



Women's Bar Association
FOUNDATION
DISTRICT OF COLUMBIA



ANNUAL REPORT 2022 - 2023



MISSION

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

Message from the President



Kirsten Wilkerson

The Foundation's programming for this Bar Year started with its 20th annual Wine Tasting and Silent Auction. This event is the Foundation's main fundraiser and the proceeds support the grants awarded by the Foundation and the Founders Fellowship which rotates annually between the six law schools based in DC. The Fellowship provides a stipend to a law student working at a local nonprofit organization in furtherance of the Foundation's mission. This year's recipient was Georgetown University Law Center student **Emma Ratzman**. Ms. Ratzman will intern for the Domestic Violence/Family Law Unit of Legal Aid in D.C. The 2022 Fellowship recipient was Joseph Dweck from The UDC David A. Clarke School of Law. Mr. Dweck interned at Mother's Outreach Network and provided poignant remarks about his Fellowship during the Wine Tasting event. You can read an excerpt from Mr. Dweck's essay about his experience on page X.

This year, the Foundation awarded \$75,000 in grants to 10 Grantee organizations. We have awarded a total of almost \$1.1 million over the years. The organizations supported by the Foundation provide a wide range of legal services to women or girls in the DC area. Examples of the services they provide include helping survivors of sex trafficking rings, helping women in low-income jobs secure basic employment rights, providing legal services for women or girls who have suffered domestic abuse, gender-based violence, and taking legal action to combat racial injustice as well as poverty-based discrimination. The Foundation is gratified to be able to support this work and proudly salute our 2023 Grantee organizations: **Amara Legal Center, Ayuda, DC KinCare Alliance, DC Volunteer Lawyers Project, First Shift Justice, Mil Mujeres, Mother's Outreach Network, Network for Victim Recovery of DC, Safe Sisters Circle, and Tzedec DC.** These organizations have a huge impact on the DC Metropolitan community. You can learn read more about them and the work they do on pages X-X.

These Grantee organizations were recognized at the Foundation's annual Grants Awards Ceremony, which was held in March. Attendees were able to interact with representatives from each organization and hear firsthand about the vital work they do in the community. The keynote speaker for the program was noted civil rights activist **Joan Trumpauer Mullholland.** Ms. Mullholland is a Freedom Rider who was first arrested at the age of 23 and she has not stopped fighting for and supporting the Civil Rights Movement since then. The remarks she provided during the Grants Ceremony were truly uplifting and inspiring.

The Grants Ceremony also provided the opportunity to honor **Paulette Chapman.** Ms. Chapman received the second annual WBAF Champion Award for her steadfast support of the Foundation. For more than a decade, Ms. Chapman has opened her home to host the WBAF's Annual Chefs Dine In fundraiser. Ms. Chapman is currently a partner at Koonz, McKenney, Johnson & DePaolis, LLP. She served as President of the Women's Bar Association from 2003-2004 and served on the Foundation Board from 2004-2010.

We encourage each of you to make a contribution to the Foundation. Know that when you donate to the Foundation, you do not have to worry about whether your donation is being put to good use. The Foundation thoroughly vets all organizations that receive grants to ensure that your funds are being utilized by credible organizations doing invaluable work in the community. There are a number of ways in which you can support the Foundation. You can make a one-time donation or a recurring monthly donation. You can also join those who have included the Foundation in their estate planning, known as our Sustaining Legacy Circle. This year, we received a bequest from Foundation past president Monica Parham (read more on page X). Sustaining Legacy Circle members are listed on page X. If you want to volunteer with the Foundation, please send an email to info@wbadcfoundation.org.

Information on how to support the Foundation via donations, planned giving, and events is available at wbadcfoundation.org. The Foundation thanks you for your support during the 2022-2023 bar year and looks forward to your continued support in the coming years!

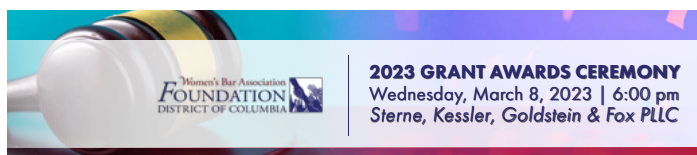


Kirsten Wilkerson

Grantmaking Program and Grantee Awards Ceremony

The Foundation received 16 Letters of Inquiry (LOI) in summer 2022, the first step in our grantmaking process. A total of \$152,000 in support was requested. The Foundation's Grants Committee reviewed the information in each submission and invited 13 of the organizations to submit a full grant application.

The Grants Committee carefully reviewed each proposal received, made a recommendation to the full Board of Directors to fund a total of \$75,000 in grants to 10 organizations (information about the projects funded can be found on pages X to X). 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.



On March 8, 2023, the Foundation hosted its annual Grant Awards Ceremony to honor our 2023 grantees. We excitedly held the event in-person, our first in-person event since our Grant Awards Ceremony in 2020. A highlight of the evening was hearing from our keynote speaker, Freedom Rider **Joan Trumpauer Mulholland**. Ms. Trumpauer Mulholland shared stories from her experiences in the civil rights movement and challenged all of us to use our voice and our actions to create the change that leads to equity in this country. Ms. Trumpauer Mulholland thrilled in meeting our grantees and taking pictures with any and all who asked for a photo with her. In fact, she was one of the last guests in the house at the end of the night!

Members of the WBA Foundation Board with Joan Trumpauer Mulholland



We also recognized long-time supporter **Paulette Chapman** with the WBA Foundation Champion Award.

A WBAF Champion is an individual who has consistently advanced the legal and related needs of women or girls

in the Washington, DC area.. During her acceptance speech, she lifted up the strength of coming together and how the WBAF is a place for support, not only for our grantees doing the important work of assisting women or girls, but also as a sisterhood of navigating personal and professional challenges and that together we are stronger, smarter, and making big changes.

Board Member Kerri Castellini with Maylen Polanco of Mil Mujeres



The Foundation awarded grants to 10 organizations, each of which is committed to providing legal services to help women or girls: **Amara Legal Center, Ayuda, DC KinCare Alliance, DC Volunteer Lawyers Project, First Shift**

Justice Project, Mil Mujeres, Mother's Outreach Network, Network for Victim Recovery of DC, Safe Sisters Circle, and Tzedec DC received their grants at the event. We debuted our 2023 grantee video, which showcased a representative from each organization discussing the impact of their work and the importance of the Foundation grant in support of their efforts. After the end of the formal program, attendees were able to network with one another. Grantees, Foundation Board members, and Foundation supporters enjoyed getting to meet each other and learning more about the important missions of the Foundation 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 or children.

The 2023 WBA Foundation Founders Fellowship, in the amount of \$5,000, was awarded to Georgetown Law, which selected **Emma Ratzman** as the recipient. Ms. Ratzman was a Summer Legal Intern in the Domestic Violence/Family Law Unit of the Legal Aid of the District of Columbia. Following the completion of her internship, she will prepare an essay summarizing her experience, which will be posted on the Foundation website.



GEORGETOWN LAW

The 2022 recipient, **Joseph Dweck** of the University of the District of Columbia David A. Clarke School of Law, worked as a law clerk for Foundation grantee Mothers

Outreach Network (MON). Ms. Dweck shared his experiences as part of the Wine Tasting & Silent Auction program and also via an essay, where he noted, "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." Joseph's full essay is posted on our website.

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 2023 recipient of the award was **Paulette Chapman**.

Ms. Chapman has been a steadfast supporter of the Foundation's mission in a number of ways over the years. For 11 years, she has opened her home to host the WBAF's Chefs Dine In fundraiser. In addition to being fundraising events, these gatherings also highlight the deep sense of Fellowship amongst Association and Foundation leaders. Ms. Chapman

is the consummate host, even coordinating prize drawings to add more fun to the evening.

Ms. Chapman served on the Foundation Board from 2004-2010, was chair of the Grants Committee for three years, and served as Treasurer from 2006-2007. She was also President of the Women's Bar Association from 2003-2004.

She did all of this work for the WBA and the Foundation while being an extraordinary attorney. In her day job, Ms. Chapman has represented plaintiffs in personal injury matters for over 30 years and is a partner at Koontz, McKenney, Johnson & DePaolis LLP.



2023 Grantees

The WBA Foundation grants program supports community nonprofit organizations in the DC metropolitan area that serve the legal and related needs of women or girls in the DC Metropolitan community. The Foundation's 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.



Mil Mujeres serves low-income Latina immigrants, particularly survivors of domestic violence, human trafficking, sexual assault,

and other violent crimes. Females make up 99 percent of Mil Mujeres' clients. Almost all of Mil Mujeres' clients are from Mexico (72%), El Salvador (14%), Guatemala (8%), or Honduras (5%). The WBAF grant supported efforts to increase the level of legal representation that is available to Latina immigrants in the DC 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 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 supported the 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.



Tzedek provides trauma-informed legal assistance for women in DC who are subject

to financial abuse and coerced debt. Their client base is 90% BIPOC, 60% women, and 25% disabled community members. The WBAF grant supported general operations, supporting efforts to help women avoid debt collection credit harms for debts incurred through identity theft, to refer women to other local organizations serving victims of domestic abuse (e.g., Sinai House, DASH, Wendt Center, Mary's Center, etc.), for trauma-informed care, and to provide financial abuse prevention /recovery training.

Wine Tasting & Silent Auction



The Foundation's biggest annual fundraiser, the Wine Tasting and Silent Auction, was held on October 27, 2022, and, with the generous support of our sponsors and donors (listed on page 14), as well as registrants and bidders, it was a tremendous success, as well as a great deal of fun!

The event was virtual again this year, which meant that participants had delivered directly to them robust tasting kits, including food pairings, built around this year's theme, "I Decant: Breaking Bias One Sip at a Time," featuring women vintners.

The tasting itself was expertly led by **Ebonie Powe** of Ambrosia Wine Studio, who shared her experience as a woman in the wine industry while guiding us through the tastings of our selection of white, rose, and red wines. But the evening, designed to entertain, uplift, connect, and share information about why support of the Foundation is so important and meaningful, consisted of so much more.

This year's Founders Fellow, **Joseph Dweck**, attended the event and shared his experiences at his summer fellowship at Mother's Outreach Network, a Foundation grantee. Through our 2022 grantee video, participants learned about all of the inspiring work of our grantees. At the end of the program, attendees were able to connect more intimately through breakout rooms, sponsored by our Reserve level sponsor, **Kirkland & Ellis**.

The online auction was tremendously successful. Bidding wars started early over items large and small—including designer handbags, gift cards, gift baskets, and weekend getaways—and went right down to the wire.



The program netted over \$35,000 to support the WBAF Founders Fellowship and community grants to DC-based non-profits helping women or girls in our community. We are looking forward to the 2023 event, which will be back in person.



WBA/WBA Foundation Annual Dinner



The Foundation partnered with the Women's Bar Association to celebrate the Association's 106th anniversary with a sold-out gala event at the National Building Museum in May 2023.

The event featured a keynote address from **Speaker Emerita Nancy Pelosi**, the first woman leader of either major political party in the House or Senate and the first woman Speaker of the House of Representatives. We also honored 2023 Woman Lawyer of the Year, **Jo-Ann Wallace**, President, CEO and Board Chair, NLADA Mutual Insurance Co, RRG. She was introduced by the 2022 Woman Lawyer of the Year, **Chief Judge Anita Josey-Herring** of the DC Superior Court.



The bar year theme was "Choosing Courage, Leading Authentically, and Being Well." The event celebrated efforts in support of the theme by honoring women in the legal community who have demonstrated a commitment to doing just that – choosing courage, stepping through vulnerability to speak up even when it may not be popular, to be our truest selves in leadership and to take care of ourselves in the process. Three Association members spoke during the program, articulating how they chose courage against tough obstacles and vulnerability to make positive change in the legal community and the world: **Alana C. Brown**, Executive Director of Safe Sister Circle (a Foundation grantee); **Sunu Chandy**, Poet and Litigation Director of the National Association of Women in the Law; and **Libbey Van Pelt**, Owner of Libbey Van Pelt Law.



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

Online Campaigns

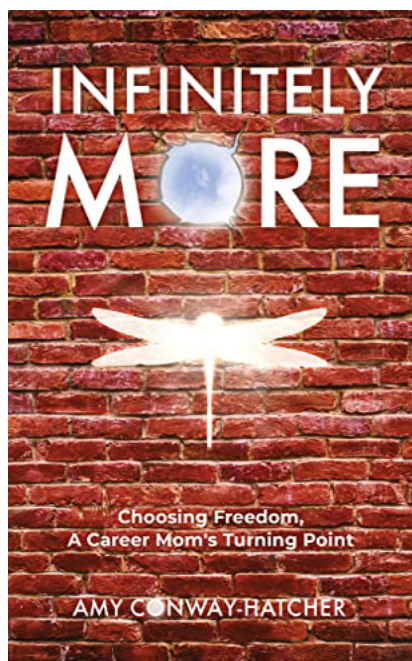


#GivingTuesday is a community campaign held the Tuesday after Thanksgiving. Donors were encouraged to support the Foundation on this day of giving. The November 2022 fundraiser raised over \$3,200, from 21 donors.

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 2023 fundraiser raised over \$1,000 from 10 donors.

Fundraising For A Cause

This year saw Board members expand our fundraising reach through birthday and social media campaigns, where they asked for donations to be directed to the Foundation in lieu of gifts. The most unique personal fundraiser was established by Foundation Board member **Amy Conway-Hatcher**, who published a book entitled "Infinitely More: Choosing Freedom, A Career Mom's Turning Point." The book is an important story behind the exodus of women and how leaders and organizations lose women - even senior women - in professions that continue to struggle with systemic gender



barriers. It sheds light on gender barriers and challenges that remain in the legal profession, the choices women face, and how women might start thinking about the future given the reality of where they are today.

All proceeds from Ms. Conway-Hatcher's book are being donated to organizations that support women and girls and inspire strong, empathetic, empowered leaders and changemakers of the future, one of which is the WBA Foundation. To date, the proceeds to the Foundation have been over \$1,150.

Planned Giving

To effectively pursue the WBA Foundation’s mission of meeting the legal needs of women or 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.

Gifts to the Foundation that cost nothing during your lifetime can be made as part of the legacy you leave behind. Options include:

- ▶ Name the WBA Foundation as a beneficiary of an existing life insurance policy, a retirement or investment account, or a charitable annuity;
- ▶ Establish a bequest through your will or trust;
- ▶ Establish a charitable trust that supports the WBA Foundation and your loved ones.

The growth of the Foundation’s endowment depends primarily on gifts from bequests. An attorney or financial planner can help to identify other ways to support the WBA Foundation and provide tax savings while possibly leaving more assets to heirs.

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, 2023)

- | | | |
|----------------------------|---|---|
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| ▶ Gaffar Chowdhury | ▶ Susan Kovarovics | ▶ Suzanne Richards*
(bequest funds received in 2018) |
| ▶ Grace Parke Fremlin | ▶ Elizabeth Sinnott Medaglia | ▶ Joseph H. Sinnott |
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(bequest funds received in 2022) | ▶ Natalia C. Wilson |
| ▶ Bridget Bailey Lipscomb | | |

*deceased

Monica Parham Bequest

Monica Parham, who was a past president of both the Women's Bar Association and the WBA Foundation, passed away in October 2020. Generous to a fault, Monica named the WBA Foundation as one of her beneficiaries, and we received a \$50,000 bequest from her estate in 2022.

Monica first served on the Foundation Board of directors in her capacity as the WBA president-elect, in bar year 2010-2011. She went to serve as WBA president in 2011-2012. Monica returned to the Foundation board in the 2014-2015 year, and served as vice president from 2015-2016, and then present from 2016-2018. During her board service, Monica was a member of the grants committee and chaired the long-range planning committee for two years.

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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