



# Oregon Worker Relief

## Immigrant Justice Program

### Application for Immigrant Justice Fellowship

#### BACKGROUND

The Immigrant Justice Legal Representation Fellowship program provides new and emerging lawyers with an opportunity to work directly in the impacted immigrant community. Using a competitive process, new and emerging attorneys from Oregon law schools and nationwide will apply for 6 fellowships for the 2021-2023 term. There will be a strong preference for candidates who are Oregon law school graduates; can contribute to the Oregon bar's historically or currently underrepresented membership; and can demonstrate a commitment to advancing immigrant rights.

#### KEY DATES (SUBJECT TO CHANGE)

Applications Released	9/27/2021
Fellowship Q&A Session (optional)	9/29/2021 4.30pm
Applications Due	10/13/2021
Finalists Selected	10/22/2021
Match Day	10/27/2021
Fellowship Start Date	11/1/2021

#### FELLOWSHIP SUMMARY

Fellowship Awards	Up to \$100,000 inclusive of salary, benefits, overhead, licensing
Salary	Minimum \$62,500 annually
Term	Up to 2 years; a preference is given for 2

	year applicants
Eligibility	Any lawyer with less than 6 years of experience as a licensed attorney; must be a member of the Oregon bar, willing to take the Oregon bar at the next exam, or a member of another state bar. Members of the Oregon State Bar or Oregon law school graduates will be given preference in the screening process.

**THE WORK PLAN**

Each fellow will receive intensive legal training on immigration law, particularly removal defense representation, immigrant rights, and affirmative benefit applications as well as hands-on experience representing clients before federal agencies and the immigration court. Fellows will be placed in community-based organizations. Each host organization will act as the Employer of the Fellows for the duration of the Fellowship. The OWR Clearinghouse (managed by Innovation Law Lab) will provide the Fellows with daily supervision, technical assistance, and mentorship. Fellows will be treated as a cohort and have access to leadership development and networking opportunities. Examples of work that Fellows will undertake include: participate in Know Your Rights orientation sessions, provide limited legal assistance to community members, work on a variety of immigration cases, including preparing applications, declarations, and supporting evidence as well as providing co-representation in immigration interviews, bond hearings, and removal hearings, participate in on-going legal training and capacity building opportunities as well as regular case rounds sessions with the entire Fellowship cohort.

Fellows will work out of community-based organizations in Oregon. By working out of culturally responsive community-based organizations, Fellows will be in the best position to serve members of the immigrant community in the spaces in which they are already most comfortable. Host organizations will commit to employing the Fellow for the duration of the program, and will provide the Fellow with the full range of benefits afforded to the organization's other employees. Fellows will be provided with the option to enroll in a health insurance plan. Fellows will receive an annual salary of no less than \$62,500. Though, as noted, Fellows will receive daily supervision, technical assistance, and mentoring from the OWR Clearinghouse, the host organization will provide Fellows with non-legal supervision, support, and guidance throughout the fellowship, and should integrate Fellows into their community of employees.

## ELIGIBILITY

To be eligible for an Fellowship, an applicant must:

- Have graduated from an accredited law school by June of 2021;
- Be a member of the bar of any state, or be awaiting the results of the Summer 2021 bar exam. Applicants who do not pass the Summer 2021 bar exam must commit to retaking the exam in February 2022. Though the fellowship is open to members or future members of the bar of any state, preference may be given to Oregon bar members in the selection process;
- Have no more than six years of work experience as a licensed attorney;
- Demonstrate professional fluency in Spanish or another language commonly spoken by immigrant community members in Oregon;
- Demonstrate, through personal experience, work experience, academic studies, or other experience, a commitment to public interest and social justice lawyering. Applicants who have experience with and a commitment to serving members of the immigrant community are especially encouraged to apply.

If selected, the fellow must:

- Commit to serving a one or two-year fellowship term;
- If necessary, commit to re-taking the bar examination until bar passage is obtained.

## HOW TO APPLY

Applications will be evaluated according to objective criteria including relevant experience, commitment to social justice and immigrant rights, and proficiency in language(s) other than English. A selection committee made up of members of Oregon Worker Relief will evaluate and select host organizations and fellows. Host organizations and fellows will undergo a matching process and will be paired based on factors including geographic compatibility; commitment to serving a shared community; and workstyle compatibility.

## FELLOWSHIP MATCHING PROCESS

We use a rapid matching process so that every finalist gets a chance to interview with every qualified organization quickly, efficiently, and effectively. Here is how it works:

### Key Dates

Fellows Prep Session	10/25/2015
Hosts Prep Session	10/26/2015
Match Day	10/27/2021  All fellows and host representatives appear on a zoom; match interviews are 15 minutes in length total; with 10 minutes for reflection, note-taking; between each interview, everyone regroups in large zoom format. Break-out rooms used for interviewing
Placements Announced	10/28/2021
Acceptance	10/29/2021

### Fellows: How To Get Ready And Make The Most Of Match Day

- Prepare and relax!
- Come to the Fellows Prep session! This will be just attorney-fellows--no hosts! We will go over the match process in detail, answer questions, and provide some best practice tips.
- All the hosts will have your resume, cover letter, and application.
- Dress professionally. Although it is zoom, this is a professional job interview -- several of them, in fact! So court-room professional dress is acceptable.
- Be in a quiet space & make sure your background is not distracting. To the extent possible, try to minimize any extraneous noise or interruptions.
- Make sure you have a few questions prepared. It would be best if you could tailor these for each host if possible, so that they know you have reviewed information about the host.
- At the end of the event, you will be asked to rank your preferred placements.

### Hosts: How To Get Ready And Make The Most Of Match Day

- Prepare and relax!
- Come to the Hosts Prep session! This will just be hosts -- no fellows! We will go over the match process in detail, answer questions, and provide some best practice tips.
- Take the time to review each fellow's materials. This is a job interview and at its conclusion you will have hired a fellow.
- Don't ask the Fellows to screen share resumes or cover letters during the event. You will have them ahead of time & it is your responsibility to be prepared.

- You should begin each interview and facilitate the interview.
- There will be a 1 minute warning and then the interview will conclude.