



**Civil Rights Division Association
Newsletter
Issue 2, March 2023**

The Civil Rights Division Association (CRDA) is a non-partisan organization composed primarily of former employees of the Department of Justice Civil Rights Division, with current employees also welcomed and encouraged to join. The CRDA Newsletter is intended to provide members with information on CRDA activities, member updates, and information about the work of the Civil Rights Division.¹ We are very excited to be able to stay connected with CRDA members, and encourage member networking. Still need to join the CRDA? Just click to the [CRDA website](#)!

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¹ The CRDA is a membership organization and is not affiliated with the U.S. Department of Justice or any other government agency. Any views expressed in the CRDA Newsletter are those of the author or organization.

NEWSLETTER SUBMISSIONS

We welcome your news or personal updates for the CRDA Newsletter! This includes news about family and/or personal activities, job changes, interesting career posts, publications, and retirements. We also invite creative submissions, too! Creative submissions and/or reflections should be no longer than 500 words, and can be:

- Insights on interesting experiences during your tenure with the Division;
- Photos of a memorable event with a brief summary of the event;
- Thoughts on, with links to, recommended books, articles, and other publications pertaining to civil rights; and
- Reviews of books, movies or other media content focused on civil rights history and policy.

*Please send your information to CRDA Newsletter Editor Lisa Wilson Edwards at CRDANewsletter@gmail.com. The deadline for submissions to this monthly Newsletter is the 15th day of each month. **Submissions for the next newsletter are due March 15, 2023.***

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DIVISION ALUMNI REFLECTIONS

Many thanks to Division alum Jerry Norris for sharing the first “Reflections” for the Newsletter!

“My Photo in a National Magazine”

By Jerry Norris*

We’d hired a secretary for the Selma Field Office. She was a local girl, a recent high school graduate, and a decent typist.

More importantly, it was 1965, we were the Carpetbagging Feds from the Civil Rights Division, and our new, full-time secretary-receptionist was Black.

Sounds kind of quaint, doesn’t it? We actually received considerable public attention — just for employing one single Black person in a GS-2 entry-level government job. Jet Magazine actually dispatched a reporter/photographer down to Selma to do a story on this young woman. (To all of you who say that “nothing has changed,” consider that!)

The photographer, a young Black man, aptly posed our secretary at her typewriter, fingers poised at the keyboard. But it wasn’t enough to get the point across. He wanted something more -- something to emphasize to his readers that this was a little bit of history being made here in Selma.

He summoned me from where I stood out of the way in the corner of the room. He asked me to take off my suit coat, and... would I please roll up the sleeves of my regulation white shirt?

I did his bidding, and when I was prepared, he had me lean over beside the young woman (alas, her name, after all these years, is long gone) holding a sheaf of papers – the typing assignment I was “explaining” to her.

The picture was duly taken and retaken, and, a few weeks later, appeared in Jet Magazine for all to see, together with a tiny write-up explaining the little Fair Employment Milestone.

My face and body were missing from the scene, the photographer’s focus, quite properly, entirely fixed on the young woman at her workplace.

But my pale, skinny forearms were in the picture, prominently displayed, and putting the whole thing in black and white perspective.

**Jerry Norris was an attorney in the Civil Rights Division from 1965 to 1969. He is an amateur writer and has published several war stories about his days with the Division!*

EMPLOYMENT LITIGATION SECTION ALUM INPUT SOUGHT FOR LIVING CIVIL RIGHTS LAW PROJECT

The *Living Civil Rights Law Project* led by Division alum and Ford Foundation Professor of Law and Social Sciences [Vicki Schultz](#), and involving Yale law students, examines the work of lawyers in the U.S. Department of Justice Civil Rights Division, Employment Litigation Section (ELS) in the formative era from 1965 to 1980 — and analyzes what that work might have to say for current and future civil rights law. Vicki was a Trial Attorney in ELS from 1983 to 1986. Division alum Richard Ugelow, a former trial attorney and Deputy Chief at ELS, serves as a consultant to the Project. Division alum Lorna Grenadier, a former ELS Research Analyst, has assisted with research and logistics.

Although much has been written about the EEOC’s role in enforcing Title VII of the Civil Rights Act, the story of the ELS has never been told. Through filmed oral history-style interviews and archival and legal research, the *Living Civil Rights Law Project* will weave legal, political, and organizational history to show how a dedicated, cohesive unit of talented lawyers changed America. In the [spring of 2022](#), Vicki taught a course called Living Civil Rights Law in which Yale Law School students interviewed former ELS lawyers. Each of the interviews offered details about milestone cases and thoughtful reflections about the culture and legacy of the Section. Students studied the history of the civil rights movement, the enactment of the 1964 Civil Rights Act, and the history and culture of the Division. The [2023 Living Civil Rights Law course](#) is now underway and Vicki and her law school students are gearing up for more interviews in the coming months.

The Project seeks to educate the public about how ELS's enforcement of Title VII law affected ordinary Americans. At this phase, the team wants to incorporate the perspective and experiences of people who appeared as witnesses, received relief, or were otherwise involved in or benefitted from ELS litigation. They are working to track down those individuals, but are confronting difficulties finding accurate, current contact information. *The Project would like to call on any CRDA members to provide the name(s), contact information, and/or any other leads you may have for any memorable witnesses, victims of discrimination, beneficiaries of relief, or other relevant community leaders or members involved in ELS cases—or their family members.* Please reach out to Vicki and her team with any leads or suggestions.

The Project also seeks visual archival materials to help personalize stories and bring them to life on-screen. The Project seeks from ELS alums items including photos from your time in the Section, or personal photos of attorneys and staff from that era; newspaper clippings, courtroom sketches about your cases; recordings of television or radio coverage of those cases; and any non-confidential documents you might have from or about your cases or other work. *If you are a former ELS attorney, paralegal, or staffperson and have any such materials from your time in ELS from 1965 through the mid-1980s, those materials could prove very useful to the Project.* Vicki and her team would be grateful to hear from you and can help facilitate the transfer of those physical or digital files.

If you'd like to get in touch about any of the above, please email Vicki Schultz and the Project's Documentary Film Fellow, Taylor Nagel at vicki.schultz@yale.edu and taylor.nagel@yale.edu. You can find out more about the Project at livingcivilrightslawproject.com.

CIVIL RIGHTS DIVISION NEWS

Here are summary updates of recent Civil Rights Division news. This and other Division news can be found on the Division's [website](#).

Division Settles Religious Discrimination Lawsuit Against Lansing, Michigan



The Department announced on February 15, 2023, a consent decree with the City of Lansing, Michigan to resolve a religious accommodation and retaliation lawsuit. The lawsuit alleged that the City violated Title VII of the Civil Rights Act of 1964 after discriminating and retaliating against an individual who was a Seventh-Day Adventist and former detention officer with the City's police department. The complaint alleged that the City failed to accommodate the individual's religious observation of the Sabbath, and then retaliated against her. Under the decree, the City will submit to the Department for approval religious accommodation and retaliation policies, as well as proposed trainings on these policies. The City will pay the individual backpay and compensatory damages. The consent decree is subject to approval by the U.S. District Court for the Western District of Michigan.

Texas Man Pleads Guilty To 90 Federal Hate Crimes And Firearms Violations For August 2019 Mass Shooting At Walmart In El Paso, Texas.

*Defendant admitted to targeting perceived
Hispanic immigrants, killing 23 people and injuring 22 others*



A Texas man who carried out the mass shooting at the Cielo Vista Walmart in El Paso, Texas in August 2019, killing 23 people and injuring 22 more, pled guilty on Feb. 5, 2023, in U.S. District Court to a 90-count indictment, including 45 counts of violating the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, and 45 counts of using a

firearm during and in relation to crimes of violence. Under the plea agreement, defendant Patrick Wood Crusias agreed to accept 90 consecutive life sentences, one for each count in the indictment. The guilty plea included 23 counts for hate crimes that resulted in the deaths of 23 specified individuals. The plea also included 22 hate crimes that caused bodily injury and involved attempts to kill 22 people injured in the shooting. In addition to the hate crimes, the defendant pleaded guilty to 45 firearms violations, 23 counts of using a firearm in a federal crime of violence resulting in death, and 22 counts of using a firearm in a federal crime of violence. The FBI and the Bureau of Alcohol, Tobacco, Firearms and Explosives investigated the case along with state and local officials. Attorneys in the Division's Criminal Section prosecuted the case along with attorneys in the U.S. Attorney's Office for the Western District of Texas and the Department's Criminal Division.

DIVISION ALUMNI NEWS

Here is news from some of your former Division colleagues!

Jared Fishman was an attorney in the Criminal Section from 2006 to 2020, where he served as a trial attorney and Special Litigation Counsel. After leaving the Division, Jared founded [Justice Innovation Lab](#) and serves as Executive Director. Jared's new book is coming out this spring! *Fire on the Levee: the Murder of Henry Glover and the Search for Justice After Hurricane Katrina* tells the inside story of the investigation and prosecution of New Orleans police officers for the murder and burning of a black man, Henry Glover, after Hurricane Katrina. The Division led the investigation. The book delves into the mysterious murder and the years-long battle to achieve justice for his death. Through *Fire on the Levee*, Jared exposes much of what is broken in our current criminal legal system and illuminates how we can begin to fix it. *Fire on the Levee* goes on sale April 25, 2023, and is available now for pre-order at [Harper Collins Publishers](#) and [Amazon](#). Jared received his J.D. from George Washington University School of Law, and his B.A. from University of Pennsylvania.

Elsie Cooper worked in the Division from 1978 to 2010, in both the Appellate Section and the Voting Section. Prior to joining the Division, she worked in other offices within the Department of Justice. Since her retirement, she is happy to share that she is an active volunteer with Capital Caring Health where she reads to centenarian nursing home patients. She also volunteers with her church, Galilee Baptist Church, in Suitland, Maryland, in community service work, including making calls to the sick and shut-in to be certain that they have needed supplies and equipment. In her free time, Elsie enjoys pleasure travel.

Cindy K. Chung was an attorney in the Criminal Section from 2009 to 2014. On February 14, 2023, she was confirmed by the Senate to serve as a judge with the United States Court of Appeals for the Third Circuit. Cindy will be the first Asian-American judge to serve on the Third Circuit. After leaving the Division, Cindy served as an Assistant U.S. Attorney in the Western District of Pennsylvania, in various leadership roles that included Deputy Chief of the Major Crimes Section from 2018 to 2020 and Civil Rights Coordinator from 2016 to 2018. Ms. Chung is an Adjunct Professor at the University of Pittsburgh School of Law

where she has co-taught a course on Federal Hate Crimes. She was nominated by President Biden to be the United States Attorney for the Western District of Pennsylvania and has served in that role since November 2021. Cindy received her J.D. from Columbia Law School and B.A. from Yale University.

Karima Maloney joined the Division in 2003 through the Honors Program. She was a Trial Attorney in the Criminal Section from 2003 to 2008, and then Special Litigation Counsel with the Criminal Section's Human Trafficking Prosecution Unit from 2008 to 2010. In 2011, she became Deputy Chief of the Criminal Section until her departure in 2016. After leaving the Division, Karima moved to Houston and joined Smyser Kaplan & Veselka. Karima's law firm practice involves a mix of federal criminal defense work representing individuals and businesses accused of offenses ranging from healthcare fraud to public corruption; government investigations often involving environmental disasters and SEC enforcement actions; and complex civil litigation. Karima routinely tries cases in Texas state and federal courts. On the personal side, Karima is mom to seven-year-old, Amaya, a basketball and math whiz! Karima received her J.D. from Columbia Law School.

Christopher Lomax served as a Trial Attorney in the Criminal Section from 2008 to 2013. After leaving the Division, Chris clerked for Judge Carl Stewart with the United States Court of Appeals for the Fifth Circuit. Chris is the founder and managing attorney at [Lomax Legal](#), a South Florida based litigation boutique law firm. He is an adjunct professor at the University of Miami School of Law where he teaches Criminal Civil Rights Investigations and Prosecutions, and he is President of the Wilkie D. Ferguson, Jr. Bar Association, the first and largest black lawyers association in Miami. Chris has served on the teaching faculty for Harvard Law School's Trial Advocacy Workshop for 10 years. Chris received his J.D. from University of Miami School of Law, and B.A. from University of Miami.

Roy Austin was an Honors Trial Attorney in the Criminal Section from 1995-2000. He later returned to the Division as a Deputy Assistant Attorney General overseeing the Criminal Section, Special Litigation Section's criminal justice portfolio, and the Training Team from 2009-2014. Roy is currently the Vice President of Civil Rights and Deputy General Counsel at Meta, the only large corporation to have such a position. He is on a number of non-profit boards, many led by Division alums, including: [Active Bystandership for Law Enforcement](#), [Effective Law Enforcement for All](#), and the [Justice Innovation Lab](#). Roy received his J.D. from University of Chicago Law School and B.A. from Yale University.