



FAQS About Host Organization Supporting Payments

Does Equal Justice Works directly pay or set the salary for Fellows?

- No. Equal Justice Works does not set the salary for Fellows or directly pay Fellows.
- The host organization is the Fellow's employer and sets the salary, not Equal Justice Works. Equal Justice Works provides a supporting payment to the host organization to use toward the Fellow's salary for the duration of the project.

How do Equal Justice Works supporting payments to host organizations work for the Fellowship program?

- When a Fellowship project is selected, the host organization signs a memorandum of understanding that Equal Justice Works will disburse supporting payments to supplement the organization for the cost of hosting a Fellow up to the agreed supporting payment amount. For the 2021 host organizations, this supporting payment is \$50,000 annually for use during the Fellow's two-year term.
- These agreements are made before the Fellowship service period begins at the host organization.
- Fellowship supporting payments do not cover the full cost of a Fellowship to a host organization. The host organization, as a project partner, is responsible for covering costs such as employee benefits, including health insurance, using non-Fellowship funds. Host organizations set the salary, then share a salary certification form shared with Equal Justice Works confirming the salary is agreed to with the Fellow prior to the start of the Fellowship. The host organization also makes up any difference between the supporting payment and the Fellows' salary, while also providing supervision, workspace, and resources needed for the Fellow to complete their project.

Why does Equal Justice Works allow host organizations to pay Fellows less than the reimbursement award?

- Each host organization must make their own determination of what salary they can afford based on the specifics of their situation, just as a Fellow does when accepting the offer. Equal Justice Works expects host organizations to pay Fellows the same as other similarly situated lawyers in the organization. Equal Justice Works directing a minimum salary for a Fellow could cause pay equity issues for host organizations and additional expenses and therefore be a possible barrier to Fellowship program participation.



How did Equal Justice Works come to the decision not to provide extra funds to host organizations for the 2021 Fellows?

- In addition to hearing the feedback from our 2021 Fellows, we also sought feedback from other key constituents including host organizations, sponsors, and alumni.
- Increasing supporting payments to host organizations will not resolve the salary concerns raised by 2021 Fellows. Additionally, many host organizations have established salary bands, compensation structures to support equity among their employees, and set salaries based on union rules.

Why is Equal Justice Works not providing direct financial support to the class of 2021?

- We do not set or direct salary for Fellows and respect the compensation structure set by their employer, which is the host organization.

How did you decide to increase the Class of 2022 Supporting Payment?

- We are continually looking to improve our programs and the value of an Equal Justice Works Fellowship. In the spring of 2021, we undertook an analysis of whether we could and should increase supporting payments—the first increase since 2016. We spoke with many stakeholders, including other fellowship programs, host organizations, sponsors, alumni and others.
- As a result of that exercise and the conversations we have had over the past weeks, moving forward we commit to evaluating and adjusting our supporting payments for host organizations for each class of Equal Justice Works Fellows.

How will you ensure that people from all backgrounds have an equal opportunity to pursue public interest fellowships?

- We think equity demands that barriers to public service should be addressed so that people are able to commit themselves to this important work. We are working toward that goal, even if we haven't achieved it yet. That's why our work includes outreach and education with law school professionals, advocacy for Public Service Loan Forgiveness, and creating opportunities for law students.