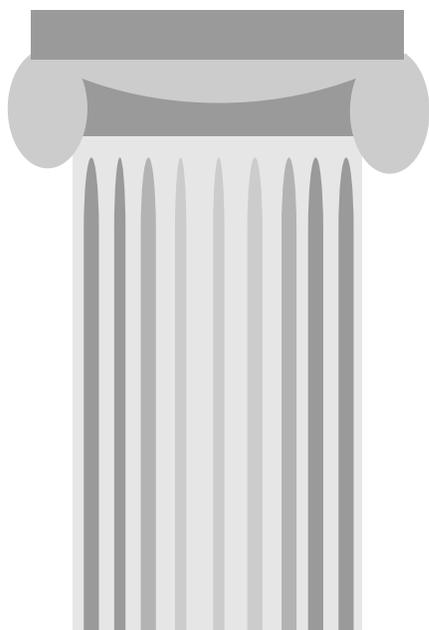


# Careers in Civil Rights and Civil Liberties



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## Acknowledgments

This guide is based on the 2001 Civil Rights/Civil Liberties Guide created by 2001 OPIA Summer Fellow Jason K. Stearns. In the six years since the last update (and since September 11, 2001), much has changed in the area of civil liberties and civil rights, including the passage of the Patriot Act. In response to recent trends, a few content areas have been added and all sections of the Guide have been re-evaluated.

OPIA 2006 Summer Fellows Katie Berlent, Andrea Gomes, Kate Joyce, Levan Moulton, and Caitlin Sullivan overhauled this Guide to make it pertinent to the job market of today and Peter Hill, 2007 OPIA Summer Fellow, updated and revised the Guide for publication in 2007. We would like to thank the following people for their contributions to this guide, past and present: Sam Bagenstos, Miriam Gohara, Jonathan Skrmetti, Sarah Harrington, Amanda Maisels, Nadine Strossen, Elizabeth Westfall, Jim Freeman, Tom Mela, Patricia Mendoza, Julie Su, Margaret Fung, Lenora Lapidus, Lisa Otero, Christine Ladd, Kary Moss, John Relman, Michael Rosman, Shannon Liss-Riordan, John Palfrey, Jonathan Zittrain, Jim Walsh, Eric Halperin, Martha Minow, Margaret Schlanger, Phil Tegler, Austin Sarat, Corey Stoughton, Paul Holtzman, Hussein Sadruddin, Stephen Shapiro, Carmia Cesar, Lee Tien, Lara Flint, Carolyn Lerner, and Angelo Ancheta. Special thanks also to OPIA staff Sheila Hubbard, Tracy Landers, Judy Murciano, Joan Ruttenberg and Lisa Williams as well as our co-fellows Aaron Spolin and Glen Rice for supporting us this summer. Of special note, we would like to thank Alexa Shabecoff for her major contributions in updating the Guide.

We hope that you find this Guide helpful in your search for jobs in civil rights/civil liberties law.

*The Bernard Koteen Office of Public Interest Advising Summer 2006 & 2007 Fellows*

# 1 CHAPTER

## An Introduction to Civil Rights and Civil Liberties



Interpretations of the constitutional rights guaranteed by the Bill of Rights and federal civil rights statutes have varied widely through time and as the law evolves. While many groups view themselves as civil rights and civil liberties advocates, they use their advocacy resources in different ways. The ACLU calls upon the US House of Representatives to reject defective immigration bills; in Denver, a group of low-income entrepreneurs files a civil rights suit against the city, claiming excessively stringent licensing requirements for taxi businesses; the NAACP reaches a settlement with the St. Landry Parish School Board and Council through a lawsuit addressing voter redistricting plans that had been in violation of the 1965 Voting Rights Act.

Civil rights and civil liberties lawyers play many roles, for example petitioning the government for greater involvement in civil rights protections through affirmative action programs, or trying to protect individuals from government intervention. Whether through the government or a nongovernmental organization (NGO), for a summer or for a career, issues pertaining to civil rights and civil liberties offer a wide range of options for law students and law graduates.

### **CIVIL RIGHTS v. CIVIL LIBERTIES**

Though civil rights and civil liberties represent two different areas of focus, there is no distinct line between the two. According to Corey Stoughton (HLS '02) of the New York Civil Liberties Union (NYCLU), which is primarily interested with civil liberties, "I don't think of myself as just a civil liberties lawyer. It doesn't matter if it's a 1<sup>st</sup> or 14<sup>th</sup> amendment issue." However, there are some general rules that determine whether an organization or an issue falls under civil rights or civil liberties.

The term civil rights gained popularity in the 1950s and '60s and has become associated with Martin Luther King, Jr., the Montgomery Bus Boycott, and the March on Washington. The momentum of the struggle against Jim Crow laws and segregation across the nation carried over into other movements. One of the striking characteristics of today's civil rights movement is its breadth and diversity, encompassing gay and lesbian groups, disability advocacy, and immigrants' rights organizations. All share a commitment to creating a just society through legal means.

Civil liberties typically fall under the auspices of the First Amendment's right to free expression, assembly, and religion. The ACLU, for example, has protected the right of musicians to distribute their music without being censored, or, more controversially, the right to use hate speech as a form of self-expression. Other organizations consider the right to operate a business or to develop property without government interference part of civil liberties.

Civil liberties groups also actively defend the right to petition for the writ of habeas corpus as well as the Fourth Amendment's protections against search and seizure. With the so-called "War on Terror," these rights have become particularly important to protect, as the Patriot Act and various government programs undercut basic privacy rights. The issue of people being detained in military prisons without due process has also been of central concern in the past several years, as well as the conduct in those prisons, which many see as having violated both U.S. and international law.

Depending on the ideological orientation of the organization, alliances as well as tensions between civil rights and civil liberties groups may exist. Hate speech is perhaps the most salient

example of an issue over which First Amendment advocates clash with other civil rights groups. However, civil rights and civil liberties typically work well together, and have contributed to advances for people of many backgrounds in the U.S.

### ■ A BRIEF HISTORY

In the early part of the 19<sup>th</sup> century, popular rights discourse revolved around the rules of economic interactions encoded in common law. As Washington University School of Law Professor Sam Bagenstos explains, “At the time of the passing of the 14th amendment in 1864, civil rights were seen as the right to participate in economic affairs, to own property or to work for someone.” Lawyers defended such entitlements as the rights of a maligned property owner or of a husband against his adulterous wife. After the Civil War, more rights issues emerged as the Reconstruction period gave African Americans legal leverage to challenge their unequal treatment, and the defense of civil rights became a tool for racial emancipation. Some civil rights statutes passed in the wake of the Civil War continue to have vitality today, most notably 42 USC 1981, which allows individuals to sue states for civil rights violations under federal law. During the same period, the women’s movement gained momentum and used law as a means of entitlement. But there was little constitutional jurisprudence being used in the courts, and constitutional law wasn’t taught as a subject in law schools until the 20<sup>th</sup> century. It was with the New Deal in the 1930s and the social consciousness that the Great Depression provoked that minority rights became a full-blown issue of political contention.

When civil rights are mentioned today, we think immediately of the gains in racial equality made by the Civil Rights Movement of the ’50s and ’60s. Responding to the demands of the anti-segregation movement in the South and nationwide, President Lyndon Johnson signed the Civil Rights Act of 1964, prohibiting discrimination on the basis of race, color, religion, and national origin in education, employment, and in public accommodation and facilities. Taking its impetus from the *Brown v. Board of Education* decision a decade earlier, the act set out to dismantle the Jim Crow laws that had institutionalized racial divisions. The Voting Rights Act of 1965 took a further step towards emancipation by outlawing the literacy tests and poll taxes that had been used to keep African Americans from voting. Similarly, the Fair Housing Act, passed in the week following the assassination of Martin Luther King, Jr., addressed the segregation of housing in many urban centers.

Historically, when the U.S. is in a period of crisis, the internal burden disproportionately

## ORGANIZATION PROFILE

### American Civil Liberties Union (ACLU)

Since its inception in 1920, the ACLU has become the nation’s largest civil liberties organization, with nearly 300,000 members and offices in almost every state. The ACLU is active in a wide variety of cases involving both civil rights and civil liberties. The ACLU litigates against unfair government involvement in daily life, from racial profiling to free speech to immigrants’ rights. The main offices of the organization are in New York, with a legislative branch in Washington, D.C. There are “Big differences between state and national,” says Kary Moss, Executive Director of the Michigan ACLU, who has also worked in the ACLU national office. “I was specialized in women’s rights at the national level, where good lawyering requires policy and coalition work. At the state level, I have to be acquainted with all of the issues.” The ACLU has a three-pronged approach to civil liberties, with separate offices dedicated to litigation, public education, and legislation. Accordingly, an attorney for the ACLU could be filing briefs, conducting policy research, or getting involved in community education. “We have always recognized the need to address civil rights work at the local level,” says Stephen Shapiro, the Legal Director of the ACLU. “*Brown v. Board* and *Roe v. Wade* did not end segregation and the fight for abortion rights – these laws need to be implemented.”

falls on racial and ethnic minorities, who also tend to lack the social and financial power to properly defend themselves. Following the Pearl Harbor air strike by the Japanese government, close to 120,000 Japanese men and women living in the U.S., 62% of whom were United States citizens, were sent to “War Relocation Camps” and stripped of their civil rights without any due process. During the “Second Red Scare,” Senator Joseph McCarthy (R-WI) unlawfully imprisoned numerous Americans, many of Russian background, based on inadequate or completely fabricated evidence presented during the infamous “McCarthy Hearings.” Those who were fortunate enough to avoid imprisonment were also victimized through loss of employment and the destruction of their careers.

In the post-9/11 era, rights and liberties of Arab and Muslim Americans are frequently violated. Nadine Strossen, President of the ACLU, adds that young Muslim men in the U.S. are most at risk for being victims of racial profiling and public accommodations discrimination. “Any affiliation with the Middle East is questioned. The Department of Homeland Security has shut down many of the websites used by Middle Easterners living in America to keep in touch with their friends and families. With the Bush administration touting national security as the end that justifies all means, Americans are starting to become increasingly aware of how fragile their civil liberties are.”

In addition to the Arab and Muslim American community, women, gays and lesbians, people with disabilities, and other marginalized groups have come to campaign under the banner of civil rights. Their challenges echo in legislative acts passed by Congress, such as the Americans with Disabilities Act (ADA) of 1990 and the Civil Rights Act of 1991 that addressed discrimination in the work place. The legal backbone of these changes was the work done by the Civil Rights Division of the Department of Justice, founded in 1957, and by nonprofit organizations. The prototype of the Civil Rights Division was the Legal Defense Fund (LDF), an offshoot of the NAACP, founded by Thurgood Marshall in 1950.

Since the founding of the LDF, dozens of legal defense funds have been formed to argue the causes of other marginalized groups: the Mexican American Legal Defense and Education Fund (MALDEF), the Asian American Legal Defense and Education Fund (AALDEF), the Lambda Legal Defense Fund, and Legal Momentum, formerly the National Organization of Women (NOW) Legal Defense Fund. In recent years, many private public interest firms have sprung up, adding another dimension to civil rights work.

## **RECENT TRENDS IN CIVIL RIGHTS AND CIVIL LIBERTIES**

Recent hot topics include issues dealing with the right to same-sex marriage, racial profiling, and problems stemming from an intense focus on national security. “We have been fighting just to maintain the status quo of the ’60s and ’70s,” says Shannon Liss-Riordan of Pyle, Rome, Lichten, Ehrenberg & Liss-Riordan, a private public interest law firm in Boston. Same-sex marriage has become a constant battle for advocates in civil rights and civil liberties. In recent years, same-sex marriage has been legalized in Massachusetts and a Texas law criminalizing homosexual sodomy was ruled unconstitutional in *Lawrence v. Texas*. Despite many positive rulings of state and federal level courts, same-sex marriage and GLBT rights have been challenged in courts at all levels and the marriage issue has appeared on ballots across the country.

Many other civil rights and civil liberties issues have arisen in state and federal legislatures. Despite the numerous laws that address discrimination, rights and liberties abuses in education and policing have caused concern among many in the civil rights community. In the area of immigration, the 1996 Illegal Immigration Reform and Immigrant Responsibility Act greatly expanded the definition of an exportable offense, so immigrants can now be exported for drunk driving, or for writing a bad check. With the Patriot Act, exportable offenses have become excuses to keep people on no-fly lists and deny visas, especially to those of Middle Eastern descent. Such legislation has created challenges for lawyers representing clients whom the government considers threats to national security.

To combat the courts' reduction of legal footholds for civil rights attorneys, many civil rights advocates are turning toward lobbying judicial nominations. Jim Freeman of Advancement Project points out that "working on judicial nominations and lobbying for civil rights recognition in the Judiciary are alternatives to litigation-based civil rights advocacy." During the Supreme Court nominations of Justice Samuel Alito and Chief Justice John Roberts, civil rights advocates such as the NAACP Legal Defense Fund (LDF) organized lobbying sessions with Senators to present these nominees as adverse to the struggle for civil rights and equal opportunity.

Recently, voting rights have been of significant concern in the field of civil rights. Despite the reauthorization of the 1965 Voting Rights Act (VRA) by President George W. Bush in 2006, the act is still frequently manipulated and side-stepped by partisan state legislatures. In 2003, the Republican-dominated Texas state legislature led by former Congressman Tom Delay (R-TX) passed a massive redistricting plan redrawing districts to dilute the constituencies of numerous Democrat-dominated Texas districts and reduce the concentration of minority voters, thus making minority votes in those districts carry less weight. Under Section 5 of the VRA, certain states must "preclear" any changes to voting procedures with the U.S. Attorney General. In June 2006, the Supreme Court ruled in favor of the redistricting changes in Texas, deciding that a state had the right to redraw districts when they saw fit. The Supreme Court also dismissed the claims that the redistricting in Texas disadvantaged minority voters. Even with the reauthorization of the VRA, work must still be done on the state level to protect the interests of minorities in the American political arena. Grassroots groups like Advancement Project are now working at the local level to ensure that the protections and rights afforded to minorities by the VRA and other civil rights legislation are upheld.

Another trend is a realization that litigation by itself cannot fully address civil rights abuses. Many civil rights groups have begun to work together with grassroots organizations to address problems in the community. HLS Professor Martha Minow notes that while suing used to be the immediate response to police brutality in Boston, now a multi-issue task force with members of the community and the government has been set up. "Civil rights can't just be court orders," Minow says. "The path to hell is paved with due process." For many in the civil rights community, litigation has become a mobilizing tool around which to focus larger demands. Julie Su of the Asian Pacific American Legal Center (APALC) warns against the possible detriment of careless lawsuits: "Litigation on its own can make people passive and complacent, and does little to change society as a whole." In Su's work on the affirmative action policies of the University of California she encourages students to become involved in community action.

After the terrorist attacks on September 11, 2001, the field of civil rights and civil liberties changed dramatically. With the advent of the Patriot Act in 2001 and U.S.-led wars in Afghanistan and Iraq, issues such as discrimination against Muslims and Arabs, privacy, rights of protesters, and rights of the press have taken center stage. Corey Stoughton (HLS '02) of the NYCLU sees major changes in the post-9/11 U.S. "The trend is how much we've focused on national security issues. For instance, peaceful protest groups being classified as terrorists. It is astounding how bold the government has become in terms of violating civil rights and liberties." The bubble zones for protesters at the 2004 Republican and Democratic National Conventions clearly illustrate Stoughton's point, as do the arrests of many protesters under questionable charges, particularly in marches during the RNC in New York.

According to Kary Moss (CUNY '87), executive director of the Michigan ACLU, "Our notion of privacy is fundamentally affected by both 9/11 and security threats. Advancements in technology have opened opportunities for abuse of governmental power and infringement on personal freedoms and the law is way behind. This presents a fundamental challenge that will become central in the development of law in the coming years." In addition to privacy issues associated with technological and surveillance advances, racial profiling has become an issue to those upholding civil liberties. "Racial profiling has been around since this country began, well known to African Americans, but it has reached a new level since 9/11 – targeting ethnicity more

broadly. Racial profiling is not an effective security method - behavioral profiling is. Had those programs been implemented properly 9/11 might not have happened.”

Though civil rights and civil liberties are always heavily politicized, attorneys entering the field in today’s world must be acutely aware of the government’s actions and influence on the rights of U.S. citizens and individuals in the international community.

## **SELECTED BENCHMARKS IN CIVIL RIGHTS HISTORY**

**1865** 13th Amendment abolishes slavery.

**1868** 14th Amendment, “no State shall deprive any person of life, liberty, or property, without due process of law; nor deny to any person ... the equal protection of the laws.”

**1920** 19th Amendment grants women’s suffrage.

**1954** *Brown v. Board of Education*, orders the desegregation of schools.

**1957** Civil Rights Act of 1957 creates the Civil Rights Division within the Department of Justice.

**1964** Civil Rights Act of 1964. Title VII prohibits employment discrimination based on race, color, sex, national origin, or religion. Title VI prohibits public access discrimination, leading to school desegregation.

**1965** Voting Rights Act, prohibits discrimination in voting practices because of race and color.

**1967** Age Discrimination in Employment Act (ADEA) of 1967.

**1968** The Fair Housing Act, contained in Title VIII of the Civil Rights Act of 1968, prohibits discrimination in the sale, financing or rental of housing.

**1968** Architectural Barriers Act, requires accessibility for disabled in buildings and facilities financed with federal funds.

**1973** *Roe v. Wade*, effectively nullifies all U.S. laws which declared abortion to be illegal.

**1978** *Bakke v. Regents of the University of California*, strikes down quotas as a means of obtaining parity in higher education.

**1980** The Civil Rights of Institutionalized Persons Act, ensures that the rights of persons in institutions are protected against unconstitutional conditions.

**1988** Civil Liberties Act of 1988, serves as an apology and symbolic payment to the internees, evacuees, and persons of Japanese descent who lost liberty or property because of disciplinary action in World War II.

**1990** Americans with Disabilities Act (ADA), prohibits discrimination in employment, places of public accommodation, and places of recreation.

**1991** Riots erupt in Los Angeles after a jury acquitted four police officers of beating Rodney King.

**1993** The Family and Medical Leave Act allows workers to take extended unpaid leaves of absence to deal with family issues and illness, while maintaining benefits to which they are entitled while working.

**1994** Violence Against Women Act provides strict measures for the perpetrators of gender-based

violence.

**1994** The Freedom of Access to Clinic Entrances Act protects reproductive health service facilities and their staff and patients from violent threats, as assault, vandalism, and blockade.

**1994** Police Misconduct Provision forbids state or local law enforcement officers from engaging in unconstitutional patterns of conduct.

**1994** *Hopwood v. University of Texas*. The Fifth Circuit Court of Appeals rules that the University of Texas is not allowed to consider race in admissions.

**1996** The Illegal Immigration Reform and Immigrant Responsibility Act of 1996.

**1996** President Bill Clinton signs the military's Don't Ask Don't Tell policy into law, making it possible for gays to serve in the military as long as they never reveal, express, or practice their sexual orientation.

**1998** California residents vote for Proposition 227, severely limiting the ability to enroll children in bilingual education programs.

**1999** The Vermont Supreme Court ruling giving same-sex couples the same benefits as married couples.

**2000** Election 2000, with numerous cases of voting irregularities brings voting rights to national attention.

**2001** Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism (commonly known as the Patriot Act) is signed in response to terrorist attacks.

**2003** In *Lawrence v. Texas* the Supreme Court rules that intimate consensual sexual conduct is protected under the 14<sup>th</sup> Amendment, striking down the law in Texas declaring homosexual sodomy a crime.

**2003** In *Grutter v. Bollinger* the Supreme Court rules that a narrowly tailored use of race in student admission decisions may be permissible under the 14<sup>th</sup> Amendment's Equal Protection Clause, as a diverse student body is beneficial for all students (as hinted in *Regents v. Bakke*).

**2003** The undergraduate affirmative action policy of the University of Michigan is ruled unconstitutional in *Gratz v. Bollinger*.

**2004** Massachusetts' highest court rules that only full marriage rights for gay couples, not civil unions, would conform to the Massachusetts constitution.

**2004** Supreme Court rules that "illegal combatants" such as those held in Guantanamo can challenge detentions but can also be held without charges or trial in *Hamdi v. Rumsfeld*.

**2006** *Gonzalez v. Oregon* determines that the United States Attorney General can not enforce the Controlled Substances Act against physicians prescribing drugs for the assisted suicide of the terminally ill as permitted by an Oregon law.

**2006** George W. Bush reauthorizes the Voting Rights Act.

**2006** *Hamdan v. Rumsfeld* determines that military commissions created by executive order to try Guantanamo detainees are unlawful and violate the U.S. Uniform Code of Military Justice, the 1949 Geneva Conventions and various human rights standards relation to fair trials.

**2007** In *Parents Involved in Community Schools v. Seattle School District No. 1*, the Supreme Court rules that public school systems cannot seek to achieve or maintain integration through measures that take explicit account of race.



# Chapter 2

## Where Should I Work?

### ■ THE GOVERNMENT

Created by the 1957 Civil Rights Act, the Civil Rights Division of the Department of Justice is the largest federal government organization devoted to Civil Rights. But civil rights bureaus can be found throughout federal and state government offices, addressing civil rights issues in the Departments of Labor, Housing and Urban Development, Transportation, and Education. They monitor compliance in areas such as school desegregation, discrimination in employment policies, and voting rights. While government bureaucracy can try the patience of some attorneys whose cases are excessively delayed, attorneys in the DOJ like Amanda Maisels find their work “extremely interesting” and appreciate the “flexible work environment that can include frequent travel, depending on caseload.”

Washington University School of Law professor Margaret Schlanger notes that government lawyers have a lot of credibility with courts and defendants. Of course, Schlanger says, there are political constraints in working for the government. If you work in the Civil Rights Division, for instance, you can’t argue about the constitutionality of the death penalty, as your agency has limited jurisdiction. You might also have a hard time arguing with state attorneys general or with officials from the U.S. Attorney General’s home state. And there is always the fear of Senate hearings if your work treads on politically sensitive ground. “If you argue one case about a prison not providing underwear or toothbrushes for inmates, you will have the Senate on your back,” says Schlanger.

### THE NONPROFIT SECTOR

A nonprofit can range in size from the ACLU, with over 500,000 members, to an office with two or three attorneys. All share a commitment to the public interest, but operate differently in order to improve civil rights and civil liberties. Jim Freeman of Advancement Project notes, “Groups like

### ORGANIZATION PROFILE

#### U.S. Department of Justice, Civil Rights Division

The Civil Rights Division of the Department of Justice was created as part of the 1957 Civil Rights Act. Its mandate is to enforce the federal statutes prohibiting discrimination on the basis of race, sex, handicap, religion, and national origin. Recent burning issues have included immigration, predatory lending, voting rights and redistricting, and disabilities law.

Each section of the Civil Rights Division specializes in its area of expertise on a scale that enables young attorneys with relatively little experience to complete briefs, conduct oral arguments, execute negotiations, and take ownership of cases as an autonomous, yet supported, attorney. Attorneys are often made solely responsible for cases within their first month. As Jim Walsh, HLS ’99, says, “There is no hand-holding on the job. You do everything yourself.” The Civil Rights Division does not have regional offices and work involves extensive travel throughout the U.S., sometimes taking up a week out of every month. Attorneys are hired through the Honors Program of the Department of Justice or as experienced attorneys.

The DOJ is influenced by the priorities of the incumbent executive administration. Recent hires, from line attorneys to the senior offices, have reflected an increasingly political affiliation. Nevertheless, many attorneys who have worked at the DOJ for more than five years are happy and can envision long tenures with DOJ.

Sarah Harrington, who works on 11<sup>th</sup> Amendment issues, appreciates the specialization the Civil Rights Division allows, noting that in managing 23 cases the last six years, she has followed her own advice to HLS students: “Find something you like!”

## SALARY TRENDS

Salaries are another consideration in choosing which sector you want to work in. A job at the Department of Justice in Washington, D.C. will start out at around \$55,700. After a clerkship, this pay increases to \$67,700, and to around \$100,000 after three years. In the nonprofit sector, depending on the size and location of the organization, median starting salaries range from \$36,000 to \$46,000, with starting salaries for local prosecutors and some public interest organizations as low as \$25,000 in some regions, according to NALP. At the ACLU, for example, a 3<sup>rd</sup> year attorney at the national office may be making a salary in the low \$70,000s, while someone in a state office may make figures closer to \$50,000. Private firms vary greatly in their salaries from firms that do individual litigation to those that argue large class action cases. Phil Tegler of the Poverty and Race Research Action Council points out that “it is also becoming harder to practice civil rights law because of decreased funding. Courts are limiting lawyers’ ability to collect court-ordered attorney fees in the case of civil rights litigation ... yet fellowship programs and loan forgiveness programs work to counter-balance the decreased funding for civil rights and nonprofit organizations.” Patricia Mendoza, who served with the Mexican American Legal Defense Fund points out, “Of course the lack of resources here is frustrating. But I love my job and I couldn’t be doing this kind of work anywhere else.” It is fairly easy to switch between sectors within the civil rights world, and though it is not always easy in law school, most attorneys suggest taking the job that best fills your goals rather than looking for the best-paying job.

The National Association for Law Placement (NALP) tracks public and private sector salaries, and the most up-to-date information, including median salaries for various types of organizations, are available on their website, [nalp.org](http://nalp.org).

the NAACP LDF, the ACLU, and the Brennan Center are raising the bar and have been doing so for a long time. They are at the forefront of their fields.” Working in a nonprofit will often give attorneys more discretion in choosing which projects they want to pursue. Elizabeth Westfall, also of Advancement Project, adds that a nonprofit’s “mission and work are not constrained by profit motives.” She continues, “Not having to consider the wealth of a defendant enables litigators at nonprofits to bring cutting edge constitutional cases.” For nonprofits, the focus is neither on the bottom line nor on enforcing laws or addressing only local problems, but on reforming society as a whole. Nonprofit organizations are often involved in community organizing and, unlike the government or private firms, can solicit cases. “We have a lot of power, but we don’t have the power of the federal government,” says Kary Moss, Executive Director of the Michigan ACLU, “We are often the little guy and sometimes we don’t see the results we want, but we have made tremendous accomplishments.” Community-centered civil rights advocacy, practiced by groups like Advancement Project, is among the new avenues civil rights advocates are exploring in their fight to break down structural barriers and bring about social change without use of the court room, leaving litigation as a last resort.



## THE PRIVATE SECTOR

In recent years, the civil rights community has branched out to include for-profit private firms. Many of these firms got their impetus from the employment discrimination laws of the Civil Rights Act of 1991. But the issues covered can range from public accommodation to fair housing, police brutality, employment discrimination, and even environmental justice cases that affect poor communities. Although these firms do have profit motives that constrain the kind of cases they take, they are also free of funding constraints and the political agendas of nonprofits and government agencies. Carolyn Lerner of Heller Huron, an employment discrimination firm, writes, “[our cases] are quite similar to the cases that civil rights organizations take – in fact, our firm

often co-counsels cases with ... nonprofits.... [O]ur focus is on taking cases that we really want to work on and that we feel have the potential to do some good. A large percentage of our work is *pro bono*." While attorneys in private public interest practice will not make as much as some practicing in the corporate world, working in the private sector provides another option for those interested in working with civil rights and civil liberties.

# 3 CHAPTER

## Issue Areas in Civil Rights and Civil Liberties

As noted in the introduction, civil rights encompass a great number of issues. We have listed the main content areas of civil rights below, though many of the areas overlap. Sexual harassment, for example, can be seen as both an issue for women's rights and employment discrimination.



### CRIMINAL JUSTICE

Criminal justice brings together civil rights groups with public defenders' offices and legal services organizations. Cases include the death penalty, racial profiling, Miranda rights, prisoners' rights, and police brutality. Perhaps the most significant trend in these arenas is the lack of competent counsel for indigent clients accused of crimes, together with the popularity among politicians of measures to crack down on potential terrorists.

The majority of incarcerated persons are black males, and racial profiling has captured the media's attention, with dozens of incidents reported in mainstream newspapers. At the same time, however, the Supreme Court has increased the police's discretion in stopping drivers. In *Whren v. U.S.* in 1996, the Court ruled that officers can stop drivers for small traffic violations such as not turning on the blinker for turning soon enough and searching the car without asking for permission. In 2001, the End Racial Profiling Act was introduced, supported by both George W. Bush and John Ashcroft. Unfortunately, the events of September 11, 2001 took precedence leading to the death of the act. More recently, Senate members have introduced racial profiling acts in 2004 and 2005. Particularly with no-fly lists and discrimination against Muslim and Arab Americans, such legislation has been the focus of many civil rights and civil liberties groups like the ACLU and Amnesty International.

In more positive news for civil rights groups, the Court has upheld an alleged offender's Miranda rights in *Dickerson v. U.S.*, and the American Bar Association, along with the governments of several states, has called for a moratorium on the death penalty.

### DISABILITY

One in every five Americans has a disability of some kind, yet only 32 percent of working age people with disabilities have jobs, as compared to 81 percent of the non-disabled population. Legal activists are trying to close this gap through litigation. Disability law is largely regulated by the Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination in employment, housing, education, and access to public services. In the government, agencies such

### ORGANIZATION PROFILE

#### NAACP Legal Defense Fund

The NAACP Legal Defense Fund was founded in 1940 by Thurgood Marshall as the legal branch of the NAACP. In 1957 the LDF separated from the NAACP, although the two organizations often collaborate and share resources.

The LDF fights for equality and empowerment for African Americans and other disenfranchised groups in the areas of education, employment, criminal justice, voting rights, housing, health care, and environmental justice. Headquartered in New York City, the LDF has offices in Washington, D.C., and in Los Angeles.

The main focus of LDF's staff attorneys is litigation, and the organization has argued more cases in front of the Supreme Court than any institution other than the Solicitor General's office, from *Brown v. Board of Education* to *Furman v. Georgia*. Recent efforts have focused on racial profiling, affirmative action, and voting rights. Attorneys usually come to the Fund with competitive fellowships such as Skadden or NAPIL out of law school or are hired as experienced attorneys.

as the Equal Employment Opportunity Commission and the Disability Section in the Civil Rights Division of the Department of Justice are called to enforce the ADA. Groups like the National Organization on Disability as well as many private law firms are also contributing to the growing ADA jurisprudence.

In many ways, however, courts have stymied disability law's potential. A 2000 survey of the American Bar Association revealed that employers prevailed in 95 percent of cases brought under the employment Title I of the ADA. And in February 2001 the Supreme Court ruled that the 11<sup>th</sup> Amendment bars private lawsuits brought in federal court to recover money damages under the Americans with Disabilities Act (ADA).

## **EDUCATION**

Almost half a century since *Brown v. Board of Education*, schools still suffer from racial segregation as the Supreme Court has passed down several decisions in the past decade limiting desegregation. In the decade from 1988 to 1998, the percent of black students in majority white schools decreased steadily from 43.5% to 32.7%. At the same time, pressure has grown to impose stricter testing standards and discipline in schools. These measures disproportionately affect minority students who haven't had the same quality of instruction as other students.

One of the most controversial issues in education is affirmative action. The gap between whites and African Americans with college degrees grew from 10.5% in 1971 to 16.6% in 1998. While the *Bakke v. University of California* decision in 1978 struck down the use of quotas in higher education, it still allowed for the consideration of race in admissions. That concession has increasingly been put in danger by decisions in various federal courts. In *Hopwood v. University of Texas*, the Fifth Circuit Court of Appeals ruled that the University of Texas was not allowed to consider race in admissions. More recently, the University of Michigan faced two suits, both resolved by the U.S. Supreme Court on June 23, 2003. In *Gratz v. Bollinger*, the undergraduate affirmative action policy of the University was found unconstitutional, while *Grutter v. Bollinger* upheld the law school's affirmative action policy. In the 2007 case *Parents Involved in Community Schools v. Seattle School District No. 1*, the Supreme Court ruled that public school systems cannot take explicit account of race in seeking to achieve or maintain integration.

In 1998, California voted for Proposition 227, imposing strict restrictions on bilingual education. The proposition severely limited parents' discretion in choosing the best education programs for their children. Civil rights groups are currently in the process of challenging the statute through bills in the state congress.

Other litigation in education has invoked Title VI against schools and boards of education, alleging discrimination against minorities. Many of these groups combine litigation with policy proposals and lobbying in Congress. The Department of Education has an Office of Civil Rights that monitors school policies and ensures integration, and many of the leading civil rights groups have attorneys or divisions that are solely concerned with educational policy and lawsuits.

## **EMPLOYMENT**

Employment law is one of the most widely litigated fields of jurisprudence. Ranging from discrimination in the workplace to unemployment compensation and safety on the job, employment litigation has been boosted by a series of statutes in recent years. The most important part of employment law is arguably Title VII of the Civil Rights Act of 1964. This statute prohibits discrimination based on race, color, religion, sex or national origin. The Americans With Disabilities Act of 1990 and the Age Discrimination in Employment Act of 1967 are further benchmarks in the regulation of job settings. "There has been a recent increase in racial harassment, language-based harassment and disability suits," says Paul Holtzman, attorney at Krokidas & Bluestein, a Boston law firm.

Congress is now considering legislation that would prohibit discrimination based on

sexual orientation and gender identity. Although 20 states and the District of Columbia have introduced such laws (12 of which include protections for transgender people), there is no federal law that protects LGBT people in the workplace. One step forward has been anti-discrimination policies based upon sexual orientation for federal government employees. Employees of the military are not included in this policy. Several people have been discharged from service, in alleged violation of the “Don’t Ask, Don’t Tell” policy, including a number of Arabic translators serving in Iraq and Afghanistan.

Employment law forms the mainstay of most private sector civil rights firms, and many large law firms also handle employment discrimination cases. In the government, the Equal Employment Opportunity Commission (EEOC), created by Title VII, is in charge of implementing the various federal employment statutes.

### **FIRST AMENDMENT**

First amendment jurisprudence was developed in the 1920s, the decade in which the ACLU was founded, as thousands were deported for their political views. Freedom of speech was restricted again during the McCarthy era as lives and careers were ruined by blacklisting. Today, freedom of speech advocacy goes far beyond the right to protest and speak one’s mind. Controversy has arisen as civil liberties groups staunchly defend pornography and hate speech. And the presence of the Internet has posed new questions about how to differentiate between the private and public sectors and whether hate and sex sites are protected by the First Amendment. Recently, civil liberties groups have argued that campaign financing and soft money contributions are forms of self-expression.

The events of September 11 have caused a number of issues regarding the First Amendment to surface. Some Muslims have been dissuaded from attending mosques due to hate crimes, and the Bush administration has been accused of media censorship. Especially during events like Hurricane Katrina, the media was essential in reporting negligence on behalf of the government, at one point even discovering a massive number of survivors that had been missed by the Federal Emergency Management Agency.

The ACLU is still by far the most prominent protector of the First Amendment. As civil liberties by definition defend individuals from government interference, most First Amendment litigation comes from the nonprofit sector. As many on the Right harbor misgivings about government intrusion into private affairs, there are many conservative legal organizations that argue for First Amendment rights, including the Institute for Justice and the Center for Individual Rights.

### **HOUSING**

The Fair Housing Act of 1968 made it illegal to discriminate on the basis of race, color, religion, national origin, sex, disability, or familial status. A landlord could be sued in a housing case for treating a tenant differently based on his or her race or gender. The Department of Justice, for example, has filed suits against landlords alleging that they or their employees sexually harassed female tenants by demanding sexual favors in exchange for rent. Other suits have been brought when new multi-family complexes have failed to comply with the standards for disability access.

In recent years, many civil rights organizations have been concerned about the rise in predatory lending practices by financial institutions, especially as revealed in the collapse of the sub-prime mortgage industry. A predatory lender might charge excessively high interest rates or misrepresent the terms of a mortgage. Most often low-income communities of color and the elderly fall prey to these types of practices.

### **IMMIGRANTS’ RIGHTS**

Roughly 1 million people immigrate legally to the United States each year, with illegal immigration estimates as high as 1.5 million per year. More than 28 million immigrants now live

in the United States. They often live at the margins of society, disadvantaged by their language, economic status, and social connections. There are many organizations and law firms that represent immigrants, ranging from region-specific groups like the National Council of La Raza to the National Immigration Law Center. In addition, many organizations concerned with civil rights will take on immigration cases. These include the ACLU, the Asian Pacific American Legal Defense Fund, and the Lawyers' Committee for Civil Rights.

In 1996, Congress passed legislation that dealt a severe blow to immigrants in the U.S. In the name of efficiency, the process of removal was expedited, often leaving asylum seekers without legal recourse. The definition of an exportable offense was considerably expanded, so that immigrants could be deported for felonies like drunk driving or writing a fraudulent check. In June of 2001, the Supreme Court found that much of this legislation violated the immigrants' rights to due process. The Court affirmed an immigrant's right to judicial review of INS decisions, to not have laws applied retroactively in certain cases, and to not be detained indefinitely.

A decade later the U.S. Senate passed a bill to tighten the U.S.-Mexico border while helping grant numerous illegal immigrants a smoother path to citizenship. Though the legislation received support from both sides, it has come under criticism from many in government, who claim that it essentially grants amnesty to illegal immigrants.

## **INTERNET**

The Internet makes it possible for individuals to inexpensively and instantaneously disseminate information to a worldwide audience. Suddenly those without voices have a global audience from which to draw attention and support. New digital technologies have exaggerated already existing issues regarding free speech, such as censorship, freedom to read, freedom of association, and anonymity.

The Supreme Court has explicitly recognized that the Internet has the same level of First Amendment protection as any other form of mass communication. However, Congress and the Supreme Court are currently considering a number of laws that aim to limit the degree to which individuals can publish on the web. Various free speech concerns were raised with the passing of the Communications Decency Act in 1996 and the Child Online Protection Act in 1998, both aimed at inhibiting the publishing of indecent and obscene materials on the Internet. The Supreme Court has ruled parts of the Communications Decency Act unconstitutional. Since the Internet and technology are such new and dynamic areas, legislation is just beginning as Congress and the courts grapple with this new field.

Online privacy has extensive legal implications, and the Supreme Court has yet to make many rulings regarding Internet privacy and surveillance. Much controversy surrounds the privacy of communications records, particularly the observation of people's web-browsing. Electronic files and online databases have also raised Fourth Amendment concerns. Besides email, individuals now store information online in electronic databases, raising questions of whether using an electronic medium alters their Fourth Amendment rights. The structure of Internet technologies has also come into the legal sphere with the passage of the Communications Assistance for Law Enforcement Act, which requires that communication networks be designed to permit wiretapping.

The Internet and electronic networking technologies also raise issues concerning intellectual property law. Speaking to such a large audience through the Internet inherently involves the replication and emulation of ideas, which has caused tensions between businesses, innovators, and individuals. Companies have worked to place legal restrictions that prevent individuals from manipulating portions of digital works (e.g. altering or remixing clips of an MP3 to make a new song). These restrictions coupled with the Digital Millennium Copyright Act are of great concern to Internet and technology-based civil liberties groups. These groups fear the

“chilling effect” these laws may have and contend that such laws violate the individual’s “right to tinker,” or the right to use portions of works in a creative, transformative way.

A student interested in pursuing a career in Internet or technology civil rights law does not have to hold a degree in computer science or a related discipline. However, an interest in and knowledge of computer technology is extremely helpful on the job and is important to demonstrate during the hiring process. Students should take related courses and become involved with student groups focused on the law and technology (please see the course list and list of student groups on page). Because this field is new and relatively small, networking is important. At Harvard, the Berkman Center for Internet and Society offers a plethora of resources and opportunities for students. Law students should gain experience and establish contacts by working for an organization concerned with technology and civil rights issues, such as the Electronic Frontier Foundation or Center for Democracy and Technology (for a more extensive listing, see Chapter 6).

### **LGBT RIGHTS**

LGBT rights have claimed nationwide attention in the past years through several legal battles. In the summer of 2000, the Supreme Court ruled that the Boy Scouts of America was entitled to deny membership to gay men. Several months earlier, California passed the “Limit on Marriage Initiative,” which explicitly refused to recognize same-sex marriages. But there has also been much progress made in the legal arena. In 1996 the Supreme Court’s decision in *Romer v. Evans* struck down Colorado’s Amendment 2, which would have denied gays and lesbians any sort of legal protection. And ever since the Vermont Supreme Court’s ruling in 1999 that extended the same rights and benefits to same-sex couples as to married couples, marriage has become a burning issue for many gay and lesbian groups. Gavin Newsome, mayor of San Francisco, ordered city clerks to grant marriage licenses to same-sex couples, though he was eventually ordered to stop. Some battles have been won, such as in 2004, when the Massachusetts Supreme Judicial Court ruled that only full marriage rights for gay couples, not civil unions, would conform to the state’s constitution. Other prominent causes have been AIDS-based discrimination, housing discrimination, and adoption.

The largest LGBT litigation organization is the Lambda Legal Defense Fund, with up to 50 impact litigation cases on its docket at any time and offices across the country. Other organizations include the National Lesbian and Gay Law Association and the National Center for Lesbian Rights. Organizations such as the ACLU and Lawyers’ Committee for Civil Rights also have divisions that focus on LGBT issues.

### **PUBLIC ACCOMMODATIONS**

Many of the prominent civil rights battles of the ’50s and ’60s were public accommodation cases involving the desegregation of bathrooms, public swimming pools, and schools. Title II of the Civil Rights Act of 1964 prohibits discrimination in places of public accommodation—hotels, motels, restaurants and concert halls—because of race, color, religion, or national origin. In 1990, that language was expanded to include persons with disabilities under Title III of the Americans with Disabilities Act.

A recent example of a public accommodations case arose when Northwest Airlines refused to allow Arshad Chowdhury, a United States citizen of Bangladeshi ancestry, to board a flight on October 23, 2001. Relman & Dane, a private public interest law firm, filed suit on behalf of Mr. Chowdhury under Title VI of the Civil Rights Act of 1964, among other civil rights statutes.

In the government, there are civil rights offices within almost every agency that ensure compliance with federal laws. The Department of Health and Human Services, for example, has an Office of Civil Rights that deals with complaints about discrimination in hospitals and other institutions.

## **RELIGIOUS LIBERTIES**

Guaranteed by the First Amendment, freedom of religion is a frequent topic of discussion in the fields of civil liberties and civil rights. Generally defined, religious liberty is the right of the individual to follow and express his or her own faith or lack thereof. Today, working with religious issues means dealing with controversy, sensitivity, and sometimes hostility. Hot topics in religious liberties today include governmental funding of religious activities and entities, teaching religion in public schools, the relationship between religion and science, the placement of religious expressions and symbols on governmental property, land use (i.e. whether religious institutions are disfavored in zoning laws), and the religious rights of incarcerated persons.

In addition to the challenge of working with controversial issues, organizations working for religious liberty often claim unfair representation in the media. For example, Sarah Wunsch of the Massachusetts ACLU was upset by the idea circulating that the ACLU stole Christmas. To combat such issues, students should be prepared to deal and communicate with the media. As more conservative appointees are filling the courts, liberal organizations such as Americans United for Separation of Church and State are finding effective litigation difficult, creating what some have deemed a “culture war.” Post 9/11, there has been even more animosity in the field surrounding the treatment of Muslims. One individual we interviewed said that dealing with such controversial issues gave him heartburn! However, even with the heartburn, he was happy to be fulfilling his personal mission. Another individual said that religious liberty is a fascinating field with the potential to make a large impact. She likes dealing with controversial issues because it creates a great opportunity for her to make people aware of things they weren’t aware of before.

## **VOTING RIGHTS**

In 1965 Congress passed the Voting Rights Act (VRA), one of the most effective civil rights acts ever passed. The VRA immediately eliminated the worst Jim Crow laws, such as literacy tests and other devices that kept black citizens out of the voting booth. In subsequent years, court decisions and legislation in Congress slowly undid the prejudice against minorities in voting. In Mississippi, for example, black registration rose from 6.7 percent in 1964 to 70.8 percent in 1986. Overall, the number of black elected officials nationwide has increased from 300 in 1964 to almost 9,000 in 1998.

The 2000 census, combined with the fiasco of the 2000 presidential election, hurled voting rights into the national spotlight. In Florida, the NAACP, the ACLU, the Lawyers’ Committee for Civil Rights, and Advancement Project filed suit alleging discriminatory practices in the November 2000 election. An investigation identified disparate and unfair voting practices across the state that resulted in the invalidation of a disproportionate number of ballots cast by black voters and the wrongful purge of black voters from official voter lists. Voting rights cases are filed by the federal government against state and local governments, as well as by nonprofit organizations such as the NAACP. The Civil Rights Division also has a section devoted solely to voting rights.

In recent years, erroneous allegations of voter fraud have caused legislators in some states to pass restrictions on 3<sup>rd</sup> party voter registration groups, which provide vital registration services to people traditionally disenfranchised, especially poor and rural voters. The restrictions place heavy monetary penalties on late paperwork, creating deadlines that are often impossible for organizations employing large numbers of volunteers. Both the Advancement Project and the Brennan Center have brought challenges under the First Amendment, the Equal Protection clause, and the VRA, with successful challenges in Florida, Georgia, and Ohio. While these cases are not race litigation per se, they can have a substantial impact on the voting rights of racial minorities.

On July 27<sup>th</sup>, 2006, President George W. Bush signed the Fannie Lou Hamer, Rosa Parks, and Coretta Scott King Voting Rights Act (VRA) Reauthorization. President Bush promised to

“vigorously enforce the provisions of this law” and insured those present that his administration would do its best to “defend it in court.” The VRA contains a provision that causes the rights it guarantees to expire after 25 years. Since 1965, the VRA has protected the rights of minorities to participate the state and federal election process. The VRA Reauthorization passed through both the House of Representatives and the Senate with remarkable support from both parties. Yet, questions about why the VRA needs to be reauthorized every 25 years rather than being made into permanent law is still a topic of fervent debate. Elizabeth Westfall of Advancement Project notes that “We have partisan election officials in this country and we need to figure out a way to protect our votes and reform the electoral system so that it is fair.” Temporary initiatives like the VRA are attempts at bringing about the fair electoral system upon which democracy is based.

## **WOMEN’S RIGHTS**

Women’s rights include a wide variety of legal issues, including reproductive freedom, employment discrimination, family law, domestic violence, and sexual assault. Several large flagship organizations press for legal action in these substantive areas, including the National Organization for Women (NOW), which also has a legal defense fund called Legal Momentum, the ACLU, and the National Abortion and Reproductive Rights Action League (NARAL). Many women’s rights groups have expressed concern over President Bush’s stances on women’s issues, especially abortion rights. Bush’s administration has banned funding to organizations that sponsor family planning and abortion in other countries and has suggested legislation that would expand health coverage to fetuses, thereby endangering *Roe v. Wade*. A legal victory for many women’s groups was the announcement by the Food and Drug Administration in September 2000 that the abortion pill mifepristone, otherwise known as RU-486, would be made available in the U.S. In 2006, the “morning-after” pill, Plan-B, was made available over-the-counter to persons 18 and older. Other examples of women’s rights cases include the ACLU’s suit against the Suffolk county police department for forcing female police officers off their jobs because of pregnancy, and the groundbreaking *Price Waterhouse v. Hopkins* case in which the burden of proof was shifted to the employer in sexual harassment and discrimination cases. In the 2003 *Nevada Department of Human Resources v. Hibbs* case, the Supreme Court ruled that the Family and Medical Leave Act’s provision that individuals could sue state employers was constitutional, providing strong support for employees, especially working women.

# 4

## CHAPTER PREPARING FOR A CAREER IN CIVIL CIVIL RIGHTS

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As you have seen, the civil rights and civil liberties fields cover a wide variety of issues. It is useful to begin looking into career opportunities and research issue areas in your first or second year of law school. You should gear your studies and activities towards the type of civil rights work you want to do: journal work can be invaluable for litigation, whereas research for a professor might give you the experience needed for a job in public policy. Keep in mind that civil rights and civil liberties organizations want to see that you have field experience, often valued above experience with a group like a law review (with the caveat that field work may be more helpful for legal services and similar client-based positions and research may be better for impact litigation shops). The last ten years have seen a dramatic increase in fellowship opportunities as well as course offerings in law schools that address civil rights or civil liberties. The competition is often stiff nonetheless, as many law students compete for the little funding that is available in the field.

### USE YOUR TIME IN LAW SCHOOL WISELY

#### **Choose your courses carefully**

Harvard has a wide range of courses that address civil rights and civil liberties. Constitutional law is essential to understanding the fundamentals of civil rights, and many civil rights attorneys also recommend a course on federal courts, as that is where many of their cases end up. Once you have established which area of civil rights you are interested in, you can cross-register in the other schools at Harvard. Courses in history, women's studies, and education often address civil rights as well, though a law school class in the substantive area in which you want to practice may be the most beneficial. While a transcript is rarely requested, you should have a strong academic background. Clinical work is an essential part of getting a career in civil rights and civil liberties, and is a highly desirable addition to your academic experience.

#### **Work for a journal**

Civil rights work often includes substantial impact litigation that requires good legal research and writing skills. Working for a journal such as HLS's *Civil Rights-Civil Liberties Law Review* can give you the experience needed for this, although similar skills can be learned at any of Harvard's law journals. Editing for journals can also help develop your ability to write for different audiences, in addition to providing a valuable credential.

#### **Apprentice yourself to a professor**

Many of HLS's professors do research on issues within civil rights. Browse the course catalog by subject matter to identify which professors specialize in civil rights. Do not hesitate to contact professors to talk about their work and ask for advice.

#### **Participate in extra-curricular activities**

Law school is a good time to create a web of contacts of people who are passionate about the same things you are. Extracurricular activities such as student organizations and volunteer work can make law school a more enjoyable place for someone interested in public interest work. You might consider work with the Charles Hamilton Houston Institute. The institute, founded in 2005, strives for solutions for a more equitable and just society through forums, conferences and meetings. Some organizations also offer remote externships, allowing

students to remain at school while doing work with an organization that interests them. Employers like to see candidates who not only participated in extracurricular activities, but held leadership positions. Such positions may be held with HLS student organizations or through community groups.

### **Use your summers effectively**

Your summers during law school are the perfect time to decide if civil rights and/or civil liberties work is right for you, or which particular issue area most interests you. Spend your time making contacts, and be sure to take advantage of opportunities to learn about other peoples' projects and speak to attorneys who have been working with civil rights and liberties or have transitioned from another field of law. Building mentoring relationships is also an important way to get the most out of your summer—work closely with one or two lawyers and seek advice from them. Also, work hard on your memos and develop writing samples.

### **Build a network of contacts**

The civil rights and civil liberties world is a fairly tight-knit community and making friends can make you more comfortable with the work and lead to positions with various organizations. Don't lose touch with those you worked with during your summers, and make use of Harvard's alumni contacts and your fellow students. Call up people with jobs you might be interested in and chat with them about their work.

### **Demonstrate a commitment to public interest work**

Corey Stoughton of the NYCLU reminds students “your resume should scream ‘I have a commitment to the public interest.’” One of the principal characteristics that employers look for is a passion for civil rights work. This can be in the form of volunteer work, clinics, summer jobs, or student organizations. Moral commitment to a cause can be a better credential than having had a high-paid position with a prestigious title.

## **THE HIRING PROCESS**

Finding working in civil rights and civil liberties is difficult, especially for those straight out of law school with little real-world experience. Most civil rights and civil liberties groups have small legal staffs, and even with a fellowship, you may not be guaranteed a position with an organization. Use the following tips to improve your chances of succeeding in the job search.

### **What employers are looking for**

Employers want attorneys who will be team players who can do their work with a smile, from the substantive, exciting writing and preparation for depositions to the more mundane, almost para-legal-like responsibilities. Students interested in civil rights and civil liberties work should be able to relate to the community and the clients that they work with. Even the top writer on the *Harvard Law Review* may not be effective in the field; experience is very important. Those who listen and learn from their clients while avoiding arrogance will do the best. Having empathy for people whose rights have been violated and a dedication to defending the Constitution and the Bill of Rights is also extremely important. In order to show interest, individuals in the field suggest participating in a *variety* of related activities, such as writing, organizing groups or projects, and completing legal work surrounding your area of interest. Employers look at applicants as a full package, sometimes even looking as far back as high school activities.

## Experience

Generally, it is difficult to enter the field straight from law school unless a student obtains a fellowship or has completed a clerkship. If a student does not have a fellowship or clerkship, he or she can look to large and small firms for work. At a large firm, students should do a significant amount of *pro bono* work, preferably at a firm where *pro bono* hours are billable. Elizabeth Westfall adds this advice: “If at a firm, develop skills and contacts that will enable the transition to a public interest job. Document review is not as helpful as drafting briefs and doing a lot of legal research. Soak up the training, if at a big firm, work for top partners, and write, write, write.” Another individual we interviewed stated the importance of learning to communicate with large groups, particularly with the media.

## Writing Samples

Though most employers like to see real world experience, the ability to show them that you can write well is extremely important. The ideal writing sample is one that has some relationship to the work of the organization and combines legal discussion with policy analysis. Kary Moss says that a well-written review of a court case can show that you are able to “distill concisely the most relevant parts of a case, though may not show off analytical skills or policy choices.” The writing sample is an important part of your job search, but one of the best ways to write a good policy analysis is by using examples from your own experience.

## Interviews

Do not take interviews lightly. One individual we interviewed suggested that students show a passion for justice not only in the courts but also in organizing student groups, attending demonstrations, and being a leader. Study the organization’s website and have familiarity with all of the organization’s work, particularly the litigations of projects on which you are interested in working. During the interview, be sure to ask plenty of questions to show that you’re interested in the issue areas and to learn as much information about the organization as possible. Though employers rarely ask for transcripts, you may want to bring a copy to an interview just in case, along with a copy of your resume, cover letter, a writing sample and list of references.

## Do’s and Don’ts

After asking for insider advice from a number of individuals working in civil rights, we came up with this list for interested students:

- **Do** have a genuine interest and show it through extracurricular activities.
- **Do** learn the practical side of the law through clinics and representing clients.
- **Do** *pro bono* work and summer internships at firms that work on civil rights issues.
- **Do** learn the law as best as you can, even if you plan to work in a non-legal position in the future.
- **Don’t** send a general cover letter. Learn the specifics of the position you are applying for.
- **Don’t** expect to get a job straight out of law school. Be prepared to gain experience first or apply for a fellowship.

# COURSES RECOMMENDED FOR CIVIL RIGHTS AND CIVIL LIBERTIES ADVOCATES

## **Administrative Law**

- Administrative Law
- Advanced Administrative Law: Seminar

## **Civil Rights Topics**

- Race Relations Law: From the Jim Crow Era to the Present Moment
- Race and Justice Seminar: Criminal Justice
- Social Movements, Law Stories, and Law Making
- Housing Law and Policy
- Disability Rights: Seminar

## **Constitutional Law**

- Church and State
- Comparative Constitutional Law
- Constitutional Law Advanced: First Amendment: Corporate and Commercial Speech: Seminar
- Constitutional Law Advanced: Borders of the Constitution: Seminar
- Constitutional Law Advanced: Federalism and Separation of Powers
- Law and the Political Process

## **Criminal Law**

- Criminal Justice Advocacy: Clinical Seminar
- Capital Punishment in America
- Introduction to Advocacy (ITA): Criminal Justice

## **Gender**

- Gender Violence, Law, and Social Justice: Seminar
- Power, Beauty, Sex and Violence: Reading Group
- International Reproductive/Sexual Health Rights: Reading Group
- Gender, Locally, Globally: The Possibilities of Law: Reading Group
- Regulation of the Household (The)
- Theories of Violence: Gender and Sexuality: Seminar

## **Human Rights**

- Human Rights Advocacy: Seminar
- International Human Rights Litigation: Seminar

- International Humanitarian Law

## **Immigration & Refugee**

- Immigration Law
- Immigration and Refugee Policy: Seminar
- Refugee and Asylum Advocacy: Seminar
- Human Rights, State Sovereignty, and Persecution: Issues in Forced Migration and Refugee Protection

## **Internet**

- Cyberlaw: Internet Points of Control
- International Intellectual Property
- Practical Lawyering in Cyberspace: Seminar
- Web Difference? Digital Media, Entertainment, and the Law (The)

## **Labor & Employment**

- Employment Civil Rights Clinical Workshop
- Employment Discrimination
- Employment Law
- Labor Law

## **Law Practice**

- Evidence
- Introduction to Advocacy (ITA): Civil-Skills and Ethics in Clinical Practice
- Legal Profession: The Lawyering Process
- Lawyering for the President: Seminar
- Legal Profession: Public Interest, Public Service, and Community Lawyering

## **Clinical**

- WilmerHale Legal Services Center Clinical Workshop – Housing Clinical
- Employment Civil Rights Clinical Workshop

## **General**

- Taxation

# CHAPTER 5

## Personal Narratives

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### JIM WALSH '99 – STAFF ATTORNEY, CIVIL RIGHTS DIVISION, DEPARTMENT OF JUSTICE

I had been with the Voting Section of the Department of Justice's Civil Rights Division all of three months when I found myself with a mike in my hand facing an expectant crowd in an over-packed, under-ventilated room located in the heart of Miami's "Little Haiti." The room, with its rows of metallic folding chairs and linoleum floor, had the appearance of a bingo hall. An exceptionally charismatic woman had just handed me the mike after moving the crowd to fits of hoots and fist-pumping in a manner calling to mind a political rally. She had spoken in Haitian-Creole, so I had no idea what she had said, except that she peppered her presentation with an occasional "Jim Walsh ... Jim Walsh...." I was in Miami investigating complaints that the voting rights of Haitian Americans were violated during the November 2000 election. The Voting Section enforces federal voting rights legislation, most notably the Voting Rights Act and the National Voter Registration Act. The woman who introduced me is a leader in the Haitian community. She had brought me to the meeting to meet victims of the alleged discrimination. Those in attendance were members of a grassroots political organization, many of whom were veterans of political fights in their native Haiti, most recently the fight to return Jean-Bertrand Aristide to power. They were eager to ask what the Justice Department intended to do in response to problems raised by minority voters in Florida. This scene captures my experience thus far with the Justice Department: a young attorney being thrust into the fray, entrusted with a great deal of responsibility, with supervision on an as-needed basis. It also highlights the pros and cons of doing civil rights work with the government.

On the one hand, I have enjoyed the breadth and reach of our practice. We pursue high-profile matters, such as the complaints raised in Florida, as well as local matters involving, for example, the method of electing a town's school board. And, when the Justice Department gets involved in a matter, it brings to bear considerable resources and an air of authority that, among other things, helps get my calls returned. I have also enjoyed the autonomy my job affords me. From the time I am handed a file or begin to develop my own case, the case is mine. I decide whom to call, what questions to ask, and what legal issues are raised; if the facts warrant, I coordinate and conduct investigatory trips into the field. Ultimately, I am responsible for making a recommendation as to whether the Department should pursue litigation. Once the decision to litigate is made, I would be responsible for all the work necessary to litigate or settle the matter.

On the other hand, as government lawyers, we have to clear hurdles colleagues working with private public interest groups do not. Before initiating a lawsuit, we have to navigate an extensive bureaucracy, obtaining approval at multiple levels, including the Attorney General's. Not surprisingly, novel or controversial legal theories are subject to close scrutiny. We certainly are not as likely as a private public interest group to push the envelope. In addition, as government lawyers, we sometimes have to overcome people's distrust of the government. I have found this to be especially true when working with immigrant communities, such as the Haitian community in Miami.

Although the autonomy that I discuss above is a benefit, it also has its drawbacks. I have learned a great deal, but often through trial and error. Advice is readily available and supervision becomes more hands-on as matters get closer to active litigation. However, because of the

Section's caseload and the limited number of supervising attorneys, my supervisors cannot play a day-to-day role in my work.

One aspect of my job that I once thought would be a con has turned out to be a pro. When I accepted this job, I was concerned that I would not have much interaction with real people. What I have enjoyed most about my public service experiences is the interaction with my clients. I understood that, at the end of the day, I would be representing the United States, not the individual victims of discrimination.

I have been pleasantly surprised by the contact I have had with voters. Their experiences very much tell the stories of our cases. In rural South Carolina, mere miles inland from the wealthy coastal areas, I traveled down dirt roads to meet voters in their trailers. An elderly African American man spoke of continued resistance to his efforts to assist African American voters at the polls. He recounted transporting voters to the polls in the 1960s despite organized resistance and threats against his well-being. An elderly woman, her daughter, and her granddaughter talked of three generations of standing up to election officials determined to interfere with the right of African Americans to vote. In a town in rural Georgia, where the black and white sides of town are literally divided by a train track, I spoke to a man who recalled being subjected to literacy tests and other devices designed to disqualify African American voters.

It is the opportunity to uncover stories of discrimination like these and then to seek to do something about the discrimination that makes civil rights work so rewarding.

**PATRICIA MENDOZA – FORMER REGIONAL COUNSEL, MEXICAN AMERICAN  
LEGAL DEFENSE FUND (MALDEF)**

The Mexican American Legal Defense and Educational Fund, MALDEF, is a national non-profit civil rights organization whose mission is to protect and promote the civil rights of the more than 35 million Latinos living in the United States. We have regional offices in Los Angeles, San Francisco, San Antonio, Chicago and Washington, D.C. I am the Regional Counsel of the Chicago office which has jurisdiction over the Midwest region: Illinois, Wisconsin, Indiana (Seventh Circuit), Michigan, Ohio (Sixth Circuit), Iowa, Missouri and Nebraska (Eighth Circuit). My regular duties include determining the litigation and advocacy needs of Latinos living in the Midwest to develop plans and strategies to advance and protect their civil rights in the areas of employment, political access, education, immigrant rights and public resource equity. In addition, I provide supervision and guidance to the regional office staff to ensure that appropriate investigations are initiated and conducted; that litigation is warranted, well thought out, and effectively conducted; and that advocacy positions and papers are well researched and effectively written and/or delivered.

I am also required to act as a MALDEF spokesperson to the media and at special events or forums; develop and maintain a network of ties to other organizations and coalitions in order to further ongoing litigation and public policy advocacy, identify and nurture potential funders and/or supporters and plan our annual fundraising dinner. In other words, I carry out the roles of Executive Director, Litigation Director and Development Director. And if these tasks don't seem daunting enough, consider that they must be carried out by a staff of nine: a regional counsel, a senior litigator, a staff attorney, legislative staff attorney, state fiscal policy analyst, a paralegal, two support staff and one part time volunteer lawyer.

Because of the many components, it is not an easy job. It requires an individual to be able to juggle many things at once. You MUST be a good time manager. You must be able to identify all the tasks that you need to carry out. You must be able to prioritize and delegate. This means giving up control and trusting others. (Not an easy thing for a type 'A' personality). Nevertheless, it is a job that I truly love because I get to work on issues I really care about, affecting the only community I ever wanted to serve. Moreover, it has helped me identify and develop skills that I never even knew I had. And even after 5 years, I still feel that there is so much more potential for growth. I had externed at MALDEF as a second year law student. From that moment on, I harbored a desire to someday be Regional Counsel. Of course, I never really believed it would come to pass. But I guess I'm living proof that dreams do come true.

I began my legal career as a staff attorney with the Cook County Legal Assistance Foundation. After four years I moved on to the Legal Assistance Foundation of Chicago (LAFC) where I hoped to gain experience in impact litigation. (At that time, legal services programs could still do impact litigation.) A year after moving to LAFC, I became a supervisor of the 18th Street legal services of office which served a predominantly Latino client base. Becoming the supervisor of that office was a dream come true and if it had not been for budget cuts which forced the closing of that office, I probably would still be there. But since it closed, I moved on to the American Civil Liberties Union (ACLU) where I announced during my job interview that I wanted to work there because someday I wanted to be MALDEF's Regional Counsel and I felt the ACLU would be a good training ground! I don't recommend that blatant honesty but in my case it worked! At the ACLU I honed my research and writing skills and gained more experience in impact litigation. After a year, I was recruited away by the Chicago Board of Education where I specialized in First Amendment and employment litigation. Subsequently, the position of Regional Counsel opened up at MALDEF. I applied and was lucky enough to have been selected.

Given the many aspects of the job, it is hard to describe a typical day. Because, there is

no typical day. I learned this lesson my very first day on the job, November 20, 1995 when I showed up at work in casual attire planning on spending the day unloading boxes, hanging pictures and getting acquainted with the fax machine, the copier and the computer. Instead, I had my first lesson on life at MALDEF because, November 20, 1995 was also the day that the decision on our Temporary Restraining Order (TRO) in the Proposition 187 case came down. This case involved a challenge by MALDEF and other advocacy groups to a California Initiative, Proposition 187, approved by the voters in November, 1994 which would have required every California school district and state funded college to verify immigration status of all students and report all students and parents suspected of being undocumented to the INS; denied all publicly funded health services, including prenatal care, child immunizations and prevention and treatment of infectious diseases to people unable to prove lawful status; screened all applicants for public social services for lawful immigration status and required all law enforcement officials to report individuals suspected of being undocumented to INS.

Of course, I know all of this now. I did not know it on the morning of November 20, 1995. I knew of the case generally. I had heard something about the decision that morning on Good Morning America as I got ready for work but I was certainly NOT ready to address reporters. Yet that is precisely what I had to do! By the time I arrived at the office, there were already messages from reporters and people holding on the line. And our national office is in Los Angeles, two hours behind Chicago, so there was no one to call for guidance. After my initial reaction—How bad would it look if quit?—I actually devised a good stall tactic. I told everyone holding, “I’m on the line with another reporter discussing this very issue, let me finish up with her and I’ll get back to you.” Meanwhile, I read the pleadings which we did have in the office, and the account in the Chicago Tribune and the Chicago Sun Times (the best information I had at the time) of what the judge had done and I devised the safest sound bite I could come up with and then I began returning calls. I relate this story because it typifies the life of a Regional Counsel at MALDEF. You give up control. You may plan to spend the day writing a brief or returning phone calls or meeting with staff members but something completely outside of your control happens and you MUST respond.

As I’ve previously stated, it is a very demanding but also a very exciting job. To be in a position where you can effectuate change and work for something that you believe in with like-minded people is truly a gift.

## **STEVEN SHAPIRO '75 – NATIONAL LEGAL DIRECTOR, ACLU**

I entered law school in 1972. If I had been asked at the time to describe my ideal job, I would have said that I wanted to work for the ACLU. Having grown up in the 1960s, I believed that law could be an engine for social change, and I wanted to be part of that process. One year after graduation, the planets aligned and I was hired as a staff attorney at the New York Civil Liberties Union. I am still at the ACLU three decades later. In 1987, I became Associate Legal Director of the ACLU, and I have been the ACLU's Legal Director since 1993.

As ACLU Legal Director, I supervise a staff of nearly 100 lawyers across the country working on a broad range of cutting-edge issues. At the moment, we have projects on free speech, religion, national security, human rights, racial justice, women's rights, reproductive rights, immigrants' rights, gay and lesbian rights, prisoners' rights, voting rights, capital punishment, and drug law reform. In addition, the ACLU participates in more Supreme Court cases than any other private litigant and I directly supervise all of its Supreme Court work. Over the past twenty years, I have appeared as counsel or co-counsel on more than 250 Supreme Court briefs filed by the ACLU.

I have always believed that the work of the ACLU is interesting and important, but 9/11 raised the stakes for everyone. Over the past six years we have filed lawsuits involving, among other things: torture, the CIA's program of so-called extraordinary rendition, the NSA's program of warrantless surveillance, political surveillance of peaceful protest groups, and the Patriot Act. More generally, we have fought to restore the system of checks and balances, establish accountability, and achieve a measure of transparency in a government that now seeks to operate with unprecedented secrecy.

These issues are not new ones for the ACLU, although they have a new urgency. The ACLU was founded in 1920 in response to the prosecution of political dissidents during World War I and the persecution of immigrants highlighted by the Palmer Raids. When I joined the ACLU in 1976, I did not anticipate having to fight these battles again. But, one of the lessons of history is that the battle for civil liberties is a recurring one.

Fortunately, my tenure at the ACLU has also given me a sense of perspective. I was inspired to go to law school by the Warren Court, but I have worked as a lawyer under the Burger Court, the Rehnquist Court and now the Roberts Court. It has not gotten easier. Yet, the ACLU continues to win a large percentage of the cases it brings. We have also gotten more creative and sophisticated in our advocacy strategies, both in court and out of court. For example, we now routinely rely on international human rights principles to promote civil liberties in the United States.

I feel extremely fortunate to have had the opportunities I've had in my career. I've worked with smart and talented lawyers who share my values on behalf of clients who have been willing to stand up for their rights, often at great personal cost. That was my hope when I went to law school. I realize how lucky I am to have those hopes fulfilled.

## LORI HALSTEAD WINDHAM '05 – BECKET FUND FOR RELIGIOUS LIBERTY

I was exhausted by 9 a.m., awake after two hours' sleep and somehow on a different coast than I'd been the previous evening. Somewhere in between were a rush to the airport, a red-eye-flight, and, upon my arrival, four hours of work in a hotel-suite-turned-war-room, editing the text of the closing argument and polishing the last of the visual aids. My colleagues dozed off around me, exhausted from the long haul. Three weeks of trial isn't kind to anyone. We finished the outline and the last of the visual aids at 5 and handed them off to lead counsel. I have just enough time to nap, shower, and try to de-wrinkle my suit before catching a cab to the courthouse.

Once inside, there's a nervous buzz in the air; the seats are filling up. I take a seat in the gallery; lead counsel is making final preparations at the counsel table. There's a noise as the doors open and two dozen kids file in. They're my clients.

I've been representing a religious school in a decade-long battle with the county over its plans to build a new school on a new campus. The case involves a number of fascinating and challenging legal issues, but at bottom, it's about the people in the seats behind me. The kids are a few of the students, here to watch their first closing argument. They're a bit uncertain what to do; their teacher leans over and whispers that they should stand up when the jury comes in. Later, during a break, one of them asks the girl next to him about the jury instructions. I turn my head to answer. They look surprised; I smile. Their questions keep coming.

Work at a non-profit is rewarding, but demanding. Days like that final day of trial stand out, where I can see months of legal work coming together in direct service of our clients.

Working full-time for a cause you love is the greatest benefit of public interest work, but most people already know that. Non-profit work has a number of other benefits—and drawbacks—that young attorneys should be aware of.

One of those benefits is the people you work with. I'm blessed to work with a group of very talented attorneys who have provided insight, guidance and models to follow in my legal career. They are as passionate about the cause of religious liberty as I am, which makes our organization a great place to work and gives us energy for the long fights. They have also taught me a great deal about the day-to-day practice of law, from client contact to factual research to brief writing. Being a part of a dedicated team like this one is one of the unsung benefits of working for a non-profit.

Non-profit work also means a lot of responsibility early in your career. I work for a small organization, fewer than 10 attorneys, which means a lot of hands-on experience early on. Because our legal team is small, each person plays a crucial role in the case. It's a great way to gain experience, but it also requires the ability to manage your time well, work without supervision in the early stages of a project, and learn quickly.

Non-profit work also requires flexibility. With a small organization, each person must fill multiple roles. I serve as the firm's internship coordinator as well as legal counsel, and it's not unusual for me to help out in other departments, as well. On a given day, I might be called on to help edit a press release, prepare educational materials for a CLE, or screen internship applicants. I enjoy the opportunity to use different skill sets and take a break from intensive legal research and writing.

At an issue-oriented non-profit, it's also important that all the attorneys can write and speak for non-lawyer audiences. Our advocacy is not only in the courtroom, but also in the public square, where we bring attention to violations of religious freedom and sway public opinion on our clients' behalf. This means we have to communicate not only with judges, but with other attorneys, reporters, and interested members of the public. Attorneys who go into this kind of work should expect to find themselves writing op-eds, speaking to members of the press, and giving speeches and engaging in debates before different audiences.

Organizations like ours also provide the opportunity to engage in challenging, cutting-edge work. Our mission is to expand religious liberty, which means we take on cases in new or

muddled areas of law, where there's confusion about the law's proper scope and application. These issues give us the opportunity to clarify the law and advocate for vigorous enforcement of the First Amendment. This type of work is challenging and engaging, a great opportunity to develop your legal skills.

Above all, public interest work is the opportunity to do work you love for a cause you believe in. I can't think of a better job description.

**ELIZABETH S. WESTFALL '96 – VOTER PROTECTION PROGRAM,  
ADVANCEMENT PROJECT**

I am the Deputy Director of the Voter Protection Program at Advancement Project, a nonprofit, racial justice organization in Washington, DC. Along with pro bono counsel, I litigate voting rights and election administration cases that are intended to eliminate barriers to voter participation, particularly among communities of color. My clients are voters and community organizations that engage in voter registration. I am also responsible for supervising Advancement Project's staff attorneys who work with community groups in identifying and dismantling obstacles to voter registration and voting.

I have spent much of my legal career litigating civil rights cases, either at non-profit organizations or at a for-profit, plaintiff-side civil rights law firm. My experience in those settings has been quite different. One obvious difference is the role that attorneys' fees, damages, and wealth of the defendant play in selecting cases. Advancement Project's primary source of funding is grants from foundations, not attorneys' fees. Additionally, the defendants in our voting rights cases are state or local election officials. As a result, the potential for attorneys' fees does not drive Advancement Project's selection of cases. For example, Advancement Project has brought voting rights cases where the legal violation was clear, but the venue was unfavorable, a factor that might have caused a for-profit firm, or a non-profit organization that heavily relies upon attorneys' fees, to shy away from the case. While Advancement Project does not want to expend resources on a case that will not bring about favorable results for voters or voter registration organizations, it has greater latitude to bring cases on principal where the likelihood of success is uncertain.

At some non-profit organizations, attorneys' fees drive case selection to the same extent that they do at for-profit, plaintiff-side firms. The Washington Lawyers' Committee for Civil Rights and Urban Affairs, where I served as a staff attorney, relied heavily upon attorneys' fees generated through its employment and housing discrimination cases. Though not determinative in every case, wealth of the defendant was often a consideration in deciding whether to bring suit. The Lawyers' Committee occasionally brought cases where the likelihood of financial gain was slim, whereas this hardly ever occurred during my five years at a for-profit civil rights firm.

In addition, I have noticed differences in training at non-profit organizations and for-profit civil rights firms. As a junior to mid level associate at a for-profit civil rights firm, I handled all aspects of my cases and received a lot of hands-on litigation training. At Advancement Project, I spend more time managing and reviewing the work of pro bono co-counsel and likewise, at the Washington Lawyers' Committee, although I served as an active participant in my cases, I spent a significant amount of time reviewing my co-counsel's work. One benefit of working with many co-counsel is the exposure to different styles of lawyering.

A final difference between being a lawyer at a for-profit civil rights firm versus a non-profit civil rights organization is how courts, witnesses, and media perceive lawyers in those settings. As a lawyer at Advancement Project—and while at the Washington Lawyers' Committee—I sense that witnesses, defense counsel, and judges alike appear willing to give me the benefit of the doubt and listen to my arguments on the merits, perhaps because they know that my primary motivation is not attorneys' fees. At the firm, there were times when I felt that I needed to overcome a skepticism towards plaintiffs' lawyers. While Advancement Project is not a money-making enterprise (and my salary reflects that), I've concluded that litigating voting rights cases at a non-profit organization is the right fit for me.

# 6

## Chapter Civil Rights and Civil Liberties Organizations



### ALABAMA

#### **AMERICAN CIVIL LIBERTIES UNION (ACLU) OF ALABAMA**

Olivia Turner, Executive Director  
207 Montgomery St., Ste. 825  
Montgomery, AL 36104  
(334) 262-0304  
info@acualabama.org  
www.aclualabama.org

**2007 Openings**                      **Salary**  
... 1L/2L/3L                              vol.

**Description:** Works on a variety of class action and individual civil liberties and civil rights cases.

#### **Areas of Specialization:**

Women's Issues, Reproductive Issues, Prisoner Issues, Poverty, Gay/Lesbian/Bisexual/Transgender Issues, Education, Death Penalty, Civil Rights/Liberties, AIDS/HIV

**Types of Advocacy:** Individual Cases, Community Organizing, Community Education

**Split Summers:** Sometimes

#### **SOUTHERN POVERTY LAW CENTER**

Danielle Lipow, Staff Attorney  
P.O. Box 2087  
Montgomery, AL 36102-2087  
(334) 956-8200 Fax: (334) 956-8481  
legal@splcenter.org  
www.splcenter.org

**2007 Openings**                      **Salary**  
10 2L                                      \$600/wk  
1 Entry                                      ...

**Description:** Litigates constitutional and civil rights issues on behalf of victims of injustice. Substantial litigation practice and policy work relating to immigrants, juvenile justice, and education.

#### **Areas of Specialization:**

Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, Poverty,

Labor/Employment, Immigration/Refugee, Human Rights, Gay/Lesbian/Bisexual/Transgender Issues, First Amendment, Farm/Migrant Worker, Education, Civil Rights/Liberties, Children/Youth

**Types of Advocacy:** Research and Publications, Lobbying, Legal Writing, Innovative Advocacy, Impact Litigation, Factual Investigation, Community Outreach, Community Organizing, Community Education, Class Action, Civil Litigation, Appellate

**2006 Office Comp.:** 18 attorneys (4M, 14F, 3B, 1H, 2A-A)

**Deadline:** November 15

**Split Summers:** No

### ARIZONA

#### **ALLIANCE DEFENSE FUND**

Colene Lewis, Director of Blackstone Placement and Alumni  
15333 N. Pima Rd., Ste.165  
Scottsdale, AZ 85260  
(480) 444-0020 Fax: (480) 444-0024  
blackstone@telladf.org  
www.alliancedefensefund.org

**2007 Openings**                      **Salary**  
100 1L                                      \$6,300 (stip.)

**Description:** Supports the legal defense of religious freedom and family values through funding, training, and support of private lawyers involved in pro bono religious liberty cases.

#### **Areas of Specialization:**

Religious Issues, First Amendment

**Types of Advocacy:** Training, Impact Litigation, Class Action

**2006 Office Comp.:** 25 attorneys

**Deadline:** January (1L) February (2L/3L)

**Split Summers:** No

#### **AMERICAN CIVIL LIBERTIES UNION (ACLU) OF ARIZONA**

Alessandra Soler-Meetze,  
Executive Director  
P.O. Box 17148  
Phoenix, AZ 85011-0148  
(602) 650-1854 Fax: (602) 650-1376  
legal@acluaz.org  
www.acluaz.org

**2007 Openings**                      **Salary**  
2 1L    vol.  
2 2L    vol.  
2 3L    vol.

**Description:** Defends individual rights in Arizona through litigation, legislation, and public education.

#### **Areas of Specialization:**

Women's Issues, Voting/Campaign Finance, Reproductive Issues, Religious Issues, Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, Native American/Tribal Law, Human Rights, Government Accountability/Legal Reform/Whistleblowers, Gay/Lesbian/Bisexual/Transgender Issues, First Amendment, Education, Disability, Civil Rights/Liberties, Children/Youth

**Types of Advocacy:** Policy, Non-legal, Lobbying, Legislative, Intake and Referral, Individual Cases, Impact Litigation, Factual Investigation, Community Education, Class Action, Civil Litigation

**2006 Office Comp.:** 1 attorney (1M, 4F, 2H)

**Split Summers:** Yes, either half

### CALIFORNIA

#### **ADVANCEMENT PROJECT LOS ANGELES**

1545 Wilshire Blvd., Ste. 800  
Los Angeles, CA 90017  
(213) 989-1300 Fax: (213) 989-1309

www.advanceproj.com

**Description:** Organization of equity advocates with a civil rights focus. Explores approaches to problems of inclusion and equity.

**Areas of Specialization:**

Women's Issues, Racial/Ethnic Justice/Cultural Rights, Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Policy, Legal Writing, Individual Cases, Client-based

**Split Summers:** No

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF NORTHERN CALIFORNIA**

Frances M. Beal/Leah Nestell,  
ACLU Law Intern Program  
1663 Mission St., Ste. 460  
San Francisco, CA 94103  
(415) 621-2493 Fax: (415) 255-1478

<b>2005 Openings</b>	<b>Salary</b>
4 2L	\$1,800 stip./ws
... 3L	ws.
1 Lateral	DOE

\*vol. accepted

**Description:** Lobbying and grassroots organization working for the protection of civil liberties.

**Areas of Specialization:**

AIDS/HIV, Children/Youth, Civil Rights/Liberties, Gay/Lesbian/Bisexual/Transgender Issues, Homelessness/Housing, Immigration/Refugee, Human Rights, Women's Issues

**Types of Advocacy:**

Administrative Advocacy, Community Education, Impact Litigation, Lobbying, Policy

**Deadline:** February 1

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF SAN DIEGO AND IMPERIAL COUNTIES**

P.O. Box 87131

San Diego, CA 92138  
(619) 232-2121

www.aclusandiego.org

<b>2006 Openings</b>	<b>Salary</b>
2 1L	vol.
2 2L	vol.

**Description:** Devoted exclusively to protecting the basic civil liberties of all Americans.

**Areas of Specialization:**

Children/Youth, Civil Rights/Liberties, Disability, Gay/Lesbian/Bisexual/Transgender Issues, Human Rights, Reproductive Issues, Women's Issues

**Types of Advocacy:** Appellate, Class Action, Client-based, Community Education, Impact Litigation

**2005 Office Comp.:** 2 attorneys (1M, 1F)

**Deadline:** March 15

**Split Summers:** No

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF SOUTHERN CALIFORNIA**

Elizabeth Schroeder, Associate Director  
1616 Beverly Blvd.  
Los Angeles, CA 90026-5711  
(213) 977-9500 Fax: (213) 250-3919

acluinfo@aclu-sc.org

www.aclu-sc.org

<b>2007 Openings</b>	<b>Salary</b>
8 1L	vol.
8 2L	vol.
... 3L	vol.
1 Lateral	...

**Description:** Engages in the nonpartisan defense of the Bill of Rights through impact litigation involving violations of constitutional guarantees.

**Areas of Specialization:**

Women's Issues, Security/Defense/Arms Control, Reproductive Issues, Racial/Ethnic Justice/Cultural Rights, Immigration/Refugee, Gay/Lesbian/Bisexual/Transgender Issues, First Amendment,

Disability, Civil Rights/Liberties, Children/Youth

**Types of Advocacy:** Impact Litigation, Class Action, Appellate

**2006 Office Comp.:** 13 attorneys (5M, 8F, 2B, 4H, 1A-A, 1OG)

**Split Summers:** Yes, either half

**ASIAN LAW CAUCUS**

Joren Lyons, Staff Attorney  
939 Market St., Ste. 201

San Francisco, CA 94103  
(415) 391-1655 Fax: (415) 896-1702

www.asianlawcaucus.org

<b>2007 Openings</b>	<b>Salary</b>
2 1L	\$2,500 (stip.)
2 2L	\$2,500 (stip.)

**Description:** Works for justice and equality for Asian Americans and other persons of color, with particular focus on immigration, employment, housing areas and outreach projects aimed at vulnerable populations such as seniors, youth and monolingual immigrants.

**Areas of Specialization:**

Labor/Employment, Immigration/Refugee, Homelessness/Housing, Elderly, Civil Rights/Liberties, Children/Youth

**Types of Advocacy:** Policy, Lobbying, Individual Cases, Impact Litigation, Community Organizing, Community Education, Client-based, Administrative Advocacy

**2006 Office Comp.:** 6 attorneys (3M, 3F, 5A-A, 1OG)

**Deadline:** February 10

**Split Summers:** No

**ASIAN PACIFIC AMERICAN LEGAL CENTER**

Julie Su, Staff Attorney  
1145 Wilshire Blvd., 2nd Fl.  
Los Angeles, CA 90017

(213) 977-7500

www.apalc.org

<b>2007 Openings</b>	<b>Salary</b>
2 2L	vol.
2 3L	vol.

**Description:** Delivers direct legal services to mainly low-income members of the Asian Pacific communities. Impact litigation and civil rights advocacy on behalf of the Asian American communities and other communities of color.

**Areas of Specialization:**

Racial/Ethnic Justice/Cultural Rights, Civil Rights/Liberties

**Types of Advocacy:** Community Outreach, Client-based, Civil Litigation

**2006 Office Comp.:** 11 attorneys (13M, 22F, 33B, 33A-A, 3OG)

**Deadline:** February 1

**Split Summers:** No

**EQUAL JUSTICE SOCIETY**

Susan Serrano, Research Director  
131 Stewart St., Ste. 400  
San Francisco, CA 94114  
(415) 288-8700

ejs@lccr.com

equaljusticesociety.org

**Description:** Works to affect civil issues and legislation via progressive legal theory and participation.

**Areas of Specialization:**

Government

Accountability/Legal

Reform/Whistleblowers, Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Policy

**2003 Office Comp.:** 2 attorneys (1M, 2F)

**Split Summers:** No

**INDIVIDUAL RIGHTS FOUNDATION**

Patrick Manshardt, General Counsel

9911 W. Pico Blvd., Ste. 1290  
Los Angeles, CA 90035

(800) 752-6562

info@cspc.org

www.cspc.org

**2005 Openings**

... 1L/2L/3L

**Salary**

vol.

**Description:** Free-market, libertarian public interest legal project of the Center for the Study of Popular Culture.

Focuses on market issues of First Amendment and Equal Protection, particularly in the area of public education.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Impact Litigation

**2005 Office Comp.:** (1M, 1F)

**Split Summers:** No

**LAWYERS' COMMITTEE FOR CIVIL RIGHTS — SAN FRANCISCO**

Silvia Contreras, Legal Secretary/Recruitment Administrator

131 Steuart St., Ste. 400

San Francisco, CA 94105

(415) 543-9444 Fax: (415) 543-0296

info@lccr.com

www.lccr.com

**2005 Openings**

4 1L

**Salary**

ws.

4 2L

ws.

**Description:** A civil rights and legal services organization devoted to advancing the rights of people of color, low-income individuals, immigrants, refugees and other unrepresented groups.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Legal Writing

**2006 Office Comp.:** 10 attorneys (6M, 14F, 1B, 6H, 2A-A, 3OG)

**Deadline:** January 6

**Split Summers:** No

**MEIKLEJOHN CIVIL LIBERTIES UNION**

Ann Ginger, Executive Director  
Box 673

Berkeley, CA 94701

(510) 848-0599

mcli@mcli.org

www.mcli.org

**2004 Openings**

... 1L/2L/3L

**Salary**

vol.

**Description:** Specializes in peace law cases related to U.S. military policy and U.S. reports to UN human rights committees under three treaties ratified by the U.S.

**Areas of Specialization:**

Labor/Employment, Human Rights, Government

Accountability/Legal

Reform/Whistleblowers,

Economic Development, Civil

Rights/Liberties

**Types of Advocacy:** Watchdog,

Research and Publications,

Community Organizing

**Deadline:** March 20

**Split Summers:** No

**MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND (MALDEF) — LOS ANGELES**

634 S. Spring St., 11th Fl.

Los Angeles, CA 90014

(213) 629-2512 Fax: (213) 629-

0266

jobs@maldef.org

www.maldef.org

**2006 Openings**

... 1L

**Salary**

vol.

... 2L

vol.

... 3L

vol.

5 Entry

...

5 Lateral

...

**Description:** Protects and advances the civil rights of Latinos residing in the United States in the areas of education, political access, employment, language rights and immigrant rights. Multifaceted approach includes parent leadership training and scholarships.

**Areas of Specialization:**

Children/Youth, Civil

Rights/Liberties, Farm/Migrant

Worker, Immigration/Refugee, Government

Accountability/Legal

Reform/Whistleblowers,

Racial/Ethnic Justice/Cultural

Rights, Voting/Campaign

Finance

**Types of Advocacy:** Impact

Litigation, Lobbying, Legislative,

Civil Litigation

**2005 Office Comp.:** 23 attorneys

(11M, 8F, 1B, 17H)

**Deadline:** February 28

**Split Summers:** No

**PACIFIC LEGAL FOUNDATION**

Tawnda Elling, Hiring Committee Coordinator  
3900 Lennane Dr., Ste. 200  
Sacramento, CA 95834  
(916) 419-7111 Fax: (916) 419-7747

plf@pacificlegal.org  
www.pacificlegal.org

**2006 Openings**                      **Salary**  
3 Entry                                      \$52,000

**Description:** Provides a voice in the courts for Americans who believe in limited government, private property rights, individual freedom, a balanced approach to the environment, and free enterprise. Litigates nationwide in state and federal courts. Headquartered in Sacramento, California, and has offices in Coral Gables, Florida, Honolulu, Hawaii, Bellevue, Washington, and a liaison office in Anchorage, Alaska.

**Areas of Specialization:**  
Property/Real Estate,  
Environment/Energy/Utilities,  
Education, Civil Rights/Liberties,  
Business/Economic Issues

**Types of Advocacy:** Legal Writing, Individual Cases, Civil Litigation, Appellate, Administrative Advocacy

**2006 Office Comp.:** 20 attorneys  
**Deadline:** February 1  
**Split Summers:** No

**THE IMPACT FUND— DISCRIMINATION RESEARCH CENTER**

Sarah Varela  
125 University Ave.  
Berkeley, CA 94710  
(510) 845-3473

drcenter.org/drcenter94.pl

**Description:** Measures the extent to which unlawful barriers to equal employment or access to public services exist. Provides data on discrimination, writes reports and gives them to policymakers, community organizations, academic researchers, industry and labor,

and the general public in order to inform them of ways to eliminate and prevent discrimination, enhance thoughtful dialogue, and craft responsive public policies.

**Areas of Specialization:**  
Racial/Ethnic Justice/Cultural Rights, Civil Rights/Liberties  
**Types of Advocacy:** Research and Publications, Civil Litigation  
**Split Summers:** No

**COLORADO**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF COLORADO**

Mark Silverstein  
400 Corona St.  
Denver, CO 80218  
(303) 777-5482  
info@aclu-co.org  
www.aclu-co.org

**2005 Openings**                      **Salary**  
... 2L                                      ...  
... 3L                                      vol.

**Description:** The mission of the ACLU of Colorado is to protect, defend and extend the civil rights and civil liberties of all people in Colorado through litigation, education and advocacy.

**2005 Office Comp.:** (2M, 2F)  
**Split Summers:** No

**INDEPENDENCE INSTITUTE**

David Kopel, Research Director  
13952 Denver West Pkwy., Ste. 185  
Golden, CO 80401  
(303) 279-6536 Fax: (303) 279-4176

anne@i2i.org  
www.i2i.org

**2007 Openings**                      **Salary**  
1 1L                                      vol.  
1 2L                                      vol.  
1 3L                                      vol.

**Description:** Think tank emphasizing civil liberties and free markets.

**Areas of Specialization:** Human Rights, Gun Control Issues, Education, Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Policy, Impact Litigation

**2006 Office Comp.:** 1 attorney (1M)

**Deadline:** Rolling

**Split Summers:** Yes, either half

**COMPASSION AND CHOICES**

Kathryn L. Tucker, Legal Director

P.O Box 101810  
Denver, CO 80250-1810  
(800) 247-7421

www.compassionindying.org

**2005 Openings**                      **Salary**  
... 1L/2L/3L                                      vol.

\*vol. accepted

**Description:** Dedicated to improving care of the dying and to protecting and expanding rights and options of terminally ill. Engaged efforts to improve end of life care, specifically pain and palliative care, as well as efforts to make legal option of a humane hastened death for competent, terminally ill patients facing a difficult dying process.

**Areas of Specialization:**  
Health/Medical, Elderly  
**Types of Advocacy:** Regulatory Reform, Policy, Legislative, Innovative Advocacy, Individual Cases, Impact Litigation, Class Action, Appellate

**2005 Office Comp.:** 1 attorney (1F)

**Deadline:** April 15 Rolling

**Split Summers:** Yes, either half

**CONNECTICUT**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF CONNECTICUT**

Annette Lamoreaux, Legal Director

32 Grand St.  
Hartford, CT 06106  
(860) 247-9823 Fax: (860) 728-0287

annettel@acluct.org  
www.acluct.org

**2006 Openings**      **Salary**  
 ... 1L                    vol.  
 3 2L                    vol.  
 ... 3L                    vol.

**Description:** Connecticut Affiliate of the American Civil Liberties Union

**Areas of Specialization:** Civil Rights/Liberties, Death Penalty, First Amendment, Gay/Lesbian/Bisexual/Transgender Issues, Immigration/Refugee, Prisoner Issues, Racial/Ethnic Justice/Cultural Rights, Voting/Campaign Finance, Women's Issues

**Types of Advocacy:** Appellate, Class Action, Client-based, Community Education, Community Organizing, Community Outreach, Impact Litigation, Individual Cases, Innovative Advocacy, Intake and Referral, Legal Writing, Factual Investigation, Civil Litigation, Law Reform

**2005 Office Comp.:** 2 attorneys (1M, 5F, 1B, 1OG)

**Deadline:** February 15

**Split Summers:** No

**DISTRICT OF COLUMBIA**

**ADVANCEMENT PROJECT**  
 1730 M St. NW, Ste. 910  
 Washington, DC 20036-4548  
 (202) 728-9557 Fax: (202) 728-9558  
[www.advancementproject.org](http://www.advancementproject.org)

**2006 Openings**      **Salary**  
 1 1L                    ...  
 2 2L                    ...

**Description:** Identifies, creates and promotes new strategies for achieving universal opportunity and a racially just democracy. Focuses on reforming institutional structures that broadly impact society, particularly those related to voting and elections, education, and immigration.

**Areas of Specialization:** Voting/Campaign Finance, Racial/Ethnic Justice/Cultural Rights, Poverty,

Homelessness/Housing, Education, Civil Rights/Liberties, Children/Youth

**Types of Advocacy:** Research and Publications, Policy, Impact Litigation, Community Outreach, Community Education, Civil Litigation

**2006 Office Comp.:** 12 attorneys (4M, 8F, 5B, 2H)

**Split Summers:** Yes, either half

**ALLIANCE FOR JUSTICE**  
 John Pomeranz, Nonprofit Advocacy Counsel  
 2000 P St., NW, Ste. 712  
 Washington, DC 20036  
 (202) 822-6070  
[alliance@afj.org](mailto:alliance@afj.org)  
[www.afj.org](http://www.afj.org)

**Description:** National organization of public interest organizations and attorneys concerned with equal access to justice.

**Areas of Specialization:** Criminal

**Types of Advocacy:** Administrative Advocacy, Community Education, Community Organizing, Lobbying, Policy, Legislative, Regulatory Reform, Research and Publications

**Deadline:** Rolling

**Split Summers:** No

**AMERICAN CIVIL LIBERTIES UNION (ACLU) — WASHINGTON LEGISLATIVE OFFICE**  
 Rhonda Shaw, Administrative Manager  
 915 15th St., NW, 6th Fl.  
 Washington, DC 20005  
[www.aclu.org](http://www.aclu.org)

**Description:** Represents the ACLU in all federal legislative and regulatory matters. A nonprofit, non-partisan, 400,000 member public interest organization devoted to protecting the basic civil liberties of all Americans and extending them to groups that have traditionally been denied.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Lobbying

**Split Summers:** No

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF THE NATIONAL CAPITAL AREA**  
 Fritz Mulhauser, Staff Attorney  
 1400 20th St., NW, Ste. 119  
 Washington, DC 20036-5963  
 (202) 457-0800 Fax: (202) 452-1868  
[www.aclu-nca.org](http://www.aclu-nca.org)

**2007 Openings**      **Salary**  
 ... 1L/2L                    vol.

**Description:** Engages in litigation and other efforts to preserve constitutional freedoms, challenges civil rights violations and expands the nation's vision of Bill of Rights' protections for the individual.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Lobbying, Impact Litigation, Community Education

**2006 Office Comp.:** 4 attorneys (4M, 1OG)

**Deadline:** December 15

**Split Summers:** No

**AMERICAN JEWISH CONGRESS — NATIONAL CAPITAL REGION**  
 David A. Harris, Managing Attorney  
 2027 Massachusetts Ave., NW  
 Washington, DC 20036  
 (202) 332-4001  
[washrep@ajcongress.org](mailto:washrep@ajcongress.org)  
[www.icomm.ca/carecen](http://www.icomm.ca/carecen)

**Description:** Represents Salvadoran and Guatemalan refugees in Florida, many of whom are migrant farm workers, in asylum proceedings.

**AMERICAN LEGISLATIVE EXCHANGE COUNCIL**  
 1129 20th St. NW, Ste. 500  
 Washington, DC 20036  
 (202) 466-3800

**2004 Openings**            **Salary**  
 ... 1L/2L/3L            ...  
**Description:** Focuses on public education. Advocacy is limited to supportive correspondence with prisoners, keeping updates legislatively, responding to D.O.C. hearings, especially if prisoners' rights are threatened, sponsoring vigils, and protest action when there are violations.  
**Areas of Specialization:** Family  
**Types of Advocacy:** Watchdog  
**Deadline:** January

**AMERICAN-ARAB ANTI-DISCRIMINATION COMMITTEE**

Lema Bashir  
 1732 Wisconsin Ave. NW  
 Washington, DC 20007  
 (202) 244-2990  
 Fax: (202) 244-7968  
 adc@adc.org  
 www.adc.org/adc

**2007 Openings**            **Salary**  
 ... 1L                    \$2,000 (stip.)  
 ... 2L                    \$2,000 (stip.)  
 ... 3L                    \$2,000 (stip.)

**Description:** Defends the rights of people of Arab descent and promotes their ethnic heritage in the post September 11th environment. Challenges defamation, discrimination and disenfranchisement of Arab-Americans and represents the Arab-American community on U.S./Middle-East policy issues.

**Areas of Specialization:** Racial/Ethnic Justice/Cultural Rights, Labor/Employment, Immigration/Refugee, First Amendment, Civil Rights/Liberties

**Types of Advocacy:** Intake and Referral, Community Education, Advice-only Phone Line

**2006 Office Comp.:** 5 attorneys (2M, 3F)

**Deadline:** January 15  
**Split Summers:** No

**ANTI-DEFAMATION LEAGUE**

Michael Lieberman, Washington Counsel  
 1100 Connecticut Ave., NW, Ste. 1020  
 Washington, DC 20036  
 (202) 452-8319

**Description:** National human relations organization that works to address bigotry, anti-Semitism and racism through education, law and legislative initiatives.  
**Types of Advocacy:** Community Organizing, Lobbying, Policy, Legislative

**ASIAN AMERICAN JUSTICE CENTER**

Aimee Baldillo, Staff Attorney, Anti-Asian Violence  
 1140 Connecticut Ave., NW, Ste. 1200  
 Washington, DC 20036  
 (202) 296-2300  
 abaldillo@advancingequality.org  
 www.advancingequality.org

**2007 Openings**            **Salary**  
 ... 1L                    vol.  
 ... 2L                    vol.

**Description:** Mission is to advance the legal and civil rights of the nation's 12 million Asian Pacific Americans. Priority issues are anti-Asian violence, immigration, naturalization, voting rights, affirmative action, language rights and census.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Appellate  
**Split Summers:** No

**CENTER FOR INDIVIDUAL RIGHTS**

Michael E. Rosman, General Counsel  
 1233 20th St., NW, Ste. 300  
 Washington, DC 20036  
 (202) 833-8400  
 cir@cir-usa.org  
 www.cir-usa.org

**Description:** Provides free legal representation for clients whose civil rights and economic liberties are violated and who could not otherwise afford quality legal representation.

**Areas of Specialization:**

Government  
 Accountability/Legal Reform/Whistleblowers, First Amendment, Civil Rights/Liberties

**Types of Advocacy:** Impact Litigation, Class Action, Appellate

**2006 Office Comp.:** 3 attorneys (2M, 1F)

**Deadline:** Rolling  
**Split Summers:** No

**CENTER FOR NATIONAL SECURITY STUDIES**

Sue Bechtel, Office Manager  
 Gelman Library, Ste. 701, 2130 H St., NW  
 Washington, DC 20037  
 (202) 994-7000  
 cnss@gwis2.circ.gwu.edu

**Description:** Works to prevent violations of civil liberties in the name of national security.

**Areas of Specialization:** Civil Rights/Liberties, Human Rights

**CITIZENS' COMMISSION ON CIVIL RIGHTS**

2000 M St., NW, Ste. 400  
 Washington, DC 20036  
 (202) 659-5565

**Description:** Publishes biennial reports which document the civil rights enforcement record of the Federal Government and recommends policy changes.

**COMMISSION ON CIVIL RIGHTS**

Myrna Hernandez  
 624 9th St., NW  
 Washington, DC 20425  
 (202) 376-8364  
 vacancies@usccr.gov  
 www.usccr.gov

**Description:** Provides extensive research in the areas of civil rights and equal protection.

**Areas of Specialization:** Racial/Ethnic Justice/Cultural Rights, First Amendment, Civil Rights/Liberties

**Types of Advocacy:** Civil Litigation

**Split Summers:** No

**EQUAL RIGHTS CENTER**

Veralee Liban, Executive Director

11 Dupont Circle, NW, Ste. 400  
Washington, DC 20036  
(202) 234-3062

**2007 Openings**                      **Salary**  
... 1L/2L/3L                              vol.

**Description:** Legal initiatives for equal rights.

**Areas of Specialization:**

Homelessness/Housing, Civil Rights/Liberties

**Types of Advocacy:** Individual Cases, Impact Litigation, Community Education

**Deadline:** Rolling

**Split Summers:** No

**LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW — NATIONAL OFFICE**

Kathy Coates, Administration Resource Specialist  
1401 New York Ave., NW, Ste. 400

Washington, DC 20005  
(202) 662-8600

www.lawyerscommittee.org

**2007 Openings**                      **Salary**  
... 1L                                      vol.  
7 2L                                        vol.  
... 3L                                        vol.

**Description:** Provides legal services to poor and minority individuals by involving members of the private bar in litigating cases in the areas of equal employment, educational opportunity, due process, voting rights, housing, environmental justice, community and economic development.

**Areas of Specialization:**

Women's Issues, Labor/Employment, Homelessness/Housing, Health/Medical, Family, Environment/Energy/Utilities, Education, Economic Development, Disability, Civil Rights/Liberties

**Types of Advocacy:**

Transactional, Research and

Publications, Policy, Lobbying, Legal Writing, Individual Cases, Impact Litigation, Community Organizing, Community Education, Client-based, Class Action

**2006 Office Comp.:** 20 attorneys  
**Split Summers:** No

**LEADERSHIP CONFERENCE ON CIVIL RIGHTS**

1629 K St., NW, 10th Fl.  
Washington, DC 20006  
Fax: (202) 466-3435

www.civilrights.org

**Description:** Coalition of organizations committed to civil rights in the United States. Consists of more than 180 national organizations, representing persons of color, women, children, labor unions, individuals with disabilities, older Americans, major religious groups, gays and lesbians and civil liberties and human rights groups. Its mission is to promote the enactment and enforcement of effective civil rights legislation and policy.

**Areas of Specialization:** Civil Rights/Liberties, Disability, Gay/Lesbian/Bisexual/Transgender Issues, Labor/Employment, Racial/Ethnic Justice/Cultural Rights

**Types of Advocacy:** Community Organizing, Enforcement, Lobbying, Policy, Regulatory Reform, Law Reform

**Split Summers:** No

**MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND (MALDEF) — DISTRICT OF COLUMBIA**

Marisa J. Demeo, Regional Counsel  
1717 K St., NW, Ste. 311  
Washington, DC 20036  
(202) 293-2828

**Description:** Organization dedicated to preserving the civil and constitutional rights of

persons of Mexican and Hispanic descent.

**Areas of Specialization:** Civil Rights/Liberties, Education, Immigration/Refugee, Labor/Employment

**NAACP LEGAL DEFENSE AND EDUCATIONAL FUND—DISTRICT OF COLUMBIA**

1444 I St., NW, 10th Fl.  
Washington, DC 20005-2210  
(202) 682-1300

interns@naacpldf.org

www.naacpldf.org

**Description:** Handles civil rights litigation and legislative policy matters in all areas of civil rights, including voting rights, education, criminal justice and economic justice. Monitors executive and judicial nominations.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:**

Administrative Advocacy

**Split Summers:** No

**NATIONAL PUERTO RICAN COALITION**

Jennifer Torres, Director of Public Policy  
1700 K St., NW, Ste. 500  
Washington, DC 20006  
(202) 223-3915

nprc@aol.com

**Description:** Lobbies on issues of concern to the Puerto Rican community.

**Types of Advocacy:**

Administrative Advocacy, Community Education, Community Organizing, Lobbying, Policy

**PEOPLE FOR THE AMERICAN WAY FOUNDATION**

BJ Richards, Staff Attorney  
2000 M St., NW, Ste. 400  
Washington, DC 20036  
(202) 467-4999

emincberg@pfaw.org

www.pfaw.org

**2006 Openings**                      **Salary**  
 2 2L                                      ...  
**Description:** Nationwide, non-partisan, constitutional and civil liberties organization dedicated to promoting freedom of expression, freedom of conscience, freedom of religion and freedom from discrimination. The legal department is involved in litigation and, working with People For the American Way, with legislation and judicial nominations.  
**Areas of Specialization:** First Amendment, Civil Rights/Liberties  
**Types of Advocacy:** Community Education  
**2005 Office Comp.:** 8 attorneys (2M, 6F, 3B, 1A-A, 1OG)  
**Deadline:** November 30  
**Split Summers:** Sometimes

**WASHINGTON LAWYERS' COMMITTEE FOR CIVIL RIGHTS AND URBAN AFFAIRS**  
 11 Dupont Circle, N.W., Ste. 400  
 Washington, DC 20036  
 (202) 319-1000  
**Description:** Offers pro bono legal assistance, in conjunction with the private bar, to victims of discrimination in the Washington area.  
**Areas of Specialization:** Civil Rights/Liberties

**FLORIDA**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) — FLORIDA**  
 Randall Marshall, Legal Director  
 4500 Biscayne Blvd., Ste. 340  
 Miami, FL 33137  
 (305) 576-2336  
 www.aclufl.org  
**2007 Openings**                      **Salary**  
 3 Entry                                      \$36,000  
 5 Lateral                                      DOE  
**Description:** Advocates against the violation of civil liberties of individuals by governmental intervention.

**Areas of Specialization:**  
 Women's Issues, Reproductive Issues, Religious Issues, Racial/Ethnic Justice/Cultural Rights, Labor/Employment, Government Accountability/Legal Reform/Whistleblowers, First Amendment, Civil Rights/Liberties  
**Types of Advocacy:** Lobbying, Individual Cases, Impact Litigation, Community Education, Civil Litigation, Appellate  
**2006 Office Comp.:** 7 attorneys  
**Split Summers:** No

**FLORIDA JUSTICE INSTITUTE**

Randall C. Berg, Jr., Executive Director  
 4320 Bank of America Tower  
 100 S.E. Second St.  
 Miami, FL 33131-2309  
 (305) 358-2081 Fax: (305) 358-0910  
 rcberg@bellsouth.net

**2007 Openings**                      **Salary**  
 ... 2L                                      vol.  
**Description:** Small nonprofit, public interest law firm that handles civil rights and civil liberties cases in federal court. Involved in impact litigation and class actions for low income individuals, often pertaining to conditions of confinement in prisons and jails and housing discrimination. Also involved in self-help legal publications. Public Interest Law Fellowships or work study for 2L summer positions.  
**Areas of Specialization:**  
 Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, Poverty, Disability, Civil Rights/Liberties  
**Types of Advocacy:** Research and Publications, Legal Writing, Individual Cases, Impact Litigation, Class Action, Civil Litigation, Appellate  
**2006 Office Comp.:** 2 attorneys (3M, 3F, 1B, 2H, 1OG)  
**Split Summers:** No

**JAMES MADISON INSTITUTE**  
 P.O. Box 37460  
 Tallahassee, FL 32315-7460  
 (850) 386-3131 Fax: (850) 386-1807  
 jmi@jamesmadison.org  
 www.jamesmadison.org  
**Description:** Educational, research-oriented organization that deals with the Constitutional issues of economic freedom, limited government, federalism, traditional values, the rule of law and individual liberty.  
**Areas of Specialization:** Tax, Health/Medical, Government Accountability/Legal Reform/Whistleblowers, Education  
**Types of Advocacy:** Research and Publications  
**2006 Office Comp.:** (3M, 3F)  
**Split Summers:** No

**GEORGIA**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF GEORGIA**  
 Gerald Weber, Legal Director  
 70 Fairlie St., #340  
 Atlanta, GA 30303  
 (404) 523-5398 Fax: (404) 577-0191  
 gweber@acluga.org  
**2005 Openings**                      **Salary**  
 3 1L                                      vol.  
 3 2L                                      vol.  
 \*vol. accepted  
**Description:** Advances the cause of civil liberties in the state of Georgia.  
**Areas of Specialization:** Civil Rights/Liberties  
**Types of Advocacy:** Appellate, Community Outreach, Legislative, Research and Publications  
**2005 Office Comp.:** 3 attorneys (1M, 2F, 1OG)  
**Deadline:** February Rolling  
**Split Summers:** Sometimes

**MEXICAN AMERICAN  
LEGAL DEFENSE AND  
EDUCATIONAL FUND  
(MALDEF) — ATLANTA**

Diana Eraydin  
41 Marietta St., Ste. 1000  
Atlanta, GA 30303  
(678) 559-1071  
www.maldef.org

**Description:** Latino civil rights organization regional office for the Southeast.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Lobbying, Legislative, Legal Writing, Intake and Referral, Individual Cases, Impact Litigation, Factual Investigation, Community Outreach, Community Organizing, Community Education, Client-based, Class Action, Appellate, Administrative Advocacy

**Split Summers:** Yes, either half

**SOUTHEASTERN LEGAL  
FOUNDATION**

Valle Simms Dutcher, Associate General Counsel  
3340 Peachtree Rd., NE, Ste. 2515  
Atlanta, GA 30326  
(404) 365-8500  
info@southeasternlegal.org

**Description:** Focuses on Constitutional law, with an emphasis on issues of first impression affecting individual rights. Litigates federal challenges to governmental interference with property rights, parental rights, contracting based on unconstitutional set-aside programs, as well as taxation and zoning issues in state courts.

**Areas of Specialization:** Environment/Energy/Utilities, Education, Consumer, Civil Rights/Liberties

**Types of Advocacy:** Individual Cases, Impact Litigation

**2006 Office Comp.:** (1M, 1F)

**Deadline:** March 1

**Split Summers:** No

**IDAHO**

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF IDAHO**

Executive Director  
P.O. Box 1897  
Boise, ID 83701  
www.acluidaho.org

**Description:** Works on a variety of class action and individual civil liberties and civil rights cases.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Individual Cases, Legal Writing, Research and Publications

**Split Summers:** No

**ILLINOIS**

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF ILLINOIS**

Adam Schwartz, Staff Counsel  
180 N. Michigan Ave., Ste. 2300  
Chicago, IL 60601

**Description:** A nonprofit, non-partisan organization, dedicated to protecting freedom, liberty, equality and justice for all within the United States.

**Areas of Specialization:** Women's Issues, Reproductive Issues, Prisoner Issues, Poverty, Immigration/Refugee, Government

Accountability/Legal Reform/Whistleblowers, Gay/Lesbian/Bisexual/Transgender Issues, Education, Disability, Civil Rights/Liberties, Children/Youth, AIDS/HIV

**Types of Advocacy:** Lobbying, Impact Litigation

**Split Summers:** No

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF ILLINOIS — ROGER  
BALDWIN FOUNDATION**

Lauren Raphael, Staff Counsel  
180 N. Michigan Ave., Ste. 2300

Chicago, IL 60601  
(312) 201-9740  
acluofillinois@aclu-il.org  
www.aclu-il.org

**2005 Openings**                      **Salary**

... 1L/2L                                      ...  
3 3L    ...

**Description:** A nonprofit, non-partisan organization, dedicated to protecting freedom, liberty, equality and justice for all within the United States.

**Areas of Specialization:** Women's Issues, Reproductive Issues, Prisoner Issues, Poverty, Immigration/Refugee, Government Accountability/Legal Reform/Whistleblowers, Gay/Lesbian/Bisexual/Transgender Issues, Education, Disability, Civil Rights/Liberties, Children/Youth, AIDS/HIV

**Types of Advocacy:** Lobbying, Impact Litigation

**2004 Office Comp.:** 10 attorneys (1OG)

**Deadline:** Rolling

**Split Summers:** No

**AMERICAN JEWISH  
CONGRESS**

22 W. Monroe St., Ste. 1900  
Chicago, IL 60603  
(312) 332-7355  
chicago@ajcongress.org

**Description:** Includes people of various faiths who are committed to social justice, peace and humanitarian service.

**Areas of Specialization:** Civil Rights/Liberties, Education, Elderly, Immigration/Refugee, Human Rights, Women's Issues

**Types of Advocacy:** Administrative Advocacy, Community Education, Community Organizing, Impact Litigation, Individual Cases, Lobbying, Policy

**CHICAGO LAWYERS'  
COMMITTEE FOR CIVIL  
RIGHTS UNDER LAW**

Sarah Vanderwicken, Director  
100 N. La Salle St., Ste. 600  
Chicago, IL 60602

(312) 630- 9744  
info@clccrul.org  
www.clccrul.org

**2003 Openings**                      **Salary**  
... 1L/2L/3L                                      ...

**Description:** Represents poor and minority persons in civil rights matters which involve significant legal questions or may result in systematic reform in the areas of employment discrimination and job creation, fair and affordable housing issues, hate crimes prevention and response, a wide range of education matters, administration of justice, voting rights, and the health and welfare rights of children in poverty.

**Areas of Specialization:** Children/Youth, Civil Rights/Liberties, Education, Homelessness/Housing, Human Rights, Labor/Employment, Poverty

**Types of Advocacy:** Administrative Advocacy, Appellate, Class Action, Community Education, Community Outreach, Impact Litigation, Individual Cases, Innovative Advocacy, Policy

**Deadline:** March 15

**MEXICAN AMERICAN  
LEGAL DEFENSE AND  
EDUCATIONAL FUND  
(MALDEF) — CHICAGO**

Patricia Mendoza, Regional Counsel  
188 W. Randolph St., Ste. 1405  
Chicago, IL 60601  
(312) 782-1422

**2005 Openings**                      **Salary**  
... 2L    vol./ws

**Description:** National Hispanic civil rights advocacy organization dedicated to preserving and expanding civil rights in employment, education, immigration and voting rights for Hispanics throughout the U.S.

**Areas of Specialization:** Civil Rights/Liberties, Education, Immigration/Refugee

**2004 Office Comp.:** 3 attorneys  
(3H)

**Deadline:** April

**U.S. DEPARTMENT OF  
EDUCATION — OFFICE  
FOR CIVIL RIGHTS —  
CHICAGO OFFICE**

111 North Canal St., Rm. 1053  
Chicago, IL 60606  
(312) 886-8434  
www.ed.gov/about/offices/list/ocr/  
/index.html?src=oc

**Description:** Investigates complaints and initiates compliance reviews of local school districts, state boards of education and colleges and universities receiving federal financial assistance. Deals with complaints of race, color, age, national origin, sex and disability.

**Areas of Specialization:** Civil Rights/Liberties, Education  
**Types of Advocacy:** Policy, Research and Publications, Legal Writing, Civil Litigation

**Split Summers:** No

**INDIANA**

**INDIANA CIVIL LIBERTIES  
UNION**

Kevin Falk, Legal Director  
1031 E. Washington St.  
Indianapolis, IN 46202  
(317) 635-4059  
indclu@aol.com

**Description:** ACLU affiliate.  
**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Impact Litigation

**LOUISIANA**

**AMERICAN CIVIL  
LIBERTIES UNION  
(ACLU)—LOUISIANA**

Joe Cook  
P.O. Box 56157  
New Orleans, LA 70156  
(504) 522-0617  
www.laaclu.org/

**Description:** Exists to secure and maintain the fundamental rights

guaranteed to state residents by the U. S. Constitution and by the Louisiana Constitution. The LA ACLU protects freedom of speech, association and assembly, freedom of religion, including the strict separation of church and state, and freedom of the press. The LA ACLU uses litigation, advocacy and public education to support its mission.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Legislative, Legal Writing, Law Reform, Individual Cases, Impact Litigation

**Split Summers:** No

**MARYLAND**

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF MARYLAND —  
BALTIMORE**

Amy Cruice, Legal Program Administrator  
3600 Clipper Mill Rd., Ste. 350  
Baltimore, MD 21211  
(410) 889-8555 Fax: (410) 366-7838

aclu@aclu-md.org  
www.aclu-md.org

**2007 Openings**                      **Salary**  
4 1L    vol.  
4 2L    vol.  
4 3L    vol.

**Description:** Engages in constitutional and civil rights litigation, legislative analysis and lobbying, and public education. Currently, pursuing litigation challenging segregation in Baltimores public housing, inadequate funding of Baltimores public schools, and racial profiling by the Maryland State Police. Current or recent docket is comprised of cases in freedom of speech and association, freedom of religion, race and gender discrimination, privacy, police misconduct, the right to vote, due process, lesbian and gay rights, prisoners rights, the rights of

persons with disabilities, criminal procedure, and access to public records.

**Areas of Specialization:**

Voting/Campaign Finance, Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, Poverty, Homelessness/Housing, Gay/Lesbian/Bisexual/Transgender Issues, First Amendment, Civil Rights/Liberties

**Types of Advocacy:** Lobbying, Impact Litigation, Factual Investigation, Community Organizing, Community Education, Class Action, Civil Litigation

**2006 Office Comp.:** 5 attorneys (3M, 11F, 1B, 1A-A, 3OG)

**Split Summers:** No

**NAACP — NATIONAL LEGAL DEPARTMENT**

Dennis Hayes, General Counsel  
4805 Mt. Hope Dr.  
Baltimore, MD 21215  
(410) 486-9180

**Areas of Specialization:** Civil Rights/Liberties, Education, Environment/Energy/Utilities, Homelessness/Housing, Human Rights, Labor/Employment

**Types of Advocacy:** Impact Litigation, Policy

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF MASSACHUSETTS**

Sarah Wunsch, Staff Attorney  
211 Congress St.  
Boston, MA 02110  
(617) 482-3170 Fax: (617) 451-0009

www.aclu-mass.org

<b>2007 Openings</b>	<b>Salary</b>
1 1L	vol.
1 2L	vol.

**Description:** Defends the civil liberties and civil rights established in the state and federal constitutions. The office handles cases involving such matters as freedom of speech, police misconduct, reproductive rights, discrimination including racial and ethnic profiling,

church/state issues, prison reform, and privacy.

**Areas of Specialization:**

Women's Issues, Reproductive Issues, Religious Issues, Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, Poverty, First Amendment, Civil Rights/Liberties, AIDS/HIV

**Types of Advocacy:** Research and Publications, Policy, Legislative, Law Reform, Intake and Referral, Individual Cases, Impact Litigation, Civil Litigation, Appellate

**2006 Office Comp.:** 3 attorneys (1M, 2F, 1OG)

**Deadline:** December 31

**Split Summers:** Sometimes

**MASSACHUSETTS**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF MASSACHUSETTS — WESTERN REGIONAL OFFICE**

Hiring Contact  
39 Main St.  
Northampton, MA 01060  
(413) 586-9115  
www.aclu-mass.org

**Description:** ACLU of Massachusetts office serving Western Massachusetts.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Class Action, Client-based, Research and Publications, Legal Writing

**Split Summers:** No

**ANTI-DEFAMATION LEAGUE — NEW ENGLAND REGIONAL OFFICE**

Diane Rosenbaum, Director  
126 High St., 4th Fl.  
Boston, MA 02110  
(617) 457-8800

**Description:** A civil rights organization. Areas of focus include separation of church and state, right to free exercise of religion, discrimination and hate crimes.

**Areas of Specialization:** Civil Rights/Liberties, Religious Issues

**Types of Advocacy:**

Administrative Advocacy, Community Education

**Split Summers:** No

**LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW OF THE BOSTON BAR ASSOCIATION**

Barbara J. Dougan, Esq.  
294 Washington St., Ste. 443  
Boston, MA 02108-4651  
(617) 482-1145 Fax: (617) 482-4392

office@lawyerscom.org  
www.lawyerscom.org

<b>2006 Openings</b>	<b>Salary</b>
2 1L	vol.
2 2L	vol.

**Description:** Handles discrimination cases based on race or national origin, with emphasis on employment discrimination, fair housing, racial violence, education discrimination, bilingual education and school desegregation, environmental justice, economic development, healthcare, police misconduct and voting rights. Most major cases are co-counseled by private law firms on a pro bono basis.

**Areas of Specialization:**

Labor/Employment, Homelessness/Housing, Government Accountability/Legal Reform/Whistleblowers, Education, Economic Development, Civil Rights/Liberties

**Types of Advocacy:** Individual Cases, Impact Litigation, Community Outreach, Community Education, Client-based, Class Action, Administrative Advocacy

**2005 Office Comp.:** 7 attorneys (1M, 6F, 1B, 2H)

**Deadline:** January 31

**Split Summers:** Sometimes

**MASSACHUSETTS**

**COMMISSION AGAINST DISCRIMINATION (MCAD)**

John Lozada, Chief of Enforcement  
One Ashburton Pl., Rm. 601  
Boston, MA 02108  
(617) 994-6141  
peter.connelly@state.ma.us  
www.mass.gov/mcad

**2007 Openings**                      **Salary**  
... 1L/2L                                      vol.  
... 3L    ...

**Description:** Enforces state's anti-discrimination laws with regard to employment, housing, credit and public accommodations. Investigates complaints based on race, color, creed, national origin/ancestry, age, sex, sexual orientation and disability.

**Areas of Specialization:**  
Racial/Ethnic Justice/Cultural Rights, Property/Real Estate, Labor/Employment, Gay/Lesbian/Bisexual/Transgender Issues, Elderly, Disability, Civil Rights/Liberties

**Types of Advocacy:** Research and Publications, Legal Writing, Factual Investigation

**2006 Office Comp.:** 5 attorneys (2M, 3F)

**Deadline:** March 31

**Split Summers:** No

**NAACP — BOSTON BRANCH**

Leonard Alkins, Branch President  
P. O. Box 8370  
Boston, MA 02114  
(617) 265-7900  
info@naacpbostonbranch.org  
www.naacpbostonbranch.org

**Description:** Ensures the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

**Areas of Specialization:**  
Racial/Ethnic Justice/Cultural Rights, Labor/Employment, Education, Civil Rights/Liberties

**Types of Advocacy:** Training, Teaching, Legal Writing, Individual Cases, Community

Outreach, Community Organizing, Community Education

**Split Summers:** Sometimes

**NATIONAL LAWYERS GUILD — MASSACHUSETTS CHAPTER**

Urszula Masny-Latos, Director  
14 Beacon St., Rm. 407  
Boston, MA 02108  
(617) 227-7335  
nlgmass@igc.org  
www.nlgmass.org

**2007 Openings**                      **Salary**  
... 1L/2L/3L                                      vol.

**Description:** A progressive bar association.

**Areas of Specialization:** First Amendment

**Types of Advocacy:** Lobbying

**Split Summers:** Yes, either half

**NEW ENGLAND LEGAL FOUNDATION**

150 Lincoln St.  
Boston, MA 02111-2504  
(617) 695-3660 Fax: (617) 695-3656  
www.nelfonline.org

**2006 Openings**                      **Salary**  
1 1L    vol.  
1 2L    vol.

**Description:** Nonprofit public interest law firm that primarily files amicus briefs in cases dealing with property rights, employment, government regulation, and other business issues.

**Areas of Specialization:**  
Labor/Employment, Government Accountability/Legal Reform/Whistleblowers, First Amendment,

Environment/Energy/Utilities, Consumer, Civil Rights/Liberties, Business/Economic Issues

**Types of Advocacy:** Research and Publications, Policy, Impact Litigation, Civil Litigation, Appellate

**2005 Office Comp.:** 4 attorneys (4M)

**Deadline:** March 31

**Split Summers:** Sometimes

**TITLE IX ADVOCACY PROJECT**

Victoria Alzapiedi, Executive Director  
140 Clarendon St., 7th Fl.  
Boston, MA 02116  
(617) 247-6722  
vatnap@aol.com

**2005 Openings**                      **Salary**  
... 1L/2L    vol.

**Description:** Fights gender discrimination in schools, with a particular focus on sexual harassment of students and discrimination against pregnant students.

**Areas of Specialization:**  
Children/Youth, Civil Rights/Liberties, Education, Women's Issues

**Types of Advocacy:**  
Administrative Advocacy, Community Education, Community Organizing, Policy

**MICHIGAN**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF MICHIGAN**

Michael J. Steinberg, Legal Director  
60 West Hancock St.  
Detroit, MI 48201  
(313) 961-7728 Fax: (313) 578-6811  
aclu@aclumich.org  
www.aclumich.org

**Description:** State affiliate of ACLU, a national membership organization dedicated to defending constitutional rights and liberties.

**Areas of Specialization:**  
Women's Issues, Voting/Campaign Finance, Reproductive Issues, Prisoner Issues, Human Rights, Government Accountability/Legal Reform/Whistleblowers, Gay/Lesbian/Bisexual/Transgender Issues, First Amendment, Disability, Civil Rights/Liberties, Children/Youth, AIDS/HIV

**Types of Advocacy:** Research and Publications, Lobbying, Legislative, Legal Writing, Intake and Referral, Innovative Advocacy, Individual Cases, Impact Litigation, Community Outreach, Community Organizing, Community Education, Client-based, Class Action, Appellate, Advice-only Phone Line  
**2006 Office Comp.:** 4 attorneys (3M, 1F, 1B, 1OG)  
**Split Summers:** Yes, either half

### MISSISSIPPI

#### **AMERICAN CIVIL LIBERTIES UNION (ACLU) OF MISSISSIPPI**

David Ingebretsen, Executive Director  
P.O. Box 2242  
Jackson, MS 39225-2242  
office@msaclu.org  
www.msaclu.org

**Description:** Works daily in courts, legislatures and communities to defend and preserve the individual rights and liberties guaranteed by the Constitution and laws of the United States.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Administrative Advocacy, Community Education, Community Organizing, Impact Litigation, Legislative, Lobbying, Policy

**Split Summers:** No

#### **MISSISSIPPI WORKERS' CENTER FOR HUMAN RIGHTS**

LaToya Davis, Program Associate  
213 Main St., P.O. Box 1223  
Greenville, MS 38702-1223  
(662) 334-1122  
rightsms@bellsouth.net  
www.msworkerscenter.org

**Description:** Handles Title VII cases concerning discrimination by sex, race, disability, unlawful

termination under State law, challenges to voting rights, and school discipline issues with respect to expulsion and zero-tolerance policies.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Administrative Advocacy

**Split Summers:** No

### NEW JERSEY

#### **AMERICAN CIVIL LIBERTIES UNION (ACLU) OF NEW JERSEY**

Ed Barocas, Legal Director  
35 Halsey St., Ste. 4B  
Newark, NJ 07102  
(973) 642-2086  
info@aclu-nj.org  
www.aclu-nj.org

**Description:** Engages in litigation, negotiations, lobbying and public education geared towards defending and expanding the individual rights embodied in the Bill of Rights and State constitution.

**Areas of Specialization:** Women's Issues, Reproductive Issues, Prisoner Issues, Poverty, Human Rights, Government Accountability/Legal Reform/Whistleblowers, Gay/Lesbian/Bisexual/Transgender Issues, Disability, Death Penalty, Civil Rights/Liberties, Children/Youth, AIDS/HIV

**Types of Advocacy:** Innovative Advocacy, Individual Cases, Impact Litigation, Community Education, Class Action, Appellate

**Deadline:** February 15

**Split Summers:** No

#### **RUTGERS UNIVERSITY LAW SCHOOL CONSTITUTIONAL LITIGATION CLINIC**

Penny Venetis, Clinical Professor of Law

123 Washington St.  
Newark, NJ 07102  
(973) 353-5687

**2007 Openings**                      **Salary**

3 1L                                      vol./ws

3 2L                                      vol./ws

**Description:** An impact litigation legal clinic in the country that is part of the Rutgers curriculum and the civil rights and human rights advocacy community.

Current docket includes challenges to felon disenfranchisement, paperless electronic voting machines, community associations that restrict free speech, and private prisons that detain immigrants on behalf of the US government. Has been litigating the Jama v. US case which is the only case finding that private companies that do business with the US can be sued for human rights violations committed in the US.

**Areas of Specialization:**

Women's Issues, Immigration/Refugee, Human Rights, Education

**Types of Advocacy:** Policy, Impact Litigation

**2006 Office Comp.:** 3 attorneys (2M, 2F, 1B)

**Split Summers:** No

### NEW YORK

#### **AMERICAN CIVIL LIBERTIES UNION (ACLU) — GLOBAL INTERNET LIBERTY CAMPAIGN**

Department GILC  
125 Broad St., 18th Fl.  
New York, NY 10004  
barrys@aclu.org

**Description:** A coalition of non-governmental organizations from around the world who have joined together to advocate for the application of internationally recognized principles of civil liberties on the global Internet.

**Split Summers:** No

#### **AMERICAN CIVIL LIBERTIES UNION (ACLU)**

— **NATIONAL LEGAL DEPARTMENT**

Reggie Shuford, Staff Attorney  
125 Broad St., 18th Fl.  
New York, NY 10004  
(212) 549-2500 Fax: (212) 549-2651

www.aclu.org

**2004 Openings**                      **Salary**  
... 1L/2L                                      vol.

**Description:** Litigates cases pertaining to racial and criminal justice, national security, First Amendment and human rights issues. The racial and criminal justice docket includes affirmative action, racial profiling, juvenile justice, indigent defense, and health care issues. The national security docket includes torture and arbitrary detention, unlawful surveillance, excessive government secrecy issues, and discrimination based on race, religion or national origin. The free speech docket includes protecting fair use and challenges to Internet finance restrictions. The Department is also developing an international human rights framework for work on national security, immigrants' rights, women's rights and criminal justice.

**Areas of Specialization:**  
Racial/Ethnic Justice/Cultural Rights, Human Rights, Government Accountability/Legal Reform/Whistleblowers, First Amendment, Education, Civil Rights/Liberties

**Types of Advocacy:** Impact Litigation

**2005 Office Comp.:** 17 attorneys (11M, 6F, 2B, 1A-A, 1OG)

**Deadline:** February 1

**Split Summers:** Sometimes

**AMERICAN CIVIL LIBERTIES UNION (ACLU) FOUNDATION OF NEW YORK**

Amrit Singh  
125 Broad St., 18th Fl.

New York, NY 10004-2400  
(212) 549-2500  
jobs@nyclu.org  
www.nyclu.org

**Description:** Defends and promotes the fundamental principles and values embodied in the Bill of Rights, the U.S. Constitution, and the New York Constitution, including freedom of speech and religion, and the right to privacy, equality and due process of law for all New Yorkers.

**Split Summers:** No

**ANTI-DEFAMATION LEAGUE — NEW YORK OFFICE**

Steve Freeman, Director, Legal Affairs Department  
823 United Nations Plaza  
New York, NY 10017  
(212) 885-7733  
www.adl.org

**2007 Openings**                      **Salary**  
1 1L    ...  
1 2L    ...

**Description:** A civil rights organization. Areas of focus include separation of church and state, right to free exercise of religion, discrimination and hate crimes.

**Areas of Specialization:**  
Religious Issues, Civil Rights/Liberties

**Types of Advocacy:** Community Education, Administrative Advocacy

**Split Summers:** No

**ASIAN AMERICAN LEGAL DEFENSE AND EDUCATION FUND (AALDEF)**

Stanley Mark, Student Internship Program  
99 Hudson St., 12th Fl.  
New York, NY 10013-2869  
(212) 966-5932

www.aaldef.org/home.html

**Description:** Specializes in national origin issues, immigration, labor and employment rights, affirmative

action and access to government benefits.

**Areas of Specialization:** Civil Rights/Liberties, Immigration/Refugee, Labor/Employment, Government Accountability/Legal Reform/Whistleblowers, Racial/Ethnic Justice/Cultural Rights

**Types of Advocacy:** Lobbying, Research and Publications, Legal Writing

**Split Summers:** No

**ATLANTIC LEGAL FOUNDATION**

William H. Slattery, President  
60 East 42nd St., Ste. 2102  
New York, NY 10165  
(212) 867-3322 Fax: (212) 867-1022  
atlanticlegal@atlanticlegal.org  
www.atlanticlegal.org

**2007 Openings**                      **Salary**  
4 1L    \$1000 (stip.)  
4 2L    \$1000 (stip.)  
... 3L    \$1000 (stip.)

**Description:** Advocates the principles of limited government, a free market system, and the rights of individuals. Holds governments accountable for their actions and challenges governmental regulations.

**Areas of Specialization:**  
Government Accountability/Legal Reform/Whistleblowers, Education, Civil Rights/Liberties

**Types of Advocacy:** Regulatory Reform, Policy, Impact Litigation, Appellate

**2006 Office Comp.:** 3 attorneys (3M)

**Deadline:** May 5 Rolling

**Split Summers:** No

**CENTER FOR CONSTITUTIONAL RIGHTS (CCR)**

Maureen Tracey-Mooney,  
Assistant to the Legal  
Director/Internship Coordinator  
666 Broadway, 7th Fl.  
New York, NY 10012  
(212) 614-6464 Fax: (212) 614-  
6499

info@ccr-ny.org  
www.ccr-ny.org

<b>2007 Openings</b>	<b>Salary</b>
2 1L	vol.
10 2L	vol.

**Description:** Focused on protecting civil rights and providing support on social issues, including racial justice, reproductive rights, Native American land rights, voting rights and international human rights, government misconduct, economic and social justice.

**Areas of Specialization:** Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, Human Rights, Government Accountability/Legal Reform/Whistleblowers, First Amendment, Civil Rights/Liberties

**Types of Advocacy:** Legal Writing, Innovative Advocacy, Impact Litigation, Community Outreach, Community Organizing, Community Education, Class Action, Civil Litigation, Appellate  
**2006 Office Comp.:** 11 attorneys  
**Deadline:** January 18  
**Split Summers:** Yes, either half

#### **CONGRESS ON RACIAL EQUALITY (CORE)**

Diane Addison, Project Independent

817 Broadway 3rd Fl.  
New York, NY 10003  
(212) 598-4000

core@core-online.org  
www.core-online.org

<b>2007 Openings</b>	<b>Salary</b>
... 2L/3L	vol.

**Description:** Aim is to bring about equality for all people regardless of race, creed, sex, age, disability, sexual orientation, religion or ethnic background.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Legislative, Administrative Advocacy

**2006 Office Comp.:** 2 attorneys  
**Split Summers:** No

#### **LEGAL ACTION CENTER OF THE CITY OF NEW YORK**

Erika Wood, Staff Attorney  
153 Waverly Pl., 8th Fl.

New York, NY 10014  
(212) 243-1313 Fax: (212) 675-  
0286

lacinfo@lac.org  
www.lac.org

<b>2006 Openings</b>	<b>Salary</b>
2 2L	\$1,300

**Description:** Conducts litigation and policy advocacy to combat discrimination based upon HIV status, criminal record and/or addiction history. Promotes law reform as well as provides individual relief to clients.

**Areas of Specialization:**

Labor/Employment, Health/Medical, Family, Disability, Criminal, Civil Rights/Liberties, AIDS/HIV

**Types of Advocacy:** Research and Publications, Regulatory Reform, Policy, Legislative, Individual Cases, Impact Litigation, Client-based  
**2005 Office Comp.:** 8 attorneys (1M, 7F)

**Deadline:** March 1

**Split Summers:** Sometimes

#### **NAACP LEGAL DEFENSE AND EDUCATIONAL FUND — NEW YORK OFFICE**

Edward Gordon, Summer Intern Coordinator, Director of Human Resources

99 Hudson St., Fl. 16  
New York, NY 10013  
(212) 965-2200

www.naacpldf.org

<b>2006 Openings</b>	<b>Salary</b>
2 1L	vol.
10 2L	vol.
... 3L	vol.

**Description:** Through litigation, advocacy, education and other strategies, works for equal access to education, criminal justice and political participation and economic justice.

**Areas of Specialization:**

Voting/Campaign Finance, Racial/Ethnic Justice/Cultural Rights, Labor/Employment, Education, Death Penalty, Criminal, Civil Rights/Liberties

**Types of Advocacy:** Innovative Advocacy, Individual Cases, Impact Litigation, Factual Investigation, Enforcement, Community Education, Class Action, Civil Litigation, Appellate

**2005 Office Comp.:** 21 attorneys (9M, 11F, 12B, 1H, 3A-A)

**Deadline:** February 1

**Split Summers:** No

#### **NATIONAL LAWYERS GUILD — NEW YORK CHAPTER**

Annette Dickerson, Director  
126 University Pl., 5th Fl.  
New York, NY 10003

(212) 255-4181  
nlgno@nlg.org  
www.nlg.org

**Description:** Dedicated to the need for basic and progressive change in the structure of the political and economic system.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:**

Administrative Advocacy

**Split Summers:** No

#### **NATIONAL URBAN LEAGUE**

Dorothy Millines, Recruiter  
120 Wall St., 8th Fl.

New York, NY 10005  
(212) 558-5300

info@nul.org  
www.nul.org

**Description:** Nonprofit organization with the objective of securing social and economic equality for African Americans.

**NEW YORK CIVIL LIBERTIES UNION (NYCLU)**

Donna Lieberman, Executive Director

125 Broad St., 19th Fl.  
New York, NY 10004  
(212) 607-3300

www.nyclu.org

**2007 Openings**                      **Salary**  
... 1L/2L/3L                      vol.

**Description:** Defends civil rights and liberties, freedom of speech, freedom of the press, the right to demonstrate, freedom of religion, equal protection and due process of law.

**Areas of Specialization:**

Women's Issues,  
Voting/Campaign Finance,  
Reproductive Issues, Religious Issues, Racial/Ethnic Justice/Cultural Rights, Immigration/Refugee, Human Rights, Health/Medical, Government Accountability/Legal Reform/Whistleblowers, Gay/Lesbian/Bisexual/Transgender Issues, First Amendment, Education, Civil Rights/Liberties, AIDS/HIV

**Types of Advocacy:** Research and Publications, Policy, Lobbying, Legislative, Law Reform, Impact Litigation, Community Outreach, Community Organizing, Class Action, Civil Litigation, Appellate

**2006 Office Comp.:** 10 attorneys (4M, 6F, 10G)

**Deadline:** Rolling

**Split Summers:** No

**NEW YORK CIVIL RIGHTS COALITION**

Michael Meyers, Executive Director

3 W. 35th St., Penthouse  
New York, NY 10001  
(212) 563-5636

**Description:** Pursues issue identification, fact-finding, report-preparation, media relation, public information, community building and

intervention to promote racial integration.

**Areas of Specialization:** Civil Rights/Liberties

**PUERTO RICAN LEGAL DEFENSE AND EDUCATION FUND**

Cesar A. Perales, Esq., President and General Counsel

99 Hudson St., 14th Fl.  
New York, NY 10013  
(212) 219-3360 Fax: (212) 431-4276

info@prldef.org

www.prldef.org

**2007 Openings**                      **Salary**  
... 1L/2L/3L                      vol.

1 Entry                      \$38,000 + DOE  
**Description:** Nonprofit organization seeking to ensure equal protection of civil rights of Latino nationals.

**Areas of Specialization:**

Transitional Justice/Democratic Process, Racial/Ethnic Justice/Cultural Rights, Labor/Employment, Immigration/Refugee, Civil Rights/Liberties

**Types of Advocacy:** Lobbying, Impact Litigation, Class Action, Civil Litigation

**2006 Office Comp.:** 6 attorneys (3M, 2F, 1B, 2H)

**Deadline:** February 15

**Split Summers:** Sometimes

**NORTH CAROLINA**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF NORTH CAROLINA**

Jennifer Rudinger, Executive Director

P.O. Box 28004  
Raleigh, NC 27611-8004  
(919) 834-3466

aclunc@nc.rr.com

www.acluofnorthcarolina.org

**2007 Openings**                      **Salary**  
3 1L                      vol.

1 Lateral                      \$30,000

**Description:** Founded to protect and enhance civil liberties and civil rights under the Bill of

Rights of the U.S. Constitution and the Constitution of North Carolina.

**Areas of Specialization:**

Reproductive Issues, Death Penalty, Civil Rights/Liberties, Animal Issues

**Types of Advocacy:** Research and Publications,

Administrative/Management, Administrative Advocacy

**2006 Office Comp.:** 2 attorneys (4F, 1B, 1D)

**Deadline:** March 31 Rolling

**Split Summers:** Sometimes

**PENNSYLVANIA**

**AMERICAN CIVIL LIBERTIES UNION (ACLU) OF PENNSYLVANIA**

Volunteer Coordinator

313 Atwood St.  
Pittsburgh, PA 15213-4025  
(412) 681-7736 Fax: (215) 592-1343

info@aclupa.org

www.aclu.org

**2003 Openings**                      **Salary**  
... 1L/2L/3L                      vol.

**Description:** Nonprofit, nonpartisan organization dedicated to defending and protecting individual rights and personal freedoms. Through advocacy, education and litigation, preserves and promotes freedom of speech, the right to privacy, reproductive freedom, and equal treatment under the law. It defends the rights of women and minorities, workers, students, immigrants, gay, lesbian, bisexual and transgender people, and others who have seen bias.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Individual Cases

**2006 Office Comp.:** 4 attorneys (4M, 14F, 10G)

**Split Summers:** No

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS**

34 S. 11th St., 6th Fl.  
Philadelphia, PA 19107  
(215) 686-4670  
Fax: (215) 686-4684  
rachel.lawton@phila.gov  
www.phila.gov/humanrelations/

**2006 Openings**      **Salary**  
... 1L/2L/3L      vol.

**Description:** Enforces the Philadelphia Fair Practices Ordinance which prohibits discrimination in employment, housing, public accommodations and city services on the basis of race, color, sex, religion, national origin, disability, sexual orientation, gender identity, age, marital status, source of income and presence of children.

**Areas of Specialization:**  
Women's Issues, Human Rights, Gay/Lesbian/Bisexual/Transgender Issues, Elderly, Disability, Civil Rights/Liberties, AIDS/HIV

**Types of Advocacy:** Legal Writing, Individual Cases, Factual Investigation, Enforcement, Community Outreach, Community Education, Alternative Dispute Resolution

**Split Summers:** No

**PUBLIC INTEREST LAW  
CENTER OF  
PHILADELPHIA**

125 S. 9th St., Ste. 700  
Philadelphia, PA 19107  
(215) 627-7100  
Fax: (215) 627-3183  
www.pilcop.org

**Description:** Dedicated to advancing the Constitutional promise of equal citizenship to all persons irrespective of race, ethnicity, national origin, disability, gender or poverty.

**Areas of Specialization:**  
Children's health care, education funding and quality, disabilities rights, environmental health and justice, fair housing, employment discrimination, urban policing

**Types of Advocacy:** Public Education, Continuing education of clients and client

organizations, Research & Writing, Negotiation, Litigation  
**2007 Office Comp.:** (3F, 3M)

**SOUTH CAROLINA**

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF SOUTH CAROLINA**

Steven Bates, Executive Director  
1338 Main St., Ste. 800  
Columbia, SC 29201  
(803) 799-5151  
aclusc@aol.com  
www.aclusc.org/

**Description:** Fights civil liberties violations in South Carolina through regional chapters.

**Areas of Specialization:**  
Children/Youth, Civil Rights/Liberties, First Amendment, Labor/Employment, Racial/Ethnic Justice/Cultural Rights, Reproductive Issues, Women's Issues

**Types of Advocacy:** Appellate, Civil Litigation, Client-based, Individual Cases, Innovative Advocacy, Law Reform, Legal Writing, Policy

**Split Summers:** No

**TEXAS**

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF TEXAS**

William C. Harrell, Executive Director  
P.O. Box 12905, Austin, TX  
78711-2905  
Austin, TX 78711-2905  
(512) 478-7300 Fax: (512) 478-7303  
info@aclutx.org  
www.aclutx.org

**Description:** Devoted to the ideals expressed in the Bill of Rights.

**Areas of Specialization:**  
Women's Issues, Immigration/Refugee, Human Rights, Homelessness/Housing, Gay/Lesbian/Bisexual/Transgender Issues, Civil Rights/Liberties, AIDS/HIV

**Types of Advocacy:** Policy, Lobbying, Individual Cases, Impact Litigation, Community Organizing, Community Education, Administrative Advocacy

**2006 Office Comp.:** (1M, 1F)  
**Split Summers:** No

**LIBERTY LEGAL  
INSTITUTE**

Mark Swafford  
903 E. 18th St., Ste. 230  
Plano, TX 75074  
(972) 427-3131

LibertyLegal@Freemarket.org  
www.libertylegal.org

**2003 Openings**      **Salary**  
... Entry      ...

**Description:** Specializes in religious freedom, parental rights and First Amendment cases. Also involved in some plaintiff cases.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Legislative, Individual Cases, Class Action, Appellate

**Deadline:** January

**Split Summers:** No

**MEXICAN AMERICAN  
LEGAL DEFENSE AND  
EDUCATIONAL FUND  
(MALDEF)**

Nina Perales, Staff Attorney  
140 E. Houston St., Ste. 300  
San Antonio, TX 78205  
(210) 224-5476  
jobs@maldef.org  
www.maldef.org

**2006 Openings**      **Salary**  
2 1L      vol.  
2 2L      vol.

**Description:** Latino litigation, advocacy, and educational outreach institution working to safeguard the civil rights of Latinos and empower the community to fully participate in American society. Protects and advances the civil rights of Latinos residing in the U.S. in the areas of education, political access, employment, language rights and immigrants' rights. Its

approach includes impact litigation, public policy advocacy, community education, leadership development, including parent leadership training, and scholarships.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Appellate  
**2006 Office Comp.:** 22 attorneys  
**Deadline:** March 30  
**Split Summers:** No

### TEXAS CIVIL RIGHTS PROJECT

Wayne Krause, Senior Attorney,  
Law Clerk Program Director  
1405 Montopolis Dr.  
Austin, TX 78741  
(512) 474-5073 Fax: (512) 474-0726  
TCRP@texascivilrightsproject.org  
www.TexasCivilRightsProject.org

2006 Openings	Salary
7 1L	vol.
7 2L	vol.
... 3L	vol.

**Description:** Promotes racial, social, and economic justice through litigation and public education. Fosters equality, secures justice, ensures diversity, and strengthens communities. TRCP uses litigation to make systemic change in areas such as voting rights, police and border patrol misconduct, sexual harassment, racial profiling, privacy, disability rights, traditional civil liberties (i.e. free speech), and Title IX in secondary education. TCRP has offices in Austin, San Juan, Lubbock, and El Paso.

**Areas of Specialization:** Women's Issues, Racial/Ethnic Justice/Cultural Rights, Prisoner Issues, First Amendment, Domestic Violence, Disability, Civil Rights/Liberties

**Types of Advocacy:** Legal Writing, Individual Cases, Impact Litigation, Community

Education, Civil Litigation, Appellate

**2006 Office Comp.:** 11 attorneys (8M, 15F, 1B, 8H, 1OG)  
**Deadline:** March Rolling  
**Split Summers:** No

### VIRGINIA

#### AMERICAN CENTER FOR LAW AND JUSTICE

Joel Thornton, Chief Counsel  
1000 Regent University Dr., P.O. Box 64429  
Virginia Beach, VA 23467  
(757) 226-2489  
www.aclj.org

**Description:** Provides legal services and litigates the defense of religious and civil liberties of Americans. Issues litigated include protection of private religious speech, protection of religious freedom in the workplace, protection of religious parental rights, and protection of the unborn, elderly and infirm.

**Areas of Specialization:** Civil Rights/Liberties, Elderly, First Amendment, Religious Issues  
**Types of Advocacy:** Civil Litigation

**2004 Office Comp.:** 7 attorneys  
**Split Summers:** No

#### INSTITUTE FOR JUSTICE

Valerie Bayham, Attorney  
901 N. Glebe Rd., Ste. 900  
Arlington, VA 22203  
(703) 682-9320 Fax: (703) 682-9321  
general@ij.org  
www.ij.org

2007 Openings	Salary
... 1L/2L/3L	vol.

**Description:** Litigates to secure economic liberty, school choice, private property rights, freedom of speech and other individual liberties, and to restore constitutional limits on the power of government. Additionally, trains law students, lawyers and policy activists in public interest litigation.

**Areas of Specialization:** Voting/Campaign Finance, Property/Real Estate, First Amendment, Education, Civil Rights/Liberties, Business/Economic Issues  
**Types of Advocacy:** Legislative, Legal Writing, Individual Cases, Community Outreach, Civil Litigation, Appellate  
**2006 Office Comp.:** 13 attorneys  
**Deadline:** December 31  
**Split Summers:** Sometimes

#### LANDMARK LEGAL FOUNDATION

Mark Levin, President  
19415 Deerfield Ave., Ste. 312  
Leesburg, VA 20176  
(703) 554-6100  
info@landmarklegal.org  
www.landmarklegal.org

**Description:** Litigates constitutional and individual liberty cases involving school choice, free enterprise, public integrity, private property rights, free speech and tax limitation.  
**Areas of Specialization:** Tax, Property/Real Estate, Education, Civil Rights/Liberties  
**Types of Advocacy:** Community Education  
**2006 Office Comp.:** 4 attorneys (4M)  
**Split Summers:** No

#### NATIONAL LEGAL FOUNDATION

John Paff, Administrator  
P.O. Box 64427  
Virginia Beach, VA 23467-4427  
(757) 463-6133  
nlf@nlf.net  
www.nlf.net

**Description:** Dedicated to the preservation of Americans' freedoms and constitutional rights. Actively defends freedoms of religion, speech and assembly.  
**Split Summers:** No

#### THE RUTHERFORD INSTITUTE

Candice Mills Jones, Internship  
Program Director  
P.O. Box 7482  
Charlottesville, VA 22906-7482  
(434) 978-3888  
tristaff@rutherford.org  
www.rutherford.org

**2004 Openings**                      **Salary**  
... 1L/2L/3L                      \$300/mo.

**Description:** Involved in First Amendment free speech, religious liberty and parental rights issues.

**Areas of Specialization:** Civil Rights/Liberties

**Types of Advocacy:** Community Education

**2003 Office Comp.:** 3 attorneys (2M, 1F)

**Deadline:** February 13 (1L)  
November 14 (2L/3L)

**Split Summers:** No

Education, Disability, Death Penalty, Civil Rights/Liberties  
**Types of Advocacy:** Watchdog, Policy, Lobbying, Intake and Referral, Individual Cases, Impact Litigation, Community Organizing, Community Education, Civil Litigation, Administrative Advocacy  
**2006 Office Comp.:** 2 attorneys (1M, 1F)  
**Split Summers:** No

## WASHINGTON

**AMERICAN CIVIL  
LIBERTIES UNION (ACLU)  
OF WASHINGTON STATE**  
Julya Hampton, Legal Program  
Director

705 Second Ave., 3rd Fl.  
Seattle, WA 98104  
(206) 624-2184  
legal@aclu-wa.com  
www.aclu-wa.org

**2007 Openings**                      **Salary**  
3 2L                                      vol.

**Description:** Nonpartisan, membership organization devoted to protecting the basic civil liberties of all Americans, and extending them to groups that have traditionally been denied their basic civil rights.

**Areas of Specialization:**  
Women's Issues,  
Voting/Campaign Finance,  
Religious Issues, Racial/Ethnic  
Justice/Cultural Rights, Prisoner  
Issues, Native American/Tribal  
Law, Immigration/Refugee,  
Human Rights,  
Homelessness/Housing,  
Gay/Lesbian/Bisexual/Transgender  
Issues, First Amendment,

# CHAPTER 7

## FELLOWSHIPS

Acquiring a civil rights or civil liberties job straight out of law school is a difficult task. Even with prior experience, the best way to break into the field is often through fellowships. Some fellowships may lead to permanent positions at the organization, or may open doors to other opportunities. In any case, working on civil rights and civil liberties in a fellowship capacity will yield wonderful personal and professional contacts, and new experiences that will support your path toward a career in civil rights or civil liberties.

Please find below some of the options for civil rights and civil liberties fellowships available to law students and graduates. More information on these fellowships can be found on the web or through OPIA's *Serving the Public: A Job Search Guide*.

Abe Fellowship	California Appellate Project (CAP) Law Graduate/Attorney
ACLU Applied Research Fellowship in Civil Liberties	Congressional Black Caucus Foundation
ACLU Crawford Fellowship	Congressional Fellows Program
ACLU Drug Law Reform Project Fellowship – Santa Cruz	Center for Social Justice Clinic Fellows
ACLU Immigrants' Rights Project – California	Chesterfield Smith Community Service Fellowship
ACLU Immigrants' Rights Project – New York	Constance Baker Motley Civil Rights Fellowship
ACLU Ira Glasser Racial Justice Fellowship.	D.C. Street Law Program - Street Law Clinic Teaching Fellowship
ACLU Marvin M. Karpatkin Fellowship in Civil Liberties	Department of Clinical Bioethics, National Institutes of Health – Postdoctoral Bioethics Fellowship
ACLU Reproductive Freedom Project	Dorot Judicial Selection Project Fellowship.
ACLU William J. Brennan First Amendment Fellowship	Dorot Fellowship in Israel
ACLU Women's Rights Project (WRP) Fellowship	Edmond J. Safra Foundation Center for Ethics, Faculty Fellowships in Ethics
ACLU-NC Legal Fellowship	Edmond J. Safra Foundation Center for Ethics, Graduate Fellowship in Ethics
ACORN Fellowship	Equal Employment Opportunity Commission Attorney Honors Program
Alliance for Justice – Nonprofit Advocacy Project Fellowship	Environmental Law and Policy Center - Environmental Law Fellow
Amnesty International Ralph J. Bunche Fellowship	Equal Justice America Fellowship
Anheuser-Busch/Frank Horton Fellowship	Equal Justice Works Fellowships
Aryeh Neier Fellowship	Fernand Brandel Senior Fellowship
Berkeley Law Foundation Public Interest Law Grants	Fried Frank LDF Fellowship Program
Berkman Center Residential Fellowship	George Aratani/Daniel K. Inouye Fellowship
Bet Tzedek Public Interest Law Fellowship	George Mason University Institute for Human Studies – Humane Studies Fellowship
Blackmun Fellowship	George J. Mitchell Scholarship
Business and Professional People for the Public Interest (BPI) Polikoff-Gautreaux Fellowship	

George N. Lindsay Civil Rights Legal Fellowship  
 Greenlining Academy Fellowship  
 Harry H. Dow Memorial Legal Assistance Fellowship  
 Heisler, Feldman, McCormick & Garrow Access to Justice Fellowship  
 Impact Fund Equal Justice Litigation Fellow  
 Information Society Project Resident Fellowship  
 Institute for Public Representation (IPR) Teaching Fellowship  
 John J. Gibbons Fellowship in Public Interest and Constitutional Law  
 Americans United for Separation of Church and State – Madison Fellowship  
 MALDEF Fried Frank Fellowship Program  
 McCleary Law Fellows Program  
 Media Law Resource Center Fellowship  
 Milberg Weiss Legal Fellowship  
 Murnaghan Appellate Advocacy Fellowship  
 NAPABA Partners Community Law Fellowship  
 National Congress of American Indians Legal Fellowship  
 New Media Legal Fellowship  
 New York Social Justice Fellowship  
 New York State Assembly Graduate Intern Program  
 New York State United Court System Legal Fellows Program  
 Office of the Solicitor General Bristow Fellowship  
 Oregon Department of Justice Honors Program  
 Pacific Legal Foundation – Conservative Public Interest Law Fellowship  
 Pacific Legal Foundation’s College of Public Interest Law – National Litigation Fellowships  
 Public Advocates, Inc. – Public Interest Fellowship Program  
 Relman Civil Rights Fellowship  
 Reporters Committee for Freedom of the Press Fellowships  
 Reprieve Fellowships  
 Robert F. Bensing Fellowship in Public Interest Law  
 Rockefeller Foundation Grants  
 Roxana C. Arsht Fellowship  
 Ruth Chance Law Fellowship  
 San Francisco Foundation Multicultural Fellowship  
 Shartsis Friese Public Interest Fellowship  
 Simon Karas Fellowship  
 Skadden Fellowship Program  
 Soros Justice Advocacy Fellowships  
 Soros Justice Senior Fellowships  
 Southern Poverty Law Center Two-Year Fellowship  
 Southern Poverty Law Center Immigrant Justice Project Fellowship  
 Supreme Court Fellows Program  
 The Louis Stokes Urban Health Policy Fellowship Program  
 Trial Lawyers for Public Interest (TLPI) – Public Interest Fellowship  
 The Richard Gilder Fellowship  
 Thurgood Marshall Civil Rights Fellowship  
 University of Baltimore School of Law Clinical Fellow for Civil Advocacy  
 University of South Dakota - Indian Law Fellowship  
 U.S. Department of Justice, Attorney General’s Honors Program  
 Wellstone Fellowship

# CHAPTER 8 EXTRACURRICULARS AT HLS

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## **BlackLetter Law Journal**

[www.law.harvard.edu/students/orgs/blj](http://www.law.harvard.edu/students/orgs/blj)

[hlsblj@law.harvard.edu](mailto:hlsblj@law.harvard.edu)

Originally founded in 1983 as an internal publication of the Black Law Students Association, the *Harvard BlackLetter Law Journal* is now an annual publication edited by students at Harvard Law School. The *Harvard BlackLetter Law Journal* is committed to publishing manuscripts that critique traditional constitutionalism and promote civil rights. The *Journal* focuses on legal issues of particular importance to African Americans and other status minorities. The *Journal* has adopted an interdisciplinary approach to the law and includes articles and essays addressing social and economic issues that affect the exercise of legal rights and privileges. In recent years, the *Journal* has expanded its mission to encourage publication of work by minority authors.

## **Civil Rights-Civil Liberties Law Review**

[www.law.harvard.edu/students/orgs/crcl](http://www.law.harvard.edu/students/orgs/crcl)

[hlsrcl@law.harvard.edu](mailto:hlsrcl@law.harvard.edu)

The *Harvard Civil Rights-Civil Liberties Law Review (CR-CL)* was founded in 1966 as an instrument to advance personal freedoms and human dignities. *CR-CL* seeks to catalyze progressive thought and dialogue through publishing innovative legal scholarship and from various perspectives and in diverse fields of study. *CR-CL* has published articles by professors, practitioners, and students on varied topics including zoning the homeless, political lawyering, and the right to revolution. These and other subjects continue to be some of the most exciting and rapidly developing areas of the law.

## **Harvard Latino Law Review**

[www.law.harvard.edu/students/orgs/llr](http://www.law.harvard.edu/students/orgs/llr)

[hllr@law.harvard.edu](mailto:hllr@law.harvard.edu)

The *Harvard Latino Law Review* provides a forum for the scholarly discussion of legal issues affecting Latinos and Latinas in the United States. Recent articles have addressed issues including racial profiling, the English-only movement, the paradox of the alien-citizen, and the future of Latino legal scholarship. *HLLR* is an annual publication. In the past, the journal has published works by law professors, practitioners, and politicians. Authors are encouraged to contact the *HLLR* using the information provided in the Submissions portion of their website. Law students interested in working for the *HLLR* are welcome to apply for positions. Journal members have the opportunity to assume upper-level responsibilities early in their law school tenure. Feel free to drop by office in the basement of Hastings Hall or contact them via email.

## **Harvard Law Review**

[www.harvardlawreview.org](http://www.harvardlawreview.org)

The *Harvard Law Review* is a student-run organization formally independent from Harvard Law School whose primary purpose is to publish a journal of legal scholarship. The *Review* comes out monthly from November through June and has roughly 2,000 pages per volume. Student editors make all editorial and organizational decisions and, together with a professional business staff of three, carry out day-to-day operations. Aside from serving as an important academic forum for

legal scholarship, the *Review* has two other goals. First, the journal is designed to be an effective research tool for practicing lawyers and students of the law. Second, it provides opportunities for *Review* members to develop their own editing and writing skills. Accordingly, each issue contains pieces by student editors as well as outside authors. The *Review* publishes articles by professors, judges, and practitioners and solicits reviews of important recent books from recognized experts. All articles—even those by the most respected authorities—are subjected to a rigorous editorial process designed to sharpen and strengthen substance and tone. Most student writing takes the form of Notes, Recent Cases, Recent Legislation, and Book Notes. Notes are approximately 18 pages and are usually written by third-year students. Recent Cases and Recent Legislation are normally six pages long and are written mainly by second-year students. Recent Cases are comments on recent decisions by courts other than the U.S. Supreme Court, such as state supreme courts, federal circuit courts, district courts, and foreign courts. Recent Legislation look at new statutes or administrative rules at either the state or federal level. Book Notes, also written by second-years, are six-page reviews of recently published books. All student writing is unsigned. This policy reflects the fact that many members of the *Review*, besides the author, make a contribution to each published piece.

### **Harvard Journal of Law & Gender**

[www.law.harvard.edu/students/orgs/jlg](http://www.law.harvard.edu/students/orgs/jlg)

[hlsjlg@law.harvard.edu](mailto:hlsjlg@law.harvard.edu)

Formerly the *Harvard Women's Law Review*, the *Journal of Law & Gender* focuses on issues relating to gender and law, feminist jurisprudence, and social equality.

### **American Civil Liberties Union – Harvard Law School Chapter**

[www.law.harvard.edu/students/orgs/aclu](http://www.law.harvard.edu/students/orgs/aclu)

[aclu@law.harvard.edu](mailto:aclu@law.harvard.edu)

Working closely with the Massachusetts Chapter, the ACLU's Harvard Law School Chapter members have conducted legal research on the use of tasers by police and corrections officers; lobbied Congress to revise the Patriot Act; investigated the use of improper abstinence-only sex education materials in local schools; and ignited the biggest First Amendment debate on campus by bringing Larry Flynt to speak about his controversial free speech battles in the Supreme Court. The group has also held events such as conversation and cocktails with Brenda Feigen, who co-founded the ACLU Women's Rights Project with Ruth Bader Ginsburg in 1977; wine and cheese with Jeremy Gunn, the director of the ACLU's Project on Freedom of Religion and Belief; and a screening of Woody Harrelson in the *People vs. Larry Flynt* to check out our speaker's scandalous history. All levels of involvement are welcome, from the passive audience member to the project chair.

### **American Constitution Society**

[www.hlacs.org/aboutourchapter.asp](http://www.hlacs.org/aboutourchapter.asp)

[acs@law.harvard.edu](mailto:acs@law.harvard.edu)

Founded in 2001, ACS is comprised of law students, lawyers, scholars, judges, policymakers, activists and other concerned individuals who are working to ensure that the fundamental principles of human dignity, individual rights and liberties, genuine equality, and access to justice are in their rightful, central place in American law. The American Constitution Society is a national non-partisan, non-profit educational organization. ACS encourages its members to think critically about the law and the world around them and to express their views and make their voices heard.

Spurred by the inspirational Professor Heather Gerken and lead by its first President, Corey Stoughton, the organization's impact was felt immediately. Other founding members – including, but certainly not limited to Michael Gottlieb, Joy Chaney, Anjan Choudhury,

and Adam Neufeld – carried the torch for the next few years as ACS grew and matured.

### **Harvard Legal Aid Bureau**

[www.law.harvard.edu/students/orgs/hlab](http://www.law.harvard.edu/students/orgs/hlab)

[hlab@law.harvard.edu](mailto:hlab@law.harvard.edu)

The Harvard Legal Aid Bureau is the oldest student-run legal services office in the country, providing free legal services to low-income people in Middlesex and Suffolk counties. We handle cases involving a broad range of civil legal issues, including landlord-tenant disputes, domestic relations, and public benefits law.

The Harvard Legal Aid Bureau was established in 1913 and chartered as a Massachusetts charitable corporation in the following year. Practicing under the Massachusetts Supreme Judicial Court Rule 3:03, student attorneys at the Bureau provide free legal services involving a broad range of civil legal issues, including landlord/tenant disputes, domestic relations, public benefits law, and wage and hour workplace violations. The Bureau provides an important community service while giving its members the opportunity to develop professional skills as part of the clinical programs of Harvard Law School.

In July 2006, we moved to our new and expanded location at 23 Everett Street.

### **Tenant Advocacy Program**

[www.law.harvard.edu/academics/clinical/tap](http://www.law.harvard.edu/academics/clinical/tap)

The Harvard Tenant Advocacy Project (TAP) is a student practice organization dedicated to representing residents of publicly subsidized housing before local housing authorities. We provide badly needed assistance to low- and moderate-income tenants who are facing eviction or who have been denied admission to public housing or a subsidy program. TAP also provides advice on general landlord-tenant questions. Through varied interactions with tenants and local housing authorities, our members develop a wide range of important advocacy skills, including client interviewing, witness examination, oral argument, and negotiations. TAP is one of the few clinical organizations that offer 1L members the invaluable opportunity to do hands-on lawyering by handling every aspect of their cases from the initial client interview to the trial-like hearing. Our advising attorneys and more experienced students work with new TAP members, giving them plenty of advice and feedback. Students volunteer during the school year and three students are employed during the summer.

### **Harvard Defenders**

[www.law.harvard.edu/academics/clinical/defenders](http://www.law.harvard.edu/academics/clinical/defenders)

The Harvard Defenders is a student-run student practice organization founded for the purpose of providing free legal assistance to indigent persons accused of crimes, primarily in show-cause hearings. Show-cause hearings are held in local District Courts to determine whether there is "probable cause" to issue a criminal complaint. Harvard Defenders has provided legal services to people accused of criminal offenses since 1949. The group is made up of approximately 75 first-year, second-year, and third-year students enrolled at Harvard Law School. All students are supervised by John Salsberg, a practicing criminal defense attorney. Harvard Defenders is committed to ensuring that people with low income have representation in criminal legal proceedings and are aware of their legal rights and responsibilities. We are committed to maintaining a high level of professional conduct and work extensively with our clients in preparing for cases. Ultimately, our goal is to work closely with our clients to find the best solutions for their cases. Several Defenders also participate in the Suffolk Lawyers for Justice Program ([sljinc.org](http://sljinc.org)). Through this program, Boston area law students can work with public defenders. Participating students will assist a local public defender on one case.