

**Laws  
alone  
are  
not  
enough**

**LCR**

**LAWYERS FOR  
CIVIL RIGHTS  
BOSTON**

***Fund***

***Our***

***Future***



# Table of Contents

Program	7
Mission & History	8
Message from the Executive Director	12
Founders' Award	16
Pro Bono Awards	22
Board of Directors	28
Sponsors & Supporters	30
Timeline & Case History	34
Leave a Legacy	47



Eastern Bank is committed to recognizing  
the good in our communities and  
celebrating the work of  
**LAWYERS FOR CIVIL RIGHTS**

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**Congratulations on your  
55<sup>TH</sup> ANNIVERSARY GALA**

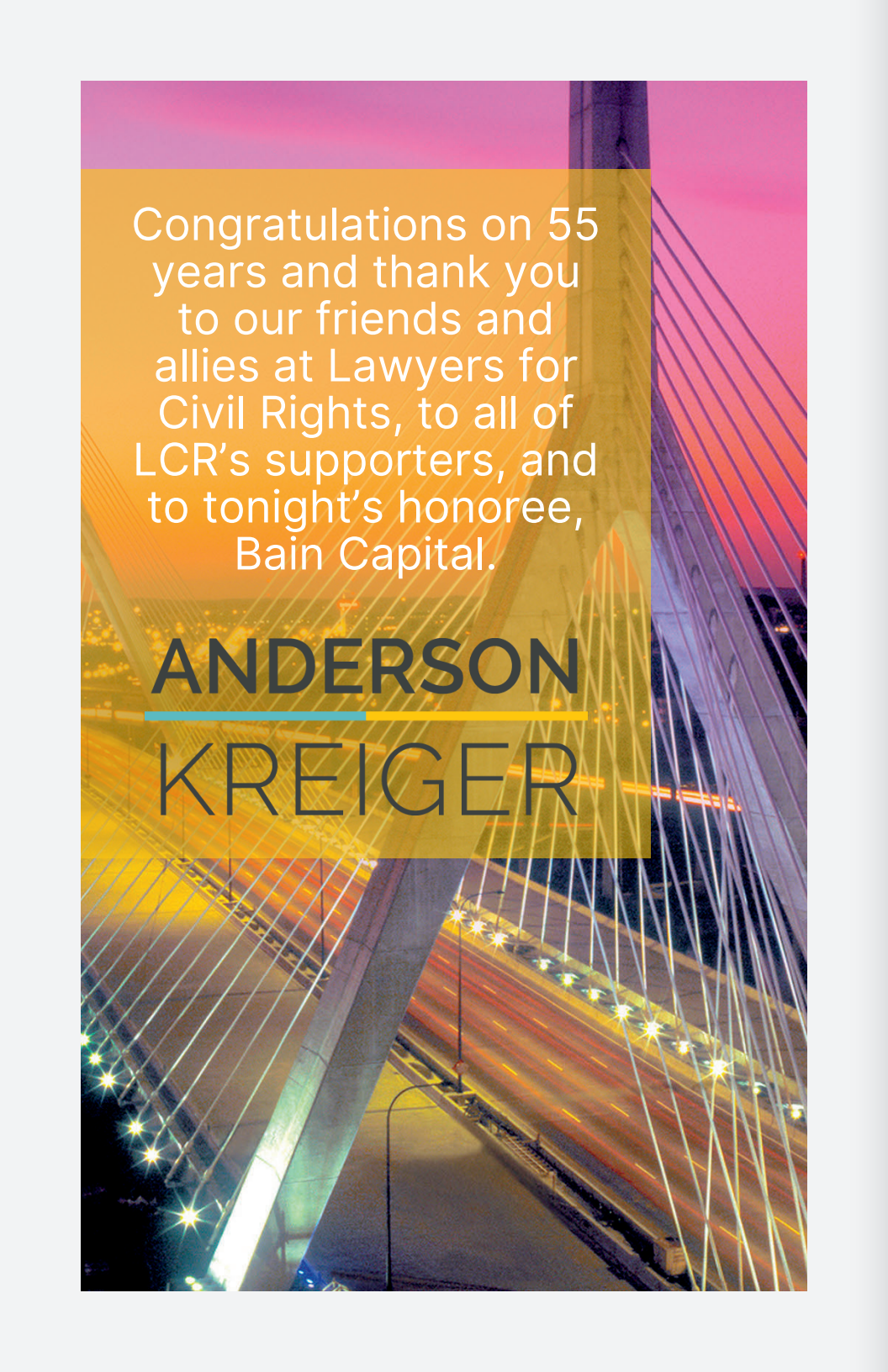
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Congratulations to  
Bain Capital



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**JOIN US FOR GOOD<sup>®</sup>**



Congratulations on 55  
years and thank you  
to our friends and  
allies at Lawyers for  
Civil Rights, to all of  
LCR's supporters, and  
to tonight's honoree,  
Bain Capital.

**ANDERSON**  

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**KREIGER**

# Lawyers for Civil Rights Creates Lauren Sampson Fellowship

Lawyers for Civil Rights is committed to honoring the memory and legacy of our colleague Lauren Sampson. We are proud to announce the creation of a legal fellowship dedicated to deepening and expanding Lauren's impactful work from housing to climate justice and beyond.

**The Lauren Sampson Fellowship** will nurture the next generation of civil rights leaders to help fully realize Lauren's vision of justice and equity. We invite you to join us as we honor Lauren's memory.

# Program

## **Welcome and Opening Remarks**

Lisa Pirozzolo  
*WilmerHale*

Inez Friedman-Boyce  
*HarborOne Bank*

## **Introduction of Honoree**

Priya Lane  
*Lawyers for Civil Rights*

## **Founders' Award**

Kase Jubboori  
*Bain Capital*

## **Pro Bono Awards Presentation**

Michael Kippins  
*Lawyers for Civil Rights*

## **Fund Our Future**

Iván Espinoza-Madrigal  
*Executive Director*

## **Closing Remarks**

Jenny Rikoski  
*Ropes & Gray*

## **Jazz Music**

Jose Allende

## **Photography**

Gabby Torres Broderick  
*Torres Broderick Media*

# 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.

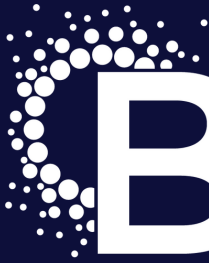
In 2018, we celebrated our 50th anniversary and we also rebranded. The U.S. Congress marked this landmark occasion with a Congressional Resolution honoring our organization and 50 years of impactful work. The Boston City Council also issued a resolution declaring October 18 as Civil Rights and Economic 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. Thank you for joining us tonight as we celebrate our 55th anniversary.

Bain Capital believes that inclusive entrepreneurship is the key to addressing the longstanding racial wealth gap.

We are proud  
to support  
LCR | BizGrow  
and honored to  
be recognized at  
this year's event.





# BII

INVESTING FOR JUSTICE

## BOSTON IMPACT INITIATIVE



***BII is proud to partner with LCR on building just and inclusive ecosystems for small businesses.***

**Through our joint Accelerate Your Impact Program and Just Lending Initiative, we are making entrepreneur friendly capital and business and legal resources available to founders and social enterprises that are the backbone of our local economies.**

[bostonimpact.org](http://bostonimpact.org)

# Message from the Executive Director

Since 1968, Lawyers for Civil Rights has transformed Massachusetts and surrounding areas through creative and courageous legal action and advocacy against discrimination. Fifty five years later, race continues to be an axis of stratification in our society and is linked to a wide range of inequities across education, employment, and healthcare. Today, we also recognize that discrimination takes many forms—and that factors such as race, sex, immigration status, gender identity, and sexual orientation can overlap and intersect with one another. The harm reverberates throughout communities. It's compounded and transmitted generationally.

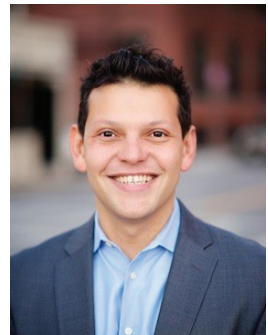
As we emerge from the pandemic, we are confronted with complex challenges surrounding our economy, the labor market, and how we maintain the vibrancy of downtown neighborhoods where we live, work, and play. LCR is committed to supporting small businesses to promote the economic revitalization of low-income neighborhoods and communities of color. This work will continue to be important as the economy continues to transform in response to the pandemic — and as our client communities experience an uneven recovery.

Our commitment to low-income entrepreneurs remains steadfast and we are proud to support small businesses through innovative legal and community interventions. We are also partnering with a wide range of allies, including tonight's honoree, **Bain Capital**, to provide small business owners with critical resources and support.

We are also championing work across economic justice, education, employment, health equity, climate justice, fair housing, voting rights, police accountability, and immigrant rights.

As legal first responders, we are proud to be representing the Martha's Vineyard migrants, many of whom are joining us here today. We also just returned from California where we responded to the State of Florida's latest flights transporting migrants to Sacramento. On the ground, we shared lessons learned from the Martha's Vineyard migrant crisis.

Our work is more important than ever, and we couldn't do it without your leadership and support. **Pro bono work is the pillar of the legal community.** Thank you for joining us tonight! Let's join forces to advance equality and justice!



**Iván Espinoza-Madrigal**  
Lawyers for Civil Rights



CHOATE

# Celebrating Advocacy

Choate congratulates  
**Lawyers for Civil Rights**  
on 55 years of fostering  
equity through creative and  
courageous legal advocacy,  
education, and economic  
empowerment

**CHOATE HALL & STEWART LLP**

To learn more, visit [choate.com](https://choate.com)

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EOS<sup>TM</sup>  
Foundation

*Congratulates*

**LCR**

**LAWYERS FOR  
CIVIL RIGHTS  
BOSTON**

*on their*

*55th Anniversary*

*Celebration!*

**Founders' Award**

**Bain  
Capital**



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:

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

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 institutions or individuals "for carrying on the pioneering efforts of the organization's founders through extraordinary career contributions to enhancing social and economic justice."

Tonight, we honor **Bain Capital** for engaging and contributing to communities locally while also encouraging companies and investments to establish meaningful community initiatives.

**Founders' Award**

**Bain  
Capital**

Giving back to communities with their time, expertise and resources has long been a part of Bain Capital's DNA. Bain's guiding philosophy is to engage with intention and do their part across our local and global communities.

Since its founding, Bain Capital has supported a wide array of charitable and nonprofit organizations in communities locally and around the world. The firm's commitment to citizenship has been a long-standing priority for their partnership and employees. Bain Capital employees are collectively involved with more than 220 nonprofits, serving on a variety of boards, and donating time and resources to hundreds more. Through the Bain Capital Community Partnership, the firm strives to make a real impact in the neighborhoods where they all work and live. Across Bain's investments, they encourage and support efforts to engage and contribute to communities, locally and across the globe.

LCR is proud to honor Bain Capital for their unwavering commitment to these values.

*Ken Rosh and all of  
our partners at Fried  
Frank are proud to  
support Lawyers for  
Civil Rights*

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**Fried  
Frank**



GOODWIN

## Goodwin is proud to support the Lawyers For Civil Rights 55th Anniversary Reception

We support the organization's mission to help communities of color and immigrants in today's battle for equality and justice.

### **Meet us at the intersection of capital and innovation.**

We are in the business of building authentic, long-term relationships with our clients, who are some of the world's most successful and innovative investors, entrepreneurs and disruptors.

Learn more at [goodwinlaw.com](http://goodwinlaw.com).

# **Pro Bono Awards**

## **Jasmine Brown**

Jasmine Brown is an associate at Foley Hoag. She represents individual and corporate clients in a broad range of disputes. Jasmine is committed to issues concerning diversity, equity, and inclusion and, as such, maintains an active pro bono practice involving matters related to racial and ethnic discrimination, disability rights, veteran's rights, and housing rights. Prior to joining the firm, Jasmine served as a law clerk for the Honorable Kimberly S. Budd, Chief Justice of the Massachusetts Supreme Judicial Court. Jasmine is currently serving as pro bono counsel in a federal case filed jointly with LCR on behalf of the Martha's Vineyard migrants.

## **Alvin Carter**

Alvin Benjamin Carter III is an associate at Brown Rudnick. He advises clients in a broad range of corporate and transactional matters, including venture financings, mergers and acquisitions, drafting and negotiating commercial contracts, corporate governance, entity formation, and state and federal securities compliance. He has represented clients in

varying industries, including emerging companies, brand and reputation management, sports and entertainment, digital commerce, web3, video games and esports, medical technology, financial services, fashion, food, and fintech, among others. Alvin is currently serving as pro bono counsel to small businesses affiliated with LCR | BizGrow.

## **Matthew Casassa**

Matthew Casassa is an associate at Foley Hoag. He represents clients in a broad range of disputes. From 2021 to 2022, Matthew served as a law clerk to the Honorable Nathaniel M. Gorton of the U.S. District Court for the District of Massachusetts. Matthew is currently serving as pro bono counsel in a federal case filed jointly with LCR on behalf of the Martha's Vineyard migrants.

## **Kyle Dorso**

Kyle Dorso is an associate at Brown Rudnick. He represents clients at trial and on appeal in a variety of disputes, including commercial contracts, real estate, fraudulent transfer, cross-border insolvency, and intellectual property matters, in both

federal and state courts, as well as before arbitration panels and mediators. Kyle maintains an active pro bono practice, representing clients in a range of areas including immigration and the arts. Kyle is currently serving as pro bono counsel in a federal case filed jointly with LCR concerning the availability of humanitarian parole at the U.S. border.

## **Arjun Jaikumar**

Arjun Jaikumar is a Counsel at WilmerHale. He represents clients at all stages of complex litigation and white-collar investigations. Arjun also maintains an active pro bono practice, in which he has litigated cases involving human trafficking, immigration, access to housing, voting rights, abortion rights, and race discrimination. He has argued motions and drafted appellate briefs in state and federal court on behalf of pro bono clients. Arjun is currently serving as pro bono counsel in a federal case filed jointly with LCR to help diversify the Boston Police Department.

## **Martell Johnson**

Martell Johnson is an associate at Anderson & Kreiger. Prior to joining the firm, Martell served as a judicial law clerk for the Honorable Chief Judge Denise Clayton of the Kentucky Court of Appeals. While pursuing his Masters in Community Leadership and Development from the University of Kentucky, Martell worked as a graduate research assistant and centered his scholarship on studying the impacts that racial discrimination had on land loss in the Black community. He created recommendations for community-based organizations working on behalf of Black farmers whose lives have been impacted by discriminatory practices and unlawful land grabbing. Martell is currently serving as pro bono counsel to small businesses affiliated with LCR | BizGrow.

## **Annie Lee**

Annie Lee is an associate at Anderson & Kreiger. Annie counsels state agencies, municipalities and airports on compliance with state and federal laws, public policy and regulations and bylaw drafting. Annie also conducts internal investigations and



litigates on behalf of government entities, non-profit organizations, and individuals on a wide range of issues from employment to land use disputes. Annie is currently serving as pro bono counsel to small businesses affiliated with LCR | BizGrow.

## **Nicole Smith**

Nicole Smith is an associate at Foley Hoag. She represents corporate clients in complex civil disputes. She also maintains an active pro bono practice and has litigated civil rights issues ranging from illegal detention to voting rights. Nicole served as a law clerk for the Honorable Rosemary S. Pooler of the U.S. Court of Appeals for the Second Circuit, and the Honorable Amit P. Mehta of the U.S. District Court for the District of Columbia. Nicole is currently serving as pro bono counsel in a federal case filed jointly with LCR on behalf of the Martha's Vineyard migrants.

## **Maggie Spinard**

Maggie Spinard was born and raised in the Boston area. She attend Boston College for undergrad and the University of Virginia for law school. As a first year corporate associate

at the Boston office of Kirkland & Ellis, she has become passionate about using her legal education to contribute to the legal needs of those in our community. Some of her notable projects include incorporating companies that support senior living communities and microactivism.

## **Benjamin Weissman**

Ben Weissman is Deputy Chair of the firm's Business Disputes practice group and is a senior associate in Foley Hoag's New York office. Ben guides clients through all stages of disputes, ranging from breach of contract, ownership and closely held company disputes, breach of fiduciary duty, and business torts. He represents clients across the firm's industry verticals, with a focus on clean energy, life sciences, cannabis, and real estate. Ben also co-chairs the firm's LGBTQ+ affinity group and serves on the firm's Hiring Committee. From 2016-17, he served as a law clerk to the Honorable Cathy Seibel of the U.S. District Court for the Southern District of New York. He is currently serving as pro bono counsel in LCR's Martha's Vineyard case.



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LAW GROUP**

**Keches Law Group is honored to support Lawyers for Civil Rights and their relentless fight against discrimination and injustice.**

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Kirkland & Ellis is proud to support

# Lawyers for Civil Rights

The Firm commends LCR's work with communities of color and immigrants to fight discrimination and foster equity through creative and courageous legal advocacy, education, and economic empowerment.

Using our legal skills to better  
**LIVES, COMMUNITIES and OUR PROFESSION**

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anniversary celebration.

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**LAWYERS FOR  
CIVIL RIGHTS**

and its life-changing work  
and achievements.

**Congratulations on 55 years  
of legal advocacy!**

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# Timeline & Case History

## 2023

### **Fortes v. Eastern Fisheries, Inc.**

MCAD complaint on behalf of a Black Cape Verdean women experiencing sexual harassment and in a New Bedford fishery.

### **Florence Project v. DHS**

Lawsuit filed in federal court concerning the availability of humanitarian parole at the U.S. border.

### **Commonwealth v. Dew**

Filed amicus brief in SJC on behalf of civil rights organizations, arguing that a Black Muslim defendant is entitled to an automatic new trial where his court-appointed attorney is discovered to be openly racist.

### **Vocational Education Justice Coalition v. DESE**

Filed complaint against vocational high schools' exclusionary admissions criteria, which disproportionately exclude students of color, English Language Learners, and students with disabilities.

### **MBTA Communities Zoning Law Compliance**

Monitoring and pressing for compliance of new MBTA Communities Zoning Law, which mandates multi-family housing zoning districts.

## 2022

### **LCR | HealthJustice**

Rebranded our longstanding Medical-Legal Partnership as LCR | HealthJustice

### **Alianza Americas et al. v. DeSantis et al.**

Federal class action lawsuit filed on behalf of migrants fraudulently induced to travel to Martha's Vineyard by Florida Governor Ron DeSantis and his co-conspirators.

### **Johnson v. Arlington Police Department.**

Federal lawsuit filed on behalf of a young Black man who was racially profiled, unlawfully stopped, and arrested while the Arlington Police Department (APD) was chasing a white suspect.

### **Doe v. Austin**

Federal lawsuit successfully reinstated a young Latinx man who was separated from the Vermont National Guard and ROTC as a result of being HIV positive.

### **Russo v. Cummings**

Taxpayer action to invalidate Barnstable County's "287g agreement" with ICE, which purports to authorize the sheriff to perform federal immigration enforcement. Following suit, sheriff voluntarily terminated agreement.

### **In re 1127 Harrison Avenue**

Working with our community partner ACEDONE, LCR is challenging the displacement of Roxbury-based small businesses owned by immigrant women of color from Ethiopia and Somalia.

### **In re East Boston Neighborhood Health Center**

Filed complaint with the AG, alleging discrimination against low-income, non-English speaking patients.

### **Momousette v. Medford**

Complaint filed with the Medford Police Department on behalf of two Black teenagers who were wrongfully stopped, detained, and threatened with firearms.

## 2021

### **HAU v. Department of Children and Families**

Title VI complaint filed challenging DCF's persistent failures to provide language access to parents involved in Massachusetts' child welfare system.

### **In re Community Center**

Represented the family of an 8-year old Black child who was subjected to bullying and racial discrimination at a summer camp, culminating in other campers wrapping a tent strap around the boy's neck. We secured reforms to camp policy, anti-bias training, and damages.

### **Appia v. Lowell Regional Transit Authority**

Title VI complaint on behalf of a Black woman experiencing ongoing discriminatory remarks and treatment by a series of Lowell Regional Transit Authority bus drivers. LRTA conducted an investigation, and we successfully negotiated a resolution of this matter.

### **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. Policy upheld.

### **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 on behalf of Black and Latinx voters in Worcester, successfully 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.

### **Henry v. Needham**

Filed federal civil rights lawsuit on behalf of a Black father of four, who was handcuffed in broad daylight on a main street because police falsely believed he was a shoplifter.

### **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. Case led to termination of agreement.

### **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, and the facility subsequently closed. Lawsuit served as a blueprint for COVID-19 litigation across the country.

## **2020**

### **Bertin v. Galvin**

Filed a landmark emergency SJC petition on behalf of Black, Latinx, and Asian-American voters, as well as Common Cause and MassVOTE, 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.

### **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 un-documented 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. Biden Administration subsequently extended the protections

### 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. Gaspar 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.



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in our society.”***

— John Lewis

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# LAWYERS FOR CIVIL RIGHTS CALLS FOR **DIVERSITY** IN THE LEGAL PROFESSION

According to the ABA,  
**81% of all lawyers are White,**  
**less than 5% are Black,**  
**only 5% are Latinx,**  
**only 5% are Asian,**  
**only 2% are Multiracial, and**  
**only 1% are Native American.**  
Less than 38% are women.



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# Legacy

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