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**Table of Contents**

“Women’s rights are an essential part of the overall human rights agenda, trained on the equal dignity and ability to live in freedom all people should enjoy.” – Ruth Bader Ginsburg

Introduction ........................................................................................................................................4

Chapter 1: Practice Settings ..............................................................................................................5

Chapter 2: Issue Areas .......................................................................................................................8

Chapter 3: Personal Narratives ..........................................................................................................12

Chapter 4: How to Land a Job in Women’s Rights .........................................................................19

Chapter 5: Opportunities at Harvard Law School ............................................................................21

Chapter 6: Directory of HLS Programs ............................................................................................23

Chapter 7: Directory of Fellowships ................................................................................................26

Chapter 8: Directory of Organizations ............................................................................................28
**INTRODUCTION**

“Today, women at all income levels are still facing barriers to advancement, and in some ways these challenges are harder than ever because there are some people who think that discrimination against women no longer exists. Sadly, that’s just not true.”

– Lenora Lapidus ‘90

Today women enjoy equal legal access to health care, education, civic participation, and economic justice as a result of generations of advocacy on behalf of women. However, despite gains in gender equality over the past century, women are still victims of harassment, assault, and discrimination in the workplace and at home. As Lenora Lapidus observes, barriers to full equality for women continue to exist in our society, and yet the call for advancement and reform can go unanswered. There are many who have dedicated their lives to the furthering of women’s rights, yet advocates are still needed in the field of women’s rights to continue important this work.

The term “women’s rights” encompasses many different areas, making it among the most difficult areas of law to define. Women’s rights are most often associated with reproductive rights, sexual and domestic violence, and employment discrimination. But women’s rights also includes immigration and refugee matters, child custody, criminal justice, health care, housing, social security and public benefits, civil rights, human rights, sports law, LGBT rights, and international law. Often feminist leaders today focus on areas of intersection between women’s rights and other issue areas and consider these areas of intersection as one larger movement for social justice. These areas of overlap offer an opportunity for lawyers to focus on many areas of social policy important to them. For example, if you work for an immigrant rights group or for a labor union, you can find areas of overlap with women’s rights whenever women are involved. You can be an advocate for women’s rights from a many of types of organizations, because when a woman is involved, women’s rights are involved.

This guide will mainly focus on the traditional “women’s rights” areas, and discuss the variety of opportunities, issue areas, and practice settings to advocate for women’s rights. However, there are an infinite number of women’s issues to fight for, and an equally large number of avenues in which to advocate for equal justice. Be creative in your thinking, spread wide your research, and find the issue and practice area in which you can most effectively achieve your goals.
Chapter 1: Practice Settings

As with most issues areas in public interest law, there are a variety of practice settings to further women's rights. Be sure to keep an open mind and think carefully about what sort of practice setting appeals to you.

Federal Government:

Government work offers many opportunities to positively impact women’s lives, both individually through the prosecution of cases and more collectively through policy work. All levels of government are involved in women’s issues. You can make a difference working in an office at the local, state or federal level of government—or you can decide to run for office yourself. The federal government offers a wide range of positions that formulate national policy on women's issues. These include, but are not limited to, work at the U.S. Department of Justice, Department of Health and Human Services, Department of Education, Department of Labor, and the State Department. Under President Clinton and Attorney General Janet Reno ’63, the Office of Violence Against Women was created in 1995 as part of the Department of Justice to address domestic violence at the national level. Additionally, the Civil Rights Division of the Department of Justice litigates discrimination cases that include those based on sex and gender, and the Equal Employment Opportunity Commission (EEOC) litigates cases involving employment issues.

State/Local Government:

Many states have established Governor’s Commissions or Task Forces on Women’s Issues, most dealing with domestic violence. For example, Massachusetts has a Governor’s Commission on Domestic Violence that coordinates state programs and initiatives on community responses to domestic violence. Illinois has a Governor's Commission on the Status of Women in Illinois, which initiated and was responsible for the passage of the Illinois Gender Violence Act giving victims of domestic violence, rape and sexual assault a civil right of action against their perpetrators. Even if you do not want to directly work at your state’s commission on women’s rights, remember these offices as resources with links to other organizations about women in your state.

Attorney General’s Offices can offer interesting work on women’s rights issues. Some have established divisions focused on women’s rights that do policy work on economic and violence issues affecting women in particular. Other divisions of an Attorney General's Office will deal with women’s issues as well, such as abortion rights, consumer advocacy, health care issues, and poverty law.

Opportunities exist at the local level of government to work on women’s rights through mayoral offices and prosecutor’s offices. Some mayors make fighting violence against women a priority, and have dedicated offices to combat domestic violence. State’s Attorneys and District Attorneys prosecute sex crimes on the local level, bringing justice on behalf of victims of rape and sexual assault. Programs created in these offices to support crime victims throughout the difficult trial process have made enormous differences in the willingness of these victims to cooperate with the prosecution of the case. Consider volunteering as a courtroom advocate to work with female witnesses and help them navigate the criminal justice system.
RUNNING FOR OFFICE:

One of the most direct ways to make a difference is to seek public office yourself. This is not as far-fetched as it may seem. Several HLS graduates have successfully sought public office, and are inspirational women leaders. For example, Governor Jennifer Granholm ’87 was reelected to office and celebrated for her commitment to women and families in Michigan. If you are considering running for office, or want to support female candidates, networks such as The White House Project and Emily’s List are available to encourage women candidates to seek public office. The White House Project is dedicated to advancing women’s leadership across sectors to foster an environment where it is normal for women to be CEOs, governors, presidents and other public officials. Emily’s List is the largest grassroots political network that raises contribution money for democratic, pro-choice women candidates running for Governor, Senate or the House to help make their campaign stronger.

NONPROFIT ADVOCACY WORK:

Another direct way to work on women’s rights is through advocacy work at a nonprofit organization. Nonprofit advocacy organizations engage in policy advocacy and/or impact litigation. At a group with a policy focus, you would likely be write on social policy issues of particular concern to women. Often this development of policy and subsequent legal analysis will involve important legal questions. Women’s advocacy organizations may involve questions of family law, violence against women, women’s economic opportunities, or reproductive rights. Working in these positions entails coalition building and close connections to governmental organizations that may carry out the agenda of your organizations. Nonprofit organizations work for reform at all levels of government, influencing local, state, national and international policy.

Nonprofit organizations often deal with high-impact litigation and class action cases, advocating for certain clients as representatives of a class of women. Organizations that handle such cases, are quite careful in the cases they agree to litigate, considering the broader ramifications of the desired outcome. Besides taking high impact cases, nonprofits often contribute to other cases, through submission of amicus briefs. There are endless ways and paths through nonprofit organizations to advance women’s rights. Think carefully about office environment, location, and level of advocacy (local, state, national, international) when selecting a nonprofit office to work for.

DIRECT SERVICES:

Legal services programs provide direct civil representation, at reduced cost or free, to low income and elderly clients. Legal services attorneys ensure equal access to the justice system for people who could not otherwise afford attorneys. The majority of legal services clients are women, and a substantial percentage of cases involve domestic violence. Much of a legal services lawyer’s work involves individual client contact, and lawyers are often faced with situations where a client’s fundamental rights or needs are in jeopardy. Typical cases include representing single mothers in eviction cases, advocating to protect women from abusive partners, fighting for public benefits, or arguing for a worker denied employment benefits. There are some client-oriented nonprofits that are organized by subject matter, and staff lawyers specialize in one area of practice. In other offices, though, lawyers handle a variety of cases on a wide spectrum of issues. With either type of structure, a legal services office could potentially give a lawyer frequent opportunities to work on behalf of female clients.
PRIVATE-PUBLIC INTEREST FIRMS:

Like traditional nonprofit public interest organizations, public interest law firms usually have a particular social, political, or economic vision that include helping underrepresented groups and/or promoting change. Public interest firms, like traditional nonprofits, bring cases that will advance their vision. A public interest law firm may, for example, represent female employees charging their employers with unlawful discrimination. But unlike traditional nonprofits, public interest firms operate as for-profit businesses. Public interest firms rely on the fees generated by their cases, rather than foundation grants or tax dollars, to pay the rent and their lawyers’ salaries. Thus, a public interest firm looks not only at the merits, but also at the potential profitability of a case, in deciding whether to take it on.

PRIVATE FIRMS:

If you plan on joining a private firm, look for one that demonstrates a commitment to pro bono work and will allow you to continue your dedication to women’s rights. Ask if any of the partners are involved in pro bono women’s rights work and if you can work on projects with them. This would be a great way to make connections with partners in the firm and to network with women’s rights organizations.

However, if you join a private law firm that does not do any paid public interest work and you are interested in initiating a project for girls and women, there are several activities you can undertake. For example, if you join a law firm, you can initiate a pro bono relationship between your firm and a women’s advocacy group, who is in need of legal assistance. You could set up mentoring relationships with girls at a local high school, having a day where they are invited to come work in the office, or shadow you for a day. Also, in many cities there are specialized bar associations or committees of larger bar associations that focus on women. There is always work to do in women’s rights, and just a small contribution on your part could make a huge difference in another woman’s life.
"Chapter 2: Issue Areas"

**Criminal Justice:**

Although not intended in the formulation of laws, some criminal laws are applied to men and women differently. While there are other examples of ways criminal laws are applied in different ways to men and women, the prosecution of women for drug-related offenses can have unintended consequences for women. With the mandatory sentencing practices enacted during the war on drugs, women are increasingly being incarcerated for what is often, very limited involvement in drug trafficking. For example, if a woman owns the car used to carry drugs, or answers the telephone for someone else in the household involved in drug selling, the woman is at risk of being prosecuted based on the amount of drugs involved rather than the level of her participation. Because women often have such limited involvement with the drugs themselves, they can have little information to bargain with or offer in a plea bargain. As a result, men with more intricate knowledge of the drug transaction are offered pleas and spend less time incarcerated than women. While the intention of the war on drugs was not to imprison women with limited—involvement in the drug operations, that has been the unfortunate reality. Lawyers can work defending women accused of involvement with drugs, and legislation reform.

**Domestic Violence:**

Domestic violence against women permeates every aspect of life for victims of abuse in the home. It includes physical, emotional, and sexual abuse by a partner. Domestic violence is a complicated problem and once a victim finds the strength to leave her abuser, she encounters a variety of problems requiring legal support. There are a number of legal hurdles women have to jump through after leaving their attacker.

One of the greatest challenges facing victims of domestic abuse is loss of housing. Because of the coercive and controlling tactics used by abusers, women can be cut off from family, friends and other support networks. In Minnesota in 2003, 46 percent of homeless women reported that they had stayed in an abusive relationship because they had nowhere to go. When victims decide to leave their abuser and go to a shelter, they may encounter time limitations on their stay at the shelter. Some landlords refuse to rent units to victims.

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**Organizational Profile**

The Victims Rights Law Center (VRLC) is dedicated to providing direct legal services and resources to victims of sexual assault. Founded by an HLS alumna as the first organization of its kind in the nation, VRLC focuses on attending to the variety of legal problems addressed by sexual assault victims. Victims can receive free legal services to address their physical safety, housing, employment, education immigration, privacy, financial compensation, and victim rights in the criminal justice system.

VRLC staff work in collaboration with other organizations and pro bono attorneys in the area to provide resources to victims and ensure that they receive all the support needed. VRLC also empowers victims to make the best choices for themselves when balancing difficult choices.
or evict women when they learn of a domestic violence situation. In addition to direct representation of women in obtaining restraining orders, legal advocates can work to prevent discriminatory rental practices, ensure adequate funding for shelters, and other reforms at both the local and national level.

**Employment Discrimination:**

As the recent *Ledbetter v. Goodyear* case indicates, discrimination in the workplace continues to be a problem facing women today. Whether through pay discrimination, or a “glass-ceiling” effect of promoting only men, women are still treated differently than men in all types of workplace settings. Employment discrimination can be litigated through individual or class-action cases to guarantee greater opportunities and equality for women. Many private-public interest firms focus on employment discrimination and have opportunities to litigate on behalf of women. Work at the federal level at the Equal Employment Opportunity Commission (EEOC) is another avenue through which to end discriminatory practices against women in the workplace.

**Family Law:**

Family law encompasses, among other practices, child custody, child support, protection from abuse orders, and divorce—all of which involve women. Women involved in family law proceedings need counsel in obtaining legal protection from abuse for themselves and their children. In custody, support, and protection proceedings, low-income women in family court typically rely upon legal support from local legal services offices to represent them. Legal services lawyers can make improve daily lives of individuals through family law practice supporting women. Reform through policy and impact litigation can protect the rights of mothers and women on a larger scale.

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1 In *Ledbetter v. Goodyear*, 550 U. S. ____ (2007), the Court held that since Ledbetter had failed to file her claim of sex discrimination within 180 days from the first instance of discrimination, her claim was not justified. Ledbetter filed suit for discrimination after only learning that her salary was lower than her male counterparts many years after the first instance of discrimination.
Human Trafficking and Sex Workers:

Human trafficking continues to victimize young women and girls internationally. Low levels of education, economic instability, and limited English competency often make women vulnerable to predatory traffickers, who coerce their victims with false promises for employment. Taken from their homes to other countries to serve as sex workers or domestic servants, women and girls are exposed to physical, sexual and psychological force routinely. Sometimes traffickers and employers deny women and girls their identification documents to prevent them from escaping. Legal advocates work to call attention to these injustices from governments around the world, demand punishment of those involved in trafficking, and return women and girls to their homes.

Incarcerated Women:

Incarcerated women encounter problems because they may need gender-specific attention. Women sometimes enter prison while pregnant or become pregnant in prison, and require prenatal care while incarcerated. Other women’s health concerns are raised when women spend significant time in jail and the prison health facilities need to accommodate those health concerns. Many incarcerated women are also mothers, and legal questions are raised when a mother goes to prison. More often than is the case with male prisoners, incarcerated mothers are often single-parents, meaning that children are often left without their primary caregiver when their mother is sent to prison. Questions about parenting rights and the possible termination of such rights arise when mothers and children are separated by incarceration. Lawyers can work on policy related to health care for incarcerated women, care for girls in juvenile facilities, and parental rights of incarcerated mothers.

Immigration and Refugee:

A high number of immigrants and refugees are women. Upon arrival in the United States, they face a number of issues both as immigrants or refugees, and also as women. Immigrant women can be at a heightened risk of being held in abusive relationships, as abusers can threaten deportation if a victim seeks assistance. Lawyers can represent women in filing petitions for permanent residence separate from their abusers. Some women petition the government as refugees on the basis of gender persecution and need legal counsel in these proceedings.
International Women’s Rights:

Organizations both in the United States and abroad are increasingly calling for vigilance in respecting and advocating for the rights of women abroad. Just as in the United States, violence against women is a systemic problem in many areas of the world. In some war-torn countries in Africa, women are raped repeatedly by militants and often infected by HIV/AIDS. In other countries, men beat women regularly, with few, if any, consequences from law enforcement. Often there are stigmas attached to victims of sexual and domestic violence, discouraging victims from reporting crimes of this nature. Legal advocates in the United States can fight for increased awareness of violence against women as violations of human rights.

Reproductive Issues:

Reproductive rights is a controversial issue area, one which is on the forefront of agendas for women’s rights activists in the United States. In *Gonzales v. Carhart* the Supreme Court ruled in April 2007 to uphold the Federal Abortion ban. This decision has been seen by the pro-choice movement as the first time the state’s interest was prioritized above the health of the woman. According to pro-choice activists, this places decisions about women’s health in the hands of politicians rather than doctors and patients. In her dissent, Justice Ruth Bader Ginsburg expressed her frustration that “the Court deprives women of the right to make an autonomous choice, even at the expense of their safety.” *Gonzales* is not the first major decision related to abortion since *Roe v. Wade* of 1973. In *Planned Parenthood of Southeastern PA v. Casey* (1992) the court upheld the precedent of *Roe*, prioritizing women’s health in abortion considerations. In *Stenberg v. Carhart* (2000) the Court struck down a Nebraska statue criminalizing what came to be known as “partial-birth abortions,” again making allocations for women’s health. The recent *Gonzales v. Carhart* marks a change in the doctrine of reproductive issues, and has kept abortion among the top issues in women’s rights.

Sexual Assault:

Sexual assault and rape pose a great threat to women. Victims of such crimes are in need of attorney advocates to protect their individual rights as women and to support policy on behalf of victims across the nation. State’s Attorneys and District Attorneys prosecute sexual assailants and are involved in cases regarding sexual assault on an individual level. In some states, upon arrival at a hospital, rape victims are not informed about emergency contraception. Some women’s rights activists are currently working to standardize the information provided to rape victims about their rights and the choices they can make about their health and recovery.

Title IX:

Enacted in 1972, Title IX calls for equality on the basis of gender for any funding or programming related to education. While Title IX demands equality on the basis of gender in athletics, academic programs, and facilities, unequal practices continue to exist at many levels of education. Even with several cases against universities for violations under Title IX, and some standardization of reporting of funds, inequities continue to exist at the collegiate level. At the lower levels, it is quite rare that middle and high schools are required to report on their allocation of funds for athletic programs, and inequalities in allocations can go unnoticed. There are many gains to be made in ensuring equal access to academic and athletic programs for girls and women in educational settings. Through impact litigation and policy, women’s rights lawyers can demand compliance with Title IX in all educational settings.
Chapter 3: Personal Narratives

Amal Bass ’06
Staff Attorney
Women’s Law Project, Philadelphia

I am a staff attorney at the Women’s Law Project in Philadelphia. Founded in 1974, the Women’s Law Project (WLP) advances women’s rights through impact litigation, public policy advocacy, community education, and individual counseling. Based in Philadelphia and Pittsburgh, WLP collaborates with local, state, and national organizations. I interned at WLP during my 1L summer to explore my interest in gender law. During my time at HLS, I further explored this interest and honed my legal skills through gender-related course work, clinical experiences, and journal participation. Upon graduation, I was fortunate enough to be offered a position at WLP.

My work focuses on a wide range of legal, political and social issues, including reproductive rights, education, welfare rights, employment, and family law. For any single issue, we may use one advocacy method or a combination of litigation, public policy advocacy, and community education. WLP litigates in state and federal trial and appellate courts, assists state and federal legislatures and governmental bodies in the drafting of statutes and regulations, and publishes numerous educational materials for the general public. My most recent work includes participating on a litigation team in an athletic equity suit against a university for violations of Title IX, drafting an amicus brief on rape law to the Pennsylvania Supreme Court, and advocating for emergency contraception legislation in the Pennsylvania legislature. At WLP, I am always learning about other women’s experiences, different areas of law, and advocacy methods. My work is both challenging and satisfying, and I am very grateful for the opportunity to facilitate positive change in an area I care about deeply.

Alexis Kuznick ’08
Summer Intern
National Women’s Law Center

Pursuing a legal career in women’s rights enables one to affect and hopefully improve the lives of over half of the U.S. population. The issues one can address range widely—from employment, housing, education, and race discrimination to tax, health, family, and foreign policy—as do the ways one can use a law degree—from impact litigation and legislative advocacy to direct service. I greatly appreciate that my first two years as an advocate for gender equality at HLS have afforded me the opportunity to explore so many diverse and exciting career paths and educational opportunities.

I discovered that there is nothing quite like learning about the practical realities of domestic violence by working directly with survivors. During my first summer, as an intern at Bay Area Legal Aid in the family law practice area, I gained invaluable insight into domestic violence and family law and had the opportunity to get involved in a wide variety of issues and participate in many challenging cases. Not only did I help women receive restraining orders against their batterers, but I fought for the right of a deaf mother and her three deaf children to remain in their family home after a nasty divorce and worked with an Egyptian family...
on the ways in which Egyptian marriages and divorces are handled by the U.S. courts in a complicated case involving a coercive premarital agreement.

After gaining experience in direct service, I took advantage of HLS’s independent clinical opportunities during the winter term of my second year to get a feel for impact litigation. At the Texas Civil Rights Project in Austin, I was involved in everything from a student free speech case, to prisoner and disability rights cases, to a woman’s Violence Against Women Act self-petition. Now, as a summer intern at the National Women’s Law Center, I get to see firsthand what the world of policy is really like. Working in D.C. and being involved in Congressional hearings has been eye-opening and invigorating. I have been involved with the 35th anniversary of Title IX, while working on other education issues and assisting with Congressional fixes to the Supreme Court’s recent Ledbetter v. Goodyear employment discrimination decision. Participating in policy formulation is a great way to utilize the legal research and writing training from law school while also cultivating strategic thinking and employing interpersonal skills in working towards systemic change.

Finally, I really encourage those interested in women’s rights work to take advantage of the many resources HLS affords its students. Join student organizations; work on journals; enroll in reading groups; and take part in clinicals. While traditional classes provide critical foundations in legal reasoning, some of my most rewarding experiences so far have come from being involved in the Gender Violence Clinical, Journal of Law and Gender, Women’s Law Association, Working Group on Gender Justice, and Coalition Against Gender Violence.

People too often ask me why we still need feminism and a women’s rights movement. Though the question alone is startling, I think too many are blind to both ongoing gender inequalities as well as the ways in which almost all political and social issues can uniquely affect the lives of women. I look forward to discovering the exciting new directions in which a career in women’s rights will take me.

**Andi Friedman ’05**

**Senior Counsel**

**Global Justice Center**

As Senior Counsel at the Global Justice Center, an NGO based in New York that advises women leaders in developing democracies on the strategic use of international law to enforce gender equality, no two days are the same. When I am not overseeing projects, developing materials, doing legal research, or traveling and conducting trainings, I am managing staff, reviewing finances, developing policies, and all the other work that comes with building an organization. The work is challenging and very rewarding, as we try to be creative and strategic about how the law can advance women’s rights on a global scale.

I first became active in women’s issues in college through internships and upon graduation worked with the Women and Public Policy Program at Harvard’s Kennedy School of Government (WAPPP). Working at WAPPP, I explored the ways that gender impacts virtually every subject, from national security to developing economies. It was the motivation to make a difference and be involved in questions I care about that led me to want to work on public policy. I saw law school as a way not only to give me a new skill set to work on gender equality, but also to give me a base from which to approach many different issues.

At HLS I was part of the Stop Domestic Violence student group that successfully pressured Harvard College to overturn a new sexual assault policy that required women to provide corroborating evidence in
cases of sexual assault, worked on a study on women’s experiences at HLS and helped found and was the first President of the Harvard Law Chapter of Law Students for Choice.

I would not be in the position I am now if not for HLS. The President of the Global Justice Center, Janet Benshoof (also an alumna), came to teach a course on reproductive rights and I worked as her teaching assistant, which led to her asking me to come work for her and help her start GJC. It felt like a risk at the time, and it probably was, but I have found that taking those risks and seeing them as opportunities has always led to the most rewarding experiences.

**Jane Stoever ’03**  
**Director of Domestic Violence Clinic**  
**American University Washington College of Law**

I grew up in a family focused on a wide range of social justice issues, and I became particularly involved in women’s rights work during college. I was the president of my university’s Commission on the Status of Women, planned events for Sexual Assault Awareness Week, co-founded Working Against Violence Everywhere, and interned in the Children’s Defense Fund’s Violence Prevention and Youth Development Project. I spent my summers during college living at a shelter for homeless families, working at a shelter for teenage girls, and investigating predatory lending. At the shelters, I sat with people, listened to their stories, and learned what was important to them and what they were struggling with. Many residents asked legal questions to which I had no answers. Seeing the effects of violence and homelessness and the numerous unmet legal needs in America, I applied to law school.

The first year of law school felt unnatural because I was so focused on myself—reading for class, preparing to be called on, and studying for exams. I was on the Women’s Law Journal and Human Rights Journal and joined Big Brothers/Big Sisters, but I still longed for more of a focus outside of myself. I eagerly applied to Legal Aid Bureau and anticipated my summer job in the family law and housing units at Legal Aid in Kansas City. I split my second summer in law school between a large law firm and a domestic violence organization in Chicago, and confirmed that I was energized and fulfilled by working with low-income survivors of intimate partner violence.

Being a student attorney with the Harvard Legal Aid Bureau during my second and third years of law school was by far my favorite part of law school. I relished the opportunity to begin representing clients. Representing clients gave more meaning to my law school years and gave me a better understanding of what I learned in the classroom. Civil Procedure made sense and was enjoyable once I was using it! The Bureau was a wonderful community, with students working hard and sharing frustrations and successes.

As a student attorney at the Bureau, I represented clients in housing, public benefits, and domestic relations cases. I was surprised that during the course of representation, I learned that all of my clients (even in the housing and benefits cases) had experienced intimate partner abuse and that the violence was somehow related to their current legal matters. I appreciated that my clients revealed such deeply personal information to me and I felt privileged that they let me into their lives and trusted me with what was most valuable to them—custody of their children and their safety. With domestic violence, many clients are in crisis situations, and it is crucial for lawyers to be responsive to their clients and abundantly familiar with community resources. Even before I knew much about lawyering, I recognized that my ability to educate myself about resources and respond to a client was key and was well within my capacity.
Upon graduating from HLS, I had a yearlong clerkship—an experience I highly recommend. If you clerk, be mindful of the impact of judicial decisions on women and on various populations, and consider your clerkship part of a career in women’s rights. Also, if you plan to do direct representation and appear in court after law school, clerking may make you a stronger job candidate because it gives you time to be admitted to a state’s bar before applying for jobs.

After clerking, I was a Women’s Law and Public Policy Fellow and Graduate Teaching Fellow in Georgetown University Law Center’s Domestic Violence Clinic. During this two-year fellowship, I taught classes on domestic violence and trial advocacy, supervised third-year law students representing clients in civil protection order cases, and had my own caseload representing survivors of domestic violence. The fellowship was an incredible introduction to teaching and clinical supervision. As part of the Women’s Law Fellowship, I attended Congressional briefings, went to two U.S. Supreme Court oral arguments on women’s rights issues, had afternoon tea with Justice Ruth Bader Ginsburg, had lunch with Representative Eleanor Holmes Norton, and met many other leaders working to advance women’s rights.

I am currently the Director of the Domestic Violence Clinic at American University’s Washington College of Law, where I also teach Domestic Violence Law and Family Law and co-teach a clinic seminar on lawyering and trial skills. In the Clinic, I supervise students as they represent survivors of domestic violence in every stage of litigating protection order cases, from drafting an initial petition and conducting a hearing for a temporary protection order to modifying and enforcing court orders. I also supervise students as they represent battered immigrants seeking to change their immigration status under the Violence Against Women Act. I have the joy of supervising my students’ first experiences as lawyers and am able to introduce students to this area that I care so much about. With each student representing two or three clients at a time, they are able to be thoughtful about their representation, consider various options and potential outcomes of each option, and address clients’ non-legal and economic needs. My Legal Aid Bureau experience helped me understand the value of clinical legal education, and now I help my students reflect on their experiences as they consider what kinds of lawyers they want to be. To me, it is truly thrilling when a student makes a breakthrough or has an epiphany, and I am delighted to supervise students as they develop relationships with their clients and provide outstanding representation.

After learning about my work, people often ask if this work is depressing. For me, it’s not. I actually find great hope, joy, and satisfaction in this work. I find hope as I see clients move forward with their lives. I frequently receive telephone calls or cards from clients telling me that they have returned to school, have a new job, or are sharing news about their children. I am in awe of the strength and courage of so many of these women. In representing clients, the majority of time is spent talking with and counseling clients and preparing for trial, and the time in front of a judge is brief compared with the time spent building the lawyer-client relationship. I sit with women, listen, wait for them to gather their thoughts and speak, and learn from my clients. I listen to their deepest concerns and the very complicated choices they are faced with, and I consider this very personal, intimate work. In spending time waiting for a clerk or a judge, we talk and laugh together and find points of commonality. I learn about my clients’ dreams and get to know them beyond the violent incidents central to their legal claims. In directing a law school clinic and supervising students, I now have the pleasure of seeing my students interact with clients, get to know them as people, and work hard on behalf of these women they have great respect for.

I feel fortunate to have found this work, and I encourage you to take advantage of clinical opportunities and search for work that energizes and fulfills you.
Sarah Boonin ’04  
Skadden Fellow  
Family and Children’s Law Unit  
WilmerHale Legal Services Center  

My career path began with my college semester abroad in Central America studying gender and social justice. I left for Central America a psychology major intent on a PhD and a clinical practice, and returned a double major in Women’s Studies determined to pursue a career in social justice. I graduated from Duke University in 1997 and I stumbled into my dream job at the Feminist Majority Foundation in Washington, DC. The job was as a “campus organizer” working on a new, national campaign to recruit young feminist leaders on college campuses nationwide and help them organize local activist groups and events. This national campaign took off and, within three years, I was directing the project, leading a staff of ten field organizers, and working on women’s issues at the national level alongside my heroes in the feminist movement. My work at the Feminist Majority solidified my commitment to women’s issues and sparked my interest in the law as a tool for empowerment and change.

I began law school in the fall of 2001. While at HLS, I took somewhat of a break from leadership in self-described “women’s rights groups” (although I certainly participated in some of those groups and identified very much with their work). Instead, I tried to be a voice for women’s issues within a broader range of organizations. I was active in the Harvard Civil Rights-Civil Liberties Law Review, HLS Lambda, and the HLS reproductive choice group. I also worked with Professors Hanson and Guinier, and spent quite a bit of time in clinical placements at the Legal Services Center in JP in the family unit (working on domestic violence cases) and the employment unit (working on unemployment and employment discrimination cases).

For summer employment, I chose to apply to nearly every Boston-based nonprofit and government organization that had even a remote connection to women’s issues. With OPIA’s assistance and some good luck, I landed a series of terrific summer jobs. During my 1L summer I worked at the Mass Law Reform Institute doing research and writing on benefits law, healthcare access, and disability rights. I also worked part-time at the Victim Rights Law Center, which at the time was a relatively new organization dedicated to providing a range of civil legal services to survivors of sexual assault. The following summer, I conducted research for Professor Guinier and also worked at the Equal Opportunity Employment Commission in Boston in their litigation department.

During the fall of my 2L year, I felt somewhat out-of-place not participating in the OCI firm recruiting frenzy. I was concerned that I might “limit my options” by foregoing even a small taste of firm life. In the end, there is no question that this was a good decision for me. I loved my summer jobs and, perhaps more than anything else, these varied summer placements helped me to recognize the possibility of doing important legal work on women’s issues in a range of settings (small nonprofit, large nonprofit, government, academic setting).

By the time I finished my 2L summer, having heard from all of my friends who spent their summers at firms, I was certain I wanted to remain in the public interest sector and convinced that a fellowship would be the perfect way to make that happen. I knew I wanted to stay in Boston (for personal reasons) and I was committed to women’s rights advocacy. Unsure of how to match my interests with a paycheck, I did what many HLS grads do: I clerked for a year while figuring it all out! I clerked at the Supreme Judicial Court, which was yet another completely different setting for me. My clerkship helped me to refine my research,
writing, and analytical skills—skills that I rely on daily in my work. While state supreme court clerkships tend to be overlooked in the quest for prestigious federal clerkships, the choice to clerk at the SJC was a great choice for me. I had opportunity after opportunity to work on challenging questions of first impression and, perhaps just as valuable, the chance to observe some of the best lawyers in the state.

While clerking, my fellowship application fell into place. As mentioned earlier, I had spent a good deal of time at the Hale and Dorr (now WilmerHale) Legal Services Center in JP. During my 3L year, one of my clinical instructors there had approached me about an opportunity to create a partnership between the Center and the Brigham and Women’s Hospital in an effort to provide better services for victims/survivors of domestic violence. I couldn’t imagine a better project for my fellowship applications! I applied for and had the honor of receiving, a two-year Skadden Fellowship to create that partnership. I am now winding down year two of the fellowship providing low-income victims of domestic violence with comprehensive and holistic civil legal services. I’ll be staying at the Center as a Senior Fellow through at least the next year. The job has been the most rewarding, challenging, frightening, and fulfilling of my (admittedly short) career. My clients are a constant source of inspiration (and learning), and the HLS students I work with at the Center keep me on my toes! The combination of providing legal services to women while mentoring students in an academic setting has been a phenomenal start to my career.

Looking back on my work experiences to date, there are several themes that have emerged that I think are worth sharing. The first is that nothing rewarding has come to me without taking a little more risk than I am comfortable with. Sometimes that risk has been the very real possibility of failing at my job. Sometimes it has been the fear of losing a case or letting down a client. At other times I’ve felt the pressure associated with having made non-traditional decisions (foregoing the experience of working at a firm, for example). While the source of much anxiety at times, taking risks has always expanded my comfort zone and given me a lot more confidence.

Another lesson I’ve learned is that making good career decisions often entails avoiding things that feel “wrong” more than knowing what is “best” for me at the time. My mentors have often advised me to do what feels “right.” But that advice always left me asking, “Which choice is the ‘best’ choice?” I don’t believe there is just one right choice when it comes to a person’s career. But often I’ve found there are one or two options that feel very wrong to me…and I’ve never regretted avoiding them! Particularly at the beginning of my career, I’ve relied on the process of elimination more than I’d like to admit. Just as there is no one right “choice” for a person’s first (or second…) job, I believe there is no one path that leads to a dream job (if, in fact, anybody knows what that job is). When I worked in DC, I would see women’s rights leaders and wonder, how did they get there? And when I got their answers, I would almost instinctually begin unfairly comparing myself to them. This created pressure for me to follow her career path or, worse yet, convinced me that I couldn’t achieve my goals because (at 21) I didn’t have the right credentials. Despite these pressures, I have never followed someone else’s resume, and that has never been a barrier for me. I have been happiest in my career when I have focused on my own goals and the decisions right before me, rather than comparing myself to others and wondering futilely how to position myself for the next phase in my career.

Finally, I am just now learning to appreciate the magnitude of the opportunity that my HLS degree has afforded me. I recall graduating from HLS with an oddly oppressive feeling that I had fewer realistic career options than before I started law school. I felt as if I had to measure up to a certain standard that demanded precision and flawlessness in even my initial career choices. Looking back on it only a few years later, I am convinced this was a ridiculous and unfortunate way to feel upon graduating. I’ve had the pleasure and privilege of working alongside many colleagues whom I admire greatly. I’ve noticed that those
I admire most have career paths that would have been impossible to predict or to plan. And so how I choose to spend my first, second, or even the fifth year out of law school will not dictate how I will spend the rest of my career. As an HLS graduate committed to doing good, I now truly believe that my law degree has opened, rather than closed, doors for me. I am thankful for the opportunity to use my degree in a wide variety of jobs and toward many pursuits throughout my career. I hope I will use it in a way that I cannot predict or plan.
Chapter 4: How to Land a Job in Women’s Rights

When searching for a job in women’s rights, always highlight your well developed lawyering skills, and your commitment to women’s rights advocacy. Organizations will not necessarily be interested in you as a candidate if you are really enthusiastic about women’s rights, but have a small skill set and little relevant legal experience working in women’s rights. Likewise, even with the most well developed legal skills, the lack of a demonstrated commitment to women’s rights might hurt you in the application process. Use your time at HLS to discover your interests, demonstrate your commitment, and develop your legal advocacy skills.

Internships:

Finding a legal internship in a women’s rights will help you gain the necessary experience for future employment. The opportunity to read, write, and analyze with an understanding for gender will prepare you to enter the field of women’s rights after graduation. Even internships that do not specifically address law-related concerns can be useful. Though they do not offer legal training, they do expose interns to significant public policy issues such as abortion, domestic violence and women’s health issues such as breast cancer. By gaining experience early in your law school career, you show prospective employers the depth of your commitment to a particular cause. Any good internship will also provide you with the chance to improve your writing, litigation, and client-based skills. Remember, the more experience you obtain, the better your chances are for landing a terrific internship the following year.

Don’t limit your job search to advertised job openings. Part of finding a job or internship is creating an opportunity for yourself. Looking for a job this way may require a little more leg work than simply answering announcements. By expanding your job search beyond advertised openings, you reap the benefits of less competition and more control over what kinds of organizations for which you will eventually work. Use your networking contacts to help you in this kind of job search.

Remember that the Bernard Koteen Office of Public Interest Advising (OPIA) is available to HLS students and alumni to help find internship and job placements. There are a number of women’s rights groups in the Public Service Database and both volumes of Serving the Public: A Job Search Guide. The resource center is stocked with books on public interest law and women’s rights.

Start Networking:

The importance of networking cannot be understated. The world of women’s rights advocacy is not very large, and making contacts with people already in the field is going to pay off down the road when you’re looking for advice, internships and careers. Leaders in the field of women’s rights stress the importance of making connections with advocates in the field. Connections fostered while at HLS could lead to future opportunities. Don’t be afraid to ask for someone’s contact information so you can follow up after your initial introduction.

• While at HLS, go to public speeches given by interesting women. You can find these through Women’s Studies Program at Harvard College. Introduce yourself and follow up with the person if you are particularly interested in her work.
• Find an alumni/ae mentor. The network of HLS graduates contains thousands of women to whom you already have a connection—use this to your advantage. Each year, OPIA invites students to contact HLS alumni/ae who have volunteered to mentor current students. You can select a mentor according to their location or the type or organization they work for. Also locate alumni/ae who might have been part of an organization that you are currently involved in, providing yet another connection between you. Speaking with these mentors is a great way for students to learn the ropes of a particular field, and to make some great connections.

• Arrange some informational interviews. One way to increase your network of public interest job contacts is by informational interviewing. Ask women how they got to their current position? Do they like their job? What sort of steps would they recommend to someone looking to follow a similar path? Be sure to send a thank you note after an informational interview, and be sure to include contact information. They might keep this on file and think of you when a job opens in their office.

• Stay in touch with your former public interest employers. They can be a valuable source of job-hunting tips and moral support, and of course can help you by serving as references.

• Speak with fellow students about their experiences. OPIA maintains a collection of job evaluations filled out by HLS students fresh from their summer jobs. Reviews of organizations and students’ experiences can be found on the Job Search Database. Search for an organization, then click to read what other HLS students had to say about their experiences.

**ALTERNATIVE ROUTES:**

• Whatever job you work at, get as much research, writing, and litigation experience as possible. Even if you are not focused on women’s rights, well-developed writing and analytical skills will prove useful in any job.

• Work part time during the term. If you can’t afford to spend a summer at a public interest organization, consider a part-time position during the school year. Many impact litigation groups welcome volunteer research assistance during the school year. Check the *Serving the Public: A Job Search Guide* or the directory in this guide to find some of these organizations in the Boston area. Also, check the *Pro bono* Service Program for other ideas of places to volunteer. In some cases, you can even provide volunteer research services to impact litigation groups on a long-distance basis. This kind of arrangement opens up the possibility of working for a group located anywhere in the country, an opportunity that offers flexibility in scheduling and in time commitment.

• If you choose to work in the private sector during the summer or the school year, consider the possibility of working on *pro bono* cases, particularly those regarding women’s issues, to show your commitment and build your expertise in other ways.
Chapter 5: Opportunities at Harvard University

Many women start their work on women’s rights while in law school. Use your time at HLS both through relevant coursework, summer internships, and extracurricular activities, for exploration of interests, preferred practice settings, and work environments. Through this exploration, you are not committing to a career in women’s rights, but you might get a great start through networking early in the field. Be expansive about your possibilities, especially for your summer jobs. Given the available summer funding from HLS, your opportunities to pursue work in women’s rights are unparalleled. Be sure to take advantage of it!

ACADEMIC OPPORTUNITIES:

- Develop a background in relevant coursework. Take any courses you can find related to women’s rights. These include topics such as constitutional law, women and the law, gender discrimination, civil rights law, employment law, family law, and juvenile justice. The Women and Public Policy Program (WAPP) at the Kennedy School publishes a guide to gender related courses at Harvard University. The Bernard Koteen Office of Public Interest Advising has a copy of this guide in the resource center. WAPP also has a long list of helpful links you may want to refer to on their website. Also see the HLS Directory at the end of this guide for opportunities at Harvard University.

- Participate in a clinical program. There are a variety of clinical programs and opportunities through which to explore and advocate for women’s rights. Both the Title IX Clinical and the Gender Violence Clinical are directly related to women’s rights, but other clinicals also offer exposure to the rights of women as well.

- Write a paper on women’s rights. If you are taking a class with a paper requirement, think about writing on some issue affecting women’s rights. You can also use this paper as your writing sample when you apply for jobs.

- Become a research assistant to a professor working on women’s rights issues.

- Make contact with law professors who are interested in public interest work and create an independent study project. A good way to find such professors is through the Public Interest Handbook, compiled each fall by the Bernard Koteen Office of Public Interest Advising. You can pick one up outside of our office in Pound 329, or you can download a copy from our website.

EXTRACURRICULAR ACTIVITIES:

Extracurricular activities are a great way to begin to build on your commitment to women’s issues. The following are some suggestions of the kinds of extracurricular activities you can get involved with to enhance your resume, and to get some great experience in the field of women’s rights.

- Join an on-campus student organization. HLS for Choice, STOP DV, and Harvard Women’s Law Association, are all clearly dedicated to women’s rights and offer opportunities for leadership and
activism both on campus and off. Be warned that many students list the same organizations on their resumes, so try to indicate your specific contributions to the organizations. If you held a managerial position or helped plan specific projects or events, be sure to include that information.

- Get involved with public interest law journals. The *Harvard Journal of Law and Gender, Human Rights Journal*, and *Women’s Policy Journal of Harvard (KSG)* are all journals related to women’s rights and are great organizations to get involved in and submit work to.

- Research the possibility of joining a women’s bar association. Extending beyond your law school campus will prove valuable, as membership in such organizations will help provide you with contacts and information about events and job opportunities in the women’s rights community. The Women’s Bar of Massachusetts offers several opportunities for volunteer involvement, and also publishes a newsletter called “The Challenge.” You can find more information on the WBA of Massachusetts online.

- Explore non law-specific organizations. Offer your services to a women’s or girls’ organization that interests you even if it does not focus primarily on legal advocacy. For example, you can volunteer for the Boston Area Rape Crisis Center, serve as an escort at an abortion clinic, or organize for a feminist political candidate or an important campaign issue.

- Consider completing your *pro bono* requirement through service to a women’s organization. Take a look through the directory in this guide for some ideas of local women’s organizations through whom you could complete your *pro bono* requirement.
Chapter 6: Directory of HLS Programs

Academic Opportunities:

Families and Children: Law & Policy Clinical
Mr. Robert Greenwald
The Family and Children: Law and Policy Clinical Workshop provides students, who are enrolled in the Legal Services Center's Family, Family Mediation/Pro Se, Domestic Violence, or Lesbian, Gay, Bisexual and Transgender Law Clinics, with the practical skills and substantive knowledge necessary to effectively advocate for a diverse range of family law clients in and out of the courtroom. Objectives of the course include: understanding the statutes and rules applicable in family law cases; enhancing student understanding of the professional roles, values and ethics involved in the practice of law; developing practical lawyering skills; and analyzing and proposing advocacy approaches to contemporary family law issues. The course emphasizes the family law and policy needs of underrepresented populations, including low-income survivors of domestic violence and lesbian, gay, bisexual and transgender individuals.

Family Law
Assistant Professor Jeannie Suk
This course is an introduction to the legal doctrines and policies that regulate family and other intimate relationships. The course will examine marriage, alternatives to marriage (common law marriage, civil unions, "covenant marriage" regimes, cohabitation, singleness, and nonrecognition of legal relatedness), divorce, child custody, property division, alimony, child support, and parenthood. Substantial coverage will be devoted to constitutional rights in family law, such as the right to privacy in sex, reproduction, and raising children; the right to marry; and the problem of equality.

Gender, Locally, Globally: The Possibilities of Law: Reading Group
Visiting Professor Vicki Jackson
Readings will consider the relationships between law and gender, exploring how different countries' legal systems express commitments to equality, and examining transnational efforts to address inequality as well as the interactions between claims of universal rights-holding and diverse claims of cultural, religious, or national traditions. Topics to be explored in comparative settings will include (1) gender, citizenship, belonging and multiculturalism; (2) political equality (including the French legal movement for "parite"); (3) economic equality, markets and caregiving; and (4) violence as a source both of inequality and equality (e.g., violence against women, women's equal participation in police work or militaries).

Gender Violence, Law and Social Justice: Seminar
Ms. Diane Rosenfeld
This seminar will examine in depth the phenomenon of gender-motivated violence. We will attempt to identify both the causes and the effects of the prevalence of violence against women. Questions we will consider include: How, if at all, is violence against women different from other types of violence? What have been the law's attempts to address such violence, and how effective have they been? What shifts in thinking about gender-motivated violence would be necessary to address it more effectively? How is gender violence reflected and reinforced in popular culture and in the media? How does the toleration of sexual violence shape our expectations and sense of entitlements? What are the implications of gender-based violence for the constitutional guarantee of equal protection of the laws? Does equal protection itself have a gendered meaning and reality? Among the types of violence against women the seminar will consider are: intimate-partner violence; domestic homicide; prostitution; rape; sex trafficking of women and children; and violence against women on the Internet. Using case studies, the seminar will consider the strategic use of the law to address sexual violence in institutional settings such as police departments, the military, schools, and athletic teams.

International Reproductive/Sexual Health Rights: Reading Group
Ms. Mindy Jane Roseman
Sex and reproduction are deeply personal activities, yet infused with public purpose. As such, they help constitute as well as undermine the public/private divide that legal and rights discourses often police. Internationally and nationally, individuals and civil society have staked out rights claims along this territory; courts and international human rights bodies, and until very recently main stream human rights organizations, have rejected as well as recognized these claims. Some of these institutions still continue to do so. This reading course will examine how these claims have been formulated, and critically assess the "value added" of human rights in the areas of sex and reproduction.

Poverty Law
Professor Lucie E. White
This course will cover the basics of U.S. poverty on approach to learn how substantive poverty law works in practice, the class will study the transformations of poverty law in the New Deal and 1960s and take a brief look at the history of the poor laws in England. The class will enter the debates on whether poverty law stigmatizes disadvantaged groups or makes us complacent about economic inequality.
In this reading group, we will look at the intersection of these concepts, exploring the gender dynamics that unite them. The readings will be drawn from evolutionary psychology, sociology, popular culture, and judicial opinions. We will consider how these concepts interact to create both gender equality and gender inequality. Finally, we will examine alternative proposals for discursive, social, political, and legal reform.

Reproductive Rights and the Jurisprudence of Equality in the Context of a Transforming Supreme Court Sex Equality

Visiting Professor Catharine MacKinnon

Theory and practice are engaged in inquiry into the relationship between sex inequality in society and sex equality under law. Context provided draws on social science, history, international and comparative law. The dominant approach to legal equality is examined on its own terms and through an alternative. Concrete issues--employment discrimination, family, rape, sexual harassment, lesbian and gay rights, abortion, prostitution, pornography--focus discussion through cases. Racism, class, and transsexuality are considered throughout. The course investigates, criticizes, and expands the law toward civil equality between the sexes.

Social Movements, Law Stories, and Law Making

Professor Lani Guinier and Visiting Professor Gerald Torres

This course will look at the relationship between lawyering practices and social movements that challenge unjust social, economic, and political hierarchies. Much recent scholarship about the black civil rights movement (including parallel developments among Latinos, American Indians and Asian Americans), the feminist movement, the labor movement, the human rights movement and the conservative social movement suggests that such movements enact stories about social life. These stories then frame a public deliberative process, which ultimately influences the making and interpretation of law. In this view, one key role of social movements is to keep a story in the public eye and to confront, incorporate and challenge the received understanding with counter-stories. Where social movements are successful, a new story emerges. Part of this story is written in the law. Lawmaking becomes a way to institutionalize changes in background understanding.

Theories of Violence: Gender & Sexuality: Reading Group

Ms. Diane Rosenfeld With Professor Richard Wrangham, Ruth B. Moore Professor of Biological Anthropology and Wing Chair, Harvard University

Where does interpersonal violence come from? Is it learned? Is it innate? Is it malleable? What are we to make of the gendered difference in the use of violence? What does the study of sexual violence in primates offer to our understanding of its prevalence among humans? In this course, we will examine evolutionary perspectives on male sexual coercion in primates and in humans to search for insights into sexual violence among humans. The review of this body of literature offers different analytical methods for questioning the use of sexual violence in our society, helping us identify new ways of preventing its occurrence.

Title IX Clinical

Ms. Diane Rosenfeld

Title IX of the Civil Rights Act promises 'equal access to educational opportunities.' This seminar considers how to translate this promise into meaningful actions by educational institutions. How can universities change a culture in which sexual assault is a foreseeable risk? Starting with a brief look at the history of Title IX and its provisions on athletics, we consider its less well-known, but equally important requirements for how schools must address campus sexual assault. How might colleges fashion policies to effectively prevent sexual assault? How should universities respond to an allegation of sexual assault? How can educational institutions best provide fairness to both sides in its adjudicatory procedures? Readings include cases, articles, and decisions by the Office for Civil Rights of the Department of Education. There are no prerequisites for this course. Students will work with Security on Campus, Inc., an organization that provides assistance to students and schools on compliance with federal requirements for addressing campus sexual assault, as well as some other legal advocacy groups.
Student Organizations/Publications:

Alliance of Independent Feminists—An organization dedicated to building a community where moderate, conservative and libertarian women can comfortably discuss their views and ideals. Works to increase the range of dialogue on campus to offer alternatives to modern liberal feminism.

American Civil Liberties Union at HLS—ACLU-HLS, re-established in 2005, works with the national office and Massachusetts affiliate office to advance issues of civil liberties and constitutional law. The chapter also aims to promote awareness of civil liberties on the Harvard campus, including such issues as free speech, racial and ethnic justice, religious freedom, women's and reproductive rights, and equality for underrepresented populations. Throughout the year, ACLU-HLS hosts speakers and debates on campus, watch ACLU attorneys argue in court, and participate in community events.

Coalition Against Gender Violence—The Coalition is made up of Harvard Law students committed to raising awareness about and taking action to stop all forms of gender violence. This year, the Coalition hopes to plan events and partake in activities on a broad range of subjects including sexual assault, domestic violence, human trafficking, international violence against women, violence against women during wartime and reproductive rights.

Harvard Civil Rights- Civil Liberties Journal—CR-CL is the nation’s leading progressive law journal. Founded in 1966 as an instrument to advance personal freedoms and human dignities, CR-CL seeks to catalyze progressive thought and dialogue through publishing innovative legal scholarship and from various perspectives and in diverse fields of study.

In recent years CR-CL has published articles by professors, practitioners, and students on varied topics including zoning the homeless, political lawyering, and the right to revolution. These and other subjects continue to be some of the most exciting and rapidly developing areas of the law, and we believe that the dialogue provided by CR-CL and other progressive journals will help to shape the future.

Harvard Journal of Law and Gender—The journal publishes pieces that address a broad range of gender-related topics. Recent articles have considered the merits of a professional ethics rule banning attorney-client sexual relations, the correctness of a controversial child custody determination, the historical treatment of women by the tort system, and the effectiveness of anti-stalking laws.

Harvard Women's Law Association—The Harvard Women's Law Association is an organization of and for women at Harvard Law School. The WLA's goal is to provide support for the women at Harvard Law School in academic, professional and personal respects. From career development, assistance and support for first year students, to social and volunteer activities, the WLA strives to be a positive factor for all students at Harvard Law School.

HLS for Choice—HLS for Choice is a student organization dedicated to educating ourselves and the greater HLS community on reproductive issues, new reproductive technologies, and threats to reproductive freedoms. Our purpose is to raise awareness on campus of the current legal state of reproductive rights; provide a venue for involvement, activism, and discussion for the promotion of a woman's right to choose; bring practitioners and activists to campus to meet with students; and provide a countervoice to the anti-choice movement at HLS.

Human Rights Journal—The Harvard Human Rights Journal is an annual journal of international human rights scholarship published by the students of Harvard Law School in cooperation with the Harvard Human Rights Program. The Journal publishes cutting-edge human rights scholarship by academics, practitioners, and students. In doing so, we provide a forum for dialogue and the exchange of ideas from a variety of international perspectives. Past issues have included articles on issues such as the role of the International Criminal Court as a legal response to terrorism, the international right to development, the Latin American influence on the Universal Declaration of Human Rights, the security and rights implications of Hindu nationalism in India, and transitional justice genealogy.

Students Organized for the Prevention of Domestic Violence (STOP DV)—STOPDV is a student group that represents Harvard Law students who are committed to raising awareness about issues of domestic violence and sexual assault and to educating themselves and others about violence against women locally and globally.

Women’s Policy Journal of Harvard (KSG)—The Women’s Policy Journal of Harvard, John F. Kennedy School of Government is a student-run non-partisan scholarly review that publishes interdisciplinary work on policymaking and politics affecting women worldwide. Bridging the divide between academics and practitioners, the journal seeks to educate and provide leadership that improves the quality of public policies affecting women with the intention of furthering communities’ economic, social, and political empowerment.
CHAPTER 7: DIRECTORY OF FELLOWSHIPS

These fellowships offer both mentoring resources and a great opportunity to work for a large women’s rights organization soon after law school. Some of these fellowships are also available for funding an individual’s project, either for research, or to start up a legal services group. This is a wonderful way to serve a segment of the community that may not be reached by current organizations in a particular area. This is only a list of fellowships specific to women’s rights. There are numerous general fellowships that can be used to pursue women’s rights work. For those interested in taking on this kind of project, OPIA also publishes a how-to guide for public interest entrepreneurs. Check the Public Interest Job Search Guide for more information on applying for fellowships.

ACLU Reproductive Freedom Project
ACLU
Jennifer Dalven
Staff Attorney
125 Broad St.
New York, NY 10004
Tel: (212) 549-2633
Fax: (212) 549-2652
rfp@aclu.org
www.aclu.org
Description: The Reproductive Freedom Project Fellow will assist in all aspects of Project litigation in cases brought throughout the country to protect reproductive choice. Project cases include challenges to restraints on minors’ access to abortion, state constitutional challenges to restore Medicaid coverage for abortions and challenges to the use of government dollars to promote religion in the abstinence-only education. The Fellow will also participate in the project’s efforts to fight efforts to impose religious restrictions on reproductive health care through hospital mergers and other means, to restrict access to safe abortion procedures, and to deny teens confidentiality in a host of reproductive health services. The project is particularly concerned with issues affecting poor women, teens, and women of color.

Nonprofit Advocacy Project Fellowship
Alliance for Justice
Lisa Simms
Fellowship Coordinator
11 Dupont Circle, NW, 2nd Fl.
Washington, D.C. 200036
Tel: (202) 822-6070
Fax: (202) 822-6068
advocacy@afj.org
www.afj.org
Description: The Alliance for Justice is a national association of environmental, civil rights, mental health, women’s, children’s and consumer advocacy organizations. The fellows will undertake a variety of projects, including researching the records of federal judicial nominees, monitoring access-to-justice, organizing national “First Monday” conferences promoting public interest law and analyzing legal opinions and issues that affect the public interest community. In addition, the fellows assist in the Alliance’s overall lobbying efforts.

The Blackmun Fellowship
Center for Reproductive Law and Policy
Blackmun Fellowship Hiring Committee
120 Wall St., 14th Fl.
New York, NY 10005
Tel: (917) 637-3600
Fax: (917) 637-3666
DPfellows@reprorights.org
www.crlp.org
Description: Fellow works as a staff attorney on reproductive-rights issues, including litigation challenging the government’s use of its funding powers to restrict reproductive rights, and state laws restricting abortion and contraceptive services. The Fellow works on domestic litigation, with some opportunity to work on legislation.

Fellowship on Women and Public Policy
Center for Women in Government and Civil Society
Dina Refki
Director
University of Albany, SUNY
135 Western Ave., DR302
Albany, NY 12222
Tel: (518) 442-5127
Fax: (518) 442-3877
drefki@albany.edu
www.cwig.albany.edu
Description: This is an intensive leadership development program designed to promote equity and excellence in public service. The fellowship provides policy field experience and academic coursework in public policy and advocacy, co-curricular activities such as workshops, conferences, policy field trips and community service opportunities. Internship will give access to over 165 alumnae fellows and other accomplished policy and social change agents.

Frederick B. Abramson Memorial Foundation Public Interest Fellowship Award
Lori Jackson
Executive Director
1050 Connecticut Avenue, NW St. 200
Washington, D.C. 20036
Tel: (202) 828-5120
Fax: (202) 347-6490
info@abramsonfoundation.org
www.abramsonfoundation.org
Description: Awarded to graduating law students, judicial law clerks, or practicing attorneys to be used as partial compensation for one year’s employment with either a nonprofit organization or public interest law firm in the District of Columbia.

International Reproductive Rights Fellowship
The Center for Reproductive Rights
Laura Katzive
120 Wall St., 14th Floor
New York, NY 10005
International Women’s Human Rights Clinic Fellowship
Georgetown University Law Center
Professor Susan Dellar Ross
Director
600 New Jersey Ave., NW
Washington, D.C. 20001-2095
Tel: (202) 662-9640
Fax: (202) 662-9539
ross@law.georgetown.edu
www.law.georgetown.edu/clinics
Description: The Fellow will work in the Clinic supervising J.D. students. The IWHRC clinic focuses on human rights, democracy building, peacemaking, and other international public interest work.

National Women’s Law Center Fellowship
National Women’s Law Center
Ahaviah Glaser
Senior Counsel
11 Dupont Circle, Ste. 800
Washington, D.C. 20036
Tel: (202) 588-5180
Fax: (202) 588-5185
humanresources@nwlc.org
www.nwlc.org
Description: The health law fellowship is designed to foster a women’s rights advocacy experience. Issues include reproductive rights advocacy, state policy, general women’s health, and the impact of religiously-based restrictions on access to health care.

Public Interest Fellowship at the Domestic Violence Institute of the Northeastern University School of Law
Patricia Voorhies
Associate Director
716 Columbus Ave., #212
Roxbury, MA. 02115
Tel: (617) 373-7470
Fax: (617) 373-8236
p.voorhies@neu.edu
www.dvi.neu.edu
Description: A full-time, 18-month post graduate fellowship. Fellow will supervise in the District Court legal clinic where Northeastern University School of Law students provide civil advocacy services to victims of domestic violence. Fellowship includes substantial direct client services, supervision of community and law student advocates and clinical law teaching.

Ruth Chance Law Fellowship
Sue Gershenson, Esq.
Human Rights Manager
1663 Mission St., Ste. 250
San Francisco, CA 94103
Tel: (415) 621-0672
Fax: (415) 621-6744
sgersh@equalrights.org
www.equalrights.org
Description: Fellows are introduced to progressive legal and community work by working on impact litigation, advice, counseling and public policy on women’s rights. Duties include assisting with ongoing litigation, drafting and responding to discovery requests, researching and drafting briefs and motions, presenting workshops, handling press relations, writing newsletter articles and overseeing an advice and counseling program.

Women’s Law and Public Policy
Fellowship Program
Georgetown University Law Center
Julia L. Ernst
Director of Women’s Law and Public Policy Fellowship Program
600 New Jersey Ave., NW, Ste. 334
Washington, D.C. 20001
Tel: (202) 662-9650
Fax: (202) 662-9539
wlppfp@law.georgetown.edu
www.wlppfp.org
Description: The Fellowship enables law graduates with an interest in women’s rights to work in Washington, D.C. for a year on legal and policy issues affecting women. Selected fellows work at nonprofit organizations, governmental agencies, congressional offices and the Georgetown University Law Center Domestic Violence Clinic. Fellows are supervised by experienced attorneys and work exclusively on women’s rights issues, including reproductive rights, economic stability, domestic violence, international human rights and the rights of women with disabilities.

Fellowship on Women & Public Policy
Women’s Research and Education Institute
Susan Scanlan
President
3300 North Fairfax Drive, #218
Arlington, VA 22201
Tel: (703) 812-7990
Fax: (703) 812-0687
wrei@wrei.org
www.wrei.org
Description: This Fellowship is designed to train women as potential leaders in public policy formation. Fellows work in Congressional offices as legislative aides on issues affecting women. The program is administered by WREI, a nonpartisan organization that provides information and research to members of the Congressional Caucus for Women’s Issues and other members of Congress.
Chapter 8:
Directory of Organizations

The employers listed in this chapter represent only a small portion of public interest organization and agencies nationwide. Consult the annotated bibliography in Chapter 12 of the Public Interest Job Search Guide for more specialized directories. Also keep in mind that a number of organizations listed have local chapters across the country. The National Organization For Women (NOW), Planned Parenthood, and the National Abortion and Reproductive Rights Action League (NARAL) all have an extensive network of local chapters in most states. Most states also have an established Commission on the Status of Women to look into women’s rights in each state.

ALASKA
Stop Violence Against Women
Legal Advocacy Project
Andrea Browning
130 Seward St., Ste. 209
Juneau, AK 99801
Tel: (907) 586-3650
Fax: (907) 463-3152
info@andvsa.org
www.andvsa.org
Description: Works to increase the ability of victims of domestic violence and sexual assault to effectively access and participate in the civil and criminal justice systems by providing legal advocacy training. The LAP acts as a resource for advocates at the Alaska Network on Domestic Violence and Sexual Assault’s 21 member programs.

ARIZONA
Coconino Legal Aid
Mikkel Jordahl
222 E. Birch Ave.
Flagstaff, AZ 86001
Tel: (520) 774-0653
Description: Provides basic legal services in major areas including Indian law and development of tribal court systems, family law and domestic violence, consumer law, housing and public benefits.

ARKANSAS
North East Arkansas Council on Family Violence
Sherri Cothorn
Assistant Director
P.O. Box 721
Jonesboro, AR 72403
Tel: (870) 933-9449
Fax: (870) 972-9786
Description: Provides services to victims of abuse.

Break the Cycle
Liz Lorenz
Director of Programs
5200 W. Century Blvd., Ste. 300
Los Angeles, CA 90064
Tel: (310) 286-3383
Fax: (310) 286-3386
info@breakthecycle.org
www.breakthecycle.org
Description: Works with youth to end domestic violence. Provides preventive education, free legal services and advocacy and support to young people.

California Abortion and Reproductive Rights Action League
Laura Hahn
Intern Program Coordinator
111 Pine St., Ste. 1500
San Francisco, CA 94111
Tel: (415) 890-1020
Fax: (415) 890-1025
www.calar.org
Description: CARAL focuses on electing pro-choice candidates, promoting pro-choice legislation, supporting pro-choice justices, and fighting back the forces of the anti-choice movement.

California Commission on the Status of Women
Mary M. Wiberg
Executive Director
1303 J St., Ste. 400
Sacramento, CA 95814
Tel: (916) 445-3173
Fax: (916) 445-3173
Description: The Commission on the Status of Women, a nonpartisan state agency, works in a culturally inclusive manner to promote equality and justice for all women and girls by advocating on their behalf with the Governor, the Legislature and other public policymakers, and by educating the public in the areas of economic equity including educational equity, access to health care including reproductive choice, violence against women and other key issue areas identified by the Commission as significantly affecting women and girls.

California National Organization for Women
Mandy Benson
Field Director
428 J St., Ste. 280
Sacramento, CA 95814
Tel: (916) 442-3414
Fax: (916) 442-4765
www.canow.org
Description: CA NOW maintains a lobbyist specifically focused on feminist issues in California. CA NOW is committed to protecting women's rights and is focused on issues relating to safety, health and equal opportunities.

California Women’s Law Center
LeAnne Gutierrez
Staff Attorney
3460 Wilshire Blvd., Ste. 1102
Los Angeles, CA 90010-2224
Tel: (213) 637-9900
Fax: (213) 637-9909
to the epidemic of domestic violence. Creates policy, advocacy, prevention and education programs replicated in all 50 states and several foreign countries. Produces training and education materials designed specifically for health care providers, the judiciary, child welfare advocates, employers and providers of support and services to immigrant women.

National Center for Lesbian Rights
Courtney Joslin
Staff Attorney
870 Market St., Ste. 370
San Francisco, CA 94102
Tel: (415) 392-6257
www.ncrights.org

Description: A national nonprofit legal organization advocating on behalf of lesbian, gay, bisexual, and transgender people and their families.

Planned Parenthood of Los Angeles
Tim Coyne
Coordinator of Volunteers
1920 Marengo St.
Los Angeles, CA 90033
Tel: (310) 395-0098 ex.3512
Fax: (323) 225-5844
www.pplosangeles.org
Tim.coyne@pp-la.org

Description: Works to involve people and impact decision-makers in the fight to secure and protect access to a full range of quality reproductive health care services. Works at the local, state, and federal level to advocate for medically accurate sexuality education, contraceptive equality, clinic safety, abortion rights and access to reproductive health care for all people.

San Francisco Women Against Rape
Roshti Chabfa
Administrator of Programs
3543 18th St., Ste. 7
San Francisco, CA 94117
Tel: (415) 861-2024
www.sfwar.org

Description: SFWAR provides support to assault survivors, their families, and communities. It also provides education and organizing tools for prevention. They are an organization made up primarily of women of color and prioritize working with communities of color.

Stand Against Domestic Violence
Legal Advocacy Program
Laura Cutileta
Legal Services Manager
P.O. Box 6556
Concord, CA 94524
Tel: (925) 676-3122
Fax: (925) 676-0564
www.standagainstdv.org

Description: Offers support and legal services to battered women.

U.S. Commission on Civil Rights-Western Regional Office
300 N. Los Angeles St., Ste. 1040
Los Angeles, California 90012
Tel: (213) 894-3437

Description: The Commission's six regional offices are staffed by a director, civil rights analysts, and other administrative personnel. They coordinate the Commission's operations in their regions and assist the State Advisory Committees in their activities.

Women's Legal Center of San Diego, Inc.
Sarah Davis
Director
3200 4th Ave., Ste. 203
San Diego, CA 92103
United States of America
Tel: (619) 699-5700

Description: Assists low-to-middle income residents of San Diego County with cases involving family law.

COLORADO

U.S. Commission on Civil Rights-Western Regional Office
John Dulles
Regional Director
1700 Broadway, Ste. 710
Denver, CO 80202
Tel: (303) 866-1040
www.uscerc.gov

Description: The Commission's six regional offices are staffed by a director, civil rights analysts, and other administrative personnel. They coordinate the Commission's operations in their regions and assist the State Advisory Committees in their activities.
CONNECTICUT
Connecticut Permanent Commission on the Status of Women
Barbara Potopowitz
Public Information Officer
18-20 Trinity St.
Hartford, CT 06106
Tel: (860) 240-8300
Fax: (860) 240-8314
www.cga.state.ct.gov/pcsw

Description: The Permanent Commission on the Status of Women (PCSW) was established by the State Legislature in 1973. Seventeen appointed volunteer Commissioners join a staff and volunteers to work to eliminate sex discrimination in Connecticut. They are to inform leaders about the nature and scope of discrimination, to serve as a liaison between government and private interest groups concerned with services for women, to promote consideration of women for governmental positions, and to work with state agencies to access programs and practices as they affect women.

DELAWARE
Domestic Violence Coordinating Council
Bridget Poulle
Executive Director
New Castle County Courthouse
9th Fl., Ste. 9425
500 N. King St.
Wilmington, DE 19801
Tel: (302) 255-0405
Fax: (302) 255-2236
Bridget.Poulle@state.de.us
www.dvcc.delaware.gov

Description: Together, the Chief Judge of the Family Court, the Attorney General, the Public Defender, a state Senator, a state Representative, the Secretary of Public Safety, Chief of the New Castle County police, the Chair of the Domestic Violence Task Force, a representative from the medical community and several at-large members address the problem of domestic violence.

GEORGIA
Family Violence Clinic
Susan Schaffer
Director
University of Georgia School of Law
Athens, GA 30602
Tel: (706) 369-6272
Fax: (706) 227-7290
sjs@arcges.uga.edu

Description: Helps women victims of domestic violence access legal and non-legal resources to prevent further victimization.

HAWAII
Hawaii State Commission on the Status of Women
Executive Director
235 South Beretania St., Ste. 407
Honolulu, HI 96813
Tel: (808) 586-5757
Fax: (808) 586-5756
www.hi.gov/hscsw

Description: The Hawaii State Commission on the Status of Women seeks to ensure equality for women and girls in the state by acting as a catalyst for positive change through advocacy, education, collaboration, and program development.

IDAHO
Idaho Legal Aid Services Inc.-Domestic Violence Unit
Rod Gere
Managing Attorney
310 N. 5th St.
P.O. Box 1683
Boise, ID 83701
Tel: (208) 345-0106
Fax: (208) 342-2561
www.idaholegalaid.org

Description: Provides legal representation to low-income victims of domestic violence.

ILLINOIS
Americans United For Life
Internship Coordinator
310 S. Peoria St. Ste. 300
Chicago, IL 60607-3534
Tel: (312) 492-7234
Fax: (312) 492-7235

Description: Committed to guaranteeing the right to life of all human beings from conception to death.

Law Offices of Margaret Byrne
Margaret Byrne
4669 N. Manor Ave.

National Association of Women Lawyers
Michelle Park
Executive Director
321 North Clark St. Fl. 15
Chicago, IL 60610
Tel: (312) 988-6186
Fax: (312) 988-5491
www.nawl.org

Description: NAWL continues to support and advance the interests of women in and under the law and works towards the social, political, and professional empowerment of women. NAWL members work to end discrimination and violence against women and to prevent the erosion of hard-fought gains. NAWL's members include both men and women lawyers.

Rape Victims Advocates
Advocacy Volunteer Coordinator
228 South Wabash #240
Chicago, IL 60604
Tel: (312) 663-6303
Fax: (312) 663-6302
www.rapevictimadvocates.org

Description: RVA is an Illinois non-profit organization made up of many individuals with two primary goals: to
assure that survivors of sexual assault are treated with dignity and compassion; and to affect changes in the way the legal system, medical institutions and society as a whole respond to survivors.

U.S. Commission on Civil Rights—Regional Office
Constance M. Davis
Director
55 West Monroe St. Ste. 410
Chicago, Illinois 60603
Tel: (312) 353-8311
Description: The Commission's six regional offices are staffed by a director, civil rights analysts, and other administrative personnel. They coordinate the Commission's operations in their regions and assist the State Advisory Committees in their activities.

Women Employed Institute
Rachel Unruh
Director, Community Relations
111 N. Wabash, Ste. 1300
Chicago, IL 60602
Tel: (312) 782-3902
Fax: (312) 782-5249
www.womenemployed.org
Description: National advocate for women's economic advancement. They analyze workplace issues, educate policymakers, and build support to improve opportunities and incomes. Fights against discrimination, pregnancy discrimination and sexual harassment and to strengthen federal equal opportunity policies and work/family benefits.

Iowa Commission on the Status of Women
Charlotte Nelson
Executive Director
Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 242-4461
Fax: (515) 242-6619
www.state.ia.us/dfr/sw
Description: The ICSW represents the interests of women in a number of areas including pensions, elder care, sexual harassment, welfare, insurance, divorce, nontraditional jobs, displaced homemakers, pay equity, housing, domestic violence, sexual assault, education, and credit. It also serves as a clearinghouse for information on these and many other topics of interest to women and women's equity.

KANSAS
U.S. Commission on Civil Rights—Regional Office
Ste. 908
400 State Avenue
Kansas City, Kansas 66101
Tel: (913) 551-1400
Description: The Commission's six regional offices are staffed by a director, civil rights analysts, and other administrative personnel. They coordinate the Commission's operations in their regions and assist the State Advisory Committees in their activities.

MAINE
Maine Women's Policy Center
Sarah Standiford
Executive Director
P.O. Box 15
Hallowell, ME 04347
Tel: (207) 622-0851
www.mainewomen.org
Description: The Maine Women's Policy Center is committed to systemic change. They organize, train, and support women to effectively participate in the policy-making process. The Maine Women's Policy Center consistently backs up women's real life experiences with research and facts, and partnered with the Maine Women's Lobby, to amplify their concerns in the legislature and develop policy solutions that address their needs. They especially seek to serve those women who are underrepresented in the formation of public policy - particularly rural women and women with low incomes.

MARYLAND
The Empower Agency
Stephanie Olson
Program Director
4800 Montgomery Ave., Ste. 710
Bethesda, MD 20814
Tel: (301) 718-2600
Description: Nonprofit educational organization dedicated to improving young women's health and safety and reducing the incidence of sexual violence.

House of Ruth—Domestic Violence Legal Clinic
Carol Alexander
2201 Argonne Dr.
Baltimore, MD 21218-1627
Tel: (410) 889-040
Fax: (410) 243-3014
www.hruth.org
Description: Provides representation to victims of domestic violence in civil protective order hearings, divorces and custody cases. Advocates for victim-witnesses in criminal proceedings and also does some policy work.

The Women's Law Center of Maryland, Inc.
Danielle Cover
Legal Projects Manager
Executive Director
305 W. Chesapeake Ave., Ste. 201
Towson, MD 21204
Tel: (410) 321-8761
Fax: (410) 321-0462
dcover@wlcmd.org
www.wlcmd.org
Description: Nonprofit that was established to meet the unique legal needs of women, especially in the areas of family law and employment law. Engages in a variety of education, advocacy and direct service programming.

MASSACHUSETTS
Boston Area Rape Crisis Center
Shelley Yen
99 Bishop Allen Dr.
Cambridge, MA 02139
Tel: (617) 492-8306
www.barcc.org
Description: As the second oldest rape crisis center in the United States, the Boston Area Rape Crisis Center (BARCC) has been highly visible locally and nationally in the fight against violence against women. First initiated as a grassroots, activist endeavor, the organization continues to be supported by over 135 BARCC volunteers annually. Volunteers provide hotline crisis counseling, adolescent and family services, support groups, medical advocacy and legal advocacy. BARCC also provides violence prevention education workshops for schools, community groups, teen centers and businesses throughout the greater Boston area.
Domestic Violence Institute at Boston Medical Center—Northeastern University School of Law
Lois Kanter
716 Columbus Ave., Ste. 212
Roxbury, MA 02120
Tel: (617) 373-4000
Fax: (617) 373-8236
www.dvi.neu.edu
Description: Interdisciplinary project comprised of graduate students from law, nursing, medicine, social work, psychology and public health programs. The project provides community-based abuse prevention and legal advocacy services to domestic violence victims identified in the hospital.

Help for Abused Women and Their Children
Vika Kokhan
Data System Manager
27 Congress St.
Salem, MA 01970
Tel: (978) 744-1970
Fax: (978) 745-8552
www.helpabusedwomen.org
Description: Offers comprehensive services to victims of domestic violence, including, but not limited to: a 24 hour hotline, emergency shelter, legal advocacy, one on one sessions and on going support groups. Also provides education on healthy relationships, dating violence prevention and bullying and teasing in schools.

Jane Doe Inc. Massachusetts Coalition Against Sexual Assault and Domestic Violence
Sheridan Haines
14 Beacon St., Ste. 507
Boston, MA 02108
Tel: (617) 248-0922
Fax: (617) 248-0902
jobs@janedoe.org
www.janedoe.org
Description: Nonprofit organization committed to strengthening society’s intolerance of domestic violence and sexual assault through policy advocacy, community education and public awareness. Also provides technical assistance and financial support to forty member programs that provide shelter, counseling, support and other services to victims of domestic violence and sexual assault.

Massachusetts Commission on the Status of Women
Jill Ashton
Outreach Coordinator
Charles F. Hurley Building
19 Staniford St. 6th Fl.
Boston, MA 02114
Tel: (617) 626-6520
www.state.ma.us/women
Description: Mission is to provide a permanent, effective voice for women across Massachusetts. The Commission stands for fundamental freedoms, basic human rights, and the full enjoyment of life for all women throughout their lives.

Planned Parenthood League of Massachusetts
1055 Commonwealth Ave.
Boston, MA 02215
Tel: (617) 616-1660
Fax: (617) 616-1665
volunteer_information@pplm.org
www.plm@org
Description: The mission of PPLM is to protect and promote sexual and reproductive health and freedom of choice by providing clinical services, education and advocacy.

Pro-Life Legal Defense Fund, Inc.
Joseph A. Bertrand
Executive Director
1150 Walnut St.
Newton, MA 02461
Tel: (617) 630-9090
Fax: (617) 909-8383
jbertrand@plldef.org
Description: Handles cases related to abortion, euthanasia and free speech.

South Shore Women’s Center
Barbara Fuyat
Executive Director
P.O. Box 6237
North Plymouth, MA 02362-6237
Tel: (781) 582-0078
Fax: (781) 582-0170
www.southshorwomenscenter.com
Description: Provides emergency and supportive services to families experiencing and/or at risk of domestic violence.

Title IX Advocacy Project
Victoria Alzapied
140 Clarendon St., 7th Fl.
Boston, MA 02116
Tel: (617) 247-6722
Description: Fights gender discrimination in schools, with a particular focus on sexual harassment of students and discrimination against pregnant students.

Women’s Bar Association
Elisabeth Medvedow
Executive Director
18 Tremont St., Ste. 730
Boston, MA 02108
Tel: (617) 973-6666
Fax: (617) 973-6663
medvedow@womensbar.org
Description: The Women’s Bar Association of Massachusetts is committed to the full and equal participation of women in the legal profession and a just society.

Victims Rights Law Center (VRLC)
Kathleen Dodlin
18 Tremont St., Ste. 902
Boston, MA 02108
Tel: (617) 399-6720
Fax: (617) 399-6722
vrlc@victimrights.org
Description: Advocates for sexual assault victims’ legal rights within the civil, academic and criminal justice systems. VRLC works to make the legal system a more accessible and just system.

MICHIGAN

Women’s Justice Center
LaChelle M. Reed Bobo
Legal Services Coordinator
1150 Griswold St., Ste. 2000
Detroit, MI 48226
Tel: (313) 961-7073
Fax: (313) 961-4057
www.justicewomen.com
Description: Dedicated to assisting victims of domestic violence, along with other low income families who are in need of family law and/or housing assistance.

MINNESOTA

WATCH
Shahida Maayif
North Star East 608 2nd Ave. South, Minneapolis, MN 55402
Tel: (612) 341-2747
www.watchmn.org

**Description:** WATCH was founded in 1992 to improve the way the courts in Hennepin County Minnesota handle cases of violence against women and children. WATCH trains volunteer court monitors to observe hearings. In a typical year, close to 100 volunteers monitor more than 5,000 hearings. Based on what we see in court, WATCH makes recommendations for changing the justice system to increase safety for women and children.

**MISSOURI**

**Legal Advocates for Abused Women**
Katherine Wessling
Volunteer Coordinator
P.O. Box 15137
St. Louis, MO 63116
Tel: (314) 535-0813
www.laawstl.org

**Description:** Legal Advocates for Abused Women (LAAW) is dedicated to helping victims of abuse during times of crisis, working within the legal system, law enforcement, and the courts. LAAW is a local domestic violence organization in the greater St. Louis area that provides crisis intervention and support, legal information and advocacy, safety planning, and legal and social service referrals for victims of abuse (primarily low income women and their children) who have been battered, stalked or harassed. In addition, LAAW specializes in providing free legal representation at Order of Protection hearings for low income victims of abuse.

**Missouri Women’s Council**
Mary Cottom
P.O. Box 1684
310 West High
Jefferson City, MO 65102
Tel: (573) 751-0810
Fax: (573) 62-5005
www.womenscouncil.org

**Description:** It is the intent of the Missouri Women’s Council to work closely with other agencies and community-based organizations to educate, promote opportunities for, and enhance the lives and well being of Missouri’s women and families. By providing information and resources to enhance the employability and skill development of women and families, we provide support to women as they pursue their economic goals.

**NEW HAMPSHIRE**

**New Hampshire Commission on the Status of Women**
Theresa deLangis
Executive Director
Rm. 414 State House Annex
Concord, NH 03301
Tel: (603) 271-2660
Fax: (603) 271-4032
www.nh.gov/csw

**Description:** The Commission on the Status of Women serves as a strong voice for women in the state by monitoring legislation, overcoming discrimination against women, promoting opportunities for women to develop their skills and continue their education, and recognizing women for their accomplishments.

**NEW YORK**

**ACLU Reproductive Freedom Project**
Jennifer Dalven
Staff Attorney
125 Broad St., 18th Fl.
New York, NY 10004
Tel: (212) 549-2633
Fax: (212) 549-2652
rfp@aclu.org
www.aclu.org

**Description:** Works to ensure that the decision whether or not to have a child is informed, meaningful and protected from government interference. The project has long-term commitments to defending the rights of low-income women and and teenagers. In all of its efforts the project works in collaboration with the ACLU’s nationwide network of affiliates.

**ACLU Women’s Rights Project**
Lenora Lapidus
Director
125 Broad St., 18th Fl.
New York, NY 10004-2454
Tel: (212) 549-2644
Fax: (212) 549-2580
llapidus@aclu.org/womensrights
www.aclu.org

**Description:** Dedicated to the advancement of the rights and interests of women, with a particular emphasis on issues affecting low-income women and women of color. The WRP implements ACLU policy in the area of gender discrimination through litigation, legislative advocacy and public education.

**Center for Reproductive Law & Policy**
Internship Coordinator
120 Wall St.
New York, NY 10005
Tel: (917) 637-3600
Fax (917)637-3666
www.crlp.org

**Description:** The center is a nonprofit legal advocacy organization dedicated to promoting and defending women’s reproductive rights worldwide.

**Center for Reproductive Rights**
Katerina Irlin
Human Resources Manager
120 Wall St., 14th Fl.
New York, NY 10005
Tel: (917) 637-3604
Fax: (917) 637-3666
kirlin@reprorights.org
www.reproductiverights.org

**Description:** Nonprofit legal advocacy organization dedicated to promoting and defending women’s reproductive rights worldwide.

**DWA FANM**
Wendy Dolce
Staff Attorney
328 Flatbush Ave., Ste. 248
Brooklyn, NY 11238
dwafanm@dwaфанm.org
Tel: 718-230-4027 x328
Fax: 718-230-3194

**Description:** A grassroots women’s human rights organization working with Haitian and other Caribbean and West African women in New York City. Addresses family, poverty, and domestic violence issues.

**Engender Health**
Human Resources
440 Ninth Ave.
New York, NY 10001
Tel: (212) 561-8000
www.engenderhealth.org

Harvard Law School’s *Women’s Rights Guide*
Description: A non-governmental organization focused on improving women's health worldwide.

Equality Now
Antonia Kirkland
Program Coordinator
250 West 57th St. #1527
New York, NY 10017
Tel: (212) 586-0906
Fax: (212) 586-1611
www.equalitynow.org
Description: Committed to ending violence and discrimination against women around the world. Issues of focus include rape, domestic violence, reproductive rights, trafficking of women, female genital mutilation and equal access to economic opportunity and political participation.

Global Justice Center
Andi Friedman
12 East 33rd Street, Suite 1200
New York, NY 10016
Tel: (212) 725-6530
Fax: (212) 725-6536
afriedman@globaljusticecenter.net
www.globaljusticecenter.net
Description: Works with women leaders on the strategic and timely legal enforcement of international equality guarantees. Targets the entrenched political and cultural norms that perpetuate male dominated decision-making bodies and constrain women; uses human rights and international law as tools to restructure societies in ways that enable women to take their rightful place in national and transitional justice processes; and identifies activists, leaders, judges, and policymakers and train them in the affirmative use of women's human rights and international law as tools for constructing new democracies, governments, and transitional bodies.

Legal Momentum
Internship Coordinator
395 Hudson St., 5th Fl.
New York, NY 10014
Tel: (212) 925-6635
www.legalmomentum.org
Description: Formerly Now Legal Defense and Education Fund. Independent nonprofit civil rights organization that performs a range of legal and educational services nationally in support of women's efforts to eliminate sex-based discrimination and secure equal rights.

National Abortion Rights Action League of New York
Debbie Johnson
Internship Coordinator
427 Broadway, 3rd Fl.
New York, NY 10013
Tel: (212) 343-0114
Fax: (212) 343-0119
www.prochoiceny.org
Description: Protects women's reproductive freedom and privacy by writing amicus briefs, monitoring and providing legal analysis of legislative activity and providing advice and information to elected officials and policymakers.

National Advocates for Pregnant Women
Lynn M. Paltrow
Executive Director
39 West 19th St., Ste. 602
New York, NY 10011
United States of America
Info@advocatesforpregnantwomen.org
Tel: (212) 255-9252
Description: Mission is to secure the human and civil rights, health, and welfare of pregnant and parenting women while protecting children from punitive state policies. Uses strategies, including litigation and public education to organize on the local and national level, to ensure that women do not lose their constitutional and human rights as a result of pregnancy, and that pregnant and parenting women have access to a full range of reproductive health services, as well as non-punitive drug treatment services.

National Organization for Women–New York City
Intern Coordinator
150 West 28th St., Ste 302
New York, NY 10021
Tel: (212) 627-9895
Fax: (212) 627-9861
www.nownyc.org
Description: Advocates for reproductive rights, economic equity, ERA, ending racism and discrimination, lesbian rights and stopping violence against women.

New York Asian Women's Center
Fran Gau
Director of Counseling Services
39 Bowery PMB375
New York, NY 10002
Tel: (212) 732-5230
Fax: (212) 587-5731
nyawc@worldnet.att.net
www.nyawc.org
Description: Works with women and children affected by domestic violence to enable them to live safe and independent lives. By helping women and children end violence at home and bringing domestic violence to the forefront of the Asian community’s consciousness, the organization serves as a vehicle for placing the concerns of Asian women and children on the agenda for community change.

Northern Westchester Shelter, Inc.
Executive Director
P.O. Box 203
Pleasantville, NY 10570
Tel: (914) 747-0828
Description: A private, nonprofit organization that provides a safe haven and caring services to survivors of domestic violence. Programs are free, confidential, and offered in English and Spanish.

Pace Women’s Justice Center
Susan Pollet
Executive Director
78 N. Broadway
White Plains, NY 10603
Tel: (914) 422-4069
Fax: (914) 422-4102
spollet@law.pace.edu
www.law.pace.edu/BWJC
Description: Legal services group representing victims of domestic violence in family court.

Planned Parenthood Federation of America
Marlene Zeitlin
Director of Recruitment and Staffing
434 W 33rd St.
New York, NY 10001
Tel: (212) 541-7800
Fax: (212) 245-1845
www.plannedparenthood.org

**Description:** Serves as an authority and resource for policymakers, the media, health care providers, and concerned others. In addition, teams of experts in the fields of medicine, communications, fundraising, the law and public affairs support affiliates in their work at the local level.

** Sanctuary for Families-- Center for Battered Women’s Legal Services**

Abja Midha
Staff Attorney
67 Wall St., Ste. 2411
New York, NY 10005
Tel: (212) 349-6009
Fax: (212) 566-0344
www.sanctuaryforfamilies.org

**Description:** In addition to providing direct services, Sanctuary for Families advocates for improved laws, policies, and services.

**United Nations Development Fund for Women**

Rena Frackt
Internship Coordinator
304 East 45th St., 15th Fl.
New York, NY 10017
Tel: (212) 906-6112
Fax: (212) 906-6105
www.unifem.org

**Description:** UNIFEM works to strengthen women’s economic security, eliminate violence against women, reverse the spread of HIV/AIDS among women, and achieve gender equality in democratic governance.

**Urban Justice Center—Family Violence Project**

Mary Haviland
Co-Director
P.O. Box 20217
Greeley Square Station
New York, NY 10001-0006
Tel: (212) 683-0015
Fax: (212) 683-0016
www.urbanjustice.org
mhaviland@connectnyc.org

**Description:** Engages in legal advocacy, public education and policy reform to assist domestic violence victims who are negotiating the criminal justice system, seeking public assistance or are in danger of having their children taken away from them.

**Victims Services Domestic Violence Law Project**

Julie A. Domonkos
Project Director
346 Broadway, Ste. 206
New York, NY 10013
Tel: (212) 577-3220
Fax: (212) 577-3231

**Description:** Offers free legal representation for domestic violence victims who are unable to afford counsel on order of protection, custody, visitation, matrimonial and criminal matters.

**Women's Commission for Refugee Women and Children**

Mary Jane Escobar-Collins
Officer of Board Relations and Operations
122 East 42nd St., 12th Fl.
New York, NY 10168
Tel: (212) 551-3111
Fax: (212) 551-3180
www.womenscommission.org

**Description:** The Women's Commission is an expert resource and advocacy organization that monitors the care and protection of refugee women and children. It speaks out on issues of concern to refugee and displaced women, children and adolescents, who have a critical perspective in bringing about change but often do not have access to governments and policy makers. It also provides opportunities for refugee women and youth to speak for themselves through briefings, testimony, participation in field assessments and international conferences.

**Ohio**

**NARAL Pro-Choice Ohio**

Jamie Miracle
Outreach and Field Director
92 Jefferson Avenue
Columbus, OH 43215
Tel: (614) 221-2594

**Description:** Protects women's reproductive freedom and privacy by writing amicus briefs, monitoring and providing legal analysis of legislative activity and providing advice and information to elected officials and policymakers.

**Oregon**

**Communities in Partnership to Stop Violence Against Women**

Lorena Reynolds
Staff Attorney
Legal Aid Services of Oregon, Albany Regional Office
433 SW 4th Ave.
Albany, OR 97321
Tel: (541) 889-3121

**Description:** Private nonprofit office serving Linn & Benton counties, providing high quality legal assistance to low-income Oregonians in a variety of areas, including family law, housing, welfare rights, education law, disability law, issues facing seniors and survivors of domestic and sexual violence, and employment law.

**Pennsylvania**

**Clara Bell Duvall Reproductive Freedom Project**

Carol Petrakis
Director
P.O. Box 1161
Philadelphia, PA 19105
Tel: (212) 629-0111
www.aclupa.org

**Description:** Working to raise awareness and affect policy change on a state and national level, the Duvall Project is a member of numerous coalitions involving pro-choice and anti-sexual assault organizations. Its current education and advocacy efforts address issues such as access to emergency contraception (EC or "the morning-after pill"), particularly for survivors of sexual assault, minors' access and ability to consent to confidential healthcare, and opposing abstinence-only-until-marriage sexuality education in public schools.

**National Clearinghouse for the Defense of Battered Women**

Lisa M. Laura
Legal Coordinator
125 S. 9th St., Ste. 302
Philadelphia, PA 19107
Tel: (215) 351-0010
Fax: (215) 351-0779
**Description:** Provides critical assistance and information to criminal defense teams and domestic violence programs nationwide that are working with battered women charged with crimes.

**Pittsburgh Action Against Rape**
Kathi Leddy  
Human Resources Manager  
81 S. 19th St.  
Pittsburgh, PA 15203  
Tel: (412) 385-5665  
Fax: (412) 385-0913  
www.paar.net

**Description:** Works to respond to survivors of sexual violence with crisis intervention and counseling, educate the community to prevent sexual violence and advocate for systems to respond to and prevent sexual violence.

**Women Against Abuse, Inc.**
Erica Baceich  
Staff Attorney  
100 S. Broad St., 5th Fl.  
Philadelphia, PA 19110-1012  
Tel: (215) 686-7082  
Fax: (215) 686-7041  
ebacich@womenagainstabuse.org  
www.womenagainstabuse.org

**Description:** Provides representation in protection from abuse, custody and support cases.

**Women's Law Project**
Terry Fromson  
Managing Attorney  
125 S. 9th St., Ste. 300  
Philadelphia, PA 19107  
Tel: (215) 928-9801  
Fax: (215) 928-9848  
tfromson@womenslawproject.org  
www.womenslawproject.org

**Description:** A statewide, nonprofit, legal organization with a mission to provide free legal advice, expand legal education and promote access to justice for Texas women in need.

**Texas Council on Family Violence**
Sheila Cheaney  
Executive Director  
P.O. Box 833  
Austin, TX 78716  
Tel: (512) 476-0833  
Fax: (512) 476-0833  
www.tcfv.org

**Description:** Provides legal advice, expand legal education and promote access to justice for Texas women in need.

**VERMONT**

**Have Justice, Will Travel**
Wynona I. Ward  
President  
9580 Vermont Route 113  
Vernon, Vermont 05079  
Tel: (802) 685-4809  
Fax: (802) 685-4663  
www.havejusticewilltravel.org

**Description:** The mission of Have Justice - Will Travel, Inc. (HJWT) is to end the generational cycle of abuse in rural families by bridging the legal, cultural, geographical, psychological, and economic gaps that exist for victims of domestic abuse. HJWT provides legal and supportive services for battered, low-income women and their children.

**Women Helping Battered Women**
Heather Belcher  
Coordinator  
156 College St.  
Burlington, VT 05401  
Tel: (802) 658-3131  
Fax: (802) 658-3852  
www.whbw.org

**Description:** Supports, identifies options and advocates for those who have experienced domestic violence and serve as a catalyst for social change.

**VIRGINIA**

**Help and Emergency Response, Inc.**
Sandra Becker  
Executive Director  
P.O. Box 2187  
Portsmouth, VA 23702-2187  
Tel: (757) 485-1445  
Fax: (757) 485-0883  
sanbecker@juno.com  
www.hers.livenet.net

**Description:** Represent women and children with protective orders, child custody/child support and spousal support.

**Feminist Majority Foundation**
Silvia Henriquez  
Intern Coordinator  
1600 Wilson Blvd., Ste. 801  
Arlington, VA 22209  
Tel: (703) 522-2214  
Fax: (703) 522-2219  
www.feminist.org

**Description:** Develops long-term strategies and permanent solutions to the pervasive social, political and economic obstacles facing women.

**Tahirih Justice Center**
Layli Miller Bashir  
Founder, Legal Advisor  
6066 Leesburg Pike, Ste. 220  
Falls Church, VA 22041  
United States of America  
Tel: (703) 575-0070  
Tel: (202) 942-6172  
www.tahirih.org

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Harvard Law School's *Women's Rights Guide* 36
Description: Pro bono legal services for women and girls seeking immigration help.

WASHINGTON
Northwest Women's Law Center
Nancy Sapiro
Senior Legal/Legislative Counsel
119 S. Main St., Ste. 410
Seattle, WA 98104-2592
Tel: (206) 682-9552
Fax: (206) 682-9556
nsapiro@nwwlc.org
www.nwwlc.org

Description: Works in the areas of reproductive rights, family law, violence against women, lesbian rights, employment discrimination, health care and insurance, affirmative action, education and athletics, criminal and prisons.

WASHINGTON, D.C.
American Association of University Women
Seth Chase
Sr. Grassroots Coordinator
111 Sixteenth St. NW
Human Resources Department
Washington, D.C. 20036
Tel: (202) 785-7700
Fax: (202) 785-8754
www.aauw.org

Description: With more than 100,000 members, 1,000 branches, and 500 college/university institution partners nationwide, the Association advocates education and equity. Since its founding in 1881, members have examined and taken positions on the fundamental issues of the day—educational, social, economic, and political. Our commitment to our mission is reflected in our public policy efforts, programs, Leadership and Training Institute, and diversity initiatives. AAUW's work extends globally through its international connections.

American Bar Association – Commission on Domestic Violence
Theresa Morgan
Administrative Assistant and Conference Planner
9th Floor
740 15th St., NW
Washington, D.C. 20005

Tel: (202) 662-8637
Fax: (202) 662-1594
abacdvl@abanet.org

Description: Mobilizing the legal profession to provide access to justice and safety for victims of domestic violence.

Black Women's Health Imperative
Eleanor Hinton Hoytt
President
1420 K Street, N.W.
Ste. 1000 FL10
Washington, DC 20005
Tel: (202) 548-4000
www.blackwomenshealth.org
nbwhp@nbwhp.org

Description: Black Women's Health Imperative, is a leading African American health education, research, advocacy and leadership development institution. Founded in 1983, it has been a pioneer in promoting the empowerment of African American women as educated health care consumers and a strong voice for the improved health status of African American women. The organization is gaining the well-earned reputation as the leading force for health for African American women. Black Women's Health Imperative is the only national organization devoted solely to the health of the nation's 19 million Black women and girls.

District of Columbia Coalition Against Domestic Violence
Nancy J. Meyer
Executive Director
1718 P St. NW, Ste. T-6
Washington, D.C.
Tel: (202) 299-1181
Fax: (202) 299-1193
www.dccadv.org

Description: The DC Coalition Against Domestic Violence is a resource for the thousands of adults and children experiencing domestic violence in the District each year, as well as the local organizations that serve them. The Coalition offers support and services for today, and education, advocacy and leadership to shape a violence-free future for families in the District of Columbia.

Domestic Violence Legal Empowerment and Appeals Project (DV LEAP)
Joan Meier
Executive Director
2000 G St., NW
Washington, DC 20052
Tel: (202) 994-2278
jmeier@law.gwu.edu

Description: Mission is to provide battered women and their children with pro bono representation to appeal unjust trial court decisions to a higher court. Accepts referrals from parties, lawyers, advocates, and/or interested organizations seeking representation as amici curiae, screens the cases, places suitable cases with law firms, and litigates some cases in-house. It co-counsels many of its appeals, and provides consultation, mentoring, and domestic violence expertise to all its pro bono lawyers.

House Judiciary Committee,
Subcommittee on the Constitution
Rep. Steve Chabot, R-Ohio
Chair
Bradley Clanton
Chief Counsel
362 FHOB
Washington, D.C. 20515
Tel: (202) 226-7680
Fax: (202) 225-3746
judiciary@mail.house.gov
www.house.gov/judiciary

Description: Focuses on national policy issues concerning domestic violence, including the Violence Against Women Act, child custody issues, federal gun legislation, workplace violence, and battered immigrant women.

NARAL Pro-Choice America
Lanie Odium
HR Manager
1156 15th St., NW, Ste. 700
Washington, D.C. 20005
Tel: (202) 973-3000
Fax: (202) 973-3030
modllum@prochoiceamerica.org
www.naral.org

Description: Protects women's reproductive freedom and privacy. Writing amicus briefs, monitoring and providing legal analysis of legislative activity, providing advice and information to elected officials and policymakers.

National Abortion Federation
Nanette Gronan
1755 Massachusetts Ave., Ste. 600
Washington, D.C. 20036
Tel: (202) 667-5881
Fax: (202) 667-5890
careers@prochoice.org
www.prochoice.org
Description: Represents abortion providers throughout the nation.

National Coalition Against Domestic Violence
Marlo Cohen
Associate Public Policy Director
1532 16th St.
Washington, D.C. 20036
Tel: (202) 745-1211
Fax: (202) 745-0088
ncadv2@sprynet.com
www.ncadv.org
Description: National grassroots advocacy organization that represents battered women, domestic violence programs and state coalitions. Lobbies Congress, monitors legislative developments and provides information to shelters, state coalitions and other grassroots advocates about pending policy initiatives. Also engages in public education and media outreach.

National Organization For Women
Anita Murano
Intern and Volunteer Coordinator
1100 H St. NW 3rd Floor
Washington, D.C. 20005
Tel: (202) 628-8669
Fax: (202) 785-8576
now@now.org
www.now.org
Description: Advocates for reproductive rights, economic equity, ERA, ending racism and discrimination, lesbian rights and stopping violence against women.

National Partnership for Women and Families
Helen Seery McBride
Director of Administration
1875 Connecticut Ave., NW, Ste. 650
Washington, D.C. 20009
Tel: (202) 986-2600
Fax: (202) 986-2539
hmcbride@nationalpartnership.org
www.nationalpartnership.org
Description: Through public education and advocacy, promotes fairness in the workplace, quality health care and policies that help women and men meet the dual demands of work and family.

National Women's Law Center
April Hamlin
Director of Human Resources
11 Dupont Circle, NW, Ste. 800
Washington, D.C. 20036
Tel: (202) 588-5180
Fax: (202) 588-5185
www.nwlc.org
Description: Represents women's interests in federal courts, before governmental administrative agencies and in Congress. Also participates in coalitions working on issues affecting women.

National Women's Political Caucus
Clara Giesen
Executive Director
1630 Connecticut Ave., NW, #201
Washington, D.C. 20009
Tel: (202) 785-1100
giesen@nwpc.org
www.nwpc.org
Description: Advocacy group that seeks greater involvement of women in politics. Supports legalized abortion.

Voters For Choice
Julie Burton
Associate Director
1010 Wisconsin Ave., NW, Ste. 410
Washington, D.C. 20007
Tel: (202) 944-5080
Fax: (202) 944-5081
voters4choice@earthlink.net
www.voters4choice.org
Description: National organization solely devoted to electing pro-choice candidates.

RAINN (Rape, Abuse and Incest National Network)
Staff Assistant
635-B Pennsylvania Ave., SE
Washington, D.C. 20003
Tel: (202) 544-1034
www.rainn.org
Description: RAINN, a national nonprofit and operator of the National Sexual Assault Hotline, is seeking pro bono legal help as we launch a new and innovative service the National Sexual Assault Online Hotline.

Wider Opportunities for Women
Jennifer C. Brooks
Public Policy Director
815 15th St., Ste. 916
Washington, D.C. 20005
Tel: (202) 638-3143
Fax: (202) 638-4885
info@wowonline.org
www.wowonline.org
Description: Works nationally and in its home community of Washington, D.C. to achieve economic independence and equality of opportunity for women and girls. For more than 30 years, WOW has helped women learn to earn, with programs emphasizing literacy, technical and nontraditional skills, the welfare-to-work transition and career development.

Women Empowered Against Violence
Daniza Figueroa
Personnel & Operations Manager
1111 16th St. NW, Ste 200
Washington, D.C. 20036
Tel: (202) 452-9550
www.weaveincorp.org
Description: Works closely with adult and teen survivors of relationship violence and abuse, providing legal, counseling, economic and educational services that leads survivors to utilize their inner and community resources, and achieve safety for themselves and their children.

Women, Law & Development International
1350 Connecticut Ave., NW
Ste. 1100
Washington, D.C. 20036
Tel: (202) 463-7477
Fax: (202) 463-7480
wld@wld.org
www.wld.org
Description: Collaborates with researchers, advocates, activists and monitors to identify legal, cultural and economic impediments to women’s enjoyment of human rights. Develops activist strategies and trains women’s groups to advocate before U.N. and governmental bodies for policies that recognize women’s rights.

Office on Violence Against Women
Mary Beth Buchanan
Acting Director
800 K St., NW, Ste. 920
Washington, DC 20530
Tel: (202) 307-6026
www.usdoj.gov/crt
Description: Handles DOJ’s legal and policy issues regarding violence against women and works with various governmental agencies to enforce the Violence Against Women Act.

U.S. Commission on Civil Rights
Myra Hernandez
Human Resources Specialist
624 9th St., NW
Washington, D.C. 20425
Tel: (202) 376-8364
www.usccr.gov
Description: The U.S. Commission on Civil Rights investigates complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices.

U.S. Department of Education
Office for Civil Rights
Kristy Gomes
400 Maryland Ave. SW FB6
Room 2E300
Washington, DC 20202
Tel: (202) 401-0546
Kristy.gomes@ed.gov
www.ed.gov/offices/list/ocr/index.html
Description: Enforces several Federal civil rights laws, including Title IX, that prohibit discrimination in programs or activities that receive federal financial assistance from the Department of Education.

U.S. Department of Health and Human Services – Office of the General Council, Civil Rights Division
Edwin Woo
Associate General Counsel for Civil Rights
330 Independence Ave., S.W., Rm. 5362
Washington, DC 20201
Tel: (202) 619-0900
www.hhs.gov/ogc
Description: Civil Rights Division enforces federal requirements prohibiting discrimination based on race, color, national origin or handicap in department funded and operated programs or activities as well as requirements prohibiting sex discrimination in health-related educational programs receiving federal financial assistance.

U.S. Department of Justice – Civil Rights Division
U.S. Department of Justice
Civil Rights Division
950 Pennsylvania Ave., NW
Washington, DC 20530
www.usdoj.gov/crt/crt-home.html
Description: Enforce federal anti-discrimination laws, including the Civil Rights Acts, the Voting Rights Act, the Equal Credit Opportunity Act, and the Americans with Disabilities Act.

Anne Noel Occhialino
General Counsel
1801 L. St., NW
Washington, D.C. 20507
Tel: (202) 663-4724
Annenoel.occhialino@eeoc.gov
Description: Enforces federal employment discrimination laws, including Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Equal Pay Act.

U.S. Equal Employment Opportunity Commission
Janice Proctor
Program Analyst
1400 L. St., NW, Ste. 200
Washington, D.C. 20005
Tel: (202) 275-6535
Fax: (202) 275-6834
www.eeoc.gov
Description: The federal agency that enforces federal laws prohibiting discrimination in employment.

INTERNATIONAL
African Gender Institute
University of Cape Town, Private Bag Rondebosch
South Africa
Tel: 27-21-650-2970
Description: The institute is concerned with strengthening gender/women’s studies on the continent, organizational transformation, and research and activism in diverse areas.

BAOBAB For Women’s Human Rights
Africa and Middle East Coordination Office
P.S. Box 73630, Victoria Island
Lagos 234
Nigeria
Tel: 234-1-4747931
Description: Non-governmental, nonprofit, and non-religious women’s human rights organization that focuses on women’s legal rights issues in customary, statutory and religious laws. Goal is to help women’s human rights become an integral part of everyday life. The mission of BAOBAB is to promote and protect women’s human rights primarily by improving knowledge, exercise and development of rights under customary, religious, and statutory laws in Nigeria.

Commission on Gender Equality
2 Kotez St.
East Wing
Women's Jail
Constitution Hill
Braamfontein
Johannesburg
South Africa
Tel: (011) 403-7182
www.cge.org.za/
Description: The Commission on Gender Equality is one of the six state institutions supporting constitutional democracy called for in the 1996 Constitution. The aim of the Commission, as set out in section 187 of the Constitution is to promote gender equality and to advise and make recommendations to Parliament or any other legislature with regard to any laws or proposed legislation which affects gender equality and the status of women.

Federation of Women’s Lawyers
Kenya (FIDA Kenya)
Jane Kiragu
P.O.Box 46324
Nairobi, Kenya
Tel: (254) 20 573 511
http://www.fidakeny.org
Description: Non-governmental membership organization committed to the creation of a just society free of all discrimination against women. Objectives include increasing access to justice for
women in Kenya and enhancing public awareness of women's rights issues.

Machreq/Maghreb Gender Linking Information Project
P.O. Box 165302, Achrafieh 11 00 2030 Beirut Lebanon
Tel: 961-1-611-079
www.macmag-glip.org
Description: The project serves as a forum for learning, communication and exchange of women, gender and development in the Arab world. The project has regional offices in Morocco, Egypt, Tunisia and Yemen and is headquartered in Lebanon.

Musa Project
Sheila Mahere
Director
P.O. Box A 712, Avondale Harare Zimbabwe
Tel: 263-04-725-881
musasa@telco.co.zw
Description: Established to enhance the development of women in society through educating both governments, government agents and the general public on the illegality and non-acceptability of violence against women.

National Network of Sex Workers
R. Meera
6-8-1017 NGOs Colony KT Road Tirupati 517507 India
Tel: 011 91 877 2230607
rmeera102@yahoo.com
Description: Network of sex worker organizations working for the rights of sex workers, in particular for the decriminalization of sex work and workers’ rights for sex workers.

Research Action and Information Network for the Bodily Integrity of Women (Rainbow)
Ste. 5A, Queens Studios 121 Salisbury Rd.
London NW6 6RG England
Tel: 44-20-7625-3400
Description: Works to protect African women’s and girl’s rights to sexual and reproductive health. It specifically strives to enhance global efforts to eliminate the practice of female circumcision/female genital mutilation through facilitating women’s self-empowerment and accelerating social change.

Women’s Initiatives for Gender Justice
Anna Paulownastraat 103
The Hague 2518 BC Netherlands
Tel: +31 (70) 302 9911
www.iccwomen.org
Description: The Women’s Initiatives for Gender Justice is an international women’s human rights organization advocating for gender-inclusive justice and working towards an effective and independent International Criminal Court (ICC). It is based in The Hague, the Netherlands, the seat of the ICC, in order to advocate for inclusion of gender based crimes in the investigations and prosecutions of the ICC and to promote the rights of women victims/survivors of armed conflict throughout the justice process including through the Trust Fund for Victims.

Women’s Legal Center
Bettina Wyngaard
Director
P.O Box 5356
Cape Town, 8000 South Africa
www.wlce.co.za
sharon @ wlce.co.za
Description: The Women’s Legal Centre is a nonprofit, independently funded law centre started by a group of women lawyers. The WLC has been established to advance women’s rights by conducting constitutional litigation and advocacy on gender issues.

Women Power Connect
Dr. Ranjana Kumar
14, Palam Marg Vasant Vihar New Delhi 110057 India
Tel: 42-70-5170-7172
Description: A national level organization of women’s groups and individuals working together with the aim of formalizing the process of legislative coordination in order to generate awareness about women’s issues and thereby influence legislators and policy makers to create and implement gender friendly policies.