



## **Elizabeth Mauldin Memorial Advocate for Migrant Women Fellowship**

Centro de los Derechos del Migrante, Inc. (CDM) is starting a full time yearlong fellowship, renewable for a second year, for a recent JD, public policy graduate or a person with similar relevant experience at CDM's Baltimore office that will develop and lead policy and advocacy campaigns to ensure that the voices and experiences of migrant worker women are reflected in the policies that impact them.

### **About Centro de los Derechos del Migrante, Inc.**

CDM is a transnational migrant rights organization dedicated to supporting organizing among Mexico based migrant workers and improving recruitment and working conditions for all low-wage workers. Based in Mexico City, with offices in Baltimore, Maryland and in Juxtlahuaca, Oaxaca, CDM was founded in 2005 to combat the intimidation that often prevents migrant workers from defending their rights while employed in the United States, and to remove the border as a barrier to justice. For over a dozen years, CDM has helped migrants recover millions of dollars in unpaid wages and other compensation, partnered with migrant worker leaders to spark critical policy change, and spearheaded coalitional efforts to end labor trafficking.

Through targeted outreach, education, and leadership development efforts, CDM meets with migrants in their home communities in Mexico, educating them about their rights as internationally recruited workers in the United States. CDM also builds and sustains worker leadership along the migrant stream through our Migrant Defense Committee formed by over eighty migrant leaders dedicated to educating their communities and coworkers. Through established intake protocols CDM interviews migrants, evaluates their legal claims, and refers their cases to attorneys, government agencies, and service providers through our transnational networks.

Additionally, CDM represents migrant workers in strategic, high-impact litigation and has won legal victories establishing important precedents to protect low-wage workers' rights. CDM also provides critical, on-the-ground legal and investigative services for U.S.-based legal organizations, law firms, government agencies, and attorneys with clients in Mexico to ensure that migrants have access to justice.

### **About Elizabeth Mauldin**

Elizabeth first joined CDM as an advocate in 2012. She then grew to become CDM's fearless policy director, leading advocacy efforts that would impact the lives of hundreds of thousands of migrant workers. Elizabeth regularly testified alongside migrant workers before policymakers at state, federal and international levels. She mobilized allies to increase transparency in recruitment in Maryland and in California and notably headed a tri-national campaign that resulted in strengthening migrant worker protections in the renegotiation of the North America Free Trade Agreement (NAFTA). With our partners from Migration that Works she shaped our collective vision for an alternative model for labor migration. Elizabeth was instrumental in drafting a proposal that would correct power imbalances between employers and workers, elevate labor standards, respect family unity, ensure equity and access to justice, and afford migrant workers an accessible pathway to citizenship.

As a working mother herself, Elizabeth had a deep commitment in fighting to end discriminatory practices towards migrant women in guestworker programs, like pregnancy discrimination and sexual harassment. She was the architect of policy campaigns and publications that revealed how sex-based discrimination is entrenched in guestworker programs. Elizabeth oversaw the creation of several publications around this issue and was a fierce advocate and exceptional spokesperson for migrant worker women, often providing commentary for major news sources including NPR, Reuters and USA TODAY.

Elizabeth passed away on March 27, 2019 after a six-month battle with cancer. She left a lasting impact on the lives of thousands of migrant workers through her advocacy efforts and dedication to social justice. She was instrumental in drafting legislation and advocating to protect migrant workers at the federal, state, and international levels.

### **About the Fellowship**

To honor Elizabeth's legacy and to continue the critical work she led working alongside migrant women to advance gender equity and migrant justice, Centro de los Derechos del Migrante, Inc. (CDM) established a fund for the Elizabeth Mauldin Memorial Advocate for Migrant Women (EMMA) that will sponsor a full-time advocate position for a recent JD or public policy graduate at CDM's Baltimore office starting September 2020. The fellow will develop and lead policy and advocacy campaigns to ensure that the voices and experiences of migrant worker women are reflected in the policies that impact them. They will work in close coordination with our policy team to organize migrant worker women and to advocate for their rights, both at the state, federal and international levels. They will also work closely with our legal team to provide legal services and support to migrant women, identifying patterns of abuse and proposing gender-sensitive solutions.

As part of CDM's binational Migrant Women's Project (Proyecto de Mujeres Migrantes, or ProMuMi), EMMAs will stand with migrant women in demanding equal pay, dignified work, and stronger worker protections. They will work alongside migrant women hired to work in the United States to facilitate know-your-rights trainings, develop outreach strategies, and lead advocacy efforts. Through the use of Contratados.org, our award-winning, Yelp-like anti-trafficking

platform, they will help build a community of migrant worker women leaders that work together to change the power imbalances between workers and employers.

We envision the EMMA as a leadership development opportunity for women with a passion for social justice and an interest in a career in public law, public service and/or policy advocacy.

### **Desired Qualifications**

- Recent JD, public policy or related degree;
- Proficient in English and Spanish;
- Strong communication, analytical, research and writing skills;
- Ability to work with people from diverse backgrounds;
- Experience or interest in labor/employment or immigration law, including relevant coursework, internships, and/or employment.
- Experience or interest in women's rights, anti-discrimination law, including relevant coursework, internships, and/or employment.

### **Compensation and Benefits**

The EMMA fellowship is a year-long position renewable for up to a second year. The EMMA Fellow will receive \$60,000 a year in compensation in addition to a competitive benefits package.

### **Location and Start Date**

The fellowship will begin in September 2020 at CDM's Baltimore Office.

### **Application Timeline and Deadlines**

<b>Stage</b>	<b>Due Date</b>	<b>Notes</b>
<b>1. Application Open</b>	February 5- March 15, 2020	<i>Applications accepted until March 15th at 11:59 p.m.</i>
<b>2. Interviews</b>	March 15- April 1, 2020	<i>Interviews will be given to selected candidates.</i>
<b>3. Notification of Decisions</b>	April 30, 2020	<i>Decisions will be emailed to candidates.</i>
<b>4. Fellowship begins</b>	September 2020	
<b>5. Presentation of Fellow</b>	September 10, 2020	<i>Fellow will be presented at CDM's 15 year anniversary</i>

*event.*

## **Application Process**

The EMMA fellowship will be posted February 5, 2020 and will begin to accept applications until March 15, 2020 at 11:59 p.m. EST. A full and completed application includes: a cover letter, resume, writing sample, and a list of 3 references (name and contact information). Applications should be sent via email to [info@cdmigrante.org](mailto:info@cdmigrante.org) with the subject line: EMMA Fellowship Application- [Insert your name here].

Each application will then be reviewed and interviews will be offered to a select group of candidates for further evaluation by a selection committee.

Notifications of decisions will be sent out by April 30, 2020, via email and one applicant will be accepted for the EMMA Fellowship, who will begin working with CDM on September 10, 2020. The fellow will be presented at CDM's 15 year anniversary event that same night.