

# LEVI STRAUSS FOUNDATION

## Pioneers in Justice



**Kimberly Thomas Rapp**  
**Executive Director, Lawyers' Committee for Civil Rights of the San Francisco Bay Area**  
[www.lccr.com](http://www.lccr.com)

Kimberly Thomas Rapp is working to build an organization and a movement that never sits on its laurels. The key to success, she believes, is agility and constant self-improvement.

In collaboration with Lawyers' Committee staff, board members and constituent communities, Kimberly has worked to continue to broaden the scope and relevance of her organization's triple-barreled work as direct service providers, impact litigators and advocates in the areas of racial, economic and immigrant justice.

Kimberly considers herself uniquely positioned to 'hold the tension' between LCCR's non-profit staff, constituents and corporate pro bono attorneys because of her experience in the public, private and non-profit sectors.

She served as Lead Deputy Counsel for the County of Santa Clara, and as legal counsel to the Santa Clara County Office of Education and various school districts. Before her public service, Kimberly was the Director of Law and Public Policy for the Equal Justice Society. Before and after law school, she worked in the private sector, conducting investigations and trainings on workplace discrimination on the basis of race, gender, sexual harassment, and issues of hours and wages.

Throughout her career, Kimberly has been motivated by her grandparents, who grew up picking cotton in Texas and encouraged her to take advantage of every opportunity that came her way, from undergraduate studies at Berkeley, to Stanford Law School, to work in the private, public and non-profit sectors. "To this day, it almost brings me to tears to think of my grandmother signing her name," says Kimberly. "It was a concentrated, laborious effort. The barriers that existed for her, they still exist to varying degrees today."

*Lawyers' Committee for Civil Rights of the San Francisco Bay Area, founded in 1968, works to advance, protect and promote the legal rights of communities of color, and low-income persons, immigrants, and refugees. Assisted by hundreds of pro bono attorneys, Lawyers' Committee provides free legal assistance and representation to individuals on civil legal matters through direct services, impact litigation and policy advocacy.*