



CRLA

**2021/2022
Law Fellowship
and Internship
Prospectus**



California Rural Legal Assistance, Inc.
Fighting for community-led justice.



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

This prospectus provides sponsorship candidates with an overview of California Rural Legal Assistance, Inc.'s (CRLA) current program areas and instructions for submitting an application for sponsorship.

You can learn more about our organization by visiting www.crla.org. If after reviewing the entire prospectus and our website you still have questions about our work or the sponsorship, please email Jeff Ponting at probonosupport@crla.org

The mission of CRLA is to fight for justice and individual rights alongside the most exploited communities of our society.

Thank you for your interest in becoming a part of CRLA.

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Overview and History

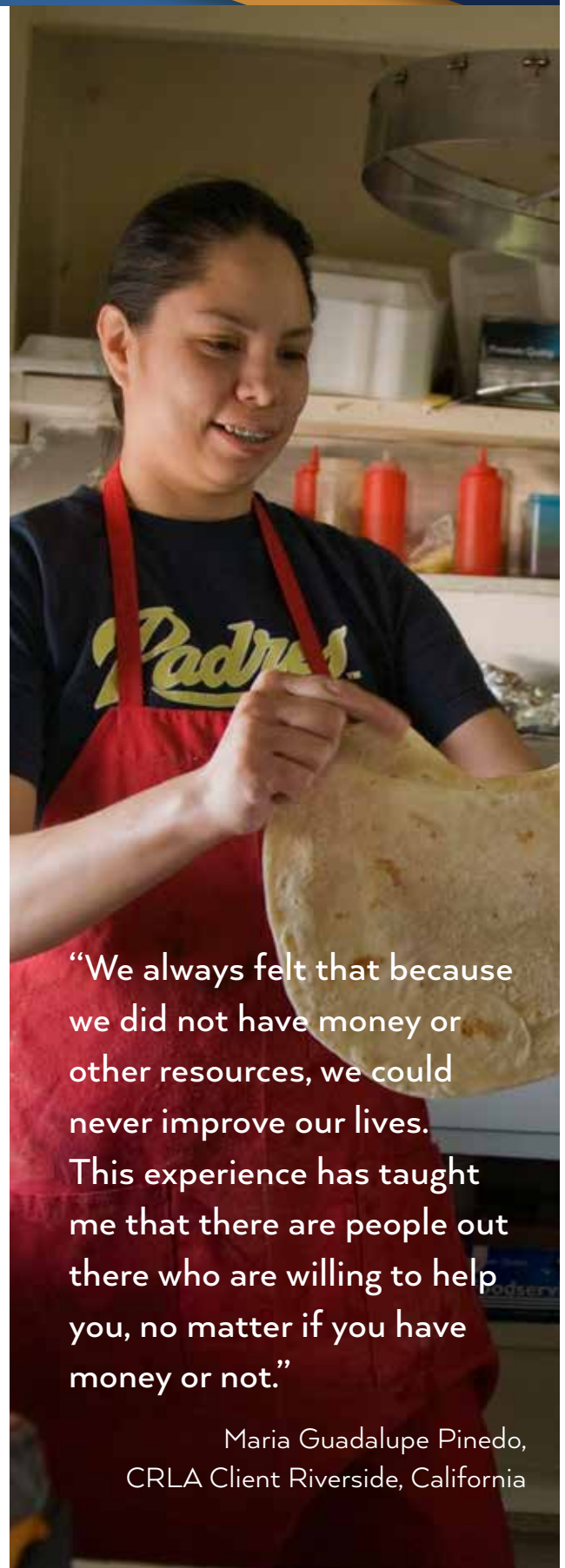
CRLA was established in 1966 to represent farmworkers and other low-income families, communities and individuals in California. Over 50 years later, we have seen many significant victories and improvements to the lives of those communities and families that we serve. Our work is the reason we are and will continue to be the premiere legal aid provider for rural Californians experiencing poverty. The longstanding and loyal support that we have received has enabled us to reach tens of thousands of Californians annually through offices throughout the state.

We continue to need motivated, intelligent and committed attorneys to help us address the challenges of persistent rural poverty in the 21st century. A recent study by the University of California, Davis found California's Central Valley to have the highest concentration of extreme poverty in the United States at the time, ranking 436 out of 436 districts nationwide. In California's agricultural cities and towns, poverty has risen by double-digits in the past 20 years and the economic fall-out of the COVID-19 pandemic further threatens to entrench poverty conditions. California's poorest counties are its rural counties. There is approximately one legal aid attorney for every 10,000 California residents in need and one for every 30,000 farmworkers in rural California. We need to double if not triple the number of CRLA attorneys to close this justice gap.

If you join CRLA, you will be vital in making sure that those in California's rural and low-income communities have access to justice. You will be doing this by helping maintain and strengthen CRLA's capacity to conduct complex litigation and grassroots advocacy for our clients. Your work will be directly responsible for cultivating and nurturing justice throughout California.



José Padilla
Executive Director



“We always felt that because we did not have money or other resources, we could never improve our lives. This experience has taught me that there are people out there who are willing to help you, no matter if you have money or not.”

Maria Guadalupe Pinedo,
CRLA Client Riverside, California



CRLA Services & Priorities

This Prospectus is intended to provide potential law fellows and interns with a brief description of CRLA work in each area. Applicants may choose to integrate themselves directly into the priority work of one of the field offices, with a Program, or select from among the list of Special Projects when developing their fellowship materials.

Advocates at CRLA'S 17 field offices provide low income rural Californians free legal services. Our work is prioritized into four substantive areas: Housing, Labor and Employment, Education, and Health. Below is a brief description of CRLA priorities and services.

Labor and Employment

CRLA represents hundreds of workers every year in administrative cases and workforce-wide lawsuits seeking unpaid wages. Over the course of the last year we have recovered more than \$1 million in wages and penalties for workers subjected to unlawful working conditions in agriculture, landscaping, restaurants and other businesses that are part of California's underground economy. CRLA has also successfully represented workers who have been subjected to termination and harassment because they complained about working conditions or were singled out due to their race, gender or sexual orientation.

CRLA also monitors state and federal agencies charged with enforcing these important labor protections to ensure that low-wage workers, immigrants and non-English speakers have access to complaint procedures.

Education

CRLA provides legal assistance to children, youth, and their parents/guardians relating to school discipline, alternative school transfers and quality, discrimination, disparate school funding, language equity, school health and safety (including anti-bullying advocacy), special education, and robust complaint/redress protections. Our clients include students of color, English Learners, migrants & immigrants, LGBTQ+ students, Indigenous children, students with disabilities, and court-involved youth. We use multiple strategies to achieve our clients' goals, including investigating unlawful and discriminatory school policies and practices, direct representation in administrative hearings and appeals, filing administrative complaints to enforce compliance with local policies & state and federal laws, litigating impact cases, engaging in limited policy advocacy, and conducting extensive community education and outreach.

Housing

CRLA works across the state to assist homeowners facing foreclosure as well as tenants in both private and subsidized housing who face eviction or substandard housing. CRLA Advocates frequently intervene when tenants face illegal lockouts, illegal rent increases, utility shut-offs, issues with their security deposits, or find themselves involved in a foreclosure action. The housing advocacy we pursue extends to code enforcement matters, land use, and community planning, among other areas.

We fight to prevent discrimination and enforce fair housing and fair lending laws, and to increase the quantity and quality of agriculture worker housing, mobile home parks, housing for people experiencing homelessness, persons with disabilities, and housing assistance in the wake of a disaster.

Our work includes litigation, state and federal administrative enforcement proposals, tenants' rights advocacy, and community education strategies to ensure the provision of safe, accessible, and affordable housing throughout rural California.

Rural Health

CRLA provides direct legal services in areas that help to improve the health and well-being of low-income families. We view health broadly, considering the availability of direct health services and the impact of social and environmental factors on health outcomes for our client community. CRLA provides legal advocacy

for those facing barriers to health coverage and/or necessary medical services. Through Medical-Legal Partnership with healthcare providers, CRLA addresses the health-harming legal needs of patients to disrupt a cycle of returning people to the unhealthy conditions that would otherwise bring them right back to the clinic or hospital. CRLA also helps clients access public benefit programs that improve food security, provide supplemental income to people with disabilities and families struggling to make ends meet, and other programs that can positively impact health in our client communities.

CRLA serves a diverse community across California, from Santa Rosa to the U.S./Mexico border. Throughout our 17 offices, every effort is made to provide services in a culturally competent and linguistically accessible manner. With 40 percent of Californians speaking a language other than English at home, bilingual and bicultural staff are an integral part of the CRLA strategy for serving the hardest to reach and most in need. ■





Current Programs

In addition to direct legal services, CRLA staff operate a number of state-wide programs and initiatives that address a wide range of issues. Below are a sample of these programs and initiatives.

Agricultural Worker Program

The Agricultural Worker Program protects and fights for the rights of California's agricultural workers. CRLA's work on behalf of farmworkers and other agricultural workers is a foundational aspect of the firm's advocacy with court victories that span over 40 years. In *Carmona v. Division of Industrial Safety* (1975), CRLA successfully ended the use of "el cortito," the short-handled hoe that crippled generations of farmworkers. More recently, in *Arias v. Raimondo* (2018), the 9th Circuit ruled that an employer's attorney may be held liable for retaliation under the Fair Labor Standards Act, after that attorney attempted to orchestrate the worker's deportation in pending litigation where the worker had sued his employer for unpaid wages. The Agricultural Worker Program provides direct legal services, represents workers in administrative hearings and files litigation on behalf of low-wage agricultural workers, including farmworkers and dairy workers. The Agricultural Worker Program conducts significant education and outreach regarding employment rights, including health and safety, sexual harassment and wage and hour to agricultural workers all over California. The Agricultural Worker Program has staff in Coachella, Fresno, Oxnard, Salinas, and Stockton.

The Community Equity Initiative

CRLA's Community Equity Initiative (CEI) advances environmental justice in disadvantaged communities by reversing decades of exclusion from public decision-making.

Throughout California hundreds of thousands of people live in Disadvantaged, Unincorporated Communities (DUCs). DUCs range from urban pockets that are excluded from cities, to more remote, densely settled rural communities. Residents in these communities often live without the most basic features of a safe and healthy environment—potable drinking water, sewer systems, safe housing, public transportation, access to healthy food, sidewalks, streetlights and parks—due to decades of systematic neglect and exclusion from formal decision-making by city, county and state governments.

CEI is an interdisciplinary effort designed to address and eliminate social, political and environmental factors that negatively impact DUCs. Through legal advocacy, policy advocacy and community education, CEI fights alongside community leaders to advocate for equitable development, promote environmental justice, guarantee fair representation and build leadership capacity in DUCs so that residents can engage meaningfully in decision-making processes to improve their neighborhoods.

Fair Housing and Foreclosure Prevention Program

CRLA operates a state-wide Fair Housing and Foreclosure Prevention Program under the guidance of the Department of Housing and Urban Development (HUD) that assists victims of housing discrimination. Our work helps to ensure that our communities are doing all they can to affirmatively further fair housing. CRLA became a HUD-approved agency in 2001 and has worked on fair housing cases across the state with a focus on the needs of farmworker communities, those living in unincorporated areas and underserved areas of California that have been subject to segregation and historic patterns of discriminatory housing and lending practices. With respect to foreclosure prevention, CRLA is dedicated to providing education to first-time homebuyers and existing homeowners, helping low-income rural Californians save their homes from foreclosure, investigating allegations of discriminatory or predatory lending and foreclosure practices, and working collaboratively with District Attorneys' Offices to prosecute scammers targeting CRLA's clients and client communities. These efforts have saved more than 700 homes from foreclosure since its inception. Our advocacy often has a lasting and multi-generational impact in the lives of CRLA's clients. Through the delivery of housing education, community outreach and legal representation, CRLA's Fair Housing and Foreclosure Prevention Program has reached over 6,000 clients to ensure that housing practices in rural California are fair, accessible and affordable.

Indigenous Program

In 1993, CRLA launched the Indigenous Farmworker Project to meet the needs of California's growing Indigenous Mexican farmworker communities. Now known as the Indigenous Program, it provides legal advocacy and educational outreach and supports leadership development in California's rural Indigenous Mexican and Central American communities. Most of California's Indigenous populations are from rural areas in southern Mexico, and their population has drastically increased over the past two decades. It is estimated that today, one fourth to one third of California farmworkers are Indigenous Mexicans. Indigenous groups speak dozens of distinct languages; among the most widely spoken in California are Mixteco, Zapateco, and Triqui.

For more than twenty years, the Indigenous Program has partnered with Indigenous clients, communities, and organizations throughout California in order to develop sustainable solutions to the challenges they face.

LGBTQ+ Program

In 2007 CRLA launched its LGBTQ+ Program, which has been nationally recognized for its innovative approaches to protecting the legal rights of rural LGBTQ+ Californians. CRLA addresses the challenges that LGBTQ+ people face on account of their sexual orientation, gender identity, and expression, as well as other dimensions of their lives, including disability status, race, economic class, and immigration status.

Since its launch, our LGBTQ+ program has provided trainings to increase cultural competencies and the substantive legal knowledge necessary to serve rural LGBTQ+ communities, both internally for CRLA staff and externally to private attorneys, public agencies, school systems, and community partners.

In addition to engaging in community education, the program provides quality legal assistance to LGBTQ+ people across a number of legal areas, including (but not limited to): name and gender marker corrections, immigration, employment, housing, public benefits, access to healthcare, and criminal record expungement. Committed to breaking down barriers that cause entrenched poverty and systemic violence, the program engages in sustained partnerships with rural community leaders, LGBTQ+ community centers, and other supportive organizations and agencies.

Rural Education Equity Program

CRLA's Rural Education Equity Program (REEP) challenges policies and practices that limit students' access to full educational services or that limit students' opportunities later in life. REEP is focused on targeted, outcome-oriented advocacy to reduce education disparities for low-income, immigrant, communities of color and other vulnerable communities in rural areas of California by engaging in direct representation of individuals and groups, developing and implementing outreach and education strategies, and responding to legislative requests and participating in public rulemaking that has an impact on education in rural communities. ■



Developing Projects

CRLA is particularly interested in matching fellows to a limited number of ongoing initiatives within the organization, but we are open to new ideas proposed by fellowship candidates. The descriptions below are offered as departure points for candidates to refine, broaden and develop in more detail. Candidates should only submit a project proposal that they are passionate about and genuinely interested in developing further.

Access to Water and Water Quality

Coachella, Delano or Fresno

In hundreds of rural communities throughout California, residents cannot count on clean, affordable water. Many communities have water contaminated by nitrates, arsenic, pesticides and other dangerous contaminants while at the same time paying in excess of 10% of their salary on undrinkable water and wastewater services. The same communities do not have and cannot afford sidewalks, streetlights, parks, or other elements of basic infrastructure. CRLA seeks to develop legal and community-based strategies that address the lack of basic infrastructure, including access to clean water for migrant farm workers and low-income, rural communities.

Agricultural Workers Standing Up Against Pregnancy and Disability Discrimination

Coachella, Fresno, Oxnard, Salinas or Stockton

Many jobs in the agricultural industry are physical and unfortunately many employers believe that they can discriminate against pregnant and disabled

workers. Pregnant and disabled workers are entitled to reasonable accommodations that enable them to safely and successfully perform their basic duties and obtain the same benefits of employment as other workers. They may also be entitled to job-protected leave to care for their health condition. Disabled and pregnant agricultural workers are too often denied rights like reasonable accommodations and job-protected leave, and face heightened barriers to access wage-replacement programs when they are unable to work due to their health. Many workers who request reasonable accommodations or job-protected leave are illegally denied those accommodations, harassed in the workplace, asked to resign, or terminated. CRLA seeks a fellow to combat pregnancy and disability discrimination, and help workers access their rights through community outreach, education, legal advocacy, and medical-legal partnership.

Dairy Worker Project

Fresno or Stockton

The dairy industry is well organized and promotes a wholesome image. However, CRLA has shown the other side of the dairy industry, which profits by exploiting workers with industry-wide illegal practices, including failure to provide overtime, failure to provide rest and meal periods, failure to provide medical attention to injured workers, and retaliation against workers for exercising their rights, to name a few. CRLA represents and empowers dairy workers through administrative cases and workforce-wide lawsuits holding the dairy industry accountable for

its illegal practices. CRLA also engages in outreach and education to dairy workers relating to labor laws, including health and safety laws.

School Funding Equity and Community Advocacy

Delano, El Centro, Madera, Modesto, Marysville, Oxnard, San Luis Obispo, Santa Rosa, Watsonville, Vista, or Stockton

Equitable school funding is key to closing the opportunity gap for high-needs students. California's school finance system is built on local control over program and supplemental funding provided for low-income, English Learner, and foster students. This relatively new accountability system relies mostly on effective monitoring by county officials and parent-driven complaints for enforcement. Parents, youth, and community members also have a significant role in the development of local programs designed to supplement services in economically disadvantaged schools. However, budget pressures related to covid-19 school closures are threatening to diminish the dedication of funds to high-needs students and to short-cut community engagement on school funding decisions. CRLA is looking for a Fellow interested in further developing and implementing CRLA's statewide approach to ensuring that local districts meet their obligations to ensure equal access to low-income, English Learner, and foster students. The project will require a community education and outreach strategy, local leadership development, monitoring of school districts and county offices of education, filing administrative complaints, possible regulatory proceedings, and involvement in ongoing impact litigation challenging state and local failures to comply with statutory and state constitutional mandates for equal educational opportunity.

Enforcing Minimum Wage Standards for Farmworkers

Coachella, Fresno, Oxnard, Salinas or Stockton

Paying farmworkers piece rate wages is a common practice used by the agricultural industry in California. Although farmworkers can make above minimum wage under this system, many farmworkers do not earn state or federal minimum wage. This is an industry-wide problem and allows growers and farm labor contractors

to increase their profit while simultaneously exploiting workers. Employers frequently adjust the number of hours worked to a lower number to avoid paying minimum wages. Farmworkers are fearful of coming forward and often do not know they are entitled to state and federal minimum wage. CRLA hopes to educate farmworkers about their rights to minimum wage and further develop strategies to address this on a workforce and industry-wide basis.

Fighting Farmworker Age Discrimination

Coachella, Fresno, Oxnard, Salinas or Stockton

Age discrimination is a growing trend in the agricultural industry statewide. As farmworkers become older and more experienced, they are frequently replaced by younger workers, regardless of whether they can perform their duties effectively. However, these cases are difficult to prove as there is rarely any direct evidence. Many farmworkers are unaware of their rights against age discrimination. CRLA wants to develop outreach, advocacy and litigation strategies to address age discrimination against farmworkers. CRLA works with an aging farmworker population, informing them of their rights and representing them in administrative or court settings.

Fighting Farmworker Sexual Harassment

Coachella, Fresno, Oxnard, Salinas or Stockton

Sexual harassment and violence against women is prevalent in the agricultural industry. It is estimated that 80% of agricultural workers are victims of some form of sexual harassment in the workplace. In many cases, women agricultural workers do not know where to report sexual harassment, do not have access to information regarding sexual harassment rights in the workplace, and do not know that they have the same rights other workers have against sexual harassment. CRLA is the leader in fighting against sexual harassment for farmworker women, recovering millions for farmworker women fighting against sexual harassment and assault. CRLA seeks a fellow who can work on education, outreach and legal advocacy for brave farmworker women fighting back against sexual harassment in the workplace.

Fighting Workplace Violence in the Agricultural Industry

Coachella, Fresno, Oxnard, Salinas or Stockton

CRLA has seen an increase of agricultural workers reporting incidents of workplace violence in the past several years. In many cases, employers are not responsive to complaints of workplace violence. Victims of workplace violence are frequently discouraged from reporting the violence to law enforcement by their employers. When victims do report the violence to either their employers or law enforcement, their employers often retaliate against them, resulting in workers losing their jobs while the aggressors continue to work without consequences. CRLA seeks to develop a project to analyze under what employment and civil rights laws workers can be protected from workplace violence. CRLA wants to develop outreach, advocacy and litigation strategies to prevent and address workplace violence.

Improving Farm Worker Housing and Community Conditions

Coachella, Modesto or Stockton

CRLA and a team of advocates, researchers and health practitioners are leading a comprehensive project to improve living conditions for farmworkers, their families and communities by investigating and documenting the link between dangerous housing conditions, inequitable community conditions and poor health outcomes in low-income, rural, immigrant communities. CRLA seeks to enforce decent conditions in farmworker housing, have an impact on policy related to conditions, access to and affordability of farmworker housing, and to litigate significant cases where the legal analysis draws upon research related to the link between health and farmworker housing.

Language Access for Indigenous Communities

Arvin or Santa Maria

The population of Indigenous Mexican immigrants living and working in California has increased drastically over the last two decades. However, Indigenous community members remain largely invisible to many government agencies and service providers. Indigenous

Mexicans speak dozens of different languages that are wholly unrelated to Spanish, and lack of access to culturally and linguistically appropriate services further marginalizes these historically exploited communities. CRLA seeks to enforce Indigenous community members' rights to language access in healthcare, schools, and public agencies—including the courts, police departments, and local/county/state government—through strategic advocacy, litigation, and community outreach.

Language Equity in Education

Delano, El Centro, Marysville, Oxnard, San Luis Obispo, Santa Rosa, Salinas, Watsonville, Vista, Santa Maria, or Stockton

California's K-12 public schools enroll over 1.3 million English Learner ("EL") students, approximately 20% of the student population. Over 85% of ELs are socioeconomically disadvantaged. Despite the high potential for developing bilingualism or multilingualism as an asset, ELs frequently experience lower educational attainment compared to peers and are less likely to enroll in college-required courses, limiting their postsecondary opportunities. Moreover, many EL students in California secondary schools are still not English proficient despite six years or more in California schools because schools have not supported their language acquisition and achievement of academic milestones. Language equity additionally requires language access for the families of EL students, despite the widespread practice of school districts failing to regularly translate materials or to offer interpretation at school board and other meetings for non-English speaking parents. CRLA seeks a Fellow to advance statewide language equity for students' English language acquisition and access to the full K-12 curriculum, in addition to parents' language access rights. The project will require working with group clients in the community, monitoring school district practices, direct client representation in administrative complaints, and possibly initiating impact litigation challenging schools' violations of legal mandates.

LGBTQ Rural Youth, Immigrant and Low-wage Communities

Salinas, Watsonville Preferred, but Location is Flexible

There are sizable, increasingly visible LGBTQ communities throughout the Central Valley, Central Coast and agricultural regions of Southern California. CRLA has partnered with multiple LGBTQ Centers and local leaders throughout these regions. LGBTQ youth, immigrants, low-wage workers, and those seeking healthcare access face significant challenges that could be mitigated with stronger legal support. The LGBTQ Program is interested in fellowship candidates who can help the program deepen its existing advocacy in immigration, employment, or education. With respect to immigration, we are carrying a significant caseload on behalf of LGBTQ survivors of violence. With respect to employment, we are representing individual claimants and exploring opportunities for systemic advocacy. With respect to education, we are leveraging Local Control Accountability Plans to increase implementation of a variety of state laws designed to protect LGBTQ students. The LGBTQ Program is also interested in candidates who have a strong proposal for a medical-legal partnership that would expand access to wraparound services, including access to affordable, quality healthcare for transgender individuals in particular.

Low-Wage Worker Project

San Luis Obispo or Watsonville

In coastal California, the economy runs on tourism and the low-wage jobs that support it. Dishwashers, cooks, housekeepers, home caregivers, and maintenance people labor behind the scenes without adequate pay, meal or rest breaks, often in unsafe or unhealthy conditions with unreasonably high workloads. They are frequent victims of discrimination and harassment, particularly sexual harassment on the job. These working conditions are coupled with some of the highest housing costs in the nation, allowing employers to take advantage of workers' needs to stay employed at one or more low-wage job to make ends meet. CRLA is working on the central coast in Santa Cruz, Monterey, and San Luis Obispo counties to reach out to these workers through a targeted campaign of community legal education and direct representation,

and to build alliances with workers and community organizations to bring the tourist industry into compliance with California labor law protections.

Protecting Farmworkers, Families, and the Environment from Hazardous Pesticides

Coachella, Fresno, Salinas or Stockton

Over seventy-five million pounds of pesticides are applied to California farmlands each year. Some of these pesticides sicken farmworkers and poison farmworker communities and the environment. Recently, the California Department of Public Health issued a report showing that many school children in agricultural counties are at risk of exposure to pesticides from the high amounts of pesticides applied near the schools. Furthermore, Latino children are 91% more likely than Caucasian children to attend schools near the highest amounts of pesticide applications. Some of these pesticides have already been linked to developmental delays and illness, such as cancer. CRLA works to educate farmworkers of the risks posed by pesticides and represent farmworkers and farmworker families sickened by pesticides. We have successfully litigated cases in conjunction with major environmental organizations against pesticide producers and governmental agencies. We push for greater local enforcement of pesticide laws. As the number of studies linking pesticides to human illness increases, CRLA seeks to develop new strategies to protect farmworker communities from pesticides.

Re-entry: Removing Barriers to Employment and Housing for Formerly Incarcerated Community Members

Marysville, Modesto, Oxnard, Salinas, or San Luis Obispo

Re-entry work is integral to CRLA's existing employment and housing priority areas. An estimated 50,000 Californians return home from prison or jail every year. Most face significant barriers to re-integration in their community life due to their criminal record. When a formerly incarcerated person applies for a job and has to disclose his or her criminal history, that individual's job application is often discarded immediately. Likewise, landlords often require tenant screening reports, and formerly incarcerated community members face significant barriers finding safe housing once the

criminal record is revealed. If an individual cannot successfully find employment or housing, the likelihood of recidivism grows exponentially. CRLA seeks to increase the ability of formerly incarcerated community members to successfully re-enter their rural communities and reunite with their families.

Successful re-entry increases family and community stability and decreases crime. Few re-entry services currently exist in rural California. CRLA seeks to jump start a robust reentry project in Oxnard that will serve as a statewide rural re-entry model. CRLA's emerging re-entry practice will combine education and outreach, a clinic model, and individual representation.

Stopping School Push-out to Alternative Schools

Delano, El Centro, Oxnard, Salinas, Stockton, Vista or Watsonville

Alternative education programs are intended to serve students who are considered at risk of dropping out or are not successful in the traditional school environment. However, many of these programs fail to help struggling students and have been described as "dumping grounds" for some of our highest-need students, including low-income students of color, those with limited English proficiency, LGBTQ+ students, youth with disabilities, and/or court-involved youth. Alternative education placements such as continuation high schools, community schools and community day schools are places where many students exit the educational system. Up to 30% of California students do not graduate each year. CRLA seeks a Fellow to develop advocacy strategies designed to address the involuntary transfer of students to alternative education programs in rural school districts as well as to evaluate the quality of educational services provided to students in those programs. The project will require a community education and outreach strategy, Public Record Act requests, comparative analysis of model programs, data collection and analysis, work with education experts, direct representation of students facing school placement changes, and possible litigation in districts and counties that have denied students their right to due process in the involuntary transfer process and/or have denied students equal educational opportunity through substandard educational programs.

Temporary Foreign Worker Rights

Coachella, Oakland, Salinas, or Santa Maria

Currently California relies upon the recruitment and hiring of several thousand foreign temporary workers to work in agriculture and other low wage industries under the H-2A and H-2B programs. Those workers have been subjected to exploitation and abuse, unlawfully charged recruitment fees, shorted wages, forced to perform work outside of the jobs they were hired for and unlawfully denied the benefits of their contract and protections under state laws. The dramatic increase in H-2A workers has also raised issues with respect to mandatory housing and has resulted in production standards and job requirements that are far beyond prevailing practices. Additionally, there have been documented incidents of employers displacing U.S. workers in order to hire more vulnerable H-2A workers. CRLA seeks a fellow interested in developing and implementing CRLA's statewide approach to the expanded use of H-2A workers. This would include development outreach, advocacy with state and federal agencies, individual representation and impact litigation.

Victims of Crime Project

Negotiable

This project is funded through a Victim of Crimes Act grant. It serves victims of workplace and employment-related crimes in rural and agricultural areas of California, LGBTQ+ and Indigenous community members whom have been victims of any crime and/or suffered hate based discrimination, and provides VAWA, U-Visa, and T-Visa legal services to victims of crime. CRLA provides client legal advice and direct client representation in court and in administrative hearings, performs know-your-rights legal presentations, participates in community outreach events, assists clients with obtaining relief from the Cal VCB, and performs outside agency referrals to meet the client's wrap around holistic needs. CRLA seeks a fellow who will work with advocates statewide in providing victims of crime access to justice. ■



Becoming a CRLA Sponsored Fellow

CRLA seeks to sponsor law fellows who demonstrate a strong commitment to working with rural Californians and addressing the primary issues that affect their lives. CRLA offers sponsorship for applications to law foundations and law school fellowship programs.

CRLA has sponsored and hosted fellows from a wide range of foundations and law schools including but not limited to:

- Berkeley Law Foundation
- Skadden Foundation
- Equal Justice Works
- Stanford Public Interest Law Foundation
- Ralph Abascal/ UC Hastings
- Tom H. Steele Fellowship Fund
- Loyola Law School Post-Graduate Public Interest Fellowship

The CRLA interview and selection process is completed prior to beginning the application process with the fellowship granting organization. CRLA selection involves the submission of an original cover letter, a description of the candidate's proposed project, and a current resume. Materials are reviewed and discussed internally with primary consideration of the fit between the proposed project and current CRLA program areas and need, in addition to the strength of individual candidates.

The most promising candidates will be invited to participate in a phone interview with the CRLA Selection Committee before receiving a final sponsorship decision.

Once an offer for sponsorship is made, the candidate will have one week to accept or decline an offer before an alternate candidate is considered. Upon acceptance of an offer for sponsorship, the chosen candidate will work closely with a CRLA attorney or Program Director to finalize the project description and to assist with the completion of the official fellowship application. ■



Application Guidelines

Interested candidates should submit all of the following materials by July 15, 2021, via email to probonosupport@crla.org.

Only online applications will be accepted.
Please do not mail applications.

■ Cover Letter (1 page)

- In your cover letter tell the committee why you are interested in working with CRLA.
- Identify the fellowship(s) you will be applying for, if selected.
- Based on your knowledge of the organization, highlight the skills and experiences that you will bring to CRLA.
- Describe what motivates you to work in public interest law.
- Explain your motivation to work in a rural community. Describe any experiences you may have working or living in a rural community.
- Identify any challenges you anticipate as part of working or living in rural California.
- Briefly describe your project in one to two sentences.

■ Project Description (1-2 pages)

- In two or three paragraphs describe your area of interest and the parameters of your proposed project. Be sure to identify how your project is tied to the CRLA priorities and program areas listed beginning on page 3 of the prospectus.
- In one or two paragraphs, describe the intended goals and outcomes of your project. The selection committee is looking for projects that will have concrete, measurable outcomes. One way to think about this is to ask what an outside observer would see one year after the project is implemented.
- Be specific as to the number of beneficiaries, location of beneficiaries and include some concrete measures of your success (e.g. local policy change, improved worker health, the establishment of a community training program, etc.)

■ Current Resume (including two references)

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For more information and resources, visit
crla.org/fellowships-internships