



FELLOWSHIP SPONSORSHIP CANDIDATES

(Date Opened: 5/18/18)

**Applications reviewed on a rolling basis.*

Lawyers' Committee for Civil Rights of the San Francisco Bay Area (LCCR) works to advance, protect and promote the civil rights of communities of color, low-income persons, immigrants, and refugees. Assisted by hundreds of pro bono attorneys, LCCR provides free legal assistance and representation to individuals on civil legal matters through direct services, impact litigation and policy advocacy.

LCCR was founded in 1968 when the country was reeling from the shock of the assassinations of Martin Luther King, Jr., and Bobby Kennedy. Today, LCCR continues to partner with pro bono attorneys to support communities that face racism and discrimination. Our racial justice, education, immigration, and economic justice work is driven by the clients and communities we serve.

LCCR is interested in sponsoring applicants for [fellowships](#), including the Skadden and Equal Justice Works Fellowship Programs, for the 2019-2021 cycle. LCCR is particularly interested in potentially sponsoring projects in the following areas:

- **Immigration Enforcement/Detention Accountability:** Our immigrant justice program currently is litigating detention conditions along the southwestern border of the United States. Through our direct representation program and partnerships with grassroots organizations, we regularly encounter immigrants who have been victims of harsh and unlawful enforcement activity and detention conditions at the border, in detention centers in California, and in enforcement actions in the Bay Area. We are interested in a project that would develop scalable litigation and advocacy to hold immigration enforcement authorities accountable for violating individual immigrants' constitutional and statutory rights in the enforcement context.
- **Economic Justice:** Our Economic Justice agenda includes work on the civil rights of poor and homeless people, including (1) advocating for due process rights to alleviate the burdens of court and municipal debt, including traffic, criminal debt, parking and car tows; (2) fighting the criminalization of homelessness and poverty; and (3) providing general legal services to poor and homeless clients at our Glide Clinic.
- **Education Equity:** Our Education Equity project advocates for equal educational opportunity, with a particular focus on breaking down barriers that disproportionately impact youth of color. We are interested in projects that will address education equity issues, such as discriminatory discipline practices and other "school to prison pipeline" issues and the rights of immigrant and English Learner students.
- **Police Violence/Harassment:** Our Racial Justice practice is working to fight discriminatory low level policing: stop and frisk, harassment, and citations and warrants for infractions like loitering, sitting on the sidewalk, or vending without a permit, which



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are disproportionately given to people of color. We are also interested in fighting police violence by representing people in officer complaints and helping improve police accountability and oversight for police harassment and violence.

- **Community Economic Development:** we currently provide transactional legal assistance to low-income micro-entrepreneurs. We are interested in creative projects that would develop legal and policy advocacy strategies to address the displacement of diverse communities and local businesses throughout the Bay Area, with a focus on strengthening small businesses owned by people of color, immigrants, and/or women.
- Other projects in the areas of racial justice, economic empowerment and/or immigrant justice.

To Apply

Applicants should submit: 1) a cover letter; 2) a resume; 3) contact information for a minimum of three references; and 4) a writing sample, by email to careers@lccr.com (with "Fellowship Candidate Application" in the subject line).

In your cover letter, please respond to the following question, or we may choose not to consider your application:

LCCR serves highly diverse communities. To ensure that we are best positioned to serve these communities, we strive to promote behaviors, attitudes and policies that help us work effectively in cross-cultural situations with clients, our coworkers, and our communities. We seek to create an inclusive and respectful workplace in which differences are acknowledged and valued. How have your background or experiences, professional or otherwise, prepared you to contribute to our commitment to cultural competency and racial equity? Feel free to think broadly about your response to this question, applying various aspects of your life and personal experiences.

Questions regarding this position may be submitted to careers@lccr.com.

Applications will be reviewed on a rolling basis, but we encourage candidates to submit materials before June 1, 2018. Position will remain open until filled. Lawyers' Committee for Civil Rights is an affirmative action/equal opportunity employer. People of color, LGBTQ candidates, women, persons with disabilities and individuals over 55 are encouraged to apply.