

# About LCCHR

The Leadership Conference on Civil and Human Rights is a coalition charged by its diverse membership of more than 200 national organizations to promote and protect the civil and human rights of all persons in the United States. Through advocacy and outreach to targeted constituencies, The Leadership Conference works toward the goal of a more open and just society – an America as good as its ideals.

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# Leadership Conference on Civil and Human Rights (LCCHR)

## Description:

The Leadership Conference is a 501(c)(4) organization that engages in legislative advocacy. It was founded in 1950 and has coordinated national lobbying efforts on behalf of every major civil rights law since 1957.

## Stakeholder(s):

### Vanita Gupta :

*President and CEO*

## LCCHR Board of Directors

### Judith L. Lichtman :

*Chair | National Partnership for Women and Families*

### Derrick Johnson :

*Vice Chair | NAACP*

### Farhana Khera :

*Vice Chair | Muslim Advocates*

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*Vice Chair | Mexican American Legal Defense and Educational Fund*

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*Vice Chair | NAACP*

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### Kristen Clarke :

*Lawyers' Committee for Civil Rights Under Law*

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*Human Rights Campaign*

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*International Union, UAW*

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### Mary Kay Henry :

*Service Employees International Union*

### Sherrilyn Ifill :

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### David Inoue :

*Japanese American Citizens League*

### Derrick Johnson :

*NAACP*

### Virginia Kase :

*League of Women Voters of the United States*

### Michael B. Keegan :

*People for the American Way*

### Samer E. Khalaf :

*American-Arab Anti-Discrimination Committee*

### Marc Morial :

*National Urban League*

### Janet Murguía :

*UnidosUS*

### Debra L. Ness :

*National Partnership for Women & Families*

### Rabbi Jonah Pesner :

*Religious Action Center of Reform Judaism*

### Anthony Romero :

*American Civil Liberties Union*

### Maria Town :

*American Association of People with Disabilities*

### Richard L. Trumka :

*AFL-CIO*

### Toni Van Pelt :

*National Organization for Women*

### Randi Weingarten :

*American Federation of Teachers, AFL-CIO*

### John C. Yang :

*Asian Americans Advancing Justice | AAJC*

## LCCHR Staff :

*We are fighting for a just, inclusive, and fair democracy — one that works for everyone. The Leadership Conference on Civil and Human Rights is led by a diverse and talented team of organizers, communicators, lawyers, and advocates who are committed to building an America as good as its ideals.*

### Wade Henderson :

*Interim President and CEO*

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*Stakeholders (continued)***Monica Woods :***Executive Vice President and COO***Vanessa N. Gonzalez :***Executive Vice President of Field and Member Services***LaShawn Warren :***Executive Vice President for Government Affairs***O'neil Pryce :***Operations Manager***Charlene Dillard :***Receptionist/Office Coordinator***Steven Almazán :***K12 Education Program Analyst***Iman Boukadoum :***Fighting Hate Sr. Manager***Leigh Chapman :***Program Director, Voting Rights***Sakira Cook :***Program Director, Justice Reform***Lynda Garcia :***Policing Campaign Director***Liz King :***Program Director, Education***Jacob Kwasman :***Campaigns and Programs Assistant***Beth Lynk :***Census Counts Campaign Director***Becky Monroe :***Fighting Hate Director***Sonum Nerurkar :***Get Out the Count Manager***Frank Nolan :***Campaigns and Programs Associate***Clarence "CJ" Powell :***Higher Ed Program Analyst***Francesca Simon :***Education Equity Program Associate***David Toomey :***VR and Tech Fellow***Corrine Yu :***Senior Program Director, Special Projects***Brad Ashwell :***Florida State Director***Kelly Brewington :***Communications Director***Peter Burress :***Wisconsin Campaign Manager***Ifeolu Claytor :***Ohio Campaign Manager***Aghogo Edevbie :***Michigan State Director***Hannah Fried :***Campaign Director***Megan Gall :***Data Director***Benjamin Gardner :***Michigan Campaign Manager***Alex Gulotta :***Arizona State Director***Shekinah Hall :***Assistant***Sayer LaGalle :***Director of Special Projects***Miguel L'Heureux :***Campaign Manager***Adam Lattimore :***Operations Manager***Al-Sharif Nassef :***Pennsylvania Campaign Manager***Shauntay Nelson :***Wisconsin State Director***Scott Seeborg :***Pennsylvania State Director***Samuel Vilchez Santiago :***Florida Campaign Manager***Michele Watley :***Sr. Communications Manager***Sofia Costas :***Communications Associate***Nisreen Eadeh :***Digital Content Manager***Sarah Edwards :***Senior Writer***Natalie Goffney :***Creative Associate***Shin Inouye :***Managing Director of Communications**— continued next page*

## Stakeholders (continued)

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*Director of Coalition Communications & Research*

**Kiren Marshall :**  
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**Ron Goines :**  
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**Hillary Medina-Loveless :**  
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**Anjali Thakur-Mittal :**  
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**Michael Clausell :**  
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**Mohammad Rawof :**  
*IT Desk Support Specialist*

**Ravi Shankar :**  
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*Human Resources Director*

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**Mike Zubrensky :**  
*Chief Counsel*

**Lena Zwarenstejn :**  
*Fair Courts Campaign Director*

## Vision

A more open and just society ... an America as good as its ideals

## Mission

To promote and protect the civil and human rights of all persons in the United States

## Values

**Openness**

**Justice**

**Civil Rights**

**Human Rights**

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## 1. Democracy

### *Enable a 21st century democracy*

The America We Find — Without a functional democracy that represents everyone, we cannot make progress on critical civil rights issues. But, at every turn, President Trump has eroded the rule of law and our democracy, and his administration has aggressively worked to undercut the power of communities of color and those historically excluded from our political process. When our democracy is in peril, so too are our civil rights. The America We're Building — This moment calls us to recognize democracy as the fundamental value upon which equality and inclusion rest. America is overdue for a 21st century democracy — and our coalition is committed to getting us there. By working to end racial discrimination in voting, ensure a fair and accurate 2020 Census, and demand impartial judges who will uphold civil rights, we are building a democracy where every voice matters and every vote valued.

#### 1.1. 2020 Census

*Extend deadlines for apportionment and redistricting data, to give the U.S. Census Bureau sufficient time to thoroughly implement complex data processing activities and complete the most accurate 2020 Census possible*

**Stakeholder(s):**

**Census Bureau**

**Congress**

#### 1.2. Courts

*Fight for an impartial and independent federal judiciary that protects the civil and human rights of all*

The Fair Courts Campaign — The federal courts are profoundly important to securing our rights and freedoms in America. Whether you are concerned with health care, racial justice, women's freedom, LGBTQ equality, disability rights, protections for immigrants, or access to the ballot box, the judiciary plays a critical role in protecting and defending our civil and human rights. For our democracy to work as it should, judges must be fair, impartial, and committed to achieving the promise inscribed on the Supreme Court: "Equal Justice Under Law." That is why The Leadership Conference launched the Fair Courts Campaign, which draws critical connections between the federal courts and what is at stake in people's everyday lives. Now, as the Trump administration and Senate Republicans are trying to transform the courts by selecting an unprecedented number of extremist, anti-civil rights nominees, it is more important than ever to demand a federal judiciary that will uphold rights of all people in America.

#### 1.3. Voting Rights

*Secure the right to vote and dismantle barriers to the ballot box*

Voting is the language of American democracy. The ability to participate in civic life — to have a voice in choosing the elected officials whose decisions impact our lives, families, and communities — is at the core of what it means to be an American. At our nation's founding, voting was enshrined only for educated white men who owned property. It took more than a century for the franchise to meaningfully expand to people of color, women, people with disabilities, people who are low-income, and Native Americans. Today, some elected leaders are still working to silence people who were historically denied access to the ballot box. At The Leadership Conference, we are working to modernize elections and build a 21st century democracy — a democracy where all of our voices are heard. With our coalition partners, we inform the public, decision-makers, and the media about barriers to voting and advocate for policies that expand the right to vote, especially in communities of color. Voting, and the ability to participate in democracy, is a racial justice issue. It is a civil rights issue. And we are overdue for a change.

## 2. Justice

### *Realize our nation's promise of equal justice*

The America We Find — Despite the steady progress of the civil rights movement, systemic racism and injustice persist in the nation's legal system. The Trump administration has worsened the crisis by restarting the disastrous War on Drugs and promoting policies of fear and division — policies that scapegoat immigrants and communities of color for political advantage. For our nation to be truly free, we must insist on equal protection under the law. The America We're Building — Justice reform offers an opportunity for hope, and an opportunity to realize our nation's promise of equal justice. Through our coalition, we push back on the glaring criminalization of communities of color and hold state and national leaders accountable. Together, we fight for the rights and safety of immigrants and work toward transforming the legal system into one that is just and equitable for all.

### 2.1. Immigrant Rights

#### *Create an immigration system consistent with our highest values*

Since 1996 — and especially after 9/11 — our immigration policies have drastically weakened the rights of immigrants. Many immigrants, including long-term legal residents, are torn away from their families under extremely harsh mandatory detention and deportation policies, or rushed through expedited proceedings that result in widespread mistakes and raise significant human rights concerns. In addition, the use of private, for-profit detention corporations has boomed in recent years. At The Leadership Conference, we believe America is made better by immigrants. America is made stronger by the refugees who seek our shores for safety. And America is made brighter by those who choose to call this country home. In the past two years, President Trump has forced our nation's moral standard lower with every outrage and assault against immigrant families. But we have the power to say: No more. We support immigration reform that includes a roadmap to citizenship, fair and humane enforcement consistent with our values, family reunification, and civil rights protections for new working immigrants and those who are already here. When the right-wing scapegoats immigrants and refugees to advance a white nationalist agenda, our coalition rises above the politics of fear and division. We will continue to protect our most vulnerable communities and demand a home for everyone here in our nation — a nation founded by refugees, immigrants, and those seeking religious freedom.

### 2.2. Justice Reform

#### *Transform the legal system to ensure equal justice, accountability, and the protection of civil rights*

Bringing fairness and dignity to our legal system is one of the most profound civil and human rights issues of our time. The unequal treatment of people of color and people who are low-income undermines the progress we have made over the past five decades toward equality under the law. New research shows that nearly one in two adults in America — approximately 113 million people — has an immediate family member who is currently or formerly incarcerated. Our nation must be willing to imagine new paradigms for public safety that do not rely exclusively on criminalization, and we must take bold action to end the structural inequalities and racism that plague the system. At The Leadership Conference, our team partners with coalition members, local communities, and impacted people to build a fair and equitable legal system. Together, we are addressing injustice at every stage — from policing and pretrial detention to sentencing and incarceration to reentry. We also advocate for decarceration through the limited use of prisons and jails and the creation of meaningful pathways to redemption and rehabilitation.



### 2.3. Policing

*Partner with communities and police departments to rethink public safety and renew trust in policing*

All people deserve to feel safe in their homes, communities, and country. Safety is a civil and human right without which people cannot thrive and democracy cannot function. But our nation’s approach to public safety — and whom it protects — is at odds with our shared values of fairness, equity, and justice. Protecting communities and maintaining safety has long been a core responsibility of police. They are first responders to emergencies, behavioral health crises, and violent crime. Yet our county has a troubled history of policing. From early slave patrols to the modern-day criminalization of people of color, policing has sowed deep distrust of law enforcement across our nation. That history is alive today, borne out in disparities in practices ranging from stops and searches to arrests and use of force. **New Era of Public Safety** — To ensure that police officers serve and protect people in all communities, our sister organization, The Leadership Conference Education Fund, launched the New Era of Public Safety initiative, which offers groundbreaking tools to increase trust, fairness, justice, and mutual respect between police departments and the communities they serve. The report and toolkit offer community-centered policy solutions to equip communities and police departments with best practices and recommendations for adopting 21st century policing models, including tools for advocacy.

**Stakeholder(s):**

**Communities**

**Police Departments**

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### 3. Inclusion & Opportunity

#### *Foster access to equal opportunity*

The America We Find — The struggle for equal opportunity and civil rights are inextricably bound. But throughout our nation’s history, America has locked too many people out of education, employment, and economic opportunities. Rather than expand access to safe schools, fair working environments, and inclusive communities, the Trump administration has rolled back civil rights protections and fanned the flames of prejudice, making us all less safe. The America We’re Building — Access to equal opportunity is at the heart of the American dream. Our coalition creates pathways for people to invest in their futures, choose safe and inclusive schools for their children, and pursue new opportunities without fear of discrimination. We are also working to ensure that every person can access the technology and information necessary to participate in democracy and meaningfully contribute to their communities.

#### 3.1. Economic Security

##### *Promote shared prosperity*

Economic justice and civil rights are inextricably bound. We work to promote shared prosperity in the 21st century so that every person in America can invest in their future, choose the right school for their children, pursue their dream home without fear of discrimination, and achieve the American Dream. But in too many places across America, people are denied opportunities because of who they are or where they live. And often they have no way to know they are being treated differently — that they are turned down and turned away from economic advancement for biased and illegal reasons. In fact, largely due to nefarious lending practices, the rate of African Americans who own homes today is 41.6 percent, about the same as the rate in 1968 when the Fair Housing Act was passed. At The Leadership Conference, we fight for policy solutions that will help close gaps and increase opportunities for communities facing persistent disadvantage. Together with our coalition members, elected leaders, and the business community, we are addressing the wage gap, fighting for a federal minimum wage, expanding access to paid sick leave and longer term family and medical leave, increasing access to economic mobility, and demanding workplace safety for all.

#### 3.2. Education

##### *Transform public education so that all young people can attend safe, inclusive, and resourced schools that prepare them for successful futures*

America should be a place where every child, no matter their unique circumstances, can grow up to be what they dream. And yet our nation continues to erect discriminatory barriers that unfairly limit or deny educational opportunity. At The Leadership Conference, we work to transform public education so that all young people can attend safe, inclusive, and resourced schools that prepare them for successful futures. We also aim to transform education decision-making at the local, state, and federal levels so that diverse and intersectional voices drive reform. Educational equity is a civil and human right. But in the past two years, the Trump administration has led the charge to roll back protections for students with disabilities, survivors of sexual assault on campuses, students of color, and other vulnerable communities. In response, our coalition is leading a coordinated effort to protect the rights and safety of students and ensure every child in America can forge the best path to their future.

#### 3.3. Hate & Bias

##### *Fight hate and bias*

Acts of hate touch every community and threaten to undermine the most basic tenets of our democracy. And hate is on the rise. New research found that hate crimes reached their highest number in a decade after increasing for

four straight years. But the data understate the true volume of violence against a diverse set of communities impacted directly by hate. Nearly 90 percent of the nation's law enforcement agencies do not submit hate crimes to the FBI. Additionally, we know that victims and survivors may be fearful of authorities and thus, not report the crimes to law enforcement. That means our understanding of the magnitude and nature of the crisis is dangerously limited — even as the crisis worsens. To take on this problematic gap in data, The Leadership Conference Education Fund launched Communities Against Hate, in partnership with the Lawyers' Committee for Civil Rights Under Law and a diverse array of organizations to document stories and respond to incidents of violence, threats, and property damage motivated by hate in America.

#### Stakeholder(s):

##### **Communities Against Hate :**

*Communities Against Hate provides a safe place for survivors and witnesses to share stories of hate incidents through an online database and telephone hotline. As the Trump administration fans the flames of nationalism and prejudice through rhetoric and alarming policies, we will not lose hope. We will continue working with communities impacted by hate*

*to fight back and build a safe, diverse, and inclusive America.*

##### **Lawyers' Committee for Civil Rights Under Law**

### 3.4. Media & Tech

*Ensure that new technologies further civil rights protections and expand media diversity and access to broadband*

The Leadership Conference coalition works to ensure that new technologies further, not hinder, civil rights protections, and to expand media diversity and access to broadband. Just like electricity and telephone service before it, access to communications and technology in the 21st century has moved from being a luxury to a necessity. The availability of these services are determined by our nation's media, telecommunications, and technology policies — policies that must promote equity in a free, plural, and democratic society. When these policies fail, equal opportunity and democratic participation are compromised.

## Administrative Information

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