

August 31, 2017

Dan Ruben
Executive Director
Equal Justice America
13540 East Boundary Road
Midlothian, VA 23112

Dear Mr. Ruben,

I completed my summer internship experience at California Rural Legal Assistance (CRLA) with confidence that my service positively impacted California farmworkers. The summer at CRLA advanced my goal to work with low-income communities and address the root causes of poverty. As a teacher by training, I believe the classroom offers an opportunity to improve the life outcomes of socioeconomically disadvantaged individuals and families. Legal aid remains an important compliment to a child's education because an attorney can address socioeconomic circumstances outside of the classroom. Thanks to the Equal Justice America Summer Fellowship program, I observed first-hand the connection between legal services, employment opportunity, and educational access.

I worked under the supervision of Jennifer Bonilla, the directing attorney at the CRLA office in Vista. CRLA has twenty offices in California, some of which are designated "Migrant" offices that exclusively serve migrant farmworker clients. CRLA's Vista office serves only migrant farmworker clients. The clients I served helped me broaden my understanding of employment and labor issues. With the support of my supervising attorney, I improve my advocacy skills and provided meaningful representation to clients when access to lawyers is increasingly difficult to find.

My caseload primarily involved a wide variety of legal issues related to employment law. During my first two weeks, I received several crash-course trainings in employment legal issues. Shortly thereafter, I wrote a demand letter for a sexual discrimination case for our two co-plaintiff clients. The case was very complicated and emotionally driven. Two female clients had endured years of sexual harassment incidents, including unwelcomed visits by supervisors at home. Our clients attempted to report the egregious harassment and attempts at sexual advances. Unfortunately, the demanding workplace, which was a large plant nursery, became more hostile through retaliatory acts by the supervisors and managers. Our clients suffered severe emotional distress and attempted suicide. All the while, the employer did little to investigate and address the complaints of our clients.

My caseload this summer presented many challenges, such as the skill of having patience. My cases primarily involved employment litigation. As a result, most of my work likely would not produce concrete outcomes because lawsuits take time. However, I drafted motions and pleadings to help the cases move forward. One case had settled for \$1,000,000. I never knew there was so much work and detail required after settlement! Gaining insight into the mechanics of discovery and settlement helped me experience how lawyers zealously advocate for their clients in pursuit of justice.

My summer internship is crucial for my transition towards a career in public interest legal work. The internship was, however, more important to the clients I served. The stories and challenges of these clients demonstrate the high demand of legal services regarding our impoverished California agricultural workers. Equal Justice America addresses the demand through its law student fellowships. I am proud of my summer work and proud to have represented EJA by serving the civil legal needs of low-income working clients. I will continue to represent the EJA vision in my service as an aspiring public interest lawyer.

Sincerely,

Curtis Davis
University of San Diego School of Law
Juris Doctor Expected May 2018



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

Via email

September 8, 2017

Dan Ruben
Executive Director
Equal Justice America
Building II – Suite 204
13540 East Boundary Road
Midlothian, VA 23112

Re: Internship of Curtis Davis

Dear Mr. Ruben:

This past summer Curtis Davis contributed significantly to my office's work in serving the working poor. California Rural Legal Assistance is a statewide nonprofit law firm, and our office in Vista (San Diego County) provides free legal services and representation to farmworkers.

From the outset, Curtis' genuine desire to serve our client community and aid in furthering CRLA's mission was evident. I assigned Curtis work that was wide-ranging and in an area of law that was entirely new to him. He quickly adapted to each new task—whether it was drafting a lengthy demand letter on behalf of horticultural nursery workers in a sexual harassment case; reviewing discovery; researching unusual issues in a Social Security case; or drafting motions, declarations, and a brief in a farmworker case encompassing safety, age discrimination, and wage and hour claims.

Curtis capably completed each assignment, asking follow-up questions as needed to do a thorough job. He was skilled in his analysis and showed great instincts. Curtis also joined with our office's community worker to see first-hand farmworkers labor in the fields, both to monitor for health and safety compliance issues and to provide labor rights information. Also valuable was Curtis' positive attitude, cooperative spirit, and professionalism throughout his internship.

In short, through Curtis' demonstrated commitment and concern, he proved himself to be an excellent and dedicated advocate.

Should you need anything further, you are welcome to contact me at (760) 966-0511.

Very truly yours,

Jennifer C. Bonilla

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