

Join us in 2018 for our 50th Anniversary!



LAWYERS' COMMITTEE
FOR CIVIL RIGHTS AND
ECONOMIC JUSTICE

1968 - 2018 | CELEBRATING

50

YEARS

- 2017 **Romero et al. v. McCormick & Schmick's.** Sexual harassment lawsuit filed on behalf of five low-wage Latina workers of a prominent national restaurant chain, alleging a hostile work environment filled with lewd behavior, sexually inappropriate comments, and unwanted touching.
- 2017 **City of Chelsea v. Trump.** Federal lawsuit filed on behalf of Chelsea and Lawrence, challenging the constitutionality of President Trump's Executive Order targeting sanctuary cities. The suit seeks to preserve federal funding and to protect local control over law enforcement priorities.
- 2017 **BizGrow.** Launched signature Economic Justice Project event, connecting more than 150 entrepreneurs with free legal and business support.
- 2017 **Cook v. Mystic Valley Regional Charter School.** Represented African-American students in successful challenge to school's discriminatory hair policy, which banned hair extensions and other hairstyles worn disproportionately by students of color.
- 2017 **Huot v. City of Lowell.** Federal voting rights lawsuit filed on behalf of Asian-American and Latino residents of Lowell, charging that the City's at-large electoral system illegally dilutes the vote of communities of color.
- 2017 **Lawyers' Committee v. Hodgson.** Successful lawsuit to compel disclosure of records related to Bristol County Sheriff's enforcement of federal immigration law. Within hours of filing the complaint, the sheriff apologized and released records.
- 2017 **Amazon Class Action.** Class action filed at the MCAD on behalf of African-American and Latino former Amazon drivers who were suddenly terminated based on an overly stringent background check policy, which included old and minor offenses, and disproportionately affected people of color.
- 2016 **Lawyers' Committee v. Spence.** Public records lawsuit filed with the SJC to compel the Massachusetts Trial Court to release information on its employment practices.
- 2016 **Boston Latin School Complaint.** Federal civil rights complaint requesting that the U.S. Attorney investigate racial harassment at Boston Latin School. U.S. Attorney found that BLS violated federal law by failing to adequately respond to racial harassment, and the City of Boston agreed to take steps to improve the racial climate at BLS.
- 2016 **Fisher v. Univ. of Texas at Austin, 136 S.Ct. 2198 (2016).** Amicus brief filed on behalf of prominent national empirical scholars in a case concerning the use of a race-based admissions policy at the Univ. of Texas at Austin, arguing that the "mismatch" theory espoused by affirmative action opponents is flawed. The Court upheld the policy, affirming use of race as one of many factors in college admissions.
- 2016 **Lawyers' Committee v. Evans, 16-CIV-0175 (Mass. Super. 2016).** Successful lawsuit to compel the Boston Police Dept. to release records concerning the racial impact of its employment practices. At a time of growing tension between police and communities of color, the data was the subject of intense public scrutiny concerning the lack of diversity in the police force.
- 2016 **Airbnb.** Urged HUD to investigate Airbnb's compliance with civil rights laws, citing research showing that Airbnb renters with distinctively African-American names are 16% less likely to be accepted by hosts than renters with distinctively white names. In response, Airbnb took immediate steps to eliminate discrimination by hosts against minority renters.
- 2016 **School Discipline Toolkit.** Released toolkit to educate teachers, administrators, students and parents about school disciplinary policies and alternatives to suspensions, in order to improve school discipline and combat race and disability related disparities in suspension rates.
- 2015 **Doe v. Peyser, 15-CIV-2788 (Mass. Super. 2015).** Intervention filed on behalf of students of color, students with disabilities, and English language learners in support of retaining Massachusetts' charter school cap. The court upheld the constitutionality of the charter cap, preserving vital resources for traditional public schools.

BENDING THE ARC TOWARD JUSTICE



- 2015 **Students for Fair Admissions v. Harvard.** On behalf of a multi-racial group of students, filed intervention to support Harvard's use of race-conscious admissions in a Title VI challenge to this practice brought by the same group behind Fisher v. Texas.
- 2015 **Defay v. Boston Police Dep't.** MCAD found that Boston Police discriminates against African-American recruits in its Training Academy. MCAD ordered Boston Police to "cease and desist" from discriminatory conduct and to reinstate and compensate affected individual.
- 2014 **Not Measuring Up – School Discipline Report.** Published groundbreaking report analyzing Massachusetts school discipline data and finding that students of color, students with disabilities, and charter school students are disproportionately suspended, particularly for minor misbehavior, bringing national attention to disparities in school discipline rates.
- 2014 **City of Brockton v. Energy Facilities Siting Board, 469 Mass. 196 (2014).** Filed an environmental justice amicus brief challenging decision to locate a power plant in a minority community.
- 2013 **Pulido v. National Grid.** Successfully represented Filipino electrical worker in employment discrimination matter against National Grid.
- 2012 **NAACP v. Galvin, 12-CIV-10872 (D. Mass. 2012).** Challenge to the Commonwealth's failure to offer voter registration opportunities to public assistance recipients, in violation of the National Voter Registration Act. Commonwealth agreed to policy changes and ongoing monitoring, enfranchising thousands of low-income individuals.
- 2012 **Ortiz v. Boston Children's Hospital.** Employment discrimination case challenging wrongful termination of three Latina health care workers. Case resulted in favorable settlement, including a bilingual public apology.
- 2010 **Bonds v. City of Boston School Comm. 10-CIV-2180 (Mass. App. Ct. 2010).** Successful employment discrimination case on behalf of African-American teacher at Boston Latin School who received less desirable teaching assignments than less-qualified white teachers.
- 2010 **EEOC v. Autozone, Inc., 10-CIV-11648 (D. Mass. 2010).** Successfully represented a Sikh employee, who faced religious discrimination and was wrongfully terminated.
- 2008 **Amara v. Fairmont Copley Plaza, 09-CIV-11802 (D. Mass. 2009).** Successfully represented seven Moroccan and Muslim employees of the Fairmont Copley Plaza Hotel who faced religious and national origin discrimination, and a hostile work environment.
- 2006 **Bradley v. City of Lynn, 443 F.Supp.2d 145 (D. Mass. 2006).** Intervened on behalf of the NAACP and the Boston Society of Vulcans to challenge discriminatory civil service exams for police and firefighter jobs in twenty communities. In a settlement, the state agreed to offer back pay and jobs to 66 minority candidates who took the discriminatory exams.
- 2006 **EEOC v. Home Depot, 05-CIV-11921 (D. Mass. 2005).** Successfully represented an African-American employee who experienced a racially hostile work environment and was wrongfully terminated.
- 2005 **Arise for Social Justice v. City of Springfield, 05-CIV-30080 (D. Mass. 2005).** Successfully challenged Springfield's "at-large" election system, which diluted minority voting power in violation of the Voting Rights Act and the 14th Amendment's Equal Protection Clause.
- 2004 **Alshrafi v. American Airlines, 321 F. Supp. 2d 150 (D. Mass. 2004).** Federal court ruled that the Airline Deregulation Act did not preempt a discrimination claim by an Arab-American passenger who was barred from a flight after 9/11.
- 2004 **Black Political Task Force v. Galvin, 300 F.Supp.2d 291 (D. Mass. 2004).** Federal court struck down the 2001 State House redistricting plan for 17 districts serving Boston, and enjoined the Commonwealth from holding elections for those seats until the court approved a new plan. Court found that the state plan violated Section 2 of the Voting Rights Act, resulted in "extreme" packing of the 6th Suffolk district, and improperly stripped minority voters out of the 11th and 12th Suffolk districts.
- 2003 **Grutter Amicus Brief.** Co-authored amicus brief filed by the Boston Bar Ass'n. and leading Boston law firms in the U.S. Supreme Court in support of affirmative action in admissions to the Univ. of Michigan Law School.
- 2003 **Comfort v. Lynn School Comm., 263 F.Supp.2d 209 (D. Mass. 2003).** Filed an amicus brief, along with the NAACP, successfully defending Lynn's voluntary school desegregation plan against a constitutional attack.



2003 **Jones v. City of Boston.** Landmark legal challenge to a discriminatory and unreliable hair test used by the City of Boston to determine drug use. In 2014, the First Circuit ruled that the hair test disproportionately affects Black officers. In a companion case, the Massachusetts Civil Service Commission found in 2013 that the hair test is scientifically unreliable and required Boston Police to reinstate six officers.

2003 **Established Health Disparities Project centered on Medical-Legal Partnership with Massachusetts General Hospital in Chelsea.**

2002 **South Boston Betterment Trust Corp. v. Boston Redevelopment Auth., 438 Mass. 57 (2002).** Filed amicus brief to ensure that community benefits derived from Seaport District development were equitably distributed to minority neighborhoods.

2002 **Mayor of Cambridge v. Sec. of the Commonwealth, 765 N.E.2d 749 (Mass. 2002).** Filed an amicus brief with the SJC to protect several majority African-American State House districts.

2001 **Established Economic Justice Project.** In its first year, the project provided free legal support to over 250 small businesses and entrepreneurs.

2001 **Morris v. City of Lawrence, 01-CIV-11889 (Prelim. Injunction Nov. 5, 2001).** Federal court enjoined the City of Lawrence from implementing a voter ID policy that would have discouraged Latinos from voting.

2000 **Mendes v. Sullivan.** Successfully represented a Cape Verdean couple who were assaulted and had their property vandalized by white neighbors.

1999 **Jane Doe v. Boston Housing Auth.** Class action lawsuit against the Boston Housing Authority for failing to protect minority tenants from chronic, racially motivated violence and harassment at historically white housing developments. Case resulted in HUD's first-ever finding of "systemic discrimination," and the Housing Authority agreed to a \$1.5 million settlement, including adoption of a "zero-tolerance policy" for racial harassment.

1998 **Lawyers' Committee participates in the formation of the Fair Housing Center of Greater Boston.**

1998 **Thornton v. Amtrak.** Employment discrimination class action lawsuit on behalf of minority track workers resulting in a \$16 million settlement and systemic changes in hiring, training, promotion, and discipline.

1997 **Julks v. Neptune Towers.** Successful lawsuit against federally-subsidized housing development that maintained a pattern and practice of discrimination.

1996 **Barrett v. Danca Realty World.** Housing discrimination case at the MCAD resulted in a \$60,000 award for emotional distress, the largest amount ever awarded at that time.

1996 **Mak v. Fall River Housing Auth.** Successfully represented Cambodian tenants against the Fall River Housing Authority, which failed to protect them from racial violence and harassment.

1993 **McDuffy v. Sec. of the Exec. Office of Educ., 415 Mass. 545 (1993).** SJC struck down Massachusetts' public school financing system, which relied heavily on local property taxes and resulted in gross disparities between districts. SJC ruled that Massachusetts has a duty under the state constitution to provide an adequate education for all children, regardless of the wealth of their local communities.

1993 **Bennett v. City of Boston.** Federal lawsuit on behalf of families challenging unlawful searches and seizures by police during the Carol Stuart murder investigation.

1992 **Culbreath v. BayBanks.** BayBanks agreed to an \$11 million settlement in a lawsuit over its indirect home improvement financing program, which used illegal sales tactics to lure homeowners in minority neighborhoods to take out high interest loans, in violation of consumer protection and civil rights laws.

1988 **Black Political Task Force v. Connelly, 679 F. Supp. 1019 (D. Mass. 1988).** Federal court invalidated the State House redistricting plan based on the 1985 state census for violating the "one person, one vote" principle. First Latino state legislator elected from newly created Boston district.

1988 **NAACP v. Boston Housing Auth.** Federal class action lawsuit against the Boston Housing Authority for maintaining racially segregated public housing.

1988 **At the Lawyers' Committee's 20th Anniversary, Sen. Edward Kennedy calls for "a new abolitionist movement" to stamp out racism.**

1987 **Thong Lim v. Somerville Housing Auth.** Federal class action lawsuit against the Somerville Housing Authority for its failure to protect minority tenants from racial violence and harassment.

1987 **Hispanic Parents Advisory Council v. City of Lowell.** School desegregation and bilingual education case in Lowell, resulting in a favorable settlement.

1986 **Established Fair Housing Project.**



1983 **Latino Political Action Comm. v. City of Boston**, Federal court invalidated Boston's redistricting plan for violating the constitutional principle of "one person, one vote," under section 2 of the Voting Rights Act.

1982 **Established Project to Combat Racial Violence.**

1981 **Rendell-Baker v. Kohn, 457 U.S. 830 (1982).** Represented several teachers at a private special education school in Brookline.

1981 **Hispanic Parents Advisory Council v. City of Holyoke, 80-CIV-172.** School desegregation case in Holyoke, resulting in a favorable settlement including bilingual and special education plans.

1979 **Brown v. City of Salem, 693 N.E. 2d 1026 (1998) (sub nom. City of Salem v. MCAD).** Successfully represented minority applicant who was not hired as a police officer despite ranking first on the civil service exam.

1978 **Latino Assn. for Progress & Action v. Worcester Public Schools.** Lawsuit to compel the Worcester Public Schools to provide equal educational opportunities to children with limited English proficiency. Settled by a consent decree.

1978 **Latinos Unidos de Chelsea en Acción v. HUD, 607 F.2d 514 (1st Cir. 1979), 799 F.2d 774 (1st Cir. 1986).** Challenged the disbursement of federal funds to the City of Chelsea under the 1974 Housing and Community Development Act.

1978 **NAACP v. HUD.** Class action lawsuit challenging the discriminatory use of HUD funds disbursed to Boston, resulting in a favorable settlement.

1978 **MAMLEO v. Boston Police Dep't.** Challenged a discriminatory civil service exam for promotions to sergeant, resulting in a consent decree that led to the first permanent Boston Police sergeants of color. The consent decree survived a challenge as "reverse discrimination" in **MAMLEO v. Boston Police Dep't.**, 780 F.2d 5 (1st Cir. 1985). A court upheld the consent decree's extension to lieutenants and captains in **Stuart v. Roache**, 951 F.2d 446 (1st Cir. 1991).

1978 **Castro v. Beecher and NAACP v. Beecher.** Successfully challenged discriminatory police and fire department hiring practices in communities across Massachusetts, including Boston. As a result of consent decrees, there are now hundreds of police officers and firefighters of color in Massachusetts.

1974 **Morgan v. Hennigan, 379 F. Supp. 410 (D. Mass. 1974).** Federal court ordered the Boston Public Schools to desegregate in 1974, a landmark decision upheld by the U.S. Supreme Court.

1970 **Published "The Quality of Justice in the Lower Criminal Courts of Metropolitan Boston,"** a groundbreaking report that led to systemic court reforms.

1968 **The Lawyers' Committee for Civil Rights Under Law of the Boston Bar Association was formed in 1968** in the midst of riots and the assassination of Dr. Martin Luther King, Jr., and the findings of the Kerner Commission report (concluding that the nation was "moving toward two societies, one black, one white – separate and unequal"). Funded with a grant from the Ford Foundation and contributions from major Boston law firms, the Committee became the first of eight independent affiliates of the national Lawyers' Committee. President Kennedy's vision of the legal profession mobilizing its resources to support progress in civil rights came home to his birthplace. Gaspard D'Andelot "Don" Belin served as the first Chair of the Committee.

1963 **On June 21, 1963, President John F. Kennedy and Attorney General Robert F. Kennedy met with 244 leading American lawyers in the White House.** The President and Attorney General made a special appeal to mobilize the legal profession to support the struggle for civil rights. The national Lawyers' Committee for Civil Rights Under Law was created.

FOUNDERS

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