



## **Counsel, Digital Justice Initiative**

The Lawyers' Committee for Civil Rights Under Law is one of the leading national civil rights legal organizations, with the principal mission of fighting racial discrimination faced by African Americans and other people of color. The Lawyers' Committee was formed in 1963 at President John F. Kennedy's request to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity – work that continues to be vital today.

The Lawyers' Committee Digital Justice Initiative (DJI) works at the intersection of racial justice, technology, data, and privacy. DJI was created with the recognition that privacy rights are civil rights, that abuses of personal data often have disparate impacts on people of color and marginalized communities, and that civil rights laws must apply equally offline and online. DJI primarily focuses on the impacts to communities of color from online white supremacy, data-driven discrimination, online voter suppression and disinformation, and discriminatory government surveillance.

The Lawyers' Committee seeks an attorney with substantial litigation experience and a demonstrated commitment to racial justice to serve as Counsel in the organization's [Digital Justice Initiative](#). The Counsel will develop and prosecute cases within DJI's portfolio, with a particular focus on discriminatory commercial uses of personal data. This may include, for example, bringing cases to challenge the use of protected characteristics to discriminate in online public accommodations or online advertising for housing, employment, credit, education, or insurance opportunities.

Applicants should have substantial litigation experience and be able to drive the strategy, development, and management of a civil case in federal or state court. This may include developing legal theories, leading factual investigations, identifying plaintiffs, conducting legal research, drafting pleadings and motions, oral argument, conducting discovery, trying the case, and working with law firms and non-profit co-counsel.

Prior experience with privacy and technology issues, and/or anti-discrimination statutes is preferable but not required. Strong litigation skills and a passion for developing civil rights law in new areas are most important.

Applicants must have excellent legal research and writing skills, be self-organized and adept at time management, be able to take the initiative to generate and execute new projects and work well with colleagues, community

members, plaintiffs, pro bono counsel, and external partners.

This is a full-time position based in Washington, DC. The Counsel will work under the supervision of the Senior Counsel and Senior Fellow for Privacy and Technology. Some travel is expected (as COVID travel restrictions are lifted).

### **Specific Duties and Responsibilities:**

- Litigate in federal and/or state courts;
- Conduct legal research and write legal memoranda, briefs, and other documents;
- Lead investigations, identify plaintiffs for impact lawsuits, and develop new cases;
- Conduct in-depth research of potentially highly offensive subject matter such as white supremacist and hate group activity;
- Effectively work and manage relationships with law firms and non-profit co-counsel;
- Work in close collaboration with organizational and individual clients;
- Engage in public speaking and write public-facing articles, reports, other materials;
- Demonstrate a commitment to diversity within and outside the office and an ability to implement an impact-driven approach to the work;
- Monitor key developments and stay abreast of new technologies and data practices that impact civil rights and equal opportunity;
- Conduct in-depth research of potentially highly offensive subject matter such as white supremacist and hate group activity; and
- Work closely with colleagues across relevant Lawyers' Committee units, including the Criminal Justice Project, the James Byrd Jr. Center to Stop Hate, and other internal Projects as needed, to help identify and pursue shared advocacy objectives.

### **Minimum Requirements and Competencies:**

- Deep commitment to the advancement of civil rights and racial justice;
- Graduation from an accredited law school;
- A minimum of 5 years post-JD legal experience;
- Active membership in the District of Columbia bar or the ability to waive in;
- Significant experience litigating complex civil matters, ideally including trials, fact and expert discovery, motion practice, and witness examinations;
- At least some familiarity with technology and civil rights issues such as data privacy, algorithmic bias, online harassment, and content moderation, anti-discrimination laws, Section 230 of the Communications Decency Act, unfair and deceptive practices laws, or other similar issues;
- Excellent legal research and writing skills;

- Organized and capable of collaborating with multiple partners to pursue complex litigation;
- Strong, creative, and curious intellect and ability to analyze issues, develop novel legal strategies, and apply traditional civil rights laws in a new environment;
- Excellent interpersonal and communication skills, with the capacity to build trust and credibility and collaborate with multiple partners, internal and external;
- Demonstrated experience working with and for communities of color and/or low-income communities; and
- Willingness and ability to travel on a regular basis for client matters and other meetings when deemed safe.

**To Apply:** Please submit a cover letter and resume, including graduation completion dates, a 5-10 page writing sample, and 2-3 references to <https://podio.com/webforms/26726211/2034585>. No calls will be accepted. The position will remain open until filled, and applications will be reviewed on a rolling basis. Salary and benefits are competitive for a non-profit legal organization. Staff Benefits include Employer Sponsored (Medical, Dental and Group Life & AD&D); Voluntary Benefits (Vision Insurance, Short-Term Disability, Long-Term Disability, and Supplemental Life) coverage; the opportunity to participate in the 403(b) Retirement Plan; Voluntary Flexible Spending (Medical and Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 12 paid Holidays; and Vacation/Sick days.

**Commitment to Diversity and Inclusion:** The Lawyers' Committee embraces diversity and inclusion in our workplace. We strongly encourage candidates of color and candidates from underrepresented communities to apply. The Lawyers' Committee does not discriminate on the basis of actual or perceived race, religion, color, national origin, ancestry, disability, medical condition, marital status, sex, age, sexual orientation, gender identity or expression, family responsibility, personal appearance, genetic information, matriculation, political affiliation, or any other status protected under law.

**Accessibility Assistance:** Although calls will not be accepted regarding questions about the position, if you are an individual with a disability and need assistance completing the online application, please call 202-662-8600 and ask for an applicant accommodation; send an email with the subject line "ApplicantAccommodation" to [kcoates@lawyerscommittee.org](mailto:kcoates@lawyerscommittee.org).