



# EQUAL JUSTICE AMERICA

## SUMMER 2024

### EJA FELLOWSHIP RECIPIENT



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<b>ORGANIZATION</b>	Women's Law Project

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#### Update 1 & 2:

As the first month of my summer internship comes to an end, I am filled with gratitude for the opportunities I have been offered by the Women's Law Project. WLP is a nonprofit public interest legal organization working to defend and advance the rights of women, girls, and LGBTQ+ people in Pennsylvania and beyond. Exposure to projects regarding employment discrimination and access to gender-based healthcare have affirmed I am pursuing the career path I have dreamed of and worked towards for years. I have felt deeply connected to the projects on which I work and hope to grow as a writer and advocate as I continue to learn from WLP's fabulous attorneys and staff. I am excited to become a public interest lawyer dedicated to dismantling gender inequity reinforced by the law.

I give special thanks to the Morgan Lewis Public Interest Summer Fellowship and Equal Justice America Fellowship Program, as they have funded my work this summer. I appreciate the generosity of both organizations and look forward to my growth as a legal professional in the months to come!

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#### Update 3:

My third update comes at a crucial point in my summer internship experience. I have been able to not only engage with work I care about, but also connect with other people in the reproductive justice field that will open doors for me at organizations and institutions in the years to come as I bud into an impact litigator.

I am fortunate to have deepened my network connections with those I work with and their reproductive justice colleagues beyond the organization I have worked at this summer. I have learned more about the power of the public interest community in all the one-on-one calls, hallways conversations, and email exchanges with other incredible attorneys. This summer experience has provided me with opportunities beyond just a writing sample, but an



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introduction to my future colleagues and public interests teammates as we tackle some of the most pressing human rights issues our nation faces.

Additionally, I am close to completing a long memo about two cases concerning the implementation of the EEOC's promulgated final rule of the Pregnant Worker's Fairness Act (PWFA). With the recent overturning of Chevron Doctrine, it has been intellectually challenging and exciting to construe the meaning of the recent PWFA District Court decisions in light of new legal doctrine shift. I am eager to follow the forthcoming appeals through the next few months having learned so much over the course of the internship.

Overall, I am grateful for the opportunity to learn more about the substance of the gender justice movement, as well as the experience of developing a professional network.

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## **Update 4:**

In the last three weeks of my internship at Women's Law Project, I have been given two large projects to complete, one of which will result in my writing sample. I told my supervisor at the beginning of the summer I had the goal of obtaining a writing sample, and we have worked with one another to be able to craft a project that both advances the mission of one of our clients, while also serves as an important experience for me to learn, grow, and have a tangible work product as I go into public interest recruiting this Fall.

My writing sample concerns retaliation and constructive discharge claims on behalf of a client. I will explore the components of each claim and analyze 3<sup>rd</sup> Circuit case law pertinent to the facts of the case and Title VII provisions. This project is meaningful to me as it concerns the harassment of an intern who advocated for herself. She could've been an intern, like me, enjoying her summer and bolstering her career through learning and networking. Instead, she was harassed at work and stepped out of her role for self-preservation. I am honored to help work on her case.

My second project explores the possibility of retroactive enforcement of Title IX. Though this is not permitted via Title IX statute, there have been instances of exceptions or narrow reading in case law, and my supervisor would like to know more.

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## **Update 5:**

In completing my exit memo and having final calls with staff at Women's Law Project, I am able to reflect how far I have come since beginning of this summer. Though I interned throughout college and graduate school, this was my first legal internship and it felt different—in a great way! I was able to have real responsibility in researching issues that would impact thousands of Pennsylvanians through WLP's impact litigation and/or policy efforts and helped approximately 5 different clients on discrete research assignments for our direct representation cases that resulted in demand letters or information for petitions before the court for our juvenile reproductive justice program.

In total, completed three long-term assignments, ten short-term assignments, attended the five same standing meetings every week, secured multiple one on one sessions with attorneys to



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learn from their lawyering experiences, and attended a CLE, 10 hours of judicial bypass training, 2 Philadelphia Bar Public Interest Brown Bag Lunches, and a hearing at the Federal Courthouse in Philadelphia. I researched topics beyond my traditional scope of menstrual and abortion justice to include judicial bypass, EMTALA, Title VII Claims, Title IV Claims, the Family Medical Leave Act (FMLA), the Pregnant Workers Fairness Act (PWFA), and the interaction between EEOC and PHRC to my repertoire. I built the skills of quick turnaround time for shorter research projects (48-72 hours), self-advocacy skills in asking for a writing sample assignment, more condensed writing skills in taking feedback from a supervising attorney on work product, active listening skills in client meetings or large staff meetings in which I took notes, and time management skills on both short-term and long-term projects.

My exit memo is something I am proud of substantively, but also for the good of my future relationship with the Women's Law Project if I am to ever need a reference or letter of recommendation.