

Equal Justice Works

Equal Justice Works Fellowships Application Form

* indicates a required field

Candidate Information—Information has been redacted

Prefix
First Name
Last Name
Address
City
State
Zip
Telephone
Alt. Phone
Fax
Email

Law School [Law school]

Fellowship candidates must be third-year law students or graduates from a law school that is an Equal Justice Works member during the 2006-2007 academic year. Please click [here](#) for a list of current law school members. If your school is not a member, you will not be eligible for an Equal Justice Works Fellowship. For information on how to become a member, send an email to membership@equaljusticeworks.org.

Grad Month May *
Grad Year 2006 *

How did you hear about this program?
Career Services advisor/professor

Information on Judicial Clerkships

Have you applied or do you intend to apply for a 2007 judicial clerkship? No *

Please note: Applying for a clerkship WILL NOT affect evaluation of your application. To elaborate on the selection process, proposals are evaluated multi-fold by external reviewers. The reviewers will not see the clerkship question or response on the proposals assigned to them; therefore, proposals will be evaluated irrespective of whether candidates are seeking clerkships.

Equal Justice Works will only use the clerkship response information during the interview stage to ensure that there will be a sufficient number of semifinalists for each allotted Fellowship. In other words, candidates will advance to the semifinal stage regardless of their response to the clerkship question, but Equal Justice Works will be able to plan for additional candidates should the initial semifinalist candidate withdraw to accept a clerkship.

If you accept a judicial clerkship or other position at any time during the selection process, however, you must notify Equal Justice Works immediately to withdraw your Equal Justice Works Fellowship application.

Voluntary Diversity Survey

Equal Justice Works strives to attract program participants who are diverse in many respects and, in this diversity, are able to understand and empower clients and communities in new ways.

Completing the questionnaire below is voluntary, but strongly encouraged, in order to help us advance our goal of attracting diverse individuals to our programs. Your individual responses will be kept confidential.

I am: Male

Please check all that apply:

African/African American/Black

Native American/American Indian

Asian/Asian American/Pacific Islander

Caucasian/European American/White

Latino/Latina/Hispanic American

Arab/Arab American

Biracial/Multiracial

Other group (define): Gay/Lesbian/Bisexual

Person with disability

First generation college graduate

Poor or working class background

Country of birth: United States

Native language: Spanish

Other languages spoken:

Host Organization Information

Name of Host Organization
Executive Director's Prefix
Executive Director's First Name
Executive Director's Last Name
Contact Person's Prefix
Contact Person's First Name
Contact Person's Last Name
Contact Person's Title
Contact Email Address
Address
City
State
Zip
Phone
Fax

Host Organization Match Funding Option Survey

Required section - to be completed by the host organization in consultation with the candidate.

All applications will be considered for a fully sponsored 2006 Equal Justice Works Fellowship. However, in order to maximize the potential of the Open Society Institute matching grant and the number of Equal Justice Works Fellowships, the Host Organization Match (HOM) funding option will also be available for the 2006 Equal Justice Works Fellowships competition. The HOM funding option allows a limited number of candidates who receive high scores, but who are not selected for a fully sponsored Fellowship, to raise matching funds for an Equal Justice Works Fellowship. The host organization must secure up to \$60,000 (payable over two years) in matching funds from law firms, corporations, individuals, bar associations and/or foundations. (Please refer to the 2006 Fellowships Brochure, pages 4-5, for more details).

The following questions are required and should be completed by the prospective host organization in collaboration with the candidate. This information will be used to assess the level of interest amongst the high scoring candidate pool for the HOM funding option. The responses will be confidential and will not factor into the application scoring process.

If yes or maybe, how much time would it take for your organization to secure or raise \$60,000 for this proposed Equal Justice Works Fellowship project?

More than 9 months

If your proposed project is among the high scoring applications not chosen for a fully sponsored Fellowship, are you able to commit to the 2006 HOM funding option process? Yes, we are committed to the HOM funding option and prepared to raise \$60,000 for the 2006 Fellowships competition.

No, we are unable to commit to the 2006 HOM funding option.

Maybe, we may be able to commit to raising \$60,000 once the competition is underway. Please contact us in the fall if we are amongst the pool of high scoring applications.

Application Proposal Narrative

The Proposal Narrative consists of Parts I, II and III. Enter text responses in the boxes provided.

Spell check: This online system does not support a spell check function. It is therefore strongly recommended that candidates draft the Proposal Narrative in Word or WordPerfect, use the spell check tool in the word processing program and then paste the text into the text box below.

Formatting: This online system does not support special formatting, such as bold text, bullets or graphics. The lack of formatting will not negatively affect consideration of applications. Candidates should, however, structure the Proposal Narrative according to the way the questions are presented. For example, Part I Project Description contains 4 questions, lettered a, b, c and d. Candidates should precede the response to each question with "a," " b," "c," and "d," respectively. A space between each paragraph is helpful but not required.

Character limits: This system will only support the designated number of characters in each text box. A character counter is located in the bottom left-hand corner of each text box. Equal Justice Works urges candidates to scroll to the bottom of each box once edited text has been entered to ensure that the entire narrative fits within the character-limited space. Once the character limit is reached, any additional text will not appear. The character count used by other software programs may not be consistent with this system. Accordingly, candidates are advised to allocate time in advance of the application deadline to make any necessary edits. Also, each blank space is considered a character for purposes of this limit.

Provide a compelling one-sentence description of your proposed project:

Please note that any formatting and text that exceeds 125 characters (including spaces) will not remain once you have typed or pasted your text into the box below. If you find that the cursor does not allow you to type any additional text or that the text that you pasted has been truncated, please check the "characters left" indicator at the bottom left-

hand corner of this box, as you have likely reached the limit. You should spell check text in a word processing program, as the box below does not have that capability.

The sentence should begin with a verb. For example: "Provide legal advocacy and outreach to...

Empower Asian immigrant workers through community education, litigation, and direct-action organizing.

Please select the most relevant subject area classification for your project.

*

Part I. Project Description (recommended length: approximately four pages or 13,200 characters, including spaces) This section should be completed by the candidate in collaboration with a representative of the prospective host organization.

a. Statement of need: Describe the need and community to be served by the proposed Fellowship. Acknowledge any services that are currently provided to meet the need in the target community and how the proposed project is distinguishable from or complements those existing services.

b. Project activities, goals and timeline: Describe the planned project activities to address the need, including a brief statement of the specific goals of the Fellowship project and the sustainable impact it will have beyond the Fellowship term. On a two-year timeline, describe the work that will be accomplished by the Fellow, in six-month increments, in order to achieve the overall project goals.

c. Collaboration with other providers: Describe how you will collaborate with other legal and/or non-legal service providers in the community. Please provide specific information on the agencies or groups who have committed to collaborate on the project, and those with whom you hope to collaborate during the Fellowship. If there is an agency or group providing similar services in the community with whom you do not plan to collaborate, please explain.

d. Innovative and/or replicable project: Describe how the work of the project is innovative and/or replicable and distinct from that of a general staff attorney or any previous Equal Justice Works/NAPIL Fellow at the host organization. For example, a project might take a new approach to a community issue that has not been tested at the organization or it might replicate a service model that has proven successful in another state, organization or community.

A

Mr. Shah worked at a construction site renovating brownstones in Jersey City. Despite the primitive working conditions, his lack of working papers and a command of English left him with no other choice. Soon after he started the job, Mr. Shah complained to his employer that he was suffering shooting pains in his arm. The undocumented Pakistani immigrant, assigned to heave 70 pound concrete blocks from the sidewalk to the fifth

floor using a rudimentary lift, was told to keep working, and that any further complaint would result in his eventual deportation. After Mr. Shah suffered a heart attack on the job and underwent bypass surgery, he requested \$1,500 in back wages to help pay off his hospital debt. His bosses refused to pay. Unfortunately, Mr. Shah's story is not unique.

Every year hundreds of thousands of Asians immigrate to the United States seeking to realize the American dream. New Jersey (NJ) in particular has seen its Asian population explode to over a half-million residents, 72% of whom are foreign-born and 34% are Limited English Proficient. As is the case nationwide, NJ's Asian population is a diverse mix of Asian ethnicities. Large concentrations of Chinese, Filipinos, Indians, Koreans, Pakistanis, and Vietnamese call NJ their home, and each group can represent a number of spoken Asian dialects. However, because many of these immigrants have limited English-speaking abilities, they often find that their work options are limited, placing them in situations similar to Mr. Shah's. It is no surprise that a full 77% of all Asians in poverty living in New Jersey are foreign-born.

More than 115,500 Asians are employed in the service, sales, and manufacturing industries—which include restaurant, construction, garment factory, and domestic workers. Although these industries generally offer low wages, they thrive on the ready supply of Asian immigrant workers who are more willing than others to work there because poor English skills foreclose other better-paying opportunities. Employers in these industries typically prefer immigrant workers, particularly the undocumented, because these workers will not risk being fired or deported to report abuses to labor agencies. The result is a situation where Asian workers suffer from serious, unlawful abuses—they don't get paid the minimum wage or overtime, they are forced to work long hours in hazardous conditions, they are victims of racial or language discrimination and they are sometimes physically abused. Despite all of this, few employers are held accountable for their actions.

NJ's Asian workers are largely unsupported by any legal or community organizing groups, such as unions which typically organize employees in larger businesses. Moreover, Legal Services of New Jersey (LSNJ), the Legal Services Corporation (LSC)-funded agency in NJ, does not handle employment claims. Even if they did, LSC funding restrictions prohibit it from serving undocumented persons, and local LSNJ offices do not have the cultural and language capacity to effectively serve Asian workers.

Indeed, underlying cultural, linguistic, and structural obstacles prevent many of NJ's Asian immigrant workers from pursuing workplace complaints. First, Asian workers do not report such abuses because they either do not speak English well or encounter cultural stigma which discourages them from doing so. Second, Asians do not seek help because many are unaware of their legal rights and responsibilities, and those who are aware might be unfamiliar with how to exercise their rights. Third, Asian immigrant workers are often afraid to speak up due to fear of how it would affect their immigration status, their jobs, and their families. Undocumented workers are especially vulnerable because of employers' express or implied threats to report them to authorities if they complain.

Finally, NJ's Asian immigrant workers may not assert workplace abuse because they have no viable community resources to turn to for assistance.

B

The overarching purpose of the fellowship is to establish a permanent workers' rights center at [Host organization] which will address the specific needs of Asian immigrant workers in NJ. The project will achieve this vision by building upon the work of an existing volunteer undertaking—the Asian American Legal Project—for which the candidate is the co-founder and director.

Founded in May 2004, with technical assistance from [Host organization], the Asian American Legal Project (AALP) is a student-driven initiative operating multi-lingual clinics to address the unmet legal needs of Asian communities in NJ. The clinics consist of an immigrants' rights seminar, attorney consultations, and legal referral assistance. Hosted at Asian community and faith-based organizations, the clinics are staffed by a volunteer network of bilingual law students and immigration attorneys.

As of the writing of this proposal, AALP has already conducted three clinics, which have: educated more than 50 people on their rights; and provided 37 people with immigration advice, and; assisted 10 people with linguistically appropriate legal referral. [host organization] was a key to this success by providing training and supervision.

Equal Justice Works has recently announced that it will recognize the candidate's work with AALP with the 2005 Martindale-Hubbell Exemplary Public Service Award. This fellowship would enable AALP to build upon this success and significantly expand our work from volunteer to full-time status and to also employ litigation and organizing to empower Asian immigrants to combat workplace injustices.

Through an innovative combination of lawyering and community organizing, the project will: 1) provide community education and legal advice to Asian Americans; 2) empower Asian workers to actively struggle for their rights on the job, and; 3) support worker organizing campaigns through litigation. The project also strives to inspire Asian American leadership by providing law students with ways to use their education to serve their community. And finally, I hope that this project can serve as a model for initiatives seeking to employ a fusion of law and organizing to empower other marginalized communities.

1) Provide community education and legal advice to Asian Americans – Community members seeking assistance at the clinics will attend an immigration rights seminar prior to receiving an individual consultation. Utilizing participatory education models, the seminars cover “Know Your Rights” topics, informing clients of the rights they have regardless of immigration status. After the seminar, the fellow and volunteer lawyers will provide consultations to community members with legal issues, such as immigration, employment, and housing concerns. As is currently the case, bilingual law students will conduct intake and interpretation assistance. Thirty clinics will be hosted over the fellowship period.

2) Empower Asian workers to actively struggle for their rights on the job – Any worker with overtime, minimum wage, and/or employment discrimination concerns will be educated on direct-action organizing theory as a means of resolving his/her dispute. A worker who accepts this approach must return with at least two other affected coworkers, and, if successful, the fellow will assist the workers in organizing their coworkers against the employer to win what they rightfully deserve. The organizing process begins with the workers outlining complaints and then presenting a set of demands to the employer. If the employer does not agree to the demands or to even negotiate, the workers will collectively undertake direct actions to exert economic pressure, such as protests. The actions will escalate over time, enlisting community allies to increase numbers and power.

3) Support worker organizing campaigns through litigation – The project will leverage 31 years of [Host organization]'s legal experience to initiate litigation to further escalate the campaign, and, if needed, protect workers from retaliation by reminding the Bureau of Immigration and Customs Enforcement of their internal agreement to not interfere with any labor dispute and by placing a complaint with the Department of Labor.

Media generated around the lawsuit will place even greater public pressure on the employer. The litigation process is also an opportunity to educate workers on how our legal system works, and a vehicle to discuss how laws can succeed and fail to protect them. Keeping with [Host organization]'s philosophy of supporting worker organizing, the fellow will also bring litigation to support other campaigns asserting unpaid wages or discrimination claims in NJ, maintaining a total caseload of 5-10 cases per year.

Litigation combined with organizing can be a powerful instrument for social change. Steep legal fees and negative publicity coupled with the loss of business from protests will inevitably lead an employer to the negotiation table. Settlement negotiations are an opportunity for workers to win creative demands that might be unavailable had litigation been brought alone, such as the firing of an abusive manager, or improvements in health and safety conditions.

Successive victories will show NJ's Asian workforce that they do have a place to turn to when their rights are being violated. Members of victorious campaigns will bring other workers in need to the legal clinics and this new [host organization] office in NJ, and also support protests against abusive employers. Through this ongoing process, the fellow will establish a permanent workers' rights center within [host organization] where legal practice is used to outreach, educate, and advocate for the rights of NJ's Asian immigrant workers organizing for social change.

1st 6 Months: Establish [host organization] office space in NJ; Host legal clinics with existing partners in Jersey City to target South Asian and Filipino construction, restaurant, grocery, and domestic workers; Begin to establish relationships with Korean groups in Palisades Park and Fort Lee; Organize law student recruitment and training events at area law schools; Develop linguistically appropriate network of legal resources

in Hudson County; Create outlines for clinic legal areas; Develop direct-action organizing instructional materials; Organize & represent workers.

1st Year: Publicize project in Asian language media and host legal clinics in Palisades Park and Fort Lee to target Korean restaurant and grocery workers;. Develop network of legal resources in Bergen County; Establish relationships with Chinese, Korean, and South Asian groups in Edison; Continue all other efforts, campaigns, & representation.

1st 18 Months: Host legal clinics with partners in Edison, targeting Chinese, Korean, and South Asian restaurant, construction, grocery, and garment workers; Develop network of legal resources in Middlesex County; Continue all other efforts, campaigns, & representation;

2nd Year: Host clinics with existing partners; Research other Asian communities in NJ; Continue all other efforts, campaigns, & representation; Document and share project model at legal conferences.

3rd & 4th Years: Submit proposals to foundations seeking to specifically fund Asian initiatives in NJ, such as the Fund For NJ and the Geraldine R. Dodge Foundation; Continue all work.

C

The clinics are hosted at community and faith-based organizations serving Asians, which offer community members a safe space to access the project's services in their own language. Currently, AALP has partnered with the Pan American Concerned Citizens Action League, Philippine American Friendship Committee, Sumisibol, Govinda Sanskar Kendra Center, and the International Institute. These organizations not only have offered the use of their space, but have lent their knowledge of the local Asian community. AALP also has relationships with Lakas Diwas, Manavi, and BABAE.

Also, AALP works with local Asian bar associations to recruit volunteer lawyers. These include the Asian American Bar Association of NY, South Asian Bar Association of NY, Asian Pacific American Lawyers Association of NJ, and the South Asian Bar Association of NJ. Local Asian law student groups at Rutgers and Seton Hall are working with AALP to recruit volunteer students.

D

This project enhances the successes of models like the Equal Justice Works-funded Courtroom Advocates Project by not only leveraging the energy of law students but also teaming them with volunteer lawyers and community organizations.

Bilingual law students can bridge the crucial linguistic and cultural divide that may exist between clients and attorneys. Community and faith-based groups serve as the cultural gateway for lawyers to effectively reach community members. Indeed, this project is replicable as AALP's success has rested upon the efforts of an all-volunteer coordinating committee who managed the relationships between volunteer attorneys, law students, and

community organizations. This will be [host organization]'s first dedicated initiative to serve the Asian community in NJ, leveraging a network of NJ-based volunteers to do so.

Potential sponsor involvement: Many Equal Justice Works sponsors (law firms, corporations, individuals, bar associations and foundations that provide funding for Fellowships) are interested in being involved in the Fellowships they fund. Equal Justice Works would like to learn how Fellows could potentially involve sponsors in their projects. In 3 - 5 sentences, please describe how your project can involve a sponsor (i.e. pro bono attorney involvement, administrative support, inviting sponsor to events, media for sponsor, etc.). This information will be used to understand the ways in which sponsors can be involved in the Equal Justice Works Fellowships program. Your individual responses to this question will be kept confidential and will not factor into the application scoring process.

Part II. Host Organization (recommended length: approximately three pages or 9900 characters, including spaces) This section should be completed by or in collaboration with a representative of the prospective host organization.

- a. State the name and title of the host organization representative completing this section.
- b. Briefly describe the organization's mission and history. (not to exceed 1500 characters or approximately one-half page)
- c. Describe how the particular project idea was conceived and how it relates to the overall current work of the organization. Include any prior work by the candidate with the host organization.
- d. With regard to the organization's plans for providing training, support and supervision throughout the term of the Fellowship, please state:
 - * Who will be the Fellow's primary supervisor and that individual's position/title;
 - * How many years of experience the supervisor has (i) in the substantive area of the Fellowship project and (ii) as a supervisor in any capacity;
 - * If the project represents a new practice area for the organization, how substantive expertise will be made available to the Fellow;
 - * Whether the supervisor will be responsible for supervision of others aside from the Fellow, and if so, how many;
 - * How often the supervisor will meet with the Fellow.
- e. Briefly describe the Fellow's physical work environment (e.g., desk, office, technology available) and the number of staff in the office.
- f. Please provide specific plans for the Fellow's training and professional development during the Fellowship. You may describe both skills-based and substantive trainings, in addition to opportunities to serve in community coalitions or task forces.

a. Name and Title of Representative-[Host organization ED], Executive Director

I am writing to express our enthusiastic support for the Equal Justice Works Fellowship Application of [Fellowship candidate], and to let you know of our interest in sponsoring his Asian American Legal Project in New Jersey. Over the past decade, we have been very fortunate to have [Former Fellow] and [Current Fellow] working with the [Host organization] as NAPIL/EJW Fellows on special projects to reach very different segments of the Asian American community: Asian American voters seeking a voice in the political process and trafficked immigrant women and girls. [Fellowship candidate]'s project is a creative new endeavor to blend legal representation and support for community organizing in New Jersey's fast-growing population of low-wage immigrant workers and other Asian Americans in need of free legal assistance.

b. Organization Mission and History

[Host organization], founded in 1974, promotes and protects the civil rights of Asian Americans through litigation, education and community education. We focus primarily in the areas of immigrant rights, economic justice for workers, voting rights and civic participation, language rights and hate violence and police misconduct. [Host organization] has used new legal strategies to enforce labor laws, winning millions of dollars in back wages and overtime pay for low-wage immigrant workers in the garment, restaurant, construction, and domestic service industries. In a series of federal court rulings in New York, we have expanded the rights of Asian and Latino workers to hold manufacturers responsible for labor law violations in factories where their garments are sewn. [Host organization] has also worked closely with several community-based organizations to establish free legal advice clinics, serving close to 10,000 individuals each year.

c. Project Formation and Integration With [Host organization]'s Current Programs

New Jersey has one of the nation's fastest growing Asian American populations, numbering over half a million residents. Contrary to the stereotype that most Asian Americans in New Jersey are affluent and well-educated, we have found that a growing number of Asian immigrants of diverse ethnic backgrounds are working in sweatshop conditions in small suburban restaurants and grocery stores and as domestic workers and construction workers. Some undocumented Chinese immigrants are driven in vans from New York City to work in small restaurants throughout New Jersey. South Asian and Filipino domestic workers are recruited by employment agencies to come to the United States, and they toil as live-in household help--cooking, cleaning, and taking care of children in suburban New Jersey homes.

[Fellowship candidate] launched this ambitious legal services project while he was still in law school. With a dedicated core of law students and volunteers, [Fellowship candidate] has already made an impact in New Jersey's Filipino American community and received widespread attention from the mainstream legal media. He approached [Host organization] to provide back-up assistance by doing legal trainings for law students and volunteers and supervising the legal advice clinics that [Fellowship candidate] organized

on a regular basis. Within a very short time frame, it was clear that there was a tremendous need for this project to expand to other Asian ethnic communities and to other cities and towns in New Jersey, and that [Fellowship candidate] was the ideal person to make this happen.

[Fellowship candidate]'s project fits in very well with [Host organization]'s programs of litigation, advocacy and community education. We are already staffing free legal advice clinics every week at a Queens-based community agency serving the Korean American population, and we have several decades of experience in doing multilingual legal rights education and counseling. In addition, [Host organization] has a special expertise in minimum wage and hour cases, workplace discrimination and harassment, and immigrant rights. The Asian American Legal Project would provide a vehicle for training and recruiting new volunteer lawyers in New Jersey, working with law students, and expanding the reach of [Host organization]'s programs on a more consistent basis to New Jersey's Asian American community. It would also help [Host organization] to create new pro bono opportunities for the growing number of Asian American attorneys at New Jersey law firms.

d. Training, Support and Supervision

The Fellow's primary supervisor will be [Host organization] Legal Director [Fellowship Supervisor]. A graduate of Columbia law School, [Fellowship supervisor] has over 30 years of experience doing civil rights litigation, spending the last eight years at [Host organization] developing our workers' rights docket, with a special expertise in Fair Labor Standards Act and Title VI litigation. Before joining the [Host organization] staff, [Fellowship supervisor] was an attorney for 22 years at the Puerto Rican Legal Defense and Education Fund, where he litigated several voting rights and fair employment cases in the U.S. Supreme Court. He is also an adjunct professor at Fordham Law School and has extensive experience supervising young lawyers and law students. As legal director, [Fellowship supervisor] currently supervises four staff attorneys. [Fellowship candidate] will also be able to consult with [Host organization]'s board member [Board member], who teaches an immigrant workers clinic at CUNY Law School, and [Attorney], an [Host organization] staff attorney admitted to the New Jersey bar, who specializes in employment and labor law.

Complementing [Host organization]'s legal supervision, [Fellowship candidate]'s organizing work will be guided by [Additional advisor] at the Restaurant Opportunities Center of New York, which is also located in our building at 99 Hudson Street. [Additional advisor] has more than twelve years' experience in workplace and tenant organizing in New York City's immigrant communities and has extensively collaborated with attorneys litigating the numerous campaigns he has organized. [Fellowship candidate] will also be able to consult with other community organizers with whom [Host organization] has longstanding relationships, including [organizers' names and organizations].

e. Work Environment

We expect that [Fellowship candidate] will have his own office at [Host organization], with desktop computer, broadband access, and free Metrocards for public transportation to and from New Jersey. He will also have access to a laptop computer, since he will be traveling to different locations in New Jersey to staff the legal advice clinics. If possible, we will try to secure a small donated or low-cost office space in New Jersey.

f. Professional Development [Host organization] fellows traditionally have attended CLE trainings organized by bar associations and legal services offices, as well as national conferences at which they can meet attorneys and community organizers from across the country who are working on similar cases and campaigns. We anticipate that [Fellowship candidate] would represent [Host organization] in community coalitions such as the New Jersey Immigration Policy Network and the Break the Chains coalition. [Fellowship candidate] will also have the opportunity to continue to develop his organizing skills by attending various trainings, such as those hosted by the Center for Third World Organizing and the Asian Pacific American Labor Alliance.

Part III. Fellowship Candidate

Part III should be completed by the candidate.

a. Previous public interest work (recommended length: approximately two pages or 6600 characters, including spaces)

Describe your public interest work, volunteer service or other relevant experience which has equipped you with the skills to accomplish the proposed Fellowship project.

For each of your most pertinent public interest positions or other experiences, provide the name, city and state of the organization, a one-paragraph description of the work you performed, the time period in which it was performed and the name and phone number of a contact person who can speak about your work there. Work that is non-legal in nature may be listed.

Equal Justice Works recognizes that traditional measures of commitment to public interest work such as volunteering for a public interest organization cannot be used as the sole indicator of a candidate's dedication given that students who are economically disadvantaged, heads of households, etc., might be unable to pursue such options. If you have not had an opportunity to demonstrate a commitment to public service work, please elaborate on your other relevant experience.

Asian American Legal Project (AALP)

Jersey City, NJ

May 04 – Present

Contact: [Contact's name and phone number]

As the program director, I am responsible for building the only organization dedicated to addressing the legal needs of NJ's Asian community (which I am seeking funding for).

This undertaking began when I personally recruited a planning team comprised of fellow

law students, established a fiscal sponsorship with United Community Development Corporation, and formalized a partnership with [Host organization], which has provided AALP with technical assistance and malpractice coverage. I met with and surveyed Asian American leaders to develop ongoing partnerships with them and assess their community's legal needs. I have created a network of volunteer attorneys and law students to staff our monthly clinics. Finally, I currently lead our efforts to raise money to bring AALP from a volunteer-driven initiative to a full-time operation. Managing AALP has allowed me to develop a foundation of skills needed to start and operate a legal organization, such as this fellowship project, as well as learn more about the intimacies of NJ's diverse Asian communities.

American Friends Service Committee
Newark, NJ

Aug 05 – Present

Contact: [Contact's name and phone number]

As a legal extern, I am receiving an intensive introduction to immigration law which will benefit my organizing and representing Asian workers who may be fearful of asserting their rights because of their immigration status. Specifically, I am working on two cases: the first involves a Russian immigrant seeking asylum based on his association with a social group, and; the second involves a transgender woman who is fleeing persecution due to her sexual identity.

NYC AIDS Housing Network (NYCAHN)
Brooklyn, NY

Summer 05

Contact: [Contact's name and phone number]

As a community organizer at NYCAHN, I built tenants associations comprised of low-income people living with HIV/AIDS who are suffering deplorable conditions unsuitable for people with compromised immune systems. I coordinated all aspects of the tenants association including conducting outreach; planning meetings/agendas; organizing press conferences & protests, and; training tenants on how to speak to the media. Indeed, much of my work concentrated on membership development—interviewing, interacting, and strategizing with the tenants. These skills will not only be important when I begin to outreach to and organize Asian workers, but also when I work alongside the workers as clients as active participants/partners in their legal case.

Rutgers Constitutional Litigation Clinic
Newark, NJ

August 04 – May 05

Contact: [Contact's name and phone number]

As a student attorney, I worked on litigation fighting for the voting rights of NJ's ex-felons, as well as the 1st Amendment rights of residents living in condominium associations. Working on these two cases provided me with litigation experience which will be invaluable in taking legal action on behalf of Asian immigrant workers. I researched and drafted complaints, legal memoranda, briefs, certifications, answers, interrogatories, as well as requests for documents and admissions. In addition to this

litigation experience, I was also fortunate enough to have the opportunity to represent clients bringing discrimination charges before EEOC mediations. This experience introduced me to employment and discrimination law, and allowed me to further my client interviewing and preparation skills.

Restaurant Opportunities Center of NY
New York, NY
Summer 04

Contact: [Contact's name and phone number]

As an organizing intern, I organized low-income, immigrant restaurant workers to fight against the Smith & Wollensky Restaurant Group, one of the largest restaurant corporations in the nation. My other project was to ensure that tipped workers (i.e. waiters, barbacks, etc.) were included in NY's recently enacted minimum wage bill. I gained invaluable experience conducting outreach, organizing press conferences & protests, and conducting lobby visits. This was my first introduction to direct-action organizing as a means to social change, and I also learned much about immigrant restaurant worker issues. Indeed, many of ROC-NY's members are of Asian descent.

Asian Pacific Leadership Association (APLA)
New York, NY
Feb 03 – Present

Contact: [Contact's name and phone number]

My experience as the founder and president of APLA has been invaluable in teaching me how to create and run a non-profit organization. I developed our organizational bylaws, structure, strategic plan, as well as non-profit incorporation and application for tax-exempt status. Additionally, I currently oversee our programs, which included a mentorship program, an internship program, and a summer leadership/political education training series.

Asian American Federation of NY
New York, NY
Jan 02 – Jun 03

Contact: [Contact's name and phone number]

As a program associate, I learned much about the human service needs of Asian Americans, illustrated through the lens of September 11th. Moreover, this experience was my first step in learning how to devise and manage programs that can begin to address those needs. I worked as a case manager personally assisting Asians affected by the tragedy, and later helped create a city-wide case management program to assist Asians victims and their families. Through these activities, I received an on-the-ground introduction to the Asian community in NY and NJ, and the network of community groups which serve it.

Organization of Chinese Americans
Washington, DC
Summer 99

Contact: Christine Chen, 202-223-5500

As an intern, this was my first introduction to the different organizations which advocate on behalf of Asian Americans on a national level. I specifically fundraised \$4500 for the Asian Pacific American Labor Alliance, which will help when I fundraise to continue the project's work beyond the two-year fellowship period.

Asian Pacific American Conference

Albany, NY

Apr 98 – May 99

Contact: [Contact's name and phone number]

As coordinating-chair, I supervised 12 fellow college students in organizing a conference on Asian American social justice issues, including logistical, substantive, and fundraising areas. I conceived of conference themes, oversaw the invitation of panelists and keynote speakers, and planned and led a fundraising effort that raised \$11,500. This experience provided me with crucial organizational skills in managing, fundraising, and logistics that will aid me in creating an organization for Asian immigrant workers.

b. Personal Statement (recommended length: approximately two pages, or 6600 characters, including spaces)

Briefly describe in the first person anything that Equal Justice Works should know about you that has not been covered in the previous questions. If applicable, we encourage you to describe your connection to the community with whom you will work, how your personal background and experiences best suit you for the project and/or your unique qualifications for being chosen as a Fellow.

The sight of my father sweating over other people's shoes in his shoe repair shop often came to mind when I was asked the question, "What do you want to be when you grow up?" As the first-born in a first-generation immigrant family living in a poverty-stricken section of the Bronx for much of my early life, the answer came to mind very easily. I wanted to be rich. Not simply rich, but so rich that I could swim in my money. I wanted to be so rich that I could live life sipping on piña coladas on my own island in the Caribbean. It gives me great pride to say that much has changed since then.

Throughout my freshman and sophomore years at the University at Albany, I was well on my way toward achieving my dream of becoming fabulously wealthy. My immediate goals were to establish the highest GPA possible and to intern at the most prestigious companies on Wall Street. By achieving these short-term goals, I would ensure that the path to the Caribbean, and piña coladas, was an easy one. I was never active on campus, but was always searching for new ways to enhance my corporate desirability, and at the beginning of my junior year I came across a very unique and unexpected opportunity.

Out of curiosity, I had attended the first mass meeting of the Asian American Alliance. At this meeting, the board members announced that the vice-presidency was vacant. As a finance major, I instantly saw an opportunity to enhance my resume. I interviewed against several other candidates for the position, and was elected. However, what was once simply a resume-builder soon became my passion.

Through my involvement with the organization, I gradually gained greater insight into my own identity, and the events in my life and in history that have helped to shape it. With this sense of identity came an awareness of the struggles that others have gone through to help me achieve all that I have. Watershed events such as Plessy versus Ferguson, and the Japanese American Internment further instigated a change in my thought. Slowly a realization came over me that I was quite fortunate. I had parents who sacrificed all so that I could receive a better education, and one day, live a better life than they did. This is in sharp comparison to the lives of others who, no matter what their aspirations, grow up in impoverished communities and have very little hope of attaining an adequate high school education let alone a higher degree. As my awareness grew, so did the strength of my convictions to serve the community. This was a passion that I had never felt before.

That same year, through my newfound energy and emotion, I was able to convince my fellow executive board members that I would be able to revitalize our annual Asian Pacific American Conference, long thought to be a lost cause. With the help of many others, the conference was a success. That summer I interned with the Organization of Chinese Americans, and the following year I went on to become president of the Asian American Alliance—there was no end to my thirst for experiences that would help me to become a more effective activist. Upon graduation, I was offered a high-paying position at a top consulting firm. Believing that the community needed advocates in all sectors of life, I accepted, and I convinced myself that I could serve in that respect. By leveraging the firm's diversity initiatives, and through daily professional interactions, I set out to engage my colleagues in discussions revolving around social/political issues—never did I miss an opportunity. Nonetheless, I was often perceived as being too outspoken or “trying to rock the boat,” and my effectiveness was limited. I had come to a crossroads. Weighing my options, I came to the final realization that, no matter what the price, I would never be fully satisfied unless I devoted all of my energies to a life of public service. Nine months after my initial contract signing, I left.

The experiences over the last few years of my life have shown me that I yearn to do something that will not only have meaning to myself, but also have meaning to society. Since leaving the consulting industry, I have experienced even greater personal and professional growth. I have had the honor to assist in September 11th relief and recovery efforts at the Asian American Federation of New York. I founded a non-profit organization to continue to cultivate future community leaders as I once was, and launched a project to begin to address the legal needs of New Jersey's Asian Americans communities. And in law school, rigorous debate with friends and classmates have brought me to understand the power of lawyering in the struggle for social justice—especially if the community is engaged as equal partners in the process. Although piña coladas are still a pleasant luxury, earning millions of dollars, and owning an island on the Caribbean is no longer attractive to me. Fighting for human rights, and protecting the dreams of others from social injustice, is.

Candidate Resume

Please paste your resume into the space below. Please note that any formatting and any text that exceeds 3300 characters (approximately one page) will not remain once you have pasted your resume. The lack of formatting will not negatively affect consideration of your application.

[Fellowship candidate]

EDUCATION

Law School and city]

Juris Doctor, Conferral Date: May 2006

*Kinoy-Stavis Public Interest Fellow

*Charles H. Revson Law Students Public Interest Fellow

*National Congress for Community Economic Development Emerging Leader

*Martindale-Hubbell Exemplary Public Service Award

University at Albany–State University of New York, Albany, NY

Bachelor of Science, Business Administration, December 2000

Minor: Spanish

*President's Undergraduate Leadership Award

*Spellman Award for Leadership

EXPERIENCE

American Friends Service Committee, Newark, NJ

Legal Extern

Aug 05 – Present

*Interview & prepare clients for asylum hearings. Develop affidavits & asylum applications.

*Research & write legal memoranda & briefs on immigration law & specific country conditions

Asian American Legal Project, Belleville, NJ

Program Director

Apr 04 – Present

*Spearhead project to establish multilingual legal clinics serving low-income Asians in Jersey City.

*Assess legal needs of target communities & establish strategic partnerships with community stakeholders.

*Supervise 7 member program development team. Recruit volunteer attorneys & law students.

NYC AIDS Housing Network, Brooklyn, NY

Community Organizer

May 05 – Aug 05

*Organized low-income people living with HIV/AIDS to form tenants associations against reckless landlords as well as lobby for better housing policies.

*Coordinated the “POWER Academy,” a 4-week training series teaching skills in community organizing, advocacy & building direct-action campaigns.

Rutgers Constitutional Litigation Clinic, Newark, NJ

Student Attorney

Aug 04 – May 05

*Researched & drafted complaints, legal memoranda and briefs in the areas of prisoner disenfranchisement, employment discrimination, civil liberties, & contract law.

*Developed certifications, answers, interrogatories, request for documents, & requests for admissions.

*Represented plaintiffs in EEOC mediation proceedings. Interviewed clients, & negotiated settlement agreements with opposing counsel.

Restaurant Opportunities Center of NY, New York, NY

Policy/Organizing Intern

May 04 – Aug 04

*Researched & drafted legal memoranda in the areas of employment and labor law.

*Coordinated legislative campaign to increase NY’s minimum wage, & conducted direct action campaigns against abusive restaurant owners.

*Organized press conferences, protests/rallies, & lobby visits. Wrote policy statements & press materials.

*Developed community outreach strategy. Facilitated political education & leadership development workshops.

Asian American Federation of NY, New York, NY

Program Associate (promoted from Program Assistant- Aug 2002)

Jan 02 – Jun 03

*Co-designed & launched \$1.15 million September 11th relief and recovery program, with 6 partner agencies & a total staff of 24, & assisted in oversight of budget & agency coordination.

*Implemented \$420,000 September 11th cash relief program, assisting over 700 families.

*Drafted public policy statements, press releases, & grant proposals.

*Managed caseload of 20 clients consisting of 9/11-affected individuals.

*Secured financial & social services, & provided emotional support for clients.