HER JUSTICE

FY 2023 ANNUAL REPORT

Through the power of pro bono, Her Justice provides free legal representation to women experiencing poverty in New York City and pursues policies that eliminate systemic barriers—creating a more fair and functional civil justice system, so women can build safer, stronger futures for themselves and their families.

Building Safer, Stronger Futures in New York City

A LETTER FROM OUR EXECUTIVE DIRECTOR & BOARD CHAIR

This year Her Justice celebrated 30 years of pursuing a New York City where women can rely on the civil justice system to deliver fair outcomes—so they can build safer, stronger futures for themselves and their families, free from abuse and defined, instead, by their own vision for their lives.

Since 1993, Her Justice has refined and elevated how pro bono can work. We've used our uniquely client-centered approach to level the playing field for over 45,000 women and children by providing free legal representation and advocating for smart policies that shift power into the hands of women like our clients. And we've deepened rich partnerships in the private, public, and government sectors that are key to our ability to be effective partners to women navigating our civil justice systems. Together over the last 30 years, we have provided 1.5 million hours of free legal services valued at over $600 million to our clients and community!

Her Justice accomplished these remarkable results year after year. We did it by reimagining what access to justice looks like and adjusting how we provide services to our clients based on those ideas—for example, representing our divorce clients as they fight debt incurred through their partners' financial abuse. We're proud of the ways we've pushed our work forward over our 30-year history.

In FY23, we served 4,131 women and children—speaking 27 languages—across all five boroughs. 93% of our clients were women of color, 86% were survivors of intimate partner violence, 70% were mothers, and 51% needed an interpreter in court. **We did this through the power of pro bono, by training and mentoring 1,641 volunteer attorneys who partnered with our clients, donating just shy of 52,000 hours of service this year. This time is valued at $43 million.** That's a huge investment in our communities and in changing our systems for the better—because inserting legal representation into our civil courts means individual clients fare better and the system's power, on the whole, tilts back towards people who need its solutions.

As we reflect on the last 30 years, we're also planning for the future. We believe a strong Her Justice experience—for clients, donors, partners, and staff—begins with a clear vision. Coming on the heels of deep cultural and economic change, this year was an opportune time for us to clearly identify areas of focus and growth for the organization, and we are excited to share more about that in this report.

As always, we remain proud of our team's commitment to excellence for clients, donors, partners, policymakers, peer organizations, and each other. In the face of the cultural, economic, and public health challenges that continue to impact our clients and communities, our team shows up every day focused on doing the work that builds towards Her Justice's vision for tomorrow.

Amy Barasch
Executive Director

Kelley A. Cornish
Board Chair

What We Do

Having a civil justice system we can count on is essential for all of us—and especially for our clients. It's where they turn to obtain child support they're owed, to get work authorization, to free themselves from debts they did not accrue, and to seek safety through an order of protection. All of these tools help our clients build the future they want for themselves and their children.

Her Justice creates a more fair and functional civil justice system in two ways:

Providing free civil legal services
in the areas of family, matrimonial, and immigration law

Advocating for policies
that shift power back into the hands of women like our clients

We work with clients to address their high-stakes legal needs—and pursue strategic policy reform—in areas such as:

- Legal status and work authorization
- Orders of protection
- Divorce
- Child support
- Coerced debt and credit repair
- Labor and sex trafficking

"No matter the nature of the case—involving immigration, matrimonial, or family law—**we work closely with the client to imagine a safe, sustainable, and empowered future for her.** Then we lawyer creatively to make the client's dream for her future a reality. The outcomes my clients and I achieved together are life-changing and the impact is immeasurable."

Jillian Kulikowski, Akin

Our Pro Bono Model at Work

The promise of pro bono is that—by harnessing the private sector's skill and desire to make a difference and matching it with Her Justice's expertise in the civil justice system and connection to clients—we can tilt the system's power back towards those who need its solutions. Every year we train and mentor thousands of volunteer attorneys and insert them into the civil justice system to do just that.

IN FY 2023

13

HER JUSTICE LAWYERS

mentored

1,641

VOLUNTEER ATTORNEYS

reaching

4,131

WOMEN AND CHILDREN

for a total of

51,920

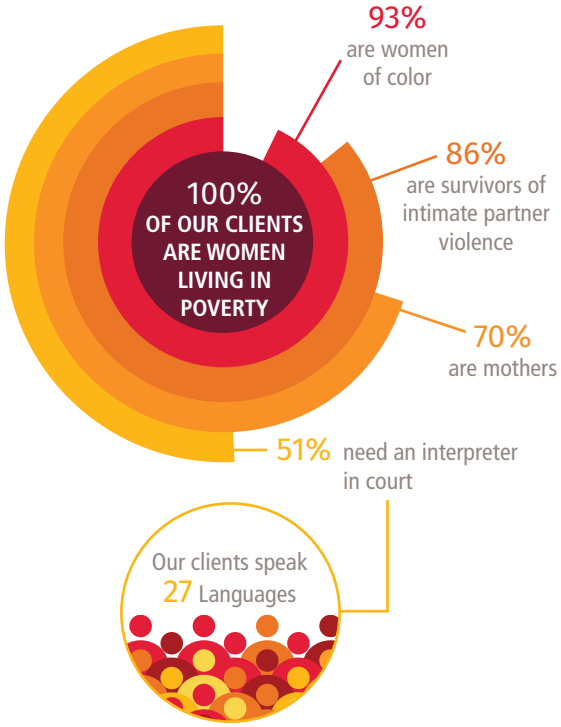
HOURS DONATED,

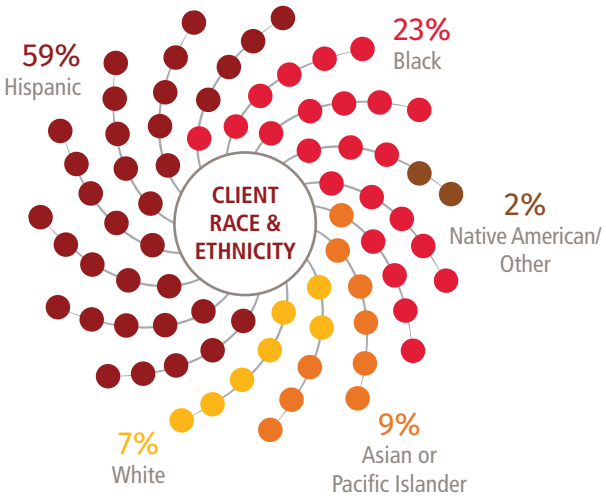
representing

$43,525,305

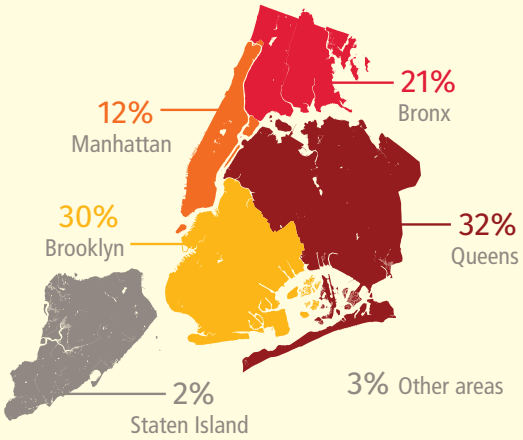
IN VALUE

Who We Serve





WE SERVE WOMEN IN ALL FIVE BOROUGHS OF NEW YORK CITY:



"Words can't express how grateful I am to Her Justice for being there for me and my son at the most difficult time of our lives. **Her Justice gave us our lives back.**"

Bettina, Her Justice Client

Advancing Our Policy Agenda

Our policy agenda is fueled by the lived experience of our clients. In FY 2023, Her Justice took over 40 policy actions to put power back in the hands of women like our clients and create a civil justice system that works better for all of us.

- **Testifying and submitting written testimony** for state and city hearings relating to gender equity, the need for robust legal services for low-income New Yorkers, and the modernization of New York courts in order to provide full access to justice.
- **Meeting with policymakers** to elevate issues affecting Her Justice clients and women experiencing poverty, including issues around child support and consumer protection for survivors of intimate partner violence.
- **Supporting federal, state, and city legislation** around gender equity, the rights of survivors of intimate partner violence, the rights of immigrants to a fair legal process and public benefits, and more.
- **Partnering with law firms on amicus briefs** in support of legal cases concerning the rights of immigrants and survivors of intimate partner violence.
- **Signing coalition letters** to federal and state policymakers supporting changes in policy to benefit immigrant survivors of gender-based violence, other immigrants, and women of color.

Interested in learning more?

POLICY AGENDA. Outlines the policy strategy for Her Justice's core areas of focus: immigration, child support, divorce, and intimate partner violence.

POLICY BULLETIN. The latest updates on Her Justice's most recent policy actions.

Celebrating 30 Years of Justice

THE 2023 HER JUSTICE ANNUAL PHOTOGRAPHY AUCTION + BENEFIT

HONORING

DANIEL M. ARONSON, Senior Managing Director, Restructuring and Capital Markets Advisory Group at Evercore

The Honorable **SHELLEY C. CHAPMAN** (Retired), Willkie Farr & Gallagher LLP and Former U.S. Bankruptcy Judge

This year we gathered to celebrate three decades of pursuing a better New York City. We celebrated the resiliency and perseverance of our clients. The dedication and expertise of our community. And the vision of the changemaker, Cathy Douglass, who started it all.

"It has been the privilege of a lifetime to have had the opportunity to play a role in the growth of this outstanding organization over the years. I am grateful beyond measure to all of Her Justice's supporters, without whom Her Justice—which started thirty years ago as the vision of one woman, Cathy Douglass—would not be the lifeline to all women in New York City that it is today."

The Honorable Shelley C. Chapman (Retired), 2022 Honoree
Senior Counsel at Willkie Farr & Gallagher LLP
Former U.S. Bankruptcy Judge for the Southern District of New York

Her Justice Board of Directors

We raised a record-breaking **$3.3 million** at our 2023 Annual Photography Auction + Benefit.

Celebrating 30 Years of Justice

THE 2023 HER JUSTICE ANNUAL PHOTOGRAPHY AUCTION + BENEFIT

What has our impact been?

Since 1993, we've served over **45,000 women and children**, and volunteer attorneys have provided **1.5 million hours** of free legal services valued at over **$600 million**.

"The far-reaching impact of this organization transforms lives of women by providing legal services for those in need. Her Justice is run by truly amazing and passionate team which has been supported by the financial and legal leaders of the restructuring community. I am humbled to stand with Her Justice to support these remarkable and courageous women in the New York City area as they strive for a better life."

Daniel M. Aronson, 2022 Honoree
Senior Managing Director, Restructuring and Capital Markets Advisory Group at Evercore

Planning a Stronger Future for Her Justice and Our Clients

AS WE LOOK BACK ON A POWERFUL 30 YEARS OF SERVICE, WE ALSO LOOK AHEAD TO WHAT'S NEXT

The pro bono field is at an important inflection point. In the last three years, there have been seismic changes in the world, our country, and the legal profession itself—all of which are interconnected and have led to a new pro bono landscape. From a shifting economy that has implications for both clients and firms; to changing federal and state laws that impact our clients' daily lives and the course of their cases; to evolving priorities and practices at legal firms—many pieces that have been historically fixed are now moving.

During this time of change, Her Justice is thinking strategically about what it means to maintain our status as a best-in-class pro bono provider. A strong Her Justice experience—for clients, donors, partners, and staff—begins with a clear vision. This year we identified key areas of focus and growth for the organization.

First, **Her Justice is developing a clear and more powerful approach to the client experience and systems change, and a new quality of partnerships with legal, financial, and community partners.** As a premier pro bono provider, we work with over 100 law and financial firms and 125 community partners. We've spearheaded a strategic review of those partnerships to refine them—with the end goal of delivering a more tailored partner experience and increasing our client and advocacy impact.

We also know that a commitment to our clients and partners means a commitment to our staff, who push our work forward every day. **That's why we're ensuring that our team can count on having what they need to play to their strengths to get their job done and can see a path toward advancement and growth for themselves and Her Justice.** When we champion our professionalization, as part of the nonprofit field, we lay the groundwork for a more responsive and elevated experience for our clients and partners.

Together, these two areas of focus enable Her Justice to have a defined and transparent organizational growth strategy. As we look forward to the next 30 years, we're dedicated to ensuring that how we do pro bono is guided by the needs of our community. Whenever the economy shifts, the legal field shifts with it—and we're committed to staying in front of that shift to ensure that women like our clients stay ahead, too.

"In the face of the cultural, economic, and public health challenges, our team shows up every day **focused on doing the work that builds towards Her Justice's vision for tomorrow.**"

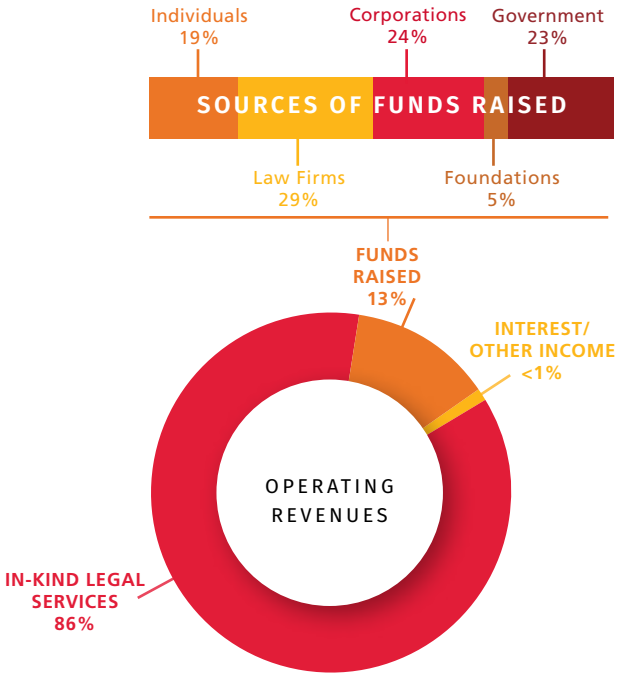
Amy Barasch, Executive Director and
Kelley A. Cornish, Board Chair

FY23 Financials

JULY 1, 2022–JUNE 30, 2023

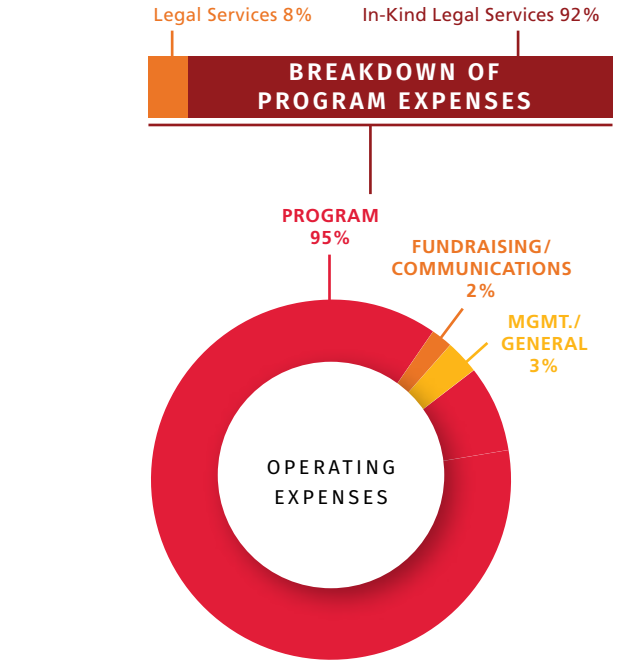
OPERATING REVENUES

Funds Raised		**$ 6,808,669**
Individuals	$ 1,273,698	
Law Firms	$ 1,954,071	
Corporations	$ 1,666,263	
Foundations	$ 351,057	
Government	$ 1,563,580	
Interest/Other Income		**$ 317,702**
In-Kind Legal Services		**$ 43,525,305**
TOTAL REVENUE		$ 50,651,676



OPERATING EXPENSES

Program		**$ 47,477,646**
Legal Services	$ 3,952,341	
In-Kind Legal Services	$ 43,525,305	
Fundraising/Communications		**$ 1,108,871**
Management/General		**$ 1,397,356**
TOTAL EXPENSES		$ 49,983,873
NET INCOME		$ 667,803
TOTAL ASSETS		$ 16,536,583
TOTAL LIABILITIES		$ 7,782,353
TOTAL NET ASSETS		$ 8,754,230



In FY 2023 **240 institutions** and **897 individuals**, including **323 new supporters**, contributed nearly **$7 MILLION**—enabling Her Justice to deliver over **$43 MILLION** of in-kind legal services into our community.

With Gratitude

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Director of Development and Communications

**Joined as of August 2023*

***Departed as of March 2023*

"I always knew I could take care of my family on my own, because that is who I am. **I'm a fighter for my children.**"

Jenny, Her Justice Client

Who We Are

Lists reflective of the year between July 1, 2022–June 30, 2023

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Former US Bankruptcy Judge,
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*Newly appointed as of July 2023