

**Laws
alone
are
not
enough**

LCR

**LAWYERS FOR
CIVIL RIGHTS
BOSTON**

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#BizGrow
#LegalWarriors
lawyersforcivilrights.org

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Eastern Bank is committed to recognizing the good in our communities and celebrating 20 years of growth and achievements of

**LAWYERS FOR
CIVIL RIGHTS BOSTON.**

**We proudly support the
2021 CIVIL RIGHTS RECEPTION.**

Congratulations to the event honoree and President of Eastern Bank, Quincy Miller. His leadership in supporting small businesses and promoting economic mobility and inclusion, inspires us all.



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Congratulations to LCR on the 20th Anniversary of Bizgrow.

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LCR BizGrow
20 YEARS

10-20 MINT LEAVES
1 1/2 OZ RUM
1 OZ PINEAPPLE JUICE
1 OZ HONEY
3/4 OZ LIME JUICE



The BizGrow Cocktail

Learn how to make your own BizGrow signature cocktail: vimeo.com/558216436

Program

Latin Jazz

Jose Allende
LCR | BizGrow Client

The BizGrow Cocktail

Lauren Sampson
LCR

Welcome Remarks

Lisa Pirozzolo &
Inez Friedman-Boyce
Board Co-Chairs

BizGrow's 20th Anniversary

Priya Lane
LCR | BizGrow Director

Introduction of Founders' Award Honoree

David Bowman
LCR Board Member

Honoree Remarks

Quincy Miller
Eastern Bank

Introduction of Keeper of the Flame Honoree

Linda Davidson
Board Member

Honoree Remarks

Segun Idowu
BECMA

Executive Director's Remarks

Iván Espinoza-Madrigal
LCR

Closing Remarks

Jenny Rikoski & Colin Van Dyke
Board Members

Mission & History

Lawyers for Civil Rights fosters equal opportunity and fights discrimination on behalf of people of color and immigrants. We engage in creative and courageous legal action, education, and advocacy in collaboration with law firms and community partners. Our organization is a leading hub for litigation, advocacy, and resistance to discrimination.

Our organization was founded in 1968 in the midst of riots, the aftermath of the assassination of Dr. Martin Luther King, Jr., and the findings of the Kerner Commission report concluding that the nation was “moving toward two societies. One black, one white – separate and unequal.”

With funding and *pro bono* legal services contributed by Boston law firms, the organization became the first of eight independently funded and governed 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 enlist the private bar in providing free legal representation to address racial discrimination.

In 1973, we became the first *pro bono* project of the Boston Bar Association (BBA) and the only Lawyers’ Committee in the country directly connected with a major bar association. Although the organization is now separately incorporated with its own 501(c)(3) tax-exempt status, we continue to maintain strong ties to the BBA and the private bar in Boston.

Membership by private law firms still forms the working foundation of our organization. Member law firms fund a significant part of our annual operating expenses and provide millions of dollars in *pro bono* legal services by working closely with the organization. In this way, for decades, we have harnessed the resources and talent of Boston’s leading law firms to secure and protect the civil rights of Massachusetts residents.

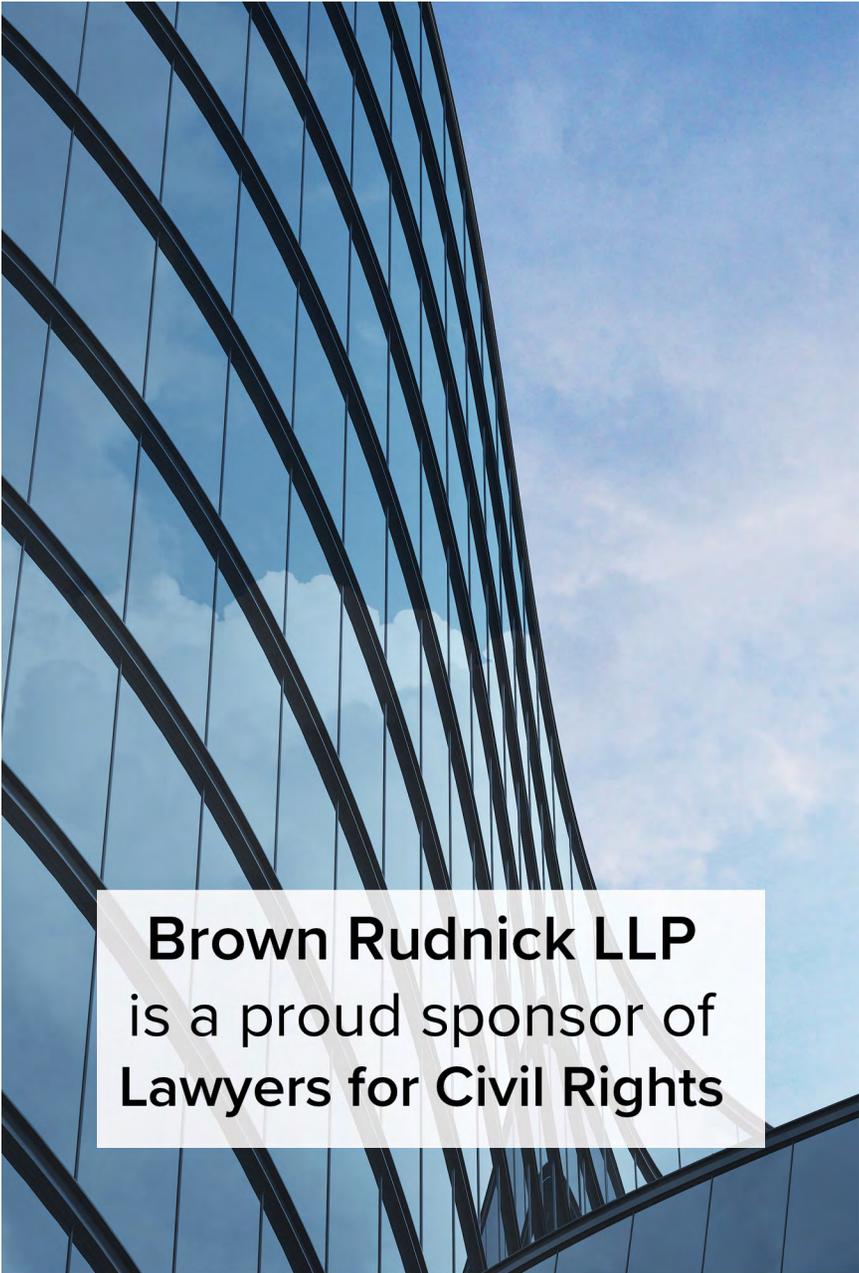
Over the years, our organization has also grown, adding new projects and initiatives to respond to the changing face of discrimination. While working closely with an ever-increasing number of diverse community partners, we remain true to our core mission to challenge and eradicate all forms of discrimination.

In 2018, we celebrated our 50th anniversary and we also rebranded. The U.S. Congress marked this landmark occasion with a Congressional Resolution honoring our organization and 50 years of impactful work. The Boston City Council also issued a resolution declaring October 18 as Civil Rights and Economic Justice Day in Boston.

The struggle continues, but the future is bright. *Lawyers for Civil Rights* will continue advancing justice and equality for decades to come.

“It is not enough to be non-racist, we must be anti-racist.”

Angela Davis



Brown Rudnick LLP
is a proud sponsor of
Lawyers for Civil Rights

brownrudnick



Congratulations to Quincy Miller,
President of Eastern Bank and to
Lawyers for Civil Rights
for their 20th Anniversary of
BizGrow. We are proud to work
alongside all of you to promote
equal opportunity and to fight
discrimination.

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www.andersonkreiger.com

Message from the Executive Director

LCR is Boston's hub for racial and economic justice. As legal first responders at a time when many doors are closing, we are opening ours wider. BizGrow is now supporting more than 1000 entrepreneurs annually. We're well-positioned to help promote equitable post-pandemic community revitalization.

Injustice doesn't take a break—and neither do we. That's why in addition to a substantial body of small business work, we continue to fight for justice for people of color and immigrants.

We're fighting for justice for Boston's own George Floyd: **Terrence Coleman**, an unarmed young Black man who was fatally shot when his mother called 911 for assistance to get her son to the hospital for mental health treatment.

We're fighting for justice for immigrants so they can have access to **COVID-19 vaccines**.

We're fighting for justice for all our communities.

The pandemic makes it even more critical than ever to shine the spotlight on visionaries who are leading by example on racial justice, diversity and equity. **Today, we are proud to honor Eastern Bank's Quincy Miller for his leadership on inclusion and community engagement.** Now more than ever, corporate leadership on issues of race, diversity, and inclusion is essential to help address systemic and structural racism.

We're also proud to honor **Segun Idowu** and his inspiring team at the **Black Economic Council of Massachusetts (BECMA)** for advancing the economic well-being of people across the Commonwealth.

Every day, we're bringing people together to make positive change. Our clients now have hope and believe there is opportunity ahead. Still, there is much more work to be done. Your continued support fuels our life-changing work providing free legal support to communities of color, immigrant communities, and low-income communities. Thank you for helping us create a world full of equality and justice.



Iván Espinoza-Madrigal
Lawyers for Civil Rights

BizGrow's 20th Anniversary

Celebrating our 20th anniversary in 2021, **LCR | BizGrow** provides free legal assistance, business support, and technical assistance to minority, immigrant, and women business owners—ensuring they encounter fewer obstacles and more opportunities.

Our innovative programs to meet the needs of diverse entrepreneurs include: free legal representation, technical assistance, and workshops for small business owners on subjects such as entity formation, contracts, taxes, leases, and intellectual property.

We started BizGrow (then known as the Economic Justice Project) in 2001. The program was initiated by **Laurie Hauber**, with instrumental support from **Scott Harshbarger**, and was inspired by the successful model created by our sister organization, Lawyers' Committee for Civil Rights of the San Francisco Bay Area. With the significant commitment of many of LCR's Member Firms and Board of Directors — particularly **Anna Dodson (Goodwin)**, **Susan Mazur (WilmerHale/ Latham & Watkins)**, **John Regier (Mintz)**, and **Scott Harshbarger (Casner & Edwards)**, along with several community partners — the project served over 500 entrepreneurs in its first year alone.

Through generous support from **The Boston Foundation** and donors such as the family of LCR's co-founder **Gaspard D'Andelot Belin**, the project has steadily grown to serve more entrepreneurs across the Commonwealth. Staffed by dedicated attorneys, including **Priya Lane**, **Jessica Sommer**, **Sarah Gautier**, **Alexa Marin**, and **Gerald Glover**, we have developed innovative strategies and programs, and built a reputation as a leading hub for economic justice and entrepreneurship. Our impact has grown significantly in recent years.

In 2016, we launched our “Create Your Own Job” workshop series in partnership with **Roxbury Community College (RCC)**. This unique 10-week seminar, held at RCC's campus, provides the surrounding community with the technical support and resources to launch successful small businesses.

In 2017, we launched **Food Biz 101** with **CommonWealth Kitchen** and **Goodwin**. This unique food business accelerator allows entrepreneurs to go from concept to kitchen in three months — providing legal, business, and food production support.

In 2018, in response to natural gas explosions in the Merrimack Valley, particularly in Lawrence, BizGrow immediately addressed the needs of affected and displaced small businesses joining forces with **Ropes & Gray** to provide free legal support to help stabilize the community. BizGrow rapidly mobilized *pro bono* attorneys to help dozens of struggling small businesses to recover.

In 2018, we also launched the **BizGrow Conference** in partnership with **Suffolk University Law School**, **Goodwin, Latham & Watkins**, **Nixon Peabody**, and other Member Firms. This unique one-day event provides a one-stop shop for entrepreneurs to attend over 20 legal and technical workshops and to meet with volunteer attorneys for private one-on-one consultations about their specific business needs. Serving hundreds of entrepreneurs in one day — and featured in the **Boston Business Journal** and **Bay State Banner** — this uplifting *pro bono* and community engagement is now BizGrow's flagship annual event.

In 2019, we undertook a comprehensive strategic branding and messaging process focused on strengthening our identity, more effectively articulating what we do, and better engaging the small business community. Many allies and community partners — such as the **Black Economic Council of Massachusetts (BECMA)**, **Amplify Latinx**, **CommonWealth Kitchen**, **Ujima Project**, **Boston Impact Initiative**, **E for All / E Para Todos**, **Local Initiatives Support Coalition (LISC)**, **The Massachusetts Association of Community Development Corporations (MACDC)**, **Massachusetts Growth Capital Corporation (MGCC)**, **Local Enterprise**

Assistance Fund (LEAF), Ascendus, The Foundation for Business Equity, Mill Cities Community Investment, The Lawrence Partnership, Coalition for an Equitable Economy, and the **Massachusetts Small Business Development Center Network (MSBDC)** — helped us to shape a more striking and memorable vision of who we are and what we are achieving. To harness this powerful momentum, we successfully relaunched and rebranded our Economic Justice Project as **LCR | BizGrow**.

Today, we continue to expand our work fighting for an equitable system for businesses of color joining forces with **BECMA, Amplify Latinx,** and the **Greater Boston Latino Network** to file a landmark **Title VI Complaint** with the U.S. Department of Justice challenging the City of Boston's anemic rates of contracting with minority-owned businesses. Similar work is now underway in Worcester.

In response to the COVID-19 pandemic, BizGrow played a leading role in launching the **COVID-19 Relief Coalition** in partnership with **Ropes & Gray, Goodwin, Brown Rudnick, Cooley, Dechert, Duane Morris, Fish & Richardson, Foley Hoag, Foley & Lardner, Goulston & Storrs, Kirkland & Ellis, Mintz, Morgan Lewis, Nelson Mullins, Nixon Peabody, Nutter,** and **WilmerHale** to provide rapid-response legal assistance to small businesses, helping them weather the storm of the pandemic. This life-changing work was recognized by the Boston Bar Association with the prestigious Beacon Award in January 2021.

Growing wealth in historically disadvantaged communities is a critical civil rights issue. For 20 years, BizGrow has helped to close the wealth gap by fueling equitable economic growth and increasing access to economic justice. Today, we actively work with more than 1,000 entrepreneurs a year to ensure that they continue to have the resources they need to succeed across our Commonwealth.

This is **business law for the public good.**

This is **economic justice in action.**

This is **LCR | BizGrow.**



Goodwin is proud to sponsor LCR's annual civil rights celebration and the small business conference

We support LCR's mission of championing racial and economic justice, and congratulate Quincy Miller as this year's annual civil rights celebration honoree.

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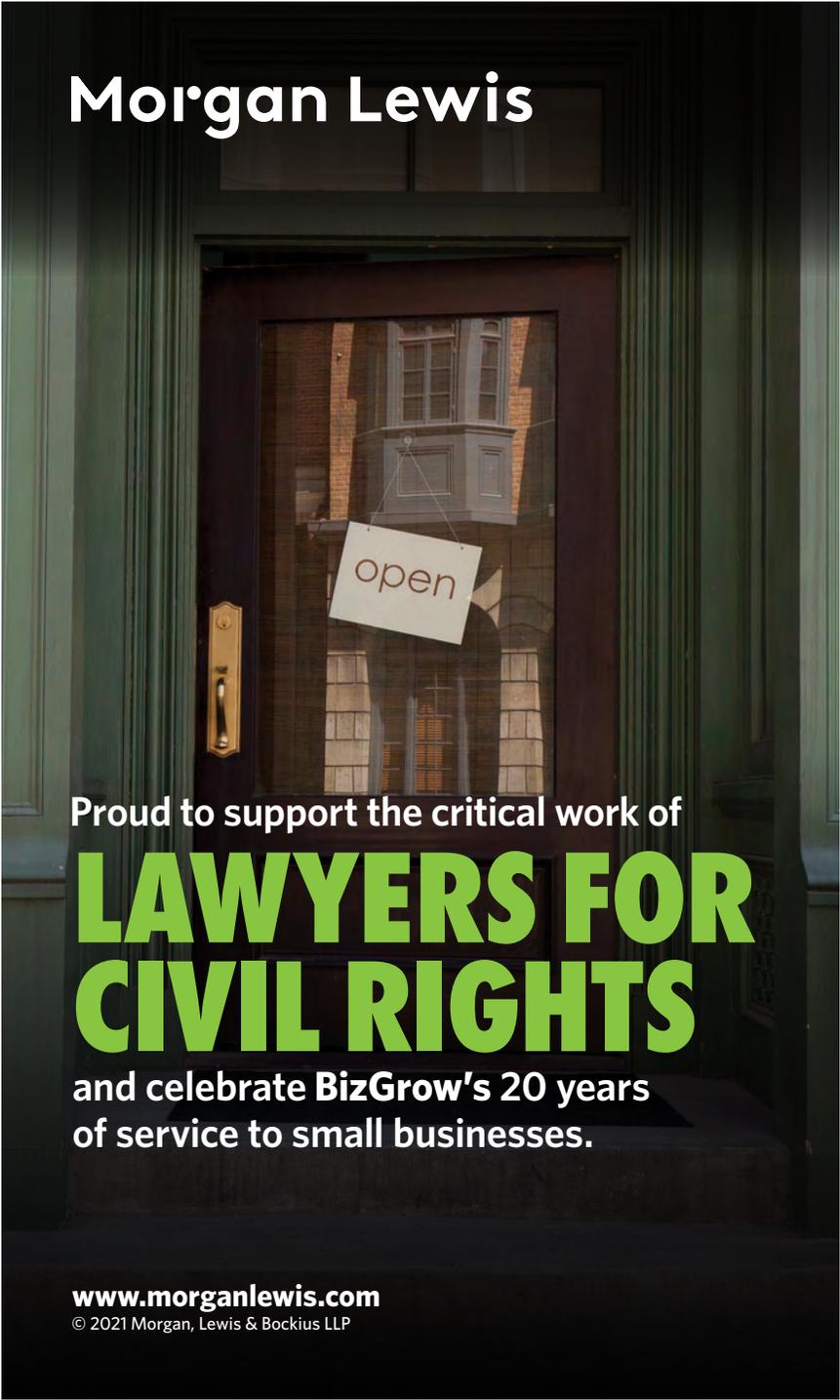
Founders' Award

Lawyers for Civil Rights was founded in 1968 by a group of leading members of the Boston bar at President John F. Kennedy's request and in support of the Civil Rights Movement. The founders were forward-thinking individuals who contributed greatly to the furtherance of social justice in Massachusetts and inspired subsequent generations of civil rights attorneys. The founders are:

Frank I. Michelman	Livingston Hall
Hon. David S. Nelson	Samuel Hoar
James D. St. Clair	James Vorenberg
Richard L. Banks	Hon. Paul J. Liacos
G. d'Andelot Belin	Hans F. Loeser
Hon. Frederick L. Brown	William F. Looney, Jr.
Theodore Chase	

In 2013, on the occasion of our 45th anniversary, Lawyers for Civil Rights established the Founders' Award in recognition of the pivotal role that our founders played in championing civil rights and laying the groundwork for the ongoing work of challenging discrimination in Massachusetts. The award is to be given to individuals "for carrying on the pioneering efforts of the organization's founders through extraordinary career contributions to enhancing social and economic justice."

In choosing **Eastern Bank's Quincy Miller** to receive this special award, we honor his visionary leadership on issues of diversity, inclusion, and community engagement.



Morgan Lewis

Proud to support the critical work of

LAWYERS FOR CIVIL RIGHTS

and celebrate BizGrow's 20 years
of service to small businesses.

www.morganlewis.com

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Quincy Miller



Founders' Award

Quincy Miller is Vice Chair and President of Eastern Bank. Eastern Bank is a full service commercial and retail bank with \$15.0 billion in total assets and over 100 banking and insurance locations serving communities in eastern Massachusetts, southern and coastal New Hampshire, and Rhode Island. Quincy spends his time focused on helping lead the overall strategic direction of Eastern, which has served its customers, colleagues and communities for over 200 years.

Quincy is the former President of Citizens Bank, Massachusetts, and President of its Business Banking division. He started his career in consumer banking, where he developed his passion for “leading from the front line” ensuring that his perspective continues to be guided by colleagues with diverse backgrounds and experiences.

Quincy is committed to supporting the communities where he lives and works with a focus on equity and youth. He is a founding member of The New Commonwealth Racial Equity & Social Justice Fund. He also serves on the Board of Directors for The Boys and Girls Club of Boston, The Bottom Line, Blue Cross Blue Shield of MA, NACD New England, The Alliance for Business Leadership, and The Greater Boston YMCA Board of Overseers, Board Emeritus of The Greater Boston Food Bank and The Urban League of Eastern Massachusetts.

He has been recognized in the community as an inaugural member of the GK100 “Most Influential People of Color in Boston” by Get Connected, and early in his career by the Boston Business Journal as “40 Under 40” and more recently as a “Power 50 Most Influential and Impactful Leader in Boston.” In 2020, Quincy was honored at the Martin Luther King Jr. Memorial Breakfast with the MLK 50th Anniversary Award for his commitment to Diversity & Inclusion that expresses Dr. King’s commitment to justice and equity.

Quincy is a graduate of Lafayette College, where he earned a B.A. in Economics and Business, and of the Consumer Bankers Association’s Executive Banking School. Having graduated from the school early in his career, he is now proud to serve on the National Board of Directors for the Consumer Bankers Association.

Quincy and his wife, Jenna, have two children.



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We are proud to support
Lawyers for Civil Rights
and to join in celebrating the
20th anniversary of **LCR | BizGrow**.

Our thanks to honoree
Quincy Miller,
President of Eastern Bank.

Boston | London | Los Angeles | New York
San Diego | San Francisco | Washington

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Keeper of the Flame Award

Rosa Parks sparked the Civil Rights Movement on December 1, 1955, when she refused to yield her seat to a white passenger on a bus in Montgomery, Alabama. What followed was the legendary drive to defeat Jim Crow segregation practices across the country.

The flame that was sparked by Rosa Parks' activism transformed the nation. Today, we honor leaders who continue to keep the flame of activism, transformation, and justice burning brightly. We are proud to honor **Segun Idowu** and the **Black Economic Council of Massachusetts (BECMA)** with this award for their action oriented commitment to supporting small businesses.

Segun Idowu



Keeper of the Flame Award

A lifelong resident of Boston, **Segun Idowu** is a proud product of the Boston Public Schools. Following his graduation from Boston Latin Academy, he earned his Bachelor of Arts in History at Morehouse College in Atlanta, Georgia and honors from the Phi Beta Kappa and Golden Key Societies.

In August 2014, Segun organized the Boston Police Camera Action Team (BPCAT) with his colleague, Shekia Scott. BPCAT's mission was to further accountability and safety in Boston through the mandatory use of police body-worn cameras. As a result of their efforts, Boston began a yearlong mandatory body-worn camera pilot program and policy in September 2016. In 2018, Boston Mayor Marty Walsh announced a \$2 million investment in a permanent citywide body-worn camera program.

In 2018, Segun was elected to serve as the 1st Vice President for the Boston chapter of the National Association for the Advancement of Colored People (NAACP), the first chapter of the oldest civil rights advocacy organization in the nation. In this role, he managed the much heralded and research intensive report card project that assessed the city's efforts and results in addressing systemic racial disparities.

In 2019, Segun stepped off the NAACP board to join the board of the American Civil Liberties Union (ACLU) Massachusetts and focus on other board obligations at Mass Budget and Policy Center, Southwest Boston CDC, New Leaders Council (NLC), and the Roxbury YMCA. He also advises initiatives at the Federal Reserve Bank of Boston and the Metropolitan Area Planning Council.

Segun currently serves as the President and CEO of the Black Economic Council of Massachusetts, Inc. (BECMA), the chief advocacy organization for Black businesses across the Commonwealth. BECMA represents the over 2,000 Black firms that employ 17,000 Massachusetts residents and generate over \$1.9 billion in annual revenue. In April 2020 and 2021, Boston Magazine recognized Segun as one of the "100 Most Influential People in the City of Boston." In July 2020, the Boston Globe recognized him on the front page of their Sunday edition as a "Man of the Moment" for his work in ramping up BECMA's efforts to advocate for and direct resources to Black businesses impacted by the COVID-19 pandemic. The Globe also honored him as a "Bostonian of the Year" later that December.

Black Economic Council of Massachusetts (BECMA)



Keeper of the Flame Award

In 2015, the Federal Reserve Bank of Boston published its “Color of Wealth in Boston” report detailing the ever-widening racial wealth gap. This report was released against the backdrop of a massive building boom in the city, the third in its 400-year history. Researchers discovered that the median net worth of Black Bostonians was only \$8.00, compared to \$247,500, the median net worth of white Bostonians.

This alarming figure prompted almost 1,000 Black residents to fill the Prince Hall auditorium in Dorchester where the community discussed how best to respond to this crisis.

Following meetings that occurred in the aftermath of this gathering, key business leaders formed BECMA, or the Black Economic Council of Massachusetts, Inc., to build on the momentum and enact tangible solutions to reverse the trend of depreciating Black wealth in the city.

BECMA founders know that Black businesses are one of the primary drivers of Black wealth and employment. That’s why the organization exists to advocate specifically for Black businesses across the Commonwealth.

***“Nothing can stop
the power of a committed
and determined people
to make a difference
in our society.”***

—John Lewis

WilmerHale is proud to support
the Lawyers for Civil Rights' Civil Rights Reception.
Congratulations to LCR for 20 years of supporting small
businesses and promoting equal justice, and honoree
Quincy Miller, President of Eastern Bank.

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We congratulate this year's honoree:

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President of Eastern Bank

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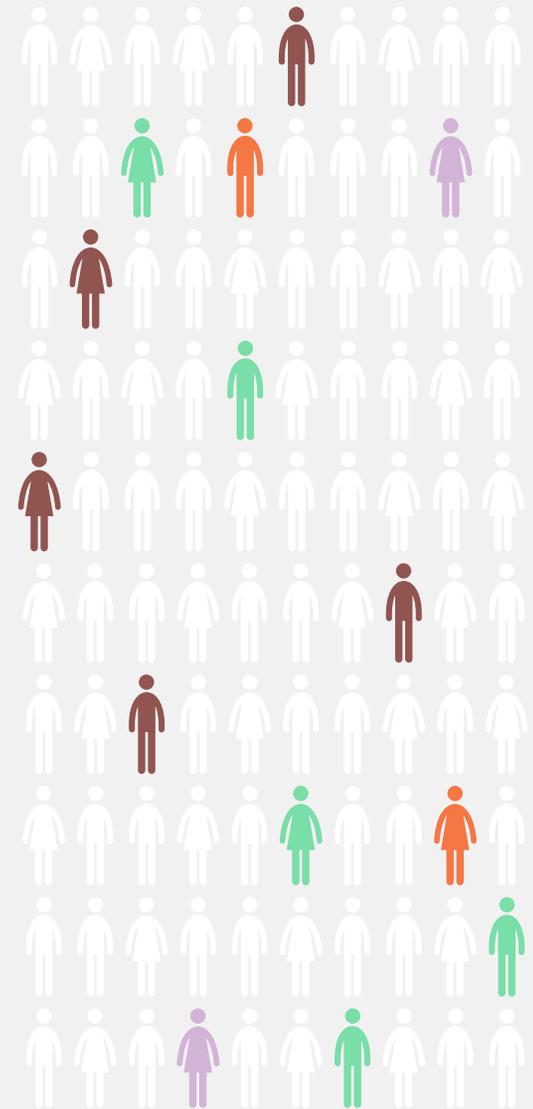
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Scott Harshbarger

Belin Family

LAWYERS FOR CIVIL RIGHTS CALLS FOR DIVERSITY IN THE LEGAL PROFESSION

According to the ABA,
86% of all lawyers are White,
less than 5% are Black,
only 5% are Latinx,
only 2% are Asian,
only 2% are Multiracial, and
less than 37% are Female.



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in pursuit of racial and economic justice.

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Thank you LCR for everything you do for MAMLEO and our community.

The Massachusetts Association of Minority Law Enforcement Officers, Inc.



mamleo.org

Timeline & Case History

2021

20 Years of BizGrow

BizGrow celebrates 20 years of building wealth in low-income communities, serving over 1000 small businesses a year.

Vaccine Equity & Justice

Collaborating with medical providers and community organizations to address racial disparities in COVID-19 vaccine access.

BECMA

v. City of Boston

Title VI Complaint filed with DOJ to address racial disparities in Boston's public contracts on behalf of BECMA, Amplify Latinx, and the Greater Boston Latino Network.

Boston

Parents Coalition v. BPS

Successful intervention with NAACP Boston Branch, Greater Boston Latino Network, Asian American Resource Workshop, and Asian-Pacific Islander Civic Action Network in lawsuit concerning the admissions policy for Boston's exam schools.

Greenroots

v. EPA

Lawsuit filed with Greenroots and Conservation Law Foundation challenging EPA's interpretation of Title VI.

Pandemic Relief for Tenants and Workers

In response to housing instability, launched a pro bono initiative to connect hundreds of families with emergency rental assistance (RAFT) and unemployment benefits.

Worcester Interfaith v. City of Worcester

Federal Voting Rights Act lawsuit filed on behalf of Black and Latinx voters in Worcester, challenging an all "at large" method of electing school committee members as illegally diluting the vote of communities of color.

Redistricting

Launched Democratizing Redistricting to ensure that the redistricting process is fair, equitable, transparent, and community driven. Coordinated efforts with the Drawing Democracy Coalition.

2020

Pandemic Relief for Small Businesses

Co-led the creation of the Covid Relief Coalition, the Coalition for an Equitable Economy, and Small Business Strong to provide free legal assistance to hundreds of struggling small businesses during the pandemic.

George Floyd

In response to George Floyd's murder, filed complaints on behalf of Black men and women racially profiled by local and state police.

Cofield

v. McDonald

Taxpayer lawsuit challenging entanglement and 287(g) contracts between local sheriffs and immigration officials.

Juarez

v. SoFi

Class action challenging discriminatory policy of denying DACA recipients access to loans.

Savino

v. Souza

First-of-its-kind class action filed on behalf of immigration detainees held in overcrowded and unsanitary conditions at the Bristol County House of Correction during COVID-19 pandemic.

Within a year of filing, the facility population dropped from a capacity of over 200 individuals to less than 10. Lawsuit served as a blueprint for COVID-19 litigation across the country.

Bertin v. Galvin

Filed a landmark emergency SJC petition on behalf of Black, Latinx, and Asian-American voters, as well as Common Cause and Mass-VOTE, to compel the Commonwealth to send applications for mail-in ballots to all registered voters, as specified in an emergency elections law passed at the height of the COVID-19 pandemic.

Commonwealth v. Long

Amicus resulting in major state criminal law reform providing victims of racial profiling with opportunities to challenge the legality of race-based traffic stops.

Morgan v. Boston Police Department

Successful case on behalf of a Black man improperly bypassed by BPD. Client is now in the police academy.

Suffolk Downs

Successful Title VI complaint on behalf of GreenRoots and City Life/ Vida Urbana with HUD alleging national origin discrimination in zoning

and planning processes in Boston. The complaint resulted in a landmark agreement between the City and HUD promoting language access and community engagement in future planning and development.

Cruz v. C&W Facilities Services

Successful race and religion discrimination case on behalf of an immigrant janitorial worker at Logan Airport.

NSTAR Title VI Complaint

Filed Title VI complaint on behalf of GreenRoots with Conservation Law Foundation regarding the state's refusal to provide meaningful language access. EPA launched a probe of the MA Office of Energy and Environmental Affairs to assess their compliance with federal civil rights law.

Henry v. Needham

Represented Black father of four, who was handcuffed in broad daylight on a main street because police falsely believed he was a shoplifter. Town of Needham launched an internal affairs investigation and hired an independent investigator.

Haitian-Americans United v. Trump

Lawsuit filed on behalf of Haitian-Americans United, Centro Presente, the Chelsea Collaborative, and the Brazilian Worker Center challenging President Trump's exclusion of undocumented residents from the congressional apportionment base following Census 2020. The memorandum was rescinded by President Biden in January 2021.

New York v. Trump

Supreme Court amicus brief in support of enjoining President Trump's memorandum excluding undocumented people from the congressional apportionment base following Census 2020. The memorandum was rescinded by President Biden in January 2021.

Martin v. Rollins

Amicus brief on the importance of filming police officers. This right was upheld by the First Circuit.

Hernandez v. Strega

Favorable settlement on behalf of Latina who was sexually harassed while working in upscale restaurant.

Health Disparities

Expanded Medical-Legal Partnership to MGH health centers in Chelsea, Everett, Revere and Charlestown.

MFHC

v. HUD

Secured nationwide injunction against HUD preserving disparate impact protections of the Fair Housing Act on behalf of the MA Fair Housing Center and Housing Works.

Students for Fair Admissions v. Harvard

Represented multi-racial group of students in landmark trial to support Harvard's use of race-conscious admissions. Federal court ruled in our favor, upholding Harvard's admissions process, and the ruling was affirmed by the First Circuit.

2019

LCR | BizGrow

Rebranded our Economic Justice Project as LCR | BizGrow

Baker v. MA Trial Court

MCAD complaint filed on behalf of a Black female court officer who was improperly disciplined at work after reporting a colleague for calling her the N-word.

Mussotte v. Peyser

In response to major lawsuit brought on behalf of low-income students and students of color challenging discriminatory and unequal Massachusetts school funding formula, state enacted landmark Student Opportunity Act providing the largest investment in public education in decades. The Act resulted in millions of dollars flowing to low-income school districts.

Washington v. DHS

Amicus brief filed on behalf of healthcare providers across the country challenging the Trump Administration's "public charge" rule. Favorable decision extensively cited the amicus. The Biden Administration subsequently announced that it will not enforce the "public charge" rule.

Huot v. City of Lowell

Successfully settled landmark federal voting rights lawsuit filed on behalf of Asian-American and Latinx residents of Lowell, which charged that city's at-large electoral system illegally diluted the votes of people of color. Settlement requires city to change to a more fair and equitable system, accompanied by a robust public education campaign in English, Spanish and Khmer,

allowing all residents to participate in selecting the new electoral system.

Gregory v. Commonwealth

Class action complaint challenging overly-stringent background regulations by the MA Department of Early Education and Care, which impose a lifetime ban on childcare work for juvenile offenses, many decades-old, and have a disparate impact on employees of color.

IIIC v. Cuccinelli

Lawsuit filed to stop the rescission of medical deferred action program which allows immigrants being treated for life-threatening conditions to be protected from removal. Administration backed down and reversed the rescission after lawsuit filed.

Centro Presente v. McAleenan

Federal litigation filed in Washington, DC., to stop the Trump Administration's dramatic expansion of "expedited removal," which eliminates due process for immigrants facing deportation.

Ryan v. ICE

Groundbreaking federal lawsuit filed on behalf of prosecutors, public defenders, and community groups including the

Chelsea Collaborative to block civil immigration arrests in and around Massachusetts courthouses. Lawsuit served as a blueprint for similar cases nationally.

African Communities Together v. Trump

Case on behalf of Liberian nationals who are the beneficiaries of Deferred Enforced Departure (DED), a humanitarian program which the Trump Administration sought to terminate in violation of Equal Protection. Hours before our preliminary injunction motion was set to be heard in federal court, the Trump Administration backed down and extended the program.

Figueroa v. Boston Police Dep't

Race discrimination case filed by civilian women of color against BPD, identifying a pattern and practice of failing to promote candidates of color and a discriminatory distribution of overtime hours.

Commonwealth v. Espinal

Amicus brief filed in the Supreme Judicial Court successfully arguing that jurors should be asked about bias against non-English speakers during voir dire.

Dep't of Commerce v. New York

Amicus brief filed in U.S. Supreme Court arguing against inclusion of a citizenship question on the 2020 Census. Brief focused on the importance of the Administrative Procedure Act to communities of color and low-income communities as a check on illegal agency action.

Census Advocacy

Launched multi-pronged campaign to ensure a full and accurate Census count, including a multilingual Census Hotline.

Amazon Class Action

Nationwide class action filed on behalf of Black and Latinx former Amazon drivers who were suddenly terminated based on an overly stringent background check policy, which included old and minor offenses, and disproportionately affected people of color.

2018

50th Anniversary & Name Change to Lawyers for Civil Rights

Celebrated our 50th anniversary and rebranded as Lawyers for Civil Rights. The U.S. Congress marked this landmark occasion with a Congressional Resolution honoring our 50 years of impactful work. The Boston City Council issued a resolution honoring Lawyers for Civil Rights and declaring

October 18 as Civil Rights and Economic Justice Day in Boston. At our 50th Anniversary Gala, Anita Hill called for national and legal solutions to sexual harassment and violence.

Finley v. Lexington

Successfully settled a discrimination lawsuit on behalf of a Black female METCO social worker who was unlawfully terminated after advocating for the students of color in the school district.

Centro Presente v. Trump

First lawsuit filed in the country to save Temporary Protected Status (TPS), humanitarian protection for Salvadoran, Honduran and Haitian immigrants. Affected individuals and community groups allege that TPS termination was racially motivated and discriminatory.

Coleman v. City of Boston

In response to #BlackLivesMatter, lawsuit filed on behalf of a mother whose son—an unarmed Black young man with a disability—was fatally shot by the Boston Police Department.

K.O. v. Sessions

Emergency petitions filed in response to family separation crisis to secure the release and reunification of children

torn apart from their families at the border. Filed the first national class action seeking damages on behalf of separated children. Suit seeks creation of designated fund to address the mental health consequences of separation.

Pilot v. Brookline

Successfully settled discrimination lawsuit filed by two Black police officers in the Brookline Police Department.

Rivas

v. Bristol County Sheriff

Damages action against the Bristol County Sheriff filed on behalf of immigrant father who was unlawful detained and denied bail based solely on his immigration status.

Sexual Harassment Settlement

Successfully settled sexual harassment charge at MCAD brought by Latina immigrant against wholesale food preparation company in Everett.

Finklea

v. City of Boston

Secured favorable Suffolk Superior Court decision addressing the practice of police departments using overly stringent background checks to bar qualified minority candidates from employment opportunities.

2017

Romero et al. v. McCormick & Schmick's

In response to #MeToo, filed sexual harassment lawsuit on behalf of five low-wage Latina workers against a national restaurant chain, alleging a hostile work environment filled with lewd behavior and unwanted touching.

City of Chelsea v. Trump

Federal lawsuit filed on behalf of Chelsea and Lawrence, challenging the constitutionality of President Trump's Executive Order targeting sanctuary cities. The suit helped to preserve federal funding and to protect local control over law enforcement priorities.

BizGrow Conference

Launched signature event, connecting more than 200 entrepreneurs with free legal and business support.

Cook

v. Mystic Valley Regional Charter School

Represented Black students in successful challenge to school's discriminatory hair policy, which banned hair extensions and other hairstyles worn disproportionately by students of color.

Lawyers' Committee v. Hodgson

Successful lawsuit to compel disclosure of records related to Bristol County sheriff's enforcement of federal immigration law. Within hours of filing the complaint, the sheriff apologized and released records.

Lawyers' Committee v. Spence

Public records lawsuit filed with the SJC to compel the Massachusetts Trial Court to release information on its employment practices.

2016

Boston Latin School Complaint

Federal civil rights complaint requesting that the U.S. Attorney investigate racial harassment at Boston Latin School. U.S. Attorney found that BLS violated federal law by failing to adequately respond to racial harassment, and the City of Boston agreed to take steps to improve the racial climate at BLS.

Fisher

v. Univ. of Texas at Austin

Amicus brief filed on behalf of prominent national empirical scholars in a case concerning the use of a race-based admissions policy at the Univ. of Texas at Austin, arguing that the "mismatch" theory espoused by affirmative action opponents is flawed. The

Court upheld the policy, affirming use of race as one of many factors in college admissions.

Lawyers' Committee v. Evans

Successful lawsuit to compel the Boston Police to release records concerning the racial impact of its employment practices. At a time of growing tension between police and communities of color, the data was the subject of intense public scrutiny concerning the lack of diversity in the police force.

Airbnb

Urged HUD to investigate Airbnb's compliance with civil rights laws, citing research showing that Airbnb renters with distinctively Black names are 16% less likely to be accepted by hosts than other renters. In response, Airbnb took immediate steps to eliminate discrimination by hosts against minority renters.

School Discipline Toolkit

Released toolkit to educate teachers, administrators, students and parents about school disciplinary policies and alternatives to suspensions, in order to improve school discipline and combat race and disability related disparities in suspension rates.

Doe v. Peyser

Intervention filed on behalf of students of color, students with disabilities, and English language learners in support of retaining Massachusetts' charter school cap. The SJC upheld the constitutionality of the charter cap, preserving vital resources for traditional public schools.

2015

Defay

v. Boston Police

MCAD found that Boston Police discriminated against Black recruits in its Training Academy. MCAD ordered Boston Police to "cease and desist" from discriminatory conduct and to reinstate and compensate affected individual.

2014

Not Measuring Up – School Discipline Report

Published groundbreaking report analyzing Massachusetts school discipline data and finding that students of color, students with disabilities, and charter school students are disproportionately suspended, particularly for minor misbehavior, bringing national attention to disparities in school discipline rates.

City of Brockton v. Energy Facilities Siting Board

Filed an environmental justice amicus brief challenging decision to locate a power plant in a minority community.

2013

Pulido

v. National Grid

Successfully represented Filipino electrical worker in employment discrimination matter against National Grid.

2012

NAACP

v. Galvin

Challenge to the Commonwealth's failure to offer voter registration opportunities to public assistance recipients, in violation of the National Voter Registration Act. Commonwealth agreed to policy changes and ongoing monitoring, enfranchising thousands of low-income individuals.

Ortiz

v. Boston

Children's Hospital

Employment discrimination case challenging wrongful termination of Latina health care workers. Case resulted in favorable settlement, including a bilingual public apology.

2010**Bonds v. Boston School Committee**

Successful employment discrimination case on behalf of a Black teacher at Boston Latin School who received less desirable teaching assignments than less-qualified White teachers.

EEOC**v. Autozone**

Successfully represented a Sikh employee, who faced religious discrimination.

2008**Amara v. Fairmont Copley Plaza**

Successfully represented seven Moroccan and Muslim employees of the Fairmont Copley Plaza Hotel who faced religious and national origin discrimination.

2006**Bradley v. City of Lynn**

Intervened on behalf of the NAACP and the Boston Society of Vulcans to challenge discriminatory civil service exams for police and firefighter jobs in twenty communities. In a settlement, the state agreed to offer back pay and jobs to 66 minority candidates who took the discriminatory exams.

EEOC v. Home Depot

Successfully represented a Black employee who experienced a racially

hostile work environment and was wrongfully terminated.

2005**Arise for Social Justice v. City of Springfield**

Successfully challenged Springfield's "at-large" election system, which diluted minority voting power in violation of the Voting Rights Act.

2004**Alshrafi v. American Airlines**

Federal court ruled that the Airline Deregulation Act did not preempt a discrimination claim by an Arab-American passenger who was barred from a flight after 9/11.

Black Political Task Force v. Galvin

Federal court struck down the 2001 State House redistricting plan for 17 districts serving Boston, and enjoined the Commonwealth from holding elections for those seats until the court approved a new plan. Court found that the state plan violated Section 2 of the Voting Rights Act, resulted in "extreme" packing of the 6th Suffolk district, and improperly stripped minority voters out of the 11th and 12th Suffolk districts.

2003**Grutter Amicus Brief**

Co-authored amicus brief filed by the Boston Bar Ass'n. and leading Boston law firms in the U.S. Supreme Court in support of affirmative action in admissions to the Univ. of Michigan Law School.

Comfort**v. Lynn School Committee**

Filed amicus brief, along with the NAACP, successfully defending Lynn's voluntary school desegregation plan against a constitutional attack.

Jones**v. City of Boston**

Landmark legal challenge to a discriminatory and unreliable hair test used by the City of Boston to determine drug use. In 2014, the First Circuit ruled that the hair test disproportionately affects Black officers. In a companion case, the MA Civil Service Commission found in 2013 that the hair test is scientifically unreliable and required Boston Police to reinstate six officers.

Health Disparities Project

Established Health Disparities Project centered on Medical-Legal Partnership with Massachusetts General Hospital in Chelsea.

2002**South Boston Betterment Trust Corporation v. Boston Redevelopment Authority**

Filed amicus brief to ensure that community benefits derived from Seaport District development were equitably distributed to minority neighborhoods.

Mayor of Cambridge v. Secretary of the Commonwealth

Filed amicus brief with the SJC to protect several majority African-American State House districts.

2001**Established Economic Justice Project**

In its first year, the project provided free legal support to over 250 small businesses and entrepreneurs.

Morris v. City of Lawrence

Federal court enjoined the City of Lawrence from implementing a voter ID policy that would have discouraged Latinos from voting.

2000**Mendes v. Sullivan**

Successfully represented a Cape Verdean couple who were assaulted and had their property vandalized by White neighbors.

1999**Jane Doe v. Boston Housing Authority**

Class action lawsuit against the Boston Housing Authority for failing to protect minority tenants from chronic, racially-motivated violence and harassment at historically White housing developments. Case resulted in HUD's first-ever finding of "systemic discrimination," and the Housing Authority agreed to a \$1.5 million settlement, including adoption of a "zero-tolerance policy" for racial harassment.

1998

Lawyers' Committee participated in the formation of the Fair Housing Center of Greater Boston.

Thornton v. Amtrak

Employment discrimination class action lawsuit on behalf of minority track workers resulting in a \$16 million settlement and systemic changes in hiring, training, promotion, and discipline.

1997**Julks v. Neptune Towers**

Successful lawsuit against federally-subsidized housing development that maintained a pattern and practice of discrimination.

1996**Barrett v. Danca Realty World**

Housing discrimination case at the MCAD resulted in a \$60,000 award for emotional distress, the largest amount ever awarded at that time.

Mak v. Fall River Housing Authority

Successfully represented Cambodian tenants against the Fall River Housing Authority, which failed to protect them from racial violence and harassment.

1993**McDuffy v. Secretary of the Executive Office of Education**

SJC struck down Massachusetts' public school financing system, which relied heavily on local property taxes and resulted in gross disparities between districts. SJC ruled that Massachusetts has a duty under the state constitution to provide an adequate education for all children, regardless of the wealth of their local communities.

Bennett v. City of Boston

Federal lawsuit on behalf of families challenging unlawful searches and seizures by police during the Carol Stuart murder investigation.

1992**Culbreath
v. BayBanks**

BayBanks agreed to an \$11 million settlement in a lawsuit over its indirect home improvement financing program, which used illegal sales tactics to lure homeowners in communities of color to take out high interest loans, in violation of consumer protection and civil rights laws.

1988

At the Lawyers' Committee's 20th Anniversary, Sen. Edward Kennedy called for "a new abolitionist movement" to stamp out racism.

**Black Political Task
Force****v. Connelly**

Federal court invalidated the State House redistricting plan based on the 1985 state census for violating the "one person, one vote" principle. First Latino state legislator elected from newly created Boston district.

NAACP**v. Boston Housing
Authority**

Federal class action lawsuit against the Boston Housing Authority for maintaining racially segregated public housing.

1987**Thong Lim
v. Somerville Housing
Authority**

Federal class action lawsuit against the Somerville Housing Authority for its failure to protect minority tenants from racial violence and harassment.

**Hispanic Parents
Advisory Council
v. City of Lowell**

School desegregation and bilingual education case in Lowell, resulting in a favorable settlement.

1986**Established Fair Housing
Project****1983****Latino Political Action
Committee
v. City of Boston**

Federal court invalidated Boston's redistricting plan for violating the constitutional principle of "one person, one vote," under section 2 of the Voting Rights Act.

1982**Established Project to
Combat Racial Violence****1981****Rendell-Baker
v. Kohn**

Represented several teachers at a private special education school in Brookline.

**Hispanic Parents
Advisory Council
v. City of Holyoke**

School desegregation case in Holyoke, resulting in a favorable settlement including bilingual and special education plans.

1979**Brown
v. City of Salem**

Successfully represented minority applicant who was not hired as a police officer despite ranking first on the civil service exam.

1978**Latino Association for
Progress & Action
v. Worcester Public
Schools**

Lawsuit to compel the Worcester Public Schools to provide equal educational opportunities to children with limited English proficiency. Settled by a consent decree.

**Latinos Unidos de
Chelsea en Acción
v. HUD**

Challenged the disbursement of federal funds to the City of Chelsea under the 1974 Housing and Community Development Act.

**NAACP
v. HUD**

Class action lawsuit challenging the discriminatory use of HUD funds disbursed to Boston, resulting in a favorable settlement.

MAMLEO**v. Boston Police**

Challenged a discriminatory civil service exam for promotions to sergeant, resulting in a consent decree that led to the first permanent Boston Police sergeants of color. The consent decree survived a challenge as "reverse discrimination" in MAMLEO v. Boston Police. A court upheld the consent decree's extension to lieutenants and captains in Stuart v. Roache.

**Castro & NAACP
v. Beecher**

Successfully challenged discriminatory police and fire department hiring practices in communities across Massachusetts, including Boston. As a result of consent decrees, there are now hundreds of police officers and firefighters of color in Massachusetts.

1974**Morgan
v. Hennigan**

Federal court ordered the Boston Public Schools to desegregate in 1974, a landmark decision upheld by the U.S. Supreme Court.

1970

Published "The Quality of Justice in the Lower Criminal Courts of Metropolitan Boston," a groundbreaking report that led to systemic court reforms.

1968

The Lawyers' Committee for Civil Rights Under Law of the Boston Bar Association was formed in 1968 in the midst of riots and the assassination of Dr. Martin Luther King, Jr., and the findings of the Kerner Commission report (concluding that the nation was "moving toward two societies, one Black, one White – separate and unequal"). Funded with a grant from the Ford Foundation and contributions from Boston law firms, the Committee became the first of eight independent affiliates of the national Lawyers' Committee. President Kennedy's vision of the legal profession mobilizing its resources to support progress in civil rights came home to his birthplace. Gaspard D'Andelot "Don" Belin served as the first Chair of the Committee.

1963**On June 21, 1963,
President John F.
Kennedy and Attorney
General Robert F.
Kennedy met with
244 leading American
lawyers in the White
House.**

The President and Attorney General made a special appeal to mobilize the legal profession to support the struggle for civil rights. The national Lawyers' Committee for Civil Rights Under Law was created.



MAKING AN IMPACT

Nixon Peabody is proud to support *Lawyers for Civil Rights'* mission for advancing equality and justice during these difficult times.



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