Job Description – Vice President, Legal Partnerships

The Organization
The Lawyers’ Committee for Civil Rights Under Law is the leading national civil rights legal organization which works to advance racial justice by ensuring that Black people and other people of color have equal voice and power in our democracy. The Lawyers’ Committee uses legal strategies both inside and outside the courts and leverages the support of the private bar in the fight to secure laws, policies, and practices, and advance narratives that promote racial justice and equity. For more information: https://www.lawyerscommittee.org/

Position Summary
The Lawyers’ Committee is seeking a senior level member of the staff to support and mobilize the private bar, including the Lawyers’ Committee’s 200+ member board and law firm partners, corporate counsel, academics, bar associations and other leaders. Working with the Board and Staff, the Vice President will identify and help lead new strategies and activities and oversee existing pro bono initiatives for the Lawyers' Committee, resulting in even greater impact in carrying out the organization’s racial justice mission.

The Vice President, Legal Partnerships, will lead a team of two to expand the engagement of the private bar in racial justice. This includes identifying and implementing large scale legal mobilization efforts around major racial justice issues, such as redistricting, public policy and other emerging issues; developing and in furtherance of a strategy encouraging the private bar to promote racial justice and equity beyond pro bono, including developing new training, advisory and leadership opportunities through a racial justice lens.

Specific Roles and Responsibilities

- Successfully discern, clearly articulate, and operationalize the President and Executive Director’s vision for the organization into action as the work of racial justice advances, including addressing the unique position that lawyers can play in effecting change.

- Leading member of a Legal Partnerships Team of three. The two additional members of the team include the Director of Pro Bono and Legal Mobilization, as well as a newly created project manager position, whose primary job will be to provide support to the two senior team members.

- Working with Board, staff and legal partnerships team, identify, develop and implement of a series of new strategic impact projects and initiatives that could range from large-scale mobilization efforts around major racial justice issues to individual representation projects in communities with enormous need for a host of legal pro bono services and that advance significant racial justice objectives

  - Lawyers’ Committee led efforts to mobilize lawyers on a large scale could include, but are not limited, to:
    - providing individual representation for people involved in racial justice demonstrations and protests;
- engagement in the 2020 redistricting cycle;
- providing individual representation for people on targeted issues where there are massive racial justice implications such as detained individuals in facilities impacted by COVID;
- addressing the looming crisis of mass evictions of tenants in the COVID-19 area

- Creating model projects (not necessarily led or implemented by the LCCRUL) that could be implemented by others in their locality.

- Working with the Director of Pro Bono and the Association of Pro Bono Counsel members, organize and hold a symposium for pro bono staff at firms and public interest organizations to identify strategies to further engage the private bar in racial justice

• Working with President and Executive Director, other senior members of management and Project Directors, engage in brainstorming to identify issues areas outside of the “traditional” civil rights box where the private bar could be of assistance.

• Developing and enhancing a strategy to encourage the private bar to engage in racial justice beyond existing pro bono relationships that support the Lawyers’ Committee work, including developing new training, advisory and leadership opportunities through a racial justice lens.

- Potential activities could include:
  - developing a broad educational series for the private bar on civil rights issues, including on the critical role of law and the courts;
  - creating and leading Racial Justice Leadership Institute for members of the private bar and Board;
  - organizing a retreat or hold regular meetings for law firm senior management to address these issues and others
  - urging reflection and analysis of internal practices that hinder equality while urging investment of resources to make racial and gender equity intrinsic to organizations;
  - working with the private bar to view their business practices through a racial justice lens and make bold changes as needed;
  - identifying and disseminating other opportunities for lawyers to engage in that take advantage of their unique legal training;
  - encouraging active roles in educating the public on the importance of the rule of law through a variety of means;
  - creating a “toolbox” on these and other ideas for broad distribution to firms, corporate legal departments, bar associations and others;
  - releasing reports and/or “grading” the efforts of the private bar on their commitment to racial justice.

- This effort would include outreach and engagement with various contingencies within the private bar such as:
  - law firm managing partners and chief diversity officers,
  - corporate general counsel,
  - Legal Services Corporation,
  - National Legal Aid and Defender Association,
  - Association of American Law Schools,
  - Trial Lawyers College,
  - National Association of Corporate Counsel,
  - National Association of Criminal Defense Lawyers,
- National Trial Lawyers,
- American Association for Justice,
- National Conference of Bar Presidents, and
- national, state and local bar associations, to name a few.

- Developing systems and approaches to strengthen connectivity between the organization and the 200+ members of the non-governing Board.

- Working with the Director of Public Policy, develop a new curriculum, platform, and distribution strategy to engage the private bar on specific public policy issues that have substantial racial justice implications.
  - Engaging with the members and staff of the National Association of Attorneys General and the National Conference of State Legislatures to influence their approach to racial justice.

- Serving as proxy for the President and Executive Director in key settings as needed, including racial justice initiatives involving the private bar.

- Coordinating and overseeing the creation of a national racial justice roundtable, which aspires to include representation from grassroots organizations and aspects of the private bar to actively develop strategies and opportunities for the private bar to assist organizations on the ground with furthering equal justice.

- Working with the Director of Communications, through a new communications strategy, to promote the work of the organization with an emphasis on the role of the private bar in racial justice.
  - This could include:
    - drafting of Op-eds by Board members and senior staff;
    - training lawyers on how they can aid in furthering the racial justice message;
    - expanding small cadre of Board members and senior staff trained and available for on air and podcast interviews.
  - As part of the roundtable and other items noted above:
    - creating a new communications platform to disseminate relevant social justice roundtable information and news on the ground in a timely and effective manner

- Meaningful and effective engagement with the Board and staff.

- Contributing to the organization’s thought leadership, including strategic planning and general executive leadership strategy, discussion and decision making.

- Embracing and successfully managing change both big and small for the organization;

- Reporting directly to the President and Executive Director;

- Effectively collaborating and communicating with fellow employees of the organization to achieve maximum results;

- Engaging Board Members in the work of the organization, including the new projects and initiatives;
• Acting as one of the organization’s key ambassadors to the greater legal and racial justice community across the United States; and

• Representing the organization at professional, legal, and social justice-specific meetings, as well as in the broader community of social justice organizations and law firms focused on this work;