HER JUSTICE

FY 2024 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, freer futures for themselves, their families, and their communities.

Celebrating New Beginnings for Our Clients and Our Organization

A LETTER FROM OUR BOARD CHAIR

Each year at Her Justice, we witness the power of new beginnings—and this year was marked by exciting client victories, impactful policy projects, and a leadership transition concluding a powerful decade of growth and advocacy and beginning the next chapter in our organization's history, as we bid farewell to former Executive Director Amy Barasch and welcomed Alexia Korberg at our helm.

We move into this chapter from a position of strength, with a deep understanding of the impact Her Justice has on our city. Our legal services work and our corresponding policy work offer economic justice, gender justice, and racial justice for the women we serve and, more broadly, other New Yorkers engaging with the civil justice system.

This year, we're particularly proud to have released our second original policy report, *Stories from Immigrant Survivors of Gender-Based Violence: The Impact of Work Authorization.* Built on in-depth interviews with Her Justice clients, the report found that receiving work authorization has a profound impact for women in areas outside the scope of employment itself. That ripple effect extends to safety from abuse from partners, employers, and landlords; increased likelihood of engaging with law enforcement, healthcare, legal, and education systems; and more. These outcomes are transformative for our clients. And, what's more, their implications reach beyond individual women. Ultimately, they create a safer, healthier New York City that benefits all of us as neighbors and community members. Findings and associated policy recommendations were presented to federal, state, and city officials and the report was cited in a class action lawsuit against the Department of Homeland Security. We're excited to share more about that in this report.

In FY 2024 Her Justice served nearly 4,000 women and children across all five boroughs. Three-fourths of our clients were born outside the U.S., coming from 103 countries across the world. 92% of our clients were women of color, 85% were survivors of intimate partner violence, and 70% were mothers. **We recruited and mentored approximately 1,500 volunteer attorneys, unlocking an historic $45 million of free legal services** from the private sector and investing it into the civil justice system.

We're proud of, and so grateful for, our coalition of law firms, pro bono attorneys, donors, community partners, policymakers, staff, and clients that made this possible. As we look to a new day ahead, we're inspired by our community's commitment to both individual lives and the broader pursuit of justice—ensuring that women in New York City have the resources they need to see fair outcomes from the civil justice system and that their experiences reshape it, for all of us, for the better.

Kelley A. Cornish

Kelley A. Cornish
Chair, Her Justice Board of Directors

What We Do

Having a civil justice system we can count on is essential for all of us—and especially for our clients. That's because wins inside the courtroom shift power into the hands of women we serve.

Her Justice clients often have complicated, interconnected legal needs, and it's common for a single Her Justice client to experience multiple victories along the way. She might be freed from coerced debt as part of a divorce proceeding, be granted an order of protection while working on a custody decision, or receive a work permit while waiting for a final decision on her legal status in the US.

All of these wins help our clients create new beginnings for themselves and their families because **they pave the way for change beyond the courtroom**—like building financial independence through steady employment, securing safe housing for children, or pursuing an education that was once out of reach. These outcomes make it possible for our clients to start fresh.

How We Do It

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

1. **Providing free civil legal services** in family, matrimonial, and immigration cases so women have the power of an excellent attorney at their side.
2. **Advocating for policies** that improve the system for women like our clients and all New Yorkers.

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

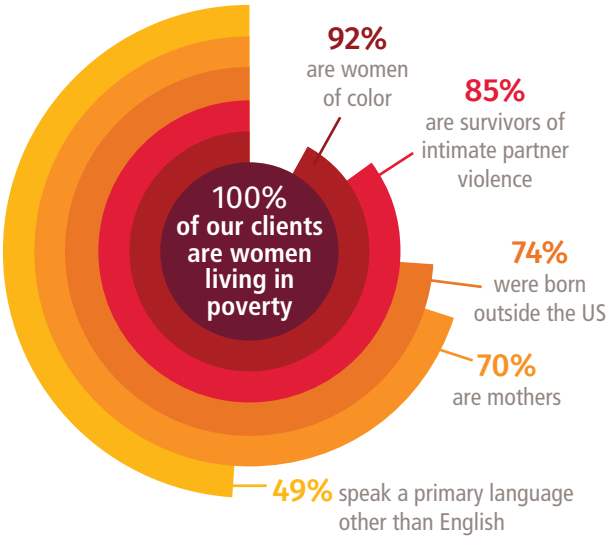
- Legal status, work authorization, and other protections for undocumented New Yorkers
- Divorce
- Child support and spousal support
- Orders of protection
- Coerced debt and credit repair
- Labor and sex trafficking

"Her Justice is an amazing organization that helped me through a very difficult time in my life. My lawyer guided me through my custody and child support petition. **She was an incredible attorney who listened to my frustrations and fought for my child's basic rights.**"

Marilyn | *Her Justice Client*

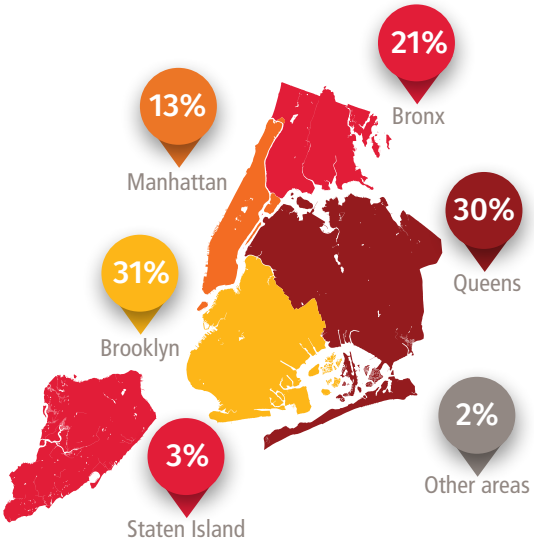
Who We Serve

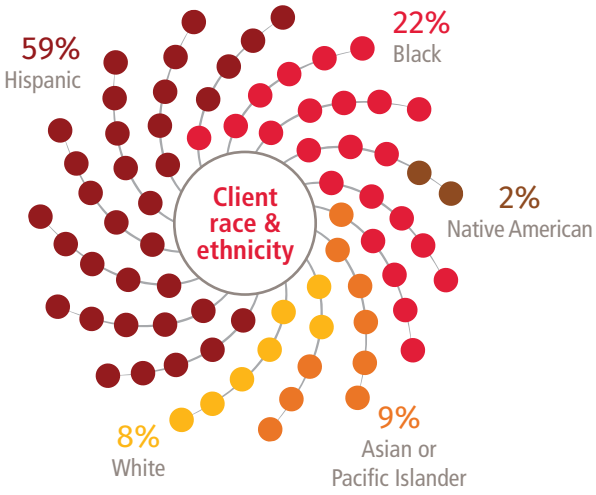
A snapshot of FY 2024 Her Justice clients



Our clients come from **103** countries and speak **23** languages

We serve women in all five boroughs of New York City:





"**Her Justice completely changed the trajectory of our lives.** Their advocacy and legal expertise made a powerful financial and emotional impact in our lives."

Wendee | *Her Justice Client*

Our Pro Bono Model at Work

The promise of pro bono is that by matching the private sector's exceptional skills and resources with Her Justice's expertise in the civil justice system, we can tilt the system's power back towards those who need its solutions most. Every year we train and mentor thousands of volunteer attorneys to do just that. In FY 2024, we reached 3,698 women and children and invested over $45 million from the private sector into our communities and the civil justice system.

IN FY 2024

13

HER JUSTICE LAWYERS

mentored

1,484

VOLUNTEER ATTORNEYS

for a total of

49,511

HOURS DONATED

reaching

3,698

WOMEN AND CHILDREN

and

unlocking over

$45

MILLION

IN VALUE* FROM THE PRIVATE SECTOR

*IN FY 2024, $45,245,909

"**Working with Her Justice is an opportunity to remind clients of their power.** The difference it makes to have an attorney by their side, fighting together for their rights, is transformative."

Cecile Weis | *Pro Bono Attorney*

The Her Justice Ripple Effect

The impact of Her Justice's work reverberates through our New York community.

Clients break familial cycles of abuse and poverty through individual civil justice wins that change not just their life trajectories, but their children's and grandchildren's, as well. **Systems** are improved for millions of New Yorkers because of our policy work.* **Pro bono attorneys** gain a deep sense of purpose and professional growth, often emerging with a greater sense of responsibility for their communities and empathy for experiences different from their own. And our **broader professional community** feels the benefits, too, as Her Justice puts our three decades of expertise to work building stronger, more informed legal, judicial, and nonprofit communities.

We equip professionals across sectors to better serve New Yorkers seeking justice through our systems. Beyond Her Justice's own pro bono attorneys working with our clients, **in FY 2024 we trained an additional 1,653 attorneys and 626 other professionals** on topics such as trauma-informed lawyering, coercive control within intimate partner violence and how that shows up in courtrooms, and in ethics and processional responsibility for new attorneys—building capacity at local and national levels to ensure our systems run more smoothly and better serve us all.

"I can move on in my life and start living again. **It felt like a curse was over.**"

Teresa
Her Justice Client

*__Interested in learning more?__
Read more about **OUR RECENT POLICY WINS** on Page 9.

"**Volunteering with Her Justice was the highlight of my nearly 8-year career as a corporate litigator.** It was a transformative experience that inspired me to transition into family law, where I now focus on empowering clients with knowledge about the laws, their rights, and the best options for moving forward in a positive direction."

Renee E. Turner, Esq.
Thoughtful Lawyering PLLC

A Decade of Visionary Leadership

After nearly ten years of devoted and enthusiastic service, Amy Barasch stepped down as Executive Director in August 2024. As we head into the next chapter of Her Justice's history, we recognize Amy for a decade of visionary leadership!

> "Ten years ago, Amy stepped in as Executive Director, bringing years of experience as an advocate for survivors of domestic violence, a deep understanding of how our legal systems and government agencies are failing those who need them most, and an optimism about the power of pro bono.
>
> What Amy brought into focus for me and so many others is the need to fix the systems in our city. Under Amy's leadership, Her Justice formalized its commitment to systems change by developing a robust policy agenda that aims to create a justice system that works for everyone, regardless of race, gender, or economic status. This combination of legal representation and policy work makes Her Justice a powerful force for good in our community."
>
> **Kelley Cornish**
> *Chair, Her Justice Board of Directors*

"It's been my honor to serve as Executive Director of Her Justice for almost ten years. I have spent a big chapter of my life in your company. Looking back, I realize that many of our clients have been working with Her Justice for much longer than I have. Her Justice is ready to stand with them as long as it takes, working to change our systems to make women, families, and communities stronger."

Amy Barasch
Executive Director, Her Justice | 2014–2024

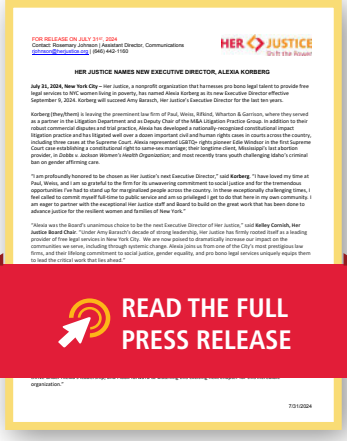
Her Justice Board of Directors

With immense gratitude for the ways Amy grew our organization and the foundations she laid for a stronger future for our city, **the Board of Directors and Senior Leadership Council donated $75,000** to the Her Justice Annual Photography Auction and Benefit in Amy's honor!

A New Chapter: Her Justice Welcomes Our Next Executive Director

Her Justice partnered with premier social impact search firm Koya Partners | Diversified Search Group in 2024 to conduct our search for the right person to take our organization into the next phase of our history. We set out to identify a leader with clear strategic vision, a sophisticated understanding of partnering across communities, and a deep commitment to gender, racial, and economic justice—and we were thrilled to find that in Alexia Korberg.

Alexia Korberg (they/them) joined Her Justice on September 9, 2024 (FY 2025) from the preeminent law firm Paul, Weiss, Rifkind, Wharton & Garrison, where they served as a partner in the Litigation Department and as Deputy Chair of the M&A Litigation Practice Group. In addition to their robust commercial disputes and trial practice, Alexia has developed a nationally-recognized constitutional impact litigation practice and has litigated well over a dozen important civil and human rights cases in courts across the country, including three cases at the Supreme Court. They represented LGBTQ+ rights pioneer Edie Windsor in the first Supreme Court case establishing a constitutional right to same-sex marriage; their longtime client, Mississippi's last abortion provider, in *Dobbs v. Jackson Women's Health Organization*; and most recently trans youth challenging Idaho's criminal ban on gender affirming care. Alexia has received numerous awards and recognitions as a tireless defender of women's rights, LGBTQ+ people, immigrants, and the rule of law; for their high-profile litigation achievements; and for their commitment to improving the legal profession. Alexia's work has been featured in *The New York Times, The Washington Post, the National Law Journal, The American Lawyer, Slate,* and elsewhere, and they are regularly invited to speak throughout the nation about their practice.



FOR RELEASE ON JULY 31ST, 2024
Contact: Rosemary Johnson | Assistant Director, Communications
rjohnson@herjustice.org | (646) 442-1160

HER JUSTICE
In It the Room

HER JUSTICE NAMES NEW EXECUTIVE DIRECTOR, ALEXIA KORBERG

July 31, 2024, New York City – Her Justice, a nonprofit organization that harnesses pro bono legal talent to provide free legal services to NYC women living in poverty, has named Alexia Korberg as its new Executive Director effective September 9, 2024. Korberg will succeed Amy Barasch, Her Justice's Executive Director for the last ten years.

Korberg (they/them) is leaving the preeminent law firm of Paul, Weiss, Rifkind, Wharton & Garrison, where they served as a partner in the Litigation Department and as Deputy Chair of the M&A Litigation Practice Group. In addition to their robust commercial disputes and trial practice, Alexia has developed a nationally-recognized constitutional impact litigation practice and has litigated well over a dozen important civil and human rights cases in courts across the country, including three cases at the Supreme Court. Alexia represented LGBTQ+ rights pioneer Edie Windsor in the first Supreme Court case establishing a constitutional right to same-sex marriage; their longtime client, Mississippi's last abortion provider, in *Dobbs v. Jackson Women's Health Organization*; and most recently trans youth challenging Idaho's criminal ban on gender affirming care.

"I am profoundly honored to be chosen as Her Justice's next Executive Director," said **Korberg**. "I have loved my time at Paul, Weiss, and I am so grateful to the firm for its unswerving commitment to social justice and for the tremendous opportunities I've had to stand up for marginalized people across the country. In these exceptionally challenging times, I feel called to commit myself full-time to public service and am so privileged I get to do that here in my own community. I am eager to partner with the exceptional Her Justice staff and Board to build on the great work that has been done to advance justice for the resilient women and families of New York."

"Alexia was the Board's unanimous choice to be the next Executive Director of Her Justice," said **Kelley Cornish, Her Justice Board Chair**. "Under Amy Barasch's decade of strong leadership, Her Justice has firmly rooted itself as a leading provider of free legal services in New York City. We are now poised to dramatically increase our impact on the communities we serve, including through systemic change. Alexia joins us from one of the City's most prestigious law firms, and their lifelong commitment to social justice, gender equality, and pro bono legal services uniquely equips them to lead the critical work that lies ahead."

organization."

7/31/2024

READ THE FULL PRESS RELEASE

"The throughline of all of my work is helping to give people more autonomy. And that is at the heart of what Her Justice does.

Put simply, we work to give our clients choice. We work to give them dignity. We work to give them agency over their own life trajectories. I am profoundly honored to be chosen as Her Justice's next Executive Director. In these exceptionally challenging times, I feel called to commit myself to public service full time and am so privileged I get to do that here in my own community. I'm eager to partner with the exceptional Her Justice staff and Board to build on the great work that has already been done to advance justice for the resilient women and families of New York."

Alexia Korberg | *Executive Director, Her Justice*

HEAR FROM ALEXIA IN HER JUSTICE'S NEWEST VIDEO!

Advancing Our Policy Agenda

Our policy agenda is shaped by the lived experience of our clients. In FY 2024, Her Justice pursued more than 40 policy initiatives to put power 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, intimate partner violence, 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 share the findings and recommendations for reform from our immigration policy research report *Stories from Immigrant Survivors of Gender-Based Violence: The Impact of Work Authorization* and to elevate issues around Family Court reform, child support, and consumer protection for survivors of intimate partner violence.
- **Joining City Council's New Arrivals Strategy Team** to put our expertise to work by strengthening how our city integrates newcomers and provides supportive services for all New Yorkers.
- **Successfully advocating for a national regulatory change** to waive fees for virtually all immigration applications to United States Citizenship and Immigration Services (USCIS) based on gender-based violence claims.
- **Submitting amicus briefs** in support of legal cases concerning the rights of immigrants and survivors of intimate partner violence.
- **Advocating for federal, state, and city legislation** around gender equity, the rights of survivors of gender-based violence, the rights of immigrants to a fair legal process and public benefits, funding for civil legal services, and more.
- **Presenting at conferences and public events** around Family Court reform and the needs of immigrant New Yorkers with other advocates and policymakers.
- **Supporting coalition advocacy** to federal and state policymakers regarding changes in policy to benefit immigrants, survivors of gender-based violence, and women living in poverty.

A Virtuous Cycle:
How Our Areas of Work Elevate Each Other

Based on the lived experiences of our clients, we **identify systemic barriers** built into the civil justice system.

System changes informed by our work **make our direct services more effective.**

Our policy agenda advocates for solutions to address these barriers, creating a **more fair and functional system** for everyone.

POLICY HIGHLIGHT

Stories from Immigrant Survivors of Gender-Based Violence: The Impact of Work Authorization

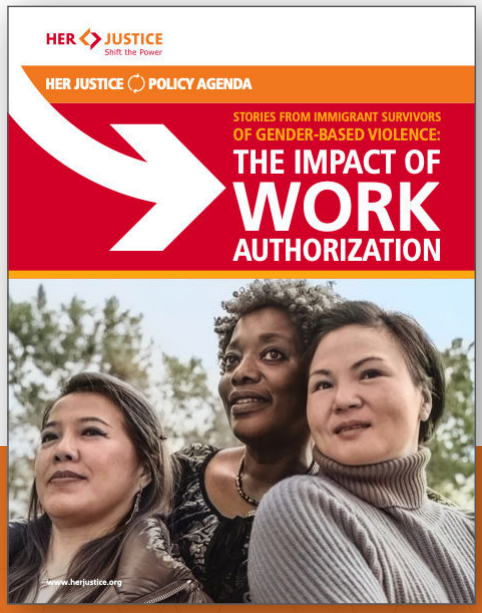
Her Justice's latest report offers our clients' perspectives on the profound effects work permits have for immigrant survivors and drives advocacy to improve the U.S. immigration system.

ABOUT THE REPORT

Released in November 2023, our newest original research report brings forward the experiences of immigrant survivors seeking legal permission to work in the United States and explores the impact of obtaining work authorization on their lives—as women, mothers, and workers.

Since Her Justice's founding, over half of our clients have been undocumented. Today, more than one third of our clients partner with us to file for legal status. In their own words, by the time they find us, they've often been struggling to stay afloat in the U.S. for years. And from there, **even with a lawyer at their side, it takes more than five years to receive the legal right to work.** In that time, they're vulnerable to exploitation—from employers, landlords, and abusive intimate partners—and charting a path forward towards the life they envision is difficult.

At Her Justice, we know things can be different. Once clients receive their work permit, **"it's like the world opens"** (Fabiola, Her Justice client, received work authorization in 2018) and they can begin building safer, stronger futures for themselves, their families, and their communities.



READ THE FULL REPORT

That's where this report comes in. Building from in-depth interviews with Her Justice clients, it captures **stories and data** critical to understanding how the U.S.'s immigration and civil justice systems function today. It provides timely **context and nuance** relevant to our national discussions about immigration policy brought about by today's influx of migrants to our borders. And it builds on our clients' experiences to make **recommendations to federal, state, and local policymakers** about how to reform the system so that the greatest number of immigrant women can obtain and preserve the best possible immigration status through a process that prioritizes their safety and dignity.

"My hope is for policymakers to know we are contributing to this country. It's not just taking—**I contribute talent and skill.**"

Iman | *Her Justice Client, Received Work Permit in 2021*

POLICY HIGHLIGHT

ABOUT OUR ADVOCACY

Federal Advocacy

The report has reached the offices of 14 U.S. Senate and House representatives. In addition, Her Justice presented a Congressional briefing on the report in April 2024 and held follow-up meetings with the offices of U.S. Rep. Nanette Barragán (D-CA), Rep. Adriano Espaillat (D-NY), Rep. Daran Soto (D-FL), Rep. Sylvia Rodriguez Garcia (D-TX), and Rob Menendez Jr. (D-NJ).

→ *A month after its release, our report was cited in a class action lawsuit against the Department of Homeland Security. The lawsuit was filed on behalf of eight plaintiffs who are survivors of crime who assisted law enforcement, filed U visa applications more than two years ago, and are still awaiting initial bona fide determinations which would provide them access to work permits and protection from deportation while they wait in years-long backlogs for their cases to be fully considered.*

New York State and New York City Advocacy

The report has reached Governor Hochul's office, key State and City government agencies, and more than 65 peer organizations.

→ *In September 2024, Her Justice opened the New York State Bar Association's Partnership Conference with an impactful plenary session "Amplifying Legal Services Client Stories to Support Policy Reform and Advocacy," presenting our report to an audience of approximately 500 practitioners from around the state.*

Interested in learning more about our policy work?

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.

"Our immigration clients are immensely grateful for what Her Justice and Cravath provide. You can see it in their face when you give them their work permit or green card. **They can imagine what the future looks like now.** It's a sigh of relief. They have hope for their kids. Turning the page—starting fresh—is important, and Her Justice enables that. **Hopefulness is what brought our clients to this country to begin with—and our work helps them realize that."**

Brian P. Golger | *Cravath, Swaine & Moore LLP*

A Community Dedicated to Building Safer, Stronger Futures in New York City

THE 2024 HER JUSTICE ANNUAL PHOTOGRAPHY AUCTION + BENEFIT

Honoring **IRA S. DIZENGOFF, ESQ.** of Akin and **JENNIFER O'NEIL** of BlackRock

We gathered to celebrate the role of pro bono in the pursuit of a New York City where women like our clients can rely on the civil justice system to deliver fair outcomes in deeply intimate matters that affect their safety, their livelihood, and their dignity—outcomes that provide a foundation to grow strong families and healthy communities.

For the fourth year in a row, the event broke records, raising an historic **$3.35 million!**

"To everyone here and all supporters—your contributions have a face. A first and last name. Often a family. And always a meaningful impact. Your contributions are changing the course of lives, families, and communities for the better."

Jennifer O'Neil | *Managing Director, Global Head of Corporate Strategy, BlackRock, 2024 Honoree*

"The restructuring community is incredibly generous, and we have recognized the critical role that Her Justice plays for at-risk women. It's a life-changing organization. With the privileges we have as accomplished lawyers, advisers, and practitioners, we have an obligation to work to lessen the suffering of others. And we have unequivocally done that through our support of Her Justice."

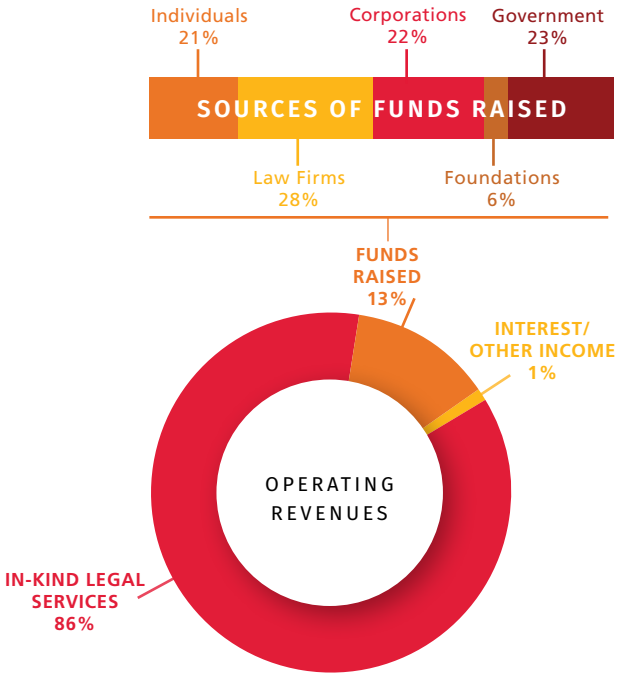
Ira S. Dizengoff, Esq. | *Partner, Akin, 2024 Honoree*

FY 2024 Financials

JULY 1, 2023–JUNE 30, 2024

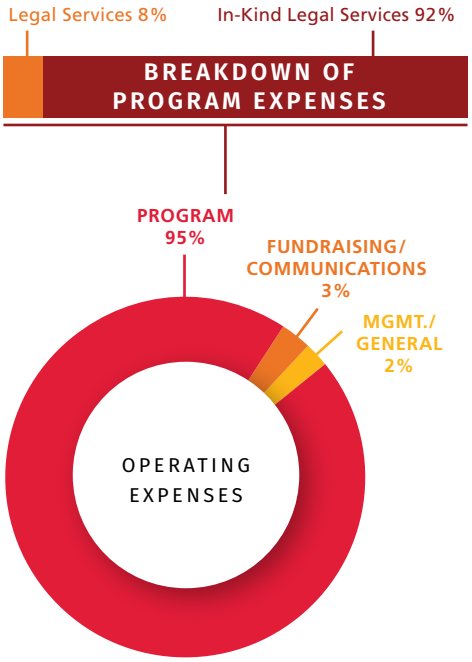
OPERATING REVENUES

Funds Raised		**$ 6,831,275**
Individuals	$ 1,435,709	
Law Firms	$ 1,888,172	
Corporations	$ 1,498,335	
Foundations	$ 435,292	
Government	$ 1,573,767	
Interest/Other Income		**$ 530,243**
In-Kind Legal Services		**$ 45,245,909**
TOTAL REVENUE		$ 52,607,427



OPERATING EXPENSES

Program		**$ 49,356,952**
Legal Services	$ 4,111,043	
In-Kind Legal Services	$ 45,245,909	
Fundraising/Communications		**$ 1,441,134**
Management/General		**$ 1,270,464**
TOTAL EXPENSES		$ 52,068,550
NET INCOME		$ 538,877
TOTAL ASSETS		$ 16,215,953
TOTAL LIABILITIES		$ 7,131,594
TOTAL NET ASSETS		$ 9,084,359



In FY 2024 **214 institutions** and **1,077 individuals**, including **341 new supporters**, contributed nearly **$7 MILLION**—enabling Her Justice to deliver over **$45 MILLION** of in-kind legal services to our community.

With Gratitude

INDIVIDUAL DONORS

$50,000–$99,999

Andy Dietderich
The Dizengoff Family
Catherine J. Douglass and Bruce P. Dohrenwend
Lauren and Dan Krueger
Arlene McKay

$25,000–$49,999

Anonymous donor
Paul and Stephanie Basta
The Dale & Max Berger Family Foundation
Susan Cook and Drew Fine
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Jennifer O'Neil and René Burgos Díaz
Joy and Steven Zelin

$15,000–$24,999

Elizabeth Abrams and Andrew Amend
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Jennifer Rodburg
Mark Shapiro
Tracy and Michael Stamer
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$5,000–$9,999

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Suzanne Puls and Robert C. Schwenkel
Roopesh K. Shah
Steven and Julie Simms
Derron S. Slonecker
Christine Song
Harriet and Myron Trepper
Michael Wartell
Beth and Scott Zucker

$1,000–$4,999

Anonymous (4)
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Brent and Jenessa Banks
Ann and Mal L. Barasch
Diana Barrett and Robert Vila
Veronica DeBerardine Bennett and Bruce C. Bennett
Seferina Berch
Nancy Bertolino
Gregory and Kayla Berube
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Avinash D'Souza
David Dunn
Erin Dunn and Corey Adler
Maria Cilenti and Michael Embler
Stuart E. Erickson
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Robert Fairbairn
David Feldman and Dana Hagendorf
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Yukako Kawata
Kunal Khara
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Deidre and Matthew Kimble
Randal T. Klein
Woo Foo Kwong
Erin and Mark Laber
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Lisa G. Laukitis
Alan L. Laves
Lacy Lawrence
Jeremiah Ledwidge
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"What Her Justice does is vital to the well-being and safety of women and the children they raise. Healthy moms raise healthy children who are our future leaders! My only wish is that they had been in existence when I was twenty-one and my one-year-old son was awarded to my abusive husband. **The court system failed me and my son, but thanks to Her Justice, so many women won't have to share my story.** Thank you so much for what you do."

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