As members of the ABA Antitrust Law Section’s Diversity.Advanced initiative, we are deeply pained by the continuing violence against Black Americans, including the recent tragic murders of George Floyd, Ahmaud Arbery, and Breonna Taylor.

Racism has no place in our society or in our justice system. Not now, not ever. For we understand that our institutions are stronger when everyone is treated with equality and respect. But we also know that society has too often fallen short of this ideal. Though the Section supports the equal and appropriate enforcement of the law, it recognizes the truth that justice has not always been equally applied. Our hearts are breaking for our Black Section members and for all those in the Black community who are suffering and who have suffered for too long because of prejudice and intolerance. And we stand with the peaceful protesters who are making their voices heard nationwide to fight this injustice.

We hope that all of our Section’s members have read the recent statements by ABA President, Judy Perry Martinez, and the Officers of the Antitrust Law Section, addressing the recent violence against Black Americans and the urgent need for reform and solutions to uphold the principle of equal justice for all. We support and join in their call to action. We must stop the repeated perpetration of violence against Black people and address the deeply rooted societal ills that give rise to it. As part of our mission to support diversity in our profession, we are committed to assisting the Section’s members in answering that call to action. We have collected here resources aimed at helping everyone find the tools and means best suited to their own circumstances.

Here are three simple steps you can take right now to help:

• **Learn**, by tapping resources that help to clarify and explain the sources and causes of systemic racism that create conditions that perpetuate violence against people of color in general, and Black people in particular*. We recommend that you:
  
  – **Watch** *Just Mercy* and *American Son*, and comment on your reaction.
  
  – **Start** a book club to begin candid conversations with books from this **list**.
  

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1 While we seek, and will continue to seek, to advance the overall diversity of the section, at this time the Diversity.Advanced initiative believes it is important to specifically address the Black community in a way that does not erase or collapse the unique and violent discrimination against them. The term persons of color (“POC”) is interpreted by many to encompass many communities including Hispanic Americans, Asian Americans, Indigenous peoples, and many others. This Statement is meant to express solidarity with the Black community in response to very recent events. For additional information on this topic, we recommend this [article](#).
• **Support**, by identifying, talking, and encouraging others to take concrete steps in our daily lives, as private or government lawyers and economists, teachers, thinkers, and members of the Section, to combat discrimination and improve diversity throughout our profession. Consider taking these actions:

  – **At your firms/companies/agencies.** Seek out pro bono opportunities to provide legal representation for people of color, victims of police brutality, and/or peaceful protestors; ask to organize a [Know Your Rights](https://knowyourrights.org) workshop; ask your organization about its diversity stats and practices.

  – **Within the Antitrust Section.** Use current resources like the [ABA Diversity and Inclusion Center’s Toolkits and Projects](https://diversity.inclusion@aba.org); reach out to Section leadership with ideas; get involved with the [Diversity.Advanced](https://diversity.inclusion@aba.org) initiative.

  – **By yourself.** Track and advocate for [policy/legislative changes](https://www.legis.gov).  

• **Contribute**, by donating to or participating in organizations committed to addressing these issues. Many lists of such organizations have been curated on the web.

  – **Support the Families.** Consider directly supporting the families of recent victims of police violence, including the funds established for the families of George Floyd, Ahmaud Arbery, and Breonna Taylor.

  – **Shop with Purpose.** You can support economic justice by choosing to shop at [black-owned businesses](https://www.blackownedbusiness.org).  

We know that most of what we’ve seen and read in the media recently has been sobering. The recent events affect everyone, regardless of race, age, color or creed. In recognition of that fact, and to keep you buoyed on your personal journey in the fight for justice and equality, we’ve compiled comments, thoughts, and ideas from your friends within the Section. We hope this collection informs, inspires and empowers you when you need it most. We’re all in this together!

Finally, we would also like to express our sincere thanks to everyone who provided a message. The messages were emotional, powerful and in many cases, deeply personal. Thank you for trusting us to amplify your messages.

Sincerely,

The Diversity.Advanced Initiative:

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• “So many of us are grieving. That grief spans issues old (racism) and new (a global pandemic). The names of George Floyd, Ahmaud Arbery, and Breonna Taylor ring as loudly now as those of Medgar Evers, Emmitt Till, the Birmingham Four, and so many others. We need to stand tall in the face of these forces that would divide us, and even kill us. As a Section, and as an ABA community, we must keep the focus on truth and justice in all of our spheres of influence—starting with our own homes. My inspirations are my Christian faith, the experiences and lessons of my parents, and protecting my own teenage African-American son from joining the far too long list of victims of racism. Your inspirations may be different, but they are no less powerful. Join the battle now, even if it means you have to catch up with others who have been on the battlefield for years. Our sons’, daughters’, brothers’, sisters’, friends’ and neighbors’ lives and livelihoods literally depend on it.”

- CHARLES C. MOORE

• “As stewards of the Section, leaders in our own organizations, leaders and influencers within the ABA in Chicago, members of our communities, parents and otherwise engaged members of our own families, we all have powerful and influential voices on issues of the day beyond competition, consumer protection, and data privacy law – both within the Section and outside of it. We are a uniquely global community in the ABA and it is imperative that our own Section house creates, offers, and protects an culture of respect, inclusion, and diversity for all. There is no seat at our Section table for racism or even the perception of it. It is 2020 and no Section or Staff member should ever feel slighted or disrespected due to the color of their skin. While the Section has made strides, there is certainly a lot more that we can do together. Let’s step up to the plate - all of us can demonstrate the way forward, be cognizant of our own actions including unintended inferences, assist in creating ways for the Section to ensure and protect a culture of inclusion, and freely speak out when something is not right and just and ensure corrective action is quickly taken.”

- BRIAN HENRY

• “I appreciate everyone’s thoughts, prayers, and encouragement over these past few days, and I am trying to reciprocate. My heart has been so heavy. The recent events brought back haunting memories of personal experiences of racism toward myself, my family, and friends, many that could have had deadly outcomes. And I could not help crying when I thought about Mamie Till Mobley (R.I.P.), whom I had the privilege to know personally for over 25 years, and the heartbreak she would feel if she were alive today to witness the murder of George Floyd, 65 years after the brutal murder of her 14 year-old son, Emmett. When Ms. Mamie passed away in 2003, I know that her spirit was finally at peace, and I was hopeful about the progress of race relations in our country, yet in 2020, here we are.”

- JOANNE TRAVIS
• “Over the past weeks, I’ve been heart-broken by the deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and the tragically long list of others who died prematurely and unjustly; I’ve felt sick as I’ve watched the remnants of systemic racism blatantly on display when Chris Cooper was unjustly threatened while bird watching in the park. And if I can be a little personal with you, during the past weeks I’ve had to remind myself to unclench my jaws and to relax my shoulders as physical pain and sadness rack my body from the collective stress that continues to mount from these injustices. Many a night, as I’ve watched the news late into the evening, I’ve frequently felt that I was helpless to change the current state of affairs. But increasingly, I’ve been inspired by peaceful protestors of all ages and races across America who have risked their lives to protest and exercise their first amendment rights during a pandemic. Their actions have helped me to remember that now more than ever, it is important that we act and contribute to the discourse in the best ways we know how. We should not be silent. We have an obligation to speak.”  

- DEONA KALALA

• “I draw upon the strength of my ancestors and the courageous people of all races and ethnicities who fought and continue to fight for racial justice, equality and humanity for U.S. citizens and people all around the world. Sister circles such as the ABA’s Women.Connected and book clubs with crucial conversations are a great source of inspiration and encouragement. The tone set from the top of an organization is of paramount importance, and I am immensely grateful for recent statements by agency and ABA leadership, including ABA President Judy Perry Martinez, the Officers of the Antitrust Law Section, that encourage us all to unite and work toward equal humanity and racial justice on a personal, community-wide and professional level.”

- ANONYMOUS

• “George Floyd could’ve been my father, brother, or uncle. As a black woman, I am all too familiar with George’s story and have heard similar stories from my friends and family. This story is not new, but we have a new opportunity to come together as a community to take a stand and say that stories like this must end.” ‘In the end, we will remember not the words of our enemies, but the silence of our friends.’ – Martin Luther King, Jr.”

- ASHLEY HOWLETT

• “My personal and professional diversity and inclusion journey continues to evolve. My growth has been fostered by a deeply supportive employer, experience with a wide variety of initiatives within the American Bar Association, and my faith community. I strive to be a student of inclusion although the more I learn the more I discover my own blind spots. I recognize the need for a conscious effort to increase my knowledge, sensitivity, awareness, dialogue and action. A resource for learning about inclusion is author Verna Myers who has several books and TEDx Talks.”

- PAULA MARTUCCI
• “It has been an emotionally exhausting week for me, my family, and pretty much all the Black people I know. I did have a moving experience that I want to share. My neighbor alerted me to a nearby candlelight vigil in memory of George Floyd. My children, however, were not interested. They were worried about exposure to coronavirus (despite masks and social distancing), and sadly, my 18-year old didn’t think it would make a difference with respect to systemic racism and racialized violence. My husband and I made an “executive decision” to attend as a family, and gave the kids a choice – vigil or no video games for a week. They chose vigil. We were all moved by what we saw when we got there. The crowd was large and mostly White. I live in a mostly White neighborhood, so the crowd demographics in theory shouldn’t have been surprising, but they were. The fact that so many of our White neighbors braved a pandemic to honor the life of Mr. Floyd and condemn the systemic racism that denies the equality and humanity of Black people was affirming and powerful. It adds to my nascent hope that maybe this time can be different than with Trayvon Martin, Michael Brown, Freddie Gray, Philando Castile, Alton Sterling, Sandra Bland, Breonna Taylor, and so many others whose names we know and don’t know. Please know that checking in on your Black colleagues and friends to see how they’re doing can be impactful. I know I have deeply appreciated the notes and calls I have gotten. If you’re nervous about saying the wrong thing, you can do a little background reading. One article you might consider appeared in InStyle, “How to check in on your black friends and co-workers.””

- LESLIE OVERTON

• “As a Black female law student entering my final year of law school, I feel particularly vulnerable yet also driven to facilitate change. Maya Angelou once said, “Nothing will work unless you do.” This is an important time to consider that pursuit of equality and maintaining professionalism are not mutually exclusive. Silence is not the answer. I am determined to encourage my colleagues, mentors, and even potential employer(s) to acknowledge that there is systemic racism, educate themselves, and then make changes. I am even more emboldened to work with Diversity. Advanced to make significant changes to the racial makeup of the antitrust field and within the Antitrust Section.”

- ANDREA RIVERS

• “As a black woman in America, I am all too acutely aware of the further progress we must make in this country to combat racism and injustice. It is never lost on me that I or any of my black loved ones could be the next George Floyd, Breonna Taylor or Ahmaud Arbery. Therefore, I am committed to helping my firm, the legal industry and this country make meaningful progress toward eradicating racism in our institutions, systems and environments by taking proactive anti-racists stances and through greater expressions of allyship. I believe that education, engagement and action play critical roles in this fight. To help facilitate those efforts, the Cooley Black Attorney Affinity Group and I put together a publicly available “Allyship + Anti-Racism Resource Kit.” It is an incredible collection of educational books, articles, podcasts, movies, organizations to donate to and so much more. Our firm has also agreed to pay for everyone in the firm to purchase one great resource from the kit – “White Fragility: Why It’s So Hard for White People to Talk About Racism” by Dr. Robin DiAngelo, which is a particularly effective tool for furthering collective understanding and encouraging courageous conversations. Other important compelling materials to check out include the podcast Code Switch, which is also great for children and young people; the movie “Just Mercy” now made available by WB free for rent; and the Medium article by President Obama entitled “How to Make This Moment the Turning Point for Real Change,” which references an organization eye-opening report and toolkit are must reads as well – The Leadership Conference on Civil and Human Rights. Together we can win this fight.”

- TANISHA JAMES
• “I (Kory Kantenga) am a black economist who joined the ABA Antitrust Law Section last fall. I found the statement from the officers of this section both admirable and potentially impactful to our communities both outside and within the ABA. The Diversity.Advanced Initiative has taken the first steps. Now, how can I be a part of the next steps and how can we ensure that these steps outlive the current moment? The ABA (this section in particular) is very effective at mobilization of, education for, and impact on our members as COVID-19 has shown. I am eager to learn about and contribute to the ABA’s response to this moment. To this end, I am interested in learning about the following: How have we used or will use the ABA to promote and elevate black lawyers and economists within the ABA? Does the ABA have guidance for how law firms and economists can do independent, internal audits for bias? Do we have the highest stakeholders engaged on these issues? How are we evaluating the success and shortfalls of the ABA’s work on this?”

– KORY KANTE PGA

• John Biewen taps into an array of leading scholars to explore the notion of whiteness, what it means, and what it is in Season Two (“Seeing White”) of his podcast: Scene on Radio. It is compelling, insightful and accessible; I could not “put it down.” It fundamentally changed my understanding of the evolution and role of race and racism in our country. I have listened to it with my children and our D&I initiative in Microsoft’s legal department has built a discussion series on race and racism around it.

– RIMA ALAILY

• “The legal profession has a special role to play in exposing and fighting against injustice. Tiffani Lee, a partner at Holland & Knight and a former Commissioner on the ABA Commission on Racial and Ethnic Diversity in the Profession, has written an article titled, Lawyers Must Address Racial Injustice With Radical Candor. Read it and take action.”

– ALICIA DOWNEY

• “George Floyd’s tragic death shows us, again, the need to address systemic racial inequality and inequity in America. Although no one action will address hundreds of years of oppression, we can start by providing reparations to those affected by racial inequality, including the descendants of enslaved Black Americans. The case for reparations has been made persuasively by Ta-Nehisi Coates and last month (before George Floyd’s murder) by the Brookings Institution. Read these articles. There is no doubt in my mind that giving reparations is one of many steps that need to be taken. (As mentioned by the Brookings Institution, some examples of reparations could be: individual payments for descendants of enslaved Black Americans, college tuition or student loan forgiveness, and business grants or purchasing property for descendants of enslaved Black Americans.) On a personal level, we can talk to friends and family about how reparations are the right thing, right now, for America. As a section, we can advocate for the big ABA to take a position in support of reparations.”

– MICHAEL SHERLING
• “As we all deal with feelings of anger and sadness around the murder of George Floyd and the effects of police brutality on communities of color, finding concrete ways to help improve the systemic problems that contributed to George Floyd’s death and the death of many others seems at times overwhelming. I found the 8 specific policy initiatives developed by #8cantwait, a project by Campaign Zero, to be incredibly informative about what we can all demand of our legislatures and city officials. The data underlying the proposals underscores the need to make the recommended changes.”

- JOHN FEDELE

• “All of us are in shock at the violent and senseless deaths of innocent people of color who were simply going about their daily lives. Atticus Finch said you never understand a person until you climb in his or her skin and walk around in it for a mile. Walking through life feeling that you are not going to get a fair go and worse, fearing physical and emotional harm, and at the hands of those who are meant to protect you, must wear down your heart and your soul every day. My boys and I are incredibly fortunate that we don’t experience those daily injustices and fears. But we do know that we cannot stand by and allow these injustices and crimes to be tolerated. Together we can stand up, speak out and take individual and collective action to bring about concrete and meaningful change in our institutions, our professions and our communities so that people of color can participate in all of the opportunities we’ve enjoyed and monopolized for too long. Together we can create a better future that is enriched by our diversity and unified by our humanity. Every action we take to support a more diverse and inclusive community within the Antitrust Section and beyond will make a difference.”

- FIONA SCHAEFFER

• “The events of the last week have caused a lot of soul searching for white people, hopefully not just people who consider themselves allies but also people who just haven’t thought about these issues much at all or have actively been opposed to reform. But speaking as one of the former, it has reminded me that not only do I need to listen and try to understand without defensiveness, but I need to act and advocate. Although it might be painful to hear, we should remember these words from Marin Luther King, Jr.: “Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will. Lukewarm acceptance is much more bewildering than outright rejection.””

- VALARIE WILLIAMS

• “Experiencing the National Museum for Peace and Justice in Montgomery, Alabama for me was an otherworldly experience: it transports you to other times and lives, but more importantly puts together seemingly unrelated pieces so deftly and elegantly that the picture of systemic racism is crystal clear. The next best thing I’ve found is Season 2 of Scene on Radio, On Whiteness, which puts together scholarship, history, and so many different angles and perspectives that fit together in the most visceral, elegant, and accessible way. But most important to me is the realization that I always have more to learn, and so I try to take every opportunity to do so: from my colleagues, working within the ABA, mentoring in schools, doing pro bono work in DC, working with criminal justice organizations like the Campaign for Fair Sentencing of Youth, taking my kids to different neighborhoods and museums, listening to podcasts like Still Processing, and reading books like More than Enough by Elaine Welteroth, and of course, Just Mercy by Bryan Stevenson.”

- GABRIELLE KOHLMEIER
• “As a mom of two white privileged sons, I feel very deeply the responsibility I have to break the cycle. I fumble, I make mistakes, but I try. At each opportunity I try to make us all more aware of the work we need to do inwardly and outwardly to help end systemic racism. That silence is not ok. That we will never really understand, but that we still need to take a stand. That the protests may dwindle, but we cannot in our education, our efforts to better ourselves, and our commitment to help end racism.”

  - JODIE WILLIAMS

• “As lawyers, it is our duty to advocate for justice and equality, and right now it is important that we show up for our black colleagues. That can only happen if we actively do the work. One great way to concretely make a difference is asking your workplace what Racial Justice Initiative they have, and if there is none, be the one to implement one. Another small but important note, it is the responsibility of allies to do the work and research and not rely on our black colleagues to do the advocating and educating for us. These times are particularly traumatic, and we can best show up by not burdening our black colleagues with the advocacy work but taking up the mantle and doing it ourselves.”

  - KAELYNE YUMUL WIETELMAN

• “I have been spending a lot of time recently thinking about my kids and talking to them about what is going on. I am very grateful that they go to an international school where they are exposed daily to kids of all colors and from many different cultures. It is diverse by its very nature, focuses on the international and not the American experience, and my kids thus have a lot of trouble understanding the root causes of racism in America. They are 12 and 13, so they completely understand what they are seeing and hearing in the news, but they are genuinely puzzled why people would treat someone differently because of the color of their skin. That is just not their daily experience. I have been spending a lot of time reading articles and listening to podcasts (for younger children, try “Good Kids” on lemonadamedia.com) and thinking about how to help my kids understand that the bubble of diversity that they experience at school is not an accurate reflection of what goes on in America on a daily basis. I don’t know what the answer is to any of this, but I do know that we have to keep working at it and that talking to my kids gives me hope that their generation will do this better than mine has.”

  - RENATA HESSE

• “Lawyers should read books like Just Mercy and Devil in the Grove for insight into how the promises of due process and equal protection have been and can be stripped away from putatively “fair” legal proceedings by outside forces and pervasive cultural bias. Insight is the first step toward identifying and fighting these debasements.”

  - ANDY TUCK

• I am horrified by what has happened. Usually, I make to-do lists and quickly check every item off, and here, I do not even know what to put on the list. I do know that we – as a nation – must be united and not divided during this time.

  - LAUREN RACKOW
• “The murders of George Floyd, Ahmaud Arbery, and Breonna Taylor—and the many others that preceded them—shake the soul. The notion that a person can lose his or her life because of skin color is not just anti-American; it’s anti-human. These tragedies, and the righteous responses to them, have made me acutely aware of how much different my own life is simply because I have white skin. Indeed, even this morning, I went running on a dark street without concern about my safety. I couldn’t say that if my skin were black. With those thoughts in mind, I’m optimistic that the galvanizing momentum that we’re witnessing reveals that a majority of Americans really do want change. But we’re all going to have to get uncomfortable, or welcome a certain level of discomfort, to effectuate that change. As a lawyer—and, frankly, as a Jew—I am committed to the principle of Tikkun Olam, to repair the world. This is a singular moment in time to turn that principle into action.”

- STEPHEN FELDMAN

• “As a former military officer, I swore an oath to support and defend the Constitution. As a lawyer, I swore to uphold equal justice under the law. I am ashamed to see political leaders ignore the constitutional rights of peaceful citizens to protest injustice, especially when they have to confront police and military force. I am uplifted by seeing citizens of all sexes, ages, races, and ethnicities support the right of Black Americans to seek justice for inequities. I am encouraged that the youth of our country, the future leaders of America, care enough about the future of our country to demonstrate against injustice and abuse, much like others did during the civil rights movement. As the Reverend Martin Luther King said about abuse and injustice, ‘We shall overcome.’”

- ANONYMOUS

• “I’m heartbroken about the recent senseless deaths of Black men and women—merely the latest manifestation of a painful legacy of injustice towards Black lives that has persisted throughout America’s history. This legacy is poignantly illustrated by Isabel Wilkerson in The Warmth of Other Suns: The Epic Story of America’s Great Migration. This book is an immersive and moving collection of narratives chronicling the decades-long exodus of Black citizens who fled the South between the Civil War and the civil rights movement. It draws on interviews of more than a thousand such individuals and is peppered with stunning stories of resilience, oppression, and loss. This book brought to light an ‘unrecognized immigration’ within the United States that has deepened and shaped my understanding of this nation’s history.”

- ERICA LAI

• “No more euphemistic “initiatives” that pay lip service to diversity and inclusion but often achieve nothing. We need Diverse teams. Diverse leadership. Diverse results. Now.”

- ANONYMOUS

• “We should take this time to remember those who have died at the hands of police: Eric Garner, Ezell Ford, Michelle Cusseaux, Tanisha Anderson, Tamir Rice, Natasha McKenna, Walter Scott, Bettie Jones, Philando Castile, Botham Jean, Atatiana Jefferson, Eric Reason, Dominique Clayton, Breonna Taylor, George Floyd, and countless others.”

- ANONYMOUS
• “I gained a new way of understanding when Robin DiAngelo’s work “White Fragility” came out — it led to some of the most important conversations I have had with other well-intentioned white people about examining ourselves and taking responsibility for our role in systemic racism. Giving it a name was powerful. This lecture by the author allows one to process her important work in a single hour — a must watch. I am also deeply moved right now by the breaking down of walls, so that we can more honestly and openly discuss these issues within the workplace. Last week our CEO sent a message to us all that, “This is not the time to be silent.” A number of younger, newer employees in my office took the call to action, proposing and leading what has become a firm wide initiative for us all to personally share content to enable us to “consume with intention” to “grow our own thinking and help us process and understand the world in which we live and operate” in regard to race. The sharing has been incredible. We are disconnected in physical space, but we are talking with each other now in new ways that are the precursor to impactful change and understanding for each of us individually, and collectively. It is time.”

  – VANDY HOWELL

• “I am a co-chair of Hogan Lovells’ African-American Lawyer Affinity Network and have been speaking with black associates and partners throughout the firm over the last week, and, while everyone is reacting differently, all of us have been affected. Using the relative privilege I have as a partner, I have also had frank conversations with my non-black colleagues about race that would not have happened but for the deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery and the racially biased incident in Central Park involving Christian Cooper. I have found in my conversations with all a deep need to talk and sincere interest in listening. I believe something good can come from this.”

  – MEGHAN RISSMILLER

• “I am working on an article, Inequality and Antitrust. I am exploring ways in which equality principles, including equality of opportunity, do and do not fit within antitrust. I believe that values of equality and diversity, just like notions of freedom, are deeply embedded in antitrust law. This can be so in ways that bolster and do not undermine the robustness of markets. The recent horrific events uncovering the intolerable systemic racism in our society underscore to me the importance of acknowledging the human values in economic law. This may not go far in addressing the cancer we face, but harmony of all law with the human values we assert can play its small role.”

  – ELEANOR FOX

• “The right to join your fellow citizens in protest and peaceful assembly is a fundamental feature of our democracy. Our country needs to grieve over the tragic and senseless deaths of Mr. Floyd, Mr. Arbery, and Ms. Taylor, and to make a forceful plea for justice and reform, which have been long overdue. As a member of the American Bar Association and its Antitrust Law Section, I encourage my fellow lawyers and law firms around the country to provide assistance and advice to protesters in your communities regarding the effective exercise of their First Amendment rights, and best practices for avoiding needless skirmishes with law enforcement and other governmental authorities and the legal liability that can often result.”

  – HENRY SU