



Counsel/Associate 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.

Job Summary:

The Lawyers' Committee for Civil Rights Under Law seeks an attorney with technology law or policy experience to serve as a Counsel or Associate Counsel with its Digital Justice Initiative.

The Digital Justice Initiative at the Lawyers' Committee for Civil Rights Under Law works at the intersection of racial justice, technology, data, and privacy. Our work aims to protect and expand online freedoms for Black people and other communities of color by building upon decades of civil rights advances and experiences and ensuring that legal precedents and social norms that protect against discrimination in the real world apply online. We advocate for new laws, policies, and corporate practices that examine new technologies to preempt and mitigate discriminatory effects. And we litigate to enforce existing civil rights obligations in new digital environments. We will build a digital world that advances equity and opportunity with deliberate action and inclusion.

The Counsel/Associate Counsel works on various tech and civil rights matters in our growing Digital Justice portfolio, including discriminatory uses of personal data, privacy and surveillance, online disinformation and voter suppression, and online hate and content moderation. This work requires engagement across different disciplines and practice groups within the organization's advocacy areas to focus resources where they can have the most significant impact.

The Counsel/Associate Counsel primarily works on litigation, investigations, and research on technology's impact on civil rights, regulatory advocacy, and corporate accountability. This may include, for example, bringing cases to challenge the use of biased algorithms or online voter intimidation, researching and writing reports related to online civil rights, writing comments and petitions to regulatory agencies, or informing social media companies on how to combat disinformation and hate on their platforms.

The incumbent's title and corresponding duties and responsibilities are based on years of experience as an attorney.

Specific Duties and Responsibilities:

Essential responsibilities of the Counsel/Associate Counsel include but are not limited to the following:

- Litigate in federal and/or state trial and appellate courts;
- Advocate on policy matters before Congress, state legislatures, and federal and state agencies;
- Represent Lawyers' Committee in coalitions with other civil rights, tech policy, and consumer protection organizations, including leading coalition efforts and projects;
- Stay abreast of new technologies and data practices that impact civil rights;
- Conduct legal research and write legal memoranda, briefs, agency comments and petitions, and other documents;
- Conduct factual research of advanced technologies that implicate privacy and civil rights;
- 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 firm and nonprofit co-counsel;
- Work in close collaboration with organizational and individual clients and colleagues;
- Engage in public speaking and write public-facing articles, reports, and other materials;
- Demonstrate a commitment to diversity within and outside the office and an ability to implement an impact-driven approach to the work; and
- Commitment and demonstrated ability to provide culturally-competent advocacy.

Minimum Requirements and Competencies:

- Demonstrated commitment to the advancement of racial justice and civil rights;
- Significant experience with privacy and/or technology law and policy issues;
- Demonstrated understanding of technology issues implicating civil rights, such as experience working on at least one of the following issues: algorithmic bias, data privacy legislation or regulation, online harassment, content moderation, disinformation, Section 230 of the Communications Decency Act, or facial recognition;
- Experience working on complex litigation, administrative, regulatory processes, and/or tech company investigations highly valued;
- Excellent legal research and writing skills;
- Organized and adept at time management;
- Demonstrated capability to collaborate with multiple partners, including coalition allies, to pursue complex and long-term projects;

- Strong, creative, and curious intellect and ability to analyze issues, develop novel legal or policy strategies, and apply traditional civil rights laws in a new environment;
- Ability to travel for litigation, conferences, speaking engagements, and client development (as COVID travel restrictions are lifted);
- Excellent interpersonal and communication skills;
- Graduation from an ABA-accredited law school; and
- Active membership in the District of Columbia bar or the ability to waive in.

To Apply: Please submit a cover letter and resume, including graduation completion dates, to <https://podio.com/webforms/27728231/2159901>. 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 nonprofit 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 based on 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 accommodation@lawyerscommittee.org.