

**Laws
alone
are
not
enough**

LCR

**LAWYERS FOR
CIVIL RIGHTS
BOSTON**

@LCRBOSTON
#HealthJustice
#BizGrow
#LegalWarriors
lawyersforcivilrights.org

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Eastern Bank is committed
to recognizing the good in our communities
and celebrating the work of

LAWYERS FOR CIVIL RIGHTS

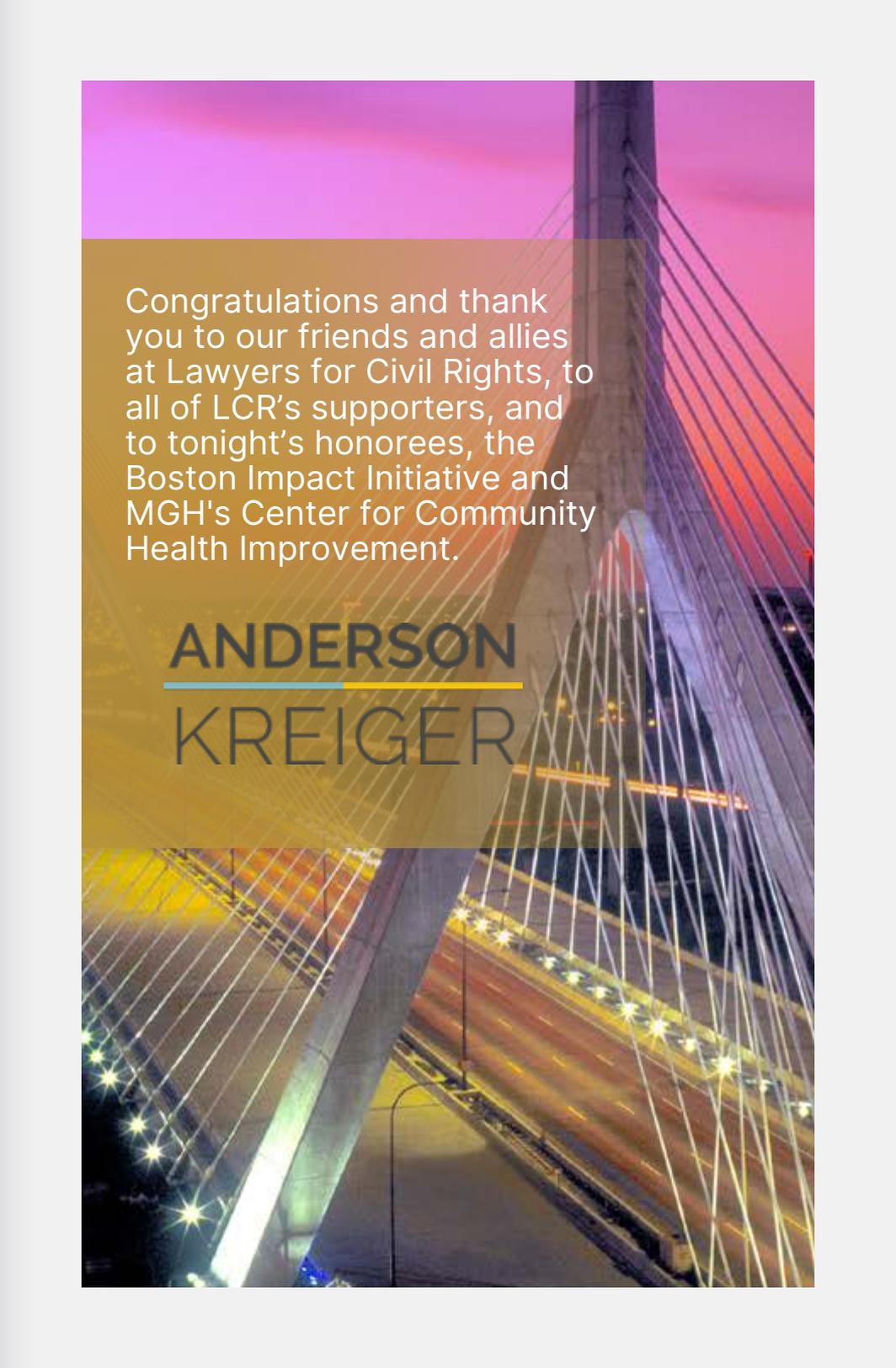
**We proudly support the
2022 ANNUAL RECEPTION**

Congratulations to
Deborah Frieze and Eastern Bank Board
of Ambassadors member, Betty Francisco,
for receiving the Founders' Award
as well as Mass General Hospital for receiving
the Keeper of the Flame Award

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Congratulations and thank you to our friends and allies at Lawyers for Civil Rights, to all of LCR's supporters, and to tonight's honorees, the Boston Impact Initiative and MGH's Center for Community Health Improvement.

ANDERSON

KREIGER



*muddled
cucumber, honey,
lime juice, gin
(or vodka), and
tonic or soda
water*



The Legal Warrior Cocktail

Learn how to make your own BizGrow
signature cocktail.

Program

Jazz Music

Jose Allende

Legal Warrior Cocktail from SimpleSips

Myraida Melendez

LCR | HealthJustice Director

Welcome and Opening Remarks

Lisa Pirozzolo

WilmerHale

Inez Friedman-Boyce

HarborOne Bank

Introduction of Founders' Award Recipient: Boston Impact Initiative

Sophia Hall

LCR's Deputy Litigation Director

Remarks from Boston Impact Initiative

Deborah Frieze

Betty Francisco

Introduction of Keeper of the Flame Award Recipient: MGH Community Health Improvement Team

Linda Davidson

The Davidson Law Practice

Remarks from MGH

Leslie Aldrich

Silvestre Valdez

Remarks from LCR

Iván Espinoza-Madrigal

Executive Director

Lauren Sampson Fellowship

Jessica Soto

Ropes & Gray

Closing Remarks

Colin Van Dyke

Anderson & Kreiger

Monica Shah

Zalkind Duncan & Bernstein

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.

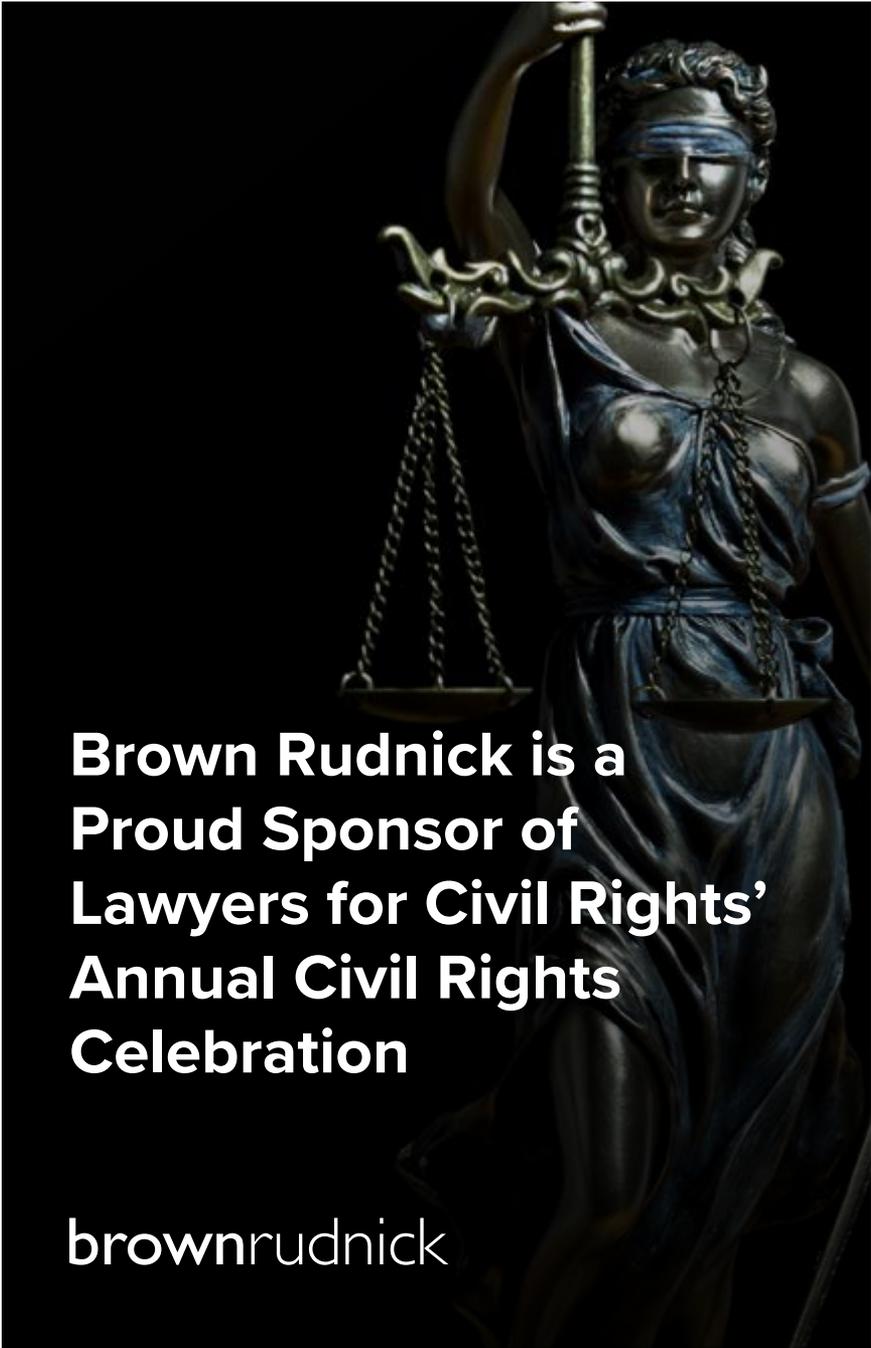
Over the years, our organization has also grown, adding new projects and initiatives to respond to the changing face of discrimination. While working closely with an ever-increasing number of diverse community partners, we remain true to our core mission to challenge and eradicate all forms of discrimination.

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



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Annual Civil Rights
Celebration**

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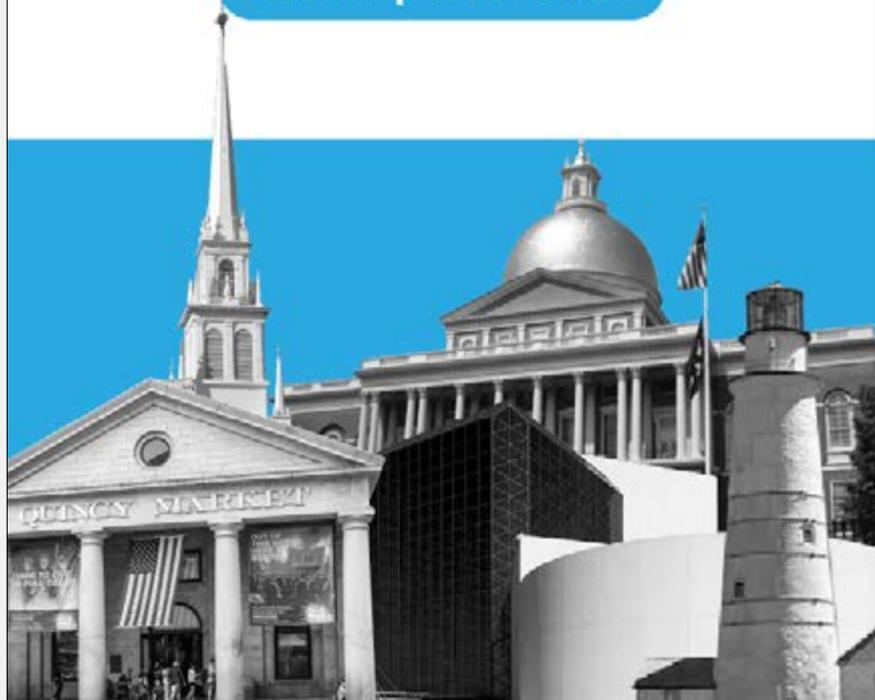
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Message from the Executive Director

More than two years into the pandemic, our families and communities continue to face significant challenges and hardship. The demand for LCR's free legal services has exponentially increased during the pandemic. Daily intakes have steadily increased. In recent days, we have received hundreds of requests for legal assistance across policing, education, employment, health, and other issue areas. Through our work, we are reaching thousands of struggling families.

As many features of the pandemic become endemic, small businesses have been particularly hard-hit. As COVID-19 variants emerge, small businesses will remain vulnerable. LCR is committed to supporting small businesses to promote the economic revitalization of low-income and minority communities. This work will continue to be important as the economy continues to transform in response to the pandemic — and as minority 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. Most recently, we partnered with an organization we are honoring this year, **Boston Impact Initiative**, to provide small business owners with critical resources and support.

As the pandemic continues to unfold, we are also proud to deepen and expand our longstanding medical-legal partnership with Massachusetts General Hospital (MGH). We are delighted to announce that this life-changing partnership connecting low-income patients with free legal support has been re-launched as **LCR | HealthJustice**. In celebration of this rebranding, we are proud to honor **MGH's team**.

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

LCR | HealthJustice

Building Bridges to Better Health

It's no secret: In the U.S. there are significant, pervasive disparities in health outcomes and access to health care resulting from race, income, and immigration status. This isn't just a moral issue—it's a civil rights issue. LCR | HealthJustice provides free legal assistance to the most vulnerable patients in our communities, including those with disabilities and those who are threatened with eviction or wrongfully denied public benefits, to ensure they have access to care and the best possible outcomes. More than half of the clients we serve identify as Latinx, and more than a quarter identify as Black. This work is more critical now than ever, as communities of color face overlapping public health, economic, and racial inequalities.

The heart of LCR | HealthJustice is our longstanding collaboration with MGH. We are embedded within MGH community-based health centers in Chelsea, Charlestown, Everett, and Revere to improve the lives of low-income patients and families. Providers at these centers refer patients to an LCR attorney for direct free legal assistance related to housing matters, disability benefits, and immigration/naturalization issues.

Through close coordination between attorneys, doctors, case managers, and community partners, we tackle the complex interactions between race, immigration status, poverty, healthcare, and the law.

LCR's Medical-Legal Partnership with Massachusetts General Hospital is now **LCR | HealthJustice.**

LCR | HealthJustice is well positioned to tackle a vast variety of civil legal issues to stabilize our clients' lives and improve healthcare outcomes. Recent successes include:

- » Obtaining Social Security benefits for a single mother raising a child with disabilities while battling cancer.
- » Negotiating with a landlord to stop the eviction of a low-income family.
- » Securing emergency rental assistance for a mother of three, allowing her to pay rent that accumulated early in the pandemic when she was laid off.

**Sullivan thanks LCR
for its continued
leadership and
dedication to justice
and equality.**

Congratulations to the **Boston
Impact Initiative** and the
**Center for Community Health
Improvement at MGH** on their
honors at this year's LCR
Annual Reception.


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Lawyers for Civil Rights

Latham applauds the members of Lawyers for Civil Rights who work with communities of color and immigrants to fight discrimination and foster equity through creative and courageous legal advocacy, education, and economic empowerment.

LW.com

Founders' Award

**Boston
Impact
Initiative**

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 **Boston Impact Initiative (BII)** to receive this special award, we honor their active community-oriented commitment to supporting entrepreneurs and small businesses.

Founders' Award



The Boston Impact Initiative (BII) works to build a sustainable, inclusive and equitable economy that restores the productive capacity of communities of color in Eastern Massachusetts. BII does this by investing integrated capital (equity, debt and grants) + knowledge and social capital in regenerative local enterprises that are owned and controlled by entrepreneurs of color or are serving communities of color in order to help close the racial wealth divide.

Since 2013, BII has pioneered innovative ways to promote the flow of capital to small businesses as a tool for closing the racial wealth divide. While doing this, they have centered the values of solidarity and mutuality. In 2021, BII invested \$1.4 million in 14 social enterprises, and a total of \$7.1M into 63 investments over the life of their fund. They strengthened their technical assistance program to provide the knowledge and social capital needed for our enterprises to stabilize and increase their impact. In October 2021, BII completed the Integrated Capital Fund-Building Cohort Program with participants from initiatives across the U.S. and they are providing ongoing support to the cohort.



BII's mission of using integrated capital to build regenerative and equitable local economies has never been more important. The deep relationships with entrepreneurs, partners and communities who reflect the voices of the people we serve, is the foundation for advancing their mission. Moving forward, BII will continue to focus on expanding their work with a second integrated capital fund and by influencing the field of impact investing through education, policy and practice that drives economic justice.

BII and Lawyers for Civil Rights have long been collaborating through our innovative economic justice project, LCR | BizGrow. We are proud to honor BII for its leadership in supporting minority, immigrant, and women entrepreneurs through impact investing based on the solidarity economy principles and values. By giving entrepreneurs of color the opportunity to control their own future, BII has been leading by example and creating a blueprint for similar efforts both locally and nationally.

**Keeper of the
Flame Award**

**MGH's Center for
Community Health
Improvement**

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 **Massachusetts General Hospital's Center for Community Health Improvement (CCHI)** for their leadership in the community.

Keeper of the Flame Award



“When in distress, every man becomes our neighbor.” These are the words that the Massachusetts General Hospital was founded on more than 200 years ago.

Today, working with community and hospital partners, Mass General’s Center for Community Health Improvement (CCHI) brings together people and resources to address challenging health problems—and promote policy and system change—that foster measurable and sustainable improvement. Focusing on the social determinants of health—factors such as housing, education, employment and access to care—CCHI works to address health inequities and build healthy, safe and thriving communities.

For the past 25 years, CCHI has maintained an unwavering commitment to the diverse community they serve in Chelsea, Revere and Charlestown—neighborhoods where Mass General has maintained health care centers for more than 40 years.

CCHI programs also include working with Boston youth and special populations—such as the homeless, immigrants, and refugees—to improve their health status and reduce alarming health disparities.

The MGH Center for Community Health Improvement, the MGH Chelsea Health Center, and Lawyers for Civil Rights have long been collaborating through our innovative Medical-Legal Partnership, now known as **LCR | HealthJustice**. The project was launched in 2003 to improve the health and well-being of low-income families who are patients of the pediatric or adult primary care practices at MGH Chelsea with a mission

of addressing the legal issues that affect a patient's health. It focuses on housing stability and household income, the two social determinants of health viewed as most critical to the family's health. LCR partners with the Community Health Worker team providing representation to prevent eviction, secure unemployment benefits, advocate for special accommodations for patients with disabilities, and facilitate access to public benefits. And, over the years, the program has helped hundreds of immigrants to become US citizens.

LCR is proud to honor Mass General's Center for Community Health Improvement and their impressive efforts to improve the health and well-being of the diverse communities they serve. For nearly two decades, our partnership has been critical to stabilize and support thousands of families who receive life-saving care from MGH and life-changing legal services from LCR.

SPOTLIGHT ON
Laura Maslow-Armand



As we celebrate the re-launch of LCR | HealthJustice, we are spotlighting the attorney who created this vital initiative: **Laura Maslow-Armand**. We are grateful for her leadership.

A graduate of Harvard College, Laura won a Fulbright Scholarship to study in Paris, where she earned a Master's in French Literature.

After the Fulbright, Laura entered the doctoral program in History from Harvard's Graduate School of Arts and Sciences. Her dissertation focused on the Protestants of La Rochelle during the French Revolution.

After earning her Ph.D. in History, Laura returned to France, where she became a tenured Professor at the Sorbonne. While at the Sorbonne, she also earned a doctorate in American Studies focusing on cities governed by African American mayors.

When France celebrated the bicentennial of the American Constitution in 1987, Laura presented to the French Senate on the U.S. Supreme Court's role in defining rights for African Americans.

Laura subsequently returned to the U.S. and enrolled at Harvard Law School. Graduating in 1992 from HLS, she joined the Massachusetts bar.

Her legal career started under Attorney General Scott Harshbarger, serving as an attorney in the AG's Public Protection Bureau. She litigated housing discrimination matters within the AG's Civil Rights Division, and fundraising fraud cases within the Public Charities Division.

In 2003, Laura joined Lawyers for Civil Rights (LCR), where she handled the employment discrimination docket for more than a decade.

At the same time, Laura launched LCR's Medical-Legal Partnership with the Massachusetts General Hospital's HealthCare Center in Chelsea. Initially, the partnership with MGH provided housing assistance and public benefits to families with children. Over time, the practice areas expanded to include guardianship, naturalization, and child support with referrals from every MGH medical unit, and with a particular emphasis on Behavioral Health.

By 2015, the Medical-Legal Partnership had become a full-time commitment as its geographic scope began expanding from Chelsea to other MGH community health centers in Charlestown, Everett, and Revere.

Laura's sustained advocacy on behalf of low-income families, people of color, and immigrants has been consistently recognized. In 2015, Laura received Harvard's prestigious Gary Bellow Public Service Award, established in memory of the late Gary Bellow, a pioneering attorney specializing in public interest and poverty law. At the award ceremony, Laura was celebrated for her "abiding commitment to using law and working inside the law to make things better for those who have little." Laura's leadership was instrumental in the Medical-Legal Partnership for nearly two decades. The partnership has been critical to stabilize and support thousands of families who receive life-saving medical care from MGH and life-changing legal services from LCR.

Today, we shine the spotlight on Laura and celebrate her legacy.

Lauren Sampson In Memoriam 1991-2022

Lawyers for Civil Rights mourns the loss of our friend and colleague Lauren Sampson. In her honor and memory, we will be launching the Lauren Sampson Civil Rights Fellowship. Details will be available soon. Please read more about Lauren's legacy in the [Boston Globe](#) and [LCR website](#).

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Thank you for advocating for equality and justice
in our communities.



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support the Lawyers for Civil Rights**



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and celebrate the pivotal work of the
Boston Impact Initiative and the
**Massachusetts General Hospital Center
for Community Health Improvement**

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Foley Hoag salutes
Lawyers for Civil Rights
and congratulates
The Boston Impact
Initiative and **The Center**
for Community Health
Improvement 2022
award honorees.



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For more about the Boston Foundation, visit tbf.org

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and

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Timeline & Case History

2022

Doe v. Austin

Federal lawsuit filed on behalf of a young Latinx man who was separated from the Vermont National Guard and ROTC as a result of being HIV positive. Case challenges the constitutionality of military regulations as to HIV positive recruits and enlistees.

Russo v. Cummings

Taxpayer action filed directly with the Supreme Judicial Court to invalidate Barnstable County's "287g agreement" with ICE, which purports to authorize the sheriff to perform federal immigration enforcement.

In re 1127 Harrison Avenue, Roxbury

Working with our community partner ACEDONE, LCR is challenging the displacement of 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 Martha's Vineyard Community Center

Represented the family of an 8-year old Black child who was subjected to bullying and racial discrimination at a Martha's Vineyard summer camp. Resolved the matter through reforms to the camp's policies and procedures; conversations on race and institutional responsibility; and a focus on the directly affected child.

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.

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. 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.

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 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 Enforcement 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 multi-lingual 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 #Black-LivesMatter, 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’Anzelot “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.

Good things
happen
when great
people come
together.

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