

Elizabeth L. Carter

Rutgers University School of Law-Newark '15

2013 Equal Justice America Fellow

Legal Intern at the Urban Justice Center

My experience in the Community Development Project (“CDP”) at the Urban Justice Center (“UJC”) was very rewarding as it expanded both my knowledge and skills within the law of community development. Before my internship in CDP, my idea of community development law only included issues pertaining to housing and urban redevelopment. However, I experienced a much broader idea of community development law at UJC where issues such as worker’s rights, consumer justice, and worker co-operatives were addressed in addition to housing and urban redevelopment. I helped clients with issues of wage and hour violations, improper collection of goods, relocation, housing repairs, fair housing, land use, and zoning. For instance, I interviewed a client whose employer violated her right to proper wages and work hours. I collected enough facts from the interview that enabled me to draft an effective demand letter addressed to the client’s employer on her behalf. The letter included a more accurate count of the number of hours that she worked as well as the proper wage amount during those periods. I found that the employer violated both state and federal wage and hour laws by causing her to work for a wage below the minimum wage amount as well as work overtime with no pay. The letter served as a negotiating tool that my supervising attorney and I hoped would get the employer to properly address the wage and hour violations. Our hopes were correct because the employer immediately came to the office to address the claims within the letter. From that moment on, I realized how powerful the tool of law is in addressing social injustices. I also saw

how committed public interest lawyers are in advocating for their clients, especially when these clients have nowhere else to turn to for justice. I am grateful that I was able to take part in and contribute to such a powerful moment. I thank my supervising attorneys for providing me with the necessary training to make insurmountable changes in the area of social justice law. I also thank Dan Ruben and everyone else at Equal Justice America (“EJA”) for making this internship a feasible option for me by providing me with the necessary funding to have a worry-free summer where I was able to use the funding to pay for travel and living expenses while also being able to help others. I am fully committed to public interest law and I thank EJA and places like the Urban Justice Center for providing means to pursue that end!



Urban Justice Center

123 William Street, 16th Floor, New York, NY 10038
Tel: (646) 602-5600 • Fax: (212) 533-4598
www.urbanjustice.org

Board of Directors

Mitchell A. Lowenthal, Esq.

Chairman

Partner

Cleary Gottlieb Steen Hamilton LLP

Arnold B. Peinado III, Esq.

Secretary

Partner

Milbank, Tweed, Hadley & McCloy LLP

Jeffrey D. Haroldson, Esq.

Treasurer

President

HDG Mansur Capital Group, LLC

Felipe Aransaenz

Managing Director

York Stockbrokers

Michael A. Barasch, Esq.

Partner

Barasch McGarry Salzman & Penson

Pat Budziak

Board of Trustees

Newark Academy

Marc Falcone, Esq.

Partner

Paul, Weiss, Rifkind, Wharton & Garrison LLP

Joel M. Frank

Executive Chief Operating Officer

Och-Ziff Capinal Management Group

Beth L. Golden, Esq.

General Counsel, Retail Operations

Chase Bank, N.A.

Jyotin Hamid, Esq.

Partner

Debevoise & Plimpton LLP

Helen Hershkoff, Esq.

Professor

New York University School of Law

Raquiba LaBrie, Esq.

Program Director

Open Society Institute

Maggie Lear

President

The Frances Lear Foundation

Stephen Loffreda, Esq.

Professor

CUNY School of Law

Fred Mwangaguhunga

Founder

Mediatakeout.com

David A. Singleton, Esq.

Executive Director

Ohio Justice & Policy Center

Howard Sontag

Founder & Managing Member

Sontag Advisory LLC

David Tobis, Ph.D.

Principal

Maestral International

Executive Director

Douglas Lasdon, Esq.

Katie Toman

Equal Justice America

Via e-mail

Katie@equaljusticeamerica.org

October 2, 2013

Dear Ms. Toman:

I am pleased to write this letter at the request of Elizabeth Carter, a J.D. candidate at Rutgers University School of Law, class of 2015, in reference to her internship at the Community Development Project (CDP) of the Urban Justice Center during the summer of 2013. I am an attorney and the intern coordinator at CDP, and I had the pleasure of supervising Elizabeth directly on several projects, as well as generally overseeing her work with other staff members at CDP. Based on my observations and interactions with Elizabeth, as well as feedback I have received from my colleagues who also worked with her, I was very impressed by Elizabeth's work and demeanor during her internship.

CDP strengthens the impact of grassroots organizations in New York City's low-income and other excluded communities. We partner with community organizations to win legal cases, publish research reports, assist with the formation of new organizations and cooperatives, and provide technical and transactional assistance in support of their work towards social justice.

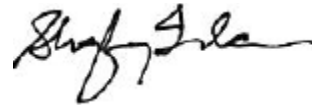
During her internship at CDP, Elizabeth completed ten (10) weeks of full-time work, at 40 hours per week. Her internship commenced on May 28, 2013, and ended on August 5, 2013. During this time, she worked on approximately ten separate projects on a number of different legal areas, including housing, workers' rights, transactional law, and consumer justice.

My colleagues and I found Elizabeth to be an intelligent, articulate and engaging individual. She impressed us with her professional and positive demeanor, her obvious commitment to public interest and social justice issues. Most of the projects that Elizabeth worked on involved significant legal and research; my colleagues and I were

impressed by the quality of Elizabeth's research skills and her written work. In addition, she had several opportunities to interact with clients. I myself was able to observe her work with clients on a number of occasions, I found that clients were able to relate to her easily, and she was comfortable in engaging them.

If you have any questions or wish to speak with me further about Elizabeth's internship, please feel free to contact me by e-mail at sislam@urbanjustice.org, or by telephone at (646) 459-3014.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shafaq Islam', written in a cursive style.

Shafaq Islam.