



# THE HEART OF THE LEGAL PROFESSION



CITY BAR FUND

CITY BAR JUSTICE CENTER

CYRUS R. VANCE CENTER  
FOR INTERNATIONAL JUSTICE

OFFICE FOR DIVERSITY  
AND INCLUSION

LAWYER ASSISTANCE PROGRAM

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**ANNUAL REPORT**  
2016–2017

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The 2016–2017 City Bar Fund Annual Report acknowledges gifts made between May 1, 2016 and April 30, 2017.

Every effort has been made to ensure the accuracy of the lists. If your name has been misprinted or omitted, please contact us at **212.382.6620** or **barker@nycbar.org** so that our records can be corrected.

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### A NOTE FROM THE CHAIR OF THE CITY BAR FUND BOARD

The City Bar Fund's four programs transform the lives of people in crisis; saving homes, U.S. residency rights, economic benefits and, not infrequently, life itself. These programs also demonstrate what "civic society" can be and do, here and overseas, in times troubled. The City Bar Fund's programs are a vital service in New York in the fight against poverty, and an integral part of global progress toward a rational and accessible rule of law. Our programs provide legal representation directly, and they also build the infrastructure needed around the world for people to resort to justice rather than violence. Our programs assist the legal profession as it addresses the desire for a diverse and inclusive legal industry, and they assist lawyers to cope with the stresses and strains of a cognitively and emotionally difficult profession.

So I am honored to send you this short note on behalf of the City Bar Fund's Board members, who are proud to deliver to you an annual report that summarizes a year's work by our wonderfully dedicated staff. We thank our many generous contributors, who have helped transform the City Bar's *pro bono* commitment into one of the great legal philanthropic organizations in the world.

On behalf of the Board and the staff, we are committed to continuing to earn that support by continuing to deliver the rule of law to places it would not otherwise reach.

Robert F. Cusumano



### A NOTE FROM THE PRESIDENT OF THE NEW YORK CITY BAR ASSOCIATION

The City Bar Fund encompasses four of our City's best programs directed to improving lives and promoting the rule of law.

The City Bar Justice Center coordinates our members' pro bono volunteer efforts and our Association's delivery of legal services to New Yorkers who need but cannot afford a lawyer.

Our Cyrus R. Vance Center for International Justice pursues international advocacy for the rule of law and protection of the role of lawyers, and helps develop pro bono cultures and systems for private bars around the world.

Our Office for Diversity and Inclusion provides support and information about best practices for institutions that are seeking to improve their workplaces, and communicates cutting-edge information and insights about trends in the profession.

Our Lawyer Assistance Program provides counseling and other assistance for lawyers facing personal difficulties, helping them stay or get back on track in their lives and careers.

We hope you will enjoy reading about these terrific enterprises, and will appreciate the tremendous results that your support has helped to achieve.

John S. Kiernan

## CITY BAR FUND

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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—the City Bar Justice Center, the Cyrus R. Vance Center for International Justice, the Office for Diversity and Inclusion, and the Lawyer Assistance Program, which collectively:

- Expand access to justice for the underserved in New York City—immigrants, the homeless, 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
- Provide professional experience, development and educational programs for inner-city students interested in pursuing legal careers
- Provide mental health services and substance abuse counseling to New York City legal professionals

The programs supported by the City Bar Fund change individual lives in a way that positively impacts New York City and communities all over the world. Last year alone, the programs helped more than 30,000 people. The City Bar Fund reflects the heart of the New York City Bar Association and will continue to make a positive impact in years to come.

# CITY BAR JUSTICE CENTER

## OUR IMPACT IN THE WORDS OF CLIENTS

**"I feel comfortable that my civil rights will be protected."**

**"The legal jargon was broken down into understandable terms. And I was able to take better actions based on my understanding."**

**"The City Bar Justice Center helped me realize the crucial importance of having a lawyer on my side."**

The City Bar Justice Center increases access to justice for low-income and disadvantaged New Yorkers by leveraging the volunteered time and expertise of the New York City legal community through an effective pro bono model. As the largest program of the City Bar Fund, the Justice Center is a leader in filling justice gaps unmet by other providers. The Justice Center continuously innovates to respond to the emerging legal needs of the poor, assisting 20,000 New Yorkers annually through limited and full scope legal representation, community outreach, and education efforts. A dozen core projects led by experts in the field, over 1,000 pro bono attorneys trained and mentored by staff, and the largest free civil legal hotline in New York enable the Justice Center to protect the rights, safety, and security of people without the means or support necessary to navigate our justice system.

## THE FULL RANGE OF JUSTICE

### PREVENTION

Elderlaw Project  
Legal Hotline  
Neighborhood Entrepreneur Law Project  
Planning & Estates Law Project

### HELPING NEW YORKERS IN CRISIS

Cancer Advocacy Project  
Consumer Bankruptcy Project  
Federal Pro Se Legal Assistance Project  
Foreclosure Project  
Immigrant Justice Project  
Legal Clinic for the Homeless

### REMEDIYING LONG-TERM INJUSTICES

LGBT Advocacy Project  
Veterans Assistance Project

## OUR IMPACT IN 2016-2017



\$2.6M

Helped more than 20,000 clients obtain over \$2.6 million in benefits and monetary awards



\$16M

Leveraged \$16 million in pro bono and matched over 1,200 cases



\$4M

Helped clients divest themselves of over \$4 million in debt through consumer, bankruptcy, and foreclosure prevention advocacy



Over \$1,650,000 in retroactive Veterans Disability benefits and over \$58,000 in new, ongoing monthly benefits for veterans



Filed 168 applications for legal status for immigrants, benefiting 306 people



14,000 helped on NY's largest free civil Legal Hotline

### 1,000 NEW YORKERS CALL FOR LEGAL HELP EVERY MONTH. YOU HELP US ANSWER.

Justice is a Phone Call Away: 212.626.7383

CBJC's Free Legal Hotline offers legal information, advice, referrals, and in some instances, brief services

### THE HOTLINE'S REACH

- Attorneys help callers on a range of civil legal issues, including consumer, family and matrimonial, housing, and employment law
- Spanish-speaking attorneys available at all times, and interpreting services used to assist in any language
- Assists over 1,000 callers each month

# 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.

2016–2017 saw the Vance Center strengthen our networks and extend our capacity geographically and programmatically. This was entirely a team effort and achievement. We brought on an Africa Program Manager who quickly engaged us in NGO partnerships regionally and oversaw expansion of our African Legal Fellows program to Kenya and Nigeria, while continuing in South Africa. We regained an Environment Program attorney with particular expertise in

climate change adaptation and undertook projects to challenge the new threat to climate change mitigation. Our Director of Pro Bono Practice shepherded the institutionalization of the Pro Bono Network of the Americas, began an amicus support project, and led an initiative to set up a pro bono clearinghouse in Spain. Our Director of Strategic Initiatives helped launch the Lawyers Council for Civil and Economic Rights in the Americas, as well as establish a formal network of 19 national chapters of the Women in Profession program, guided by an international steering committee. On human rights, our Programs Director focused on women's incarceration in Jamaica, with an eye to expanding into Latin America and then across the global south, began a business and human rights program, and continued to engage in the peace and transitional justice processes in Colombia, among other projects.

## WHERE THE VANCE CENTER OPERATES



Afghanistan	Canada	Ethiopia	Macedonia	South Africa
Angola	Cayman Islands	Fiji	Malawi	Spain
Argentina	Chile	France	Mexico	Tokyo
Armenia	China	Germany	Nepal	Trinidad and Tobago
Australia	Colombia	Guatemala	New Zealand	Turkey
Austria	Costa Rica	Guinea	Nicaragua	United Arab Emirates
Bangladesh	Czech Republic	Honduras	Panama	United Kingdom
Belarus	Democratic Republic of the Congo	India	Paraguay	United States
Belgium	Bermuda	Indonesia	Peru	Uruguay
	Dominican Republic	Jamaica	Portugal	Venezuela
	Bolivia	Jordan	Qatar	
	Brazil	Ecuador	Kazakhstan	
	Cambodia	Egypt	Kenya	
	Cameroon	El Salvador	Kyrgyzstan	

## OUR IMPACT IN 2016–17

### PRO BONO REPRESENTATION

The Vance Center represented 51 NGOs and international organizations in 89 matters, with co-counseling by 468 lawyers from 125 law firms in 45 countries

### OUR STAFF AND VOLUNTEERS

LAWYERS: 7

ADMINISTRATOR: 1

PRO BONO LAWYERS: 468

PRO BONO LAW FIRMS: 125

US LAW FIRMS: 23

NON-US: 102

51 ORGANIZATIONS SERVED

89 PRO BONO PROJECTS

## OFFICE FOR DIVERSITY AND INCLUSION



The Office for Diversity and Inclusion, created in 2004, works to foster more diverse and inclusive work environments while supporting and regularly tracking the progress of more than 120 signatory law firms and legal and compliance departments on key diversity representation metrics. The Office and the City Bar committees within the Diversity and Inclusion group annually host an array of programs to support

excellence in innovation and execution on diversity and inclusion initiatives, and foster collaboration between communities through partnerships with affinity bars and other organizations. The Office also provides a comprehensive pipeline initiative, which supports high school, college and law students in developing necessary professional skills and provides exposure to the legal profession.

### 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 enhance diversity in the legal profession. To date, the current signatories to the Statement of Diversity Principles include 120 law firms and 20 corporate legal departments. The Office tracks the annual progress of signatory law firms on key diversity representation metrics.

### OUR IMPACT IN 2016–2017

In the 2016–2017 Committee year, the Diversity and Inclusion Committees hosted 478 events. The Diversity Committees include the following: 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; and Women in the Legal Profession.



OFFICE FOR DIVERSITY AND INCLUSION PREMIER SPONSORS:  
Davis Polk & Wardwell LLP | Paul, Weiss, Rifkind, Wharton & Garrison LLP | Reed Smith LLP | Sullivan & Cromwell LLP | Wachtell, Lipton, Rosen and Katz

### HIGHLIGHTS OF THE 2016–2017 COMMITTEE YEAR

- 470 students attended City Bar pipeline initiative programs
- 31 students participated in the Diversity Fellowship Program
- 81 students participated in the Thurgood Marshall Summer Law Internship Program
- 40 incoming 1Ls received the 2017 Law Preview Scholarship

### DIVERSITY CHAMPION AWARD

The Diversity and Inclusion Champion Award, created in 2006, seeks to recognize individuals whose actions and activities embody the Statement of Diversity Principles. The award recognizes the critical role individuals have played in initiating and sustaining change in their organizations and the overall New York legal community. This year's gala honored the 2017 Diversity and Inclusion Champions.

#### AWARD WINNERS

**RICARDO A. ANZALDUA**  
Executive Vice President &  
General Counsel, MetLife, Inc.

**ZACHARY W. CARTER**  
Corporation Counsel,  
New York City Law Department

**CARMELYN P. MALALIS**  
Chair & Commissioner, New York City  
Commission on Human Rights

**RICHARD E. MEADE**  
Vice President & Chief Legal Officer,  
International Law Compliance and  
Business Ethics, Prudential Financial, Inc.

# 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 abuse, compulsive behaviors, and personal and professional problems. The Lawyer Assistance Program 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; 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 may receive LAP services. You do not have to be a member of a bar association to access LAP services.

## YOU ARE NOT ALONE

For confidential help call or email LAP today. 212.302.5787 or [www.nycbar.org](http://www.nycbar.org)

## OUR IMPACT IN 2016-2017

**356**

Total Clients

**304**

New Referrals

**1K**

Total Sessions

**22**

Ongoing Supportive Counseling

**56**Monitoring Cases  
(Discipline and Character & Fitness)**4.9K**

Total persons reached through educational presentations

**12**Presentations  
at New York City  
Law Schools**38**CLE Programs/  
Seminars

### 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 contributions, which allow us to operate the four individual City Bar Fund projects and the Fund as a whole. Your generous support leverages the expertise and enthusiasm of our knowledgeable staff and the efforts of hundreds of committed volunteers to focus on areas of critical importance to the public and our profession. From doing pro bono in the New York City area and around the world, to tackling the ongoing challenge of diversity & inclusion and caring for the mental health of attorneys, judges and their families, the City Bar Fund allows lawyers to step outside their day-to-day practices to make a difference. Many thanks for your ongoing commitment to public service.

Bret I. Parker

## THE KAYE ROOM

### IN MEMORY OF JUDGE JUDITH S. KAYE CHIEF JUDGE, NEW YORK STATE COURT OF APPEALS



Judge Judith S. Kaye was a familiar, regular and welcome presence in our 44th Street building before, during and after her service as Chief Judge—having effectively started her legal career within the halls of the City Bar as Assistant to then President Russell Niles. She volunteered to serve on numerous committees, including our Executive Committee, before she became a judge, always supporting the City Bar's mission to improve justice, reform the law and advance ethics in the profession. In September 2001, when she was Chief Judge, she was here on 44th Street, walking the line and offering support as lawyers waited to volunteer to serve 9/11 victims and survivors. The City Bar awarded her Honorary Membership in 1995 and the Association Medal in 2008, both meant to recognize those who have made exceptional contributions to the honor

and standing of the bar and the advancement of justice in the community. We are grateful for her accomplishments that will continue to bear fruit, in particular her leadership in reforming our court system and her creativity in finding new approaches so that New York's justice system could be more accessible to the countless New Yorkers who rely on it.

#### ROOM DEDICATION

In September 2017, the City Bar officially dedicated the "Kaye Room" in Judge Kaye's memory. This dedication marks the first of the City Bar's rooms to be named after a woman, fitting because she was the first woman to serve as Chief Judge and the longest-serving chief judge in New York history.

#### DONORS

Thank you to the generosity of Judge Kaye's children (Luisa Kaye Hagemeier, Gordon B. and Anna Kaye, and Jonathan and Nielufar Kaye), who supported the renovation and naming of this room at the New York City Bar Association in recognition of Chief Judge Judith Kaye, as well as the leadership of Skadden, Arps, Slate, Meagher & Flom LLP, Proskauer Rose LLP, and Wachtell, Lipton, Rosen & Katz, and the following individuals and organizations:

Helaine Barnett	Bruce E. Fader	Alan S. Jaffe	Jeffrey A. Mishkin	Theodore and Lesley Rosenthal
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	Patricia M. Hynes	Kathleen M. McKenna	E. Leo Milonas	

## CITY BAR FUND SUPPORTERS

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.

*This listing of donors includes all who contributed to the City Bar Fund between May 1, 2016 and April 30, 2017. Gifts received after April 30, 2017 will be included in next year's listing. Every effort has been made to ensure the accuracy of the lists. If your name has been misprinted or omitted, please contact us at 212.382.6620 or bparker@nycbar.org so that our records can be corrected.*

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All donations go to the Association of the Bar of the City of New York Fund, Inc. (the "City Bar Fund"), 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.





## FINANCIAL STATEMENT

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Association of the Bar of the City of New York Fund, Inc.\*

April 30, 2017

	4/30/17	4/30/16
<b>ASSETS</b>		
Cash and Cash Equivalents	\$1,448,692	\$1,249,926
Investments at Fair Market Value	6,124,347	5,656,349
Pledges Receivable	3,008,863	1,928,465
Accounts Receivable and Other Current Assets	109,494	229,057
Property and Equipment (net)	134,232	167,290
Library books and works of art, at nominal value	1	1
<b>TOTAL ASSETS</b>	<b>\$10,825,629</b>	<b>\$9,231,088</b>
<b>LIABILITIES AND FUND BALANCES</b>		
Accounts Payable and Accrued Expenses	499,206	348,682
Fund Balances	10,326,423	8,882,406
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$10,825,629</b>	<b>\$9,231,088</b>

\*Financials are prepared for the Association of the Bar of the City of New York Fund Inc. (the "City Bar Fund"),

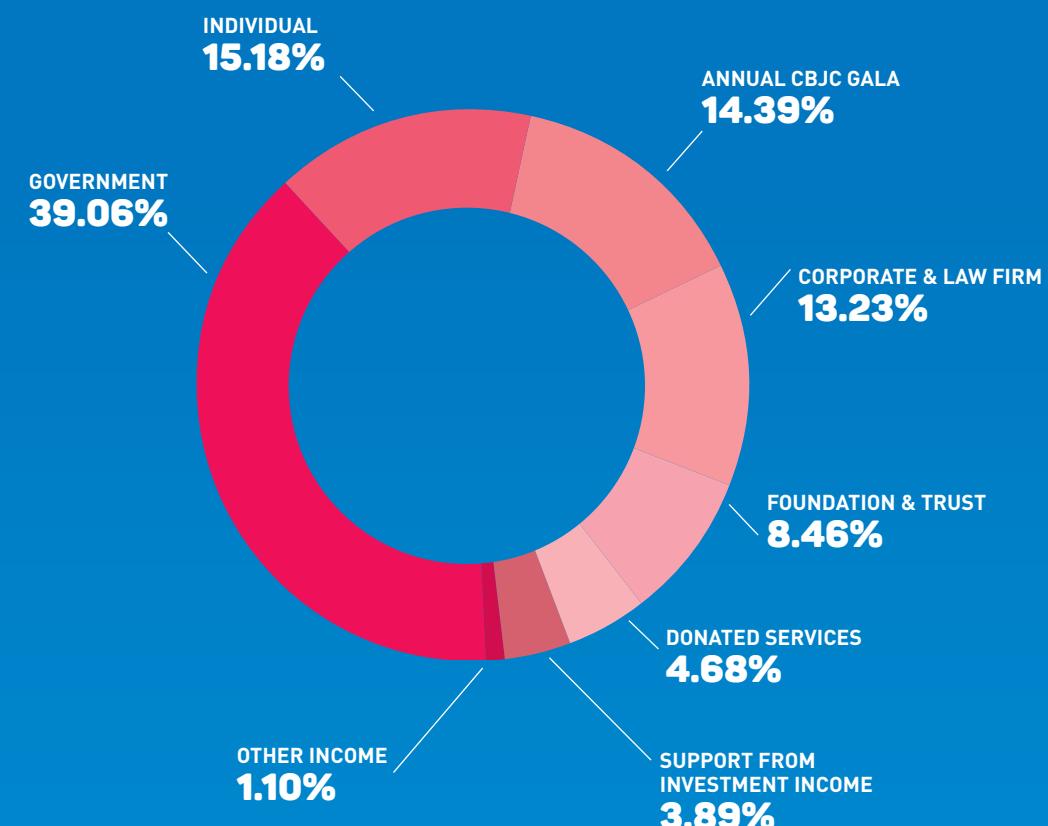
which is the 501 (c) (3), not-for-profit organization established by the New York City Bar Association in 1946.

The City Bar Justice Center is the largest department of the City Bar Fund, with an operating budget

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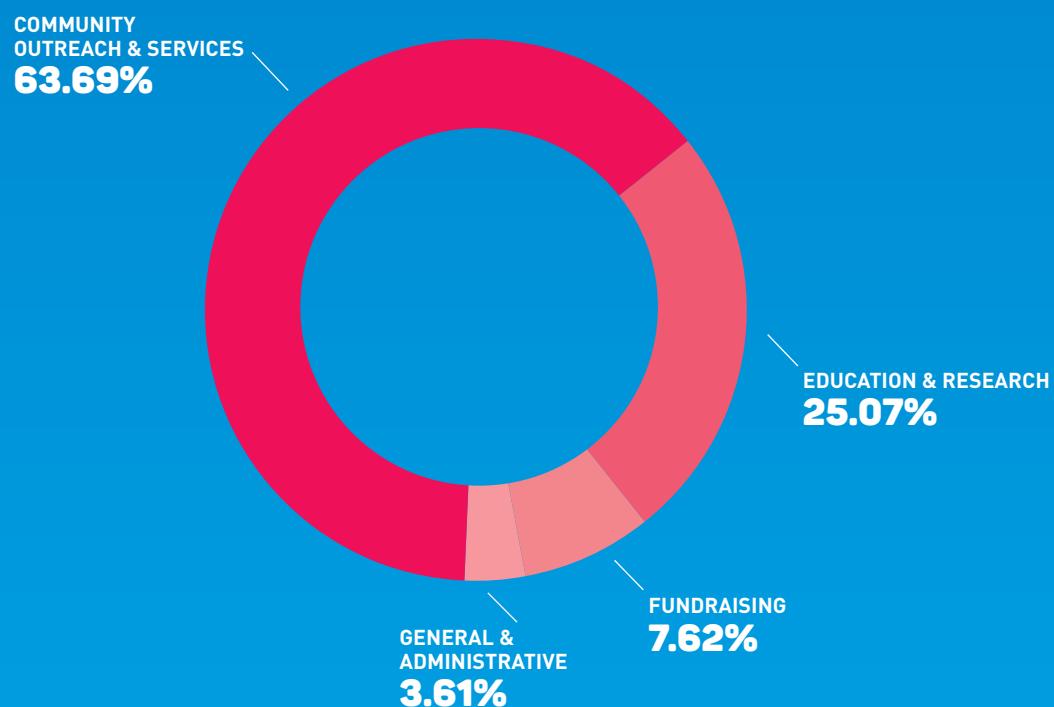
## SOURCES OF OPERATING SUPPORT

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## EXPENSES BY FUNCTION

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