WASHINGTON LAWYERS' COMMITTEE FOR CIVIL RIGHTS AND URBAN AFFAIRS



45th ANNIVERSARY Wiley A. Branton Awards Luncheon

MONDAY JUNE 10, 2013

GRAND HYATT 12:00 PM

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Message from the Co-Chairs & the Executive Director

The Washington Lawyers' Committee's 45th Anniversary Wiley Branton Awards Luncheon provides an especially appropriate time to acknowledge the distance we have traveled toward equal justice in our nation and the significant role that our area's law firms and lawyers have played in moving us closer to this goal. It is also a time to remind ourselves that there is still important work for the Washington Lawyers' Committee to do in all of its areas of service, and opportunities for old friends and new supporters to join in our work.

Our Branton Luncheon is an occasion to express our deep appreciation to the nearly 100 law firms and thousands of individual volunteers whose pro bono efforts form the foundation of the Committee's singular ability to provide essential legal services to its many clients. These efforts encompass a broad range of matters, including virtually every area of civil rights and poverty law practice. The law firms and individual lawyers of our community, in combination with our foundation and corporate donors, also provide the core funding vital to the Committee's past accomplishments and essential to its continued success.

We want to take this moment to thank all of our volunteer attorneys and financial contributors for their generous support. In challenging economic times, their gifts of time and service are especially appreciated. A special thank you as well goes to the Committee's dedicated staff of lawyers, paralegals, and administrators. These talented and resourceful individuals combine excellent legal skills with the critical ability to develop effective legal strategies and to co-counsel a vast array of diverse cases with pro bono counsel at dozens of law firms.

The Committee's plans for the year ahead will call upon all the staff and volunteer resources it can muster. We face an increasing volume of work in virtually all of our areas of service. At the same time, we appreciate our relationships with civil rights enforcement officials at the Justice Department and other federal agencies, as well as our collaborative efforts with state and local government agencies.

To accomplish these goals, we will as always be looking to our area's law firms and volunteer attorneys for their continuing support. In moving forward, we welcome the engagement of all of the old friends who have worked with us in the past, and we encourage new firms and individuals to join us as well.



Roderic V.O. Boggs Executive Director



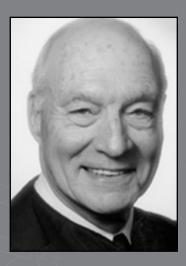
Theodore A. Howard *Co-Chair*



Lewis Wiener *Co-Chair*

Luncheon Program

Welcoming Remarks	Theodore A. Howard Co-Chair, Washington Lawyers' Committee
Presentation of 2013 Outstanding Achievement Awards	Roderic V.O. Boggs Executive Director, Washington Lawyers' Committee
Presentation of Alfred McKenzie Award	
by E. Elaine Gardner Attorney Advisor Federal Communications Commission Former Director, Disability Rights Project Washington Lawyers' Committee	Bruce Hubbard
Lunch	
Video Presentation	"Champions of Justice and Learning"
Presentation of Vincent E. Reed Award	
by Ronald Flagg Board of Directors, Washington Lawyers' Committee	Sidney Dickstein Chancellor Kaya Henderson
Presentation of Wiley A. Branton Award	
by Avis Buchanan Director, Public Defender Service for the District of Columbia	The Honorable Ricardo M. Urbina
by Judge David S. Tatel United States Court of Appeals, District of Columbia Circuit	The Honorable John M. Ferren
Closing Remarks	Lewis Wiener Co-Chair, Washington Lawyers' Committee



Remembering Judge Louis F. Oberdorfer

In 1968, Judge Louis F. Oberdorfer was the guiding force in the creation of the Washington Lawyers' Committee and other local Lawyers' Committees throughout the country. He served with distinction as a member of our Executive Committee from 1968 until his appointment to the Federal Bench by President Carter in 1977.

On February 21, 2013, the Washington Lawyers' Committee and the nation marked with great sadness the death of Judge Oberdorfer, a distinguished jurist, former Assistant Attorney General in the U.S. Department of Justice under Attorney General Robert F. Kennedy, partner at the law firm of Wilmer Cutler & Pickering (now Wilmer Cutler Pickering Hale and Dorr LLP) and a great friend to civil rights.

In all respects, Judge Oberdorfer's career epitomized the highest standards of professionalism and commitment to equal justice. We are exceedingly grateful and proud that the Oberdorfer family has named the Committee as the beneficiary of a Louis F. Oberdofer Memorial Fund. We will do our best to see that donations already committed to this Fund, along with future gifts, will be used to advance the causes of criminal justice reform and expanded pro bono services for victims of discrimination that Judge Oberdorfer championed so eloquently and effectively throughout his career as a lawyer and jurist.

History of the Washington Lawyers' Committee

From its inception in 1968, the Washington Lawyers' Committee has seen its basic mission as mobilizing the resources of the private bar to address issues of discrimination and poverty in our community. The primary motivating force behind the creation of the Committee and its counterparts in other cities was the publication of the Report of the National Advisory Commission on Civil Disorders, which identified discrimination and poverty as the root causes of the riots that erupted in cities around the nation during the late 1960s and in Washington, DC in April 1968 following the assassination of Dr. Martin Luther King, Jr.

Over the past forty-five years, the Washington Lawyers' Committee has expanded from a small staff addressing a limited number of matters into a larger organization operating multiple projects that address a broad range of civil rights and poverty issues.

EQUAL EMPLOYMENT OPPORTUNITY

The Committee's first project – its Equal Employment Opportunity Project – was established in 1971, at a time when the Washington area was beginning the construction of its Metro system and Congress was about to enact major new legislation providing federal, state and local workers with their first meaningful protections against employment discrimination. Working with a coalition of community organizations, the Committee initiated an extensive litigation campaign challenging denials of training and job referrals by unions and contractors throughout the region. In addition, major lawsuits were filed seeking enforcement of affirmative action plans covering federal and local government construction projects. Committee cases, co-counseled by over a dozen area law firms, won precedent-setting victories against many of the region's largest unions and contractors, opening significant employment opportunities for thousands of African-American workers.

During the same period, the Committee began a special outreach campaign directed at minority and female federal employees. Working with employee task forces at scores of agencies, the Committee provided representation in dozens of major cases, winning many of the first judgments upholding the claims of federal workers under the newly enacted provisions of the 1972 Civil Rights Act. The Committee has built on this early record to bring class actions affecting over 25 federal agencies, and dozens of private sector defendants, securing millions of dollars of back pay and damages, and injunctive relief for thousands of workers.

As the categories of protected classes have expanded since the establishment of the Committeee, so has the focus of the Equal Employment Opportunity Project. In addition to cases involving race, gender, religion and national origin discrimination, the Committee increasingly pursues cases involving discrimination based on sexual orientation, political affiliation, pregnancy, and other protected classes.

The Committee takes special pride in its role in winning landmark appellate rulings upholding the use of paired testers to investigate denials of equal employment. The Committee's success in these cases brought on behalf of the Fair Employment Council of Greater Washington, now the Equal Rights Center, paved the way for the use of tester-generated evidence in a number of other jurisdictions.

FAIR HOUSING

Established in the mid-1970s, the Fair Housing Project addresses denials of equal housing opportunity. Over the years, the Project's work has expanded into new and emerging areas, including predatory lending, redlining, discriminatory real estate advertising, insurance discrimination, exclusionary zoning and other discriminatory practices by municipalities, discrimination against families with children, and discrimination against low-income families who use housing subsidies. During the past decade, the Project has brought a number of high-profile cases against multi-family housing developers that have failed to design and construct properties in accordance with the accessibility requirements of the Fair Housing Act and the Americans with Disabilities Act. Most recently, the Project has launched an initiative to fight foreclosure rescue and loan modification scams in the Washington, DC metropolitan area, particularly in Prince George's County, Maryland. In many of its cases, the Project has worked with the Equal Rights Center in the ERC's ground-breaking efforts to utilize paired testers to investigate allegations of discrimination.

IMMIGRANT AND REFUGEE RIGHTS

In 1978, the Committee initiated a project to address the legal services needs of immigrants and refugees — the first such program in the DC area. Over the years, the Committee's Immigrant and Refugee Rights Project has received support from over 1,000 volunteers on matters of political asylum, challenges to restrictive immigration laws and the preparation of comprehensive policy papers on legal issues affecting the Latino community. The project has also devoted increasing resources to assisting newcomers facing denials of basic civil rights due to their national origin. As part of this effort, the Committee has filed a number of cases challenging discrimination in employment and housing, and has assisted groups and individuals targeted for abuse following the September 11, 2001 terrorist attacks. In recent years, special attention has been devoted to the concerns of day laborers in the District of Columbia and surrounding jurisdictions.

PUBLIC ACCOMMODATIONS

Since 1988, beginning with a case against Holiday Spas Health Clubs, the Committee has played a leading role in over a half-dozen national cases challenging widespread denials of service to persons of color at major hotel and restaurant chains, including Denny's, Cracker Barrel, and Adams Mark Hotels. Several years ago, the Committee achieved a major settlement in a case against a large Avis Rent-a-Car franchise in South Carolina. Most recently, this project has represented the NAACP in a series of lawsuits challenging denials of civil rights affecting African Americans attending a large holiday rally in Myrtle Beach, South Carolina.

DISABILITY RIGHTS

In 1991, the Committee began a special project to assist individuals seeking to enforce their rights under the Americans with Disabilities Act. Working closely with the Disability Rights Council of Greater Washington (now the Equal Rights Center), the Committee has won a series of important victories opening and improving access to hospitals, pharmacies, banks, restaurants, and grocery stores, as well as many other retail establishments. In addition, the Committee has assured access for people with disabilities to public transportation, voting machines and the polls, 911 phone access for the deaf community, and interpreter services for deaf individuals dealing with police and other critical services. Finally, the Committee has filed group and class actions, including cases on behalf of federal employees with disabilities and inmates with disabilities, to ensure the rights of those groups.

DC PRISONERS

In 2006, the DC Prisoners Legal Services Project, the foremost private prisoners' rights legal advocacy group in the District of Columbia, joined the Committee to become the Committee's DC Prisoners Project. The Project advocates on behalf of the more than 15,000 prisoners held annually in DC jail facilities as well as over 6,000 individuals incarcerated under DC law in Federal Bureau of Prisons facilities nationwide. The Project's work, which complements the Committee's prior work on prisoners' rights and prison reform issues, utilizes advocacy, litigation, education, outreach and policy reform to carry out its mission, and seeks to address systemic failures in our prison and parole systems.

PUBLIC EDUCATION

The Committee began its work in support of public education in the District of Columbia in 1979, when then Superintendent of Schools Vincent Reed invited law firms to represent parent organizations at a number of schools. This work initially involved direct representation of parents at local schools and system-wide advocacy for education reforms. From these efforts, a major program evolved that is focused on building partnerships linking area law firms and business enterprises with specific DC schools. Today these partnerships are active at 42 schools, bringing multiple resources — especially tutoring, mentoring and other academic enrichment programs — to thousands of DC school students.

SPECIAL PROJECTS

The Committee has, over the years, handled significant matters on an ad hoc basis and administered special projects for limited periods of time. In 2010, the Committee developed its most recent special project, the Haitian Relief & Recovery Project, designed to provide pro bono legal assistance to non-governmental organizations (NGOs) doing relief work in Haiti.

Special Committee projects over the years have focused on securing meaningful treatment for narcotics addicts, providing quality child care for low-income parents, representing African-American servicemen in challenges to less than honorable military discharges, and providing supplemental instruction to hundreds of minority students about to enter area law schools. Perhaps the most noteworthy single case – Runyan v. McCrary – was a successful US Supreme Court challenge under Section 1981 of the 1866 Civil Rights Act to the racially discriminatory admissions policies of a Virginia nursery school.

The Committee's achievements are largely attributable to the thousands of lawyers from over 100 area law firms who have given generously of their pro bono time and financial contributions. The Committee's record also reflects the skill and dedication of the talented men and women who have served with distinction on its staff and as co-chairs, directors, and trustees. "Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope."

Robert F. Kennedy

The Wiley A. Branton Award



The Wiley A. Branton Award was first presented by the Washington Lawyers' Committee in 1989. It takes its name from Wiley A. Branton, Sr., an extraordinary man whose life embodied civil rights advocacy of the highest order.

Wiley Branton first gained fame as a civil rights lawyer practicing in Arkansas in the 1950s, where his work was lonely, dangerous and heroic. He went on to a

distinguished career in government service. He also served as Dean of the Howard Law School and later, while in private practice, as a leader in several highly respected civil rights organizations. He served as Co-Chair of the Washington Lawyers' Committee in 1987 and 1988.

Wiley Branton was an inspiration to everyone who had the privilege of knowing and working with him. He personified the legal profession's ideal of pro bono service that is at the heart of the Washington Lawyers' Committee's mission.

The Wiley Branton Award is annually bestowed upon members of the legal community whose careers embody a deep and abiding commitment to civil rights advocacy.

2013 Wiley Branton Award Citation

JUDGE RICARDO M. URBINA



Throughout his distinguished career as a public defender, lawyer in private practice, law school professor, and for over thirty years as a DC Superior Court and US District Court Judge, Ricardo Urbina has always demonstrated a deep and abiding commitment to equal justice and concern for the those in our society most in need. Judge Urbina was born in New York City in 1946 and graduated from Monsignor McClancy Memorial High School. Judge Urbina went on to graduate from Georgetown University, receiving a B.A. degree in 1967 and a law degree in 1970. After a stint with the DC Public Defender Service he entered private practice in DC

and then joined the faculty at Howard Law School in 1974. He was appointed to the Superior Court of the District of Columbia in 1981 by President Clinton and in 1994 to the United States District Court seat vacated by Judge Aubrey E. Robinson, Jr. Judge Urbina was the first Latino appointed to the Federal Bench in the District of Columbia.

In addition to his exemplary record as a compassionate jurist, Judge Urbina has a long record of community service particularly on behalf of the Latino community. This service has been recognized on numerous occasions by organizations such as the Hispanic National Bar Foundation, the Puerto Rican Bar Association and the Legal and Hispanic Community of Notre Dame Law School. The Judge's commitment to community issues has also been demonstrated through his active service on the Board of Eugene and Agnes E. Meyer Foundation. The Washington Lawyers' Committee has benefitted on numerous occasions from the Judge's insights on issues impacting the Hispanic community in this area.

Most recently and perhaps of greatest importance to the Washington Lawyers' Committee and its clients, Judge Urbina has been a passionate advocate for reform of our criminal justice system with a particular concern for fair sentencing guidelines. We are extremely grateful that he has joined a panel of retired and senior federal and local judges who are now advising the Committee in the preparation of a series of reports addressing these critical issues and related matters. We have every reason to believe that the work of this panel will make a real difference in improving the quality of justice in our community. In helping to advance this goal as in so many other aspects of his career, Ricardo Urbina has exemplified the qualities of leadership and passion for justice we associate so much with Wiley Branton.

2013 Wiley Branton Award Citation

JUDGE JOHN M. FERREN



John Ferren's long and diverse career as a legal services lawyer, clinical professor, law firm pro bono department director, jurist and corporation counsel reflects the same extraordinary commitment to the causes of equal justice and opportunity that we associate so closely with Wiley Branton. A graduate of Harvard College and Harvard Law School, Judge Ferren began his career in 1962 as an Associate with Kirkland & Ellis in Chicago, where he initiated a highly successful pro bono volunteer program staffed by lawyers city wide. In 1966 he joined the faculty at Harvard Law School where he founded a nationally recognized neighborhood law office providing clinical training for students. In 1970, he was invited to join

Hogan & Hartson as a partner charged with creating the firm's Community Services Department, which soon became one of the most successful pro bono programs in the country. In 1977, he was appointed to the District of Columbia Court of Appeals by President Carter. In 1980, when members of the bar approved a referendum barring use of mandatory dues to support civil legal aid, Judge Ferren initiated and chaired a Judicial Conference Committee on Civil Legal Services to recruit lawyers for pro bono legal service. In 1997, Judge Ferren retired from the Court to become DC Corporation Counsel. He returned to the Court in 1999, taking senior status.

Judge Ferren's deep commitment to civil rights has been evident throughout his career, including his long association with the Washington Lawyers' Committee, which began in 1971 when he became a member of the Committee's Executive Committee, a position in which he served until his appointment to the bench. During his tenure at Hogan & Hartson, Judge Ferren and his firm were instrumental in the development of major Committee programs related to equal employment and criminal justice reform. This work included the firm's lead counsel role in several of the Committee's most significant federal sector employment discrimination cases, including a landmark class action challenge to discrimination at the Government Printing Office, brought on behalf several hundred African-American workers led by former Tuskegee Airman Alfred McKenzie. It also involved important work on one of the Committee's earliest initiatives challenging the use of criminal sanctions as opposed to the provision of appropriate medical treatment programs for heroin addicts. Based on this historic connection to one the Committee's pioneering efforts, it is not surprising that today Judge Ferren is assisting the Committee once again as a member of an advisory panel of retired and senior judges studying issues of unequal enforcement in the District's criminal justice system.

It would be difficult to name any lawyer who has contributed more to the growth of pro bono legal services in our city than John Ferren. His efforts in all of his various posts have been undertaken with a unique blend of professionalism, competence, humor and passion. Like Wiley Branton, Judge Ferren has left a lasting imprint on our city and helped immeasurably to advance the rights of those most in need of legal representation. The Washington Lawyers' Committee is delighted to honor him today with its highest award. 'The Washington Lawyers' Committee for Civil Rights and Urban Affairs is among the most effective and productive pro bono civil rights organizations in the country."

David J. Cynamon
Pillsbury Winthrop Shaw Pittman LLP

The Alfred McKenzie Award



The Alfred McKenzie Award was established in 1994 to recognize Committee clients whose dedication and courage have produced civil rights victories of particular significance. It takes its name from a man whose efforts as a Committee plaintiff helped to change an institution.

During World War II, Alfred McKenzie left his entry-level position in the Government Printing Office (GPO) to join the Army Air Corps, where he

served with distinction as one of the famed Tuskegee Airmen. When he returned to the GPO in 1946, he was assigned to the same low-level position he had held before his military service. He then began a career-long struggle to win equal treatment for himself and his fellow African-American GPO employees.

In 1972, represented by Committee staff and the firm Hogan and Hartson, Mr. McKenzie initiated a class action lawsuit to challenge racial discrimination against African-American pressmen at the GPO. Fifteen years later, his determination led to a landmark victory that secured a record \$2.4 million payment to hundreds of African-American workers and, even more importantly, a fundamental restructuring of personnel policies that opened the door of equal opportunity to countless minority workers.

2013 Alfred McKenzie Award Citation

BRUCE HUBBARD



Bruce Hubbard, a career employee of the United States Postal Service, represents himself and class of deaf fellow workers in a major class action case brought on behalf of thousands of deaf and hard of hearing employees challenging the failure of the Postal Service to provide legally mandated sign language interpreters during work meetings at facilities nationwide. Among other things, the suit charged that the Postal Service failed in its duty to communicate effectively with deaf workers in the aftermath of the anthrax crisis in 2001, when two workers died and many others were potentially exposed to the deadly toxin at the Brentwood postal facility in Northwest Washington.

Mr. Hubbard played a critical role in leading the plaintiff class over the extended period that this matter was actively litigated by the Committee and team of law firms led by Covington & Burling LLP. He also was deeply involved in the negotiations and mediation that led to the class settlement approved by all of the parties and submitted to Judge Richard Leon in October of 2011. This settlement calls for broad injunctive relief providing for significant improvements in the ways in which the Postal Service communicates with its deaf and hard of hearing employees and for a monetary fund of several million dollars to be shared by the class.

Over the past 19 months, Bruce Hubbard has remained actively involved in the prolonged proceedings through which the parties continue to seek court approval of the settlement. In all of his efforts throughout his career at the Postal Service, and especially for the twelve years since this matter was initiated, Mr. Hubbard has demonstrated a deep commitment to the rights of his fellow deaf colleagues and extraordinary patience in facing a long and challenging situation. In these respects, he has exemplified the qualities of leadership the Committee saw so clearly in the life of Alfred McKenzie.

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'The Committee's unique combination of experienced staff lawyers and the pro bono support of hundreds of excellent law firm volunteers has produced an unprecedented record of victories in virtually every area of civil rights practice and provided essential legal services to thousands of individual clients."

> Roger E. Warin Steptoe & Johnson LLP

The Vincent E. Reed Award



The Vincent E. Reed Award was first presented by the Washington Lawyers' Committee in 2003. The award is given in the name of Dr. Vincent Reed, the distinguished educator whose encouragement and support were directly responsible for the Committee's decision to establish its public education support programs.

Following his graduation from West Virginia State College and military service during the Korean War, Vincent Reed began his career as an educator in the DC Public Schools in

1956. Within several years, he was promoted from a teaching position to a series of important administrative posts in the school system, culminating in his appointment as DC School Superintendent in 1975. His appointment to this post came at a time when the local schools were experiencing enormous stress and public criticism. Dr. Reed's charismatic leadership and the rigorous educational programs he championed helped immeasurably to restore public confidence in the city's schools.

In 1978, Dr. Reed met with the staff of the Washington Lawyers' Committee and encouraged them to seek law firm volunteers to serve as legal counsel for parent leaders at a dozen public schools in Southeast Washington. This initial effort became the basis for the Committee's representation of Parents United for the DC Public Schools and the DC Public School/Law Firm Partnership Program, which now operates in more than 40 schools across the city.

Following his tenure as DC School Superintendent, Dr. Reed went on to serve as an Assistant Secretary for Elementary and Secondary Education at the US Department of Education and as Vice President for Communications at the Washington Post Company.

2013 Vincent Reed Award Citation

SIDNEY DICKSTEIN



Over a distinguished career spanning more than 60 years, Sidney Dickstein has long been recognized not only as a lawyer of outstanding character and ability, but for his exceptional efforts on behalf of children and the DC Public Schools, most notably the Duke Ellington School of the Arts. Under his guidance, the law firm of Dickstein Shapiro LLP has grown from a two-lawyer office established in 1953 to the large and diverse firm that it is today. In the process, Mr. Dickstein has been heralded by *Washington Magazine* as one of "Washington's great firm builders, prosecutors, defenders, litigators and advocates."

A graduate of Franklin & Marshall College and Columbia Law School, throughout his life and distinguished legal career, Sidney Dickstein has always found time for community service and support for pro bono legal work. This is evident, from among other things, his longstanding service on the American Jewish Committee's (AJC) Board of Governors, and his work as president of the AJC's DC chapter. His community service is further exemplified by his decades of service on the Board of Trustees of his alma mater, Franklin & Marshall.

Today, the Washington Lawyers' Committee recognizes Sidney Dickstein for his truly exceptional and deeply felt commitment to the Duke Ellington School of the Arts and the Committee's DC Public School Partnership Program. This commitment began in 1997, when he and his firm reached out to Ellington school leaders to offer their help and support for the visual arts department in the form of their annual firm holiday card contest. These initial contacts led to the firm undertaking a growing array of initiatives that started in 2001, including the twice-monthly Roundtable meetings with students to discuss current issues, as well as providing mentors to support instruction in the Georgetown University Law Center's Street Law course at the school and coaching for the school's teams in the annual DC-wide High School Mock Trial tournament. Mr. Dickstein and his wife Barbara provided key funding for the Ellington's video production program, and for twelve years personally guided a program — funded by the Firm — to bring Ellington students and an accompanying faculty member each summer to the Anderson Ranch Arts Center in Colorado.

For more than 15 years, the Dickstein Shapiro partnership with Ellington has been a model for over 40 similar partnerships the Committee has helped to create at DC public schools across the city. Thus, the model Sidney Dickstein has done so much to create and nurture has been a major force not just in fostering the talents of hundreds of aspiring artists, but in enriching the educational experiences of thousands of children throughout the city. For all that he has done in support of children and the DC Public Schools, Sidney Dickstein is a most deserving recipient of the Committee's Vincent E. Reed Award.

2013 Vincent Reed Award Citation

CHANCELLOR KAYA HENDERSON



In her relatively short tenure as Chancellor of the DC Public Schools (DCPS) and her earlier service as Deputy Chancellor, Kaya Henderson has had a profound and positive impact in successfully achieving some of the most significant advances in educational programs and opportunities for students that our city has seen in more than 50 years. The Washington Lawyers' Committee, through its Public Education Project and DC Public School Partnership Program, has been extremely proud to offer support for many of these successful initiatives.

Kaya Henderson was born in Mount Vernon, New York in 1970, and graduated with honors from Mt. Vernon High School. She was deeply influenced by her late mother, Kathleen Henderson, an educator who became a school principal at the age of 30 and went on to a distinguished career in a number of leading school districts in the greater New York area. Cancellor Henderson received her bachelor's degree from Georgetown's School of Foreign Service and a Master of Arts degree in leadership, also from Georgetown. Prior to assuming her position as Deputy Chancellor for DCPS in 2007, she was a teacher in the South Bronx, a key staff member of Teach for America and Vice President of the New Teacher Project.

As DCPS's Deputy Chancellor, Henderson oversaw the District's human resources and strategic workforce planning, playing a central role in negotiating a groundbreaking contract with DC teachers that provided for a new and innovative evaluation system and major and long overdue salary increases. This agreement has become a model for other districts throughout the country. In her role as Chancellor, a post she assumed in 2010, she has continued to demonstrate exceptional leadership and vision as she follows through on her commitment to provide a quality education to all of the District's students. One need only recall the state of schools during the many years of the Committee's hard-fought advocacy for such basic needs as safe school buildings and competitive pay for DC teachers and principals to appreciate how much has been accomplished since 2007. In doing so much to move our schools forward, Kaya Henderson has shown herself to be a most worthy recipient of the Committee's Vincent E. Reed Award. The Committee looks forward to working closely with her and her team for years to come.

2013 Outstanding Achievement Awards to Cooperating Law Firms

Outstanding Achievements Awards are presented each year to a select number of firms for exceptional work with the Washington Lawyers' Committee during the previous year.

EQUAL EMPLOYMENT OPPORTUNITY

Zuckerman Spaeder LLP

This award recognizes a collaborative effort between Zuckerman Spaeder LLP and the Washington Lawyers' Committee in successfully representing a client in litigation under the Family and Medical Leave Act (the "FMLA"). The client, a Spanish-speaking immigrant who worked for the defendant for over a year, alleged that the defendant had violated the FMLA when it fired her following her leave for emergency surgery, instead of reinstating her to her job. The complaint drafted by Zuckerman Spaeder and the Washington Lawyers' Committee apparently convinced the defendant that it could face substantial exposure if it did not resolve the case. As a result, the defendant requested early mediation, even before responding to the plaintiff's discovery requests. During mediation, Zuckerman Spaeder and the Washington Lawyers' Committee presented carefully researched theories of liability, a well thought-out litigation strategy, and strong factual evidence. The client's former employer agreed to settle that day for a substantial sum, changing the life of an individual who had been without work for several years.

Wilmer Cutler Pickering Hale & Dorr LLP

A team of attorneys from WilmerHale represented a youth counseling professional who was summarily fired by one of the city's contractors, ostensibly because of his criminal record. After fully disclosing a 10-year-old criminal conviction, the client had successfully counseled troubled youth in the city for two years, and been promoted twice, when an agency of the District of Columbia conducted an "audit" and ordered the contractor to terminate him. WilmerHale took on the challenge of getting him his job back. In so doing, the team discovered that the client's termination had violated a little-known D.C. statute called the Criminal Background Checks for the Protection of Children Act of 2004, which provides that most people with criminal records cannot be automatically barred from employment with the DC government or DC government contractors without conducting an individualized review of the person, the offense, and the connection between the offense and the job, taking into account factors such as the severity of the offense and how much time has passed. After a dogged two-year battle, which involved successful litigation before the DC Commission on Human Rights and protracted negotiations with several District government agencies, the client was reinstated. The victory comes on the heels of the passage of DC's Ban the Box law, which WilmerHale, through its partnership with the WLC and other civil rights organizations, helped to draft and implement. Among other things, this law prohibits DC government employers from inquiring into the criminal history of most applicants during the initial screening of applications.

FAIR HOUSING

Sidley Austin LLP

In 2007, the Washington Lawyers' Committee began to represent a blind woman in a case against Wingate Development of DC, LP (Wingate) and its management company, Community Management Services, Inc. (CMS). The respondents refused to allow our client to rent an upper-level apartment unless she signed a waiver of liability, in violation of law. The D.C. Human Rights Commission found that our client had been discriminated against on the basis of her disability and awarded her damages from both Wingate and CMS which had defaulted at the outset of the proceedings and no longer operated in the District. Wingate responded to the Washington Lawyers' Committee's fee petition by stating that it no longer had any assets to satisfy a judgment.

Sidley Austin agreed to get involved to help our client collect her award and the Washington Lawyers' Committee collect its fees. Sidley investigated both Respondents, revealing that CMS and its owners had allegedly engaged in fraudulent transfers of assets to avoid very large real estate loans and possibly dissolved improperly. Sidley filed a Complaint in D.C. Superior Court seeking to convert the Commission's award into an enforceable judgment and including other counts seeking to undo CMS's fraudulent transfers and to claw back any assets that Wingate may have distributed to its principals. Sidley then negotiated settlements with our client, CMS and Wingate, enabling our client to receive her full award and the Washington Lawyers' Committee to receive its fees.

Hogan Lovells US LLP

Hogan Lovells resolved a fair housing case on behalf of the Equal Rights Center alleging source of income discrimination in the District of Columbia against the Barac Company, a property management company, and two property owners whose rental units are managed by Barac. The Equal Rights Center alleged that testers posing as Housing Choice Voucher holders were told that their vouchers would not be accepted at those properties, in violation of the District of Columbia Human Rights Act. Hogan Lovells drafted and filed a Complaint and negotiated a very favorable settlement agreement with all defendants.

Under the terms of the settlement agreement, Barac will ensure that all of its agents answering calls for rental properties located in the District of Columbia will advise potential renters that vouchers are accepted for the payment of rent. Barac has also agreed to strengthen its existing fair housing policies, including providing additional fair housing training to employees, and to make a payment to the ERC for its costs and attorneys' fees in reaching this agreement.

Drinker Biddle & Reath LLP

Drinker Biddle & Reath co-authored an influential report with the Equal Rights Center ("ERC") documenting discrimination against Latinos seeking rental housing across the Commonwealth of Virginia. The report, "Precaución: Obstacles for Latinos in the Virginia Rental Housing Market," is based on a testing investigation conducted by the ERC in response to a growing number of complaints of hostility toward immigrants, particularly those in Latino communities. In numerous matched pair in-person tests conducted throughout the state, the Latino tester encountered at least one form of adverse treatment as compared to the Anglo counterparts. Drinker Biddle & Reath worked hand-inhand with the ERC throughout the process, helping with analysis of the test files, and drafting and publicizing the report.

King & Spalding LLP

King & Spalding assisted the Washington Lawyers' Committee and partner nonprofits in founding the Take Back Your Home Coalition ("TBYH"), a group of nonprofit organizations committed to assisting Prince George's County homeowners and tenants affected by foreclosure. On a bi-weekly basis, TBYH volunteers from local law schools and the broader community go to homes affected by foreclosure to inform homeowners and tenants of their rights and the free resources available to them. TBYH also holds bi-weekly community meetings in Prince George's County, where homeowners and tenants can access free housing counseling and legal services. King & Spalding has helped in coordinating TBYH's outreach, in leading the community meetings, and in planning the direction of the TBYH program.

IMMIGRANT AND REFUGEE RIGHTS

Arnold & Porter LLP and Cadwalader, Wickersham & Taft LLP

Through extraordinary efforts in a vigorously defended case, Arnold & Porter and Cadwalader Wickersham & Taft negotiated a proposed \$650,000 settlement for a class of construction workers who were denied overtime wages for three years by their employer, Nastos Construction, Inc. Assigned to work at various project sites around the Washington, D.C. area, plaintiffs were consistently forced to work far in excess of forty hours per week, yet were systematically not compensated for this overtime as required by law. A complaint was filed In October of 2009, and after almost 4 years of intense litigation and negotiation, a proposed settlement agreement was reached and presented to the Court for approval.

McKenna Long & Aldridge LLP

Following a difficult negotiation, an excellent team at McKenna Long & Aldridge secured a substantial recovery for seven recently arrived refugees and asylees who were forced to work 12 - 15 hour shifts, six days a week, as caregivers at JK House of Grace, a nursing home in Maryland. They were not paid overtime wages, minimum wage, or even their promised wage for the services they provided.

DISABILITY RIGHTS

Boies, Schiller & Flexner LLP and Foley & Lardner LLP

Boies, Schiller & Flexner and Foley Lardner, through determined litigation and forceful negotiations, secured meaningful access for deaf and hard of hearing persons to videos posted to the District of Columbia government website. The first of its kind, the settlement with the DC government in this case assures that all new video content published by District agencies or accessible through the District's central web portal will be captioned, and free transcription services for existing video content is available on request.

Kirkland & Ellis LLP

A skillful and dedicated team of attorneys at Kirkland & Ellis fought to make Filenes Basement stores, which were plagued by inaccessible entrances, interior paths of travel, check-out counters, fitting rooms and restrooms, ADA-compliant. Kirkland & Ellis began this litigation against Filenes Basement. When Filenes Basement filed for bankruptcy, Kirkland & Ellis moved the pursuit into bankruptcy court, and also filed a new lawsuit against the entity that bought these inaccessible stores – SYMS. Then, when SYMS itself filed for bankruptcy, Kirkland & Ellis again went to bankruptcy court for the Plaintiffs in order to obtain the justice sought.

Relman, Dane & Colfax PLLC

Following extensive negotiations, Relman, Dane and Colfax secured an excellent settlement bringing a number of D.C. area McDonald's franchises into compliance with the ADA's accessibility requirements. Suffering from accessibility barriers preventing persons with disabilities from readily entering and enjoying them, seven area McDonald's restaurants will now be accessible to all who wish to visit.

PRISONERS' RIGHTS

Ballard Spahr LLP

In a case brought on behalf of a deaf prisoner, Ballard Spahr, working in conjunction with the Committee's Disability Rights and DC Prisoners' Projects, persuaded the U.S. District Court for the District of Columbia to issue the first judicial guidance that videophones may be necessary to ensure effective telephone communication for deaf individuals.

Following a hearing on a motion for preliminary injunction, the Court ordered the Federal Bureau of Prisons to complete an evaluation of videophone technology, to assess whether provision of a videophone to a deaf prisoner would constitute a fundamental alteration of the Bureau's program or result in an undue burden to the agency. The Judge found that the older telephone technology which the Bureau had proposed to make available would not provide communication in the deaf individual's native language. She noted technology has changed over time, and that most deaf individuals, including the plaintiff's family, no longer had access to the old technology, and thus cannot communicate with someone using a TTY. She also ruled that provision of email access does not resolve the issue of telephone access for prisoners who are deaf. The Court also entered an order assuring that the deaf individual will be provided access to sign language interpreter services during orientation, medical, disciplinary and educational activities.

This case is being relied on by attorneys involved in similar battles across the country.

Hogan Lovells US LLP

Hogan Lovells led city-wide organizing efforts to demand that the DC Department of Corrections revise its new policy on visitation. In July, the DC Jail instituted policies limiting (non-attorney) visits to prisoners to "visits" via video hook-up, thus allowing no in-person visitation. In response to broad community opposition, Hogan Lovells US LLP secured more than 100 individual and organizational supporters (including dozens of religious organizations) for a petition demanding that the Department of Corrections allow in-person visitation. In February, four DC Council members co-introduced legislation to bring back in-person visitation to the Jail, with four additional Council members signing on as co-sponsors.

Latham & Watkins LLP

A team of Latham & Watkins attorneys litigated a major case upholding the rights of a Muslim client incarcerated at a federal prison in central Pennsylvania. As a Muslim, he is required to pray five times every day at designated times, set according to the calendar. Very often, these designated times for prayer fall during the client's work, recreation, or school hours. Until litigation, the federal prison would not let him engage in his short prayer while at work, recreation, or school.

After more than two years of hard fought litigation and extensive discovery, defendants agreed to a settlement with provisions that include a new policy allowing all inmates to pray as required by their faiths.

Pepper Hamilton, LLP

Pepper Hamilton took on an appeal on behalf of a client who had been discriminated against based on his disability in his federal prison job. Although the appeal presented purely legal issues, the Eleventh Circuit required mediation. Through significant and creative negotiations, the Pepper Hamilton team was able to achieve a result for the client that not only included future accommodations, but also had him transferred closer to home and got the federal government to pay his filing fees.

PUBLIC EDUCATION

Arent Fox LLP

Arent Fox has become a stalwart supporter of the DC Public School Partnership Program. Many of its attorneys and staff devote a tremendous amount of time training mentors and teachers to coach DC students in the fast-paced Geoplunge U.S. geography card game. For eight years the firm has organized DC-wide winter Geoplunge tournaments, which in the past two years have attracted up to 80 teams from 40 schools. It also organizes an annual spring tournament that has had up to 20 teams. The expanding interest in Geoplunge each year attracts more schools and organizations to the Committee's DC Public School Partnership Program.

Arent Fox also has taken on school partnership activities at Randle Highlands Elementary School and Eastern High School, developing and operating programs such as career days, debates, art competitions and parent workshops that have become models for other School Partnership firms.

BuckleySandler LLP

For the past two years, BuckleySandler has been the undisputed fundraising champion of the Committee's DC-wide Cooking for Kids Bake Sale among firms partnered with schools through the DC Public School Partnership Program, raising over \$3,000 each year to benefit DCPS students. BuckleySandler attorneys also have organized an incredible array of auction items for the annual Fall Celebration that provides key support for the Committee and its education work.

This spring, BuckleySandler started a school partnership with Walker-Jones Education Campus, where its Bake Sale funds went towards funding numerous field trips. The firm also is helping to start a butterfly garden and will further support the school's vegetable farm where students grow a wide variety of vegetables. The farm generates 3,000 pounds of vegetables each year that are donated to the DC Central Kitchen.

Finally, the firm has arranged for the Kolar Foundation to fund a donation of a book for every student for this summer, and the firm will start a reading and tutoring program for 5th graders in the fall.

Crowell & Moring LLP

Since 2010, Crowell & Moring volunteers have worked with students from Davis Elementary School in Ward 7. Volunteers coached the school's teams in the districtwide GeoPlunge U.S. geography tournaments. Crowell & Moring also regularly brought students to the firm for academic tutoring and enrichment activities. The firm provided a graduation speaker for the school's promotion ceremony in 2011 and arranged for Davis students to participate in the firm's Take Your Kids to Work Day activities.

In addition, last year, the firm began matching mentors with students needing extra reading help through a unique program that allows mentors to get online from their office desk to read books and review comprehension games with their students who access online terminals at the school. The Davis Principal said of their school partnership with Crowell, "I feel that they are true partners in what we are trying to do for the Davis community."

Goodwin Procter LLP

Goodwin Procter developed several significant programs and has become an integral part of the West Education Campus community. The firm organizes a book drive for National Schools Month and volunteers work at the school on Beautification Days. Firm volunteers coach Geoplunge teams, and a special fundraiser at the firm raised \$4,000 for two orphaned boys at the school.

Attorneys and staff at the firm worked with a 3rd grade teacher to develop the Good Read Program. Mentors read with the students and write to them; students write book reports and receive prizes for every goal they reach. The firm also held a mock trial at its office where the students participated as jurors. The principal and teachers at West have been amazed at how much the students have improved their reading and writing skills, and as one teacher wrote, "The Good Read Program has been an invaluable experience for our students. Thank you for truly making a difference in their lives."

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