

# Adrien A. Weibgen, Esq.

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## Experience

FEBRUARY 2020 - PRESENT

### Director of Training & Curriculum / The Advocacy Institute

Lead legislative and budget advocacy trainings for grassroots, direct service, and policy organizations in New York City and State. Create new workshops and tools pertaining to legislative and budget advocacy, campaign strategy, and policy issues. Manage and support external facilitators teaching AI content.

AUGUST 2019 - NOVEMBER 2019

### Director of Housing & Community Development Policy / The Association for Neighborhood & Housing Development

JANUARY 2019 - JULY 2019

### Senior Policy Fellow / ANHD

#### Program Work

Led the organization's housing policy work, including work around fair housing and public housing. Conducted research, developed policy proposals and engaged in lobbying efforts. Provided strategic support to organizing groups. Fostered relationships with movement groups, agency staff and elected officials.

#### Leadership

Served on the senior leadership team. Supported strategic planning and spearheaded internal restructuring to foster increased cross-program collaboration and deepen commitment to racial equity. Created supervision and evaluation structures for staff. Supervised staff and legal fellow.

SEPTEMBER 2014 - DECEMBER 2018

### Founder and Staff Attorney, Equitable Neighborhoods Practice / The Urban Justice Center Community Development Project

#### Program Work

Worked to support the self-determination of low-income people of color and immigrant communities in matters related to land use and neighborhood change. Fostered external allies and developed partnerships with movement organizations and grassroots coalitions. Negotiated settlement agreement of \$5.8MM and oversaw expenditure of funds, including budgeting and financial reporting. Managed project teams to coordinate technical assistance to local organizers. Researched and developed policy proposals; lobbied.

#### Leadership

Worked with Executive Director to launch and develop a new practice area. Helped secure almost \$200,000 to establish the unit and hire additional staff. Wrote grant proposals and reports. Created team supervision and evaluation processes. Supervised team members, legal fellows, and law student interns.

#### Organizational Structure & Culture

Helped establish and served as Chair of CDP's Racial Justice Committee. Led creation of new hiring protocols that transformed CDP from a majority-white to a majority-people of color staff within three years. Led diversity initiatives that deepened and increased CDP's work with Black-led organizations in NYC.

AUGUST 2010 - JUNE 2011

### **Project Associate / The Center for Social Inclusion**

Conducted research and developed reports for a racial justice policy strategy organization. Provided support for transportation & broadband campaigns on transportation equity and broadband access.

OCTOBER 2008 - JULY 2010

### **Campaign Coordinator / Active Voice**

Worked with community groups to use narrative films to host engaging community events and broaden support for policy campaigns about immigration & human rights. Wrote event planning & discussion guides.

JUNE 2006 - MAY 2008

### **Paralegal, Racial Justice Program / American Civil Liberties Union**

Conducted research, collaborated on reports, participated in strategy sessions, and served as client liaison for cases focused on segregation & the school to prison pipeline. Authored op-eds & popular education materials.

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## **Education**

### **Yale Law School / Juris Doctorate**

Clinical student in Immigrant Rights Clinic, Capital Punishment Clinic, and San Francisco Affirmative Litigation Project. Intern at New York Lawyers for the Public Interest and South Brooklyn Legal Services. Senior Editor of Yale Law & Policy Review. Co-Chair of the Alliance for Diversity. Dean's Advisor. Research assistant to James Forman for *Locking Up Our Own: Crime and Punishment in Black America* (2017).

### **Wesleyan University / Bachelor of Arts in History**

Research assistant to Renee Romano for *Racial Reckoning: Prosecuting America's Civil Rights Murders* (2014).

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## **Activism and Volunteer Positions**

JUNE 2015 - MAY 2018

### **Chair / Urban Justice Center Union**

Created leadership structure for, and served as inaugural chair of, a unit of over 100 employees across 10 UJC projects. Fostered organizing and defended workers' rights. Secured benefits and rights of union members.

NOVEMBER 2012 - DECEMBER 2012

### **Co-Founder / People's Relief**

Led the largest grassroots initiative in Coney Island to assist elderly and disabled residents after Superstorm Sandy. Secured supplies and medical assistance for those with limited mobility. Trained hundreds of volunteers and coordinated canvassing efforts throughout the neighborhood.

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## **Publications**

- "City's Fair Housing Report is a Start, But We Must Go Further," *City Limits*, Jan. 20, 2020
- "Racist Planning Shaped Our City; Conscientious Planning Can Help Undo Its Mistakes," *NY Daily News*, Apr. 11, 2019
- "East Harlem Housing Plan Misses Mark, Excluding Wealthier Areas," *NY Daily News*, Nov. 14, 2016
- "The Right to be Rescued: Disability Justice in an Age of Disaster," *Yale Law Journal*, 2015

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## Affiliations

- New York City Bar Association Alternative Dispute Resolution Committee, 2019 - present
- New York State Bar Association Dispute Resolution Section, 2019 - present

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## Presentations

- *Resisting Erasure of Black Neighborhoods*, Hindsight Conference, Dec. 2019
- *The Ideal & the Lie: 400 Years of America*, a 1619 Project Release Event, Caveat NYC, Aug. 2019
- *Walk Like We Talk: Addressing Racial Inequity In Your Workplace*, Facing Race Conference, Nov. 2018
- *The Problem with Race-Neutral Solutions to Racialized Issues*, The Association for Neighborhood & Housing Development Conference, May 2018
- *Making the Case for Equitable Development*, Municipal Arts Society Summit, Nov. 2016
- *Legal Services for Black Lives*, LEAP Conference, Nov. 2015
- *Inclusive Emergency Management: Creating Survivor- Centric Culture*, Federal Emergency Management Agency, Jul. 2015
- *Critical Race Theory Conference*, Yale Law School, Apr. 2014

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## Awards, Fellowships & Trainings

- New York State Bar Dispute Resolution Section Diversity Scholarship, 2020
- NextCity Vanguard, 2018
- Rockwood Art of Leadership for Racial Justice and Human Rights Leaders, 2018
- Arthur Liman Public Interest Fellow, 2014-16
- Yale Law Women Outstanding Leadership Award, 2014
- Fellowships at Auschwitz for the Study of Professional Ethics, 2012
- GLAAD National People of Color Media Institute, 2011