <ul style="list-style-type: none"> <li>ICLS will attend several law school recruiting fairs in the region (some of which ICLS has already registered), including the Annual Southern California Public Interest Career Fair.</li> <li>ICLS will prepare an additional recruiting flyer describing the fellowship opportunities and advertise this flyer to local law schools; last year, ICLS received over fifty inquiries in response to a similar advertising campaign.</li> <li>ICLS will share the opportunities with its board of directors, advocates, prior law students, volunteers, and alumni who may also be in contact with potential fellow candidates.</li> </ul> <p>Gauging Candidates' Interest in Pursuing a Career in Legal Services for Indigent Persons:</p> <ul style="list-style-type: none"> <li>When reviewing application materials, ICLS will strongly consider candidates with prior experience delivering services to people with limited financial means, including, but not limited to, jobs in legal aid, government, service industries, and volunteer work.</li> <li>ICLS will look favorably on candidates who have already completed an internship at a legal aid or similar organization, while also recognizing that not all students have equal opportunity to work in unpaid positions during law school.</li> <li>ICLS will ask specific questions about why students are interested in the fellowship, including the subject matter (any relevant law school or other experience), relevant lived or other experience supporting the community being served, as well as specific questions about their plans and/or efforts to secure funding enabling them to being a career in legal aid.</li> <li>ICLS will also ask about geographic ties and/or reasons for wanting to work in the region.</li> </ul>	
	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?	No
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$3,000
<b>TOTAL</b>	\$10,000	\$25,500



2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Legal Aid at Work	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$70,000	7	\$10,000
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,	
Impact	<p>LAAW's mission is to partner with people to help them understand and assert their workplace rights, and to advocate for employment laws and systems that empower low-paid workers and marginalized communities. Each of the fellows will assist one of our 7 core programs:</p> <ol style="list-style-type: none"> <li>1. Community Legal Services</li> <li>2. Gender Equity &amp; LGBTQ Rights</li> <li>3. Wage Protection</li> <li>4. National Origin and Immigrant Rights</li> <li>5. Work &amp; Family</li> <li>6. Disability Rights</li> <li>7. Racial Economic Justice</li> </ol> <p>For fellows in the Community Legal Services program, their work will consist of providing direct services to workers around the state through our network of 13 Workers' Rights Clinic sites. They will also support the operation of the Clinic (for example, by updating our clinic manual).</p> <p>For the other six other programs, students' work will involve a mix of:</p> <ul style="list-style-type: none"> <li>• Litigation (e.g., drafting research memoranda or propounding discovery),</li> <li>• Direct services (e.g., providing advice through specialized helplines and clinics),</li> <li>• Legislative and administrative advocacy (e.g., drafting public comment for new EEOC regulations), and</li> <li>• Public education (e.g., updating fact sheets).</li> </ul> <p>Moreover, fellows from all programs will participate in a weekly Workers' Rights Clinics on Wednesday evenings, under Community Legal Services staff supervision. There, students will receive one hour of training on essential topics in employment law. Then, they will have the opportunity to directly speak with 1-2 clients per clinic and provide advice and counsel under the supervision of clinic attorneys.</p> <p>When the situation warrants and staff capacity permits, summer students will also provide limited representation to workers. That may consist of assisting the worker in reaching an informal resolution with an employer. Students may also have the opportunity to argue a clients' case before an administrative law judge (for example regarding denials of unemployment insurance or in prosecuting a wage claim before the Labor Commissioner).</p>	

<b>Organizational Benefit</b>	<p>Students allow us to substantially increase the volume of clients we serve, especially in our direct services work. We have students do a lot of the interfacing with clients. That allows them to spend the necessary but substantial time it takes to build trust and rapport, while allowing our attorneys to work with the students to more efficiently analyze the legal aspects of clients' claims.</p> <p>In addition, they allow us to meet urgent but perhaps unanticipated community needs. For instance, our 2020 Summer fellows helped develop our Black Workers Zine created in partnership with the Los Angeles Black Worker Center (which is still available on our website). This project was timely, addressing the specific rights of Black workers, particularly in light of the George Floyd protests and the heightened political activity of that period. At the time, our staff were so overburdened with a surge in demand for our services that they would not have had capacity for this project otherwise. Students also assist with research and writing assignments. Their support helps us explore legal theories that otherwise might not have the resources to evaluate as thoroughly. Students also come with fresh perspectives and knowledge of emerging trends in legal academia that they bring from their recent studies. As a result, their insights keep our legal services on the cutting-edge, nimble, and creative.</p> <p>Finally, student interns are a tremendous source of eventual staff. The majority of our current attorneys were previously student interns with us. Having students over the summer provides a great opportunity for them to understand what it means to practice as a nonprofit employment lawyer. It also gives us an opportunity to evaluate them as future employees, and provides connections that allow us to recruit them in the future.</p>
<b>Supervision</b>	<p>Our summer fellows will receive guidance from experienced program directors and staff attorneys from each respective program. These supervisors, often with extensive backgrounds in mentoring and training students, will help the fellow conduct high-quality legal advice and representation for our clients.</p> <p>Supervisors assign individual tasks to fellows and then conduct detailed reviews of their completed work. This immediate feedback helps us to consistently deliver high-quality legal services tailored to each client's unique needs. Beyond specific tasks, supervising attorneys mentor fellows, delving into the hands-on aspects of public interest lawyering.</p> <p>All fellows participate in weekly program meetings. These sessions offer a space to discuss work, share experiences, and get feedback. Additionally, we provide fellows with weekly training sessions on key legal areas, ensuring they remain informed and ready.</p> <p>During clinics, supervisors directly oversee the fellows as they conduct client intakes and collaborate with senior attorneys for thorough case analysis.</p> <p>We collect feedback at each term's end and encourage fellows to reflect on their experiences, which guides our program improvements. This dual focus ensures we maintain service quality for our clients while offering a rich learning environment for our fellows.</p> <p>Our organization takes great pride in having mentored and trained the next generation of public interest lawyers over the years through our various fellowships and law school clinics. We have provided hundreds of students with 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>
<b>Support</b>	<p>LAAW is deeply committed to nurturing the future of public interest law and equipping our fellows with the practical skills required for effective client advocacy.</p> <p>Our fellows undergo a thorough onboarding process, receiving comprehensive training in employment law and support to ensure that our fellows are well-prepared to provide legal services to clients. We've augmented this training regimen with recorded videos that are specifically tailored to guide fellows in administrative hearing preparations. Each fellow receives direct, hands-on training from their respective program supervisor, supplemented by support from others, such as our IT and</p>

	<p>operations teams. All summer law students will receive an up-to-date Summer Clerkship manual that offers a detailed insight into our protocols and organizational structure, as well as access to LAAW's comprehensive Employment Law Manual. Fellows will also have access to LAAW's vast library of self-help and educational resources.</p> <p>LAAW also has a formal summer mentorship program, which assigns each summer law student a mentor outside of their program. This system encourages cross-collaboration and broadens fellows' exposure to different facets of public interest law. It also serves a vital supportive role, providing fellows with an avenue for guidance beyond their immediate supervisors.</p> <p>LAAW also hosts several social activities and networking events throughout the summer to provide opportunities for fellows to meet each other and to network both internally and externally.</p> <p>Additionally, as described in response to question 2 above, all fellows (including those in programs other than Community Legal Services) will have the opportunity through our weekly Workers Rights Clinic in the summer 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 employs a strategic and inclusive approach in the recruitment and selection of our summer legal fellows. To ensure a diverse and robust pool of candidates, LAAW leverages its established relationships with a majority of law schools across the state, and indeed across the Nation. Notably, over the last few years, we've expanded our outreach to schools beyond the traditional Ivy League institutions, based on recommendations from our staff and other stakeholders. This diversified outreach, spearheaded by our director of recruitment, is a testament to our commitment to drawing talent from a broader spectrum of institutions and backgrounds.</p> <p>During the evaluation phase, we meticulously review candidates' work histories, cover letters, and transcripts. Our aim is to discern both their aptitude and dedication to our mission. 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.</p> <p>For fellows that we've selected in the past, specific qualifications, personal experiences, and demonstrated passion for service have often been distinguishing factors. The synthesis of academic rigor, relevant prior experiences, and a personal connection to the challenges faced by the communities we serve have consistently made our selected fellows uniquely suited to champion our mission.</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

Budget		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$52,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$17,500
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$70,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Inner City Law Center	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$50,000	5	\$2,000
Counties Served by the Fellow(s)	Los Angeles	
Impact	<p>Since 1980, 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.</p> <p>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 be assigned to one of ICLC's program teams and work directly with low-income tenants on housing issues, unhoused veterans who need discharge upgrades and VA benefits, unhoused individuals without access to public benefits, and/or Angelenos who have barriers to income and housing. Day-to-day assignments will vary depending on team assignment, but fellows will assist with and gain a variety of legal skills ranging from research and legal writing to client-centered lawyering and litigation.</p> <p>Among other things, fellows will assist with intake, draft pleadings and motions, propound and respond to discovery, help with settlement negotiations or trial by gathering evidence, assist with administrative proceedings before review boards, assist with trial briefs, help with policy initiatives, and/or conduct research. They will expand services by providing direct advocacy to clients experiencing or risk of homelessness by assisting in case work and assisting with outreach and education.</p> <p>Fellows will also learn oral advocacy skills from supervising attorneys by shadowing attorneys through depositions, hearings, trials, and/or administrative 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 relevant procedural and substantive law.</p>	

<b>Organizational Benefit</b>	<p>ICLC has a robust Summer Fellowship program that attracts thoughtful and public-interest-focused law students. ICLC's Summer Fellows have worked on a variety of projects, ranging from providing holistic services to clients at risk of homelessness to helping individuals and families avoid evictions and ultimately, homelessness. Our Summer Fellowship Program serves as pipeline for ICLC's Housing Justice Fellows project, a two-year fellowship program that allows recent law school graduates to enter nonprofit law. Many Housing Justice Fellows stay on as permanent ICLC staff after their fellowships end. As a result, ICLC often looks to its Summer Fellows as potential ICLC staff who will become advocates for safe and affordable housing.</p> <p>Despite programs like these, ICLC and the nonprofit legal services sector as a whole struggle to recruit and retain talented attorneys. This is particularly troublesome given the need for legal expertise to address California's worsening housing and homelessness crisis. By recruiting more legal service professionals into the public service arena, we are increasing access to legal services for underserved and underrepresented communities.</p> <p>Inner City Law Center has more than doubled in size in the past three years to meet the overwhelming need for our services in the face of California's housing and homelessness crisis. Summer Fellows provide additional staff to assist with the unprecedented need for our services, ultimately allowing us to serve more indigent clients. Funding like this ensures that law students can afford to work in the legal aid sector, a first step to meeting client demand. Introducing law students to public interest law initially through the Summer Fellowship Program and informing them of our Housing Justice Fellows program as an option upon completion of law school will ultimately create a pipeline to continue to meet the need for talented, passionate attorneys throughout the nonprofit legal services sector.</p>
<b>Supervision</b>	<p>ICLC is implementing a new program through Chronus, a mentorship platform intended to improve the effectiveness and job satisfaction of attorneys. Chronus will allow us to manage and measure our mentorship programs so that legal staff can achieve their full potential. Supervisory staff will use the skills learned through this platform in the management of fellows.</p> <p>Fellows receive a thorough orientation on topics including, but not limited to, organizational policies, trauma-informed lawyering, confidentiality, and the Rules of Professional Conduct. After onboarding, fellows 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 areas of law relevant to their projects at ICLC.</p> <p>In addition to training, supervisors will meet regularly with fellows through individual and weekly team meetings. Every fellow will be supervised by</p>

	<p>staff or supervising attorneys and all work products will be reviewed by their supervisors, and fellows will be given constructive feedback. Regular case management meetings allow teams to evaluate caseloads and recent developments in cases, offer opportunities for training and problem solving, and help coordinate case opening and closing status and practices. ICLC strongly believes in the “see one, do one, teach one” model of supervision. For example, before fellows can handle certain tasks independently, such as conducting an intake, they will first sit in on intake sessions led by experienced staff attorneys. After observing, students will conduct an intake with supervision. Only after ICLC supervisors are convinced of a fellow’s capabilities will a fellow be allowed to handle intakes independently.</p> <p>ICLC’s Director of Pro Bono manages our Summer Fellowship Program, ensuring fellows receive sufficient training and are submitting good work product. The Director of Pro Bono will address any concerns and adjust as needed to improve the fellows’ training and learning experience.</p>
<b>Support</b>	<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>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. Finally, ICLC encourages and promotes a law student to post-graduate fellowship to staff attorney pipeline and as such, invites each fellow to summer workshops on post-graduate opportunities, including ICLC’s two-year Housing Justice Fellowship project. Summer Fellows are encouraged to stay in contact with ICLC and their team members after the completion of their summer project. ICLC’s Director of Pro Bono will provide additional guidance and mentorship to fellows interested in a career in public interest law.</p>
<b>Recruitment</b>	<p>ICLC works to ensure that we recruit a strong, diverse, and motivated group of students each summer. Although we focus on promotion throughout California, funding from the State Bar for our Summer Fellowship Program will allow us to expand our reach beyond California to law students throughout the country. We will publicize our fellowship opportunities to more than three dozen schools throughout the country. Opportunities are sent to the heads of the public interest programs at various schools, former interns, and more than 40 student groups at</p>

<p>schools whose memberships consist of students of color, first-generation college-students, and students focused on public interest work. 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 our clients, and have had previous jobs outside of the legal profession where relevant skills have been acquired. Recruitment will begin in January and prospective participants will be selected by March 29, 2024. Funding from the State Bar will allow us to provide a larger stipend than our usual rate of \$2,000, which will dramatically improve our recruitment potential.</p>		
<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>		
	<b>Budget for Each Fellowship</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$37,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$12,500
<b>TOTAL</b>	\$10,000	\$50,000



2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Center for Gender and Refugee Studies - California	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$20,000	2	\$10,000
Counties Served by the Fellow(s)	Alameda,Alpine,Amador,Butte,Calaveras,Colusa,Contra Costa,Del Norte,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	
Impact	<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>Our fellows will serve as law clerks, providing critical support to our three program areas: impact litigation, TA and training, and policy advocacy. 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. To support our robust statewide TA program, fellows will be actively involved in developing practice advisories and other written resources aimed at equipping attorneys with the best strategies to win protections for their client. They will update our existing case compendiums, bolstering our resource library and providing advocates with insight on the most recent legal developments in asylum law. They will work on updating our case law summaries on gang-based, gender-based, and family-based asylum claims. In terms of policy advocacy, they will collaborate with our staff to conduct research on human rights violations and climate-related disasters that force people to leave their home countries.</p>	
Organizational Benefit	<p>Our summer fellowship (law clerkship) program has proven to be an important bedrock of our programing. It represents an opportunity for us to cultivate a pipeline for the next generation of leaders in asylum law. We provide fellows the opportunity to learn from our staff attorneys, develop critical research and writing skills, and prepare for their post-law school career. In return, with each cohort of fellows, we bolster our three program areas (mentioned above), increase our efficiency, and enrich the diversity of our staff.</p> <p>We rely on our fellows to complete critical and time-sensitive litigation tasks beyond our current staff capacity. For example, last summer's fellows were involved in screening potential plaintiffs for our class-action lawsuits, a time-intensive process that required all hands-on-deck. Because our fellows spoke Spanish, they were able to conduct outreach and screen plaintiffs efficiently,</p>	

	<p>despite time pressures. In another example, last summer’s fellows collaborated with our advocacy team to develop resources aimed at educating policymakers on the intersection of forced migration and climate change. This work is cutting-edge, and we could not do it without the fellows’ research contributions.</p> <p>Our close affiliation with UC College of the Law, San Francisco gives us a leg up when it comes to recruiting summer fellows. We are in close contact with the Refugee and Human Rights Clinic on campus, which has proven to be a steady feeder of applicants for our law clerk positions. 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 afford to expand our clerkship program to offer more paid opportunities throughout the year.</p>
<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. In the past, 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 into our organization’s work. They will also be provided with a 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</p>

	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.	
Recruitment	<p>We prioritize recruiting a diverse pool of candidates. We are conscientious about using inclusive language in our job posting and adhere to our internal 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 last summer, we have received almost 50 applications from a diverse pool of applicants.</p> <p>In our candidates we look for a demonstrated interest in refugee, asylum, 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 or community-based organizations (though not required) as a great addition to our support center.</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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000
TOTAL	\$10,000	\$20,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Legal Aid Foundation of Los Angeles	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$20,000	2	\$8,750
Counties Served by the Fellow(s)	Los Angeles	
Impact	<p>LAFLA proposes hosting two law students from low-income backgrounds, who will engage in training and mentorship in language justice and medical-legal partnerships.</p> <p>LAFLA's Language Justice Project (LJP) advances equity and inclusion for people who use non-dominant spoken and signed languages, including the diverse immigrant and Deaf communities across Greater Los Angeles. The LJP Fellow will work with LAFLA staff to provide culturally and linguistically appropriate services for clients with limited English proficiency who are survivors of domestic violence, sexual assault, human trafficking, and other crimes and persecution, with a focus on family and immigration law. This Fellow will also conduct language rights advocacy on behalf of clients trying to access government services, programs, and benefits, such as from the courts, LA County Department of Public Social Services, and U.S Citizenship and Immigration Services. Special Counsel on Language Justice Joann Lee will supervise and mentor this Fellow. Joann has 23 years of experience supervising students and attorneys and leading nation- and state-wide language justice advocacy projects.</p> <p>LAFLA's Black Health Initiative Medical-Legal Partnership (BHI MLP) improves Black maternal health by providing free legal services and connecting BIPOC patients to resources and programs. The BHI MLP Fellow will work with healthcare professionals and LAFLA staff to identify and help patients reach their optimal health by 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. This Fellow will conduct client intake, fact gathering, case assessment, counsel and advice, and help draft letters, legal memos and declarations; and refer clients to other organizations for additional support. Ronnette Ramos, Managing Attorney of BHI MLP, will supervise and mentor this Fellow. Ronnette has 24 years of experience supervising students and attorneys, and her team of 5 attorneys and 3 paralegals.</p>	
Organizational Benefit	The impact that this proposed Fellowship will have three major impacts on LAFLA.	

	<p>First, our organization will improve outreach efforts by hiring for the summer two law students whose backgrounds reflect the traditionally underserved communities we serve. LAFLA has extensive experience supervising law students, but students from low-income backgrounds specifically benefit BHI MLP's and LJP's efforts to reach traditionally underserved individuals in Los Angeles County. We have found that financial incentives are necessary to help recruit diverse fellows who can speak more directly about relevant cultural issues.</p> <p>Second, the two Fellow positions will allow LAFLA to offer much needed additional assistance for our growing Language Justice Project and at our relatively new Black Health Initiative Medical-Legal Partnership site in Inglewood. As we have not yet secured funds for these summer positions, the proposed Fellowship would ensure these additional roles. With both the BHI MLP Fellow and LJP Fellow receiving specialized training in MLPs and language justice, the Fellowship will expand the pipelines for both areas of public interest law—which are growing sectors in need of recruitment, training, and visibility.</p> <p>Third, LAFLA encourages past law student fellows and volunteers to continue on at LAFLA. Many of our summer law student fellows return to volunteer or become future fellows, staff members, or pro bono partners. After our third year of hosting fellows in the LAFLA Equity and Inclusion Fellowship (LEIF) Program, 5 out of 30 participants have returned to take fellowships, jobs, and other roles at LAFLA. Indeed, all of LAFLA's former Skadden and Equal Justice Works fellows were offered staff positions at LAFLA after completion of their fellowships, and 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>
Supervision	<p>LAFLA's Law Student Recruitment Committee (LSRC) has developed supervisor materials, a system of entrance and exit interviews, and internal resources and reference guides for law students, supervisors, and committee members. LAFLA also administers surveys to fellows and volunteers to obtain feedback on whether participants are satisfied with their training, development, and overall experiences while at LAFLA. Each year, LSRC incorporates feedback to improve our summer programming and supervision.</p> <p>MLP Managing Attorney Ronnette Ramos will directly supervise the BHI MLP Fellow, and Special Counsel on Language Justice Joann Lee will supervise the LJP Fellow. Each Fellow will work in the same office with their supervisor, who will serve as their subject matter supervisor. In addition to participating in LAFLA's robust onboarding and trainings, both Fellows will have daily support from Ronnette, Joann, and their teams of attorneys. Throughout, Ronnette and Joann will assess the Fellows' progress toward meeting the following goals and objectives: (1) Case management: clients are tracked through LegalServer to ensure that cases are resolved in a</p>

	<p>professional, timely manner. (2) Statistical reporting: data are compiled to determine if the targeted number of clients is served. (3) Case review: case statuses are discussed in workgroup meetings to assess quality issues in case handling.</p> <p>Case reviews meetings provide an opportunity for the Fellows to identify problems as they arise and to workshop with experienced legal staff the most effective service delivery methods for targeted clients. The Fellow will meet daily with Ronnette and Joann for the first week of the Fellowship; after which, the Fellows will meet with their supervisors once per week. The Fellows will self-evaluate and be evaluated by their supervisors 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>
Support	<p>As part of the LAFLA summer law student program, the BHI MLP and LJP Fellows will join a cohort of approximately 30 law student fellows and participate in a robust onboarding program. Fellows will attend extensive trainings and brown bag events throughout the summer designed to orient students to LAFLA's mission of providing client-centered services through a racial justice lens. These trainings encompass substantive law, practical legal skills, and professional development to help students prepare for their careers as lawyers. 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 development at LAFLA. Under guidance of their supervisors, the BHI MLP and LJP Fellows will have opportunities to develop research and writing skills, learn trauma-informed approaches, practice interviewing techniques, shadow attorneys at court, make appearances in court (if certified), and assist with a full range of litigation and administrative-focused legal services.</p> <p>The BHI MLP Fellow will be embedded in LAFLA's Medical-Legal Partnership workgroup, and the LJP Fellow in LAFLA's Language Justice Project and Asian and Pacific Islander Community Outreach Project workgroups. Both Fellows will interact with all LAFLA's substantive areas of law and will collaborate with relevant workgroups to connect their clients with specialized assistance in specific areas of law (e.g., family, government benefits, housing). Both Fellows will help facilitate outreach events for low-income communities throughout Los Angeles County, learn to screen clients for non-legal needs, and provide referrals to appropriate community-based organizations that provide relevant social services.</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 recruit student fellows to better represent our client community. 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 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 in serving the community.</p>	
	<p>LSRC provides racial justice interviewing training for its committee members to ensure that our hiring methods are culturally and racially appropriate. LAFLA generally engages students who have experience in community service and/or identify as members from the communities that we serve. To ensure that students from these communities could afford to serve at LAFLA, we created the LAFLA Equity and Inclusion Fellowship (LEIF) Program to provide additional financial support to those who have financial needs and identify as BIPOC. These efforts have resulted in an exceptionally diverse class for the 2021-2023 summers.</p>	
	<p>LAFLA seeks to employ two Fellows who identify as BIPOC, have fluency in a relevant language, and/or come from the communities served by BHI MLP and LJP. Both will gain exposure to common poverty law issues; the BHI MLP Fellow specifically to the impact inequities have on health and wellness, and the LJP Fellow to the impact linguistic isolation has on individuals' access to benefits and legal rights. Understanding these connections and the ability to provide legal services in LAFLA's core legal areas with a race- and language-conscious lens are extremely important to help address and challenge existing structures of poverty and unequal power.</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?	No	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000
<b>TOTAL</b>	\$10,000	\$20,000



2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	<b>Legal Aid of Sonoma County</b>	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$40,000	4	\$0
<b>Counties Served by the Fellow(s)</b>	Sonoma	
<b>Impact</b>	<p>Fellows will be assigned to our Housing Program, SAFE Program and Veterans Benefits Program.</p> <p>LASC has a robust Housing Program that provides eviction defense and tenant protection legal services to low-income tenants. LASC has provided housing services for over 16 years, but since 2021, has expanded significantly with a pilot grant aimed at following a right to counsel model. With experienced supervisors, staff and support staff, LASC has expanded services, created and enhanced resources, and increased litigation capacity.</p> <p>LASC's SAFE Program serves survivors of domestic violence. The SAFE Program assists with protective orders and connecting survivors to resources necessary for safety planning. In addition to serving walk-ins, LASC also reduces barriers by participating in Sonoma County's Family Justice Center collaborative where survivors can directly connect to legal services as well as supportive services in one location.</p> <p>LASC's 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.</p> <p>Fellows will be assigned to one of these programs, where they will engage with clients, assist with intake and case assessment, and support case work. Case work will include conducting client interviews, providing legal research and analysis, assisting with drafting advocacy letters in pre-litigation matters as well as legal documents for administrative proceedings and/or litigation, observing administrative and/or court proceedings, all under the supervision of a staff attorney or supervising attorney.</p>	
<b>Organizational Benefit</b>	The fellows' contributions will significantly impact LASC. LASC includes a staff of about 40 who serve a large geographically diverse county. Fellows,	



	<p>first and foremost, enhance our services capacity by providing more resources for client intake, legal research, legal case work and community outreach. This past summer, LASC's fellows assisted clients that we would have been unable to or were underequipped to assist. By having the capacity to engage in exhaustive legal research on novel issues or support litigation with quick briefing or facilitate client communication and fact gathering, fellows enable LASC's attorneys to work more efficiently and serve more clients. Second, fellows provide staff attorneys the professional development opportunities of supervision and training. As legal services organizations struggle to retain attorneys and fill supervisory roles, providing attorneys' opportunities for professional development and leadership training is a valuable investment in staff. Finally, fellows present a future hiring pipeline for LASC by exposing law students to LASC who might not otherwise consider this County and/or this work. As LASC has not historically had funds to compensate summer law students, attracting students and thus attorneys, particularly diverse students and attorneys, has been challenging. It is LASC's hope that by investing in law students while still in school, LASC will be better positioned to recruit diverse and committed attorneys to the agency.</p>
<b>Supervision</b>	<p>The fellows will be provided administrative supervision by a supervising attorney with over 14 years of legal services experience. This attorney has 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, 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 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. 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 troubleshoot cases, including having the opportunity to raise any such issues themselves.</p>
<b>Support</b>	<p>LASC will provide administrative onboarding, as well as a training plan, which will include internal trainings scheduled throughout the summer</p>

	<p>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.</p> <p>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 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 will recruit qualified law students for this coming summer through the 2024 NorCal PIPS Day (PIPS). After taking time off from PIPS, LASC made participation last year a priority with the goal of reaching a broader group, particularly a more diverse candidate pool and students with a demonstrated commitment to service and social justice. As a result, LASC hired three excellent fellows that represented these goals. Given the success of last year, LASC will again utilize this forum for recruitment.</p> <p>We will also recruit from the local Empire Law School, which offers a four-year program accommodating students who are not financially able to attend law school full time. LASC works closely with Empire, hosting interns and offering clinics throughout the year. We are also engaged with the Dean of the school to publicize opportunities and strategize on recruitment.</p> <p>To select candidates, LASC will use a dual screening method that prioritizes candidates who have 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 bilingual students). Interviews will be conducted by at least two staff members to capture a diversity of perspectives. Additionally, interviewers will use preset questions to ensure a more unbiased screening process. After interviews, participating staff will debrief and recommend candidates for hire.</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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$30,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$10,000
<b>TOTAL</b>	\$10,000	\$40,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	LACBA Counsel for Justice	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$28,000	3	\$0
Counties Served by the Fellow(s)	Los Angeles	
Impact	<p>CFJ is proposing to hire three summer fellows, each assigned to one of three different clinics:</p> <p>(1) A domestic violence clinic, located in the downtown Los Angeles courthouse, providing legal information and forms preparation using a self-help model. The fellow will provide legal information and forms preparation assistance in domestic violence and elder abuse restraining orders. The fellow will use our forms production program to prepare the forms and draft a detailed declaration. CFJ has been operating this clinic for over 20 years has extensive experience in this area and engaged many volunteers, including summer law student interns.</p> <p>(2) An immigration clinic, located in a federal building that also houses ICE, ICIS and the EOIR courts providing services along a continuum - from legal information and forms preparation using a pro se model to full-scope representation - based on individual needs and resources. The fellow will provide legal information related to immigration law and procedures to respondents and prepare forms related to various USCIS applications, such as work permits, travel documents, and fee waivers. CFJ has been operating this clinic for over 20 years and engaged many volunteers, including summer law student interns, over this time.</p> <p>(3) A remote veterans' clinic to clear the legal barriers to housing, employment, and financial stability. The veterans project provides assistance with eviction defense, tenants' rights, and record clearing through a mix of virtual, call-in, and in-person clinics. The fellow will provide legal information, assist with preparing motions, petitions, and forms, and provide legal support and research to staff attorneys and pro bono attorneys working on full representation cases. CFJ has been serving veterans for 9 years, launching record clearing services in 2014 and housing services in 2021.</p>	
Organizational Benefit	<p>This grant program and the Fellows' contributions offer a multi-faceted benefit to CFJ, in the following ways:</p> <p>(1) Augmenting Services: Although we have many dedicated volunteers, there is more demand for legal services than we can meet. Hiring bi-lingual Fellows for the summer, who are regularly scheduled on a full-time basis in each clinic, will expand CFJ's ability to provide services, ensuring more</p>	

	<p>vulnerable individuals in our community will receive the legal services they need.</p> <p>(2) Additional Program Resources: The Fellows will provide valuable additional resources to complete legal research assignments and/or program development assignments, such as legal informational handouts, to be used as program resources after the summer term is complete.</p> <p>(3) Enhancing the Potential Applicant Pool: The Fellowship program offers an opportunity for a smaller legal services organization like CFJ to (a) build its reputation among law schools for hosting excellent summer opportunities; (b) compete with larger better-funded legal services organizations to attract and recruit the best possible candidates, especially bi-lingual students, for summer positions; and (c) have the resources to attract a diverse group of students who would otherwise not be able to afford to do a summer internship.</p> <p>(4) Pipeline for Future Talent: Hosting summer law fellows provides CFJ with a hiring pipeline for potential future staff positions. Through the Fellowship, we get an on-ground assessment of candidates, making future recruitment processes more streamlined and effective, as we can identify and potentially retain talent that has already become familiar with our organization.</p>
<b>Supervision</b>	<p>Fellows will be supervised by the Directing Attorney (DA) and/or Project Attorney (PA) of their respective Project, each of whom has years of experience training and supervising volunteers and interns in their work. Catherine Hoffman (DV) has been working in the legal services field since 2018 and has been with CFJ since 2022. Silvia Martinez (Immigration) has been an immigration attorney for 23 years and has been with CFJ since 2019. Tara Hunter (DA - Veterans) has been supervising pro bono attorney, paralegal, and student volunteers at CFJ since 2017. Alexandra Hong (PA - Veterans) has specialized in housing since 2016 and has been a PA since 2021, supervising volunteers on housing matters. As each of their clinics rely heavily on attorney and law student volunteers, they all have extensive daily experience supervising volunteer attorneys and students in their daily work. CFJ's robust supervisory practices described below will ensure that Fellows will have an enriching educational experience while providing the highest level of services.</p> <p>Legal Work Review: Fellows will have daily contact with their supervisor who will review all legal work and provide real-time feedback as the Fellow performs legal services. Feedback will be constructive, ensuring a positive learning experience, while maintaining the highest level of services.</p> <p>Frequent Check-ins: Outside of the flow of a busy clinic, each Fellow will have a weekly check-in with their supervisor to review progress, discuss challenges, and provide additional training. Supervisors will emphasize client-centered, trauma-informed service provision as well as the ethical standards pertaining to the various levels of service offered by the clinics.</p>

	<p>Client feedback: Clients/litigants will be encouraged to provide feedback after work on their case or matter is completed. Any feedback on the Fellow's work will be discussed with them, emphasizing areas of strength and potential improvement.</p>
<b>Support</b>	<p>Through a multi-level approach, CFJ aims to develop a Fellow's professional skills but also to foster their professional development, encouraging a rewarding career in legal services.</p> <p>Training: Each Fellow's training will include an introduction to CFJ and our Projects, in-depth review of the law and policies/procedures related to their clinic, as well as training in the impact of trauma on the communities served by the Projects, and best practices for working with traumatized individuals. As part of training, and consistent with the standard training practices for volunteers in each clinic, the Fellows will have a period of "shadowing" where they will observe staff and/or trained volunteers applying various interviewing techniques and conducting legal discussions with people receiving services.</p> <p>Observation: Fellows will observe court proceedings relevant to their clinic assignment. For example, the domestic violence Fellow will observe DVRO hearings and veterans' Fellow will observe UD cases. CFJ also offers Fellows an opportunity to tour the courthouses and meet with bench officers and court staff in their area of interest, or another Fellow's practice area.</p> <p>Networking: All Fellows will begin their summer with the public interest "boot camp" hosted by the SoCal Pro Bono Center. Throughout the summer, Fellows are invited to attend trainings, meetings, events with their DA or other CCFJ staff. Because of its close partnership with LACBA, CFJ Fellows can attend for free any networking event and/or the many trainings offered by LACBA throughout the summer.</p> <p>Resources: Fellows can access a shared folder online containing additional training resources like training videos, sample declarations, guidance on trauma-informed service, and technical material like case alerts and summaries. All Fellows will be subscribed to CFJ's membership in PLI. Fellows will have access to all legal templates and commercial research databases used by the clinic team to which they are assigned.</p>
<b>Recruitment</b>	<p>CFJ will conduct outreach through a variety of methods in order to recruit a diverse pool of candidates, including through: (1) the law schools with which we have established relationships through our years of working with volunteers, both locally and outside Los Angeles; (2) LACBA's various platforms, including its many Sections and their listservs, as well as their affiliate Bar Associations, such as the Black Women Lawyers Association, LGBTQ+ Lawyers Association of Los Angeles, and Mexican American Bar Association; (3) Online Platforms: Posting our summer fellowship opportunity on legal job boards, websites, and platforms geared towards diverse legal communities, such as the National Association for Law Placement, and others and (4) Networking Events, such as career fairs, panel discussions, and legal symposiums.</p>

	<p>Each applicant will be required to submit a cover letter or personal statement detailing their interest in public interest law which will provide insights into the candidate's interest in the field. Consideration will be given to candidates who have prior experience in legal services for vulnerable communities, as well as candidates who have personal experience or connection with the communities or issues served by the clinics. Shortlisted candidates will be scheduled for an interview, during which we will discuss the specific opportunities offered as well as the candidate's (1) interest in and understanding of the challenges faced by the people served by CFJ; and (2) aspirations for their summer work as well as in the legal field overall. Finally, we will seek references from professors, previous employers, or community leaders who can describe the candidate's interest in public interest field.</p> <p>A selection committee made up of Directing and Project Attorneys from each of our legal service areas will review applications, ensuring a comprehensive review of candidates from different perspectives and areas of expertise.</p>	
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$6,000
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$28,500</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Loyola Marymount University	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$30,000	3	\$3,500
Counties Served by the Fellow(s)	Los Angeles	
Impact	<p>The three fellows will work in the three youth-focused clinics of our Center for Juvenile Law &amp; Policy (CJLP).</p> <p>1) Youth Justice Education Clinic (YJEC) trains law students to represent system-involved youth in education matters, including special education, school discipline, and school enrollment/ transfer. The YJEC fellow will take on casework in these areas as needed by clients. Tasks will include meeting with clients, conducting legal research, attending Individualized Education Program (IEP) and school discipline meetings, assistance with complaints or appeals, and preparation for hearings.</p> <p>2) Juvenile Justice Clinic (JJC) trains law students to represent indigent youth in delinquency matters, including youth that fall under both delinquency and dependency jurisdictions as "crossover" youth. The JJC fellow will assist with casework on delinquency matters. The fellow will maintain regular contact with clients, families, and service providers, in collaboration with the JJC social worker. The fellow will also maintain case files, conduct legal research, write memoranda and legal briefs, and appear on the record in court as a certified law student under attorney supervision. The fellow will also be tasked with developing a database of community-based resources for crossover youth.</p> <p>3) Juvenile Innocence and Fair Sentencing Clinic (JIFS) trains law students in post-conviction representation for clients who were sentenced to unconstitutionally lengthy prison sentences as juveniles. The JIFS fellow will represent clients at Youth Offender Parole Hearings and litigate petitions for writ of habeas corpus under the Racial Justice Act for All (RJFA). For parole work, the student will work and strategize with clients who have upcoming parole hearings, prepare the materials for hearings, and represent clients at hearings. For the RJFA work, the student will draft petitions, coordinate discovery, and amass statistical evidence demonstrating that youth of color are disparately burdened by long sentences and gang enhancements.</p>	
Organizational Benefit	During the school year, these clinics train law students to work on client cases under the supervision of clinic attorneys. Clinics do not enroll students during summer, which significantly reduces our capacity to	



	<p>conduct client work. A fellow in each clinic who can devote full time to our cases will expand our capacity for client work during the summer. This will enable us to take on additional client matters and move them forward to completion more expeditiously, as well as expanding our services to our current clients. Our significant experience orienting and training law students each year enables us to quickly onboard and bring summer fellows up to speed and incorporate them in our client work.</p> <p>In JIFS, an extensive class of potential clients will become eligible for remedies under the RJFA starting in January 2024. JIFS is particularly suited to handle post-conviction civil remedies for clients under RJFA because the clinic has been at the forefront of litigation for every major juvenile post-conviction or parole remedy in California since 2012. JIFS already represents 30-40 clients who are eligible for the RJFA or youth offender parole hearings. It is crucial that the clinic has sufficient staff – both professional and student – to serve its clients as this new remedy rolls out. The student will be heavily involved in planning and strategizing how to best serve clinic clients.</p> <p>The ability to pay fellows as a result of this grant will ensure that we can recruit students who are interested in learning these practice areas regardless of financial means, and thus enables us to recruit a more socioeconomically diverse pool of students.</p>
<b>Supervision</b>	<p>The YJEC fellow will be supervised by YJEC Director Megan Stanton Trehan and Supervising Attorney Vivian Wong. Ms. Stanton-Trehan has been representing system-involved youth in education proceedings for 8 years. This is her fifth year as YJEC Director, where she has trained and supervised over 20 students in advocating for education rights of youth. Ms. Wong has worked with YJEC for 4 years, supervising student casework and co-teaching the clinic.</p> <p>The JJC Fellow will be supervised by JJC Director Roshell Amezcua and supervising attorney Rhyzan Croomes. Ms. Amezcua will have completed one year of teaching and supervising students in JJC. Prior to joining JJC, Ms. Amezcua was a supervising attorney at The Bronx Defenders where she supervised incoming law graduates as well as experienced attorneys in all aspects of client representation. Ms. Croomes has 3 years of experience supervising students in JJC.</p> <p>The JIFS fellow will be supervised by JIFS Director Chris Hawthorne, who since 2012 has litigated and supervised students in hundreds of post-conviction and parole cases. Also supervising will be parole attorney Susan Sands Harbert, and supervising attorney Oscar Berumen, both of whom have extensive experience in their respective areas (parole and litigation). To ensure the fellows provide safe, effective and sensitive legal services to clients, supervising attorneys will work closely with each fellow, including weekly case reviews and frequent informal checkins. Social work staff also attend case reviews and support fellows in providing trauma-informed,</p>

	<p>culturally sensitive legal representation, and provide social work support to clients so fellows can focus on legal work.</p> <p>All work of these clinics is overseen by the Executive Director of the Law School's CJLP and the Executive Director of the Loyola Social Justice Law Clinic (LSJLC), to ensure casework is managed and coordinated appropriately and that students are provided appropriate oversight and training.</p>
<b>Support</b>	<p>Our fellows will be onboarded with introductions to the substantive work by relevant clinic staff, to ethical considerations by the Executive Director of the LSJLC (a former legal services general counsel) and to our clinical space, case management database, and other operations by the LSJLC operations team. If fellows have not previously taken the relevant clinic courses, they will also receive an overview of the substantive area similar to our orientation for students at the start of the clinical courses, and trauma-informed representation training by staff social workers. Each fellow will participate in regular team supervision meetings and have one-on-one supervision on a regular basis on individual casework.</p> <p>The JJC and YJEC fellows will have the opportunity to work collaboratively in multidisciplinary teams - these two clinics often form teams to represent one client on both delinquency and education matters. The JIFS fellow will have the opportunity to work with other student interns and experience first-hand the synergy of working in teams with other students and attorneys in the high-stakes world of post-conviction juvenile litigation. The fellows will also participate in meetings with other clinics in the CJLP to learn about recent developments in areas of law affecting clients, and in all-staff meetings of the LSJLC to 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> <p>The clinic directors and supervising attorneys have throughout their years teaching (and as alumni of Loyola Law School and the clinics) been mentors to students seeking public interest careers, and have successfully supported students in obtaining post graduate fellowships.</p>
<b>Recruitment</b>	<p>We expect to recruit our fellows from among law students who are participating in one of our youth-focused clinics during this academic year, have taken relevant substantive law courses, or otherwise have experience or background in the relevant subject matter, in order to ensure that the fellow can participate meaningfully in their clinic's work from the very start of the summer.</p> <p>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 our Public Interest Department Faculty, the Public Interest Law Foundation student group, the law school's</p>

	<p>Public Interest Faculty Committee and our Career Development Office to ensure that students who have expressed interest in these practice areas and public interest careers will learn about it. We expect that we will be able to find a strong and diverse 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.</p> <p>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 input from the school's Public Interest Department. In addition to interest in public interest careers, we will prioritize students who have experience with the relevant substantive practice area and/or experience working with system-involved youth.</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	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$7,500
<b>TOTAL</b>	\$10,000	\$30,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	National Center for Youth Law	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$50,000	5	\$7,500
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	
Impact	<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.</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.</p>	
Organizational Benefit	<p>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. A huge number of fellows have gone on to work in the same issue space, both as NCYL staff and as trusted partners at other legal and direct service organizations. NCYL’s robust alumni network fosters relationships with our fellows that last for years and decades into their careers. These continued relationships have directly impacted the direction of our programs and high-impact litigation.</p> <p>Summer Law Fellows are critical to NCYL’s success defending the rights of children and youth. They bring new perspectives, additional capacity, and an eagerness to learn and support our work that is necessary for the success of our litigation. Without this grant supporting five Summer Law Fellows, it is unlikely that NCYL will be able to have the resources to support them. Funding from the State Bar of California is what allows NCYL to have a competitive recruitment</p>	

	process , ensure applicants of all backgrounds are able to work with NCYL, and properly support our fellows as they support NCYL’s mission, work, and clients.
<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 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, our keynote speaker in 2023 was Atasi Uppal, a NCYL alumni and Director of the Education Justice Clinic at the East Bay Community Law Center (EBCLC). 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>Outreach Efforts: 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 before June 1, 2024.</p>

	Interest in Career Serving Indigent Persons & Evaluation Criteria: 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 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.	
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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$37,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$12,500
<b>TOTAL</b>	\$10,000	\$50,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Senior Citizens Legal Services	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$20,000	2	\$0
Counties Served by the Fellow(s)	Santa Cruz, San Benito	
Impact	<p>This Law School Fellowship program is integral to SLS's ongoing commitment to delivering high-quality, essential free legal services to our senior community. With a history spanning over five decades, SLS has steadfastly provided pro bono legal aid to low-income seniors residing in Santa Cruz and San Benito Counties. Our organization was established with the principle that we could extend our reach to serve more seniors by harnessing the diligent efforts of legal interns under the careful supervision of our experienced attorney team. Nonetheless, it has been exceedingly rare for us to be able to provide compensation to our dedicated intern team. Only on a solitary occasion did we seek and receive approval to engage a legal fellow through the LSFN program. Our reliance on the contributions of these fellows is substantial, as they play a pivotal role in all facets of our cases, spanning from initial intake procedures, through comprehensive research, legal document drafting, and negotiations with opposing parties.</p> <p>Our organization frequently addresses a wide spectrum of senior-related legal matters, including Landlord/Tenant Housing Law cases, Medicare and Medi-Cal health insurance issues, Elder abuse, Social Security &amp; SSI claims, Age discrimination, Consumer disputes, Debt collection defense, Mobile home disputes, as well as issues related to nursing homes, residential care facilities, and patient rights. Furthermore, we have been tirelessly engaged in providing support to individuals affected by recent natural disasters, particularly those who have faced wrongful denials of FEMA assistance. We are actively working towards expanding our services to offer more focused assistance in this crucial area.</p> <p>Securing a budget to support legal fellows during the summer would enable us to allocate additional resources to address the pressing needs of individuals seeking help in housing law matters and those affected by FEMA-related challenges.</p>	
Organizational Benefit	<p>Implementing the Law School Fellowship program will have a significant impact on Senior Legal Services (SLS):</p> <p>Increased Capacity: The program will bolster SLS's ability to assist low-income seniors. Law school students and legal fellows will enable SLS to handle more cases and reach more seniors.</p>	

	<p>Quality of Service: With law school support, SLS can maintain and enhance its legal services' quality. These individuals bring fresh perspectives and legal expertise, resulting in better outcomes for senior clients.</p> <p>Specialized Assistance: SLS can diversify its services with interns and fellows, providing specialized support in areas like housing law and FEMA assistance, addressing seniors' unique needs more effectively.</p> <p>Community Outreach: The program allows SLS to expand community outreach efforts through partnerships with law schools, raising awareness about seniors' issues.</p> <p>Long-Term Sustainability: Structured fellowships ensure service sustainability. Training law students and fellows benefits both current and future seniors, cultivating a dedicated generation of legal professionals.</p> <p>Advocacy and Impact: With more interns and fellows, SLS can engage in advocacy work, influencing policies benefiting seniors, such as improved housing laws and disaster relief support.</p> <p>In summary, the Law School Fellowship program will significantly enhance SLS's capacity, service quality, specialization, community engagement, sustainability, and advocacy efforts, benefiting low-income seniors in the long run.</p>
Supervision	<p>In the program's first week, our newly appointed fellows undergo comprehensive training sessions focused on our organization and its legal services. This training includes client intake procedures, facilitated through training manuals and instructional videos. Additionally, fellows have the opportunity to shadow our current advocates, gaining insights into effective communication with senior clients and understanding the information needed for evaluating legal aspects in assigned cases.</p> <p>Throughout the fellowship, fellows receive mentorship from supervising attorneys, delving into case-specific legal intricacies. Their responsibilities encompass drafting legal documents, negotiating with external attorneys, completing forms, filing court documents, and closing cases. Our interns manage all aspects of legal cases under the guidance of our attorney team. Each newly assigned case is presented at our weekly all-staff case review conference, fostering open dialogue and valuing diverse perspectives. A supervising attorney makes final decisions on case strategies. Fellows also have scheduled weekly one-on-one sessions with supervising attorneys for comprehensive case reviews.</p> <p>All client communication by fellows undergoes review by supervising attorneys before dissemination, ensuring accuracy and quality. This rigorous process applies to emails and letters. Our trust in the legal advocate team creates a supportive environment where fellows thrive in this dynamic learning setting.</p> <p>Additionally, our fellows work directly with attorneys, with all their work receiving initial review by licensed attorneys. A standing Thursday meeting</p>



	<p>encourages fellows and attorneys to discuss and review cases, promoting collaboration and knowledge-sharing.</p> <p>In summary, our fellows receive comprehensive training, mentorship, and oversight, ensuring the delivery of top-tier legal assistance to seniors while enriching their own learning experiences.</p>
<b>Support</b>	<p>At SLS, our Legal Fellows experience a comprehensive learning environment enriched with training, networking, and mentorship opportunities. This multifaceted approach ensures their well-rounded professional growth during their time with us.</p> <p>Central to their educational journey are our weekly All-Staff Case Review Meetings, where Legal Fellows actively engage in collaborative learning. In these sessions, they present their cases, sharing insights from client intakes. Our seasoned legal team, led by Supervising Attorneys Emily Trexel and Rosalina Nunez, conducts in-depth analyses. They provide guidance on legal intricacies, outline potential case strategies, and direct research efforts. This collaborative process facilitates robust mentorship and knowledge transfer.</p> <p>In addition to these group sessions, Legal Fellows receive personalized attention during one-on-one meetings with their supervising attorneys. These meetings offer a platform for Fellows to present their work and receive tailored feedback, enhancing their professional growth. Continuous learning includes sessions hosted by esteemed organizations like LAAC (Legal Aid Association of California), the National Center for Law and Elder Rights, and the Santa Cruz County Bar Association. Legal Fellows are not only encouraged to attend but also provided with the time and resources to engage in these sessions, promoting ongoing learning and expanding their professional networks.</p> <p>SLS maintains strong connections with private attorneys in Santa Cruz County. These relationships provide our Legal Fellows with valuable opportunities to interact with and learn from local legal professionals, broadening their perspectives and insights. Upon completing, we require Legal Fellows to submit comprehensive final reports detailing their experiences and accomplishments. In recognition of their dedicated participation in the program and their commitment to advancing senior advocacy, SLS issues certifications, affirming their readiness to excel in the legal field. These certificates serve as a testament to their contributions to our mission and their potential to make a lasting impact in the legal profession.</p>
<b>Recruitment</b>	<p>Our recruitment efforts begin well in advance of the June 1 deadline. We promote our fellowship opportunities through various channels, including our organization's website, legal career forums, university career centers, and engagements with local and regional legal associations. Social media platforms are also utilized to reach a wider audience.</p>

			<p>We establish a clear application period with specific submission deadlines, providing detailed information about the fellowship program, including objectives, responsibilities, and eligibility criteria.</p> <p>A dedicated selection committee is formed, comprising experienced legal professionals and organizational members. This committee reviews all applications, considering academic achievements, community service, and personal statements.</p> <p>Shortlisted candidates undergo interviews to assess their alignment with our mission, legal knowledge, interpersonal skills, and commitment to public interest work.</p> <p>Reference checks provide insights into candidates' character and suitability for the fellowship.</p> <p>Upon consensus from the selection committee, formal offers are extended to chosen fellow(s), outlining the fellowship terms, responsibilities, and compensation.</p> <p>Accepted fellows complete necessary administrative requirements, including contract signing and onboarding processes.</p> <p>By adhering to this structured recruitment and selection process, we are confident in confirming the fellow(s) by June 1, 2023. This ensures a smooth integration into our organization, enabling them to effectively support the senior community through our legal services.</p> <p>By adhering to this structured recruitment and selection process, we are confident in our ability to confirm the fellow(s) by June 1, 2023. This timeline allows us to effectively integrate them into our organization, ensuring they are well-prepared to embark on their mission of supporting the senior community through our legal services.</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	Total Funding Grant	
1. Fellow Compensation	\$7,500	\$15,000	
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000	
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$20,000</b>	

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Community Legal Aid SoCal	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$17,000	2	\$7,500
Counties Served by the Fellow(s)	Los Angeles, Orange	
Impact	<p>CLA SoCal seeks to fund two Legal Aid Leaders: one in our Family Law Unit and one in our Health Access Unit. Our Health Unit typically hosts one Summer Law Clerk annually while our Family Law Unit hosts three to four Law Clerks annually. (We will refer to these individuals as “Summer Law Clerks” to differentiate from our Legal Fellows who have completed law school and are hired for one- to two-year terms.)</p> <p>Summer Law Clerks are assigned to work with one Staff Attorney for ten weeks. This one-on-one relationship helps participants build a trusting mentor-mentee relationship and contributes to the Summer Law Clerks ability to gain a broad understanding of casework that affects low-income clients served by their Unit. Depending on the casework handled by their supervisor during that time, Summer Law Clerks will likely:</p> <ul style="list-style-type: none"> <li>+ participate in client interviews and meetings;</li> <li>+ assist with document review and preparation;</li> <li>+ draft motions, pleadings, and/or briefs;</li> <li>+ shadow supervisor in Court/at administrative proceedings</li> <li>+ participate in community outreach and outreach preparation</li> </ul> <p>Our Health Unit is part of the California Health Consumer Alliance; it focuses on ensuring that Orange County families have access to health care services while also identifying and addressing systemic barriers to healthcare access for low-income Californians. Law Clerks working within this Unit can expect to gain an understanding of state and federal laws that govern healthcare access, as well as insurance systems.</p> <p>Our Family Law Unit is one of the larger units at CLA SoCal, with a focus on serving survivors of domestic violence. Summer Law Clerks embedded in our Family Law Unit will likely gain experience assisting with obtaining temporary and permanent restraining orders, divorce, custody, visitation, support, and paternity.</p>	
Organizational Benefit	<p>Since 2019, CLA SoCal has revamped its pro bono program to better leverage support from the private bar; much of this work focused on the improvement and formalization of its Summer Law Clerk program. As part of this project, CLA SoCal has been very intentional about not only short-term impacts and providing a stellar public law learning experience to law students during their 10-week internships but also developing a pipeline that will lead to long-term impacts by helping to grow the number of</p>	

	<p>attorneys who choose a career in public service, or who become dedicated pro bono volunteers after entering the private sector.</p> <p>During their terms with CLA SoCal, Summer Law Clerks help our attorneys better pursue their cases by providing necessary legal research, client contact, and outreach support which allows our attorneys to spend more time working at the tops of their licenses.</p> <p>In 2021, as part of our Pro Bono Strategic plan, CLA SoCal implemented an equity-based approach to providing stipends to Summer Law Clerks. CLA SoCal now ensures that each Summer Law Clerk receives a minimum summer stipend amount of \$7,500 either from their law school, our organization, or a combination of sources; the funding that we have available determines the number of law clerks that we can hire each summer. This approach broadened our applicant pool and resulted in a more equitable opportunity for those students who were highly qualified and best suited to serve our clients. As such, we have strengthened our law school to public interest pipeline with one student from our 2021 summer class and two students from our 2023 class accepting full time post graduate offers.</p>
<b>Supervision</b>	<p>Providing a stellar experience for our Summer Law Clerks means providing in-depth oversight and mentorship by Staff Attorneys who are enthusiastic about overseeing a Law Clerk. Summer Law Clerks are required to meet at least weekly with their supervisor and send a written weekly update on assignments. Summer Law Clerks are also encouraged to have at least two additional informal check-ins per week. During these interactions, Staff Attorneys provide feedback about their Law Clerk's written work product and interactions with clients; explain case decisions and strategy; and provide guidance on the next steps that the law clerk should take in each case. All work product is reviewed by the Law Clerk's Staff Attorney. Additionally, case review is an important component of determining how CLA SoCal expends its scarce resources and how it leverages the experience of its unit staff to address challenging cases. Summer Law Clerks attend biweekly case review, where they see how their contributions are utilized during team discussions and troubleshooting and gain feedback in the same ecosystem as our attorneys and paralegals. We believe being exposed to each legal unit and having the opportunity to follow up with the Supervising Attorney for additional assignments allows Summer Law Clerks to follow their interests and deepen their networking beyond of their assigned unit.</p> <p>Finally, Supervisors work closely with Summer Law Clerks to pursue the stated goal of ensuring that every Law Clerk finished their term having prepared at least one high-quality document that can be used as a writing sample. CLA SoCal's Pro Bono Director and Coordinator also serve as mentors to the clerks in addition to their supervisor and unit members, so that Law Clerks have several avenues to seek help or ask questions.</p>
<b>Support</b>	<p>All clerks are onboarded by our pro bono team and attend a virtual orientation the first day of the program. At orientation, clerks receive organization- and summer program-specific information and trainings, as well as information on how to make the most of their summer experience.</p>

	<p>Each week the clerks attend a brown bag lunch where they come together to learn about each of our substantive units, meet with our Executive Director and discuss public interest careers with our team.</p> <p>Additionally, we organize two days over the summer where all Law Clerks serve in teams of two at our remote eviction defense clinic. Clerks receive a one-hour training, work together to review a client file, meet with the client, and complete the answer to their unlawful detainer. This team building experience builds legal and client interviewing skills and exposes all the clerks to the critical need for housing attorneys in public interest work. Summer Law Clerks are provided with in-person and virtual networking opportunities. Virtual activities have included, online escape rooms, cooking classes and painting classes. In-person events include happy hour with the board of directors, bowling, professional headshots, summer law clerk potluck, CLA Annual Picnic, third-party events.</p> <p>Finally, Law Clerks also attend trainings in pro bono ethics, trauma informed lawyering and cultural competency. In their respective units, clerks receive direct training on specific legal skills like legal research, client interviewing, motion work, and trial preparation as it pertains to their unit. In addition to this one-on-one training, clerks also attend our legal advocates meetings where they receive organization-wide legal services skills trainings with our entire legal services team.</p> <p>Each clerk is provided with access to PLI (practicing law institute) an online training program used by our staff, as well as Westlaw and LawYaw (our document preparation software).</p>
Recruitment	<p>We recruit for our summer law clerks via our website, nationwide public interest career websites, participation in Southern California Public Interest Public Sector Career Day, and outreach to law schools that are designated as historically Black, Hispanic, or Native American serving institutions. We gauge interest and select students for the proposed projects by requesting and reviewing a student's resume and cover letter. Many students may not have work experience but express a dedication to the field in the cover letter; at the same time, after we implemented stipends, we see more applications and acceptances from students who have lived experience and/or work experience that is well-matched to public interest law.</p> <p>After reviewing the application materials, students are selected for a short initial interview. For family law the interviewer works in our Family Law Unit who determines if an offer is made. For the health unit, after the initial interview students are then invited back for an interview with a health unit member after which a final decision and offer are made.</p> <p>Over the past two years, we have hosted law students from numerous law schools including UCLA, USC, UC Irvine, Chapman, Loyola Marymount (LA), Loyola (New Orleans), Western State, Cal Western, Southwestern, University of San Diego, University of La Verne, and New England Law. Funding that we raise allows CLA SoCal to attract students from schools that do not typically award stipends, and whose students might not otherwise be able to afford to work at a public interest legal services provider.</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?	No	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$1,500
<b>TOTAL</b>	\$10,000	\$16,500

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	<b>Neighborhood Legal Services</b>	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$30,000	3	\$8,270.50
<b>Counties Served by the Fellow(s)</b>	Los Angeles	
<b>Impact</b>	<p>The Fellows will work directly with our staff attorneys meeting with and interviewing clients, assisting with intake, participating in clinics and helping with substantive work including drafting pleadings, discovery and attending hearings. The intent of our summer program is to ensure that our summer interns do substantive work. We want the summer interns to leave with an understanding of a particular area of law and what it means to be a legal aid attorney. We also bring in outside speakers who participate in our brown bag program, to help round out their summer experience.</p> <p>We are looking to place Fellows in each of our practice areas including housing, healthcare, immigration, family law, public benefits, workers rights, clean slate, education, consumer, bankruptcy, self help and disaster assistance.</p> <p>NLSLA has been providing free legal services since 1965. Many of our supervisors and senior staff have been with the organization for over 20 years. We have been operating our summer program for over 20 years and we have hired many of our staff attorneys from our summer interns.</p>	
<b>Organizational Benefit</b>	<p>Because the Fellows will be working directly with our staff attorneys, including in our clinics, the fellows will allow us to expand the services we are currently providing and to assist more clients. As explained above, our Fellows will be doing substantive work, they will not be used as research assistants. Each of our fellows are provided with extensive training in the area of law they will be working in over the course of the summer. Following their training, they then work directly with our attorneys assisting in their day to day work. By taking some of the work off of the plates of our attorneys, the Fellows allow our attorneys to provide legal assistance to more clients.</p> <p>NLSLA has already begun the recruitment process for the summer of 2024. We have participated in 4 OCI's with local and out of state schools. We are also scheduled to participate in in-person public interest law fairs at 4 local schools within the next 2 months. In February, NLSLA participates in the Southern California and Northern California Public Interest Law Fairs, where we have the opportunity to meet with up to 15 law students at each</p>	

	event. We are also participating in the EJW Public Interest Law fair in October and we post positions at all of the local law schools.
<b>Supervision</b>	<p>The supervisors for each of our practice areas have been practicing for a minimum of 6 years. In the majority of cases, our supervisors have been practicing for more than 10 years. Each of our supervisors have extensive experience training and supervising the attorneys and paralegals on their team. They are required to provide yearly evaluations to each of the reports. They have also been supervising the summer interns in their program and therefore have experience not only supervising law students, but also developing their workplans. The supervisors meet with the Fellows at the outset of the program and then 4-5 times over the course of the summer. Because the Fellows participate in the weekly case reviews, the supervisors also interact with the Fellows at the weekly case reviews. In addition to the supervisors, each Fellow is assigned a mentor. The mentor is an attorney who has practiced in that area of law for 2-5 years. The Fellow will meet with the mentor once a week, in person. The mentor is also available to the Fellow 5 days a week, 10 hours a day to answer any questions and provide additional supervision and support.</p>
<b>Support</b>	<p>During the first two days of our summer program, the Fellows participate in our orientation. During the orientation they are introduced to each of our programs and their supervisors. Our ED participates in the orientation and provides an overview of NLSLA and our rich history. During the orientation the Fellows are also giving trainings on DEI, language access, and trauma informed lawyering. Before they begin their substantive work, the Fellows are provided with extensive training in the area of law they will be working with over the summer.</p> <p>Once they begin the work, they will have access to their mentor on a 24/5 basis. They will also participate in the weekly case reviews where they will have the opportunity to see how cases are discussed, evaluated and how decisions are made on which cases we can take on which are referred out. The Fellows are also encouraged to participate in the case reviews of our other practice areas so they get a chance to meet our other attorneys and paralegals and to get small taste of other practice areas.</p> <p>In addition to the substantive work, we also have a brown bag series, which runs for 8 weeks. During the brown bags, we give presentations on the Bar experience, post graduate fellowship opportunities and community lawyering. We also bring in outside speakers like Judges, Justices, elected officials and commissioners. The Fellows are also encouraged to participate in trainings from outside groups like One Justice and the ACLU, where they get the opportunity to network with other summer interns.</p>
<b>Recruitment</b>	<p>As explained above, NLSLA has begun the recruitment process by participating in on campus interviewing of 2L's in Southern California, Northern California and some out of state schools. We also participate in public interest law fairs in Southern California, Northern California and through Equal Justice Works. By meeting with students from schools across the country, we are exposed to a very diverse and engaged pool of applicants.</p>



	The attorneys conducting the interviews of law students have been doing so for several years, and have been working in legal aid for a number of years. This gives our interviewers insight into what qualities to look for in candidates for summer interns. In doing so, we look at the applicants life and lived experiences, both their educational and work history, and ask questions intended to elicit responses that will allow us to determine if the applicant is someone right for our program and the communities we serve. We look at things like language skills, volunteer experience and community involvement.	
<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>	No	
<b>Budget</b>		
	<b>Budget for Each Fellowship</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$7,500
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$30,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Public Law Center	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$70,000	7	\$6,000
Counties Served by the Fellow(s)	Orange	
Impact	<p>One Fellow will be assigned to each of Public Law Center's seven legal units.</p> <p>Community Development Assist non-profits, small businesses and child care providers with non-profit &amp; small business formation, taxation &amp; compliance, website review, intellectual property matters, and employment issues.</p> <p>Consumer Law Assist with debt collection (harassment and defense), bankruptcy, predatory lending, student loans, homeownership disputes, various types of frauds and scams, and identity theft. Assist with courthouse-based clinics.</p> <p>Family Law Assist with child custody, child visitation, child support, guardianship, dissolution, and domestic violence. Staff courthouse-based clinics to assist self-represented litigants.</p> <p>Housing &amp; Homelessness Assist with evictions, landlord-tenant disputes, impact litigation, public housing, and Section 8 termination &amp; benefits for homeless individuals &amp; families. Assist mobilehome owners with solving legal issues arising out of their homeownership and/or tenancy.</p> <p>Immigration Assist victims of human trafficking, asylum seekers, victims of domestic &amp; other forms of violence, unaccompanied minors, detained individuals, and others who need assistance completing &amp; following up on pending applications. Staff Naturalization Clinics and consultation clinics. Attend community and collaborative meetings.</p> <p>Health Assist with issues under the Affordable Care Act, Medi-Cal issues, discrimination on the basis of disability, and benefits issues. Attend Family Resource Center Clinics.</p>	

	<p>Veterans Assist with bankruptcy, housing matters, eviction defense, government benefits applications &amp; appeals, and discharge upgrades. Attend and assist with legal clinics.</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>
Organizational Benefit	<p>In addition to having seven additional qualified full-time individuals working toward our mission to provide access to justice in Orange County, Public Law Center (PLC) benefits from the diverse personal experience each Fellow brings to our organization. Fellows often provide expanded language access to our majority Limited English-Proficient client population, foster stronger connections with our clients through shared backgrounds, and bring fresh perspectives to our work. Our Summer Fellowship program also allows newer staff attorneys to have opportunities to mentor, advise, and support law students.</p> <p>PLC's Summer Fellowship program has been an integral part of our ability to meet current needs of our client population and recruit future school-year fellows and staff members. One of the Supervisors for this Project is a former PLC Summer Fellow and virtually all of our Attorneys had similar experiences as law students. This dual benefit for PLC is magnified further by the allowable compensation tied to the grant budget. Last year's grant allowed PLC, for the first time, to equitably compensate all Summer Fellows. In so doing, PLC was able to recruit from a wider national pool of highly qualified candidates, including law students who have personal experiences similar to what our client population faces. Furthermore, ensuring all our Summer Fellows have an equitable compensation and benefits package also ensures PLC has a larger pool of qualified future staff attorney candidates who are not unnecessarily burdened by student loans and other debt. Our ongoing focus on identifying and recruiting candidates who come from communities that have been historically excluded from the legal profession is a direct result of over four-decades of tailoring our outreach and services to for underserved and hard-to-reach populations.</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. Each Legal Unit's Directing or Supervising Attorney oversees the supervision of their assigned Summer Fellows. They will be supported by organizational leaders who all play a role in PLC's robust and long-standing Summer Fellowship Program. PLC's Pro Bono Coordinator and HR Manager will ensure Fellows have positive experiences working with pro bono counsel and throughout the organization. In addition to providing leadership to their teams and within our community, each Directing or Supervising Attorney directly represents low-income clients and maintains a portfolio of cases. Each Fellow will be directly supervised by one Attorney, but will receive training and mentorship from their entire Unit Team. Fellows will also interact regularly with other PLC Fellows, Attorneys and Staff. 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>
<b>Support</b>	<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. 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. 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>As an example, training for the Housing Fellow will include: evictions, landlord-tenant disputes, impact litigation, public housing, housing voucher/subsidy terminations, and benefits for individuals and families experiencing homelessness. The Fellow may work with mobilehome owners and receive trainings on legal research &amp; investigation, demand letters, counsel &amp; advice, and litigation. The fellow may also develop advocacy skills related to protections for mobilehome owners. The Fellow may partner with PLC's Community Organizations Legal Assistance Project and learn how to help form resident associations. The Fellow may also receive trainings on reviewing draft and adopted housing elements and drafting comment letters. The Fellow may also learn to work with community groups to assist in their advocacy for affordable housing.</p>

	We encourage all Summer Fellows 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.	
<b>Recruitment</b>	<p>PLC conducts a nationwide search for summer law clerks via law school on-campus interviewing, the Equal Justice Works Career Fair, the Southern California and Northern California Public Interest Career Fairs, and targeted postings on law school job boards and listservs, including affinity bar groups. PLC has strong relationships with local law schools and many Fellows hear about us through professors, administrators, and program alumni. PLC has developed an internal law student recruitment committee consisting of the Director of Legal Services, the Pro Bono Coordinator, and one attorney representative from each substantive area of law to ensure that the students are fairly and equitably screened, interviewed, and offered positions.</p> <p>PLC seeks the best candidates from a diverse pool of qualified law students, and we focus on candidates who come from communities who have been historically excluded from the legal profession. We have developed uniform interview questions and an assessment rubric which evaluate a candidate's likelihood in continuing on a public interest career. The rubric rewards those with a demonstrated commitment to public interest and prior legal service experience, and also rewards those with lived experience and ties to the client communities we serve. As all of PLC's fellows will have direct client contact/experience, all students are screened for their ability to work with low income clients in culturally competent manner.</p>	
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$52,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$17,500
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$70,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	California Indian Legal Services	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$40,000	4	25
<b>Counties Served by the Fellow(s)</b>	Alameda,Alpine,Amador,Butte,Calaveras,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>Impact</b>	<p>The Fellow will be devoted to increasing and enhancing the legal services we provide to individuals with Indian law issues. Under direction of the Directing Attorney, the Fellow will work collaboratively with other staff in our offices to effectively and efficiently process requests for legal assistance from individuals, tribes, and Indian organizations as well as working on other special projects. In particular, the Fellow will prepare and proofread draft policies, court forms, and other documents for tribal court use, etc.; do research for and proofread pleadings to be filed in state and tribal courts; participate in Indian will clinics, prepare will documents, witness will signings; conduct research on land rights under federal law, incorporating tribal entities under tribal law, prepare responsive intake letters containing general information to individuals who contract CILS for legal assistance that we are unable to provide, etc.</p> <p>CILS has 4 California field offices: Northern Office (McKinleyville); Central Office (Sacramento); Eastern Office (Bishop) and Southern Office (Escondido). Depending on the office to which the Fellow is assigned they may work on special projects, outreach events and clinics related to: Homelessness Prevention; Native American Indian allotments; ICWA (Indian Child Welfare Act); Expungement, Military Discharge Upgrade, Indian Wills, etc.</p> <p>In addition to the work listed above, CILS works on issues of discrimination against Native Americans due to their race or political status as tribal members. Additional Projects we focus on are Native American Voting Rights and the Right to wear Regalia at High School Commencement Ceremonies, as guaranteed by State law, and Fellows may have the opportunity to be involved.</p>	
<b>Organizational Benefit</b>	<p>Within the Indian law field, prospective job candidates have many choices. In California, there are 109 federally recognized Tribes, some 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>	

	<p>Regarding recruiting, CILS Human Resources will begin a job advertisement campaign as it would for any employee for CILS Fellowships as soon as grant funds are confirmed. In the meantime, we have already started new recruitments efforts and a notification list QR code sign up for upcoming CILS Employment and Fellowships. We rolled this out at the most recent job fair we attended in the Sacramento area in early October 2023. We invited all law students who came to our table to use the QR code to get on our notifications list. We will continue throughout the fall to use this notifications list to collect prospective student contacts at all of our law school outreach events. We are placing it on our website and will reach out to law schools with the sign up list as well.</p>
<b>Supervision</b>	<p>Fellows are onboarded in the same way as any CILS employee. Fellows are subject to CILS's confidentiality policy and receive a copy of the Employee Handbook and an acknowledgement form prior to their start date.</p> <p>Each CILS field office has a Directing Attorney who supervises all staff at that office. The Fellow will be supervised in the same manner as other employees. The Directing Attorney meets with the Fellow at least weekly to discuss ongoing projects and active assignments; the Fellow 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 Fellow also supports staff attorneys with their caseloads.</p>
<b>Support</b>	<p>New Fellows 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 Fellows 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.</p>
<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, Loyola, UC Berkeley, and recently attended the Sacramento Region Diversity Career Fair held at University of the Pacific McGeorge School of Law (with Law Schools attending from throughout the area). We are currently expanding the number of recruitment programs we attend due to increase in our HR/Recruitment staff capacity. We have a focus on law schools in and out of state that offer federal Indian law classes if not extensive tribal law clinics, but are expanding our recruitments beyond these as well.</p> <p>CILS is currently working to create, grow and expand its Fellowship opportunities as part of our current strategic plan and its CILS Law School to CILS pathway initiative. CILS internal reorganizations in 2023 have resulted in increased staff capacity in Human Resources in general and recruitment efforts in particular. The Principal Office will lead recruitment efforts through normal recruitment channels, but also through an intentional effort to build partnerships with law schools with federal Indian law programs and Native American Student Law Associations. There will also be a robust social media campaign where we will call on our tribal partners to also promote.</p> <p>Very often students do approach CILS because they recognize our work and experience in Indian Country. We desire but do not require of prospective law fellows some exposure to federal Indian law or Native American communities.</p>
<b>Will the fellow(s) serve rural communities?</b>	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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$30,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$10,000
<b>TOTAL</b>	\$10,000	\$40,000



2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Los Angeles Center for Law and Justice	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$37,000	4	0
Counties Served by the Fellow(s)	Los Angeles	
Impact	<p>LAC LJ'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 LAC LJ 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 casework and two fellows will assist with family law casework. LAC LJ provides direct representation in family law and immigration cases, including matters of custody, divorce, restraining orders, U-visa, VAWA, and T-visa. LAC LJ 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 two 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>	
Organizational Benefit	Fellows are a source of valuable support to staff, provide mentorship opportunities and professional development as well assist in recruitment of staff. Fellows often complete some tasks that can free up time for current staff to work on other projects or cases. Because fellows are given	

	<p>modest levels of responsibility from drafting declarations to drafting motions, they reduce the workload of staff during the summer by enlarging the workforce. Additionally, fellows give our staff professional development opportunities to supervise law students and mentor them. Staff gain valuable supervisory skills and improve in delegation of tasks. Students also bring a fresh perspective and energy to the work. Finally, a huge benefit for LACLJ to having fellows is that it assists with recruiting applicants for permanent positions or for post bar fellowships. LACLJ has benefited by hiring several past fellows as employees or as post bar fellows.</p>
<b>Supervision</b>	<p>LACLJ will have one immigration and three 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. Sonia Shakoory 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.</li> <li>3. Lourdes Galvan, is an Attorney with 5 years' experience in family law. Currently she represents clients in high conflict custody cases with restraining orders and divorce matters. She has 1 year of experience supervising law clerks and has been leading our efforts at law student recruitment.</li> </ol> <p>Supervisors meet with their fellows within the first week to review the expectations and the role of the fellow as well as set goals, with the fellows input, for the summer. Thereafter, the supervisors set weekly check in meetings. 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</p>

	<p>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 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.</p> <p>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.</p>
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$30,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$7,000
<b>TOTAL</b>	\$10,000	\$37,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Legal Assistance for Seniors	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$30,000	3	\$7,500
Counties Served by the Fellow(s)	Alameda	
Impact	<p>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. The ending of the eviction moratoria caused an increase in demand for housing assistance. We anticipate this trend continuing through the grant period. Fellows will attend staff meetings, including weekly program area meetings, bi-weekly Case Reviews with the entire Legal Team, and bi-weekly All Staff meetings. Fellows will be expected to be active participants in all meetings by note taking, case presentation, and small group participation. They will have the opportunity to observe court hearings, mediations or other learning opportunities, such as meetings with other agencies, networking opportunities, and trainings. 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 perform intakes, draft Judicial Council forms/pleadings, and compose 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. Fellows are given the opportunity to assist our Community Education department with health fairs and community presentations. LAS has had a formal summer intern program for at least twenty years.</p>	
Organizational Benefit	<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. This grant enabled us to pay our 2023 summer class for the first time in agency history. Our Summer 2023 class were all people of color. They informed us that without the funding, they would have turned us down due to financial constraints. We have found that to be competitive in recruiting strong candidates with desirable multi-lingual abilities and/or life experiences that enable them to connect with our clients, we need to offer compensation. This has become an industry standard. Law students deserve to be compensated for their time. Without grants like this one, we would not be able to afford the number of interns that we have had in the past.</p> <p>Summer fellows increase our capacity to provide access to justice to the most vulnerable seniors regardless of clients' income level or</p>	

	<p>immigration/citizenship status. Fellows enable us to respond faster to the community's needs. Although the grant period is for only 10 weeks, the work the fellow do is felt throughout the year because they often assist with research projects, updating materials, and providing a new prospective on office procedures.</p> <p>We strongly believe that it is our duty to provide experience and training to law students to encourage them to pursue a career in public interest, serving the underserved. Many of our former interns return to us to volunteer again prior to graduation. We have hired many of our former interns. We currently have three former interns on our staff and one on our Board of Directors.</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 17 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 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 Manger, 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)</p>

	<p>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 participates in law school career fairs, such as Berkeley Law's Public Interest Career, Internship, and Pro Bono Fair and the Northern California Public Interest/Public Sector (PI/PS) Day. Applicants who seek us out through public interest career fairs typically have strong public interest experience and an expressed passion for serving indigent persons. We also find candidates through attorneys and former interns. Most of our former interns belong to their public interest student group and other affinity groups. We ask our former interns to share their experiences at LAS with their peers and recruit candidates for summer and the school semesters. We require all candidates to provide a cover letter and resume. We gauge the candidate's interest in pursuing a career in legal services for indigent persons by looking for past employment at similar organizations or a demonstration of a passion for public interest through their extracurricular activities and elective classwork. We also actively seek candidates that are multi-lingual and/or have life experiences that enable them to better relate to our clients.</p> <p>Whether we meet the candidates through a career fair or directly through our website, we ask all candidates the same interview questions to ensure fairness. Our interviews include questions that explore the candidate's interest in a career in legal services, their comfort with serving a diverse population, and their experience working with older adults, either professionally or personally.</p> <p>Once our summer intern class is hired, we determine which practice area would be the best fit based on the interns' stated interests, experience, and language skills. If an intern is in their 2L summer and eligible to be a Certified Law Student, we place them in our Elder Abuse or Guardianship practice areas so they can experience representing a client in court.</p>
<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>		
	<b>Budget for Each Fellowship</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$7,500
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$30,000</b>



2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Mental Health Advocacy Services	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$30,000	3	\$8,300
Counties Served by the Fellow(s)	Los Angeles	
Impact	<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 fellows 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 next 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 clinics 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>	
Organizational Benefit	<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> <p>MHAS has very limited general operating funds and does not have any funds specifically dedicated to paying summer law fellows. This grant allows MHAS to attract and recruit highly qualified and motivated law fellow candidates. Paying our law fellows shows that our organization is committed to investing in their development and recognizing their contributions. This commitment becomes an important factor that both</p>	

	<p>law fellow candidates and candidates for other positions at MHAS consider in evaluating MHAS as a potential employer, creating a pipeline for recruiting future attorneys. Paying our law fellows also increases the diversity of candidates who apply to our law fellow positions. Not all law students can afford to work unpaid internships; paying our fellows helps us attract a wider range of applicants from various backgrounds. The resulting diversity at all levels of our staff team is a strength of our organization and allows us to provide services with greater cultural competence and from a position of shared, lived experiences.</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 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 law trainings in housing, public benefits, criminal expungement, and mental health law, and mandatory new employee trainings including on implicit bias. Fellows will also receive practical skills training 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 training offered by other organizations, including the</p>

	<p>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 discuss current cases. Fellows will also have access to the MHAS shared drive with dozens of templates for demand letters, briefs, and other legal writings. 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, including annual visits to the Twin Towers mental health jail and Mental Health Court. 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 partner organizations.</p>
Recruitment	<p>MHAS engages in year-round strategies to recruit a strong and diverse pool of candidates. We attend all the local law school public interest fairs, post our law fellow position openings at all California law schools and on our website, and participate in the Southern California Public Interest Career Day in February. All candidates are required to submit a resume and cover letter. MHAS has a diverse summer law fellow recruitment team made up of attorneys at all levels of the organization who conduct all interviews. MHAS looks for candidates with a passion for mental health and a demonstrated commitment to public interest. Top candidates often serve in their law schools' public interest organizations or have performed pro bono work or participated in a clinic. MHAS only has the capacity to take on a small number of law fellows each year; these positions are typically filled by the end of March.</p> <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 during the application review phase. MHAS also includes the following statement on all job postings, including on the law fellow posting: 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 - 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.</p>

	We believe that the resulting diversity is both a source of program strength and a matter of fundamental human fairness.	
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	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$22,500
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$7,500
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$30,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Immigrant Defenders Law Center	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$120,000	12	\$5,000
Counties Served by the Fellow(s)	Los Angeles, San Diego, Riverside, Orange	
Impact	<p>Our Law Clerks work collaboratively within our team of staff including managing and directing attorneys, staff attorneys, paralegals, administrative support staff and case managers to provide client-centered, holistic representation. The summer law clerk will work under the supervision of a Managing Attorney or Staff Attorney to assist in the representation of clients in removal proceedings. This is a rewarding and exciting position where the successful applicant will be engaged in cutting edge immigration litigation and receive training from immigration removal defense experts in ImmDef's Children Representation Project, National Qualified Representation Project, Locally Funded Initiatives Project, Cross Border Initiative Project, Post-Conviction Relief Project, and/or Litigation and Advocacy Project.</p> <p>Law Clerks will work under the supervision of managing attorneys and staff attorneys who are primarily responsible for providing direct deportation removal defense representation. Law Clerks at ImmDef will receive training, direct client experience, and opportunities to observe and practice skills that will prepare them for careers serving our client population: unaccompanied children (detained in government custody and released to sponsors), adults with mental competency issues, individuals and families facing deportation and family separation, adults detained in ICE prisons.</p> <p>Essential functions:</p> <ul style="list-style-type: none"> <li>- Client intakes, interviews, and legal screenings</li> <li>- Drafting declarations and applications to be submitted to the immigration court, USCIS, and/or state courts</li> <li>- Research and writing legal issues related to immigration, criminal, and child welfare law</li> <li>- Supervised appearances in immigration court, and if available, family or probate court.</li> </ul>	
Organizational Benefit	With hundreds of migrants arriving in LA weekly, fellows assisting with things like legal screenings and drafting declarations will help orient and direct new arrivals to their next steps (ie: filing for a change of venue). We will likely also be able to take on more clients currently on a waiting list for an attorney, to help move their case forward.	

	Through a broader lens, the need for attorneys focusing on immigration is greater than any individual org or law firm can meet. We hope that by introducing fellows to immigration legislation and the significant impact they can have, more attorneys will choose to specialize in this issue in the coming years.	
<b>Supervision</b>	Law Clerks will work under the supervision of managing attorneys and staff attorneys who are primarily responsible for providing direct deportation removal defense representation. In addition to the group trainings, each fellow will also have regular check-ins with their supervisor where they will discuss their work so far, and additional areas of interest for the fellow.	
<b>Support</b>	<p>Fellows will be onboarded over multiple days and given trainings in our software, internal procedures, and immigration litigation.</p> <p>They will have access to our libraries and databases throughout their fellowship. Once they are ready, they will also be given the opportunity to make appearances in immigration court, under the supervision of a managing or staff attorney.</p>	
<b>Recruitment</b>	Our Director of Capacity Building has been participating at job fairs, interacting with students to explore their interest in immigration law and also share examples of the types of cases ImmDef attorneys carry. He has also been directly reaching out to law schools to share our opportunities and get referrals for fellows that faculty know are interested in immigration, or that they believe would do well in this space.	
<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>		
	<b>Budget for Each Fellowship</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$90,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$30,000
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$120,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	<b>Social Justice Collaborative</b>	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$20,000	2	0
<b>Counties Served by the Fellow(s)</b>	Alameda,Alpine,Amador,Butte,Calaveras,Colusa,Contra Costa,Del Norte,El Dorado,Fresno,Glenn,Humboldt,Kern,Kings,Lake,Lassen,Madera,Marin,Mariposa,Mendocino,Merced,Modoc,Mono,Monterey,Napa,Nevada,Placer,Plumas	
<b>Impact</b>	<p>Social Justice Collaborative (SJC) provides comprehensive legal support to immigrant communities. Building upon the success of our previous partnership, we are excited about the potential addition of a new cohort of fellows who will not only continue but also expand upon the work initiated this year.</p> <p>The incoming fellows will engage in a diverse range of legal tasks. Fellows will actively participate in reviewing and preparing case materials, ensuring that all necessary documentation is in order for legal proceedings. They will handle responsibilities associated with court deadlines, including document filings, and communication with clients and opposing counsel. They'll have the opportunity to draft complex motions and legal briefs for review by our staff attorneys. Our fellows will be matched with cases where they can actively participate in litigation before the court, under close supervision. We will also involve our fellows in our pro bono clinics as they take place on a remote basis.</p> <p>The focus of their work will be centered on a wide spectrum of immigration relief pathways, with a primary emphasis on removal defense through asylum, U/T visa petitions, and special immigrant juvenile status (SIJS) cases. In SIJS matters, their roles will predominantly involve assisting with guardianship petitions and findings to support immigrant minors. Our organization's experience and expertise in removal defense, asylum, U/T visas, and SIJS cases make us well-equipped to guide and support our fellows in their roles.</p>	
<b>Organizational Benefit</b>	<p>The grant's impact on SJC is multifaceted and far-reaching. SJC has observed a consistent increase in the number of undocumented unaccompanied minors seeking our support. The incoming fellows will assume a pivotal role in supporting our minor task force, which is dedicated to providing essential legal services to minors entirely free of charge. Their involvement will not only expand our capacity but also ensure that we can continue to fulfill our commitment to serving this critical demographic.</p> <p>As we highlighted last year, this grant funding enables us to offer competitive compensation, making us well-positioned to attract top-tier talent. This compensation extends our reach and allows us to cast a wider net in our search for fellows. Importantly, it also serves as a magnet for applicants who share similar backgrounds and experiences with the communities we aim to represent. This diversity enhances our ability to connect with and serve our clients effectively.</p> <p>Our ongoing engagement with various law school groups interested in our work and last year's success in securing two legal fellows through our recruitment process demonstrates our appeal to potential candidates. Our ultimate goal is to nurture law fellows, providing them with invaluable experience and training, so they can seamlessly transition into permanent staff</p>	

	attorney roles within SJC. This not only benefits our organization's continuity but also reflects our commitment to developing legal professionals dedicated to public service.
<b>Supervision</b>	<p>Supervision of our fellows will be under the experienced guidance of Emily Abraham, our Legal Director, who holds over ten years of experience managing complex legal cases.</p> <p>To ensure a positive experience for both fellows and clients, we have implemented a comprehensive set of practices and protocols. This begins with an extensive onboarding process that includes stringent guidelines on information and documentation sharing. Our fellows undergo a week-long training program, equipping them with the essential knowledge and skills needed to provide safe, effective, and sensitive legal services. This training emphasizes the critical importance of maintaining client confidentiality.</p> <p>In response to the evolving landscape, our team has successfully developed effective remote supervision practices. These practices include regularly scheduled one-on-one check-in sessions with supervisors, providing fellows with the opportunity to seek guidance and address priorities. Special concerns and unusual issues are promptly communicated to fellows during case assignments.</p> <p>To further enhance quality assurance, our legal team has implemented an online self and peer review process tailored to different case types, incorporating automation. This meticulous review process ensures that every case undergoes thorough evaluation, thereby enhancing the overall quality of legal services provided.</p> <p>In addition to these practices, our staff attorneys hold open office hours via Zoom each week. This accessible forum allows fellows to seek case-specific or general guidance, fostering a collaborative and supportive environment.</p> <p>The success of these practices is underscored by the achievements of our experienced attorneys on staff. We are confident that these measures will effectively safeguard the quality of services provided to our clients while concurrently enhancing the fellows' experiences within our organization.</p>
<b>Support</b>	<p>At Social Justice Collaborative (SJC), we are dedicated to fostering the professional growth of our fellows. Our thoughtful plan for fellow development encompasses onboarding, training, networking, mentorship, and personalized career guidance.</p> <p>Our online orientation program is designed to be engaging, featuring a range of resources, including videos, tutorials, and assessments to ensure a thorough understanding of our organization's mission and work. The orientation begins by providing a broad overview of legal immigration issues and progressively delves deeper into specific areas of substantive law, including relief pathways, litigation nuances, and crimmigration matters. It also includes training on crucial aspects such as cultural sensitivity, attorney-client privileges, and case management.</p> <p>Each fellow will be paired with a dedicated staff attorney who will serve as their mentor. This one-on-one mentorship will provide fellows with invaluable opportunities to enhance their legal writing, litigation skills, and case preparation. Open communication channels, such as our organization's use of Slack for internal discussions, will further promote collaboration and knowledge sharing among our team members.</p> <p>We are committed to aligning the fellowship experience with the unique goals and aspirations of each fellow. During the recruitment process, we invite fellows to share their specific areas of interest or expertise they would like to develop further. While the core of their work will revolve around the proposal's description, we are flexible and open to tailoring responsibilities to align with their interests and career objectives.</p> <p>Fellows will have access to a wealth of resources created by SJC and partner organizations. We encourage participation in free training opportunities provided by esteemed partners such as</p>



	CLINIC and ILRC, which offer in-depth training on various substantive areas of law. This access to external resources enriches the learning experience and expands the fellows' knowledge base.	
<b>Recruitment</b>	<p>SJC has an established process for recruiting and confirming qualified candidates as fellows. This process helps to ensure that our fellows are passionate about pursuing a career in legal services for indigent persons.</p> <p>First and foremost, SJC has nurtured strong partnerships with prominent California law schools, including Berkeley Law, Stanford, UCLA, and UC Davis. We have a history of successfully posting fellowship opportunities on their internship and career pages, which has generated positive responses. Additionally, our connections with staff at these institutions enable us to receive recommendations for students who are an excellent fit for our organization.</p> <p>To cast a wider net and reach a broader audience, we leverage our active presence on social media platforms such as LinkedIn, Instagram, and Twitter. SJC collaborates with a network of organizations and coalitions throughout California, including rural communities. This strategic partnership approach is particularly compelling, as it enables us to connect with individuals who are from the very communities this grant aims to serve.</p> <p>Our selection process places a strong emphasis on gauging candidates' interest in pursuing a career in legal services for indigent persons. We evaluate candidates based on their relevant experience, which often includes a personal background in these communities and a deep commitment to serving them. We seek to understand their post-law school goals, motivations, and the journey that led them to pursue a jurisprudence degree. We also inquire about their extracurricular activities, volunteer experience, favorite law classes, and any journal involvement.</p> <p>In addition to our established recruitment strategies, we have actively expanded our communication and connections with law school groups that share overlapping interests in public service. This proactive engagement enables us to identify and engage with candidates who are passionate about making a difference in the lives of indigent persons through legal services.</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</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$20,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	<b>Casa Cornelia Law Center</b>	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$18,000	2	\$20
<b>Counties Served by the Fellow(s)</b>	San Diego	
<b>Impact</b>	<p>Casa Cornelia Law Center's (Casa Cornelia) attorneys provide legal information and/or representation to a significant number of individuals each year. The legal programs pivot in the direction of the emerging needs of the noncitizen community while focusing on victims of civil and human rights violations. Through research and writing, the legal aid fellows arm staff and volunteer attorneys with the most up to date factual legal information necessary for client representation.</p> <p>Depending on their interests and the workload of their supervising attorney, the legal aid fellows may assist in the representation of affirmative applications at the Asylum Office, defensive applications before Immigration Court, and in the representation of clients seeking Violence Against Women Act (VAWA) protections, U Visas, T Visas and Special Immigration Juvenile Status (SIJS).</p> <p>The legal aid fellows may also assist in the Adjustment of Status (AOS) petitions for Afghan evacuees and their families who have already secured asylum and arriving Afghan nationals presenting themselves at the U.S. border and requesting asylum. Casa Cornelia continues to deliver legal services to this population since the U.S. began resettling them in late 2021.</p>	
<b>Organizational Benefit</b>	<p>Programmatically, the legal aid fellowship maximizes the reach of Casa Cornelia's attorneys within the immigrant community. The organization responds to approximately 2,500 individuals each year. Through research and writing, the legal aid fellows ensures that staff and volunteer attorneys have the most up to date legal information necessary for client representation. By absorbing research and writing tasks, the legal fellows allow the attorneys to concentrate on other aspects of client representation.</p> <p>The legal aid fellowship grant will also give Casa Cornelia the ability to continue to pursue Diversity, Equity and Inclusion (DEI) efforts within its hiring practices. Historically, as at most non-profits, law student interns did not receive any direct compensation from Casa Cornelia. In developing DEI initiatives through the strategic planning process, Casa Cornelia's Board of Directors and Executive Leadership recognized that the lack of funding for</p>	

	<p>law student interns meant that those students who had the means to accept unpaid internships have an advantage when entering public service over those students that must seek compensated positions. Accordingly, the organization made the proactive decision to compensate student interns for their time (unless they receive class credit). This is a significant opportunity for those students experiencing economic hardship who cannot accept an unpaid substantive internship in the legal field. Casa Cornelia has been paying student interns for several semesters. Funding for these costs ensures that Casa Cornelia can continue promoting inclusion. The organization is committed to this model as a best practice of DEI policy. A grant will directly support Casa Cornelia's commitment to DEI.</p> <p>Many interns later become staff members and/or volunteers. This makes equity and inclusion for student interns an important component of future staffing for the firm.</p>
<b>Supervision</b>	<p>Casa Cornelia will supervise the legal aid fellows within its existing management structure. The organization's policy is to carefully and strictly supervise non-attorneys including law students. Except for clinical law students authorized to practice under federal regulations, law students do not engage in the practice of law; they assist Casa Cornelia's attorneys in doing so.</p> <p>A senior attorney on staff who has experience supervising licensed staff attorneys and mentoring volunteer attorneys supervises law students and legal aid fellows. The supervisor will give the fellow tasks appropriate for their skillset, training, and experience. The work completed by the fellow will be used by the supervisor or other attorneys within the organization in support of the representation of clients after careful review.</p> <p>Specifically, legal aid fellows will not provide legal services to clients. All work done by legal aid fellows will be carefully supervised and will occur in a controlled environment. If legal aid fellows ever meet with a client in person, it will be with staff present during the meeting or readily available at Casa Cornelia's office or at a location in the community. If legal aid fellows communicate with clients, communication will occur through Casa Cornelia's telecommunication platforms. If assigned to communicate directly with clients, legal aid fellows are given a specific task and are not permitted to give legal advice of any sort. While legal aid 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. The legal aid 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 absent careful and substantial training. They may have the opportunity to attend formal trainings on trauma-informed lawyering.</p>
<b>Support</b>	<p>Casa Cornelia will support and develop the legal aid fellows 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,</p>

	<p>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, and (5) T Visa for victims of human trafficking, depending on their assignment. The legal aid fellows will also have an opportunity to learn about all aspects of legal service delivery under the tutelage of a staff attorney. They may 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 aid fellows to a robust group of volunteer professionals, who are recruited from the private bar. Some of these volunteer professionals belong the most prestigious law firms in San Diego, CA. The legal aid fellows will have several opportunities to meet some of these professionals.</p> <p>Casa Cornelia has decades of experience introducing law students to humanitarian immigration law. Many law student interns go on to dedicate themselves to careers within humanitarian immigration law: it is common for non-profit immigration attorneys working at San Diego-based agencies to have done an internship at Casa Cornelia while they were in law school. Other former interns have gone on to do substantial pro bono work during their careers.</p>
<b>Recruitment</b>	<p>In order to secure two legal aid fellows by May 1, 2024, Casa Cornelia will post the open positions at local law schools and tap into the organization’s existing network of current and previous interns and volunteer legal professionals. Then, the Pro Bono Managing Attorney will review all applications received and schedule in-person interviews for leading candidates. Casa Cornelia is also open to interviewing candidates remotely should they not be available for in-person during the interviewing process. Once the top two candidates have been selected, the firm leadership will extend formal written offers. Once the candidates accept, Casa Cornelia will inform the fellowship officials that the positions have been filled and will forward all contact and pertinent information.</p>
<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	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$3,000
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$18,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
<b>Organization Name</b>	<b>Disability Rights Education and Defense Fund</b>	
<b>Total Amount Requested</b>	<b>Number of Fellows for which Funding is Requested</b>	<b>Current Summer Law Student Compensation</b>
\$15,000	2	\$8,000
<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,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>Impact</b>	<p>DREDF's summer fellows will work on advocacy projects crafted and supervised by DREDF lawyers and intentionally situated at the core of DREDF's historic and present substantive issue areas. Weeks before the fellows' arrival, Legal Director Claudia Center and Staff Attorney Erin Neff will survey the legal staff for appropriate projects. The projects will require research, writing, analysis, interviewing, and other skills at an appropriate level for each fellow. A project for a fellow who has just finished their first year of law school will be appropriately designed for this level of experience. Types of work will include researching and writing legal memos, interviewing clients and witnesses, drafting "public record act" requests, writing demand letters, writing complaints and legal briefs, and drafting portions of trainings and self-help materials.</p> <p>Each project will be within DREDF's longstanding priority areas: education; access to government benefits and services; health care and long-term services and supports (LTSS); housing; technology; transportation; employment; and decisional rights. Last summer, DREDF fellows were trained and then conducted structured interviews of couples who cannot marry due to the marriage penalties associated with federal disability benefits; this fell under access to government benefits and decisional rights. One 2023 summer fellow wrote a section of an amicus brief about why an employer could not force telework on an employee who wanted to be accommodated on site with his nondisabled peers. This fell under employment as well as LTSS Olmstead rights.</p> <p>Projects will be collected on a spreadsheet and reviewed by Claudia and Erin. Each will have a concrete description of the requested output, a deadline, and a single supervisor who is a DREDF lawyer and knowledgeable about the topic. Claudia and Erin will revise the assignments as needed and will make matches to the summer fellows depending upon interest and experience.</p>	
<b>Organizational Benefit</b>	Based on our prior experiences, DREDF's 2024 summer fellows will provide enormous and varied benefits to DREDF. Short term, planning for their arrival will provide DREDF with an organic opportunity to pause, review our ongoing cases and projects, and identify where sustained attention with "fresh eyes" will be helpful. This will help us with orientation and direction.	

	<p>Throughout the summer, the fellows will complete an large amount of high-quality legal work to support and advance DREDF's litigation and advocacy projects. This is valuable quantifiable work that would remain undone without the fellows.</p> <p>Typically, our fellows are talented passionate students who are themselves people with disabilities or family members of people with disabilities. Many are people of color and from nontraditional backgrounds. Last summer, our three students represented multiple disabilities (spinal cord injury, lupus, Type I diabetes), multiple schools (UC School of Law SF, Michigan State, USF), and rural and urban backgrounds; two are Latino/a.</p> <p>Throughout the summer, the fellows will be in ongoing conversations with DREDF staff, attending staff meetings, litigation team meetings, coalition meetings, and trainings. They will listen, engage, and ask questions. They will participate in ongoing conversations about the work, successes and failures, and the barriers we face. These interactive relationships between staff and fellows will benefit DREDF by ensuring that we hear the perspectives of emerging diverse leaders.</p> <p>Equally valuable to the prior benefits stated is how, as alumni, our summer fellows help DREDF recruit qualified diverse applicants for future summer slots and future staff positions. We believe that our carefully planned summer program and our overall organizational culture will provide the 2024 summer fellows with an excellent educational and professional experience. Their positive reviews, which we intend to earn, will be more valuable than any public relations campaign we could ever mount.</p>
<b>Supervision</b>	<p>DREDF has robust supervision and quality assurance measures. As in past summers, DREDF will assign each summer fellow with one supervisor who is a DREDF lawyer. This supervisor will be responsible for the fellow's educational and professional experience and will meet with the fellow at least once per week, and more often as needed.</p> <p>DREDF will conduct formal onboarding sessions for our summer 2024 fellows. An orientation the first week of the fellowship will review DREDF policies including those related to the confidentiality of client communications and materials. Each fellow will sign DREDF's confidentiality policy. The orientation will include the history of DREDF and disability rights, a tour of the Ed Roberts Campus, an introduction to "readily accessible lawyering" for people with disabilities (which includes effective communication with clients with disabilities), how to track billable hours, and additional substantive topics related to disability rights.</p> <p>At the beginning of the summer, each supervisor will meet with their fellow and together they discuss fill out a form called "Goals, Expectations, and Supervision." There will be a similar meeting and discussion mid-summer, using a form called "Mid-Way Review." Finally, there is an end of summer meeting. These procedures are discussed in response to question 5. (Support).</p> <p>Further, and as stated in response to question 2 (Impact), each distinct project will also have a supervisor. DREDF instructs project supervisors to provide a written concrete description of the project including a description of the requested output, a meeting to review the project orally and provide starting points, a deadline, and periodic check-ins. This project supervisor will be responsible for working directly with the fellow on the project and ensuring the quality of the work product completed.</p>
<b>Support</b>	<p>A first-week orientation will include the history of DREDF and disability rights, a tour of the Ed Roberts Campus, an introduction to "readily accessible lawyering," a review of important DREDF policies, and additional topics. Each fellow will receive a "survival guide" containing information about the calendar, DREDF shared documents, litigation billing, parking, public transportation, the kitchen, the printer, and more.</p>

	<p>In the first week, each supervisor will meet with their fellow and complete the form “Goals, Expectations, and Supervision.” The fellow will identify three goals for the summer. For each, the fellow and supervisor will brainstorm three tasks to help the fellow achieve their goal. The form will also prompt a discussion about expectations and supervision. The fellow and the supervisor will share expectations for the fellowship and will discuss supervision. They will write down expectations and preferred styles and modes of communication.</p> <p>There will be another discussion mid-summer, “Mid-Way Review.” This meeting will review the fellow’s progress toward goals and whether the summer is meeting expectations. The form invites the fellow to make suggestions for improvements.</p> <p>Throughout, fellows will be invited to staff meetings, team meetings, and coalition meetings. Erin will hold weekly social meetings for fellows. Claudia and Erin will share networking and training opportunities with the fellows, such as summer brown bag lunch series sponsored by other legal services nonprofits.</p> <p>At the end of the summer, there will be a final meeting between the supervisor and fellow. They will jointly review the summer experience and the fellow will be invited to share any reflections or thoughts about how the summer program could be improved.</p> <p>DREDF will supervise work hours and will ensure that fellows work no more than eight hours / day (with one hour paid lunch), five days / week.</p>
<b>Recruitment</b>	<p>DREDF is committed to a robust process for recruiting and selecting diverse, motivated, and qualified fellows. DREDF will post the opportunity on its website, in the DREDF Monthly , on legal services and disability listservs, and on Idealist. DREDF will circulate the opportunity to prior DREDF students.</p> <p>DREDF has a spreadsheet of the 50 most diverse law schools with job posting information. DREDF will post the opportunity at each school and will follow up with phone calls and emails to career services.</p> <p>DREDF will attend public interest / public sector career events, including Berkeley Law’s October 18 fair and Northern California Table Talk and Formal Interviews on February 2 and 3. DREDF will have a two to three-person committee select fellows. The committee will select candidates for interview based on demonstrated (1) commitment to legal services for indigent people with disabilities and (2) research and writing. Research and writing are the foundational skills needed for most projects to be successful. The committee will consider diversity to ensure that candidates – law students likely to join the legal services sector in the area of disability rights – represent the diversity of California regarding disability, race, ethnicity, gender, rural and urban communities, and additional demographics.</p> <p>The committee will develop three interview questions that will be posed to each candidate so the committee can fairly compare candidates. The questions will be designed to elicit information about the candidate’s commitment to legal services for indigent people with disabilities, to prompt a discussion about how the candidate views the fellowship as advancing their ability to provide such legal services, and to get a sense of the issues the candidate sees as most important for DREDF.</p> <p>The committee will select fellows based on applications and interviews with an eye toward a three-person cohort that is diverse and complementary.</p>
<b>Will the fellow(s) serve rural</b>	Yes



<b>communities?</b>		
<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</b>	<b>Total Funding Grant</b>
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$0
<b>TOTAL</b>	<b>\$10,000</b>	<b>\$15,000</b>

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	California Rural Legal Assistance Foundation	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$20,000	2	0
Counties Served by the Fellow(s)	Sacramento, San Joaquin	
Impact	<p>CRLAF represents low-wage immigrants, migrant farmworkers, and other rural poor in impact litigation in state and federal courts to enforce important legal rights, seek court orders, and obtain compensation for our clients. CRLAF offers a unique opportunity to Legal Fellows as it not only provides pro bono legal services, but primarily operates as a legal support center. The Litigation Unit works closely with QLSPs across the state to provide technical assistance, advocacy support, and co-counseling impact litigation involving labor, housing, and other civil rights violations.</p> <p>Grant funding will support two summer Legal Fellows, who will operate as full staff members of CRLAF's Litigation Unit. The Fellows will be provided orientation and receive substantive law training and practical skill development in housing, and labor and employment law, from the angle of benefitting both partner organizations, as well as individual clients. Fellows shall be included in CRLAF's staff meetings, continuing legal education seminars, and other internal and external training events.</p> <p>The Fellows will conduct research and some outreach, develop community education materials, interpret, translate, conduct telephone intakes and eligibility screening, and provide litigation, administrative and technical support to attorneys. In addition to helping advance individual and impact litigation cases, the Fellows may also provide support in amicus brief participation, and, as appropriate, with limited-scope services such as advice and counsel and Know Your Rights training workshops offered throughout a broad service region.</p>	
Organizational Benefit	<p>CRLAF sees this funding as an opportunity to further strengthen and develop the leadership, legal skills, and diversity of our team. Two Summer Fellows will increase CRLAF's overall capacity to assist a greater number of individual clients and families. As these new positions will take on the more administrative aspects of the Litigation Unit's legal work, Senior Attorneys will be able to fully attend to any more complex legal matters. Summer is one of our busiest times of year, with the growing season in full-swing, the increasing threat of wildfires and smoke exposure, and farmworker families in need of greater support with childcare. CRLAF hopes to not only onboard two Fellows, but maintain either or both of these positions,</p>	

	helping Fellow/s achieve additional training and experience so that they are ultimately able to continue on as a fully licensed CRLAF attorney.
<b>Supervision</b>	<p>CRLAF's projects are directed and supervised by experienced attorneys and advocates. Project Directors provide supervision to staff attorneys, paralegals, community outreach advocates, student interns, and support staff. Directing attorneys review all legal documents before they are filed, and review legal research and brief services conducted by project staff before information is forwarded to QLSPs. CRLAF also convenes a litigation committee composed of CRLAF's attorney board members who review and approve any litigation in which CRLAF attorneys may be involved as co-counsel with other QLSPs.</p> <p>CRLAF staff are experts in their field, with extensive substantive, procedural, and practical experience in issues affecting the rural poor. CRLAF attorneys provide training to law students on current and prospective law and policy relevant to our client communities, and what constitutes unauthorized practice of law. Law students and Legal Fellows are required to participate in at least 10 hours of substantive and practical training before they can work independently with clients. CRLAF's Litigation Director provides direct supervision of all law student interns seeking to gain experience in policy issues and class action litigation. CRLAF supervising attorneys hold weekly case rounds to review work products and ensure that all case handlers are meeting the highest quality control standards.</p> <p>Senior Attorneys will help provide guidance, as well as connect Fellows to CRLAF's Outreach Advocates, professional development opportunities, and other events where Fellows might train residents on specific issues surrounding housing, employment, immigration law, and any crossover issues. The Fellow will meet weekly with the Litigation team, and once a week with their immediate supervisor to ensure the completion of work, answer any questions, and provide additional training as needed.</p>
<b>Support</b>	<p>CRLAF's Human Resources Unit will provide all preliminary training, including information on personnel policies and organizational procedures. The Fellows will thereafter receive training from Litigation staff and CRLAF upper leadership on specific laws and policies, client engagement, and all relevant softwares for legal research, to organize work, record demographic information, and track progress towards goals: Thomson Reuters, LexisNexis, Clio, and the federal court filing system. Fellows will be granted basic access to these platforms to obtain working comfortability, and will later be expected to complete minor reporting through these systems. Fellows may also occasionally engage in external trainings with our partners, including other legal aid organizations and QLSPs.</p>
<b>Recruitment</b>	<p>Over many years, CRLAF has developed a close relationship with UC Davis, McGeorge, and other local law schools, engaging new and volunteer attorneys in opportunities to further their practice in the field and understanding of current and proposed housing, employment, and immigration law, and its various impacts on low-wage, rural, migrant</p>

	workers and mixed-status families. Throughout such partnerships, law students have helped CRLAF with casework, and participated in and helped organize training and legal informational sessions for our client community. CRLAF works diligently to ensure that diversity, equity, and inclusion are at the forefront of its hiring practice. CRLAF's capacity to serve comes from our organization's deep roots in, and longstanding institutional ties to, the largely rural, Latinx and low-income communities where we work. CRLAF engages a largely Latinx staff, advocates, and Board primarily coming from farmworker families, recognizing the importance that our advocates are not only highly qualified in their field of expertise, but are also able to interact with and advocate for historically marginalized groups in a sensitive and culturally appropriate manner.	
<b>Will the fellow(s) serve rural communities?</b>	Yes	
<b>Will the fellow(s) serve underserved communities?</b>	No	
<b>Will the fellow(s) serve clients regardless of immigration or citizenship status?</b>	Yes	
<b>Budget</b>		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000
<b>TOTAL</b>	\$10,000	\$20,000

2024 LEGAL AID LEADERS FELLOWSHIP GRANTS PROJECT PROFILE		
Organization Name	Legal Aid Society of San Bernardino	
Total Amount Requested	Number of Fellows for which Funding is Requested	Current Summer Law Student Compensation
\$20,000	2	0
Counties Served by the Fellow(s)	Riverside, San Bernardino	
Impact	<p>During the grant period, the Rural Justice Fellow (RJF) at LASSB will focus on addressing the critical civil legal needs of low-income residents in San Bernardino and Riverside counties. LASSB, with its extensive 65-year history, offers a comprehensive service delivery model for accessible legal aid.</p> <p>This approach includes a housing and family law advice line to guide callers in navigating complex situations. Clients needing document preparation are directed to specialized clinics where essential paperwork is prepared. From these clients, LASSB selects those requiring representation in trials or hearings. Throughout the fellowship, the RJF will participate in LASSB's strategically located clinics, covering topics such as guardianship, conservatorship, domestic violence, and eviction prevention. They will also gain experience with LASSB's legal advice hotline, streamlining intake, eligibility assessments, interviews, and providing essential legal aid. The fellow will contribute to onsite clinics, particularly in pandemic-affected areas.</p> <p>In line with LASSB's commitment to reaching underserved rural communities, the RJF will engage in the organization's legal aid reach program, utilizing technology like remote legal connect by ProBono Net to bridge geographical divides. The fellow will receive training in document production and client counseling skills, including shadowing experienced attorneys in housing and family court cases. Beyond legal casework, the RJF will expand LASSB's network in rural and undocumented communities, developing an outreach strategy and pro bono expansion project to communicate the mission of legal aid.</p> <p>The RJF's impact will extend beyond the grant period, contributing to LASSB's mission by creating outreach materials and enhancing the organization's capacity to reach underserved individuals in need of legal assistance. Over their fellowship, the RJF is expected to interact with a minimum of 50 clients, leaving a lasting impact on the community. Our previous two fellows successfully completed the program which impacted our local population.</p>	

<b>Organizational Benefit</b>	<p>The grant's impact on LASSB will be profound and multifaceted. Hosting a Rural Justice Fellow will bring fresh perspectives and energy to our organization, offering a unique opportunity to enhance our programs and overall success.</p> <p>Firstly, the fellow's contributions will play a vital role in our ability to serve clients effectively. With a keen understanding of the importance of serving rural, vulnerable populations, they will be well-equipped to address the specific challenges and needs of our clients. Their presence will lead to improved service delivery, ensuring that our clients receive the best possible legal assistance.</p> <p>Furthermore, the fellow's involvement will lead to process improvements within LASSB. Coming to legal aid with fresh eyes, they will identify opportunities to streamline our processes, making our operations more efficient and effective. This optimization will result in a higher level of pro bono attorney engagement, as well as an expanded reach to underserved rural communities. The fellow's innovative thinking and problem-solving skills will help us leverage technology and resources more effectively, ultimately benefiting both our clients and our organization.</p> <p>In addition, hosting a law fellow will significantly enhance our ability to recruit law student candidates for summer positions and future staff roles. By providing an immersive experience in the rewarding work of legal aid organizations serving rural populations, we can inspire and educate the next generation of legal professionals about the importance of serving the underserved. This will not only strengthen our pipeline of talent but also contribute to the long-term sustainability of our organization.</p> <p>In summary, the grant's impact on LASSB is transformative. It will empower us to better serve our clients, streamline our processes, engage more pro bono attorneys, and inspire future legal professionals to join our mission.</p>
<b>Supervision</b>	<p>LASSB is committed to safeguarding the quality of services provided by our fellows. Our robust supervision practices and quality assurance measures are designed to uphold the highest standards of legal assistance.</p> <p>Deputy Director Greg Armstrong, with over 15 years of experience in California practice, will serve as the dedicated supervisor overseeing the fellows. Mr. Armstrong has a wealth of experience supervising numerous undergraduate and law school interns.</p> <p>The supervision process begins with onboarding, where the Deputy Director provides the fellow with introductions and thorough training materials. Daily check-ins and weekly reviews at the end of each workweek will serve as ongoing touchpoints to monitor the fellow's progress and address any questions or concerns promptly. The Executive Director will also work directly with the fellows ensuring a thorough learning experience.</p>

	<p>To further ensure the fellow's development and proficiency, the Deputy Director will assign experienced attorneys to act as mentors. These mentors will play a pivotal role in guiding the fellow's legal work.</p> <p>All written materials produced by the fellow will undergo rigorous review and approval by supervising attorneys and the Deputy Director before being released to clients or the public. This stringent review process ensures accuracy and maintains the quality of our legal services.</p> <p>Additionally, the Deputy Director will oversee the fellow's interactions with community partners and leaders. This ensures a consistent and aligned message is conveyed to our partners and the public.</p> <p>Lastly, rigorous time record reviews will be conducted by the office manager to ensure that the fellow's work is not only being executed accurately but is also being appropriately documented.</p> <p>LASSB's supervision practices and quality assurance measures are comprehensive and structured to safeguard the quality of services provided to clients and to ensure the fellow's valuable experience with LASSB.</p>
Support	<p>LASSB is deeply committed to the professional development of our fellows, aiming to cultivate lasting careers in legal services for indigent individuals.</p> <p>Our onboarding process, overseen by the Office Manager, ensures a smooth introduction with essential compliance and HR documents. Deputy Director Greg Armstrong provides crucial soft skills training, covering interviewing techniques and trauma-informed lawyering. Additionally, technology proficiency, including database usage for timekeeping and client file management, is imparted, along with Windows 365 for document management and communication.</p> <p>Our training approach combines onsite and virtual resources, potentially including programs from organizations like the Practicing Law Institute and bar associations. Fellows are encouraged to engage in state bar events for networking opportunities.</p> <p>Mentorship is pivotal; seasoned attorneys guide the fellow, providing insights into court processes and field-specific knowledge. This mentorship instills a commitment to serving the low-income community.</p> <p>Collaboration with LASSB leadership yields a pro bono outreach plan to expand our reach, possibly engaging larger law firms.</p> <p>Finally, under the supervision of the Deputy Director and in collaboration with Executive Director Pablo Ramirez, the fellow develops an outreach plan targeting underserved communities in Riverside and San Bernardino counties, leveraging technology and community engagement.</p>

	<p>In summary, our fellows benefit from comprehensive support systems in onboarding, mentorship, training, and networking, enhancing their legal skills and understanding of family and housing law. They actively engage in outreach, contributing to our mission of providing essential legal assistance to indigent individuals while fostering enduring careers in legal services.</p>
<b>Recruitment</b>	<p>LASSB has implemented a comprehensive strategy to recruit, select, and confirm the fellow by June 1, 2024, ensuring a motivated and qualified candidate is chosen from a strong and diverse pool of applicants.</p> <p>Our recruitment efforts involve reaching out to regional law schools and Bar Associations, including minority Bar Associations and other minority legal organizations. This approach ensures that we cast a wide net and attract candidates from diverse backgrounds who are passionate about serving indigent individuals.</p> <p>Additionally, we will collaborate with law professors from regional law schools who specialize in areas such as family, domestic violence, housing, and public interest law. These professors will refer promising students to LASSB, enhancing our candidate pool with enthusiastic individuals who align with our mission.</p> <p>Our outreach extends to minority-oriented Bar Associations and Law School Fraternities, further expanding our network and attracting candidates who are committed to promoting diversity and equity in legal services.</p> <p>The Fellowship's orientation and project plan, coupled with the competitive stipend, will serve as strong incentives for prospective candidates. This attractive package will undoubtedly generate a diverse pool of enthusiastic and engaged applicants who are eager to contribute to our mission.</p> <p>In summary, LASSB's recruitment strategy prioritizes diversity, engagement, and alignment with our mission to ensure the selection of a highly qualified and motivated fellow who will excel in serving indigent individuals in our community.</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



Budget		
	Budget for Each Fellowship	Total Funding Grant
1. Fellow Compensation	\$7,500	\$15,000
Payroll taxes, benefit and other direct or indirect costs (up to \$2,500)	\$2,500	\$5,000
<b>TOTAL</b>	\$10,000	\$20,000



# The State Bar of California

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## 2024 LEGAL AID LEADERS FELLOWSHIP GRANTS REQUEST FOR PROPOSALS

This document provides information for organizations interested in submitting proposals for the 2024 Legal Aid Leaders Fellowship Grants (formerly called 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 2024 Legal Aid Leaders Fellowship Grants are competitive and discretionary. Proposals must be submitted on SmartSimple by **5:00 p.m. PDT on Tuesday, October 10, 2023.**

If you have any questions, please contact Lauren McGary at [lauren.mcgary@calbar.ca.gov](mailto:lauren.mcgary@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:

<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)

<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 first funding opportunity had a grant period of May 15, 2023, to September 30, 2023. The second funding opportunity will have a grant period of May 1, 2024, to September 16, 2024.

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. For the first year of the Legal Aid Leaders Fellowship Grants, the State Bar received approximately \$759,000 from the 2023 fee cycle; the State Bar projects similar figures for 2024. There will be one grant disbursement during the grant period and State Bar staff will monitor grant expenditures in the final financial report. Due to the timing of when revenue for this grant fund is collected, applicants will be notified of tentative grant awards in December 2023 and of finalized grant awards in April 2024.

For the 2024 Legal Aid Leaders 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 May 1, 2024. If a grantee has not recruited 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 16, 2024. Extensions will be unavailable. Funds returned to the State Bar after the 2024 grant term will be redistributed as IOLTA funds unless the statute is renewed.

### **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 this competitive grant, which 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 Legal Aid Leaders Fellowship grants to averting or redressing specific legal harms. The Legal Aid Leaders 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 clients. 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 Legal Aid Leaders 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 Legal Aid Leaders 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. Award decisions are final and without appeal. Award recipients are required to notify the State Bar once the fellow(s) has been selected.

SELECTION CRITERIA (70 PTS)				
Checkmark the appropriate ranking for each category, and then multiply by the number below.				
CATEGORY & DESCRIPTION	Exceeds Expectations	Meets Expectations	Below Expectations	Not Addressed
<b>Impact:</b> Applicant describes utilizing the fellow(s) in appropriate legal work aligned with the organization's expertise.				
<b>Organizational Benefit:</b> Applicant describes the larger impact this funding will have on the organization.				
<b>Supervision:</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>Support:</b> Applicant describes a thoughtful plan to provide onboarding, training, networking, and mentorship to the fellow(s).				
<b>Recruitment:</b> Applicant describes 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>X14=</b>	<b>X10=</b>	<b>X6=</b>	<b>X0=</b>
<b>Subtotal A</b>				

FUNDING PREFERENCES (30 PTS)				
Checkmark the appropriate ranking for each category, and then multiply by the number below.				

CATEGORY & DESCRIPTION	Exceeds Expectations	Meets Expectations	Below Expectations	Not Addressed
<b>Serves rural populations:</b> Applicant articulates the fellow(s)' focus on serving rural communities and identifies the MSSA tracts where fellow(s) will provide services.				
<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>X10=</b>	<b>X7=</b>	<b>X4=</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 (70 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 70 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 1, 2024, to September 16, 2024). 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.
- **Organizational Benefit:** Applicants should describe the larger impact this grant will have on the organization, including how the fellow(s)’ contributions will impact the organization’s programs and/or overall success. Specifically, the applicant should consider the impact of hosting law fellow(s) on its work, including its ability to serve clients or streamline workflows. The applicant may also include the grant’s impact on its ability to recruit law student candidates for the summer and/or for future staff positions. The response should be specific, and it may reference previous benefits the organization experienced as a result of the 2023 Legal Aid Leaders Fellowship program or other previous experience hosting law students.
- **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 identify 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; this includes the frequency with which the fellow(s) will meet with the supervisor(s) and the process for the review of their legal work.
- **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 participate in mentorship, 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

networking opportunities, etc.) that will be provided to the fellow(s) to support their professional development.

- **Recruitment:** Applicants should describe how they recruited or will recruit, select, and confirm their fellow(s) by May 1, 2024. They should explain the plan to seek a strong and diverse pool of candidates, including outreach efforts, and to 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 (30 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 30 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 (CalAtJ) definition of rural. CalAtJ 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. CalAtJ 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. Applicants must identify the MSSA tract(s) where the fellow(s) will provide services. MSSA data is available on the [California State Geoportal](#).<sup>4</sup>

- **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

<sup>4</sup> The portal is a searchable database and filters for "Rural" and "Frontier" may be used to help applicants identify MSSA tracts within their service area.



other populations that are underserved relative to the indigent population 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) will serve clients regardless of immigration or citizenship status. They should elaborate on the applicant's policies and practices, including outreach efforts, to serve clients regardless of immigration or citizenship status.

**APPLICATION COMPONENTS**

A complete 2024 Legal Aid Leaders 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 responses to the impact, organizational benefit, supervision, support, recruitment, and funding preference rubric 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 1, 2024, and September 16, 2024.

**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 2024 Legal Aid Leaders 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 May 1, 2024, unless the State Bar, in its sole discretion, makes an exception.
- D. Applicant will return any unused 2024 Legal Aid Leaders Fellowship Grant funds within one month of the end of the award period (by October 16, 2024).

- 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 facilitate and encourage fellow(s) to complete required fellowship surveys and participate in Legal Aid Leaders Fellowship programming, including in-person and remote events hosted by California ChangeLawyers.
- K. 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.
- L. Applicant understands that any proposal submitted for a 2024 Legal Aid Leaders Fellowship Grant, and all documents submitted pursuant to issuance of this funding, are public documents, and may be disclosed to any person.
- M. 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 2024 Legal Aid Leaders 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 2024 Legal Aid Leaders 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 seek information about the following topics, among others:

- Changes, if any, in the grantee's approaches to supervision, training, support, and/or recruitment or selection processes as described in the application;
- Processes for the fellow(s) to provide feedback;
- Lessons learned and changes implemented in response to the feedback;
- Areas of law where fellow(s) provided support;
- Counties and target populations served by the fellow(s);
- Languages in which the fellow(s) provided support;
- Opportunities extended for the fellow(s) to continue with the organization beyond the grant period;
- The scope of work that the fellow(s) performed during the grant period, including the fellow(s)' greatest accomplishments; and
- The effect that the fellow(s)' work had on the organization's services to QLSPs or low-income Californians, especially notable case outcomes.

In addition, grant-funded fellows must complete two surveys to share their expectations and experiences during the fellowship. The questions will 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

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## 2024 LEGAL AID LEADERS FELLOWSHIP GRANT APPLICATION INSTRUCTIONS

Applications for the 2024 Legal Aid Leaders Fellowship Grant (formerly “Law School Fellowship Grants”) must be submitted on SmartSimple by Tuesday, October 10, 2023, at 5:00 p.m. PDT. Interested organizations should review the 2024 Legal Aid Leaders 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 Legal Aid Leaders 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 Legal Aid Leaders Fellowship Grant application:

1. From the SmartSimple homepage, locate the “Funding Opportunities” section.
2. Click the “Create Legal Aid Leaders 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 “Legal Aid Leaders Fellowship Grant RFP” to review the requirements

and selection criteria for the 2024 Legal Aid Leaders 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 must be used solely for the compensation of one summer law student fellow; applicants may request up to an additional \$2,500 per fellow to cover payroll taxes, benefits, and other direct or indirect costs. The total amount requested should be divisible by \$500.

Form C—Fellowship Budget requests specific budget information. The total for Form A, Question 3, must match the total request (the "2024 Legal Aid Leaders 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. Must be on or after May 1, 2024.
  - 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 16, 2024.
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.

### FORM B—FELLOWSHIP DESCRIPTION

Form B aligns with the 2024 Legal Aid Leaders Fellowship Grant selection criteria categories.

The Legal Aid Leaders Fellowship Grants Committee has developed selection criteria for the 2024 Legal Aid Leaders 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 clients. 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 1, 2024, to September 16, 2024). (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. **Organizational Benefit:** Please describe in detail the larger impact this grant will have on the organization. (300-word limit)

Applicant should describe how the fellow(s)' contributions will impact the organization's programs and/or overall success.

Consider:

- The impact of hosting law fellow(s) on the applicant's work, including the applicant's ability to serve clients or streamline workflows
- The applicant's ability to recruit law student candidates for the summer and/or for future staff positions

4. **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, including the frequency with which the fellow(s) will meet with the supervisor(s) and the process for the review of their legal work

5. **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, network, and collaborate with other staff
- 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, networking opportunities, etc.) that will be provided to the fellow(s) to support their professional development

6. **Recruitment:** Please describe how the organization recruited or will recruit, select, and confirm the fellow(s) by May 1, 2024. (300-word limit)

Applicant should describe 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 applicant plans to seek a strong and diverse pool of candidates, including outreach efforts
- How the applicant will gauge the candidates' interest in pursuing a career in legal services for indigent persons
- Whether/how the applicant'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

7. **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 and identify the MSSA tract(s) where the fellow(s) will provide services. MSSA data is



available on the [California State Geoportal](#).<sup>1</sup> (300-word limit)

8. **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. (This criterion refers to serving other populations that are underserved relative to the indigent population generally). (300-word limit)

9. **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 1, 2024, and September 16, 2024, 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 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

Successful applicants must select and confirm fellow(s) by May 1, 2024.

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

<sup>1</sup> The portal is a searchable database and filters for “Rural” and “Frontier” may be used to help applicants identify MSSA tracts within their service area.

representative. Digital and/or e-signatures are permitted.

3. Re-upload the signed document as a PDF on SmartSimple.

**Attachment C: Legal Aid Leaders Fellowship Grants -  
Funding Recommendations**

Average	60.0	20.6	80.6 Average
High	70	30	91 High
Low	39.3	10	59.3 Low

Organization	Selection Criteria Total	Funding Preferences Total	TOTAL	# of Fellows Requested	Total Amount Requested	Recommended # of Fellows - Scenario #1	Recommended Award Amount - Scenario #1	Recommended # of Fellows - Scenario #2	Recommended Award Amount - Scenario #2
Family Violence Law Center	70	21	91	2	\$20,000	2	\$20,000	2	\$20,000
Centro Legal de la Raza	63.3	27	90.3	6	\$60,000	6	\$60,000	6	\$60,000
Inland Counties Legal Services	70	20	90	3	\$26,000	3	\$26,000	3	\$26,000
Inner City Law Center	70	20	90	5	\$50,000	5	\$50,000	5	\$50,000
Legal Aid Society of San Bernardino	59.3	30	89.3	2	\$20,000	2	\$20,000	2	\$20,000
Social Justice Collaborative	62	27	89	2	\$20,000	2	\$20,000	2	\$20,000
Family Violence Appellate Project	66	21	87	1	\$10,000	1	\$10,000	1	\$10,000
Bet Tzedek Legal Services	59.3	27	86.3	35	\$350,000	35	\$350,000	5	\$50,000
Center for Gender and Refugee Studies - California	59.3	27	86.3	2	\$20,000	2	\$20,000	2	\$20,000
Asian Americans Advancing Justice Southern California	66	20	86	5	\$50,000	5	\$50,000	5	\$50,000
Legal Aid of Sonoma County	58	27	85	4	\$40,000	4	\$40,000	4	\$40,000
Impact Fund	62.8	21.6	84.4	1	\$10,000	1	\$10,000	1	\$10,000
Disability Rights Education and Defense Fund	63.3	21	84.3	2	\$15,000	2	\$15,000	2	\$15,000
California Indian Legal Services	59.3	24	83.3	4	\$40,000	4	\$40,000	4	\$40,000
LACBA Counsel for Justice	62	20	82	3	\$28,500	1	\$9,500	3	\$28,500
Legal Services for Children	62	20	82	4	\$40,000	1	\$10,000	4	\$40,000
Legal Aid at Work	60.7	21	81.7	7	\$70,000	-	-	5	\$50,000
California Rural Legal Assistance Foundation	59.3	22.3	81.6	2	\$20,000	-	-	2	\$20,000
Senior Citizens Legal Services	54	27	81	2	\$20,000	-	-	2	\$20,000
Mental Health Advocacy Services	62	18	80	3	\$30,000	-	-	3	\$30,000
Casa Cornelia Law Center	59.6	20	79.6	2	\$18,000	-	-	1	\$9,000
Legal Assistance for Seniors	62	17	79	3	\$30,000	-	-	1	\$10,000
Public Law Center	62	17	79	7	\$70,000	-	-	1	\$10,000
Legal Aid Foundation of Los Angeles	68.4	10	78.4	2	\$20,000	-	-	1	\$10,000
National Center for Youth Law	54	24	78	5	\$50,000	-	-	1	\$10,000
Veterans Legal Institute	58	18	76	15	\$124,000	-	-	1	\$8,267
Law Foundation of Silicon Valley	54	21	75	6	\$60,000	-	-	1	\$10,000
Alliance for Children's Rights	58	17	75	8	\$80,000	-	-	1	\$10,000
Los Angeles Center for Law and Justice	58	17	75	4	\$37,000	-	-	1	\$9,250
Community Legal Aid SoCal	62	11.3	73.3	2	\$16,500	-	-	1	\$8,250
Central California Legal Services	55.3	17	72.3	3	\$24,000	-	-	1	\$8,000
Loyola Marymount University	52.7	17	69.7	3	\$30,000	-	-	1	\$10,000
Neighborhood Legal Services	48.7	11	59.7	3	\$30,000	-	-	1	\$10,000
Immigrant Defenders Law Center	39.3	20	59.3	12	\$120,000	-	-	1	\$10,000
				170	\$1,649,000	76	\$750,500	77	\$752,267

	Scenario #1		Scenario #2	
Anticipated Available Funding	-	\$ 759,000	-	\$ 759,000
Grant Awards Total	76	\$ 750,500	77	\$752,267
Remaining	-	\$ 8,500	-	\$ 6,733