

# Julian Gross

## curriculum vitae

James O. Gibson Innovation Fellow  
PolicyLink Legal  
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Julian Gross is an attorney with two decades of experience in contract drafting and negotiation, legislative and administrative policy drafting, and community economic development. Julian represents local government entities and community-based organizations in urban development negotiations and in legislative and policy matters. He has represented coalitions of community-based organizations, or public entities, in over twenty successful negotiations of community benefits agreements (CBAs), a groundbreaking contractual approach to resolution of challenging urban development issues. He has written and spoken widely on the subject of CBAs, in planning, urban policy, and legal circles. Julian has also negotiated and drafted over twenty-five local hiring and contracting policies, and has worked on living wage policies, disadvantaged-business policies, and many other community economic development initiatives.

### EDUCATION

**Berkeley Law**, University of California at Berkeley.  
J.D., Spring 1994. Graduated in eleventh percentile from top of class.  
Research Assistant to Professor William A. Fletcher.

**University of Virginia**, Charlottesville, Virginia.  
B.A. with High Distinction, 1989. Major in Philosophy.  
Concentration in philosophy of law.

### PROFESSIONAL EXPERIENCE

**PolicyLink Legal**, James O. Gibson Innovation Fellow, 2016–present  
**Law Office of Julian Gross**, 1996-present  
**Partnership for Working Families / Community Benefits Law Center**, Legal Director,  
2006-2010

Areas of practice have included:

- **Community Economic Development:** advice to and representation of government entities and nonprofits in negotiation of legally binding community benefits agreements, and related efforts to incorporate community benefits into development projects through contracts and governmental policies; community benefits have included wage standards, disadvantaged-business programs, local hiring programs, affordable housing requirements, and environmental mitigations and benefits.
- **Targeted hiring:** advice to and representation of nonprofits and government entities in negotiation, drafting, and implementation of legally-binding targeted hiring policies for public and private projects, and for construction and permanent jobs; such policies direct employment and training opportunities to local residents, low-income or disadvantaged workers, or minorities and women.
- **Labor negotiations:** representation of public entities in negotiation of “project labor agreements” – complex multi-party contracts governing construction workforce issues on large public works projects.
- **Nonprofit governance:** advice to and representation of nonprofits on corporate structure, contracts, employment and benefits issues, and other organizational needs.

**PROFESSIONAL  
EXPERIENCE (cont'd)**

**San Francisco Independent Task Force on Affirmative Action in Public Contracting**

*Director*, November 1999 – September 2000

Director of publicly-appointed task force that made detailed recommendations regarding the substance and administration of the San Francisco's affirmative action programs. Director position involved policy development, media and stakeholder engagement, working with elected officials, and oversight of a half-million dollar budget.

**Employment Law Center / Legal Aid Society of San Francisco.**

*Skadden Fellow*, October 1994 – September 1996

*Project Attorney*, October 1996 – March 1999

Worked with community-based organizations and local government officials on strategies to promote economic opportunities in low-income and minority communities; strategies included targeted hiring and contracting policies, job quality measures, and others. Relevant legal issues included state and federal constitutional provisions, statutory preemption doctrines, labor law, California redevelopment law, municipal powers, public contracting, construction law, and federal regulatory requirements concerning low-income and minority hiring. Litigated affirmative action and civil rights cases. Substantive areas included Titles VI and VII of the Civil Rights Act of 1964, federal jurisdiction and procedure, and various constitutional issues. Extensive work on legal challenges to Proposition 209. Worked in coalition with other civil rights groups on long-term legal and political strategies regarding affirmative action. Substantial media and public speaking experience.

**TEACHING**  
(since 2010)

**Stanford Law School**

Guest Lecturer: Land Use Law (2017); Public Interest Law and Practice (2017, 2018);  
Community Law Clinic (2013)

**University of California, Goldman School of Public Policy**

Guest Lecturer: course on "Tackling Inequality through Equitable Development: Perspectives on Race, Place and Class in the San Francisco Bay Area" (2016 & 2017)

**University of Toronto, School of Urban Studies**

Guest Lecturer: course on "Community Benefits and Infrastructure" (2017)

**New York University, Wagner School of Public Service**

Guest Lecturer: multi-disciplinary course: Race, Ethnicity & Class in American Cities (2015 & 2017)

**University of California, Hastings College of the Law**

Instructor, "Contract Drafting and Negotiation," two-credit course (2014).

Guest Lecturer and 2009 Practitioner in Residence, Civil Justice Clinic, Community

Economic Development course: annual guest lectures, supervision of clinical students during 2009 school year; ongoing consultation on clinic's primary representation engagement in 2010-2013.

**McGill University, School of Urban Planning**

Instructor, "Negotiation of Community Benefits: Power Dynamics and Practical Approaches." (2013)

**Yale University, School of Law**

Guest Lecturer: Community Economic Development Clinic course (2013)

**University of California at Berkeley, College of Environmental Design**

Guest lecturer: Sustainable Rebuilding course (2010)

## PUBLICATIONS

"CBAs: The Future of Contractual Urbanism? An Interview with Julian Gross" in *Urbanité*. (2012 – in French).

"Commentary" in Ingram, Gregory K. and Yu-Hung Hong, *Value Capture and Land Policies*, Cambridge, MA: Lincoln Institute of Land Policy (May 2012).

"Public Contracting in the Proposition 209 Era: Options for Preventing Discrimination and Supporting Minority- and Women-Owned Businesses," (January 2012), with Tim Lohrentz, a publication of the Insight Center for Community Economic Development.

"Community Benefits Agreements," chapter in *Building Healthy Communities: A Guide to Community Economic Development for Advocates, Lawyers, and Policymakers*; a publication of the Forum on Affordable Housing & Community Development of the American Bar Association (2009).

"CBAs: Definitions, Values, and Legal Enforceability" (2008) in *Journal of Affordable Housing & Community Economic Development Law*, Volume 17, Issues 1-2, a publication of the Forum on Affordable Housing & Community Development of the American Bar Association. Selected by West Publishing as a leading land use article for 2009; reprinted in *Zoning and Planning Law Handbook*, West Publishing, Salkin (Ed.) (2009).

"Community Benefits Agreements: Making Development Projects Accountable" (2005) by Julian Gross, with Greg LeRoy and Madeline Janis-Aparicio.

## SPEAKING ENGAGEMENTS (since 2010)

- Grounded Solutions "Intersections" conference (October 2017)
- Skadden Fellowship Foundation Symposium (April 2017)
- Government Alliance on Race and Equity (May 2017)
- Annie E. Casey "Southern Cities for Economic Inclusion Cohort" (October 2016)
- "Community Benefits for Health," presentation at San Mateo County Health System's
- Get Healthy San Mateo convening (May 2016)
- "Leveraging Equity for Economic Growth," presentation at PolicyLink's Equity Institute (October 2015)
- City Attorney's Conference, League of California Cities (May 2014)
- American Public Transportation Association Legal Affairs Seminar (February 2014)
- Partnership for Working Families conference (February 2014)
- McGill University, School of Urban Planning, Lecture Series (September 2013)
- Transportation Equity Network / Gamaliel webinar, "Jobs for America" (September 2013)
- Office of Federal Contract Compliance Programs/Transportation Equity Network webinar re U.S. Executive Order 11246 (April 2013)
- Lectures in Planning Series, Graduate School of Architecture, Planning, and Preservation at Columbia University (October 2012)
- "Best Practices in Developing and Implementing Targeted Hiring Policies," National Employment Law Project webinar (February 2012)
- Bay Area Contract Compliance Officers Association conference (January 2012 and May 2012)
- Lincoln Institute Land Policy Conference, Boston, MA (May 2011)
- School of Urban Planning, McGill University, Montreal, Canada, public symposium on community benefits agreements, and course on CBAs (February 2011)

**SPEAKING  
ENGAGEMENTS**  
(since 2010; cont'd)

- Public Dialogue on Community Benefits Agreements, Downtown East Side Neighborhood Coalition, Vancouver, Canada (February 2011)
- Green for All Communities of Practice conference (January 2011)
- Shaking the Foundations conference, Stanford Law School (October 2010)
- Green for All national webinar on contracting and hiring agreements in retrofit sector (October 2010)
- BetterBuildings Community Workshop, Chicago, IL, (September 2010)
- Forum on community benefits agreements, Legal Aid Society of San Francisco's public interest issues series, San Francisco (July 2010)
- U.C. Berkeley School of Law Symposium on federal procurement (2010)
- New York City Bar Association speaker series, special event re community benefits agreements (May 2010)
- American Bar Association Forum on Affordable Housing and Community Development Law Conference (May 2010).