# EXHIBIT A



January 6, 2020

#### **VIA Electronic Delivery**

Deborah R. Snowden
Office of the Executive Secretariat
U.S. Department of Housing and Urban Development
451 7th Street, SW, Room 10139
Washington, DC 20410-3000

#### **Re: Freedom of Information Act Records Request**

Dear FOIA Officer,

Pursuant to the Freedom of Information Act ("FOIA"), 5 U.S.C. § 552 *et seq.*, and the Department of Urban Development ("HUD") FOIA Regulations at 24 C.F.R. Part 15, Democracy Forward Foundation makes the following request for records.

## **Background**

In recent months, the White House has signaled a new interest in homelessness, particularly in liberal West Coast cities. The Trump Administration has indicated a desire to embrace law enforcement as a solution toward addressing homelessness while seeking cuts to federal housing aid and shifting away from Housing First policies, which call for providing permanent housing to people before addressing other chronic concerns, such as substance abuse or mental health disorders. Housing First has been long favored by advocates and the USICH. Of particular focus to the White House are shelters that sequester homeless people away from downtown areas and into large, centralized facilities.<sup>1</sup>

In November 2019, then-Executive Director of the USICH and Obama Administration holdover Matthew Doherty was requested to step down from his position.<sup>2</sup> The following month, Robert Marbut was approved by the council to replace Mr. Doherty.

<sup>&</sup>lt;sup>1</sup> See Kriston Capps, *Trump's Plan to Criminalize Homelessness Is Taking Shape*, CityLab (Dec. 17, 2019), <a href="https://www.citylab.com/equity/2019/12/trump-policy-homeless-executive-order-city-services-shelters/603670/">https://www.citylab.com/equity/2019/12/trump-policy-homeless-executive-order-city-services-shelters/603670/</a> [hereinafter Capps I]; Kriston Capps, *The Consultant Leading the White House Push Against Homelessness*, CityLab (Dec. 12, 2019), <a href="https://www.citylab.com/equity/2019/12/trump-homeless-shelter-agency-robert-g-marbut-texas-housing/603280/">https://www.citylab.com/equity/2019/12/trump-homeless-shelter-agency-robert-g-marbut-texas-housing/603280/</a> [hereinafter Capps II].

<sup>&</sup>lt;sup>2</sup> Jeff Stein, *Trump Administration Ousts Top Homelessness Official as White House Prepares Broad Crackdown*, Wash. Post (Nov. 16, 2019), <a href="https://www.washingtonpost.com/business/2019/11/16/trump-administration-ousts-top-homelessness-official-white-house-prepares-broad-crackdown/">https://www.washingtonpost.com/business/2019/11/16/trump-administration-ousts-top-homelessness-official-white-house-prepares-broad-crackdown/</a>.

Mr. Marbut believes in "Housing Fourth," which runs contrary to Housing First and calls for providing homeless individuals housing only after they solve the behaviors that caused them to be homeless--failings that Mr. Marbut sees as personal, not systemic.³ He is also the founder and former CEO of Haven for Hope, a shelter complex in San Antonio, Texas. Billed as a "transformational campus," the shelter complex includes an exposed courtyard where residents struggling with substance abuse must sleep until they pass a required drug test to gain access to one of the complex's roofed facilities. The courtyard garnered a reputation as a place of despair as shelter residents reported hundreds of crimes every year, including assaults, rapes, and threats of terror.⁴ Mr. Marbut left Haven for Hope within a year and began working as a consultant, exporting the Haven for Hope model to other cities.⁵

Upon Mr. Marbut's appointment, 75 members of Congress signed a letter to President Trump calling Mr. Marbut "unqualified, unprepared, and disdainful of the mission of the critically important federal agency which he has been appointed to lead" and expressed dismay that the Administration "would pick someone whose professional work is based on practices that are cruel, punitive, ineffectual, and expensive to run the only federal agency tasked with ending homelessness." In addition, Ranking Member of the Senate Banking, Housing and Urban Affairs Committee, U.S. Senator Sherrod Brown, wrote to HUD seeking answers regarding Marbut's appointment.

#### **Records Requested**

In an effort to better understand, and explain to the public, Robert Marbut's appointment as Executive Director of the USICH, Democracy Forward requests that HUD produce the following within twenty (20) days:

- 1. All calendar entries and/or agendas, and attachments thereto, that include Robert Marbut as an invitee.
- 2. All correspondence, including attachments thereto, between HUD officials and Marbut Consulting.
- 3. All correspondence, including attachments thereto, sent to or from HUD and "MarbutR@aol.com."

<sup>&</sup>lt;sup>3</sup> See Capps II.

<sup>&</sup>lt;sup>4</sup> *Id*.

<sup>&</sup>lt;sup>5</sup> *Id*.

<sup>&</sup>lt;sup>6</sup> Letter from 75 Members of Congress to President Trump (Dec. 6, 2019), *available at* https://cdn.theatlantic.com/assets/media/files/congress\_letter\_to\_usich.pdf.

<sup>&</sup>lt;sup>7</sup> Letter from U.S. Senator Sherrod Brown to David C. Woll, Principal Deputy Assistant Sec'y for Cmty. Planning and Dev., HUD (Dec. 9, 2019), *available at* <a href="https://www.brown.senate.gov/newsroom/press/release/brown-demands-answers-on-administrations-policy-and-personnel-choices-related-to-homelessness">https://www.brown.senate.gov/newsroom/press/release/brown-demands-answers-on-administrations-policy-and-personnel-choices-related-to-homelessness</a>.

- 4. All correspondence, including attachments thereto, that include the following words or phrases: "Housing Fourth", "Velvet Hammer", "Haven for Hope." Please exclude from this search all news clips, newsletters, and other publicly available materials, unless the relevant records contain additional commentary or discussion from Mr. Marbut or other individuals included on the emails.
- 5. All correspondence, including attachments thereto, sent between HUD and: 1) John Pallasch, USICH Chair and Department of Labor Assistant Secretary for Employment and Training, and/or 2) Arne Owens, USICH Vice Chair and Department of Health and Human Services Deputy Assistant Secretary for Planning and Evaluation.

The date range for this request is January 1, 2019 until the date the search is performed. This request is limited to the Offices of the Secretary (including Secretary Ben Carson), Chief of Staff, Deputy Chiefs of Staff, Senior Advisors (including John Gibbs and John Ligon), White House Liaison, Community Planning and Development (CPD) (including David Woll), Fair Housing and Equal Opportunity (FHEO), Faith-based and Neighborhood Partnerships, Field Policy and Management, Housing, Policy Development and Research (PD&R), Public Affairs, Public and Indian Housing (PIH), Deputy Assistant Secretary for Intergovernmental Relations, and Assistant Secretary for Congressional and Intergovernmental Relations.

### **Scope of Search**

For responsive records, please search for records regardless of format, including paper records, electronic records, audiotapes, videotapes, photographs, data, and graphical materials. This request includes, without limitation, all correspondence, letters, emails, text messages, calendar entries, facsimiles, telephone messages, voice mail messages, and transcripts, notes, minutes, or audio or video recordings of any meetings, telephone conversations, or discussions. In searching for responsive records, however, please exclude publicly available materials such as news clips that mention otherwise responsive search terms.

FOIA requires agencies to disclose information, with only limited exceptions for information that would harm an interest protected by a specific exemption or where disclosure is prohibited by law. 5 U.S.C. § 552(a)(8)(A). In the event that any of the requested documents cannot be disclosed in their entirety, we request that you release any material that can be reasonably segregated. See id. § 552(b). Should any documents or portions of documents be withheld, we further request that you state with specificity the description of the document to be withheld and the legal and factual grounds for withholding any documents or portions thereof in an index, as required by Vaughn v. Rosen, 484 F.2d 820 (D.C. Cir. 1973). Should any document include both disclosable and non-disclosable material that cannot reasonably be segregated, we request that you describe what proportion of the information in a document is non-disclosable and how that information is dispersed throughout the document. Mead Data Cent., Inc. v. U.S. Dep't of Air Force, 566 F.2d 242, 261 (D.C. Cir. 1977).

If requested records are located in, or originated in, another agency, department, office, installation or bureau, please refer this request or any relevant portion of this request to the appropriate entity.

Please respond to this request in writing within 20 working days as required under 5 U.S.C. § 552(a)(6)(A)(i). If all of the requested documents are not available within that time period, we request that you provide us with all requested documents or portions of documents that are available within that time period. If all relevant records are not produced within that time period, we are entitled to a waiver of fees for searching and duplicating records under 5 U.S.C. § 552(a)(4)(A)(viii)(I).

#### **Fee Waiver Request**

Pursuant to 5 U.S.C. § 552(a)(4)(A)(iii) and 24 C.F.R. Part 15, Democracy Forward Foundation requests a waiver of all fees associated with processing records for this request. FOIA requires documents to be furnished to requesters at no fee or reduced fees when "if disclosure of the information is in the public interest because it is likely to contribute significantly to public understanding of the operations or activities of the government and is not primarily in the commercial interest of the requester." 5 U.S.C. § 552(a)(4)(A); see also 24 C.F.R. § 15.106(k)(1).

The disclosure of records sought by this Request is likely to contribute significantly to the public understanding of the operations or activities of the government.

As described above, Robert Marbut's appointment is an issue of significant and ongoing public attention, and the records requested will contribute to the public's understanding of the operation and activities of the government. In particular, these records seek to address outstanding questions surrounding Mr. Marbut's appointment and will shed light on the Administration's policies and priorities surrounding homelessness.

Democracy Forward Foundation is able to, and regularly does, disseminate Records obtained through FOIA requests to a broad audience of persons interested in the subject matter.

In determining whether a fee waiver is appropriate, courts consider whether a requester has a "demonstrated . . . ability to disseminate the requested information," *Cause of Action v. F.T.C.*, 799 F.3d 1108, 1116-17 (D.C. Cir. 2015), and whether the requester regularly disseminates records obtained through FOIA to "a reasonably broad audience of persons interested in the subject" of its work. *Carney v. U.S. Dep't of Justice*, 19 F.3d 807, 814-15 (2d Cir. 1994). FOIA does not require a requester to describe exactly how it intends to disseminate the information requested, as that would require "pointless specificity"; all that is necessary is for a requester to adequately demonstrate its "ability to publicize disclosed information." *Judicial Watch, Inc. v. Rossotti*, 326 F.3d 1309, 1314 (D.C. Cir. 2003). In evaluating a fee waiver request, courts consider how a requester actually communicates information collected through FOIA to the public, including press releases or a website where documents received are made available, see id., or whether the requester has a history of "contacts with any major news[] companies" that

suggest an ability to disseminate materials of interest through the press. *Larson v. C.I.A.*, 843 F.2d 1481, 1483 (D.C. Cir. 1988) (upholding a denial of a fee waiver to a requester who had failed to identify his relationships with newspaper companies that could disseminate documents).

DFF has a demonstrated ability to disseminate information of public interest requested through FOIA, and intends to publicize records DFF receives that contribute significantly to the public's understanding of Mr. Marbut's appointment and the Administration's priorities concerning homelessness.

DFF operates a dedicated communications staff with deep relations with a wide variety of national publications. When DFF obtains materials through FOIA requests that are of significant public interest, DFF's communications staff regularly works to ensure that these materials and their contents are featured in press articles educating the public about the operation of government; many articles feature additional commentary and analysis from DFF staff about those materials and their relevance to policy issues of public interest.<sup>8</sup>

https://news.yahoo.com/why-did-rightwing-troll-charles-c-johnson-want-to-meet-with-commerce-secretary-wilbur-ross-090000636.html; Derek Kravitz and Jack Gillum, "Happy to Do It": Emails Show Current FAA Chief Coordinated With Ex-Lobbyist Colleagues on Policy, ProPublica (Mar. 27, 2019),

https://www.propublica.org/article/dan-elwell-current-faa-chief-coordinated-with-ex-lobbyist-colleagues-on-policy; Hamid Aleaziz, *Emails Show US Border Officials Didn't Receive "Zero Tolerance" Guidance Until After the Policy Was Enacted*, Buzzfeed News (Feb. 28, 2019),

https://www.buzzfeednews.com/article/hamedaleaziz/zero-tolerance-policy-guidance-dhs-family-separation; Jonathan Cohn and Jeffrey Young, *Emails Show Trump Administration Was Told Obamacare Ad Cuts Could Hurt Enrollment*, Huffpost (Dec. 17, 2018),

https://www.huffingtonpost.com/entry/trump-verma-obamacare-advertising-cut\_us\_5c115061e4b084b082ff8dba; Madison Pauly, When the Biggest Prison Company Complained About a California Sanctuary Law, ICE Listened, Mother Jones (Dec. 7, 2018),

https://www.motherjones.com/politics/2018/12/geo-memo-private-prison-california-immigration/; Eliza Rellman, 'Just answer the question and kill this story': In internal emails, Heather Nauert criticized Rex Tillerson's refusal to deny reports that he called Trump a 'moron,' Business Insider (Nov. 2, 2018),

https://www.businessinsider.com/heather-nauert-rex-tillerson-trump-moron-2018-11; Rebecca Klein, Lawsuit Accuses Betsy DeVos And Her Deputies Of Being Motivated By Sexism, HuffPost (Oct. 31, 2018),

https://m.huffpost.com/us/entry/us\_5bd9ff6ee4b01abe6a1ad4a9; Nick Penzenstadler, *A year after Vegas shooting, ATF emails reveal blame, alarm over bump stocks*, USA Today (Oct. 1, 2018),

https://www.usatoday.com/story/news/2018/10/01/year-after-vegas-shooting-atf-emails-reveal-blame-alarm-over-bump-stocks/1432137002/; Jessica Kwong, *Ivanka Trump was more than complicit in Obama equal pay rollback-she had a hand in it, watchdog alleges*, Newsweek (Aug. 29, 2018),

https://www.newsweek.com/ivanka-trump-equal-pay-complicit-obama-1093833; Vera Bergengruen, New Emails Show What Happens When The Pentagon Has To Scramble To Catch Up To Trump, Buzzfeed News (July 25, 2018),

https://www.buzzfeednews.com/article/verabergengruen/these-emails-show-what-happens-when-the-white-house-kees: Erin Dooley, Exclusive: Former for-profit college executive shaped Education Department policy that could benefit former employers: Documents, ABC News (May 15, 2017),

https://abcnews.go.com/US/exclusive-profit-college-executive-shaped-education-department-policy/story?id=55108 981; Heidi Przybyla, *Notes, emails reveal Trump appointees' war to end HHS teen pregnancy program*, NBC News (Mar. 20, 2018),

https://www.nbcnews.com/politics/politics-news/notes-emails-reveal-trump-appointees-war-end-hhs-teen-pregnancy-n857686; Dominic Holden, *Documents Show The Trump Administration Approved Bump Stocks Before It Opposed Them*, Buzzfeed News (Mar. 22, 2018),

<sup>&</sup>lt;sup>8</sup> See, e.g., Alexander Nazaryan, Why did right-wing troll Charles C. Johnson meet with Commerce Secretary Wilbur Ross?, Yahoo News (May 14, 2019),

Additionally, DFF regularly sends press releases and other materials to over 6,000 members of the press and the over 7,000 members on our organization's email list, discussing ongoing legal developments related to executive branch policymaking. These materials often include descriptions and analysis of information obtained by DFF through its FOIA requests. In addition, DFF operates a verified Twitter account with over 6,000 followers, and frequently uses the account to circulate significant documents received through FOIA requests.

DFF's website also houses a great deal of information obtained through its FOIA requests, accessible to the public at no cost. DFF's website logged over 187,000 pageviews in 2018 alone.

https://www.buzzfeednews.com/article/dominicholden/trump-administration-bump-stocks; Bernard Condon, *Trump Advisor Denies He Cheered End of Tunnel Funding Deal*, Associated Press (Feb. 13, 2018), *available at* <a href="https://www.usnews.com/news/business/articles/2018-02-13/trump-adviser-denies-he-cheered-end-of-tunnel-funding-deal">https://www.usnews.com/news/business/articles/2018-02-13/trump-adviser-denies-he-cheered-end-of-tunnel-funding-deal</a>; Celeste Katz, *Interior Department tapped wildfire preparedness funds for Ryan Zinke helicopter tour*, Newsweek (Dec. 29, 2017),

https://www.newsweek.com/ryan-zinke-interior-department-helicopters-wildfires-757857

BREAKING: New Evidence Reinforces Claim Trump's Title IX Policy Was Based on Sexist Stereotypes, Rendering it Unconstitutional (Nov. 1, 2018),

https://democracyforward.org/press/breaking-new-evidence-reinforces-claim-trumps-title-ix-policy-was-based-on-se xist-stereotypes-rendering-it-unconstitutional/; On 1-Year Anniversary of Equal Pay Roll Back, New Documents Reveal Ivanka Trump's Role in Trump Administration Decision to Roll Back Protections for Women and Working Families (Aug. 29, 2018),

https://democracyforward.org/press/on-1-year-anniversary-of-equal-pay-roll-back-new-documents-reveal-ivanka-tru mps-role-in-trump-administration-decision-to-roll-back-protections-for-women-and-working-families/; Democracy Forward Demands Ethics Investigation into White House Official's Role in Developing Special Drug Pricing Project With Novartis (July 11, 2018).

https://democracyforward.org/press/democracy-forward-demands-ethics-investigation-into-white-house-officials-rol e-in-developing-special-drug-pricing-project-with-novartis/; BREAKING: New Records Reveal DeVos Senior Advisor And Former For-Profit College Executive Directed Rollback of Protections Against Predatory Student Loans (May 15, 2018),

https://democracyforward.org/press/breaking-new-records-reveal-devos-senior-advisor-former-profit-college-execut ive-directed-rollback-protections-predatory-student-loans/; BREAKING: New Records Suggest Trump-Appointed Political Officials Drove HHS Decision To End Program Grants That Have Helped Reduce Teen Pregnancy Rates To All-Time Low (Mar. 20, 2018),

https://democracyforward.org/press/breaking-new-records-suggest-trump-appointed-political-officials-drove-hhs-decision-end-program-grants-helped-reduce-teen-pregnancy-rates-time-low/.

<sup>&</sup>lt;sup>9</sup> See, e.g., BREAKING: At Congressional Hearing, Sec. DeVos Confronted With Records Revealing Trump Administration's Unlawful Decision to Permit Federal Funds to Arm Teachers (Apr. 10, 2019), <a href="https://democracyforward.org/press/breaking-at-congressional-hearing-sec-devos-confronted-with-records-revealing-trump-administrations-unlawful-decision-to-permit-federal-funds-to-arm-teachers/">https://democracyforward.org/press/breaking-at-congressional-hearing-sec-devos-confronted-with-records-revealing-trump-administrations-unlawful-decision-to-permit-federal-funds-to-arm-teachers/">https://democracyforward.org/press/breaking-at-congressional-hearing-sec-devos-confronted-with-records-revealing-trump-administrations-unlawful-decision-to-permit-federal-funds-to-arm-teachers/">https://democracyforward.org/press/breaking-at-congressional-hearing-sec-devos-confronted-with-records-revealing-trump-administrations-unlawful-decision-to-permit-federal-funds-to-arm-teachers/</a>;

<sup>10</sup> See, e.g., the following tweets and tweet threads from @DemocracyFwd: https://twitter.com/DemocracyFwd/status/910123899035226112 (Sep. 19, 2017); https://twitter.com/DemocracyFwd/status/976991060680462336 (Mar. 22, 2018); https://twitter.com/DemocracyFwd/status/996480908877271042 (May 15, 2018); https://twitter.com/DemocracyFwd/status/998986714105483264 (May 22, 2018); https://twitter.com/DemocracyFwd/status/1022870550769754112 (July 27, 2018); https://twitter.com/DemocracyFwd/status/1035144352345903105 (Aug. 30, 2018); https://twitter.com/DemocracyFwd/status/1053294640382779392 (Oct. 19, 2018); https://twitter.com/DemocracyFwd/status/1053294640382779392 (Oct. 19, 2018); https://twitter.com/DemocracyFwd/status/1071105652867690496 (Dec. 7, 2018).

Finally, DFF frequently incorporates documents received through FOIA into related legal actions brought by DFF on behalf of its clients, and in doing so further publicizes documents received by explaining their legal significance.<sup>11</sup>

Democracy Forward Foundation is a purely noncommercial requester.

Democracy Forward Foundation is not filing this Request to further its commercial interest, and any information disclosed by DFF as a result of this FOIA request will be disclosed at no cost. A fee waiver would fulfill Congress's legislative intent in amending FOIA. See Judicial Watch, 326 F.3d at 1312 ("Congress amended FOIA to ensure that it be liberally construed in favor of waivers for noncommercial requesters." (quotation marks omitted)).

Democracy Forward is a representative of the news media.

A representative of the news media is one that "publishes or otherwise disseminates information to the public," and in particular one that "gathers information from a variety of sources; exercises a significant degree of editorial discretion in deciding what documents to use and how to organize them; devises indices and finding aids; and distributes the resulting work to the public." Nat'l Sec. Archive v. US Dep't of Defense, 880 F.2d 1381, 1387 (D.C. Cir. 1989). Representatives of the news media qualify for a waiver of all fees except "reasonable standard charges for document duplication" as a representative of the news media pursuant to 5 U.S.C. § 552(a)(4)(A)(ii)(II).

As documented above, DFF extensively disseminates information gathered through FOIA requests to the public, via sharing that information with other news outlets, publishing and sending press releases and other updates to our website and email list, and alerting our followers on social media to new developments in our work, including highlights from documents obtained through FOIA. This process entails a great degree of editorial discretion in deciding which documents to highlight and how to organize them for the public, as our team of lawyers and policy experts carefully examine and build a thorough understanding of the documents we receive from FOIA and their relationship to policies of interest to the public.

Beyond disseminating information to reporters for them to publish, and sharing press releases and updates, Democracy Forward has also sought to disseminate information directly to the public through reports and opinion pieces written by our staff.<sup>12</sup>

<sup>&</sup>lt;sup>11</sup> See, e.g., Second Amended Complaint for Injunctive Relief at 31, SurvJustice, Inc., et al. v. DeVos et al., No. 3:18-cv-00535-JSC (N.D. Cal. Oct. 31, 2018), ECF No. 86, reported on in Klein, supra n.8; Memorandum of Law in Support of Plaintiffs' Motion for Preliminary and Permanent Injunction at 14-15, Healthy Teen Network and Mayor and City Council of Baltimore v. Azar and U.S. Dep't of Health and Human Services, No. 1:18-cv-00468-CCB (D. Md. Mar. 27, 2018), ECF No. 18-1, reported on in Przybyla, supra n.8.

<sup>&</sup>lt;sup>12</sup> See, e.g., A Blueprint for Cronvism: President Trump's Illegal Infrastructure Plan to Enrich His Friends, Democracy Forward Foundation (Jan. 30, 2018),

https://democracyforward.org/wp-content/uploads/2018/01/Infrastructure-Report.pdf; Elana Schor, Trump critics seize on developer ties to infrastructure plan, Politico (Jan. 30, 2018),

https://www.politico.com/story/2018/01/30/trump-infrastructure-developers-state-of-union-376326 (press coverage of DFF's report on White House infrastructure policy); Airlines and the Trump Administration, Democracy Forward Foundation (Jan. 11, 2018), https://democracyforward.org/updates/airlines-and-the-trump-administration/; Bart Jansen, Lost bags, airline fees: Protections for travelers rights stall under Trump, USA Today (Jan. 19, 2018),

For all the foregoing reasons, Democracy Forward Foundation qualifies for a fee waiver.

If the request for a waiver is denied, we are willing to pay all reasonable fees incurred for searching and duplicating records in responding to this request, up to \$100. If the costs of responding to this request should exceed that amount, please contact us before incurring costs exceeding that amount.

#### **Conclusion**

If you need clarification as to the scope of the request, have any questions, or foresee any obstacles in meeting the request within 20 working days, please contact foia@democracyforward.org.

We appreciate your assistance and look forward to your prompt response.

Sincerely,

/s/ Cory Hansen

Democracy Forward Foundation

https://www.usatoday.com/story/news/2018/01/19/lost-bags-airline-fees-protections-travelers-rights-stall-under-trump/1043879001/ (press coverage utilizing the information DFF organized regarding regulatory changes); *What Has Trump Done on Guns? A Lot.*, Democracy Forward Foundation (Feb. 21, 2018),

https://democracyforward.org/updates/trump-done-guns-lot/; Christi Parsons, *Trump 'supportive' of tougher gun law, but his record suggests that may not mean much*, LA Times (Feb. 20, 2018) (press coverage utilizing the information DFF organized regarding regulatory changes); Anne Harkavy and Farhana Khera, *When the Trump administration lies, it might literally be illegal: Learn about the Information Quality Act*, NY Daily News (Feb. 14, 2019),

https://www.nydailynews.com/opinion/ny-oped-when-the-trump-administration-lies-it-might-literally-be-illegal-201 90213-story.html (piece co-authored by DFF executive director); Meg Uzzell and Rachael Klarman, *Why These Women Are Suing Trump to Help End the Gender Pay Gap*, Teen Vogue (Nov. 28, 2017), <a href="https://www.teenvogue.com/story/women-sue-trump-gender-pay-gap">https://www.teenvogue.com/story/women-sue-trump-gender-pay-gap</a> (piece authored by two members of DFF's staff).