Mission & History

The Lawyers’ Committee for Civil Rights and Economic Justice is a non-profit, non-partisan organization formed to marshal the resources of the legal community to address racial and national origin discrimination throughout Massachusetts. For four decades, the Lawyers’ Committee has worked to safeguard the civil, social, and economic rights of our constituencies. We handle impact litigation as well as legal actions on behalf of individuals. We also engage in community economic development, community education, and policy advocacy.

Founded in 1968, the Lawyers’ Committee was the first of eight local affiliates of the Washington, D.C.-based Lawyers’ Committee for Civil Rights Under Law, a national organization formed at the request of President John F. Kennedy to involve the private bar in providing legal representation to address racial discrimination. In 1973, the Lawyers’ Committee became the first pro bono project of the Boston Bar Association and was the only Lawyers’ Committee in the nation affiliated with a major bar association. Although the organization is now separately incorporated with its own 501(c)(3) tax-exempt status, the Lawyers’ Committee continues to maintain strong ties to the private bar.

Membership by private law firms in the Lawyers’ Committee still forms the working foundation of the organization. These member firms fund a significant part of our annual operating expenses and provide million of dollars in pro bono legal services by co-counseling with the organization. In this way, the Lawyers’ Committee has for decades harnessed the resources and legal talent of Boston’s law firms to secure the civil rights of area residents.

The Lawyers’ Committee has also grown, adding new projects and initiatives to fit the changing face of discrimination. While working closely with an ever-increasing number of community partners, it has always remained true to its core mission to challenge discrimination.

“Action without vision is only passing time, vision without action is merely day dreaming, but vision with action can change the world.”

- Nelson Mandela
Message from the Executive Director

At the Lawyers’ Committee for Civil Rights and Economic Justice, our mission is the complete elimination of discrimination. We dream of a society where every person – regardless of race, color, creed, age, national origin, immigration status, sex, gender identity, sexual orientation, and disability – can contribute their skills and talents to make Massachusetts a better place for all of us. This struggle does not belong to one or some of us – it belongs to all of us.

From our role in desegregating Boston’s public schools and public housing projects to our ongoing efforts to eradicate discrimination in the workplace, we are a catalyst for justice and equality. In 2014, we continued building on our rich legacy, expanding our work to make it even more diverse, inclusive, visible, and impactful. Our success is largely attributable to our unique partnerships. Our Medical Legal Partnership facilitates access to legal services for eligible patients from Massachusetts General Hospital. Our partnership with the private bar through the Belin Economic Justice Project provides business law advice to entrepreneurs from communities of color. Our partnership with our member firms – many of which co-counsel our cases pro bono – aides us in fighting for our clients inside and outside of the courtroom.

In 2014, our staff, Board of Directors, member firms, and supporters worked in concert to push our cause forward. We continue to march together in the trenches of social justice to build a legacy of equality. In the words of Langston Hughes:

We have tomorrow,  
Bright before us  
Like a flame.  
Yesterday, a night-gone thing  
A sun-down name.  
And dawn today  
Broad arch above the road we came.

We march!

Iván Espinoza-Madrigal,  
Executive Director
Who Seeks Our Help

INTAKES AND CLIENTS

Each year, Lawyers’ Committee staff and interns field hundreds of calls, emails, and letters from individuals seeking legal representation and advice. We track demographic information about the people seeking help. Information about these intakes is summarized in the graphs below:
Belin Economic Justice Project

Since 2001, the Lawyers’ Committee’s Belin Economic Justice Project (EJP) has assisted individuals in low-income, immigrant, and minority communities to create and expand their small businesses. By assisting entrepreneurs with business legal matters, EJP promotes community economic development in underserved neighborhoods throughout Boston as well as economic sustainability for entrepreneurs and small business owners in those communities. EJP Acting Project Director Sarah Gautier and Assistant Project Manager Gerald Glover III collaborate with member firms and community organizations to provide transactional assistance and technical support to entrepreneurs in underserved communities.

EJP partners with community organizations and member firms to offer workshops that give an overview of business legal issues, including entity formation, contracts, intellectual property, real estate, and employment law. Following a legal workshop, EJP hosts legal clinics that give small businesses and entrepreneurs an opportunity to speak one-on-one with an attorney about their business’ legal needs.

CREATE YOUR OWN JOB SEMINARS

Since 2013, EJP has partnered with Latham & Watkins and a host of technical assistance providers and volunteers to conduct our Create Your Own Job Seminars.

We held one seminar in the spring and one in the fall and trained 30 entrepreneurs on business basics to help launch their businesses. Several graduates of the seminar have also recently launched or expanded their businesses with the help of pro bono representation from member firms. This representation has included assistance with entity formation, contract drafting and review, lease negotiations, and trademark acquisition.

CREATE YOUR OWN JOB SEMINAR PARTNERS

Center for Women and Enterprise
for assistance on business planning

Massachusetts Society of Certified Public Accountants
for assistance on business accounting and finance

Dorchester Bay Economic Development Corporation
for assistance on accessing microloans

ACCIÓN, USA
for assistance on accessing microloans

Surpass Business Alliances
for assistance on marketing

Gillette
for assistance on brand management and marketing
Small Business Profiles

TIFFANY TATE, LINGER MAGAZINE

Tiffany Tate, an African-American woman from Readville, Massachusetts, is the founder of Linger Magazine, an online and print fashion publication that provides a unique and interactive platform for creative talents to showcase their individual vigor and originality. Ms. Tate participated in the Create Your Own Job Seminar we conducted in partnership with Latham & Watkins. She enrolled in the class in anticipation of covering New York’s Fall Fashion Week. At a legal clinic, Ms. Tate received assistance with several contracts she was signing with contributors to the magazine.

Ms. Tate said, “The Create Your Own Job Seminar is an environment that creates an interactive ‘think tank’ for all participants - no matter where they are in their journey toward becoming an entrepreneur. Each presenter was supportive with informative topics that provide insight from a small business owner’s perspective with corporate scope.”

JOSE GARCIA, ANGELA’S CAFE

Jose Garcia, a Mexican-American immigrant, is the founder of Angela’s Cafe in East Boston. Angela’s Cafe is a landmark restaurant that serves Puebla cuisine with a family touch. After being featured on Guy Fieri’s Diners, Drive-Ins, and Dives, people who have a layover in Boston and who want to experience home-made Puebla cuisine make sure to stop by. Jose participated in the Create Your Own Job Seminar in partnership with Latham & Watkins. He enrolled in the seminar to learn more about expanding his business into catering.
EAST BOSTON BUSINESS INSTITUTE

In 2014, EJP formed a partnership with East Boston Main Streets, which is a Boston Main Streets initiative that provides technical assistance and support for small businesses, and the East Boston Business Institute, an eleven-month program that offers technical assistance to new business owners. Our first joint business legal workshop was held in Spanish for a class of 14 small business owners on entity formation, contracts, and employment considerations. Our second workshop was held in English for a second cohort focusing on entity formation. We had a follow-up workshop in English focusing on contracts, leases, zoning, and employment considerations. EJP partnered with WilmerHale to hold a legal clinic to provide ten business owners with an opportunity to speak with an attorney for 30 minutes about their legal issues.

ASIAN AMERICAN CIVIC ASSOCIATION

In 2014, EJP joined Ropes & Gray and the Asian American Civic Association to offer transactional support through one-on-one sessions with entrepreneurs. The Asian American Civic Association is a community organization in Boston’s Chinatown that seeks to help their clients gain economic self-sufficiency through English language classes and job training assistance. Over 20 entrepreneurs received assistance on real estate, intellectual property, and choice of entity. The Massachusetts Office of Business Development supported our work in counseling individuals on city contracts for minority- and women-owned businesses, and licensing issues.

ONE-ON-ONE COACHING

In 2014, EJP identified a gap between entrepreneurs who took the seminar and were ready for placement with pro bono representation and entrepreneurs who needed more assistance in the business development stage. With this growing need, EJP implemented one-on-one coaching for seminar graduates. EJP supported the growing ideas of ten entrepreneurs, including an event planner, a publisher, a farm cooperative, a job-training consultant, a media consultant, and many other entrepreneurs. We helped them on issues ranging from business planning to entity formation and contracts. The educational information and connections to technical assistance partners empowered these entrepreneurs to take their business ideas to the next level.
Snapshot of Entrepreneurs Participating in the Belin Economic Justice Project

- Male: 26
- Female: 42

- African American: 31%
- Latino: 34%
- White: 22%
- Southeast Asian: 4%
- Caribbean: 9%
Starting with its involvement in *Morgan v. Hennigan*, Boston’s school desegregation case, the Lawyers’ Committee has worked to protect the civil and educational rights of Massachusetts’ students. As 2014 marked the 40th anniversary of *Morgan* and the 60th anniversary of *Brown v. Board of Education*, the Lawyers’ Committee continues its advocacy on matters at the core of those cases: student assignment, student transportation, resource equity, and teacher diversity in Boston Public Schools. The Lawyers’ Committee pays particular attention to school discipline, racial harassment, and special education as well. Throughout its education advocacy, the Lawyers’ Committee seeks a fully inclusive answer to a question first raised in *Morgan* and *Brown*: “Who is welcome in our schools?”

### Advancing Educational Equity in Boston

In early 2014, the Boston School Committee voted to practically eliminate yellow bus service for all 7th and 8th graders, placing the students on public transportation instead. The School Committee’s plan posed a host of safety, attendance, and logistical problems, particularly for students of color and immigrant students in Roxbury, Dorchester, and Mattapan. The Lawyers’ Committee feared that this plan, when coupled with Boston’s new student assignment system, would force some families to choose between the school they wanted to send their child to and their child’s safety getting there and back. This was a choice no parent should make.

Together with the **Boston Branch of the NAACP** and other allies, the Lawyers’ Committee coordinated an effort to oppose the transportation cuts, reaching out to affected families, testifying before the Boston City Council and Boston School Committee, and authoring an op-ed for the *Boston Globe*. As a result, Boston Public Schools dramatically reduced the number of students affected by the plan. The Lawyers’ Committee served on Mayor Martin J. Walsh’s Middle School Transportation Advisory Group and continued meeting with affected parents, students and educators to monitor implementation of the revised plan. In addition to its student transportation advocacy, the Lawyers’ Committee testified before the Boston City Council on teacher diversity in Boston Public Schools and participated in a related working group.
Securing Safe & Supportive Schools

In July 2014, Massachusetts’ new school discipline law (“Chapter 222”) went into effect, encouraging schools to reduce their reliance on out-of-school suspensions and providing students with greater due process protections. The Lawyers’ Committee worked throughout the year to secure proper implementation of Chapter 222. In spring 2014, the Lawyers’ Committee joined the statewide Education Law Task Force in successfully advocating for robust regulations for the new law, testifying twice before the Massachusetts Board of Elementary and Secondary Education, partnering with the the national Lawyers’ Committee for Civil Rights Under Law in submitting comments on the proposed regulations, and recruiting similar submissions by other national partners including the NAACP Legal Defense and Educational Fund. In the summer, the Lawyers’ Committee worked with the Boston Code of Conduct Advisory Council to ensure that Boston’s code properly reflected the new regulations. In the fall, the Lawyers’ Committee released Not Measuring Up: The State of School Discipline in Massachusetts, an analysis of Massachusetts’ school discipline rates and disparities that served as a guidepost in Chapter 222’s implementation (see “Lawyers’ Committee Report: Not Measuring Up” next page).

The Lawyers’ Committee addressed a host of other matters related to school discipline as well in 2014. Given the documented harms of school-based arrests and the disproportionate impact of these practices on students of color and students with disabilities, the Lawyers’ Committee testified against an expansion of school-based policing before the Massachusetts Legislature’s Joint Committee on Public Safety and Homeland Security and offered similar testimony before the Massachusetts Advisory Committee for the U.S. Commission on Civil Rights. The Lawyers’ Committee successfully advocated against a proposal to arm Boston’s school police with pepper spray. Finally, the Lawyers’ Committee submitted discipline-related comments to the Massachusetts Department of Elementary and Secondary Education and the U.S. Department of Education.

Ensuring Federal Enforcement of Students’ Civil Rights

The Lawyers’ Committee filed a pair of complaints with the U.S. Department of Education’s Office for Civil Rights in 2014. Co-counseling with Foley Hoag, the Lawyers’ Committee filed a complaint on behalf of an African-American student with sickle cell disease whose private school was discriminating against her because of her disability. The Lawyers’ Committee also filed a complaint on behalf of a student of color experiencing school-based racial harassment in a Boston suburb.
Lawyers’ Committee Report:

Not Measuring Up: The State of School Discipline in Massachusetts

In November 2014, the Lawyers’ Committee released Not Measuring Up: The State of School Discipline in Massachusetts. The report analyzed Massachusetts’ most recent school discipline data and found that students of color, students with disabilities, and charter school students in Massachusetts were disproportionately likely to be suspended, particularly for minor misbehavior.

Key Findings

- Massachusetts’ students missed over 200,000 days in the classroom due to discipline in the 2012-13 school year;
- One in eight African-American students and one in ten Latinos were disciplined at least once in 2012-13 school year, compared to one in 27 White students;
- Nearly two-thirds of all out-of-school suspensions were for “non-violent, non-criminal, non-drug” offenses – a category of discipline in which racial disparities were especially evident; and,
- Five percent of schools accounted for almost half the state’s disciplinary actions, with charter schools, disciplinary alternative schools, and therapeutic day schools accounting for the great majority of high suspending schools throughout Massachusetts.

Massachusetts’ new school discipline law (‘Chapter 222”) went into effect in July 2014, and Not Measuring Up is intended to serve as a guidepost for how well the new law is being followed. To that end, the Lawyers’ Committee is exploring creative opportunities to enforce the new law and is also developing a toolkit for students, parents, and educators in Massachusetts to advocate for discipline reform in their communities.

Not Measuring Up has garnered ongoing local, regional, and national media attention, including significant coverage in the Boston Globe and the Bay State Banner, on WBUR Public Radio, and through the Associated Press. The report’s authors (Joanna Taylor and Lawyers’ Committee attorneys Matt Cregor and Priya Lane) have appeared at conferences and on television and radio outlets discussing their findings. The report has also helped prompt national dialogue on discipline rates in charter schools, with findings from Not Measuring Up mentioned several times in a New York Times’ Room for Debate, among other media outlets.
Equal Employment Opportunity Project

In 2014, Lawyers’ Committee attorneys Laura Maslow-Armand, Kendra Sena, and Bryn Sfetsios provided pro bono representation in dozens of individual employment cases involving discrimination in hiring, pay, promotion, and termination. The employers ranged from an international movie theatre chain to a small roofing company in Andover, Massachusetts.

The employment discrimination cases generally involved employees of color who were terminated after filing complaints of mistreatment. Many cases follow a similar pattern: an employee performs well for several years and receives promotions and wage increases. Then, a new supervisor enters the workplace, the evaluations become negative, and the employee is terminated for pretextual reasons.

Many cases involve unskilled immigrant workers with limited English proficiency who are vulnerable to exploitation and abuse. This is particularly the case with immigrant women, many of whom are hired to clean offices late in the evening, who are often sexually harassed by their supervisors. Several of our clients are referred from workers’ centers, such as the Chelsea Collaborative and Justice at Work, in many occasions after the employee has endured months of discrimination or wage theft. These workers’ centers provide a structure for organizing and empowering recent immigrants. Under the direction of Kendra Sena, the Lawyers’ Committee provided representation to low-wage landscapers, construction and factory workers, as well as to those who clean offices or serve quick meals.
Employment Litigation at the Intersection of Racial Justice and Policing

More than a decade ago, the Lawyers’ Committee and Bingham McCutchen LLP joined forces to represent ten African-American former Boston police officers in an employment discrimination case concerning the Boston Police Department’s (BPD) use of hair samples in drug screenings administered annually to sworn personnel. In this case, we contend that the BPD’s “hair test” has a statistically significant adverse impact against African Americans because it generates false-positive results in processing the type of hair common to many African Americans.

In 2012, the federal district court granted summary judgment in favor of the Boston Police Department, but we successfully appealed. In 2014, the U.S. Court of Appeals for the First Circuit reversed significant portions of the district court’s ruling and remanded the case, thus giving the Lawyers’ Committee another opportunity to fight for fair employment practices for people of color in law enforcement. Diversity in police ranks helps build community trust.

The Lawyers’ Committee’s intersectional work in this area includes representing several minority police officers in *Lopez v. Lawrence*, a federal district court case on the disparate, adverse impact that police promotional exams have on the promotion efforts of officers of color. The Lawyers’ Committee also represents an African-American police academy recruit in a claim before the Massachusetts Commission Against Discrimination for different treatment in his disciplining and dismissal from the academy. Finally, Lawyers’ Committee continues to serve as the consent decree monitor for the compiled *Castro v. Beecher* cases that govern police hiring in several municipalities in Massachusetts.

<table>
<thead>
<tr>
<th>Year</th>
<th>Approximate Percentage of Positive Results Assigned to African Americans by the Boston Police Department</th>
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<tbody>
<tr>
<td>1999</td>
<td>56%</td>
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<td>2000</td>
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<td>2005</td>
<td>75%</td>
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<tr>
<td>2006</td>
<td>71%</td>
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</tbody>
</table>
Medical Legal Partnership

In 2014, the Lawyers’ Committee continued to actively participate in an innovative collaboration providing direct legal services to the patient population of the Massachusetts General Hospital Chelsea HealthCare Center. Our goal is to address the social determinants of health and to be part of the wrap-around holistic care offered by the providers. In most cases, this translates into providing access to resources, including public benefits and enhanced social services for which the client may be eligible. The patients are referred to an attorney from the Lawyers’ Committee who is on site one day a week. Most of the referrals concern immigrant and refugee populations. In 2014, our clients came from 26 different countries. We conducted more than 350 client interviews.

A healthcare provider or community health worker helps us to identify a specific issue appropriate for legal representation. In 2014, the issue most frequently identified was some form of physical or mental illness that would prevent an adult from performing gainful activity and would prevent a child from performing as well as other children his or her age. In 2014, there was a fourfold increase in the number of disability claims that we filed on behalf of our clients. With detailed medical records and supporting letters from the treating physicians, 20 disability claims were granted without appeal; and only two required a hearing before an administrative law judge.

The program at Massachusetts General Hospital differs from other medical legal partnerships throughout the country. The Lawyers’ Committee attorney has immediate access to the new client’s social and medical history as well as a report from a home visitor, a patient navigator or a medical interpreter who is familiar with the client’s background and culture. Certified interpreters are on staff at the Chelsea HealthCare Center to communicate with clients in 17 different languages, including Amharic, Nepalese, and Dari.
Voting Rights

In 2014, the Lawyers’ Committee continued litigating *NAACP v. Galvin*, a lawsuit that challenged Massachusetts’ failure to abide by Section 7 of the National Voter Registration Act, which requires public assistance offices to provide voter registration opportunities and access to individuals applying for benefits, re-certifying for benefits, or updating their addresses. The litigation team, which includes the Lawyers’ Committee, our member firm Ropes & Gray LLP, the national Lawyers’ Committee for Civil Rights Under Law, Demos, and Project Vote, began exploring opportunities for settlement in an effort to expedite resolution of this important voting rights case.

On behalf of our clients, the New England Area Conference NAACP and New England United for Justice, the litigation team considered the following provisions necessary to redress Massachusetts’ prior failures to provide voter registration:

- Automatic distribution of voter registration applications to citizens applying for public assistance as well as to those renewing public assistance benefits or changing their addresses;
- Assistance in several different languages to clients while completing voter registration applications and delivery of voter registration applications to local election officials; and,
- Regular oversight and reporting to ensure that employees of the Massachusetts Department of Transitional Assistance always provide the voter registration services required by federal law.

In March 2014, the Lawyers’ Committee hosted the New England Regional Hearing of the National Commission on Voting Rights and Election Administration. During the 2014 midterm elections, the Lawyers’ Committee was actively involved in coordinating election protection efforts in Massachusetts. Over a dozen attorneys and several dozen grassroots volunteers monitored polling locations as a part of a nationwide voter protection effort. An overwhelming number of the volunteers were able to provide much-needed assistance to voters who had questions about their polling locations, registration status and concerns over the administration of the elections.
Police & Community Relations

In 2014, we saw a significant increase in the number of high profile incidents of police misconduct. The police-related deaths of Michael Brown in Missouri, Eric Garner in New York, Tamir Rice in Ohio, and countless others gave rise to community protests and conversations about race and policing in African-American communities, communities of color, immigrant communities, and other marginalized populations. The need for understanding the historical context of race relations, implicit and unexamined bias, and the harm caused by mass incarceration were consistent themes in solution-based conversations the Lawyers’ Committee engaged in to move the dialogue forward.

Deputy Director Rahsaan Hall represented the Lawyers’ Committee in legislative briefings on proposed data collection for police motor vehicle and pedestrian stops, and in a broad range of community engagements, including:

- Massachusetts Commission Against Discrimination Annual Fair Housing Conference, plenary address: “Black Lives Matter.”
- New England Cable News Network’s “Broadside,” concerning the events in Ferguson, Missouri.
- Anti-Defamation League forum, “Next Steps After Ferguson, Garner and Rice.”
- Northeastern University School of Law forum, “Post Ferguson Road Map: The Way Forward.”
- Boston College Law School forum, “Police Body Cameras.”
- Harvard Law School forum, “Ferguson and the Road Forward.”
Collaborations & Community Partners

The Lawyers’ Committee maintains close ties with many non-profit organizations, collaborating on various projects, and sharing information regarding legal issues affecting the community. In 2014, we worked alongside many organizations and community partners, including:

• ACCION, USA
• ACLU of Massachusetts
• Alternatives for Community & Environment
• Amicus Group
• Asian American Civic Association
• Black Educators Alliance of Massachusetts
• Blackstonian
• Boston Area Youth Organizing Project
• Boston Branch of the NAACP
• Boston Busing/Desegregation Project
• Boston Education Justice Alliance
• Boston Public Schools Code of Conduct Advisory Council
• Boston SCORE
• Boston Society of Vulcans
• Boston Student Advisory Council
• Boston Teachers Union
• Brazilian Immigrant Center
• Bunker Hill Community College
• Cambridge and Somerville Legal Services
• Center for Church and Prison
• Center for Civil Rights Remedies of the Civil Rights Project at UCLA
• Center for Public Representation
• Center for Women and Enterprise
• Centro Latino
• Charles Hamilton Houston Institute for Race & Justice at Harvard Law School
• Chelsea Collaborative
• Citizens for Juvenile Justice
• Coalition Against the Boston University Biolab
• Combined Clergy of Boston
• Common Cause
• Community Action Programs Inter-City (CAPIC)
• Community Change
• Community Legal Aid
• Conservation Law Foundation
• Demos
• Disciplinary Disparities Research to Practice Collaborative
• Disparities Action Network
• Dorchester Bay Economic Development Corporation
• East Boston Main Streets
• EdLaw Project
• Education Advocacy Clinic of Suffolk University Law School
• Education Law Task Force
• Egleston Main Streets
• Fair Employment Project
• Fair Housing Center of Greater Boston
• Friends of Madison Park
• Gay & Lesbian Advocates & Defenders
• Greater Boston Legal Services
• Grove Hall Neighborhood Development Association
• Haley House
• Harvard Law School Education Law Clinic
• Health Justice for Boston
• High Point Families United
• Housing Discrimination Testing Program of Suffolk University Law School
• Hyde Park Main Streets
• International Institute of New England
• Jamaica Plain Neighborhood Development Corporation
• Jewish Alliance for Law and Social Action
• Justice at Work
• Kirstein Business Library, Boston Public Library
• Lawyers’ Committee for Civil Rights Under Law
• League of United Latin American Citizens
• League of Women Voters of Massachusetts
• Massachusetts Appleseed
• Massachusetts Advocates for Children
• Massachusetts Association of Minority Law Enforcement Officers
• Massachusetts Coalition for Occupational Safety & Health
• Massachusetts Coalition for the Fair Sentencing of Youth
• Massachusetts Employment Lawyers Association
• Massachusetts Immigrant and Refugee Advocacy Coalition
• Massachusetts Law Reform Institute
• Massachusetts Nurses Association
• MassVOTE
• Mental Health Legal Advisors Committee
• Merrimack Valley Small Business Assistance Center
• Metropolitan Council for Educational Opportunity, Inc. (METCO, Inc.)
• Middle School Transportation Advisory Group to Boston Mayor Martin J. Walsh
• Mothers for Justice and Equality
• NAACP Legal Defense and Educational Fund, Inc.
• New England Area Conference NAACP
• New England Equity Assistance Center
• New England United for Justice
• Northeastern University School of Law
• Office of Business Development for the City of Boston
• Operational Services Division/Supplier Diversity Office of the Commonwealth of Massachusetts
• Program on Human Rights and the Global Economy (Northeastern University School of Law)
• Project PAIR
• Project RIGHT
• Project Vote
• Roxbury Community College
• Roxbury Safety Net
• Small Business Administration
• Small Business Institute
• Strategies for Youth
• Tenant Advocacy Project
• University of Massachusetts Boston Small Business Development Center
• Union of Minority Neighborhoods
• United for Justice and Peace
• Urban League of Eastern Massachusetts
• Volunteer Lawyers Project
• West Roxbury Main Streets
• Worker Center for Economic Justice
• Youth Organizers for the Now Generation (YOUNG)
Co-Counsel & Pro Bono Volunteers

The Lawyers’ Committee is deeply grateful to the following individuals who assisted the organization in 2014 through co-counseling our cases, participating in the Belin Economic Justice Project, and helping with the Election Protection Project. These individuals contributed significantly to the public interest. We apologize in advance if we have inadvertently omitted any of our wonderful volunteers.

John Adkins - Bingham McCutchen
Ken Appleby - Mintz Levin
Christine Baker - Mintz Levin
Richard Bauer - G.B.L.S.
Megan Bisk - Ropes & Gray
Eric Blythe - Mintz Levin
Sarah Brannon - Project Vote
Emilia Cannella - Ropes & Gray
David Cappillo - Goodwin Procter
Jonathan Cheng - Ropes & Gray
Esther Cho - Mintz Levin
John Chory - Latham & Watkins
Molly Clayton - WilmerHale
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Jack Creedon - Ropes & Gray
Tara Czubiniak - Ropes & Gray
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Melissa Danforth - Ropes & Gray
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Sally Davis - Ropes & Gray
Bill Davison - Ropes & Gray
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Kenneth Felter - Ropes & Gray
Vinita Ferrera - WilmerHale
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Deanna Fitzgerald - Ropes & Gray
Catherine Flanagan - Project Vote
Joshua Fox - WilmerHale
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Marc Lazar - Ropes & Gray
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So-Eun Lee - Goodwin Procter
Lindsay Leone - Mintz Levin
Ira Levy - Goodwin Procter
Adam Lioz - Demos
Richard Loewy - Ropes & Gray
Bryan MacDonald - Ropes & Gray
Jeneieve Maerker - Foley Hoag
Mina Makarious - Anderson & Kreiger
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Eugene L. Morgulis - Ropes & Gray
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William Neeley - Goodwin Procter
Scott Novakowski - Demos
Mark Nuccio - Ropes & Gray
Seth Orkand - WilmerHale
Peter Osborn - WilmerHale
Kevin Prussia - WilmerHale
Kate Radtke - Ropes & Gray
Avery Reaves - WilmerHale
Alejandro Reyes - Lawyers’ Committee for Civil Rights Under Law
Patrick Roath - Ropes & Gray
Tracy Roosebeet - Foley Hoag
Jack Schecter - Mintz Levin
Susan Sheffler - Ropes & Gray
Megan Sherman - Goodwin Procter
Evan Smith - Latham & Watkins
Stephaine Smith - WilmerHale
Kaoru Susuki - Mintz Levin
Joshua Talicska - Ropes & Gray
Emily Taylor - Latham & Watkins
Brian Tessler - Ropes & Gray
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Colin Van Dyke - Mintz Levin
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A SPECIAL THANKS

The Lawyers’ Committee would like to offer profound thanks and gratitude to Norma P. D’Apolito, Jessica Sommer, Sasha Kopf, and Kendra Sena, each of whom made significant contributions to the work and direction of the Lawyers’ Committee during their tenure here.

FELLOW

Bryn Sfetsios is a Litigation Fellow with the Lawyers’ Committee’s Employment Project. She graduated from Pennsylvania State University with a B.A. in both Sociology and Political Science in 2009, and received her J.D. from the Boston University School of Law in 2013. During her time in law school, Bryn interned with the Enforcement and Investigations Division of the Massachusetts Commission Against Discrimination, was a student attorney for the Employment Rights Clinic and Greater Boston Legal Services, and law clerked for Pontikes Law, LLC.

VOLUNTEER SPOTLIGHT

We want to highlight two individuals whose volunteer contributions to the Lawyers’ Committee truly helped to shape our legal and advocacy work in 2014:

Tyler Crosby is a 2013 graduate of Northeastern University School of Law. As a volunteer with the Lawyers’ Committee, Tyler organized the New England Regional Hearing of the National Commission on Voting Rights and Election Administration in March of 2014. He also participated in the research and drafting of an amicus brief for City of Brockton v. Energy Facilities Siting Board, an environmental justice matter heard the Massachusetts Supreme Judicial Court. Tyler is now an attorney in Boston. He founded a consulting firm, Specific Performance Consulting and Studios, where he coaches attorneys on acting, performance, and public speaking skills.

Joanna Taylor is the lead author of the Lawyers’ Committee’s report, Not Measuring Up: The State of School Discipline in Massachusetts. Joanna is a doctoral candidate at the Heller School of Social Policy at Brandeis University. Before pursuing her Ph.D., Joanna taught for six years in Boston Public Schools and served as a youth worker in Jamaica Plain.
STAFF BIOS

Iván Espinoza-Madrigal, Executive Director
Iván joined the Lawyers’ Committee in April 2015. Previously, he was the Legal Director of the Center for HIV Law and Policy; a staff attorney at Lambda Legal and MALDEF; an associate at Fried Frank; and a judicial law clerk, first in the U.S. District Court, S.D.N.Y., and then in the U.S. Court of Appeals, Sixth Circuit. Iván is a graduate of the University of Pennsylvania and NYU School of Law. The National LGBT Bar Association has recognized him as one of the Best LGBT Lawyers Under 40.

Rahsaan D. Hall, Deputy Director
Rahsaan joined the Lawyers’ Committee as a Staff Attorney in March 2008. He was appointed Deputy Director in 2011. Before coming to the Lawyers’ Committee, Rahsaan was a member of the Suffolk County District Attorney’s Office. Rahsaan is a graduate of Northeastern University School of Law. In addition to his advocacy at the Lawyers’ Committee, Rahsaan is an Itinerant Elder with the AME Church.

Matt Cregor, Staff Attorney
Matt Cregor joined the Lawyers’ Committee in January 2014 and works on a variety of education matters including school discipline, special education, and student assignment. Previously, Matt served as a staff attorney for the NAACP Legal Defense and Educational Fund and the Southern Poverty Law Center. Matt is a 2006 graduate of the Georgetown University Law Center.

Sarah Gautier, Acting Project Director, Belin Economic Justice Project
Sarah joined the Lawyers’ Committee in 2011 as fellow and became a staff attorney in 2012. In 2014, Sarah served as the Acting Project Director of the Belin Economic Justice Project (EJP), which provides legal technical assistance for low-income, immigrant and minority entrepreneurs. Sarah coordinates with member firms and community organizations to host workshops, clinics, and other EJP events. Sarah is also a Youth Pastor at Congregación León de Judá.

Gerald Glover III, Assistant Project Manager, Belin Economic Justice Project
Gerald joined the Lawyers’ Committee in 2013 as an intern to the Belin Economic Justice Project. In 2014, Gerald was named Assistant Project Manager of EJP, working closely with Sarah Gautier to organize business legal clinics and workshops. Gerald comes to Boston from Philadelphia, and graduated from Suffolk University Law School in May 2015.

Priya Lane, Staff Attorney
Priya, a former Lawyers’ Committee intern, returned to the office in 2013 after graduating from Northeastern University School of Law. After working for a year as a fellow, Priya became a staff attorney in 2014. Priya works closely with Matt Cregor on education issues as well as employment and housing matters.

Laura Maslow-Armand, Staff Attorney
Laura joined the Lawyers’ Committee in 2003. Prior to that, she served as Assistant Attorney General in the Civil Rights and Public Charities Divisions. Laura is a graduate of Harvard College and Harvard Law School. She divides her time between employment discrimination litigation and the Medical Legal Partnership.