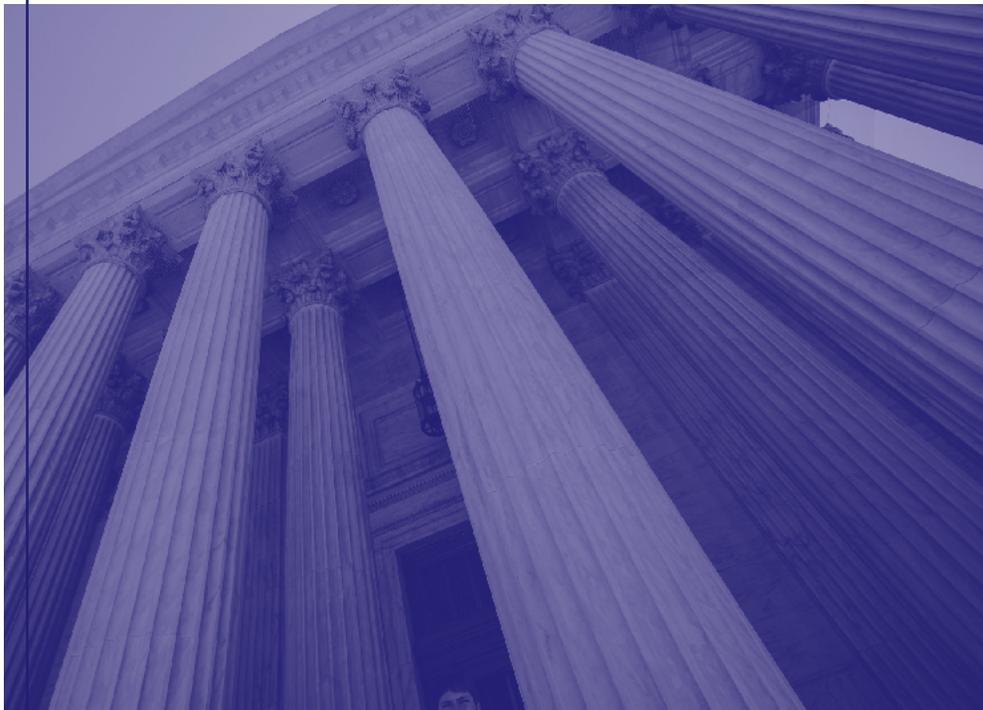




Women's Bar Association
FOUNDATION
DISTRICT OF COLUMBIA



ANNUAL REPORT **2021-2022**



MISSION

Leveraging the generosity of lawyers and friends to support nonprofits that serve the legal and related needs of women and girls in the DC Metropolitan community.

Message from the President



Rachel Hardwick

The Women's Bar Association Foundation is the charitable sister organization of the Women's Bar Association. The Foundation funds community organizations that help women and girls in the DC area meet their legal needs. Those organizations provide direct legal services in areas such as employment rights and job security, housing, domestic violence, and trafficking.

When you give to the Foundation, you are helping women and girls successfully access the legal system – improving their employment and housing situations, reducing their stress, and allowing them to get on with their lives, helping to lift them and their families out of poverty and traumatic situations. Be assured that we do the work for you – selecting the grantees who meet the needs of women and girls in the DC Metro area, in line with the mission and purpose of the WBA.

The Foundation kicked off its official programming year in October 2021, with its 19th Annual Wine Tasting and Silent Auction, held virtually for the second

year, and it was a huge success. The Wine Tasting is the Foundation's primary fundraiser for the Founders Fellowship, which rotates annually among the six DC-based law schools (American, Catholic, Georgetown, GW, Howard, and UDC) and provides a stipend to a law student to work at a local nonprofit organization dedicated to furthering the Foundation's mission.

The 2021 Founders Fellowship was awarded to the George Washington University School of Law, which selected **Summer Menefee** as the recipient. With the support of the Fellowship, Ms. Menefee was a Summer Associate at AEquitas, The Prosecutors Resource on Violence Against Women.

During the 2021-2022 program year, the Foundation awarded \$75,000 in grants to nine organizations. Together, these organizations provide an array of legal and related services to many of the most vulnerable members of our community, including children, working parents, and elderly individuals. Our grantees provide representation, counsel, and assistance to victims of domestic violence; seniors who benefit from DC Schedule H Tax Credit pro bono clinics; grandparents raising their grandchildren; and pregnant women and parents who need to assert their workplace rights. We are extremely proud to be able to support this work, and proudly salute our 2021 grantees: **Amara Legal Center, Ayuda, DC KinCare Alliance, DC Volunteer Lawyers Project, First Shift Justice Project, Mother's Outreach Network, The Network for Victim Recovery, and The Safe Sisters Circle**. We encourage you to read more about these organizations, and the invaluable work they do in our community, on pages 7 to 8.

The Foundation recognized these organizations and their commitment to improving the lives and furthering

the rights of women and girls at our 13th Annual Grants Award Ceremony, held in March. Representatives from all of the grantees participated in the virtual ceremony to share information about their work. Many described ways in which COVID-19 imposed additional burdens on their clients who already face enormous obstacles; they also discussed the challenges in providing service to their clients as a result of COVID. They highlighted a number of "success stories" and identified how they use the WBA Foundation grant to assist their clients.

This year, the Foundation Board created the WBA Foundation Champion Award to recognize a devoted WBA Foundation champion. Our inaugural Champion Award was presented at the Grants Ceremony to Marjorie O'Connell for her long-standing devotion to the WBA Foundation and for her support of women and girls in our community. The ceremony's keynote address was delivered by Congresswoman Eleanor Holmes Norton, a pioneer and living legend in the areas of human and civil rights and the law, a true honor for the Foundation. Congresswoman Norton was one of the first WBA Foundation board members, and served on the Board in 1981, along with Ms. O'Connell.

Please consider giving to the Foundation. You can make a one-time gift or make a monthly donation – set it and forget it – knowing that your dollars go to work lifting women and girls as they access the legal system. Please consider joining the many who are making plans for the Foundation in their estate planning (see page 12), in order to ensure the long-term success of the Foundation. Learn more about the Foundation, estate planning, and how to make a donation at www.wbadcfoundation.org. We thank you for your support throughout the 2021-2022 Foundation year and look forward to your continued support.



Rachel Hardwick

Grantmaking Program and Grantee Awards Ceremony

Thirteen organizations took the first step in the Foundation's grant process by submitting a Letter of Inquiry (LOI) in summer 2021. A total of \$148,000 in support was requested. The Foundation's Grants Committee reviewed the information in each submission and invited all of the organizations to submit a full grant application.

After the full proposals were received, the Grants Committee carefully reviewed each one and made a recommendation to the full Board of Directors, which approved a total of \$75,000 in grants to 8 organizations (information about the projects funded can be found on pages 7 to 8). At the end of the funding year, the Foundation requires grantees to submit a final report of activities conducted under each grant. These reports are also reviewed by the Grants Committee.



In March, the Foundation hosted its 13th annual Grant Awards Ceremony, and it was virtual for the second year in a row. We made the most of the interactive format to give grantees an opportunity to address attendees and share how they adapted their service models during the pandemic. We debuted our grantee video at the event, in which our grantees talked about their work and the impact of the WBAF's grant.

Another highlight of the evening was bestowing the first WBAF Champion Award to Marjorie O'Connell (see page 6). The event also featured an address given by Congresswoman Eleanor Holmes Norton, a member of the first Board of the WBA Foundation. Congresswoman Norton honored the contributions of Ms. O'Connell and also reminded everyone of the challenges that still face women and girls in DC. She reinforced the need for the critical services performed by the WBAF and its grantees.

After the end of the formal program, attendees were able to network in virtual chat rooms. Grantees, WBAF Board members, and WBAF supporters enjoyed getting to meet each other and learning more about the important missions of the WBAF grantees.

Founders Fellowship

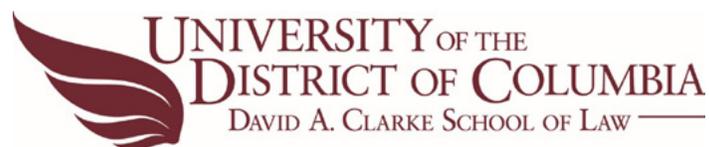
The WBA Foundation Founders Fellowship was established in 2006 and is awarded annually to one of the six law schools located in Washington, DC. The fellowship is used by the school to support a student who is pursuing a public interest summer internship to advance the legal interests of women and children.

The 2022 WBA Foundation Founders Fellowship, in the amount of \$7,500, was awarded to the University of the District of Columbia David A. Clarke School of Law, which selected **Joseph Dweck** as the recipient. Joseph worked as a law clerk for Foundation grantee Mothers Outreach Network (MON). His projects included seeing a housing conditions case from its inception until a formal complaint was filed in court. In addition to that, he worked with Let Grow, which partnered with MON, in an effort to aid their legal research and policy project on Neglect and Lack of Supervision laws throughout the country. He was specifically tasked with researching relevant Virginia case law in order to identify positive language we could use to show the Virginia General Assembly that current statutes need updating. He also assisted with MON's Get CTC Tax Clinic, the main purpose of which was to provide guidance and legal aid to those families who had not yet received

their 2021 Child Tax Credit, stimulus checks, and other tax incentives they were qualified for.

In his personal essay about the experience, Joseph said, "My time in the clinic may have been some of the most impactful and eye-opening work done while with MON. It not only allowed me to help break down barriers for families who would not have been able to acquire their deserved funds otherwise, but also showed me how much of a difference the work I was doing had made in their lives by helping create that access for them. Going into the summer, I certainly did not expect policy and tax work to be some of the most enjoyable aspects of my time with MON, but I find myself thankful for the experience to be able to work on those projects."

Joseph's full essay is posted on our website.



“During my experience, I was not only able to learn what the practice of law can look like first hand, but immediately had the opportunity to make lasting and impactful changes in the lives of people I was committed to working with.”

WBAF Champion

The WBA Foundation Board of Directors created the WBA Foundation Champion Award in 2022. The purpose of the award is to recognize a devoted WBA Foundation champion. The inaugural recipient of the award was **Marjorie O'Connell**.

Ms. O'Connell is a founding member of the Foundation and was its first president, from 1981 to 1983. She started her own firm in 1977, O'Connell & Associates, focusing on tax law. In the early 1980's, Marjorie was asked to chair the budget committee for the Women's Bar Association, to consider new ways to fundraise for the Association. While serving on that committee, Ms. O'Connell asked, "Why do we not have a Foundation?" The response was that they had just never had one. Her response? "We CAN and we SHOULD!"



employment for law students in the Washington DC legal community, and co-hosted the Metro Teen Aids Ryan White Awards to benefit HIV positive youth and teenagers in the metro area. The Foundation provided financial support to community service projects in the Washington DC metropolitan community in ways that were not feasible for the WBA to do. These early Foundation activities had an important and positive impact on the legal profession and the community at large. Ms. O'Connell was instrumental in focusing early Foundation efforts on initiatives that supported at-risk women and children.

Ms. O'Connell also served on the board of the National Conference of Women's Bar Associations, and—since she had already started a foundation—she was asked to help establish the NCWBA Foundation in 1984 and went on to lead that organization for years.

During its early years, and thanks to Ms. O'Connell leadership, the Foundation met its purposes by supporting the WBA's programs that focused on the special legal problems facing women through educational activities and sponsorship of innovative programs in the community, courts, and the legal profession. For example, the Foundation was an early supporter of legal and financial assistance for families affected by AIDS. The Foundation also supported the publication of the WBA's Guidelines on Family and Medical Leave and Alternative Work Schedules, sponsored law students in national mock trial competitions, supported summer

Ms. O'Connell has served on the ABA House of Delegates for almost three decades. After four years with a major DC law firm, she started her own firm in 1977—O'Connell & Associates—focusing on tax law. That was not without its challenges: she was told by a banker that she needed written permission from her husband and his permission to borrow money to finance the venture. The banker had met his match! Since the early 1970's, Ms. O'Connell has worked with the National Organization of Women's credit and taxes committee. As co-chair of the committee, Ms. O'Connell became involved on the national level, working on the Credit Fairness Act, a federal law making it illegal to discriminate against women when it comes to issuing credit. Ultimately, that banker approved non-collateralized single signature financing for her firm and generations of women have Ms. O'Connell to thank for access to credit without a man's signature.

2022 Grantees

The WBA Foundation grants program supports community nonprofit organizations in the DC metropolitan area that serve the legal and related needs of women and girls in the DC Metropolitan community. The Foundation's 2022 grant recipients are at the forefront of efforts to reach and serve some of the most vulnerable members of our community, individuals who are facing challenges ranging from homelessness to domestic violence and workplace discrimination.



Amara Legal Center provides free legal services to individuals whose rights have been violated while involved in commercial sex, whether involvement was by coercion, necessity, choice, or otherwise, in the DC metropolitan area. Amara's attorneys are trained in providing trauma-informed legal services and are devoted to providing comprehensive support, making sure that its clients know they are not navigating their cases alone. The WBAF grant supported survivors of sex trafficking with civil legal services, including civil protection orders, child custody, divorce, sealing and vacating criminal records, and victim-witness advocacy.



Ayuda advocates for low-income immigrants through direct legal, social, and language services, training, and outreach in the Washington, DC metropolitan area. Ayuda is the only nonprofit organization in the DC metro area that offers a full range of integrated immigration and family law assistance, social services, and language access support for low-income immigrants from any country. The WBAF grant supported Ayuda's Client Support and Empowerment Fund

and Ayuda's efforts in providing culturally-specific legal services for immigrant girls and women who are victims of domestic violence, sexual assault, and human trafficking, as well as abused, abandoned, and neglected children.



DC KinCare Alliance supports the legal, financial, and related service needs of relative caregivers, the majority of whom are women, who step up to raise children in their extended families in times of crisis when the children's parents are not able to care for them. DC KinCare Alliance is the only organization in DC focused solely on serving relative caregivers raising DC's at-risk children. The WBAF grant supported the KinCare Legal Defense Project, which provides free legal representation to relative caregivers in court and free legal advice in their communities.



The DC Volunteer Lawyers Project addresses the critical shortage of legal assistance for low-income people in Washington, DC, especially in cases involving domestic violence. The WBAF grant supported HAVEN:

Housing Advocacy for Victims, an initiative of DCVLP's Domestic Violence Program, that provides District victims of domestic and other gender-based violence with legal assistance and advocacy on victim legal rights in housing, employment, and financial matters. HAVEN's goal is to help victims achieve long term safety, housing and employment stability, and economic self-sufficiency.



First Shift Justice Project empowers low-income pregnant women and parents to safeguard the economic security and health of their families by asserting their workplace rights. By receiving advice and representation, working parents are able to assert their rights before they lose their positions or before their workplace stress becomes untenable; First Shift helps them safely maintain their employment, their health and their family commitments. The WBAF grant supported efforts to provide employment-related direct legal services to low-income women in the Washington Metro Area.



Mother's Outreach Network facilitates the power of Black mothers subject to systems of disempowerment, such as the family regulation and foster system, to upend a socio-economic structure that inadequately addresses their full potential for economic independence. It advances economic security for women and families through social justice education, mutual aid, grassroots mobilization, and legal advocacy, focused on disadvantaged Black women in Washington, DC. The WBAF grant supported a new pop-up legal clinic program focused on mothers with children entangled in the foster care system that provides assistance that includes navigating Child Protective Services investigations to address neglect related allegations and minimize

removals; post-Child Protection Register inclusion fair hearings representation; legal services that impact economic security such as child tax credits, and collecting stories for city officials and oversight hearings on these issues.



The Network for Victim Recovery of DC empowers victims of crime to achieve survivor defined justice through a collaborative continuum of advocacy, case management, and legal services. Since its founding in 2012, NVRDC has served over 3,500 crime victims in the District, providing holistic case management and legal services for crime victims needing assistance regarding civil protection order representation, crime victims' rights enforcement, and Title IX/Clery representation for campus crime victims. The WBAF grant supported the Systemic Advocacy Legal Services and Pro Bono Program, through which NVRDC builds partnership with law firms to combat the barriers survivors face in accessing justice and ultimately create positive, long-lasting impacts on the trajectory of survivors' lives.



The Safe Sisters Circle provides free culturally-specific, trauma-informed, and legal holistic services to Black women survivors of domestic violence and/or sexual abuse. Rooted in Safe Sisters Circle is the belief that there is value in having an organization established for Black women and where the majority of service providers and leadership within the organization are also Black women. The WBAF grant will support East of the River Women's Legal Services Project, which provides free legal services to Black women survivors of domestic and sexual violence living in Wards 7 and 8, specifically civil protection order hearings, family law cases, and victim advocacy cases. Safe Sisters Circle will also provide educational workshops and hold listening sessions for survivors and advocates living or working in Wards 7 and 8.

Wine Tasting & Silent Auction

On October 28, 2021, the Women's Bar Association Foundation once again held its Annual Wine Tasting and Silent Auction. The Wine Tasting Committee raised the bar this year by adding a new whiskey tasting element to the festivities. The theme – "Barrels of Fun" –



featured wines aged in different types of barrels, as well as two whiskey options from a local Washington, DC distillery. As always, the silent auction was a hit throughout the evening.

While many of the challenges we faced last year followed us into 2021, the WBAF rose to the challenge and held a virtual fundraising event that brought our many supporters together in a way that still felt warm and intimate. Our attendees enjoyed a celebratory evening of wine and whiskey tasting, as well as bidding and networking. Thanks to our wonderful supporters, we exceeded our fundraising levels once again!

evening, the chat room was buzzing as participants sipped, tasted, and learned from the experience.

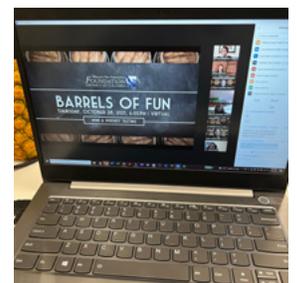
During the program, we heard from the 2021 Founders Fellow, **Summer Menefee**, from the George Washington University School of Law, as she recounted her personal experience with the Domestic Violence Project and as a Summer Associate at AEquitas, the Prosecutors Resource on Violence Against Women.



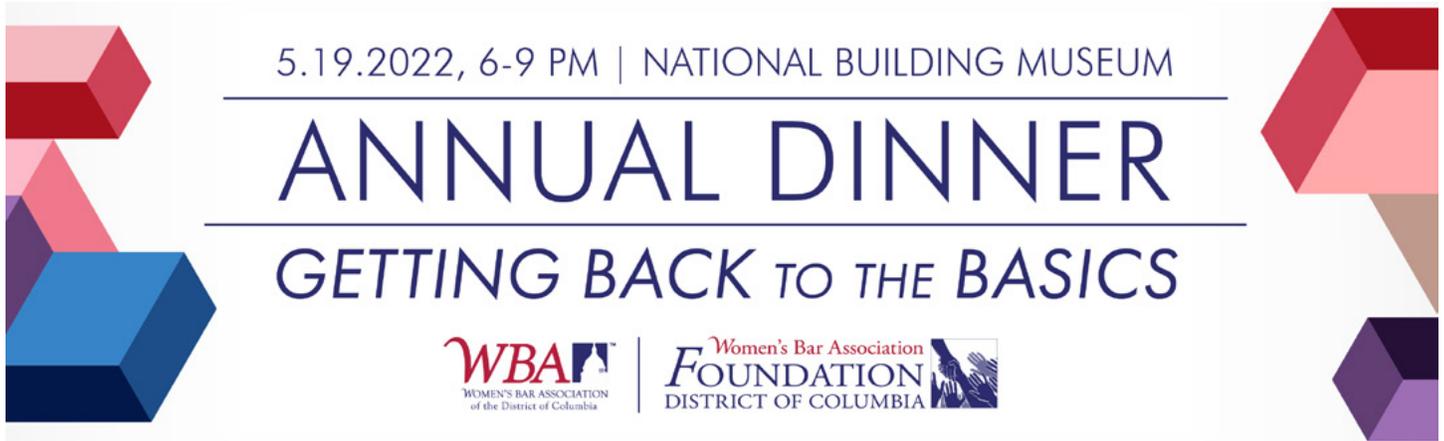
Throughout the evening, attendees bid on many incredible items that were donated for the Silent Auction, including original artwork, unique and hand-crafted jewelry, themed gift baskets, and experiences, including boating on the Potomac, image consulting, estate planning, and a hosted party, along with many more items. Our Reserve Sponsor, **Kirkland & Ellis**, hosted breakout sessions where wine tasting participants took part in fun, ice-breaking activities and were able to chat and network in a more intimate setting.

Alison Marriott, Owner & Founder of Bon Vivant DC, led attendees through a wine tasting class that showcased the way the aging process and type of barrels can influence the flavors and textures of the wines. **Stephen Corrigan**, Distiller and Head Blender at One Eight Distilling, educated attendees on nuances of whiskey tasting, adding a truly new and exciting element to the evening. Throughout the

The Wine Tasting & Silent Auction event is the WBA Foundation's largest individual fundraising event. The net revenue for this event was over \$33,000, with the proceeds going to support our Founders Fellowship and community grant programs.



WBA / WBA Foundation Annual Dinner



After the COVID-19 global pandemic deprived us of the experience of our in-person May gathering in the National Building Museum for two years, the Women's Bar Association and WBA Foundation returned in May 2022 for the Annual Dinner.

The event honored Woman Lawyer of the Year, **Chief Judge Anita Josey-Herring**, and keynote remarks from **Solicitor General Elizabeth Prelogar**. The bar year theme was "Getting Back to the Basics," recognizing that many of the earliest challenges faced by women in the profession remain the same, and the work of the association was crucial then, relevant now, and remains vital.



Proceeds from the joint event support both the Association and the Foundation.



l-r: WBA President Bridget Bailey Lipscomb, Solicitor General Elizabeth Prelogar, Chief Judge Anita Josey-Herring, WBA Foundation President Rachel Hardwick & WBA President-Elect Candace Beck

Online Campaigns

#GivingTuesday is a community campaign held the Tuesday after Thanksgiving. Donors were encouraged to support the Foundation on this day of giving. The November 2021 fundraiser raised over \$3,800, from 52 donors.

Do More 24 is a 24-hour online fundraiser powered by United Way of the National Capital Area. The Foundation promoted the fundraiser via email and social media, with the goal of expanding our donor base through viral efforts. The May 2022 fundraiser raised almost \$2,300 from 15 donors.

Donor Appreciation Event



On a Saturday in May, the Foundation held a lovely afternoon reception in appreciation of its generous donors. Co-hosts and long-time supporters of the Foundation, **Gaffar Chowdhury** and **Brooke Lally**, opened up their stunning Northeast DC home for the event. Mr. Chowdhury's company, **District Wealth Strategies**, also co-hosted the event. In the comfort of warm and welcoming surroundings, Foundation board members and donors enjoyed reconnecting with old friends and making new ones, while sipping wine and nibbling on tasty treats. Foundation President Rachel Hardwick set aside special time to thank donors expressly for their generous support of our work.

Planned Giving

To effectively pursue the WBA Foundation's mission of meeting the legal needs of women and girls in the DC area, we must ensure the Foundation's long-term financial vitality. Planned gifts can help support the Foundation and its mission in a significant way in the future without affecting current income or savings.

Sustaining Legacy Circle members are incredibly generous supporters who have named the WBA Foundation in their estate planning and/or have already made a bequest to the Foundation.

Sustaining Legacy Circle (as of May 31, 2022)

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- ▶ Gaffar Chowdhury
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Thank You to our Donors

It is through the support of committed donors that the WBA Foundation can carry on its important work. The WBA Foundation extends its gratitude to the following donors for their generosity. (Note: this list represents direct donations from those listed; it does not reflect contributions made via event sponsorship, which are listed on pages 14-15.)

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