

# Present and Powerful!

¡Presentes y Poderosos!

ANNUAL  
REPORT | 2023







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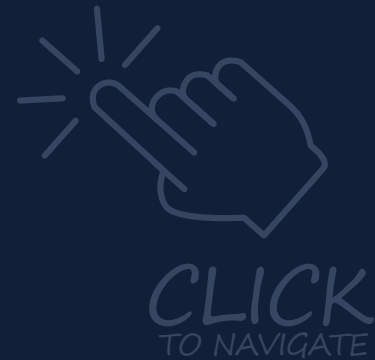
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# Our Mission

Champions of Civil and Human Rights

LatinoJustice PRLDEF uses and challenges laws to create a more just and equitable society. We transform harmful systems, empower our communities, and grow the next generation of líderes.





# Growing Power and Presence

A letter from Lourdes M. Rosado,  
President and General Counsel



**I**n 2023, in the courts and in the streets, we've seen a number of developments that are constricting our rights — to fully participate in our democracy, to equal access to opportunity, to dignity and respect, to make our voices heard.

Whether it's the Supreme Court decision on the use of affirmative action in college admissions, gerrymandered electoral districts that diminish the power of Latinx and Black voters, or continuing mistreatment by police, it can sometimes feel that those with the most power have a stranglehold on decisions that determine almost every aspect of our lives.

At LatinoJustice PRLDEF, we do not take these serious developments as a call to despair, but rather as an invitation to draw on the power that has fueled our work for more than five decades: the power of our numbers and our resilience.

To counter the idea that the Supreme Court ruling on race-conscious admissions means shutting down the doors of opportunity in schools, workplaces and philanthropy, as some would like to interpret it, LJP is clarifying the legal limits of the decision so that community-based organizations can continue their important work expanding equity.

To secure voters' abilities to gain full access to the ballot, we demanded that election boards provide mandated language access in the battleground state of Pennsylvania, we have defended the rights of non-citizens in Florida to support voters in their community, and continued to fight for the implementation of a New York law that would give 800,000 non-citizen residents a voice in the local decisions that affect their lives.

We hold law enforcement accountable when they exceed their authority to violate the rights of those they are bound to protect, we have highlighted so-called gang databases that harm young people for decades, defended a citizen journalist blocked from documenting police in public spaces, and secured a landmark settlement on an eight-year case in Long Island that vindicated the experiences of 21 Latino immigrant plaintiffs, and provides the community with strong tools to hold responsible the department and its officers.

Getting our communities the tools to step up and exercise their rights — that's what makes us presentes y poderosos!

**Lourdes M. Rosado**  
President and General Counsel



There are **63.7 Million**

Latinos in the United States as of July 1, 2022.

This is **19.1% of the total population**,  
the largest racial or ethnic group.

Source: Census.gov



# Nimble and Activated to Improve Well-Being

A message from the Chair  
of the Board of Directors



**R**eflecting on 2023, a year rife with extraordinary external developments that touched the work of LatinoJustice PRLDEF and its allies, I feel a great pride at the way that this organization and its leaders were able to step in, shift resources and hold the line on hard-won social justice advances.

That “planning meets nimbleness” approach continues to be the hallmark for LatinoJustice PRLDEF and one of the primary reasons the organization continues to make a mighty impact on the well-being of Latinos and other underrepresented communities.

My fellow Board members and I have focused energy not only on working with staff leaders to ensure that LatinoJustice PRLDEF authentically carries out its mission, but also on serving as ambassadors to make sure our peers know and support the work of this organization, which seeks to uphold constitutionally protected civil rights, promote equity and inclusion, and uplift communities through civic engagement and leadership development.

Among the many reasons that LatinoJustice PRLDEF can continue to advance Latino well-being is that they have spent that past five

decades developing leaders. Through their extraordinary legal pipeline and leadership development programs, the organization annually helps more than 500 young people begin the journey toward a legal career.

That means that LatinoJustice PRLDEF has helped develop many thousands of lawyers who are now among the leaders bringing a variety of perspectives to workplaces, boardrooms, civic tables and court rooms. Decisions they make today are informed by their lived experiences.

In 2023, that perspective has helped counter at the ground level some of the most troubling efforts to turn back the dial on social justice and equity, and LatinoJustice PRLDEF played a major role in making sure these leaders were activated. That is how LatinoJustice PRLDEF builds community well-being.

On behalf of the LatinoJustice Board of Directors, thank you for your support this past year, and I look forward to continuing to engage with all of you to activate tomorrow’s leaders.

Jose Ramon Gonzalez







# Highlights

In 2023, LatinoJustice PRLDEF advanced its litigation, advocacy and leadership development goals at the local, state and federal levels.

Our biggest wins and progress included:



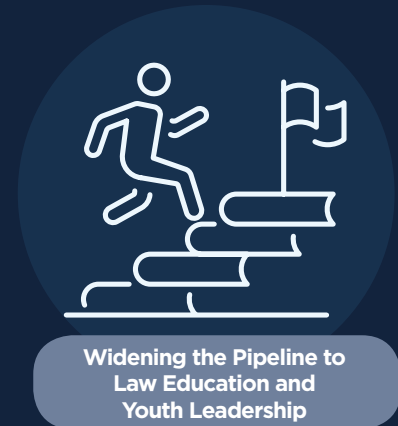
Winning Respect  
from Police



Expanding Racial Equity  
to Multiple Generations



Building up Leaders to  
Transform Harmful Systems



Widening the Pipeline to  
Law Education and  
Youth Leadership



Advancing Laws that  
Secure and Expand Rights





## Winning respect from police

Our strong historic settlement in a case against the Suffolk County Police Department, which has a demonstrated record of blatantly discriminatory practices, was a robust and meaningful win. After eight years, our brave clients, 21 Latino immigrant residents of Long Island, had their day in court representing others in their community and won important changes in police procedures, data collection and community oversight, in addition to individual compensation for the discrimination they suffered.



But this was only one of several legal challenges we started this year to hold to account police departments for mistreating the people they are supposed to protect and serve. We also filed a case for discrimination against Spanish speakers against the Nassau County police department and have challenged NYPD policy prohibiting recording in precinct lobbies, which are considered public space.



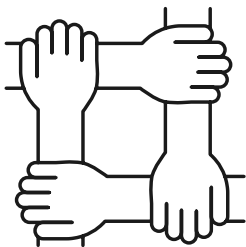
## Hector Sanchez

Suffolk County resident,  
client in *SCPD v. Suffolk*  
County Police Department



Suffolk police discriminated against us horribly. They would detain us often without reason. Instead of protecting us, they would harass us, and they knew that they could do it without facing any consequences. I joined this case so my children would not have to live through what I lived through, so they would not be afraid and so they would always demand justice. I'm so happy we reached this important victory, for our kids, for our community, to live without fear and with dignity.





## Expanding Racial Equity to Multiple Generations

The US Latinx population is not only growing in numbers, but also in diversity. In the 2020 Census, about 6 million identified as Afro-Latino, and one in four Latinos say they consider themselves indigenous. These differences – such as linguistic – bring up issues that are difficult to address with existing resources created for Spanish speakers. We have started taking on cases that address these specific challenges, such as a New Jersey case reaffirming the need for in-person court interpretation for lesser-known languages, and a case in Louisiana on drivers' licenses for the children of undocumented immigrants in a heavily Garifuna community.



# + 6 Million Afro-Latino





## Chanel Jones

Waco CTX Regional Director,  
Lioness Justice Impacted  
Women's Alliance,  
FIP Academy graduate



The training I received at the FIP Academy significantly enhanced my understanding of legislative practices, enabling me to confidently create impactful bills. Moreover, it has facilitated the development of valuable relationships with both my cohorts and alumni, further enriching my professional network.



## Building up Leaders to Transform Harmful Systems

This year, we inaugurated our first Freedom in Practice (FIP) Academy, a five-week program that aims to provide formerly incarcerated people with historical background and tools to increase their capacity to organize, engage in legislative advocacy, and engage in storytelling and become effective leaders in the movement to transform the policing and penal systems.



## Alyssa Carbone

2L at the University at  
Buffalo School of Law,  
Next Generation Lideres mentee



I am extremely grateful to the Next Generation Lideres Mentorship Program for allowing me to connect with my mentor who graciously reviewed my application materials when I had no one else to look them over, the NGL mock law class that helped me prepare for what a real law school class would look like, Lydiette's recommendation to apply to the Young Advocates fellowship which I successfully completed before starting law school, the Law Day programming which let me speak one-on-one with the admissions counselor from Buffalo to help make my case for obtaining a full-ride scholarship, and all of the resources and supports that the program provided to me as a first-generation law student applicant.



## Widening the Pipeline to Law Education and Youth Leadership

The Supreme Court's decision in *FFA v. Harvard and University of North Carolina* seriously hinders the ability of institutions of higher learning to admit diverse student bodies, including those who have been historically underrepresented in our colleges and universities. And the decision is having a chilling effect on corporate diversity, equity, and inclusion efforts. That's why LatinoJustice PRLDEF has doubled down on its efforts to brace open the doors of opportunity.

The CAP Institute's innovative Corporate/Law Firm Alliance Summer Program (CLASP), a fellowship that places law students for two consecutive summers in a corporate legal

department and a law firm, continues strong with an unbroken record of 100% placements in post-graduation positions as a result of participation in the program.



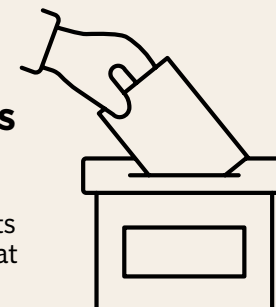
This program is only one of the many opportunities that LatinoJustice's CAP programs offer to support leadership development for young people. From exploratory information sessions and mentorship opportunities for college students, to twice-yearly law-school boot camps, to frequent networking opportunities for aspiring and early-

career legal professionals, young people can connect with people and resources at every step of their journey to a career in the legal field and in other community service work.





## Advancing Laws that Secure and Expand Rights



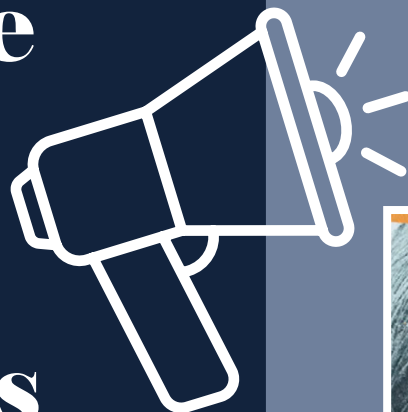
As the efficacy of making positive change through the courts has declined, LatinoJustice PRLDEF is complementing its litigation work with legislative advocacy at the local, state, and federal levels.

After our success helping pass an expanded Voting Rights law in New York, which added stronger protections on language access, we won a similar law in Connecticut, and have been working with allies on similar laws for New Jersey, Pennsylvania, and other states.

On the criminal legal reform front, we saw a big win in New York City with the passage of the How Many Stops Act, which requires the New York Police Department to collect more data on interactions with the public. This law reinforces a 2013 federal court ruling that aimed to end the Department's discriminatory and unconstitutional "Stop and Frisk" practices— a case that LatinoJustice PRLDEF helped litigate – and follows a report that anti-crime units continued to stop too many people unlawfully.

We are building internal capacity to write legislation, lobby elected officials, and organize with partners to pass more laws that support our work.

# Shifting the Narrative on Latino Civil Rights



Our staff experts spoke publicly on various aspects of our work, highlighting injustices from discriminatory police databases and mistreatment of Spanish speakers to modern-day involuntary servitude in prisons, fights to expand democracy for non-citizen immigrants and Spanish speakers, witnessing the effects of increased militarization at the US-Mexico border, and demonstrating our commitment to maintain educational opportunity by supporting aspiring law students and race-blind admissions criteria at all levels.



## Foro Contra el Racismo Día de Sanación



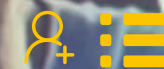
Lo más importante es que lo hagamos en comunidad para luchar contra estos sistemas [policiales]. [...] Porque esos 21 clientes se unieron y demandaron justicia, es por eso que ahora tenemos un cambio en la policía de Long Island. Y solamente con nosotros alzando la voz y peleando juntos es que vamos a ver los cambios que queremos ver en nuestra sociedad.”



**Rafaela Uribe**, Associate Counsel



# SLAVERY?



## Is Forced Prison Labor Really Slavery?

“For 13 years of the 27 years I was incarcerated, I spent doing hard labor on the fields. There were times where I remember coming close to dying, in prison, when I was outside in the heat. [...] I was never paid a penny for the work that I did. What I did was slave labor.”

*Jorge Renaud, National Criminal Justice Director*



## Latino Justice realizará “Día del Derecho” para Orientar Estudiantes

“ Necesitamos más abogados hispanos porque la representación es importante, necesitamos abogados que entienden la cultura, que entienden el idioma, que pueden de verdad ayudar a asistir a estos clientes que no entienden, que no saben que están en una situación difícil y necesitan esa ayuda de un abogado que se parece a ellos.”

**Lydiette Diaz**, *Director CAP Institute*



## Presidenta de Latino Justice llama a considerar disparidades que enfrentan grupos minoritarios



“ Es el movimiento para insistir en que la cláusula de igual protección de la Constitución de Estados Unidos significa que el gobierno y todos nosotros tenemos que ser daltónicos. La mala noticia es que parece muy probable que el Tribunal Supremo de Estados Unidos anule el uso de políticas públicas de admisión que toman consciencia de la raza.”

**Lourdes M. Rosado**,  
*President and General Counsel*





## Activists who engage with voters of color are looking for messages that will resonate in 2024

AP

“Recently, a panel of three federal appeals court judges ruled that private individuals and groups do not have the ability to sue under a key section of the Voting Rights Act. It’s another example of an attack on the tools that remain to protect voters, said Cesar Ruiz, an associate counsel with a focus on voting rights for LatinoJustice.”

### Activists who engage with voters of color are looking for messages that will resonate in 2024



## Leadership Conference on Civil and Human Rights on the Supreme Court Affirmative Action Decision

“As Justice Sotomayor so eloquently stated in her dissent, the Court’s holding ‘subverts’ the Constitution’s guarantee of equal protection and will only further entrench racial inequality in education, the bedrock of our democracy. [...] We will not back away from our youth and from our commitment to brace open the doors of opportunity for all students who deserve a fair shot at higher education.”

**Lourdes M. Rosado**, President and General Counsel

## Texas military denies ignoring migrant river pleas

20 December 2023

By Bernd Debusmann Jr, BBC News, Washington

Share



The video shows the woman calling for help just feet from a Texas National Guard boat.

LatinoJustice PRLDEF

## Texas military denies ignoring migrant river pleas

“It was clear she was already in some sort of need [...] She was begging for help. I was perpetually worried for her since the moment I heard her. [...] They [CBP] got very, very close to her... but zoomed past her and the baby. At that point, we don’t hear the mom or the baby crying anymore. We don’t really see them. They go under water.”

**Priscilla Lugo**, Justice Advocate Coordinator

BBC



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*as of December 31, 2023*

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*as of December 31, 2023*

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 Zila Reyes Acosta-Grimes, *Linklaters LLP*  
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 Lisette Amador | *Accounting Manager*  
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 Sarai Bejarano | *Manager of Traditional and Digital Media*  
 Andrew Case | *Senior Counsel*  
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 Rafaela Uribe | *Associate Counsel, Racial Justice*  
 Fulvia Vargas-De León | *Senior Counsel*  
 Robert Willis | *Justice Advocate Coordinator, Northeast*



# Staff

as of December 31, 2023

## Southeast office – Orlando, Florida

Roberto Cruz | *Managing Attorney, Southeast Office*  
 Delmarie Alicea | *Associate Counsel*  
 Nickole Durbin-Félix | *Equal Justice Works Disaster Resilience Program Legal Fellow*  
 Miranda Emily Galindo | *Senior Counsel*  
 Cecilia Gonzalez | *Advocacy Coordinator for Voting Rights*  
 Steven Mangual | *Justice Advocate Coordinator, Southeast*

## Southwest office – Austin, Texas

Jorge Antonio Renaud | *National Criminal Justice Director*  
 Priscilla Lugo | *Justice Advocate Coordinator, Southwest*  
 Karen Muñoz | *Justice Catalyst Fellow*





# Financial Information

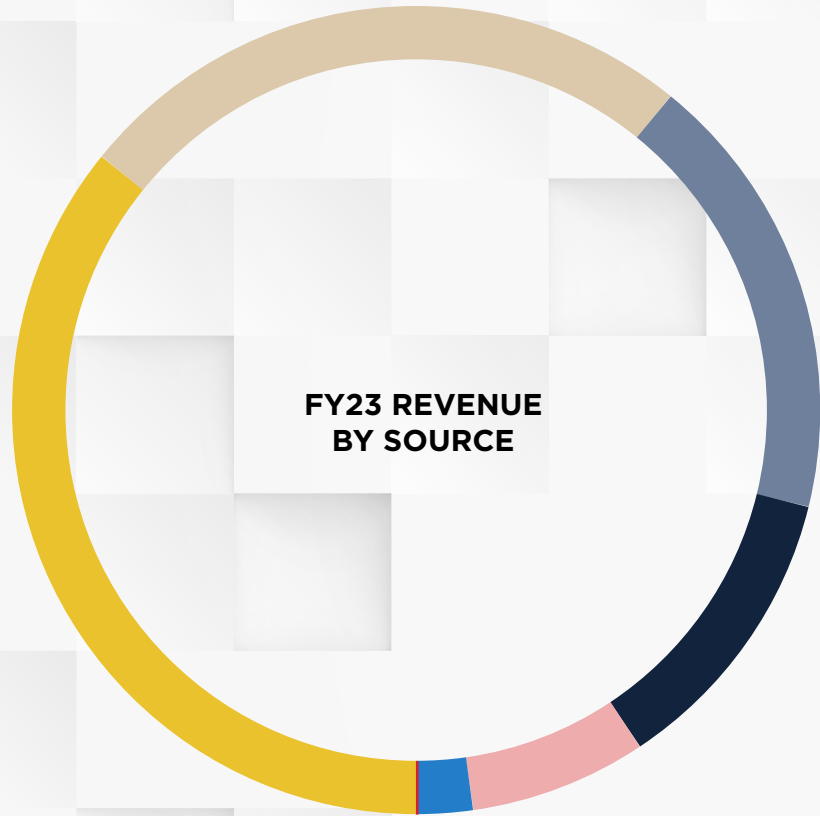
## Audited Statement of Financial Position for the years ended June 30, 2023, and June 30, 2022

ASSETS	2023	2022
Cash and cash equivalents		
Cash available for use in operations	\$ 991,530	\$ 681,422
Certificates of deposit	500,000	4,000,000
Total cash and cash equivalents	<b>1,491,530</b>	<b>4,681,422</b>
Investments	8,633,127	8,353,977
Contributions and other receivables, net	1,021,038	1,337,450
Prepaid expenses and other assets	114,730	182,137
Property and equipment, net	1,584,317	1,893,219
Operating lease right-of-use assets	977,576	0
<b>TOTAL ASSETS</b>	<b>\$ 13,822,318</b>	<b>\$ 16,448,205</b>

LIABILITIES AND NET ASSETS	2023	2022
Liabilities:		
Accounts payable and accrued expenses	\$ 637,325	\$ 538,342
Other liabilities	29,864	39,317
Operating lease liabilities	1,001,219	0
Total liabilities	<b>1,668,408</b>	<b>577,659</b>
Net assets		
Without donor restrictions:		
Operating fund	5,619,277	7,791,367
Board-designated operating reserve	4,648,589	4,482,257
Total net assets without donor restrictions	<b>10,267,866</b>	<b>12,273,624</b>
With donor restrictions	1,886,004	3,596,922
Total net assets	<b>12,153,910</b>	<b>15,870,546</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 13,822,318</b>	<b>\$ 16,448,205</b>

# Financial Information

## Breakdown of Revenue

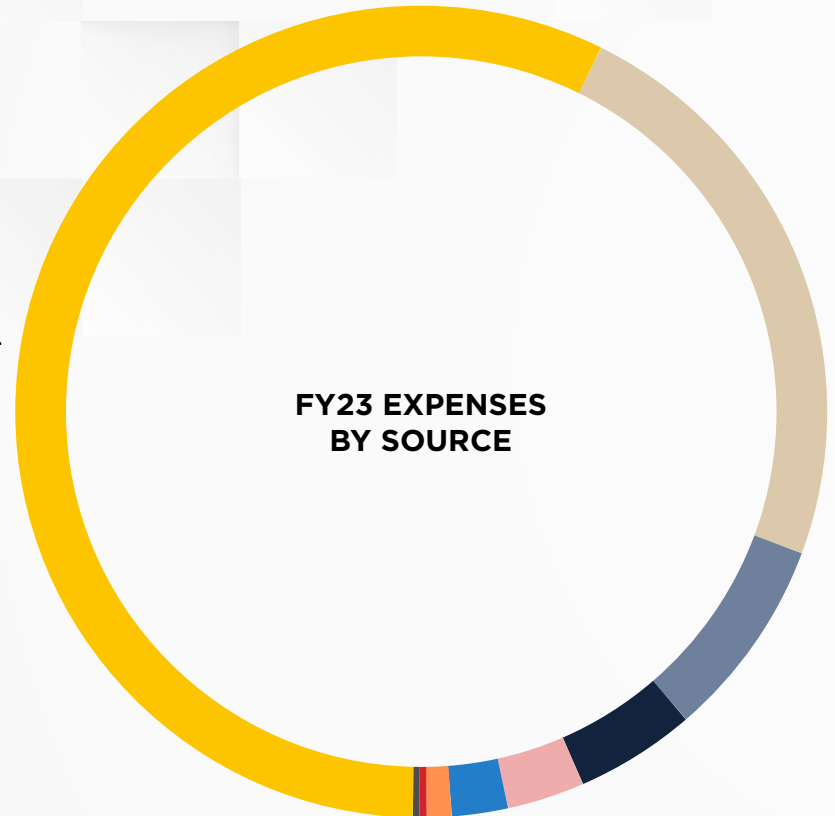


- Donated Services: **\$2,429,452**
- Contributions: **\$1,644,819\***
- Event revenue: **\$1,224,417** (net of DBE)
- Earnings: **\$776,787**
- Grant Revenue: **\$471,058**
- Legal Fees Recovered: **\$111,258**
- Education Fees: **\$16,825**

\* \$1,248,547 of contributions are restricted by donors.

**TOTAL REVENUE: \$6,674,616**

## Breakdown of Expenses



- Personnel: **5,909,483**
- Donated Services: **2,429,453**
- Professional fees: **835,207**
- Occupancy, office, telephone, non-capital equipment: **502,761**
- Marketing and cultivation, publications: **103,708**
- Bad Debt: **30,629**
- Expert and court fees: **30,214**
- Travel, conferences, meetings and other misc.: **240,895**
- Depreciation: **308,902**

**TOTAL EXPENSES: \$10,391,252**





# Donors 2023

*January 1-December 31, 2023*

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## **\$100,000.00 to \$1,000,000.00**

Ford Foundation  
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The Just Trust  
NEO Philanthropy / Carnegie Corporation  
New York Life Foundation  
NYS Unified Court System Judiciary Civil Legal Services Funds Division of Professional Court Services  
Wellspring Philanthropic Fund

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## **\$50,000.00 to \$99,999.99**

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# Donors

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## \$10,000.00 to \$24,999.99

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Dentons LLP	Latham & Watkins LLP	Winston & Strawn LLP
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## \$5,000.00 to \$9,999.99

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## \$1,000.00 to \$4,999.99

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