

Skadden Fellows Newsletter

The Skadden
Foundation

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2020 CLASS OF SKADDEN FELLOWS NAMED

The Skadden Foundation has announced its 2020 class of Skadden Fellows, a group of 28 graduating law students and judicial law clerks from 14 law schools, including two schools sending their first-ever Fellows — University of Tulsa and William & Mary. The Fellows will work in 20 cities around the country. This year's class brings the total number of Fellows since the Foundation was established in 1988 to 877.

Esther Araya / Yale / Kids in Need of Defense (KIND) / Washington, D.C.

Esther will identify, represent and promote access to support services for unaccompanied children subjected to mistreatment, due process violations and/or abuse in U.S. custody.

Eric Baudry / Yale / Mid-Minnesota Legal Aid / Minneapolis, MN

Eric will represent misclassified, low-income Minnesota workers through IRS administrative proceedings and build a coalition to provide both relief from the negative economic consequences of misclassification and access to the full range of employment benefits and protections.

Juan Bedoya / NYU / Political Asylum / Immigration Representation (PAIR) Project / Boston, MA

Juan will provide comprehensive civil legal services for pregnant and parenting immigrants. He will support family unity and stability by providing legal support in child-welfare, education, housing and public benefits matters.

Jordan Berger / NYU / National Center for Law and Economic Justice (NCLEJ) / New York, NY

Jordan will provide direct representation, policy advocacy, impact litigation and collaboration with local Social Services Districts in New York state to pursue systemic reform that protects the rights of people with disabilities who are experiencing homelessness and encounter obstacles to accessing public benefits.

Alexis Christensen / Georgetown / Legal Aid Society of the District of Columbia / Washington, D.C.

Alexis will establish a new project based at the DC Office of Administrative Hearings (OAH) to provide same-day, onsite advice and extended representation to low-income clients who are challenging denials, terminations or reductions in safety net benefits.

Maia Cole / NYU / Brooklyn Defender Services / Brooklyn, NY

Maia will provide representation to New York City Housing Authority (NYCHA) residents facing permanent exclusion from public housing or seeking to lift a permanent exclusion, and will develop community education materials and bring affirmative litigation challenging NYCHA's illegal practices.

D'Laney Gielow / Yale / Legal Aid Chicago / Chicago, IL

D'Laney will revitalize the legal requirement that child welfare agencies make "reasonable efforts" to keep families intact.

Elizabeth Gyori / Harvard / Legal Services NYC, Tenants Rights Coalition / New York, NY

Elizabeth will defend the rights of NYCHA tenants, including those facing privatization of their units under the new Rental Assistance Demonstration (RAD) program, through direct representation, affirmative litigation and policy advocacy.

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2020 CLASS OF SKADDEN FELLOWS NAMED *Continued from cover*

Emma Halas-O'Connor /

Northeastern / Pine Tree Legal Assistance / Portland, ME

Emma will represent low-income tenants in rural Maine in affirmative warranty of habitability actions to ensure safe and affordable housing conditions.

John He / University of Michigan /

Public Justice Foundation / Oakland, CA

John will combat the imposition and collection of excessive criminal justice fines and fees through legal outreach, impact litigation and advocacy.

Carolyn (Carly) Hite / Stanford /

Legal Aid Bureau of Buffalo / Buffalo, NY

Carly will provide direct representation to reduce the number of public schools students with disabilities who are suspended and will advocate for an integrated suspension diversion program.

Ruby Kish / Rutgers / Advocates for

Children of New Jersey / Newark, NJ

Ruby will provide direct legal representation to youth with disabilities involved in the juvenile justice system in matters related to education, allowing them to successfully return to their communities.

Alexandra (Vail) Kohnert-Yount

/ Harvard / Texas RioGrande Legal Aid / Brownsville, TX

Vail will provide comprehensive legal services for low-income workers who have experienced workplace abuse or labor exploitation.

Lauren Koster / Boston College /

Children's Law Center of Massachusetts / Lynn, MA

Lauren will provide individualized, comprehensive legal representation for children in foster care with a focus on ensuring educational stability and academic achievement, particularly during times of crisis.

Stephano Medina / UCLA / Eviction

Defense Network / Los Angeles, CA

Stephano will represent individuals, community organizations and coalitions in low-income communities of color seeking to fight gentrification and assert their land use rights in a program that aims to rewrite the local zoning regulations.

Mariel Mussack / University of

Pennsylvania / Justice at Work / Philadelphia, PA

Mariel will address the unique legal needs of workers recruited through temporary labor migration programs, including administrative advocacy, civil litigation, and petitioning for U and T visas.

Eliana Navarro Gracian / UCLA

/ Migrant and Immigrant Community Action (MICA) Project / St. Louis, MO

Eliana will provide holistic legal representation and community-based legal education to support U.S. citizen children who are separated from their parents as a result of immigration enforcement.

Jared Odessky / Harvard / Legal Aid

at Work / San Francisco, CA

Jared will provide direct representation and community education to support low-wage LGBTQ workers in Fresno and Tulare counties facing discrimination, harassment and other work-related issues.

Emanuel Powell / Harvard / ArchCity

Defenders / St. Louis, MO

Emanuel will utilize public records laws, impact litigation, community-driven policy advocacy and *pro se* tools to support surviving family members of people killed by the police.

Iva Velickovic / Yale / Rocky Moun-

tain Immigrant Advocacy Network / Westminster, CO

Iva will provide direct representation to immigrant children who have suffered abuse, neglect or abandonment to provide stability and fulfill the promise of recently enacted state legislation.

Kelsey White / UCLA / Alliance for

Children's Rights / Los Angeles, CA

Kelsey will provide comprehensive direct representation across special education, school discipline and juvenile court settings to defend the education rights of low-income students of color with disabilities living in foster care.

Vic Wiener / University of Tulsa /

Juvenile Law Center / Philadelphia, PA

Vic will mobilize communities to end the registration of youth as sex offenders through impact litigation, engagement with local legal

service providers, and support and advocacy with individuals and families impacted by youth registration.

Jesse Williams / Yale / Legal Aid of

North Carolina / Greenville, NC

Jesse will combat rural land loss by directly representing impoverished landholders in consumer debt and property matters, building legal support networks and pursuing impact litigation to expand protections for minority communities and those affected by hurricanes.

Sam Williamson / University

of Maryland / Homeless Persons Representation Project / Baltimore, MD

Sam will eliminate legal barriers to housing, employment, safety and stability for LGBTQ homeless youth by providing outreach and representation in shelter grievances, discrimination cases, public benefits appeals, criminal record expungements, and petitions to change legal names and gender markers.

Emily Wilson / William & Mary /

Equip for Equality / Chicago, IL

Emily will provide direct representation for transition-age students with disabilities to ensure they receive appropriate transition planning and services that address independent living, education and employment.

Kath Xu / Yale / ACLU: Women's

Rights Project / New York, NY

Kath will challenge the use of predictive analytics in the child welfare system through impact litigation, community outreach education and policy advocacy.

Larisa Zehr / Northeastern / Legal Aid

Justice Center / Falls Church, VA

Larisa will use individual representation, impact litigation, community education and policy advocacy to prevent eviction and displacement of low-income Latinx immigrant communities.

Allison Zimmer / NYU / Louisiana

Center for Children's Rights / New Orleans, LA

Allison will provide direct representation and policy advocacy to protect the special education rights of New Orleans youth during juvenile incarceration and the transition back into the city's charter school system.



NICOLE HALLETT EXPLAINS BENEFITS APPEARING FROM RAISING WAGES



Nicole Hallett ('10), an associate professor of law at the State University of New York at Buffalo, authored an op-ed about the positive economic impact of New York's new \$15 minimum wage. "As the debate unfolds, just remember to look at the data," Nicole wrote. "The evidence suggests that everyone can win."

"The \$15 Minimum Wage Was Supposed To Hurt New York City Restaurants — But Both Revenue and Employment Are Up" / *MarketWatch* / November 2, 2019

Critics would have you believe that upping the minimum wage in restaurants will lead to massive layoffs and closures. But since raising the minimum wage to \$15 per hour nearly a year ago, the restaurant industry in New York City has thrived.

I'm a professor with a focus on labor and employment law. My research on the minimum wage suggests a few reasons why this might be true.

What hasn't happened

When worker pay goes up, employers can respond in a number of different ways. They can cut hours, lay off workers, accept smaller profits or raise prices.

With profits so low in the restaurant industry, averaging just 3%-5%, employers may not have the option to accept less in profits without going in the red.

In many industries, increased labor costs may prompt businesses to lay off American workers and move operations overseas where labor costs are lower. But this isn't a viable solution

in the restaurant industry, since most of the work is done on-site.

That leaves restaurant owners with two options. The first is to decrease the number of hours each employee works, which might explain why income gains from a higher minimum wage aren't as large as one would predict.

Still, massive layoffs in the restaurant industry are unlikely because owners need a certain number of staff to operate a full-service kitchen.

The other option is to increase prices, which many restaurants in New York City have done.

Prices go up

Some in the restaurant industry have argued that raising menu prices will lead to fewer people dining out and, consequentially, more restaurant closures.

But this hasn't happened.

In fact, both restaurant revenue and employment are up. The reason for this is that restaurants don't have to raise prices very much to pay for a minimum-wage increase.

In one study, for example, a \$0.80 minimum wage increase equated to a 3.2% increase of food prices in restaurants in New Jersey. This is the amount that the New Jersey minimum wage increased in 1992.

Even a one-time increase of 10% to 15% is unlikely to dissuade large numbers of customers from dining out. That would amount to an extra \$1.20 on a \$12 burger.

The focus on single restaurants also ignores the larger economic impact of raising the minimum wage. According to an analysis by the Federal Reserve Bank of Chicago, if low-wage workers have more money in their pockets, they will have more money to spend, potentially expanding the number of consumers who can afford to eat out.

In fact, some people — including those from the Economic Policy Institute — have posited that a minimum-wage increase will actually lead to an increase in employment because of the effects of giving low-wage workers a raise. Other advantages to restaurants may include lower turnover rates and better job performance.

Wage hikes help everyone

Perhaps the principal reason that the minimum wage increase did not seem to have a negative effect on the restaurant industry in New York is that the state's economy is strong overall, so businesses have been able to absorb the increases without having to make hard decisions about where to cut.

To read the full article, visit <https://www.marketwatch.com/story/the-15-minimum-wage-was-supposed-to-hurt-new-york-city-restaurants-but-both-revenue-and-employment-are-up-2019-10-28>.



JOHN TYE DISCUSSES PRIVACY AND SAFE REPORTING CHANNELS

John Tye ('06), a co-founder of the nonprofit law firm Whistleblower Aid, was interviewed about the challenges of protecting confidential sources. "For someone who's truly a high-value target, there is no way to safely use a digital device," John said. "Journalists trying to protect their sources, and lawyers trying to protect their clients, must borrow digital tradecraft techniques from the world of espionage in order to make their essential contributions."

"How To Be a Whistle-Blower" / The New York Times / November 12, 2019

Last week, at a conference in Portugal, I met John Napier Tye. He is a former State Department employee, a whistle-blower and a co-founder of Whistleblower Aid, a nonprofit law firm that represents individuals trying to expose wrongdoing. As you may have noticed, whistle-blowers are very much in the news these days, and Tye is very much in the center of that world.

Today's newsletter is a Q&A with Tye. We talked about whether it's possible to stay anonymous in 2019, how to protect your privacy like a spy, whether regular people are at risk of becoming targets and how to become a whistle-blower if you're a witness to something troubling.

This is a condensed and edited version of our conversation:

What are the biggest threats right now to privacy for normal citizens?

It's useful to distinguish between bulk collection and targeted surveillance. Both are threats. The average citizen is likely already caught up by bulk collection, although the proliferation of targeted surveillance technologies are increasingly threatening whistle-blowers, journalists and others that find themselves on the wrong side of unaccountable governments and security agencies.

Bulk collection affects everyone. A number of governments and companies have the goal of building databases with detailed profile infor-

mation for every person on earth, or at least every internet user — including where you are at any given moment, who your friends are, what kind of messages and photos you are creating and how you think about the world. They are closer than you might expect.

Some entities, including the American government, effectively capture and store a huge portion of all the private data worldwide, perhaps even a majority. The last decade or so is the first time in human history that such a thing has even been possible, and we're only just now starting to wrestle with the implications.

I hear objections that regular people without public profiles or those who don't deal with sensitive information don't need to worry about spyware swooping in and compromising their devices. What's your response to that?

The best thing you can do is avoid being a target. Because if you are a high-value target, there is no safe way to use digital communication devices. Companies, like NSO Group, sell surveillance software to governments with terrible human rights records, no questions asked. NSO surveillance software was found on Jamal Khashoggi's phone before he was murdered, and on the phones of other journalists, human rights defenders and opposition figures.

It's not just journalists and activists — more people than you would expect are targeted for

individual surveillance. There are auction sites where anyone can pay to get targeted surveillance software in a matter of minutes. It's not just governments, but also run-of-the-mill criminals and jilted lovers who are using this kind of surveillance software at a lower cost than you would expect. And the victims almost never even learn they were hacked. A lot more industries than you would expect are targeted for penetration by foreign governments. And it's not just the top executives; most hacking starts with junior employees and then escalates. ...

It's possible that somebody reading this now has seen something in their line of work or has evidence they'd like to come forward with. What's the best way to become a whistle-blower? And what should they absolutely avoid?

Before you do anything else, you should talk to a lawyer you trust, who can protect your conversation with attorney-client privilege. Do not talk to anyone at work, do not forward any emails. Following the advice of counsel, you should preserve the evidence of misconduct. But you should be careful to follow all laws that apply; for instance, you can't just take classified files home with you. Every case is different, so the only universal advice is to speak with experienced counsel. ■

JOB POSTINGS



In the past month, we have received numerous job announcements. Please go to the [Foundation website](#) or [Fellows LinkedIn page](#) to view additional information. If you haven't already requested access to either, please email kathy.quijije@skadden.com.

THE NETWORK

Ken Zimmerman ('89), an adjunct assistant professor of urban planning at NYU's Wagner Graduate School of Public Service, discussed an undercover investigation finding discriminatory home-selling practices in Long Island for a story in *The New York Times* ("What Happens When Black People Search for Suburban Homes," Nov. 18). Ken called the data a "modern manifestation of what has gotten in the way of the legal mandate and policy aspirations of the Fair Housing Act."

Alan Jenkins ('90), a professor of practice at Harvard Law School, published an opinion piece on LinkedIn regarding the ongoing impeachment proceedings ("Three More #Impeachment Witnesses We Need To See," Nov. 29). "Instead of repeatedly describing the impeachment process as 'political,' congressional leaders should be making clear that it is 'constitutional,'" Alan wrote.

Ellen Gallagher ('91) was featured in a press release issued by the Government Accountability Project about her efforts, now referenced in proposed legislation, to curtail misuse of solitary confinement on migrant detainees ("Sens. Durbin, Booker, and Harris Introduce Legislation Addressing ICE's Abuse of Solitary Confinement on Vulnerable Migrants," Nov. 18). Over the past five years, Ellen has documented the U.S. Immigration and Customs Enforcement's "systemic use of solitary confinement on mentally ill and medically vulnerable detainees," the release said.

Judith Browne Dianis ('92) was profiled for a story in *The Pennsylvania Gazette* about the Advancement Project, the civil rights nonprofit she helped found 20 years ago ("The Business of Hope," Oct. 19). Now executive director of the organization's national office, Judith has led its efforts to enforce voting rights, champion immigrant justice and end the school-to-prison pipeline. She said she has been inspired to watch "people who are the most oppressed, the most disenfranchised, the most impacted fighting back."

Maya Wiley ('92) authored an op-ed in the *New York Daily News* advocating for a ballot initiative that has since passed, whereby voters, instead of choosing just

one candidate, will rank their top five candidates in local primary and special elections ("Ranked-Choice Voting Will Help Underrepresented New Yorkers," Nov. 4). Maya also reported for the NBC News website *Think* on a Supreme Court case addressing conflicting interpretations of a 153-year-old law governing contracts ("Allen May Make Racial Discrimination Harder To Fight," Nov. 13).

Catherine Powell ('94), a professor at Fordham University School of Law, published a paper in the *Cardozo Law Review* using climate and sanctuary case studies to examine local and state legislative leadership in response to federal actions ("We the People: These United Divided States," July 23). "Constitutional law scholars might view [backlash to federal law as] critically important for sharpening, defining, and deepening traction for law reform," Catherine wrote.

Terri Gerstein ('95) authored an article for the Economic Policy Institute's *Working Economics*, reporting how rampant use of noncompete agreements contributes to the wage stagnation of recent decades ("Welcome Developments on Limiting Noncompete Agreements," Nov. 7). Terri also wrote two op-eds for *The American Prospect*, one about worker activism ("Protect the Whistleblowers — and All Workers Who Speak Out," Oct. 8) and another about safety standards and enforcement in New Orleans construction projects ("Hard Lessons From the Hard Rock Hotel Collapse," Oct. 16).

Leigh Goodmark ('95), a professor at the University of Maryland Carey School of Law, was quoted in a *Redding Record Searchlight* report about investigating police officers accused of domestic violence and the challenges faced by their alleged victims ("Fox in the Henhouse": How Law Enforcement Officers Get Away With Domestic Violence," Nov. 15). Leigh also wrote a guest column as part of the American Society of Criminology series for the *University of California Press* website in which she discussed "a balanced policy approach to intimate partner violence" ("Intimate Partner Violence, Criminalization, and Inequality," Nov. 13).

Keith Harper ('95) is representing Democracy in the Arab World Now (DAWN) and the fiancée of slain journalist Jamal Khashoggi in their efforts to lobby Congress to officially respond to the killing. In *The Hill's* coverage of the proceedings ("Khashoggi Fiancée Meets With Lawmakers Seeking 'Justice and Accountability' for His Slaying," Oct. 18), Keith said, "We are exploring all options [in asking] our nation's lawmakers to hold accountable Crown Prince Mohammed bin Salman and other Saudi officials who are responsible for this awful crime."

Steve Tobocman ('97), a co-director of the Michigan Political Leadership Program at Michigan State University, co-authored an article for *Politico Magazine* showing how immigration views result from cultural ideas rather than policy ("How Democrats Can Turn Immigration Into Trump's Kryptonite," Oct. 20). "There's a story about immigration that can unite the country, not divide it further," Steve said.

Heather Way ('97), a law professor at the University of Texas, discussed the effect of real estate development in the *Austin American-Statesman* ("City Must Halt Displacement on the East Riverside Corridor," Oct. 22). Sharing research from her co-authored report "Uprooted: Residential Displacement in Austin's Neighborhoods and What Can Be Done About It," Heather described how "mitigating displacement in the face of larger economic forces is never easy. But ... the city can have a meaningful impact if it acts proactively, creatively and boldly."

Greg Chen ('98), the director of government relations for the American Immigration Lawyers Association (AILA), co-authored a summary of the 2020 presidential candidates' positions on immigration policy for the blog "Think Immigration" ("Prepping for the Next Debate: Where the Candidates Stand on Immigration," Nov. 20). "With the DACA case pending before the Supreme Court, voters also want to know what executive actions candidates would take to protect DACA," Greg said.

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Chaumtoli Huq ('99), editor of *Law at the Margins*, co-authored a story examining responses to immigration policies in Midwest states ("Resistance in the Heartland: Fighting ICE in Small-Town Iowa and Nebraska"). Reporting on collaborative efforts to provide sanctuary, sustenance, and legal, counseling and organizing assistance, Chaumtoli said, "Direct service and solidarity are important, but there's no 'way out of this' without effective advocacy for sweeping systemic and policy change."

Barbara Zabawa ('01), owner of the Center for Health and Wellness Law, wrote an article for the Wellness Council of America ("What Civil Rights Law Can Teach Workplace Wellness Professionals," Nov. 7). "By failing to address societal constraints and how health resources are currently allocated ... programs that incentivize certain [standardized health-maintenance] behaviors and penalize others further discriminate against individuals for whom civil rights laws are designed to protect," Barbara said.

Noah Zatz ('01), a professor at the UCLA School of Law, co-authored a report for the UCLA Labor Center that was featured in a story in *The Guardian* ("Work or Go to Jail?: How LA Courts Force Thousands To Do Unpaid Labor," Oct. 13). "This is a government-run system of extraction that is targeting communities of color and low-income communities," Noah said.

Corene Kendrick ('03), an attorney with the nonprofit Prison Law Office, discussed one of her cases in a story for NPR affiliate KJZZ ("Inmates Ask for Trial After Years of Arizona's Non-Compliance With Prison Health Care Settlement," Nov. 5). Pushing the Arizona Department of Corrections to execute its commitments from a 5-year-old settlement, Corene said, "Without modification, the Performance Measures ... will not ensure that the Plaintiff class receives constitutionally adequate care."

Carrie Bettinger-Lopez ('04), a professor and the director of the Human Rights Clinic at the University of Miami School of Law, co-wrote an op-ed for the *Miami Herald* comparing provisions of several state immigration law proposals ("Repeal Florida Law That Leaves

Immigrant Domestic-Violence Victims in Greater Danger," Nov. 15). "By chilling the reporting of domestic violence and other crimes, anti-immigrant laws like SB 168 jeopardize public safety," Carrie said.

Jose Javier Rodriguez ('06), a Florida state senator, has introduced legislation to ensure that background checks accompany all gun purchases. The proposed law was covered in a story in *Florida Politics* ("Jose Javier Rodriguez Files Pair of Bills To Expand Background Checks," Oct. 28), in which Jose discussed his efforts to "close loopholes ... and give law enforcement the tools they need to identify someone who fails a background check."

Rebecca Novick ('08), an attorney for The Legal Aid Society, was quoted in a *Politico* article about New York City's Human Resources Administration's investigations of income or residency discrepancies related to Medicaid benefits. ("HRA Ensnares Low-Income, Immigrant New Yorkers in Dubious Medicaid Probes," Oct. 16). "We certainly see a lot of cases where the person is eligible or eligible for part of the time, where it seems like it's a very uninformed investigation," reported Rebecca. "The consequence on the back end is so devastating."

Ajmel Quereshi ('08), a lawyer with the NAACP's Legal Defense and Education Fund (LDF), was quoted in a *WAMU* article about LDF's lawsuit seeking to force Maryland's board of education to address the funding gap in schools ("Civil Rights Groups Find Maryland Education Funding Proposal Inadequate," Oct. 29). Ajmel said the state education commission's current proposal, structured to address the resource differential between school districts by 2030, "is just too slow a process for our students who need that funding right now."

Nicole Hallett ('10), a professor at the University of Buffalo School of Law, discussed in *The Daily Beast* newsletter her representation of a Palestinian man indefinitely detained in New York after serving his 17-year sentence for providing financial support to extremist-tied Muslim charities ("Trump Is First To Use PATRIOT Act To Detain a Man Forever," Nov. 29). "This is Guantanamo on domestic soil," Nicole said.

Danielle Lang ('11), co-director of voting rights and redistricting at Campaign Legal Center, wrote a guest column for the *Orlando Sentinel* ("After Amendment 4 Ruling, What's Next for Ex-Felons' Voting Rights?" Oct. 22) about her recent court victory securing voting access for three plaintiffs in Florida. Danielle outlined the need for the urgent statewide application of a related court order to ensure the "vindication of [a] crucial constitutional principle — that wealth cannot be a factor in voting."

Sarah St. Vincent ('11), the director of the new Computer Security Clinic for Survivors of Intimate Partner Violence (IPV) at Cornell Tech, discussed in an article on *The Washington Post* site *The Lily* how digital evidence can be used both for and against victims of IPV ("In Court Cases Involving Domestic Violence, Text Messages Can Be Key — to Winning or Losing," Nov. 25). "Courts often take a long time to settle on what they will accept, [what] they won't accept and why," Sarah said. "In intimate partner violence cases, that's all the more urgent."

Haben Girma ('13), a disability rights lawyer, was featured in an article in *Tech Crunch* about Airbnb's discrimination policies regarding renters ("How Airbnb Handles Discrimination Claims," Nov. 19). Discussing the cancellation of her own reservation, which violated a nondiscrimination policy that protects users with service animals, Haben said, "Telling victims of discrimination that the result of the review process is private contributes to guests feeling like the platform is not safe. ... The company needs to be transparent."

Trudy Rebert ('13), a staff attorney at the National Immigration Law Center, appeared on *Democracy Now!* to discuss the suit she filed seeking to stop the termination of Deferred Action for Childhood Arrivals (DACA) ("This Is My Home": Meet the Lead Plaintiff in the Supreme Court Case To Save DACA," Nov. 15). "Justices across the Court understood the human interests of what's at stake here," Trudy said.

Ariel Kleinman ('14), a professor at the University of San Diego School of Law, published a report for the National Women's Law Center ("The Faulty Foundations of

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the Tax Code: Gender and Racial Bias in Our Tax Laws,” Nov. 13). The report examined tax code provisions regarding income filing, informal caregiving, business formation and wealth accumulation “that reflect and exacerbate gender disparities” and “that disadvantage women with low incomes, women of color, members of the LGBTQ community, people with disabilities and immigrants.”

Ayirini Fonseca-Sabune ('15), chief democracy officer for New York City, stressed the importance of early voting in the *Queens Daily Eagle* (“City Officials and Immigrant Advocates Stress the Importance of the Immigrant Vote,” Oct. 17). “Limited English proficiency should not be a barrier to voting,” Ayirini said.

Nisha Kashyap ('15), a staff attorney for Public Counsel, discussed the disproportionate impact of towing policies on low-income motorists for a story in *The Progressive* (“Wrecked: Vehicle Tows Take a Huge Toll on America’s Poor,” Oct. 1). Nisha noted that the law gives towing companies “the first bite of the apple when it comes to recouping their costs from the profits of [a] lien sale,” undermining the purpose of enforcement.

Rose Carmen Goldberg ('16), a lecturer at the University of California, Berkeley, School of Law, wrote an op-ed for the *Chicago Tribune* (“Commentary: This Veterans Day, Congress Should Step Up on Military Sexual Assault Reforms,” Nov. 8). Addressing threats to protections for assault victims in updates to the National Defense Authorization Act (NDAA), Rose noted that following a year in which “almost 80% of victims didn’t report their assaults, sexual assault victims [may] be left behind.”

Militza Pagan ('17), an attorney with the Shriver Center, was quoted in an article on WBEZ Chicago’s website about her successful efforts to block a new rule that would bar immigrants who have used government assistance from obtaining legal status (“Federal Judge in Chicago Blocks Change to Public Charge Rule,” Oct. 15). The rule has had a “chilling effect ... in the immigrant community,” Militza said. “Justice prevailed today.”

Derecka Purnell ('17) examined the rise in hate crimes since the 2016 election in an article she wrote for *Slate* (“Trump’s ‘Lynching’ Tweet Isn’t Just Offensive. It’s Dangerous,” Oct. 24). She also wrote an op-ed about how presidential candidates are addressing their criminal justice records for

The Guardian (“Bloomberg’s Weak Apology for Stop-and-Frisk Is Too Little, Too Late,” Nov. 18).

Julia Solorzano ('17), an attorney with the Southern Poverty Law Center, commented in a *Vice News* article on the Supreme Court’s consideration of state law jurisdiction to prosecute immigrants for using inaccurate Social Security numbers (“States Want To Use Identity-Theft Laws To Go After Undocumented Immigrants,” Nov. 6). Discussing how the move would incentivize employers to commit wage theft, Julia said, “Immigrant workers ... are protected by workplace laws like minimum wage and overtime laws,” and tolerance of workplace abuse “drives down wages and working conditions for all workers in this country.”

Linda Morris ('18) co-authored an article for the ACLU website urging the U.S. Department of Housing and Urban Development to rescind a proposed rule that would weaken existing housing protections related to the Disparate Impact Rule (“Trump Administration’s New Rule Will Slam Door to Fair Housing,” Oct. 16). The change would impose a “significantly higher burden on victims of housing discrimination to prove their claims, making it nearly impossible to prevail,” Linda said.

A NOTE TO FELLOWS



The National Employment Law Project (NELP) is launching a new **Forced Arbitration for Workers legal clinic** to provide free legal representation for workers in forced arbitration proceedings against their employers — for otherwise-viable legal claims that are subject to forced arbitration, including but not limited to wage & hour, sexual harassment, and other employment discrimination claims.

The clinic, which is currently in its soft launch/pilot phase, is staffed by NELP staff attorney and Skadden Fellow **Hugh Baran ('19)** and supervised by NELP legal director and former Skadden Fellow **Cathy Ruckelshaus ('89)**.

The clinic is both accepting **direct referrals** and is available to **co-counsel** arbitrations (including cases that have already been filed). Hugh is based in New York City but is accepting referrals from around the country (though NELP will not have capacity to take every case referred). **To make a referral**, you can either email Hugh at hbaran@nelp.org, or call him at 646.693.8231.



MARK YOUR CALENDAR

The next **FIG deadline** is January 15, 2020.

The Skadden Foundation is pleased to announce a **Reunion Symposium** for former Skadden Fellows in the Bay Area on Tuesday, February 4, at Skadden’s Palo Alto office. Additional information will be emailed in the near future.

ON THE MOVE

JJ Rosenbaum ('03), the U.S. director at Global Labor Justice, was named to the international advisory board of the Sheffield Political Economy Research Institute (SPERI), which aims to analyze and develop policy proposals regarding contemporary capitalism. The board is comprised of “leading experts with vast experience working at the cutting edge of policy and research environments — across academia, government, international organizations, think tanks and the media.”

Jennifer Chang Newell ('04) has joined the California Court of Appeal, First District as a senior appellate court attorney.

Steve Choi ('04), the executive director of the New York Immigration Coalition, discussed the “Green Light Law” that allows

undocumented immigrants to obtain driver’s licenses for an article in *The New York Times* (“County Clerks Revolt Over NY Licenses for Undocumented Immigrants,” Nov. 14). Steve also was named to *The 2019 Nonprofit Power 100* list by City & State news organization. The list recognized “the top 100 figures making a difference for the most vulnerable New Yorkers.”

Stephanie Rudolph ('11), director of the Source of Income Discrimination Unit at the New York City Commission on Civil Rights, received the 2019 Miles L. Rubin Public Interest Award from Stanford Law School, which recognizes an alum “whose outstanding work has advanced justice and social change in the lives of vulnerable populations on a community, national or international level.” “Consider the power

you have to work within a broken system,” Stephanie said in her acceptance speech. “Be creative and scrappy. [You] are needed by clients who have far less power than you.”

Toby Merrill ('12), founder and director of Harvard Law School’s Project on Predatory Student Lending, is featured in a *Time* spotlight of “100 rising stars who are shaping the future” (Nov. 13). Speaking about her work representing hundreds of thousands of former students in lawsuits against the Education Department seeking to stop collection on loans from defunct for-profit colleges and trade schools, Toby noted that such collection efforts can result in “magnifying the racial wealth gap and denying a person access to meaningful higher education.”

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The Skadden Fellows Newsletter is published regularly by the Skadden Foundation and distributed to present and former Skadden Fellows. Please submit news items to Kathleen Rubenstein (kathleen.rubenstein@skadden.com / 212.735.3954). Address changes can be sent to Kathy Quijije (kathy.quijije@skadden.com / 212.735.5176).