



**APPLICATION FOR THE 2024-2026**  
**RACIAL JUSTICE AND YOUTH DEFENSE FELLOWSHIP**

“We shall overcome because the arc of the moral universe is long, but it bends toward justice.”  
Dr. Martin Luther King, Jr.

**About the Georgetown Juvenile Justice Clinic and Initiative**

As one of the first legal clinics of its kind, the Georgetown Law Juvenile Justice Clinic continues to be one of the premier law school clinics in the country. Students in the Clinic represent youth charged with misdemeanor and felony crimes in the District of Columbia under close faculty supervision. The Clinic provides highly effective representation to their clients by protecting the youth’s rights in the juvenile legal system and providing holistic, expressed-interest advocacy.

In 2015, the Georgetown Juvenile Justice Clinic expanded its outreach with the creation of the Juvenile Justice Initiative to tackle the most pressing issues in the juvenile legal system, including racial and socioeconomic disparities, the school-to-prison pipeline, and the criminalization of normal adolescence. Together, both the Clinic & the Initiative aim to raise the quality and scope of youth defense practice in the District of Columbia, the Mid-Atlantic region, and nationally through continued direct representation, policy advocacy, and training for youth defenders across the country.

**About the Racial Justice and Youth Defense Fellowship**

**Please Note**

The Racial Justice and Youth Defense Fellowship is a **two-year, post-graduate fellowship** open to both recent law school graduates and experienced attorneys. If you are a defender who is not seeking full-time employment, but still

interested in professional development, please visit our website for opportunities like the [Ambassadors for Racial Justice](#), [the Racial Justice Webinar Series](#), and the [Summer Academy](#) for our Youth Defender Advocacy Program.

The Racial Justice and Youth Defense Fellowship was designed in 2018 to advance racial justice advocacy in the Georgetown Juvenile Justice Initiative (GJJI). During the two-year fellowship, the Fellow works with GJJI staff to develop strategies and resources to help youth defenders challenge racial injustice in their cases and to improve the systems youth encounter through policy reform.

The Fellowship combines elements of project management, legal research and writing, training development, community outreach, and policy advocacy. The Fellow will be supervised by Clinic Director Kristin Henning, Senior Staff Attorney Rebba Omer, and Policy Director Eduardo Ferrer. The Fellow will be expected to begin the fellowship in August 2024 and must be able to commit to the two full years, ending in August 2026.

This Fellowship requires high-level collaborative leadership, project management, and organizational skills, as well as excellence in substantive legal analysis, research, and writing. A successful Fellow will be proactive in identifying and meeting both substantive and administrative project needs. The Fellow will be a self-directed project co-lead who has excellent communication skills, demonstrates great attention to detail, and sees projects through to completion. Additionally, a successful Fellow will value teamwork and collaboration with colleagues and invest in relationship-building with internal and external partners. The Fellow will collaborate with Professor Henning as a thought-partner and work well in a team with GJJI colleagues and community partners (primarily The Gault Center (formerly the National Juvenile Defender Center)) to establish a vision for racial justice reform and related mission-driven projects. The Fellow will then be primarily responsible for creating an actionable plan to achieve the project goals, meet all project deadlines, and coordinate the execution of the plan in collaboration with other team members.

## **Primary Responsibilities**

### **The Racial Justice Fellow will:**

- Complete legal research and writing about race and juvenile justice, as assigned by Kristin Henning, Eduardo Ferrer, and Rebba Omer. For example, in 2021, Professor Henning published a book on race, adolescence, and policing titled, *The Rage of Innocence: How America Criminalizes Black Youth*. In 2022, Professor Henning prepared an expert report on racial bias and the traumatic effects of policing on Black girls in a civil rights case. The Racial Justice Fellow completed extensive research and writing for each of these projects, as well as for many other legal pleadings, law review articles, training programs, and speaking engagements.
- Work with GJJJ and The Gault Center staff to plan and implement the day-to-day operations of the Ambassadors for Racial Justice (ARJ) program, a program for defenders committed to challenging racial injustice in the juvenile legal system. ARJ was designed to inspire enthusiastic, dedicated, frontline youth defenders to assume leadership roles in developing strategies to combat racial inequities in their respective jurisdictions and courthouses, and throughout the country.
- Work with GJJJ and The Gault Center to manage and create new resources for the Racial Justice Toolkit—an online repository of resources that equip youth defenders with empirical research, sample motions, and other resources to advance racial justice on behalf of their clients.
- Represent GJJJ and partners—in a lead or supporting capacity depending on the occasion—at speaking engagements, conferences, trainings, and other events.
- Envision and complete other creative writing projects, including op-eds, training materials for a variety of audiences, policy reports, and legal scholarship.
- Update online systems such as the GJJJ website and assist with social media outreach as needed and relevant to racial justice work.
- Create opportunities for youth and community engagement. (Past fellows have worked with DC-based organizations and schools focused on equipping girls of color with the skills and knowledge they need to engage in civic advocacy and contemplate a career in law and social justice.)

**Additionally, depending on the needs and capacity of the GJJI, the Racial Justice Fellow may:**

- Plan and host one or more conferences and/or community listening sessions about race and youth justice, as needed. For example, the fellow may design and implement a symposium that will bring together youth, community leaders, and stakeholders to discuss strategies and solutions to end the over-policing of youth of color.
- Participate in legislative advocacy to advance the racial justice mission.
- Design and execute a project of his or her own that advances GJJI's racial justice mission during the second year of the fellowship. Fellows with clinical experience in criminal or youth defense may also have some opportunity to represent clients in delinquency proceedings during this final year depending on the needs of the Clinic, the needs of the Initiative, and the skills of the fellow.
- Manage the "Youth in Proximity Network," a program that connects our clinic clients with community volunteers who can help meet their needs. Through the program, our clients gain access to resources and support, ranging from school supplies and clothing donations, to community service opportunities and job placement assistance.

## **Compensation and Degree**

The fellowship will run for a term of two years, starting in August 2024. The fellow will be enrolled as an LL.M. (Advocacy) student for two years and will receive a full tuition scholarship. Subject to approval of the law school budget by the Georgetown University Board of Directors, the annual stipend will be \$72,000 in the first year and \$75,000 in the second year, before taxes.

Benefits information can be found at <https://benefits.georgetown.edu/post-doctoral-fellows>. Additionally, fellowships with Georgetown Law count toward the federal Public Student Loan Forgiveness program (PSLF) and may qualify for the fellow's law school loan repayment assistance program.

## **Qualifications**

Applicants must have a **demonstrated interest** in racial justice, youth justice, youth defense, criminal law, civil rights, and/or social justice.

A successful Fellow must also be **self-motivated, proactive, and excellent at advancing project work without daily supervision** and:

- Possess a J.D.;
- Be a member of a state bar or take the bar exam and apply for admission to the bar in the summer prior to the beginning of the fellowship cycle;
- Demonstrate the following attributes:
  - the ability to simultaneously and independently manage multiple long-term projects from conception to completion;
  - strong research and writing skills, including traditional legal writing as well as creative writing for a variety of purposes and audiences;
  - strategic thinking;
  - attention to detail, accountability, and follow-through;
  - excellent time management;
  - clear and consistent communication with internal and external partners;
  - good public speaking skills;

- energy and collegiality;
- ability and interest in working with a collaborative team to achieve project goals;
- strong interpersonal skills and an ability to engage effectively with other clinic colleagues and juvenile system stakeholders.

### **Deadline**

Applicants should send this **completed application, cover letter, resume, undergraduate and law school transcripts, the names and contact information of three references, and a writing sample** as **one PDF**. Please entitle the PDF as “[Your First Name Last Name] Racial Justice Fellowship.”

All completed applications should be emailed to [lawjjc@georgetown.edu](mailto:lawjjc@georgetown.edu) by 11:59pm EST on **November 27, 2023** with the subject line “Racial Justice and Youth Defense Fellowship Application [Last Name].” An interview period will follow. We anticipate that applicants will be notified of our final selection in December or January.

## **Applicant Information**

**Name:** \_\_\_\_\_

**Preferred Pronouns:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Law School:** \_\_\_\_\_

**Year of Law School Graduation:** \_\_\_\_\_

**Current Bar Admissions (or info re: state bar you will apply for and when):**

\_\_\_\_\_

## **Essay Responses**

**Please attach your answers to the following questions:**

- (1) Please describe how the Racial Justice and Youth Defense Fellowship aligns with your vision for your legal career, including what you hope to gain from the fellowship if selected and how you hope to advance racial justice in your work after the fellowship. (500 words or less)
  
- (2) Please identify one strategy you might propose for racial justice reform in the juvenile legal system. (500 words or less)
  
- (3) Describe an experience that highlights your collaborative leadership skills, especially one involving multiple team members of varying levels of seniority. (500 words or less)

(4) **Optional:** Is there anything in your background or experience that you believe would enhance the diversity of our program? **(250 words or less)**

**Checklist**

In one PDF, I have included my:

- Cover letter**
- Resume**
- Undergraduate transcript**
- Law school transcript**
- List of 3 references**
- Essay question answers**
- Writing sample**

**Applicant's Signature**

I certify that all information I have provided is true and accurate to the best of my knowledge. I also certify that I will notify the selection committee should I accept another offer of employment while this application is pending review.

**Signature:**

**Date:**



## **Notice to Applicants**

### **Equal Opportunity and Non-Discrimination in Education**

Georgetown University provides educational opportunities without regard to, and does not discriminate on the basis of, age, color, disability, family responsibilities, familial status, gender identity or expression, marital status, national origin, personal appearance, political affiliation, race, religion, sex, sexual orientation, source of income or any other factor prohibited by law in its educational programs and activities. Inquiries regarding Georgetown University's non-discrimination policy may be addressed to Institutional Diversity, Equity & Affirmative Action (IDEAA), 37th and O Sts., N.W., Suite M36, Darnall Hall, Georgetown University, Washington, D.C. 20057.

### **Equal Opportunity and Non-Discrimination in Employment**

Georgetown University provides equal opportunity in employment for all persons, and prohibits unlawful discrimination and harassment in all aspects of employment because of age, color, disability, family responsibilities, gender identity or expression, genetic information, marital status, matriculation, national origin, personal appearance, political affiliation, race, religion, sex, sexual orientation, veteran's status or any factor prohibited by law. Inquiries regarding Georgetown University's non-discrimination policy may be addressed to Institutional Diversity, Equity & Affirmative Action, 37th and O Sts., N.W., Suite M36, Darnall Hall, Georgetown University, Washington, D.C. 20057.