

# Women's Rights Guide

---

Bernard Koteen Office of Public Interest Advising  
Harvard Law School

Revised By:  
Claire Dunning  
Summer Fellow '07

Written By:  
Diane Rosenfeld, LLM '96  
Lecturer on Law, HLS

Bernard Koteen Office of Public Interest Advising  
Harvard Law School  
Pound 329  
Cambridge, MA 02138  
(617) 495-3108  
Fax: (617) 496-4944  
© 2007 by the President and Fellows of Harvard College

Toni Mardirossian  
Dana Langston  
Amy Lawler  
Summer Fellows

## ACKNOWLEDGEMENTS

---

This revision of could not have been done without the work of the original author, Diane Rosenfeld, previous summer fellows Toni Mardrossian, Dana Langston, Amy Lawler, and other past contributors. Profound thanks are due to Holly Hogan for her interview, and to Amal Bass, Alexis Kuznick, Andi Friedman, Jane Stoever, and Sarah Boonin for their contributions to this revised guide—their narratives breathe life into the guide. We are also very grateful to Lenora Lapidus for taking the time to be interviewed this summer, and for providing so many insightful comments on women’s rights. Additional thanks go to Kirsten Bermingham for her careful reading and editing. Last, but certainly not least, much gratitude is due to Alexa Shabecoff for her thoughtful supervision, comments, and edits to this revision.

# 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—if any—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

#### 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.<sup>1</sup> 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.

### Organizational Profile



Founded in 1972, the National Women's Law Center advocates for women using a variety of legal approaches. Working to promote legislation, ensure enforcement of current legislation, litigate high impact cases in both the state and federal courts, and provide community education about women's rights, the Center directly addresses all aspects of the law to improve women's daily lives.

The programs the Center operates address gender inequalities and gaps in education, employment, family economic security, and health. Current issues the Center is working on include: gaining access to vocational education programs for girls under Title IX; demanding stronger enforcement of laws against sexual harassment and discrimination in the workplace; increasing government funded child care programs; and protecting reproductive rights.

With a staff of over 50 lawyers and advocates, the National Women's Law Center offers numerous fellowships and placements for law school graduates to work on policy in the field of women's rights.

---

<sup>1</sup> 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.

### Organizational Profile



### **Global Justice Center**

Human Rights Through The Rule of Law

The Global Justice Center a nonprofit nongovernmental organization that works on international women's rights with women leaders around the world to bring an end to injustices against women. Founded after 9/11 with a growing awareness of the lack of women in positions of governmental power around the world, the Global Justice Center focuses on the empowerment of international women to assume important positions in developing countries, and nations with new forms of government.

Seeking the enforcement of international promises for gender equality, the Global Justice Center is comprised of lawyers and program researchers to investigate areas of the world in which political and cultural norms prevent women from achieving independence and legal rights. The Global Justice Center also identifies local activists and advocates in countries to become leaders in constructing new democracies and governments that respect women's rights.

## **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 statute 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 35<sup>th</sup> 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.

### **Power, Beauty, Sex and Violence: Reading Group**

*Ms. Diane Rosenfeld*

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@reprights.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

Tel: (917) 637-3600  
International.resumes@reprorights.org  
www.reproductiverights.org  
Description: The central mission of CRLP's International Program is the achievement of enforceable reproductive rights and accessible quality reproductive health care for women around the world. The Fellow will: conduct general legal and policy research on international law, human rights law, foreign and comparative law, particularly in Latin America and the Caribbean, and U.S. laws that impact women's reproductive rights overseas and in the U.S., draft reports, other public education materials and briefs; and engage in public speaking. International travel may be required.

#### **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 IWHR 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.caral.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: (915) 332-9436  
www.women.ca.gov

**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

leanne@cwlc.org  
www.cwlc.org

**Description:** One of California's leading law and policy centers working to advance the civil rights of women. The CWLC works to secure justice for women by ensuring that life opportunities for women are free from unjust social, economic and political constraints.

#### **Community United Against Violence**

170 A Capp St.  
San Francisco, CA 94110  
United States of America  
Tel: (415) 777-5500

**Description:** Addresses and prevents hate violence, domestic violence, and sexual assault directed at lesbians, gay men, bisexuals and transgender persons.

#### **Equal Rights Advocates**

Sue Gershenson  
Human Resources Manager  
1663 Mission St., Ste. 250  
San Francisco, CA 94103  
Tel: (415) 621-0672  
www.equalrights.org

**Description:** ERA's mission is to protect and secure equal rights and economic opportunities for women and girls through litigation and advocacy.

#### **Family Violence Law Center**

Tara Flanagan  
Supervising Attorney  
P.O. Box 22009  
Oakland, CA 94623  
Tel: (510) 208-0220  
Fax: (510) 540-5373  
itara@fvlc.org  
www.fvlc.org

**Description:** Assists victims of domestic violence through legal representation, support groups, crisis counseling, criminal court accompaniment, and community outreach.

#### **Family Violence Prevention Fund**

Jeffrey Betcher  
Operations Manager  
383 Rhode Island St., Ste. 304  
San Francisco, CA 94103-5133  
Tel: (415) 252-8900  
Fax: (415) 252-8991  
www.fvpf.org

**Description:** National organization working to develop innovative responses

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.nclrights.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**

Roshni Chabfa  
Administrator of Programs  
3543 18<sup>th</sup> 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 Cutiletta  
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. 2010  
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-Regional Office**

John Dulles  
Regional Director  
1700 Broadway, Ste. 710  
Denver, CO 80290  
Tel: (303) 866-1040  
www.usccr.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  
sgs@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. 5<sup>th</sup> 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.

Chicago, IL 60625  
Tel: (312) 583-8016

**Description:** Represents prisoners in civil rights cases and before the parole board, including battered women who have killed their assailants.

### Life Span Center for Legal Services and Advocacy

Deborah Wolf Markham  
Executive Director  
20 E. Jackson St., Ste. 500  
Chicago, IL 60604  
Tel: (312) 408-1210  
Fax: (312) 408-1223  
dmarkham@life-span.org  
www.life-span.org

**Description:** Combines counseling, criminal court advocacy, and civil legal representation to give clients information, support, and legal tools to end violence. Uses innovative programs to reach teens, victims involved with police dangers, immigrants and victims who are mentally ill. Takes a team approach in a humane atmosphere.

### 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 not-for-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](http://www.womenemployed.org)

**Description:** National advocate for women's economic advancement. They analyze workplace issues, educate policy makers, 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**

**Iowa Commission on the Status of  
Women**

Charlotte Nelson  
Executive Director  
Lucas State Office Building  
Des Moines, IA 50319  
Tel: (515) 281-4461  
Fax: (515) 242-6619  
[www.state.ia.us/dhr/sw](http://www.state.ia.us/dhr/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](http://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](http://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](mailto:dcover@wlcmd.org)  
[www.wlcmd.org](http://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](http://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 10970  
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. 6<sup>th</sup> 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) 969-8383  
jbertrand@plldf.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.southshorewomenscenter.com

**Description:** Provides emergency and supportive services to families experiencing and/or at risk of domestic violence.

**Title IX Advocacy Project**

Victoria Alzapiedi  
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 2<sup>nd</sup> 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 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@dwafanm.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

**Description:** A non-governmental organization focused on improving women's health worldwide.

### **Equality Now**

Antonia Kirkland  
Program Coordinator  
250 West 57<sup>th</sup> St. #1527  
New York, NY 10107  
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 33<sup>rd</sup> 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., 5<sup>th</sup> 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, 3<sup>rd</sup> 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 19<sup>th</sup> 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 28<sup>th</sup> 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 33<sup>rd</sup> 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 45<sup>th</sup> St., 15<sup>th</sup> 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 42<sup>nd</sup> St., 12<sup>th</sup> 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 Petraitis  
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) 431-5665  
Fax: (412) 431-0913  
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 Bacich  
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:** Dedicated to improving the legal and economic status of women and their families through public policy development, litigation, public education, legislative reform and systems advocacy.

## **TEXAS**

#### **Safe Place**

Ellen R. Fischer  
P.O. Box 19454  
Austin, TX 78760  
Tel: (512) 385-5181  
Fax: (512) 385-0662  
www.austin-safeplace.org

**Description:** SafePlace exists to end sexual and domestic violence through safety, healing, prevention and social change.

#### **Guerra, Madrigal & Lorenzana**

Riverside Towers Ste. 1250  
111 Soledad  
San Antonio, TX 78205  
Tel: 210-225-0763  
Fax: 210-25-7186

**Description:** Private public interest firm specializing in women's rights.

#### **Texas Council on Family Violence**

P.O. Box 161810  
Austin, TX 78716  
Tel: (512) 453-8117 ext. 30  
www.tcfv.org

**Description:** The Texas Council on Family Violence promotes safe and healthy relationships by supporting service providers, facilitating strategic prevention efforts, and creating opportunities for freedom from domestic violence.

#### **Women's Advocacy Project**

Sheila Cheaney  
Executive Director  
P.O. Box 833  
Austin, TX 78767-0833  
Tel: (512) 476-5377  
Fax: (512) 476-5773

**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.

## **VERMONT**

#### **Have Justice, Will Travel**

Wynona I. Ward  
President  
9580 Vermont Route 113  
Vershire, 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) 658-3832  
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

**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  
9<sup>th</sup> Floor  
740 15th St., NW  
Washington, D.C. 20005

Tel: (202) 662-8637  
Fax: (202) 662-1594  
abadv@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 Fl.10  
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 Odlum  
HR Manager  
1156 15th St., NW, Ste. 700  
Washington, D.C. 20005  
Tel: (202) 973-3000  
Fax: (202) 973-3030  
modlum@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 Cronan

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 3<sup>rd</sup> 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 16<sup>th</sup> 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/ovw](http://www.usdoj.gov/ovw)

**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 9<sup>th</sup> St, NW  
Washington, D.C. 20425  
Tel: (202) 376-8364  
[www.usccr.gov](http://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](mailto:Kristy.gomes@ed.gov)  
[www.ed.gov/offices/list/ocr/index.html](http://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 Counsel, 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](http://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](http://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.

#### **U.S. Equal Employment Opportunity Commission – Office of the General Counsel**

Anne Noel Occhialino  
General Counsel  
1801 L St., NW  
Washington, D.C. 20507  
Tel: (202) 663-4724  
[Annenoel.occhialino@eeoc.gov](mailto: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- 6357  
Fax: (202) 275-6834  
[www.eeoc.gov](http://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 Kotze St.  
East Wing  
Women's Jail  
Constitution Hill  
Braamfontein  
Johannesburg  
South Africa  
Tel: (011) 403-7182  
[www.cge.org.za/](http://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.fidakenya.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 Salusbury 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 womens 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.