

## **NYU School of Law Reproductive Justice and Women's Rights Fellowships**

*In 2010, NYU School of Law created three fellowships at reproductive justice and women's rights organizations. The first is a "portable" fellowship, as described below. The other two fellowships are based at organizations, A Better Balance, and the ACLU Women's Rights Project.*

### **Portable Fellowship**

Current 3L students at NYU Law are invited to apply for the NYU Reproductive Justice and Women's Rights Fellowship with a host organization that will allow them a) to serve as an attorney working on all the work or on one or more existing projects of an organization OR b) to work on a newly created project. Host organizations must do legal work in reproductive justice and/or women's rights and have the capacity to supervise the fellow and help him or her develop professionally. The one-year fellowship will begin in September 2014. NYU will pay the Fellow's salary and benefits at a level that is commensurate with the organization's entry-level attorney salary.

### **Selection Process and Criteria**

A committee of practitioners will review applications, conduct interviews, and select the Fellow.

Selection criteria include:

- Applicant's qualifications, including commitment to reproductive justice and/or women's rights
- Quality of the work proposed to be done by the Fellow and its potential impact. If the Fellow will be an additional staff attorney (rather than creating a project), in their personal statement and in the interview, the applicant should explain specifically how his or her work would add to the organization's ability to address reproductive or women's rights issues.
- Relevance of the proposed work to the applicant's career goals

**Application Information:** Applications are due by 5 p.m. on April 15, 2014. Applications should be submitted to [pilc.info@nyu.edu](mailto:pilc.info@nyu.edu) as one PDF file with the email subject "Portable Fellowship Application" containing the following materials:

1. Summary page with
  - i. Applicant's name, address, email, and phone number
  - ii. List of three references, with names and contact information
  - iii. Host organization's name and address
  - iv. Contact person at host organization, with email and phone number
  - v. Statement of salary and benefit cost requested by host organization for the Fellow
  - vi. Brief statement of work to be performed as Fellow (Suggested: 2-3 sentences)
2. Applicant's Resume
3. Personal Statement setting forth a) the applicant's career goals and how the fellowship will contribute to those goals, b) how their work will add to the organization's ability to address reproductive or women's rights issues; and c) describing in detail the applicant's skills and knowledge, including relevant course work (300-500 words).
4. Substantive Commitment Letter from the host organization describing (300-500 words):

- a. The mission, current programs and staff of your organization (can be included in letter, described in supplemental materials or provided by link to your website);
  - b. The legal work the Fellow would undertake at your organization;
  - c. Why the addition of this particular applicant to your organization would further reproductive justice and/or women's rights;
  - d. The training and supervision that the Fellow will receive, including the name of the lawyer who will supervise the Fellow and a brief description of his or her work experience;
  - e. If the Fellow will represent clients, a description of the organization's professional liability and malpractice insurance and a statement confirming the Fellow's eligibility for coverage.
5. Copy of the 501(c)(3) determination letter granting your organization tax-exempt status.

**Questions?** Please contact Jorge Luis Paniagua Valle at [jl.paiaguavalle@nyu.edu](mailto:jl.paiaguavalle@nyu.edu).

## **A Better Balance – NYU School of Law Fellowship 2014**

Current NYU law students are invited to apply for a one-year fellowship at A Better Balance: The Work and Family Legal Center (“ABB”) starting in September 2014.

ABB is a legal advocacy organization that is a leader in the movement to reshape laws and policy to fit the needs of today’s workforce. ABB’s mission is to promote equality and expand choices for men and women at all income levels so they may care for their families without sacrificing their economic security. ABB works on the national, state and local levels employing a wide range of strategies – legislative advocacy, litigation, grassroots organizing, research and public education – to combat discrimination against pregnant workers and caregivers, develop paid leave laws, promote flexible work policies and support family caregiving.

### **Job Description:**

Since its founding in 2005, ABB has been at the forefront of a movement to fight for family-friendly laws and policies. We focus on a variety of issues: paid family and sick leave, discrimination and economic justice for working families. We are the “go to” legal organization for paid sick leave campaigns at the state and local level around the country, and are at the center of efforts to win paid family leave. In addition to providing legal advice and strategic support to leave campaigns around the country, ABB is helping to lead campaigns for paid sick leave in New York City and paid family leave in New York State. We are leaders in the effort to reform laws on pregnancy discrimination here in New York and at the Federal level and we are working on policy initiatives to end discrimination based on family responsibilities. Partnering with the law firm, Outten & Golden LLP, we run a Families at Work legal clinic that provides free legal advice and counseling to New Yorkers. ABB also conducts trainings for low-income New Yorkers and their advocates on employment rights and family responsibilities. In the past year, legislation that we drafted and fought to pass was enacted by the New York City Council guaranteeing millions of New Yorkers paid sick time and ensuring that pregnant workers will be given accommodations they need to stay on the job. We will be doing outreach and representation to make sure that New Yorkers are aware of these laws and benefit from them. Finally, ABB pushes for public policy reform on a range of issues, such as workplace flexibility for employees across the economic spectrum, and valuing the work of all family caregivers, whether they care for a newborn, a sick child, an aging relative, or a disabled family member.

The Law Fellow will work on all aspects of ABB’s program agenda and will be supervised by ABB’s senior lawyers. The Fellow will also work closely with policy and research staff.

### **Responsibilities:**

- Collaborate with ABB staff to develop legal and policy work around a broad range of work/family issues.
- Provide legal support to campaigns for paid sick time, paid family leave, improvement of laws on pregnancy and caregiver discrimination and advocacy for better work supports for working families around the country and at the Federal level including research, drafting of laws, and litigation assistance.

- Assist with all aspects of the Families at Work clinic, including screening potential clients, meeting with and advising clients, researching legal issues that arise, providing direct representation, drafting amicus briefs, and conducting outreach to publicize the clinic.
- Engage in public speaking and respond to press inquiries.
- Develop print and web-based public educational materials.
- Collaborate with coalition partners by participating in task forces and coalitions, making presentations, attending conferences, etc.

**Qualifications:**

- Demonstrated commitment to work/family law and policy, women's rights, civil rights, or advocacy for the poor.
- Excellent written and oral communication, advocacy, and analytic skills. Experience writing for legal and non-legal audience a plus.
- Self-motivated with demonstrated problem solving, prioritizing, time management, team-building and organizational skills.

**Compensation**

Salary is \$57,000. Health insurance benefits included.

**How to Apply**

The deadline to apply is March 19, 2014. Please send or e-mail a resume, brief cover letter, a short writing sample, and two references to: Sherry Leiwant, A Better Balance, 80 Maiden Lane, Suite 606, New York, NY 10038. E-mail: sleiwant@abetterbalance.org

ABB is an equal opportunity employer.

## **ACLU Reproductive Freedom Project—NYU School of Law Fellowship 2014**

Third year NYU Law students are invited to apply for a one year fellowship at the Reproductive Freedom Project of the American Civil Liberties Union (ACLU) which will begin in the fall of 2014.

**Overview:** The ACLU Reproductive Freedom Project's mission is to secure a world that respects and supports everyone's right to form intimate relationships and to decide whether and when to have a child. Through litigation, advocacy, and public education, we strive to ensure that the freedoms and opportunities enjoyed by some become the freedoms and opportunities enjoyed by all. In particular, we work to ensure access to abortion services, affordable contraception, and comprehensive sex education, and to protect the rights of marginalized women to continue their pregnancies. The ACLU is particularly committed to ensuring that individuals' reproductive rights are not compromised because of their race, youth, or economic status, and believes that reproductive rights work must be informed by broader racial and social justice considerations.

For more than three decades, the ACLU has participated in nearly every critical reproductive rights case before the Supreme Court and in significant cases in federal and state courts too numerous to count, including challenges to laws that would ban abortion, shut down women's health centers, defund organizations because they provide or refer for abortion; and doctors to show a woman an ultrasound before she may have an abortion. The ACLU is also the nation's leading expert on the intersection between reproductive rights and the religion and free speech clauses of the First Amendment and has been involved in numerous cases involving the denial of health care on religious grounds, including the cases challenging the Obama Administration's contraceptive coverage rule.

The Reproductive Freedom Project is unique among reproductive rights organizations in that we work with the ACLU's nationwide network of affiliates and other attorneys in the organization who specialize in other civil liberties areas, including free speech, race and poverty issues, and lesbian and gay rights. In addition, the Reproductive Freedom Project is part of the ACLU's Center for Liberty, which is dedicated to the principle that we are all entitled to determine the course of our lives based on who we are and what we believe free from unreasonable government constraint and baseless stereotypes. The Center for Liberty encompasses the ACLU's work on reproductive rights, women's rights, LGBT issues, and freedom of religion and belief.

**Job Description:** The Fellow will function as an integral part of the Project's litigation teams. The Fellow will provide legal research and analysis; draft pleadings, affidavits, and briefs; may interview clients and experts; and may participate in discovery. The Fellow may also analyze state legislation and provide assistance to ACLU affiliates on legislative and other advocacy matters. The Fellow may also participate in public speaking and attend relevant conferences. The Fellowship is for one year, and the Fellow will work in the New York office.

**Qualifications:** Applicants must have excellent legal research, writing, analytic, and communication skills. Knowledge of reproductive rights law is not required, but an interest in reproductive rights, civil liberties, racial and social justice, and issues affecting low-income

women is essential. Applicants should be self-motivated and have the proven ability to work with a wide range of people.

**Salary and Benefits:** The salary will be according to the ACLU salary scale; salaries begin in the low \$60s. Excellent benefits package provided.

**Application Procedure:** Applicants should send a letter of interest, a resume, the names, telephone numbers and email addresses of three references, and a legal writing sample (preferably either a research memo or a portion of a brief) to Alison Tanner at ATanner@aclu.org by March 19, 2014.

**The ACLU is an equal opportunity/affirmative action employer and encourages applications from all qualified individuals including women, people of color, persons with disabilities, and lesbian, gay, bisexual, and transgender individuals.**

The ACLU comprises two separate corporate entities, the American Civil Liberties Union and the ACLU Foundation. Both the American Civil Liberties Union and the ACLU Foundation are national organizations with the same overall mission, and share office space and employees. The ACLU has two separate corporate entities in order to do a broad range of work to protect civil liberties. This job posting refers collectively to the two organizations under the name "ACLU."