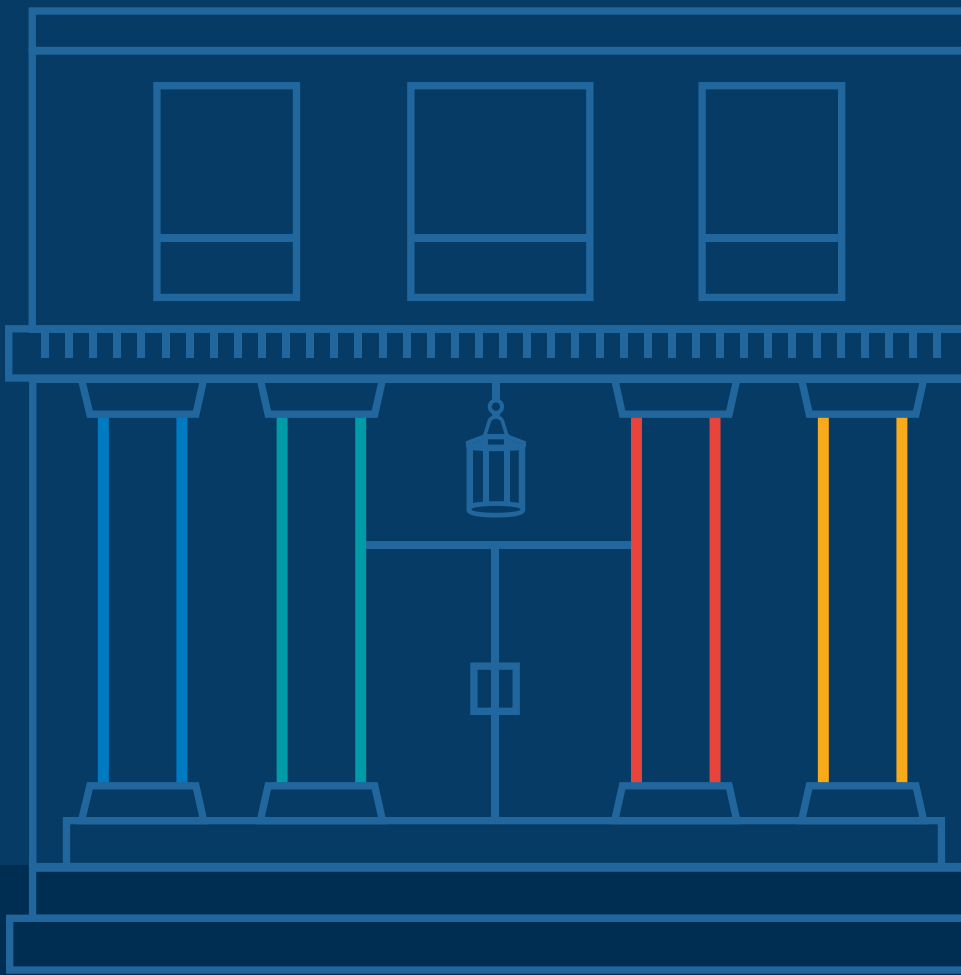




ANNUAL REPORT

2017-2018



# The Heart of the Legal Profession

CITY BAR  
JUSTICE CENTER

CYRUS R. VANCE  
CENTER FOR  
INTERNATIONAL  
JUSTICE

OFFICE FOR  
DIVERSITY  
AND INCLUSION

LAWYER  
ASSISTANCE  
PROGRAM



Notes from the Board Chair,  
Executive Director, and President

01

City Bar Fund Mission

03

City Bar Justice Center

05

Cyrus R. Vance Center  
for International Justice

07

Office for Diversity and Inclusion

09

Lawyer Assistance Program

11

Join Our Mission

13

City Bar Fund Supporters

15

Board of Directors and Staff Leadership

26

Financial Statement

27

nts

A NOTE FROM THE

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

**The City Bar’s pro bono and public service programs have had a busy year addressing the consequences of extraordinary governmental actions on everyday people and on the institutions of civic society.**

Our dedicated legal and administrative staff deserve the appreciation of all of the Association’s members for their professionalism and perseverance in a particularly challenging operating environment. In turn, the Association’s membership — you — made that hard and vital work possible by supporting the largest and most effective local bar association pro bono and public interest effort in the country.

Our City Bar Justice Center continued to focus on poverty law and underserved New Yorkers, while working with a broad set of constituencies to minimize the hardship inflicted by new federal immigration enforcement policies and to coordinate pro bono efforts following the hurricane season. Our Cyrus R. Vance Center for International Justice expanded its reach, geographically and substantively, with new programs centered in Africa and new initiatives aimed at governmental corruption, investigative journalism, and the rule of law around the world. Our Office for Diversity and Inclusion has grown to become, over just the past few years, a singularly indispensable resource for law firms and law departments to gauge and enhance their progress. Our Lawyer Assistance Program has continued to expand its reach, from helping individual lawyers and judges to advising legal institutions about how best to prevent or mitigate the emotional difficulties that come with the job.

Each of these programs is strategically focused on innovating to meet needs as they appear and focusing on issues where the collective influence of our 25,000-person membership can make a decisive difference, or at least influence situations in a positive way.

Finally, we would like to thank the City Bar Fund’s Board of Directors, whose personal and institutional contributions to our programs nearly reached, and next year will likely exceed, seven figures in total for the year. And that does not count all of the direct pro bono work they do themselves. Between our Board’s leadership and the Association’s member support, we are in a strong position to anticipate and react to whatever new problems our clients and other constituencies may face.



Sincerely,

A handwritten signature in black ink, appearing to read "Bob Cusumano".

**Robert F. Cusumano**  
Chair of the City Bar  
Fund Board



Sincerely,

A handwritten signature in black ink, appearing to read "Bret Parker".

**Bret I. Parker**  
Executive Director of the New  
York City Bar Association

A NOTE FROM THE

# President of the New York City Bar Association

**The City Bar Fund is the engine that transforms the spirit and skills of our legal community into positive change for people in need.**

Your support for the City Bar Fund and its core programs makes a tremendous difference, both on individual lives and on a macro scale, from securing hard-fought benefits for disabled veterans to advancing pro bono practice abroad.

**THE CITY BAR JUSTICE CENTER**

leverages the time and talent of the private bar to deliver legal services to vulnerable New Yorkers who cannot afford a lawyer.

**THE CYRUS R. VANCE CENTER FOR INTERNATIONAL JUSTICE**

collaborates with international law firms and other partners to provide pro bono legal representation to non-governmental organizations and develops pro bono systems around the world.

**OUR OFFICE FOR DIVERSITY AND INCLUSION**

guides law firms and businesses in making meaningful progress toward diversity through data-driven insights and administers programming that opens the legal profession to diverse future lawyers.

**OUR LAWYER ASSISTANCE PROGRAM**

provides counseling and supportive resources to lawyers, judges, and law students dealing with mental health and substance use issues, and other personal difficulties, helping to stabilize their lives and careers.

## Thank you for making this work possible.

We hope that the information that follows serves to confirm your commitment to our shared mission: to uphold the rule of law, expand access to justice and to the legal profession, and to improve the health, and therefore the strength, of our legal community.



Sincerely,

A handwritten signature in black ink, appearing to read 'Roger Maldonado', written in a fluid, cursive style.

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

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# Founded in 1946,

The City Bar Fund is the nonprofit 501(c)(3) arm of the New York City Bar Association aimed at engaging and supporting the legal profession in advancing social justice.





# The City Bar Fund operates four programs:

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**CITY BAR  
JUSTICE CENTER**

---

**CYRUS R. VANCE  
CENTER FOR  
INTERNATIONAL  
JUSTICE**

---

**OFFICE FOR  
DIVERSITY  
AND INCLUSION**

---

**LAWYER ASSISTANCE  
PROGRAM**

**These programs collectively:**

- Expand access to justice for the underserved in New York City — immigrants, the homeless, veterans, victims of domestic violence, and other vulnerable groups
- Advance global justice by engaging lawyers across borders to support civil society
- Promote diversity and inclusion in the profession by assisting law firms and corporations in adopting best practices and measuring their progress
- Provide professional experience, development, and educational programs for underrepresented students interested in pursuing legal careers
- Provide mental health services and substance use counseling to New York City legal professionals

City Bar Fund programs help more than 30,000 people each year, in New York City and in communities across the globe. The City Bar Fund reflects the heart of the New York City Bar Association and with your generous support will continue to make a positive impact in years to come.





# Our Impact in 2017-2018

**26,000**

clients obtained over \$19.5 million in benefits and monetary awards, including estate settlements

**\$1,095,477**

in retroactive Veterans Disability benefits and over \$39,361 in new, ongoing monthly benefits for veterans

**\$15+ Million**

in pro bono leveraged with pro bono volunteers working on over 1,376 client matters

**\$3+ Million**

in client debt divested through consumer, bankruptcy, and foreclosure prevention advocacy, and through avoidance of filing fees, estate taxes, and tuition fees

# Year in Review

In 2017-2018, CBJC ramped up its pro bono efforts to protect New York's most vulnerable residents in the face of new and ongoing threats to the rights and safety of the poor. CBJC's Immigrant Justice Project (IJP) mobilized pro bono volunteers to hold Family Emergency Preparedness Clinics to assist undocumented immigrants in planning for the care of their citizen children in the event of the parent's detention or deportation. IJP continued its work to place individual humanitarian cases with pro bono attorneys, organized screening clinics for post-Temporary Protected Status and DACA relief, held a naturalization clinic for college students, conducted research on ICE in the courts, and signed on to two amicus briefs drafted by Simpson Thacher. In response to the fall's devastating hurricane season, CBJC co-sponsored a FEMA appeals training attended by 175 volunteer attorneys and recruited volunteers from the private bar to hold legal clinics for Hurricane Maria victims who had relocated to New York City.

Collaboration with partners in the non-profit, judicial, governmental, and private sectors enables CBJC to continuously innovate to respond to the emerging legal needs of the poor. CBJC worked with four other service providers to develop and launch the NYC Consumer Help Finder, an online intake and triage tool for low-income New Yorkers applying for legal help with a consumer issue. CBJC's Planning and Estates Law Project developed a medical-legal partnership with Mount Sinai Health Systems to help low-income Mount Sinai patients with end-of-life planning, including wills, Powers of Attorney, and guardianships of minor children. The Community Economic Development Unit, comprised of CBJC's Consumer Bankruptcy Project, Neighborhood Entrepreneur Law Project, and Homeowner Stability Project, launched an online Financial Empowerment Hub which hosts free resources to help low-income community members take control of their financial well-being, and also hosted a free three-part financial empowerment workshop series for micro-entrepreneurs.

I feel privileged to have the opportunity to advocate for clients and their families through CBJC legal clinics. I know that I am able to provide real assistance, thanks to the training and guidance I've received from CBJC personnel.



**Paul M. Winke,**  
Managing Counsel,  
BNY Mellon

Law firm practitioners and  
NGO representatives at the  
2018 Conference on Pro Bono  
Practice in the Americas



# Cyrus R. Vance Center for International Justice

The Vance Center advances global justice by engaging lawyers across borders to support civil society and an ethically active legal profession. The Vance Center is a unique collaboration of international lawyers catalyzing public interest innovation. We bring together leading law firms and other partners worldwide to pioneer international justice initiatives and provide pro bono legal representation to social justice NGOs and others.

CITY BAR  
JUSTICE CENTER

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JUSTICE

OFFICE FOR  
DIVERSITY AND  
INCLUSION

LAWYER  
ASSISTANCE  
PROGRAM

# Our Impact in 2017–2018

## Pro Bono Representation

**The Vance Center represented 47 NGOs and international organizations in 81 matters, with co-counseling by 333 lawyers from 97 law firms in 32 countries.**

## Our Staff and Volunteers

**8**

Lawyers

**1**

Administrator

**22**

Pro Bono Law Firms (US)

**75**

Pro Bono Law Firms (Non-US)

## Year in Review

2017- 2018 was a year of further expansion for the Vance Center, which confirmed the new structure and procedures for the Pro Bono Network of the Americas, held the first annual conference in Mexico City in March 2018, and welcomed a new clearinghouse member in Uruguay. The Director of Pro Bono Partnerships also made great progress towards establishing a pro bono clearinghouse in Spain. The Lawyers Council for Civil and Economic Rights in the Americas developed strategic initiatives against corruption and in support of civil society. The Women in the Profession program's 18 national chapters undertook diversity and pro bono programs, regularly sharing ideas and results. The Africa Program Manager relocated to Nairobi, Kenya, focusing on pro bono practice there and exploring opportunities for the WIP program there and in South Africa. Lawyers from Kenya, Nigeria, and South Africa worked at leading New York law firms through the African Legal Fellows program.

The Human Rights and Access to Justice Program began a Business and Human Rights initiative, including pro bono representation and conferences, and secured a 3-year grant from the Novo Foundation to analyze and reform incarceration of women in the global South. The Environment Program focused on justice for environmental defenders and the international legal response to climate change, among other matters. Through the work of the Good Governance Program, the International Consortium of Investigative Journalists became independent and other nonprofit journalism organizations received advice and legal defense. The Vance Center Committee added new members from existing and new law firms.

We at International Rivers have had a great experience in working with the Vance Center on developing legal briefs to support our efforts to achieve permanent protection for rivers globally. Their experience, dedication, and promptness in attending each case has provided very useful results to achieve our goals. We hope to continue working with the environment team in this capacity. We are grateful!

**Monti Aguirre,**  
Latin America Program Coordinator,  
International Rivers





Students from the 2017 Thurgood Marshall Summer Law Internship Program celebrate their successful completion of the program with a Closing Graduation Ceremony

# Office for Diversity and Inclusion

The Office for Diversity and Inclusion works to foster a more diverse and inclusive legal profession, while supporting and tracking the progress of more than 150 signatory law firms and corporate legal departments on key diversity representation metrics. In collaboration with the New York City Bar Diversity and Inclusion Committees, affinity bar associations, and other organizations, the Office hosts an array of programs each year to support excellence and innovation in diversity and inclusion initiatives. The Office also runs a comprehensive pipeline initiative which helps high school, college, and law students develop necessary professional skills and gain exposure to the legal profession.

## City Bar Diversity and Inclusion Committees

- Committee to Enhance Diversity in the Profession
- Diversity Pipeline Initiatives
- Disability Law
- Lesbian, Gay, Bisexual, and Transgender Rights
- Minorities in the Courts
- Minorities in the Profession
- Recruitment and Retention of Lawyers
- Women in the Courts Task Force
- Women in the Legal Profession



# Our Impact in 2017-2018

In the 2017-2018 Committee year, the Diversity and Inclusion Committees hosted more than two dozen programs on issues impacting women, minority, LGBT, and disabled attorneys, including programs that fulfilled the mandatory Elimination of Bias CLE requirement.

445

students served through the City Bar Pipeline Initiative

314

students attended the LSAT Prep Series

12

first-year law students will receive the 2018 Law Preview Scholarship

31

1L students were granted 2018 Diversity Fellowships

88

high school students participated in the Thurgood Marshall Summer Law Internship Program

## Serving the Signatories to the Statement of Diversity Principles

In December 2003, the New York City Bar Association announced the adoption of the Statement of Diversity Principles to promote a commitment to strengthen diversity in the legal profession. To date, the current signatories to the Statement of Diversity Principles include 136 law firms and 22 corporate legal departments.

## Diversity Champion Award

The Diversity and Inclusion Champion Award acknowledges individuals whose actions embody the Statement of Diversity Principles. This year's Diversity and Inclusion Celebration Dinner honored the 2018 Diversity and Inclusion Champion Award Winners: Sheila Kearney Davidson, Executive Vice President, Chief Legal Officer, and General Counsel, New York Life Insurance Company; John Mbiti, Director & Counsel, Credit Suisse Asset Management LLC; and Susan L. Shin, Partner, Arnold & Porter.

## Associate Leadership Institute

The Office for Diversity held its second annual Associate Leadership Institute (ALI), a multi-part series of high-level development training for mid-level and senior associates at signatory firms. This year's program included training on topics such as executive presence and communication skills, mentor and sponsor relationships, and business development. The 2018 ALI class consisted of 63 Fellows from 37 law firms. Learn more about the Institute, which was selected as a 2018 recipient of the ABA Partnership Awards, at [www.nycbar.org/ALI](http://www.nycbar.org/ALI).

## Our House Is Your Home

In conjunction with the annual Celebration Dinner, the Office launched a campaign entitled "Our House Is Your Home" to celebrate the professional journeys of students who have walked through the House of the Association as City Bar Pipeline program participants. In profiles, featured alumni shared their first experiences at the City Bar and how mentors have played a role in their professional and personal development. Read the full profiles at [www.nycbar.org/ourhouseisyourhome](http://www.nycbar.org/ourhouseisyourhome).

I first walked through the doors of the City Bar as a high school intern and am still active in the City Bar today as an attorney, 12 years later. The City Bar has been my home through the long and difficult journey to becoming a lawyer. I am fortunate to have mentors at the City Bar who are invested in my personal and professional success. It's what makes the City Bar so unique.



**Raabia Qasim**  
CUNY School  
of Law (2016)



Lawyer Assistance Program friends and supporters at the 2018 LAP Committee Volunteer Appreciation Dinner

# Lawyer Assistance Program

The inherently competitive and demanding nature of the practice of law makes lawyers particularly vulnerable to stress, anxiety, depression, alcohol and drug use, and other issues that affect their personal and professional lives. The Lawyer Assistance Program (LAP) offers free, confidential help to attorneys, judges, law students, family members, and colleagues who experience physical, psychological, and social challenges that impact their personal lives and careers. LAP’s mission is to help attorneys build on their strengths by offering services that promote physical, emotional, and mental well-being.

LAP provides: evaluation and assessment; early identification of impairment; referral to appropriate treatment resources; short-term supportive counseling; monitoring and peer assistance; crisis intervention; consultation and information for those concerned about a legal professional; and CLE and educational programs on preventing, recognizing, and addressing addiction, stress, depression, anxiety, and other mental health issues. All lawyers, judges, law students, family members, and concerned others in the five boroughs of New York City and Westchester are eligible for LAP services. You do not have to be a member of any bar association to access LAP assistance.



# Our Impact in 2017–2018

6,218

total persons  
reached through  
presentations

62

monitoring  
cases (court-  
ordered and  
voluntary)

1,205

total sessions

465

total clients

## You are not alone.

Help is only a phone call away.  
For free, confidential assistance  
for yourself or someone you are  
concerned about, call or email LAP:  
**212.302.5787** or **[www.nycbar.org](http://www.nycbar.org)**

# Year in Review

2017 saw the release of the ABA report “The Path to Lawyer Well-Being: Practical Recommendations for Positive Change,” which opened the door for large law firms to begin a conversation about how they can establish an organizational infrastructure that promotes well-being. LAP provided presentations to lawyers and staff at twelve New York City law firms, addressing the high incidence of addiction and mental health problems in the profession. Presentations also provided guidelines for firms to recognize stress, minimize burnout, build resilience, reduce stigma, and provide empathy and support to lawyers and staff who may be struggling. LAP participated in an online ethics CLE for Lawline, received its first referrals from the Attorney Disciplinary Committees for Diversion Monitoring under the new NYS Disciplinary Rules, 22NYCRR Part 1240, and developed a protocol for lawyers and judges experiencing vicarious trauma as a result of working with clients who are experiencing trauma, abuse, violence, grief, and loss.

“The information I have gained, tools I have been equipped with, and support network I have built have been invaluable to my ongoing recovery. In all, I am grateful to be sober and to be really invested in my recovery. This entire episode has proven an unlikely gift: I have been in desperate need of help to address my alcoholism and substance abuse and the LAP has put me in a position to get that help and make significant progress in my recovery.”

LAP Participant



# Join our Mission

**Join us in helping individuals, families, and communities in need across New York City and beyond by making a gift to the City Bar Fund.**

Your support powers City Bar Fund programming that helps open the door to the legal profession for underrepresented New York City students, assists homeless families in achieving independence and stability, provides legal representation to NGOs worldwide on critical human rights projects, and a wide array of other humanitarian and social justice initiatives.

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 I. Parker, Executive Director at **212.382.6620** or **[bparker@nycbar.org](mailto:bparker@nycbar.org)**, or Christina Overton, Development and Communications Manager at **212.382.4784** or **[coverton@nycbar.org](mailto:coverton@nycbar.org)**.





# Ways to Give

## Online

To donate online, please visit:  
**[www.nycbar.org/donate](http://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 & Matching Gifts

Support the City Bar Fund through your employer's workplace giving, which may include donations through payroll-deductions or a Matching Gifts program that could double your contribution. The City Bar Justice Center participates in the Combined Federal Campaign, which is available to federal employees, under CFC #50267.

## 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](mailto: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:

### City Bar Fund

Attn: Development Department  
42 West 44th Street  
New York, NY 10036-6689

## 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.

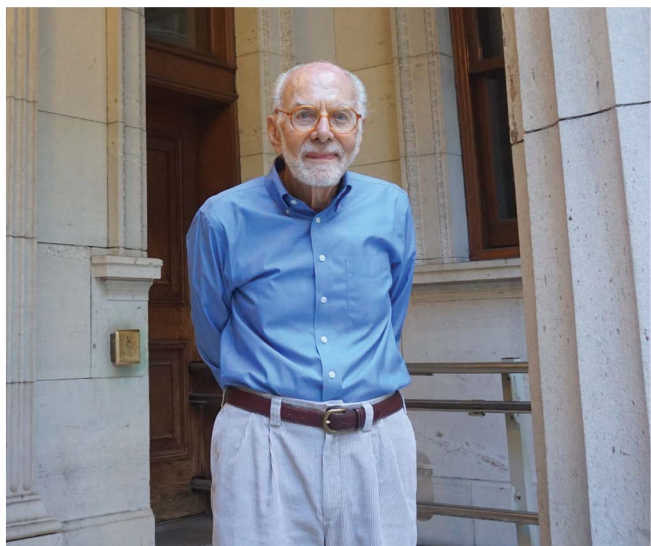


# Thank you to our supporters.

Your support makes a difference, locally and worldwide.



Every year, thousands of lawyers, legal professionals, law firms, corporations, organizations, and other committed individuals support the City Bar Fund and its four programs through philanthropic giving. We thank these generous donors for their support.



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\$20,000  
and above

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to \$19,999

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to \$4,999

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Federal Home Loan Mortgage Corporation

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**Jane C. Sherburne**  
2015-2017

**Mei Lin Kwan-Gett**  
2013-2015

**Jay Holtmeier**  
2011-2013

**Austin T. Fragomen, Jr.**  
2009-2011

**Samuel W. Seymour**  
2006-2009

## City Bar Fund Leadership

**Lynn M. Kelly**  
Executive Director, City Bar Justice Center

**Alexander Papachristou**  
Executive Director, Cyrus R. Vance Center for International Justice

**Deborah Martin Owens**  
Executive Director, Office for Diversity and Inclusion

**Eileen Travis**  
Director, Lawyer Assistance Program

**Christina Overton**  
Development and Communications Manager, City Bar Fund

# Our Financials

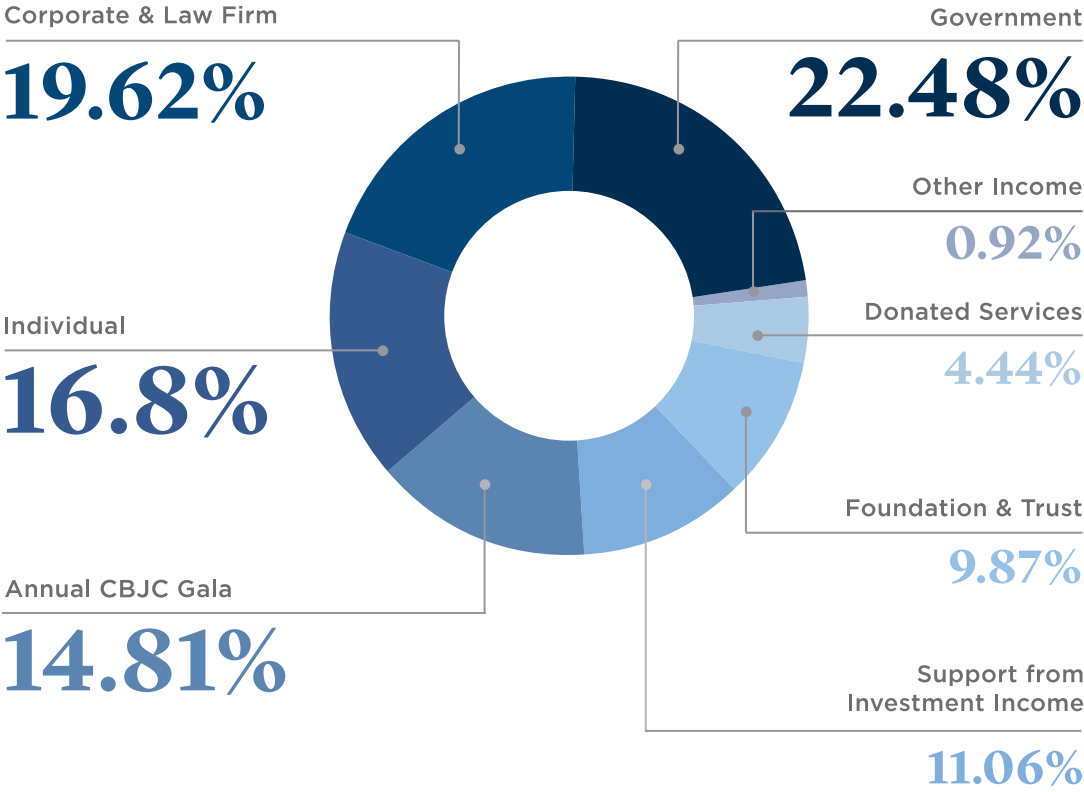
Financials are prepared for the Association of the Bar of the City of New York Fund Inc. (the “City Bar Fund”), which is the 501(c)(3), not-for-profit organization established by the New York City Bar Association in 1946. The City Bar Justice Center is the largest department of the City Bar Fund, with an operating budget of approximately \$3.9 million.

## Financial Statement

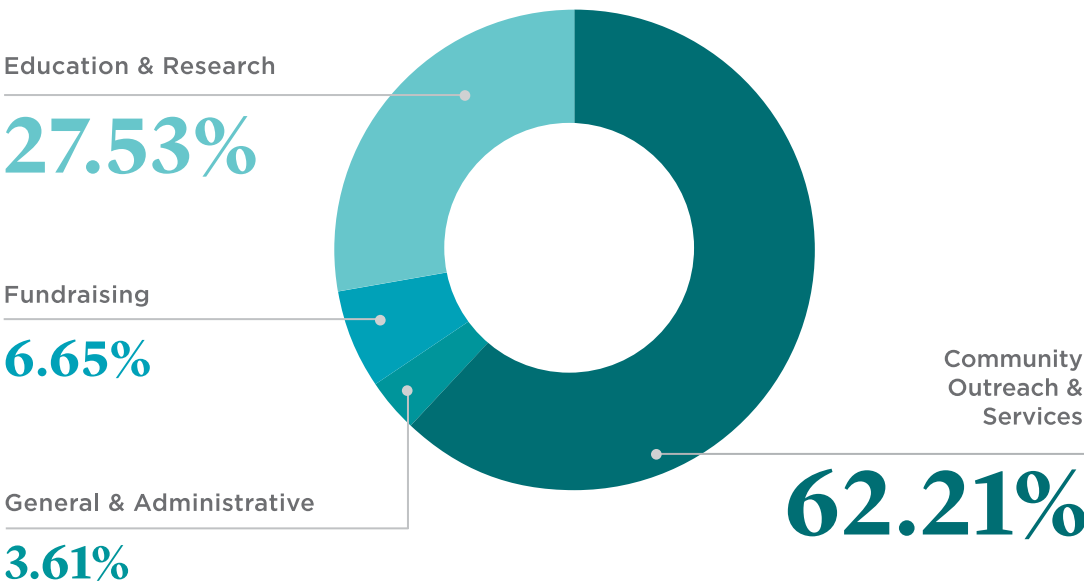
ASSETS	April 30, 2018	April 30, 2017
Cash and Cash Equivalents	\$1,711,896	\$1,448,692
Investments at Fair Market Value	\$6,528,824	\$6,124,347
Pledges Receivable	\$2,529,489	\$3,008,863
Accounts Receivable and Other Current Assets	\$137,422	\$109,494
Property and Equipment (net)	\$101,451	\$134,232
Library books and works of art, at nominal value	\$1	\$1
<b>TOTAL ASSETS</b>	<b>\$11,009,083</b>	<b>\$10,824,629</b>

LIABILITIES & FUND BALANCES	April 30, 2018	April 30, 2017
Accounts Payable and Accrued Expenses	\$619,364	\$499,206
Fund Balances	\$10,389,719	\$10,326,423
<b>TOTAL LIABILITIES &amp; FUND BALANCES</b>	<b>\$11,009,083</b>	<b>\$10,824,629</b>

# Sources of Operating Support



# Expenses by Function





**CITY BAR FUND**  
42 West 44th Street  
New York, NY 10036