

July 24, 2018

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

Dear Mr. Ruben,

I write to thank you for the support Equal Justice America provided me this summer throughout my work with the California Rural Legal Assistance Office (CRLA) in Oakland, CA. It was a great learning opportunity to intern with Cynthia Rice, the Litigation Director of CRLA. I spent my summer working on various projects and it was just the experience I was looking for.

I assisted in multiple cases that were in various stages of the litigation process. I developed my skills in employment law by researching and learning about it. I applied that knowledge in a memo that I was asked to write on the burden of proof our client needed to meet to survive a motion for summary judgement in an employment discrimination and retaliation case. Throughout the researching process and feedback, I learned how to structure and distinguish federal law versus state law. While I was writing this memo I also had the opportunity to meet the client and help prepare him for his deposition. There I learned how to guide a conversation and how to listen to a client. At that point I had already read most of the clients file and was able to grasp a more insightful view of his experience after listening to his story.

Another client I worked with was a young woman who survived various assaults and sexual encounters during her previous employment. I helped her during the discovery process of her case. There I researched and wrote supplemental discovery requests to all defendants. I helped move her case along after defendants failed to provide the responses and documents that were requested.

I continued to learn more about the discovery process for a different case with clients who were hired by a company as agriculture workers and were under paid. I helped them by organizing the discovery produced by defendants and creating a chart listing what was produced and what was missing. We then wrote a meet and confer letter to defendants regarding their failure to provide documents responsive to our demand. I felt that this assignment made a huge impact on their case.

In all, I thank Equal Justice America for providing me with these opportunities to fund this important work. I would not have been able to intern with CRLA without your support. Thank you and I will continue to help the most vulnerable communities among us as I build my legal career.

Sincerely,

Laura Diaz  
UC Hastings College of the Law



# CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

FIGHTING FOR JUSTICE, CHANGING LIVES

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August 24, 2018

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

Re: Supervisor Evaluation of Equal Justice of America Fellow Laura Diaz

Dear Ms. Ruben:

I had the pleasure of supervising Laura Diaz this summer who served as an EJA Fellow for CRLA in our Oakland office. CRLA is a statewide legal services program that provides representation to farmworkers and other low income families residing in the rural counties of California. I am a Director of Litigation, Advocacy & Training for our organization and provide litigation assistance on major impact cases filed around California.

Ms. Diaz worked with me this summer primarily on two impact cases. The first was a complex race and national origin discrimination case which also included claims of retaliatory termination. Because the case involved both state and federal claims under both statute and common law, there were differing burdens of proof applicable to the different causes. Ms. Diaz drafted a comprehensive memo that provided a road map for proving up each cause, with applicable citations. We will use it in many other cases on behalf of victims of discrimination and retaliation. She also provided invaluable assistance in the review and analysis of discovery produced in a federal court action which challenges an industry wide practice of failing to pay transportation time from the point of pick up to the work locations. Ms. Diaz prepared discovery charts and helped begin the meet and confer process regarding production of documents responsive to Plaintiffs' discovery.

Ms. Diaz was a pleasure to work with. She worked well independently, and came back to me with questions, or requests for further direction when necessary. She took my feedback on her work seriously, and integrated it into the final drafts of her memos to create top quality work.

CRLA also appreciates the support that EJA provides to law students who wish to work with non-profits. We hope this experience was as valuable for Ms. Diaz as it was for CRLA, and our clients. We also hope we have given her a taste for the type of work we do that will bring her back to CRLA or another legal services program in the future.

If I can provide any further information, please do not hesitate to call.

Sincerely yours,

Cynthia L. Rice, Director of Litigation, Advocacy & Training