

American Civil Liberties Union of Pennsylvania

RESOLUTION

Reggie Shuford began his tenure as the Executive Director of the American Civil Liberties Union of Pennsylvania on September 6, 2011.

In the ensuing decade, Reggie's leadership has guided us through four years of a destructive federal government administration, a pandemic, the creation and initial implementation of a **strategic plan**, the doubling of our membership and staff, the development of numerous programmatic expansions and new strategic initiatives, and the growth of our annual budget from approximately **\$2 million** to more than **\$6 million**.



Under Reggie's direction, our legal department has filed **ten certiorari petitions** with the U.S. Supreme Court, including two actually decided there; has filed or participated in **hundreds of cases** at the Pennsylvania Supreme Court; succeeded in having Pennsylvania's **Voter ID** law overturned; thwarted the destructive and unconstitutional proposed "Marsy's Law" amendment to the Pennsylvania Constitution, and successfully challenged Pennsylvania's ban on same-sex marriage long before that became the law of the land, making Pennsylvania the **19th state** to recognize **marriage equality**.

Reggie increased our capacity to achieve our goals by restructuring our organization. He established the **Advocacy & Policy Department** and created a **trans rights program**. His leadership has deepened our decarceration and bail reform work, while shining a light in particular on the **criminalization of poverty**. Reggie fostered experiments in electoral work focusing on the issues involved while maintaining our non-partisan position on those running for office and strengthening our **voter protection** activities. He has also spent a good deal of his time on development, meeting personally with and notifying donors of our work so that they are aware of the many challenges we face and our responses to those challenges.

Reggie boosted our profile in Philadelphia by serving as the **Diversity Chair** of the Philadelphia Bar Association, serving on the death penalty study commission whose work was the basis of Governor Wolf's moratorium on executions in Pennsylvania, and working with allied civil rights, civil liberties, and social justice organizations. He is regularly recognized by leading publications and organizations for all of his work, which in turn reflects well on ACLU-PA. In addition, he has expanded our work with **community partners and coalitions**, leveraging what we do and engaging actively with those who are directly affected by the issues on which we focus.

The national ACLU has invested in our organization through its **Strategic Affiliate Initiative** and **Campaign for Smart Justice** programs, in large part because of Reggie's determination to make the ACLU of Pennsylvania an outstanding affiliate. And his peer affiliate EDs have recognized his abilities by choosing him to chair their council that provides feedback to National and support to one another.

But perhaps most importantly, Reggie has worked at changing the culture of our organization for the better. He has consciously – and highly successfully – **diversified the staff** with respect to race, ethnicity, age, sexual orientation and gender identity, and through hiring the formerly incarcerated to work on our criminal law reform issues. He actively participated in the creation, for the first time, of a **Language Access Policy**. With staff and Board alike, Reggie has led and participated in difficult but beneficial conversations about race, **authentic belonging, inclusion, diversity, and equity**.

THEREFORE, be it resolved, this 4th day of December, 2022, that the Board of Directors of the American Civil Liberties Union of Pennsylvania expresses our **deepest appreciation** for Reggie Shuford's dedication to our organization and for his work over more than a decade as our Executive Director. The Board wishes him the best of luck in his new position, as he returns "home" to North Carolina to attack the entrenched challenges of racism and poverty in that State.

**Approved and adopted by the Board of Directors
by acclamation, December 4, 2022**
