**Terms of Employment:** Full-Time/Temporary/Exempt

**Location:** New York Civil Liberties Union, 125 Broad Street, NY, NY

**Salary:** Subject to the NYCLU's attorney salary scale which is based on years of legal experience (new law school graduates currently start at $66,000).

**Application Deadline:** Friday, June 25, 2021 (applications will be considered until the position is filled).

The New York Civil Liberties Union (NYCLU) is one of the nation's leading advocates on behalf of constitutional rights and liberties. Founded in 1951, as the New York affiliate of the American Civil Liberties Union, the NYCLU is a not-for-profit, nonpartisan organization with more than 180,000 members and supporters, and eight offices statewide. We work in the courts, in the legislatures and on the streets to advocate for racial and economic justice, free speech, freedom of religion, privacy and equality before the law for all New Yorkers. For more information, please visit our website: [www.nyclu.org](http://www.nyclu.org/).

## **DEI Vision Statement**

The NYCLU affirmatively values the humanity and contributions of those we work with, inside and outside of the organization; and will take action to build and sustain an equitable, anti-racist culture that centers the voices and experiences of marginalized and directly impacted people and communities, and an organizational environment where all people feel valued, trusted, and respected. We are committed to diversity, equity, and inclusion, and having a workforce that reflects the population that we serve and actively recruit people of color, women, people with disabilities, formerly incarcerated people, and LGBTQ and gender non-conforming people.

## **Summary Description**

The NYCLU seeks rising third-year law students, judicial clerks, and recent law graduates to sponsor for one- or two-year legal fellowships. We will work with a successful applicant to develop a project proposal to submit to funding organizations, including the Skadden Fellowship Foundation, Equal Justice Works, Justice Catalyst, and Soros, and for law schools. Please note that the NYCLU does not have independent internal funding for this fellowship position.

Applicants will be asked to submit ideas for a project proposal relating to civil liberties and civil rights in New York. Proposed projects often combine legal advocacy and impact litigation, policy advocacy, community outreach, and public education. We encourage projects that are new and innovative, allowing the NYCLU to serve unmet legal needs or expand our reach to other populations. Proposals should include a short description of the problem your project seeks to address, concrete strategies and tools to address the problem, goals for what you want to accomplish during the fellowship, and why you are the best candidate for this fellowship project. We understand that project proposals may be broad at this stage.

To assist candidates in developing projects that best align with our current priorities, we particularly encourage project proposals that focus on racial justice, criminal justice and police accountability, voting rights, gender equity, reproductive rights, LGBTQ rights, education equity, privacy and technology, immigration, economic justice, and environmental justice.

## **Qualifications**

The ideal candidates should have a demonstrated commitment to public interest law, civil liberties, racial justice, and a commitment and ability to work with and support a wide range of communities and a diverse and inclusive workplace. We seek candidates with a willingness to collaborate extensively with the NYCLU to shape the project proposal through the funding application process. Once the NYCLU selects its candidates, the NYCLU will work with the candidates to craft a fellowship proposal and submit a joint application to the sponsoring organization.

## **How to Apply**

If you would like to be considered for sponsorship, please send an application, including a resume, writing sample (no more than 5 pages), a cover letter, and a brief description of a project proposal (no more than one-page, single-spaced) via <https://recruiting.paylocity.com/recruiting/jobs/Details/549761/New-York-Civil-Liberties-Union-Foundation/2022-Legal-Fellow-Sponsorship>. Application materials submitted as a single .pdf are preferred but not required. To the extent possible, briefly indicate in your proposal how your project would also advance racial justice (e.g., by identifying, challenging, and undoing the effects and ideologies of racism). Because we are still assessing which subject areas to submit funding proposals for, please include in your cover letter whether you only seek sponsorship for your proposed project or would be open to projects that we suggest. Though the NYCLU will consider applications submitted after June 25, 2021, priority consideration will be given to those who submit applications by that date.

The NYCLU is an equal opportunity employer and encourages applications from all qualified individuals regardless of race, sex, gender identity or expression, age, disability, religion, national origin, citizenship, marital status, sexual orientation, veteran status, record of arrest or conviction or any other characteristic protected by applicable law.

The NYCLU is committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please e-mail Director of Human Resources Lisa DeCicco at ldecicco@nyclu.org. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

If you encounter any issues submitting your application or have specific questions about the application that are not answered in this posting, please visit our website at [www.nyclu.org](http://www.nyclu.org/) or contact: fellowships@nyclu.org.

Apply Here: <https://www.click2apply.net/MaoMAxTdNeM2fRgmIQeqM>

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