



JOB ANNOUNCEMENT
ROPES & GRAY JUSTICE FELLOWSHIP
(1-2 Year Position)

Organizational Mission

Lawyers for Civil Rights (LCR) 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.

Ropes & Gray Justice Fellowship Background

In 2017, the law firm of Ropes & Gray partnered *pro bono* with LCR to litigate a landmark federal voting rights case against the City of Lowell, Massachusetts. Filed on behalf of a diverse coalition of residents from Lowell's Asian-American and Latino communities, the lawsuit challenged Lowell's "at-large" electoral system for electing its City Council and School Committee. The lawsuit alleged that the at-large system impermissibly diluted the vote of Lowell's communities of color. When the lawsuit was filed, communities of color accounted for approximately 49% of Lowell's population, but the City's elected bodies had enjoyed virtually no minority representation throughout all of Lowell's history.

In 2019, the parties settled the lawsuit, and a Consent Decree was approved by a federal judge. The Consent Decree requires the City to change its electoral system starting with the 2021 municipal elections, to a more fair and equitable electoral system.

In recognition of the successful partnership that brought about this landmark settlement, Ropes & Gray generously donated attorneys' fees from the case to create and fund the Ropes & Gray Justice Fellowship at LCR.

The Fellowship is open to recent law school graduates and attorneys completing temporary post-graduate employment (such as a judicial clerkship or another fellowship).

Ropes & Gray Justice Fellowship Description

The Ropes & Gray Justice Fellow will be housed at LCR and work under the supervision of LCR attorneys. The Fellow will have the opportunity to work on the full range of litigation and other advocacy that LCR pursues in the areas of racial justice and immigrant justice. Fellows should expect to gain substantial experience in civil rights advocacy and litigation, including in many of

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the following areas: drafting and filing complaints and motions, depositions and other discovery, oral argument, client development, administrative advocacy, appellate work, and community legal education.

LCR will particularly endeavor to provide the Fellow with experience in voting rights, redistricting, and other civic engagement work that reflects and furthers the type of advocacy done in the Voting Rights Act litigation that makes the Fellowship possible.

The Fellowship is for a one-year period, with the possibility of extension to a second year.

Qualifications

Applicants must possess a J.D. degree and no more than two years of post-law school experience. Applicants must be extremely hard-working, highly self-motivated, and passionate about civil rights and racial justice.

The ideal candidate will also have:

- Excellent writing, editing, oral advocacy, and analytical skills;
- Outstanding interpersonal skills;
- Experience working with communities of color and/or immigrant communities;
- Knowledge and experience with civil rights and/or other public interest law;
- The ability to work productively and efficiently with minimal supervision;
- The ability to work collegially with a wide range of groups and individuals; and
- The ability to start the position no later than November 18, 2019.

Language skills relevant to LCR's client communities (including Spanish, Mandarin, and Haitian Creole) will be considered a plus.

Compensation

Competitive salary commensurate with experience. LCR also provides a competitive and comprehensive benefits package, including generous vacation and employer-paid health benefits.

How To Apply

Please email employment@lawyersforcivilrights.org to submit your resume and cover letter. Applications will be reviewed on a rolling basis, and interviews will begin immediately. Applications will continue to be accepted until October 11, 2019. It is anticipated that the Fellowship will begin no later than November 18, 2019.