

RJ Fellow Application

2024-25

if
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how

If/When/How seeks applications from current 3Ls and recent law school graduates to work for one year as a Reproductive Justice Federal, State, or Family Defense Fellow at select placement organizations across the country.

SPONSORING ORGANIZATION

If/When/How: Lawyering for Reproductive Justice transforms the law and policy landscape through advocacy, support, and organizing so all people have the power to determine if, when, and how to define, create, and sustain families with dignity and to actualize sexual and reproductive wellbeing on their own terms. Find out more at www.ifwhenhow.org.

REPRODUCTIVE JUSTICE FELLOWSHIP PROGRAM

The Reproductive Justice Fellowship Program (RJFP) is a policy-focused fellowship designed to create entry points into the reproductive health, rights, and justice fields and to enhance legal and advocacy capacity at organizations working to advance reproductive justice for all people. Reproductive Justice (RJ) Fellows gain hands-on policy advocacy experience and work on cutting edge reproductive health, rights, justice issues, particularly as they affect people of color and other marginalized communities. Placement organizations benefit because Fellows bring legal knowhow and an intersectional approach to legal and policy advocacy.

RJ Fellows are paid a stipend and placed with organizations across the country for a year-long program that includes mentoring, professional development, skills-based training, and networking opportunities. Since its inception in 2010, the RJFP has launched the careers of nearly one hundred new lawyers at a score of allied organizations through Federal, State, and HIV Fellowships. If/When/How is proud to partner with the **Women and the Law Program at American University Washington College of Law**, which provides the academic home for the RJFP. For more information about past RJ Fellows and placement organizations, please visit: <http://www.ifwhenhow.org/about/fellowship-program/>.

ENVIRONMENT

Each RJ Fellow will receive a **\$70,000 stipend** and additional benefits, and will be placed at a selected placement organization from **September 2024 through August 2025**. As a law school graduate with an understanding of the reproductive justice framework, the RJ Fellow will assist in research, interpretation, and application of law to aid the placement organization's advocacy, publication, and policy pursuits. Thus, the RJ Fellow will play an integral role in helping to influence public opinion, shape laws, and advance policy, aiming to ensure the future of reproductive justice for all people – irrespective of ability, age, race, ethnicity, gender identity or expression, income, nationality, religion, or sexual orientation. In addition, the RJFP provides rich opportunities for professional development, training, and networking in a supportive atmosphere. The RJ Fellows will be mentored by the If/When/How staff and a local attorney and will participate in monthly workshops and attend conferences and other events with their cohort.

RESPONSIBILITIES

RJ FEDERAL FELLOW:

The RJ Federal Fellow's work will further the placement organization's reproductive justice agenda, which may include issues such as access to health care and family planning services; restoring public funding for abortion; ensuring comprehensive sex education; supporting pregnant and parenting persons; and working at the intersection of reproductive rights and other critical social justice issues such as immigration and LGBTQ liberation. The RJ Federal Fellow may be responsible for conducting legal and policy analysis; educating policymakers, allies, and constituents; participating in advocacy efforts; and presenting at conferences or trainings. The RJ Federal Fellow may also serve a key role in working for reproductive health policy change that supports marginalized communities by representing the placement organization in coalitions, in meeting with Congress members and staff, and in strategic collaborations to advance legislative priorities.

RJ Federal Fellows have typically been placed at organizations based in Washington, D.C. and/or remote placements. 2024-25 placement locations are to be determined; remote placements may be available depending on placement organization policies.

RJ STATE FELLOW:

The RJ State Fellow's work will further the placement organization's reproductive justice agenda, which may include advancing reproductive justice for people of color, LGBTQ, and immigrant communities; expanding access to high-quality healthcare inclusive of the full range of sexual and reproductive health services for low-income people; securing comprehensive, culturally competent, and non-stigmatizing sex education; and working at the intersection of reproductive health, rights, justice, and other critical social justice issues including birth justice, economic justice, criminal justice reform, and gender-based violence. The RJ State Fellow may be responsible for conducting legal and policy research and analysis; educating policymakers, allies, and constituents; participating in advocacy and organizing efforts; and presenting at conferences or trainings. The RJ State Fellow may also serve a key role in working for policy change that supports marginalized communities by representing the placement organization in coalitions; meetings with local, state, and regional officials; and strategic collaborations to advance legislative priorities.

RJ State Fellows have typically been placed at organizations based in the U.S. Southeast, Southwest, and Midwest. 2024-25 placement locations are to be determined; remote placements may be available depending on placement organization policies.

RJ FAMILY DEFENSE FELLOW

The RJ Family Defense Fellow will further the placement organization's efforts to support parents and families impacted by the family policing system and other violent state systems. The RJ Family Defense Fellow may be responsible for conducting legal and policy research and analysis; educating policymakers, allies, and constituents; participating in advocacy and

organizing efforts; and engaging with key coalitions. The RJ Family Defense Fellow may also represent clients in family court or provide related legal services using an intersectional, holistic approach.

RJ Family Defense Fellows will likely be placed at organizations based in New York, NY with the possibility of remote placement.

QUALIFICATIONS:

- J.D. required by May 2024 (bar admission anywhere in U.S. by fall 2024 preferred, not required);
- Knowledge of U.S. reproductive rights law and the reproductive justice framework;
- Experience working with diverse communities, particularly communities of color;
- Demonstrated commitment to social justice and racial equity;
 - For Family Defense Fellowships: knowledge of/experience with criminalization and a commitment to representing individuals and communities targeted by the criminal punishment system;
- Superior written and oral communication skills;
- Comfort and familiarity with small non-profit environment, ability to use limited resources efficiently and effectively;
- Relevant volunteer, work, and life experiences before, during, or after law school; and
- Commitment to spending 12 months (September 2024 through August 2025) in placement organization location and to participating in all program activities. Note: remote placements may be possible, depending on placement organization policies.

COMPENSATION

Each RJ Fellow will receive a stipend of **\$70,000** from If/When/How, paid out as salary from the placement organization, and a benefits package including health insurance coverage and paid time off, to be determined and distributed by the placement organization. Fellows also receive additional benefits, such as professional development funds, from If/When/How.

APPLICATION

Applicants must meet the necessary qualifications and must currently be in their final year of law school or a recent law school graduate (post-2019). Applicants will be considered for each of the three fellowship programs (RJ Federal, State, and Family Defense Fellowships) when they submit one online application. Supplemental questions will appear on the online application form to allow applicants to express interest in a particular fellowship program.

All RJFP applications must be submitted completely online: <https://www.ifwhenhow.org/rjfp-application/>

If/When/How is an equal opportunity employer and is committed to a diverse, multicultural work environment. People of color, people with disabilities, and those who identify as LGBTQ are strongly encouraged to apply.

Please have all of the necessary documents (in PDF format) ready to upload at the time you fill out the online form – you will not be able to save the form and go back to it later.

- Online Application Form – fill out online
- Personal Statement (PDF)
- Résumé (PDF)
- Writing Sample (PDF)
- List of Recommenders/References (PDF)
- One (1) Letter of Recommendation (PDF) (or may be emailed to RJFP@ifwhenhow.org separately by recommender)
- Optional: Law School Transcript (official or unofficial) (PDF)

DEADLINE: 12PM EASTERN TIME, NOVEMBER 13, 2023

All application materials must be uploaded and received by If/When/How by **12:00pm Eastern Time on Monday, November 13, 2023**. Early applications are strongly encouraged. Late applications will not be considered.

Questions by email only: RJFP@ifwhenhow.org. Due to the high volume of applications we receive, we may not be able to notify applicants who are not awarded a Fellowship position.

INSTRUCTIONS FOR PREPARING APPLICATION MATERIALS

Fill out the Online Application form, available here: <https://www.ifwhenhow.org/rjfp-application/>

Personal statement (PDF): please write a letter of interest (5-page limit) explaining why you would like to be selected as a RJ Fellow and how your personal career goals, as well as the reproductive justice movement, would be advanced through your participation in the RJFP. Please include a discussion of what reproductive justice means and why it is important to you. Be sure to include any information about your background, identity, and/or lived experiences, as well as your future plans, that you consider relevant to your ability to be an effective reproductive justice advocate. This should be more in depth than a cover letter.

Please include information that may assist If/When/How in determining potential placement organizations for you in the event that you are selected as an RJ Federal, State, or Family Defense Fellow, such as your interest in focusing on a particular issue(s) (e.g., reproductive health care access for young people) or connection to a particular community or geographic area. Preferences will be taken into account, but expressing an interest in specific issues or location does not guarantee placement at a particular organization.

Résumé (PDF): please provide your current résumé indicating your employment history; your education (including participation in any extracurricular activities, clinics, law journals, etc.); any published materials or other significant original research papers; any special honors, awards, scholarships, or fellowships; clerkships; volunteer experiences; and memberships in organizations or community activities in which you have been involved, including leadership roles. Include any other trainings or skills relating to reproductive justice (e.g. blog writing, doula training).

Writing sample (PDF): please provide a brief (10-page limit) sample of published or unpublished academic work or article, rather than legal memorandum or brief, concerning subject matter relevant to reproductive justice (for example, reproductive rights and justice, civil rights and liberties, Constitutional law, family law, health care policy, etc.). If you do not have an appropriate, existing writing sample, please write a brief (10-page limit) essay analyzing a current reproductive justice issue and how legal advocates can impact relevant law and policy.

One (1) letter of recommendation (PDF): one letter of recommendation is required; optionally, candidates may submit one additional letter of recommendation (up to two letters total). We suggest that the letter come from someone who can provide information about your interest and experience in reproductive justice, your skills and abilities that would make you a good fit for a policy fellowship, and/or any other knowledge they have of your capacity to thrive as a reproductive and social justice advocate. Your letter of recommendation may be uploaded to the online application form or your recommender may email their letter directly to RJFP@ifwhenhow.org. Please note: recommender(s) may be contacted by If/When/How to provide additional information.

List of recommenders/references (PDF): please provide the contact information (name, address, telephone number, email, explanation of relationship to you) for the person who will be writing your letter of recommendation. Please also provide the contact information for one additional reference.

Optional law school transcript (PDF): you may upload a copy of your law school transcript (official or unofficial). Submitting a transcript submission is not required.

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