

The logo for the City Bar Fund, featuring the words "CITY BAR" and "FUND" stacked vertically in a white, sans-serif font, enclosed within a white rectangular border.

CITY BAR  
FUND

2018-2019  
ANNUAL REPORT

# GREAT LAWYERS 4 GOOD

CITY BAR JUSTICE CENTER

DIVERSITY & INCLUSION

LAWYER ASSISTANCE PROGRAM

VANCE CENTER



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A NOTE FROM THE

## Chair of the City Bar Fund Board & President of the New York City Bar Association

**Rarely has the collective action of the legal profession  
been more critical to advancing social justice.**

Through the New York City Bar Association and the City Bar Fund, we have the means to collectively amplify our voices domestically and globally in protecting the rule of law, preserving individual rights, and furthering our honorable profession. It is imperative now more than ever that we act in the face of staggering need. Here are some of the many ways our work addresses barriers to legal representation, diversity in the legal profession, and the rising mental health and substance use problems among lawyers.

Nearly one in five New Yorkers live in poverty. Last year, our City Bar Justice Center leveraged over \$15 million in pro bono legal services for those unable to afford an attorney, including homeless families, disabled veterans, immigrants, people facing the loss of loved ones and homes, and the elderly, all while operating the largest free civil legal hotline in New York State.

Our Cyrus R. Vance Center for International Justice strengthens pro bono practice abroad, drawing on a wide network of international law firms to provide legal representation to social justice organizations worldwide. In rapid response to the U.S. Administration's Zero-Tolerance policy, the Vance Center launched Keep Families Together to provide U.S. immigration lawyers with co-counselors in Central America and beyond to aid separated families.



The profession is failing students of color, especially Black/African American and Latinx students, partly due to lack of access to effective pipeline programs. Our Office for Diversity and Inclusion launched a research project with grant funding from The New York Community Trust to investigate how pipeline programs, or the lack thereof, impact these students' entry into the legal profession. We anticipate the findings will inform the legal profession on ways to support access to legal careers for students of color.

Our profession is dealing with a health crisis. Recent research has confirmed the high incidence of mental health and substance use problems among lawyers, judges, and law students, and extensive media coverage has focused on the personal and professional toll these issues can exact if not addressed. Referrals to our Lawyer Assistance Program (LAP) have steadily risen and LAP has increased its educational presentations to the bar and bench in order to break the stigma that prevents so many from seeking help.

Thank you, our members and supporters, for your time, skills, and financial support, which are leveraged to serve thousands of people through the City Bar Fund's four programs. What we can achieve for the public and the profession, with your partnership, is the very theme of this report: Great Lawyers 4 Good. As much as we do today, we must — and with your continued support, we can — do even more.



**Sincerely,**

**David Levine**  
Chair of the City Bar  
Fund Board



**Sincerely,**

**Roger Juan Maldonado**  
President of the New York  
City Bar Association

# Our Leadership

## 2019 – 2020 Board of Directors

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## City Bar Fund Mission

**As the nonprofit 501(c)(3) arm of the New York City Bar Association, the City Bar Fund advances social justice through a vibrant legal community.**

Channeling the power of volunteering into positive impact, the City Bar Fund:

- Provides legal assistance to New York City's underserved communities through the **City Bar Justice Center**
- Strengthens fundamental rights and the rule of law around the world through the **Cyrus R. Vance Center for International Justice**
- Ensures New York City's legal community is diverse and accessible to all through the **Office for Diversity and Inclusion**
- Keeps the City's legal professionals healthy to better serve others through the **Lawyer Assistance Program**

# Father of Five Fights Homelessness, and Wins

## THE IMPACT OF PRO BONO THROUGH THE LEGAL CLINIC FOR THE HOMELESS



When Mr. Martin lost his home after accepting a cash for keys offer from his landlord that, because of a twist of fate, left him both cashless and keyless, he found himself with no other option than to move himself and his five children from their home in Staten Island into a family shelter in the Bronx. Adding to the stress of the move, the location change forced him to quit his job, leaving him without a source of income to support his family.

Raising five kids would be difficult in the best of circumstances, but raising five living in a homeless shelter is unimaginably so. Despite everything, Mr. Martin’s children are happy, healthy kids whose adoration for their dad is obvious for all to see. In Mr. Martin’s words, **“My kids are all I care about.”**

Like so many others in the shelter system, Mr. Martin wasn’t getting the benefits to which he was entitled. Because of bungled paperwork, he was only receiving public assistance for three of his kids, but was using that assistance to raise five. He initially tried to sort out the problem himself, but the issue stayed unresolved until he and his social worker reached out to the City Bar Justice Center’s Legal Clinic for the Homeless (LCH).

It often takes advocates and lawyers to successfully navigate through the welfare system – these advocates frequently have to draw on their relationships with higher ups to fix errors that happen at a lower level. When LCH Director Lisa Pearlstein and pro bono attorney and Vice President at CPR Anna Hershenberg got involved in the case, they sent a few emails to the right people and were able to secure Mr. Martin over \$7,000 in current and retroactive benefits.

Ms. Hershenberg says that the most amazing part of the work was getting to know Mr. Martin, and seeing the impact of pro bono on his family’s lives. Urging other lawyers to consider getting involved, she says,

**“Doing pro bono is a way to help people instantaneously, and make a real positive impact on the world around you. As lawyers, we have an obligation to give back to the community and do what we can for people in need.”**

After eleven months in the shelter, Mr. Martin and his kids found permanent housing using the benefits he received, and now he’s looking for a well-paying job to better support his family. “I just want to be here for my kids,” he says.



# City Bar Justice Center 2018 – 2019 Highlights

**25,000**

clients assisted through free legal representation, a legal hotline, community outreach, and education

**\$750,182**

in retroactive Veterans Disability benefits and \$27,536 in new, monthly benefits secured for disabled veterans

**\$15+ million**

in pro bono legal services leveraged for the poor and economically distressed

## The Year Ahead

The City Bar Justice Center will continue building a New York in which civil justice is accessible to all, regardless of the means to afford a lawyer. CBJC looks forward to involving more law firms and corporate legal departments in meeting emerging legal needs of the poor, working in practice areas that are not easily served by others.

Immigration will continue to be a key focus of CBJC’s work, and CBJC has brought on an experienced immigration attorney to enhance its capacity to supervise pro bono attorneys on immigration appeals. The promotion of Suzanne Tomatore, a nationally recognized expert in the field of immigrant survivors of

violence and human trafficking, to Deputy Director brings immigration expertise to the thought leadership of the Justice Center during this crucial time of heightened immigration enforcement.

CBJC remains committed to facilitating the involvement of the legal profession in pro bono and translating these crucial resources into life-changing legal services for homeless families, vulnerable homeowners, consumers filing for bankruptcy, disabled veterans, immigrants, the elderly, cancer patients and survivors, people who identify as LGBTQ, people needing help with legacies and other personal affairs at death, and micro-business owners.

# Vance Center Organizes Conference and Research on Women in Prison



## ADVOCATES FROM 23 COUNTRIES COME TOGETHER FOR THREE-YEAR COLLABORATION

The Vance Center is a unique collaboration of international lawyers catalyzing public interest innovation. We bring law firms and other partners together worldwide to pioneer international justice initiatives.

The Human Rights and Access to Justice Program launched a three-year project to promote global collaboration on improving conditions of women’s imprisonment with a groundbreaking conference in Bogota, Colombia, bringing together 49 advocates from 23 countries in Asia, Africa, Europe, and the Americas, including nine formerly incarcerated women. The conference focused on sharing information on women’s imprisonment across the globe and building capacity for improved and collaborative monitoring, reporting, and advocacy in accordance with the United Nations Standard Minimum Rules for the Treatment of Female Prisoners and Non-Custodial Measures for Women Offenders, known as the “Bangkok Rules.”

**“Thank you for an amazing conference. It was a wonderful experience and even more wonderful is the fact that the networks made possible by the conference are growing and continuing.” – Kathy Boudin, Co-Director/Co- Founder, Center for Justice at Columbia University**

The number of incarcerated women is increasing throughout the world, and at a rate higher than that of men. A greater percentage of women are being imprisoned for petty offenses as a consequence of harsher drug policies. The majority of women in prison have experienced violence in their lives, including sexual and emotional abuse. However, women prisoners’ healthcare needs, including mental healthcare, often go unmet by prison services and worsen in the prison environment. These trends are similar across the world whether in rich or poor countries. Moreover, there is little research available on the causes and consequences of women’s imprisonment and data are even sparser in the Global South. The Vance Center conference was a first step towards addressing these shortcomings.

In addition, the Vance Center is conducting a two-year pilot project on researching women’s incarceration in Sierra Leone. The project, implemented with the NGO Advocaid of Sierra Leone, is using social science research methods to assess the causes and consequences of women’s imprisonment in that country. It will serve as a blueprint for similar research that other organizations can conduct in their respective countries.



Dr. Kathy Boudin, Conference Keynote Speaker and Center for Justice at Columbia University (USA) (Right); Caroline Bispo, Associação Elas Existem (Brazil) (Middle); Deanne Benos, The Women's Justice Institute (USA) (Left)

## Vance Center 2018 – 2019 Highlights

In rapid response to the U.S. Administration's Zero-Tolerance anti-immigration policy, the Latin America Program, with new leadership, launched Keep Families Together, organizing dozens of Guatemalan, Honduran, Salvadorian, and other Latin American corporate lawyers to provide pro bono assistance to immigration counsel of children separated from their families at and within U.S. borders.

The Environment Program bolstered global and local responses to climate change, notably providing key legal support to the Global Pact, seeking to unify and strengthen international regulation of environmentally-destructive activities.

The Africa Program gained a new leader who launched the Vance Center's partnership with Power Africa, a USAID-led inter-governmental initiative to double electrification in sub-Saharan Africa, focusing the Vance Center's African Legal Fellows Program on energy law practice and attracting four fellows.

The Lawyers Council for Civil and Economic Rights in the Americas homed in on crises in Nicaragua and Venezuela, as well as judicial and other reforms in Peru and Guatemala, led by a new Latin America Policy Manager.

## The Year Ahead

The Vance Center will continue its work advancing global justice by strengthening pro bono practice and diversity in the legal profession. Building on its success catalyzing a culture of pro bono work in Latin America, in partnership with international law firms, clearinghouse organizations, and NGO's, the Vance Center will set its focus on helping to develop the practice of public interest lawyering in Latin America, starting with public interest law school fellowships there. The Vance Center will expand its steadily growing Keep Families Together initiative to represent more separated immigrant families in need of legal help, and will continue building a just society in which lawyers worldwide enjoy equal access and accommodation in their professional lives and share engagement in fundamental human rights, a sustainable environment, and fair, open governance.

# “I’ve Never Been Around A Black Lawyer.”

## STUDENT PIPELINE PROGRAMS PREPARE FUTURE LAWYERS

Sade is like most other 16-year-old girls. She works hard in school, loves volunteering, and wants to attend a great college. She attends Medgar Evers College Preparatory School, a predominately Black 6-12 public school in Crown Heights, Brooklyn. By the time Sade graduates she will have achieved a high school diploma, AP Capstone diploma, and Associate’s Degree. When she attends college in Fall 2020, she will be the first in her family to pursue a four-year degree. Sade is a star.

Sade has always been interested in law, and in her junior year, she searched for a legal internship and found the Thurgood Marshall Summer Law Internship Program, a pipeline program of the New York City Bar Association’s Office for Diversity and Inclusion. Since 1993, TMSLIP has prepared diverse high school students for their career journeys, providing them with professional development trainings and hands-on exposure to the legal profession. For many students, an internship through TMSLIP is their first-ever office experience, opening up new perspectives on what’s possible for their futures.

**“I’ve never been around a black lawyer, so at the workshops seeing lawyers from different backgrounds was comforting,”** Sade says, reflecting on the pre-employment workshops she attended during the TMSLIP application process. **“It shows that anyone, regardless of race or ethnicity, can become a lawyer, strive for what you want to be, and be able to get there with hard work and effort.”**



After attending workshops on cover letter and resume writing, office etiquette, and networking, Sade and 44 other students from New York City public high school students were placed in internships: Sade at Latham & Watkins LLP and her fellow program participants at Skadden, Arps, Slate, Meagher & Flom LLP; Disney Theatrical Group and Marvel (New York); and the Waterfront Commission of New York Harbor, to name a few.

What’s next? Every spring, the Office for Diversity and Inclusion hosts the Launching Your Career Professional Development and Networking Series for college students and recent graduates. Practicing attorneys teach program participants about office etiquette, pro bono work, and other topics related to preparing for a legal career. One Launching Your Career student, Madeline, is a junior at Stella and Charles Guttman Community College who also hails from Brooklyn. She is the first in her family to attend college and is a first-generation immigrant. Madeline wants to become a lawyer and help victims of crimes. **“I want to inspire my siblings, future leaders of the next generation,”** she says.





The Thurgood Marshall Summer Law Internship Closing Ceremony

# Office for Diversity and Inclusion 2018 – 2019 Highlights

**64**

mid-level associates in their 4th to 8th year at New York City law firms supported in the Associate Leadership Institute, training associates to develop grit and career best practices

**45**

New York City public high school students placed in internships at 28 law firms, 6 government and nonprofit agencies, and 3 corporations through the Thurgood Marshall Summer Law Internship Program

**900+**

guests hosted at diversity and inclusion events, including Celebrating Legal Luminaries of HBCUs, CLEs on eliminating bias and protecting LGBTQ workers, and the Annual Diversity & Inclusion Celebration Dinner

## The Year Ahead

The Office for Diversity and Inclusion looks forward to a year of continued collaboration with its signatory law firms and corporations, as well as academia, government agencies, and non-profit organizations – all necessary partners in building a legal profession that represents our diverse society.

The Office seeks to develop its strategic partnerships, beginning with its newest partnership with CareerReady NYC, the City’s initiative to support young New Yorkers with the education, work experience, and personal attributes needed for career success. This partnership will support the Thurgood

Marshall Summer Law Internship Program. Strengthening the diversity pipeline into the profession will remain a core focus of the year. The Office will continue strategizing ways to augment existing programming for students and expand volunteer opportunities to engage the larger legal and business communities in cultivating the next generation of lawyers.

Finally, the Office will continue hosting special events and campaigns to educate the public on diversity-related topics and to highlight the historical and professional contributions of various legal figures and communities.

# Staying Well While Giving Back

## FINDING A PATH TO RECOVERY WITH THE LAWYER ASSISTANCE PROGRAM



Adam is upbeat, radiating gratitude and self-deprecating humor. Over the last decade, he’s undergone a transformation. His darkest days, feeling alone in the face of alcoholism, are days that many lawyers experience in silence due to pervasive stigma. Courageously, Adam shares his personal story to law students in presentations with the New York City Bar Association’s Lawyer Assistance Program (LAP) in order to encourage others to get help.

It started in law school. Heavy drinking at Thursday night bar reviews and going to class hungover the next day was accepted behavior. Adam graduated at a time when the legal job market was at a low point, so he took a job in consulting. His drinking escalated and consequences worsened: failing the bar exam, attempting to board a flight and being sent to the hospital by airport staff, and nearly crashing his car resulted in Adam’s lowest point. He continued to drink despite two attempts at rehab.

The turning point began in the fall of 2013, when a family friend allowed Adam to live on his boat with him as long as he stopped drinking. Adam finally reached out for help, and changes started to unfold. He was working at a hardware store, and while it wasn’t the legal career Adam had planned, he wasn’t drinking. Deciding that it was time to put his law degree to use, Adam remembered a presentation from his first year of law school. One of the speakers had received help from LAP. And so, Adam called the LAP helpline and Eileen Travis, LAP Director, picked up.

Adam and Eileen discussed the path forward for admission. **“I realized I had lost the benefit of the doubt, and I needed someone to vouch for me,”** says Adam. **“That was the Lawyer Assistance Program.”** Adam enrolled in a monitoring program and followed its rigorous requirements. He regularly attended lawyer recovery support meetings at the City Bar. These lawyers were a source of comfort for Adam as he freaked out over the upcoming bar exam— which he passed.

Next up, Adam had to pass the character and fitness process. Standing before the examiner at his interview, Adam worried that years of progress would be undone by his past. “So you’ve had some problems,” said the examiner. “But you’ve been in the monitoring program.” Adam’s file included a letter from LAP affirming his commitment to recovery, and that was enough. Adam was admitted.

Adam is a practicing attorney now. He goes to law schools and talks about the misconception that getting help will negatively affect students’ records, when the reality is the opposite. The bar supports applicants who demonstrate a history of recovery.

Adam now volunteers for LAP and is a monitor himself. He’s worked with two individuals who entered the program also feeling confused and terrified, and emerged on the other side having resolved their issues. Giving back helps Adam reinforce all that he’s learned to get better. “Every day I participate in LAP...I don’t have to feel alone anymore,” Adam says. “That’s the biggest gift.”



# Lawyer Assistance Program 2018 – 2019 Highlights

20

LAP celebrated twenty years of providing direct services, support, outreach, and education to the legal community

71

presentations given to law students, newly admitted attorneys, and attorneys and staff in law firms, the judiciary, non-profits and government

484

clients assisted and 964 total individual sessions

## The Year Ahead

The Lawyer Assistance Program (LAP) is well fortified to continue carrying out its mission to support the well-being of the legal community. LAP enters the year ahead with a new clinical coordinator, Emily Lambert, JD, LCSW; renewal grant funding from the Office of Court Administration; and a dedicated cohort of attorney volunteers that work with LAP to provide peer support and educational presentations.

Over the last few years, reports on the high incidence of mental health and substance use problems in the profession and increased media coverage of the personal impact of these issues have led to an upsurge in LAP

referrals, particularly for these and other issues affecting their personal and professional lives. Requests for presentations at large law firms and other legal institutions on preventing, recognizing, and addressing addiction, stress, depression, anxiety, and other mental health issues have substantially increased.

LAP will continue working to meet the legal community’s growing need for help, guidance, and resources, and will continue its outreach to law schools, law firms, and the judiciary in order to break the stigma and realize a profession in which everyone can thrive.

**LAP’s Confidential Helpline: 212.302.5787**



A NOTE FROM THE

# Executive Director of the New York City Bar Association and Vice President of the City Bar Fund

**Thank you for your generous contributions to the City Bar Fund.**

The work you are supporting in the areas of pro bono, diversity and inclusion, and mental health are making a significant difference in the profession and for the public at large, as described in this report. Your funds, combined with the work of dedicated volunteers and talented staff, have an exponential impact. Coupled with the wide and broad reach of the New York City Bar Association, the work of the City Bar Fund allows lawyers to demonstrate the “good” we can have on the world while helping to make “great” lawyers.

The additional support this year in celebration of the 150th Anniversary of the City Bar allows us to strengthen the infrastructure and add capital improvements to the House of the Association, where much of this work takes place and where the public and the profession convene. Many thanks for your ongoing commitment to public service and our organization.



**Sincerely,**

**Bret Parker**

# Ways to Give

The Association of the Bar of the City of New York Fund, Inc. (the “City Bar Fund”) is a tax-exempt non-profit corporation organized under section 501(c)(3) of the Internal Revenue Code. All contributions to the City Bar Fund are tax deductible to the full extent of the law. For more information about donating to the City Bar Fund, contact Bret Parker, Executive Director of the New York City Bar Association at **212.382.6620** or **bparker@nycbar.org**, or Christina Overton, Development and Communications Manager at **212.382.4784** or **coverton@nycbar.org**.

## Online

To donate online, please visit:  
**www.nycbar.org/donate**

## Donor Advised Funds

Make a grant through a donor advised fund by suggesting the City Bar Fund to the administrator of your charitable fund. The City Bar Fund’s EIN is 13-6003018.

## Workplace Giving and Matching Gifts

Support the City Bar Fund through your employer’s workplace giving, which may include donations through payroll-deductions, volunteer hours, or a Matching Gifts program that could double your contribution.

## Gifts of Securities

The City Bar Fund welcomes your gifts of securities including stock, bonds, and mutual funds. Please contact Tom Halter, Chief Administrative Officer at 212.382.6640 or **thalter@nycbar.org** to transfer securities in certificate form or electronically through your brokerage account.

## Planned Giving

Including the City Bar Fund in your will or naming the City Bar Fund as a beneficiary of checking, savings, or pension accounts ensures that our work advancing justice and supporting the legal profession will continue for years to come.

## Mail

To give by mail, please make a check payable to “City Bar Fund” and send to:

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42 West 44th Street  
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## When Renewing Your New York City Bar Association Membership

With a few clicks of a button, New York City Bar Association members can include a charitable contribution to the City Bar Fund when paying membership dues.



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## Financial Statement

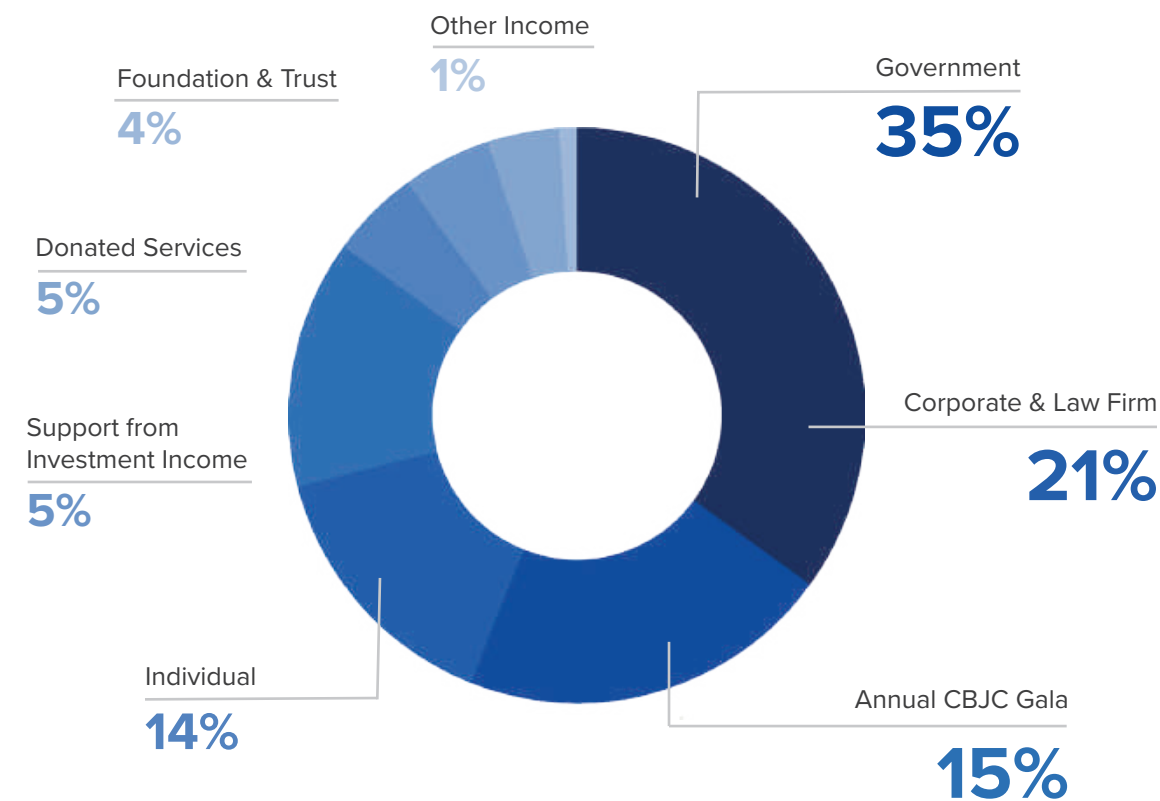
ASSETS	April 30, 2019	April 30, 2018
Cash and Cash Equivalents	\$3,892,108	\$1,711,896
Investments at Fair Market Value	\$6,570,205	\$6,528,824
Pledges Receivable	\$4,413,219	\$2,529,489
Accounts Receivable and Other Current Assets	\$129,074	\$137,422
Property and Equipment (net)	\$68,956	\$101,452

TOTAL ASSETS	\$15,073,562	\$11,009,083
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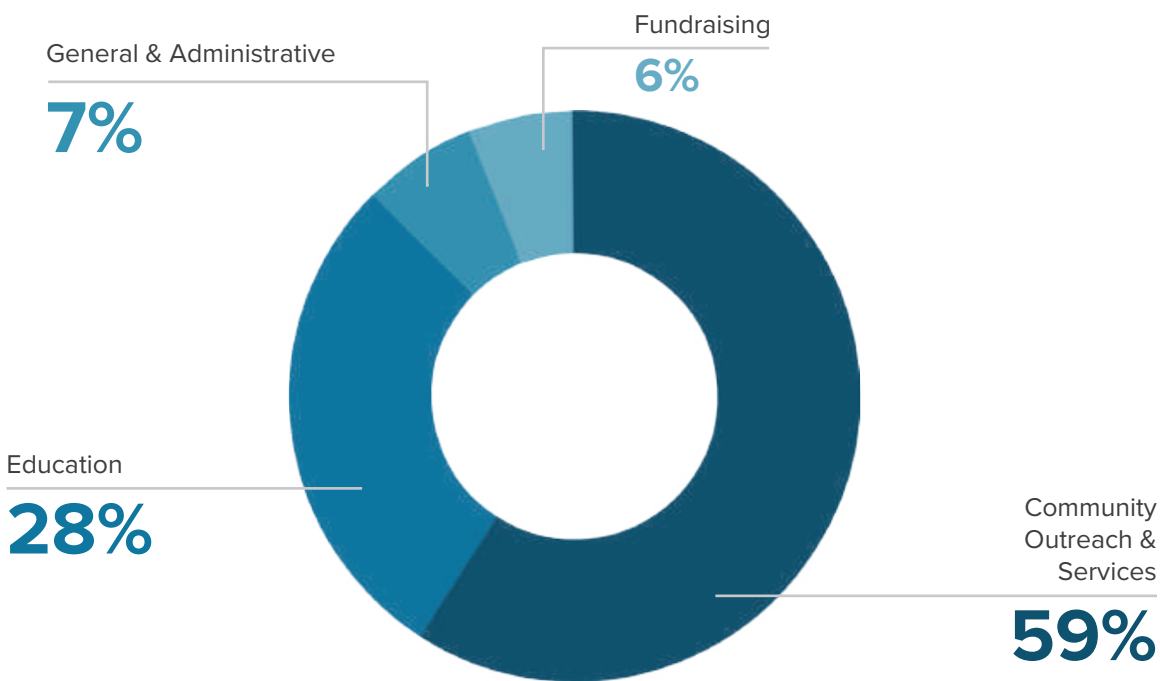
LIABILITIES & FUND BALANCES	April 30, 2019	April 30, 2018
Accounts Payable and Accrued Expenses	\$615,966	\$619,364
Fund Balances	\$14,457,596	\$10,389,719

TOTAL ASSETS	\$15,073,562	\$11,009,083
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