



WEDNESDAY JUNE 22, 2016

**WILEY A. BRANTON
AWARDS LUNCHEON**

JW MARRIOTT 12:00 PM



WASHINGTON LAWYERS' COMMITTEE
FOR CIVIL RIGHTS AND URBAN AFFAIRS

“ *The arc of history is long,
but it bends toward justice.* ”

— Dr. Martin Luther King, Jr.

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Message from the Committee Co-Chairs & Branton Luncheon Chair

This year marks a very special moment in the history of the Washington Lawyers' Committee as we celebrate the extraordinary career of our longtime Executive Director Rod Boggs, who is stepping down after 45 years, and welcome Jonathan Smith as our new leader. Rod leaves the Committee at a time when our organization's staff and board have been strengthened by excellent new additions and our litigation docket and advocacy programs are particularly active and growing. We are pleased that Jonathan Smith will assume the mantle of leadership and build on the strong foundation that Rod has created going forward.

The Washington Lawyers' Committee's Wiley A. Branton Awards Luncheon provides an especially appropriate time to acknowledge the distance we have traveled these past 48 years 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 longtime 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.

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 on a vast array of diverse cases with pro bono lawyers 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 continue to 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 meet the challenge of providing expanded services, we will, as always, look to area law firms and volunteer attorneys for their continuing support. In moving forward, we welcome the engagement of all of the friends and supporters who have worked with us in the past, and we encourage new firms and individuals to join us as well.



Jennifer G. Levy
Committee Co-Chair



Steven P. Hollman
Committee Co-Chair



Lewis S. Wiener
Branton Luncheon Chair

Luncheon Program

Welcoming Remarks	Jennifer G. Levy <i>Co-Chair,</i> <i>Washington Lawyers' Committee</i>
Presentation of 2016 Outstanding Achievement Awards	Roderic V.O. Boggs <i>Executive Director,</i> <i>Washington Lawyers' Committee</i>
Presentation of Vincent E. Reed Award by Rhonda Cunningham Holmes <i>Deputy Director,</i> <i>Washington Lawyers' Committee</i> by Kent Withycombe <i>Director, Public Education Project</i> <i>Washington Lawyers' Committee</i>	BDO USA, LLP Savills Studley Zuckerman Spaeder LLP
Presentation of Alfred McKenzie Award by Theodore A. Howard <i>Former Co-Chair,</i> <i>Washington Lawyers' Committee</i>	The Legal Aid Justice Center Accepted by Mary Bauer <i>Executive Director</i>
Lunch	
Video Presentation	"Pursuing Justice"
Presentation of Wiley A. Branton Award by The Honorable James Robertson <i>Former Co-Chair,</i> <i>Washington Lawyers' Committee</i>	Roderic V.O. Boggs
Introduction of New Executive Director by Theodore A. Howard <i>Former Co-Chair,</i> <i>Washington Lawyers' Committee</i>	Jonathan M. Smith <i>Executive Director Designate</i> <i>Washington Lawyers' Committee</i>
Closing Remarks	Steven P. Hollman <i>Co-Chair,</i> <i>Washington Lawyers' Committee</i>

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.

For almost 50 years, the Washington Lawyers' Committee has been a leader on civil rights issues in the region. The Committee has fought to ensure that every child, regardless of race or poverty, has equal access to education, that people of color and women have access to employment opportunities, that housing discrimination on the basis of race, disability, family size, and criminal history is eliminated, that places of public accommodation serve people of color and persons with disabilities, that prisoners are not subjected to unconstitutional conditions, and many, many other causes.

The work of civil rights is not, however, done. The Committee continues to be there for individuals and communities facing discrimination. We are building on the strong foundation and legacy of the last 48 years and continuing in our traditional areas of work while pivoting to the challenges ahead. Among the most recent initiatives added to our historic priorities are:

- A project to protect pregnant immigrant women from employment discrimination;
- An initiative to ensure that businesses are web-accessible to people who are blind;
- Efforts to ensure that community redevelopment does not result in race discrimination and a re-segregation of our city;
- Protection of the re-employment rights of veterans returning from deployment;
- Ensuring that laws protecting subsidized housing tenants from discrimination are enforced; and
- Creating accountability for misconduct by police.

Most recently, the Committee launched initiatives focused on the employment rights of military veterans and the civil rights of LGBT individuals.

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, as well as injunctive relief for thousands of workers.

As the categories of protected classes have expanded since the establishment of the Committee, 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, pregnancy, and other protected classes.

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 individuals who use housing subsidies. In many of its cases, the Project has worked with the Equal Rights Center (ERC) in the ERC’s ground-breaking efforts to utilize paired testers to investigate allegations of discrimination. Over 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. During the past two years, the Project has also fought foreclosure rescue and loan modification scams in the Washington, DC metropolitan area, particularly in Prince George’s County, Maryland.

IMMIGRANT RIGHTS

In 1978, the Committee initiated a special project to address the legal services needs of immigrants and refugees that was the first such program in the DC area. Over the years, the Committee’s Immigrant and Refugee Rights (IRR) Project has received support from over 1,000 volunteers on matters of political asylum, challenges to restrictive immigration laws, as well as the preparation of comprehensive policy papers on legal issues affecting the Latino community. The IRR Project assists both documented and undocumented immigrants as they face denials of basic civil rights due to their national origin and immigration status. As part of this effort, the Committee has filed a number of cases challenging discrimination in employment and housing. In recent years, the IRR Project has devoted special attention to bringing suits on behalf of individuals and on a class-wide basis against employers who engage in wage theft and other violations of wage and hour laws.

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 such a case against a large Avis Rent-a-Car franchise in South Carolina. In recent years, 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 merged with 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' RIGHTS

In 2006, the DC Prisoners' Legal Services Project, the foremost private prisoners' rights legal advocacy group in the District of Columbia, joined the Committee and became the DC Prisoners' Project. The Project advocates on behalf of the more than 12,000 prisoners held annually in DC jail facilities as well as over 5,000 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. Currently, the Project, with co-counsel Arnold & Porter LLP, is litigating a putative class action to address the needs of men with serious mental health issues at the federal Supermax prison in Florence, Colorado.

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 businesses with DC public schools. Today, these partnerships are active at 50 schools, providing multiple resources for thousands of students and their school communities — especially tutoring, mentoring, other academic enrichment programs, and support for parents and teachers.

SPECIAL PROJECTS & CASES

The Committee has, over the years, handled significant matters on an ad hoc basis and administered special projects for limited periods of time. These special Committee projects 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, providing supplemental instruction to hundreds of minority students about to enter area law schools, and providing pro bono legal assistance to non-governmental organizations doing relief work in Haiti after the catastrophic earthquake there in 2010.

Perhaps the most noteworthy single case – *Runyon v. McCrary* – was a successful U.S. Supreme Court challenge under Section 1981 of the 1866 Civil Rights Act to the racially discriminatory admissions policies of a Virginia nursery school, brought by the Committee and decided in 1976. The Court held that federal law prohibits private schools from discriminating on the basis of race.

“ 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.

The Wiley A. Branton Award

2016 Wiley Branton Award Citation

RODERIC V.O. BOGGS



Over a long and distinguished career, Rod Boggs has left an indelible mark on the civil rights and poverty law landscape in our city and beyond. Rod's work as the Executive Director of the Washington Lawyers' Committee and earlier as a Staff Attorney at the national Lawyers' Committee for Civil Rights Under Law, has extended nearly five decades beginning in 1969. His efforts have contributed to advances in virtually every area of civil rights law and helped enormously to raise the profile of pro bono practice in the legal profession.

Born in Rockville Centre, New York in 1941, Rod graduated from Colgate University, Columbia Law School and the London School of Economics. In 1967, he spent a year in Tanzania working for the Ford Foundation before taking on an assignment as District Representative for Congressman Allard K. Lowenstein of NY in 1968. In 1969, Rod joined the staff of the national Lawyers' Committee, and moved in 1971 to his post as Executive Director of the Washington Lawyers' Committee.

Among his first initiatives at the Washington Lawyers' Committee, Rod developed a groundbreaking project addressing systemic race and gender employment discrimination in the building trades and construction industry in the Washington metropolitan area. He also took the lead in securing funding from the U.S. Equal Employment Opportunity Commission to operate a pilot program in multiple cities that enlisted the private bar in bringing Title VII class actions at a time when the Commission lacked broad enforcement authority. A few years later, he began a major program to challenge employment discrimination in the federal government following the passage of the 1972 Civil Rights Act. These combined efforts mobilized the resources of dozens of firms and hundreds of lawyers to litigate successfully a large number of major cases, many of which helped shape the positive development of employment discrimination law. Among other early initiatives was a special program challenging inhumane conditions and the absence of due process in disciplinary procedures at the District's penal facilities. This work also included a major project, engaging the pro bono support of more than 100 law firm volunteers, to challenge the city's drug enforcement policies and advocate that drug addiction be viewed as a public health issue.

In the mid-1970s, Rod and the Committee began to focus attention on housing discrimination. He worked closely with local and regional fair housing organizations to develop new enforcement strategies using paired testers. Following the Supreme Court's decision upholding the standing of testers and tester organizations in 1982, Rod played a central role in creating the Fair Housing Council of Greater Washington, an organization led by an interfaith board of clergy that has contributed greatly to the enforcement of fair housing laws throughout the region and beyond.

In 1977, Rod and the Committee established the first project in the DC area to provide Spanish-speaking attorneys to assist individuals confronting immigration and civil rights issues related to their national origin or immigration status. This effort later evolved into the Committee's Immigrant and Refugee Rights Project, which is now deeply engaged in addressing wage theft issues and has twice authored influential sets of reports on civil rights issues affecting the immigrant communities in the DC area.

Beginning in 1978, the Committee began significant work to address issues affecting public education in Washington, DC. Early work in this area involved legal support for parent

organizations at local schools in low-income neighborhoods and general counsel support for the city-wide organization Parents United for DC Public Schools. For decades, Parents United led the fight for adequate school funding, vitally needed school building repairs, and fair pay for DC teachers and principals. This work included successful litigation challenging thousands of fire code violations in the schools and mandating legally required nurses in schools and at school athletic events. The Committee's advocacy ultimately contributed to the transformation of school governance that has helped produce major increases in school funding and improvements in academic performance. Today, that work continues through the Committee's expanding network of educational partnerships between local schools and more than 50 area law firms and corporations, providing tutoring, mentoring and many other needed services for thousands of DC public school children.

In the early 1990s, the Committee established a program in the field of disability rights. Over the past 24 years, working with a new client organization, the Disability Rights Council, the Committee has provided counsel in dozens of matters, successfully challenging systemic discrimination affecting thousands of individuals with disabilities. This work has involved active collaboration with virtually all of the major disability rights organizations in the region. In 2005, the Disability Rights Council merged with Fair Housing Council and Fair Employment Council to become part of the Equal Rights Center.

In 2006, the Committee under Rod's leadership merged the DC Prisoners' Project into the Washington Lawyers' Committee, thus allowing the Committee to renew its historic role in addressing matters of prisoners' rights and criminal justice reform. This alliance has led to greatly expanded litigation challenging denials of prisoners' rights throughout the country and, in recent years, the issuance of a series of high-profile policy papers, supported by a panel of distinguished senior and retired judges. These publications have helped to raise national awareness of such important issues as drug policy reform, the collateral consequences of arrests and conviction, and conditions affecting female inmates.

In addition, over the course of his career, Rod developed a number of special programs of limited duration that, among other things, counseled hundreds of local day care providers, assisted hundreds of veterans seeking to challenge their less than honorable discharges, and, over more than 25 years, recruited more than 1,000 law firm volunteers to tutor several thousand minority students as they prepared to enter area law schools.

Under Rod's leadership, the Committee has served as counsel or co-counsel in some of the most significant civil rights cases of the past 50 years. One of these was *Runyon v. McCrary*, a case that he helped to argue in the US Supreme Court in 1976, which successfully challenged the racially discriminatory admissions' policy of a private nursery school. Another was the class action brought in 1993 on behalf of a group of Uniformed Secret Service Agents denied service at a Denny's Restaurant while on active duty protecting President Clinton. The settlement of this case provided \$17.5 million dollars of monetary and injunctive relief to 175,000 individual class members.

In recognition of his accomplishments, among other honors, Rod has received the Justice Potter Stewart Award from the Council for Court Excellence, the Thurgood Marshall Award from the DC Bar and most recently the President's Award from the Washington Council of Lawyers.

The overarching goal of Rod's work has been to harness the resources of our city's private bar and its leaders to help secure justice and equal opportunity for all who seek the protection of our civil rights laws. He has pursued this objective over a long career with infectious enthusiasm, an abiding sense of commitment to the Committee's clients, and strong collaboration with his staff and law firm colleagues. We are pleased to say that all of us are the better for his tireless efforts. There is no one more deserving of the Wiley A. Branton Award, and the Committee is proud to honor him this year.

*“ 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 of 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, more importantly, a fundamental restructuring of personnel policies that opened the door of equal opportunity to countless minority workers.

2016 Alfred McKenzie Award Citation

THE LEGAL AID JUSTICE CENTER

According to the late, great Muhammad Ali, “[s]ervice to others is the rent you pay for your room here on earth.” If so, this year’s Alfred McKenzie Award honoree, the Legal Aid Justice Center (LAJC), has accumulated enough credits on its rental ledger to live rent-free for the remainder of its existence.

Originally founded as the Charlottesville-Albemarle Legal Aid Society in 1967 by a group of local attorneys and UVA law students to respond to the acute need for an organization to provide civil legal assistance to those unable to afford a lawyer, the LAJC, under the visionary leadership of Alex Gulotta and his worthy and extremely able successor, Mary Bauer, has become a preeminent -- if not the preeminent -- provider of legal services to the poor and those of limited means in the Commonwealth of Virginia with offices in Charlottesville, Falls Church, Richmond, and Petersburg. Critical to its long-term success was its intrepid, courageous decision in 1998 to separate from the Legal Services Corporation and forego federal funding in order to preserve its right to address legal problems and issues outside the scope of the restrictions imposed by a conservative Congress as a condition on the receipt of federal funds.

Significantly, it was that decision which placed the LAJC in a position to expand the scope of its services through the creation of its Institutionalized Persons Project in 2007, a step which led directly to the successful collaboration for which the LAJC is being honored today. Within a matter of months of the commencement of its focus on Institutionalized Persons, the LAJC was literally inundated with letters from women incarcerated at the Fluvanna Correctional Center for Women, a Virginia Department of Corrections facility, relating incident after incident of horrifically deficient medical care turning minor problems into major illnesses, and treatable illnesses into life-threatening conditions or needless premature deaths. Prison visits by LAJC staff followed and, within a very short period of time, it was clear that a major constitutional problem existed at Fluvanna, in connection with which legal action was required. Seeking additional resources and substantive expertise, the LAJC reached out to the Washington Lawyers’ Committee’s Prisoners’ Project, and by Spring 2009, Wiley Rein joined the team as co-counsel.

The LAJC did not consider its work done at that point. Much to the contrary, a talented and committed team of six women from the LAJC were full participants in the ensuing class action, taking the lead in many aspects of the case and as enthusiastic, energetic supporters in others. The Settlement Agreement reached with the Virginia Attorney General’s Office on the eve of trial in the case accomplished virtually every aspect of declaratory and injunctive relief that the Plaintiffs could have achieved if the case had been tried and won, and without the risk of any appeal. The Settlement, as approved by the federal court in Charlottesville on February 5, 2016, is a true and lasting testament to the dedication, creativity, intellect, courage and tenaciousness of the lawyers at the LAJC who made a commitment to obtain justice on behalf of incarcerated women in dire need of constitutionally adequate medical care and kept their promise.

These qualities exemplified the life and spirit of Alfred McKenzie. In his name, we are pleased and proud to honor Mary Bauer, Abigail Turner, Brenda Castañeda, Erin Trodden, Angela Cioffi, Washington Lawyers’ Committee alumna Ivy Finkensadt, and all of their colleagues who make the LAJC a special place and a wonderful partner with which the Washington Lawyers’ Committee looks forward to working again in the future.

“ 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 Washington Lawyers' Committee and encouraged our organization 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 Partnership Program, which now operates in more than 50 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 U.S. Department of Education and as Vice President for Communications at the Washington Post Company.

2016 Vincent Reed Award Citation

BDO USA, LLP SAVILLS STUDLEY, & ZUCKERMAN SPAEDER LLP

The Vincent Reed Award goes to three organizations that have helped the Education Project establish and expand an exciting new Pilot Program designed to increase parent engagement and academic enrichment opportunities for students at Title I Schools. Those organizations are the law firm Zuckerman Spaeder LLP, and two Corporate Advisory Board members: the international consulting and accounting firm BDO, and the commercial real estate services firm Savills Studley.

The Parent Engagement Pilot Program launched in late Fall 2015 with crucial seed funding provided by Rick Rome of Savills Studley. That funding allowed the Education Project to offer matching funds to parent teacher organizations (PTO) at selected Title I schools that committed to raising funds to achieve the dual goals of the program. Each PTO developed unique approaches for both the fundraising events and the academic programs that they chose to fund.

In addition to their involvement in the Pilot Program, Savills Studley launched this year a highly successful and interactive STEM Fair event at Hendley Elementary in Ward 8, which established a model for other school partnerships to replicate similar events throughout the city.

BDO committed early to the Pilot Program as well, providing pro bono accounting advice to the Education Project and to each PTO involved in the Pilot Program. Both Savills Studley and BDO also joined a working group of firms that are exploring funding sources to grow the Pilot Program matching fund.

Zuckerman Spaeder LLP assisted the PTO of its school partner, Orr Elementary in Ward 8, in applying for matching funds from the Pilot Program. According to Orr's Director of Strategy and Technology, "The matching grant from the Pilot Program allowed us to sponsor two Super Family Fun Night events with games, crafts and dancing competitions. Both of the evening events totaled more than 60 parent/guardians and approximately 240 students. Through these events, we more than doubled the number of parent/guardian volunteer names and contacts that we had. Using those new contacts, we exceeded our goals, as we saw a 75% increase in parent volunteer commitments to help with literacy and other academic enrichment programs in the next school year. Moreover, after these events, community interest in supporting our school has increased exponentially."

Zuckerman Spaeder has partnered with Orr Elementary for many years. The firm coaches students competing in the annual Frederick Douglass oratory competition, which includes a tour of the Frederick Douglass Center and his home in Anacostia. The firm also coaches GeoPlunge teams. Working with BDO, the firm provides funding and running buddies for the Girls on the Run program at Orr. The firm also sponsors an end-of-year awards ceremony. Finally, it provided pro bono legal advice to the Orr Parent Teacher Organization and helped to set up their 501(c)(3) nonprofit for fundraising purposes.

For all that these organizations do for the Parent Engagement Pilot Program and for their DC Public School partners, the Committee is pleased to honor them with the Vincent Reed Award.

2016 Outstanding Achievement Awards to Cooperating Law Firms

EQUAL EMPLOYMENT OPPORTUNITY & IMMIGRANT RIGHTS

Boies, Schiller & Flexner LLP

Attorneys at Boies, Schiller & Flexner LLP negotiated a precedent-setting settlement on behalf of a former CNN reporter who challenged CNN and Turner Broadcasting's prior policy of providing biological fathers two weeks of paid leave to care for their newborn babies while biological mothers received ten weeks of paid leave. After the client filed his sex discrimination charge, CNN and Turner changed their policy to provide six weeks of leave to biological fathers. The resolution was a win-win for the client, CNN/Turner, and all workers at the company.

Debevoise & Plimpton LLP

A group of dedicated attorneys at Debevoise & Plimpton LLP were able to achieve a meaningful resolution for a former worker at a fast food franchise who had been continually harassed, including physically, because of her Hispanic origin at her job to the point that she needed to resign.

Heller, Huron, Chertkof & Salzman, PLLC

Heller, Huron, Chertkof & Salzman, PLLC obtained a significant trial victory against Archstone, one of the nation's largest apartment providers, on behalf of one of Archstone's former leasing agents who was fired shortly after alerting her employer that she was pregnant. The Baltimore jury found that Archstone fired her because she was pregnant, awarding her \$30,000 in compensatory damages. Heller, Huron, Chertkof & Salzman, PLLC also recently secured significant relief for a talented African American employee at a different employer who had been passed over for promotion for years despite her qualifications.

Kirkland & Ellis LLP

Skilled attorneys at Kirkland & Ellis LLP won an important settlement with D.C.'s Department of Corrections on behalf of a female prison guard who faced outrageous sexual harassment at work and blatant retaliation when she reported it. The employee was frequently asked for sexual favors by the Department's Deputy Warden and denied promotions because she refused.

Latham & Watkins LLP

A devoted and tireless team of attorneys at Latham & Watkins LLP achieved a remarkable victory for 26 workers of Tito Contractors, a local contracting company that unrepentantly failed to pay overtime. The team was able to win not only an affirmative summary judgment motion that produced new case law in the District of Columbia, but also recover back wages for the 26 men beyond the statutory period after successfully arguing that the defendant's behavior allowed for equitable tolling.

Relman, Dane & Colfax PLLC

After years of exceptional advocacy, attorneys at Relman, Dane & Colfax PLLC won a jury verdict on behalf of a client who was terminated from Redline sports bar because of her race. The client had been hired by others and then immediately fired after the manager met her and refused to shake her hand. The talented team were able to win an extraordinary amount of \$175,000 in compensatory damages and \$500,000 in punitive damages for the client.

Williams & Connolly LLP

An excellent team of attorneys at Williams & Connolly LLP were able to skillfully negotiate the recovery of wages for an immigrant woman who had not been paid by the taco restaurant at which she had worked. She worked for a short time but was never paid minimum wage, and for her last week not at all.

DISABILITY RIGHTS

Arnold & Porter LLP

A committed group of attorneys at Arnold & Porter LLP achieved an impressive settlement on behalf of a woman with mental disabilities who worked for Harford County Public Schools, had her reasonable accommodations taken away and then was terminated for not being able to do her job without those accommodations. The settlement not only included monetary relief for the client, but also proposed changes to the employer's anti-discrimination policies and training.

Axinn Veltrop & Harkrider LLP

A talented team of attorneys at Axinn Veltrop & Harkrider LLP achieved a notable victory for a disabled veteran who was employed by the United States Department of Veterans' Affairs and who had a reasonable accommodation abruptly taken away such that she had to resign her job. The client was able to return to her job with the accommodations she needed and received impressive compensation for the VA's misdeeds.

Pillsbury Winthrop Shaw Pittman LLP

The hard work of exceptionally committed attorneys at Pillsbury Winthrop Shaw Pittman LLP led to the successful and collaborative resolution of a suit on behalf of the American Council of the Blind against four D.C. taxi companies relating to accessibility to blind passengers with service dogs. The four taxi companies, representing more than one-fifth of all taxicabs operating in the District, entered into an Accessibility Initiative Agreement, implementing policies for the protection of blind passengers, mandating training of all taxicab drivers, and funding a testing program to be administered by the American Council of the Blind.

Sutherland Asbill & Brennan LLP

A group of dedicated attorneys at Sutherland Asbill & Brennan LLP negotiated a significant settlement on behalf of three blind federal contractors who were unable to independently and privately access the General Services Administration's website, www.sam.gov, with their talking screen readers. The agreement remedied the accessibility barriers and required GSA to hire a third-party company to test the site annually for a certain period of time to ensure that these access barriers are removed.

FAIR HOUSING

Cohen Milstein Sellers & Toll PLLC • Blank Rome LLP

A skilled and dedicated group of attorneys at Cohen Milstein Sellers & Toll PLLC and Blank Rome LLP obtained a landmark partial summary judgment ruling on liability in favor of the Equal Rights Center against Equity Residential, one of the nation's largest developers of multifamily housing, for failing to design and construct accessible housing across the nation. The team's victory helped establish positive case law on the scope of a multifamily housing provider's liability for developing inaccessible properties under the Fair Housing Act, and on the deference that the U.S. Department of Housing and Urban Development's regulations on housing accessibility are entitled to receive.

Katten Muchin Rosenman LLP

Katten Muchin Rosenman LLP secured a favorable settlement for the Equal Rights Center after testing discovered that D.C. Metro area landlord, Fred A. Smith Company, had an unlawful policy of refusing to allow tenants with mental disabilities to rent and reside in available units at the properties with an emotional support or companion animal. The refusal to accommodate such tenants' requests deprived these individuals of their equal opportunity to use and enjoy their dwellings. The settlement agreement included required fair housing training for company staff and monetary damages.

DC PRISONERS' RIGHTS

Freshfields Bruckhaus Deringer LLP

An outstanding team of lawyers at Freshfields Bruckhaus Deringer represented nine D.C. prisoners at parole grant hearings across the country. These men have been incarcerated for more than 30 years, and up to a decade past their parole eligibility date. The parole hearings were the result of longstanding litigation against the U.S. Parole Commission for violating the ex post facto clause. Freshfields was one of 13 firms that provided representation to more than 50 individuals at their parole grant hearing over the past four months.

Covington & Burling LLP

Lawyers at Covington & Burling LLP drafted a significant and widely praised report released by the firm and the Committee in March, entitled "D.C. Women in Prison: Continuing Problems and Recommendations for Change." The report was meticulously researched, well-documented, and well presented, reflecting the excellent skill and commitment of its authors. It advocates for reforms with respect to the treatment of D.C. women who are incarcerated in both D.C. and federal facilities.

Katten Muchin Rosenman LLP

A group of lawyers at Katten Muchin Rosenman LLP represented an individual confined at the federal ADX prison in Colorado who was brutally assaulted by other prisoners with no effective action by corrections officers to prevent or promptly stop the attack. After extensive investigation, litigation, and personal visits with the client, the firm negotiated a successful settlement.

PUBLIC EDUCATION

Akin Gump Strauss Hauer & Feld LLP

For more than 20 years, Akin Gump Strauss Hauer & Feld LLP has partnered with Tyler Elementary School. Its latest project involved helping Tyler's PTA apply for matching funds from the Committee's Parent Engagement Pilot Program. Eighty-nine families attended the events that the PTA planned, and parents confirmed student enrollment and provided contact information for volunteer opportunities in the coming school year. Tyler's Principal praised the Pilot Program, saying that "it allowed us to reach a large population within our community that historically has not participated in events. Many more parents are also showing more interest in becoming involved because of the Pilot Program."

Akin Gump's partnership with Tyler includes many other programs: field trips; a ski trip; catering and funding events; supporting arts, music and GeoPlunge; funding and constructing a hands-on outdoor classroom; guiding the PTA in establishing a 501(c)(3) for fundraising; and funding a major library renovation. Beyond its partnership with Tyler, the firm coached D.C. high school students in moot court competitions; and participated in a Working Group that published the Nonprofit Fundraising Guide and Toolkit for DC Public Schools. Finally, the firm also hosts regular meetings for representatives from law firms and public schools engaged in school partnerships, as well as those considering one.

Beveridge & Diamond, P.C.

The firm has a long-running and well-established school partnership with Savoy Elementary School in Ward 8. In addition to coaching students to many GeoPlunge victories and awards over the years, it supports a multi-week reading program at the school, sponsors field trips, conducts bake sales, and has provided support for school and parent teacher organization events such as the 5th Grade Black & White Ball. The most unique aspect of its partnership is that Beveridge & Diamond attorneys and staff teach an Environmental Science Course each Spring at the school, the highlights of which include a mock hospital waste disposal problem and whaling negotiations, an air pollution credits trading game, and a day-long water quality and species sampling expedition on the Anacostia River with the Chesapeake Bay Foundation. The firm also headed the Working Group that recently published the Nonprofit Fundraising Guide and Toolkit to Assist DC Public Schools.

BuckleySandler LLP

BuckleySandler LLP is partnered with Cleveland Elementary School, and they have been the annual Bake Sale fundraising champion for several years, raising more than \$4,500 each year to fund academic enrichment programs. Their volunteers read on a regular basis with students who are trying to catch up to their grade level, and that program culminates in a year-end celebration that includes lunch with their mentors, an ice cream party, certificates, and prizes. BuckleySandler also assisted the school this year in applying for matching funds through the Education Project's Parent Engagement Pilot Program. The school's Principal and PTA reported that "we had 105 families participate in our Star Wars Coding Fest and Party fundraiser that raised money to match the WLC Pilot Program funds, and that was far more than had attended any other school event this year. We raised \$1,450 through the Coding Festival and Party. Combined with the Committee's matching funds, the money will help to pay for our iReady math assessment and tutoring program, which allows students, teachers and parents to identify where students may be having trouble with certain math concepts, and it provides tips and games to help students strengthen their skills and understanding in those problem areas."

Cadwalader, Wickersham & Taft LLP

Cadwalader, Wickersham & Taft LLP partners with Jefferson Academy, a middle school in Ward 6. It sponsors several events each year, including an interactive Career Day at the firm, honor roll lunches, monthly shadowing program, field trips, and printing of the school's annual calendar used for fundraising. According to the school's Principal, "our partnership with Cadwalader is truly transforming the lives of our students. Direct access to attorneys who can mentor, guide and share their practice has increased our students' interest in the field and inspired them to view the law as a truly attainable career, not just one they may see on TV. Through this partnership, our children have learned that there are no limits to their potential and success is literally right down the street from our school!"

Introduction of New Executive Director



Jonathan M. Smith will become executive director of the Washington Lawyers' Committee for Civil Rights and Urban Affairs on July 1, 2016.

Immediately prior to joining the Committee, Jon had served as Associate Dean of Experiential and Clinical Programs at the University of the District of Columbia David A. Clarke School of Law since April 2015.

Jon served as the Chief of the Special Litigation Section of the Civil Rights Division of the United States Department of Justice from 2010 to 2015. The Section was responsible for 18 pattern or practice investigations of civil rights violations by law enforcement, including the civil investigation of the Ferguson, Missouri Police Department in the wake of the Michael Brown shooting and the investigation of gender bias in the handling of sexual assaults by the University of Montana, the Missoula Montana Police Department, and the Missoula Montana County Attorney.

During his time in the Civil Rights Division, the Section expanded its work on juvenile justice reform and correctional system reform to ensure that persons with disabilities are not unnecessarily segregated in institutions in violation of the Americans with Disabilities Act. The Section worked closely with the Department's Access to Justice Office on Sixth Amendment right to counsel issues.

Jon had an extensive career in civil legal services prior to his government service. He was the executive director of the Legal Aid Society of the District of Columbia; the Public Justice Center in Baltimore, Maryland; and the D.C. Prisoners' Legal Services Project. In each of these positions, in addition to providing program leadership, he has handled individual, class action and impact litigation, engaged in legislative advocacy and in institutional reform efforts. He started his career as an associate to Virginia civil rights lawyer Victor Glasberg.

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The CAB companies offer business perspectives and advice on Committee matters; work with Committee lawyers and co-counsel to provide legal services and support on Committee cases; serve as partners with the Committee's Education Project in the DC public schools; and attend Committee events throughout the year while establishing closer ties with our many supporting law firms.

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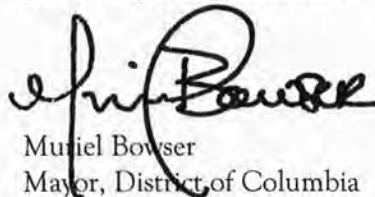
June 22, 2016

As Mayor of the District of Columbia, I am pleased to congratulate you on the occasion of your retirement after 45 years of service as Executive Director of the Washington Lawyers' Committee for Civil Rights and Urban Urban Affairs.

I want to thank you for your commitment to this organization and for helping to enhance the quality of life of others. As a civil rights attorney, you have been instrumental in continuing to help eradicate and fight for rights of the unjust.

As you celebrate this special occasion, I thank you for your contributions and wish you continued success.

I join the residents of the District of Columbia in wishing you an enjoyable retirement.


Muriel Bowser
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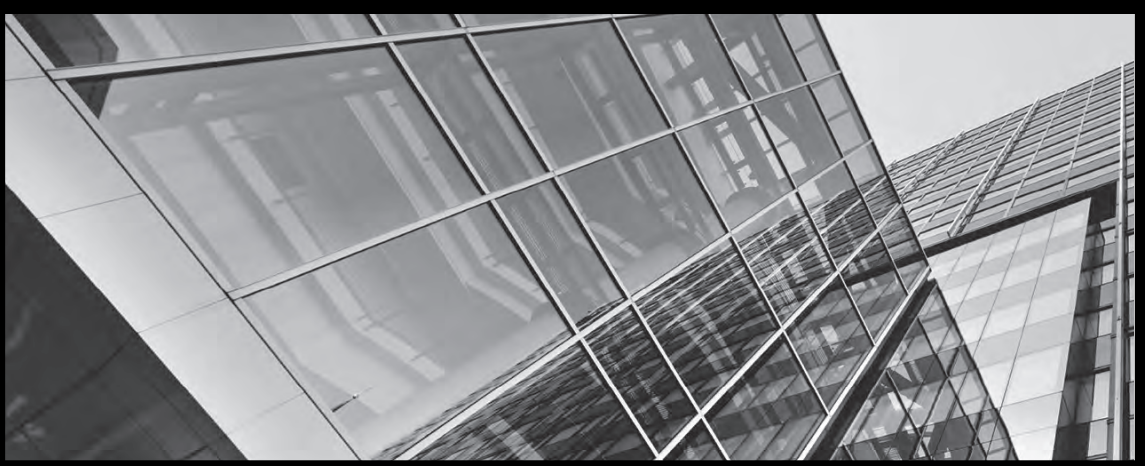
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Special congratulations to Roderic V.O. Boggs, who has faithfully served the Washington Lawyers' Committee for 45 years.

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Charlotte, NC

T: 704.247.9540

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T: 214.301.0970

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KEVIN TULLIER, CPA, CFF, CFE
703-654-1474
ktullier@verisconsulting.com

MICHELLE AVERY, CPA, CFF
703-654-1479
mavery@verisconsulting.com

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"The proof that one truly believes is in action."

– Bayard Rustin

*Rod, your actions speak loudly.
Thank you and congratulations!*

– The Board and Staff of the
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**Washington Lawyers' Committee
for Civil Rights and Urban Affairs**

11 Dupont Circle, NW
Suite 400
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Phone: 202-319-1000
Fax: 202-319-1010

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