



Officers

Chair

Judith L. Lichtman
National Partnership for
Women & Families

Vice Chairs

Thomas A. Saenz
Mexican American Legal
Defense and Educational Fund
Hilary Shelton
NAACP

Secretary/Treasurer

Lee A. Saunders
American Federation of State,
County & Municipal Employees

Board of Directors

Kevin Allis
National Congress of American Indians
Kimberly Churches
AAUW

Kristen Clarke
Lawyers' Committee for
Civil Rights Under Law

Alphonso B. David
Human Rights Campaign
Rory Gamble

International Union, UAW
Fatima Goss Graves

National Women's Law Center
Jonathan Greenblatt
Anti-Defamation League

Mary Kay Henry
Service Employees International Union
Sherrilyn Ifill

NAACP Legal Defense and
Educational Fund, Inc.
David H. Inoué

Japanese American Citizens League
Benjamin Jealous
People for the American Way

Derrick Johnson
NAACP
Virginia Kase

League of Women Voters of the
United States
Samer E. Khalaf

American-Arab
Anti-Discrimination Committee
Marc Morial

National Urban League
Janet Murguía
UnidosUS

Debra L. Ness
National Partnership for
Women & Families

Christian F. Nunes
National Organization for Women
Rabbi Jonah Pesner

Religious Action Center
Of Reform Judaism
Rebecca Pringle

National Education Association
Lisa Rice
National Fair Housing Alliance

Anthony Romero
American Civil Liberties Union
Maria Town

American Association of
People with Disabilities
Richard L. Trumka

AFL-CIO
Randi Weingarten
American Federation of Teachers

John C. Yang
Asian Americans Advancing Justice |
AAJC

President & CEO

Vanita Gupta

November 24, 2020

The Leadership Conference on Civil and Human Rights Priorities – 117th Congress

For 70 years, The Leadership Conference on Civil and Human Rights has led efforts to achieve the coalition's shared vision of an America as good in practice as it is in promise. To that end, together with our [11 task forces](#), we have identified and developed a comprehensive list of priority legislative initiatives that represent a path forward for our country in advancing social and economic justice.

Our task forces are composed of coalition members who have expertise in each issue area highlighted in this document, including census, education, employment, fair courts, fair housing and lending, hate crimes, health care, immigration, justice reform, media/telecommunications, and voting rights. Since early 2020, our task forces and staff have worked to develop a shared agenda that prioritizes civil rights for the next administration and the 117th Congress.

Our priorities are organized by task force and are presented alphabetically, not in order of urgency or importance. Similarly, the initiatives within each subject matter area are not ranked in order of importance but are equally of concern to the relevant task force. Finally, the priorities do not reflect the views of any one person or organization but rather reflect the shared agenda developed over the past several months.

While the below priorities do not reflect the full agenda of all of our member organizations, they do highlight the issues that are at the top of the coalition's agenda. We believe that these goals can and should be met by the new administration and Congress, and we are eager to engage with you in advancing our coalition's priorities.

100-day priorities are in bold. COVID-19 specific priorities are highlighted in **yellow**.

TABLE OF CONTENTS

CENSUS	3
EDUCATION	3
EMPLOYMENT	5
FAIR COURTS.....	6
FAIR HOUSING AND LENDING	8
HATE CRIMES	9
HEALTH CARE	10
IMMIGRATION.....	11
JUSTICE.....	13
MEDIA TELECOMMUNICATIONS.....	16
VOTING RIGHTS.....	17

CENSUS

Legislation and Appropriations

- 1. Enact one-time postponements of statutory deadlines for delivery of apportionment and redistricting data codified in 13 USC § 141.**
2. Convene a congressional commission, with joint appointments by the Speaker and Majority-Minority leaders in House and Senate, to review the entire 2020 Census operation, with a particular focus on the bureau's response to the global coronavirus pandemic as well as the administration's interference in census operations, in order to make policy and legislative recommendations overall.

Nominations and Personnel

- 1. Address personnel at the Census Bureau and at the Department of Commerce:**
 - a. Nominate a new Commerce Secretary who is committed to ensuring the accuracy and reliability of census data, and the integrity and scientific independence of the Census Bureau.**
 - b. Eliminate all new political appointee positions created under the previous administration at the Census Bureau, including, but not limited to, the positions of Deputy Director for Policy, Senior Advisor to the Deputy Director for Policy, Deputy Director for Data, and counselor to the bureau's director.**
2. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

EDUCATION

Legislation and Appropriations

1. Enact legislation to provide [safe, healthy, and inclusive school climates](#), including by ending federal funding for school-based law enforcement; banning the use of seclusion, restraint, and corporal punishment; and incentivizing broad reform that decreases exclusionary discipline.
2. Enact legislation to provide for a higher education system that advances equity and protects civil rights as reflected in the [Civil Rights Principles for Higher Education](#).
3. Enact legislation to expand access to early childhood education, including Head Start, especially for children who are low-income or from migrant families.
4. Provide significant targeted federal funds to support the educational success of low-income students, students of color, Native students, students with disabilities, English learners, and other marginalized students. **Enact legislation to provide additional support for the educational opportunity students need during and following the COVID-19 public health crisis, with a focus on those students who were denied an equitable education before the current crisis began.** Provide sufficient funds for the Office for Civil Rights to protect students from discrimination.

Nominations and Personnel

1. **Secretary of Education with a demonstrated record of support for marginalized communities and civil rights laws – someone who will make civil rights and equity the center of any work they do**
2. **Assistant Secretary for Civil Rights who is familiar with the operation of OCR, dedicated to the enforcement, data collection, and policymaking work of the agency, and who understands their role to protect marginalized people from discrimination**
3. **Assistant Secretary for the Office of Special Education and Rehabilitative Services (OSERS) who is committed to the full inclusion of children with disabilities in schools and who understands the intersectional way people with disabilities experience marginalization**
4. **Elevate the Office of English Language Acquisition (OELA) with a leader who is experienced in the special learning needs of English learners, appreciates the value children experience when learning multiple languages simultaneously, and who is committed to the full inclusion of English learners and their families in schools**
5. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

1. Investigate the information and support provided to schools and districts regarding their obligations to provide for equal educational opportunity for students of color, students with disabilities, and English learners in the context of long-term school closures. Investigate the distribution of federal funding to support educational opportunity during the COVID-19 public health crisis, especially regarding the targeting of funding to marginalized communities and funding for private schools.
2. Investigate the inappropriate intervention of the Departments of Education and of Justice to limit or discourage the constitutional use of race in college admissions to achieve diversity, and the inadequate actions by the Department of Education to identify and eliminate race-based barriers to college access.
3. Investigate the way in which federal support for police in schools contributes to the marginalization of students of color, girls, LGBTQ students, students with disabilities, immigrant students, and other marginalized students and undermines the learning environment for all students.
4. Investigate the application of school discipline during remote learning, including especially the denial of educational access for students generally and disparities that particularly marginalize Black students, students with disabilities, and other students who have historically been excluded from educational opportunity.

EMPLOYMENT

COVID-Specific Priorities

Legislation and Appropriations

1. **Reauthorize Federal Pandemic Unemployment Compensation (FPUC) at \$600 per week, extend Pandemic Emergency Unemployment Compensation (PEUC), Pandemic Unemployment Compensation (PUC), and Pandemic Unemployment Assistance (PUA), with technical corrections to ensure adequate reach and coverage, and tie these programs to conditions in the labor market to ensure that relief is available as long as economic conditions warrant.**
2. **Extend emergency paid sick days – at 100 percent of wages for any qualifying reason – and emergency paid family and medical leave. Eliminate exemptions that allow employers to deny millions of working people (including health care providers, emergency responders, employees at large corporations, and certain federal employees) access to these benefits and extend the longer-term paid leave protections to include personal medical leave and family caregiving leave as included in the shorter-term paid sick days protections.**

Oversight

1. **Conduct frequent oversight over OSHA investigation and resolution of COVID-related complaints, including complaints of retaliation, and any on-site enforcement of safety standards.**

Broader Priorities

Legislation and Appropriations

1. **Pass legislation to strengthen and ensure anti-discrimination protections for all working people, including the Paycheck Fairness Act, POWADA, the Pregnant Workers Fairness Act, and the Equality Act, and consider legislation to strengthen protections against workplace harassment.**
2. **Pass legislation to support the health, safety, and economic security of working people, including the PRO Act and the Public Service Freedom to Negotiate Act, the Healthy Families Act and FAMILY Act, the Raise the Wage Act, and the FAIR Act.**
3. Pass legislation to fully resource the administration of state unemployment insurance (UI) systems and implement necessary structural reforms, including mandating a minimum of 26 weeks of UI in all states, requiring states to replace a higher share of people's lost income, requiring work sharing programs, and fixing extended benefits triggers on economic indicators. Legislation should also create a jobseekers' allowance and expand eligibility.

Nominations and Personnel

1. **Ensure that all agency appointees at the Department of Labor represent the diversity of our nation's workforce, are promptly named, and are fully committed to ensuring and expanding workers' rights under the law.**

2. Ensure that any vacancies arising among NLRB board members and EEOC commissioners are promptly filled with appointees with experience representing the interests of working people.
3. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

Conduct robust, frequent oversight over the following programs and activities:

1. **EEOC enforcement efforts, including the EEOC conciliation and mediation pilots: how the pilots were developed, which stakeholders were consulted, and the impact of the pilots on EEOC staff, resources, and ability to conduct investigations into systemic discrimination.**
2. **The development and implementation of all regulations, directives, guidance, or other policies to give religious exemptions to federal grantees and contractors, including OFCCP guidance or regulations permitting employers to claim exemptions in federal contracts.**
3. OFCCP's auditing of affirmative action plans (AAPs), including information about whether OFCCP is analyzing the use of assessment tools that rely in whole or in part on artificial intelligence and algorithms when conducting audits.

FAIR COURTS

Federal courts must recognize and uphold individuals' civil and human rights, including workers' rights, immigrant rights, voting rights, disability rights, health care access, abortion rights, LGBTQ+ rights, separation of church and state, freedom from discrimination based on religion, and more. Too often, our courts have failed us – for generations, communities that have been pushed to the margins, especially Black and Brown people, have fought to be treated equally and to have their rights recognized by courts. To fulfill the promise of equal justice under law, judges must recognize and protect the rights of all people and all our communities and must be representative of the rich diversity of 21st-century America.

The 117th Congress and the next presidential administration must prioritize the selection, nomination, and confirmation of federal judges who are committed to the protection of civil and human rights. This is a president's most enduring legacy, as federal judges serve lifetime appointments and continue to shape the law for decades. The previous administration intentionally selected extreme nominees who were hostile to the civil and human rights we fought hard for the courts to recognize, and the president and Senate must prioritize the modernization and restoration of the independence and integrity of the courts. The president and Senate must take this responsibility seriously, by selecting and confirming those who have demonstrated a commitment to equal justice, protecting the civil and human rights of all of us, are fair-minded, and have a progressive vision of the law and Constitution. The president and Senate must prioritize the selection, nomination, and confirmation of justices and judges who are diverse in ways including – but not limited to – race, sex, gender identity, sexual orientation, disability status, ethnicity, national origin, socio-economic status, and experiential and professional background. Members of the House must use their voices and influence to educate and advocate for fair courts and to implore their

Senate colleagues to prioritize the federal judiciary and the nomination of judges who are committed to civil and human rights, and who are representative and reflective of our nation's diversity.

Nominations

- 1. DAY 1: Senate leadership must make judicial nominations an immediate and enduring priority of the 117th Congress and must prioritize the selection and confirmation of judicial nominees who have a demonstrated commitment to civil and human rights and who are reflective and representative of the vast and rich diversity of our country. This diversity includes race, sex, gender identity, sexual orientation, disability status, ethnicity, national origin, socio-economic status, and experiential and professional background.**

Legislation and Appropriations

1. Pass legislation that modernizes and reforms our courts, including legislation on ethics reforms, such as extension of the Code of Conduct for United States Judges to apply to Supreme Court Justices, and further transparency measures and court structure reforms such as expanding the number of authorized judgeships for circuit and district courts. In addition, consider other structural reforms to the Supreme Court.
2. Oppose legislation to restrict access to courts and access to justice, such as efforts to impose mandatory arbitration and restrict class actions, discussed in a 2018 Earthjustice report. Support legislation that improves access to courts and justice, such as the FAIR Act.

Nominations and Personnel

1. White House Counsel's office
2. Department of Justice
 - a. Attorney General
 - b. Deputy Attorney General
 - c. Associate Attorney General
 - d. Solicitor General
 - e. Office of Legal Counsel
 - f. Office of Legal Policy
 - g. Civil Rights Division
 - i. Assistant Attorney General, Civil Rights Division
3. Other relevant oversight positions, including Inspectors General

Oversight

Conduct robust, frequent oversight over the following programs and activities:

1. The abuse of long-standing legal principles and misreading of the Constitution and federal jurisprudence accelerated by judges selected by President Trump. This should include witnesses who can testify about the impact of harmful rulings, such as those highlighted on PFAW's "Confirmed Judges, Confirmed Fears" website and in their 2019 report.

2. Inadequacy of sexual harassment reporting mechanisms within the federal judiciary regarding hostile workplaces and sexual harassment, and whether or not the Judicial Conference of the United States is conducting [a meaningful review process](#) of the problem.
3. Lack of accountability for Supreme Court justices and lower court judges on ethics and recusal issues.

FAIR HOUSING AND LENDING

Legislation and Appropriations

1. Enact legislation to ensure that the Fair Housing Act, Equal Credit Opportunity Act, Home Mortgage Disclosure Act, and other key civil rights and consumer protection laws are fully and fairly enforced.
2. Enact legislation to advance affordable, accessible, and safe housing to fill the affordable housing gap for all individuals, including relief for homeowners and renters facing hardships as a result of the COVID-19 crisis and full funding for HUD programs promoting affordable housing for low-income individuals.
3. Enact legislation that promotes inclusive and sustainable financial products in a rapidly changing industry, including consumer protections against abusive small-dollar lending, credit scoring, forced arbitration, overdraft, and debt collection practices.
4. Appropriate enough funding to fully staff HUD's Office of Fair Housing and Equal Opportunity at a minimum of 750 Full-Time-Equivalent Employees.

Nominations and Personnel

1. Secretary and Deputy Secretary of Housing and Urban Development
2. Assistant Secretary for Fair Housing and Equal Opportunity with experience running a full-service fair housing enforcement organization
3. General Counsel, Department of Housing and Urban Development
4. Director of the Consumer Financial Protection Bureau
5. Director of the Federal Housing Administration
6. Director of the Federal Housing Finance Agency
7. Directors of Office of Minority and Women Inclusion in each agency covered under Dodd-Frank
8. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

1. Fair Housing Act enforcement and rulemakings, including the use of disparate impact doctrine and the implementation of the Fair Housing Initiatives Program
2. COVID-19-related protections against evictions and foreclosures
3. Equal Credit Opportunity Act enforcement and CFPB structure
4. Home Mortgage Disclosure Act reporting
5. FHA modernization

6. Local land use rules and their impact on affordable housing supply
7. Access to credit issues, including alternative credit scoring and technology
8. Explore methods of increasing access to mortgage credit for historically excluded borrowers, including through the use of Special Purpose Credit Programs

HATE CRIMES

Legislation and Appropriations

1. **Congress must pass the Jabara-Heyer NO HATE Act.**
2. **Congress must pass the NO BAN Act.**
3. **Congress must pass the Domestic Terrorism Prevention Act** and ensure that there is no new domestic terrorism charge.
4. **New Legislation:** Congress should pass legislation mandating that Justice Department funds should be made available only to those agencies that are demonstrating credible participation in the Hate Crime Statistics Act (HCSA) program.
5. **New Legislation/Appropriations:** Alternatives to Penalty Enhancements in Response to Hate Crimes: Recognizing the limits of legal responses to hate violence, the administration and Congress should promote the enactment of comprehensive legislation focusing on community-centered support for people targeted for hate, hate crime prevention, and support for pilot projects to develop more evidence-based practices in restorative work for non-violent hate crimes.
6. **Appropriations:** Until Congress makes reporting mandatory, the administration should budget and Congress should provide funding to states to enable the FBI, the Justice Department, and US Attorneys to create incentives for participation in the FBI's HCSA data collection program – including national recognition, targeted funding, matching grants for state and local HCSA-related training, and mechanisms to promote replication of effective and successful programs. The degree to which a specific agency is participating in the HCSA program should be included in the rating and scoring criteria as applications for state funding are considered.
7. **Appropriations:** The administration should budget, and Congress should provide additional funding for: (1) The Justice Department's Civil Rights Division – to allow for the hiring of additional attorneys focused on enforcing federal civil rights and hate crime laws; and (2) The Justice Department's Community Relations Service – to allow for the hiring of new professionals to help mediate, train, and facilitate in communities.

Oversight

1. Congress must conduct oversight of the federal government's efforts to address white supremacist violence, including the government's gathering and use of intelligence regarding white supremacist violence and how federal agencies are using existing federal statutes, including hate crimes statutes, to effectively respond to the threat. This includes oversight of DOJ, including the FBI, CRT, and CRM, as well as DHS.
2. Congress must conduct oversight of DOJ, including the FBI, to ensure full implementation of NIBRS and the FBI's work to improve hate crimes reporting by state and local law enforcement agencies.

HEALTH CARE

Cross-Cutting

1. Enact the Scientific Integrity Act and take immediate action to restore the integrity of science in executive branch decision making.
2. Repeal Public Charge regulations.
3. Repeal all Regulatory Reform actions that limit the ability to promulgate new regulations or subregulatory guidance (which includes 2-for-1 and “Good Guidance” EO and agency rules).

COVID-Specific Priorities

1. Enact fiscal relief, including Medicaid FMAP bump, state/local funding, coverage of vaccine at no-cost for all (including uninsured), and the Scientific Integrity Act.
2. Engage in administrative action to stop the tragic illnesses and deaths in nursing facilities and all congregate care settings by enforcing quality of care standards (including requiring adequate staffing, ensuring every congregate care facility has sufficient testing and PPE, ensuring funding is directed towards supporting front-line facility staff, and expanding programs and supports that help people live in their own homes rather than institutions).
3. Clarify that COVID-19 testing, treatment, and vaccines when available are available as part of “Emergency Medicaid.” States have flexibility to cover COVID-19 treatment as part of Medicaid for Emergency Services or “Emergency Medicaid” for immigrants who are ineligible for full-scope Medicaid. As of June 2020, fewer than a dozen states have written policies that recognize that COVID-19 services qualify as Emergency Medicaid, and the majority of states did not. To ensure that all states provide this needed coverage, add a Q&A to the CMS COVID-19 FAQ clarifying this.

Legislation and Appropriations

1. Expand and improve eligibility, affordability, and access to services for all public health programs, including making HCBS mandatory in Medicaid.
2. Enact the Health Equity and Accountability Act (HEAA).
3. Repeal the Hyde Amendment and enact the Women’s Health Protection Act (WHPA) and the Equal Access to Abortion Coverage in Health Insurance (EACH Woman) Act.
4. Enact the Black Maternal Health Momnibus.
5. Oppose all efforts to bar qualified providers, including Planned Parenthood, from receiving Medicaid funding, Title X funding, and funding from other federal health services or prevention programs.
6. Provide the Office for Civil Rights sufficient funding to implement and enforce civil rights laws.
7. Increase funding for all Offices of Minority Health and the National Institute on Minority Health and Health Disparities.
8. Provide significant funding for public health infrastructure.

Nominations and Personnel

1. Secretary of Health and Human Services
2. Director of the Office for Civil Rights (HHS)

3. Director of the Centers for Disease Control and Prevention (CDC)
4. Director of the Centers for Medicare & Medicaid Services (CMS)
5. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

1. Conduct oversight over enforcement activities by the “Conscience and Religious Freedom” subdivision of HHS’ Office for Civil Rights and regulations that allow religious and moral beliefs to dictate patient care and supersede nondiscrimination provisions.
2. Conduct oversight over the Centers for Medicare & Medicaid Services’ approval of restrictive Medicaid waivers, including work requirements/community engagement, premiums on lowest/no-income enrollees, drug testing, exclusion of Planned Parenthood and other reproductive health providers, waiting periods, and lock-outs.
3. Conduct robust, frequent oversight over the sabotage of the ACA, including its civil rights provisions, cuts in ACA outreach and navigator grants, the federal government’s posture in ACA litigation, and raiding ACA funding to pay for other HHS programs and activities – and explore ways to rescind new regulations that have limited access.
4. Conduct robust, frequent oversight of rollback and enforcement of rules protecting the health, safety, and rights of residents and people working in nursing facilities.

IMMIGRATION

Cross-Cutting

1. Restrict funding for DHS and other agencies that are used for militarization of police.
2. End the DOD 1033 program, which provides weapons of war to CBP/ICE.
3. Provide and fund language access – and enforce existing federal law requiring language access.

COVID-Specific Priorities

1. Tax rebates and other economic and disaster relief must be fully inclusive of immigrants, including ITIN filers.
2. Provide state and local funding to community-based organizations so they can fund local clinics and support for all communities.
3. Automatically extend work reauthorization for DACA recipients and TPS holders.
4. Extend Emergency Medicaid to cover all testing and treatment of COVID-19.
5. Remove immigration status barriers to critical nutrition support (e.g. DSNAP).
6. Release as many detainees as possible from prisons and detention, and instate a presumption against detention unless a person poses an imminent harm to public safety. Provide all detainees with systematic COVID testing and treatment.

Legislation

1. Pass legislation that offers legalization with a path to citizenship for all undocumented people, including the DACA eligible population, Temporary Protected Status recipients, farm workers, and other essential workers.
2. Pass the Reuniting Families Act, the New Way Forward Act (including the Dignity for Detained Immigrants Act), the NO BAN Act, the Refugee Protection Act, the POWER Act, and the New Deal for New Americans Act. Reform the H-2A, H-2B, and H-1B guest worker visa programs to improve labor protections, grant guest workers the same labor rights as other workers, and give workers the right to self-petition for permanence. Establish an independent, Article 1 immigration court and representation rights for individuals in cases before that court.
3. Congress should not include harmful enforcement provisions or cuts to family-based immigration in these proposals. We would prefer to see positive legislation passed in phases than in a package that harms one community to provide relief to another.

Appropriations

1. Cut ICE and CBP funding, including for detention beds and the static border wall; block the transfer of funds between sub-agencies; commit funding to reduce USCIS case backlog and processing times and to lower naturalization fees; cut surveillance funding and TVTP grants; and cut FEMA grants, specifically UAHSI and SDHS grants, to scale back police militarization.
2. Provide \$4,350,000,000 in State and Foreign Operations appropriations for the Migration and Refugee Assistance (MRA) account; \$4,520,000,000 in the International Disaster Assistance (IDA) account to respond to the humanitarian needs of refugees and displaced persons; appropriate \$100,000,000 for the Emergency Refugee and Migration Assistance (ERMA) account and increase the authorized level to at least \$200,000,000 and authorize the Secretary of State, rather than the president, to draw down funds to streamline emergency response; and \$6,342,106,000 in Labor/HHS appropriations for the Refugee Entrant Assistance (REA) account to ensure closed offices can reopen and refugees can be served in all locations.

Nominations and Personnel

1. Secretary of Homeland Security
 1. Directors of United States Citizenship and Immigration Services (USCIS), Customs and Border Protection (CBP), and Immigration and Customs Enforcement (ICE)
2. Director of the Executive Office for Immigration Review (DOJ)
3. Director of the Office of Refugee Resettlement (HHS)
4. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

1. Conduct robust oversight of immigrant detention facilities, particularly private facilities, including standards and access to health care.
2. Conduct oversight of a return to timely processing of naturalization applications and other green card and visa applications.

3. Set-up Interagency Family Separation Task Force to investigate and ensure that families separated by the Trump administration's inhumane family separation policies are reunited and have access to status.

JUSTICE

COVID-Specific Priorities

1. Support a COVID Relief Package on Justice that will dramatically reduce pretrial and prison populations, including in immigrant detention centers; expand court authority to release individuals in BOP custody; increase availability of home detention for elderly people; facilitate communication with counsel; provide additional support for institutional responses to COVID-19; ensure safe reentry upon release; place a moratorium on fines and fees; and repeal the Medicaid "inmate exclusion" to ensure continuity of care post-release.

Legislative

1. Police Accountability
 - a. Implement a transformative police accountability framework that i) ends qualified immunity for state actors, racial profiling, and militarization; ii) creates national use of force standards; iii) reforms *Bivens* and section 242; iv) prohibits quick/no-knock warrants; v) bans certain restraint maneuvers; and vi) publicizes officer misconduct.
 - b. End civil asset forfeiture and equitable sharing.
 - c. Prohibit the use or severely restrict/regulate the use of police surveillance technologies (i.e. facial recognition).
2. Pretrial Justice Reform
 - a. Incentivize states and localities to end cash bail, eliminate all other financial conditions, and reform their pretrial justice systems without the use of risk assessment.
 - b. End the presumption of pretrial detention at the federal level.
 - c. Require the public release of demographic data about the pretrial population from the Department of Justice and Administrative Office of the Courts.
 - d. Address excessive fines and fees.
3. Tough on Crime Policies/Sentencing Reform
 - a. Abolish the federal death penalty.
 - b. Abolish the trial penalty.
 - c. Pass the MORE Act to de-schedule marijuana with racial equity and justice reform components.
 - d. Dismantle and reverse the harmful provisions of the 1994 crime bill and develop a 21st century public safety 'Freedom to Thrive' bill.
 - e. Eliminate the crack-cocaine disparity.
 - f. Addresses front-end drivers of mass-incarceration, racial disparities in incarceration, overcrowding in the federal Bureau of Prisons, and over-criminalization by eliminating mandatory minimums; expanding the federal safety valve; providing judicial second look; promoting alternatives to incarceration; ending life without parole and

- excessive sentences; ending unfair drug conspiracy sentences; and preventing draconian sentencing practices for offenses related to fentanyl, fentanyl analogs, and other emerging drugs.
- g. Make retroactive the sentencing reforms enacted in the First Step Act of 2018 (sections 401, 402, and 403 are the sentencing reforms which pertain, respectively, to reduced mandatory minimums for drug offenses in 18 U.S.C. 841 and 960, clarification of 18 U.S.C. 924(c), and the expanded safety valve in 18 U.S.C. 3553(f)).
 - h. Deinstitutionalize status offenses.
 - i. Limit immigration consequences of convictions.
 - j. Reduce offense classification of specific low-level offenses from felonies to misdemeanors.
 - k. Eliminate drug testing as a condition of federal probation.
4. Prison Reform and Reentry
- a. Repeal the PLRA.
 - b. End solitary confinement.
 - c. Increase good conduct credit; expand compassionate and elderly release programs.
 - d. Improve/increase rehabilitative programs.
 - e. End the privatization of prisons and prison industries.
 - f. Enable sealing and expungement.
 - g. Remove barriers to housing, voting, public benefits, education, employment, and occupational licenses for formerly incarcerated people.
5. Youth Justice
- a. Disrupt the school-to-prison pipeline and disciplinary policies that push students out of school and into the justice system.
 - b. End juvenile life without parole, including de facto life sentences, and incentivize states to remove youth from adult facilities.
 - c. Increase coordination between juvenile justice and child welfare systems.
 - d. Ban police in schools.
6. Racial Justice, Equity, and Human Rights
- a. Pass legislation to transform the U.S. Commission on Civil Rights into a U.S. Commission on Civil and Human Rights, to expand its mandate to include not only civil and human rights issues, but also monitoring human rights implementation and enforcement efforts, and to make structural reforms to improve the commission's ability to function as an independent national human rights institution.
 - b. Pass H.R. 40, the Commission to Study and Develop Reparation Proposals for African Americans Act, as a mechanism through which the U.S. government can finally atone for America's original sin – the brutal treatment and enslavement of Africans and their descendants – which in turn has led to structural racism and discrimination of Black people in this country.
 - c. Pass the resolution urging the establishment of the Truth, Racial Healing, and Transformation Commission to “properly acknowledge, memorialize, and be a catalyst for progress toward jettisoning the belief in a hierarchy of human value, embracing our common humanity, and permanently eliminating persistent racial inequities.”

- d. Pass a Joint Resolution to propose an amendment to the U.S. Constitution prohibiting the use of slavery and involuntary servitude as punishment for a crime (i.e., the prison slavery exception clause of the 13th Amendment).
 - e. Ratify the Convention on the Elimination of Discrimination Against Women and the Convention on the Rights of People with Disabilities.
7. Miscellaneous
- a. Prioritize harm-reduction-based services and other needs identified by affected individuals themselves over “end demand” and law enforcement-based responses.
 - b. Study the decriminalization of sex work and drug use.
 - c. Support the TVPRA to eliminate mandatory collaboration with law enforcement in order to obtain immigration relief or services.
 - d. Support a permanent assault weapons ban, and other critical gun safety measures.

Appropriations

1. Redirect all COPS funding towards investments outside of the criminal-legal system that increase safety and wellbeing, such as social services, supports, and community-led programs.
2. Rebalance social policy-oriented funding programs and criminal-legal funding programs, including Byrne-JAG, and redesign all performance metrics so that they prioritize noncarceral, social policy-oriented interventions.
3. Prohibit the use of federal funding to expand federal law enforcement engagement in U.S. cities (i.e. OL or ORP).
4. Fund harm reduction services and restore federal funding to syringe exchange programs.
5. Restore access to federal financial aid to students with drug convictions.

Nominations and Personnel

1. Attorney General
 - a. Director for the Office of Access to Justice (ATJ)
 - b. Director of the Bureau of Prisons
 - c. Director of the Office of Justice Programs
2. Members of the U.S. Sentencing Commission
3. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

Conduct robust, frequent oversight of the following:

1. DOJ programs and policies regarding local law enforcement.
2. BOP, ICE, and USMS detention facilities, and ICE collaboration with local law enforcement.
3. FBI background check systems: Address errors in reporting of records by the FBI and lack of initiative to clean up the record system.
4. DOE’s school safety initiatives (i.e. the move to allow federal funds to support arming teachers).

5. Government surveillance and data collection programs and investigative systems that target communities of color (i.e. watch lists, predictive policing, gang databases, and the National Vetting Enterprise).
6. DEA to investigate the ineffectiveness of the agency in achieving its stated enforcement objectives as well as the agency's misuse of federal resources, including funds expended for the purposes of law enforcement activities beyond those statutorily authorized by Congress and the use of DEA personnel and equipment for conducting surveillance, investigative, and law enforcement activities related to the protests against police brutality.

MEDIA / TELECOMMUNICATIONS

Cross-Cutting

1. Our civil rights are dependent upon fair, affordable, open and accountable media and technology.
2. Affordable broadband and communications is a 21st century civil and human right.
3. An accurate, diverse, and independent media is critical to protecting civil rights.
4. Processing of personal data should promote equity and justice as it enhances safety, economic opportunity, and convenience for all.

Legislation and Appropriations

1. **Congress should respond to the crisis in affordable communications caused by the COVID-19 crisis by adopting, and appropriating \$2-3 billion per month to fund, a \$50 monthly emergency broadband benefit as proposed in the HEROES Act, H.R. 6881 and S.4095 and adopting the COVID-19 Compassion and Martha Wright Prison Phone Justice provisions, H.R. 6800, §§130701-03.**
2. Pass comprehensive federal consumer privacy legislation that prohibits predatory and discriminatory data practices to prevent discrimination on the basis of protected characteristics with respect to access to credit, housing, education, employment, public accommodations, etc. The legislation, at a minimum, should: protect consumers by requiring companies to minimize the data they collect; define permissible and impermissible purposes for collecting, sharing, and using personal data; provide for algorithmic transparency and fairness in automated decisions; grant a private right of action to consumers to sue companies that violate their privacy rights to ensure these companies are held accountable under the law. Any federal legislation that decreases any protections – particularly civil rights protections – will receive detailed scrutiny or opposition by The Leadership Conference.

Nominations and Personnel

1. **The president should rapidly appoint a Federal Communications Commission Chair, Federal Trade Commission Chair and Assistant Secretary of Commerce for Communications and Information, National Telecommunications and Information Agency who are committed to making the protection of civil rights the highest priority.**
2. **The president should appoint staff in the following offices that are committed to making civil rights the highest priority in media and technology policy: White House Special**

Assistant to the President for Economic and Technology Policy, White House Office of Science and Technology Policy Director and Staff.

3. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

1. **Congress should investigate the role of online platforms and algorithmic prioritization in electoral disinformation and voter suppression, white supremacy, and violence and discrimination on the basis of protected characteristics with respect to access to credit, housing, employment, education, public accommodations, etc.**
2. Congress should hold hearings investigating why the Federal Communications Commission has failed for 20 years to collect and improve broadcast ownership diversity data; the Trump administration's damage to the Federal Communications Commission's Lifeline program, which assists low-income people in gaining access to affordable broadband and telephone service; and its failure to investigate the loss of, or protect communications after, hurricanes in Puerto Rico and other parts of the United States.

VOTING RIGHTS

Legislation and Appropriations

1. **Pass the John Lewis Voting Rights Advancement Act or comparable legislation to restore the protections of the Voting Rights Act struck down or rendered inoperable by the Supreme Court's *Shelby County* ruling.**
2. **Pass the For the People Act or similar legislation, which:**
 - a. **Modernizes the voter registration system by creating automatic universal voter registration and online voter registration for all, permanent and portable voter registration election systems within states, and election day registration**
 - b. **Ensures that all registration and election systems are inclusive and accessible for people with disabilities and protect against any unwarranted negative consequences for people who are ineligible to register to vote**
 - c. **Restores voting rights in federal elections to formerly incarcerated individuals**
 - d. **Prevents states from purging voters on account of a failure to vote**
 - e. **Requires states to make mail-in voting and in-person early voting available to all voters in federal elections**
 - f. **Combats foreign election interference and election hacking and regulates foreign political contributions and disbursements**
3. **Pass the Native American Voting Rights Act (NAVRA) or comparable legislation, which supplies Native American and Alaska Native voters with expanded types of facilities that can be used as voter registration agencies, increases polling site accessibility, and validates tribal identification for voting and registering.**

4. **Pass H.R. 51, the Washington, D.C. Admission Act, to grant statehood to Washington, D.C. and ensure the city's more than 700,000 residents, a majority of whom are people of color, have voting representation in Congress.**
5. Oppose legislation that would create barriers to the right to vote, including, but not limited to, photo voter identification laws, laws restricting tribal IDs for voting purposes, laws requiring voters or voter registration applicants to provide documentary proof of citizenship, laws limiting early voting opportunities or proposing widespread precinct closures and/or consolidations, and laws purging qualified voters.
6. Pass the Accessible Voting Act (AVA) or similar legislation to address the specific challenges faced by voters with disabilities by:
 - a. Overseeing state efforts to expand voter accessibility
 - b. Establishing a national voter accessibility website and resource center to provide cultural competency training to election officials and poll workers on how to create a truly accessible polling place and provide a private and independent ballot
 - c. Protecting the rights of voters subject to guardianship
 - d. Expanding grants available through the Department of Health and Human Services to states to improve and increase accessible voter registration, absentee voting, and in-person voting procedures.
7. The administration should fully fund the Election Assistance Commission (EAC) and fund states' efforts to modernize election administration through research and development. Create a permanent funding mechanism for HAVA grants to states for security, accessibility, and compliance with federal election administration guidelines.
8. The administration should sufficiently fund the Civil Rights Division of the DOJ to ensure continuing enforcement of existing voting laws.

Nominations and Personnel

1. Nominate and appoint an Assistant Attorney General of the Civil Rights Division that will vigorously enforce the Voting Rights Act.
2. Nominate and confirm for federal judgeships individuals who have a demonstrated commitment to civil and human rights, are fair-minded, possess a progressive vision of the law and Constitution, and are reflective and representative of the vast and rich diversity of our country.

Oversight

Conduct robust, frequent oversight over the following programs and activities:

1. Concerns about the accuracy of the data produced by the Census Bureau as it relates to redistricting and apportionment, including the block level citizenship data that the Census Bureau is releasing for the first time.
2. The lack of DOJ enforcement of the Voting Rights Act, including the general anti-discrimination provisions of Section 2, the bail-in provisions of Section 3(c), language assistance provisions, and the federal observer and election monitoring provisions of Sections 3(a) and 8, in state and local jurisdictions.

3. The lack of DOJ enforcement of the pro-voter provisions of the National Voter Registration Act, including those requiring state agencies to provide voter registration during transactions involving public assistance, disability services, and drivers' licenses, and those providing safeguards against improper purges of registered voters.
4. The systematic effort of the use of digital platforms to spread misinformation and suppress the vote of communities of color during the 2016 and 2020 presidential elections and the 2018 midterm election.
5. USPS operational restrictions that worked to suppress mail-in voting in the 2020 election.
6. State election systems, including attempts to create barriers to voting, and state voter registration rolls that were targeted, compromised, or penetrated prior to the 2016 and 2020 presidential elections.
7. Inaccessible polling places and voting options for voters with disabilities, including non-ADA compliant polling places and existing non-HAVA compliant vote-by-mail systems, that do not allow for a private and independent ballot to voters with disabilities.