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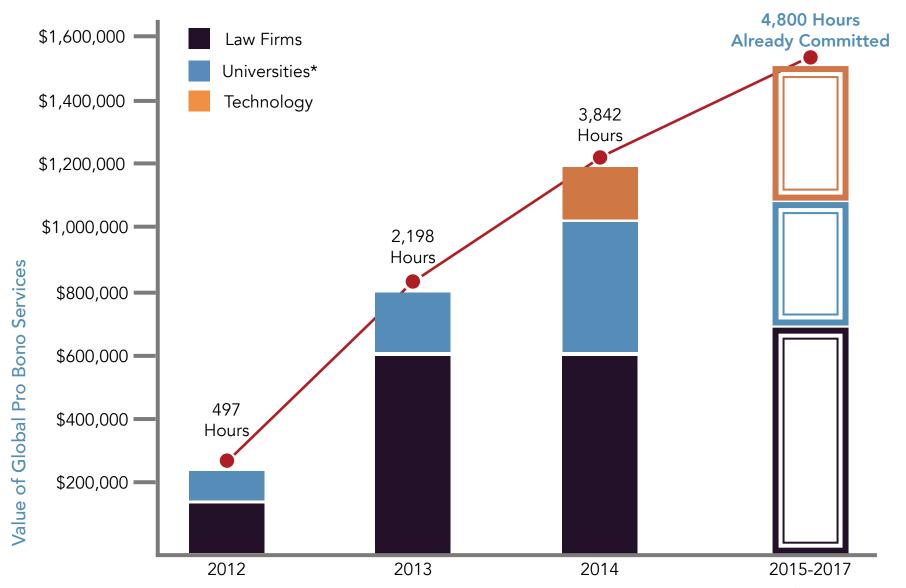
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Photo Credits: Cover: Francesca Feruglio; Opposite: Tiffany Parsons; page 10: Jonah Light Photography

## **MAXIMIZING JUSTICE**

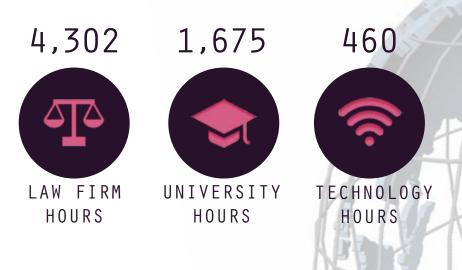
The time dedicated by our partners ensures the success of ICAAD's initiatives.



\*University hours are educational efforts and are not assigned any dollar (\$) value.

# "True peace is not merely the absence of tension; it is the presence of justice."

- Martin Luther King, Jr.



150+
ATTORNEYS IN

20 & 15 COUNTRIES

"ICAAD has a unique approach, utilising legal knowledge, cutting edge technology and systems design to tackle the systemic nature of discrimination."

- Emily Christie, DLA Piper LLP

### Linklaters

#### WALEED RASROMANI ASSOCIATE

Linklaters LLP is a leading global law firm headquartered in London with 29 offices in 20 countries worldwide. The firm has been working with ICAAD to combat discrimination globally since 2013. The collaboration began with a large cross-border pro bono project researching structural discrimination issues in ten countries. The goal of the research was to improve implementation of human rights recommendations adopted by states through the United Nations Universal Periodic Review ("UPR") process. The UPR is a unique process which involves a review of the human rights records of all UN Member States. Approximately forty Linklaters lawyers from ten of its offices (Amsterdam, Brussels, Frankfurt, London, Luxembourg, Madrid, Milan, New York, Paris and Warsaw) reviewed reports from UN agencies, NGOs, governments and other sources. Subsequently, they analysed legislation and policies giving rise to structural discrimination issues.

Following the completion of the project last year, ICAAD has utilised the results of the research as a basis for its submissions of UPR reports on several countries. Lawyers at Linklaters were subsequently involved in drafting UPR submissions. In addition, the training manual developed for this project has been used by ICAAD in its UPR training programme at Fordham University in the US. ICAAD and Linklaters are also working jointly on an initiative, in collaboration with a leading university in the UK, to advocate policy changes to address the discrimination issues uncovered in the earlier project. We hope that the continuity gained through a strong collaborative process and growing expertise will feed into subsequent joint projects, allowing for a deeper analysis of the issues and assisting to provide effective solutions.

The relationship between Linklaters and ICAAD grew out of a shared desire to find meaningful solutions to systemic social challenges. Over the past two years, Linklaters and ICAAD have worked together to find creative ways to address these challenges through Linklaters' global presence and ICAAD's



LINKLATERS LAW FIRMS

## FT Innovative Lawyers Awards Most Innovative Law Firms in Social Responsibility

Linklaters

20 Comprehensive support to the International Centre for Advocates Against Discrimination through research and analysis to help it in its fight against structural discrimination.

### Collective responsibilities

Our people, our stories

linklaters.com/responsibility







4U+ ATTORNEYS



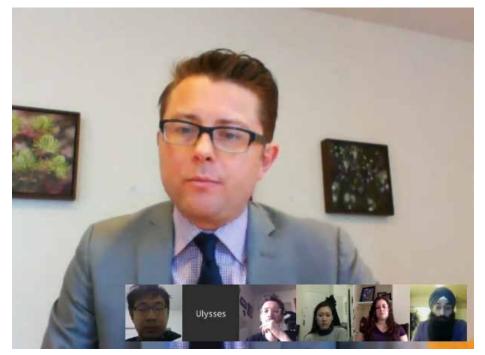
L U COUNTRIES

expertise in international human rights. Linklaters believes that forging strategic long-term partnerships, as with ICAAD, is key to implementing impactful projects which aim to initiate lasting social change. Strong relationships provide mutual benefits and generate positive results, both in terms of achieving the aims of a particular project and growing the capabilities of organisations in a sustainable way. Linklaters was commended for its "comprehensive support to ICAAD through research and analysis to help it in its fight against structural discrimination" in the Financial Times Innovative Lawyers 2014, which contributed to the firm's recognition as the Most Innovative Law Firm in Social Responsibility 2014.

Ana Baidoukova, Associate at Linklaters in London said: "ICAAD's passion for global equality and justice is infectious. Over the past two years, they have worked tirelessly alongside a team of

Linklaters lawyers to investigate meticulously state compliance with international human rights norms. They are determined to engage constructively with all stakeholders, across borders and disciplines, to identify discriminatory policies and to advocate changes to such policies. Our partnership with ICAAD has laid the foundation for a platform, to be used by NGOs and others, in order to enhance human rights accountability globally."

Luis Valdenebro and Marcos Soberon, Associates at Linklaters in Madrid said: "Working with ICAAD has been a unique opportunity for us to become aware of, and gain insight into, structural discrimination issues which affect our country. Our collaboration with ICAAD for the protection of human rights has been an invaluable experience, in terms of both our personal and professional development."



Linklaters' Ulysses Smith presenting to ICAAD's UPR Training Clinic at the Leitner Center for International Law at Fordham University



## EMILY CHRISTIE ASIA PACIFIC PRO BONO MANAGER AND HUMAN RIGHTS LAWYER



I'm proud to say that DLA Piper is collaborating with the International Center for Advocates Against Discrimination to combat violence against women in Pacific Island Countries.

The Pacific has some of the highest rates of violence against women ("VAW") in the world and incredibly low rates of prosecution, conviction and sentencing. We are working with ICAAD to assess the structural factors that perpetuate gender inequality and VAW. The project covers 12 Pacific Island Countries and aims to intervene where law enforcement, legislation and the judiciary fail to protect women.

For our own lawyers this has been a fantastic opportunity to utilise their legal skills in a way that hopefully will create lasting change for many women and families. We have had more than thirty lawyers across our Asia-Pacific offices working on this project. For some, undertaking the research and analysis was an eye-opening experience, allowing them to see just how critical non-discriminatory, well-functioning legal systems are to women and girls' lives.

"Although working in a big law firm often entails matters that are based in foreign jurisdictions, the research involved in ICAAD matters is quite unique as it focuses on a very specific area of law or social issue in a foreign country. I have enjoyed the work for that reason. While it is often quite sobering to sift through the anecdotes, case law or legislation, it is good to know that our research is at least highlighting the reality of certain social situations and that we are contributing in a small way to get the ball rolling in addressing the root causes of various social issues in a culturally sensitive way." Jeffrey Sheehy, Solicitor

For others it was a chance to work on an issue incredibly close to their hearts.

DLA PIPER LLP LAW FIRMS



ICAAD & DLA Piper team meeting the Ministry for Social Welfare, Women & Poverty Alleviation in Fiji

"I have unfortunately witnessed the effect of violence against women on a person and in a family. Long after bruises have faded, the psychological impact, doubts about self-worth and the schism in a family remain. It is often a scar for life. I cannot begin to conceive the impact in situations where violence is culturally ingrained or accepted. Where a person cannot confidently turn to family or friends for support. I find any small help I can give, especially in a preventative project focussed on changing attitudes, to be immensely rewarding." - Bryan Wee, Special Counsel

The relationship between DLA Piper and ICAAD is based on the shared belief that pro bono and public interest law should aim to help the most vulnerable in a way that achieves maximum impact and empowers and engages those whom we strive to





1,018



20+
ATTORNEYS



5 CITIES

assist. ICAAD has a unique approach, utilising legal knowledge, cutting edge technology and systems design to tackle the systemic nature of discrimination. With DLA Piper's focus on the rule of law, capacity development and access to justice, the fit was a natural one.

As our solicitor Carmendy Cooper put it, "I find it interesting and I think it is incredibly important. I like the big picture focus, and the idea that ICAAD is developing projects which are of value to the local community and are designed to be run by local organisations into the future; that is, it is long-term and locally focused."



ICAAD & DLA Piper LLP Presented at a Regional Gender & Law Consultation in Fiji

Pro Bono Report | 10

## manatt

SCOT FISHMAN COUNSEL AND DIRECTOR OF PRO BONO ACTIVITIES

A couple years ago, ICAAD approached Manatt, Phelps & Phillips, LLP to discuss ways for our Firm to assist in a project to combat gender inequity in Pacific Island Countries. After some initial discussions, we agreed to conduct research and draft white papers for 12 countries. The research for each of these countries covers the rule of law, structural discrimination embedded in its legal system, obligations under international law, and data on violence against women and strategies to address the problem. The work on this project has been fascinating and, given its focus on international human rights, a new facet of Manatt's robust pro bono efforts.

Approximately 30 of the Firm's professionals contributed over 1600 hours of time on this project. As a result of these efforts, ICAAD has been able to establish even more credibility on the ground in the Pacific Islands, which will help it reach its goals as a member of the Clinton Global Initiative.

Looking forward, Manatt is continuing its work with ICAAD to implement changes in the region. We have put together a team of professionals who will be conducting presentations on the ground in the Pacific Islands to various professionals in the legal sector. The presentations will be aimed at educating lawyers on sexual harassment and building a pro bono culture in the region.

While combating cultural norms around the issues of domestic violence and sexual assault are surely to require patience, creativity and sustained efforts over many years, we are proud of our work so far and look forward to our continued relationship with ICAAD.

## More than 60% of women & girls in the Pacific Islands have faced domestic violence or sexual assault.

VAW impacts all aspects of life, from health and safety to education and economics.





"The work on this project has been fascinating and, given its focus on international human rights, a new facet of Manatt's robust pro bono efforts."

## Goldstein & Russell, P.C.

International Center for Advocates

Against Discrimination

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#### When Discrimination Masquerades as Equality: The Impact of France's Ban of Religious Attire in Public Schools

A Shadow Report by the International Center for Advocates Against Discrimination (ICAAD) prepared for the United Nations Human Rights Committee on the occasion of its briefing on France, Country Report Task Force, 111th session (July 2014)

June 2014

Prepared by: Principal Authors, Editors, and Researchers

Tejinder Singh (J.D.), Senior Advisor, Counsel at Goldstein & Russell, P.C. Hansdeep Singh (J.D., L.L.M. in International Law), Director of Legal Programs Jaspreet Singh (J.D.), Director of Policy & Advocacy Ranjit Singh (L.L.B., L.L.M.), Ph.D. candidate in Public Law at Sorbonne Law School

On the 10th Anniversary of the French Ban against religious manifestation in public schools in June 2014, ICAAD submitted a Shadow Report to the UN Human Rights Committee highlighting France's continued violation of its treaty obligations under the International Covenant on Civil and Political Rights. Goldstein Russell provided pivotal research and assistance in producing the report.



Tejinder Singh, the first Sikh to argue in front of the Supreme Court, arguing the case of Lane v. Frank (4/2014)

IN THE

#### Supreme Court of the United States

DENNIS HOLLINGSWORTH, et al.,

Petitioners,

v.

KRISTIN M. PERRY, et al.,

Respondents.

On Writ of Certiorari to the United States Court of Appeals for the Ninth Circuit

#### BRIEF OF INTERNATIONAL HUMAN RIGHTS ADVOCATES AS AMICI CURIAE IN SUPPORT OF RESPONDENTS

When ICAAD wanted the U.S. Supreme Court to recognize that foreign and international law are evolving to include marriage equality as a basic right, we filed an amicus brief in the *Perry* case.

Tejinder Singh, ICAAD Senior Advisor and counsel at Goldstein & Russell led the effort, which was signed onto by four international legal advocacy organizations:

Liberty (UK), Canadian Civil Liberties Union (Canada), Legal Resource Center (South Africa), and the Center for Legal and Social Studies (Argentina).

130 HOURS

## WILMERHALE® |



## Settlement with Transportation Security Agency (TSA) in Religious Discrimination Case



### U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION New York District Office

33 Whitehall Street, 5th Floor New York, NY 10004-2112 For General Information: (800) 669-4000 TTY: (800)-669-6820 District Office: (212) 336-3625 General FAX: (212) 336-3625

## NOTICE TO EMPLOYEES POSTED BY ORDER OF THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION An Agency of the United States Government

This Notice is posted pursuant to an Order by the United States Equal Employment Opportunity Commission, dated March 22, 2012, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. has occurred within the Department of Homeland Security, Transportation Security Administration, John F. Kennedy International Airport ("Facility").

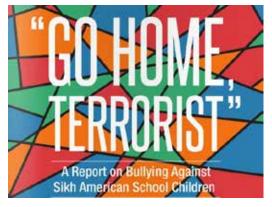
Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY or RETALIATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

The Facility supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

The Facility was found to have violated Title VII on the basis of religion when the Facility told a Complainant that he could not wear his Kara, an article of his faith, and in response to Complainant's request for an accommodation, the Facility implemented a policy that stated that the Kara had to be covered with a long sleeve shirt while on duty.

The Facility was ordered to: 1) pay \$30,000 in total judgment, 2) provide training for responsible management officials as well as Facility management on the laws prohibiting religious discrimination, on religious accommodation, and on the Sikh religion, and 3) allow Complainant to visibly wear his Kara while on-duty.





WilmerHale was able to provide comprehensive case law and legislative analysis on bullying for the seven states covered in the Report, which was produced on behalf of the Sikh Coalition. This research has been used to hold schools accountable for failing to protect Sikh children, who face bullying at twice the national average.



Pictures of the Kara, Sikh article of faith that the TSA banned their Sikh employee from wearing.



#### RESEARCH & STRATEGY

Paris based law firm Vigo provided ICAAD with helpful research on the laws banning religious manifestation in France, and provided analysis of potential legal strategy. The research was used for international advocacy in the shadow report filed for France's ICCPR review. The research also continues to assist in determining advocacy strategy for the communities in France who continue to be affected by the ban.



Safya Akorri, Avocat



Daniel Jacobs, Shareholder

## jackson lewis

INTERNAL GOVERNANCE

New York based Jackson Lewis provided ICAAD with an employee handbook and employment law advice.



INTERNAL GOVERNANCE

Seyfarth Shaw LLP, an early supporter of our mission, assisted ICAAD in filing and obtaining 501(c)(3) tax-exempt status.



John Napoli, Partner





#### CHI MGBAKO

CLINICAL PROFESSOR OF LAW; DIRECTOR, LEITNER INTERNATIONAL HUMAN RIGHTS CLINIC

Students who took part in the International Human Rights Clinic project (Fall 2014) run by ICAAD's Co-Founders had an opportunity to experience a non-traditional approach to exploring issues of structural discrimination affecting women and marginalized communities. Each student's proficiency in international human rights law was enhanced by the diversity of speakers, including: academics, litigators, design strategists, grass roots activists, judges, civil rights advocates, and social scientists.

Moreover, by looking at structural discrimination through the lens of the United Nations' Universal Periodic Review ("UPR") mechanism, students learned to research and draft comprehensive UPR Reports for submission to the Office of High Commissioner for Human Rights in 2015 and 2016. The students understanding of structural discrimination was deepened by the diversity of voices they heard through the speaker series, and by applying that new base of knowledge to real structural problems in the Global North and South.



#### JOSEPH WHEELER

CREATIVE STRATEGIST; MFA CANDIDATE IN TRANSDISCIPLINARY DESIGN AT PARSONS THE NEW SCHOOL

As Project Lead for the collaboration between Parsons The New School for Design and ICAAD, I had the opportunity to work very closely with the ICAAD on their work addressing violence against women in Fiji and the Pacific Island Countries. Having traveled to Fiji in the summer of 2014 with ICAAD, we were able to establish personal connections with local activists, NGOs, and Government agencies and talk with local women in the community. While so many international human rights organizations might attempt address this issue from afar, ICAAD was on the ground building relationships with local women's rights activists to ensure that the community's voice was part of our campaign to end sexual and gender-based violence in Fiji.

ICAAD is bringing an incredibly innovative approach to their work combating structural inequality around the world, collaborating with designers, technologists, media makers, and data scientists to begin to address discriminatory policies and norms that truly transcend single disciplines. This transdisciplinary approach, alongside strategic partnerships, is what allows ICAAD's small team to create major impact.

As part of our collaboration with ICAAD, the Parsons team designed a web-platform, Go Fiji Go, to help strengthen connections between women's rights activists in Fiji and share resources to increase impact. Rather than entering the landscape of Fijian women's rights organizations as an outsider, Go Fiji Go is an attempt to strengthen existing efforts and integrate ICAAD as a collaborator and ally. We wanted to show local activists that ICAAD was not another international organization competing for funding. ICAAD's strength comes from their ability to bring people together to combat problems that are too big to tackle alone. I am constantly impressed by the passion and drive of the ICAAD team and look forward to our ongoing work together.



2. Cluster NEEDS 1 & NEEDS 2 in a way that you think makes sense, label each category with pink post-its and look for

3. Write down insights you find through the clusters on green post-its and pin them u





RESEARCH & DATA ANALYSIS

Two graduate students from Carnegie Mellon University's Heinz College conducted research and data analysis around hate crimes in the US. Their research confirmed ICAAD's concerns regarding the incredibly large gap between the number of hate crimes reported by the FBI and the Bureau of Justice Statistics.



Two law students from the Morningside Legal Clinic at Columbia assisted ICAAD in developing representation agreements, memorandums of understanding, and researched governance concerns.



#### GEORGETOWN LAW

No. 13-955

IN THE

#### Supreme Court of the United States

RICKY KNIGHT, ET AL.,

Petitioners.

LESLIE THOMPSON, ET AL.,

Respondents.

On Petition for Writ of Certiorari to the United States Court of Appeals for the Eleventh Circuit

BRIEF OF AMICI CURIAE
INTERNATIONAL CENTER FOR
ADVOCATES AGAINST
DISCRIMINATION, SIKH
ALLIANCE, AND SIKH AMERICAN LEGAL
DEFENSE AND EDUCATION FUND IN
SUPPORT OF PETITIONERS

Together, Georgetown Law School's Institute for Public Representation and ICAAD filed an amicus brief to encourage the U.S. Supreme Court to hear a case challenging 11th Circuit precedent on grooming policies in prisons allowing religious discrimination. The Supreme Court decided the closely related *Holt* case in favor of upholding the religious freedom of those incarcerated.

As part of our Clinton Global Initiative Commitment to Action to Combat Violence Against Women & Girls in the Pacific Islands, ICAAD has been engaged in case law analysis to determine the affect of gender stereotypes and cultural norms on the sentencing of perpetrators. While the pilot case law analysis was being manually performed, the need to automate portions of the analysis became apparent.

The purpose of automating case law analysis through text mining (extraction of specific words or phrases) and semantic analysis (understanding relationships between words) is to ensure efficient and robust data analysis on thousands of new legal cases that come in each year. Moreover, perfecting the automation process of the case law analysis will allow us to scale our project more effectively to other nations.

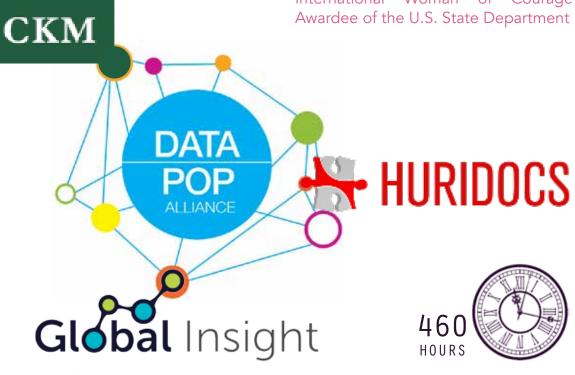
With a team of dedicated technology partners, we are developing an algorithm that can automatically separate out sexual offence and domestic violence cases from 13,000+ legal cases in Fiji. We are also building dictionaries of key terms and phrases that will allow for automatic extraction of key qualitative and quantitative information.

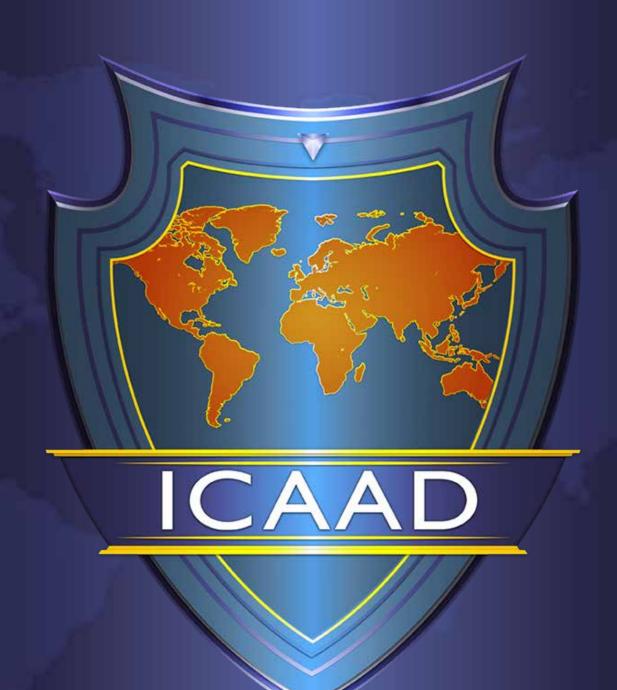
ICAAD is also developing a case management system to better database, analyze, and annotate cases related to sexual and gender based violence.



"I think that the kind of interventions that are being designed by ICAAD are greatly needed. Its something that we don't have happening in Fiji...I think that [the interventions] will help to break down the culture of impunity that we have around women accessing justice."

 Roshika Deo, UN Women, and International Woman of Courage Awardee of the U.S. State Department





WWW.ICAAD.NGO