



## **Associate 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 racial and ethnic minorities. The Lawyers' Committee was formed in 1963 at the request of President John F. Kennedy 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 seeks an Attorney with a demonstrated commitment to racial justice and substantial knowledge of privacy and technology issues to serve as an Associate Counsel in the recently launched Digital Justice Initiative (DJI). DJI works at the intersection of racial justice, technology, data practices and privacy. DJI recognizes that privacy rights are civil rights, that abuses of personal data often have disparate impacts on African Americans and other 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 Digital Justice Initiative advocates with a variety of tools to maximize impact in an evolving legal landscape. It uses a combination of litigation, policy advocacy, corporate engagement, and coalitional bridge-building between the civil rights and tech policy communities. Online civil rights challenges require creative strategies to adapt traditional legal structures to new demands for justice.

Applicants must have substantial experience working either on tech law and policy or in the tech sector, and excellent legal research and writing skills. Experience with litigation, public policy advocacy and/or working in coalition with external partners is preferred. Ideal candidates will be organized, work flexibly on both litigation and policy matters, take initiative to generate and execute new projects, be able to manage a large and fluid workload, and have the ability to work well with colleagues, pro-bono counsel, and external partners.

This is a full-time position based in Washington, DC. The Associate Counsel will work under the supervision of the Counsel & Senior Fellow for Privacy and Technology. Some travel is expected.

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

- Litigate in federal and/or state courts;
- Conduct legal research and write legal memoranda, briefs and articles;
- 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;
- Represent the Lawyers' Committee in coalitions with other civil rights, tech policy and civil society organizations;
- Advocate for policy and legal reforms before Congress, state legislatures and regulatory agencies;
- Engage in corporate accountability research and advocacy, focused on the tech sector;
- Engage in public speaking and write public-facing articles, reports, other materials; and
- Demonstrate a commitment to diversity within and outside the office and an ability to implement an impact-driven approach to the work.

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

- Deep commitment to the advancement of racial justice and civil rights;
- Graduation from an accredited law school;
- 2-5 years post-J.D. 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, surveillance technologies, online threats and harassment, content moderation, algorithmic bias, discriminatory advertising, online voter suppression, coordinated disinformation campaigns; CDA Section 230; and/or unfair and deceptive practices laws;
- Excellent legal research and writing skills;
- Organized and capable of collaborating with multiple partners to pursue complex litigation, draft model legislation or lead policy reform initiatives;
- Strong, creative and curious intellect and ability to analyze issues, develop novel legal strategies, and apply traditional civil rights laws in a new environment; and
- Excellent interpersonal and communication skills.

**To Apply:** Please submit a cover letter, resume including graduation completion dates, 5-10 page writing sample and 2-3 references to

<https://podio.com/webforms/24763279/1816636>. No calls will be accepted. The position will remain open until filled. 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/or Dependent Care) and Stipends (Cell Phone and Commuter/Parking Benefits); 11 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 or send an email with the subject line "Applicant Accommodation" to [kcoates@lawyerscommittee.org](mailto:kcoates@lawyerscommittee.org).