2010

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Repository Citation
Stein, Michael Ashley; Waterstone, Michael E.; and Wilkins, David B., "Book Review of Cause Lawyering for People with Disabilities" (2010). Faculty Publications. 265.
http://scholarship.law.wm.edu/facpubs/265

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BOOK REVIEW

CAUSE LAWYERING FOR PEOPLE WITH DISABILITIES


Reviewed by Michael Ashley Stein,* Michael E. Waterstone,** and David B. Wilkins***

I. INTRODUCTION

Passed with great flourish,¹ the Americans with Disabilities Act² (ADA) was heralded as an “emancipation proclamation” for Americans with disabilities.³ Nevertheless, twenty years after its enactment the overall socioeconomic status of persons with disabilities in the United States is tenuous.⁴ In particular, notwithstanding the express requirement that employers provide reasonable workplace accommodations for qualified individuals with disabilities, nearly all empirical analyses conclude that the relative employment rates of disabled persons has not improved significantly since the statute’s passage.⁵ Consequently, academics and policymakers alike continue to question the ADA’s abil-

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¹ See, e.g., George H.W. Bush, Remarks on Signing the Americans with Disabilities Act of 1990, 2 PUB. PAPERS 1068 (July 26, 1990) (stating that the ADA “is the world’s first comprehensive declaration of equality for people with disabilities”).
⁴ For example, the 2003 employment rate among working-age people with disabilities was 38%, and the poverty rate among the same group was 25%. CORNELL UNIV. REHAB. RESEARCH AND TRAINING CTR. ON DISABILITY DEMOGRAPHICS AND STATISTICS, DISABILITY STATUS REPORTS (2003), available at http://www.ilr.cornell.edu/edi/disabilitystatistics/StatusReports/2003-2005-StatusReports_US.html.
⁵ See THE DECLINE IN EMPLOYMENT OF PEOPLE WITH DISABILITIES (David C. Stapleton & Richard V. Burkhauser eds., 2003) (collecting empirical studies).
ity as a policy instrument to achieve true equality for Americans with disabilities.\(^6\)

The results of claims brought under the statute appear to confirm this gloomy assessment. In 2008, lawsuits brought under Title I's employment provisions\(^7\) lost before federal trial courts approximately 98% of the time.\(^8\) By contrast, claims under Title II of the statute regarding access to state and local government services\(^9\) and under Title III's provisions regarding access to public accommodations\(^10\) have met with some success.\(^11\) This thematic divide is reflected at the Supreme Court, where nearly every claimant alleging disability-based employment discrimination has lost, and nearly every other plaintiff seeking relief under the statute has won.

Given this track record, it is not surprising that, almost since its enactment, scholars have been critical of the ADA. These criticisms typically fall within one of three broad camps: that the statute is poorly written and structurally flawed;\(^12\) that the ADA has been betrayed by judicial backlash;\(^13\) or that disability-based workplace accommodations are inefficient and create disincentives to employing disabled persons.\(^14\)

In *Law and the Contradictions of the Disability Rights Movement*, Professor Samuel R. Bagenstos moves beyond these standard critiques to provide a more nuanced — and for disability rights advocates, an ultimately more unsettling — explanation of the ADA's failure to

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\(^7\) 42 U.S.C. §§ 12111–12117.


\(^10\) Id. §§ 12181–12189.

\(^11\) See Michael Waterstone, The Untold Story of the Rest of the Americans with Disabilities Act, 58 VAND. L. REV. 1897, 1826–30 (2005) (noting that Title II and Title III claims have been more successful than Title I claims at the trial level).

\(^12\) See, e.g., Charles Lane, O'Connor Criticizes Disabilities Law as Too Vague, WASH. POST, Mar. 15, 2001, at A2 (noting that the legislative sponsors were "so eager to get something passed that what passes hasn't been as carefully written as a group of law professors might put together") (quoting Justice O'Connor speaking extrajudicially).


achieve its lofty goals. Bagenstos rejects the claim that Supreme Court jurisprudence in this area, including decisions with which he disagrees, is either the byproduct of judicial backlash or of inartfully crafted legislation. Instead, he argues that a central reason for the ADA's limited success is the inherent plurality of the disability rights movement itself.

This diversity of interests, Bagenstos claims, has created tensions within the movement's goals. In turn, when adjudicating the ADA, the Rehnquist Court\textsuperscript{15} (including, at times, Justices appointed by both parties) selected interpretations of the scope of disability rights from among a competing set of principles articulated by members of this "large and contentious" movement (p. x). For example, strands of disability rights thinking support that Court's narrow definition of disability and its restrictions on the accommodation requirement (pp. 5–6). Given these internal tensions, Bagenstos urges disability rights advocates to move beyond the antidiscrimination paradigm that has largely informed their approach to the ADA. Although he supports a number of traditional litigation-based reforms (such as reinstating plaintiffs' attorneys' fees to incentivize private enforcement), Bagenstos argues that an alternative for advancing the interests of people with disabilities lies in universalist mechanisms exogenous to the statute — notably, extending public and private health care coverage.

In highlighting the internal contradictions within the disability rights movement, Bagenstos has made a unique and important contribution to our understanding of what has happened to the ADA, particularly with respect to its fate in the Supreme Court. By calling attention to these tensions, Bagenstos implicitly raises an even more fundamental question: given that internal divisions have undermined the movement's goals, why have disability rights advocates failed to develop strategies for bridging — or at the very least, camouflaging — their differences in order to present a more effective, united front?

As recent scholarship makes clear, the disability rights movement is far from unique in harboring significant internal contradictions within its ranks. Although prior struggles on behalf of other groups such as blacks or women are often portrayed as unproblematic expressions of the universal yearnings of oppressed people to be free, we now know that this hagiography often glosses over deep internal tensions that frequently threatened to derail these campaigns.\textsuperscript{16} Yet notwithstanding—

\textsuperscript{15} The one ADA case the Roberts Court has had occasion to consider is \textit{United States v. Georgia}, 546 U.S. 151 (2006). This unanimous decision did not break significant ground in terms of ADA jurisprudence, essentially reiterating — though declining to expand or narrow — the Rehnquist Court's decision two years earlier in \textit{Tennessee v. Lane}, 541 U.S. 509 (2004). We therefore focus our discussion on the Rehnquist Court.

\textsuperscript{16} \textit{Compare}, \textit{e.g.}, \textit{Richard Kluger, Simple Justice: The History of \textit{Brown v. Board of Education} and Black America's Struggle for Equality} (1975), and
ing these deep divisions, advocates for the rights of blacks, women, and, most recently, gays and lesbians have been able to achieve substantial victories in the Supreme Court. Disability rights advocates, as Bagenstos ably demonstrates, have not been able to achieve similar success.

In this Review, we suggest one possible explanation for this difference: the almost complete absence of disability rights "cause lawyers" in the ADA cases that have gone to the Supreme Court. By "cause lawyers" we mean attorneys who spend a significant amount of their professional time designing and bringing cases that seek to benefit various categories of people with disabilities and who have formal connections with disability rights organizations. Over the first two decades of the ADA, the Supreme Court heard eighteen related cases. None


We note, as well, the absence of disability rights cause lawyers from the general cause lawyering literature. See Cause Lawyering and the State in a Global Era (Austin Sarat & Stuart Scheingold eds., 2001); Cause Lawyering: Political Commitments and Professional Responsibilities (Austin Sarat & Stuart Scheingold eds., 1998) [hereinafter Political Commitments]; Cause Lawyers and Social Movements (Austin Sarat & Stuart A. Scheingold eds., 2006); Stuart A. Scheingold & Austin Sarat, Something to Believe in: Politics, Professionalism, and Cause Lawyering (2004); The Worlds Cause Lawyers Make: Structure and Agency in Legal Practice (Austin Sarat & Stuart Scheingold eds., 2005) [hereinafter Structure and Agency]; see also The Cultural Lives of Cause Lawyers (Austin Sarat & Stuart Scheingold eds., 2008). In this collection, there is only one contribution on cause lawyering for the disabled: Neia Ziv, Cause Lawyers, Clients, and the State: Congress as a Forum for Cause Lawyering During the Enactment of the Americans with Disabilities Act, in Cause Lawyering and the State in a Global Era, supra at 211. The one monograph on this topic deals with an earlier (pre-ADA) point in time. See Susan M. Olson, Clients and Lawyers: Securing the Rights of Disabled Persons (1984).

Several definitions have been offered in the literature, with a key distinction being the dividing line between "cause lawyers" and "lawyers for causes." See Ann Southworth, Lawyers of the Right § (2008); accord William B. Rubenstein, Divided We Litigate: Addressing Disputes Among Group Members and Lawyers in Civil Rights Campaigns, 106 Yale L.J. 1623, 1632 (1997); see also Scott Barclay & Anna-Maria Marshall, Supporting a Cause, Developing a Movement, and Consolidating a Practice: Cause Lawyers and Sexual Orientation Litigation in Vermont, in Structure and Agency, supra note 17, at 171, 174 ("The definition of cause lawyering is broad, encompassing a variety of tactics and strategies and emphasizing the transformative goals and motivations of the attorneys engaged in the work.").

of the lawyers who filed these actions that have been litigated in the Supreme Court met this standard. Instead, these cases generally have been initiated by lawyers with limited civil rights experience, let alone experience with, and connection to, the broader disability rights movement. To the extent that cause lawyers for the disability rights community have been involved, they appear as amici or, more recently, as intervenors seeking creative ways to ensure that ADA cases that have already been filed by traditional tort lawyers are not decided by the Justices on the merits.

Given the prominent role that cause lawyers have played in prior civil rights movements, the fact that committed and engaged disability rights advocates have had almost no role in selecting or structuring the Supreme Court's ADA agenda is surprising. It has also, we submit, left the movement vulnerable to just the kind of exploitation of its internal contradictions that Bagenstos describes. By carefully — or, as some have argued, ruthlessly — pushing only those cases that advanced a particular interpretation of the movement's objectives, cause lawyers such as Charles Hamilton Houston and Thurgood Marshall played a key role in making sure that their respective movements presented a unified and cohesive face to courts and the general public. The absence of any similar disciplining force in the ADA arena has left the articulation of the movement's message to the choices of individual litigants and their lawyers — parties that often have little or no interest in presenting anything other than an interpretation of the statute and its reach that serves their own highly particularized interests. The result has been a series of Supreme Court cases attempting to stretch the ADA's coverage to novel, and often highly unusual and unpopular, circumstances. Not surprisingly, these claims rarely succeed.

The ADA Supreme Court cases contrast sharply with those that cause lawyers for persons with disabilities have been actively pursuing under the ADA. Rather than focusing on Court cases as their predecessors in other movements have done, these lawyers have focused their efforts on bringing suit with an eye toward settlement or district court victories on the relatively clear parts of the statute relating to access to areas of public accommodation. Their claims commonly represent a core set of ideas and commitments that members of the disability rights community broadly support. In bringing these kinds of cases, the movement's lawyers have sought to improve the daily lived experiences of their clients and also to stake out rights via settlements that extend to the larger American disability community.

As these successes demonstrate, with the aid of the kind of careful deliberation about means and ends that committed and informed cause lawyers bring to their work, the disability rights movement can make important progress on its traditional rights-based antidiscrimination agenda despite the many internal contradictions Bagenstos identifies. Yet these same lawyers have played no similar role in crafting the ADA cases that have ended up before the Court.

In the balance of this Review, we begin to explore why disability rights cause lawyers have largely chosen not to pursue the kind of Supreme Court litigation strategy followed by their predecessors — and even contemporaries — in other civil rights movements and why they should reconsider this strategy in light of Bagenstos’s important critique. Unlike other social movements, disability rights lawyers since 1990 have had something that other civil rights groups are still searching for: a federal statute that not only purports to protect disabled Americans from express discrimination, but also requires employers and others to provide “reasonable accommodations” to ensure this group’s full participation in society. This circumstance reflects the historical context of disability cause lawyers. Operating in the aftermath of the civil rights movement, these advocates were able to lobby Congress successfully to pass a disability rights statute. At the same time, however, Congress promulgated imprecise statutory language that ultimately was susceptible to limiting judicial interpretation. It is not surprising, therefore, that these advocates have concentrated their efforts on enforcing these provisions in the lower federal courts. This is particularly true in light of the Justice Department’s general ambivalence, under both Republican and Democratic administrations, toward actively enforcing even the Act’s basic provisions during most of this period (p. 125) and a growing skepticism by many progressives about the Supreme Court’s ability to effect social change.

These and other similar reasons provide strong justification for disability rights cause lawyers to pursue a different path than the one that Charles Hamilton Houston and other traditional cause lawyers opted for in the past. They do not, however, counsel in favor of abandoning Supreme Court litigation altogether as the cause lawyers in this area seem to have done, let alone creating a significant shift away from the entire antidiscrimination paradigm. Although many of the problems faced by Americans with disabilities would undoubtedly be improved by the passage of comprehensive social welfare programs such

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20 As Bagenstos discusses and others have recounted in more detail, cause lawyers were instrumental in getting the ADA passed. See Ziv, supra note 17.
as universal healthcare and comprehensive vocational training, the fact that these wholesale reforms have proven so politically daunting should caution disability rights advocates against directing all of their efforts toward achieving this important, but frustratingly elusive, goal. Instead, we urge these committed cause lawyers to pursue a multi-layered strategy that seeks to combine advocacy for broad-based programs of the kind Bagenstos proposes with a carefully tailored litigation strategy. This strategy should be designed to present the Supreme Court with an appropriate — and appropriately compelling — case to elaborate some of the key elements of the ADA that have still received relatively little judicial attention notwithstanding the array of cases that the Court has already decided. Although such a strategy cannot guarantee that the Court will take whatever case these cause lawyers decide to pursue — let alone decide it in their favor — it would help to create a dialogue about the goals and priorities of the disability rights movement that could allow it to move forward despite its internal contradictions.

The rest of this Review proceeds in four parts. Part II summarizes Bagenstos’s argument about the tensions within the disability rights movement and describes his assessment of how these conflicts have played a key role in undermining the movement’s effectiveness, particularly in the Supreme Court. Part III documents the surprising absence of disability rights cause lawyers from Supreme Court ADA cases. It then provides a portrait of these disability rights movement attorneys. Next, Part III examines the cases that disability rights cause lawyers have been bringing under the Act. These cases appear not to raise, or at least to elide, the contradictory shoals that Bagenstos argues have undermined the efforts of those interested in disability rights in the Court. Part IV then explains why these lawyers have pursued a strategy that places very little emphasis on the Court, noting that despite this strategy’s broad success, it also has negatively impacted the ADA’s antidiscrimination agenda. Part V suggests that recent events — including Bagenstos’s appointment to head the Justice Department’s efforts in this area — signal that the time has come for disability rights cause lawyers strategically to reengage Supreme Court litigation and provides some tentative suggestions for how these advocates might do so in a way that could help resolve the contradictions Bagenstos describes. Part VI concludes.

II. LAW AND CONTRADICTIONS

Analyzing Supreme Court ADA jurisprudence, Law and Contradictions maintains that the Court’s decisions can be understood as aligning with one of a myriad of different advocacy positions advanced by the pluralistic disability rights movement. For example, Bagenstos argues that the “Court’s definition-of-disability decisions are in many
ways quite consistent with the ‘independence’ frame many disability rights advocates employed in arguing for the ADA in the late 1980s” (p. 39). Likewise, he argues that those decisions are “also consistent with an understanding of disability as defining a discrete, stigmatized minority group. Indeed, it would be hard to come up with a pattern of decisions that fit that understanding better than the bottom lines the Court has actually reached” (p. 41).

Hence, the account by some advocates that judicial backlash against the ADA has impeded the statute’s efficacy is “vastly overstated” (p. 2). Similarly, Bagenstos suggests that contrary to the backlash account, the post-ADA lack of increase in relative employment of persons with disabilities is caused by “inherent limitations of antidiscrimination laws” (and especially the reasonable accommodation mandate) in eviscerating deeply entrenched social stigmas and their attendant barriers (p. 2). In consequence, maximizing the salutary impact of the ADA requires “confronting the tensions within disability rights thinking” and developing a coherent approach, rather than “simply criticizing” judicial opinions (p. 11). Bagenstos focuses on the strength and limits of the antidiscrimination agenda as one of the key issues on which clarity and consensus are crucial to fostering deeper legal and political engagement (p. 11). Law and Contradictions suggests that these tensions arise from the diverse constituents of the movement, disagreement over the breadth of ADA coverage, and conflict over what constitutes a reasonable accommodation.

It bears noting that in aligning Court holdings with strains of disability rights thinking, Law and Contradictions does not restrict itself to arguments posed by lawyers in these cases. Instead, Bagenstos compares the Court’s reasoning to pre-ADA advocacy, a time when groups of individuals with distinct disabilities pursued advocacy that forwarded the interests of only individuals with similar disabilities. More generally, Law and Contradictions derives themes and tensions of the disability rights movement from a broad array of sources and scholarship that range beyond the Court’s cases (pp. 12–33). And although the Court’s opinions can be squared with one strand of disability rights thinking or another, Bagenstos does not contend that those strands were developed by cause lawyers.

By way of background, Law and Contradictions describes the evolution of the concept of “disability” from individual disability-specific movements to a pan-disability movement, beginning in the 1970s. Prominent in this transformation were the rise of the Independent Living Movement (pp. 14–16), the ideologically harmonious deinstitutionalization movement of self-advocates (pp. 16–18), and parent-driven

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22 A footnote has been omitted.
efforts toward inclusive education (p. 17). The 1980s saw the rise of AIDS activists and the merging of the culturally Deaf into the larger disability movement (pp. 17-18). Uniting these disparate advocacy strands together by providing a common focal point about which all can agree is the social model of disability. The social model views the socially constructed environment as causing disability. This model is in contrast to a medical model that deems disability an inherent and limiting characteristic. Since disabling conditions are artificial and remedial, disability rights advocates likened their circumstance to that of other historically excluded minority groups and advocated for similar civil rights-type remedies (pp. 18-20). Yet despite coherence among disparate disability rights groups over adoption of the social model as a general mantra, Law and Contradictions identifies three considerable tensions within the collective enterprise. The first philosophical tension is between those who see disability as universal and those who conceive of the disability category as a discrete minority (pp. 20-21). The second "unacknowledged" tension in worldview arises between disability rights advocates who feel disability professionals are paternalistic and oppressive and activists who rely upon the skills and assistance of those experts (pp. 21-22). The third and most significant tension revolves around independence (pp. 22-33). Although every segment of the collective disability rights movement aspires to independence (and related notions of autonomy and dignity), these segments conflict over the meaning and extent of that notion. While persons with disabilities wish to live on their own and on their own terms, they often find themselves reliant on public assistance for the means through which to achieve this agency. Thus, there exists a deep divide within the movement as to the desirability of welfare in the pursuit of social equality. Each of these tensions is addressed in turn.

Having identified the extent of the disability category to be protected under the ADA as controversial within the disability rights community, Law and Contradictions discusses pertinent Supreme Court opinions that limit the scope of statutory protection. These rulings have held that the scope of disability coverage is to be narrowly defined, confined to those conditions that seriously limit individuals' ability to perform major life activities, prevent employees with disabilities from engaging in a range of related work activities, continue to present such barriers even in their mitigated (namely, post-medicated) states, or involve more than mere imputation of stereotypes (pp. 35-40). Contrary to prevailing wholesale criticisms of these opinions, Law and Contradictions maintains that they are consistent with key elements of disability rights advocacy that concentrate on individuals whose disabilities are beyond question and who want to enter the workplace to gain independence from public benefits or who experience stigma and subordination (pp. 41-44). Thus, the exclusion from
ADA coverage of already employed individuals with near-sightedness, high blood pressure, and carpal tunnel syndrome — economically empowered people whose disabilities exist at the fringe of the category — is on a level with beliefs deeply held by elements of the disability movement who embrace independence and minority models of disability. To achieve an opposite approach, that of universal coverage, requires a political solution (pp. 53-54).

The second inherent tension among disability rights advocates highlighted by Law and Contradictions involves divergent perspectives toward disability experts. Some movement members abhor these individuals for the historical paternalism and control they have imposed on the disability community, while others view experts as instrumentally valuable, if not allies, in achieving goals. Because much of disability discrimination, according to Law and Contradictions, arises from safety fears — say, the person with a disability is thought contagious, or in danger of falling in harm’s way — courts rely upon the judgment of public health officials in assessing risk (pp. 76-82). The Court’s ADA cases in which persons with disabilities were excluded from workplace opportunities based on professional assessments of the risks those plaintiffs allegedly posed exemplify to one part of the disability rights community the paternalistic politics underlying “neutral” evaluations (pp. 82-94). By contrast, another segment of the disability movement deems protection of fetuses and infants with disabilities and prohibitions on assisted suicide necessary safeguards against social mores that undervalue the quality of life and contributions of people with disabilities (pp. 95-111). Without taking sides in this matter, although it expresses sympathy for an alternative that favors autonomy (p. 114), Law and Contradictions notes tensions even within these drawn lines.

It is in discussing the third tension amongst disability rights advocates, concerning the meaning of independence and the vehicles necessary to achieve equality, that Law and Contradictions addresses the future of American disability law. At the heart of the matter is a philosophical gulf between disability rights advocates on their views of what constitutes independence and the role that antidiscrimination norms can play in achieving that goal. In the course of citing (pp. 116-19) and questioning (pp. 119-28) the bleak statistics on the relative post-ADA employment rate of people with disabilities, Law and Contradictions contends that the antidiscrimination agenda may even contribute to socioeconomic disparities because, despite its promise, it cannot by itself unseat deeply entrenched social stigmas (pp. 118-20). Instead, the future of disability law lies in a combination of increased governmental enforcement of existing rights (pp. 132-35), expansion of public health insurance in a manner that would allow more people with disabilities to work without losing access to health care (pp. 138-42), and greater consumer control of disability benefits (pp. 141-45).
Deciding how to balance these considerations as part of a unified political effort is an unresolved but crucial issue for the pluralistic disability rights movement.

III. THE NONTRADITIONAL ROLE OF DISABILITY CAUSE LAWYERS

Civil rights movements have always had lawyers bringing cases to challenge exclusionary social power structures.23 Across these predecessor movements, cause lawyers have boldly pursued systemic litigation.24 At times, the attorneys have even placed the movement’s broader objectives ahead of their individual clients’ particular interests in order to take opportune cases to the Supreme Court.25 Below, we will demonstrate how the disability movement has what can and should be considered “disability cause lawyers,” although they have operated in somewhat nontraditional ways. Contrary to predecessor movements, the most visible disability rights cases — those receiving Supreme Court adjudication — are notable for the absence of cause lawyers.

Before proceeding, it is important to distinguish the cause lawyers we are discussing from the “advocates” Bagenstos describes in Law and Contradictions. Part of Bagenstos’s significant contribution to the disability rights literature is to explain the role of advocates and activists in the creation of a modern disability movement. The relationship between politicians, social advocates, and lawyers in developing social movements is a complex one that goes beyond the scope of this Review. Rather, we confine our focus to cause lawyers and exploring their place in the pluralism of the disability rights movement. Cause

23 See Austin Sarat & Stuart Scheingold, Cause Lawyering and the Reproduction of Professional Authority: An Introduction, in POLITICAL COMMITMENTS, supra note 17, at 3, 4 (“Cause lawyering ... is frequently directed at altering some aspect of the social, economic, and political status quo.”); Austin Sarat & Stuart Scheingold, The Dynamics of Cause Lawyering: Constraints and Opportunities, in STRUCTURE AND AGENCY, supra note 17, at 1, 9 (“[Cause lawyers] work with, and against, prevailing conceptions of how legal practices can and should be organized ... .”).

24 See generally Stuart A. Scheingold & Austin Sarat, SOMETHING TO BELIEVE IN: POLITICS, PROFESSIONALISM, AND CAUSE LAWYERING (2004).

25 See, e.g., Steven K. Berenson, Government Lawyer as Cause Lawyer: A Study of Three High Profile Government Lawsuits, 86 DENV. U. L. REV. 457, 489 (2009) (“With regard to the NAACP’s legal campaign to end segregated schools, lawyers pursued a campaign of litigation ... in the manner the lawyers thought best for the broader cause of desegregation ... even where doing so may have been in tension with the individual interests of the clients being represented in a particular suit.”); Rubenstein, supra note 18, at 1633-34 (“Marshall and the other covenant attorneys” when litigating the Shelley case saw the decision whether to pursue certiorari “as a legal tactical question about getting the ‘right’ case to the Court at the ‘right’ time. In their view, such questions would not be ceded to the clients, who were merely placeholders in their campaign, but would be decided by lawyers.”).
lawyers, as we use the term, have a more specific role than shaping a movement, or at least a more specific set of tools at their disposal in doing so. They can craft litigation — or use the threat of litigation — on behalf of a cause and exert a measure of influence over how the work of courts can influence the internal and external perceptions of a movement. Our analysis also tracks that of Law and Contradictions by looking exclusively at ADA claims. Although other federal statutes protecting the rights of people with disabilities have been litigated both before and after 1990,\(^\text{26}\) the ADA represents the most comprehensive domestic legal and policy statement on the rights of people with disabilities\(^\text{27}\) and is therefore the focus of study.

Section III.A provides an empirical view into the identity and professional expertise of those lawyers who argued the eighteen Supreme Court ADA cases. It then evaluates the consequences of the unique circumstance that none of those attorneys was a cause lawyer on behalf of the group they were representing before the Court. Turning to the disability cause lawyers, section III.B describes those individuals and section III.C offers a snapshot of the types of cases they bring.

**A. Supreme Court Litigation**

The Supreme Court has thus far heard eighteen Americans with Disabilities Act cases.\(^\text{28}\) Each case involved an individual plaintiff asserting an individual claim under the statute, and involved rights that are fundamental to the ADA’s central mission of integrating people with disabilities into society. These assertions include claims for community-based treatment options,\(^\text{29}\) freedom from workplace discrimi-


\(^{28}\) See cases cited supra note 19.

nation, equal access to dental care, and nondiscrimination in an athletic tournament, amongst others.

Yet none of these eighteen Supreme Court cases was initiated or argued by lawyers who spend a significant part of their professional time on disability rights cases or have a formal connection to a disability rights organization. The initiating attorneys ranged from general employment lawyers to solo practitioners handling a wide portfolio of cases (personal injury, trusts and wills, and so forth) but without significant civil rights experience, to large-firm practitioners who normally focus on transactional litigation. In one instance, *Bragdon v. Abbott* suit was initiated by the Boston office of Gay and Lesbian Advocates and Defenders, which is a cause lawyering organization, but not one centered on disability advocacy. Table 1 demonstrates the practice experience of the lawyers involved at the district court level with each of the cases eventually heard by the Supreme Court during the period of the ADA's existence.

Academics have recently begun to explore the role of the elite and specialized appellate and Supreme Court bar. As would be expected, as the eighteen cases eventually heard by the Court ascended through the federal system, some of the lawyers changed. In some instances, lawyers with experience in appellate and Supreme Court litigation entered the picture on the plaintiffs' side. Yet generally speaking, these lawyers at the Supreme Court stage still fell short of "elite" Supreme Court status — those attorneys who are brought in to argue significant cases. In several instances, the lawyers who argued for the disability

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33 524 U.S. 624.


36 Professor Lazarus suggests that a "measure of an expert Supreme Court advocate is someone who has . . . presented at least five oral arguments before the Court or works with a law firm or other organization with attorneys who in the aggregate have presented a total of at least ten arguments before the Court." *Id.* at 1490 n.17. By this standard, using the same data set as set forth below, infra note 37, only 27% of the lawyers who argued at the Supreme Court for the ADA claimant would be considered "expert counsel." When the government lawyers (who by nature of their job have significant experience before the Supreme Court) are removed from consideration, the number is only 8%. Of the nongovernmental Supreme Court advocates, almost two-thirds were making their first Supreme Court argument in their ADA case. For over half, their ADA Supreme Court case is their only Supreme Court case thus far in their respective careers.
TABLE 1. LAWYERS AT DISTRICT COURT LEVEL FOR EACH SUPREME COURT CASE — PRACTICE EXPERIENCE FROM 1990 TO CASE FILING

<table>
<thead>
<tr>
<th>CASE</th>
<th>RELEVANT EXPERIENCE</th>
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<tr>
<td>United States v. Georgia</td>
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<tr>
<td>Spector v. Norwegian Cruise Line Ltd.</td>
<td>Torts/Negligence: 6.52%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 4.35%</td>
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<tr>
<td>Tennessee v. Lane</td>
<td>Torts/Negligence: 4.55%</td>
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<tr>
<td></td>
<td>Civil Rights: 13.64%</td>
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<tr>
<td>Clackamas Gastroenterology Assoc., P.C. v.</td>
<td>Torts/Negligence: 20.00%</td>
</tr>
<tr>
<td>Wells</td>
<td>Civil Rights: 24.20%</td>
</tr>
<tr>
<td>Raytheon Co. v. Hernandez</td>
<td>Civil Rights: 50.00%</td>
</tr>
<tr>
<td>Chevron U.S.A. Inc. v. Echazabal</td>
<td>Torts/Negligence: 33.33%</td>
</tr>
<tr>
<td>US Airways, Inc. v. Barnett</td>
<td>Civil Rights: 40.00%</td>
</tr>
<tr>
<td>Toyota Motor Mfg., Ky., Inc. v. Williams</td>
<td>(none)</td>
</tr>
<tr>
<td>PGA Tour, Inc. v. Martin</td>
<td>Torts/Negligence: 22.22%</td>
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<tr>
<td>Bd. of Trs. of the Univ. of Ala. v. Garrett</td>
<td>Disability Discrimination: 14.10%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 29.50%</td>
</tr>
<tr>
<td>Olmstead v. L.C.</td>
<td>(none)</td>
</tr>
<tr>
<td>Albertson's, Inc. v. Kirkburg</td>
<td>Torts/Negligence: 12.59%</td>
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<tr>
<td></td>
<td>Civil Rights: 54.07%</td>
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<td>Murphy v. United Parcel Serv., Inc.</td>
<td>Disability Discrimination: 8.33%</td>
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<td></td>
<td>Torts/Negligence: 8.33%</td>
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<tr>
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<td>Civil Rights: 33.33%</td>
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</tbody>
</table>

37 Our methodology for Tables 1 and 2 was as follows: For each of the ADA Supreme Court cases, see supra note 19, at the district, appellate, certiorari, and Supreme Court stages, we recorded the case number, case title, filing date, court, and lawyers. For the district and appellate stages, the inclusion criterion for lawyers was appearance on the docket. Dockets were obtained through Westlaw and PACER. At the certiorari stage, lawyers were included if listed on the brief for the ADA claimant, whether petitioner or respondent. At the Supreme Court level, lawyers were included if listed within the decision's syllabus. We then collected two sets of data on each lawyer's litigation history through Westlaw Profiler's Litigation History Reports. The first set captured data between 1990 (the passage of the ADA) and the year prior to the case filing date. The second set captured data between 1990 and 2009. We captured data including, but not limited to: total cases, primary and secondary practice areas, civil rights, torts and negligence, disability discrimination, employment and labor, housing, public accommodation, and Supreme Court experience. Because the availability of Westlaw's Litigation History Reports depends on voluntary inclusion, there are certain lawyers for whom information was not available. Most notably, information was not available for Bennett Klein — who, from district to Supreme Court, argued Bragdon — or at the appellate stage for Murphy. Thus, our sample was drawn from a total of 26 out of 30 (86.7%) lawyers at the district court, 22 out of 24 (91.7%) lawyers at the appellate level, 37 out of 40 (92.5%) lawyers at the certiorari stage, and 33 out of 34 (97.1%) lawyers at the Supreme Court level. Overall, we were able to capture 118 out of 128 lawyers, or 92.2% of the population.
rights claimants were making their first appearance before the Court.38 The Supreme Court lawyers were also not consistently what we would classify as disability cause lawyers. In two cases, the lawyers who argued before the Court had significant experience in disability law or civil rights cases and some connection to disability organizations.39 But these instances were an exception to the rule, with most lawyers appearing before the Court lacking expertise and connection to the disability rights community. Table 2 demonstrates the civil rights experience of the lawyers involved at the Supreme Court level with each of the cases that went up to the Supreme Court over the course of the ADA’s enactment.

The complete absence of disability cause lawyers from the list of those initiating ADA cases eventually heard by the Court, as well as their limited role at the appellate level, clearly diverges from predecessor social movements in which key cases traditionally have been initiated and litigated by cause lawyers. As indicated above, the litigation leading up to the Supreme Court’s decision in Brown v. Board of Education40 was almost exclusively controlled by cause lawyers.41 Even after the passage of the Civil Rights Act of 1964, cause lawyers have continued to play a significant role in the cases that have come

<table>
<thead>
<tr>
<th>Case</th>
<th>Torts/Negligence</th>
<th>Civil Rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sutton v. United Air Lines, Inc.</td>
<td>7.69%</td>
<td>3.85%</td>
</tr>
<tr>
<td>Cleveland v. Policy Mgmt. Sys. Corp.</td>
<td>14.29%</td>
<td></td>
</tr>
<tr>
<td>Wright v. Universal Mar. Serv. Corp.</td>
<td></td>
<td>12.50%</td>
</tr>
<tr>
<td>Bragdon v. Abbott</td>
<td>4.76%</td>
<td>33.33%</td>
</tr>
<tr>
<td>Pa. Dep’t of Corr. v. Yeskey</td>
<td></td>
<td>16.67%</td>
</tr>
</tbody>
</table>

38 This observation is empirical rather than editorial. For a discussion of first-time arguers before the Supreme Court, see Christine M. Macey, Referral Is Not Required: How Inexperienced Supreme Court Advocates Can Fulfill Their Ethical Obligations, 22 GEO. J. LEGAL ETHICS 979 (2009).
<table>
<thead>
<tr>
<th>CASE</th>
<th>RELEVANT EXPERIENCE</th>
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<tbody>
<tr>
<td>United States v. Georgia</td>
<td>ADA Employment: 0.17%</td>
</tr>
<tr>
<td></td>
<td>Disability Discrimination: 0.21%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 0.84%</td>
</tr>
<tr>
<td>Spector v. Norwegian Cruise Line Ltd.</td>
<td>Public Accommodation: 0.63%</td>
</tr>
<tr>
<td></td>
<td>Housing: 0.99%</td>
</tr>
<tr>
<td></td>
<td>ADA Employment: 0.36%</td>
</tr>
<tr>
<td></td>
<td>Disability Discrimination: 0.36%</td>
</tr>
<tr>
<td></td>
<td>Torts/Negligence: 45.43%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 4.66%</td>
</tr>
<tr>
<td>Tennessee v. Lane</td>
<td>ADA Employment: 1.47%</td>
</tr>
<tr>
<td></td>
<td>Disability Discrimination: 5.88%</td>
</tr>
<tr>
<td></td>
<td>Torts/Negligence: 1.47%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 4.41%</td>
</tr>
<tr>
<td>Clackamas Gastroenterology Assocs., P.C. v. Wells</td>
<td>Housing: 1.25%</td>
</tr>
<tr>
<td></td>
<td>ADA Employment: 1.88%</td>
</tr>
<tr>
<td></td>
<td>Disability Discrimination: 1.88%</td>
</tr>
<tr>
<td></td>
<td>Torts/Negligence: 13.13%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 16.88%</td>
</tr>
<tr>
<td>Raytheon Co. v. Hernandez</td>
<td>Disability Discrimination: 15.63%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 9.38%</td>
</tr>
<tr>
<td>Chevron U.S.A. Inc. v. Echazabal</td>
<td>ADA Employment: 12.90%</td>
</tr>
<tr>
<td></td>
<td>Disability Discrimination: 6.45%</td>
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<tr>
<td></td>
<td>Torts/Negligence: 3.23%</td>
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<tr>
<td></td>
<td>Civil Rights: 45.16%</td>
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<td>US Airways, Inc. v. Barnett</td>
<td>Disability Discrimination: 33.33%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 25.00%</td>
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<tr>
<td>Toyota Motor Mfg., Ky., Inc. v. Williams</td>
<td>Disability Discrimination: 28.57%</td>
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<tr>
<td></td>
<td>Civil Rights: 7.14%</td>
</tr>
<tr>
<td>PGA Tour, Inc. v. Martin</td>
<td>Public Accommodation: 1.92%</td>
</tr>
<tr>
<td></td>
<td>Torts/Negligence: 17.31%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 17.31%</td>
</tr>
<tr>
<td>Bd. of Trs. of the Univ. of Ala. v. Garrett</td>
<td>Torts/Negligence: 16.70%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 11.10%</td>
</tr>
<tr>
<td>Olmstead v. L.C.</td>
<td>Disability Discrimination: 5.13%</td>
</tr>
<tr>
<td></td>
<td>Torts/Negligence: 5.13%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 20.51%</td>
</tr>
<tr>
<td>Albertson's, Inc. v. Kirkingburg</td>
<td>ADA Employment: 1.72%</td>
</tr>
<tr>
<td></td>
<td>Disability Discrimination: 6.90%</td>
</tr>
<tr>
<td></td>
<td>Torts/Negligence: 13.79%</td>
</tr>
<tr>
<td></td>
<td>Civil Rights: 13.79%</td>
</tr>
</tbody>
</table>
before the Court. The attorneys in Griggs v. Duke Power Co.,42 a fundamental Title VII case, were all established civil rights litigators with connections to the NAACP from the district court level upward.43 Another seminal Title VII case, International Union, UAW v. Johnson Controls, Inc.,44 featured an alliance of women's rights, labor rights, and workplace safety activists, all of whom were deeply involved in the case from the earliest stages.45 Bowers v. Hardwick,46 a prominent sexual orientation rights case, was brought after the American Civil Liberties Union (ACLU) offered to represent Michael Hardwick and use his circumstances to challenge the constitutionality of anti-sodomy

<table>
<thead>
<tr>
<th>Case</th>
<th>Disability Discrimination</th>
<th>Civil Rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murphy v. United Parcel Serv., Inc.</td>
<td>8.70%</td>
<td>4.35%</td>
</tr>
<tr>
<td>Sutton v. United Air Lines, Inc.</td>
<td>3.57%</td>
<td>7.14%</td>
</tr>
<tr>
<td>Cleveland v. Policy Mgmt. Sys. Corp.</td>
<td>8.33%</td>
<td>12.50%</td>
</tr>
<tr>
<td>Wright v. Universal Mar. Serv. Corp.</td>
<td>20.00%</td>
<td></td>
</tr>
<tr>
<td>Pa. Dep't v. Corr. v. Yeskey</td>
<td>1.56%</td>
<td>20.31%</td>
</tr>
</tbody>
</table>

42 401 U.S. 424 (1971) (holding that facially neutral practices, procedures, or tests that are discriminatory in effect cannot be used to preserve the status quo of employment discrimination).


44 499 U.S. 187 (1991). Johnson Controls applied the “bona fide occupational qualification” defense to a company’s policy of excluding fertile women, but not men, from the workplace. Id. at 200.

45 See Caroline Bettinger-López & Susan Sturm, International Union, U.A.W. v. Johnson Controls: The History of Litigation Alliances and Mobilisation To Challenge Fetal Protection Policies, in MYRIAM E. GILLES & RISA L. GOLUBOFF, CIVIL RIGHTS STORIES 211, 213 (2008) ("[Johnson Controls] illustrates the impact of relationships among repeat players in the legal advocacy community, particularly the strong relationships between labor attorneys in the UAW and feminist attorneys in national women’s rights organizations."). The United Auto Workers filed the complaint in Johnson Controls with the plan that it would be a “test case, a policy case” that could eventually go to the Supreme Court. See id. at 228 (citing JULIANA S. GONEN, LITIGATION AS LOBBYING 58 (2003)) (internal quotation marks omitted).

Even in cases where those promoting the interests of minorities have been on the defendant's side, the lawyers involved have tended to possess significant civil rights experience. In the University of Michigan affirmative action cases, for example, the university was represented by John Payton, a lawyer with substantial experience with and connection to the black civil rights movement. Mr. Payton is now the Director Counsel of the Legal Defense Fund. It is clear that in other social movements, experienced lawyers with connections to civil rights organizations were involved in key cases from the beginning.

Nevertheless, it would be an exaggeration to state that cause lawyers have had no involvement in Supreme Court disability cases. Rather than initiating, directing, and arguing the cases, cause lawyers have two roles. The most visible example is that in nearly every Supreme Court case, disability rights organizations filed amicus briefs at the appellate and Supreme Court level. This role has grown over time. In *Bragdon*, the first ADA Supreme Court case, disability organizations coordinated on one main amicus brief. In *Goodman v. Georgia*, the most recent ADA Supreme Court case (and the only one heard so far by the Roberts Court), the five amicus briefs reflected a broader cross-section of the disability advocacy community and were more strategic in nature. Cause lawyers have consistently used amicus briefs as a tool in Supreme Court cases in all other civil rights areas.

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50 For a detailed description of the actions of a prime protagonist, see TUSHNET, supra note 41.
53 See Brief of Amicus Curiae National Disability Rights Network in Support of Petitioners, *Goodman*, 546 U.S. 151 (Nos. 04-1203, 04-1236), 2005 WL 1811060; Brief for ADAPT et al. as Amici Curiae in Support of Petitioners, *Goodman*, 546 U.S. 151 (Nos. 04-1203, 04-1236), 2005 WL 1811061; Brief of the American Association on Mental Retardation et al. in Support of Petitioners, *Goodman*, 546 U.S. 151 (Nos. 04-1203, 04-1236), 2005 WL 1812485; Brief of the Honorable Dick Thornburgh and the National Organization on Disability as Amici Curiae in Support of Petitioners, *Goodman*, 546 U.S. 151 (Nos. 04-1203, 04-1236), 2005 WL 1826317. In *Goodman*, many of these briefs were written by cause lawyers. So, for example, the lawyers who wrote the *Goodman* amicus brief for Dick Thornburgh and the National Organization on Disability included Ariene Mayerson (Director, Disability Rights Education & Defense Fund), Eve Hill (then-Director, Disability Rights Legal Center), and academics Peter Blanck (Chairman, Burton Blatt Institute) and Michael Waterstone (chair, American Association of Law Schools's Section on Disability Law).
54 See Bettinger-López & Sturm, supra note 45; see also CLEMENT E. VOSE, CAUCASIANS ONLY: THE SUPREME COURT, THE NAACP, AND THE RESTRICTIVE COVENANT CASES 163-67 (1959) (describing the NAACP's strategy of using amici curiae briefs in restrictive cove-
Another important but less noticed contribution by disability rights lawyers involves their efforts to prevent cases from being heard by the Court.55 Many disability rights advocates feel that a conservative Rehnquist Court had weakened the ADA by handing down damaging precedents,56 and especially so in cases with marginal fact patterns.57 Consequently, some long-time disability cause lawyers have urged withdrawal or settlement of ADA cases granted certiorari,58 with

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56 See Aviam Soifer, Disabling the ADA: Essences, Better Angels, and Unprincipled Neutrality Claims, 44 WM. & MARY L. REV. 1285, 1285 (2003) [hereinafter Soifer, Disabling the ADA] ("The Court's recent deconstruction of the Americans with Disabilities Act (ADA) provides a series of striking illustrations. In the name of essences that the Justices alone can discern, the Court repeatedly ignores or overrules Congress. It also rejects interpretations painstakingly worked out by lower court judges. The Court has turned an important civil rights statute into an unseemly hash." (citations omitted)); see also Ruth Colker, The Americans with Disabilities Act: A Windfall for Defendants, 34 HARV. C.R.-C.L. L. REV. 99, 100 (1999); Matthew Diller, Judicial Backlash, the ADA, and the Civil Rights Model, 21 BERKELEY J. EMP. & LAB. L. 19, 22 (2000); Aviam Soifer, The Disability Term: Dignity, Default, and Negative Capability, 47 UCLA L. REV. 1279, 1299-1307 (2000) [hereinafter Soifer, The Disability Term] (discussing courts' restrictive interpretation of the "regarded as" definition).

57 See, e.g., PGA Tour, Inc. v. Martin, 532 U.S. 651 (2001) (upholding the accommodation right of a disabled professional golfer to use a golf cart rather than walk during a PGA tour); see also Soifer, Disabling the ADA, supra note 56, at 1301 ("The case [PGA Tour, Inc. v. Martin] may be hard to take entirely seriously. For one thing, it seems so easily confined to its facts: the very unusual circumstance of an extraordinarily talented, dedicated plaintiff who has a clear, rare disability, yet who still does exceptionally well competing in a commercial sports event that actually is open to anyone willing to pay a hefty entrance fee to enter the competition.").

58 This was true for Tennessee v. Lane, 541 U.S. 509 (2004), ultimately a victory for disability rights plaintiffs, which held that Title II of the ADA validly abrogated state sovereign immunity insofar as it was intended to protect the fundamental right of access to courts. Id. Before Lane, this proposition was very much open, with advocates fearing that the Supreme Court would do with Title II what it had done to Title I in Board of Trustees of the University of Alabama v. Garrett, 531 U.S. 356 (2001), in which it held under sovereign immunity principles that the entirety of Title I was not valid section 5 legislation under the Fourteenth Amendment. The disability rights advocates who campaigned against having Lane heard did so despite a sympathetic fact pattern:
a pair of victories. One instance was *Hasan v. Medical Board of California*\(^{59}\), where Dr. Hasan's application for a medical license was denied on the grounds of his mental illness. The Supreme Court granted certiorari to decide whether or not under these circumstances Title II validly abrogated state sovereign immunity.\(^{60}\) In light of an unsympathetic plaintiff and the Court's opinion in *Garrett*,\(^{61}\) California disability rights advocates followed a creative strategy to get the case off of the Court's docket before it could be heard. The advocates prevailed upon then-Governor of California, Gray Davis, to appoint a new member of the Medical Board who was supportive of disability rights. The Board then agreed to reconsider the case and reverse its decision. At that point, the case was moot and the writ of certiorari was dismissed.\(^{62}\)

B. Disability Cause Lawyers

Despite its absence from Supreme Court ADA cases, there is a vibrant professional advocacy community around these issues. Disability cause lawyers have actively been enforcing the statute in the lower federal courts. These lawyers spend significant amounts of time on disability rights cases, both at the private and public interest levels. They span the country, although they tend to be focused in the larger cities, with an emphasis in Washington, D.C. and northern California. Some of these organizations, such as the National Federation for the Blind, are primarily designed to serve individuals with a specific disability.\(^ {63}\) Others, like the Colorado Cross-Disability Coalition, serve the entire disabled population.\(^ {64}\) There also are organizations such as the Bazelon Center that were developed to serve one sector (for example, people with mental disabilities), yet over time have expanded their advocacy.\(^ {65}\) Still others have a more general civil rights orientation, but with significant experience in disability cases. The Employment Law...

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\(^ {59}\) 279 F.3d 1167 (9th Cir. 2002).

\(^ {60}\) Id.

\(^ {61}\) See *Garrett*, 531 U.S. 356. *Hasan* preceded *Lane*, so it is left to conjecture as to how these advocates would have responded if *Lane* had already been handed down.

\(^ {62}\) *Hasan*, 279 F.3d 1167, cert. dismissed, 538 U.S. 958 (2003). This narrative of events was based on an interview with Eve Hill, who at the time was the Executive Director of the Disability Rights Legal Center and was intimately involved in the advocates' efforts. Telephone Interview with Eve Hill, former Executive Dir., Disability Rights Legal Ctr. (Oct. 1, 2009). The second instance was *Klingler v. Director, Dep't of Revenue*, 366 F.3d 614 (8th Cir. 2004), vacated, 545 U.S. 1111 (2005).


Center is one such example. In Table 3, we identify some of the more engaged public interest organizations and private law firms that bring a significant number of high-profile disability cases and give brief details on their geographic locations and targeted practice areas.

In addition to these public interest and private firms, the Protection and Advocacy System (P&A) could be viewed as a species of disability cause lawyer. P&A is a federally mandated network of organizations that exists to protect and advance the interests of people with developmental disabilities and has at least one office in every state. Some offices maintain active litigation agendas, while others do not. The National Disability Rights Network is the nonprofit membership organization for the P&A.

67 The descriptions of practice areas are taken from the organizations' respective websites.
70 For example, the California offices of Protection and Advocacy have litigated cases involving housing, MediCal (the California version of Medicaid), and services for people with mental disabilities. See Disability Rights California, Cases, http://pai-ca.org/advocacy/cases.htm (last visited Mar. 27, 2010).
71 The P&A network is collectively "the largest provider of legally based advocacy services to people with disabilities in the United States." National Disability Rights Network, About Us, http://www.napas.org/aboutus/default.htm (last visited Mar. 27, 2010). Of course, there are several federal agencies tasked with being the "public enforcers" of the ADA. Although the list is long, the primary agencies with enforcement authority are the Department of Justice and the Equal Employment Opportunity Commission. For a critique of the enforcement efforts, see Waterstone, supra note 21.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Geographic Region</th>
<th>Practice Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability Rights Advocates (DRA)</td>
<td>Berkeley, Cal.</td>
<td>A disability-specific non-profit law firm dedicated to securing the civil rights of people with disabilities. DRA advocates for disability rights through high-impact litigation, as well as research and education.</td>
</tr>
<tr>
<td>Disability Rights Education &amp; Defense Fund</td>
<td>Berkeley, Cal.</td>
<td>A disability-specific organization whose mission &quot;is to advance the civil and human rights of people with disabilities through legal advocacy, training, education, and public policy and legislative development.&quot;</td>
</tr>
<tr>
<td>Judge David L. Bazelon Center for Mental Health Law</td>
<td>Washington, D.C.</td>
<td>Mission &quot;is to protect and advance the rights of adults and children who have mental disabilities. The Center envisions an America where people who have mental illnesses or developmental disabilities exercise their own life choices and have access to the resources that enable them to participate fully in their communities.&quot;</td>
</tr>
<tr>
<td>Disability Rights Legal Center</td>
<td>Los Angeles, Cal.</td>
<td>A disability-specific organization whose mission &quot;is to promote the rights of people with disabilities and the public interest in and awareness of those rights by providing legal and related services.&quot; This is a cross-disability organization.</td>
</tr>
<tr>
<td>Colorado Cross-Disability Coalition</td>
<td>Denver, Colo.</td>
<td>A disability-specific organization that engages in advocacy to protect civil rights of all types of people with disabilities.</td>
</tr>
</tbody>
</table>
Employment Law Center (ELC) | San Francisco, Cal. | "[P]romotes the stability of low-income and disadvantaged workers and their families by addressing issues that affect their ability to achieve self-sufficiency." ELC has a disability-specific program that focuses on litigation.

The Impact Fund | Berkeley, Cal. | "[P]rovides strategic leadership and support for litigation to achieve economic and social justice," including provision of "funds for impact litigation in the areas of civil rights, environmental justice, and poverty law." The Impact Fund is lead counsel in several high-profile civil rights class action cases.

The Public Interest Law Center of Philadelphia | Philadelphia, Pa. | Uses "public education, continuing education of [its] clients and client organizations, research, negotiation and, when necessary, the courts to achieve systemic reforms that advance the central goals of self-advocacy, social justice and equal protection of the law for all members of society."

### (B) FOR-PROFIT LAW FIRMS AND PRIVATE ORGANIZATIONS

<table>
<thead>
<tr>
<th>Organization</th>
<th>Geographic Region</th>
<th>Practice Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fox &amp; Robertson, P.C.</td>
<td>Denver, Colo.</td>
<td>A civil rights practice with heavy emphasis on &quot;promoting the rights of individuals with disabilities to full enjoyment and equal treatment in businesses, housing, government services, transportation and employment.&quot;</td>
</tr>
<tr>
<td>Brown, Goldstein &amp; Levy LLP</td>
<td>Baltimore, Md.</td>
<td>General trial lawyers who have a specialized practice in several high-profile disability cases and offer a Disability Rights Fellowship to a recent law graduate with a disability to litigate disability rights cases.</td>
</tr>
</tbody>
</table>
Goldstein, Demchak, Baller, Borgen & Dardarian | Oakland, Cal. | A plaintiff's public interest class action law firm.

Law Offices of Matthew W. Dietz | Miami, Fla. | A general civil rights firm with heavy emphasis on disability rights cases in employment, public services, and privately owned places of public accommodation.

Law Offices of David Ferleger | Jenkintown, Pa. | A general practitioner with a disability practice, specializing in developmental disabilities, retardation, mental health, physical disabilities, community services, and community placement.

Schneider Wallace Cottrell Brayton Konecky LLP | San Francisco, Cal. | Class action lawyers with emphasis on enforcing civil and consumer rights.

C. Cases by Disability Cause Lawyers

This section offers a representative snapshot of the work of the various disability cause lawyers and organizations identified above in section III.B. Strikingly apparent is how their work differs in structure.

72 As a related matter, we note that in addition to the cause lawyers profiled above, there also exists a group of lawyers who could potentially be viewed as representing the disability rights cause. Often referred to as "serial litigators," these lawyers are somewhat controversial for bringing a high volume of cases under the ADA's public accommodations provisions or comparable state law. See Samuel R. Bagenstos, The Perversity of Limited Civil Rights Remedies: The Case of "Abusive" ADA Litigation, 54 UCLA L. REV. 1, 4–5 (2006). Typically, these lawyers bring access lawsuits against businesses, often filing multiple lawsuits at once, pursuing early settlements, representing the same clients as lead plaintiffs, and initiating their claims with a demand letter to the challenged business. Many of these lawyers practice in California, where under state law a plaintiff in access litigation is entitled to damages. See CAL. CIV. CODE §§ 55(a), 54.3 (West Supp. 2006). These lawyers have been derided by courts and commentators for exorting quick settlements without pushing for meaningful access improvements and abusing the court system. See, e.g., Walter Olson, The ADA Shakedown Racket, CITY J., Winter 2004, at 80, 82, 83. The Ninth Circuit has deemed at least one lawyer-client team as vexatious litigants. See Molski v. Evergreen Dynasty, 300 F.3d 1043 (9th Cir. 2007). Others assert that these lawyers are challenging legitimate violations of the ADA and state access laws and that their activities are an inevitable result of a statute with broad coverage, a limited remedial scheme, and weak public enforcement. See Bagenstos, supra, at 4–5. We agree with Bagenstos that these lawyers provide a valuable public service, but we have not included them in our initial analysis because their contributions to the broader movement are tangential to their primary focus of culling income through damage awards (while also serving the public), rather than advancing the tenets of or having connection to the larger disability rights community. In addition, the type of suits brought...
and shape from those ADA cases before the Court. Namely, each suit brought by disability cause lawyers has had broader implications for systemic change on behalf of people with disabilities than do the cases before the Court. While some of the cause lawyer cases were brought pursuant to the class action device, all have had systemic effects beyond the individuals involved. This circumstance exists in only a minority of cases brought before the Court by non-cause lawyers. This phenomenon is especially so in the context of the employment discrimination claims in which non-cause lawyers request accommodations on behalf of individual clients. This trend might also explain why so many of the lawyers who chose to practice in this area litigated cases at the district court level that eventually were heard by the Court. These cases stand in sharp contrast to the ones that have been litigated in the Supreme Court.

1. **Accessing the Internet: National Federation of the Blind v. Target.** — A coalition of disability rights advocates brought a class action suit against Target on behalf of the National Federation of the Blind and individual plaintiffs. They included a Berkeley-based nonprofit law firm that specializes in high-impact cases on behalf of people with disabilities; Brown, Goldstein & Levy, a leading civil rights law firm in Baltimore that often litigates disability access cases; Schneider & Wallace, a national plaintiffs’ class action and civil rights law firm based in San Francisco; and Peter Blanck, chairman of the Burton Blatt Institute and University Professor at Syracuse University. Under the settlement reached, Target agreed to make its website fully accessible and to pay substantial damages.

2. **Alternative Forms of Communication in Federal Government Services: American Council of the Blind v. Astrue.** — Represented by the Disability Rights Education and Defense Fund (DREDF) in Berkeley, California, the American Council of the Blind and ten individual plaintiffs brought a class action case to compel the Social Security Administration to provide information in alternative formats like Braille, audio, large font, and electronic text to ensure that persons

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by these attorneys is highly unlikely to merit review at the Supreme Court, even as they garner negative attention through the media.

74 See Table 1, supra pp. 1671–72.
with visual disabilities can obtain benefits.\textsuperscript{77} This case proceeded to a bench trial, and on October 20, 2009, the court issued a judgment in favor of the plaintiff classes.\textsuperscript{78} This case is one of several in which DREDF has sued federal government agencies and is not the first against the Social Security Administration.\textsuperscript{79}

3. Physical Accessibility in Fast Food Restaurants: Moeller v. Taco Bell. — Plaintiffs with mobility impairments filed suit against Taco Bell, challenging physical accessibility barriers at California Taco Bell stores.\textsuperscript{80} Fox & Robertson, a private two-lawyer civil rights law firm in Denver with a specialization in disability law, brought this class action along with the Impact Fund, a general public interest firm with an emphasis in high-profile class actions.\textsuperscript{81} Fox & Robertson is bringing other cases challenging physical accessibility in the fast food industry\textsuperscript{82} and other sectors.\textsuperscript{83}

4. Alternative Communication in Banking: Talking ATM Cases. — Over the last several years, Goldstein, Demchak, Baller, Borgen & Dardarian, a civil rights firm in Oakland, California, has, together with solo practitioner Lainey Feingold, engaged in "structured negotiations" with a number of major banks on the part of the California Council for the Blind, as well as individuals and several other affiliates of the American Council of the Blind.\textsuperscript{84} Collectively, these cause lawyers have negotiated agreements with Bank of America, Bank One/Chase, and Wells Fargo, among others, "to guarantee that persons with visual impairments have access to basic banking services that the sighted world takes for granted," including "talking ATMs" offering audible instructions to aid customers in their banking transactions.\textsuperscript{85}

\textsuperscript{78} See Am. Council of the Blind v. Astrue, No. c 05-04696 (N.D. Cal. Oct. 20, 2009) (judgment). The plaintiff class won the right to receive communications in a format that is accessible to them.
\textsuperscript{81} Id. at *1.
\textsuperscript{85} Id.
Because of their industry-wide approach, these agreements have reached tens of thousands of banking locations across the country.  

5. Discrimination in Voting: American Ass'n of People with Disabilities v. Shelley. — The Disability Rights Education and Defense Fund, based in Berkeley, California, and the Disability Rights Legal Center, based in Los Angeles, California, represented registered voters with either visual or manual impairments in opposing the withdrawal of direct recording electronic voting machines enabling the voters to vote secretly and independently without assistance. Although the court denied the motion for preliminary injunction, the suit had implications for thousands of voters.  

6. Right To Live in the Community: DAI v. Paterson. — Disability Advocates Inc., a P&A, brought this action on behalf of individuals with mental illness in New York City seeking to live in community-based supported housing. The Bazelon Center, New York Lawyers for the Public Interest, MFY Legal Services, Urban Justice Center, and the law firm Paul, Weiss, Rifkind, Wharton & Garrison joined them. The trial court held that these 4,500 individuals were entitled to live in the most integrated settings appropriate to their needs.  

7. Accessibility of City Sidewalks: Barden v. City of Sacramento. — Plaintiffs, a group of individuals with mobility and vision impairments, filed a lawsuit against the City of Sacramento, alleging that the City violated the ADA by failing to install curb ramps in newly constructed or altered sidewalks and by failing to maintain existing sidewalks to ensure accessibility by persons with disabilities. The lawyers for plaintiffs were Disability Rights Advocates. At the district court, the City prevailed on its motion to dismiss the lawsuit on the argument that sidewalks were not a public program, service, or activity and therefore were not covered under Title II of the ADA. Plaintiffs appealed to the Ninth Circuit, which reversed the district court. The case then settled, setting a nationwide precedent requiring cities and other public entities to make all public sidewalks accessible. The settlement provided that for up to thirty years, the City of Sacramento

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88 Id. at 1131-32.  
91 Paterson, 653 F. Supp. 2d at 314.  
93 See Barden v. City of Sacramento, 292 F.3d 1073 (9th Cir. 2002).
would allocate twenty percent of its annual transportation fund to make the city's pedestrian rights-of-way accessible to individuals with vision or mobility disabilities. This agreement included installation of compliant curb ramps at intersections, removal of barriers that obstruct sidewalks (including narrow pathways, abrupt changes in level, excessive cross slopes, and overhanging obstructions), and improvements in crosswalk access.94

Although the above represent only a sample of cases brought by disability cause lawyers, they are consistent with the overall trend of movement attorneys primarily advancing claims that have implications beyond the individual clients whose interests they are duty-bound to represent.95 Moreover, to the extent that these cases arise from representing only particular types of disabilities, they are not objectionable to individuals with other forms of disabilities and do not raise the sort of tensions described throughout Law and Contradictions. These differences arise because disability cause lawyers have gone to some lengths to craft remedies with the broadest possible implications, rather than ones that only serve their clients. And to the extent that those remedies are disability-specific, the rulings also serve to establish precedent and lay the groundwork for future claims.

IV. CAUSE LAWYERING WITHOUT THE SUPREME COURT

Part III demonstrated the absence of movement advocates from the design and argument of ADA cases eventually heard by the Supreme Court, a phenomenon unique to disability rights cause lawyering. This circumstance yields fertile ground from which to further engage Law and Contradictions and to consider the future direction of disability cause lawyering. The complete absence of Supreme Court cases brought by disability cause lawyers has created even more of a vacuum for the tensions identified by Bagenstos to flourish. Given the multiple goals embraced by the ADA, the various agendas put forward in its passage, and the fragmented nature of the disability communi-

94 See Disability Rights Advocates, supra note 92.
95 This work continues in "real time." Stephanie Enyart, a law student sitting for the bar, was recently represented by Disability Rights Advocates in Berkeley in a successful lawsuit for the reasonable accommodation of a computer-assisted reading device on the bar exam. See Bob Egelko, Bar Exam Company Fights Computer Aid for Blind Student, S.F. CHRON., Feb. 11, 2010, at C2. The American Council for the Blind, in connection with Goldstein, Demchak, Baller, Bergen & Dardarian and the Law Office of Lainey Feingold, recently entered into a structured negotiation with Major League Baseball whereby Major League Baseball agreed to make its website and the websites of all thirty major league teams accessible for people who are blind or visually impaired. See Law Office of Lainey Feingold, MLB Accessible Website Press Release, http://liflegal.com/2010/02/mlb-press (last visited Mar. 27, 2010).
ty, these tensions may be inevitable. But the lack of a centralized movement agenda has removed Court decisions as an overt rallying point around which society could debate key disability rights principles, at least in a way that disability cause lawyers might desire. While highlighting tensions within the disability rights community, Bagenstos does offer the social movement of disability as the closest proxy to a unifying vision of the disability rights community and explains how this value is broadly expressed in the ADA (p. 18-20). We suspect that Bagenstos would agree that this fragile unity does not operate as a substitute for tactical decisions about how best to frame litigation efforts to the movement’s advantage, a key role of cause lawyers.

In the absence of such efforts, the numerous and uncoordinated strategies voiced by lawyers unconnected to the disability rights movement have proliferated the tensions and contradictions presented before the Supreme Court. While we agree with Bagenstos that the ADA is underenforced, cause lawyers have been at the forefront of enforcing the ADA's nonemployment provisions and serve as an example for what more robust public enforcement can aspire to achieve. We ultimately suggest that disability cause lawyers reengage key portions of the statute, in particular picking up some of the employment-driven issues that have been dominated by non-cause lawyers up to this point. As in past efforts, cause lawyers can and should continue their successes in seeking systemic reform at the district court level, using settlements to change the behavior of recalcitrant defendants. But we also suggest that in discrete instances, they should be more active in seeking Supreme Court adjudication.

A. Cause Lawyering in the Lower Federal Courts

The absence of Supreme Court cases brought by disability cause lawyers is not accidental. Nor is it readily attributable to the vagaries and unpredictability of the certiorari-granting process, or even a desire on the part of the Court to avoid cause lawyer cases. During its October 1999 Term, for example, the Court granted certiorari in two ADA cases: Sutton v. United Air Lines, Inc. and Albertson’s, Inc. v. Kir-
As discussed above, the lawyers for plaintiffs in these cases were not disability cause lawyers. In the same Term, the Court considered and denied petitions for certiorari in six other ADA cases. In these six cases, none of the lawyers who represented the plaintiffs at the court of appeals or certiorari petition stage were disability cause lawyers. Instead, the absence of disability cause lawyers is a function of the unique situation in which they find themselves under the ADA. Although more work is needed to verify a complete lack of cause lawyer cases in the ADA certiorari pool, the dearth is not surprising. Using the sample of cause lawyer cases discussed above in section III.C, the cases at the Supreme Court (and those that would have the best chance of getting there) were different in form and character from the non-cause lawyer cases. Almost all of the cases ultimately heard by the Court involved discrete questions of statutory in-

101 See Ferguson v. City of Phoenix, 526 U.S. 1159 (1999), denying cert. to 157 F.3d 668 (9th Cir. 1998); Wal-Mart Stores, Inc. v. Griffith, 526 U.S. 1144 (1999), denying cert. to 114 F.3d 75 (6th Cir. 1998); Seaborn v. Fla. Dep’t of Corr., 525 U.S. 1144 (1999), denying cert. to 143 F.3d 1455 (11th Cir. 1998); Palm Beach Soil & Water Conservation Dist. v. Bledsoe, 525 U.S. 826 (1998), denying cert. to Bledsoe v. Palm Beach Soil & Water Conservation Dist., 133 F.3d 816 (11th Cir. 1998); Christopher v. Adam’s Mark Hotels, 525 U.S. 821 (1998), denying cert. to 137 F.3d 1069 (8th Cir. 1998); Coolbaugh v. Louisiana, 525 U.S. 819 (1998), denying cert. to 136 F.3d 430 (5th Cir. 1998). The lawyers who argued at the courts of appeals for these cases were as follows: John Emry (Coolbaugh, 156 F.3d at 431); David William White (Christopher, 137 F.3d 1069); Isidro M. Garcia (Bledsoe, 133 F.3d at 817); Marie A. Mattox (Seaborn, 143 F.3d at 1406); Lee Hornberger (Griffith, 135 F.3d at 377); and Suzanne Dohrer (Ferguson, 157 F.3d at 669). Although some of these lawyers have employment and civil rights experience, none satisfy the definition of disability cause lawyers as set out in this Review.
102 See supra pp. 1681-85.
Interpretation. 104 In many ways, these were defensive cases: the plaintiffs tried to vindicate a statutory right (to be granted a reasonable accommodation, to be treated equally in a privately owned place of public accommodation, and so forth), and the defendant raised an issue of statutory interpretation as a defense. The fact that plaintiffs were individuals with "marginal" disabilities allowed the defendants to maneuver at least on the definition of disability. 105 Of course, it is the reality of litigation under a statute that anyone can (and should be able to) litigate a case all the way to the Supreme Court to vindicate an individual right. But the distinction that Law and Contradictions does not engage is that this reality is a far cry from cause lawyers using litigation to express a key movement principle. 106

Consider that in bringing nonemployment enforcement actions, cause lawyers are attempting to achieve systemic justice at a level of generality with which most disability advocates would agree. 107 They are not trying to create new law, but rather to secure existing statutory rights for the largest population possible. Many cause lawyer cases involve claims with individuals whose coverage under the ADA's definition of disability is beyond dispute. 108 One of the cases discussed above settled, 109 and the only case in which a party even sought a writ

104 In Echazabal, for example, the question presented in the certiorari petition was "[w]hether a person who is unable to carry out the essential functions of a job without incurring significant risks to the person's own health or life is a 'qualified individual' who satisfies 'qualification standards' for that job within the meaning of the Americans with Disabilities Act." Petition for Writ of Certiorari at i, Chevron U.S.A. Inc. v. Echazabal, 536 U.S. 73 (2002) (No. 00-1406). In Sutton, the questions presented in the certiorari petition were: "(1) Where an airline pilot's uncorrected vision is so poor that it constitutes a physical impairment under the Americans with Disabilities Act, is the pilot nevertheless excluded from protection under the Act if her vision can be corrected? (2) Should courts defer to the Equal Employment Opportunity Commission (EEOC) Interpretive Guidance that disabilities should be analyzed in their uncorrected state? (3) Is a commercial pilot regarded as disabled by a major airline that refuses to employ her as a pilot for that airline due to her poor vision?" Petition for Writ of Certiorari at i, Sutton, 527 U.S. 471 (No. 97-1043).

105 See CAL. CHAMBER OF COMMERCE, 2007 CALIFORNIA LABOR LAW DIGEST 810-11 (2007) (noting that in ADA cases, an employee will not be considered disabled in circumstances analogous to Sutton, Albertson's, and Murphy).

106 "Cause lawyers, in short, are not simply carriers of a cause but are at the same time its producers: those who shape it, name it, and voice it." Ronen Shamir & Sara Chinski, Destruction of Houses and Construction of a Cause: Lawyers and Bedouins in Israeli Courts, in POLITICAL COMMITMENTS, supra note 17, at 227, 231.

107 Even in the employment accommodation area, one may identify many issues that unite disparate groups of people with different disabilities. The active participation of cause lawyers would greatly facilitate this dynamic. See generally Stein & Waterstone, supra note 73.

108 In none of the cases discussed above in section III.C, supra pp. 1681-85, was there a litigated issue as to whether the plaintiffs in fact met the ADA definition of disability.

109 In the talking ATM cases, the plaintiffs' attorneys do not routinely file lawsuits, but instead proceed under a theory of "structured negotiations." Interview by Paul Halpern with Linda M. Dardarian, Partner, Goldstein, Demchak, Baller, Borgen & Dardarian (Apr. 12, 2008), http://www.lawyersandsettlements.com/articles/dardarian-structured-negotiation.html. National Feder-
of certiorari was *Barden v. City of Sacramento*, in which the petitioners (unsuccessfully) sought Court adjudication. These lawsuits are essentially enforcement actions, with an eye toward changing behavior in a systemic fashion to impact the largest number of people. This practice is in sharp contrast to the more atomistic nature of most of the Supreme Court ADA cases.

In one sense, by bringing cases with broad reach, the disability cause lawyers are following the institutional litigation traditions of their civil rights predecessors. As a statute with ambitious goals but a modest remedial scheme, the ADA is even more dependent than predecessor civil rights statutes on professional cause lawyers. Given developments in the private attorney payment scheme, attorneys whose work is not externally financed may have trouble sustaining themselves, and federal enforcement officials traditionally have not made structural litigation a priority. Rather than bringing high-profile cases before the Supreme Court to change existing legal interpretations and social perceptions (the traditional top-down tenet of movement lawyers), disability cause lawyers have engaged in the type of activity usually seen as the province of public enforcement agencies like the Department of Justice.

That disability cause lawyers have utilized nontraditional cause lawyering tactics by foregoing the Supreme Court reflects their history. Whereas the NAACP-era cause lawyers had first to litigate to remove Jim Crow-era state laws, women's rights groups dismantled socially
constructed rules that restricted workplace opportunities and sexual and reproductive freedoms, and the gay rights movement has put significant emphasis on changing prevailing interpretations of state and federal constitutions, disability cause lawyers have faced a different social reality. Even before the ADA, several states had progressive laws prohibiting discrimination on the basis of disability in employment, public services, and private accommodations. As Bagenstos demonstrates, and as others have recounted in more detail, disability cause lawyers built on this foundation and played a monumental role in achieving passage of the ADA, which arguably remains the world's most progressive disability antidiscrimination legislation. Those efforts, as well as earlier ones, invested these lawyers in movement goals and endowed them with credibility. This legitimacy is not exclusive to cause lawyers. However, people with such dedication to this area (made up in part, we suspect, from their own experiences as people with disabilities or having family members...

117 See, e.g., Cleveland Bd. of Educ. v. LaFleur, 414 U.S. 632 (1974) (holding that overly restrictive regulation on maternity leave in public schools violates the Due Process Clauses of the Fifth and Fourteenth Amendments); Reed v. Reed, 404 U.S. 71 (1971) (holding that the Equal Protection Clause mandates that administrators of estates be named in a way that does not discriminate between sexes); Griswold v. Connecticut, 381 U.S. 479 (1965) (holding that a Connecticut law prohibiting the use of contraceptives violated the right to marital privacy).

118 See, e.g., Bowers v. Hardwick, 478 U.S. 186 (1986) (unsuccessful constitutional challenge to Georgia sodomy statute); Lawrence v. Texas, 539 U.S. 558 (2003) (successful constitutional challenge to Texas sodomy statute); In re Marriage Cases, 183 P.3d 384 (Cal. 2008) (holding that same-sex couples have an equal right to marry under California's Equal Protection Clause, superseded by constitutional amendment, CAL. CONST. art. I, § 7.5 (“Only marriage between a man and a woman is valid or recognized in California.”).

119 See Ziv, supra note 17.

120 See 137 CONG. REC. 19,530 (1991) (statement of Sen. Simon) (“The United States had, by virtue of enacting the ADA, become the world leader in establishing rights and opportunities for persons with disabilities.... [Other countries are looking to us for leadership.]”); President George H.W. Bush, Remarks on Signing the Americans with Disabilities Act of 1990, 2 PUB. PAPERS 1067, 1068 (July 26, 1990) (stating that the ADA “is the world’s first comprehensive declaration of equality for people with disabilities” and “has made the United States the international leader on this human rights issue”).

with disabilities) have especial insight into the lived experiences of people with disabilities that may not extend beyond that community.\textsuperscript{123}

Instead of charging constitutional windmills — a dubious prospect after the 1985 Supreme Court decision in \textit{City of Cleburne v. Cleburne Living Center, Inc.}\textsuperscript{124} declared rational basis as the Equal Protection Clause standard of review for disability discrimination\textsuperscript{125} — cause lawyers have naturally tended to focus on enforcing existing statutory rights. In trying to achieve the greatest good for the largest number of people, it is understandable that disability cause lawyers have tended to focus their efforts on cases outside the employment realm, where they stand the greatest chance of success at the district court level and can avoid federal court skittishness at aggregating plaintiff interests within the employment relationship.\textsuperscript{126} Disability cause lawyers primarily exist in a post-"Hollow Hope"\textsuperscript{127} world, where there is healthy skepticism about using the Supreme Court as a tool to change the lived experiences of a targeted group. These movement lawyers also have been savvy enough to engage a legal mobilization framework,\textsuperscript{128} where litigation functions as a bargaining chip in negotiations, rather than as an end to be achieved. By directly controlling settlement terms, these advocates have avoided relying on the judiciary for enforcement that courts are institutionally ill-equipped and indisposed to handle. This situation is compounded by disability cause lawyers’ being in the unique civil rights position of needing to enforce an existing statute rather than the more historical one of needing the Court to break down existing barriers using constitutional means. This vision of the disability rights movement — to enforce existing nonemployment rights through district court litigation by settling most cases along the way — is an omission from \textit{Law and Contradictions’s} exceptionally thoughtful account of the interaction between the disability rights movement and the legal landscape. Neglecting the cause lawyers also elides the harder question of how the Court’s ADA jurisprudence might have evolved in response to the type of unified disability rights movement for which Bagenstos wisely advocates.

\textsuperscript{124} 473 U.S. 432 (1985).
\textsuperscript{125} Id. at 441–42.
\textsuperscript{126} See \textit{Waterstone}, supra note 11 (noting greater litigation successes in Title II and Title III cases); see also \textit{Stein & Waterstone}, supra note 73, at 903–04 (discussing failures of Title I cases but successes in Title II and Title III in pursing collective remedies).
\textsuperscript{127} See GERALD N. ROSENBERG, \textit{The Hollow Hope} (1st ed. 1991).
\textsuperscript{128} For a general discussion of legal mobilization, see MICHAEL W. MCCANN, \textit{Rights at Work} (1994).
Amicus briefs and the kind of defensive maneuvering used in *Hason*129 are at the margins. Real control over a case resides in the lawyers who decide to bring it in the first place and who ultimately control whether and how the case will proceed. Disability rights cause lawyers have largely been absent from these key decisions. This absence has had important consequences for both the cases that have been brought and the manner in which they have been portrayed.

Consider, for example, the nature of the claimant's disability. One aspect of Supreme Court ADA litigation that has undercut the goals of the disability rights movement — and differentiated it from prior cause-oriented movements and their attorneys130 — is the unsympathetic nature of the clients and fact patterns that appeared before the Court.131 Given the lack of involvement by disability rights cause lawyers in Court cases — beginning with the district court trials — it is perhaps unsurprising that many of these cases did not involve individuals and circumstances that advocates would have hoped for in the first round of ADA litigation.132

This was especially salient in the employment cases in which the plaintiffs' alleged disabilities combined with their allegations of discrimination created discomfort for judges and provided ready fodder for lampoon and scorn in the popular media.133 For example, *Sutton*
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v. United Air Lines, Inc. involved twin plaintiffs with severe myopia who sought accommodations as airline pilots. This situation created problems from the outset. In addition to the general question of weighing disability rights against public safety, the question of whether everyone with corrective lenses should benefit from civil rights protection initiated fears that litigation floodgates would open and drown federal dockets. Similarly, Toyota Motor Manufacturing v. Williams and Murphy v. United Parcel Service, Inc. involved claims by individuals with what some might consider marginal disabilities (carpal tunnel syndrome and high blood pressure, respectively), which fed into fears that the ADA could become a runaway statute if not vigorously policed. At a very early stage, these concerns placed the definition of disability at the center of attention, and the resulting narrowing interpretations — although drawn from outlier fact patterns — set the stage for the next decade of ADA litigation.

The absence of Supreme Court cases brought by disability cause lawyers has created an odd vacuum. Although a full appraisal of the ADA requires in-depth examination of more than Supreme Court decisions, these cases cast a long shadow in terms of doctrinal impact, influence on public opinion, and symbolism. For better or worse, Su-

134 527 U.S. 471.
135 Id. at 475.
136 See, e.g., Walter Olson, Disabling America, NAT’L REV., May 5, 1997, at 40 (noting that ADA lawsuits are on a collision course with public safety).
137 At the oral argument in Sutton, Justice Scalia waved his glasses in the air, noting that under the plaintiffs’ preferred definition of the statute, seven out of nine Supreme Court Justices could count as protected class members, as could a majority of Americans. See Walter Olson, Under the ADA, We May All Be Disabled, WALL ST. J., May 17, 1999, at A27. The issue of eyeglasses and disability was resolved by a specific provision in the ADA Amendments Act expressly excluding eyeglasses and eye condition.
140 See generally Ruth E. Sternglantz, Raining on the Parade of Horribles: Of Slippery Slopes, Faux Slopes, and Justice Scalia’s Dissent in Lawrence v. Texas, 153 U. PA. L. REV. 1097, 1100 (2005) (describing and critiquing the “slippery slope” argument in which judges “highlight[] the dire effects of proximately potential future decisions that are likely to result from the present case”).
141 See, e.g., Robert L. Burgdorf Jr., “Substantially Limited” Protection from Disability Discrimination: The Special Treatment Model and Misconstructions of the Definition of Disability, 42 VILL. L. REV. 405, 539 (1997) (“The restrictions on the term ‘disability,’ imposed in the name of preserving the protection of the statute for ‘the truly disabled,’ have caught many plaintiffs with serious, highly disabling conditions in their webs.”).
142 For treatments of the civil rights movement expressed through the lens of important Supreme Court cases, see, for example, GILLES & GOLUBOFF, supra note 45; JOHN R. HOWARD, THE SHIFTING WIND: THE SUPREME COURT AND CIVIL RIGHTS FROM RECONSTRUCTION TO BROWN (1999); MICHAEL J. KLARMAN, BROWN V. BOARD OF EDUCATION AND THE CIVIL RIGHTS MOVEMENT (2007); MICHAEL J. KLARMAN, FROM JIM CROW TO CIVIL RIGHTS (2004); and TUSHNET, supra note 41.
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Supreme Court cases also drive academic discussion. There is a tendency in academic circles to "romance the Court"143 and to describe law and social movements through the prism of Supreme Court adjudication. This situation has played out in the context of the ADA, where much ink has been spilled over the Court's definition-of-disability decisions.144 The thrust of the ADA Amendments Act of 2008 was to "correct" these decisions.145 To his credit, Bagenstos takes a broader approach and derives the themes and tensions of disability rights thought from a broad range of sources and scholarship (pp. 12-33). But many of the important conflicts identified by Law and Contradictions as inherent to the disability rights movement have been exacerbated by the lack of a unifying agenda provided by cause lawyers at the Supreme Court. Put another way, the hodgepodge of advocacy advanced by non-cause lawyers on behalf of their individual clients seeking individual remedies has highlighted prior tensions and contradictions.

Before the disability rights movement centered around the ADA, Supreme Court litigation was a focal point to articulate key values of other civil rights movements. In the desegregation campaign, cause lawyers intentionally maneuvered the claim of "separate but equal" as inherently unequal before the Court. Women's cause lawyers developed protection for sexual and reproductive freedom through constitutional privacy protection by arguing landmark cases such as Griswold v. Connecticut146 and Roe v. Wade.147 In the gay rights movement, although advocates have resisted the temptation to put the issue of marriage equality before the United States Supreme Court (while doing so in numerous state supreme courts),148 there has been confluence and coordination on the right to privacy and liberty in sexual relations resulting in its decriminalization by the Court in Lawrence.149 The con-

143 See Gerald N. Rosenberg, Romancing the Court, 89 B.U. L. REV. 563, 564 (2009) ("If scholars want to understand the capacity of the Justices to influence democratic deliberation, they need to focus on that deliberation and on social movements, not on the Court. Focusing only on the Court will inevitably overstate its role. . . . [W]hy, in the face of decades of social science research, do legal academics continue their endless quest to find judicial influence, to romance the Court?")

144 See, e.g., Burgdorf, supra note 141; Chai R. Feldblum, Definition of Disability Under Federal Anti-Discrimination Law: What Happened? Why? And What Can We Do About It?, 31 BERKELEY J. EMP. & LAB. L. 91 (2000); Arlene B. Mayerson, Restoring Regard for the "Regarded As" Prong: Giving Effect to Congressional Intent, 42 VILL. L. REV. 587 (1997); Soifer, Disabling the ADA, supra note 56; Soifer, The Disability Term, supra note 56.


146 381 U.S. 479 (1965).

147 410 U.S. 113 (1973).


149 See Rubenstein, supra note 18, at 1639-40.
clusion is subtle: Contemporary cause lawyers need not control their respective movements as they did in previous waves of civil rights litigation. However, their involvement in bringing and litigating cases up to the Supreme Court has been a unifying force for prior movements in identifying core values, and such a contribution remains a necessary and missing ingredient for disability rights advocacy. Indeed, this harmonizing dynamic is exactly what Bagenstos identifies as the missing feature necessary for the future success of the American disability rights movement.

To be sure, even without the direct involvement of cause lawyers, a minority of the Supreme Court’s ADA cases have raised key movement values. *Chevron U.S.A. Inc. v. Echazabal*,150 for example, should appropriately be viewed as the struggle of the disability rights community to be free from paternalistic views of what is deemed best for their welfare.151 Similarly, the right to live in the community instead of in an institution, at issue in *Olmstead v. L.C.*,152 is a fundamental and longstanding principle of the disability movement153 about which the movement’s cause lawyers sought Court hearings.154 But other cases are notable for the extent to which they only peripherally address important movement values. For example, both the underlying claims in *Spector v. Norwegian Cruise Line Ltd.*155 (lack of physical access on cruise ships and disability-related surcharges156) and the legal issue before the Supreme Court (extraterritorial reach of the ADA) are oblique to the lived experiences and concerns of most Americans with disabilities. Three of the more prominent Supreme Court ADA cases —

151 This argument is raised and analogized to the parallel struggle of women to be free of paternalistic assumptions as expressed in *Johnson Controls*. See Anita Silvers et al., *Disability and Employment Discrimination at the Rehnquist Court*, 75 Miss. L.J. 945 (2006). What is deeply ironic and disturbing in *Echazabal* is the insistence by the Court that the clearly paternalistic ruling is not the type of paternalism the ADA seeks to combat. See *Echazabal*, 536 U.S. at 85–86, 85 n. 5.
156 Among other claims, plaintiffs alleged that because only four cabins in each ship were ADA accessible, potential passengers with disabilities were not allowed to participate in advance purchase discount programs and were thereby assessed surcharges. Complaint, *Spector v. Norwegian Cruise Line Ltd.*, No. H-00-2649 (S.D. Tex. Aug. 1, 2000).
Board of Trustees of the University of Alabama v. Garrett, 531 U.S. 356 (2001), Tennessee v. Lane, 541 U.S. 509 (2004), and United States v. Georgia, 546 U.S. 151 (2006) — had at their core legal issues that were part of a larger federalism project undertaken by the Rehnquist Court. These cases clearly involved important disability rights issues: the right to be treated equally by the state in publicly run programs, services, and activities. The advocates who argued these cases, particularly at the courts of appeals and the Supreme Court, were talented and had significant civil rights experience. They were aware that larger disability rights issues existed in these cases, and they made use of these issues in their arguments. But that is a different project than having cause lawyers engineer cases from the ground up to establish and extend the scope of ADA coverage.

Further, when Law and Contradictions highlights conflicts within positions held by various members of the disability rights movement that are reflected in the menagerie of Supreme Court ADA cases, it does so with the benefit of hindsight. For although Bagenstos adroitly aligns precepts within the Court’s decisions with disability rights movement tensions — and wisely counsels for reconciliation of those disagreements — without cause lawyers and in the absence of different strands of disability rights presented before the Court, the occasional presence of core precepts must be viewed as serendipitous, rather than as reflecting an active choice from among conflicting values. This is not to say that opposing themes would not exist without being fully vetted by cause lawyers at the Supreme Court. Bagenstos demonstrates to the contrary in Law and Contradictions and has himself orchestrated and argued two core cases: Lane, which raised the issue of courthouse access by two wheelchair users, and Echazabal, which challenged a paternalistic exclusion from work of an individual with a liver condition. But one is left to wonder how different the Rehnquist Court’s ADA jurisprudence would have been had cause lawyers led a unified movement in bringing cases before the Supreme Court.

161 Among these advocates were Professors Bagenstos, Pamela Karlan, and Michael Gottesman.
162 See generally Michael H. Gottesman, Disability, Federalism, and a Court with an Eccentric Mission, 62 OHIO ST. L.J. 31 (2001); Brief for the Private Respondents at 7, Lane, 541 U.S. 509 (No. 02-1667), 2003 WL 22428029 at *7 (“Title II operate[s] broadly to protect individuals with disabilities against being effectively shut out of opportunities to have access to and influence on their state governments.”).
163 Lane, 541 U.S. at 513.
Such an effort would have required exactly the type of reconciliation and strategic thinking shrewdly advocated by *Law and Contradictions*.

V. LOOKING AHEAD

We have demonstrated how the nontraditional role of cause lawyers, while effective in helping enforce the nonemployment provisions of the ADA, has created space for the tensions identified in *Law and Contradictions* to flourish. Although our project of examining and critiquing disability cause lawyers is ongoing, the interaction of cause lawyers' efforts to date with Bagenstos's thesis provides some initial insights into what cause lawyers might consider when moving forward.

Happily, we may be on the threshold of an exciting time in disability cause lawyering, and Bagenstos may be in a position to help usher in this new era. With the Obama Administration, we now have a President and an Attorney General who view civil rights as a top priority. As part of this agenda, the President has appointed a number of well-informed activists to high-level Justice Department positions, including Bagenstos. Many of the Administration's appointees to key federal enforcement positions have a track record of disability advocacy and are on (at least the academic) record as arguing for more vigorous enforcement. Building on the successes cause lawyers have had in enforcing the nonemployment provisions of the ADA, the Equal Employment Opportunity Commission (EEOC) and Justice Department are already showing more leadership on these issues.

In addition to partnering with public enforcement officials, cause lawyers should reclaim parts of Title I of the ADA by exerting more control over litigation and its messaging. We believe that disability cause lawyers, by building on their initial successes, can reinvigorate the ADA's antidiscrimination agenda, which is at least as important as moving toward universalist extrastatutory measures. Given the ADA's reliance on private enforcement, it is extremely unlikely that cause

165 Charlie Savage, *Justice Department To Recharge Civil Rights Enforcement*, N.Y. TIMES, Aug. 31, 2009, at A1 (quoting Attorney General Holder's statement that the civil rights division will be "getting back to doing what it has traditionally done").

166 Bagenstos is one of these officials. See Samuel Bagenstos, *Mandatory Pro Bono and the Enforcement of Civil Rights*, 101 NW. U. L. REV. 1459, 1460-62 (2007) (noting shortcomings of the private attorney general model of enforcing civil rights). Chai Feldblum, one of the architects of the ADA, has been nominated as an EEOC Commissioner. Feldblum has been a consistent advocate of meaningful enforcement of that statute. See, e.g., Feldblum, supra note 144.

167 The EEOC recently announced that it had settled a class action case against Sears, Roebuck and Co. for $6.2 million. This is the EEOC's largest ADA settlement to date. See Press Release, U.S. Equal Employment Opportunity Comm'n, Sears, Roebuck To Pay $6.2 Million for Disability Bias (Sept. 29, 2009), available at http://archive.eeoc.gov/press/9-29-09.html.
lawyers can control the Court’s docket. No group in any movement can. 168

Moreover, the type of control over litigation strategy exerted by cause lawyers in other movements has its own problems and is controversial. Contrary to the image often portrayed in early accounts of the years leading up to Brown v. Board of Education, there was substantial dissent within the black community as to what the objectives of any campaign to overthrow American apartheid ought to be and how best to achieve them. 169 There were also blacks who benefited from certain aspects of segregation or who opposed racial mixing. By exerting control (sometimes brutally) over the cases that would be brought to challenge “separate but equal,” over the arguments advanced in those cases, and over how the overall struggle was presented to and understood by both the black community and the public at large, Charles Hamilton Houston, Thurgood Marshall, and the other lawyers affiliated with the NAACP were able to manage these internal tensions (albeit often with great difficulty) to present a coherent litigation strategy in the period leading up to and for many years after Brown. 170 Although many scholars now legitimately question some of the implications of allowing one group to so dominate the debate over racial equality, few argue that the black equality movement would have been better off without the work of this dedicated band of cause lawyers 171 or that the overarching litigation mission was not successful. 172 These black cause lawyers were able successfully to establish a coherent step-by-step litigation strategy that papered over and ultimately transcended these differences by persuading the overwhelming majority of blacks — and a large enough number of whites — to support their basic antidiscrimination and integrationist agenda. 173

168 See, e.g., Perry v. Schwarzenegger, 591 F.3d 1147 (9th Cir. 2010) (challenging the constitutionality of California’s Proposition 8). This case has garnered attention for its high-profile legal team of Theodore Olson and David Boies, two politically opposed lawyers who joined forces in support of gay marriage expressly for the purpose of placing the issue before the United States Supreme Court. See Jesse McKinley, Bush v. Gore Foes Join To Fight Gay Marriage Ban, N.Y. TIMES, May 18, 2009, at A1. Neither of these lawyers has a history with the gay rights movement that would suggest they are viewed as cause lawyers for that group’s civil rights.

169 See Mark V. Tushnet, Brown v Board of Education (1995); see also Mack, supra note 97.

170 See generally Tushnet, supra note 41.

171 For a selection of scholarship critical of the NAACP, see Derrick A. Bell, Silent Covenants: Brown v. Board of Education and the Unfulfilled Hopes for Racial Reform (2004); Goluboff, supra note 97; and Brown-Nagin, supra note 97. Of these three critics, Professor Bell is arguably the only one to claim that black Americans would have been better off without Brown. See Derrick A. Bell, Dissenting, in What Brown v. Board of Education Should Have Said 185 (Jack M. Balkin ed., 2001).

172 See Carol Anderson, Eyes Off the Prize (2003).

173 See Juan Williams, Eyes on the Prize (1987).
As we discussed above, given political realities, the decisions of cause lawyers not to focus on a Supreme Court litigation strategy are defensible, and their success should be applauded. But there are still areas of the statute where the right case or cases brought with an eye toward the Supreme Court could be useful. Even if the Supreme Court would not readily do much to help the disability movement, it can continue to harm it doctrinally as well as contribute to an increasingly negative popular vision of disability rights. We suggest that disability cause lawyers have a role in reinvigorating the ADA’s antidiscrimination potential — specifically, by reframing the existing and atomistic vision of what comprises reasonable accommodation, and focusing on employment failure-to-hire cases. This agenda might ultimately involve engaging the Court and nudging it slowly toward a different vision of disability rights under the ADA.\(^{174}\)

As discussed above, most “harmful” ADA precedents — and those to which Bagenstos has devoted most discussion in *Law and Contradictions* — center on the ADA’s employment provisions.\(^{175}\) Understanding the central role that reasonable workplace accommodations play in fostering independence, social integration, and agency, disability cause lawyers might have sculpted a reasonable accommodation case into one with systemic impact for the entire movement. In *Law and Contradictions*, Bagenstos offers a deeply nuanced view of the theoretical underpinnings and normative defensiveness of the concept of reasonable accommodation (pp. 10–12). But cause lawyers are faced with a more immediate and tangible issue: what does “reasonable accommodation” mean under the terms of the statute? The terrain here is relatively open: despite efforts made during the ADA’s passage,\(^{176}\) Title I of the ADA itself contains no precise definition of “reasonable accommodation,” but instead gives general principles and illustrative examples.\(^{177}\) The one Supreme Court case touching on this issue in the employment context, *US Airways, Inc. v. Barnett*,\(^ {178}\) had

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\(^{174}\) On whether the Supreme Court’s ADA docket was “inevitable,” see Michael Selmi, *Interpreting the Americans with Disabilities Act: Why the Supreme Court Rewrote the Statute, and Why Congress Did Not Care*, 76 GEO. WASH. L. REV. 522, 575 (2008).

\(^{175}\) Bagenstos is not alone here in focusing on Title I. It has driven the ADA academic discussion. See Waterstone, supra note 11, at 1811–12.

\(^{176}\) See BLANCK ET AL., supra note 119, at 66–63 (discussing objections to the ADA, including problems with the “open-ended nature of the ADA’s central terms,” id. at 62).

\(^{177}\) The statutory definition is: “The term ‘reasonable accommodation’ may include — (A) making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and (B) job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.” 42 U.S.C. § 12111(9) (2006 & Supp. II 2008).

several disadvantages from the outset. It dealt with a request for a variance from an established seniority policy — a tough hurdle for the Court to overcome — and had a plaintiff with a back injury, no doubt viewed by many as a common injury and at most a marginal disability.\textsuperscript{179}

Several cases raising this issue (not brought by cause lawyers) were denied certiorari. In \textit{McAlindin v. County of San Diego},\textsuperscript{180} the plaintiff, an individual with anxiety disorders (including panic disorder and somatoform disorders), requested the reasonable accommodation of a job transfer. He asserted he would benefit from and was entitled to this transfer,\textsuperscript{181} and indeed similarly situated employees without disabilities had been given transfers of this nature.\textsuperscript{182} The defendant declined. Similarly, in \textit{Sheren v. Dayton Hudson Corp.},\textsuperscript{183} the plaintiff, a sales associate hired in a furniture department, had a degenerative eye condition that led to declining vision. She requested that, as a reasonable accommodation, her employer install a stationary high-powered magnifying machine that would allow her to continue her work. While conceding that the plaintiff's performance had been at least average, the defendant declined to make the accommodation.

Given the idiosyncratic nature of ADA jurisprudence, leadership by cause lawyers on this issue might still be possible. Almost two decades after the passage of the ADA, most of its jurisprudence (certainly in the employment area) has been dominated by cases interpreting its definition of disability. Apart from \textit{Barnett}, there are no employment cases defining the contours of reasonable accommodation despite the lack of clear statutory guidance. With the ADA Amendments Act of 2008, Congress has sent a clear signal to the courts that it is time to move past this narrow issue.\textsuperscript{184} The moment is ripe for disability cause lawyers to identify a plaintiff with an unquestionable disability (say a blind individual) who sought a fairly uncontroversial accommodation (say, a screen magnifier) whose cost would not satisfy the criteria for an undue hardship defense under the ADA. Placing this type of plaintiff before the Court would force the Court to define the scope


\textsuperscript{180} No. 98-3166, 1999 WL 98046 (7th Cir. Feb. 18, 1999).

\textsuperscript{181} Id. at 1236–38.

\textsuperscript{182} Id. at 1230–31.

\textsuperscript{183} 192 F.3d 1226 (9th Cir. 1999).

\textsuperscript{184} See ADA Amendments Act of 2008, Pub. L. No. 110-325, § 2(b), 122 Stat. 3553, 3553 ("The purposes of this Act are ... to convey congressional intent that ... the primary object of attention in cases brought under the ADA should be whether entities covered under the ADA have complied with their obligations, and to convey that the question of whether an individual's impairment is a disability under the ADA should not demand extensive analysis.").
and content of a reasonable accommodation.\textsuperscript{185} Such jurisprudence would also have great reach, as international law has increasingly adopted the reasonable accommodation mandate, but has yet to interpret it.\textsuperscript{186}

Another project might involve failure-to-hire cases—the hardest employment cases to bring and to prosecute, in large part because bias and discrimination at the hiring stage are more difficult to establish.\textsuperscript{187} Employment testing can be useful here, as it has been in other areas, to ferret out difficult-to-detect discrimination.\textsuperscript{188} But because the damages in failure-to-hire cases are lower, and because testing is expensive, private lawyers have not typically utilized testing. Bagenstos suggests that public enforcement officials should do so (p. 135). This change would be a welcome development, and one for which one of the authors here has previously advocated.\textsuperscript{189}

But using testing in failure-to-hire cases should not be so easily left to public officials. As detailed herein, disability cause lawyers have shown themselves to be resourceful and tenacious in enforcing the nonemployment provisions of the ADA. If they were to dedicate some of their efforts to bringing testing cases, it could yield benefits in changing the tone of ADA employment litigation, which has been dominated by individualized requests for reasonable accommodation and thoroughly sidetracked by definitional issues. Although these cases might not contain legal issues that would warrant Supreme Court attention, they could publicly document what knowledgeable observers suspect is sadly prevalent: driven by bias and stigma, employers—either consciously or unconsciously—are less likely to hire workers

\textsuperscript{185} For an exhaustive account, see Michael Ashley Stein, \textit{The Law and Economics of Disability Accommodations}, 53 DUKE L.J. 79 (2003).


\textsuperscript{187} This is true across civil rights statutes, but is even more amplified under the ADA. See Steven L. Willborn, \textit{The Nonevolution of Enforcement Under the ADA: Discharge Cases and the Hiring Problem, in EMPLOYMENT, DISABILITY, AND THE AMERICANS WITH DISABILITIES ACT} 103, 103–04 (Peter David Blanck ed., 2000) ("[O]ver the short life of the ADA, the ratio of discharge to hiring cases has been about 10 to 1, a ratio that is substantially higher than for Title VII cases . . . .").


\textsuperscript{189} See Waterstone, supra note 21, at 471–74.
with disabilities. Disability cause lawyer leadership on this issue could offer an example to similar struggles of other minority groups, who continue to be subject to stigma and bias at the hiring stage. It could also offer a very powerful display of a type of discrimination some forces believe no longer exists.

These are steps cause lawyers can and should take to work within the antidiscrimination framework the ADA sets forth. In doing so, it is our hope that cause lawyers can reclaim the capacity of law to create social change, a goal that we share with Bagenstos. While we also find ourselves agreeing with many of the extrastatutory reforms Bagenstos proposes, including public health insurance, we are wary of the disability community placing too many eggs in the universalist basket. As evidenced by the problems many people with disabilities face under the current iteration of "general" social programs, it is unlikely that any project, like health care programs, would be tailored to completely address the unique needs of people with disabilities. As Bagenstos acknowledges, there is much still to be gained through a reinvigorated enforcement and even expansion of existing antidiscrimination principles embodied in the ADA.

190 The 2004 National Organization on Disability/Harris Survey of Americans with Disabilities found, as in previous years, that the most prevalent form of discrimination against people with disabilities in employment is not being offered a job for which one is qualified. The second most common is being refused a job interview on the basis of disability. See Nat'l Org. on Disability, 2004 N.O.D./Harris Survey of Americans with Disabilities 7 (2004). This statistic is not limited to service sector jobs: the State Bar of California's Committee on Legal Professionals with Disabilities reported that nearly half of the respondents it surveyed believed that they were denied employment opportunities because of their disabilities. Am. Bar Ass'n Comm'n on Mental & Physical Disability Law, The National Conference on the Employment of Lawyers with Disabilities 10-11 (2006), available at http://www.abanet.org/disability/docs/conf_report_final.pdf.

191 See Marianne Bertrand & Sendhil Mullainathan, Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination, 94 Am. Econ. Rev. 991 (2004), available at http://www.nber.org/papers/w9873 (finding that simply having an African American-sounding name significantly decreased one's opportunity to receive a job interview, regardless of occupation or industry).

192 See Christopher W. Schmidt, "Freedom Comes Only from the Law": The Debate over Law's Capacity and the Making of Brown v. Board of Education, 2008 Utah L. Rev. 1493 (arguing that legal reform helped make possible the change in prejudicial attitudes and customs during the civil rights era). On the need for a contextualized strategy to create social change, utilizing both legal and extralegal measures, see Orly Lobel, The Paradox of Extralegal Activism, 120 Harv. L. Rev. 937, 987 (2007).

VI. CONCLUSION

Law and Contradictions is a deeply thoughtful contribution to disability law and policy jurisprudence, as befits the work of one of its leading scholars. The diagnoses and prescriptions offered by Bagenstos, untethered to any disability rights party line or trope, are insightful and convincing. This Review, while agreeing with most of the assertions in Law and Contradictions, also engages an area almost wholly absent from the book as well as the general literature: the role of disability cause lawyers. These lawyers exist, and their unacknowledged efforts may provide an opportunity for these advocates, the disability rights movement, and the wider civil rights and cause lawyering communities to contribute to one another.