



CRLA

**2023/2024
Law
Fellowship
Prospectus**



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



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

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

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.

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

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 Estella Cisne at ecisneros@crla.org.

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

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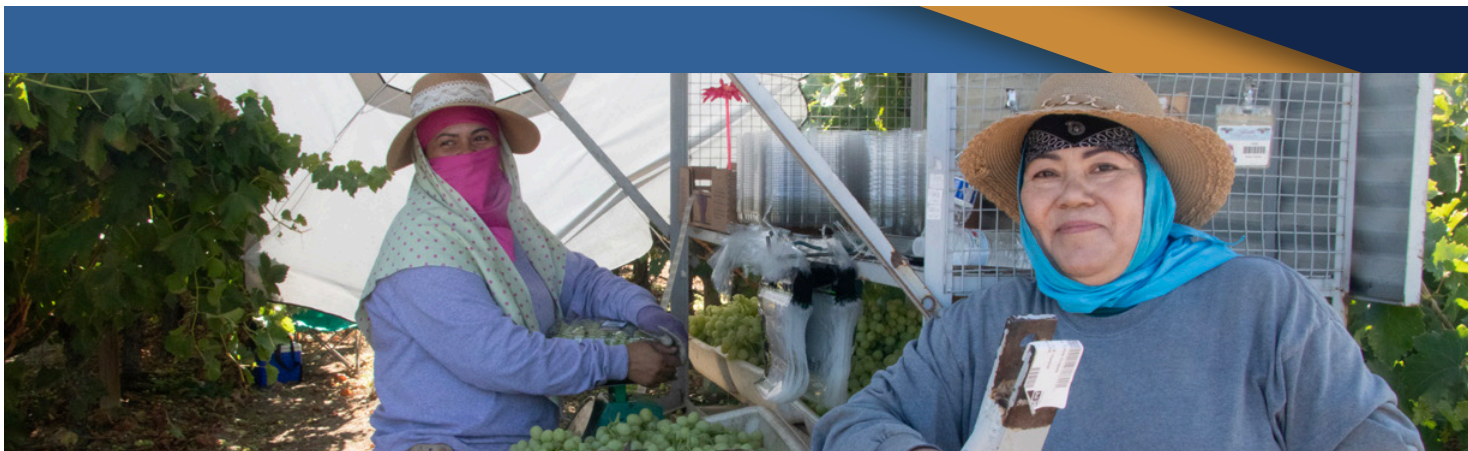
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CRLA Services & Priorities

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: Labor and Employment, Education, Housing 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, Initiatives and Projects

In addition to direct legal services carried out by a network of Rural Justice Unit field offices, CRLA staff operate several state-wide programs and initiatives that address a wide range of issues.

Rural Justice Unit

The Rural Justice Unit seeks to eradicate poverty across rural California and address core legal needs of rural Californians. The RJU is charged with providing legal services in CRLA's priority areas of Housing, Employment, Education, Rural Health, and Leadership Development, with a combination of direct services and systemic advocacy. The RJU provides services via a network of 13 field offices located throughout rural California, and a multi-county Tenant Justice Project focused on eviction defense and tenant's rights. The RJU also includes regional projects, including the Monterey County Medical Legal Partnership, Tenant Justice Project, Imperial County Health Consumer team, and Central Coast Homelessness Prevention Collaborative.

Agricultural Worker Program

The Agricultural Worker Program (AWP) 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. AWP 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. AWP has staff in Coachella, Fresno, Oxnard, Salinas, and Stockton.

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

Immigration Project

In 2020 CLRA launched its Immigration Project. The Immigration Project was created after decades of work by many CRLA advocates to aid and represent rural immigrants, particularly victims of trafficking and other workplace related crimes. The Immigration project prioritizes for representation immigrants who qualify for U visas, T visas, and Naturalization. It also recently opened immigration services to Afghan parolees in our Marysville, Modesto, and Stockton office. The project additionally focuses on creating community resources and outreach materials that help the immigrant community understand their rights and options when it comes to immigration. CRLA's Immigration Project has been particularly critical in providing assistance in areas where there is typically little to no immigration representation. ■





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.

In Environmental Justice in Water & Infrastructure

Fresno or Modesto

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 & 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, even though they are entitled to reasonable accommodations

that enable them to safely and successfully perform their job 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 these rights and face heightened barriers to access wage-replacement programs when they are unable to work due to their health. Many workers who assert these rights 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 and legal advocacy.

Low-Wage Worker Project

Any RJU Office

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 state-wide 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.

Access to Courts for Rural Tenants

Tenant Justice Project - Remote

In the fast-paced world of evictions, the ability to access court records and petition the court in emergencies is crucial to preventing unjust evictions and homelessness. Yet many tenants, especially those in rural counties, lack meaningful access to necessary court records and procedures. Barriers include improper fees, unnecessary hurdles placed on access to court documents, court policies that impermissibly limit the days and times emergency petitions can be heard, and denial of the right to a jury trial. CRLA seeks to remedy these issues by working with courts to change their problematic policies whenever possible. When we are unable to make positive changes collaboratively with a court, we will seek to broaden access to justice for all by challenging these practices in court.

Enforcing Minimum Wage Standards for Agricultural Workers

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 are not paid 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. 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.

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, rest and meal periods and medical attention to injured workers, as well as retaliate 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 law.

School Funding Equity & Community Advocacy

Delano, El Centro, Modesto, Marysville, Oxnard, Santa Rosa, Watsonville, 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.

Language Access for Indigenous Communities

Arvin or Remote

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.

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 men and 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, agricultural workers do not know where and how to report sexual harassment or do not even know 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 farmworkers fighting back against sexual harassment in the workplace.

Improving Farmworker Housing & Community Conditions

Coachella & Fresno

CRLA and a team of advocates and researchers 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.

Temporary Foreign Worker Rights

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.

Language Equity in Education

Delano, El Centro, Marysville, Santa Rosa, Salinas, Watsonville, Vista, 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.



Improving Access to Justice for Rural LGBTQ+ Communities

Flexible – Modesto, Fresno, Madera, Marysville & Stockton Preferred

There are sizable, increasingly visible LGBTQ+ communities throughout the Central Valley, Central Coast and agricultural regions of Southern California. CRLA partners with LGBTQ+ Centers and local leaders throughout these regions. However, with many LGBTQ+ legal resources centered in urban areas, LGBTQ+ communities in rural areas of California continue to face significant challenges that could be mitigated with stronger legal support. The LGBTQ+ Program is interested in sponsoring fellowship projects to deepen and expand the Program's legal services, with a focus on:

- Statewide practice area: name and gender marker corrections, education, employment, housing, immigration, or healthcare; OR
- Geographic area: expanding full range of Program services to additional counties in the CA Central Valley or Central Coast; AND/OR
- Intersectional community needs: tailored services to better support specific LGBTQ+ populations facing intersectional systemic barriers to justice, such as LGBTQ+ youth, LGBTQ+ immigrants, transgender & gender non-conforming individuals, or BIPOC LGBTQ+ communities.

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

Central Coast: Watsonville, Salinas, San Luis Obispo, Santa Maria, or Oxnard

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 must 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's emerging re-entry practice will combine education and outreach, a clinic model, and individual representation.

Stopping School Push-out to Alternative Schools

Any RJU Office

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. ■



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 video 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 **August 4, 2023**, via email to Estella Cisneros, ecisneros@crla.org.

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

■ Cover Letter (1 - 2 pages)

- 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/law-fellowships