



**THE
LEGAL AID
SOCIETY**

Annual Report 2024

Justice in Every Borough.

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Our Mission

Delivering Justice ↳ in Every Borough.

The Legal Aid Society is built on one simple but powerful belief: that no New Yorker should be denied the right to equal justice.

We seek to be a beacon of hope for New Yorkers who feel neglected—regardless of who they are, where they come from, or how they identify. For nearly 150 years, our growth has mirrored that of the city we serve. Today, we are proud to be the largest, most influential social justice law firm in New York City.

Our staff and attorneys deliver justice in every borough, working tirelessly to defend our clients and dismantle the hidden, systemic barriers that can prevent them from thriving. As passionate advocates for individuals and families, The Legal Aid Society is an indispensable component of the legal, social, and economic fabric of our City.



Every day, in every borough, The Legal Aid Society works in courtrooms and communities to deliver justice to New Yorkers.

Our Impact



2M

New York City residents benefiting from Legal Aid's direct representation, affirmative litigation, legislative and policy advocacy

480K+

Individuals and their families who benefited from Legal Aid's holistic direct services

150K+

Hours of pro bono work from our committed partners

38K+

Helpline calls answered on a range of legal issues



**Our
Leadership**



Report of the Attorney-in-Chief Executive Officer



August began my third year as Attorney-in-Chief and CEO of The Legal Aid Society. While the previous twelve months had their challenges, I have been proud to lead such a committed team. I've never been more convinced that our work is necessary to address systemic inequities and blunt the devastating impact of poverty on the individuals, families, and communities we serve.

Though poverty has been on the rise in New York City since the end of pandemic-era financial support, its effects are dulled daily by the hundreds of legal matters handled by our Civil, Criminal, and Juvenile Rights Practices.

In Fiscal Year 2024, our clients contended with homelessness and evictions, the inhumanities of our carceral system, and the denial of economic justice for young people in foster care. We stood firm in the justice gap and fought for the low-income communities of New York.

Last year, we showed the City that difficult moments aren't the time to abandon our values but rather when we should protect them.

In response to the influx of thousands of new arrivals to the five boroughs, the Adams Administration sought to water down the 43-year-old consent decree that guaranteed a right to shelter in the city – which would have inevitably led to widespread street homelessness. But this salvo was defeated in March, when we reached a settlement that keeps the consent decree intact, provides us additional oversight tools, and ensures that anyone needing a bed should have access to one.

After years of advocacy in Albany by Legal Aid, housing advocates, and tenants, lawmakers passed a budget in April that included Good Cause protections for tenants to defend against extortionate rent increases and unjust evictions. The final bill did not include everything we fought for, but it will make a meaningful difference for hundreds of thousands of renters statewide and keep New Yorkers housed in their communities.

We continued to hold the City accountable for failing to provide access to medical care and educational programming for incarcerated youth and for failing to fix decrepit jail facilities that compromise our clients' well-being. We maintain that the best way to meaningfully

address the morass that is our local jail system is for it to enter into federal receivership. Only an independent person, such as a receiver, not bound by local politics, can deliver the wholesale change all incarcerated New Yorkers need and are constitutionally entitled to receive.

Our Juvenile Rights Practice continues to fight for justice on behalf of disabled and orphaned children in foster care. We pushed, for example, the Administration for Children's Services to end its practice of steering Social Security Administration benefits away from children entitled to them, instead using the money to pay for agency costs. We are aggressively working to ensure that these children, some of our city's most vulnerable, have full access to these life-altering funds to pay for vital needs and save for the future.

We also made significant gains toward my top priority: organizational funding fairness, which ensures our staff is adequately compensated and has the necessary resources to zealously represent the people we serve. Last year, we added staff, increased compensation, and modernized our technology.

The Legal Aid Society is a bulwark for voiceless individuals, families, and communities, and improves society at large by empowering and uplifting those who need our help the most. The direct and systemic impacts we have on the lives of New Yorkers are immeasurable, and I continue to be honored and humbled to lead this storied institution.

In solidarity,

Twyla Carter
Attorney-in-Chief and Chief Executive Officer

Report of the Chair & President of the Board



As we look to the future, our vision for a just New York is one where every individual, regardless of their background or circumstances, has the opportunity to thrive. We envision a city where systemic barriers are dismantled and the impacts of poverty are mitigated through access to equal justice.

We would not be able to realize this vision were it not for the support of our Sustaining Law Firms, individual, corporate, and private foundation donors, and Board of Directors. You are all equal partners in our efforts to serve as a stabilizing force in the communities we serve.

We also would like to give special recognition to philanthropist MacKenzie Scott, whose recent gift of \$8 million is a testament to the hard work of The Legal Aid Society's team of attorneys, paralegals, mitigation specialists, investigators, administrative staff, and interns. Together we are accomplishing vital work to decarcerate our communities, keep families together, and shield New Yorkers from homelessness.

At the same time, we are reminded of Martin Luther King Jr.'s observation that change does not roll in on the wheels of inevitability, but rather comes through continuous struggle. And so, as we look towards a better tomorrow for low-income New Yorkers, the nearly 2,300 heroes we call our staff continue to rise to the challenges that present themselves to our clients on a daily basis.

There are many important accomplishments and victories The Legal Aid Society can claim from the last year.

We ensured that New York City's legacy as a safe haven where all are guaranteed a roof over their heads, regardless of where they came from, was preserved. In the wake of the arrival of tens of thousands of new arrivals seeking refuge in the city, the Adams Administration had threatened to do away with the consent decree that established the city's right to shelter in 1981. But, working with allies, we reached a settlement with the Administration that preserves this fundamental liberty. And, after years of our advocacy, Governor Hochul finally signed into law a Good Cause measure that, while not what we originally envisioned, nonetheless provides historic protections against unjust evictions and unreasonable rent increases for New York City tenants.

We maintained our fight to protect those jailed in the state's jails and prisons – especially the most vulnerable, such as those with disabilities or those persecuted for their gender identities. We continued to pressure the court presiding over our litigation against the ongoing inhumane treatment at Rikers Island and other jails to appoint a federal receiver to take over the system from the Department of Correction, we sued the state for its illegal practice of placing people with disabilities in solitary confinement, and we asked a federal court to hold DOC in contempt for failing to ensure incarcerated people receive proper medical care.

We also looked after the City's population perhaps most susceptible to harm – youth involved in the child welfare, juvenile, and criminal legal systems. We drew public attention to, for example, the Administration for Children's Services' abhorrent practice of pocketing for itself Social Security Administration benefits intended to pay for the everyday needs and future expenses of children in the foster care system.

Frederick Douglass famously observed that "Power concedes nothing without a demand." For nearly 150 years, The Legal Aid Society has demanded justice and equity on behalf of the powerless of New York City. With your support, we will continue this important work.

Zachary W. Carter
Chair of the Board of Directors

Alan Levine
President of the Board of Directors

Leadership

Leaders of The Legal Aid Society are some of the most respected in their fields, offering decades of experience and perspective gained from dedicating their careers to ensuring equal justice.



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Comprised of some of the brightest minds from law firms, law schools, corporations, and communities, our board members provide crucial guidance that strengthens our work.

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Broadway Junction

“

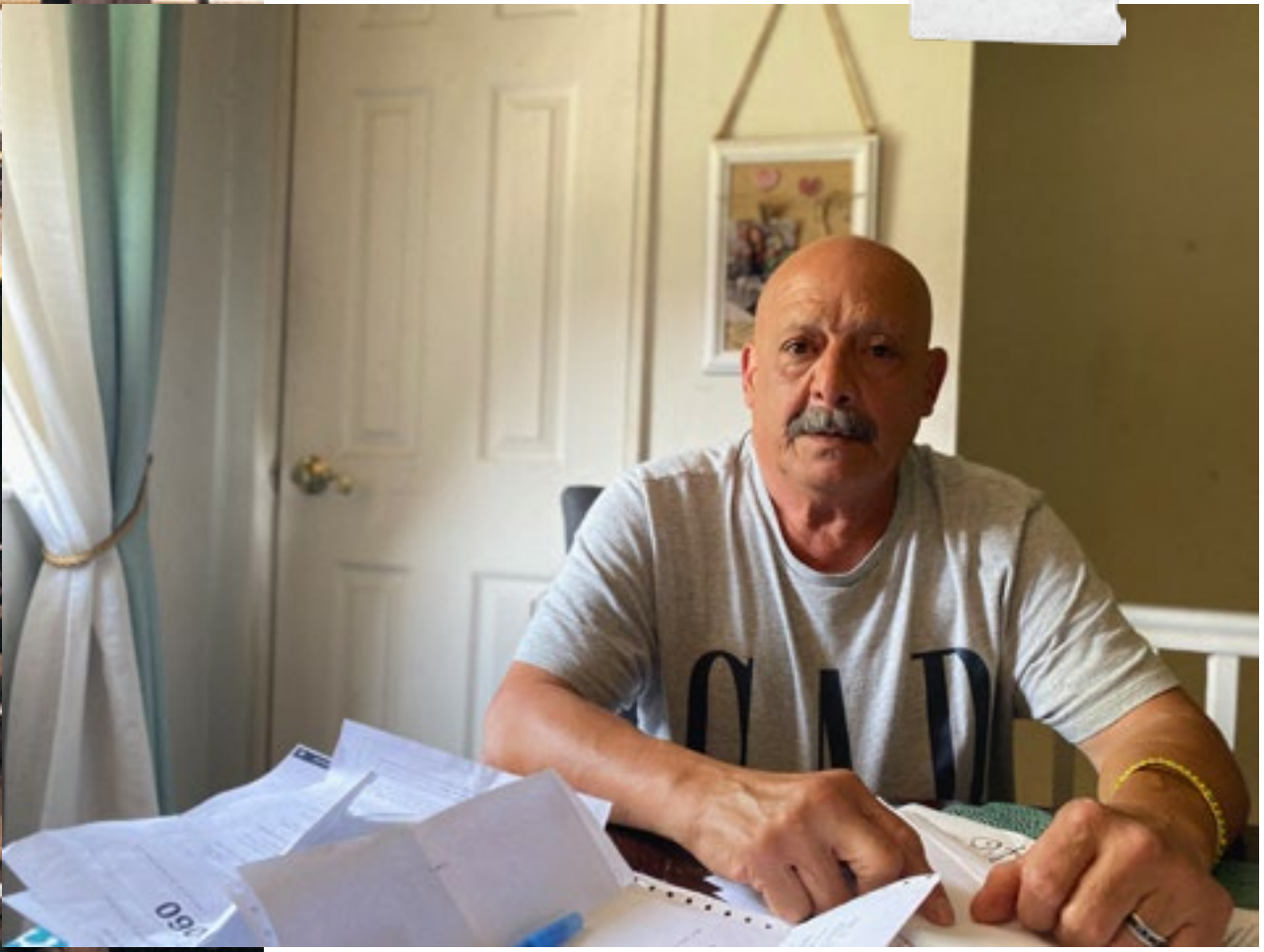
Everyone deserves a safe place to call home, Legal Aid is helping me and my neighbors hold our landlord accountable after years of neglect.”

Ivan

Housing Client,
1915 Billingsley Terrace



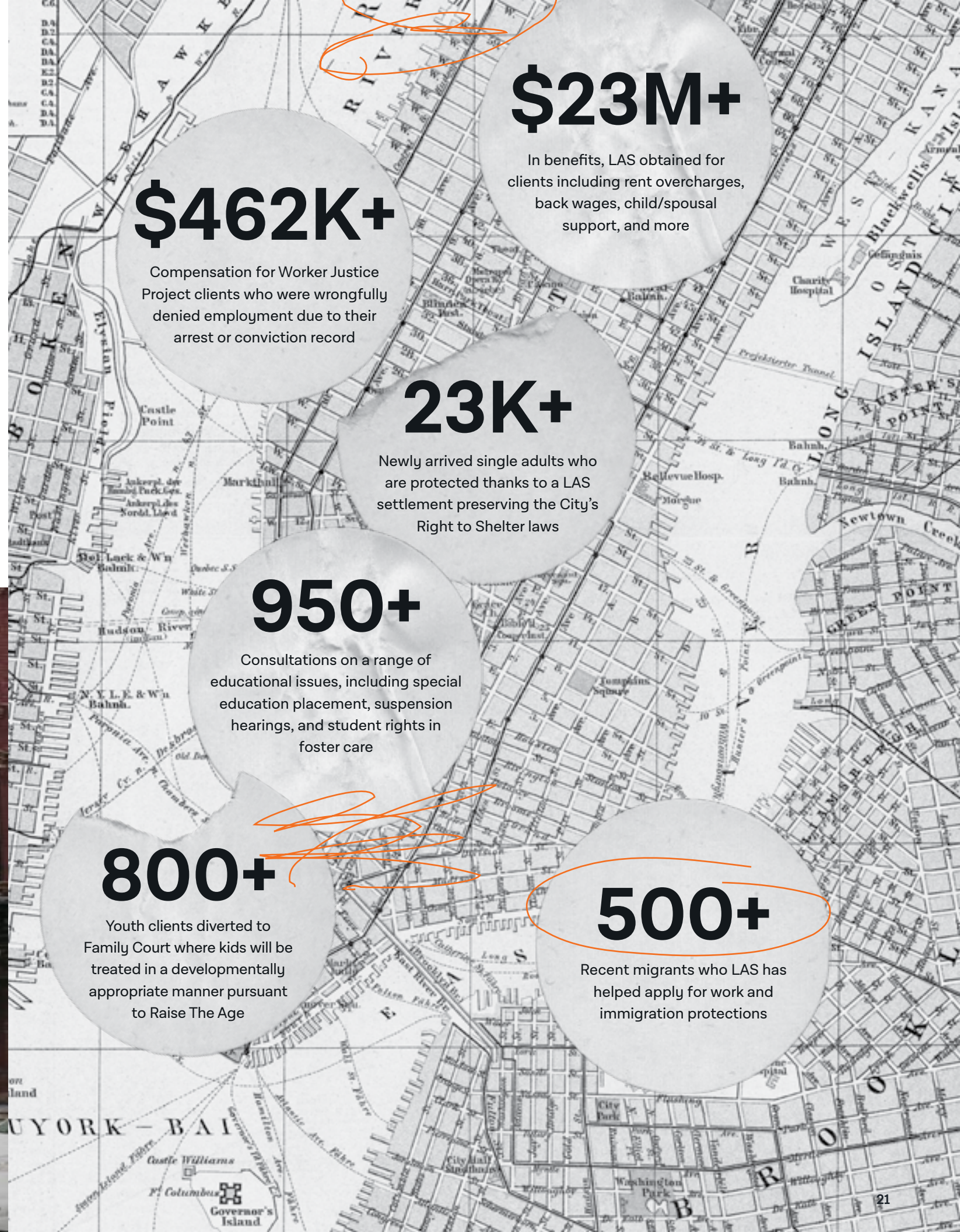
Year by the Numbers



Our Impact

Every day, in every borough, The Legal Aid Society works in courtrooms and communities to deliver justice to New Yorkers.

Every year, our direct representation of thousands of individuals informs our impact litigation efforts and policy advocacy, providing us with a powerful perspective from which to begin dismantling the systemic barriers that keep our clients from thriving.





“

With Legal Aid’s guidance and expertise, we got ACS to return almost \$22,000 in social security benefits for my daughter’s care and future.”

Alyssa

Mother, Juvenile Rights Client

Year in Review

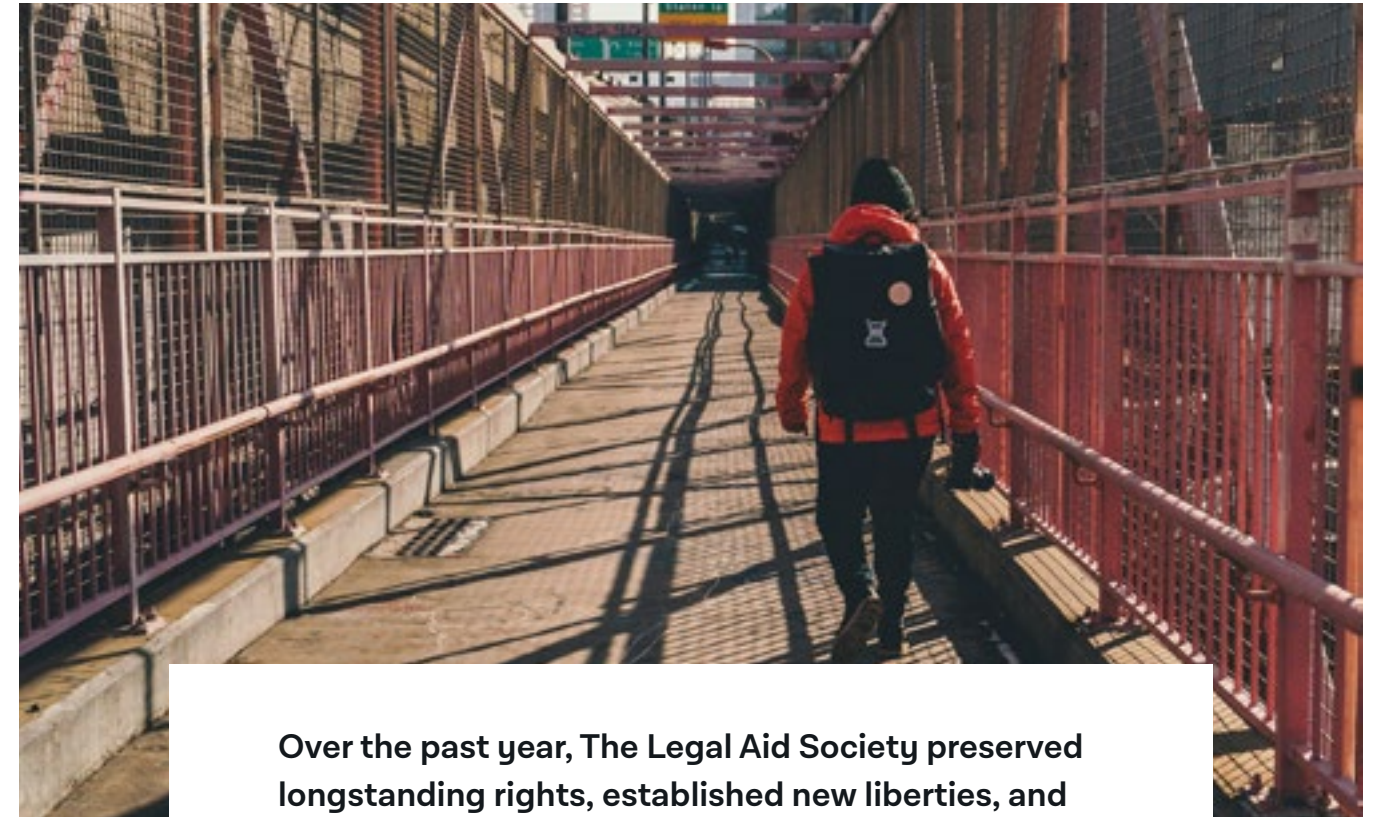


Our Work



Ensuring protections for generations of New Yorkers

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Over the past year, The Legal Aid Society preserved longstanding rights, established new liberties, and fought to create new protections for all New Yorkers.

When the Adams Administration, faced with the arrival of tens of thousands of new New Yorkers seeking better lives for themselves, threatened to take away the Right to Shelter we created for New York City more than 40 years ago, we intervened. In March, we announced a settlement with the City that, while allowing some limits on shelter stays that had always existed in the 1981 *Callahan* consent decree, maintained the fundamental right for all New Yorkers to have roofs over their heads – and we will continue to advocate on behalf of those who the City tries to turn away.

A month later, our years-long effort to advance Good Cause eviction protections in New York State finally succeeded. The measure signed into law was watered down from our initial proposal, but it will still prevent hundreds of thousands of people from being thrown out of their homes, and we will fight to ensure all New Yorkers are ultimately shielded.

For nearly three decades, beginning with the *Jiggetts v. Dowling* lawsuit in the 1990s, we have battled to ensure that public subsidies reflect the true cost of housing in New York State. That effort persists

today as we sue Mayor Adams over his refusal to implement an expansion of the CityFHEPS voucher program passed by the City Council in May 2023.

We also safeguarded New Yorkers' access to other public benefits, such as in July 2023, when we obtained, with the help of pro bono partners New York Legal Assistance Group and Dechert LLP, an injunction forcing the City to process Supplemental Nutrition Assistance Program (SNAP) and cash assistance benefits in a more timely fashion.

The Legal Aid Society also maintained its tradition – dating back to 1962, when it established a Juvenile Rights Division five years before the U.S. Supreme Court-mandated representation for children – of protecting the youngest and most vulnerable of all populations in New York City.

Our Juvenile Rights Practice (JRP) sued, along with pro bono partner Milbank LLP, to stop the New York Police Department's illegal practice of accessing and disclosing the arrest records of children as young as 7 years old. Thousands of youths have had their rights violated and threatened by this

“The precedents we set to protect society’s neediest often begin with the large volume of daily successes in our offices and courtrooms across New York City, work that typically goes unheralded in the headlines.”



activity – which included sharing these records with tabloid publications – in turn jeopardizing their future employment, education, and housing opportunities.

We also fought to end the taking of Social Security benefits from children and youth in foster care. Because of our advocacy, the Administration for Children’s Services modified its abhorrent policy, and is responding to our pressure to make whole the disabled foster care children deprived of nearly \$19 million in survivor benefits – money that could start them on a pathway to financial security and independence.

In addition, JRP continued to raise awareness of the justice gap for youth not currently afforded the right to an attorney under New York State law through an ad campaign calling on lawmakers to pass the #Right2RemainSilent Act and holding a rally in support of the bill in Albany in February.

The precedents we set to protect society’s neediest often begin with the large volume of daily successes in our offices and courtrooms across New York City, work that typically goes unheralded in the headlines.

For example, when the Criminal Defense Practice’s (CDP) Prisoners’ Rights Project (PRP) began hearing from clients that people with disabilities were being subjected to solitary confinement, in violation of the Humane Alternatives to Long-Term Solitary Confinement Act (HALT) that we helped pass in 2021, we joined Disability Rights Advocates and Winston & Strawn LLP to sue the state. Reports from PRP clients about missing medical appointments and abuse at the hands of corrections officers also sparked our ongoing lawsuits against the New York City Department of Correction for failure to provide proper medical care access and systemic brutality against incarcerated people. We also moved a step closer to independent leadership of the City’s jails and prisons when, following our argument in a September court hearing, the presiding judge ordered that a plan be devised for a third party to run the system.

CDP achieved a landmark victory this summer for restoring the rights of people post-incarceration as well. In a state in which a million BIPOC people couldn’t serve on juries because of their felony convictions, the practice’s fierce advocacy helped

“ JRP continued to raise awareness of the justice gap for youth not currently afforded the right to an attorney under New York State law.”



usher through the legislature the Jury of Our Peers Act, which, if signed into law by the governor, would end this lifetime ban.

Success for the New Yorkers we represent in criminal court is not just counted in the number of trial wins we celebrate, but the quieter victories that take collaboration and innovation to center our clients’ stories. In these cases, we are able to achieve outcomes that curb the threat of incarceration, and cause prosecutors and judges to see before them fellow community members who should not be sent away with lengthy prison sentences, but rather given off-ramps and chances at transformation.

Our triumphs over the last year and those to come would not have been possible without the support of our nearly 2,300 staffers, pro bono volunteers, board, and donors. We look forward to working with you all to deliver justice in every borough over the next year.



“

I really enjoyed working with Legal Aid. They inspired me to continue to work hard, and to be more than what the courts make you.”

Kyshia

Exploitation Intervention
Project Client



Awards & Recognition



Staff Awards

Our staff is our greatest asset at The Legal Aid Society.

The Marden Awards

Without the people who dedicate themselves to the fight every day, pursuing our mission to deliver equal justice would not be possible. The Legal Aid Society's Marden Awards celebrate our hardworking staff and honor their commitment and achievements.

The Legal Aid Society established the Orison S. Marden Awards in 1976, our centennial year, to recognize the excellence and dedication of our staff. The awards honor the memory of Orison S. Marden, a leader of the organized bar, a partner at White & Case LLP, and a former Chair of our Board of Directors. For over 40 years, Mr. Marden was a dedicated supporter of The Legal Aid Society, often traveling to the Harlem Neighborhood Office to volunteer as a pro bono attorney.

Each year, the awards are presented at our Annual Meeting. A diverse committee of managers, exempt, and union representatives select award recipients from nominations submitted by staff.

Whether on the front lines providing direct client services or working on critical office operations, this year's recipients demonstrated efforts that went above and beyond to make a difference in the lives of our clients. Marden Awards are given to attorneys, managers, and core staff, including paralegals, social workers, investigators, and support staff.

On the next page are the dedicated staff members honored with our 2024 Marden Awards.

Core Staff Marden Award



Alexandra Matta
Forensic Social Worker,
Juvenile Rights Practice

Core Staff Marden Award



Abida Chaudhry
Support Staff, Criminal
Defense Practice*

*Awarded Posthumously

Staff Attorney Marden Award



Theresa Moser
Staff Attorney, Special
Litigation Unit, Juvenile
Rights Practice

Manager Marden Award



Arielle Reid
Director, Decarceration
Project, Criminal
Defense Project



The Sandra Scott Memorial Award

The Sandra Scott Memorial Award



Luis Hernandez
Building Maintenance
Coordinator

The Legal Aid Society suffered a terrible loss on July 1, 2016, when our beloved Chief Financial Officer Sandra Scott lost her valiant struggle against cancer. Her courage, integrity, and dedication serve as her legacy. The Sandra Scott Memorial Award for Excellence recognizes the dedication and outstanding achievement of a member of our non-lawyer central administrative staff.

Luis Hernandez, Building Maintenance Coordinator, is the 2024 recipient of the Sandra Scott Memorial Award.

2024 Pro Bono Awards



This year over 1,900 volunteers from the private bar, corporate legal departments, and law schools throughout the country generously donated hundreds of thousands of hours to The Legal Aid Society. Our volunteer partners fight tirelessly to demand racial, social, and economic justice for the clients and communities we serve.

Public Interest Law Leadership Award

Anthony Perez Cassino Milbank

Each year, the Public Interest Law Leadership Award is presented to a leader in the pro bono community whose partnership with Legal Aid has helped provide exceptional legal services to low-income New Yorkers. Tony is recognized for his extraordinary contributions as a volunteer attorney and leader of Milbank's legendary pro bono program for over 25 years.

Under Tony's stewardship, the attorneys and professional staff at Milbank have taken on matters that have made a significant and lasting impact on not only the clients of Legal Aid, but thousands of New Yorkers in every borough. Through both individual representations and impact litigation,



Milbank contributed over 4,000 hours of pro bono assistance to Legal Aid clients last year, in matters as diverse as housing, tax controversies, immigration, civil rights, juvenile rights, and police accountability.

Outstanding Pro Bono Assistance to the LGBTQ+ Unit

Paul Hastings

The Paul Hastings team was co-counsel with the LGBTQ+ Law and Policy Unit on a case challenging the forced genital examination of a transgender man incarcerated in state prison. This was a challenging case, but the team remained dedicated to fighting against a practice that has historically been difficult to litigate and ultimately achieved a stellar result for the client.

Mayer Brown

The LGBTQ+ Law and Policy Unit and Prisoners' Rights Project nominate Mayer Brown for their amazing work in preparing a case against the New York State prison system for refusing to transfer a transgender woman to a women's prison, despite the clear risks to her safety and well-being. After diligent research and advocacy, the Department of Corrections and Community Supervision (DOCCS) agreed to move the client. The firm's work is a part of the effort to change DOCCS' transphobic approach to housing decisions.

Fried Frank

Fried Frank has been a crucial partner to the LGBTQ+ Law and Policy Unit in the success of the monthly Ali Forney Center Transgender Name Change Clinic. The partnership has been a fantastic way to bring needed resources to an underserved group of people, LGBTQ homeless youth.

Fried Frank has also been an important partner in representing Legal Aid in a pending FOIL before the NYC Department of Correction with the goal of increased information about the treatment of TGNCNBI people in custody.

Freshfields

In partnership with the Criminal Appeals Bureau and the LGBTQ+ Law and Policy Unit, Freshfields co-counseled a motion to resentence a gender-expansive person under the Domestic Violence Survivors Justice Act. This case presents an important opportunity to ensure state courts equitably apply this important law to LGBTQ+ community members who experience intimate partner violence.

Outstanding Pro Bono Assistance in Safeguarding Affordable Housing In NYC

Selendy Gay

The Selendy Gay team worked with the Civil Law Reform Unit on four cases defending the Emergency Tenant Protection Act and Housing Stability and Tenant Protection Act after a group of landlords filed to overturn the laws in *Community Housing Improvement Program v. City of New York*. Rent regulation covers approximately one million units

of housing in New York City. It is the largest source of affordable housing and the vast majority of rent-regulated tenants are low-income. We ultimately secured dismissal of the case, and were successful in defending the dismissal in the Second Circuit. In 2023, petitions for certiorari from three plaintiffs were denied by the US Supreme Court.

Tireless Pro Bono Advocacy Securing Vacatur of a Wrongful Conviction

Garrett Ordower Scale

Garrett worked for a decade with the Criminal Appeals Bureau to help secure the exoneration of wrongfully convicted client Steven Ruffin. He worked doggedly to reinvestigate the case and convince the Brooklyn District Attorney's office that Mr. Ruffin was innocent. In January 2024, Mr. Ruffin was exonerated.



Outstanding Pro Bono Assistance to the Employment Law Unit

Cravath

The Cravath, Swaine & Moore team assisted Legal Aid's Employment Law Unit in litigating a wage and hour, discrimination, and tenant harassment case against one of New York City's worst landlords (as designated by the Public Advocate). Our clients were a superintendent and his domestic partner. The firm's deposition practice and completion of discovery were invaluable in reaching a settlement that the clients can use to secure stable housing.

Wang Hecker

The Wang Hecker team led the litigation through the early stages of discovery, gathered and reviewed documents from the client, and analyzed the defendant's document production. They successfully encouraged defense counsel to agree to mediation before a magistrate judge, which led to a favorable settlement for the client.

Petrillo Klein + Boxer

The Petrillo Klein + Boxer team helped prepare our client and conduct numerous depositions in a short time and with a constantly changing schedule. They reviewed discovery and helped us press for missing responsive material. The depositions resulted in helpful fact discovery that contributed to our ability to settle the case.

Schlam Stone

Schlam Stone & Dolan, along with Gender Equality Law Center, worked on a Fair Labor Standards Act case involving a client who was mistreated and underpaid at a laboratory facility in Long Island for approximately a year. The team was instrumental throughout the case, assisting with client meetings, editing pleadings and motions, responding to discovery, and negotiating settlement terms during the court-ordered mediation.

Pro Bono Honor Roll

Volunteers from the following firms have all donated time and talent to the clients and communities The Legal Aid Society serves.

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Milbank LLP
Dechert LLP
Cravath, Swaine & Moore LLP
Freshfields Bruckhaus Deringer US LLP
Kasowitz Benson Torres LLP
Cleary Gottlieb Steen & Hamilton LLP
Davis Polk & Wardwell LLP
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Cooley LLP
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Gibson, Dunn & Crutcher LLP
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O'Melveny & Myers LLP
Weil, Gotshal & Manges LLP
Kirkland & Ellis LLP
Selendy Gay PLLC
Hughes Hubbard & Reed LLP
Paul Hastings LLP



Proskauer Rose LLP
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Units, Projects, and Initiatives

Adolescent Defense
Adolescent Practice Teams
Bankruptcy Law Project
Case Closed Project
Civil Practice Education Law Project
Civil Practice Law Reform Unit
Community Development Project
Community Justice Unit
Consumer Law Project
Cop Accountability Project
Criminal Appeals Bureau
Criminal Defense Law Reform and
Special Litigation Unit
Criminal Defense Trial Offices
Decarceration Project
Digital Forensics Unit
Disability Advocacy Project
DNA Unit
Elder Law Practice
Employment Law Unit
Exploitation Intervention Project
Family Law and Domestic Violence Project
Foreclosure Prevention Project

Government Benefits Practice
Health Law Unit
HIV/AIDS Representation Project
Homeless Rights Project
Homicide Defense Task Force
Housing Justice Unit - Tenant Defense
Housing Justice Unit - Group Advocacy
Immigration Law Unit
Juvenile Rights Practice Appeals Unit
Juvenile Rights Practice Education
Advocacy Project
Juvenile Rights Practice Law Reform and
Special Litigation Unit
Juvenile Rights Trial Offices
LGBTQ+ Law & Policy Unit
Low-Income Taxpayer Clinic
MICA Project
Parole Revocation Defense Unit
Prisoners' Rights Project
The Women's Pretrial Release Initiative
Trust and Estates Project
Video Mitigation Project
Worker Justice Project
Wrongful Conviction Unit



Our
Units

LIMIT
25
PHOTO
ENFORCED



**Our
Sponsors**



Sustaining Law Firms

The Legal Aid Society proudly acknowledges our Sustaining Law Firms, who generously contribute their time, expertise, and financial support. Their partnership allows us to protect low-income New Yorkers' fundamental rights through tireless direct representation and vigorous advocacy.



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Akin Gump Strauss Hauer & Feld LLP
Arnold & Porter
Cadwalader, Wickersham & Taft LLP
Cahill Gordon & Reindel LLP
Cleary Gottlieb Steen & Hamilton LLP
Cooley LLP
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Donor Profile

The New York Community Trust Foundation



The New York Community Trust celebrates its centennial this year. It was formed in 1924 by 11 trustee banks and, seven years later, created the nation's first donor-advised fund. Since its founding, the Trust has awarded more than \$5.7 billion in grants to nonprofits across New York City, Long Island, Westchester, and beyond. It awarded its first gift to The Legal Aid Society in 1982.

“For decades, The Trust has been a supporter of defending New Yorkers’ civil liberties and protecting their hard-earned rights. The Legal Aid Society has been a lead partner in these efforts,” says Chantella Mitchell, a program officer with The Trust. Over those 40 years and counting, The Trust has provided millions in funding to underwrite Legal Aid’s litigation and advocacy to assist new immigrants to New York City, young people in foster care, incarcerated people, and families experiencing homelessness.

As New York’s largest community foundation, The Trust’s mission is to foster and engage in enduring and innovative philanthropy. It does so by connecting generous New Yorkers with effective nonprofits, and collaborating with foundation colleagues, community organizers, and local governments to identify ways to support diverse communities in New York City, Long Island, and Westchester. Hundreds of donors have created permanent funds at The Trust, often dedicating them to specific causes, places, communities, or organizations.

As The Trust surveyed the post-pandemic landscape in New York a few years ago, it became increasingly

concerned about the city’s deepening affordable housing and homelessness crisis. Rents had climbed back to their pre-pandemic levels and homelessness was the highest in the city since the Great Depression, having a disproportionate impact on communities of color already struggling with housing insecurity.

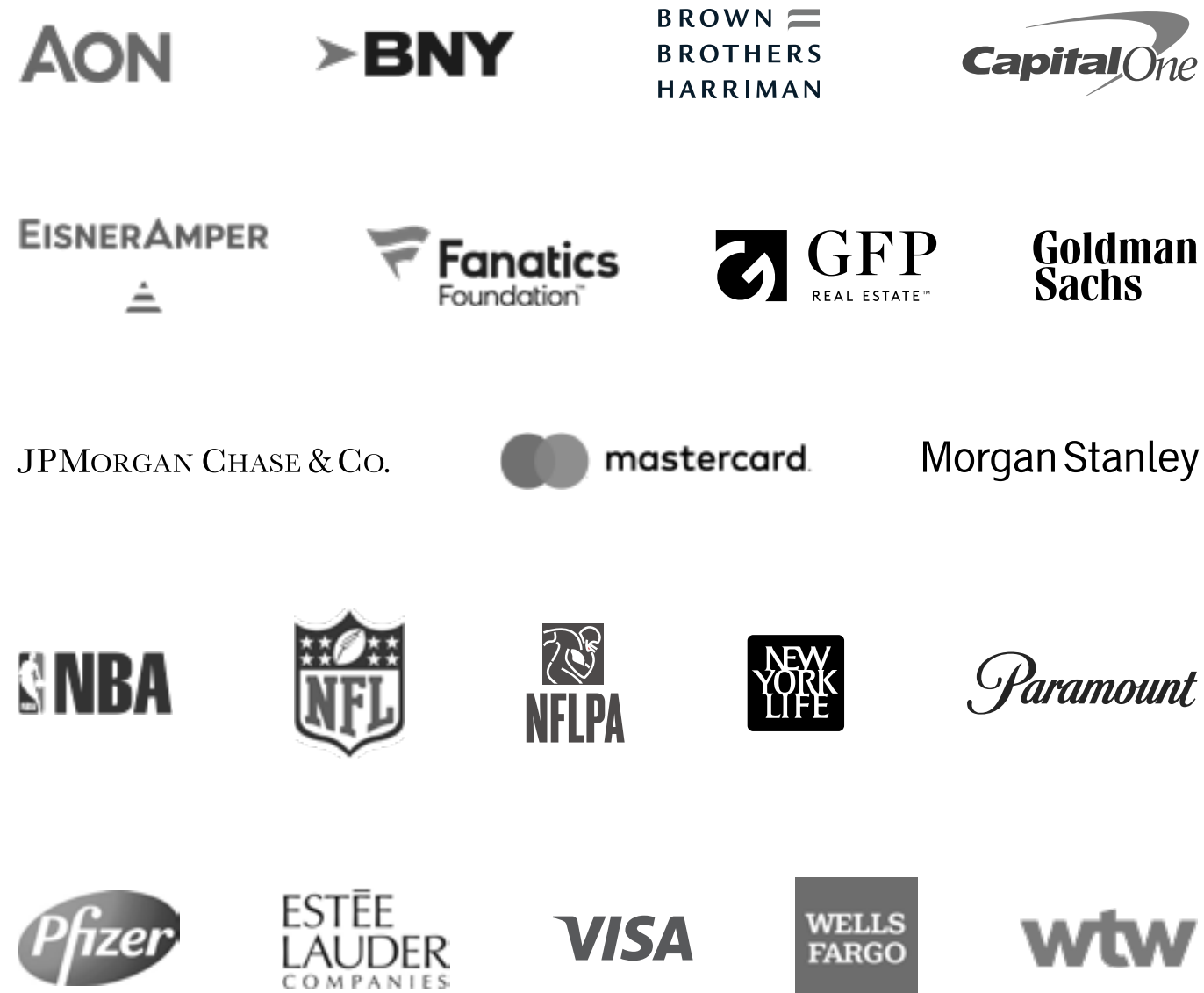
The Trust responded by awarding millions in grants to nonprofits helping to protect the affordability of existing housing, and to ensure that low-income New Yorkers, including homeless residents with complex needs, were able to access this housing.

The Trust recently funded The Legal Aid Society to ensure rental assistance is more widely available to New York City families who need it, and that once received, families don’t have to jump through bureaucratic hoops and face housing discrimination before they can move into their new homes. This effort is designed to strengthen the City’s housing voucher program and streamline the process to move families into affordable homes.

The Trust expects to build on its affordable housing work. “We hope to continue to support the many strategies and programs we know are successful in getting and keeping people safely housed,” says Mitchell. These include supporting rental assistance, advocacy for supportive houses and wraparound services, protecting families from eviction and displacement, and advocacy for new programs and housing supports that are responsive to the current affordability needs in New York City today.

In Appreciation of Our Corporate Advocates

Through financial contributions, volunteering partnerships, and event sponsorships, our Corporate Advocates make a lasting impact on our city.



Donor Profile

Goldman Sachs



Asahi Pompey, Global Head of Corporate Engagement at Goldman Sachs, says of the company's philanthropic ethos: "systemic issues require sustained investment." The approach speaks to Goldman Sachs' durable partnership model and the performance tracking it has implemented across its portfolio of community engagement initiatives.

That sort of long-term fidelity has been borne out by Goldman Sachs' support for The Legal Aid Society, which stretches back at least four decades, including nearly two decades as a donor for our annual Servant of Justice Awards, past financial support and pro bono assistance for our Juvenile Rights Practice's Education Advocacy Project, and its generous contribution of nearly \$300,000 over the last three years for our Civil Practice's Consumer Law Project (CLP).

"The prosperity of our society depends on the strength of our communities," says Pompey. "We're fortunate to partner with Legal Aid to meet the legal needs of all New Yorkers, a key pillar in the pursuit of a stronger, more equitable community."

Goldman Sachs' desire to strengthen the communities it operates in led it to launch, in 2009, the Community Development Grants program, which supports organizations that are addressing critical community needs, including affordable housing, small business development, community support services, and neighborhood revitalization. The company sees CLP

– which provides direct representation and advice to consumer clients facing a wide variety of issues, including credit card debt, business disputes, landlord/tenant issues, and property damage and theft – as a linchpin for the low-income New York City community.

Goldman Sachs views its commitments to date as only the beginning, and it is evolving its giving in response to what it is hearing from its charity partners. After meeting with more than 50 nonprofits in 2023 who expressed an urgent need for trust-based, multiyear, general operating support, the company launched this year the Equity Builders Initiative, which will award millions in unrestricted funding to grantees. And, building on the commitment to backing small businesses, last year Goldman Sachs announced an expansion of its 10,000 Small Businesses initiative that invests in the small business ecosystem and provides resources to entrepreneurs.

“Systemic issues require sustained investment.”

Justice Network

The Legal Aid Society's Justice Network, our annual membership program, provides more opportunities—through briefings, trainings, and volunteering—to connect our community of individual donors to our mission. We are pleased to recognize our Justice Network members, whose generous support provides critical resources to our client communities.



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Donor Profile

Denis McNerney

Denis McNerney has worn a lot of hats in his nearly 40-year career as a private and public sector attorney. Assistant U.S. Attorney in the Southern District of New York. Associate Counsel in the Whitewater investigation of the 1990s. Partner and now Senior Counsel at Davis Polk where, among others, his clients included Arthur Andersen during its criminal trial in the early 2000s.

But “without question,” he says, “the most meaningful and rewarding cases I have ever worked on” are the pro bono Domestic Violence Survivors Justice Act (DVSJA) ones he’s partnered on with The Legal Aid Society’s Criminal Appeals Bureau (CAB) over the last five years.

McNerney has been passionate about aiding trafficking victims since he joined the board of Sanctuary for Families in 2005. But he had never done pro bono work when, shortly after enactment of DVSJA in New York State in 2019, longtime CAB attorney David Crow approached McNerney and his Davis Polk colleague Dara Scheinfeld about assisting Legal Aid in reducing the sentences of incarcerated domestic violence and sex trafficking survivors. “I could not have done any of it without David or without Dara,” says McNerney, “and none of this would have happened had David not spearheaded our efforts starting in 2019.”

It wasn’t hard to convince other Davis Polk associates to contribute to the thousands of hours the firm has dedicated to domestic violence and trafficking cases. “It doesn’t get any better than knowing your client is coming out of prison because of the work you put into it,” says McNerney.

The 17 victories the Davis Polk team has recorded in partnership with Legal Aid and others include a

domestic violence survivor who graduated from college while in prison and is now earning her master’s in social work, a young woman who was forced to take part in robberies by the gang that trafficked her as a teenager, and, in September of this year, another teenage sex trafficking victim had over 15 years wiped out from her original sentence, resulting in her walking out of prison the next day. McNerney says the trauma-informed approach and cooperation of the Manhattan District Attorney’s Office was “indispensable” in this case.

McNerney has been a donor to Legal Aid since 1987, but he admits his giving has been going up in the five years he’s worked with Crow. He’s now a member of the Justice Network, and when he was approached in 2021 about joining the Associates’ Campaign, he came up with the novel idea of linking Davis Polk’s fundraising efforts to an employee health and wellness program. That resulted in Davis Polk, with a total of \$77,000, climbing to the top of the Associates’ Campaign ranks this year.

McNerney hopes his goodwill inspires others to give. “Whatever I can do to not only personally contribute, but to try to get Legal Aid on the radar for other people, and get people to see how valuable they are,” he says.



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Leaving a Legacy of Justice: Introducing Our 1876 Legacy Circle

Since 1876, The Legal Aid Society, with help from our supporters, has fought to ensure that every New Yorker, regardless of poverty, can access justice, impacting the lives of millions of people over many decades.

A growing list of supporters committed to justice have included The Legal Aid Society in their estate planning as members of our 1876 Legacy Circle. We do not know what the years ahead will look like but we do know that The Legal Aid Society will be needed and we are grateful to these members for being part of our future.

1876 Legacy Circle

We have also received significant gifts through bequests in fiscal year 2024. We are proud to list and recognize these generous gifts here:

Estate of James L. Buttenwieser

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Donor Profile

Jeffrey Glen and Rosina Abramson



Attorneys Jeffrey Glen and Rosina Abramson have been married for 47 years, and one of many constants for them over the decades has been their connection to The Legal Aid Society.

They met in the early 1970s, when Rosina ran a Legal Aid clinic program for law students and Jeffrey headed up the Harlem Community Law Office. He had arrived at Legal Aid from Mobilization for Youth, an anti-poverty program based in Manhattan, and they shared a passion for social justice. In Harlem, Jeffrey developed with students from Columbia Law School a civil legal program that represented low-income people who faced having their possessions seized or utilities cut off.

Rosina noticed, while working for Legal Aid, that low-income people in the city were contending with systemic problems that could be better addressed through broader approaches. This inspired her to dedicate the majority of her career to public service, as General Counsel to City Council President Carol Bellamy, and in leadership positions at various City and State agencies (including the Department of City Planning and Roosevelt Island Operating Corporation). Her work in the non-profit sector included stints with the Anti-Defamation League and Women's American ORT.

Meanwhile, Jeffrey joined the New York City Law Department in the late 1970s, and while there he helped create a fund supporting Legal Aid's work representing tenants on public assistance threatened with eviction. This later became the seed of the City's current Right to Counsel program for tenants facing eviction in housing court.

Their support for social justice causes only grew from there, and continues to this day. After he joined Anderson Kill in the early 1990s, Jeffrey became chair of its pro bono practice, and worked on many death penalty cases until he became of counsel to the firm two years ago. Rosina serves on the board of the Fund for Public Housing and chairs its Audit Committee, while also providing pro bono services to other organizations.

Their financial support of Legal Aid grew out of this latter stage of their careers. While working on a death penalty case, Jeffrey observed that there was inadequate funding for an expert psychologist witness, so that motivated he and Rosina to make a gift to Legal Aid that would help underwrite hiring of witnesses or transportation for them. "We recognize," said Jeffrey, "that even with a substantial level of public funding for the Civil Practice, the need for representation vastly exceeds the Society's financial ability."

Jeffrey has been active in efforts to increase the representation of Legal Aid alumni on our board, and he and Rosina have also included us in their estate plans. "Legal Aid is critical," he said, for "rebalancing economic and political rights in the country," and added they were happy to make "a modest contribution to the maintenance of an organization that I think will go on as long as the country." He also encouraged other supporters to join them as members of our 1876 Legacy Circle.



Servant of Justice

The Servant of Justice Awards is The Legal Aid Society's annual celebration of our work, our victories, and our partners. In May, we honored Mary Eaton, Partner, Co-head of Securities & Shareholder Litigation at Freshfields Bruckhaus Deringer US LLP, for her steadfast contributions to Legal Aid's pro bono work, and DeMaurice F. Smith, Former Executive Director of the National Football League Players Association for his deep commitment to service.

We are most appreciative of those individuals and institutions who supported our 47th Annual Servant of Justice Awards.

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 The Rockefeller Foundation
 Verizon Foundation

STATEMENT OF FINANCIAL POSITION	2023	2024
Assets		
Cash and cash equivalents	\$41,820,069	\$18,200,987
Receivables from grants and governmental contracts, and other	\$106,927,375	\$137,121,070
Investments, at fair value	\$9,577,071	\$18,872,977
Deferred charges and other assets	\$2,436,806	\$1,476,251
Property and equipment, at cost, net	\$11,524,671	\$12,389,403
Pension assets	\$1,818,774	\$7,661,531
Finance lease right-of-use assets	\$679,809	\$670,180
Operating lease right-of-use assets	\$311,197,733	\$229,436,615
Total assets	\$485,982,308	\$425,829,014
Liabilities and Net Asset Deficiency		
Accounts payable and accrued expenses	\$5,426,682	\$7,976,129
Accrued payroll and other employee expenses	\$51,760,911	\$53,753,718
Program advances	\$22,930,304	\$19,963,305
Accrued postretirement health and benefits cost	\$48,153,628	\$54,589,742
Operating lease liabilities	\$347,810,525	\$271,566,234
Finance lease liabilities	\$687,957	\$671,817
Total liabilities	\$476,770,007	\$408,520,945
Commitments and Contingencies		
Net Assets		
Without donor restrictions	\$2,111,689	\$7,057,597
With donor restrictions		
—Purpose and time restricted	\$4,994,589	\$8,144,449
—Perpetual in nature	\$2,106,023	\$2,106,023
Total net assets with donor restrictions	\$7,100,612	\$10,250,472
Total net assets (deficiency)	\$9,212,301	\$17,308,069
Total liabilities and net assets (deficiency)	\$485,982,308	\$425,829,014

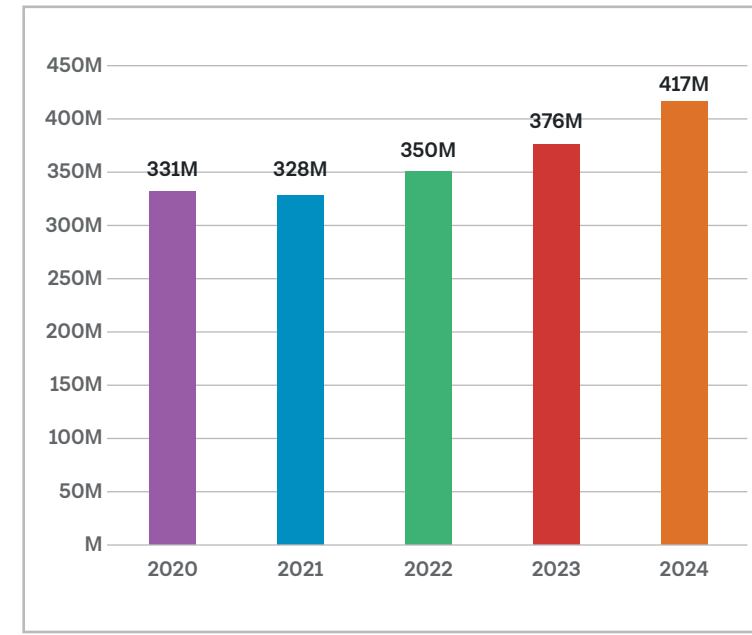
REVENUES	2023	2024
Criminal Defense Practice	\$212,652,830	\$232,774,705
Juvenile Rights Practice	\$49,747,382	\$54,052,061
Civil Practice	\$91,827,310	\$102,387,198
Contributions (net of direct expenses related to the benefit)	\$15,622,810	\$25,224,403
Return (loss) on investments, net	\$1,551,525	\$1,918,688
Court awards	\$136,502	\$17,087
Other income	\$5,302,510	\$152,418
Total Revenue	\$376,840,869	\$416,526,560

Financial Summary

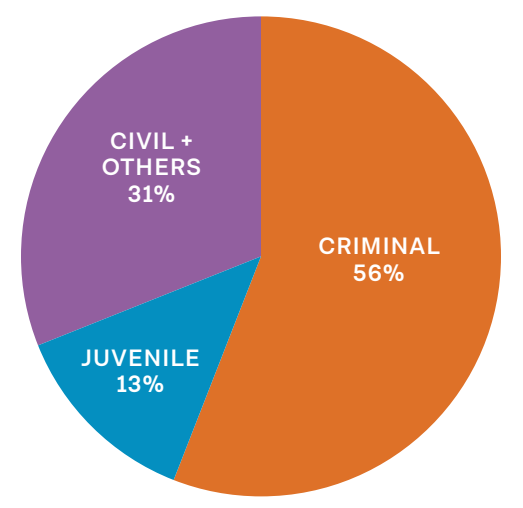
For the fiscal year ending June 30, 2024

Please visit www.legalaidnyc.org for the full financial report.

Revenue over 5 years



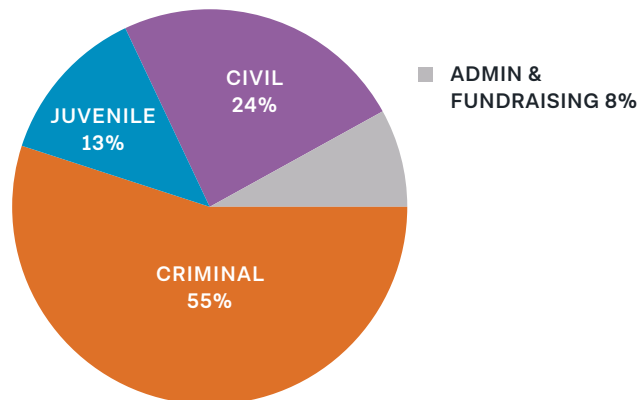
2024 Revenue



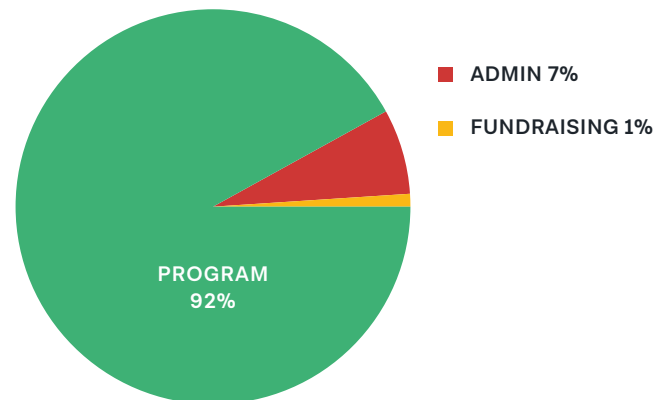
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EXPENSES	Criminal Defense	Juvenile Rights Practice	Civil Practice	Total Program Expenses	Total Admin/ Fundraising	2024 Total Expenses	2023 Total Expenses
Employee Expenses							
Professional staff salaries	\$96,243,745	\$23,150,791	\$39,599,418	\$158,993,954	\$9,309,777	\$168,303,731	\$157,884,991
Support staff salaries	\$35,204,587	\$7,367,950	\$12,780,342	\$55,352,879	\$6,130,228	\$61,483,107	\$52,342,436
Fringe benefits and other employee costs	\$62,390,849	\$15,625,992	\$26,813,452	\$104,830,293	\$6,154,223	\$110,984,516	\$103,843,543
Total employee expenses	\$193,839,181	\$46,144,733	\$79,193,212	\$319,177,126	\$21,594,228	\$340,771,354	\$314,070,970
Other Expenses							
Occupancy costs	\$17,669,876	\$4,034,357	\$8,497,982	\$30,202,215	\$398,825	\$30,601,040	\$34,797,362
Communications	\$1,219,512	\$282,230	\$637,202	\$2,138,944	\$92,369	\$2,231,313	\$2,389,919
Office operating	\$1,092,745	\$278,961	\$420,649	\$1,792,355	\$1,096,860	\$2,889,215	\$2,602,480
Purchases and leases of furniture and equipment	\$1,611,179	\$833,683	\$927,723	\$3,372,585	\$1,856,682	\$5,229,267	\$4,191,815
Law books and reference materials	\$631,387	\$155,396	\$570,581	\$1,357,364	\$35,977	\$1,393,341	\$1,318,494
Trial minutes	\$361,477	\$61,645	\$11,198	\$434,320	\$7	\$434,327	\$436,842
Cost of investigations and expert witnesses	\$1,590,451	\$48,901	\$832,188	\$2,471,540	\$1,217,101	\$3,688,641	\$2,339,508
Professional services	\$498,896	\$90,871	\$4,748,454	\$5,338,221	\$4,157,615	\$9,495,836	\$7,281,676
Transportation	\$817,022	\$65,668	\$73,824	\$956,514	\$45,116	\$1,001,630	\$938,836
Insurance	\$450,704	\$99,749	\$210,717	\$761,170	\$132,819	\$893,989	\$881,120
Depreciation and amortization	\$126,598	\$38,636	\$293,194	\$458,428	\$823,213	\$1,281,641	\$621,235
Bad dept expense	\$592,906	\$0	\$46,567	\$639,473	\$0	\$639,473	\$2,666,987
Other	\$668,882	\$135,502	\$2,289,815	\$3,094,199	\$2,376,320	\$5,470,519	\$5,069,044
Total other expenses	\$27,331,635	\$6,125,599	\$19,560,094	\$53,017,328	\$12,232,904	\$65,250,232	\$65,535,318
Total expenses, excluding other than net periodic costs	\$221,170,816	\$52,270,332	\$98,753,306	\$372,194,454	\$33,827,132	\$406,021,586	\$368,684,976

2024 Total Expenses



2024 Financial Efficiency



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Katherine Haas, Katherine Landy, Katherine Lopez, Katherine Mullen, Katherine Nunez, Katherine Pecore, Katherine Ponce, Katherine Ruiz Boada, Katherine Martone, Kathleen Giunta, Kathleen Hardy, Kathleen Kelleher, Kathleen McIlraith, Kathleen Wahl, Kathleen Witsie, Kathrina Gafucz, Kathryn Heeke, Kathryn Kaplan Gorman, Kathryn Kliff, Kathryn O'Brien, Katie Ringer, Katie Roop, Kawan Clinton, Kayla Axelrod, Kayla Brady, Kayla Harrington, Kayla Simpson, Kaylah Alkaifi, Keisha Francis, Keith Bryant, Keith Seidman, Kelechi Alfred-Igbokwe, Kellisa Lane, Kelly Ballinger, Kelsey Bourquin, Kelvin Richards, Kendi Rainwater, Kennedy Tattos, Kenneth Anslay, Kenneth Finkelman, Kenneth Ives, Kenneth Schaeffer, Kenny Rey, Kensing Ng, Kent Trompiz, Kenwyn Nelson, Kerri-Ann Wright, Kerry-Ann Stephen, Keshav Jankie, Ketty Toco-Moume, Kevin Brzezinski, Kevin Lam, Kevin Michels, Kevin Sanders, Khadine De Paiva, Khushboo Sapru, Kiara Osorio, Kim Wirt, Kimar Clarke, Kimber Hargrove, Kimberly Clay, Kimberly Henry, Kimberly Roach, Kimberly Schertz, Kimberly Skadan, Kinsey Lowrance, Kip Bastedo, Kira Forrester, Kira Monin, Kira Morgan, Kirk Stadnika, Kirsten Nelson, Kisha Douglas, Kissa Broadie, Knetia Landells, Konnie Dominguez, Kristal Ragbir, Kristen Brown, Kristen Calabrese, Kristie Ranchejee, Kristin Bruan, Kristina Schwarz, Kristopher Tyndall, Kristy O'Neill, Kritika Agarwal, Krystina Rosado, KT Hennessy, Kwanda Hill-Daniels, Kyla Barron, Kyle Guzman, Kyle Peters, Laboni Rahman, Laila Attareb, Lamar Bennett, Lamar Miller, Lameek Williams, Lana Isakov, Lance Jeffrey, Lane Blessum, Lara Sverdlirk, Larry Hales, LaSalle Jones, LaToya Williams, Latoya Woods, Laura Berger, Laura Boyd, Laura Eraso, Laura Guthrie, Laura Roiter, Laura Russell, Laura Waters, Laura Weiner, Lauree Rivas, Lauren Costa, Lauren Garcia, Lauren Craig, Lauren Donnelly, Lauren Glasby, Lauren Hunt, Lauren Jones, Lauren Nakamura, Lauren Prince-Albert, Lauren Restivo, Lauren Saunderson, Lauren Siciliano, Lauren 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Jackson, Londa Burke, London Kirkendall, Lonette Dennard-Williams, Lori Landowne, Lori Masco, Lorna West, Lorraine Maddalo, Lorraine Mc Eville, Lou Fox, Lou Hewitt, Lou Sartori, Louis Balocco, Louis Varela, Lubaba Ahmed, Luca Verano Diaz, Lucinda Clarke, Lucy Herschel, Lucy Newman, Lucy Stroup, Luis Caballero, Luis Coig, Luis Hernandez, Luisa Maska, Luisa Melian, Luke Miller, Luke Schram, Luca Chamberlain, Lydia Juline, Lydia Ross, Lynda Augente, Lynexa Owens, Mabelin Martinez, Maci East, Mackenzie Aquino, Madeleine Mercer, Madeline Domenech, Madeline McCormick, Madhiyah Dumashie, Madison Dougherty, Madison Gestiehr, Madison Koenig, Maeve Foley, Magda Rosa-Rios, Maggie Christ, Maggie Taylor, Maham Abidi, Mahathi Yerra, Mahnoor Mirza, Makeda Nyabingi, Malaysia Morrison, Malcolm Sanborn-Hum, Malenie Reyes, Malia Brown, Malik Callender, Mandi Bruns, Manessa Fleury, Manuel Valladares, Manuel Zevallos, Mara Kuns, Mara Moradoff, Marc Ramirez, Marcus Hyde, Marcus Miller, Marcus Reina, 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