

IN MEMORY OF  
**PROTECTION OF DEI  
AND RACIAL EQUITY**

**PRO BONO LEGAL  
ASSISTANCE PROJECT**

LAWYERS' COMMITTEE FOR

**CIVIL  
RIGHTS**

OF THE SAN FRANCISCO BAY AREA

**BLACK  
LIVES  
MATTER**

KEYVAN  
SHOVR

# PRO BONO LEGAL ASSISTANCE PROJECT

Provide free legal counsel and advice on equity programming to California nonprofits focused on racial justice

## Pro Bono Partners

LCCRSF - NorCal

Public Counsel - SoCal

LCCRUL- Training and technical assistance

# OUR IMPACT

- **Legal Advice & Counsel**

- Limited-Scope Legal Clinics – LCCRSF
  - Assessment Tool (AI)
- Direct Representation – Public Counsel

- **Capacity Building**

- Pro Bono and Client-Facing Resources
  - Trainings, Resource Bank
- Research Projects

- **Community Education, Empowerment, & Engagement – Movement Building**

- **Litigation & Policy Advocacy**

# “RIGHTSIZING” YOUR LEGAL RISK

## 1) Conduct legal review of DEI programs under cover of privilege

- Understand current law and what is “riskier”
- Engage with your stakeholders to understand risk tolerance and preferences
- Consider specialized counsel – federal contracts, exempt orgs, employment/HR, etc.



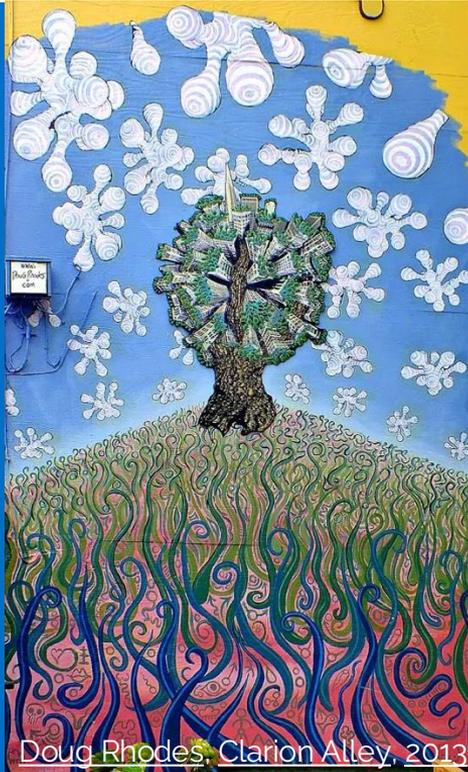
# “RIGHTSIZING” YOUR LEGAL RISK

## 2) Review and align communications

- Internal and external communications
- Document DEI programs approach/rationale
- Train staff on communicating around DEI



# “RIGHTSIZING” YOUR LEGAL RISK



Doug Rhodes, Clarion Alley, 2013

## 3) Keep informed

- Monitor legal and regulatory developments
- *Resources*
  - Advancing DEI Initiative is a project of the Meltzer Center for Diversity, Inclusion, and Belonging at NYU School of Law
  - Gibson Dunn’s [DEI Task Force](#)
  - Nonprofit Law Blog
  - Democracy Forward Tracker
  - America Pride Rising

LAWYERS’ COMMITTEE FOR

**CIVIL  
RIGHTS**

OF THE SAN FRANCISCO BAY AREA

# CONCLUSION

- Risk is always present – evaluate it accurately and regularly
- Risk in NOT doing this work
- Courage



American Indian Youth Movement, Amilca Fuentes, Sycamore Street, 1996

# THANK YOU AND Q/A

LCCRSF Contact (NorCal)

Pro Bono Team

[lead@lccrsf.org](mailto:lead@lccrsf.org)

