

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

August 31, 2016

Dear Mr. Ruben,

The EJA Summer Fellowship has allowed me to spend this past summer working for Equal Rights Advocates (“ERA”) in San Francisco. I am writing to express my appreciation for the generous support that made this work possible.

I spent this summer on a variety of projects that address gender inequality in schools and the workplace. I conducted legal research and writing to support ERA’s Title VII and Title IX litigation. I researched class certification for a pregnancy discrimination case. I was also able to support the writing of various amicus briefs by researching the ADA’s rulemaking procedures and how they relate to the Office of Civil Rights’ policy guidance on Title IX proceedings in schools.

I have grown as a policy advocate by participating in ERA’s Stronger California Campaign. I had the opportunity to work with the domestic workers coalition and lobby in support of SB 1015, the 2016 Domestic Workers Bill of Rights. I worked in collaboration with domestic workers who had previously been denied overtime wages, and forced to work overnight shifts at a flat rate of \$20.

I also provided direct services through ERA’s advice and counsel hotline. We received calls from all over the country, and we were able to provide women information about their Title IX and Title VII rights in school and in the workplace. Some of our callers were experiencing severe sexual abuse at the workplace, while others wanted information to help them respond to verbal harassment from their superiors. Many callers wanted information about their pregnancy leave rights. I spoke to women who were not granted pregnancy related accommodations at work (e.g. being able to sit down, lifting restrictions) and to women who were harassed or fired upon their return from maternity leave. We also spoke with women who, upon returning from leave, were assigned substantially different positions with different job duties and pay scales. Many of our callers were also parents who were concerned about sexual harassment and abuse that their children were experiencing at school. I was able to learn a great deal about a school’s Title IX proceedings and requirements.

I was able to develop and hone various legal skills this summer, but the most valuable part of this experience was the relationships I built. The legal career is something new for me and my

family, and the law school and job search process can often seem daunting. It was invaluable for me to be surrounded by attorneys who could give me insights into their experiences, and provide me with advice that will prepare me for a career in public interest work.

I am very grateful to have been able to work with ERA this summer. I have become better prepared to be successful in my legal career. Thank you for the support of the EJA Summer Fellowship.

With deep appreciation,

Ana Henderson-Arjona  
J.D. Candidate, 2017  
UC Berkeley Law