BOARD OF DIRECTORS AND TRUSTEES MEETING
Monday, September 21, 2015

Squire Patton Boggs
2550 M Street NW
Washington D.C. 20037

12:00 p.m. – 2:00 p.m. EST

To participate in the meeting remotely, please dial: 1-877-710-0138 (no code is needed), between 11:55 a.m. and 12:05 p.m (Eastern). The operator will ask you to state your name and you will then be placed into “music hold” until 12:10 p.m. when the meeting will commence. Board members who are out of the country should dial the international number: 1-973-935-2908.
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AGENDA

I. Introduction of Board Members and Staff – 10 Minutes

II. Co-Chairs’ Report – 20 Minutes
   - Co-Chairs Donald Rosenberg, John Nonna, and James Joseph
     A. Approval of June 4 Board Meeting Minutes
     B. Governance and Outreach Activities
     C. Discussion of Executive Committee Meetings
     D. Recognition of Donald Rosenberg
     E. Remarks by Donald Rosenberg

III. Search Committee Report – 10 minutes
     - Jack Londen, Search Committee Co-Chair

IV. Transition Committee Report – 10 minutes
     - Marc Fleischaker, Andrew Kentz, Jane Sherburne, Jon Greenbaum, and Joe Moore, Transition Committee members

V. Chief Counsel Report – 5 minutes
   - Jon Greenbaum, Chief Counsel

VI. Development Report – 15 minutes
   - Jane Sherburne and Andrew Kentz, Transition Committee members
   - Gregg Mitchell, Chief Development Officer
   - Dan Kolb, Development Committee Chair

VII. Report on Activities of Fair Housing and Community Development Project – 20 minutes
    - Diane Glauber and Joe Rich, Co-Directors of the Fair Housing and Community Development Project
    - Susan Bennett, Stan Brown, Michael Reardon, John Relman, Programs Committee Liaisons to the Fair Housing and Community Development Project
VIII. Pro Bono Report – 5 Minutes  
   • Nancy Anderson, Director of Legal Mobilization and Pro Bono

IX. Public Policy Report – 5 Minutes  
   • Tanya Clay House, Director of Public Policy

X. Recognition of Tanya Clay House and Bob Kengle

XI. Adjournment
INTRODUCTION

This Board book represents an experiment and a change from past Board books. Prior Board books attempted to provide a relatively comprehensive accounting of the Lawyers’ Committee’s work. The Board books took significant staff time to compile and were lengthy. Informal polling indicates that few Board members and staff read the Board books, in part because of their length. For these reasons, the Lawyers’ Committee has moved to a streamlined version of the Board book where each departmental unit’s entry is limited to two pages. Because of this, entries encapsulate highlights and do not describe the entirety of the organization’s current work.

The Lawyers’ Committee is in the process of leadership transition as Barbara Arnwine resigned as President and Executive Director after 26 years of inspirational leadership and organizational expansion, effective June 30. A five-member Transition Committee made up of three Executive Committee members and two senior staff members are overseeing the day-to-day management of the organization. In addition, members of staff, including the Staff Transition Team which comprises the 13 Deputy Directors and Directors and meets weekly, as well as the Executive Committee and several other Board committees, have been using the transition as an opportunity to examine and reimagine the organization. The search for a new President and Executive Director has been led by a Search Committee of the Board, supported by a search consultant. The Search Committee will be interviewing candidates for two days in late September. After the Search Committee selects a group of finalists, the finalists will meet with a cohort of staff who will provide input. The last step is that the finalists will be presented to the Executive Committee in October for decision.

A major change on the Board is the conclusion of Don Rosenberg’s two-year term as Co-Chair on August 31 and the beginning of James Joseph’s term. Don was a steadying hand during a time of transition, and he has played a substantial role in the Lawyers’ Committee’s ongoing efforts to expand its relationships with corporate partners.

The fine work of the organization continues to move forward. There have been 25 pro bono placements with firms and positive development in several litigation matters since the last Board meeting. The Voting Rights Project achieved two circuit court successes: a merits victory before a Fifth Circuit panel in the Texas voter ID case and, in a National Voter Registration Act case against Nevada, the Ninth Circuit reversing the district court’s dismissal of the case and reassigning the case to a different district court judge. The Employment Discrimination Project settled two cases: the second and final phase of its long-standing Local 28 case involving sheet metal workers in New York that will result in an additional $12 million in back pay; and a pre-litigation settlement with the Palm Beach, Florida Sheriff’s Office involving hiring, promotion, assignment, and discipline discrimination. The Educational Opportunities Project is currently seeking to intervene on the defense side in constitutional challenges to the affirmative action plans used by Harvard University and the University of North Carolina at Chapel Hill. After a competitive Request for Proposal process, the Lawyers’ Committee also received a grant through Atlantic Philanthropies to produce a white paper on strategic litigation.

There are several programmatic and policy highlights. The Lawyers’ Committee has engaged 64 law firms in Clemency Project 2014, which launched in response to the Department of Justice’s call for the
private bar’s involvement in helping eligible prisoners seek clemency. The Public Policy Project, as part of its leadership of the Civil Rights Coalition on Police Reform, has developed a widely circulated resource packet that includes know-your-rights pamphlets and best practices for protestors. The Fair Housing and Community Development Project has been integrally involved in efforts related to communities fulfilling their obligation to affirmatively further fair housing. This includes contracts with two jurisdictions to prepare analyses of impediments to fair housing and serving as a subcontractor in a Department of Housing and Urban Development grant focused on delivering technical assistance and training to jurisdictions on the implementation of the new Affirmatively Furthering Fair Housing rule.
EDUCATIONAL OPPORTUNITIES PROJECT UPDATES

Silver et al. v. Halifax County Board of Commissioners (Halifax County No. 15-cvs-767). On September 24, the Lawyers’ Committee filed a lawsuit to challenge the maintenance of three racially identifiable and inequitably resourced school districts in Halifax County, North Carolina. This case was filed in state court on behalf of three parents of students in Halifax County schools, the local chapter of the NAACP, and the Coalition for Education and Economic Security (CEES) against the Board of County Commissioners. Plaintiffs allege that by maintaining these racially and socioeconomically isolated districts established during the Jim Crow era of segregation, the Board has deprived students in all three districts of a sound basic education. This case offers the potential to extend existing case law which defines a student’s right to education under the state constitution. It could also serve as a model for a new legal strategy to achieve more integrated schools. Plaintiffs are represented by Al Pfieffer, Larry Buterman, and associates at Latham & Watkins; Mark Dorosin and Elizabeth Haddix at the University of North Carolina Center for Civil Rights; and Project Director Brenda Shum and Legal Mobilization Project Senior Counsel Eileen O’Connor at the Lawyers’ Committee.

SFFA v. Harvard College (D.C. Ma. No. 14-cv-14176-ADB) and SFFA v. UNC (D.C.N.C. No. 1:14-cv-954-LCB-JLW). In November 2014, the Students for Fair Admissions (SFFA) filed a lawsuit asserting that race conscious admissions at Harvard College and the University of North Carolina (UNC) unconstitutionally discriminate against white and Asian applicants on the basis of race. In April 2015, the Lawyers’ Committee moved to intervene on behalf of current and prospective underrepresented minority students at Harvard. In June, the district court denied the motion and granted the students “amicus plus” status instead, which permits them to file papers and argue dispositive motions but denies them the ability to participate in discovery or present evidence at trial. In July, the students appealed to the First Circuit, No. 15-1823. The students filed their opening brief on September 3, and appellee briefs are due September 23. Oral argument has been requested but not scheduled. The students are represented by Larry Culleen, Nancy Perkins, Steve Mayer, and associates at Arnold & Porter; Matt Cregor and Priya Lane at the Boston Lawyers’ Committee; and Chief Counsel Jon Greenbaum, Project Director Brenda Shum, and Legal Mobilization Project Associate Counsel Genzie Bonadies at the National Lawyers’ Committee.

In June, the Lawyers’ Committee filed a similar motion on behalf of current and prospective minority students at UNC. The district court has not yet ruled on that motion. The students in the UNC matter are represented by Reed Colfax, Laura Arandes, and Sasha Samberg-Champion at Relman, Dane & Colfax; Jack Holtzman and Christine Bischoff at North Carolina Justice Center; and Chief Counsel Jon Greenbaum and Project Director Brenda Shum at the Lawyers’ Committee.

Coalition v. Maryland Higher Education Commission (D.C. Md. No. 06-2773-CCB). In October 2013, Judge Catherine Blake ruled that the lack of unique, high-demand programs at Maryland’s Historically Black Colleges and Universities (HBCUs) perpetuates segregation by preventing them from attracting students of all races. In May 2015, plaintiffs submitted a comprehensive remedial proposal for the Court’s consideration. Immediately thereafter, defendants requested a three-month extension to file their counter-proposal, a stay of the remedial proceedings, and certification of an interlocutory appeal. In June, the district court certified the appeal but refused to stay the proceedings, instead revising the briefing schedule to grant defendants additional time to file their counter-proposal. In July, defendants filed their
interlocutory appeal with the Fourth Circuit, along with a motion to stay the district court proceedings. The Fourth Circuit denied both permission to proceed with the interlocutory appeal and the request to stay the lower court proceedings. As a result, the defendants must file their remedial proposal with the district court by the end of September. A contested hearing on remedies has not yet been scheduled. Plaintiffs are represented by Board Member Michael Jones and Karen Walker at Kirkland & Ellis; John Brittain with the UDC David A. Clarke School of Law; and Chief Counsel Jon Greenbaum and Project Director Brenda Shum at the Lawyers’ Committee.

**Amicus Opportunity:** *Fisher v. Texas (Fisher II)* (S.Ct. No. 11-345). The U.S. Supreme Court granted certiorari in *Fisher v. Texas* to consider whether the Fifth Circuit’s re-endorsement of the use of race conscious admissions at the University of Texas at Austin can be sustained under the Supreme Court’s decisions interpreting the Equal Protection Clause of the Fourteenth Amendment, including its holding in *Fisher v. Texas (Fisher I)*, 113 S.Ct. 2411 (2013). The EOP may seek approval to file a brief on behalf of the students in *SFFA v. Harvard* and *SFFA v. UNC* to emphasize the essential role that race conscious admissions play in addressing the history of discrimination in higher education; the discriminatory impact of race neutral admissions criteria; and establishing a critical mass of underrepresented minorities on campus. A firm has not yet been identified to assist with the drafting of the proposed brief.

**Programming:** Parental Readiness and Empowerment Program (PREP). PREP begins another school year with workshops scheduled in San Diego, Minneapolis, and New York. PREP has also launched a national campaign with the potential to elevate the scope and influence of its work by utilizing an online platform for webinars, learning opportunities, and meetings between parents and trained advocates. This shift will supplement on-site programming and will also expand the multiple points of access that parents across the county will have to legal resources and technical assistance. This fall, the National Platform officially unveiled its first video tutorials on the PREP YouTube channel. The revamped mobile optimized website will launch on September 30, the same day of the first PREP webinar on parent advocacy. Video tutorials and webinars will be offered on topics such as navigating the school system, special education, and English Language Learners. The “e-Clinic” will launch in late January 2016 providing parents the opportunity to discuss their child’s educational needs with pro bono volunteers via online video appointments.

**Public Policy:** Reauthorization of ESEA. In July, the House of Representatives passed the *Student Success Act* and the Senate passed the *Every Child Achieves Act* to reauthorize the Elementary and Secondary Education Act (ESEA). The Lawyers’ Committee opposed both bills because they fall short of the original intent of ESEA to ensure equal opportunity and accountability for all students. A conference committee will convene in early fall.
EMPLOYMENT DISCRIMINATION PROJECT UPDATES

The Employment Discrimination Project (the Project) continues active litigation efforts and policy outreach. Particularly notable in the most recent quarter was the filing of two new litigation matters, including a suit for the Access Campaign to enjoin online recruiters from advertising jobs that exclude any person with a felony conviction from applying.

New Case Filed Challenging “No Felonies” Job Postings That Are Unlawful under New York Law. On June 25, 2015, the Lawyers’ Committee joined Board member Adam Klein and the firm Outten and Golden in filing NAACP v. Metropolitan Transit Authority et al., Index No. 156382/2015 (Supreme Court of New York, Bronx County, Trial Division), a suit in New York state court that seeks an injunction against a class of defendant employers who post job vacancies excluding all persons with felony convictions in violation of the New York City Human Rights Law. The Project and pro bono counsel have invited the defendants to explore a class settlement in mediation. The New York City Human Rights Law prohibits denying a job based on a prior criminal conviction unless the employer has reasonably determined, in light of eight statutory factors, that the conviction shows the applicant is not currently fit to perform the duties of the job safely.

The NAACP is represented by Board Member Adam Klein, as well as Ossai Miazad, Lewis M. Steel, and Christopher McNerney of Outten and Golden LLP.

Lawyers’ Committee Joins Defense Team in Criminal Prosecution Filed against Undocumented Worker in Retaliation for Pursuing Wage and Hour Claims. In State v. Miriam Martinez-Solais, Case Nos. 15 CRS 000299-300; 50097-98; 000498-517 (Superior Court, Person County, NC), the Project is cooperating with the Criminal Justice Initiative in defending a Mexican worker in more than 20 felony charges for using a false SSAN, a prosecution retaliating for her filing a Wage and Hour lawsuit. Motions to dismiss, including pre-emption by federal statute under Arizona v U.S., are to be heard in October.

Cooperating counsel in the case are Mike Klinkosum of Tin, Fulton, Walker and Owen, PLLC, in Raleigh, North Carolina, and former Lawyers’ Committee Board Co-Chair Robert E. Harrington and Heyward Bouknight of Robinson, Bradshaw & Hinson, P.A. in Charlotte, North Carolina.

Court Approves $12 Million Settlement for Back Pay in EEOC v. Local 28 (S.D.N.Y.). In Equal Employment Opportunity Commission, et al. v. Local 638 and Local 28, Sheet Metal Workers International Association, the federal district court on July 21 entered an order approving a settlement of back pay claims with total payments estimated to exceed $12 million. There was a prior settlement of $6.2 million in back pay for lost hours in the period 1984 to 1991, so the total recovery for class members in the case is expected to be almost $19 million.

Jyotin Hamid, Wendy Reilly, Tricia B. Sherno, Nicholas Tompkins, and Miheer Mhatre of Debevoise & Plimpton in New York are pro bono counsel.

United States v. City of Jacksonville, No. 3:12-cv-451 (M.D. Fla.): Court Finds Prima Facie Case of Disparate Impact of City’s Promotion Exams for Four Ranks. The Lawyers’ Committee represents
Intervening plaintiffs in the U. S. Department of Justice’s pattern and practice action against the City of Jacksonville, a suit challenging the use of written exams for promotion to four ranks in the Jacksonville Fire and Rescue Department. United States v. City of Jacksonville. On June 9, 2015, after extensive expert discovery and briefing, the court entered an order finding that all plaintiffs had established a prima facie case of disparate impact as to nine of the ten exams. The tenth exam is subject to additional discovery, which is now underway. Discovery is now focused on whether the exams are sufficiently job-related to establish that the City had a business necessity to use them.

Kirsten Doolittle in Jacksonville is serving as pro bono counsel on this matter.

Lawyers’ Committee Reaches Settlement with Palm Beach County Sheriff’s Office Regarding Hiring, Promotion, Assignment, and Discipline Discrimination. The Lawyers’ Committee represented a number of African American sworn officers in the Palm Beach County Sheriff’s Office (PBSO) EEOC Charges of Discrimination in hiring, promotion, assignment, hostile environment, discipline, and retaliation that have recently been resolved. The PBSO voluntarily revised some of its hiring practices, and the parties entered a confidential settlement as to other matters.

Joe Sellers and Abby Shafroth of Cohen, Milstein, Sellers, and Toll are pro bono counsel in this matter.

Report on Best Practice Standards: Proper Use of Criminal Background Checks in Hiring. The Lawyers’ Committee is working with the Chicago Lawyers’ Committee to host a Fair Hiring Summit for employers and workforce development organizations in Chicago on October 26, an event that will feature the Project’s special report on Best Practice Standards: The Proper Use of Criminal Background Checks in Hiring (May 2013), prepared in cooperation with several leaders of the background screening industry.

Board member Joseph M. Drayton and associates Jennifer Lerner and Kara Wilson of Cooley LLP’s New York office are working on this matter, together with Fair Housing and Community Development Project (FHCD) Co-Director Joe Rich and Senior Special Counsel Linda Mullenbach; former DC Bar Pro Bono Fellow Brian Corman; and Staff Counsel Jennifer Simcovitch of Long Island Housing Services, Inc.

*Southwest Key Programs, Inc. v. City of Escondido* (S.D. Cal. No. 15-cv-1115): a scheduling order was entered by Magistrate Judge Major on August 12. Discovery will commence on September 11 with a cut-off date of August 26, 2016. A mandatory settlement conference is scheduled for February 24, 2016.

Partner Michelle Rhyu of Cooley LLP’s Palo Alto office and Special Counsel Mary Kathryn Kelley and associates Blake Zollar, Craig TenBroeck, and Phillip Hoos of Cooley LLP’s San Diego office; Christopher Brancart and Liza Cristol-Deman of the law firm of Brancart & Brancart; and Legal Director David Loy of the American Civil Liberties Union of San Diego & Imperial Counties are working on this matter, together with FHCD Co-Director Joe Rich and Associate Counsel Thomas Silverstein.

*MHANY, et al., v. County of Nassau, and Village of Garden City, et al.*, No. 14-1634 (2d Cir.): the case is pending before the Second Circuit Court of Appeals and was argued on May 29. After the Supreme Court decision in *Texas Department of Housing and Community Affairs v. Inclusive Communities Project*, the Court ordered letter briefs addressing the impact of that case. The Lawyers’ Committee’s brief was filed on July 9 arguing that the Supreme Court decision supported the district court decision holding for plaintiffs on their disparate impact claim.

Stan Brown, Chava Brandriss, Pete Dennin, Ben Fleming, Leah Rabinowitz, and Caroline Cheng of Hogan Lovells and Fred Brewington of Law Offices of Fred Brewington are co-counsel in this case, together with FHCD Co-Director Joe Rich.

*Spokeo, Inc. v. Robins*, No. 13-1339 (S. Ct.): the Lawyers’ Committee and the National Fair Housing Alliance filed an amicus brief in support of the respondents in the U.S. Supreme Court on September 8. The case concerns the power of Congress to authorize standing for statutorily-defined injuries, and an adverse decision could affect standing for plaintiffs under the Fair Housing Act.

Steve Dane and Sasha Samberg Champion of Relman, Dane & Colfax PLLC and Morgan Williams of the National Fair Housing Alliance are co-counsel on this brief, along with FHCD Co-Director Joe Rich and Associate Counsel Thomas Silverstein.
Affirmatively Furthering Fair Housing. On June 16, the Ontario, California City Council unanimously approved a new analysis of impediments to fair housing choice (AI) for the city. FHCD staff prepared the AI with input from city staff and community stakeholders. The AI has the potential to serve as a model for municipalities across the country.

On August 17, the San Luis Obispo County Planning and Building Department published a draft AI for public comment. FHCD staff prepared the draft with input from county staff, staff from cities that are sub-grantees of the county, and community stakeholders. Members of the public are able to provide comments until September 25.

On August 17, the Lawyers’ Committee submitted a comment letter urging the U.S. Department of Housing and Urban Development to strengthen its revised assessment tool for its new Affirmatively Furthering Fair Housing regulation on behalf of 23 national, regional, and local fair housing, civil rights, and disability rights organizations. The rule and the tool both appeared in the Federal Register on July 16.

Loan Modification Scam Prevention Network. The private litigation effort by the Lawyers’ Committee and its pro bono counsel is approaching its fifth year. Since 2011, the Lawyers’ Committee, together with pro bono counsel, has brought 14 lawsuits. Ten cases remain open (seven in New York and three in California). Along with settlements, judgments, and punitive damage awards of 3.9 million dollars and assistance to close to 500 plaintiffs, these litigation efforts have thus far resulted in 120 entities and individuals being, respectively, shut down or barred from ever being involved in loan modification services.

Earlier this year, Citibank funded work to prepare a “toolkit” for use in training attorneys and other professionals on effective strategies and best practices that have been utilized in ongoing New York and California litigation, which may be applicable in other jurisdictions and to other types of scams. The “toolkit” is in the final editing stages, with a PowerPoint presentation being prepared and venues and audiences being explored for the six in-person training sessions and three webinars. FHCD Senior Special Counsel Linda Mullenbach is leading the work, with input from Board member Daniel Kolb and other attorneys from pro bono co-counsel Davis Polk & Wardwell, who are working on six of FHCD’s seven pending New York loan modification scam cases, and from Latham & Watkins, who is co-counsel on one of the Lawyers’ Committee’s key California cases.
LEGAL MOBILIZATION PROJECT UPDATES

The Legal Mobilization Project (LMP), led by Nancy Anderson, Director of Pro Bono and LMP, supports all programmatic work by using the expertise of attorneys, organizers, and a technologist through pro bono, organizing, technology, infrastructure building, litigation, public education, and management tools. LMP staff are funded by and work across a number of Lawyers’ Committee’s project areas. Summaries of LMP attorneys’ work outside of criminal justice are found in other project summaries.

Pro Bono. The Lawyers’ Committee and our clients continue to be leaders in providing pro bono opportunities. In 2014, over 44,000 hours of legal assistance was donated, valued at approximately $26 million. Voting rights, Election Protection, Clemency Project, and loan scams occupied the majority (81%) of pro bono hours. Litigation and/or investigations of all types accounted for 61% of the total pro bono hours.

Using Organizers to Further the Lawyers’ Committee’s Work. The organizing team is housed within LMP and lead by Chris Melody Fields, Manager of Legal Mobilization and Strategic Campaigns. Their work includes, but is not limited to:

- Writing reports and issue briefs, such as the final National Commission on Voting Rights report led by Maria Peralta, Senior National Coordinator;
- Providing support to partners through 1-866-OUR-VOTE and other means for National Voter Registration Day coordinated by National Coordinators Rose Clouston and Miriam Vishniac, and Assistant National Coordinator Eduardo Zerbe;
- Implementing Election Protection 2015 programs in states such as Louisiana, coordinated by National Coordinator Trevor Ostbye; and
- Meeting with community members and co-hosting voting rights information events, such as in Waco, Texas, led by National Coordinator Aunna Dennis.

Update on Technology. LMP Special Projects and Technology Coordinator Brian Duggan and Legal Assistant Maddy Finucane worked with the Communications and Development departments on completing the new lawyerscommittee.org website, which launched in August. Additionally, work is underway on moving to a new constituent relationship management system. Brian Duggan and National Coordinator Miriam Vishniac researched sophisticated donor, volunteer, and client management needs and Manager of Legal Mobilization and Strategic Campaigns Chris Melody Fields will manage the execution of the project in collaboration with all departments and projects. Finally, LMP continues to identify and develop technology needs for the Parental Readiness and Empowerment Program (PREP) and Election Protection, including Our Vote Live.

Large Scale Pro Bono Projects – Creating and Implementing Structure. LMP provides ongoing support and assistance with designing and implementing non-litigation projects, including Election Protection, Clemency Project 2014, and PREP. Recent work involves designing and beginning the implementation of the PREP National Platform, including determining the structure for utilizing a 1-800-number for parents to seek assistance from volunteer lawyers on various issues, including special education. Efforts include determining the volunteer management system (training, sign-up, and assigning parents to volunteers) and online case management.
Criminal Justice Initiative (CJI). Associate Counsel Hallie Ryan leads the Lawyers’ Committee’s CJI.

CJI is working on “crimmigration,” or the intersection of criminal and immigration law. The Lawyers’ Committee and Board member Rob Harrington and his firm Robinson Bradshaw joined the criminal defense team of an undocumented worker in North Carolina who faces 24 felony charges brought by her former employer. The charges were brought in retaliation for asserting her rights after the employer abused her status as an undocumented worker. A hearing and trial are set for October.

CJI continues its work on Clemency Project 2014 (CP14). As of September, 64 law firms have been assigned almost 1,200 inmates. The Lawyers’ Committee is currently working to design and implement events for trained lawyers to review pre-sentencing reports of inmates who applied for clemency. This process will allow for faster screening of the remaining inmates.

In addition, CJI is actively investigating five Southern states for the unconstitutional incarceration of individuals who cannot pay court-related debt, commonly referred to as modern day “debtors’ prisons.” DLA Piper is the newest firm to provide assistance with investigating two southern states. Another on-the-ground investigation will take place shortly.

CJI and LMP are working with the Employment Discrimination Project to organize a series of Fair Hiring Conferences, to be held across the country over the next 12 months. The second conference will be held in Chicago in October.

Other. LMP welcomes new staff LMP Assistant Coordinator Eduardo Zerbe and volunteer Sonia Gill, a former voting rights attorney, who is working on criminal justice issues.
PRO BONO PLACEMENTS AND OPPORTUNITIES

Pro Bono Placements. The Lawyers’ Committee would like to graciously thank the following lawyers and law firms for accepting the below new pro bono matters since the Board meeting. If known, Board members are listed who are working on the matter directly or who played a key role in placing the matter at their firm.

INVESTIGATIONS AND LITIGATION:

- Carlton Fields Jorden Burt – voting rights – serving as co-counsel in the investigation and litigation of a Section 2 of the Voting Rights Act case involving a Georgia county school board elections (Board member John Camp)
- Dechert – voting rights – assist with drafting amicus brief in U.S. Supreme Court brief in Evenwel v. Abbott (one person, one vote standard of the Equal Protection Clause) (Board members Neil Steiner and Suzie Turner)
- DLA Piper – criminal justice – providing research and analysis for investigation into possible debtor’s prison litigation in two southern states
- Morrison & Foerster – criminal justice – providing research and analysis for investigation into possible debtor’s prison litigation in a southern state (Board member Chet Kerr)
- Outten & Golden – employment discrimination – litigation challenging online employment ads prohibiting ex-offenders from applying (Board member Adam Klein)
- Robinson Bradshaw & Hinson – “crimmigation” – assisting with defending an undocumented working in North Carolina facing criminal charges brought by former employer (Board member Rob Harrington)

OTHER LEGAL ASSISTANCE:

- Arnold & Porter – other – assist with research and drafting report on strategic use of litigation in promoting social justice (Board member Jim Joseph)
- Davis Polk & Wardwell – loan scams – assisting with creating a “toolkit” on combatting loan modification scams, including investigative and litigation tips (Board member Dan Kolb)
- Kirkland & Ellis – education/PREP – researching multiple state parent guides for the Parental Readiness and Empowerment Program (PREP)
- Latham & Watkins – loan scams – assisting with creating a “toolkit” on combatting loan modification scams, including investigative and litigation tips
- Manatt, Phelps & Phillips – education/PREP – researching multiple state parent guides for PREP
- Simpson Thacher & Bartlett – education/PREP – researching multiple state parent guides for PREP
- Skadden, Arps, Slate, Meagher & Flom – education/PREP – researching multiple state parent guides for PREP
- Wilmer Hale – education/PREP – researching multiple state parent guides for PREP
- Winston & Strawn – education/PREP – researching multiple state parent guides for PREP
CLEMENCY PROJECT 2014 (new firms participating since June 2015) (64 firms are participating and managed by the Lawyers’ Committee):

- Cadwaladar, Wickersham & Taft
- Chadbourne & Parke
- Davis Wright Tremaine
- Duane Morris
- Dykema
- Holland & Knight
- K&L Gates
- Perkins Coie
- Schander Harrison Segal & Lewis
- Zuckerman Spaeder (Board member Eleanor Smith)

ELECTION PROTECTION:
- As Election Protection gears up for 2016, the Lawyers’ Committee will list law firms and Board members who are volunteering. The first such listing will be included in the December 2015 Board book.

HOSTED EVENTS:
- Squire Patton Boggs – September 2015 Board meeting (Co-Chair John Nonna)

Matters for Placement. The Lawyers’ Committee is seeking firm involvement in Election Protection and Clemency Project 2014. If you have questions or would like to know if your firm is already involved, please contact Nancy Anderson, Director of Pro Bono and Legal Mobilization at (202) 662-8354 or nanderson@lawyerscommittee.org.
PUBLIC POLICY AND LEGISLATIVE ACTIVITIES

Since the summer months are the heavy conference season for most national civil rights organizations, Policy has been busy representing the Lawyers’ Committee at these conferences throughout the country. In the past few months, Policy has been working closely with the Voting Rights Project on Voting Rights Act legislative fixes, spearheading the Committee’s engagement on the reauthorization of the Elementary and Secondary Education Act, coordinating the Lawyers’ Committee’s leadership role in organizing national civil rights organizations around the need for police reform, and advocating in Congress and within the Administration to eliminate the unnecessary use of criminal background checks. Director of Public Policy Tanya Clay House will be moving on from the Lawyers’ Committee in mid-September to become Deputy Assistant Secretary for P-12 Education at the Department of Education.

Criminal Justice. The Public Policy Project is actively advocating for several legislative measures designed to reform federal and state criminal justice systems. Among these are the Smarter Sentencing Act, a measure that would reduce mandatory minimum sentences for nonviolent drug crimes; the Stop Militarizing Law Enforcement Act, designed to address the militarization of local police departments through federal government programs; and the SAFE Justice Act, which limits the application of federal mandatory minimum drug sentences to the highest-level offenders and makes the Fair Sentencing Act of 2010 retroactive. Associate Counsel Hallie Ryan attended meetings with congressional offices, including Rep. Cory Booker (D-NJ), and strategy meetings as part of the Sentencing Reform Working Group of the Justice Roundtable Coalition. The Public Policy Project attended several congressional hearings. The Lawyers’ Committee continues to serve in a leadership role in Clemency Project 2014, and the Public Policy Project continues to work with organizational partners to educate the public about this historic opportunity for reduction of unduly long sentences. On July 13, President Obama made the most recent batch of 46 clemency grants, bringing the total to 89, the most of any President since 1960.

Education. Policy Director Tanya Clay House, Education Project Director Brenda Shum, and Policy Analyst James Gilmore have worked very closely with Congressional offices and coalition partners on the reauthorization of the Elementary and Secondary Education Act (ESEA). The ESEA bill, also known as the “Every Child Achieves Act,” S. 1177, passed on the Senate floor. The Lawyers’ Committee joined the Civil Rights community in opposing this bill because it fails to provide accountability for students of color or provide a meaningful federal role for the Secretary of Education – among other things. Conferees are not expected until October. The Project heavily engaged with coalition partners and taskforce members to advocate for fundamental elements within ESEA. In addition to these baseline elements – the “Civil Rights Principles,” – Public Policy also advocated for required parental engagement strategies and effective Title VI processes while vigorously opposing efforts to turn Title I into a block grant, the inclusion of vouchers, and the inappropriate use of criminal background checks for employees.

Employment. As Chair of the Employment Task Force of the Leadership Conference on Civil and Human Rights, Director of Policy Tanya Clay House continues to coordinate with Employment Discrimination Project Director Ray McClain and meet regularly with coalition partners to discuss pending legislation, administrative guidelines, and other employment-related issues. As part of the White House civil rights roundtable, Tanya Clay House met with Senior Advisor to the President Valerie Jarret and other senior officials in the Administration to discuss the unnecessary and excessive use of criminal background checks.
checks and urged the President to issue an Executive Order banning the use throughout the federal government.

Policing Reform. In her consulting role with the Lawyers’ Committee, Barbara Arnwine continues to work with Policy Director Tanya Clay House and Policy Analyst James Gilmore to organize the weekly strategy calls of the Civil Rights Coalition on Police Reform. James Gilmore developed a widely circulated resource packet with documents including know-your-rights pamphlets, “best practices for protestors,” and other useful materials created by members of the Coalition. The packet has been distributed at summer conventions, and there is a high demand. Additionally, Tanya Clay House organized a briefing in September for the Civil Rights Coalition with Assistant Attorney General Vanita Gupta to discuss the ongoing Department of Justice investigations and strategy throughout the states. Tanya Clay House also participated in a strategy meeting on policing reform hosted by the University of Chicago.

Voting. After months of work with former Co-Director of the Voting Rights Project Bob Kengle and former Senior Special Counsel Mark Posner, the Voting Rights Advancement Act was finally introduced on June 25. Policy Director Tanya Clay House and National Coordinators Rose Clouston and Aunna Dennis attended a major rally in Roanoke, Virginia to encourage Congressman Goodlatte, chair of the House Judiciary Committee, to hold a hearing on the bill and move the process forward immediately. Tanya Clay House spoke during the rally on behalf of the Lawyers’ Committee.

The Policy Project sustained a meaningful presence at the summer conventions. Organizations such as the National Bar Association, NAACP, Rainbow PUSH, National Action Network, Alpha Phi Alpha, the American Bar Association, the A. Philip Randolph Institute, and many more continue to seek the Lawyers’ Committee’s expertise. Two conferences are highlighted below:

As chair of the National Bar Association’s Civil Rights Law Section, Tanya Clay House, hosted a CLE Civil Rights Forum entitled "Connecting the Dots on Criminal Justice, Immigration and Voting Rights Issues" at the National Bar Association’s summer convention. This panel included Congressman Bobby Scott, General Counsel at Advancement Project Eddie Hailes, Director and Counsel at The Brennan Center for Justice Nicole Austin-Hillery, Human Rights Attorney Nicole Lee, Assistant General Counsel at NAACP Khyla Craine, and many more. The Civil Rights Law Section also hosted an Education breakfast seminar focused on the civil rights issues within the ESEA and a Supreme Court Review CLE surveying civil rights cases of the past Supreme Court term.

As part of the Lawyers’ Committee’s partnership with the Alpha Phi Alpha Fraternity, Policy Analyst James Gilmore attended Alpha Phi Alpha’s 109th Anniversary Convention and served on the panel titled "Race, Justice and Policy in America: Issues and Solutions." This panel discussed policies that could improve education and policing for ethnic and minority communities. Other panelists included Congressman Bobby Scott, President of the National Organization for Black Law Enforcement Executives Dwayne Crawford, Executive Director of Dream Defenders Phillip Agnew, and NAACP Special Counsel Monique Lin-Luse.
Letters Issued and Signed-onto During the Summer

- Election Assistance Commission Full Fund Letter to Congress
- 5 year Mandatory Minimums Letter to Congress 1326
- Office of Legal Counsel Memo Letter to President (RFRA)
- Smarter Sentencing Act of 2015 (SSA)
- Sign-on Letter opposing Senate Final Passage of the Every Child Achieves Act, S. 1177
VOTING RIGHTS PROJECT UPDATES

Veasey v. Abbott. On August 5, 2015, the Fifth Circuit issued its decision in Veasey v. Abbott, No. 14-41127, the Texas photo ID case in which the Lawyers’ Committee has played a prominent role representing the Texas State Conference of NAACP Branches (Texas NAACP) and the Mexican American Legislative Caucus of the Texas House of Representatives (MALC). In a unanimous opinion written by Judge Catharina Haynes, the Fifth Circuit panel affirmed the portion of the trial court’s decision that found the Texas law in violation of the “results” prong of Section 2 of the Voting Rights Act (VRA) because it discriminated against African Americans and Latinos. While the panel reversed and remanded for further fact-finding the portion of the trial court decision that had found discriminatory intent behind the law and also reversed the district court’s ruling that the law constituted a poll tax (a claim not raised by the Lawyers’ Committee), the Fifth Circuit’s opinion represents one of the most important decisions at the circuit court level applying Section 2 in a vote denial case. On August 28, Texas filed a Petition for En Banc Review with the Fifth Circuit, and the plaintiffs filed their response on September 8. Plaintiffs Texas NAACP and MALC are represented by Voting Rights Project (VRP) Senior Special Counsel Bob Kengle and VRP Co-Director Ezra Rosenberg of the Lawyers’ Committee; Wendy Weiser, Myrna Perez, Sidney Rosdeitcher, Vishal Agraharkar, and Jennifer Clark of the Brennan Center for Justice; Jose Garza; Gary Bledsoe, Robert Notzon, and Marshall Taylor of the NAACP; Daniel Covich of the Covich Law Firm; and Amy Rudd and Lindsey Cohan of Dechert LLP.

Evenwel v. Abbott. The Lawyers’ Committee intends to file a brief as amicus curiae with the Supreme Court in Evenwel v. Abbott, No. 14-940. This promises to be the most important voting rights case to be heard by the Court next term. The issue is whether the “one person/one vote” standard for determining state legislative districts can be measured, as most jurisdictions have done for decades, on the basis of total population, or – as plaintiffs argue – the voter-eligible population is the appropriate measure. The issue has potentially significant ramifications for the equal representation of minority populations in the electoral process, as a shift to plaintiffs’ proffered standard could adversely impact jurisdictions (many of which are urban) where there is a high number of non-citizens and families with many children. The brief will be filed on September 25. VRP Co-Director Ezra Rosenberg, Senior Special Counsel Bob Kengle, Senior Counsel Eileen O’Connor, and Counsel Dorian Spence are working on the brief, together with Board member Neil Steiner, Partners Eric Brunstad and Linda Goldstein, and Associates Rachel Swartz, Cara Schmidt, Diana Wang, and Mari Stonebraker of Dechert LLP.

National Council of La Raza et al. v. Cegavske. On September 3, the Ninth Circuit issued its opinion in National Council of La Raza et al. v. Cegavske, No. 13-15077, reversing the decision of the trial court – and remanding the matter for further proceedings before a different judge – in a case brought by the Lawyers’ Committee and its partner organizations alleging that Nevada was violating Section 7 of the National Voter Registration Act of 1993, in not making assistance to register to vote available to people who visit public assistance agencies. The trial court had dismissed the action for lack of standing. The Circuit panel held that plaintiffs satisfied the standing requirement of Article III, and that the plaintiffs satisfied statutory standing because they had given appropriate notice to the State. Plaintiffs are represented in this matter by VRP Senior Special Counsel Bob Kengle and Chief Counsel Jon Greenbaum of the Lawyers, Committee, Neil A. Steiner of Dechert, LLP, Sarah Brannon of Project Vote, Lisa Danetz of Demos, and W. Chris Wicker of Woodburn & Wedge.
Voting Rights Act Anniversary Commemoration. On August 6, in commemoration of the 50th Anniversary of the VRA, the Project released a report, *The VRA at 50: The Texas Voter ID Story* a report and interactive timeline that, through storytelling, data analysis, and legal analysis, illustrate how the Texas photo ID law litigation highlights the impact of the U.S. Supreme Court’s *Shelby County v. Holder* decision of 2013 that struck down the coverage formula of the VRA. The report also calls on Congress to restore the full protections of the VRA. Researcher/Writer Jennifer Patin and Social Scientist Megan Gall of the Voting Right’s Project wrote the report.

On August 13, the Lawyers’ Committee and **Advancement Project** hosted a book signing and panel discussion featuring journalist Ari Berman’s new book, *Give Us the Ballot: The Modern Struggle for Voting Rights in America*. In this narrative history, Berman charts both the transformation of American democracy under the VRA and the counterrevolution that has sought to limit voting rights, from 1965 to the present. VRP Senior Special Counsel Bob Kengle participated in the panel discussion. Members of the Voting Rights and Legal Mobilization Projects also participated in other VRA commemoration activities in Washington, D.C., Georgia, and Texas.

**Louisiana Launch of Election Protection 2015.** On September 2, the Lawyers’ Committee launched its 2015 Election Protection program in Louisiana, one of the few states with statewide elections during the 2015 cycle. In a panel discussion sponsored by **Southern University Law Center** and the **Louisiana Election Protection Coalition**, panelists discussed the history and impact of the VRA, as well as the continued importance of engagement by the legal community in ensuring that all eligible voters have an equal opportunity to participate in the political process. Over 100 people attended the event. National Coordinator Trevor Otsbye and Associate Counsel Genevieve Bonadies, both of the Legal Mobilization Project, and VRP Counsel Dorian Spence are organizing Election Protection in Louisiana. Louisiana is one of several states where a field program will supplement the 866-OUR-VOTE hotline in 2015.
**ADMINISTRATIVE AND PERSONNEL UPDATE**

As part of his first stage toward retirement, Bob Kengle stepped down as Co-Director of Voting Rights Project on July 1 to become **Special Senior Counsel**. He and **Ezra Rosenberg** effectively switched jobs as Ezra is now Director of the Voting Rights Project.

The Lawyers’ Committee is pleased to welcome back **Eduardo Zerbe**, a former intern last fall for the Voting Rights Project, now serving as Assistant Coordinator for the Legal Mobilization Project.

**Brendan Downes** provided exceptional service during his Lindsay Fellowship and has been hired as an Associate Counsel, Voting Rights Project. **John Powers** has joined the Lawyers’ Committee as an Associate Counsel, Voting Rights Project.

Fellows continue to be valued resources for the Lawyers’ Committee. This fall, the Lawyers’ Committee is pleased to welcome the following fellows:

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<tr>
<th>Name</th>
<th>Fellowship</th>
<th>Project</th>
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<tbody>
<tr>
<td>Jason Bailey</td>
<td>Equal Justice Works</td>
<td>Fair Housing and Community Development</td>
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<tr>
<td>John Tyler Clemons</td>
<td>George N. Lindsay</td>
<td>Public Policy</td>
</tr>
<tr>
<td>Pam Disney</td>
<td>American University Bridge</td>
<td>Voting Rights</td>
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<tr>
<td>Meteya Kelley</td>
<td>Shestack</td>
<td>General Legal</td>
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The Lawyers’ Committee continues to be a family-friendly workplace, and the family is proud to announce a new addition. Public Policy Counsel **Kim Tignor** gave birth to a beautiful daughter named Nadia Diane Fouzi. Mother, father, Nadia, and big sister Sophia are all doing well.

The Lawyers’ Committee would also like to extend congratulations to **Mr. and Mrs. Johnney Burgess**, formerly Johnney Burgess and **Stacie Royster**, on their marriage.

The Lawyers’ Committee expresses appreciation and bids farewell to President and Executive Director **Barbara R. Arnwine**, Director of Public Policy **Tanya Clay House**, Communications Officer **Rahwa Andemichael**, Senior Special Counsel for the Voting Rights Project **Mark Posner**, Grants Development Grants Officer **Adriana Loson-Ceballos**, and Legal Assistant **Nora Stephens**. We wish everyone the best in their career pursuits.
COMMUNICATIONS REPORT

The Lawyers’ Committee’s visibility is steady during this transitional period. The organization’s coalitional work to address nationwide police abuse and misconduct and necessary reforms earned significant national media attention. Of particular note, the Civil Rights Coalition on Police Reform’s op-ed series, managed by Director of Communications and External Affairs Stacie Burgess (formerly Royster), has been placed in Black and mainstream news outlets across the country.

In addition, Lawyers’ Committee spokespersons and representatives were featured as conference orators and/or quoted prominently in the media concerning the following: the 50th anniversary of the Voting Rights Act, the Voting Rights Amendments Act, police brutality and necessary reforms, the Ninth Circuit case on enforcement of the National Voter Registration Act’s public assistance agency provision in Nevada, the Fifth Circuit decision in the Texas voter ID case, the Supreme Court’s ruling on disparate impact under the Fair Housing Act in Texas Department of Housing and Community Affairs v. The Inclusive Community Project, Inc., the Department of Housing and Urban Development’s rule on the duty to affirmatively further fair housing, the 10th anniversary of Hurricane Katrina, the North Carolina education case Silver et al. v. Halifax County Board of Commissioners, and more.

The Lawyers’ Committee’s digital communications platform continues to expand. Most significantly, the organization launched an enhanced web site in August. The Lawyers’ Committee has over 8,300 Twitter followers and over 4,300 Facebook fans. The Lawyers’ Committee’s Instagram page launched in late February and is building momentum. Election Protection has over 7,900 Twitter followers and 4,400 Facebook fans. The Parental Readiness and Empowerment Program has over 170 Facebook fans and over 480 Twitter followers.

A sampling of recent media highlights includes:

- September 4, 2015, JURIST, “Federal appeals court reinstates Nevada low-income voting rights case” (Lawyers’ Committee mention)
- September 3, 2015, Election Law Blog, “Ninth Circuit Hands Victory to Voting Rights Groups in Public Assistance Voter Registration Case” (Lawyers’ Committee mention)
- September 3, 2015, Las Vegas Review-Journal, “Civil rights lawsuit revived against Nevada agency” (Lawyers’ Committee mention)
- August 15, 2015, “Law Talk With Ethel Mitchell”, Radio One’s WOL 1450 AM, the importance of voting, including in local elections; challenges and advances in voting rights; being prepared to vote; and more (Voting Rights Project Co-Director Marcia Johnson-Blanco)
- July 28, 2015, CopyLine Magazine, “Racial Relations in America Ignored” (Public Policy Analyst James Gilmore)
- July 9, 2015, Department of Housing and Urban Development’s Website, “what they’re saying: leaders nationwide praise HUD’s Affirmatively Furthering Fair Housing Action” (Fair Housing and Community Development Project Co-Director Diane Glauber)
- July 1, 2015, National Newspaper Publishers’ Association, “Lawmakers Introduce Bill to Restore Voting Rights Act” (Public Policy Director Tanya Clay House)
- Ran in news outlets across the country including the *Indianapolis Recorder, The Toledo Journal, The Charleston Chronicle*, and *The Afro*
  - June 25, 2015, MSNBC.com, “SCOTUS rejects effort to weaken Fair Housing Act” (Chief Counsel Jon Greenbaum)
  - June 25, 2015, *Chicago Agent Magazine*, “Supreme Court rules disparate impact claims will be covered under FHA” (Chief Counsel Jon Greenbaum)
  - June 25, 2015, VOX, “The Supreme Court just delivered a huge win in the fight against housing discrimination” (Chief Counsel Jon Greenbaum)

Coverage of the Lawyers’ Committee also included radio interviews conducted by Chief Counsel Jon Greenbaum airing on stations across the country, including WTOP (D.C.), WBBM (Chicago), KTSA (San Antonio), WWJ (Detroit) and WCBS (New York).
DEVELOPMENT REPORT

Year-to-Date Fundraising Performance. Together with program leaders and Board members, the Development staff is working to secure resources needed to meet annual fundraising goals for unrestricted annual giving, special events, grant-seeking for programs and projects, and the Justice Action Campaign. Results through August 31, 2015 are as follows:

<table>
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<tr>
<th>Grants</th>
<th>Goal</th>
<th>Secured</th>
<th>% of Goal</th>
<th>Delta</th>
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<tr>
<td>Release from Restricted</td>
<td>$3,477,000</td>
<td>$3,377,000</td>
<td>97%</td>
<td>$100,000</td>
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<td>New (Expendable Portion)</td>
<td>$1,262,000</td>
<td>$1,005,000</td>
<td>80%</td>
<td>$257,000</td>
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<td>Higginbotham</td>
<td>$2,000,000</td>
<td>$1,833,000</td>
<td>92%</td>
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<td>Special Gifts (Action Campaign)</td>
<td>$500,000</td>
<td>$110,000</td>
<td>22%</td>
<td>$390,000</td>
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<tr>
<td>Unrestricted Annual Giving</td>
<td>$1,215,000</td>
<td>$213,918</td>
<td>18%</td>
<td>$1,001,082</td>
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<td></td>
<td>$8,454,000</td>
<td>$6,538,918</td>
<td>77%</td>
<td>$1,915,082</td>
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</table>

The Lawyers’ Committee completed the summer with 77% of the funds needed to meet its budgeted goal for philanthropic support. The organization needs to secure and expend a total of $1.95 million from September 1 to December 30, an amount that is well within the norms of what the organization has secured during that timeframe over the past five years. Please note that the vast majority of unrestricted giving is donated in the final calendar quarter of the year.

Grants - Restricted Program Funding. As of September 9, the Lawyers’ Committee has 51 active restricted grants, contracts, and gifts in FY 2015 that support core project areas; 24 grants (exclusive of two grants included in Annual Fund and all Selma-specific gifts) totaling $1,347,000 have been secured since January 1, 2015. Pending requests total $979,500, of which $884,500 has been requested during FY 2015. Since the June 2015 Board meeting, the Lawyers’ Committee received the following grants, contracts, and commitments:

- **Enterprise Community Partners** (Fair Housing and Community Development Project) two reimbursable contracts as a HUD sub-grantee totaling up to $29,170
- **Agua Fund** (Voting Rights Project) $30,000 renewal grant for 12 months
- **Ballard Spahr** (Criminal Justice Initiative) $10,000
- **Katten Muchin Rosenman Foundation, Inc.** (Criminal Justice Initiative) $1,000
- **MALDEF (pass through from the Shelby Response Fund)** (Voting Rights Project) $92,000 for post-Shelby litigation.

The following requests are pending with a strong probability of written commitment before October 1:

- **Atlantic Philanthropies** (special project) $30,000 to write a white paper on the importance and use of litigation to advance social justice
- **Anonymous 2** (Voting Rights Project) $225,000 for 36 months
- **NEO Philanthropy** (Voting Rights Project) $22,500 for a series of virtual convenings on the use of technology in voting rights work
- **Ford Foundation** (Fair Housing and Community Development Project) core project support renewal for 12 months
The Lawyers’ Committee is grateful to Board members including John Nonna, Jane Sherburne, and Marc Fleischaker who have helped conduct effective stewardship among core foundation donors regarding the leadership transition. As a result, the Lawyers’ Committee learned that the large, anonymous Voting Rights donor is likely to continue early payment of its pledge payment.

**Higginbotham Award Dinner.** Two excellent Higginbotham Award honoree prospects have been identified: Comcast and Cummins Inc. Board member Tom Sager is working with Chair of Ballard Sphar Mark Stewart to secure Comcast’s participation. Board member Chris Mason is working with his Nixon Peabody partner, Sam Goldblatt, to set a meeting with Sharon Barner, General Counsel at Cummins. Both Comcast and Cummins have excellent diversity records. Cummins is 21st on Diversity Inc.’s Top 50 list, and Comcast is ranked 30th. It is our goal to secure one company in 2015 and the other in 2016.

**Justice Action Outreach/Board Engagement.** The Justice Action Committee’s work to secure special gifts for programs and reserves continues. The group is opening doors to 40 assigned corporate prospects. Special attention is being given to securing $250,000 in the short term to match the PepsiCo grant to establish the Parental Readiness and Empowerment Program (PREP) National Platform. The Lawyers’ Committee is especially grateful to Co-Chair John Nonna for securing a $10,000 gift from Allstate, and to Co-Chair Don Rosenberg, Director of Legal Mobilization and Pro Bono Nancy Anderson, and Voting Rights Project Co-Director Ezra Rosenberg for helping advance a strong proposal to Microsoft Corporation. In total, 29 strong potential PREP supporters have been identified for this shorter-term effort to meet the matching gift requirement.

Leaders of the Justice Action Committee are pleased to note that the first Shestack Fellow has been named. This will enable a return to past Shestack Fund donors to invite their continued support of this important effort. To date, gifts and pledges total $1,230,230.17. Finally, Board leaders will be hosting regional gatherings to build relationships among current Board members and introduce the organization to other potential supporters. Laura Smolowe will host a reception in Los Angeles on September 28, and Teresa Roseborough will host a reception in Atlanta on November 12.

**Annual Fund and Board Giving.** Unrestricted annual gifts total $213,918 of a total goal of $1.215 million. Of the total received, the Board has donated $138,913, and $75,000 has been donated by individuals and family foundations. The overall goal is ambitious but achievable. In the coming weeks, the Board campaign will launch formally, and Board members will be asked to amplify their support to meet current objectives, while sending a strong message to the new President and Executive Director that the organization has a strong, committed base of support. Beyond the Board itself, efforts will be made to better engage 105 recent individual donors of $500 or more, renew 600 past Voting Rights and EP supporters, secure gifts from a researched set of 250 family foundations that support social justice organizations, and engage new constituents such as Trial Lawyers. Work is underway to increase outreach to 105 corporations with strong diversity records that are not already assigned to Board leaders in the context of our Justice Action Outreach efforts.
### MINUTES OF THE JUNE 4, 2015 MEETING OF THE BOARD OF DIRECTORS AND TRUSTEES

New York Marriott Marquis Hotel  
1535 Broadway  
New York, NY 10036

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<tr>
<th>Board Members Participating in Person</th>
<th>Board Members Participating by Phone</th>
<th>Staff Participating in Person</th>
<th>Staff Participating by Phone</th>
<th>Isaacson Miller Staff Participating in Person</th>
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<td>Andrew Kentz</td>
<td>Alan Klinger</td>
<td>Barbara Arnwine</td>
<td>Brian Duggan</td>
<td>Karla Saunders</td>
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<td>Chris Mann</td>
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<td>Bob Kengle</td>
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<td>Greg Landis</td>
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<td>John Nonna</td>
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<td>Kim Keenan</td>
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<td>Laura Smolowe</td>
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<td>Marc Fleischaker</td>
<td>Tracy High</td>
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<td>Marge Lindblom</td>
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<td>Marsha Simms</td>
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<td>Tom Sager</td>
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</table>
I. **Introduction of Board Members and Staff**

**Co-Chair John Nonna** welcomed everyone to the meeting. Those attending in person introduced themselves and Board members dialing-in announced their participation alphabetically.

II. **Co-Chairs Report**

A. **Approval of the February 9, 2015 Board Meeting Minutes**

The assembled Board members unanimously approved as submitted the minutes from the February 9, 2015 Board meeting.

B. **June 4, 2015 Executive Committee Meeting Report**

**Co-Chair Jon Nonna** reported the election of **incoming Co-Chair Jim Joseph** to replace **outgoing Co-Chair Don Rosenberg**, effective September 1, 2015.

**John Nonna** further reported that a new member of the Executive Committee has been identified but not yet confirmed.

**John Nonna** welcomed four new Trustees to the Lawyers’ Committee Board of Directors and Trustees: 
**Laura Smolowe** from Munger, Tolles & Olson; 
**Jennifer Daniels** from Colgate Palmolive; 
**Gary Bornstein** from Cravath, Swaine & Moore LLP; and 
**Jonathan Blackman** from Cleary Gottlieb Steen & Hamilton.

**John Nonna** thanked the following five members of the Transition Management Team for ensuring a smooth transition between **outgoing President and Executive Director Barbara Arnwine** and the next President and Executive Director: 
**Chief Administrative Officer Joe Moore**; 
**Chief Counsel Jon Greenbaum**; and 
**Board members Marc Fleischaker, Andrew Kentz, and Jane Sherburne**. John Nonna also directed Board attention to the one-page reports on Lawyers’ Committee projects handed out during the meeting.

**General Counsel Nick Christakos** reported that a very good arrangement was negotiated with the landlord: renovations must be carried out in a way and at a time that is least disruptive, and the Lawyers’ Committee will receive significant rent abatement. Nick Christakos thanked **Marc Fleischaker** and the real estate litigation team at Arent Fox for their work on this matter.

III. **Search Committee Report**

**Search Committee Co-Chair Jack Londen** reported that the incoming Co-Chair Jim Joseph has joined the Search Committee, giving the Search Committee nine members. Jack Londen also reported that the Lawyers’ Committee has hired Isaacson Miller to conduct the search.

**Tim McFeely** and **Karla Saunders** of Isaacson Miller outlined three phases of the search: (1) a two-week process of talking to many stakeholders to produce a six- to nine-page job description; (2) candidates and leads will be compiled with the help of the Board, staff, funders, and supporters; and (3) Isaacson Miller will staff the Search Committee as they narrow down the pool of applicants. The Search Committee will likely interview eight to ten candidates and will identify two to five finalists for the Executive Committee.

**Search Committee Co-Chair Marsha Simms** invited Board members to contact her and **Jack Londen** about the process, potential candidates, and qualities that the successful candidate should possess.
Jack Londen reported that October is a rough estimate of when the Executive Committee is expected to select a new President and Executive Director. Jack Londen also noted that the search will likely raise awareness of the Lawyers’ Committee but that a specific communications strategy around the search has not been developed.

IV. Chief Counsel Report

Chief Counsel Jon Greenbaum announced that Voting Rights Project Co-Director Bob Kengle will be transitioning out of that role effective July 1, 2015. Former Board member and current Senior Special Counsel Ezra Rosenberg will switch positions with Bob Kengle. After a few months, Bob Kengle will transition to part-time work.

Jon Greenbaum gave updates on the Lawyers’ Committee’s legal work. The Second Circuit heard oral argument in the Lawyers’ Committee’s housing case against Garden City and Nassau County. April saw oral argument in the Fifth Circuit in the Texas voter ID case. There is reason for optimism in both cases. An unfavorable Fourth Circuit decision came down yesterday, June 3, 2014, in the Lawyers’ Committee’s school desegregation case in Pitt County, North Carolina.

Jon Greenbaum further reported that the major housing case now before the Supreme Court Texas v. Inclusive Communities Project will likely have a huge effect on the Lawyers’ Committee’s housing work. A new rule on affirmatively furthering fair housing is expected from the Department of Housing and Urban Development soon. The Lawyers’ Committee has already begun consulting for jurisdictions preparing their reports on impediments to fair housing. This may create an opportunity for non-litigation pro bono work. Co-Chair John Nonna expressed conviction that the issue is critical and creates a good opportunity for non-litigation pro bono work.

V. Development Report

A. A. Leon Higginbotham Corporate Leadership Awards Dinner

Sharon Henry previewed logistics for the A. Leon Higginbotham Corporate Leadership Awards Dinner scheduled later this evening. Senior Development Officer Charlene Holloway thanked Board members for their work and their roles in the $1,850,000 raised for the dinner, which honors James E. Lentz, CEO of Toyota, with the 2015 A. Leon Higginbotham Corporate Leadership Award. Also to be honored are former Attorney General Eric Holder, actor David Oyelowo, and civil rights lawyer Fred Gray.

B. Annual Fund Drive

Dan Kolb, Chair of the Development Committee, acknowledged Chief Development Officer Gregg Mitchell’s new initiatives in the Development Department and his sharp focus on long-term planning.

Gregg Mitchell reported that unrestricted annual giving is crucial and is too often concentrated at the end of a calendar year. He thanked those who have given already and encouraged Board members to give during the summer, when giving is usually slower.

C. Grants

Gregg Mitchell congratulated the grant team on ongoing relationship-building with donors and noted that their pace is on track to meet targets. With grant management shifted into the Accounting Department, grant officers have been made available for more grant-seeking work.
D. Capital Campaign

Gregg Mitchell acknowledged Growth Capital Campaign Manager Consultant Karen Miller and her work with a group of Board members to develop best practices for potential donor engagement. Gregg Mitchell also reported that successful fundraisers were held in Washington D.C. and San Francisco. The fall will see a similar event in Los Angeles. Gregg Mitchell noted Senior Special Counsel Ezra Rosenberg’s work on the Capital Campaign, and Development Associate Sharon Russell’s sustained work.

Co-Chair John Nonna thanked Karen Miller for her work on three events held June 3, 2015: those featuring Judge Damon Keith in the morning, civil rights champion Fred Gray and panelists in the afternoon, and the Friends and Funders dinner that night.

Board member Marge Lindbloom noted that recently deceased Honorary Lifetime Trustee Herb Hansel named the Lawyers’ Committee as an organization to which donations could be made in his honor.

VI. Jerome Shestack Fellowship

Board member David Smith discussed Jerry Shestack’s commitment to mentoring and to the Lawyers’ Committee and reported that $1,250,000 has been raised for the Jerome Shestack Fellowship. David Smith thanked Growth Capital Campaign Manager Consultant Karen Miller for being a driving force behind establishment of the fellowship and announced that Mateya Kelley will be the inaugural fellow.

President and Executive Director Barbara Arnwine thanked David Smith for his leadership on the Shestack Justice Fellowship.

VII. Public Policy Report

Director of Public Policy Tanya Clay House outlined three areas of activity in a generally very inert Congress.

- The Voting Rights Amendment Act was reintroduced this year, and introduction of another, more progressive voting rights bill is expected soon. A goal is to have a hearing on one or the other before the August 6 anniversary of the Voting Rights Act of 1965.
- The Elementary and Secondary Education Act, which determines much federal funding to schools and is up for reauthorization. There is a major push to remove some federal enforcement authority as part of the reauthorization, and the Lawyers’ Committee is working hard to prevent such retrogression.
- The Lawyers’ Committee opposes efforts underway to defund the Department of Housing and Urban Development, which is the primary enforcer of the Fair Housing Act.

VIII. Pro Bono Report

Nancy Anderson, Director of Legal Mobilization and Pro Bono, announced matters for placement.

IX. Special Report Criminal Justice Initiative

President and Executive Director Barbara Arnwine stated her aim to bring together more closely the different aspects of the Lawyers’ Committee’s criminal justice work. Legal Mobilization Project Associate Counsel Hallie Ryan reported the release of the report Unequal Justice: Mobilizing the Private Bar to Fight Mass Incarceration, which is based on ten listening sessions held across the country
with formerly incarcerated individuals, public defenders, criminal defense counsel, nonprofit organizations, and attorneys engaged in civil law practice. These listening sessions also clarified roles that the private bar could play, if engaged, in criminal justice reform and highlighted the strong position of the Lawyers’ Committee to mobilize pro bono attorneys.

Hallie Ryan reported that the Lawyers’ Committee is playing a crucial role in managing volunteers for Clemency Project 2014 and is exploring impact cases related to debtors’ prisons and indigent defense. Chief Counsel Jon Greenbaum remarked that there is tremendous interest and need in the criminal justice arena. Jon Greenbaum further noted the limited staffing for criminal justice at the Lawyers’ Committee and invited Board members with experience to suggest issues and topics for the Criminal Justice Initiative.

Barbara Arnwine spoke about the Lawyers’ Committee’s work on police reform, calling for a fundamental restructuring of policing. Barbara Arnwine described the mismatch between the training and work of police officers, particularly with regard to race, mental illness, and disability. The Civil Rights Coalition on Police Reform, which the Lawyers’ Committee convened, has been meeting at least once per week since August 2014, and a second strategic planning meeting is planned for next week. Main components of the Civil Rights Coalition’s strategy to make real its 14 recommendations are policy advocacy, the threat of litigation, and communications. Barbara Arnwine acknowledged Director of Communications and External Affairs Stacie Royster for her work on police reform.

Public Policy Director Tanya Clay House outlined specific actions taken by the Civil Rights Coalition. Two days after the Lawyers’ Committee recommended to the Attorney General that the Department of Justice initiate a pattern and practice investigation into Baltimore’s police department, the Department did so. The Lawyers’ Committee submitted comments to the President’s Task Force on 21st Century Policing and has stayed engaged with the Task Force since the release of its report. Tanya Clay House and Barbara Arnwine will both serve as panelists at several conferences over the summer. Because of the issue’s centrality, Barbara Arnwine described the vital need for the Lawyers’ Committee to support the movement for policing reform.

Tanya Clay House also acknowledged Stacie Royster and Public Policy Analyst James Gilmore for their work. She further noted that a social media staff person will be brought on to ensure that the Civil Rights Coalition is well represented online.

Barbara Arnwine noted that major demonstrations will likely continue this summer, and that the Lawyers’ Committee’s continued engagement will be deeply needed. Co-Chair John Nonna noted the organization’s hope that firms will get more involved in Policy work with Tanya Clay House.

X. President and Executive Director Remarks

President and Executive Director Barbara Arnwine thanked Board members, staff, coalition partners, clients, and particularly current and former co-chairs and Senior Administrative Coordinator Kathy Coates.

Barbara Arnwine made six recommendations for the Lawyers’ Committee moving forward: (1) stay connected to the new civil rights movement and keep in mind the unique effectiveness of civil disobedience; (2) pay attention to fundraising and work to secure more streams of funding; (3) carefully consider the organization’s governance structure and the concentration of power in the Executive Committee; (4) prioritize racial diversity in staff and the Board; (5) maintain the strong programmatic creativity that is one of the Lawyers’ Committee’s major assets; and (6) maintain the organization’s focus
on African Americans. Barbara Arnwine further suggested that her successor be bold, visionary, and connected in the community.

XI. **Adjournment**
EXECUTIVE COMMITTEE MEMBERS present were Co-Chairs John Nonna and Don Rosenberg, Treasurer Andrew Kentz, Secretary Eleanor Smith, Counsel Nick Christakos, Jane Sherburne, Michael Jones, Adam Klein, Marc Fleischaker, Lisa Cleary and Ed Soto (Mr. Soto did not participate in the executive session). Not present were David Harris, Betsy Plevan and Barbara Arnwine.

DIRECTORS present were Gregory Landis, James Joseph, Michael Chanin, Marsha Simms and Jack Londen.

The Executive Committee of the Lawyers’ Committee for Civil Rights Under Law met for almost four hours on Thursday June 4, 2015, beginning at 10 am at the offices of Squire Patton Boggs in New York City. Invited to the meeting were members of the Transition, Search, Governance and Strategic Planning Committees of the Lawyers’ Committee. The Lawyers’ Committee Co-chairs with consensus of the members of the Executive Committee present opened the Executive Committee meeting by taking it into executive session.

Once out of executive session, the Executive Committee voted unanimously to cause to be hired an accounting firm, subject to suitable and reasonable terms, to assist the Lawyers’ Committee on a temporary basis. Mr. Joseph agreed to work with Mr. Nonna and others to tighten control over expenses. Jane Sherbourne reported that the development team is performing well.

Programming for the projects of the Lawyers’ Committee is strong. The Executive Committee is pleased with Stacie Royster’s plan to strengthen Lawyers’ Committee communications and with efforts to be made to strengthen pro bono engagement of directors and trustees in public policy initiatives associated with projects of the Lawyers’ Committee.

The Executive Committee voted unanimously to approve Mr. Joseph to succeed Don Rosenberg as Co-Chair of the Lawyers’ Committee as of September 1, 2015. The Executive Committee invited Mr. Joseph to attend Executive Committee meetings ex officio between now and September 1st.

The Executive Committee suggested to the Strategic Planning Committee to update the strategic plan to incorporate the heightened role being and to be played by the Lawyers’ Committee with respect to criminal justice/policing reform. It also suggested that the Governance Committee review the by-laws.

The meeting concluded following a presentation by and discussion with Tim McFeeley, who is the partner from Isaacson Miller handling the search for a new President/Executive Director of the Lawyers’ Committee. Mr. McFeeley expects hundreds of candidates and a multi-day set of interviews by the Search Committee to winnow down the best applicants to 2-5 people to be considered for hiring by the Executive Committee as the next Lawyers’ Committee leader.

Respectfully submitted,

Eleanor H. Smith, Secretary
EXECUTIVE COMMITTEE MEMBERS present were Co-Chairs John Nonna and Don Rosenberg, Treasurer Andrew Kentz, Secretary Eleanor Smith, Lisa Cleary, Ed Soto, Michael Jones, Adam Klein, Jane Sherburne, Marc Fleischaker and Betsy Plevan. Absent were David Harris and Nick Christakos.

DIRECTORS present were Marsha Simms, Jack Londen and Jim Joseph.

Attachments: Loan Management Account related documents circulated immediately prior to meeting.

The Executive Committee of the Lawyers’ Committee for Civil Rights Under Law met by conference call for an hour beginning at 5 pm on Monday June 15, 2015.

After discussing competing bids from accounting firms, the Executive Committee unanimously approved the motion of John Nonna to authorize Andrew Kentz and Jim Joseph to negotiate an engagement letter with BDO to provide accounting services to the Lawyers’ Committee. The expectation is to complete negotiations this week. On June 24, 2015, Jim Joseph, Jack Londen and John Nonna will consider Lawyers’ Committee expenses and they will instruct Andrew Kentz and perhaps other members of the Transition Committee will meet with staff regarding the work of the accounting firm.

Next the Executive Committee took up approval of the resolution drafted by Jim Joseph to amend the existing resolutions regarding the Merrill Lynch Loan Management Account to remove Barbara Arnwine and add Andrew Kentz as an Authorized Representative of the Lawyers’ Committee on the Loan Management Account, to permit each Authorized Representative on the LMA to act for the Lawyers’ Committee with respect to the Account, and cap the amount of any individual and aggregate loans against investments in the LMA. The Executive Committee unanimously approved the resolution as drafted with $500,000.00 substituted for the unspecified amounts. The Executive Committee further resolved unanimously that Jim Joseph, Andrew Kentz (and any other Authorized Representative of the Lawyers’ Committee on the LMA) will obtain approval of the Executive Committee prior to instructing Merrill Lynch to act on the Loan Management Account.

The Executive Committee unanimously approved extending Karen Miller’s contract six months. It further decided to ask Tanya Clay House where she sees public policy going in the next one to three years and discussed communications strategy and how best to provide additional support to Stacie Royster.

Before concluding the meeting, the Executive Committee approved the minutes of its June 4, 2015, as submitted, and agreed to have an in-person mini retreat in Washington, D.C. in July to discuss governance.

Respectfully submitted,

Eleanor H. Smith, Secretary
CORPORATE RESOLUTION AUTHORIZING LOAN MANAGEMENT ACCOUNT®

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW
(the "Corporation")

**the attached resolutions, which are similar to, and which shall control in case of a conflict with

The Corporation is duly organized, validly existing and in good standing under the laws of its state of formation or, if organized outside of the United States, its jurisdiction/country of formation, and has adopted the following resolutions as of the date set forth below in its applicable capacity or capacities, as the case may be, as (i) a borrower and/or co-borrower ("Borrower"), (ii) an entity providing a pledge of any collateral, which may include the Borrower, as applicable ("Pledgor"), and/or (iii) an entity providing a guarantee ("Guarantor"), each in connection with a Loan Management Account® (LMA® account) to be made available to LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW by Bank of America, N.A. (the "Bank"): **

BE IT RESOLVED THAT:

1. The Corporation is hereby authorized and empowered to, and any of its Authorized Persons (as defined below), are hereby each authorized and empowered to, for and on behalf of and in the name of the Corporation: (i) execute and deliver a Loan Management Account Agreement (as amended, modified, supplemented or amended and restated from time to time, the "Agreement") as a Borrower, Pledgor and/or Guarantor, as the case may be, (ii) to act as Borrower, Pledgor and/or Guarantor, as the case may be, in accordance with the terms of the Agreement, (iii) if a Borrower, to borrow under the Agreement all or any portion of such amount or amounts of money or to request letters of credit as may be made available to the Corporation by Bank, (iv) if a Pledgor, to pledge as collateral, in accordance with the Agreement, any of its securities accounts (the "Securities Account") it has opened or does establish at Merrill Lynch, Pierce, Fenner & Smith Incorporated ("MLPFS"), Bank, and/or any affiliate of Bank that may be a party to the Agreement as an "Additional Securities Intermediary" ("Additional Securities Intermediary"), (v) if a Pledgor, to pledge any other collateral acceptable to Bank under or in connection with the Agreement, (vi) if a Guarantor, to irrevocably and unconditionally guarantee Borrower's Obligations under and as defined in the Agreement, (vii) to execute and deliver or authorize the filing of, all other documents requested by Bank in connection with the LMA account, including but not limited to applications, amendments, riders, supplements, control agreements and financing statements (collectively, all such documents relating to the LMA account together with the Agreement are the "Loan Documents") and (viii) to enter into all transactions contemplated by the LMA account and the Loan Documents

2. The transactions contemplated by these resolutions, the Agreement and any other Loan Document are hereby approved, authorized and adopted in all respects and any of the persons whose names and signatures are set forth below (each an "Authorized Person")

Name   Signature   Position

BARGARAB ARNWIN

JAMES P. JOSEPH

PRESIDENT / EXECUTIVE DIRECTOR

INVESTMENT COMMITTEE CHAIRMAN

Page 1
shall at all times have authority, for and on behalf of and in the name of the Corporation, to sign any of the Loan Documents and to bind and obligate the Corporation to carry out any arrangement or transaction relating to the LMA account which such Authorized Person shall, for or on behalf of the Corporation, enter into or make with or through Bank or MLPF&S and/or Additional Securities Intermediary. Each Authorized Person of the Corporation, if a Pledgor, is authorized to give oral or written instructions by telephone, telecopy or mail or otherwise to Bank or MLPF&S and/or Additional Securities Intermediary and Bank, MLPF&S and/or Additional Securities Intermediary is authorized, in its discretion, to accept such oral or written instructions to make, to the extent permitted by the Loan Documents, withdrawals or transfers from, purchases, sales, and substitutions of collateral contained in the Securities Account. Any of the Authorized Persons of the Corporation, if a Borrower, shall at all times have full authority, for and on behalf of and in the name of the Corporation, to borrow or draw under the LMA account, request the issuance of a letter of credit, write, draw, or request checks, or direct the transfer of funds by wire or otherwise from the LMA account of the Corporation to or for the account of any person, including the Authorized Person giving the instruction. Any of the Authorized Persons severally is authorized to empower or appoint at any time or times any person or persons that such Authorized Person deems proper to: (i) act on behalf of the Corporation as an Authorized Person, (ii) do any and all things that an Authorized Person is authorized to do by these resolutions, and (iii) deliver to Bank any document to effect or evidence such appointment as Bank may request.

3. Each Authorized Person is hereby authorized to sign any other documents, enter into any transactions and take any other actions on behalf of the Corporation as such Authorized Person may deem necessary or appropriate in connection with the LMA account or to carry out the intent of these resolutions, including the ability to agree to any other amendment to any of the Loan Documents and, when applicable, the ability to agree to any increase of the amount of the LMA account, all without additional specific approval by the Executive Committee, and to execute and/or deliver on behalf of the Corporation any documentation requested by Bank with respect thereto. The Corporation hereby authorizes, ratifies and confirms any and all action which may have been taken in furtherance of the resolutions contained herein or the transactions contemplated thereby.

4. The Company shall furnish Bank with complete and current copies of the Company’s Certificate of Formation and Operating Agreement, or equivalent documents and all amendments thereto, promptly upon request by Bank.

5. Each of the foregoing resolutions and the authority conferred by such resolutions shall remain in full force and effect until written notice of revocation or modification thereof shall be received by Bank. Bank may conclusively assume that any person certified to Bank to be an Authorized Person shall continue to be an Authorized Person until receipt by Bank of written notice to the contrary.

6. This Corporate Resolution Authorizing LMA account may be executed in several counterparts, each of which shall be an original, but all of which together shall be deemed to constitute a single instrument.

7. Facsimile signatures on this Corporate Resolution Authorizing Loan Management Account shall be deemed to constitute originals.

This Corporate Resolution Authorizing Loan Management Account is delivered to Bank with the understanding that Bank will rely upon the resolutions and certifications contained herein in connection with the LMA account.

[Signature page follows]
Certification

The undersigned, being the Secretary of the Corporation, individually and/or through their duly authorized officer(s), hereby certifies as of the 26th day of February, 2015, year of 2014, that (i) a meeting of the Executive Committee was duly convened and held on the 16th day of January, 2015, year of 2014, at which all of the following resolutions were duly passed and adopted by the unanimous vote of no less than a quorum of the members of the Executive Committee of the Corporation (the “Resolutions”), (ii) the Resolutions appear in the Minute Book of the Corporation and are in accord with the terms of the Organizational Documents of the Corporation, (iii) the Resolutions have not been rescinded, modified and/or amended and are now in full force and effect, and (iv) the signatures of the Authorized Persons affixed to this document are their true and genuine signatures and they currently hold the office or position with the Corporation indicated next to their respective names.

*attached

Signature:
Print Name: ELEANOR H. SMITH
FOR NONPROFIT LOAN MANAGEMENT ACCOUNT

WHEREAS, the Lawyers' Committee for Civil Rights Under Law (the "LCCRUL") seeks to open and maintain a nonprofit loan management account with Merrill Lynch, Pierce, Fenner & Smith Incorporated ("Merrill Lynch") to provide access to funds to meet extraordinary, temporary funding needs, while preserving the principle and prospective earnings of its investments, and without management fees and otherwise on terms favorable to a bank line of credit or other funding options.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The LCCRUL is authorized to establish a nonprofit loan management account (hereinafter referred to as the "LMA") with Merrill Lynch for the purpose of borrowing against some of its investments, to address certain short term cash flow needs as determined by the LCCRUL Executive Committee. The LMA shall be governed by the terms and conditions as represented by pages one through thirteen of the LMA Agreement.

2. LCCRUL Co-Chairpersons, John Nonna and Donald Rosenberg, Executive Director, Barbara Arnwine, and Investment Committee Chairman, James Joseph, (and any of their successors in office) are appointed as Authorized Representatives for all purposes with respect to the LMA.

3. Any two of the four individuals named an Authorized Representative (and their successors in office) are authorized jointly, as counter-signatories or co-signatories, to act as Borrower under the LMA to borrow against some of the investments of the LCCRUL held in brokerage accounts with Merrill Lynch, subject to such limitations and conditions as the Executive Committee may from time to time established. In the exercise of such authority two or more Authorized Representatives are empowered jointly, on behalf of the LCCRUL, to fully utilize any services offered by Merrill Lynch and its affiliates and to take any and all steps, do any and all things and execute and deliver any and all documents, in the name of and on behalf of the LCCRUL as may be necessary or appropriate to carry out the purposes of these resolutions.

4. These resolutions shall remain in full force and effect until written notice of their revocation is delivered to and receipt acknowledged by Merrill Lynch. Until such revocation and acknowledgment, Merrill Lynch may rely on these resolutions.

5. All actions previously taken with respect to matters authorized in these resolutions are hereby ratified, confirmed and approved.

6. The LCCRUL's Secretary is authorized and directed to certify to Merrill Lynch that these resolutions have been duly adopted, are in full force and effect and are in accordance with the governing documents of the LCCRUL.

7. Barbara Arnwine and James Joseph are authorized and empowered in the name of and on behalf of the LCCRUL to execute and deliver the LMA Application, the terms and provisions of which are hereby in all respects approved.

Error! Unknown document property name.
CORPORATE RESOLUTION AUTHORIZING
LOAN MANAGEMENT ACCOUNT®

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

(the "Corporation")

The Corporation is duly organized, validly existing and in good standing under the laws of its state of formation or, if organized outside of the United States, its jurisdiction/country of formation, and has adopted the following resolutions as of the date set forth below in its applicable capacity or capacities, as the case may be, as (i) a borrower and/or co-borrower ("Borrower"); (ii) an entity providing a pledge of any collateral, which may include the Borrower, as applicable ("Pledgor"), and/or (iii) an entity providing a guaranty ("Guarantor"), each in connection with a Loan Management Account® (LMA® account) to be made available to LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW by Bank of America, N.A. (the "Bank"): 

BE IT RESOLVED THAT:

1. The Corporation is hereby authorized and empowered to, and any of its Authorized Persons (as defined below), are hereby each authorized and empowered to, for and on behalf of and in the name of the Corporation: (i) execute and deliver a Loan Management Account Agreement (as amended, modified, supplemented or amended and restated from time to time, the "Agreement") as a Borrower, Pledgor and/or Guarantor, as the case may be, (ii) to act as Borrower, Pledgor and/or Guarantor, as the case may be, in accordance with the terms of the Agreement, (iii) if a Borrower, to borrow under the Agreement all or any portion of such amount or amounts of money or to request letters of credit as may be made available to the Corporation by Bank, (iv) if a Pledgor, to pledge as collateral, in accordance with the Agreement, any of its securities accounts (the "Securities Account") it has opened or does establish at Merrill Lynch, Pierce, Fenner & Smith Incorporated ("MLPFS"), Bank, and/or any affiliate of Bank that may be a party to the Agreement as an Additional Securities Intermediary ("Additional Securities Intermediary"), (v) if a Pledgor, to pledge any other collateral acceptable to Bank under or in connection with the Agreement, (vi) if a Guarantor, to irrevocably and unconditionally guarantee Borrower's Obligations under and as defined in the Agreement, (vii) to execute and deliver, or authorize the filing of, all other documents requested by Bank in connection with the LMA account, including but not limited to applications, amendments, riders, supplements, control agreements and financing statements (collectively, all such documents relating to the LMA account together with the Agreement are the "Loan Documents"), and (viii) to enter into all transactions contemplated by the LMA account and the Loan Documents.

2. The transactions contemplated by these resolutions, the Agreement and any other Loan Document are hereby approved, authorized and adopted in all respects and any of the persons whose names and signatures are set forth below (each an "Authorized Person"):

<table>
<thead>
<tr>
<th>Name</th>
<th>Signature</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANDREW KENTZ</td>
<td></td>
<td>FINANCE COMMITTEE CHAIRMAN</td>
</tr>
<tr>
<td>JAMES P. JOSEPH</td>
<td></td>
<td>INVESTMENT COMMITTEE CHAIRMAN</td>
</tr>
</tbody>
</table>

Page 1
shall at all times have authority, for and on behalf of and in the name of the Corporation, to sign any of the Loan Documents and to bind and obligate the Corporation to carry out any arrangement or transaction relating to the LMA account which such Authorized Person shall, for or on behalf of the Corporation, enter into or make with or through Bank or MLPF&S and/or Additional Securities Intermediary. Each Authorized Person of the Corporation, if a Pledgor, is authorized to give oral or written instructions by telephone, telecopy or mail or otherwise to Bank or MLPF&S and/or Additional Securities Intermediary and Bank, MLPF&S and/or Additional Securities Intermediary is authorized, in its discretion, to accept such oral or written instructions to make, to the extent permitted by the Loan Documents, withdrawals or transfers from, purchases, sales, and substitutions of collateral contained in the Securities Account. Any of the Authorized Persons of the Corporation, if a Borrower, shall at all times have full authority, for and on behalf of and in the name of the Corporation, to borrow or draw under the LMA account, request the issuance of a letter of credit, write, draw, or request checks, or direct the transfer of funds by wire or otherwise from the LMA account of the Corporation to or for the account of any person, including the Authorized Person giving the instruction. Any of the Authorized Persons severally is authorized to empower or appoint at any time or times any person or persons that such Authorized Person deems proper to: (i) act on behalf of the Corporation as an Authorized Person, (ii) do any and all things that an Authorized Person is authorized to do by these resolutions, and (iii) deliver to Bank any document to effect or evidence such appointment as Bank may request.

3. Each Authorized Person is hereby authorized to sign any other documents, enter into any transactions and take any other actions on behalf of the Corporation as such Authorized Person may deem necessary or appropriate in connection with the LMA account or to carry out the intent of these resolutions, including the ability to agree to any other amendment to any of the Loan Documents and, when applicable, the ability to agree to any increase of the amount of the LMA account, all without additional specific approval by the Executive Committee, and to execute and/or deliver on behalf of the Corporation any documentation requested by Bank with respect thereto. The Corporation hereby authorizes, ratifies and confirms any and all action which may have been taken in furtherance of the resolutions contained herein or the transactions contemplated thereby.

4. The Company shall furnish Bank with complete and current copies of the Company’s Certificate of Formation and Operating Agreement, or equivalent documents and all amendments thereto, promptly upon request by Bank.

5. Each of the foregoing resolutions and the authority conferred by such resolutions shall remain in full force and effect until written notice of revocation or modification thereof shall be received by Bank. Bank may conclusively assume that any person certified to Bank to be an Authorized Person shall continue to be an Authorized Person until receipt by Bank of written notice to the contrary.

6. This Corporate Resolution Authorizing LMA account may be executed in several counterparts, each of which shall be an original, but all of which together shall be deemed to constitute a single instrument.

7. Facsimile signatures on this Corporate Resolution Authorizing Loan Management Account shall be deemed to constitute originals.

This Corporate Resolution Authorizing Loan Management Account is delivered to Bank with the understanding that Bank will rely upon the resolutions and certifications contained herein in connection with the LMA account.

[Signature page follows]
Certification

The undersigned, being the Secretary of the Corporation, individually and/or through their duly authorized officer(s), hereby certifies as of the ___ day of ____________, year of 2015 that (i) a meeting of the Executive Committee was duly convened and held on the ____ day of ____________, year of 2015, at which all of the foregoing resolutions were duly passed and adopted by the unanimous vote of no less than a quorum of the members of the Executive Committee of the Corporation (the "Resolutions"), (ii) the Resolutions appear in the Minute Book of the Corporation and are in accord with the terms of the Organizational Documents of the Corporation, (iii) the Resolutions have not been rescinded, modified and/or amended and are now in full force and effect, and (iv) the signatures of the Authorized Persons affixed to this document are their true and genuine signatures and they currently hold the office or position with the Corporation indicated next to their respective names.

Signature: ____________________________
Print Name: ELEANOR H. SMITH
DRAFT LOAN MANAGEMENT ACCOUNT RESOLUTION

WHEREAS, the Lawyers' Committee for Civil Rights Under Law (the "LCCRUL") is in the process of opening a nonprofit loan management account ("LMA") with Merrill Lynch, Pierce, Fenner & Smith ("Merrill Lynch") to provide access to funds to meet extraordinary, temporary funding needs.

WHEREAS, in prior resolutions of the LCCRUL Executive Committee, LCCRUL Co-Chairpersons, John Nonna and Donald Rosenberg, Executive Director Barbara Arnwine, and Investment Committee Chairman James Joseph (and any of their successors in office) were appointed as Authorized Representatives for all purposes with respect of the LMA, with any two of the four being authorized jointly as Borrower under the LMA.

NOW, THEREFORE:

BE IT RESOLVED THAT Executive Director Barbara Arnwine (and her successor in office) is removed as an Authorized Representative for all purposes with respect to the LMA, and LCCRUL Treasurer Andrew Kentz (and his successor in office) is appointed as an Authorized Representative for all purposes with respect to the LMA;

BE IT FURTHER RESOLVED THAT the prior resolution requiring any two of the Authorized Representative jointly to act as Borrower under the LMA is hereby amended to provide that any one of the individuals named as an Authorized Representative (and his or her successor in office) is authorized to act as a Borrower under the LMA to borrow against some of the investments of the LCCRUL held in brokerage accounts with Merrill Lynch, subject to such limitations and conditions as the Executive Committee may from time to time establish;

[BE IT FURTHER RESOLVED THAT LCCRUL may not borrow more than $XXX under the LMA in any individual borrowing, and, during any 12-month period, the LCCRUL may not borrow in excess of [$XXX] under the LMA;] and

All other terms and conditions of the LMA and the LCCRUL's resolutions relating to the LMA remain in full force and effect.
EXECUTIVE COMMITTEE MEMBERS present were Co-Chairs John Nonna and Don Rosenberg, Treasurer Andrew Kentz, Secretary Eleanor Smith, Lisa Cleary, Ed Soto, Michael Jones, Adam Klein, Jane Sherburne. Absent were David Harris, Nick Christakos, Marc Fleischaker and Betsy Plevan.

DIRECTORS present were Marsha Simms, Jack Londen and Jim Joseph. Mr. Joseph joined the meeting after it began.

The Executive Committee of the Lawyers’ Committee for Civil Rights Under Law met by conference call for half an hour beginning at 5 pm on Monday June 29, 2015. The purpose of the call was to consider the draft job description for the executive search. The Executive Committee approved the “Invitation to Apply for the Position of President and Executive Director Lawyers’ Committee for Civil Rights Under Law,” after removing a few words between “operated” and “for” in the third sentence of the second full paragraph on page 6 of the draft, and upon approval of the types of changes suggested by Jane Sherburne, which changes are to implemented in the good judgment of the Search Committee Co-Chairs Simms and Londen by sometime tomorrow. Not attached to these minutes are drafts of and comments about the job description circulated amongst the members of the Executive Committee.

The Co-Chairs Nonna and Rosenberg promptly will disseminate the job description to all the members of the Board so that they may use it to attract promising candidates whom they know or like to apply for the job of Lawyers’ Committee President and Executive Director. The importance of Board identification of strong candidates cannot be overstated.

The executive search firm of Isaacson Miller, who, through the good offices of Tim McFeeley, drafted the job description with input from members of the Lawyers’ Committee Board and staff, will otherwise distribute the job description in an effort to reach those able and interested in the job. The job description will be posted on the Lawyers’ Committee website.

Mr. McFeeley is expected to update the Executive Committee on the search at its July 13, 2015 mini-retreat at the offices of the Lawyers’ Committee. Governance is to be the primary subject of the mini-retreat. Some time may be devoted also to finances and project updates.

Respectfully submitted,

Eleanor H. Smith, Secretary
EXECUTIVE COMMITTEE MEMBERS present were Co-Chair John Nonna, Treasurer Andrew Kentz, Secretary Eleanor Smith, Counsel Nick Christakos, Lisa Cleary, Ed Soto, Michael Jones, Adam Klein, Jane Sherburne and Betsy Plevan. Absent were Co-Chair Don Rosenberg, David Harris and Marc Fleischaker.

DIRECTOR Jack Londen was also present.

A Special Meeting of the Executive Committee was held by conference call on Monday, July 6th beginning at 3 pm EDT to cover the following agenda items:

1. Accountants’ report, management letter and related materials;
2. Authorization to draw down from Loan Management Account;
3. Remarks to Executive Committee by Barbara Arnwine pursuant to Transition Agreement (Tentative); and
4. Approval of June 15th Minutes

Item 3 was not covered as Barbara Arnwine was not available. We will reschedule to a mutually agreeable later date and time.

The Executive Committee unanimously approved the 2014 audit report following a discussion of it, the management letter, other accounting information and the meeting of the Lawyers’ Committee audit committee and Chief Financial Officer Michael Brown with the auditors from Tate & Tryon regarding the audit report. Jim Joseph reported that at the meeting with the auditors, Mr. Brown did not take issue with the audit report or recommendations made by the auditors. The Lawyers’ Committee is eliminating all committee credit cards in favor of a business expense reimbursement procedure. It also has undertaken to review its vendor lists, examine whether any restricted funds may have been used for an unrestricted expense, and otherwise fully address the recommendations. The Executive Committee and the Transition Committee, composed of Executive Committee and management staff, are working with the accounting firm of BDO on such issues and to tighten internal controls. An Expenses Committee made up of John Nonna, Jim Joseph and Jack Londen is reviewing expenses and considering ways to reduce them, while also looking into whether information provided by some staff about expenses is complete. After a review of and discussion about the projected cash balances, the Executive Committee also unanimously authorized Jim Joseph to contact Merrill Lynch to borrow in three separate installments of $770,000 each for July, August and September 2015, guaranteed by assets in the Merrill Lynch LMA, and approved the June 15, 2015 Executive Committee meeting minutes.

The Executive Committee meets in-person next week for a mini-retreat in Washington, D.C.

Respectfully submitted,

Eleanor H. Smith, Secretary
EXECUTIVE COMMITTEE MEMBERS present in-person were Co-Chair John Nonna, Treasurer Andrew Kentz, Secretary Eleanor Smith, Counsel Nick Christakos, Michael Jones, Adam Klein, Jane Sherburne, Betsy Plevan and Marc Fleischaker and by phone Ed Soto. Absent were Co-Chair Don Rosenberg, David Harris and Lisa Cleary.

DIRECTORS Jack Londen and Marsha Simms were also present.

STAFF MEMBERS present during the programs report were Jon Greenbaum, Joe Moore, Tonya Clay House, Gregg Mitchell, Marcia Johnson-Blanco, Ezra Rosenberg, Joe Rich, Diane Glauber, and Ray McClain, and consultant Karen Miller.

On Monday, July 13, 2015, the Executive Committee held a mini-retreat at the Washington D.C. office of the Lawyers’ Committee, with the following agenda items of which items 2 and 3 were discussed in executive session.

1. Governance
2. Budget and Finance Update
3. Search Committee Report; and
4. Programs Report

We also considered a donor update letter.

**Governance:** The Executive Committee plans to vote at its next meeting with respect to those of its at-large seats the terms of which are up and elect new members as appropriate. Ezra Rosenberg and Jon Greenbaum prepared a memo regarding nominations for Executive Committee membership, which John Nonna said he would circulate to the Executive Committee.

A discussion of Lawyers’ Committee governance indicated that the by-laws would benefit from tweaking and possibly amendment to provide for (i) the position of Co-Chair Elect for an incoming Co-Chair to familiarize herself or himself with the responsibilities of the Chairpersons before having to exercise these responsibilities for a two-year term, and (ii) to remove the two-tiered system of Board Directors and Trustees in favor of a single Board. Discussion was had as to whether outside General Counsel or the chairperson of any committee beyond the Audit Committee should have a dedicated seat on the Executive Committee, and whether to increase the number of at-large positions on the Executive Committee. Jim Joseph, who prepared the existing by-laws, volunteered to review them in light of changes to the nonprofit laws in DC and New York and otherwise, and to propose amendments for Executive Committee consideration.

With respect to its meetings, the Executive Committee intends to continue to meet at least monthly and, once the Executive Director is hired, to have her or him propose the meeting agendas, which will be subject to Co-Chair review and approval, and which will routinely include an executive session not attended by the Executive Director. Meeting agendas going forward will be made available to the Executive Committee much sooner than in the past.
Board meetings will remain quarterly, with an intention of continuing engaging programming and using technology rather than roll call to record attendance. The board book was recognized for its contemporaneous and archival value, with interest expressed in considering ways to make it easier for staff to compile. Board meeting agendas will also be made available well before the meeting time. A topic for the next Board meeting will be Internal Revenue Service and other federal restrictions on lobbying by Section 501(c) (3) nonprofits.

Chairs of committees other than the Executive Committee are expected to regularly report to the Executive Committee, including periodic presentations at Executive Committee meetings. Some committees may be called upon to report more frequently than others. Executive Committee members will continue to serve on one or more committees in addition to the Executive Committee so that they may add perspective on, as well as assist with, the work of these other committees.

With respect to committees other than the Executive Committee, the chairpersons of each committee will be asked to poll their committee members to determine which of them want to continue on the committee. Staff will be consulted on who has expressed interest to them in becoming more actively involved in Board activities. All Board members will be provided a description of Board committees and given the opportunity to express interest in joining a committee.

Nick Christakos agreed to propose a social media policy for the Lawyers’ Committee.

The Executive Committee discussed ways to increase interaction between the Executive Committee/Board and staff. It also discussed orientation of the new Executive Director to Lawyers’ Committee internal processes.

Programs Report Highlights:

- **Voting Rights:** Sixty jurisdictions in 15 states are under Lawyers’ Committee review for possible action under Section 2 of the Voting Rights Act for enacting changes to voting rules that discriminate against minorities. The Lawyers’ Committee has sued Georgia for keeping eligible voters off the voter rolls, is defending on appeal its victory in the Texas photo ID case, and won the Kansas proof of citizenship case. Preparations for Election Protection 2016 are underway.

- **Fair Housing:** In June 2015 the Supreme Court of the United States upheld disparate impact fair housing litigation and in July 2015 the Obama Administrative published long-awaited affirmatively furthering fair housing rules. The Lawyers’ Committee has been engaged by a municipality to provide guidance and technical assistance in the provision of fair housing, and by the Department of Housing and Urban Development to prepare for agency counsel draft responses to questions that the federal agency receives from the public. Fair housing litigation brought by the Lawyers’ Committee is pending across the United States from Long Island, New York to Escalado California.
• **Employment Opportunities:** The Council for State Governments is funding Lawyers’ Committee organized fair hiring summits, which bring together employer human resource managers, advocates and those disadvantaged in employment due to criminal arrest or conviction histories. Peer Leadership Circles of businesses that have had success in hiring persons with criminal convictions are augmenting this effort. In addition to updates on the Jacksonville and Buffalo cases, Ray McClain reported that Starbucks has committed to hiring 200,000-300,000 18-24 year olds, many of whom may have criminal histories. The Lawyers’ Committee may be able to do trainings for Starbucks and other companies on hiring individuals with criminal histories.

• **Legal Mobilization Project:** Nancy Anderson spoke to the capacity of LMP to organize, train and utilize effectively 10,000 volunteers for Election Protection, with a half-dozen non-lawyer organizers, a couple of attorney supervisors and a technology specialist on staff. This same team enlisted and coordinates the work for 60 law firms to submit clemency petitions on behalf of federal prisoners throughout the United States. LMP also facilitates the work of the Lawyers’ Committee Criminal Justice Initiative.

Respectfully submitted,

Eleanor H. Smith, Secretary
Executive Committee Members present were Co-Chairs John Nonna and Don Rosenberg, Co-Chair Elect Jim Joseph, Treasurer Andrew Kentz, Secretary Eleanor Smith, Ed Soto, Michael Jones, Adam Klein and Jane Sherburne. Absent were Counsel Nick Christakos, Lisa Cleary, Betsy Plevan, David Harris and Marc Fleischaker.

Staff Members present were Joe Moore, Michael Brown, Gregg Mitchell, Ray McClain, Nancy Anderson, Joe Rich, Diane Glauber and Brenda Shum. Jon Greenbaum joined after the transition report.

This conference call meeting of the Executive Committee began at 3 pm EST on Thursday, August 6th, with approval of the July 6 and 13, 2015 minutes as submitted. The Executive Committee considered transition, search, development and governance reports and reserved the financial report until the end of the meeting at which time the meeting went into executive session.

Transition: The highlight of the Transition Committee report was the launch on August 6th, the 50th Anniversary of the Voting Rights Act, of the new website of the Lawyers’ Committee. The timing of the launch was especially sweet given the victory by the Lawyers’ Committee the preceding day in the Texas voting rights case.

Search: Search consultants from Isaacson Miller report that the search is viewed in the market place as a great opportunity and reports from Search Committee members indicate that we are attracting a strong and diverse group of initial candidates and we are on schedule for a hiring decision in October 2015. In-person interviews with the best candidates are scheduled for September 25-26, 2015. Marsha Simms and Jack Londen will be asked to communicate this information promptly to all the members of the Board and staff.

Development: Three areas of significant activities for the development team are grant funding, corporate fundraising and annual giving. The Lawyers’ Committee is seeking new grants for 2015 and 2016 in addition to renewals of existing grants. Allstate is a new corporate donor. Others potential corporate donors are being actively engaged or identified, using information from the Top 50 by Diversity Magazine and the Leadership Council for Legal Diversity. Executive Committee members are having productive meetings with existing foundations and corporate funders. Individual Board member support is strong for special purposes, including Selma, Higginbotham, and the $50 for the 50th Anniversary of the Voting Rights Act, but slower this year as compared to last year in the number of annual gift pledges to date. Annual giving by Board members is responsible for the bulk of unrestricted financial support for the Lawyers’ Committee and stepping up the giving levels is especially important now to kick-start the tenure of our new executive director.

Governance: A review is underway with respect to those Board members whose three-year term is nearing an end and results of that review are to be shared with the Executive Committee in September. Fifteen people have been identified as potential new Board members. A Nominations Committee meeting is planned for October with the expectation that the Executive Committee could consider new Board nominations at its November 2015 meeting. The Executive Committee also discussed changes earlier suggested for the bylaws and Jim Joseph reiterated that
he would review the Lawyer Committee bylaws for compliance with nonprofit organization laws in the District and New York.

The Executive Committee entered executive session.

Respectfully submitted,

Eleanor H. Smith, Secretary