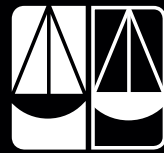




CELEBRATING
45 YEARS
ON THE MARCH
TOWARD
JUSTICE



CHICAGO
LAWYERS'
COMMITTEE

FOR CIVIL RIGHTS UNDER LAW, INC.

2013 – 2014 HIGHLIGHTS

MESSAGE FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

“The civil rights movement didn’t begin in Montgomery and it didn’t end in the 1960s. **It continues on to this very minute.**”

– JULIAN BOND

Martin Luther King Jr. once said we as a nation must undergo a radical revolution of values. As we celebrate the 45th Anniversary of the Chicago Lawyers’ Committee for Civil Rights Under Law (CLC) and the 50th Anniversary of the Civil Rights Act of 1964, we’re reminded of those values – how far we’ve come, and how far we must go.

As we embark on a new era of civil rights work, reforming the criminal justice system and improving access to counsel will be a critical strategy in our work. Urgent work in our courts, reform of our laws, and advocacy on behalf of disadvantaged communities is undertaken daily by the lawyers, staff, and friends of CLC. Since 1969, CLC has been committed to continuing the revolution for racial equality on the broad spectrum of issues that disproportionately and negatively impact people of color.

Today, educational disparities have never been greater; housing discrimination has taken on new, more discreet forms; challenges to voting rights threaten to strip voters of their voices; and imprisonment for young African-American men remains a fact of life.

According to the US Bureau of Justice Statistics, African-American boys are five times and Latino boys nearly three times as likely as white boys to go to jail. Once in prison, barriers for young men of color only intensify – access to quality legal representation, and a fair trial and sentencing, are all too often compromised or ignored. For youth leaving the juvenile justice system and wishing to return to school, a lack of support services and unfair school policies make it nearly impossible to re-enroll.

In 2013–14, CLC’s Educational Equity Project made significant gains in addressing structural barriers to education and advancing school discipline reforms. The Voting Rights Project was instrumental in the passing of a groundbreaking Online Voter Registration bill, increasing voter access to registration in Illinois. Our Settlement Assistance Program continues to assist pro se, low-income litigants in federal court for settlement conferences, and is a favorite of District Court judges for its ability to

JAY READEY
EXECUTIVE DIRECTOR



MAX STEIN
BOARD CHAIR



streamline the justice system. The Law Project is finding new way to expand its impact in low-income communities and strengthen nonprofit organizations across Chicago and its surrounding suburbs. The Fair Housing Project continues to serve as Chicago’s largest legal service for victims of housing discrimination. And the Initiative for Northwest Indiana (INWIN) is supporting nonprofit organizations and small business entrepreneurs in rebuilding the economies of Gary, East Chicago and Hammond.

Through all of our work, we serve a large community of citizens seeking equal justice and striving to build stronger neighborhoods, businesses, homes and organizations. Just as important, this work allows CLC to continue building a community of lawyers who advocate for equal justice and opportunity – values that make Chicago and America great. Hundreds of volunteer lawyers continue to contribute thousands of hours of pro bono service, with an annual value of more than \$8 million, to protect and promote civil rights and expand opportunity across Greater Chicago.

As we celebrate our 45th Anniversary Year, please join the Chicago Lawyers’ Committee in reaffirming our values and commitment to the least advantaged individuals and communities in our society. Through your generous support and pro bono service, we can continue the revolution for rights and opportunity that drew so many of us to law school.

WARM REGARDS,

A handwritten signature in black ink, appearing to read "Jay Readey". The signature is fluid and cursive.

JAY READEY
EXECUTIVE DIRECTOR

A handwritten signature in black ink, appearing to read "Max Stein". The signature is fluid and cursive.

MAX STEIN
BOODELL & DOMANSKIS
BOARD CHAIR

2013 – 2014 PROJECT HIGHLIGHTS

45 CELEBRATING
YEARS
ON THE MARCH
TOWARD
JUSTICE



CHICAGO
LAWYERS'
COMMITTEE
FOR CIVIL RIGHTS UNDER LAW, INC.

The Chicago Lawyers' Committee acknowledges that race still plays a prominent role in determining the lives of many Chicagoans, from where they live to where they work, to the quality of education and healthcare that they receive, and even their basic safety. As we commemorate our 45th anniversary on the front lines in the fight toward equal justice in Chicago, we acknowledge the progress we've made and the work that still remains in battling today's evolving and intersecting social and economic justice issues.

FAIR HOUSING PROJECT

“We have come some of the way, not near all of it. There is much yet to do.”

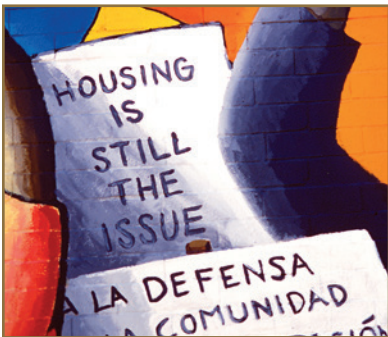
– President Lyndon B. Johnson after signing the Fair Housing Act on April 11, 1968

In 1968, a year after a series of open-housing marches in Chicago and just one week after the assassination of Dr. King, Congress finally enacted the Federal Fair Housing Act. Today, inequities in housing continue, but are often cleverly disguised. One of the most rampant forms of housing discrimination today is against Housing Choice Voucher holders (formerly Section 8) – many of whom are African Americans, families, individuals with disabilities and veterans. On May 8, 2013, CLC celebrated a significant victory with the passage of a Cook County Human Rights provision making it illegal to discriminate against Housing Choice Voucher holders. Fair Housing Project Director Betsy Shuman-Moore advocated for the amendment, which now prohibits landlords in suburban Cook County from refusing to rent to tenants with low incomes who have vouchers, removing a major barrier preventing them from moving to opportunity areas. The Chicago Lawyers' Committee continues to lead the charge for equal housing by educating tenants

and landlords on their rights and responsibilities under the Fair Housing Act and other laws, complaint investigation, aggressive litigation and advocacy efforts, and recently launched an awareness campaign on today's widespread discrimination against Voucher Holders.

As part of its advocacy efforts, CLC staff and member firms continue to provide legal representation in a wide range of housing discrimination claims. In partnership with member firm Schiff Hardin, CLC successfully settled a case brought in state court alleging that a property management company discriminated against an African-American client and his teenage

son based on race and disability and defrauded them. The company paid damages and agreed to staff fair housing training. CLC is currently representing clients in claims involving neighbor racial harassment, discriminatory eviction and harassment, and discrimination against a Housing Choice Voucher holder by companies at four buildings.



EDUCATIONAL EQUITY

When President John F. Kennedy called on Congress in June 1963 to pass what would eventually become the Civil Rights Act of 1964, he shared a disturbing glimpse into the country's racial divide. African Americans born that year, Kennedy said, had "about one-half as much chance of completing high school as a white baby born in the same place on the same day, one-third as much chance of completing college," and "one-third as much chance of becoming a professional man."

Nearly 50 years later, educational equity remains one of the biggest civil rights concerns of the 21st century. While steps have been taken toward integrating schools, they remain segregated. Additionally, unjust school policies, high dropout rates, and high incarceration rates continue to have a devastating impact on Chicago communities of color.

With support from our network of volunteer attorneys, the Educational Equity Project continues to protect students' rights and access to education by addressing Chicago's notorious "school push out crisis." In 2013 the Educational Equity Project kept 22 students in the classroom, through representation in expulsion hearings, provided brief legal counsel to 21 families, and trained more than 70 attorneys to handle expulsion hearings. Additionally, Project staff successfully advocated for the release of quarterly school discipline reports outlining suspensions and expulsions by race throughout the district – the first time ever the Chicago Public School system has released such data. The Chicago Lawyers' Committee will use the data to advocate for progressive school discipline in Illinois as a civil rights issue and address the disparate impact discipline has on African-American students.

Also in 2013, in response to the closing of 49 public schools, CLC and the Education Law and Policy Institute at Loyola trained and dispatched over 60 volunteers for the first two days of school (August 26th and 27th 2013). Volunteers reported on issues at welcoming schools, connected students and parents who needed legal services to an attorney, and handed out Know Your Rights materials. The project was the first of its kind and a very successful effort.

CLC's judicial advocacy efforts have proved equally strong. In June 2013, the Chicago Lawyers' Committee celebrated another Educational Equity victory in *McFadden v. Board of Education* for Illinois School District U-46, a case involving educational inequities in the school district that includes Elgin. On July 11, 2013, Illinois federal District Court Judge Robert Gettleman issued a decision holding that the school district had discriminated against Hispanic students in the operation of the District's gifted program. Over 40% of the students in the school district are Hispanic, but in recent years only 2% of the students in the district's elementary school gifted program have been Hispanic.



Jessica Schneider, Staff Attorney with the Educational Equity Project, speaks to a crowd of students and parents at a rally for school discipline reform

VOTING RIGHTS PROJECT



“So long as I do not firmly and irrevocably possess the right to vote I do not possess myself. I cannot make up my mind — it is made up for me. I cannot live as a democratic citizen, observing the laws I have helped to enact — I can only submit to the edict of others.”

— Martin Luther King, Jr. in a 1957 speech titled “Give Us The Ballot”

For nearly 50 years the Voting Rights Act has been used to protect the rights of minority voters. While much progress has been made since the hard-fought victory in 1965 and the monumental voter registration effort of Freedom Summer, low-income and minority voters continue to face challenges in accessing the ballot in Illinois and throughout the country.

In early 2013, the Voting Rights Project hosted State of the Vote: Illinois, a public forum aimed at gathering testimony from election officials, voting rights activists, community leaders and voters on good and bad election practices and to hear suggestions for voting reform. The information is now being used to explore litigation strategies and to advocate for changes to laws and policies that would further protect and expand the right to vote. In July, 2013, the Voting Rights Project celebrated the signing of HB2418, bringing online voter registration to Illinois, a result of the Project’s aggressive advocacy efforts. The Project joined with other organizations to issue key recommendations, and maintain pressure on administrative agencies, that will ensure that the new system is user-friendly, informative, and accessible to all communities. In the latter half of 2013, the Voting Rights Project worked with civic groups in Chicago to devise a program to promote youth voter registration and seize on the opportunity provided by the Suffrage @ 17 law signed by the Governor in July 2013. In December 2013, the Voting Rights Project started a joint effort with MALDEF to promote minority representation at the local level across Illinois, and in particular in the collar counties.



Staff Attorney Marissa Liebling (right) with Governor Pat Quinn at the signing of HB2418

THE LAW PROJECT

“White Americans must recognize that justice for black people cannot be achieved without radical changes in the structure of our society...There is no separate white path to power and fulfillment, short of social disaster, that does not share power with black aspirations for freedom and human dignity.”

– Martin Luther King, Jr. in his 1967 book “Where Do We Go From Here: Chaos or Community”



Today, with poverty approaching levels unseen since the 1960s and persistent segregation and inequity, there’s never been a more critical time to act.

The Law Project continues to answer that call and to be a bridge to greater economic opportunity for residents in Chicago. In 2013, The Law Project assisted its 426th first-time homebuyer in securing homeownership; educated 21 emerging nonprofit leaders on the basics for running effective organizations through its Nonprofit Boot camp; facilitated four technical assistance workshops/webinars for existing nonprofit community organizations; and conducted four small business clinics, reaching more than 150 small business owners. Additionally, TLP attorneys helped close loans that are supporting the creation of 360 units of affordable housing in the City of Chicago.

NONPROFIT ASSISTANCE PROGRAM SPOTLIGHT: **NEW MOMS, INC.**

The Law Project began working with New Moms in 2008, connecting the organization to volunteer attorneys from the City’s top law firms to address a variety of legal issues. Most recently, volunteer attorneys with Baker & McKenzie LLP, Holland & Knight LLP, and Proskauer Rose LLP guided New Moms through the long and complex legal process involved with the launch of a new supportive housing development. In October, New Moms moved its supportive housing center for adolescent parents from a 6,000 sq. foot open space into a brand new 52,000 sq. foot residential facility called the “Transformation Center.” The three firms provided an estimated \$350,000 in free legal services to help New Moms develop this new \$12 million space. Without The Law Project, New Moms would not have been able to access such counsel.



TLP Staff and Volunteers stop for a photo on TLP’s 2013 Community Development Bus Tour – a guided tour of community development projects and TLP clients from across Chicago

INITIATIVE FOR NORTHWEST INDIANA (INWIN)



2013 marked a year of significant growth for the Initiative for Northwest Indiana (INWIN), yielding increased access to legal services and opportunity for Northwest Indiana residents. In the spring, INWIN launched its Second Chance Clinic, providing low-cost expungement services to individuals seeking to rejoin their communities and secure employment. Staff Attorney Renee Hatcher continued to increase direct legal services to qualifying NW Indiana small businesses, nonprofits and individuals, serving 52 small business owners in improving their operations and longevity, 28 nonprofits in building their capacity to carry out critical community services, and 74 individuals seeking expungement, helping them to eliminate significant barriers to successful re-entry. INWIN also presented 5 community forums on expungement in 2013. INWIN continued to lead regional discourse on economic development in Northwest Indiana, and to ensure that all communities have a voice in economic development efforts and access to the region's social, economic and educational assets. On November 24, 2013, Renee joined more than 150 supporters of the Northwest Indiana Interfaith Federation Job Coalition to urge board members of the Northwest Indiana Regional Development Authority to sign on to a community benefit agreement that would provide for training and preferential hiring for citizens living in underserved areas in Northwest Indiana, including those in Gary, Hammond, East Chicago, Lake Station, and Michigan City.



INWIN Staff Attorney Renee Hatcher
at the Northwest Indiana Interfaith
Federation Job Coalition Rally

EMPLOYMENT OPPORTUNITY PROJECT

“The dignity of the individual will flourish when the decisions concerning his life are in his own hands, when he has the assurance that his income is stable and certain, and when he knows that he has the means to seek self-improvement.”

– Martin Luther King, Jr. in his August 1967 speech “Where do we go from here”
to the Southern Christian Leadership Conference

The Employment Opportunity Project secured significant settlements in 2013, challenging systemic discrimination and barriers to opportunity in the work place. In *Dara Cooper v. Fresh Moves*, CLC settled a sex discrimination case for a woman who was terminated after a new manager was brought in to run the business she had built. The case serves as an exemplar that even very small employers can be held liable for discrimination. In *Tricia Diaz v. Car Credit*

Center, a case involving a car dealership's refusal to hire a highly-qualified woman because she had small children, the dealership owner said he didn't believe a woman with children could be depended on to be at work reliably. The Chicago Lawyers' Committee brought Ms. Diaz's case to the Chicago Commission on Human Relations where it was successfully settled.

In *Michaela Stauffer v. TCF Bank* the Chicago Lawyers' Committee and lawyers at member firm Eimer Stahl worked on behalf of a client who was subject to harassment and was terminated because she was pregnant. Working together, they successfully reached a settlement before filing a complaint, a quick and effective resolution of a basic discrimination problem.

Also in 2013, The Employment Opportunity Project launched its first-ever wage theft clinic, in partnership with the Interfaith Workers Justice Initiative. The clinic links individuals seeking to recover lost wages to pro bono attorneys. Experienced lawyers are available weekly to help individuals who worked without being paid, were not paid the minimum wage, were not paid overtime, or were improperly classified as independent contractors; EOP volunteers also provide referrals for other types of employment problems that come up in the clinic.

THE SETTLEMENT ASSISTANCE PROGRAM

“It is fundamental that justice should be the same, in substance and availability, without regard to economic status.”

– Lewis Powell, Jr., U.S. Supreme Court Justice (ret.)




The Settlement Assistance Program provided mediation services to 56 pro se litigants in 2013, including workers with discrimination law cases and prisoners with constitutional rights claims. Seventy-two percent of SAP cases that went to settlement conference had a positive outcome.

The Settlement Assistance Program has proven to be very effective in achieving favorable outcomes for pro se litigants, due in large part to its pool of dedicated attorneys, eager to serve the public interest.

In 2013, the Settlement Assistance Program greatly expanded its volunteer base by training more than 200 new attorneys from Chicago's leading law firms to represent pro se litigants.

“To be able to get negotiation practice and also make a real impact – it's fantastic,” said Laura McNally, Principal at Grippo & Elden and SAP volunteer.

45 CELEBRATING YEARS ON THE MARCH TOWARD JUSTICE



CHICAGO LAWYERS' COMMITTEE
FOR CIVIL RIGHTS UNDER LAW, INC.

1963 The Lawyers' Committee for Civil Rights Under Law, Inc. is established in Washington, D.C. at the request of President Kennedy to combat racial discrimination and the resulting inequality of opportunity in communities of color.



1969 The Chicago Lawyers' Committee for Civil Rights Under Law, Inc. (CLC) is formed, as part of the Lawyers' Committee's Urban Areas Project, and becomes a regional leader in the fight for equal justice.

1970 Using data collected by two major universities, CLC files a federal class action challenging city-wide disparities in the per-pupil instructional expenditures made in Chicago's Black and White schools. After the case is filed, the Board of Education equalizes expenditures. (Sidley & Austin)

1970 CLC facilitates an arrangement with the Public Defender and the Chief Judge of the Juvenile Division, whereby member firms will take appeals in cases that raise constitutional issues. CLC also begins

investigating the practice of confining juveniles in adult detention facilities.

1971 On the basis of a study, two member firms represent four organizations in an Illinois Supreme Court amicus brief, arguing that the procedures for transferring juveniles to adult court are unconstitutional. (D'Ancona, Pflaum, Wyatt & Riskind; Schiff Hardin Waite Dorschel & Britton)

1972 As part of its ongoing commitment to continuing legal education, CLC co-sponsors a conference on the scope and impact of the Jack Spring v. Little decision, which recognized that a lessee's obligation to pay rent is dependent on the lessor's fulfillment of the implied warranty of habitability.

1973 With the Leadership Council as co-counsel, the Committee files Metropolitan Housing Development Corporation v. Village of Arlington Heights, challenging the municipality's refusal to rezone vacant land for the construction of low- and moderate-income, integrated housing. (Schiff Hardin & Waite)

1973 The 7th Circuit adopts the arguments made by a member firm in an amicus brief filed on behalf of five Spanish-speaking organizations. The court agreed that the Chicago Board of Elections must provide instructional materials in Spanish at the polling places in predominantly Latino wards. (Foss Schuman & Drake)

1974 CLC represents a class of over 1,200 Black South Side homeowners who purchased new homes at inflated prices under land installment contracts, alleging that the developers discriminated against them by exploiting the racially divided housing market. (Jenner & Block; Boodell, Sears, Sugre, Giambalvo & Crowley)



1975 CLC successfully settles an action against the Mayor of Cairo, Illinois and the

Alexander County Board of Commissioners when the County agrees to appoint Blacks to nine public boards in proportion to their numbers in the general population. (Isham Lincoln & Beale)

1976 Three years after CLC brought suit alleging racial and ethnic employment discrimination by the Chicago Police Department, Judge Prentice Marshall finds intentional discrimination, permanently enjoins the Chicago Police Department from hiring and promoting employees from the challenged officers' and sergeants' eligibility lists, and imposes hiring goals for Blacks, Latinos, and women. (Kirkland & Ellis; Schiff Hardin & Waite)



1977 In P.A.S.E. v. Chicago Board of Education, CLC challenges the Board's use of discriminatory tests that result in the disproportionate placement of minority children in Educationally Mentally Handicapped classes. (Lord, Bissell & Brook)

1980 CLC successfully files an administrative complaint with HUD on behalf of several fair housing groups, challenging DuPage County's use of Community Development Block Grants, in particular its failure to fund adequately any activities that would benefit low- and moderate-income people.

1981 A consent decree settles Chicago Lawyers' Committee v. City of Chicago, filed in 1976 when CLC discovered that the defendants had engaged in covert activities and data collection, including surveillance of attorneys, the use of undercover agents, and reporting on confidential attorney-client conversations. (Jenner & Block)

1981 CLC begins working on projects to address discrimination against people with disabilities. Projects are developed in the virtually untested areas of housing and public accommodations, as well as employment

to establish strong standards for the new Illinois Human Rights Act prohibitions.

1982 CLC successfully settles the nine-year-old *N.O.W. v. City of Chicago* equal pay case, benefiting hundreds of women janitresses and women clerks through salary upgrades, retroactive pension benefits, and \$4.5 million in back pay. (Ross, Hardies, O'Keefe, Babcock & Parsons)

1983 Damages of more than \$500,000 are awarded to the leaders and members of the Afro-American Patrolmen's League to compensate for police harassment during the pendency of their suit charging systemic racial discrimination. (Kirkland & Ellis)

1984 Minority voters win an important victory in *Ketchum v. Chicago City Council*, when the 7th Circuit holds that an aldermanic redistricting plan had been designed to dilute minority voting strength. (Kirkland & Ellis)



1985 The Community Economic Development Law Project, a joint effort of CLC, Legal Assistance Foundation of Chicago, and the Young Lawyers Section of the Chicago Bar Foundation is launched to provide tax, corporate, and real estate counsel to community groups in low-income neighborhoods that undertake projects to improve local housing, employment, and community services.

1986 A consent decree in *Kissane v. Brown* ends 6 1/2 years of litigation and prescribes procedures governing virtually every aspect of the administration of the Lake County Jail, including disciplinary and grievance procedures, inmate classification, and medical care. (Schiff Hardin & Waite)

1987 CLC negotiates substantial settlements in seven separate cases against suburban Cook County building owners, management companies, and realtors who

deny rentals to families with children. (Coffield Ungaretti Harris & Slavin)

1988 Two member firms conduct a ten-week trial in *Jones v. CTA*, a case of first impression, in which the Illinois Human Rights Commission rules that as a public accommodation, the CTA must provide access to people with disabilities by having wheelchair lifts on buses. (D'Ancona & Pflaum; Sachnoff Weaver & Rubenstein)

1989 CLC establishes the Project to Combat Bias Violence to provide assistance in civil and criminal court to victims of hate crime. In the first civil action in which damages are awarded under the Illinois Hate Crimes Act, an all-white jury awards \$475,000 in damages to an African American victim of a hate crime in Bridgeport. (Schiff Hardin & Waite)

1990 In *Rochon v. FBI*, CLC joins in the suit against the FBI, the Department of Justice, and individual FBI agents for extreme, prolonged racial harassment, including death threats. Counsel seeks to have Edwin Meese, Bradford Reynolds, and the entire Civil Right Division of the Justice Department disqualified from participation in the grand jury. (Kinoy Taren Geraghty & Potter; Sachnoff Weaver & Rubenstein)

1990 CLC attorneys represent an African American family, seven of whose twelve children were poisoned by lead paint, in a lawsuit against current and past owners, alleging violations of the residential Landlord and Tenant Ordinance and breaches of the implied warranty of habitability. (Mayer Brown & Platt)

1991 CLC sues the Immigration and Naturalization Service, challenging the INS detention system, under which alien detainees are rotated daily among several unsanitary, inaccessible facilities operated by the County and suburban municipalities. (Foley & Lardner)



1992 Filed in 1973, the race, national origin, and sex employment discrimination case, brought against the Chicago Police Department, is finally resolved as hundreds of officers receive their long overdue back pay and are given their proper seniority rights.

1993 On behalf of various women's low cost health services providers, the Committee files an amicus brief with the Supreme Court in *NOW v. Scheidler*, arguing that the protesters' criminal attempts to shut down these clinics do not impinge on 1st Amendment rights.

1994 CLC files *Marie O. v. State Board of Education*, alleging that Illinois failed to meet its obligations under federal law to provide early childhood intervention for children with disabilities. The court's 1996 order required defendants to inform families of their rights under the Act, and eliminate the waiting lists for services. (Sonnenschein Nath & Rosenthal)

1995 CLC secures significant settlement, in *Ramos v. Kraft*, a vicious 10-year campaign of harassment and hate crime garnering international media attention, and bringing much needed attention to the breadth of hate crime in America. The settlement includes an agreement by the Krafts to sell their house and move. (Alzheimer & Grey)

1995 CLC's Small Business Program is established as part of the Community Economic Development Law Project to provide legal assistance to new entrepreneurs setting up businesses in inner-city neighborhoods.

1996 Working as part of the steering committee of the state-wide Coalition for Equal Opportunity, CLC successfully organized opposition to proposed legislation to abolish affirmative action in Illinois.

1996 After a year-long investigation, CLC releases a report entitled *Environmental Injustice: Community Perspectives on Silver Shovel*, which detailed the efforts of residents of the Lawndale community to shut down two of the largest Silver Shovel dumps, only to be frustrated by the inaction, delay and weaknesses of the public agencies charged with protecting health

and the environment. The report proposes a series of reforms to protect Lawndale and other minority communities from the destructive effects of waste dumps. (Miller Shakman Hanilton Kurtzon & Schlifke)

1997 A lawsuit filed on behalf of the South Austin Coalition Community Council and a number of home-purchasers alleges that Easy Life Real Estate System, Inc. and Ace Realtors, Inc bought fire-damaged, abandoned homes in the Austin area, performed minimal cosmetic repairs, marketed them to unsuspecting low-income, first time buyers, and sold them at inflated prices, resulting in a rash of foreclosures. A settlement was reached, under which the defendants agreed to pay \$1.13 million to the class. (Rudnick & Wolfe)

1998 CLC files *Lewis, et al. v. City of Chicago*, a class action alleging that a written examination policy – under which only persons who scored 89 or above were allowed to continue on in the hiring process and take the other primary pre-employment test, a physical agility examination – had a disparate impact against African Americans, and did not measure the skills which are important for firefighting. In 2005 the United States District Court held that the Fire Department test had arbitrarily excluded 6,500 African Americans from firefighter positions.



1999 CLC joins a coalition of fair and affordable housing advocates in examining the use of Tax Increment Financing (“TIF”) in Illinois, and the often negative impact TIF districts have on the minority and low and very low income households in those districts. As a result of this examination, the coalition determined that the most effective way to prevent the abuse of TIFs was to amend the Illinois legislation. The Coalition’s proposed TIF amendments become law in 1999.

1999 CLC files suit against the United States, U.S. Customs, and a number of Customs inspectors on behalf of 1,300 African American women who disembarked at O’Hare International Airport and were subject to an invasive search for drugs, including strip-searches and x-rays. The suit alleges constitutional rights were violated when the inspectors targeted the women because of their race and gender and detained and searched them without legal cause or due process. (Miner Barnhill & Galland; Ed Fox & Assoc.)

2000 Under a U.S. E.E.O.C. mediation program, charging parties and employers engage in voluntary efforts to settle charges of employment discrimination without litigation. Because defendants frequently have counsel, CLC represents claimants at mediation, securing thousands of dollars in compensation for victims of discrimination, plus reinstatements, accommodations for disabilities, favorable references and other relief. (Piper Marbury Rudnick & Wolfe; Altheimer & Gray; Eimer Stahl Klevorn & Solberg; Miner Barnhill & Galland; Sachnoff & Weaver)

2001 CLC files a class action on behalf of approximately seventy women who worked at a regional car dealership, when the management unleashed a campaign of sexual harassment on its female workers and refused to provide its workers, many of whom were low-wage, temporary employees, with information on their right to protest the harassment. The settlement terms include treating the temporary workers as employees entitled to sexual harassment protection.

2001 The Project to Combat Bias Violence initiates an outreach campaign to the Chicago area Arab and Muslim population in the wake of September 11th backlash crimes. The Project presented information on hate crimes, harassment, discrimination, racial profiling, and unreasonable interrogations at meetings convened by the Council of Islamic Organizations of Greater Chicago, Muslim Bar Association, Muslim Americans for Civil Rights and Legal Defense, the Mosque Foundation, the Cook County State’s Attorney’s Office, Northwestern University Law School, Center for New Community, the Illinois Center for Violence Prevention, Governor’s Commission on Dis-

crimination and Hate Crimes, and federal civil rights officials.



2002 CLC staff and volunteer attorneys begin representing Chicago Housing Authority (CHA) tenants through an innovative program called Choose to Own – assisting tenants in using Housing Choice Vouchers, formerly Section 8 vouchers, as mortgage payments. Business lawyers, including many from corporate law departments, provided pre- and post-purchase counseling to these homebuyers. (Sears Roebuck & Co.; Piper Rudnick; Holland & Knight; Winston & Strawn; Sachnoff & Weaver; D’Ancona & Pflaum; Jones Day Reavis & Pogue; Sidley Austin Brown & Wood; Wildman Harrold Allen & Dixon)

2002 In a post 9/11 hate crime on the near west side, two citizens of Indian descent were attacked. Joseph Gutierrez and George Petroski repeatedly said, “Are you Taliban?” and “Go back to your country!” before punching, kicking and striking the two with beer bottles. One victim suffered a blowout fracture to his face and the other sustained a three inch gash to the back of his head. In August of 2007, a Cook County judge awarded \$1.3 million to the victims. (Katten Muchin Rosenman)

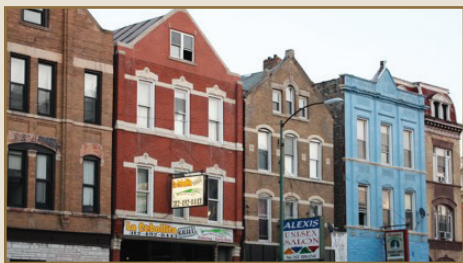
2002 In *Dupuy v. McDonald*, Seventh Circuit Federal District Court orders the Illinois Department of Children and Family Services to change its administrative review process, in cases of child abuse and neglect, in order to insure sufficient consideration of evidence against accused abusers. Dupuy’s plaintiff class exceeds 150,000. (Lehrer & Redleaf)

2005 CLC files a lawsuit in federal court claiming that Craigslist violated the Fair Housing Act when various ads were posted on its website. Although in 2008 the Seventh Circuit Court of Appeals held that the Internet service provider could not be held liable under the Act’s advertising

provision for the posting of discriminatory ads by third parties, CLC pursued a series of discriminatory internet advertisement cases against the individuals who placed them. CLC settled seven fair advertising cases, four of them involving the Internet, for affirmative relief and damages. (Howrey LLP)

2005 CLC secures nearly \$1.5 million in compensatory and punitive damages for racially motivated attacks that occurred in 2000. Antonio Ray was threatened with hanging and beaten by four white men while another held his girlfriend Jennifer Klans. (Winston & Strawn) Richard Burrell was forced to flee a restaurant because of racial slurs and death threats and was beaten by one of the restaurant patrons. (Piper Rudnick LLP) Ronald Ross was driving a CTA bus when two men blocked the bus with their car and, screaming racial epithets, kicked in the bus door and windows, in an attempt to enter the bus and attack Ross. (Jenner & Block; Grippo & Elden)

2006 CLC launches the Settlement Assistance Program, a new federal court pro bono program which offers legal assistance to pro se civil rights plaintiffs facing a settlement conference. Since we implemented the program we have assisted pro se litigants in over 250 cases.



2008 In *HUD v. Godlewski*, a discriminatory advertisement case against a landlord who posted a “no kids” sign at his Chicago three-flat building, CLC secured \$55,394 in damages (\$20,000 to the apartment seeker, and an \$11,000 civil penalty to HUD), \$24,394 to CLC for frustration of mission and diversion of resources) and an additional \$56,742 in attorneys’ fees for a total of \$112,137. The federal Fair Housing Act prohibits discrimination against families with children in the rental of housing. (Latham & Watkins LLP)

2009 The Community Economic Development Project’s first-time home

buyers program expands to provide legal representation to first-time homebuyers using other government subsidies to buy homes, and also begins to provide assistance with will and estate planning.

2010 The Community Economic Development Project changes its name to The Law Project, adopts a new tagline, “Strengthening Nonprofits to Build Communities,” develops a new logo and launches a new interactive website, www.thelawproject.org.



2011 CLC and member firm Katten Muchin Rosenman LLP secure \$1.44 million in damages on behalf of three young African-American men who were brutally beaten by a mob of white men in a racially motivated and unprovoked attack that took place outside Manteno, Illinois in 2005.

2012 A class action lawsuit final judgment is reached in *Lewis v. City of Chicago* before the Seventh Circuit Court of Appeals after CLC won on several questions before the United States Supreme Court. The city agrees to hire 111 firefighters from the pool of 6,000 and pay out more than \$74 million in back pay. (Hughes Socol Piers Resnick & Dym, Ltd.; Miner, Barnhill & Galland; Robinson, Curley & Clayton)

2012 In *Parker and Pierce v. New Jerusalem Christian Development Corp*, the Commission on Human Relations awards \$110,000 to two first-time home buyers and CLC clients that attempted to use Housing Choice Vouchers to buy houses, but were unlawfully turned away. This is the highest amount in damages awarded by the Commission to Fair Housing Project clients. (Kirkland and Ellis LLP)

2012 The Law Project launches the widely popular Nonprofit Boot Camp geared toward emerging nonprofit organizations. Participants earn a “Certificate of Training” after completing a series of five workshops

on the basics of running and sustaining a nonprofit.

2012 CLC goes through significant organizational growth, including the re-launch of the Educational Equity Project and the Voting Rights Project and the inception of the Initiative for Northwest Indiana, an economic development project and sister program to The Law Project.

2013 CLC’s Fair Housing Project celebrates a significant victory with the passing of the Cook County provision making it illegal to discriminate against Housing Choice Voucher (HCV) holders in Cook County.

2013 Chicago Lawyers’ Committee secures Educational Equity triumph in *McFadden v. Board of Education for Illinois School District U-46*, a case involving educational inequities in the school district that includes Elgin, Illinois. Federal District Court Judge Robert Gettleman issued a decision holding that the school district had discriminated against Hispanic students in the operation of the District’s gifted program. Over 40% of the students in the school district are Hispanic, but in recent years only 2% of the students in the district’s elementary school gifted program have been Hispanic.

2014 Chicago Lawyers’ Committee celebrates its 45th anniversary on the march toward equal justice – marked by a strengthened commitment to promoting social and economic justice throughout Chicago. CLC also unveils its Legacy Circle, an inaugural group of honorees whose demonstrated commitment to advancing civil rights in Chicago laid the foundation of success of the Chicago Lawyers’ Committee.



LAW FIRM INVOLVMENT

FAIR HOUSING PROJECT

Edwards Wildman Palmer LLP
Leonard Kurfurst
Teresa Sullivan

Foley & Lardner LLP
Thomas K. Anderson
Thomas C. Hardy
Mary Kay Martire

Grippo & Elden LLC
Jessica M. Jax
Laura K. McNally
Matthew C. Wolfe

Jenner & Block LLP
Andrew J. Olejnik

Katten Muchin Rosenman LLP
David F. Benson
Kathleen M. Flannery
William J. Krauss

Kirkland & Ellis, LLP
Heather Afra
Jaran Moten

Law Offices of
Benjamin P. Kailin, P.C.
Benjamin P. Kailin

Miller Shakman & Beem LLP
Edward Feldman

Miner, Barnhill, & Galland
Jeffrey I. Cummings

Paul Hastings LLP
Christopher Allen
Mark Pollack

Progressive Law Group
Ilan Chorowsky

ReedSmith LLP
Michael L. DeMarino
Thomas M. Levinson
Max A. Stein
William S. Weltman
Casey L. Westover

Schiff Hardin LLP
Paul E. Greenwalt III
Paula M. Ketcham
Jamal S. Muhammad
Brian O'Connor Watson
Xiaorong Jajah Wu

Sidley Austin LLP
Linton J. Childs
Leah K. Holt

Wildman, Harrold, Allen & Dixon
John W. Young III
Elizabeth Peters Wassef

Winston & Strawn LLP
Andrew M. Johnstone
Jennifer Miller
James Winn

EMPLOYMENT OPPORTUNITY PROJECT

Bartlit Beck Herman Palenchar & Scott LLP
Chris Hagale
Katherine Minarik
Andy Polovin

DLA Piper
Ross Eberly
Michael Sheehan

Eimer Stahl Klevorn & Solberg, LLP
Alexis Chardon
Sarah Malkerson
Amanda Wendorff

Futterman & Howard, P.C.
Carol R. Ashley

Hughes, Socol, Piers, Resnick & Dym, Ltd.
Christopher Wilmes

Kinoy, Taren and Geraghty, P.C.
Joanne Kinoy

Mexican-American Legal Defense and Education Fund (MALDEF)
Alonzo Rivas

Miller Shakman & Beem, LLP
Zachary Freeman

Skadden, Arps, Slate, Meagher & Flom LLP & Affiliates

Fitzgerald Bramwell
Eric Gorman
Jordan Palmore

Stephen G. Seliger, Attorney at Law
Stephen Seliger

Stewart M. Weltman, P.C.
Stewart Weltman

EDUCATIONAL EQUITY PROJECT

Killebrew & Bora, LLC
Jeff Bora

Kirkland & Ellis, LLP
Russell Mangas

Law Office of Ken Goetz
Ken Goetz

McGuire Woods, LLP
Lee Muench

Niro, Haller & Niro, Ltd.
Dan Ferri

State Appellate Defender's Office
Katie Hill

The Law Office of Andrew Gable
Andrew Gable

Stetler, Duffy & Rotert, Ltd.
Brendan Brassil

Thompson Coburn LLP
Thomas Hayes
Michael Parks

Ayman Mourad, Former CLC Fellow
Mike Norton, Former CLC Fellow

SETTLEMENT ASSISTANCE PROGRAM

Andrew Law Group
Michelle Andrew

Berman Fink Van Horn P.C.
Jason Weigand

Bruggeman Hurst & Associates
Alan Bruggeman

Dechert LLP
Angela Liu

Dentons
Maria Domanskis
Camille Bennett
Ben Weinberg
Donna Vobornik
Natasha Lipovac

Ed Fox & Associates
Ed Fox

Edwards Wildman
Meghan M. Hubbard
Greenberg Traurig
Jason Elster

Grippo & Elden
Jessica Jax
Anna Knight

Harris Winick
Dan Dorfman

Katten Muchin Rosenman LLP
Matthew Hubenschmidt
Mpoli Simwanza-Johnson

Lance D. Taylor, Attorney at Law
Lance D. Taylor

Law Office of Wendell Hayes
Wendell Hayes, Esq

Mayer Brown
Sarah Reynolds
Helene Siegel
Zach Ziliak

McDermott Will & Emery LLP
Matthew Joseph Gryzlo
Krista Vink Venegas

McGuireWoods LLP
Krista Eckhoff
Susan Groh
Gary Leung

Much Shelist
Joshua Glazov

Polsinelli
George Jackson III

Seyfarth Shaw
Ashley Kircher

Skadden, Arps, Slate, Meagher & Flom LLP & Affiliates
Paul Forster
Andrew Jarzyna

Stephen G. Seliger, Attorney at Law
Steve Seliger

Thompson Coburn LLP
Kalpesh Shah

Walton Law Group
Gordon Walton

THE LAW PROJECT

Applegate & Thorne-Thomsen P.C.
Paul Davis
Rebecca Hartstein
Warren P. Wenzloff

Baker & McKenzie LLP
Robert E. Deignan
Lisa Parker Gates
Jason K. Schmitz

Barack Ferrazzano
Kirschbaum & Nagelberg LLP
Lynne D. Mapes-Riordan

LAW FIRM INVOLVEMENT

Boodell & Domanskis, LLC
Linda Vernon Goldberg

Chapman and Cutler LLP

Kimberly Barton
Bruce Bedwell
Ryan J. Bowen
Michelle King
Sharone Levy
Christine E. McKillip
Ami S. Patel
Michael M. Reed
Sarah Thrasher

Dentons

Natalie J. Spears

DLA Piper LLP

Jason L. Booth
Benjamin K. Briggs
Merle Teitelbaum Cowin
Abby Flanagan
Gregg Graines
Gregory S. Grossman
Robyn Goldman Koyner
Robert J. LeDuc
Nicole Marie Madigan
Brett Siglin
Terence P. Smith
Chi H. Song
Samantha M. Thompson

Drinker Biddle & Reath LLP

Melissa S. Dillenbeck

Duane Morris LLP

David B. Yelin

Dykema Gossett PLLC

Michael C. Borders
Andrew P. Scott

Edwards Wildman Palmer LLP

Carmen L. Albert
Jeffrey P. Gray

Foley & Lardner LLP

Steven R. Cade
Galen R. Mason
Belinda S. Morgan
Chris J. Rasmussen

Holland & Knight LLP

Anthony L. Frink
Frank Keldermans
Michael P. Kupper-Smith
Bruce Loring
James T. Mayer
Sameer Patel

David Shayne
Larry Zanger

Jenner & Block

Christine K. Bedi
Jerry J. Burgdoerfer
Matthew C. Carter
E. Lynn Grayson
Darrick J. Hooker
Joseph D. Kline
Peter H. Rosebaum

Jones Day

Anastazja P. Wieckowski

K & L GATES

Matthew D. Anderson
Joseph F. Arand
Jesse G. Shallcross

Katten Muchin Rosenman LLP

Kellye J. Bowers
Daniel A. Buoniconti
Nyshel G. Burke
Elizabeth Dominguez
Harris R. Eisenberg
Evan Epstein
Cara Q. Hanson
Janet Goelz Hoffman
Daniel A. Nunney
Kimberly A. Rovtar
Martin Q. Ruhaak
Blake E. Schulman
Mark C. Simon

Kirkland & Ellis LLP

James C. Anderson
Justin Bernbrock
Michael D. Belsley
Daniel A. Guerin
Michael Chen
Catie Cottle
Carol Anne Huff
Neil S. Hirshman, P.C.
Leah Paige Jensi
Anh Boi Lee
Benjamin E. Levi
Daniel D. Lewis
Erin McGuire
Scott Metzger
Jason D. Osborn
Brendan Reardon
Jeffrey S. Rheeling
David A. Rosenberg
Coree C. Smith
Maureen E. Sweeney
Jeremy J. Taylor

Korey Cotter Heather &
Richardson, LLC
Daniel Cotter

Levenfeld Pearlstein, LLC

David B. Berzon

Lavelle Law, Ltd.

James D. Voigt

Law Offices of Jonathan Strauss

Jonathan Strauss

Mayer Brown LLP

Maria A. Alevras-Chen
Jennifer L. Bruni
Julie Dougherty
Linnea Eiden
Cecil R. Hall
Jennifer A. Kratochvil
Matthew A. McDonald
Bruce F. Perce
James Shliferstein
Nathan Simington

McDermott Will & Emery

Michael L. Boykins
Laurence R. Bronska
Stephen D. Erf
Michael R. Fayhee
Michael N. Fine
John P. Hammond
George M. Houhanisin
Emily J. Knurek
Layla Dotson Lumpkin
Patrick J. McCurry
Patrick Pocock
Megan Rooney
Kerrin B. Slatteyly
Todd A. Solomon
Megan Thibert-Ind
Monica Wallace
Neal J. White

McDonald's Corporation

Molly Lundin
Bryan K. Maguire
Rafael Medina
Thomas Pickett
Ruth A. Schoenmeyer

Morgan, Lewis & Bockius LLP

Scott D. Sherwin
Jason C. White

Neal Gerber & Eisenberg LLP

Douglas J. Lubelchek
David L. Theysen
Matthew J. Weiss

Nixon Peabody LLP

Peter J. Prommer
Joey C. Yao

Paul Hastings LLP

Rob Clarke
Jamie M. Grischkan
Amit Mehta
E. Paul Quinn
Richard S. Radnay
Brad V. Ritter
Christopher D. Sheaffer
Jessica L. Simons
Kimberly T. Smith
Holly Snow
Laura M. Stake
Justin Taylor

Perkins Coie LLP

Sara A. Feinstein
David J. Gold
Andrew D. Magda
Furqan Mohammed
Matthew Shebuski

Proskauer Rose LLP

Elizabeth M. Mills PC

Quarles & Brady LLP

Norah L. Jones
Corbin J. Morris

Reed Smith LLP

James A. Burns Jr.
Matthew J. Petersen

RR Donnelley

Catherine Smith

Schiff Hardin LLP

John M. Schietinger
Diane M. Soubly

Seyfarth Shaw LLP

Ronald J. Kramer
Isabel Lazar
Natascha B. Riesco

Sidley Austin LLP

Barbara R. Barreno
Leslie J. Carter
Patrick S. Casey
Michael A. Clark
Nikeisha N. Gentles
Jessica R. Krull
Scott Pollock

Barbara Singal
Scott D. Stein
Paul A. Svoboda

Skadden Arps Slate Meagher & Flom LLP & Associates

Louis Chiappetta
Bruce Goldner
Mitchell Karam
Joseph A. Miron
Paul J. Mysliwiec
John C. Nelson
Lance J. Phillips
Jacob J. Teply
Carl Tullson
Justin M. Winerman
Elaine Ziff

Vedder Price P.C.

Danielle B. Meltzer Cassel

Winston & Strawn LLP

John T. Albers
Thomas F. Blakemore
Darwin Conner
Lisa A. Cottle
Patrick O. Doyle
Emily Mraz
Richard Naponelli
Michael P. O'Brien
Matthew W. Poplawski
David H. Stults

Private Attorneys

Sheera Carthans, Esq.
Trevor Clarke, Esq.
Anuolu Fazoranti, Esq.
Florence Hardy, Esq.
Marc Harrison, Esq.
Charles Alan Krugel, Esq.
Alexis Hart McDowell, Esq.
Ira B. Mirsky, Esq.
Ena Patel, Esq.
Darren Perconte, Esq.

LAW FIRM INVOLVEMENT

INITIATIVE FOR NORTHWEST INDIANA

Derrick Julkes,
Attorney-at-Law

Shanahan & Shanahan LLP
Jimmy Shanahan

The Hatcher Law Group
Ragen Hatcher

Mei Li,
Attorney-at-Law

Morgan, Lewis & Bockius
Erin Hendrix

Dennis Pearson,
Attorney-at-Law

Florence Pittman,
Attorney-at-Law

VOTING RIGHTS PROJECT

CARPLS
Leslie Wallin

DLA Piper LLP
Heidi Azulay
Katerina Budacsek
Merle Cowin
Craig Dolly
Anne Geraghty Helms
Chun Jang
Sara Jerez
Amanda Jones
Olga Melendez
James Phipps
Deronda Terrell
Samantha Thompson

Edwards Wildman Palmer
LLP
Emma Raleigh

Equip for Equality
Rachel Arfa
Lesley Arizmendi
Beth Miller
Laura Miller
Barry Taylor
Margie Wakelin

Fragomen
Cheri Peterson-Ross

Hyatt
Liz Gerald

Illinois Legal Aid Online
Lisa Colpoys

Kirkland & Ellis LLP
Paige Barnum
Melissa Bjella
Stephen Butler
Terry Dee
Matthew Hays
Samantha Heinritz
Jocelyn Hirsch
Neil Hirshman
Natalie Hoyer Keller
Jason Koransky
Matthew Lovell
Miriam Lieberman
Matthew Martin
Dan Monico
Mike Paley
Terry Platis
Joseph Russell
Karen Sodke
Kurt VonMoltke
Michael West
Sabrina West
Eric White

Law Offices of
Ralph Schumann
Ralph Schumann

Marshall, Gerstein & Borun
LLP
Jeremy Protas

Mayer Brown LLP
Aaron Chait
Marcia Goodman
Emily Li

McDermott Will & Emery
Maggie Gryske
Latonia Keith
Sue Pennington
Jacqueline Titus
Jamie Weyeneth

Miner, Barnhill & Galland,
P.C.
Nancy Maldonado

Neal, Gerber & Eisenberg
LLP

Chloe Milstein
Maria Minor

Nixon Peabody
Jason Kray
Joey Yao

Schiff Hardin LLP
Deborah Bone

Seyfarth Shaw LLP
Jennifer Burgess
Giselle Donado
Shelley Hebert
Reema Kapur
Adian Miller
Elizabeth Ralph
Karen Stephenson
Robert Weber

Skadden, Arps, Slate,
Meagher & Flom LLP &
Affiliates

Anita Dhake
Tabitha Humphries
Mairead Schwab

Troutman Sanders LLP
Valonda Richardson
Rebecca Ross

Winston & Strawn LLP
John Albers
Younghee Ottley
Annie Thar

Private Attorneys
Junaid Afeef
Ellyce Anapolsky
Katie Anderson
Gabe Arnson
Karen Bemis
Jacqueline Bermak
Elizabeth Boe
Eric Borczon
Aya Barnea
Emily Blumberg
Tyler Bohman
Deborah Borman
Jeannine Broadnax
Nicholas Carson
Victor Codova
Lisa Christensen
Trevor Clarke
Lisa Colpoys
Matt Douglas
David Frueh

Jeanne Fujimoto
Anne Galkin

Liz Gerald
Alison Gillis
Don Goldhamer
Erin Grotheer
Judith Hannah
Wynette Head

Jeffrey Katz
Marjorie Kennedy

Jason Kray
Cheryl Lipton
Lori Lypson
Kathleen Maher
Amy Martin
Dominique Martin
Maria Martuccio
Jocelyn McCoy
Patricia McMillen
Matthew Michell

Annie Myers
Debbie Nall
Benjamin Newman

JoAnn Newsome
Donna Peel
Robert Peachey

Rebecca Piper
Elisa Pleasant
Robert Poe
Sheila Pont

Alexis Pool
Thea Potanos
Nadia Ragheb-Gonzalez

Behzad Raghian
Nicole Renchen
Jacquita Richardson

Anne Rogers
Amanda Rosenblum
Victoria Rowles

Jennifer Saba
Melissa Samuels
Emily Schetz

April Schweitzer
Julia Scroth
Saiena Shafiezadeh

Rahshanda Sibley
Stephen Sotelo
Katerine Strandburg

Eric Turner
Cadence Tuttle
Leslie Wallin
Nancy-Ellen Zusman

EXECUTIVE COMMITTEE & MEMBERSHIP

2013 EXECUTIVE COMMITTEE

Max A. Stein	CHAIRMAN
Nancy L. Maldonado	CO-CHAIR
Robert Clarke	SECRETARY
Eric J. Gorman	TREASURER

2014 EXECUTIVE COMMITTEE

CHAIRMAN	Max A. Stein
CO-CHAIR	Nancy L. Maldonado
SECRETARY	Paul Greenwalt, III
TREASURER	Robert Clarke

BOARD OF DIRECTORS

Ronit C. Barrett
Eimer Stahl LLP

Linton J. Childs
Sidley Austin LLP

Robert Clarke
Paul Hastings

Edward W. Feldman
Miller Shakman & Beem LLP

Paul E. Greenwalt, III
Schiff Hardin LLP

Rebecca R. Hanson
Foley & Lardner LLP

Jordan T. Hoffman
Jordan Travaille Hoffman P.C.

Joshua Karsh
Hughes Socol Piers
Resnick & Dym Ltd.

Stuart M. Litwin
Mayer Brown LLP

Mary Kay Martire
McDermott Will & Emery

Nancy L. Maldonado
Miner, Barnhill & Galland

Cynthia H. Hyndman
Robinson Curley & Clayton, P.C.

Leonard S. Kurfirst
Surdyk & Baker

Michael A. Parks
Thompson Coburn LLP

Keenan J. Saulter
Saulter Tarver LLP

Max A. Stein
Boodell & Domanskis, LLC

Donna J. Vobornik
Dentons

WE GRATEFULLY ACKNOWLEDGE OUR MEMBER FIRMS FOR THEIR FINANCIAL SUPPORT

Applegate & Thorne-Thomsen

Bartlit Beck Herman
Palenchar & Scott LLP

The Bennett Law Group, P.C.

Boodell & Domanskis, LLC

Caffarelli & Siegel Ltd.

Cornfield and Feldman

Dentons

Despres, Schwartz &
Geoghegan Ltd.

DLA Piper

Eimer Stahl LLP

Foley & Lardner LLP

Grippio & Elden LLC

Harris Winick LLP

Law Office of Al Hofeld Jr., LLC

Jordan Travaille Hoffman P.C.

Hughes Socol Piers
Resnick & Dym Ltd.

Jenner & Block LLP

Johnson, Jones, Snelling,
Gilbert & Davis, P.C.

Katten Muchin Rosenman LLP

The Law Office of
Christopher Kendall, P.C.

Kinoy, Taren and
Geraghty, P.C.

Kirkland & Ellis LLP

The Law Offices of
Marc J. Lane, P.C.

Langdon & Emison

Robert E. Lehrer

Loevy & Loevy

Mayer Brown LLP

McDermott Will & Emery

Miller Shakman & Beem LLP

Miner, Barnhill & Galland

Morgan, Lewis & Bockius LLP

Law Offices of Jonah Orlofsky

Outten & Golden LLP

Paul Hastings

Pugh, Jones & Johnson, P.C.

Reed Smith LLP

Robinson Curley &
Clayton, P.C.

Schiff Hardin LLP

Sidley Austin LLP

Skadden, Arps, Slate,
Meagher & Flom LLP &
Affiliates

Geoffrey R. Stone

Stowell & Friedman, Ltd.

Thompson Coburn LLP

Winston & Strawn LLP

CORPORATE SPONSOR

The Horton Group

STAFF & FUNDERS

STAFF

EXECUTIVE OFFICE

Jay Readey
Executive Director

Elesha Jackson
Office Manager

John Knoff
Director of Finance

Tania Velazquez
Receptionist

OFFICE OF DEVELOPMENT AND EXTERNAL AFFAIRS

Debra Walker Johnson
*Director of Development &
External Affairs*

Cindy Tapper
Development Associate

EMPLOYMENT OPPORTUNITY PROJECT

Paul Strauss
Co-Director of Litigation

FAIR HOUSING PROJECT/ HATE CRIME PROJECT

Betsy Shuman-Moore
Co-Director of Litigation

Danielle McCain
Staff Attorney

Josefina Navar
*Testing and Outreach
Coordinator*

Jessica Schneider
Staff Attorney

SETTLEMENT ASSISTANCE PROJECT

J. Cunyon Gordon
Director of SAP

THE LAW PROJECT

Jody Adler
Director of The Law Project

Angela Dear
Office Administrator

Angie Hall
Staff Attorney

Erica Spangler Raz
Staff Attorney

Andrea Button Ott
Outreach Coordinator

VOTING RIGHTS PROJECT

Marissa Liebling
Supervising Staff Attorney

Ruth Greenwood
Staff Attorney

INITIATIVE FOR NORTHWEST INDIANA

Renee Hatcher
Staff Attorney

CIVIL RIGHTS FELLOWS

Esther Choi
Alison Gillis
Randall Johnson
Candace Moore
Ayman Mourad
Shubra Ohri
Eve Rips

INTERNS & VOLUNTEERS

Sarah Batchu
Nick Carson
Alyssa Christensen
Maurice Fulton
Haben Ghrebregish
Maurice Green
Jared Knight
Adira Levine
Alfreda Lovemore
Kunal Malhotra
Jaran Moten
Devin Race
Ginger Tanton

FUNDERS

CHICAGO LAWYERS' COMMITTEE

U.S. Department of Housing
and Urban Development

The Joyce Foundation

Chicago Bar Foundation

Alphawood Foundation

Illinois Bar Foundation

Legacy Foundation

The Pierce Family Charitable
Foundation

Public Interest Law Initiative
Thompson Coburn

THE LAW PROJECT

Anonymous

Chicago Bar Foundation

Polk Bros. Foundation

The Chicago Community Trust

City of Chicago - CDBG

DLA Piper Foundation

Richard Driehaus Foundation

Lawyers Trust Fund

Northern Trust Charitable
Foundation

American College of
Bankruptcy

Walter S. Mander

The Pierce Family Charitable
Foundation

FINANCIAL REPORT

The Chicago Lawyers' Committee's 2013 financial report reflects a broadening of support from a greater variety of sources. Member law firm contributions remain one of the chief sources of support for the Committee. Chicago area foundations also responded affirmatively and generously to requests for support for the broad range of civil rights programs supported by the Committee.

In addition a case that the Chicago Lawyers' Committee filed in 1998 went to the U.S. Supreme Court in 2011 and was decided in the Committee's favor. As a result attorneys fees in the amount of \$965k were received in 2012. The board decided to utilize some of those resources to expand programs in 2013 as well as to set aside other funds to stabilize the organization.

CONSOLIDATED STATEMENT FOR YEAR ENDING DECEMBER 31, 2013

REVENUE

PUBLIC SUPPORT

Law Firm Contributions	\$ 314,750	
Foundation Grants	136,000	
Government Grants	374,948	
Individuals	38,070	
Fundraising Events (net)	61,175	
Released from Restriction	312,481	
		\$1,237,424

OTHER SUPPORT

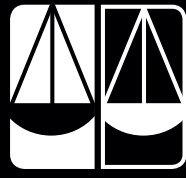
Court Awards, Attorney Fees	\$ 46,340	
Fee for Services	44,399	
Investment Gains / (Losses)	89,811	
Interest and Dividends	22,347	
Miscellaneous	50,017	
		\$ 252,914

TOTAL REVENUE

\$ 1,490,338

EXPENSES

Program Services	\$ 1,328,747	
Management, Fundraising and General	430,872	
TOTAL EXPENSES		\$ 1,759,619
Change in Net Assets		\$ (269,281)
Net Assets—Beginning of Year		\$ 1,259,711
Net Assets—End of Year		\$ 990,430



CHICAGO
LAWYERS'
COMMITTEE

FOR CIVIL RIGHTS UNDER LAW, INC.

The Chicago Lawyers' Committee for Civil Rights Under Law, Inc. is the public interest law consortium of Chicago's leading law firms. From nineteen firms in 1969, the Chicago Lawyers' Committee has grown to fifty member firms today. Each year, CLC member firms donate over 18,000 hours of professional legal services, with a value of more than \$8.5 million, to challenge discrimination and other violations of civil rights in both the public and private sectors.



100 N. LASALLE STREET
SUITE 600
CHICAGO, IL 60602-2403
PHONE: 312.630.9744
FAX: 312.630.1127
WWW.CLCCRUL.ORG