



## Purpose

To leverage the resources of the private bar in partnership with legal services organizations to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law.

## Context

Lawyers and law firms are uniquely positioned to analyze and advocate to change laws and policies that encourage, perpetuate or allow racial injustice. Many legal services organizations have spent decades working to dismantle systemic racism, and the private bar has historically been involved in serving underrepresented communities and individuals, supporting entities that serve those communities and advancing civil rights causes primarily through law firm *pro bono* programs. Recent events have affirmed and highlighted the need and responsibility for law firms to do more in partnership with legal services organizations to identify and dismantle structural or systemic racism in the law.

The collaborative efforts of law firms, in partnership with legal services organizations, other sectors of the legal profession and key stakeholders, have the potential to create deeper and more lasting change than through firms acting independently.

## Focus

The LFAA will facilitate the coordination of its member firms to best enable legal services organizations and the LFAA to create large-scale, coordinated *pro bono* projects that are both immediate and long-term in scope. Member firms will dedicate substantial *pro bono* resources to initiatives that address systemic racism as outlined herein. Law firms acknowledge their ongoing responsibility to increase diversity, equitable access to opportunities and inclusion of people of color within their ranks and, in tandem with the LFAA's *pro bono* efforts, the leaders of the LFAA law firms are committed to examining and eliminating internal policies and practices that may perpetuate racial inequities within law firm structures.

## Mechanisms

National collaboration across law firms.

Development or enhancement of partnerships with legal services organizations and other stakeholders focused on race equity.

Elevation of the voices of people and communities of color by leveraging the platforms of law firm leaders and law firms.

Collaborative advocacy.

Coordinated effort among law firm *pro bono* professionals and diversity and inclusion professionals.

Involvement of corporate in-house legal departments in the LFAA initiatives.

## Action Items

Host a summit of key stakeholders to prioritize the LFAA's work facilitated by experts in the areas of racial justice and systemic project design.

- Listen to and be guided by experts (including legal services organizations) and affected communities.
- Blueprint a Systemic Racism Legal Inventory.
- Charge the law firm *pro bono* professional community via the Association of Pro Bono Counsel (APBCo) with the organization and advancement of the LFAA.
- Commit law firm leadership to continued action through the LFAA.

Develop Systemic Racism Legal Inventory: a catalogue of laws, rules, policies and practices that result in negative outcomes for people of color, with priority focus to tackling anti-Black racism as determined by affected communities and policy experts.

Implement legislative and regulatory advocacy strategies to change laws, rules, policies and practices identified in the Systemic Racism Legal Inventory.

Initiate high-impact litigation as required to effectuate reform identified in the Systemic Racism Legal Inventory.

Evaluate the effectiveness of the LFAA through regular convening of stakeholders.