



**KNOW
JUSTICE,
KNOW
PEACE**

EAST BAY COMMUNITY LAW CENTER 2024





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LETTER FROM OUR EXECUTIVE DIRECTOR AND CO-DEPUTY DIRECTORS



Last year, we responded to the political moment by recommitting ourselves to our women of color-centered strategy. The Supreme Court’s reversal of affirmative action and the subsequent legal and cultural shift towards race-neutrality led to increased attacks on programs designed to address structural oppression. Our decision to release our updated Women of Color-Centered Policy Platform in 2024 was borne out of the need to resist attempts to obscure what we know to be true: that **race and gender are primary determinants of how successful you will be in this country.**

The incoming administration, as it did in 2017, also knows this to be true. It has vowed to implement a slate of policies that are designed to actively harm communities of color. Women of color will feel this impact most acutely as misogyny and white supremacy become increasingly emboldened. **As women of color leaders of EBCLC, we know intimately what is at stake as we look to fight forward.**

Our fight will build on the tremendous advances we made in 2024. Our updated Women of Color Centered Policy Platform anchors our work to eliminating the racial and gender wealth gap, protecting the stability and security of families, and expanding the public social safety net. We proudly shared this platform nationally, including on NBC’s The Kelly Clarkson Show. We hosted several community events to provide legal and political education, including a successful voter registration drive. We renewed our affiliation agreement with Berkeley Law School, ensuring that Berkeley law students will continue to receive the progressive community-based legal training that only EBCLC can provide. And we continued to show up for the most vulnerable members of the communities we serve through our social work and legal services programs.

All of this was achieved with the unwavering support of our EBCLC community of staff, board of directors, alumni, pro bono volunteers, and supporters. We are grateful to be in community with all of you and we are motivated now more than ever to **fight for a world where we can all know justice and know peace.**

In Community,

Handwritten signature of Zoë Polk in black ink.

Zoë Polk
Executive Director

Handwritten signature of Rosa Bay in black ink.

Rosa Bay
Co-Deputy Director

Handwritten signature of Jay Kim in black ink.

Jay Kim
Co-Deputy Director

OUR WOMEN OF COLOR CENTERED POLICY PLATFORM

In 2024, we updated our Women of Color Centered Policy Platform and made significant achievements in the three key areas of our updated platform: eliminating the racial and gender wealth gap, protecting the stability and security of families, and expanding the public social safety net.



ELIMINATING THE RACIAL AND GENDER WEALTH GAP

EBCLC's Clean Slate Program, through our work anchoring the Debt Free Justice California coalition, successfully championed for the passage of Assembly Bill 1186, "the REPAIR Act." The REPAIR Act eliminates youth restitution fines, which disproportionately saddle young people of color and their families with unfair criminal legal debt. Our advocacy efforts were driven by data that shows that restitution fines make it more challenging for young people to escape the carceral system and poverty. The REPAIR Act will, among other things, eliminate new youth restitution fines, vacate old restitution fine debt, and end wage and trust account garnishment for youth restitution. By allowing youth to transition into adulthood without the weight of restitution debt, the REPAIR Act represents an important step towards a system that reinvests in community growth.

PROTECTING THE STABILITY AND SECURITY OF FAMILIES

Our advocacy efforts in our Education Defense and Justice for Youth Program are crucial in supporting our youth justice clients at risk of being separated from their families. These clients often face challenges such as housing instability, fear of deportation, and income insecurity. Our team collaborates with community mentors, mental health providers, violence interruption advocates, educators, and all relevant program areas of EBCLC to build a robust support network for our clients as well as for their adult caregivers. Through our dedicated efforts, we aim to hold systems accountable to making decisions in the presence of community so that we can keep families together and empower our youth clients to succeed.

EXPANDING THE PUBLIC SOCIAL SAFETY NET

Our legal services continue to inform our systems change work. Our Consumer Justice Program represents a client whose prepaid debit card was fraudulently targeted, leading to the theft of her public benefits. The bank failed to investigate the theft properly and illegally denied her claim, leaving her without essential funds to meet her basic needs. We stepped in and, after a prolonged legal battle, we were able to successfully recover the stolen funds for our client. We then filed an affirmative lawsuit in Federal Court to ensure that the bank will change its practices and comply with the law, protecting public benefits recipients with basic safeguards in the future.

We secured **\$1,559,321** in monetary based outcomes for our women of color clients this past year.

On average, EBCLC's legal services for our public benefits clients increases their monthly income by **50%**



OUR HOLISTIC MODEL IN ACTION

EBCLC's clients' lives are multifaceted, and so are the challenges they face. Our Social Work Program collaborates with our Immigration, Housing, and Education Defense & Justice for Youth programs to provide holistic advocacy for clients seeking justice. Our social workers enhance our direct services, distinguishing EBCLC from other legal services organizations by supporting clients beyond their legal needs. Our clients receive comprehensive care through trauma-informed case management, crisis intervention, and system navigation.

IMMIGRATION

Our Immigration Program was selected for a 2-year innovative statewide program called the Children's Holistic Immigration Representation Project (CHIRP). CHIRP enables us to pair every single one of our youth immigration clients with both an attorney and a social worker, offering not only legal support but also **trauma-informed care and stabilizing services that strengthen their legal cases**. This comprehensive partnership allows us to put our immigrant youth clients ahead of their case. Over two years, we have provided fully integrated social and legal services to 30 unaccompanied minors in the East Bay.

EDUCATION DEFENSE AND JUSTICE FOR YOUTH

Our Education Defense and Justice for Youth Program (EDJY) assists a subset of clients who are transitioning from children to young adults, often continuing relationships with us that began in their early teens. Although now adults, these young people are still developing and require ongoing care. Our in-depth support **addresses a critical lack of resources available to youth over 18 as they move into adulthood**. Our Social Work team and EDJY attorneys take an integrated approach to ensure that our juvenile defense clients receive the sustained support they need throughout their legal issues and beyond. Our social workers are hands-on, meeting our clients where they are in the community, often providing transportation and other tangible support to ensure they have access to community-based resources and basic necessities. Integrating social work services into our EDJY Program empowers us to build trust and effectively advocate for our young clients during this critical developmental stage.





“My social work team at EBCLC was so supportive, caring, and understanding during my hardest times. My EBCLC team went above and beyond to help me with my legal issues and work towards my life goals.”

~ EBCLC Social Work Client



HOUSING

Our Housing Program supports some of the most vulnerable low-income tenants in Alameda County, including many seniors striving to remain housed in their longtime communities. Our housing attorneys and social workers collaborate to **provide compassionate case management for these elderly clients**, working alongside them to create long-term plans that prioritize their autonomy and well-being. Beyond legal defense to protect their housing, these clients also receive social work assistance with applying for benefits and coordinating vital services. For example, our social workers have helped clients with disabilities arrange for in-home care to maintain health and safety in their homes. This legal-social work partnership allows us to make a significant impact, helping our clients not just remain, but thrive in their communities.

Our Social Work team assisted **over 100 clients this past year with in-depth holistic services.**

BUILDING POWER IN OUR COMMUNITIES

Each year, we assist thousands of clients facing significant legal challenges and systemic hurdles. We believe those most affected by systemic oppression are uniquely capable of driving meaningful change. Through direct services and strong community partnerships we empower our clients to become champions for change.



EMPOWERING CHAMPIONS FOR CHANGE

Our direct services have a significant impact on our clients' lives. By assisting them in overcoming legal challenges, we enable them to focus on their goals and advocate for others in their community. Our client Nancy Moreno's transformative journey from undocumented status to emerging community advocate is a powerful example of this impact.

After 13 years of being undocumented, and 7 years reliant on DACA renewals, Nancy found a pathway to lawful permanent residency with help from EBCLC. Our Immigration Program guided her through the residency application process and, after 1,625 days of waiting, Nancy is now a Green Card holder. Her journey to achieve permanent legal status galvanized her to provide disadvantaged communities with the critical resources she once needed.

With permanent legal status and confidence in her future, Nancy now has the stability to pursue her goals and uplift her community. As an enrollment coordinator at Merritt College, she helps undocumented people, single parents, and others facing major crises enroll in school and find necessary resources. Nancy aims to give everyone who visits her desk access to the same stabilizing support and community lifelines like she found in EBCLC.



LOOKING FORWARD

Nancy hopes to expand the reach of her community advocacy efforts by applying to a Master of Social Work program with the goal of becoming a community college counselor because "being able to work with communities of color that are in need and to advocate for change is what is most important to me."

STRONG COMMUNITY PARTNERSHIPS FOR LASTING IMPACT

Our community partnerships strengthen our connections, enhance the quality and effectiveness of our programs, and deepen our impact. Fostering these partnerships is essential for our work and service to the community. We are grateful to our community partners for their support and collaboration.



“ATT: SMALL BIZ OWNERS!”

reads the vibrant green and yellow flyer for EBCLC and Mandela Partners’ Virtual Legal Café. This eye-catching announcement is more than just a call to action; it’s a beacon of support for small business owners of color.

Every month, our Community Economic Justice Program (CEJ) hosts a legal clinic for emerging entrepreneurs of color. Mandela Partners, one of CEJ’s longstanding community partners, plays a vital role in this initiative to support food-based entrepreneurs. The partnership offers consulting from Mandela Partners on business development, and legal assistance from EBCLC on leasing, licensing, and permitting issues. These free monthly clinics provide business owners with the essential legal support they need to grow and see their dreams realized.

EBCLC’s Community Economic Justice Director Michael Trujillo has observed a trend among the business owners who attend the clinics: many entrepreneurs of color start their own businesses because they face unfair barriers and conditions in traditional jobs. These challenges include immigration status, criminal records, harassment, and discrimination. Trujillo notes, “We focus on helping clients who can’t access traditional employment, allowing them to create independent and empowering sources of income.”

CLIENT SPOTLIGHT:

Diana Ramirez-Jasso grew a following and began generating consistent revenue while operating her small business, Yoyo’s, out of the Mandela Partners’ kitchen incubator. When she was ready to take her business to the next level, EBCLC helped her tackle the critical legal steps to access a loan and negotiate a commercial lease, garnering a contract that favored the success of her business. Today, they are in the process of opening their first brick and mortar! The success of Diana Jasso and YoYo’s highlights the transformative impact of EBCLC’s legal support to BIPOC entrepreneurs.



THE NEXT GENERATION OF SOCIAL JUSTICE ADVOCATES

EBCLC's clinical education program continues to provide progressive community-based training for law students and social work students each year. We are deeply grateful for our clinical students who join EBCLC with a passion for justice and help us meet the needs of the communities we serve. We are proud to share highlights from EBCLC's Class of 2024 in their own words.



JOCELYN GOMEZ

Health & Welfare Clinic - Class of 2024

The passionate attorneys and advocates at EBCLC became some of my greatest mentors and role models during my time at Berkeley Law. Not only did they help me learn the complex nuances of public benefits law in such a short timeframe, but they also provided multiple opportunities for me to take the lead in cases while providing critical feedback that only helped me grow as an advocate. I am so grateful for my team's mentorship and support during my time at EBCLC; their guidance was invaluable to me as I learned how to best advocate for low-income communities of color like my own.



OLIVIA TOM

Social Work Practice - MSW Class of 2024

My time at EBCLC also demonstrated the power of collaboration. In previous work environments, my social work role was often siloed from other systems and stakeholders. Our clients' lives do not exist in a vacuum, so their care should not either. Working alongside attorneys and law students demonstrated the power of teamwork and will inform my work going forward.



XANDRA XIAO

Clean Slate Clinic - Class of 2024

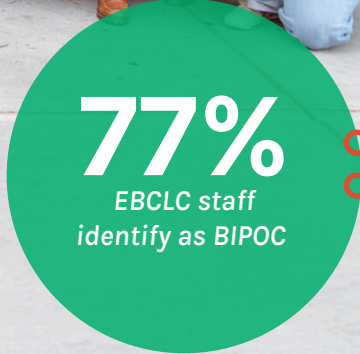
Representing clients in court was an eye-opening experience. It wasn't just about navigating the legal intricacies of state court proceedings or learning how to hone my oral argument skills, but it was also about persuasively communicating the uniqueness of each of my client's stories and shining a light on the importance that Clean Slate relief would bring to their and the lives of their families and communities.

Our students helped us achieve nearly **3,000** favorable outcomes for clients this past year.



OUR STAFF

Our talented and diverse staff are deeply committed to our dual mission of training the next generation of social justice lawyers and increasing access to legal services.



Our front desk team fielded **over 24,000 calls** this past year from community members seeking our help.



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FINANCIALS

STATEMENT OF FINANCIAL POSITION

Updated: 12.4.2024

ASSETS	FY2024	FY2023
Current Assets		
Cash and cash equivalents	1,835,404	4,543,907
Cash held in trust	348,708	379,734
Investments	2,104,595	1,909,154
Grants, pledges & accounts receivable	2,285,487	1,656,339
Prepaid expenses	113,472	169,674
Total Current Assets	6,687,666	8,658,808
Noncurrent Assets		
Grants and pledges receivable, net	1,848,415	2,228,415
Property and equipment, net	1,372,949	1,416,974
Deposits	39,568	39,767
Right of use assets	726,563	888,619
Total Noncurrent Assets	3,987,495	4,573,775
Total Assets	10,675,161	13,232,583
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued expenses	418,507	100,202
Accrued vacation	601,150	527,710
Deferred revenue	399,784	311,277
Client trust accounts	348,708	379,734
Current portion of lease liability	205,889	199,892
Total Current Liabilities	1,974,038	1,518,815
Lease Liability, less current portion	586,095	755,056
Total Liabilities	2,560,133	2,273,871
Net Assets		
Without donor restrictions	4,108,018	5,789,910
With donor restrictions	4,007,010	5,168,802
Total Net Assets	8,115,028	10,958,712
Total Liabilities and Net Assets	10,675,161	13,232,583



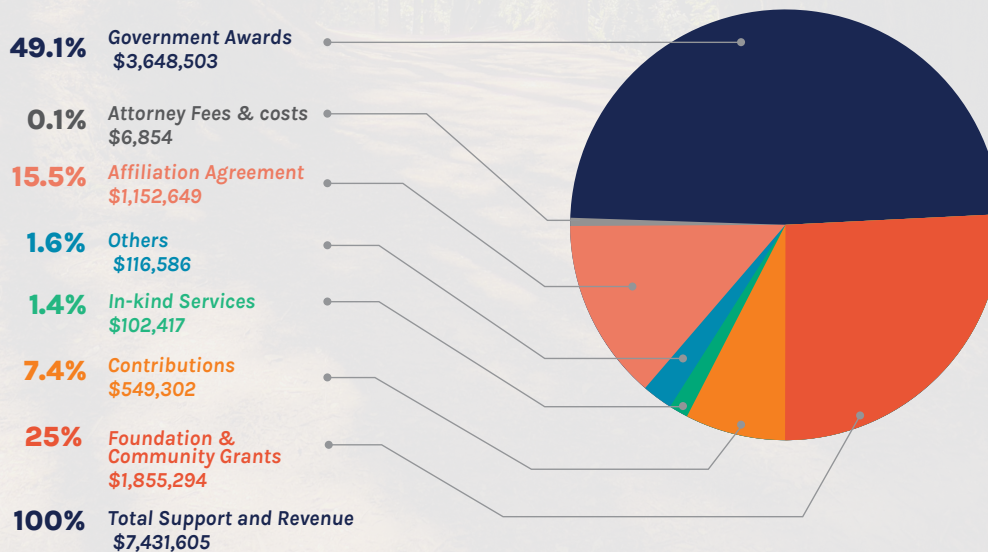
STATEMENT OF ACTIVITIES

Updated: 12.4.2024

SUPPORT & REVENUE	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	2024 TOTAL	2023 TOTAL
Government awards	3,648,503	-	3,648,503	3,290,227
Foundation and community grants	100,294	1,755,000	1,855,294	4,747,669
Contributions	429,669	119,633	549,302	1,758,638
In-kind Services	102,417	-	102,417	167,212
Total Support	4,280,883	1,874,633	6,155,516	9,963,746
Revenue				
Affiliation Agreement	1,152,649	-	1,152,649	1,127,650
Attorney fees and costs	6,854	-	6,854	99,803
Investment activity, net	201,434	-	201,434	126,377
Other	116,586	-	116,586	73,435
Total Revenue	1,477,523	-	1,477,523	1,427,265
Support provided by expiring time and purpose restrictions	3,036,425	(3,036,425)	-	-
Total Support and Revenue	8,794,831	(1,161,792)	7,633,039	11,391,011
Expenses				
Program	8,159,264	-	8,159,264	7,191,270
Management and General	1,785,521	-	1,785,521	2,100,529
Fundraising	531,938	-	531,938	875,410
Total Expenses	10,476,723	-	10,476,723	10,167,209
Change in Net Assets	(1,681,892)	(1,161,792)	(2,843,684)	1,223,802
Net Assets, beginning of year	5,789,910	5,168,802	10,958,712	9,734,910
Net Assets, end of year	4,108,018	4,007,010	8,115,028	10,958,712

(1,162,659)

ANNUAL REVENUE BREAKDOWN



DONORS

Our accomplishments are made possible because of your support. We extend appreciation to the following individuals, foundations, law firms, and businesses who contributed to EBCLC between July 1, 2023 and June 30, 2024.

Leadership: \$50,000 and above

Bay Area Community Services
California ChangeLawyers
The California Endowment
California Wellness Foundation
Crankstart
Equal Justice America
Gilead Foundation
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Kazan McClain Partners' Foundation

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Advocates: \$10,000-\$24,999

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Kissinger Family Foundation
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Michael Ng and Mikal Condon
Morrison & Foerster Foundation
Oakland Athletics
Quinn Delaney and Wayne Jordan
Tiffany R. Thomas

Champions \$25,000-\$49,999

Akonadi Foundation
Firedoll Foundation
Van Löben Sels/RembeRock Foundation

Friends: \$1,000-9,999

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Bank of America Matching Gifts Program

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