

# PAULI MURRAY FELLOWSHIP FREQUENTLY ASKED QUESTIONS

Please read our Frequently Asked Questions below for additional information regarding the Pauli Murray Fellowship and the application process. Applicants may address additional inquiries to [fellowships@aclu.org](mailto:fellowships@aclu.org).

**Applications for the 2024-2026 fellowship must be submitted online by 11:59 p.m. Eastern Standard Time, March 8, 2024.**

## ELIGIBILITY

### **Q: Who is eligible to apply?**

This fellowship is for college graduates (associate or bachelor's degree, must have graduated by Fall 2024) who have successfully navigated systemic barriers to achievement and are seeking an entry-level role at a civil rights focused nonprofit organization. Applicants must demonstrate a commitment or interest to leadership, service, civil rights and civil liberties and be eligible to work in the United States for the duration of the program (Sept 2024-March 2026).

### **Q: How recently should applicants have graduated to be considered eligible?**

While there isn't a specific graduation date requirement in addition to what is noted above, the program is tailored for college graduates who stand to gain the most from an entry-level position within a nonprofit organization, as it is structured to familiarize fellows with the dynamics of such work environments.

### **Q: What do you mean by systemic barriers to achievement?**

Systemic barriers to achievement refer to deeply rooted and institutionalized obstacles that disproportionately impact certain groups, hindering access to educational and career opportunities. We are looking for individuals who have demonstrated resilience in the face of adversity which comes in many forms.

### **Q: The eligibility section states that having no prior connection to the ACLU is a plus. If I do have a connection to the ACLU, will it impact my likelihood of being selected?**

While we welcome and encourage applicants with no prior exposure to the ACLU, this opportunity is open to all who could benefit from an entry level role at a civil rights focused nonprofit, irrespective of their past involvement with us.

## APPLICATION PROCESS AND SELECTION

### **Q: Where can I find the online application?**

The online application is [available here](#). You can also find the application listed on the ACLU's Career page.

**Q: What are the application requirements?**

A complete application comprises the online application form, a resume, responses to two essay questions, and submission of two letters of recommendation (one academic and one personal). All materials including letters of recommendation should be submitted by the deadline.

**Q: Can I edit my application after submission?**

If you discover an error in your submission, please email [fellowships@aclu.org](mailto:fellowships@aclu.org) before the application deadline. Additional materials will not be accepted.

**Q: Who should I contact if I have technical issues with the application platform?**

Email [fellowships@aclu.org](mailto:fellowships@aclu.org).

**Q: How are fellows selected?**

The fellowship selection process comprises an application review, a phone screen, and two rounds of interviews. The selection committee will conduct a consistent and holistic review, paying attention to applicants who:

- A demonstrated commitment to sustained leadership and service.
- A demonstrated resilience in the face of systemic barriers or adversity.
- A commitment to civil liberties, civil rights, and social justice.
- Commitment to the mission of the ACLU.
- No prior connection to the ACLU (via past internships, fellowships, other connections) a plus

**Q: Who should my recommendations come from?**

Select two individuals who can provide meaningful insights into your potential contribution to the ACLU community. One should be an academic reference, such as a professor or teacher, speaking to your academic achievements. The second letter can be from a co-worker, mentor, or peer (excluding family members).

We value the content of the letters more than the title or status of the individuals writing them. Focus on those who have closely, extensively, and recently interacted with you. The most impactful letters provide specific examples of your progress toward a goal. Character references without supporting evidence, even when highly positive, do not meaningfully improve your candidacy.

**Q: How do I know the ACLU has received my letters of recommendation?**

Follow up with your recommenders to confirm they have submitted their letter of recommendation ahead of the deadline. You will receive a notification from the ACLU if any part of your application packet is incomplete.

**Q: When will I be notified about the status of my application?**

All candidates will receive notification of their application status by the end of March.

## **DAY-TO-DAY**

### **Q: Where can I expect to work from?**

Fellows will be based out of the ACLU's National office headquarters in New York, NY. This is a hybrid role that has in-office requirements of two (2) days per week or eight (8) days per month.

### **Q: What does a regular day look like for a fellow?**

The exact nature of the work and projects will vary based on the specific department and team. This is an entry-level training position and fellows can expect to participate in various projects and activities such as research, communication, community engagement, etc. You can learn more about the [Communications Fellow here](#) and the [Development Fellow here](#).

### **Q: What is the volume of work that fellows can expect to have?**

Fellows can expect to build their workload and receive substantive work experience as time progresses.

### **Q: What is the structure of the fellow's schedule? (i.e. lunch, bi-weekly check-ins, work hours, etc.)**

Fellows' schedules will follow ACLU regular business hours which are typically 9am-5pm Monday through Friday with a one-hour lunch period. The cohort will meet a couple times a month for training, development, and cohort building sessions during work hours.

### **Q: Will I be required to work on weekends or after hours?**

Depending on the needs of each department, work hours above the normal seven-hour workday or thirty-five-hour work week may be necessary. In these cases, fellows must discuss and obtain approval for additional work time directly with their managers.

## **TRAINING AND DEVELOPMENT**

### **Q: What type of training do fellows receive?**

Fellows will receive training on the different programs and systems they will be using to conduct day-to-day work as well as training to further build their skillsets such as communication, time management, managing up, project management.

### **Q: What development opportunities will be offered to fellows?**

Fellows will engage in bi-monthly sessions dedicated to their professional and leadership development. Additionally, they will have the opportunity to participate in organization-wide development opportunities such as the ACLU's mentorship program. Fellows will also receive a stipend to pursue external development opportunities.