



Policy Counsel, Digital Justice Initiative

The Lawyers' Committee for Civil Rights Under Law is one of the nation's leading national racial justice legal organizations. Formed in 1963 at the request of President John F. Kennedy, the Lawyers' Committee uses legal advocacy to achieve racial justice, fighting inside and outside the courts to ensure that Black people and other people of color have the voice, opportunity, and power to make the promises of our democracy real.

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 a talented, dynamic, and enthusiastic policy advocate with relevant experience and a demonstrated commitment to racial justice to serve as Policy Counsel in the organization's [Digital Justice Initiative](#). The Counsel will engage in public policy advocacy within DJI's portfolio, including legislative advocacy, advocacy before administrative agencies, corporate engagement, and collaboration with coalition allies. This may include, for example, supporting legislation to protect civil rights online, engaging with administrative rulemaking proceedings, drafting complaints for agency enforcement, pushing large tech companies to improve their content moderation or privacy practices, and coordinating joint advocacy efforts with other civil society groups.

Applicants must have experience advocating on tech policy, preferably in coalition settings. Ideal candidates will have familiarity with subjects affecting online civil rights and privacy, which may include issues like content moderation; surveillance technologies; online hate, threats, and harassment; algorithmic bias and fairness; discriminatory advertising; disinformation campaigns; biometric technologies; CDA Section 230; anti-discrimination laws; or unfair and deceptive practices laws.

Experience working on rulemaking or enforcement proceedings, either inside or outside of government, is highly desirable. Accordingly, the Counsel's portfolio will likely include rulemaking petitions, rulemaking comments, enforcement complaints, and other advocacy with administrative agencies.

Applicants should have a demonstrated commitment to advancing racial justice. In addition, applicants must have excellent legal research and writing skills, be self-organized and adept at time management, take the initiative to generate and execute new projects, and work well with colleagues, community members, plaintiffs, pro bono counsel, external partners, etc. The successful candidate will thrive in a fast-paced environment and be flexible, creative, and comfortable working independently and within a team.

This is a temporary, two-year (renewable), 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:

- Build and maintain relationships with relevant congressional and executive branch staff in federal agencies, including responding to questions from external sources regarding pending federal legislation and initiatives;
- Analyze federal policy proposals and draft reports and white papers designed to influence policymakers and other stakeholders;
- Research and draft memoranda, letters and analyses of federal bills, and comments on proposed administrative rules and regulations;
- Draft testimony, talking points, and other material for congressional hearings, meetings, briefings, and other public speaking engagements on policy and regulatory matters in the digital justice realm;
- Advocate before Congress and state legislatures on online civil rights and privacy issues;
- Advocate before administrative agencies on online civil rights and privacy issues, including drafting rulemaking petitions, rulemaking comments, and enforcement complaints;
- Represent the Lawyers' Committee in coalitions with other civil rights, tech policy, and consumer protection organizations, including leading coalition efforts such as joint petitions to agencies or letters to Congress;
- Engage in corporate accountability research, and advocacy focused on the tech sector;
- Conduct legal research and write legal memoranda and other documents;
- Develop and produce advocacy tools for various audiences concerning important digital justice issues;
- 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;
- 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;
- 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; and
- State legislative and policy advocacy, including registration as a state or federal lobbyist, may be required.

Minimum Requirements and Competencies:

- Deep commitment to the advancement of civil rights and racial justice;
- Graduation from an accredited law school;
- Minimum of 4 years post-JD legal experience;
- Active membership in the District of Columbia bar or the ability to waive in;
- Significant experience 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, surveillance and biometric technologies, online voter suppression, and disinformation, unfair and deceptive practices laws, or other similar issues;
- At least some familiarity with administrative law, procedure, and advocacy;
- Excellent legal research and writing skills;
- Excellent interpersonal and communication skills, with the ability to build trust and credibility and collaborate with multiple partners, internal and external;
- Strong, creative, and curious intellect and ability to analyze issues, develop novel strategies, and apply traditional civil rights laws in a new environment;
- 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/26726176/2034581>. 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.